

Original Article

# Race, Gender, and the Wealth Gap: An Intersectional Study of African American Economic Challenges

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**Abstract:** This article examines intersectional dynamics in race, gender, and wealth inequality, highlighting the economic conditions of African Americans in particular. Utilizing an intersectional framework, the study points out that overlapping identities exacerbate systemic disadvantages in the process of wealth creation. Relying on diverse academic opinions and empirical evidence, it discloses that Black women and other subordinate groups face overlapping disadvantages that serve to heighten economic inequalities. The results highlight the importance of inclusive strategies in policy-making and advocacy campaigns to address economic inequality and bring about social justice. The article makes a call for reforming conventional economic models to allow for intersectional analyses, which would create a more equalized economic environment.

**Keywords:** Intersectionality, Race, Gender, Wealth Gap, Economic Inequality, Social And Economic Justice.

## I. INTRODUCTION

The convergence of race and gender heavily impacts the economic difficulties of African Americans. The following paper delves into the complexity of these difficulties, citing different scholarly publications to present an all-encompassing picture of the racial wealth gap and how it affects African American communities. In addition, the compounding effect of race and gender places unique economic barriers on African American women. Studies show that Black women suffer a double disadvantage—experiencing wage discriminations based on racial prejudice as well as gender discrimination. The study explores how historical disadvantage, income inequality, and discriminatory practices, along with race and gender, perpetuate the wealth gap faced by African Americans. According to the National Women’s Law Center data, Black women receive much less than white women and white men and therefore have lower incomes to accumulate as wealth in the long run. Black women are also more likely to be employed in low-wage service sector jobs, which do not provide benefits like paid leave, retirement plans, and access to health care.

A second important force behind economic disparities is the racialized past of labor market exclusion. Historically, African American women were relegated to farm and domestic work, which was not financially stable or upwardly mobile. Despite some gains through the Civil Rights Movement, structural disparities remain in place today. Hiring discrimination, job segregation, and barriers to career mobility continue to limit wealth-building opportunities for Black workers. To address these historical inequalities, scholars suggest policy measures including debt forgiveness for student loans, pay equity initiatives, subsidized childcare support, and special investments in Black businesses. Reparative economic policies, such as home grants and tax incentives, might also eliminate the racial wealth gap by providing African American communities with financial resources necessary for long-term economic stability.

Whereas some studies thoroughly write about racial and gendered economic inequalities (Kroeger & Wright, 2021; Derenoncourt, 2024), there are relatively few studies with a full intersectional analysis synthesizing economic organization, wealth inequality, and systemic injustices. This research helps bridge that lacuna by revealing how race and gender particularly frame economic mobility and suggesting focused policy interventions. Utilizing an intersectional approach, this research augments economic justice discourse and directs inclusive policymaking.

Last, the intersectionality of race and gender in economic inequality emphasizes the importance of an intersectional understanding of policy-making. Correcting these disparities requires not only recognition of the historic fact of economic marginalization but also more precise interventions toward equity, access, and economic justice for African American individuals.

## II. LITERATURE REVIEW

Ellora Derenoncourt’s study, “Wealth of Two Nations: The U.S. Racial Wealth Gap, 1860–2020,” provides a historical perspective on the long history of wealth disparity between Black and white Americans. The study indicates that the wealth



disparity has been surprisingly stable over the past 150 years, with Black Americans having far less wealth than white Americans [1]. This needs to be known for appreciating the long history of economic inequality.

Dr S. Maha and T. Jayakumar's contribution of intersectionality to Gayl Jones' "Corregidora" highlights the importance of working through a number of axes of identity, such as race, gender, and class, in order to understand economic struggles [2]. Intersectionality identifies the way that particularly African American women face compounded disadvantage by virtue of their intersecting identity.

Teresa Kroeger and Graham Wright's research on racial disparities in wealth and entrepreneurship examines whether entrepreneurial success or failure influences the mobility of family wealth among Blacks and whites [3]. From their research, it appears that entrepreneurship can also be an economic mobility mechanism but that entrepreneurs who are Black will have a higher likelihood of failure in their businesses, increasing the wealth disparities.

