

Window On Racial Inequities in the Labor Market

July 22, 2020



Earn Credits

- Stay online for the entire webcast
- Credit available for participation in the live webcast only

HRCI

- ✓ Type your full name, email address, and specify “HRCI” in the space provided

SHRM

- ✓ Type your full name, email address, and specify “SHRM” in the space provided

CPE (NASBA)

- ✓ Type your full name, email address, and specify “CPE” in the space provided
- ✓ Click ‘ok’ for 3 popups that occur during the program



Topics we will be discussing today

1. How is COVID-19 impacting on wage, employment and wealth gaps between minorities recently?
2. Why are racial inequities in the labor market systemic in nature?
3. What policy and business initiatives can bring about sustained improvement?



Our expert panel



Elise Gould
Senior Economist
***Economic Policy
Institute***



Ahu Yildirmaz, Ph.D.
Co-Head of ADP Research
Institute® and Vice President
of Corporate Strategy
ADP



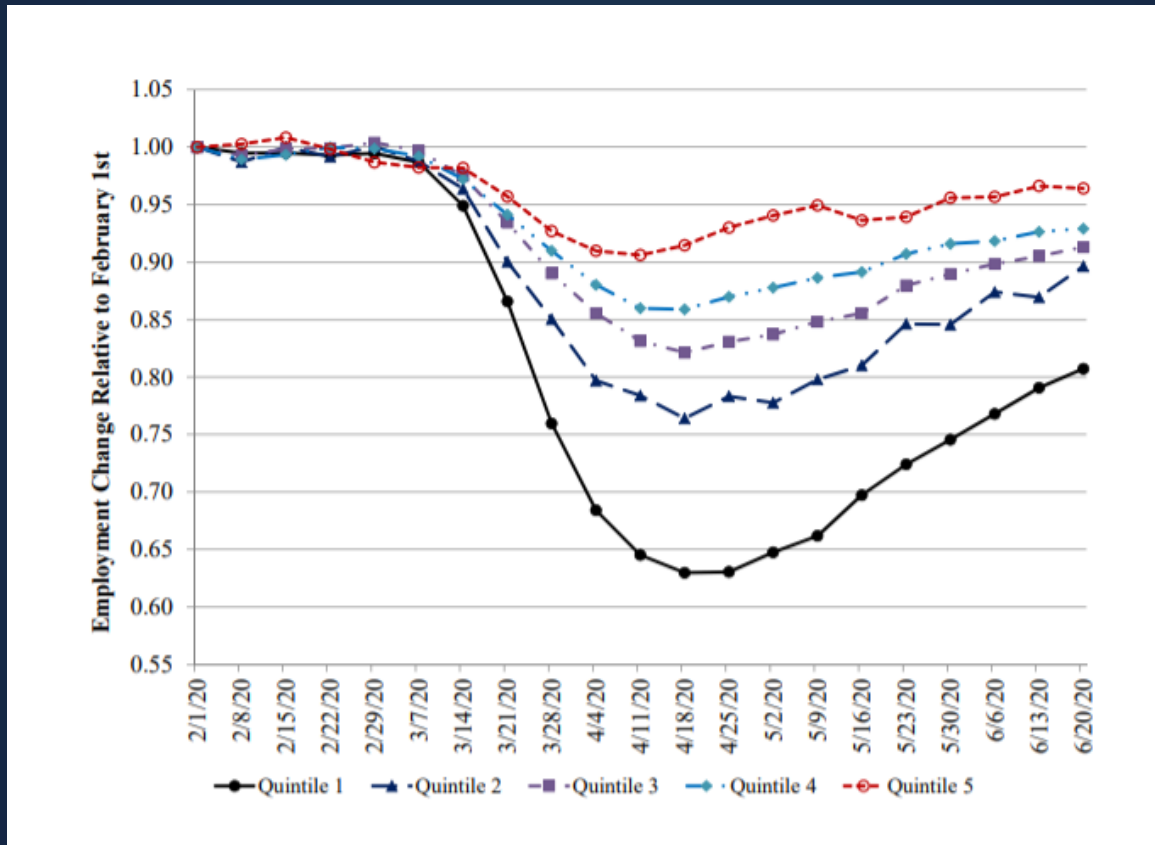
Gad Levanon, Ph.D.
Vice President, Labor
Markets
***The Conference
Board***



