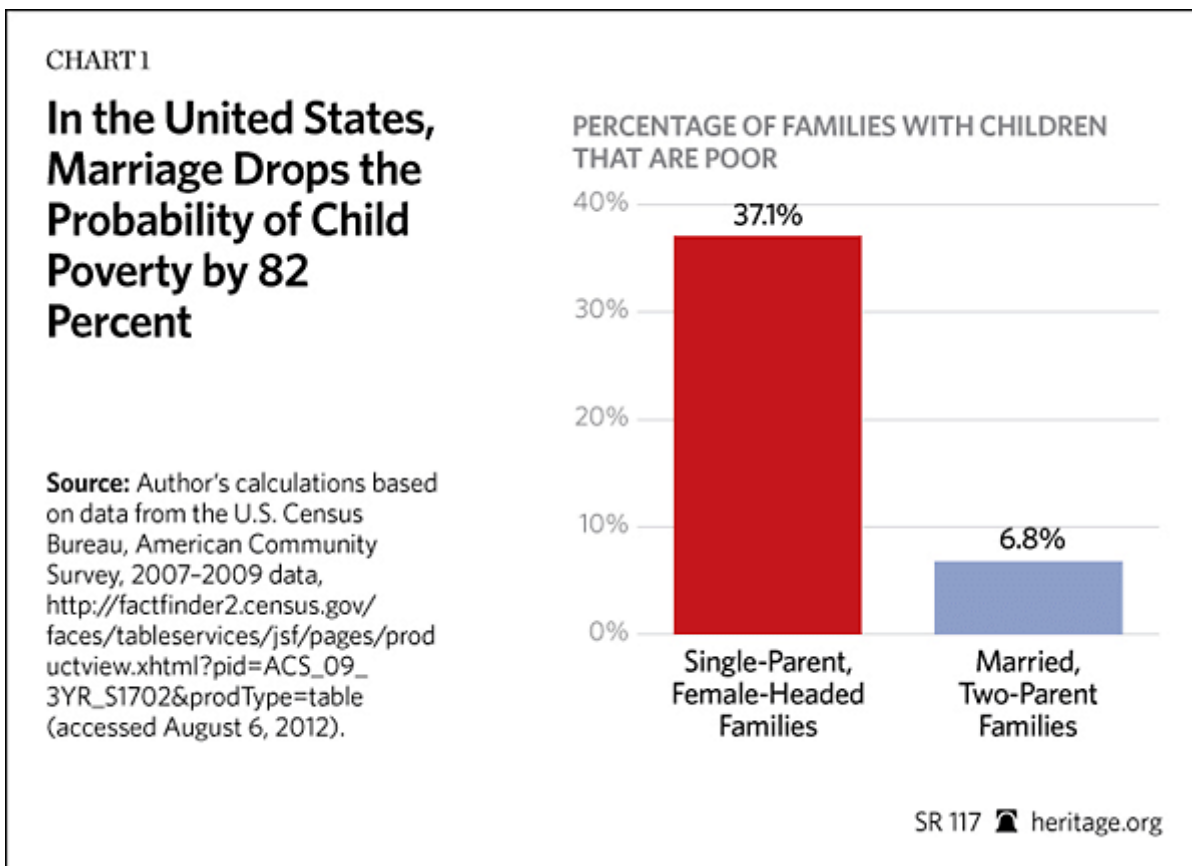# Systemic

- Racism
    - Percentage of Families with Children that are poor(Heritage)[07-09]
    - Growth of Unwed Childbearing by Race in US(Heritage)[31-08]
    - Income Based on Major(PBS)[2016]
    - FBI Crime by Race 2016(FBI)[2016]

- Gender
    - Pay Gap Adjusted vs Non-Adjusted(Wiki)
    - Pay Gap Discrimination(Wiki)
    - DOL Gender Wage Gap Report(DOL)[Study]
    - Female Dominated Roles(BLS)

Racism

# Percentage of Families with Children that are poor(Heritage)[07-09]

CHART 1

In the United States, Marriage Drops the Probability of Child Poverty by 82 Percent

Source: Author's calculations based on data from the U.S. Census Bureau, American Community Survey, 2007–2009 data, http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=ACS_09_3YR_S1702&prodType=table (accessed August 6, 2012).

