

# Racism & Retail

## How America's biggest retail corporations perpetuate racial inequity

United for Respect

February 2023

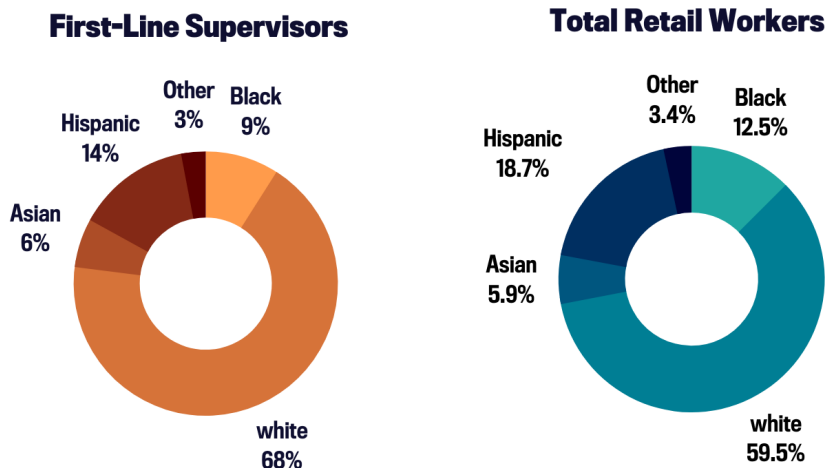
### The retail industry runs on Black labor – while underpaying and exploiting the Black workers powering its profits.

The roughly [2.1 million Black Americans](#) who work in retail often get paid less, are scheduled for fewer hours, receive less in benefits, and have more unpredictable schedules than their non-Black counterparts. Black workers are [over-represented in lower-paid roles](#) like cashiers or warehouse associates, while [under-represented in leadership and management positions](#) – keeping Black voices out of the rooms where decisions about worker welfare are being made.

### This is occupational segregation.

Black employees are denied sufficient opportunities to advance – held back in positions with low pay and high turnover, and denying experienced Black retail associates from moving into managerial jobs.

Fewer than 1 out of every 10 first-line supervisors in retail are Black, but [nearly 7 out of every 10 supervisors are white](#).



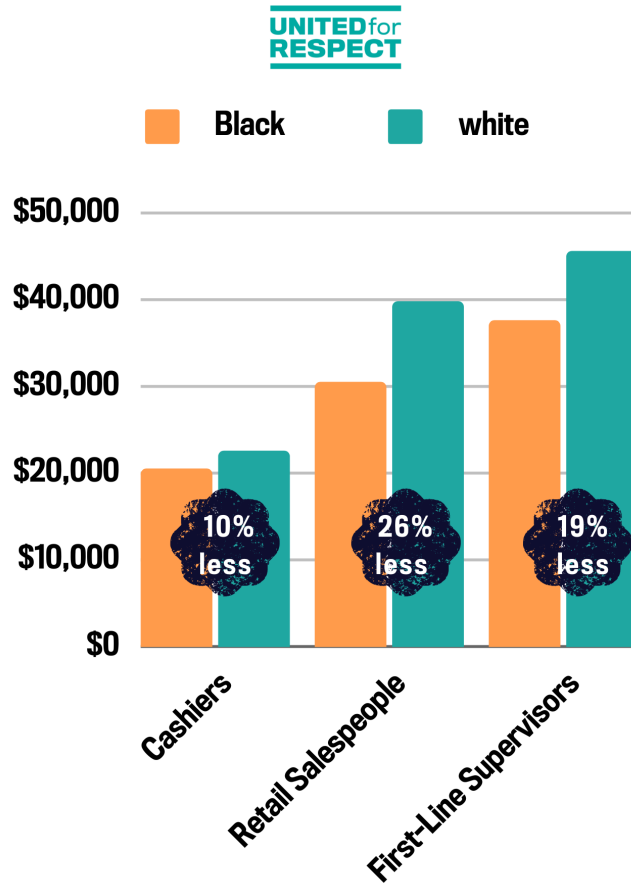
Source: <https://www.census.gov/content/dam/Census/library/publications/2020/demo/acs-44.pdf>

Black retail workers are overrepresented in low paid positions like cashier and salesperson.