Bart van Ark
Executive Vice President &
Chief Economist
The Conference Board

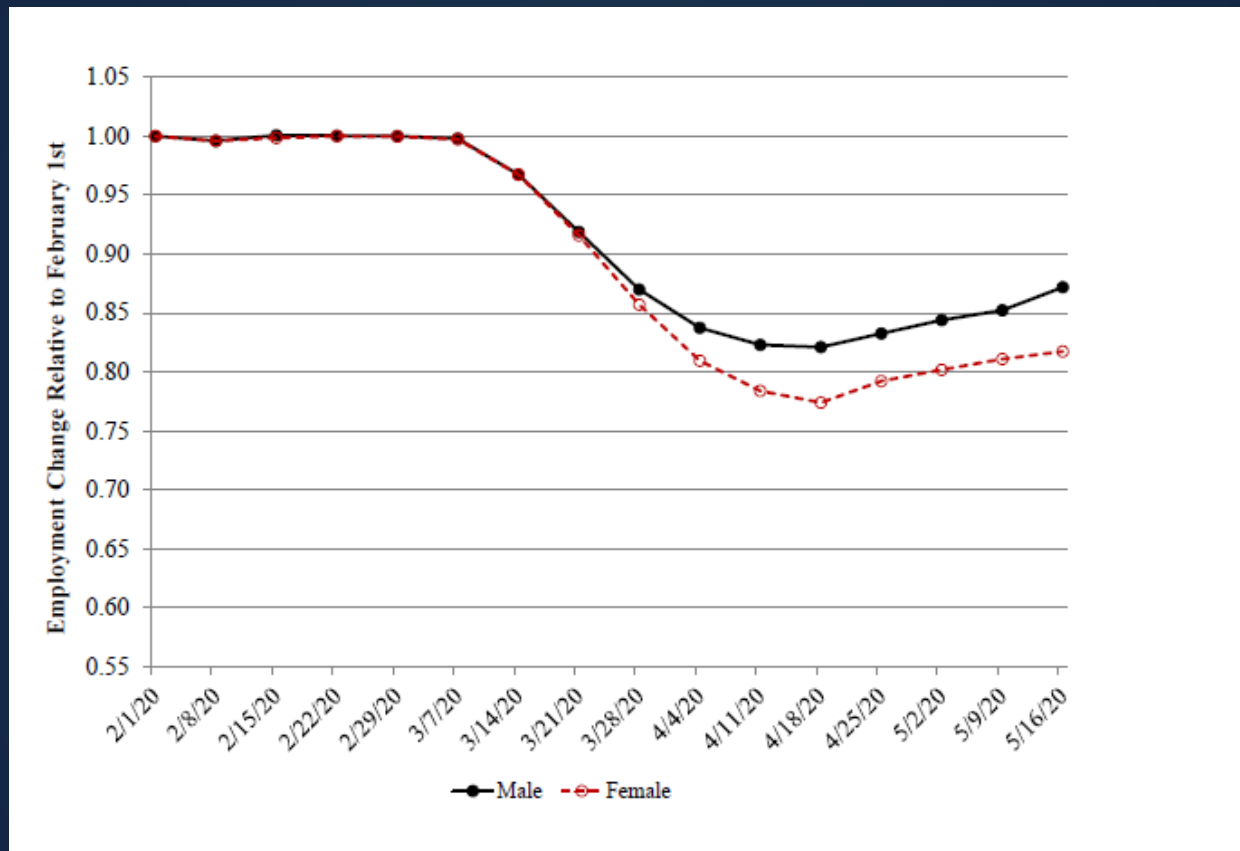


Employment Changes By Initial Wage Quintile



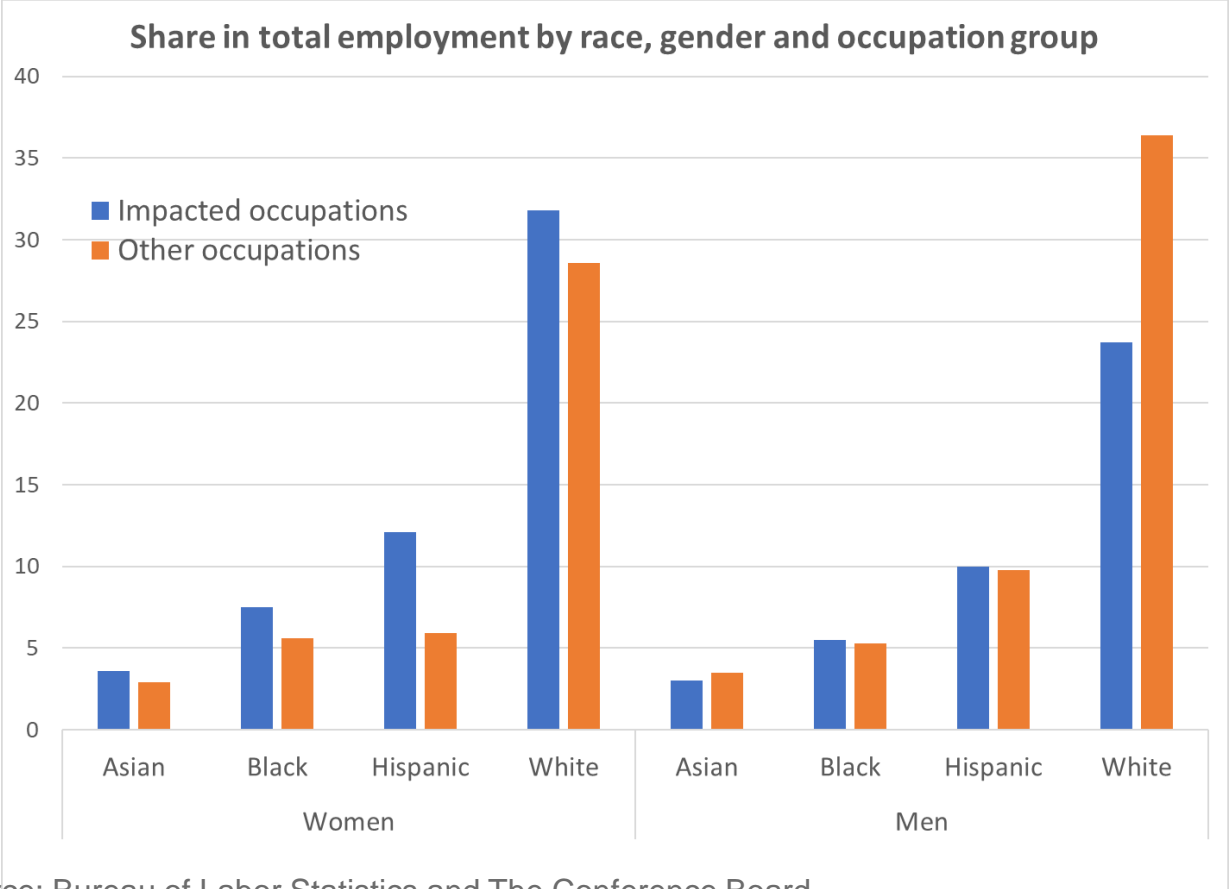
Source: Tomaz Cajner Leland D., Crane Ryan A. Decker, John Grigsby, Adrian Hamins-Puertolas, Erik Hurst, Christopher Kurz, Ahu Yildirmaz " The U.S. Labor Market during the Beginning of the Pandemic Recession" Working Paper 27159, National Bureau of Economic Research May 2020

