



# A LOOK AT THE MARCH ON WASHINGTON 60 YEARS LATER:

## DREAMS AND PROMISES YET TO BE REALIZED

**2024  
UPDATE**



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# JOBS AND WAGES



# UNEMPLOYMENT RATE

**REMAINS NEARLY DOUBLE**

## 2024

*Updated Data*

- 4.1% for all workers
- 3.5% for White workers
- 6.3% for Black workers

The Black worker unemployment rate is **1.8x** higher than that for White workers.

Due to strong economic recovery and White House policies, unemployment levels have fallen back to pre-pandemic lows. However, despite these across the board positive outcomes, Black workers are STILL nearly twice as likely as White workers to be unemployed.



# FEDERAL MINIMUM WAGE

## WORSE

# 2024

*Federal Minimum Wage unchanged since 2009*

- \$7.25 an hour
  - \$5.05 less than if the 1963 federal minimum wage had been adjusted solely for inflation using the Consumer Price Index (CPI).
  - \$12.91 less than what would have been the CPI adjusted wage if the \$2.00/hour sought by marchers had been realized (\$19.66 — almost triple the current federal minimum wage).

Federal minimum wage data remains unchanged, but due to inflation being at record highs the impact to wages means that since 2023 had the \$1.25 minimum wage would need to be \$0.60 higher in 2024, then it was in 2023 to retain the same purchasing power as 1963.

# WAGE PARITY

## SOMEWHAT IMPROVED

# 2024

*Updated Data*

Median Income for White people = \$54,800

vs.

Median Income for Black people = \$46,124

While Black-White wage gap narrowed slightly, this was mostly due to a moderate decrease in White median wages compared to last year, and more modest increase in Black median wages.

Most wage gains that have been realized have been in low-to-moderate wages, which while important still fail to close the significant gaps and make up for wages which are already inadequate to generate true economic security.

The overall gap between Black workers and White workers (50% in 1963 vs 19% in 2024) masks disparities on more granular levels. For example, as discussed below, White man with bachelors degrees make nearly 30% more than Black men with bachelors degrees. The seemingly "smaller" gap since 1963 is mostly attributable to a few factors:

- Wage gaps between White and Black women are on average smaller than between White and Black men. This points to the fact that White men far out-earn all other groups due to the legacy (and continuation) of sexism and racism in the labor market.
- Black women also participate in the labor force at higher rates than women or other races and ethnicities.
- Wage earners at the low end of the wage band (of which there are significantly more) tend to have smaller wage gaps than wage earners at the high end. I.e., the more money a profession makes the starker the racial and gender wage gaps.



# OCCUPATIONAL SEGREGATION

## OCCUPATIONAL SEGREGATION NARROWED BUT PAY GAP REMAINS STARK FOR WOMEN OF COLOR

### *Updated Analysis*

Race-based occupational segregation is rooted in slavery, and the policies and practices that forced free Black people into remaining in agricultural and domestic roles post-Emancipation. In the 20th century agricultural and domestic workers were excluded from New Deal era employment protections, like the Fair Labor Standards Act (FLSA) of 1938. The civil rights movement reduced barriers to the labor market, including the amendment of the FLSA in 1966, which reduced the poverty rate from 66% in 1965 to 40% in 1969 for Black families who had increased labor protections. Rates of occupational segregation have remained relatively constant, but occupational segregation worsens in periods of economic downturn, like the Great Recession and the pandemic.

Gender-based occupational segregation results from the historical norms of women-as-caregivers. Women are more likely to be nursing assistants, personal care aides, or home health aides. Women entering higher-paid, male-dominated labor sectors must contend with high rates of sexual harassment, more turnover, and stalled economic mobility for women. Until the passage of the Equal Pay Act (EPA) of 1963, employers had legal precedent to depress women's wages based on gender alone. Employers could discriminate on the basis of pregnancy until the passage of the Pregnancy Discrimination Act (PDA) of 1978. Despite some advancement in legal protections, today, women, and particularly women of color, are still paid less than their male counterparts at every education level.

# POVERTY RATE

WORSE

## 2024

*Updated Data*

- Black poverty rate is approximately 2X greater than White poverty rate
- In 2022, the poverty rate for black households was 17.1% compared to 16.9% for Hispanic/Latino households and 8.6% for White households

The federal poverty rate is calculated annually using an inadequate federal poverty measure that doesn't fully capture the true cost of living, leaving millions who are struggling economically uncounted and unseen.



# RACIAL WEALTH GAP

WORSE

## 2024

*Updated Data*

**The racial wealth gap in 2022 was  
\$240,110**

- The median White Family had \$285,000 in wealth
- The median Black Family had \$44,890

The increase in median wealth since last year is mostly attributable to rising home prices. Black Americans significantly lag behind White Americans in homeownership, which compounds the increase in the wealth gap. As housing becomes more expensive, it becomes harder for Black Americans (who on average are paid less) to purchase a home, but this also means that White Americans, who are on average more likely to own their own home, benefit from the rising prices increasing their wealth and widening the racial wealth gap.



