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# RACIAL WAGE GAP

HISTORICAL CONDITIONS THAT CREATED  
THE RACIAL WAGE GAP AND THE  
MODERN-DAY IMPACT

ABRIDGED EDITION

An Intelligent Partnerships Publication





## What is the Racial Wage Gap?

The Racial Wage Gap – a category within the Group-to-Group Wage Gap – is the average difference in pay between racial and cultural groups. Stemming from systemic oppression and racial inequality dating back hundreds of years, the racial wage gap often highlights the pay inequality between Whites and Blacks. However, wage discrimination significantly affects multiple races — including Hispanics, Native Americans, and Asian Americans/ Pacific Islanders – and has contributed to the foundational wage discrimination against non-Whites nationwide and worldwide.

## How is the Racial Wage Gap Different from the Wage Gap?

The Racial Wage Gap falls under the broader category of Wage Gap. The Wage Gap is a universally recognized phrase referring to the difference in pay between two groups of people. Historically, the worldwide implications of the Wage Gap systemically affect women and people of color. The Wage Gap falls into two general categories: Role-to-Role and Group-to-Group Wage Gap. While the Role-to-Role Wage Gap—the difference in earnings between workers performing the same tasks—has closed dramatically in the past 50 years, the primary issue is with Group-to-Group Pay Gap, which refers to the difference in pay between groups (i.e., genders, races, etc.).

Source: [Center for American Progress](#)

Source: [National Conference of State Legislatures](#)

**For an in-depth look at Wage Gap as a whole, check out our additional resources:**

1. [Wage Gap: Addressing a Systemic Issue Through Organization Change.](#)
2. [Why the Gender Wage Gap Persists in our Modern Society](#)
3. [How Historical and Current Events Have Shaped the Racial Wage Gap and How to Address it](#)

## Understanding the Racial Wage Gap in America

With early American history rooted in the forced labor of Africans and Native Americans, income inequality in the United States is a foundational problem that has persisted well into the 21st century. The New York Times reports that the Black-White wage gap is roughly as large today as it was in 1950, and research conducted by the U.S. Bureau of Labor Statistics shows that White men and women employees out-earn Black and Hispanic employees, are more educated, and dominate the labor force by tens of thousands.

Source: [Investopedia](#)

Source: [New York](#)

Source: [Bureau of Labor Statistics](#)

Citi Financial Institute reports that for every dollar paid to a White man, Black men, Black women, Native American women, and Latinas are paid \$0.71, \$0.63, \$0.60, and \$0.55, respectively. Over the past 20 years, the racial wage gap between Blacks and Whites alone has been responsible for \$16 trillion in lost wages and potential contribution to the United States economy. These staggering numbers represent the racial wage gap's dangers on the entire nation.

Source: [Citi](#)



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20 Years

## U.S. History: Brief Overview of Race in America

The United States has long been a worldwide Economic Powerhouse and is consistently ranked the #1 most powerful country in the world. However, America's powerful history is rooted in forced colonization, slavery, and severe discrimination based on skin tone.

Source: [Business Insider](#)

Source: [World Population Review](#)



United States Population 1776

**2.5 Million**

United States Population February 2022

**334 Million**



## 1600s: The Start of American Slavery

The American colonies would ultimately be built by hundreds of thousands of slaves over 245 years, but it all began with the arrival of one ship. In 1619, 20 enslaved Africans were brought to the British colonies against their will. Although slavery was already prominent in other parts of the world, those 20 African slaves—who were taken to the now known state of Virginia—represent the beginning of hundreds of years of forced labor.

Source and Photo: [The Guardian](#)

## 1660 – 1776: Slavery Reinforced

As slavery became economical and profitable, Slave Codes were created to prevent slaves from gaining fundamental human rights such as learning to read and write, marrying, owning property, and more.

Source: [Britannica](#)

## 1776: The Declaration of Independence

In 1776, Thomas Jefferson wrote the Declaration of Independence, stating that “all men are created equal.” That equality did not extend to slaves, who made up more than 50% of the population.

Source: [The Guardian](#)

In the year the Declaration of Independence  
was signed, slaves made up more than

**50% of the population**

**1776**

## 1787: The Three-Fifths Compromise

The Three-Fifths compromise constituted slaves as representing only “three-fifths of all other persons” reinforcing that people of color were not valued as human beings.

Source: [Britannica](#)



## 1790: Citizenship by Naturalization and Chinese Immigration

In 1790 Asians were deemed ineligible for citizenship due to large-scale immigration and the notion that Asians were taking jobs meant for White people. This law also limited Asians' rights to obtain property, court representation, employment, and voting.

Source: [Immigration History](#)

## 1800 - 1845: Slavery Expansion and the Removal of Native Americans

Due to the expansion of the cotton industry, settlers began forcing Native Americans out of their homes and claiming the land as their own. Between 1830-1847, the government passed policies that allowed the forced displacement of self-governing tribes from their ancestral homelands.