Employment Changes By Gender



Source: Tomaz Cajner Leland D., Crane Ryan A. Decker, John Grigsby, Adrian Hamins-Puertolas, Erik Hurst, Christopher Kurz, Ahu Yildirmaz "The U.S. Labor Market during the Beginning of the Pandemic Recession" Working Paper 27159, National Bureau of Economic Research May 2020

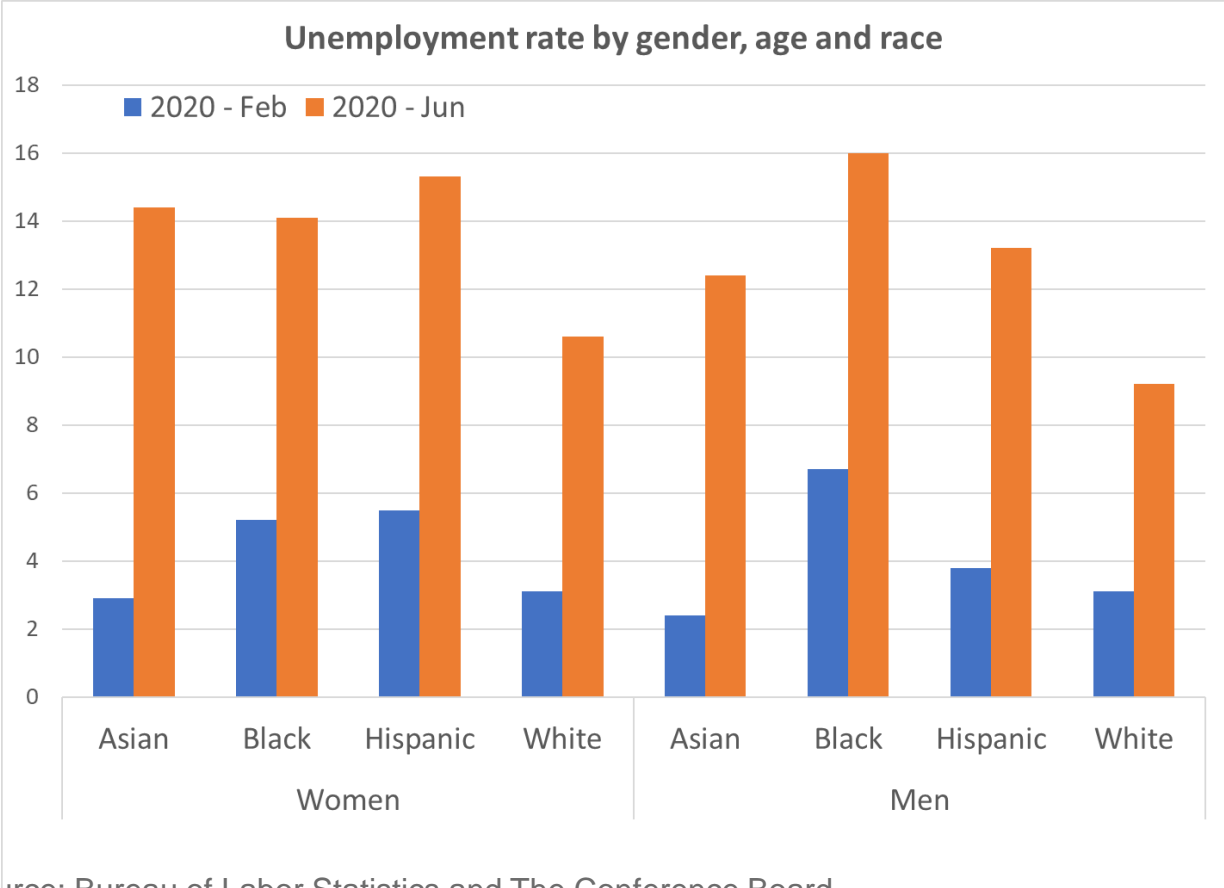
Minority women are highly concentrated in occupations most impacted by the pandemic



