



# Economic Status of Latinas *National Report*

LATINAS AND THE FUTURE OF  
AMERICAN ECONOMIC OPPORTUNITY

# Executive Summary | Latinas and the Future of American Economic Opportunity

## Latinas are powering America's economic future.

Their contributions fuel growth—from building businesses and driving consumer spending to leading in essential industries. Investing in Latinas' success is not an act of special treatment; it is an investment in our shared prosperity.

This report offers the most comprehensive look to date at the economic status of Latinas nationally, with additional insights from the five states with the largest Latina populations: California, Texas, Florida, New York, and Illinois. It combines rigorous data analysis with voices from focus groups of Latinas across generations, professions, and geographies.

## Key findings reveal both remarkable progress and persistent barriers:



### Economic Power Rising

Latinas contributed to a \$1.3 trillion Latina GDP in 2021. Their median earnings grew over 36% **from 2019 to 2024**, outpacing growth for the total population, and their labor force participation reached a historic high in 2024.

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### Barriers Holding Back Potential

Latina workers make just **54 cents for every dollar made by a White man**, and experience poverty rates nearly **double** those of White and Asian women. Occupational segregation, student debt, and childcare costs continue to limit mobility.

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### A New Generation Ready to Lead

Latinas are **younger than any other major demographic group**, increasingly college-educated, launching businesses at record rates, and stepping into elected and corporate leadership roles—poised to reshape our economy for decades to come.

## Status of Latinas | State Snapshot

**Regional Realities Matter:** Across the five states we studied, Latina economic realities vary. In California, Latinas are highly educated and driving entrepreneurship but face the nation's widest wage gap. In Texas, higher native-born rates and strong workforce participation contrast with lower business capital access. New York Latinas experience the highest unemployment gap; Florida shows faster wage convergence; Illinois reveals slower but steady gains. **This state lens is crucial**—it shows national trends cannot be understood without local context.



State	Population	Education*	Income† / Wage Gap	Small Business‡	Workforce / Unemployment	Key Issues to Track
CALIFORNIA	7.98 million 20.2% of state	18.6% with college degree or higher	\$ 79,187 \$0.41 wage gap / \$2,187,080 Lifetime gap	13.3% of women owned small businesses	54% labor force participation Unemployment rate 0.7% higher than white women	High entrepreneurship; largest wage gap
TEXAS	6.24 million 19.9% of state	21.1% with college degree or higher	\$ 62,906 \$0.42 wage gap / \$1,703,080 Lifetime gap	17.7% of women owned small businesses	54.7% labor force participation Unemployment rate 1% higher than white women	Higher native-born share; strong workforce participation
FLORIDA	3.36 million 14.4% of state	31.9% with college degree or higher	\$ 69,286 \$0.58 wage gap / \$1,058,640 Lifetime gap	22.2% of women owned small businesses	55.9% labor force participation Unemployment rate 0.5% higher than white women	Faster wage convergence
NEW YORK	2.03 million 10.2% of state	25.7% with college degree or higher	\$ 61,724 \$0.51 wage gap / \$1,364,800 Lifetime gap	7.9% of women owned small businesses	52.6% labor force participation Unemployment rate 3% higher than white women	Highest unemployment gap
ILLINOIS	1.21 million 9.5% of state	22% with college degree or higher	\$ 75,954 \$0.53 wage gap / \$1,477,880 Lifetime gap	9.7% of women owned small businesses	55.7% labor force participation Unemployment rate 2.9% higher than white women	Slower but steady gains

\*Degree Attainment, BA & Higher, age 25 years and older.

†Median Household Income.

‡ Percent of Latina-owned out of all Women-owned Employer Firms.



## Focus Group Voices



While this report centers on Latinas, the barriers they face are shared by many. **Removing these obstacles will spark economic growth that benefits all communities.**

This is not a prescriptive policy agenda. It is an invitation to dialogue. The ideas and solutions that community leaders and policymakers put forward in response will help shape a **thriving, innovative, and equitable economy for everyone.**

Latinas are powering America's economy – when we remove the barriers they face, we create opportunity for everyone.

## Explore More with HOPE's Interactive Maps

To deepen the insights in this report, HOPE has launched an Interactive Map Gallery powered by ArcGIS, a leading mapping and geographic analysis platform developed by Esri. The gallery allows users to explore demographic and economic data, and make state-by-state comparisons to better understand how local realities shape the national picture. As new data becomes available, HOPE will continue expanding and updating the gallery, ensuring it remains a living resource for policymakers, advocates, and community leaders.

[Click here to explore the full collection](#)





**Hispanas Organized for Political Equality® (HOPE) is a nonprofit, nonpartisan organization committed to ensuring political and economic parity for Latinas through leadership, advocacy, and education to benefit all communities and the status of women.**

HOPE® prepares and supports civic leaders through education and advocacy, centering the Latina perspective as a lens for strengthening democracy and economic mobility. Our programs are inclusive and open to all who wish to learn from this experience. We advance civic education, foster community leadership, and advocate for fair and informed policy solutions that expand opportunity for every community.

For more than 35 years, HOPE's innovative programs have trained and inspired over 65,000 participants nationwide, while our public education and advocacy efforts have reached millions more. Our work highlights the experiences and contributions of Latinas to the U.S. economy and society, helping to strengthen civic participation and build stronger, more representative communities.

**[www.latinas.org/eslnational](http://www.latinas.org/eslnational)  
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**Funding for the 2025 Economic Status of Latinas National Report was generously provided by Wells Fargo.**

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