

## Demographic Breakdown of Wages and Employment at New York Times

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### Women in Employment at the New York Times

Women make up less than half the workforce at the NYT. With 1,112 employees, the NYT employs 100 more men than women. Both divisions of the NYT employ more men than women. Overall, NYT pays women, on average, 7% less than what men are paid. By and large, the gap persists to varying degrees, regardless of years on the job, whether the job is female- or male-dominated, whether it is a high-paid job or a low paid job. The few exceptions to this rule do not negate the overall trend.

Table 1 – Overview of Unit by Gender

Division	Female		Male		Female % of Workforce	Female Wage % of Male
	Count	Avg Wage	Count	Avg Wage		
Business	93	\$1,630	107	\$1,545	47%	105%
News, Ed, & Column	413	\$1,953	499	\$2,136	45%	91%
Total	506	\$1,893	606	\$2,031	46%	93%

When accounting for seniority, women are still paid less than men on average regardless of the number of years on the job. Indeed, the largest pay gap, with women earning 89% of the average male wage, occurs amongst the most senior employees.

Table 2 – All Employees Years in Job Comparison by Gender

Years in Job	Female		Male		Female % of Workforce	Female Wage % of Male
	Count	Avg Wage	Count	Avg Wage		
0	58	\$1,351	40	\$1,462	59%	92%
1 - 5	304	\$1,873	354	\$1,965	46%	95%
6 - 10	55	\$2,173	79	\$2,253	41%	96%
11 - 15	40	\$2,128	52	\$2,172	43%	98%
16 -20	29	\$2,165	47	\$2,223	38%	97%
21 +	20	\$2,140	34	\$2,395	37%	89%

Women are somewhat over-represented in the most populated job title, Staff Editor, relative to their share of the overall workforce – 49% compared to 46% -- and they are paid less than men. Women are paid 98% of the male wage on average. In fact, female Staff Editors are paid less than their male colleagues, regardless of number of years on the job, with one exception -- 11 to 15 Years in Job.

Table 3 – Staff Editor Years in Job Comparison by Gender

Years in Job	Female		Male		Female % of Workforce	Female Wage % of Male
	Count	Avg Wage	Count	Avg Wage		
0	7	\$1,910	9	\$1,986	44%	96%
1 - 5	61	\$1,951	56	\$1,995	52%	98%
6 - 10	21	\$2,034	19	\$2,102	53%	97%
11 - 15	11	\$2,044	12	\$2,004	48%	102%
16 -20	12	\$2,044	22	\$2,103	35%	97%
21 +	7	\$2,181	5	\$2,192	58%	99%
Total	119	\$1,995	123	\$2,039	49%	98%

Women are under-represented in the Reporter job title at 37% of the employees, relative to their overall share of the NYT workforce, 46%. The wage gap in this title is somewhat greater than the gap for Staff Editor, with women paid 3% less than the male wage, on average. As with the Staff Editor title, women are paid somewhat more than men if they have been on the job between 11 and 15 years.

Table 4 – Reporter Years in Job Comparison by Gender

Years in Job	Female		Male		Female % of Workforce	Female Wage % of Male
	Count	Avg Wage	Count	Avg Wage		
0			1	\$2,596	--	--
1 - 5	13	\$2,167	36	\$2,272	27%	95%
6 - 10	17	\$2,329	14	\$2,408	55%	97%
11 - 15	9	\$2,493	15	\$2,279	38%	109%
16 -20	6	\$2,426	7	\$2,654	46%	91%
21 +	4	\$2,200	9	\$2,719	31%	81%
Total	49	\$2,318	82	\$2,382	37%	97%

Women are noticeably under-represented in high paying jobs (over \$150k and \$100k). Women are also much more likely to be temporary or part-time. The gender distribution is more even in supervisor positions. But in every case, women are paid less than men.

Table 5 – Other Job Categories by Gender

	Female		Male		Female % of Workforce	Female Wage % of Male
	Count	Wage	Count	Wage		
High Earners						
> \$150k	22	\$3,141	39	\$3,194	36%	98%
> \$100k	256	\$2,352	374	\$2,430	41%	97%
Full-Time Status						
Full-Time	480	\$1,938	601	\$2,037	44%	95%
Part-Time	25	\$1,056	3	\$1,514	89%	70%
Regular / Temporary						
Regular	473	\$1,948	582	\$2,068	45%	94%
Temporary	33	\$1,107	24	\$1,138	58%	97%
Supervisor Positions						
Manager / Chief / Director / Deskhead [1]	51	\$2,176	50	\$2,302	50%	95%
Editor [2]	173	\$2,047	186	\$2,120	48%	97%

[1] Bureau Chief, Deskhead, Chief Domestic Bureau, Art Director, Account Manager, Assistant Desk Head, Manager, Asst Manager, Assoc Index Director, Supervisor, Production Manager

[2] Graphics/Multimedia Editor, Senior Staff Editor, Editor, Staff Editor

The highest paid jobs are dominated by men. Men make-up at least 60% of job titles with average wages well above the unit average, defined here as greater than 115% of the unit average wage.

