



# Gender Equity Gaps in Wake County

2021 Update



# Wake Invests in Women

Our mission is to close gender wage and representation gaps for women in Wake County.

## Goals

- **Wage Parity:** Close gaps in wages between women and men in STEM occupations
- **Career Advancement:** Increase the number and rate of women moving from entry level to upper-level positions
- **Representation:** Increase the proportion of women in STEM occupations

An integral part of the WIIW initiative is to keep the pulse of the county's labor market, with a particular focus on how women are faring in the workforce.

Our research reveals that women, Black and Latina women in particular, continue to be significantly underrepresented in high-demand, high-earning occupations, such as software development, and are experiencing a significant gap in earnings compared to their male counterparts.

## Focus

- **Occupations:** STEM, STEM-Related, STEM-Skilled Technical Occupation Families
- **Populations:** Women, with a targeted focus on Black and Latina women

2021 Total Labor Force\*  
Men and Women

# 609,440

**\*Labor force: number of people of working age who are either working or actively looking for work**

Bureau of Labor Statistics Definition



# 47%

of Total Labor Force  
is Women

Source: Estimates for County/MSA unemployment available through Dec, 2021 based on American Community Survey, Local Area Unemployment Statistic

# Wake County Unemployment Rate by Race/Ethnicity & Gender

## 4.5%

of total labor force who are Black women are unemployed\*\*

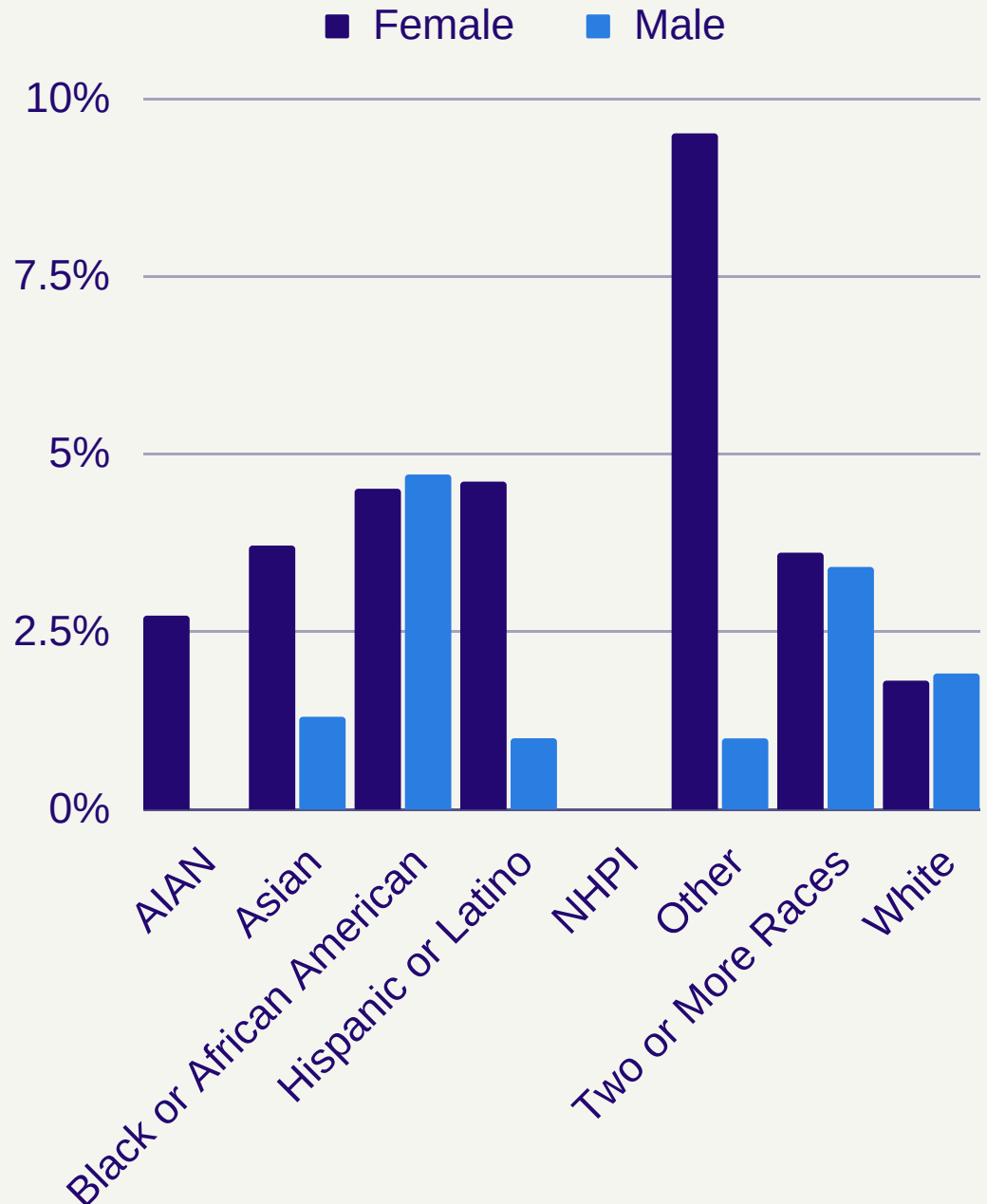
## 4.6%

of total labor force who are Latina women are unemployed\*\*

\*\*compared to 2% of White women



Source: Estimates for County/MSA unemployment available through Dec, 2021 based on American Community Survey, Local Area Unemployment Statistics  
AIAN: American Indian or Alaska Native  
NHPI: Native Hawaiian or Other Pacific Islander