Dr. S. Maha's analysis of racial and sexual stereotypes in Gayl Jones' "Corregidora" uncovers how stereotypes form the basis of economic inequalities. Stereotypes not only affect personal prospects for economic well-being but also dictate broader societal directions and policies that are responsible for maintaining inequality [3].

Dr. S. Maha's work on intersectionality and inclusive discourse sheds light on the imperatives of developing policies that realize the complex dimensions of domestic violence against women of color [4]. Inclusive discourse plays a critical role in developing effective policies on the basis of intersecting identities and experiences of marginal populations.

Barbara Smith's influential essay, "Toward a Black Feminist Criticism," illustrates the importance of Black feminist theory in challenging economic justice [7]. Smith's work provides a critical framework for understanding how race and gender interact to form economic experiences and results.

Toni Morrison's "Playing in the Dark: Whiteness and the Literary Imagination" speaks of literary representations of whiteness and Blackness and how they influence social conceptions and economic conditions [8]. Morrison's remarks can enlighten us regarding the cultural dimensions of economic inequality.

JoAnne Lehman's slide for the African American Policy Forum (AAPF) emphasizes policy advocacy as the answer to addressing structural inequality [9]. AAPF's contribution highlights the need for intersectionality in policy-making to rid institutions of barriers.

### III. DISCUSSION

Derenoncourt also addresses the impact of modern economic policy on the racial wealth gap. While affirmative action and financial aid programs have provided some mobility, policies such as tax subsidies for the wealthy and disparities in wage increases have continued to favor white Americans. The report suggests that targeted policies—such as reparations, housing assistance, and equitable education funding—may be necessary to close the gap and promote economic justice.

Moreover, Derenoncourt's work identifies the structural factors behind the long-term perpetuation of this wealth disparity. Redlining, segregation, and disproportionate access to education and jobs have consistently topped off Black Americans' ability to accumulate wealth. Despite the passage of landmark civil rights legislation and economic expansion, these institutional obstacles continue to affect economic outcomes today.

While affirmative action and scholarships have enhanced economic mobility, today's policies only serve to sustain wealth inequalities. Federal tax subsidies favor white homeowners, while Black communities are shut out of housing equity (Derenoncourt, 2024). Racially discriminatory lending also excludes Black entrepreneurs from capital, undermining small-business development (Kroeger & Wright, 2021). A policy change to address economic inequality must be to equitable tax reform, targeted subsidies, and reparations-based economic restructuring.

In general, "Wealth of Two Nations" is a broad historical analysis of the racial wealth gap and its long-term effects. In its discussion of the persistence of economic inequality, the study highlights the necessity of structural reform to create a more equitable economic system in the United States.

In addition, the study accentuates the role of intergenerational wealth transmission in perpetuating economic inequality. White families stand to inherit capital, own property, and receive quality education that provides them with long-term fiscal security. Black families have experienced systemic barriers denying them wealth-making potential, like lower homeownership rates and exposure to capital and investment instruments.

### A) Historical Context of the Racial Wealth Gap

Beginning with slavery and the exploitation of Native Americans, the racial wealth disparity in the US has a lengthy history. Today, the disparity is nearly as great as it was in the 1950s.

#### a. Early Disparities

**Slavery and Dispossession:** Early American colonists used Africans and Indigenous peoples as cheap labor to increase their profits [11]. During the 19th century, expansionism within the United States and overseas imperialism violently impoverished Indigenous people, while Black people were denied the right to own properties and enter into contracts. Court rulings undermined Indigenous peoples' political authority and denied them the ability to sell land [11].

**Post-Emancipation Challenges:** After the Civil War, Black laborers in the South turned into sharecroppers, frequently caught in debt as a result of discriminatory practices by White plantation owners<sup>6</sup>. Racially discriminatory legislation and policies further restricted Black Americans' social, political, and economic mobility, preventing them from saving, investing, and building wealth [12].