PERCENTAGE OF FAMILIES WITH CHILDREN THAT ARE POOR

37.1% — Single-Parent, Female-Headed Families

6.8% — Married, Two-Parent Families

SR 117 ☎ heritage.org

https://www.heritage.org/sites/default/files/~/media/images/reports/2012/09/sr117/chart1.jpg

Growth of Unwed Childbearing by Race in US(Heritage)[31-08]

CHART 10

Growth of Unwed Childbearing by Race in the United States, 1931–2008

PERCENTAGE OF CHILDREN
BORN OUT OF WEDLOCK

Black Non-Hispanic 72.3%

Hispanic 52.5%

White Non-Hispanic 28.6%
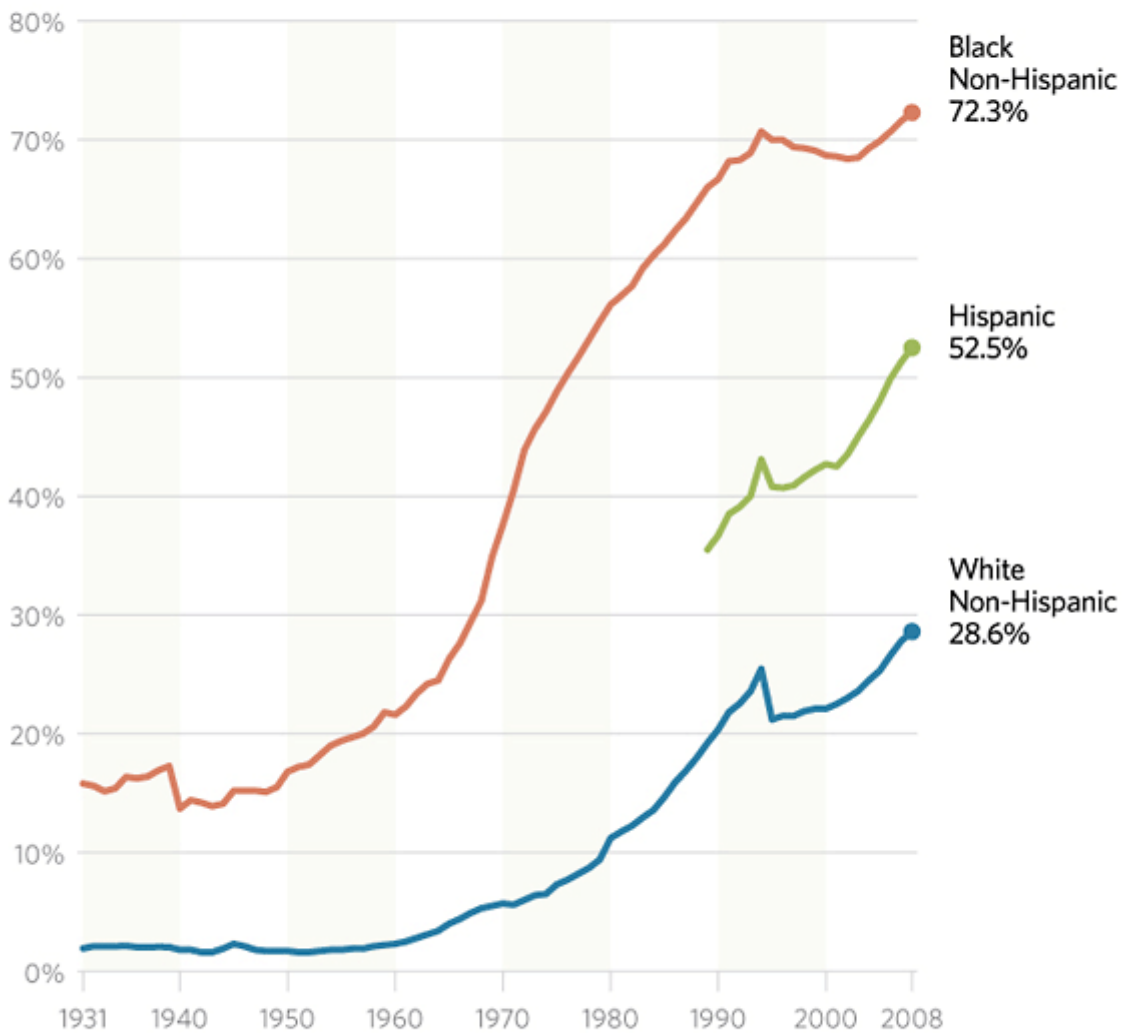
Source: U.S. Government, U.S. Census Bureau, and National Center for Health Statistics.

