



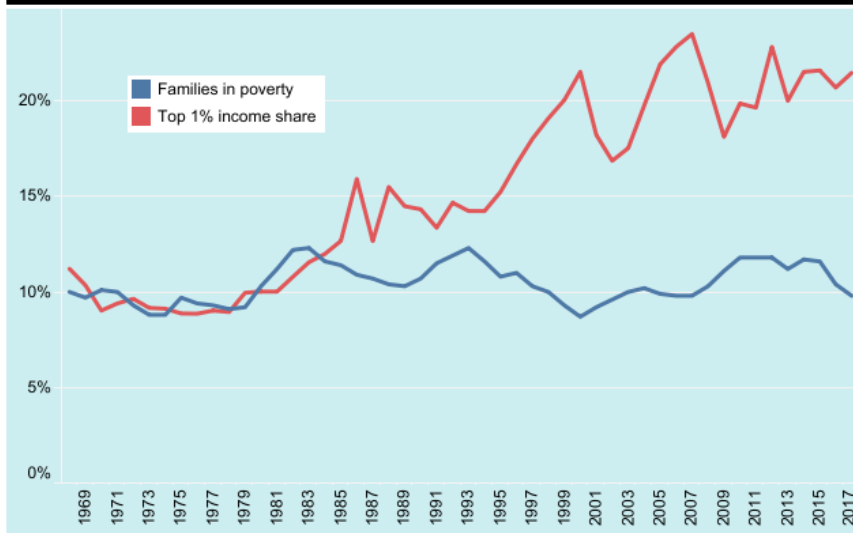
# INCOME INEQUALITY & EMPLOYMENT DISCRIMINATION

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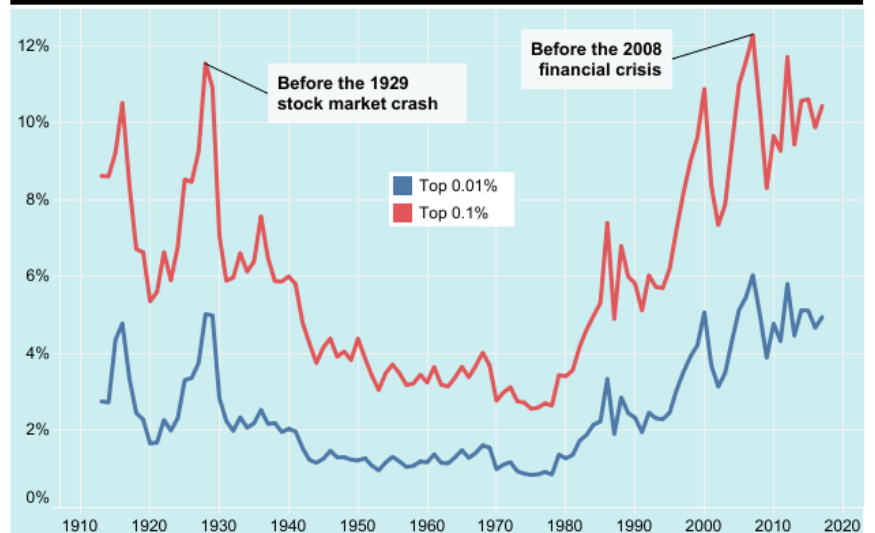
# INCOME INEQUALITY OVER TIME

**Top 1% Income Share Has Doubled While Poverty Has Held Steady**  
*Richest 1% share of U.S. income and official U.S. poverty rate, 1968-2017*



Source: Emmanuel Saez, UC Berkeley, and U.S. Census Bureau

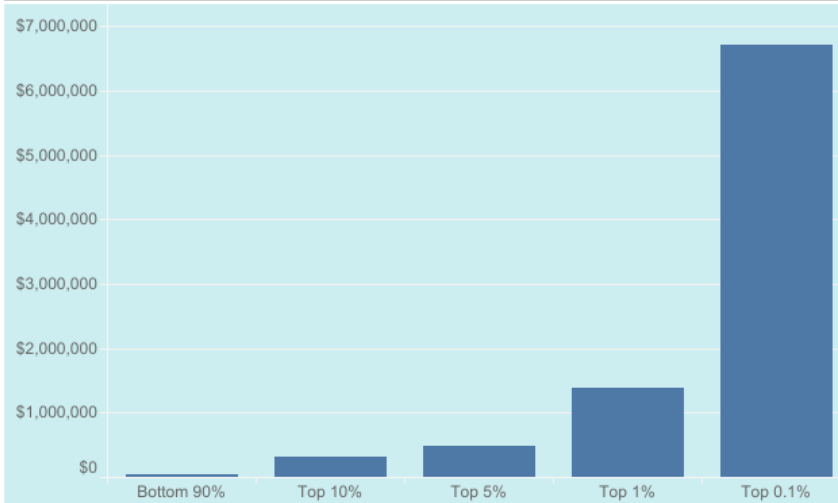
**Income Concentration Has Returned to Gilded Age Levels**  
*Share of total U.S. income going to the top 0.1% and top 0.01%, 1913-2017*