Source: Bureau of Labor Statistics and The Conference Board



Minorities experienced a larger increase in unemployment rates since February

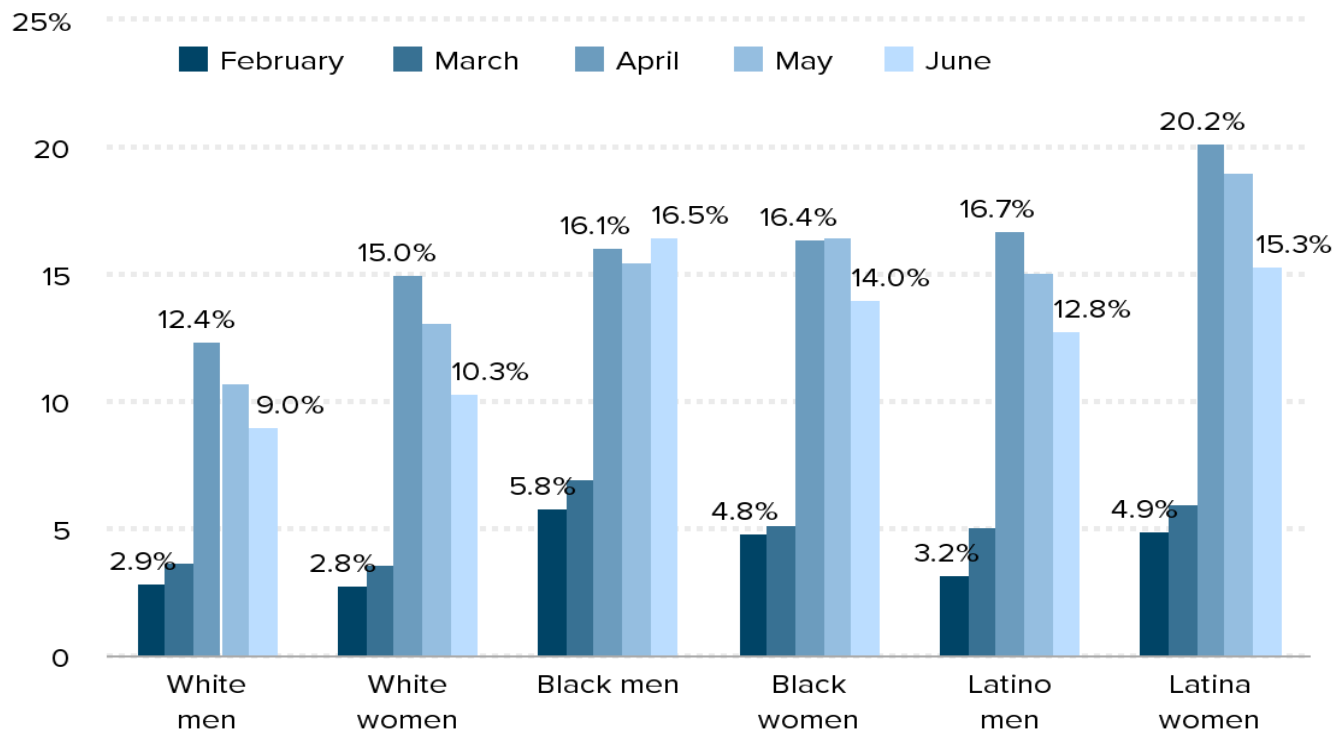


Source: Bureau of Labor Statistics and The Conference Board



A more comprehensive look at unemployment rates

Unemployment rates for select workers by race, ethnicity, and gender, February – June 2020



Note: Workers, age 20 years and over. Race and ethnic categories are not mutually exclusive. White and Black data do not exclude Latinx workers of each race.

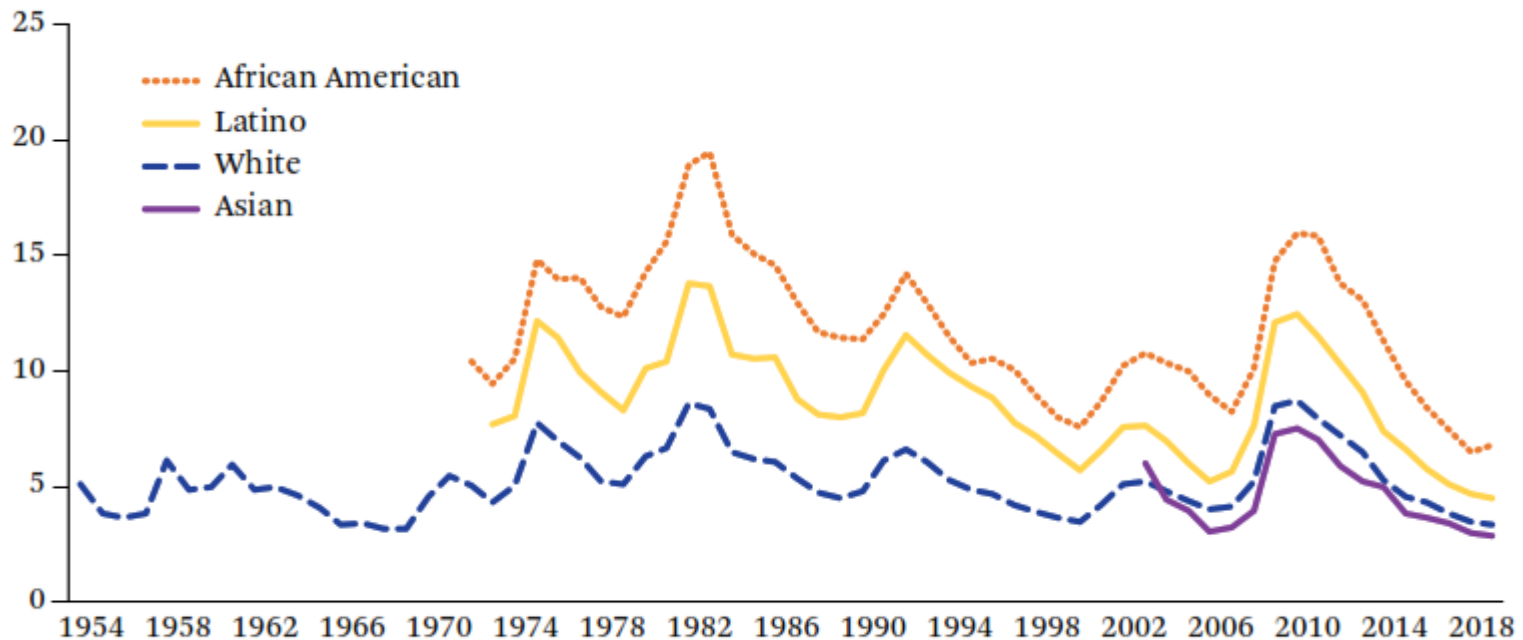
Source: EPI analysis of Bureau of Labor Statistics (BLS) Household Data [Table A-2](#), and [Table A-3](#).

