

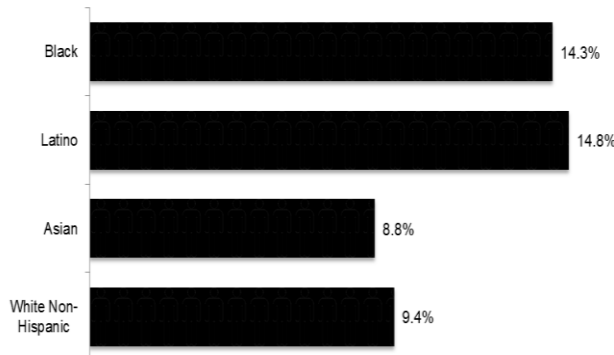
Employment Equity Analysis: Seattle

Seattle's employment disparities by race and ethnicity are pervasive and severe.

The Insight Center has analyzed data from the 2011 American Community Survey for the Seattle metropolitan area to investigate employment and income disparities by race and ethnicity. The analysis of that data found that, compared to White Non-Hispanic workers:

- Black and Latino workers are one and a half times as likely to be unemployed.
- Latino workers earn just 59 cents and Black workers just 68 cents on the dollar for full-time, year-round work.
- Black workers are severely underrepresented in construction, aerospace manufacturing, and IT; Latino workers are severely underrepresented in healthcare, transportation and warehousing, aerospace manufacturing, and IT.
- More than 40% of Latino workers are in the lowest paying 20% of occupations; more than 60% of all Black workers are in the lowest paying 40% of occupations.

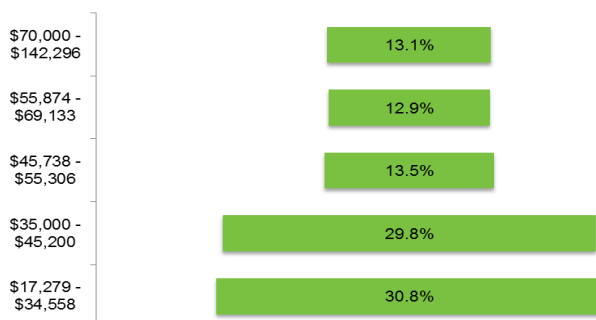
Black and Latino workers are 150% as likely as White Non-Hispanic workers to be unemployed



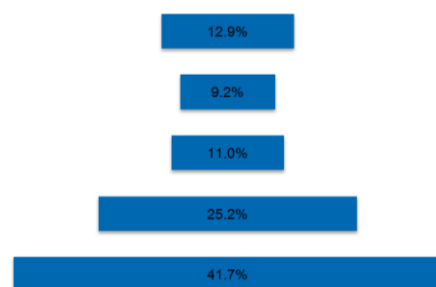
Full-time, year-round Latino workers earn 59 cents per dollar that White Non-Hispanic workers earn



Over 60% of Black Workers Work in the Lowest and Next-Lowest Paying Occupations



Over 40% of Latino Workers Work in the Lowest Paying Occupations



Disparities exist in every sector and vary by industry.

Employment and earnings disparities in the Seattle metropolitan area, while pervasive, vary considerably by industry. Variations include representation of different groups within the sector overall, representation within specific occupations, and earnings for full-time, year-round work.

Aerospace Manufacturing

Black and Latino workers are significantly under-represented in aerospace manufacturing and earn less than White, Non-Hispanic workers. Black workers are 80% as likely to work in aerospace manufacturing as they are to work in other sectors; Latinos are only 54% as likely. Black full-time, year-round workers in the sector earn 84% of what White, Non-Hispanic workers in the sector earn; Latinos earn 92%.

Construction

Black workers are significantly under-represented in construction and earn less than White, Non-Hispanic workers. Black workers make up just 1.6% of the full-time, year-round construction workforce and are unevenly represented in construction occupations. For example, Black workers make up 6.2% of carpenters but less than 1% of electricians. Black workers in construction earn 91% of what White, Non-Hispanic workers in the sector earn.

Latino workers are over-represented in construction but earn much less than White, Non-Hispanic workers. Latinos make up 14.1% of the full-time, year-round construction workforce. However, Latinos are over-represented in the sector's lowest-wage jobs. For example, Latinos are more than eight times as likely as their proportion in the overall workforce to be Drywall Installers, Ceiling Tile Installers, and Tapers, one of the lowest-paid construction occupations. Latino workers earn just 63% of what White, Non-Hispanic workers in the sector earn.

Healthcare

Black workers are over-represented in healthcare but earn much less than White, Non-Hispanic workers. Black workers are nearly one and a half times as likely to work in healthcare as in other sectors. However, Black workers disproportionately occupy lower-wage healthcare jobs. For example, Black workers are more than 18 times as likely to be Nursing, Psychiatric, and Home Health Aides as to hold other jobs. In part as a result, Black workers in healthcare earn just 71% of what White, Non-Hispanic workers in the sector earn.

Latino workers are under-represented in healthcare and earn much less than White, Non-Hispanic workers. Latino workers make up 5.9% of the full-time, year-round healthcare workforce, and Latino workers disproportionately occupy lower-wage jobs in the sector. For example, Latino workers are more than three times as likely to be Nursing, Psychiatric, and Home Health Aides as they are to hold other jobs. In part as a result, Latino healthcare workers earn just 76% of what White, Non-Hispanic healthcare workers earn.

Information Technology

Black and Latino workers are severely under-represented in IT and earn less than White, Non-Hispanic workers. Black workers are less than 40% as likely to occupy jobs in IT as they are to occupy jobs in other sectors; Latinos are less than 30% as likely. Those who are employed in the sector also earn less. Black full-time, year-round IT workers earn 82% of what White, Non-Hispanic workers in the sector earn; Latinos earn 92%.