

Multiple Forms of Oppression and Privilege

Introduction: The primary aim of this assignment is for you to use quantitative data to understand the intersection of gender and race in shaping earnings in America. You will begin by examining whether a gender wage gap exists in America. Afterwards, you will control for race to see if these findings still hold. In doing so, you want to find out whether the gender wage gap is eliminated or reduced among racial minority groups. You will also ask: what do racial differences in earnings look like among women? And what do racial differences look like among men?

Part I of the project requires you to use WebChip (a data application) to analyze U.S. Census data and answer a series of questions about the data. Part II requires you to write a research report where you will describe your findings. Further details regarding the report appear at the end of this document.

Learning Objectives:

Substantive

- To understand how data supports the idea that there is a gender wage gap in the U.S.
- To examine racial differences in earnings
- Apply the concept of intersectionality, namely the intersection of different forms of oppression and privilege in shaping earnings

Quantitative Literacy

- Identify the independent versus the dependent variable
- Formulate hypotheses
- Understand how to read and describe a univariate table
- Understand how to read and describe a bivariate table
- Understand the logic of control variables and why they are included
- Interpret the results of a bivariate table when a control variable is included

Exercise Instructions:

You will use U.S. census data for this exercise. Follow the following instructions and answer the questions that follow.

- Visit <http://ssdan.net/datacounts/webchip>
- Under “Choose Dataset” to the left, click on the drop down menu under “Collection” and select “ACS14_1yr.”
- Under “Dataset” to the left, click “earn14.” Afterwards, click “compute marginals.”

Part 1: Analyzing the Data

Understanding the U.S. Population of Full-Time Workers

This data set is comprised of full-time workers aged 16+ in the U.S. Use the marginals that were computed to answer the following questions:

1. What percentage of the population is female and male?

Female _____ %

Male _____ %

2. What percentage of the population is white? Non-white?

White _____ %

Nonwhite _____ %

3. What do earnings look like among full-time workers in the U.S.?

< 34K _____ %

35-49 _____ %

50-69K _____ %

70K+ _____ %

Formulating Hypotheses Regarding Gender Differences in Earnings

4. What would you hypothesize regarding the bivariate relationship between gender and earnings? State the hypothesis below and then explain your rationale behind your expectations.

5. Do you think that gender differences in earnings will persist after controlling for race? In your view, will the gender wage gap look the same, be smaller, or be larger among racial minorities? State your hypotheses and explain your expectations.

6. *IV & DV*: What is the independent variable in your hypotheses? What is the dependent variable in your hypotheses?

Cross-tabulation

Now, you'll create a cross tabulation to examine your hypothesis. Return to the WebChip application.

- Under Choose Variables to the left, you will do a cross-tabulation.
- Under row, select "Earning," and select "Gender" under Column. Click "percent down" under "Generate table" and view your results on the right.

7. Now, describe the relationship between gender and earnings. I recommend comparing the percentage of women and men who are considered top earners. For example, what gender differences do you see in the 70-99K and 100K+ categories? I also recommend glancing at the lower income categories (<34K) to confirm your conclusions, although you do not need to necessarily write up the findings on this.

Control Variables

Now, we want to control for race. Make sure you still have the WebChip application up on your screen. We want to know whether or not the gender wage gap is eliminated, reduced, or remains the same when controlling for race.

- Under “Control Variable(s),” click on “RaceLat.” Click “percent down” under “Generate Table” and view your results on the right. (Make sure that “Earning” is still in the row box and “Gender” is still in the column box.)

