



Workplace Equity Initiative for Thurston County

"Leading the W.E.I. to a Prosperous Community for All"

Women in Thurston County who work full time, year-round earned 68 cents for every dollar earned by their male counterparts.

This is according to "Occupation by Sex" data from the 2013 American Community Survey

The Institute for Policy Research released a calculation on how to calculate the pay disparity ratio.

The calculation:

100 – Wage Ratio = Wage Gap

Wage Ratio: Women's Median Annual Earnings / Men's Median Annual Earnings x 100 =
Wage Ratio %

Wage Ratio: $32614 / 47655 = .6843 \times 100 = 68.4\%$
(i.e. Thurston County women earn 68 cents for every 1 dollar earned by Thurston County men)

Wage Gap = $100 - 68.43 = 31.5 \%$

In calculating the difference between male and female MEDIAN earnings using the 2014 American Community Survey for Thurston County, we get a 65.4% wage ratio among all income earners in the civilian labor force age 16 and older.

However, due to statistical variance of +/- 6% the 2014 wage ratio can range from 59.4% and 71.4%. Due to this variability, YWCA's Advocacy Committee is comfortable with the 68% calculation as it corresponds with both 2013 and 2014 data.

Dr. Heather Grob, Economist, Professor at St. Martin's University and member of YWCA's Advocacy Committee reviewed the 2013 and 2014 American Community Survey data and confirms the Thurston County wage ratio presented.

YWCA IS ON A MISSION