#### b. The Narrowing and Widening of the Gap

During the decades following the Emancipation Proclamation, the wealth disparity between White and Black Americans narrowed. The White to Black ratio of per capita wealth declined from nearly 60 in 1860 to less than 30 in 1870 [12]. By 1910, the gap had diminished to a level of around a factor of 10. Reduction in the wealth ratio between the Whites and the Blacks decelerated during the late 19th century through discriminatory laws and policies that contained Black growth.

The gap in racial wealth narrowed weakly between the periods 1900-1930, by an average annual rate of around 0.3 percent<sup>5</sup>. Obstacles to the economic advancement of Blacks were minimal access to institutions, land holdings, and schooling, along with pervasive discrimination within the labor market. From 1960 through 1980, racial convergence in wealth gained momentum because Blacks moved to the North, there was progress on civil rights, and legal segregation was dismantled. Labor market forces during the period of World War II also caused Black workers to shift into better-paying jobs, narrowing the racial income gap and Black wealth. The racial wealth gap has grown since the 1980s. Contributing to this is the deceleration in Black wage growth and the greater rate of appreciation in asset prices held by Whites over Blacks.

#### c. Contemporary Drivers

During 1950–2019, housing and other nonfinancial assets comprised a higher proportion of the average Black portfolio than among Whites, and corporate stock a lower proportion<sup>1</sup>. As of 1950, the returns on stocks have been significantly higher than the appreciation in housing, to the detriment of Black families. The Social Security Act of 1935 and the G.I. Bill, though meant to bring about advantages, frequently cut off or restricted possibilities for Blacks<sup>6</sup>. Redlining, the federal government practice, cut back on the possibility of Black families receiving mortgage loans, depleting their potential for residence and wealth accumulation. In case Whites and Blacks were equally positioned to amass wealth during the last century and a half, the disparity in wealth today would be 3 to 1, not double that [12].

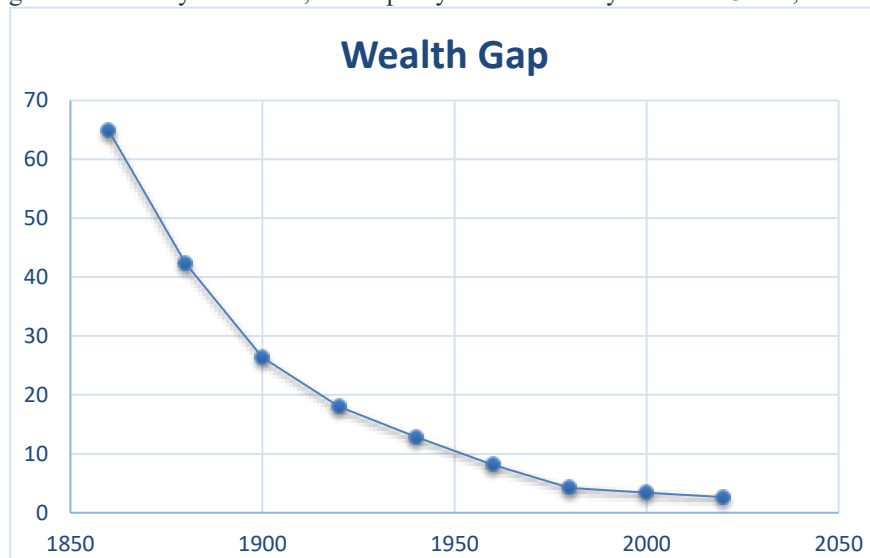


Figure 1: Wealth Ratio 1860-2020

## B) Stereotypes and Economic Disparities

Economic gaps in society have the potential to influence the creation of stereotypes, which in turn can have a strong impact on the already existing stereotypes within a society [13]. Core aspects of these stereotypes include facial warmth as well as perceived competence among different social classes. These stereotypes can influence other forms of social interactions as well as policies [13].