SR 117 ☎ heritage.org

https://www.heritage.org/sites/default/files/~/media/images/reports/2012/09/sr117/chart10.jpg

Racism

Income Based on Major(PBS)[2016]

More African-Americans are going to college than ever before. But according to new research from the Center on Education and the Workforce at Georgetown University, African-American college students are more likely to pursue majors that lead to low-paying jobs, setting up many for future debt and underemployment. And over time these occupational choices contribute to the wealth and opportunity gap between whites and blacks that spans generations.

"Basically, African-Americans have been going to the right church but sitting in the wrong pew," director Anthony Carnevale said. "In a way they are using education to climb the social and economic ladder, but they're being steered toward majors that will make them low-earners."

African-Americans make up only a small percentage of some of the highest-paying of majors, including those in STEM and business. They're only 8 percent of engineering, 7 percent of mathematics and 5 percent of computer science majors. Worse, Carnevale said even those who do major in high-paying fields, typically choose the lowest paying major within them. For example, the majority of black women in STEM typically study biology, the lowest-paying of the science discipline. Among engineers, most black men study civil engineering, the lowest-paying in that sector.

https://www.pbs.org/newshour/education/african-americans-over-represented-among-low-paying-college-majors

FBI Crime by Race 2016(FBI)[2016]

An official website of the United States government. Here's how you know ⌄

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Home • Crime in the U.S. • 2016 • Crime in the U.S. 2016 • Tables • Table 21

U.S. DEPARTMENT OF JUSTICE • FEDERAL BUREAU OF INVESTIGATION • CRIMINAL JUSTICE INFORMATION SERVICES DIVISION

2016 CRIME in the UNITED STATES

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| Home | Offenses Known to Law Enforcement | Violent Crime | Property Crime | Clearances | Persons Arrested | Police Employee Data |

Table 21

Arrests
by Race and Ethnicity, 2016
[13,049 agencies; 2016 estimated population 257,112,535]

Overview   Data Declaration   Download Excel (Table 21A)   Download Excel (Table 21B)   Download Excel (Table 21C)

