



Income Gaps: Men vs. Women

This week the **American Association of University Women** released a study that revealed that pay inequality between men and women still exists.

“The research also shows that ten years after graduation, college-educated men working full time have more authority in the workplace than do their female counterparts. Men are more likely to be involved in hiring and firing, supervising others, and setting pay.”

You can see the press release and study here:

http://www.aauw.org/newsroom/pressreleases/042307_PayGap.cfm

For this week’s **By the Numbers**, we’ve examined which metros have the smallest and largest gaps between men and women incomes. We utilized the U.S. Census’ American Community Survey as the primary data source and segmented regions by their size – large, medium, mid-sized and small.

Check out the charts below. What surprises you? Do you see any trends?

Large Metros (Million-Plus): Smallest Gap Between Men & Women Incomes

| Rank | Metro Area | Men Full Time Median Income | Women Full Time Median Income | Difference: Men vs. Women Income | Percentage: Men vs. Women Income |
|------|-----------------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|
| 1 | Los Angeles, CA | \$41,336 | \$36,488 | \$4,848 | 13.3% |
| 2 | Phoenix, AZ | \$41,239 | \$35,048 | \$6,191 | 17.7% |
| 3 | San Antonio, TX | \$37,006 | \$31,124 | \$5,882 | 18.9% |
| 4 | Miami, FL | \$38,150 | \$31,813 | \$6,337 | 19.9% |
| 5 | Dallas-Fort Worth, TX | \$42,849 | \$35,595 | \$7,254 | 20.4% |

Source: U.S. Census, American Community Survey, 2005. Creative ClassSM Group Analysis, 2007.

Large Metros (Million-Plus): Largest Gap Between Men & Women Incomes

| Rank | Metro Area | Men Full Time Median Income | Women Full Time Median Income | Difference: Men vs. Women Income | Percentage: Men vs. Women Income |
|------|----------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|
| 1 | St. Louis, IL | \$47,882 | \$32,586 | \$15,296 | 46.9% |
| 2 | Detroit, MI | \$54,961 | \$37,522 | \$17,439 | 46.5% |
| 3 | Pittsburgh, PA | \$45,037 | \$31,791 | \$13,246 | 41.7% |
| 4 | Nashville, TN | \$43,687 | \$31,356 | \$12,331 | 39.3% |
| 5 | Buffalo, NY | \$45,283 | \$32,575 | \$12,708 | 39.0% |

Source: U.S. Census, American Community Survey, 2005. Creative ClassSM Group Analysis, 2007.

Medium Metros (500K-Million): Smallest Gap Between Men & Women Incomes

| Rank | Metro Area | Men Full Time Median Income | Women Full Time Median Income | Difference: Men vs. Women Income | Percentage: Men vs. Women Income |
|------|----------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|
| 1 | Fresno, CA | \$37,721 | \$32,171 | \$5,550 | 17.3% |
| 2 | McAllen, TX | \$24,949 | \$21,005 | \$3,944 | 18.8% |
| 3 | El Paso, TX | \$28,583 | \$23,751 | \$4,832 | 20.3% |
| 4 | Tucson, AZ | \$39,425 | \$32,585 | \$6,840 | 21.0% |
| 5 | Cape Coral, FL | \$37,346 | \$30,507 | \$6,839 | 22.4% |

Source: U.S. Census, American Community Survey, 2005. Creative ClassSM Group Analysis, 2007.

Medium Metros (500K-Million): Largest Gap Between Men & Women Incomes

| Rank | Metro Area | Men Full Time Median Income | Women Full Time Median Income | Difference: Men vs. Women Income | Percentage: Men vs. Women Income |
|------|----------------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|
| 1 | Baton Rouge, LA | \$41,970 | \$29,037 | \$12,933 | 44.5% |
| 2 | Bridgeport, CT | \$66,888 | \$46,293 | \$20,595 | 44.5% |
| 3 | Allentown, PA | \$48,972 | \$34,309 | \$14,663 | 42.7% |
| 4 | Akron, OH | \$45,860 | \$32,415 | \$13,445 | 41.5% |
| 5 | Colorado Springs, CO | \$47,159 | \$33,340 | \$13,819 | 41.4% |

Source: U.S. Census, American Community Survey, 2005. Creative ClassSM Group Analysis, 2007.