**Gender Stereotypes:** Most gender stereotypes stem from a person's perception of their financial standing. A society with greater economic disparity tends to reduce the difference in assertive or communal behaviors predicted by female stereotypes while increasing the difference in masculinity. This is largely due to the fact that a high degree of economic inequality makes both men and women less perceived as communal.

**Competence Stereotypes:** In contexts where there are greater economic gaps, competence stereotypes may be more pervasive. Emphasis on class ranks generates class stereotypes, which promote class struggle for resources, where the empowered lower class assumes competence stereotypes over the upper class. For example, this can occur in societies where there is a vast difference between the economically wealthy and the underprivileged.

**Poverty Stereotypes:** Poverty has negative connotations to a greater extent than virtue, and this leads to stigma. The low socioeconomic class is assumed to be less educated and incredibly intellectually challenged, which can be unfavorable in situations where their intelligence is put to the test.

### Economic Stereotypes Impact on Black Employees

- Stereotypes lead to lower salaries, limited career progression, and fewer opportunities.
- Banks reject Black loan applicants due to discriminatory risk evaluations.
- This leads to economic immobility and poverty.
- Solutions include corporate responsibility, workplace diversity programs, and fair financial regulations.

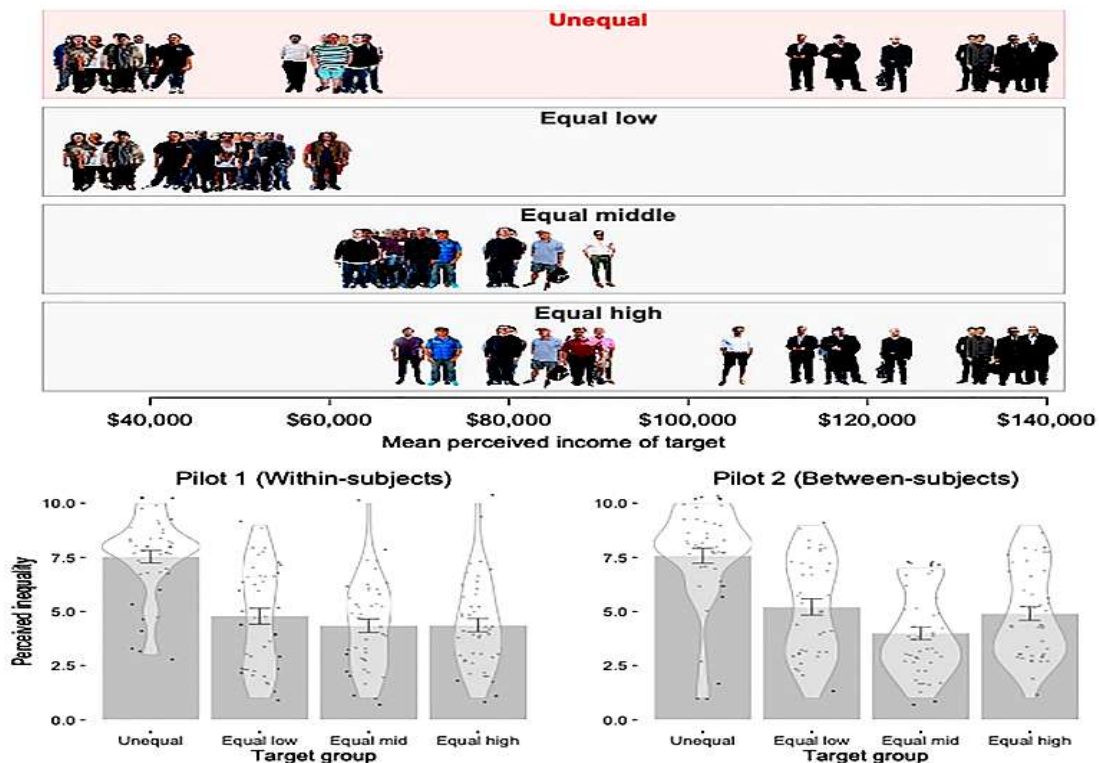


Figure 2: Economic disparity and stereotypes

### a. Impact

**Social Class Stereotypes:** These stereotypes can perpetuate inequality through several channels, such as their ambivalent content, early acquisition in children, impact on achievement, and ubiquity in unequal societies [13].