Table 21A

Offense charged	Total arrests						Percent distribution[1]						Total arre Ethnici	
		Race												
	Total	White	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Total	White	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Total[2]	Hispanic or Latino
TOTAL	8,421,481	5,858,330	2,263,112	171,185	103,244	25,610	100.0	69.6	26.9	2.0	1.2	0.3	6,647,012	1,221,0
Murder and nonnegligent manslaughter	9,374	4,192	4,935	108	109	30	100.0	44.7	52.6	1.2	1.2	0.3	6,882	1,3
Rape[3]	18,606	12,571	5,412	233	309	81	100.0	67.6	29.1	1.3	1.7	0.4	13,896	3,7
Robbery	76,267	33,095	41,562	663	659	288	100.0	43.4	54.5	0.9	0.9	0.4	60,116	12,6
Aggravated assault	304,626	191,205	101,432	6,374	4,678	937	100.0	62.8	33.3	2.1	1.5	0.3	250,762	61,0
Burglary	164,641	112,651	47,991	1,613	1,925	461	100.0	68.4	29.1	1.0	1.2	0.3	130,179	27,1
Larceny-theft	833,558	575,105	231,199	14,933	10,277	2,044	100.0	69.0	27.7	1.8	1.2	0.2	624,800	91,2
Motor vehicle theft	68,170	44,970	20,955	1,018	895	332	100.0	66.0	30.7	1.5	1.3	0.5	52,786	14,1
Arson	7,767	5,593	1,813	218	120	23	100.0	72.0	23.3	2.8	1.5	0.3	5,495	9
Violent crime[4]	408,873	241,063	153,341	7,378	5,755	1,336	100.0	59.0	37.5	1.8	1.4	0.3	331,656	78,862
Property crime[4]	1,074,136	738,319	301,958	17,782	13,217	2,860	100.0	68.7	28.1	1.7	1.2	0.3	813,260	133,393
Other assaults	853,493	556,871	267,764	15,505	10,511	2,842	100.0	65.2	31.4	1.8	1.2	0.3	665,711	121,3
Forgery and counterfeiting	44,831	29,375	14,308	290	752	106	100.0	65.5	31.9	0.6	1.7	0.2	35,180	5,5
Fraud	101,301	67,860	30,888	1,248	1,164	141	100.0	67.0	30.5	1.2	1.1	0.1	79,089	9,0
Embezzlement	12,592	7,732	4,512	104	209	35	100.0	61.4	35.8	0.8	1.7	0.3	10,178	1,2
Stolen property; buying, receiving, possessing	74,492	47,818	24,851	876	812	135	100.0	64.2	33.4	1.2	1.1	0.2	56,243	11,0
Vandalism	154,958	105,933	43,499	3,370	1,768	388	100.0	68.4	28.1	2.2	1.1	0.3	121,519	22,4
Weapons; carrying, possessing, etc.	124,150	69,414	51,898	1,135	1,401	302	100.0	55.9	41.8	0.9	1.1	0.2	97,279	22,7
Prostitution and commercialized vice	30,322	16,819	11,495	121	1,821	66	100.0	55.5	37.9	0.4	6.0	0.2	25,718	5,1
Sex offenses (except rape and prostitution)	40,292	28,837	9,949	633	749	124	100.0	71.6	24.7	1.6	1.9	0.3	32,402	8,1
Drug abuse violations	1,242,630	881,885	332,131	12,746	13,593	2,275	100.0	71.0	26.7	1.0	1.1	0.2	991,426	201,1
Gambling	2,905	1,308	1,405	8	167	17	100.0	45.0	48.4	0.3	5.7	0.6	1,958	5
Offenses against the family and children	69,546	46,661	20,265	2,065	519	36	100.0	67.1	29.1	3.0	0.7	0.1	55,805	6,3
Driving under the influence	798,012	655,648	108,881	14,700	15,969	2,814	100.0	82.2	13.6	1.8	2.0	0.4	657,336	148,5
Liquor laws	183,514	145,328	26,545	8,413	2,792	436	100.0	79.2	14.5	4.6	1.5	0.2	134,376	19,4
Drunkenness	299,248	228,784	43,948	23,043	3,046	427	100.0	76.5	14.7	7.7	1.0	0.1	266,894	64,3
Disorderly conduct	291,951	184,903	94,004	10,121	2,320	603	100.0	63.3	32.2	3.5	0.8	0.2	207,010	26,6
Vagrancy	19,755	13,033	6,063	412	234	13	100.0	66.0	30.7	2.1	1.2	0.1	16,265	2,6
All other offenses (except traffic)	2,567,092	1,775,423	704,293	50,666	26,136	10,574	100.0	69.2	27.4	2.0	1.0	0.4	2,024,802	327,5
Suspicion	440	154	135	143	5	3	100.0	35.0	30.7	32.5	1.1	0.7	239	
Curfew and loitering law violations	26,948	15,162	10,979	426	304	77	100.0	56.3	40.7	1.6	1.1	0.3	22,666	4,9

- [1] Because of rounding, the percentages may not add to 100.0.
- [2] The ethnicity totals are representative of those agencies that provided ethnicity breakdowns. Not all agencies provide ethnicity data; therefore, the race and ethnicity totals will not equal.
- [3] The rape figures in this table are aggregate totals of the data submitted based on both the legacy and revised Uniform Crime Reporting definitions.
- [4] Violent crimes are offenses of murder and nonnegligent manslaughter, rape, robbery, and aggravated assault. Property crimes are offenses of burglary, larceny-theft, motor vehicle theft, and arson.