Economic Policy Institute



Gap in unemployment rates remains persistent for African Americans

Figure 1. U.S. Unemployment Rates



Source: Rogers III based on BLS unemployment rates from the Labor Force Statistics of the Current Population Survey (BLS 2019).

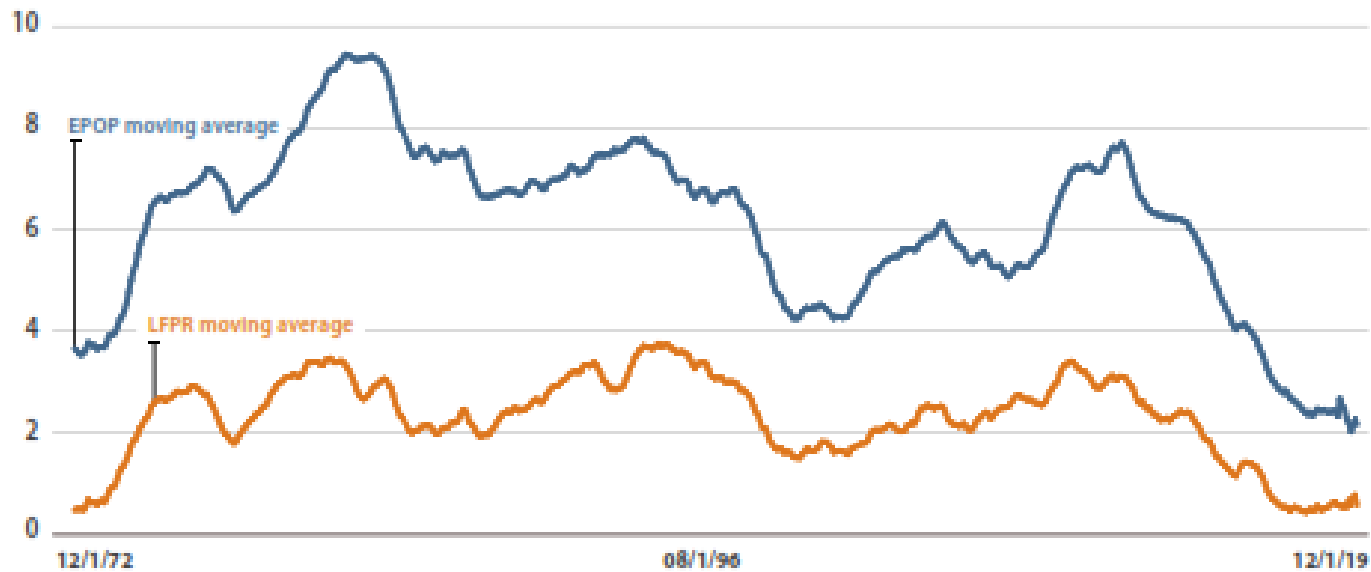


Employment-population ratio between black and white is slightly narrowing

FIGURE 2

Some labor market gaps between Blacks and whites are narrowing

12-month moving averages of the differences in the employment-to-population (EPOP) ratio and the labor force participation rate (LFPR) between Blacks and whites, 1973–2019