	Black	White	Notes
All Retail	12.5%	59.5%	
Cashiers	16.9%	49.5%	<i>Black workers are over-represented</i>
Retail Salespersons	11.2%	61.8%	<i>Black workers are under-represented</i>
First-line Supervisors	9.1%	67.8%	<i>Black workers are under-represented</i>

### Retail’s racial wage gap helps fuel socio-economic inequality.

- Black retail cashiers earn about \$2,000 less than White workers in the same position.
- Black retail salespersons earn around \$10,000 less than White retail salespersons.
- Black first-line supervisors earn nearly \$8,000 less than their white counterparts.



Source: <https://www.census.gov/library/stories/2020/09/profile-of-the-retail-workforce.html>

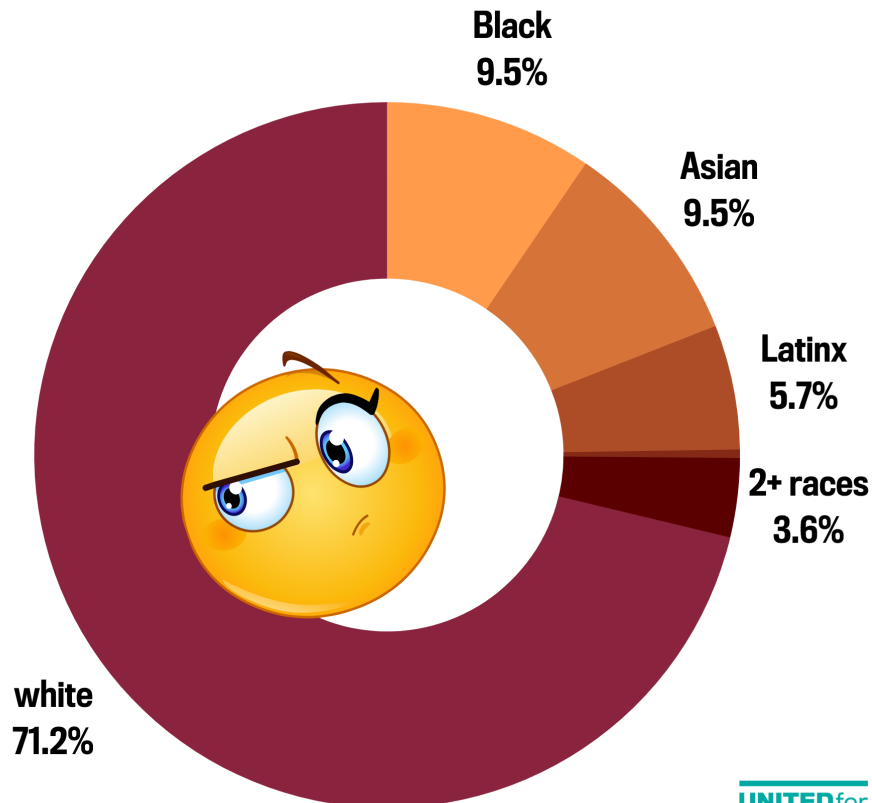
### Walmart’s Race Problem:

## How the largest private sector employer exploits Black workers

Walmart is the largest [private sector employer](#) in the world with over two million associates globally and nearly 1.6 million workers based in the United States. Black associates are overrepresented on the floors of Walmart stores, making up 21.34% of their hourly U.S. workforce (compared to about 11-12% across the industry). For decades, the corporation – run by America’s richest family – has been scrutinized for exploiting Black workers through pay inequity, lack of managerial diversity, and meaningless virtue signaling.

- The few high ranking Black managers at Walmart declared they do not have equal access to career growth and opportunities and overall [would not recommend](#) working there.
- While making up over 20% of Walmart’s US workforce, Black employees only make up [12% of management](#) while white workers make up almost 60% of Walmart’s management.
- The statistics are even more bleak for [Walmart’s executive staff](#), with Black officers making up 9%, while white officers make up 71% of Walmart.