Table 21B

Offense charged	Arrests under 18						Percent distribution[1]						Arrests under 18 Ethnicity		
		Race													
	Total	White	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Total	White	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Total[2]	Hispanic or Latino	No Hispanic or Latino
TOTAL	674,820	419,393	234,092	11,509	7,424	2,402	100.0	62.1	34.7	1.7	1.1	0.4	496,233	113,244	382,9
Murder and nonnegligent manslaughter	679	244	413	9	11	2	100.0	35.9	60.8	1.3	1.6	0.3	416	103	
Rape[3]	2,900	1,877	956	23	31	13	100.0	64.7	33.0	0.8	1.1	0.4	2,137	455	1,
Robbery	15,293	4,468	10,520	94	139	72	100.0	29.2	68.8	0.6	0.9	0.5	11,254	2,462	8,
Aggravated assault	22,217	12,086	9,486	350	223	72	100.0	54.4	42.7	1.6	1.0	0.3	17,438	4,600	12,
Burglary	25,360	14,036	10,606	351	302	65	100.0	55.3	41.8	1.4	1.2	0.3	17,560	4,874	12,
Larceny-theft	106,014	63,842	38,364	1,754	1,672	382	100.0	60.2	36.2	1.7	1.6	0.4	72,692	15,155	57,
Motor vehicle theft	12,394	5,810	6,255	190	106	33	100.0	46.9	50.5	1.5	0.9	0.3	7,979	2,123	5,
Arson	1,983	1,409	486	48	31	9	100.0	71.1	24.5	2.4	1.6	0.5	1,454	298	1,
Violent crime[4]	41,089	18,675	21,375	476	404	159	100.0	45.5	52.0	1.2	1.0	0.4	31,245	7,620	23,6
Property crime[4]	145,751	85,097	55,711	2,343	2,111	489	100.0	58.4	38.2	1.6	1.4	0.3	99,685	22,450	77,2
Other assaults	101,852	58,674	40,635	1,425	782	336	100.0	57.6	39.9	1.4	0.8	0.3	78,351	17,144	61,
Forgery and counterfeiting	961	534	405	6	14	2	100.0	55.6	42.1	0.6	1.5	0.2	715	126	
Fraud	3,646	1,818	1,745	49	29	5	100.0	49.9	47.9	1.3	0.8	0.1	2,788	384	2,
Embezzlement	537	316	202	7	12	0	100.0	58.8	37.6	1.3	2.2	0.0	443	144	
Stolen property; buying,															

https://ucr.fbi.gov/crime-in-the-u.s/2016/crime-in-the-u.s.-2016/topic-pages/tables/table-21
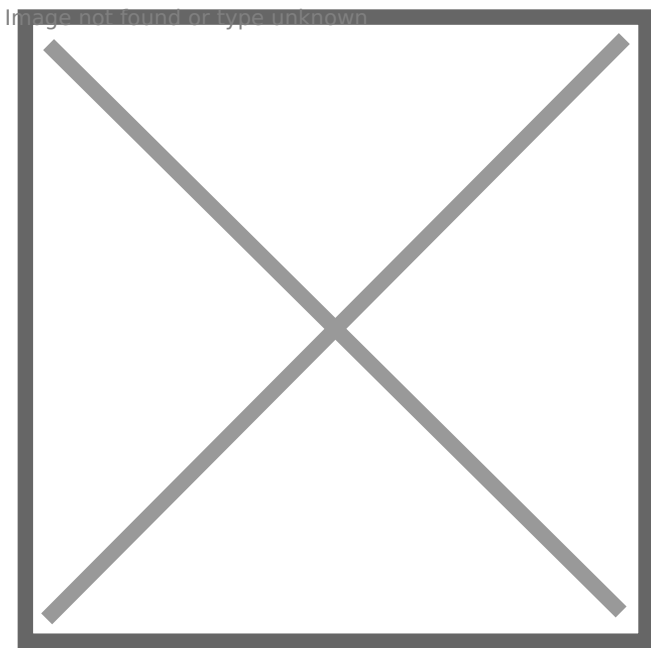
Gender

Pay Gap Adjusted vs Non-Adjusted(Wiki)

Adjusting for different causes

Comparing salary "within, rather than across" data sets helps to focus on a specific factor, by controlling for other factors. For example, to eliminate the role of horizontal and vertical segregation in the gender pay gap, salary can be compared by gender within a specific job function. To eliminate transnational differences in the job market, measurements can focus on a single geographic area instead.[29]

Reasons

Decomposition of the gender wage gap (2010)

