





Endnotes

¹ U.S. Census Bureau. (2019, April 29). *The Hispanic Population in the United States: 2019*. Washington, DC: U.S. Census Bureau. [census.gov/programs-surveys/demo/tables/hispanic-origin/2019/2019-](https://www.census.gov/programs-surveys/demo/tables/hispanic-origin/2019/2019-)

² Schaeffer, Katherine, (2019, 30 July). *The most common age among whites in the U.S. is 58-more than double that of racial and ethnic minorities*.

U.S. Bureau of Labor Statistics. (2020, September 1). Civilian labor force participation rate by age, sex, race and ethnicity. Washington, DC: U.S. Bureau of Labor Statistics. <https://www.bls.gov/emp/tables/civilian-labor->

³ Institute for Women's Policy Research. (2020). *The Gender Wage Gap by Occupation 2019 and by Race and Ethnicity*. Washington, DC: IWPR.

⁴ Gould, E., Perez, D., & Wilson, V., (2020, 20 August)