8. Answer the following questions regarding gender differences in earnings among varying racial and ethnic groups. (Again, I recommend focusing on the higher income categories, such as 70-99K and 100K+.)

a) Are there gender differences in earnings among white (NLWhite) workers? Use percentages from the bivariate table to support your conclusion.

b) Are there gender differences in earnings among Black workers? Use percentages from the bivariate table to support your conclusion.

c) Are there gender differences in earnings among Asian workers? Use percentages from the bivariate table to support your conclusion.

d) Are there gender differences in earnings among Latino/a workers? Use percentages from the bivariate table to support your conclusion.

e. Reflect on the larger patterns you see. Does the gender wage gap persist across all racial groups? Which racial groups appear to have a larger gender wage gap? Which racial groups appear to have a smaller gender wage gap?

f. Now, let's use the data to draw some conclusions about racial differences in earnings among women. Are there racial differences among women workers who make 70K+? Which racial groups of women have the highest percentage of high income earners? Be sure to include percentages and numbers from the tables to support your answers.

Tip: Here, you'll have to compare the percentages across tables. For example, what % of white women make 70K+? Black women? Asian women? Latina women?

g. Now, let's use the data to draw some conclusions about racial differences in earnings among men. Are there racial differences among men workers who make 70K+? Which racial groups of men have the highest percentage of high income earners? Be sure to include percentages and numbers from the tables to support your answers.

Tip: Here, you'll have to compare the percentages across tables. For example, what % of white men make 70K+? Black men? Asian men? Latino men?

Part II: The Research Report

You have now analyzed the data and collected the information necessary to produce a research report. Your task now is to write up the findings. You will produce a 5-6 page paper that describes the research project and analysis you undertook. The paper should address the following sections:

1. Introduction/Background: You should offer a brief introduction to your topic (1-1.5 pages). Here, you simply want to explain what the gender wage gap is and the major aim of the study. Be sure to communicate the research question(s) you will answer using U.S. Census data. You should also include some background information in this section of the paper, including relevant theory or concepts pertinent to the analysis. Be sure to incorporate course materials into this part of your paper, including readings and lecture material. Feel free to also cite outside sources if you feel it would strengthen your paper.

2. Data and Methods: This section of your paper will describe the data and methods used (1-1.5 pages). Include the following:

- A reminder of what the major aims of the study are
- The year and name of the data set you are using (2014 American Community Survey data). Be sure to also describe who the population is (full-time U.S. workers 16+).
- A description of the independent and dependent variables that are being analyzed
- 2-3 hypotheses that address what you expect to find.
- Descriptive statistics for the population of U.S. full-time workers. Be sure to convey what percentage of the population is women versus men, the racial make-up of the population, and what earnings look like among the population (e.g., what % of the population makes <34K, 35-69K, and 70K+?).

3. *Results*: This section of the paper will describe the findings from your statistical analysis (2-3 pages). Be sure to use percentages from the data to describe the following:

- Gender differences in earnings for the entire population
- Whether or not the relationship between gender and earnings holds when controlling for race
- What gender differences in earnings look like among white, Black, Latino/a, and Asian full-time workers. Address which groups have the largest gender wage gap, in addition to which groups have the smallest gender wage gap.
- What racial differences in earnings look like among women
- What racial differences in earnings look like among men

4. *Discussion /Conclusion*. This section of your paper summarizes the aims of the study, findings, and discusses implications of your findings (1 page). You should begin this section of your paper by re-stating the major aims of your study and the data used. Afterwards, briefly summarize your major research findings, indicating whether or not you rejected or accepted your research hypotheses. Afterwards, address why it necessary to look at variables other than just gender when analyzing earnings. Specifically, what additional insights do we gain from also looking at race in tandem with gender? You should also address other implications of the findings (i.e., policy recommendations).

5. *Works Cited*

6. *Appendix*. Take screenshots of the tables from your Workbook in WebChip and paste them here.

Research Guidelines: You should follow formal, academic writing guidelines for this assignment. In total, you should cite at least three sources from your course materials, including readings and/or lectures. Feel free to also cite outside sources.

Your use of these sources should primarily be for paraphrasing; use quotes sparingly. Remember to include in-text citations and a Works Cited page. You can use MLA, APA, or ASA citation for this paper; just be consistent with the citation style you choose.

Formatting: This assignment should be double-spaced with one-inch margins, and you should use Times New Roman font in size 12. *Be sure to double-check this.*