**Behavioral Impacts:** Stereotypes have an impact on the behavior of the stereotype holders. Attitudes toward the characteristics of the poor can determine middle-class voting patterns, social policy choices, and support for combating poverty. Negative stereotypes of the poor may perpetuate poverty by legitimization of anti-poverty social policies that benefit others at the expense of the poor.

**Intergroup Relations:** Economic disparity and more commonwealth comparisons between groups can increase the feeling of “us” versus “them,” which will trigger greater competence stereotypes for the upper class and lower assessments for the lower class. Lower-class individuals might feel negative envy toward the upper class in order to preserve their self-esteem, which in turn may bring about hostile conduct.

### **C) Intergenerational Trauma and Economic Resistance**

Tiffany N. Younger’s theory of Complex Economic Intergenerational Trauma (CEIT) examines how economic exploitation in the past and present affects Black women’s economic resistance [5]. Younger contends that Black women have created distinctive patterns of resilience and survival tactics due to systemic economic oppression. Trauma can destabilize family, extended family, and kinship networks, resulting in a loss of positive cultural identity. It can further disable parenting across generations, generating a deficiency of parental role models. Financial stress could further enhance the risk of child maltreatment and, in turn, could have more direct effects on education and more enduring effects on future life outcomes.

#### **a. Complex Economic Intergenerational Trauma (CEIT):**

**Black Feminist Theory:** CEIT is based on Black feminist theory and analyzes the economic threats that have historically and continue to face Black women since emancipation from slavery.

**Economic Resistance:** Black women are descended from survivors who have experienced threats to their economic survival since emancipation from slavery.

#### **b. Addressing Intergenerational Trauma:**

**Acknowledgement and Restorative Justice:** Traumatizing events must be openly acknowledged in overcoming the impacts of historical trauma, and restorative justice must be practised.

**Intergroup Healing:** Rituals for intergroup healing and intracultural strategies for resiliency, wellness, and resistance throughout generations are crucial.

**Social Support:** Social support and family co-regulation are protective factors against the impact of cumulative risk exposure.

**Addressing Systemic Factors:** Addressing poverty necessitates us to pose questions regarding underlying systemic factors, such as structural racism.

### **D) Black Feminist Criticism and Contribution to Economic Justice**

Black feminists like Toni Morrison and Smith examine literature and other cultural works through the lens of Black women’s experiences, which connect with gender, class, and race. Placing the lived reality of people who are marginalized by injustice and inequality at the center, offers unique insights into economic justice.

#### **a. Key Aspects of Black Feminist Criticism**

Black feminist theorists look at justice from the perspective of intersectionality, referring to the systems of oppression that overlap in terms of sex, race, and class [14]. Black feminism highlights these intersecting systems [14]. Black feminist critique recognizes the historic exploitation of Black women, such as unpaid labor during colonialism and slavery, which still influences their economic positions today. Black feminists extend mainstream theories to comprehend the unique economic circumstances of Black women, who are sometimes not just raceless or sexless laborers but beings whose racial and sexual oppression decisively shape their economic realities. Black feminism recognizes justice as emerging from engagement with the lived reality of the marginally situated political, social, and economic rights [14]. Black feminism advocates for a praxis of restorative healing [14].