The non-adjusted gender pay gap is not itself a measure of discrimination. Rather, it combines differences in the average pay of women and men to serve as a barometer of comparison. Differences in pay are caused by occupational segregation (with more men in higher paid industries and women in lower paid industries), vertical segregation (fewer women in senior, and hence better paying positions), ineffective equal pay legislation, women's overall paid working

hours, and barriers to entry into the labor market (such as education level and single parenting rate).[30]

Some variables that help explain the non-adjusted gender pay gap include economic activity, working time, and job tenure.[30] Gender-specific factors, including gender differences in qualifications and discrimination, overall wage structure, and the differences in remuneration across industry sectors all influence the gender pay gap.[31]

https://en.wikipedia.org/wiki/Gender_pay_gap#Adjusting_for_different_causes

Pay Gap Discrimination(Wiki)

Discrimination

A 2015 meta-analysis of studies of experimental simulations of employment found that "men were preferred for male-dominated jobs (i.e., gender-role congruity bias), whereas no strong preference for either gender was found for female-dominated or integrated jobs".[43] However, a meta-analysis of real-life correspondence experiments found that "men applying for strongly female-stereotyped jobs need to make between twice to three times as many applications as do women to receive a positive response for these jobs" and "women applying to male-dominated jobs face lower levels of discrimination in comparison to men applying to female-dominated jobs."[44] A 2018 systematic review of almost all correspondence experiments since 2005 found that most studies found that the evidence for gender discrimination "is very mixed", and that the amount of gender discrimination varies by occupation, though two studies found "a significant penalty for being pregnant or being a mother".[45] A 2018 audit study found that high-achieving men are called back more frequently by employers than equally high-achieving women (at a rate of nearly 2-to-1).[46]

In a 2016 interview, Harvard Economist Claudia Goldin argued that overt discrimination by employers was no longer a significant cause of the gender pay gap, and that the cause is instead more subtle cultural expectations which are a legacy of historical discrimination. According to Goldin, these expectations cause women, on average, to prioritize temporal flexibility, take different risks, and avoid situations of expected discrimination. She advocated educational reforms to address the remaining gender pay gap rather than mandates on business, arguing that the latter is simply too difficult to implement given the demands of the current business environment.[47]

A series of four studies from 2019 found that "even if these careers do not pay less, people assume that men will be less interested in any career that is majority female" and that this has "the potential to create a self-fulfilling prophecy in that people are also less interested in promoting pay raises in female-dominated caregiving careers ... yet if more men were to enter these occupations, the salaries in these fields might also rise".[48]

A 2021 study in Sweden on affirmative action found that "even though people's attitudes tend to be quite negative when women are favored, they are even more negative when preferential treatment based on gender is offered to men".[49]

https://en.wikipedia.org/wiki/Gender_pay_gap#Discrimination

DOL Gender Wage Gap Report(DOL)[Study]

FOREWORD

By the U.S. Department of Labor

During the past three decades, women have made notable gains in the workplace and in pay equity, including increased labor force participation, substantial gains in educational attainment, employment growth in higher paying occupations, and significant gains in real earnings.

In 1970, about 43 percent of women aged 16 and older were in the labor force; by 2007, over 59 percent were in labor force.

In 1970, only 17.9 percent of women aged 25 and older had gone to college; by 2000, almost half had gone to college; and by 2006 one-third of the women in the labor force held a college degree.

In 2007, women accounted for 51 percent of all workers in the high-paying management, professional, and related occupations. They outnumbered men in such occupations as financial managers, human resource managers, education administrators, medical and health services managers, and accountants and auditors.

In 1970, the median usual weekly earnings for women working full-time was only 62.1 percent of those for men; by 2007, the raw wage gap had shrunk from 37.9 percent to just 21.5 percent.

However, despite these gains the raw wage gap continues to be used in misleading ways to advance public policy agendas without fully explaining the reasons behind the gap. The purpose of this report is to identify the reasons that explain the wage gap in order to more fully inform policymakers and the public.