Source: [PBS](#)

## 1846-1848: Mexican-American War Fallout

Due to the expansion of the cotton industry, settlers began forcing Native Americans out of their homes and claiming the land as their own. Between 1830-1847, the government passed policies that allowed the forced displacement of self-governing tribes from their ancestral homelands.

Source: [History](#)

## 1850-1865: Free States, Civil War, the 13th Amendment, and Indian Relocation

At the end of the Civil War, President Abraham Lincoln freed all enslaved people, and the U.S. outlawed slavery. However, while slavery was being abolished, Navajo Indians were forcibly relocated to internment camps where over 3,500 men, women, and children died.

Source: [History](#)

## 1865-1877: Reconstruction Era of the South

Following the American Civil War there was an attempt to integrate the roughly 4 million recently freed slaves into the population. Outrage over any attempt to incorporate Black people into White society led to a violent backlash.

Source: [History](#)

## 1896: Plessy v. Ferguson

In 1896, the Supreme Court ruled that segregation was a legal and a constitutional way to distinguish between Whites and Blacks.

Source: [History](#)



## 1900s-1970: Racial Oppression and Segregation

Although slavery was illegal, White supremacists found ways to influence the nation to create legal segregation laws. It was not until the mid-1950s that the effects of legal segregation began breaking down in high schools, colleges, restaurants, bus terminals, restrooms, and more.

Source: [History](#)

## 1952-1954: Brown v. Board of Education

Although slavery was illegal, White supremacists found ways to influence the nation to create legal segregation laws. It was not until the mid-1950s that the effects of legal segregation began breaking down in high schools, colleges, restaurants, bus terminals, restrooms, and more.

Source: [US Courts](#)

## 1970s-2000: Persistent Discrimination and Police Brutality

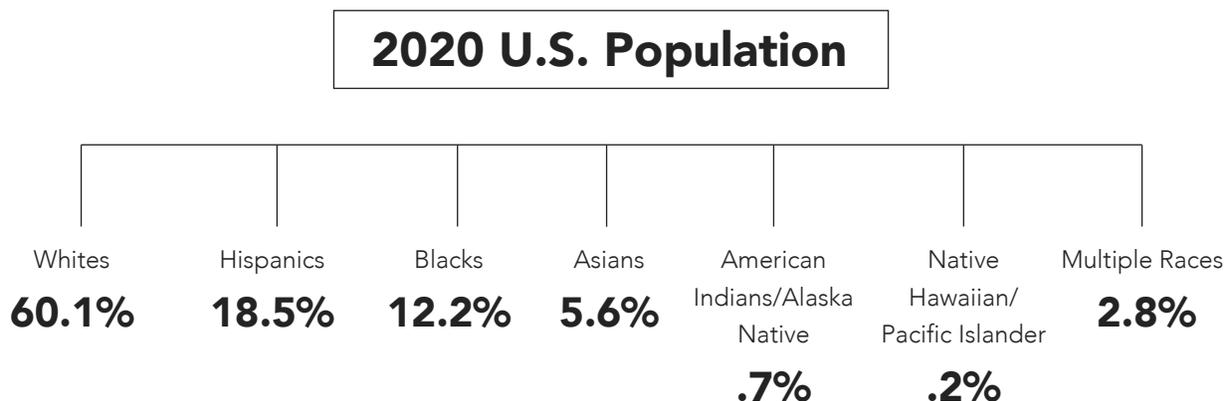
Over the next 30 years, people of color dealt with severe poverty, lack of education, job inequality, severe police brutality, and egregious prison sentences for committing crimes that White people either received reduced or no jail sentencing.

Source: [History](#)

## Modern Day: Racial Division and Calls for Equality

As of 2020, White people make up 60.1% of the nation's population with Hispanics at 18.5%, Blacks at 12.2%, Asians at 5.6%, American Indians/Alaska Native at 0.7%, Native Hawaiian/Pacific Islander at 0.2%, and multiple races at 2.8%. It is projected that by 2045, Whites will become a minority group under 50% of the U.S. Population. Although these numbers show a far more even racial playing field compared to the start of the nation hundreds of years ago, people of color still face extreme discrimination within the workplace, government, of course, with pay equality.

Source: [Kaiser Family Foundation](#)



# African Americans and the Wage Gap



African Americans have historically received some of the harshest racial discrimination in the United States, which is still seen through modern-day occupational segregation, housing discrimination, educational bias, and other detrimental factors that have remained stagnant in our current climate.