Table 6 – Overview of Major Job Titles (>10 EEs)

Job Title	Total EEs	% Female	Average Wage	% of Average Wage for Unit
Critic	19	15.8%	\$2,816	143.1%
Domestic Correspondent	116	37.9%	\$2,742	139.3%
Reporter	131	37.4%	\$2,358	119.8%
Art Director	15	40.0%	\$2,349	119.3%
Graphics/Multimedia Editor	35	28.6%	\$2,329	118.3%
Photographer	14	35.7%	\$2,311	117.4%
Account Manager	63	54.0%	\$2,232	113.4%
Senior Staff Editor	79	54.4%	\$2,183	110.9%
Staff Editor	242	49.2%	\$2,017	102.5%
Intermediate Journalist	32	59.4%	\$1,507	76.5%
Senior News Assistant	15	33.3%	\$1,497	76.0%
Associate Video Journalist	10	70.0%	\$1,429	72.6%
Sales Planner	27	74.1%	\$1,217	61.8%
News Assistant	96	51.0%	\$1,021	51.9%
Tele Sales Incentive Rep	24	29.2%	\$1,007	51.1%
Help Desk Analyst	11	9.1%	\$993	50.5%
Security Guard	10	0.0%	\$905	46.0%
Office Person	13	53.8%	\$683	34.7%
<b>Total</b>	<b>1112</b>	<b>46%</b>	<b>\$1,968</b>	

### Ethnic Group Overview

Overall, 22% of employees at The New York Times are members of ethnic groups. The business division has more diversity -- 26.0% of business division employees are of color compared to 21.6% in the news division.

Table 7 – Employee Counts by Ethnic Group

	Business		News, Ed, & Column		Total	
	Count	% of Total	Count	% of Total	Count	% of Total
White	144	72.0%	693	76.0%	837	75.3%
Black / African American	30	15.0%	86	9.4%	116	10.4%
Hispanic / Latino	15	7.5%	46	5.0%	61	5.5%
Asian / Pacific Islander	6	3.0%	65	7.1%	71	6.4%
American Indian / Alaska Native	1	0.5%		0.0%	1	0.1%
Not Available	4	2.0%	22	2.4%	26	2.3%
Employees of Color	52	26.0%	197	21.6%	249	22.4%
Total	200		912		1112	

Overall, there is a 10% wage gap between people of color at the NYT and the overall average wage. In the news division the gap is 9% and in the business division the gap is 11%. Conversely, white employees at the NYT are paid, on average, more than the overall average wage – about 3% more.

Table 8 – Average Wage by Ethnic Group

	Business		News, Ed, & Column		Total	
	Avg Wage	% of Avg	Avg Wage	% of Avg	Wage	% of Avg
White	\$1,658	104.6%	\$2,113	103.0%	\$2,035	103.4%
Black / Afr-Am	\$1,468	92.6%	\$1,842	89.7%	\$1,745	88.7%
Hispanic / Latino	\$1,150	72.6%	\$1,819	88.6%	\$1,654	84.0%
Asian / Pacific Islander	\$1,726	108.9%	\$1,937	94.4%	\$1,919	97.5%
American Indian / Alaska Native	\$1,933	122.0%		0.0%	\$1,933	98.2%
Not Available	\$1,149	72.5%	\$1,792	87.3%	\$1,693	86.0%
Employee of Color	\$1,415	89.3%	\$1,868	91.0%	\$1,773	90.1%
Total	\$1,584		\$2,053		\$1,968	

Regardless of years of service, on average, employees of color are paid less than white employees.

Table 9 – Years of Service by Ethnic Group

Years in Job	Employee of Color			White Employees			Total Unit	
	Count	Avg Wage	% of Avg for Unit	Count	Avg Wage	% of Avg for Unit	Count	Avg Wage
0	27	\$1,248	90%	59	\$1,413	102%	95	\$1,390
1 - 5	156	\$1,755	91%	488	\$1,982	103%	661	\$1,921
6 - 10	26	\$2,047	92%	108	\$2,262	102%	134	\$2,220
11 - 15	16	\$1,974	92%	76	\$2,190	102%	92	\$2,153
16 -20	13	\$2,154	98%	63	\$2,211	100%	76	\$2,201
21 +	11	\$1,930	84%	43	\$2,395	104%	54	\$2,300
Total	249	\$1,773	90%	837	\$2,035	103%	1112	\$1,968

People of color are under-represented in the highest paid job titles – defined here as 111% of the overall average wage. Only one of the highest paid jobs, Art Director, is over-represented by people of color, but it has only 15 workers total.

People of color are vastly over-represented in the lowest-paid jobs at the NYT. Of the nine jobs that pay wages below the overall average wage, 56% of those positions are held by people of color. The highest paid of those jobs pays only 77% of the overall average wage.

Table 10 - Overview of Major Job Titles (>10 EEs)

Job Title	Total EEs	% Of Color	Average Wage	% of Average
Critic	19	5%	\$2,816	143%
Domestic Correspondent	116	11%	\$2,742	139%
Reporter	131	15%	\$2,358	120%
Art Director	15	40%	\$2,349	119%
Graphics/Multimedia Editor	35	17%	\$2,329	118%
Photographer	14	21%	\$2,311	117%
Account Manager	63	17%	\$2,232	113%
Senior Staff Editor	79	15%	\$2,183	111%
Staff Editor	242	23%	\$2,017	102%
Intermediate Journalist	32	41%	\$1,507	77%
Senior News Assistant	15	20%	\$1,497	76%
Associate Video Journalist	10	20%	\$1,429	73%
Sales Planner	27	15%	\$1,217	62%
News Assistant	96	31%	\$1,021	52%
Tele Sales Incentive Rep	24	13%	\$1,007	51%
Help Desk Analyst	11	64%	\$993	50%
Security Guard	10	50%	\$905	46%
Office Person	13	85%	\$683	35%
Total	1112	22%	\$1,968	