The following report prepared by CONSAD Research Corporation presents the results of a detailed statistical analysis of the attributes that contribute to the wage gap and a synopsis of the economic research that has been conducted on the issue. The major findings are:

There are observable differences in the attributes of men and women that account for most of the wage gap. Statistical analysis that includes those variables has produced results that collectively account for between 65.1 and 76.4 percent of a raw gender wage gap of 20.4 percent, and thereby leave an adjusted gender wage gap that is between 4.8 and 7.1 percent. These variables include:

A greater percentage of women than men tend to work part-time. Part-time work tends to pay less than full-time work.

A greater percentage of women than men tend to leave the labor force for child birth, child care and elder care. Some of the wage gap is explained by the percentage of women who were not in the labor force during previous years, the age of women, and the number of children in the home.

Women, especially working mothers, tend to value "family friendly" workplace policies more than men. Some of the wage gap is explained by industry and occupation, particularly, the percentage of women who work in the industry and occupation.

Research also suggests that differences not incorporated into the model due to data limitations may account for part of the remaining gap. Specifically, CONSAD's model and much of the literature, including the Bureau of Labor Statistics Highlights of Women's Earnings, focus on wages rather than total compensation. Research indicates that women may value non-wage benefits more than men do, and as a result prefer to take a greater portion of their compensation in the form of health insurance and other fringe benefits.

In principle, more of the raw wage gap could be explained by including some additional variables within a single comprehensive analysis that considers all of the factors simultaneously; however, such an analysis is not feasible to conduct with available data bases. Factors, such as work experience and job tenure, require data that describe the behavior of individual workers over extended time periods. The longitudinal data bases that contain such information include too few workers, however, to support adequate analysis of factors like occupation and industry. Cross-sectional data bases that include enough workers to enable analysis of factors like occupation and industry do not collect data on individual workers over long enough periods to support adequate analysis of factors like work experience and job tenure.

Although additional research in this area is clearly needed, this study leads to the unambiguous conclusion that the differences in the compensation of men and women are the result of a multitude of factors and that the raw wage gap should not be used as the basis to justify corrective action. Indeed, there may be nothing to correct. The differences in raw wages may be almost entirely the result of the individual choices being made by both male and female workers

https://web.archive.org/web/20160327195224/http://www.hawaii.edu/religion/courses/Gender_Wage_Gap_Report.pdf

Female Dominated Roles(BLS)

What professions are women dominating? Traditionally, women worked as teachers, nurses, and secretaries. While that partially remains true, women are now taking over other professions previously dominated by men as well. Curious which ones? Here's a list of the top 10 female-dominated occupations, according to the most recent data from the BLS:

1. Preschool and kindergarten teachers

Female workforce: 97.6 percent

Median pay: $29,780 (preschool) and $57,980 (kindergarten)

Requirements: Associate degree (preschool) and bachelor's degree (kindergarten)

Job growth outlook from 2018 to 2028: 7 percent (preschool) and 3 percent (kindergarten)

Early childhood educators play a pivotal role in caring for and educating kids. They typically work a 10-month school year (though some positions are year-round) and usually work in a public or private school or childcare center.

Job growth for preschool teachers is projected to increase by seven percent by 2028, which is faster than the average growth among all jobs. The BLS predicts this is due to the increasingly important role early childhood education and development plays in our society.

2. Dental hygienists

Female workforce: 97.1 percent

Median pay: $74,820

Requirements: Associate degree

Job growth outlook from 2018 to 2028: 11 percent

Getting your teeth cleaned? You're likely making an appointment with a dental hygienist. A dental hygienist provides patients with preventative care, examining the mouth for signs of oral disease in the process.

Dental hygiene programs typically take three years to complete, and hygienists must be licensed in the state in which they work. The job outlook for dental hygiene is positive due to the country's increased aging population and the growing amount of research pointing to the importance of good oral care.

3. Speech language pathologists

Female workforce: 96 percent

Median pay: $77,510

Requirements: Master's degree

Job growth outlook from 2018 to 2028: 27 percent

The projected job growth for speech language pathologists is the highest on this list — it is expected to grow at least 27 percent from 2018 to 2028. That's because speech pathologists not only work with kids who have difficulty communicating, but they also work with adults who might have speech or language impairments as a result of a stroke, dementia, and other health conditions.

Speech language pathologists typically need a master's degree and state license before they can start practicing.