# FREEDOMS







# VOTING RIGHTS

## ENDANGERED

# 2024

*Updated Data*

**Between January 1 and May 3, 2024:**

- At least six states enacted seven restrictive laws. Most notably, Alabama and Idaho each passed significant new restrictions. Five of the seven new laws in five states (Alabama, Arizona, Idaho, Indiana, and Tennessee) will be in place for the 2024 general election.
- At least one state, South Dakota, passed an election interference law, which goes into effect on July 1.
- At least 11 states enacted 14 expansive laws, the most notable being one in Kentucky that widely expands absentee voting access. Twelve of these laws, including Kentucky's, will be in effect for this year's general election

# CRIMINAL JUSTICE: POLICE BRUTALITY

## STAGNANT

2024

*Updated Data*

- Black people, who account for 13 percent of the U.S. population, accounted for 27 percent of those fatally shot and killed by police in 2021



# CRIMINAL JUSTICE: INCARCERATION RATES

**NO PROGRESS**

**2024**

*Updated Data*

- Black people make up 13% of the population and 38.8% of the prison population
- White Americans also make up 56.6% of persons incarcerated in U.S. prisons, but they make up 60% of the U.S. population

# VOTING RIGHTS & CRIMINAL JUSTICE: PRISON GERRYMANDERING **STAGNANT**

*Updated Data*

49.6% of US residents now live in a state that has formally rejected prison gerrymandering.

## **Here is the progress at a glance:**

To date, 19 states have passed laws or adopted guidance modifying how incarcerated persons are counted and allocated during the redistricting process. States vary in their reallocation treatment of state and federal inmates and in their specific procedures for identifying and reporting incarcerated persons' last known residences for redistricting purposes.

While this represents an improvement over last year 31 states (including most of the South and Southwest states) still have not reformed the practice of prison gerrymandering.



# SOCIAL INDICATORS



# HOUSING: RENT BURDEN

## SIGNIFICANT GAPS REMAIN

Rent burdened: paying 30%+ of the household's income to rent

Severely Rent burdened: paying 50%+ of the household's income to rent

### Updated Data

- At last measure in 2022, a record-high 22.4 million renter households spent more than 30 percent of their income on rent and utilities. This is an increase of 2 million households over three years and entirely offsets the modest improvements in cost-burden rates recorded between 2014 and 2019
- Among cost-burdened households, 12.1 million had housing costs that consumed more than half of their income, an all-time high for severe burdens.

### BLACK & BROWN PEOPLE

In 2022, more than half of Black (57 percent), Hispanic (54 percent), and multiracial (50 percent) households were cost burdened

### WHITE PEOPLE

In 2022 rent burdened rates were lower for White (45 percent)

The end of the COVID-19 pandemic aid and the rising inflationary and cost pressures on household budgets have driven more people into rent-burden. Though the overall increase means that more White and People of Color are experiencing rent burden, this increase has been disproportionately felt by households of color



# HOME OWNERSHIP

RACIAL GAP HAS WIDENED FROM 27% TO 30%

## 2024

*Updated Data*

- 72.7% White American homeownership rate
- 44% Black homeownership rate
- 50.6% Hispanic homeownership rate

This represents a decrease in homeownership for Black households and trending toward a historic low. However, there has been an improvement in Latino households homeownership rates.

# HOMELESSNESS

## GAP REMAINS

Updated Data

- Black people represent 13% of the U.S. population and 37% of the homeless population.
- White people represent 62% of the population and 49.7% of the homeless population.
- Hispanic or Latino people represent 19.1% of the population and 27.5% of the homeless population

**This is an increase in homelessness overall for all races but again disparities are clear for Black and Brown populations.**



# EDUCATION: DESEGREGATION

## STAGNANT

# 2024

Updated Data

- Between 1991 and 2019, Black-white segregation **increased** by 3.5 percentage points in the 533 districts that serve at least 2,500 Black students, an increase of 25% from historically low levels.
- But in the 100 largest school districts, which serve about 38% of all Black students, the analysis found segregation increased by 8 percentage points — a 64% increase.

This is an continual increase that has been evident in since the early 2000s

# EDUCATION: HIGH SCHOOL ATTAINMENT

WHILE EDUCATIONAL ATTAINMENT HAS CONTINUED TO INCREASE  
PROFICIENCY HAS EITHER STAGNATED OR WORSENERD

## 2024

Updated Data

Graduated high school:

- **96%** of White students
- **95%** of Black students
- **88%** of Hispanic Student

**While educational attainment has continued to increase. Proficiency has either stagnated or worsened.**

For Example in New York City, the country's largest school district looking at proficiency for middle and high schoolers, about 77.6% of Asian American students and 70.2% of White students demonstrated proficiency on their math exams compared to 34.3% of Black students and 35.7% Latinx students. On reading tests, 72.3% of Asian American students and 69.5% of White students were on grade level, compared to 40.3% of Black students and 39.4% of Latine students.



# EDUCATION: COLLEGE ATTAINMENT

## STAGNANT

# 2024

Updated Data

Associate's and bachelor's degree graduates rose by 8%, and master's degree or higher graduates increased by 3%.

**For Associate's degrees:** The increase for Black Americans was 5% compared to 7% for White Americans

**For Bachelor's degrees:** Attainment rose 9% (from 19% to 28%) for Black Americans; 6% for White Americans (from 39% to 45%)

**Master's or higher:** Black Americans increased 1% from 5% to 6%, for White Americans from 8% to 11%

Male and female educational attainment rates both increased between 2010 and 2022.

There is a greater percentage of women who obtain each educational tier compared to men from high school to master's degree.

College and higher education attainment has continued to increase; however, wage gaps and occupational segregation have not improved, which ultimately leads to increases in college debt for Black students (particularly women) without corresponding increases in wages.

# EDUCATION: STUDENT DEBT

**GAP WIDENED**

## 2024

Updated Data

- 50% of Black adults have student loan debt, with an average balance of \$9,800

*On average Black women as a group have the most student loan debt, with 43% of all Black women who have attended college having student loan debt.*

- 44% of white adults have student loan debt, with an average balance of \$8,700
- 37% of Hispanic/Latino adults have student loan debt, with an average balance of \$7,000

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