#### **b. Specific Aspects of Black Feminist Approaches**

Meeting the uneven playing field and recognizing unpaid care work needs to be at the heart of building just and feminist economies. Black feminists understand that the emancipation of oppressed people entails dismantling capitalism, imperialism, and patriarchy as well. They support organizing work for the common good of workers, not bosses’ profit, and for material resources to be shared equally. Black feminist traditions focus on the importance of working to address the underlying systemic conditions, including structural racism, to obtain economic justice [14]. Black feminism supports tax justice as decolonial reclamation, speaking to how illegal financial flows suck essential tax revenues out of developing



nations and increase poverty and inequality. Black feminists condemn measures of fiscal austerity that target the poor and women disproportionately, resulting in reduced access to basic services, loss of economic livelihood, and added unpaid work. Black feminist critique examines power relations and defends a broader understanding of justice [14].

### c. Contribution of Black Feminists

Confronting the uneven playing field and recognizing unpaid care labor needs to be at the forefront of arriving at equitable and feminist economies. Black feminists understand that freedom for oppressed people demands the dismantling of political-economic systems of capitalism and imperialism, in addition to patriarchy<sup>3</sup>. They believe in workplace organization for the common good of workers, not for the bosses' profit, and in equal material resource distribution. Black feminist strategies prioritize addressing the root causes of systemic factors, including structural racism, in pursuit of economic justice. Black feminism advocates for tax justice as decolonial reclamation. Illicit financial flows siphon precious tax revenues from developing nations and increase poverty and inequality. Black feminists criticize budget austerity policies that disproportionately harm the poor and women, resulting in reduced access to basic services, loss of income, and more unpaid work. Black feminist critique examines power relations and calls for a broader understanding of justice.

### E) Whiteness and Literary Imagination

In "Playing in the Dark: Whiteness and the Literary Imagination," Toni Morrison examines the way the category of whiteness is imagined and sustained within American literature via its engagement with Blackness [8]. Morrison asserts that African-American presence has been at the forefront of articulating American identity and literary imagination, especially through white writers' work [8].

**Construction of Whiteness:** Morrison believes that whiteness is not an unmarked or universal category but is constructed in relation to nonwhites "others" [8]. The "white man's identity is constructed through his contrast to the black man" [8].

**Africanism as a Foil:** Blackness is usually a "foil" used in literature to have white culture be delineated against characteristics like "rawness and savagery" [8]. This "Africanism" is a ground in which the articulation of American identity is done [8].

**Metaphorical Shortcuts:** White authors sometimes employ Blackness as "metaphorical shortcuts" instead of dealing with meaningful explorations of Black experiences.

**Projections and Anxieties:** White authors project their inner turmoil and societal fears onto Black figures, employing Blackness as a metaphor for the irrational, unknown, and savage [8].

**Influence on American Literature:** Morrison suggests that the key traits of American literature, including individualism, manliness, and preoccupation with death, are reactions to the "Africanist presence" [8].

Finally, Morrison's work demands an encounter with the cultural apparatuses whereby literature forges and maintains national identity [8]. She draws attention to how American literature actively constructs and reinforces racial hierarchies [8].

### F) Policy Advocacy and Structural Inequality

Policy advocacy is central to the mitigation of structural inequality through challenging social structures, policies, and practices that reinforce differences [15]. It entails conscious efforts and activities that seek to alter the structural roots of inequality, such as unequal gender and power relations and discriminatory mindsets.

#### a. Key Functions of Policy Advocacy

**Altering Social Structures:** Policy advocacy alters social structures, such as state and federal legislation, to respond to social inequality.

**Emphasizing Impacts:** Advocacy emphasizes the bodily, emotional, and psychological impacts that unfair policies have on groups that are being marginalized [15].

**Bridging and Challenging Policies:** It bridges and challenges policies at local, state, and federal levels that continue inequities against historically marginalized racial and ethnic communities [15].

**Advocating for Social Justice:** Advocacy advocates for social justice by advocating for change in current social structures, policies, and practices [15].

**Focusing on Social Determinants:** It addresses converging social determinants and responds to longstanding inequities that cause unequal outcomes [15].

**Strategic Advocacy Agenda:** A strategic advocacy agenda advocates for leveraging the tools of government to turn around and redirect public policy and resources to promote social justice and end inequities [15].

