A PORTRAIT OF

NEW YORK CITY 2018

WELL-BEING IN THE FIVE BOROUGHS AND THE GREATER METRO AREA

INCOME IN NEW YORK CITY

Consider this fact: White workers in New York City earn over $17,000 more than their US counterparts, the largest difference between NYC and US workers by far of the four major racial and ethnic groups studied for *A Portrait of New York City*.

Income is one of three areas, along with health and education, that make up the American Human Development (HD) Index used, to measure the well-being of New Yorkers in *A Portrait of New York City*.

Because material well-being is a critical ingredient to overall well-being, one-third of the HD Index is devoted to the capabilities people have to enjoy a decent material standard of living. The HD Index uses median personal earnings to gauge material well-being. This measure was chosen as a way to reflect the resources of the ordinary worker and to capture the command that both women and men have over economic resources.

White Workers Have the Largest Gender Earnings Gap in NYC

		MEN	WOMEN	GAP
	NYC	$39,313	$32,102	$7,210
NEW YORK CITY Median for all residents: **$35,934**	**White**	$61,199	$48,063	$13,136
	Asian	$34,700	$31,135	$3,565
	Latino	$27,143	$21,538	$5,606
	Black	$34,423	$30,982	$3,441

A Portrait of New York City explores the differences in material well-being by race and ethnicity, gender, nativity, and geography. New York City's wage inequality makes it more difficult for certain people to access such material well-being. Wage inequality is not just a women's issue; the gender earnings gap is also a consequential issue for children growing up in female-headed households. The pay gap is most pronounced between white men and women.

The income divide between the haves and the have-nots in New York City is clear, with consequential impacts on the well-being of today's residents and that of their children tomorrow.
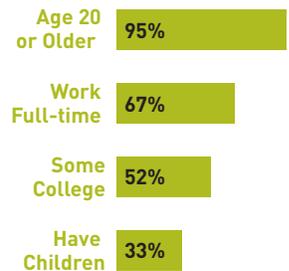
STRIKING FINDINGS IN INCOME FROM *A PORTRAIT OF NEW YORK CITY*

- While women, on average, live longer and are slightly more likely to have earned a bachelor's degree, men in New York City typically earn about $7,000 more.
- In the city, the white gender pay gap is the largest, $13,100. White women earn 79 cents for every dollar a white man earns.
- Latino workers have the lowest earnings in New York City, $25,086—only about $1,500 higher than US Latinos. Latino workers earn less than their neighbors in all boroughs except for Brooklyn.
- Of the twenty highest-earning neighborhoods, all but one are majority white. Eighteen of the bottom twenty neighborhoods are majority-minority.

POLICY LEVERS FOR CHANGE

- WAGES: One clear way to redress these enormous disparities is raises for the lowest-paid workers. Far from the common myth of minimum wage workers being mostly teenagers living at home and working part-time or summer jobs, minimum wage workers in New York City are nearly all age 20 or older, two-thirds work full-time, over half have at least some college education, and a third have children. Boosting the minimum wage, especially for women, is a sure route to higher HD Index scores and better outcomes for children.
- AFFORDABLE HOUSING: Safe and stable housing is the ultimate human development issue because for New York families, it is a fulcrum of opportunity. New York City has the third-highest rent burden rate among the ten most-populous metro areas—higher than all except Los Angeles and San Diego. The rapid loss of the city's existing affordable housing stock is one of the forces driving the affordability crisis. Aside from new housing, preservation is also crucial.
- INCARCERATION: The human development impact of incarceration needs no elaboration—spending time behind bars alters one's trajectory forever in the form of reduced freedom and curtailed options and opportunities in every realm. Large racial disparities in incarceration rates further existing inequalities. New York City has made great strides toward ending mass incarceration and reducing the rate at which cases result in prison sentences—for example, through diversion programs.

Who Are Minimum Wage Workers?

Age 20 or Older	95%
Work Full-time	67%
Some College	52%
Have Children	33%

Click here to read *A Portrait of New York City 2018*. For more information, visit www.measureofamerica.org.

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