



## Latino Disparities — Why Promotoras Matter

Promotoras, a predominantly women-led workforce, are *puentes de la comunidad*, community bridges, and essential workers who know how to connect low-income and traditionally underserved communities to information, resources, public health, social services, education, housing, and legal systems. **Why? Because disparities for the Latino community are extreme.**

**The Latino population** reached 62.5 million, or **one-in-five people** in the U.S. in 2021.<sup>1</sup>

Nearly **3 in 10 (28.3%) Latinas** work in a **front-line job**.<sup>2</sup>

Since 2007, the number of **Latina small business owners** increased faster than any other racial or ethnic segment, representing a **growth rate of 172%**. The **400 Latina-own businesses** launched daily generate **\$97 billion annually**.<sup>3</sup>

On average, **Latinas in the U.S. are paid 46% less** than white men and **26% less** than white women.<sup>4</sup>

Even in the same job, Latinas are paid less than white men. For example, **Latina nurses earn 25% less than white men nurses**, on average.<sup>5</sup>

**Latinas won't achieve equal pay until the year 2197** at the current rate of change.<sup>6</sup>

Latinas experience a wage gap at every education level, and the **wage gap is greatest for Latinas with a Bachelor's degree**.<sup>7</sup>

**Majority Black and Latino communities** that received the worst grades under a racially discriminatory federal housing program known as redlining have **nearly twice as many oil drilling wells** as mostly White communities.<sup>8</sup>

**Poverty among families with Latina heads of households is 31.1%**<sup>9</sup>

1 <https://www.pewresearch.org/fact-tank/2022/09/23/key-facts-about-u-s-latinos-for-national-hispanic-heritage-month/#:~:text=At%20the%20same%20time%2C%20the,Hispanic%20population%20as%20of%202021>

2 <https://nwlc.org/wp-content/uploads/2019/11/Latina-EPD-2020.pdf>

3 [https://www.aauw.org/app/uploads/2021/07/StatusOfLatinas\\_2.0.pdf](https://www.aauw.org/app/uploads/2021/07/StatusOfLatinas_2.0.pdf)

4 <https://leanin.org/data-about-the-gender-pay-gap-for-latinas>

5 <https://leanin.org/data-about-the-gender-pay-gap-for-latinas>

6 <https://www.aauw.org/resources/article/latinias-and-the-pay-gap>

7 <https://nwlc.org/wp-content/uploads/2017/10/Equal-Pay-for-Latina-Women-2018-English.pdf>

8 <https://www.nature.com/articles/s41370-022-00434-9>

9 <https://www.census.gov/library/stories/2019/09/poverty-rate-for-people-in-female-householder-families-lowest-on-record.html>

Among Latinos who do not have a Bachelor's degree and are not enrolled in school, **69%** say they couldn't afford a four-year degree.<sup>10</sup>

Among **Latino youth** who have a high school education or less and are not currently enrolled in school, the top reason they give for **not continuing their education is the need to help support their family (74%).**<sup>11</sup>

**Latino youth** are **65% more** likely than white youth to encounter the **youth justice system.**<sup>12</sup>

**Latinos** make up about **19% of the United States' incarcerated population.**<sup>13</sup>

**Latino men** born in 2001 have a **1 in 6 chance of being incarcerated** in their lifetime, while white men have a 1 in 17 chance. **Latinas** born in 2001 have a **1 in 45 chance of incarceration**, while white women have a 1 in 111 chance.<sup>14</sup>

**Latinos** are incarcerated at a rate about **2 times higher** than non-Latino whites, but **prisons are disproportionately located in non-Latino areas.**<sup>15</sup>

**1 in 2 Latinos** will develop **diabetes** over their lifetime.<sup>16</sup>

**1 in 4 Latinos** have no health insurance.<sup>17</sup>

10 <https://www.pewresearch.org/fact-tank/2022/10/07/hispanic-enrollment-reaches-new-high-at-four-year-colleges-in-the-u-s-but-affordability-remains-an-obstacle/>

11 <https://www.pewresearch.org/hispanic/2009/10/07/latinos-and-education-explaining-the-attainment-gap/>

12 <https://latino.ucla.edu/issues/criminal-justice/>

13 <https://www.vera.org/news/we-need-more-data-to-understand-the-impact-of-mass-incarceration-on-latinx-communities>

14 <https://www.vera.org/news/we-need-more-data-to-understand-the-impact-of-mass-incarceration-on-latinx-communities>

15 <https://www.prisonpolicy.org/racialgeography/report.html>

16 <https://www.brookings.edu/blog/how-we-rise/2020/09/25/latinos-often-lack-access-to-healthcare-and-have-poor-health-outcomes-heres-how-we-can-change-that/>

17 <https://www.brookings.edu/blog/how-we-rise/2020/09/25/latinos-often-lack-access-to-healthcare-and-have-poor-health-outcomes-heres-how-we-can-change-that/>