**b. Areas of Focus for Policy Advocacy**

**Health Equity:** Working on structural racism as a key root cause of health inequity demands action on public policy and opposing racist policies that are key impediments to health equity [15].

**Social Determinants of Health:** Policy development must focus on social determinants of health such as healthcare, access to healthy food and nutrition, access to capital, housing, education, and the environment.

**Gender Equality:** Policy advocacy seeks to alter the structural determinants of gender inequality, such as attempts to alter unequal gender and power relations and discriminatory attitudes, behavior, and practices.

**Combating Extreme Inequality:** Advocacy addresses social inequalities by promoting the elimination of inequalities in autonomy, status, and value of specific groups based on identity (caste, gender, ethnicity, citizenship, religion, sexual orientation, indigenous groups, etc.).

To be successful, policy advocacy must be shaped by principles that prioritize an equity-first approach, lived experience, strong partnerships, flexible, sustainable and scalable structures, and methods for measuring success<sup>4</sup>. It frequently demands policy-based structural transformation on the part of government institutions and is an essential element in poverty reduction.

**G) Intersectionality as a Tool for Economic Justice**

The practical guide “Intersectionality: A Tool for Gender and Economic Justice” by Women’s Rights and Economic Change offers hands-on information on how intersectionality can be employed as an advocacy and policy-making tool [5]. This is crucial in order to tackle the complexity of economic inequality.

**Recognizing Specific Oppressions:** Intersectionality adds to understanding the ways in which gender intersects with other identities and how these intersecting identities lead to specific experiences of privilege and oppression<sup>3</sup>. For instance, a Roma woman can experience discrimination based both on her gender and her ethnicity.

**Challenging Binary Thinking:** This strategy demands a radical conception of how oppressions and exclusions are formed and reproduced within societies and how they are caused by complex, historical, and dynamic power relations and hierarchies that can’t be taken apart by means of binary thinking.

**Informing Gender Equality Efforts:** Intersectionality is vital for gender equality since it contributes to the knowledge of how different types of discrimination interact and strengthen inequality.

**Directing Resource Allocation:** It allocates resources to the most marginalized when prioritizing projects [10].

**Examining Power Structures:** Intersectionality examines power structures and calls for a more inclusive understanding of justice [10].

Using intersectionality, researchers, policymakers, and activists can strive towards a revolutionary reorganization of oppressive structures and further an economic system in which the sustainability of life is the collective priority, as compared to the amassing of capital in private hands.

**IV. MODERN ECONOMIC CHALLENGES CONFRONTING AFRICAN AMERICANS**

African Americans still encounter a myriad of economic challenges in spite of the recent gains made in unemployment rates and household income. These challenges are complex and heavily embedded in structural inequalities.

**A) Major Challenges**

**Persistent Wealth Disparity:** Even with record low poverty and unemployment rates, the racial wealth disparity is still large. Black families possess a percentage of the wealth that White families possess, with median Black family wealth at around \$45,000 versus \$285,000 for White families[17].

**Economic Insecurity:** Even with economic progress, African Americans are concerned about economic insecurity, with high inflation, high interest rates, and insufficient funds for investment being key challenges[17].

**Income Inequalities:** Median household income for Black Americans is substantially below the national median, with Black Americans having approximately \$53,000 versus \$75,000 for the general population[17].

**Policy Threats:** Plans such as Project 2025 advocate policies that have the potential to widen economic inequalities by phasing out affirmative action and decreasing aid to low-income students and small businesses, which are important to Black economic progress.

**Systemic Discrimination:** Persistent discrimination in housing, employment, and access to capital remains a barrier to wealth accumulation and economic mobility for African Americans[17].

In order to tackle these modern economic issues, there is a need to adopt specific policy interventions that are aimed at:

- To provide equal access to housing, employment, and financial services.
- To improve African American opportunities to gain skills and qualifications that result in improved job prospects.
- Offering access to capital and resources to enable entrepreneurship and economic development within Black communities.
- Enacting policies promoting wealth building, including homeownership initiatives and financial literacy efforts.