Source: Emmanuel Saez, UC Berkeley

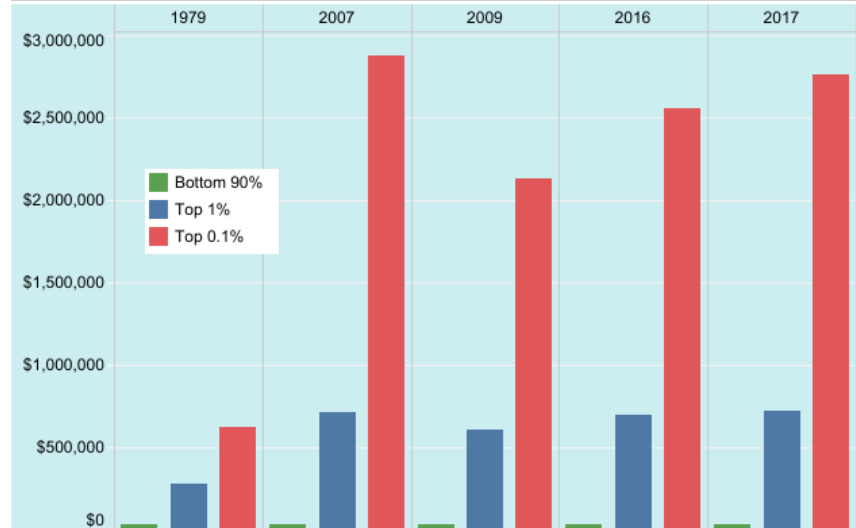
# INCOME INEQUALITY

**Richest 0.1% Take in 188 Times As Much as Bottom 90%**  
*U.S. average income, 2017*



Source: Emmanuel Saez, UC Berkeley

**Paychecks at the Top Have Spiked While Flatlining at the Bottom**  
*Average annual wages in 2017 dollars*

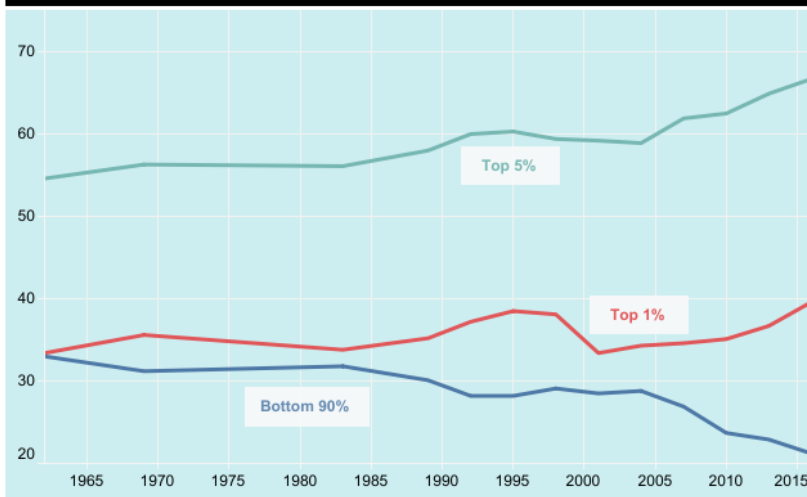


Source: Economic Policy Institute

# WEALTH INEQUALITY

## The Richest 5% of Americans Own Two-Thirds of the Wealth

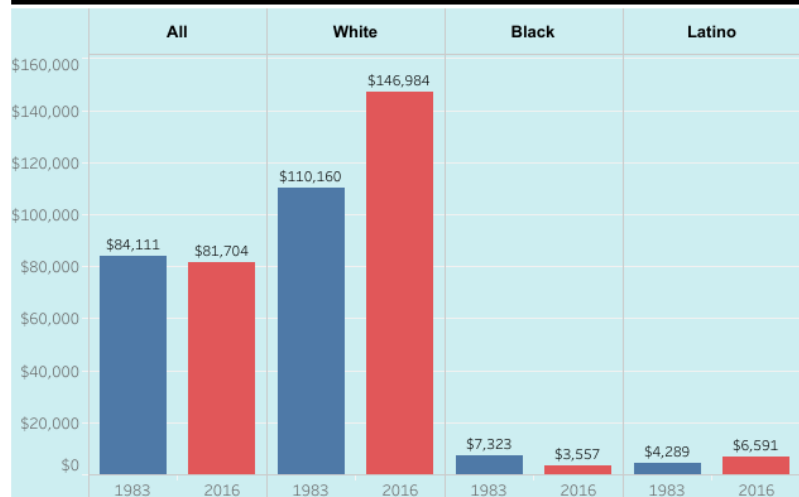
Wealth shares, United States, 1962-2016



Source: National Bureau of Economic Research

## The Racial Wealth Divide Has Grown Over Three Decades

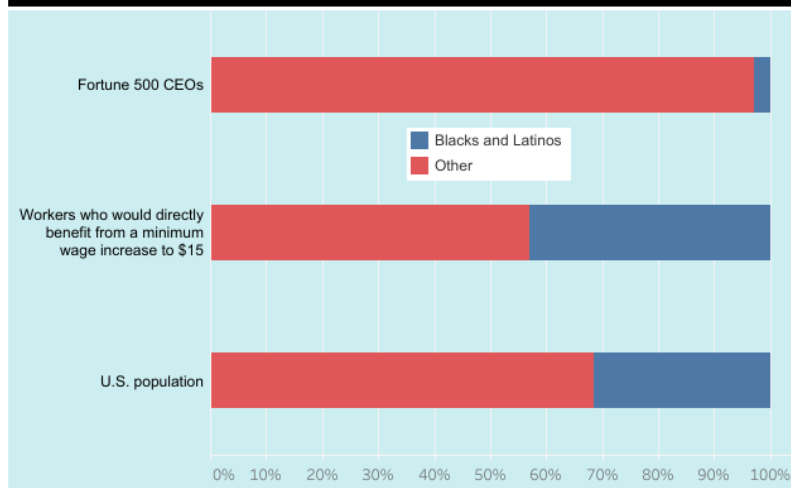
U.S. median wealth by race, 1983 and 2016