Mid-sized Metros (250K-500K) Smallest Gap Between Men & Women Incomes

| Rank | Metro Area | Men Full Time Median Income | Women Full Time Median Income | Difference: Men vs. Women Income | Percentage: Men vs. Women Income |
|------|-------------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|
| 1 | Santa Barbara, CA | \$41,979 | \$41,509 | \$470 | 1.1% |
| 2 | Durham, NC | \$42,348 | \$37,777 | \$4,571 | 12.1% |
| 3 | Brownsville, TX | \$24,782 | \$21,959 | \$2,823 | 12.9% |
| 4 | Naples, FL | \$36,848 | \$32,550 | \$4,298 | 13.2% |
| 5 | Tallahassee, FL | \$38,084 | \$33,623 | \$4,461 | 13.3% |

Source: U.S. Census, American Community Survey, 2005. Creative ClassSM Group Analysis, 2007.

Mid-sized Metros (250K-500K): Largest Gap Between Men & Women Icomes

| Rank | Metro Area | Men Full Time Median Income | Women Full Time Median Income | Difference: Men vs. Women Income | Percentage: Men vs. Women Income |
|------|----------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|
| 1 | Provo, UT | \$44,006 | \$27,037 | \$16,969 | 62.8% |
| 2 | Boulder, CO | \$60,575 | \$39,119 | \$21,456 | 54.8% |
| 3 | Beaumont, TX | \$42,218 | \$27,405 | \$14,813 | 54.1% |
| 4 | Huntsville, AL | \$50,192 | \$33,084 | \$17,108 | 51.7% |
| 5 | Flint, MI | \$48,319 | \$31,925 | \$16,394 | 51.4% |

Source: U.S. Census, American Community Survey, 2005. Creative ClassSM Group Analysis, 2007.

Small Metros (Below 250K): Smallest Gap Between Men & Women Incomes

| Rank | Metro Area | Men Full Time Median Income | Women Full Time Median Income | Difference: Men vs. Women Income | Percentage: Men vs. Women Income |
|------|------------------|-----------------------------|-------------------------------|----------------------------------|----------------------------------|
| 1 | Hanford, CA | \$31,392 | \$30,947 | \$445 | 1.5% |
| 2 | Napa, CA | \$47,639 | \$46,361 | \$1,278 | 2.8% |
| 3 | Yuma, AZ | \$33,210 | \$31,531 | \$1,679 | 5.3% |
| | Martinsville, VA | \$26,946 | \$25,006 | \$1,940 | 7.8% |
| 5 | Sumter, SC | \$30,943 | \$27,757 | \$3,186 | 11.5% |

Source: U.S. Census, American Community Survey, 2005. Creative ClassSM Group Analysis, 2007.

Small Metros (Below 250K Largest Gap Between Men & Women Incomes)

| Rank | Metro Area | Men Full Time Median Income | Women Full Time Median Income | Difference: Men vs. Women Income | Percentage: Men vs. Women Income |
|-------------|-------------------|------------------------------------|--------------------------------------|---|---|
| 1 | New Iberia, LA | \$45,882 | \$23,278 | \$22,604 | 97.1% |
| 2 | Galesburg, IL | \$39,618 | \$21,930 | \$17,688 | 80.7% |
| 3 | Lawton, OK | \$39,683 | \$22,004 | \$17,679 | 80.3% |
| 4 | Midland, TX | \$41,065 | \$23,682 | \$17,383 | 73.4% |
| 5 | Indiana, PA | \$36,405 | \$21,142 | \$15,263 | 72.2% |

Source: U.S. Census, American Community Survey, 2005. Creative ClassSM Group Analysis, 2007.