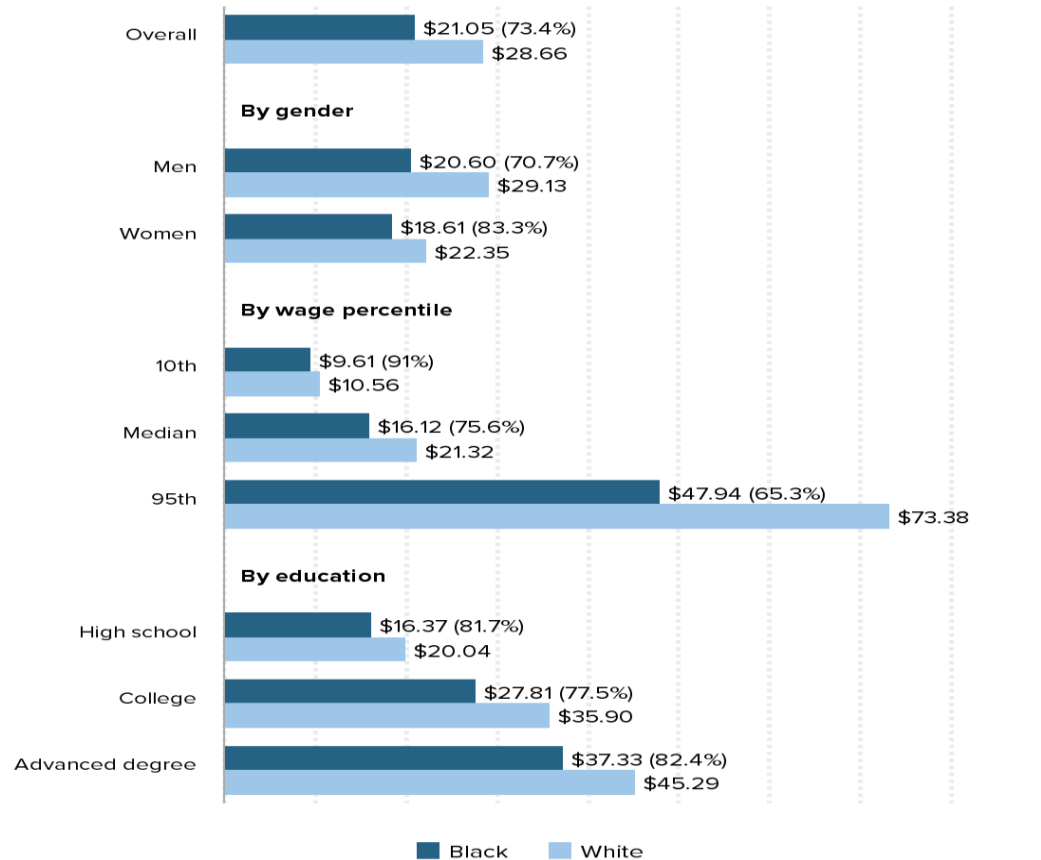
Notes: The 12-month moving average takes the average of the previous 12 months in order to smooth out the graph.

Source: Aljilore, Center for American Progress Conference Board



Black–white wage gaps are wide no matter how you slice the data

Average wages of black and white workers, by gender, wage percentile, and education, 2019



Note: White refers to non-Hispanic whites, black refers to blacks alone.

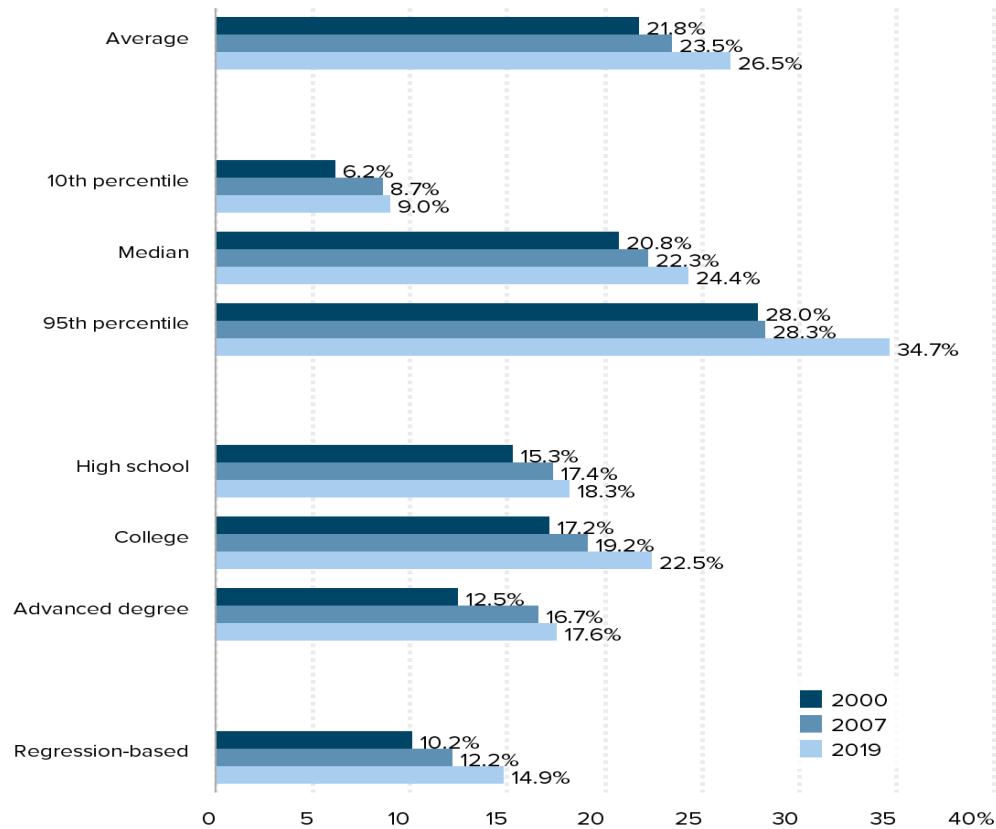
Source: Authors' analysis of Economic Policy Institute, *State of Working America Data Library*, [Median/average hourly wages], 2019, and of EPI Current Population Survey Extracts, Version 1.0 (2020), <https://microdata.epi.org>, adapted from *State of Working America Wages 2019*.