By rectifying these structural problems, it is feasible to diminish economic insecurity and ensure more favorable economic outcomes for African Americans.

## V. NEW DATA ON BLACK WEALTH ACCUMULATION AND INCOME GAPS (2023-2025)

Recent reports highlight persisting challenges in Black wealth accumulation and income gaps. Following are some new data points:

### A) Wealth Accumulation

**Median Black Wealth:** Median Black family wealth in 2022 stood at about \$44,890, increasing from \$27,970 in 2019. Nevertheless, this growth was not keeping pace with other race groups, thereby expanding the wealth gap[17].

**Wealth Distribution:** Black families possess less than 4.7% of all U.S. wealth, although they account for 13.6% of all families.

**Homeownership and Wealth:** Over 90% of all Black wealth accumulation went to families that own a home, highlighting the significance of homeownership in the accumulation of wealth.

### B) Income Disparities

**Median Household Income:** Black median household income rose to almost \$53,000 in 2022, a virtually 30% increase since 2011. Yet, it is still much lower than White median income.

**Income Gaps:** The Black-White income gap continues, with Black median income roughly \$30,000 less than White median income.

**Employment Disparities:** It would take over 1.4 million additional Black people on the job in order to come close to closing White employment gaps, at an unemployment cost to Black America of about \$60 billion.

### C) Recent Trends

**Wealth Gaps:** There has been growing wealth disparity between White and Black families during the COVID-19 pandemic. By 2022, the White household median worth was \$285,000 compared to \$44,890 for Black households[17].

**Economic Challenges:** While there have been gains, most Black families are still in the lower wealth category, with 55% possessing less than \$41,700 of wealth as of 2021.

These facts highlight the persisting difficulties in wealth building and income inequality of African Americans and the necessity of policy interventions specifically aimed at bridging these structural inequalities.

## VI. CONCLUSION

An intersectional examination of race, gender, and the gap between rich and poor highlights the multidimensional and interrelated nature of economic difficulty among African Americans. Through the use of multiple scholarly lenses, this paper reaffirms the value of inclusive and intersectional methodologies in the solution of economic inequality and social justice. The impact of race and gender on earnings is not necessarily cumulative, and minority women may bear a lower gender penalty than white women. Additionally, racial and gender disparities in wealth are much greater than racial and gender disparities in income. Regression analysis demonstrates persistent disparities in income, separated by race and gender, where all subpopulations in the US earn a minimum of 15 to 25 percent less than White males, excluding Asian men. Specific trends can be seen when considering the order of wages and salaries, and were persistent or tied to other socioeconomic indicators.



Based on statistics, White and Asian males had higher incomes than the other groups, with mean values of over \$70,000, while Hispanic females had the lowest income among the intersected groups, with a mean value slightly above \$34,000. Black and Native American or Alaskan Native males earn the least among other males, with \$45,268 and \$44,349, respectively, while Asian and White or Caucasian females are most likely to earn the most compared to other females, with \$58,924 and \$48,354.

As I finish the article of the racial and gender wealth gap that plagues African Americans, it is evident that serious action must be taken to reverse these systemic imbalances. In order to move forward, legislators must bolster anti-discrimination statutes, ensure equal education and employment training, and look at renaming programs such as the African Growth and Opportunity Act to promote strategic economic alliances. Companies need to invest in Black communities by patronizing Black businesses and enabling diversity and inclusion in their institutions. They also need to provide African Americans with financial literacy courses so that they can make good choices about growing their wealth. Advocacy organizations need to keep bringing attention to the wealth gap, debating reparations, and organizing against policy that might widen economic disparities. Together, we can build a more just economic environment that promotes the economic progress of African Americans. A united effort is necessary to bridge the wealth gap and provide a better economic future for everyone.

The research emphasizes the need for structural economic change, including just wage policies, affordable housing, equal credit access, corporate responsibility, and financial literacy programs, to address racial and gender wealth disparities and ensure economic justice.

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