4. Dental assistants

Female workforce: 96 percent

Median pay: $38,660

Requirements: Varies

Job growth outlook from 2018 to 2028: 11 percent

Besides pay, the biggest difference between dental assistants and dental hygienists is that dental assistants directly support dentists. They might handle office tasks, such as scheduling appointments; perform basic dental care, such as polishing a patient's teeth; or prep patients for various procedures.

The educational requirements to become a dental assistant are also less rigorous than that of a dental hygienist. Some states require assistants to graduate from an accredited program, while other states do not have any educational prerequisites at all. Instead, you would learn on the job.

5. Childcare workers

Female workforce: 94 percent

Median pay: $23,240

Requirements: High school diploma or equivalent

Job growth outlook from 2018 to 2028: 2 percent

Childcare workers work in a variety of settings, including daycare centers, a private household, and sometimes even their own homes. Duties include dressing, feeding, monitoring playtime, and overall caring for children. Typically, no formal education is required, but sometimes positions call for an early childhood education degree depending on the place of employment.

6. Secretaries and administrative assistants

Female workforce: 94 percent

Median pay: $38,880

Requirements: High school diploma or equivalent

Job growth outlook from 2018 to 2028: -7 percent

Secretaries and administrative assistant jobs exist in nearly every industry, though you'll find the most positions in schools, hospitals, and government and legal offices. Typically, a high school diploma is required as well as several weeks of job training.

The general job growth for secretaries and administrative assistant positions isn't as promising as some of the other professions on this list. That could be due, in part, to the automation of these jobs. However, the BLS predicts there'll likely be an increased need for medical secretaries over the next 10 years as aging baby boomers start to require more medical attention.

7. Medical records & health information technicians

Female workforce: 93.6 percent

Median pay: $40,350

Requirements: Post-secondary certificate

Job growth outlook from 2018 to 2028: 11 percent

Medical records & health information technicians spend much of their time behind a computer. They organize, manage, and code patients' health records for insurance reimbursements, various databases and registries, and patient medical history records. Sometimes these jobs can be done remotely, and typically, a bachelor's degree isn't required for these positions.

Like other health-related professions on this list, the need for medical records & health information technicians is expected to grow as the country's baby-boomer population continues to age.

8. Dietitians and nutritionists

Female workforce: 93.1 percent

Median pay: $60,370

Requirements: Bachelor's degree

Job growth outlook from 2018 to 2028: 11 percent

Dietitians and nutritionists aim to help people eat better and live a healthy lifestyle. They can work in a variety of settings, from hospitals and nursing homes to cafeterias and state governments. They can also help clients prevent and treat common diseases, including diabetes.

Dietitians and nutritionists typically need a bachelor's degree in food and nutrition (or a related degree), and many go on to secure more advanced degrees as well.

9. Hairdressers, hairstylists, and cosmetologists

Female workforce: 92.1 percent

Median pay: $24,830

Requirements: Post-secondary certificate

Job growth outlook from 2018 to 2028: 8 percent

Women make up a large majority of hairdressers, hairstylists, and cosmetologists. Typically, these jobs are available in a barbershop or salon, but there's also an opportunity to offer these services in clients' homes. You can work for a larger company, or you can start your own business; there's a lot of flexibility in this field.

All states require these professionals to be licensed. This means you would need a degree from a state-approved barber or cosmetology program.

10. Medical assistants

Female workforce: 90.6 percent

Median pay: $33,610

Requirements: Post-secondary certificate

Job growth outlook from 2018 to 2028: 23 percent

This is the second-fastest-growing profession on the list, behind speech language pathology, also due to the aging baby-boomer population's need for increased medical services.

The difference between a medical assistant and a medical records & health information tech is that medical assistants typically work in a hospital, physician's office, or other healthcare facilities (versus in an office or from home, behind a computer). These positions typically do not require a formal degree and call for less specialized knowledge about coding and medical software programs. A medical assistant also likely works directly with patients, taking vital signs and giving

immunizations. They may also complete paperwork and carry out standard office procedures.

In conclusion

Women continue to level out the workforce playing field and dominate specific professions compared to our male counterparts. It's exciting to imagine what the next decade will bring for women and to consider what women-dominated professions will make this list in 2030 and how the gender pay gap will continue to shrink.

https://www.topresume.com/career-advice/top-10-professions-dominated-by-women