Economic Policy Institute



Black–white wage gaps widen across multiple measures

Black–white wages gaps at different points in the wage distribution, by education, and regression-based, 2000, 2007, and 2019

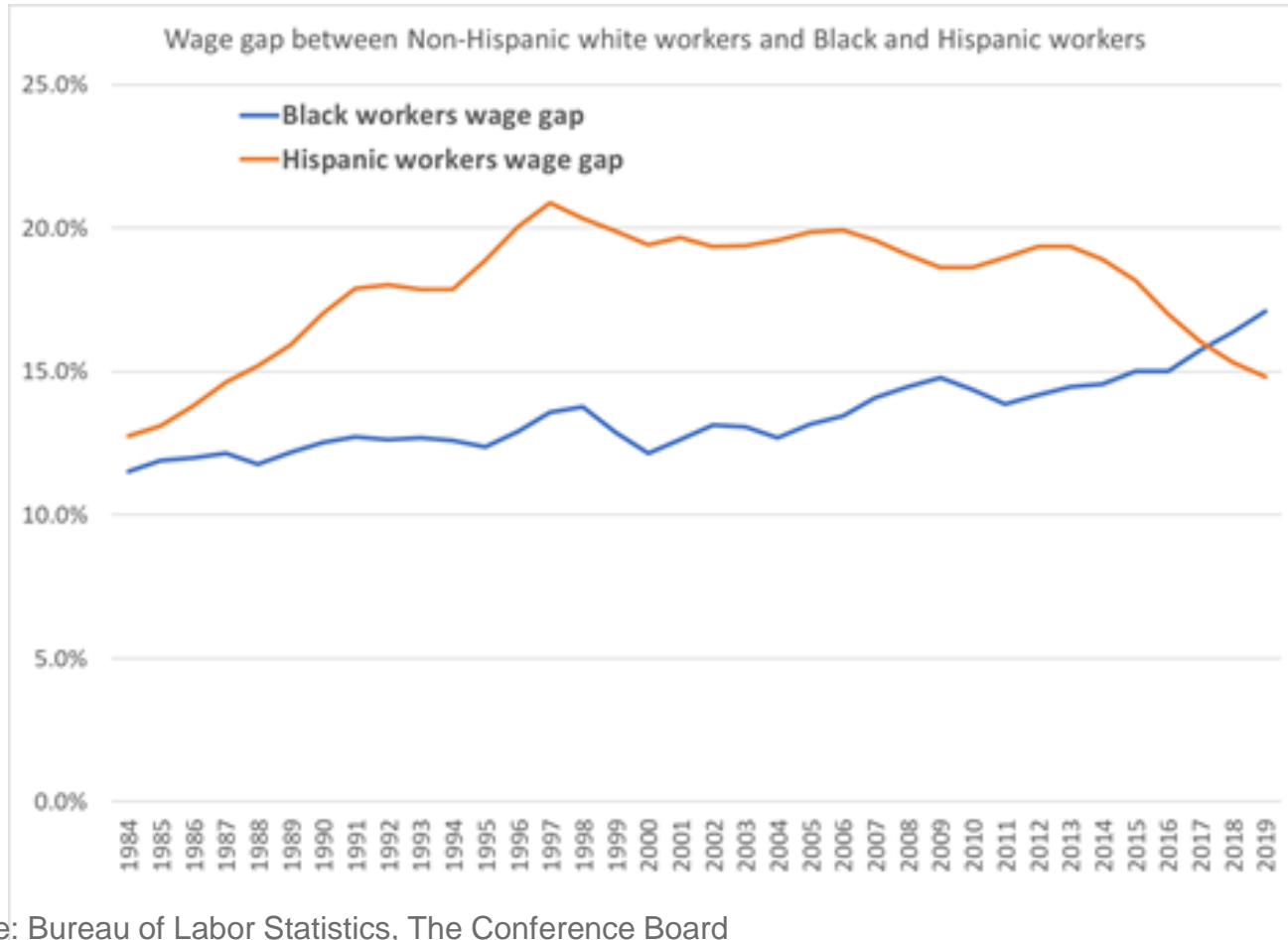


Notes: Sample based on all workers ages 16 and older. The xth-percentile wage is the wage at which x% of wage earners earn less and (100-x)% earn more. Educational attainment is based on mutually exclusive categories: e.g., high school is high school only, etc. Similar results are found for those with less than high school or some college. The regression-adjusted black–white wage gap controls for education, age, gender, and region.

Source: Author’s analysis of EPI Current Population Survey Extracts, Version 1.0 (2020), <https://microdata.epi.org>.



The white-black wage gap is growing, while the White-Hispanic wage gap is declining