- African Americans in the United States have the lowest total employment rate at 58.6%
- Black men are paid on average \$0.71 to \$0.87 for every dollar paid to White men.
- Black women make up 10% of the low-wage workforce, including jobs that typically pay less than \$11.00 per hour, or \$22,880 annually.
- Black women who work full time are typically paid only \$0.63 for every dollar paid to White men and must work 19 months to earn what a White male earns in 12 months.

Source: [SRHM](#)

Source: [Statista](#)

## › Occupational Segregation and the African American Wage Gap

African Americans are consistently concentrated in low-paying jobs, which is seen as the primary source of wage inequity. Due to occupational segregation, they face severe occupational crowding which is the exclusion of workers, based on gender or race, from certain occupations, forcing them into other, often less desirable occupations and low wages which is compounded by employer discrimination.

- African Americans regularly experience higher unemployment rates, lower pay, fewer benefits, and often work in less stable jobs than White workers.
- When the economy takes a dip, the unemployment rate for African Americans rises quicker than White employees.
- Black Women face the most severe earning penalty of all the races.

Source: [Equitable Growth](#)

Source: [American Progress](#)

## > Housing Segregation and the Wage Gap

The 1930s' housing policies meant to help America recover from The Great Depression purposefully discriminated against African American communities through a practice known as redlining. Redlining is a discriminatory procedure where lenders refused to invest in neighborhoods of color based on race rather than qualifications. Although currently illegal, African Americans are still affected by the lingering impact of redlining.

- Homes in neighborhoods that fell victim to redlining still carry the reputation for being in risky areas and are typically worth less than similar quality homes in non-redline neighborhoods.



## > Education and the African American Wage Gap

Even though more African Americans are going through the education system, they are paid less than Whites at every educational level. Since education and the wage gap often go together, it is important to note that many Black students have a disadvantage in the education system proving that education alone is not satisfactory in closing the wage gap.

- Nearly one-third of Black students live in poverty
- Among Black students living in poverty, 64% have parents whose education is less than high school and 45% of Black students attend high-poverty schools.
- As of 2020, 88% of Black people have a high school diploma and 26% have a bachelor's degree compared to 90% and 35% of White people, respectively.

## > Black Workers and COVID-19

When the COVID-19 pandemic struck the world in early 2020, Black employees were disproportionately affected in the workforce.

- Black workers faced unemployment rates at 16.7% compared to 14.2% for White workers.
- A higher percentage of White employees were called back to work within six months compared to Black employees and more Black workers were permanently laid off than their White counterparts.
- Two years into the pandemic, Black workers still face the highest unemployment rate by more than 3% of White employees.

Source: [Census](#)

Source: [Economic Policy Institute](#)

Source: [RAND](#)

Source: [Brookings](#)



# Hispanics and the Wage Gap



Hispanics—Latinos, Mexicans, or any person from or has ancestors from a Spanish speaking country or territory—are the largest ethnic or racial minority in the United States at 17.9% and have continually faced workplace and wage discrimination due primarily to occupation segregation, education, language barrier, and more.

- Hispanic workers make 14.1% less than White men. Puerto Rican men make 11% less than White men. Cuban workers make 16.9% less than White men.
- Latinas are paid \$0.55 for every dollar paid to White males.
- Educated Hispanic women earn less than all other educated races, both male and female
- 16% of Hispanics report being treated unfairly in the hiring process or with pay/promotion due to race

Source: [Pew Research Center](#)

Source: [Census](#)

Photo Source: [NBS News](#)

## ➤ Occupational Segregation and the Hispanic Wage Gap

As of 2020, Hispanics make up 18% of the United States workforce but are plagued by constant unemployment, seasonal work, low-wage jobs, and substantial career trajectory barriers, contributing to their disproportional segregation in the labor force.

- Hispanics face a higher unemployment rate compared to White people as immigrants are the first to be fired when the economy suffers.
- 66% of Hispanics choose to get a job or join the military rather than attend college to support family.
- 3 million households are financially led by Hispanic women—due to being single parents or earning more than their partner—and nearly one-third are below the poverty level.
- 26% of Hispanic women have a college degree but work outside of their occupational path in order to meet debt obligations and living costs, which are not attainable at entry-level roles in their desired occupations.

Source: [NPR](#)

Source: [Pew Research Center](#)

Source: [U.S. Department of Labor](#)



## ➤ Education and the Hispanic Wage Gap

Since the 1980s, Hispanics have raised their education levels but have been unable to close the gap with White men. Many Hispanics learn English to pursue professional careers, but their White counterparts still hold better jobs overall.

- In 2016, White employees held 77% of family sustaining jobs in the U.S., whereas Hispanics held only 13%.

The Education Trust reports that 27% of Hispanic women and 31% of Hispanic men have less than a high school diploma.