- While the total unemployment rate for Wake County dropped as low as 2.5% in 2021
  - Unemployment rates continue to disproportionately impact Black men and women and Latina women
  - Black and Latina women are experiencing unemployment at more than twice the rate of White women
  - Economic shocks, like the pandemic, negatively impact Black and Latinx workers employment at higher rates and recovery takes longer for Black and Latina women.\*\*\*

\*\*\*Glynn, S.J. & Dewolf, M. (2022, February 9). Black Women's Economic Recovery Continues to Lag. U.S. Department of Labor Blog. <https://blog.dol.gov/2022/02/09/black-womens-economic-recovery-continues-to-lag>

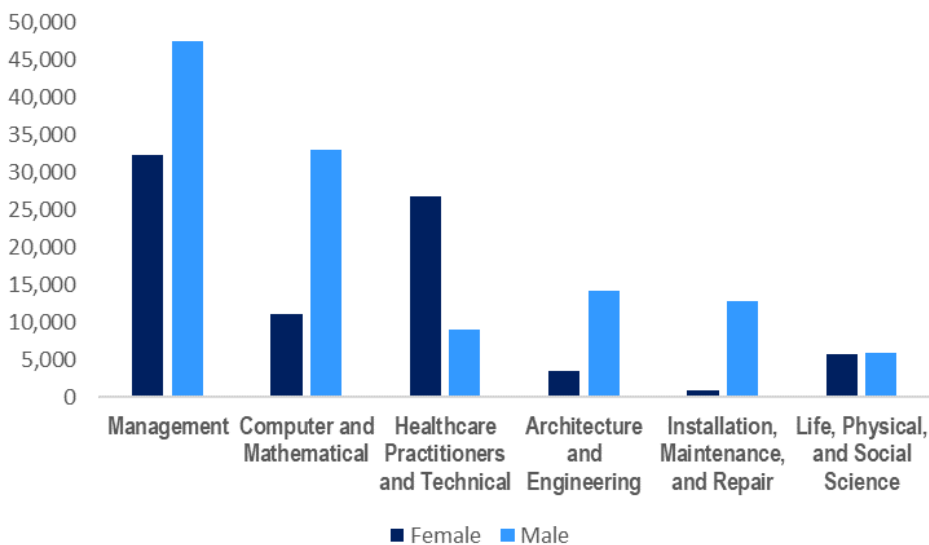


# Wage & Participation Gaps in Wake County

## High-wage, high-demand, hard-to-fill jobs in Wake County/Research Triangle Park Region:

- Software Developers, Applications
- Computer Occupations, All Other
- Managers (across occupations)
- Computer Systems Analysts
- Information Technology Project Managers

## Participation Gaps in STEM, STEM-Related, STEM-Skilled Technical Occupation Families

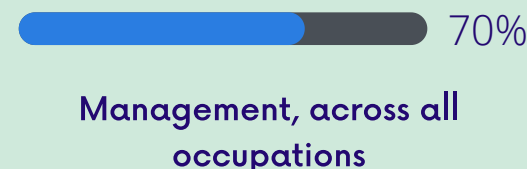
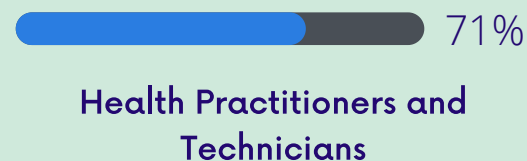
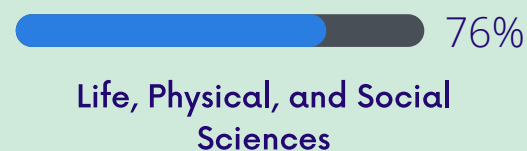
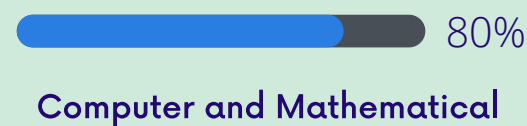
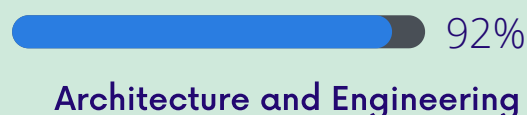
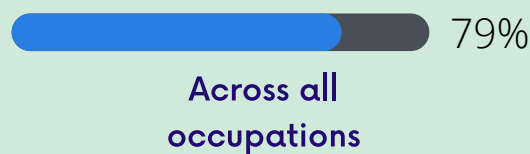


Data Source: Labor Insight (Burning Glass Technologies)

- Throughout 2021, STEM job postings steadily increased and remained in high demand.
  - Labor demand in STEM and STEM-related occupations continues to grow
  - Top employers continue to struggle to fill high-demand, high-paying jobs
- Women, Black and Latina women in particular, are
  - Significantly underrepresented
  - Experiencing wage gaps in these high demand fields

## Gender Wage Gap

Women's Earnings compared to Men's



Data Source: U.S. Census Bureau, 2019 American Community Survey 1-Year Estimates



[wakeinvestsinwomen.waketech.edu](http://wakeinvestsinwomen.waketech.edu)

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