### Walmart's Executive Staff:



Source: [https://corporate.walmart.com/media-library/document/2022-culture-diversity-equity-and-inclusion-mid-year-report/\\_proxyDocument?id=00000183-d720-df74-a5cf-fff61c820000](https://corporate.walmart.com/media-library/document/2022-culture-diversity-equity-and-inclusion-mid-year-report/_proxyDocument?id=00000183-d720-df74-a5cf-fff61c820000)



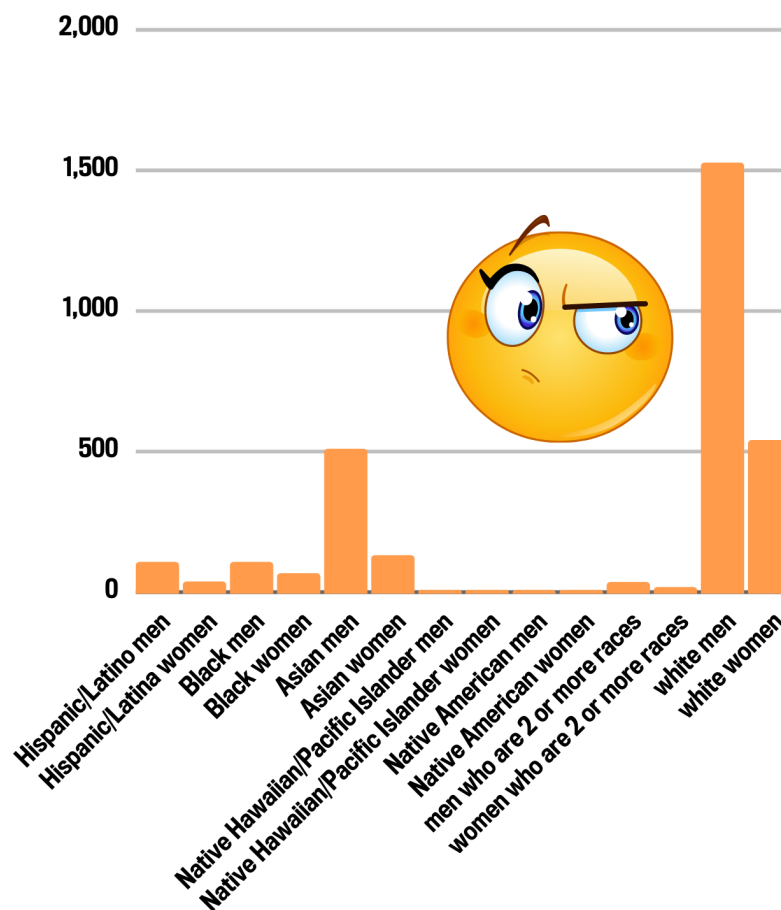
### Amazon’s Race Problem:

## How the #1 online retailer discriminates against Black employees

Amazon is the second largest U.S. employer and according to [company data](#), over a quarter of its American workforce is Black. Yet Black employees at Amazon face the same discrimination, occupational segregation, and pay gaps common across the retail industry.

- Black workers at Amazon are over-represented in frontline positions, like Warehouse Associates, where they make up over [32% of workers](#).
- Meanwhile, Black employees at Amazon only make up [5.6% of Executives & Senior Managers](#), and only [12.7% of First & Middle Managers](#).
- Of Amazon's top Executives & Senior Managers: [1,521 are white men](#), [106 are Black men](#) and, [and only 66 Black women](#).

## Amazon's Executives, Senior Officials & Managers



Source: <https://assets.aboutamazon.com/ff/dc/30bf8e3d41c7b250651f337a29c7/2021-amazon-consolidated-eeo-1-report-2p.pdf>

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**RESPECT**

## Retail workers are fighting back

Across the country, people who work in retail are organizing and demanding racial justice in the workplaces. At Walmart, workers have filed a shareholder [resolution](#) calling for a racial equity audit at the company. Meanwhile, Amazon workers are speaking up in support of a shareholder [resolution](#) asking Amazon to report on race and gender pay gaps. These workers understand that fighting racial injustice is essential to improving working conditions, pay, and benefits, not just for them, but for all workers. [Join the fight!](#) **Retail associates *and* customers are welcome.**