

RACIAL DISPARITIES IN EARNINGS AMONG INDIVIDUALS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

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Data Source: American Community Survey (ACS), 2017

Data show that Black individuals with a cognitive disability earn significantly less than their counterparts in other race groups on the national level. We examined 2017 ACS data from a recently published report titled, “*Employment and Economic Outcomes by Race, Ethnicity, and Gender for Individuals With and Without Disabilities, 2017*” (Shepard et al., 2020) to delve deeper into racial disparities and earnings.

Nationally, all racial groups work similar hours (see Table 1). Despite this, Black individuals with a cognitive disability earned less than every other racial group. The wage gap between groups is even wider for individuals with no disability.

The largest wage gap is between individuals who are Black and individuals who are Asian. Black individuals earn 47% less than Asian individuals with a cognitive disability (\$24,174 vs. \$39,062). This suggests that Black individuals with a cognitive disability are working at significantly lower paying jobs. This same trend holds true for individuals with no disability, though the earnings disparity is slightly higher. Asian individuals earned 52% more than Black individuals in 2017, despite working similar hours.

There are also racial disparities in earnings between Black and White individuals with a cognitive disability. Although this trend is not as drastic as the trend between Asian and Black individuals, white individuals still earn 18% more compared to their Black counterparts, despite working similar hours. The differences widen for individuals with no disability in these two groups: white individuals earned 35% more than Black individuals in 2017.

Figure 1: Earnings by Race and Disability Status, 2017

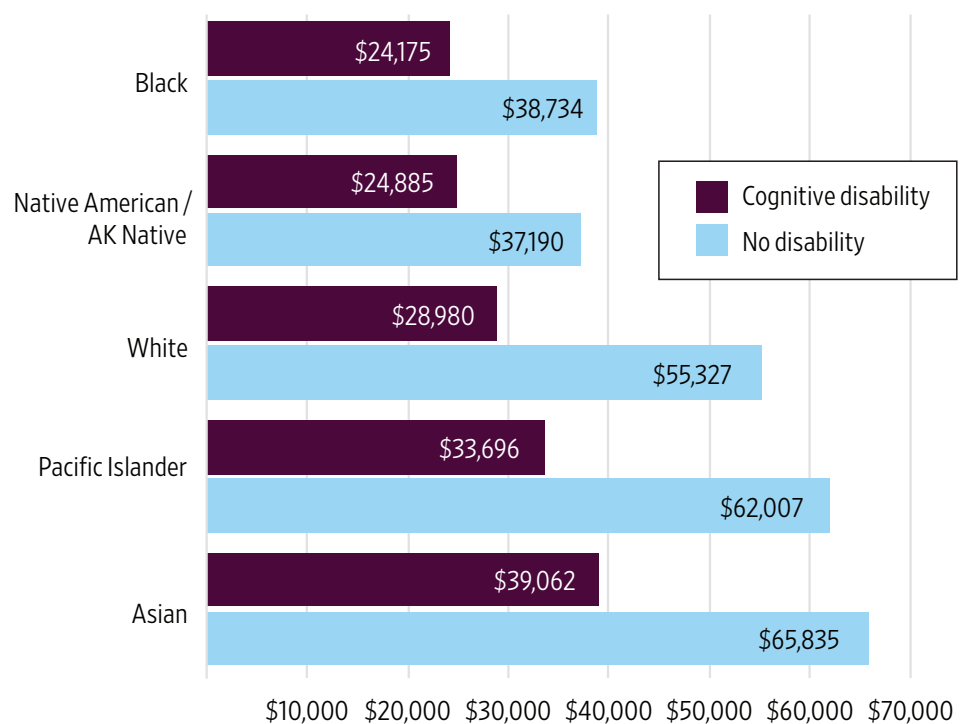


Table 1: Earnings and Hours Worked by Race and Disability Status, 2017

	White	Black	Native American /AK Native	Asian	Pacific Islander
NO DISABILITY					
Earnings	\$55,327	\$38,734	\$37,190	\$65,835	\$62,007
Mean weekly hours worked	39	38	38	39	39
COGNITIVE DISABILITY					
Earnings	\$28,980	\$24,175	\$24,885	\$39,062	\$33,696
Mean weekly hours worked	33	32	35	33	34

References

Shepard, J., Migliore, A., Butterworth, J. & Winsor, J. (2020). Employment and Economic Outcomes by Race, Ethnicity, and Gender for Individuals With and Without Disabilities, 2017. Boston, MA: University of Massachusetts Boston, Institute for Community Inclusion.

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Please refer to [Employment and Economic Outcomes by Race, Ethnicity, and Gender for Individuals With and Without Disabilities, 2017](#). This report describes the employment and economic outcomes for individuals with and without intellectual disabilities in 2017. These national data are divided according to race, ethnicity, and gender and are drawn from the American Community Survey, the Rehabilitation Services Administration 911, and the National Core Indicators (NCI).