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Washington Gender Pay Gap Ranks 2nd Largest in the Nation

Olympia, WA – It's Equal Pay Day, but for women in Washington state, earning a wage comparable to their male counterparts could take longer than almost anywhere else in the country.

Pulling data from the U.S. Census Bureau, new research from the [National Partnership for Women and Families](#) found that women in Washington made \$18,400 less in average wages than men in 2022. This amount is among the largest gender-based wage discrepancies in the nation, second only to Utah at \$20,649. If this gap were closed, women in our state could pay for 11 months of rent, over a year of childcare, or pay off nearly two years of student loan debt.

Last year on Equal Pay Day, [U.S. News & World Report](#) revealed that full time working women in Washington made only 77 cents for every dollar a man made in the year 2021. National Partnership found that in 2022, women in Washington made 70 cents for every dollar a man made, widening the gap year in year.

For black women, indigenous women, and women of color in Washington, the wage gap is even more dire.

- Latina women are typically paid \$35,402 less than white, non-Hispanic men.
- Native American women are typically paid \$31,587 less than white, non-Hispanic men.
- Black women are typically paid \$28,405 less than white, non-Hispanic men.
- Native Hawaiian & Pacific Islander women are typically paid \$28,388 less than white, non-Hispanic men.

Interview Availability

Executive Director [Grace Yoo](#), Governor Jay Inslee's lead cabinet director on women's policy, is available today at the times listed below for virtual or in-studio interviews in Seattle to speak on:

- Washington State Women's Commission's analysis of driving factors behind the gap
- WSWC's initiatives to close Washington's staggering gender pay gap
- Policies advancing gender pay and occupational equity from the 2024 Legislative Session

March 12, 2024 / 9:00am-11:00am, 2:00pm – 5:00pm

Reach out to eliza.craig@wswc.wa.gov to coordinate.

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ABOUT THE WASHINGTON STATE WOMEN'S COMMISSION

The Washington State Women's Commission (WSWC) is an executive branch cabinet agency in the Office of Governor Inslee serving as the primary voice in government for Washington women and girls. Signed into law in 2018, WSWC develops policies and initiatives to address critical issues that disproportionately affect women, including childcare access and affordability, domestic and gender-based violence, equal pay, health care access, and intersectional inequities. Through strategic listening and collaboration, we represent the 3.8 million women and girls across the state.

Learn more at [wswc.wa.gov](https://www.wswc.wa.gov).