Source: Institute for Policy Studies

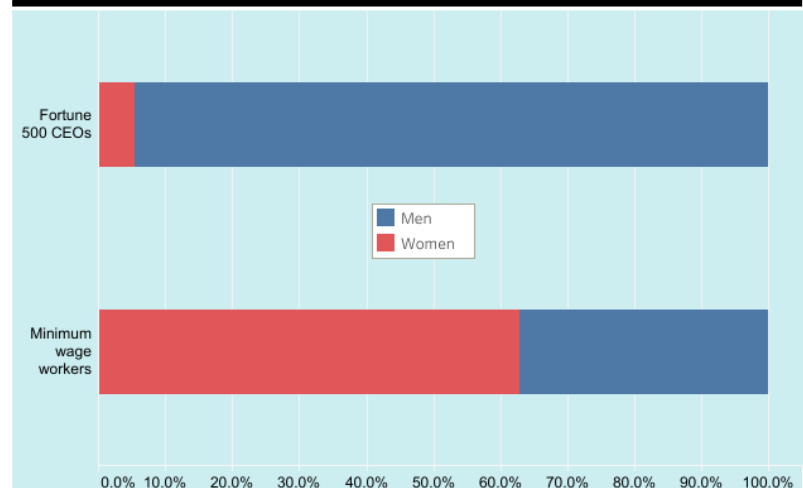
# RACIAL AND GENDER REPRESENTATION

**People of Color Are Scarce at Top and Overrepresented at Bottom**  
*U.S. Black and Latino representation, 2017*



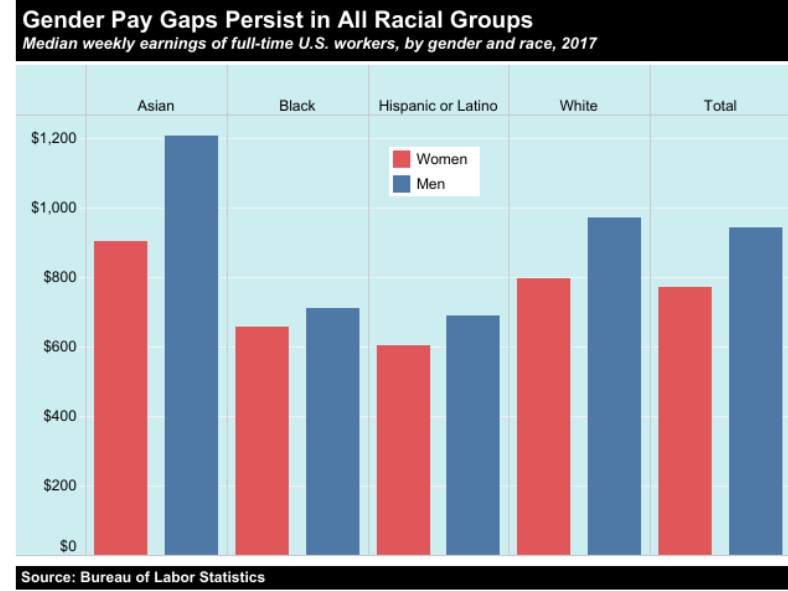
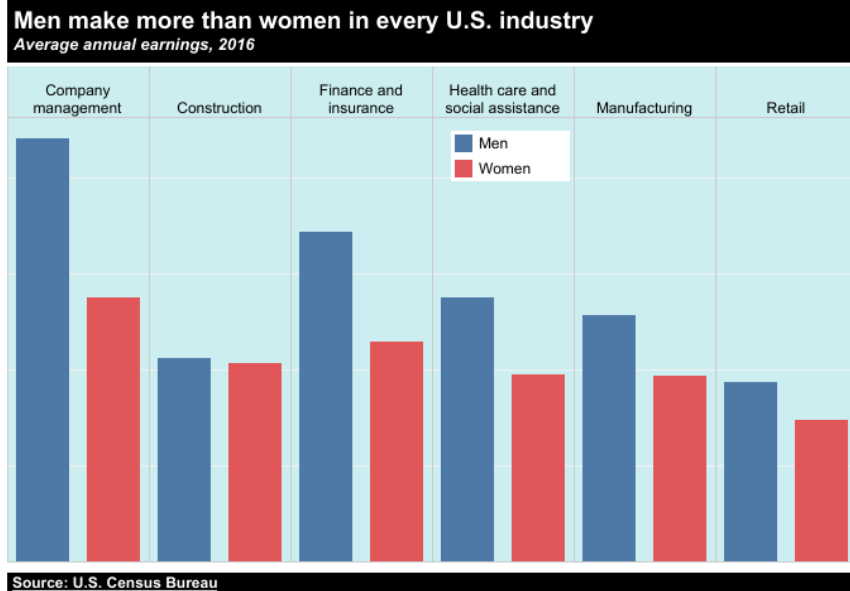
Sources: Census Bureau, Economic Policy Institute, Bloomberg, Fortune.

**Women Are Scarce at the Top and Overrepresented at the Bottom**  
*U.S. men and women as a share of minimum wage workers and Fortune 500 CEOs, 2016*



Sources: U.S. Department of Labor and Fortune

# GENDER AND RACIAL INEQUALITY IN WAGES



# EXPLAINING WAGE INEQUALITIES

- Human capital (education, skills, experience)
- Labor supply (hours worked)
- Occupational segregation (sorting into different jobs)
- **Discrimination**
  - Differential treatment (based on group membership, such as gender, race, sexuality, gender identity, nationality, citizenship status, disability status)
  - Disparate impact/institutional discrimination (rules and procedures are constructed to favor certain groups)

# MEASURING DISCRIMINATION

- Statistical analyses of survey/administrative data
  - Control for human capital, occupational segregation, labor supply
  - Measures for productivity
- Perceptions of discrimination by members of certain groups
- Surveys or interviews with employers
- Experimental
  - Lab experiments
  - Audit studies
- Legal records (e.g. EEOC filings)



# SOLVING DISCRIMINATION

- Desegregating occupations, promoting inclusion as well as diversity through diversity committees, mentoring programs, and networking events
- Creating and enforcing laws focused on fair working hours
- Strengthening unions and public sector work
- Structuring workplaces to allow workers opportunities to learn new skills (e.g. teams)
- Adopting formal policies based on merit-based and clear criteria and built in accountability mechanisms
- Creating policies that allow all workers opportunities for care
- Enforcing anti-discrimination laws aggressively in federal courts and regulatory agencies



# THANKS!

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