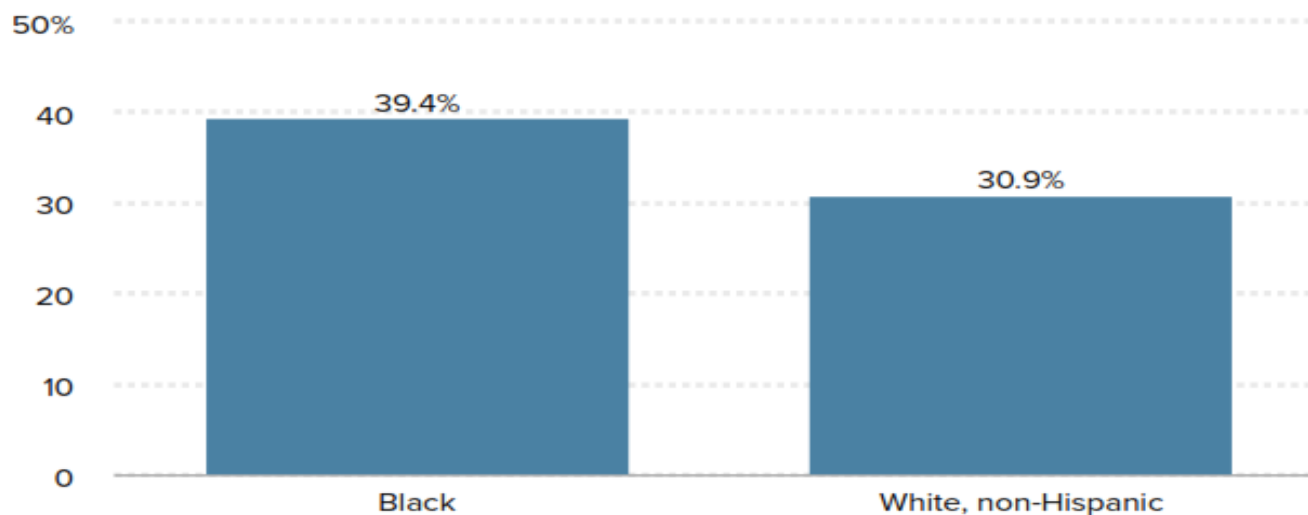
Source: Bureau of Labor Statistics, The Conference Board



Underemployment of black college graduates in jobs for which no degree is required

Black college graduates are more likely than white graduates to be underemployed when it comes to their skills

Shares of workers with a college degree who are not employed in a college occupation, by race, 2019



Notes: Estimates are based on a 12-month average (July 2018–June 2019). College graduates include those with a bachelor's degree or higher. "Black" includes blacks of Hispanic ethnicity. Whites are non-Hispanic. See the methodology for how "college occupation" is defined.

Source: Authors' analysis of Current Population Survey basic monthly microdata from the U.S. Census Bureau

Economic Policy Institute



Enjoy the Window On webcast series? Want more?

Join us on September 23rd for our next **Window On**. Click [here](#) to register.

And register for the entire 2020 Window On Series [here](#) to join all of our live panel discussions focused on timely and relevant economic, business and policy topics.

Hosted by:



Bart van Ark

Executive Vice President &
Chief Economist

The Conference Board

**Do you have suggestions for future topics? We'd love your feedback!
Email us at digitalmedia@tcb.org and let us know which "hot" topics are most important to you.**





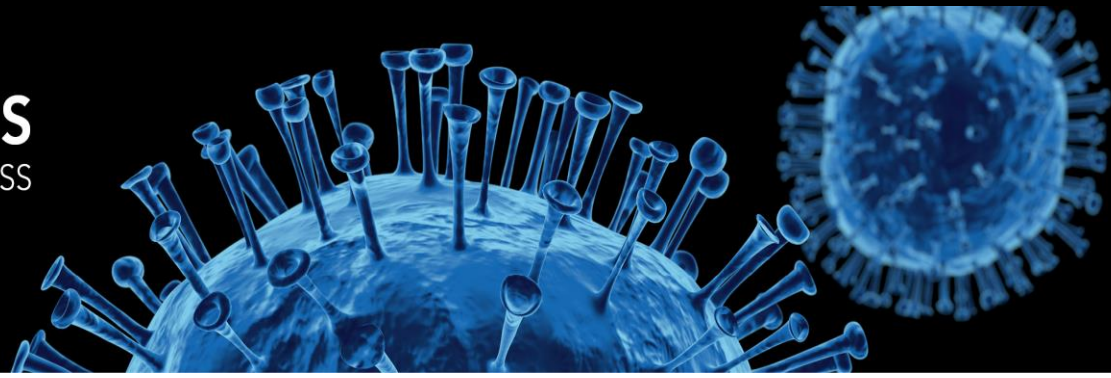
Upcoming Webcast Programming from The Conference Board

- [Understanding Equity During the Pandemic](#) (July 28 @ 11am ET)
- [Preparing for the Post-Pandemic Labor Market](#) (July 28 @ 1pm ET)
- [Creating Space For Race-Based Discussions At The Executive Level](#)
(July 28 @ 4pm ET)
- [Different in Degree: Closing the Talent Gap with Alternative Credentials](#)
(August 19 @ 11am ET)

[**View all of our upcoming webcast programs**](#)



COVID-19
CORONAVIRUS
IMPLICATIONS FOR BUSINESS



Want to hear more about this topic and how the spread of COVID-19 will impact business and the global economy?

The Conference Board has gathered insights and learnings from our thought leaders and member network which we hope will be helpful as you formulate, implement and manage your own crisis response.

Explore all of these resources on our website at <https://www.conference-board.org/COVID-19>.





Indications

A podcast series brought to you by
The Conference Board Economics,
Strategy, & Finance Center

The Conference Board Indications podcast series helps senior executives understand changing business and economic conditions worldwide by offering concise, insightful perspectives on overall economic activity, consumer and CEO confidence, labor market and demographic trends, and productivity.

Click [here](#) for a complete listing of all of our Indications podcasts or check out our entire podcast lineup at www.conference-board.org/podcasts

