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**ON LATINA EQUAL PAY DAY, CALIFORNIA LATINAS CONTINUE TO FACE THE  
LARGEST WAGE GAP IN THE NATION**

***Hispanas Organized for Political Equality (HOPE) calls for policies that uplift Latinas and  
address discrimination.***

LOS ANGELES, CA (October 19, 2021) — October 21 marks Latina Equal Pay Day, the day in 2021 when the average Latina earns what the average White, non-Hispanic man earned by the end of 2020.

Systemic discrimination persists, and it must be addressed. Latinas in California earn 42 cents for every dollar earned by a White man - the most significant wage gap in the nation, a persistent trend for well over a decade. Latinas in the U.S. earn 54 cents to the dollar earned by a White man, which is the largest pay gap among all women. To make what White men earn by the age of 60, Latinas would have to work until the age of 116.

“To close the Latina pay gap we must address discrimination. Every part of society can play a role by acknowledging that it exists and rooting it out through policies that provide transparency and accountability,” said Helen Torres, Chief Executive Officer of Hispanas Organized for Political Equality (HOPE).

“The California state legislature should revisit legislative efforts to require employers to report wage information and work in tandem with the Latino Legislative Caucus’ Unseen Latinas initiative to develop policies that address the pay gap. Public and private employers must take wage inequality head on through official policies and be transparent about their wage practices. And we should all support and invest in organizations like HOPE who have are actively advocating for economic parity for Latinas,” added Torres.

Latinas deserve equal pay. In order to raise awareness and drive action to close the wage gap, Hispanas Organized for Political Equality (HOPE) has released a [fact sheet](#) detailing the persistence of the Latina wage gap.

Even when controlling for educational attainment and job sector, the pay gap for Latinas is persistent. HOPE’s [Economic Status of Latinas Report](#) shows that in California regions where high paying industries like tech and entertainment dominate, Latinas have even larger pay gaps than in the rest of the state. Latinas in the San Jose metropolitan region of Silicon Valley earned 33.5 cents for every dollar earned by a White man, and in both the Los Angeles and San Francisco metropolitan regions, they earned only 38.2 cents. Latinas are going to college at higher rates than ever before, but the gap is largest for Latinas with a bachelor’s degree, who

earn 37% less than White men on average, as shown by a [Lean In study](#). In addition to being woefully underrepresented in traditionally high-paying fields like computing and mathematical occupations, Latinas still earn 9% less than their White male counterparts.

“The root cause for the wage gap is discrimination. The wage gap is compounded by discriminatory practices that start with education when we’re not afforded the same opportunities, in employer hiring practices that exclude Latinas, in outright pay discrimination, and much more,” said Torres. “Latinas are resilient, but enough is enough.”

HOPE’s recent [Latina Pulse](#) study which surveyed Latinas nationwide confirmed 30% of Latinas have experienced discrimination in the workplace by co-workers, supervisors and/or clients. HOPE’s [statewide research](#) also confirms the disparity in pay for California Latinas is reflected in their sentiments around discrimination. 44% of California Latinas feel discriminated against because of their race or ethnicity and 68% of Latinas in the state are concerned of being denied opportunities like jobs or housing because of their race or ethnicity.

The implications of these economic losses for Latinas’ quality of life, their ability to provide for their families and save for retirement, and their Social Security benefits are dramatic and exacerbated by the high cost of living in California. The loss of each woman’s potential contributions to the economy means that the harm caused by the wage gap extends beyond the individual to our entire society.

“Latinas are economic powerhouses, CEOs of their households, and entrepreneurs with ambitious goals. If we can close these equity gaps, we will be investing in an energized, entrepreneurial, resourceful and powerful segment of our population capable of pulling our economy forward. If we achieve pay equity for Latinas and all women, our entire nation stands to benefit,” concluded Torres.

**About Hispanas Organized for Political Equality (HOPE)** - HOPE® is a nonprofit, nonpartisan organization that has empowered our communities through advocacy, Latina leadership training, and increasing knowledge on the contributions Latinas have made to advance the status of women for the past 30 years. To date, HOPE’s innovative programming has served 58,000 Latinas and touched the lives of several thousand more through our advocacy. For more information on HOPE, please visit [Latinas.org](https://Latinas.org) or follow us on [Facebook](#), [Instagram](#) and [Twitter](#).