**26% of Hispanic women  
and 30% of Hispanic men**

have graduated from high school

**26% of Hispanic women  
and 20% of Hispanic men**

currently have a college degree

Source: [Economic Policy Institute](#)

Source: [The Education Trust](#)

## ➤ Language Barrier and the Hispanic Wage Gap

As of 2021, the United States has the second largest population of Spanish speakers globally. This widespread value of being English-Spanish bilingual in the United States is a double-edged sword for Hispanics.

- 4 in 10 Hispanics have experienced discrimination for speaking Spanish in a public setting outside of the home.
- Many states and businesses have legally enforced policies declaring English as the official language.

Source: [The Hill](#)

## ➤ COVID-19 and the Hispanic Wage Gap

According to the CDC, lack of health care access and a higher exposure to Coronavirus means that Hispanics have an increased risk of hospitalization or death from COVID-19 compared to all other racial groups. Hispanics have also struggled with severe unemployment and paying bills.

- Hispanics had the second-highest unemployment rate of 7.4%.
- Since February of 2020, 48% of Hispanic immigrants without a green card struggled to pay their bills and 35% of U.S.-born Hispanics struggled to pay their bills.

Source: [Pew Research Center](#)

# Native Americans and the Wage Gap



Native Americans have been fighting for their land since the colonization of the Americas began in the 15th century. Over the past few hundred years, Native Americans – Alaska Natives and American Indians – have faced forced relocation, drastic segregation, and extreme poverty level, all of which highlight the modern-day wage gap.

- The Native American population holds the highest poverty rate in America
- Native American women who work full-time are paid 40% less than White males
- Over a 40-year career, a Native American female loses nearly \$1 million due to the wage gap

Source: [American Progress](#)

Source: [PBS](#)

Photo Source: [Equitable Growth](#)

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## ➤ Housing and Occupational Segregation and the Native American Wage Gap

Since the 1900s, national and local governments have seized hundreds of acres of tribal land, forcing many Native Americans to relocate to urban centers resulting in financial hardships and housing instability.

- Native Americans face some of the worst housing conditions in the United States as they have limited private investment opportunities and low-functioning housing markets.
- 40% of reservation housing is substandard, one-third of homes are overcrowded, 16% lack indoor plumbing, and less than half of the homes are connected to public sewer systems.

Source: [American Progress](#)

Source: [National Congress of American Indians](#)



## ➤ Education and the Native American Wage Gap

A study done in 2020 by the National School Boards Association found that Native American students performed two to three grades lower than their White peers in reading and math and were two times more likely to drop out of school. The Native American education system on reservations is underfunded and offers inadequate programs, which do not allow students sufficient opportunities compared to White students.

- The high poverty levels that Native American families face mean they lack internet access and technical support.
- Native American students consistently have the lowest math and reading scores in the nation.
- Only 19% of Native Americans are enrolled in college compared to 41% of the overall population, and only 14.5% of Native Americans earn a bachelor's degree compared to 31.3% of the overall population.

Source: [National School Boards Association](#)

Source: [Postsecondary National Policy Institute](#)

## ➤ Native American Women and the Wage Gap

Native American women hold many jobs that are in low-paying industries such as health care and administrative services. Women living and working on reservations have even less opportunity for higher-paying jobs and see a wider wage gap of 53% of what their White counterparts make.

- More than 55% of Native American mothers are the sole or primary breadwinners for the household compared to 37% of White mothers.
- Native American women are over-concentrated in low-paying jobs and have less money for basic family necessities such as rent, groceries, health care, transportation, childcare, and more.
- It takes Native American women 20 months to earn what a White male earns in just 12 months.

Source: [CNBC](#)

Source: [American Progress](#)

## ➤ COVID-19 and Native Americans

The CDC reports that the Native American community is especially susceptible to infection and mortality of the coronavirus due to preexisting conditions such as diabetes and heart disease. The general lack of sufficient health care and nutrition on reservations further highlights the inequities Native Americans face during the dangerous and highly infectious COVID-19 disease.

- Nearly 3 in 10 Native American women work the frontlines of the COVID-19 pandemic

**3 in 10**

Native American women work the frontlines of the COVID-19 pandemic

Source: [CDC](#)

# Asian Americans/Pacific Islanders and the Wage Gap



Income inequality is greatest within the Asian Americans/Pacific Islanders (AAPI) group in the United States. Although Pew Research Center reports that Asians rank as the highest-earning racial and ethnic group in the U.S., the unequal wealth distribution causes a massive wage gap for lower-income Asians.

- The closed wage gap between AAPI and White America is credited to the myth of model minority which emphasizes assimilation
- AAPI represents the highest paying and lowest paying occupational wage gap of all the races
- The Asian community is highly susceptible to the COVID-19 disease as they represent a large majority of employees in the health care system

Photo Source: [UCLA Labor Center](#)

## > Occupational Segregation and the Asian Wage Gap

In the United States, Asians are the most segregated group based on the distribution of employment. Although Asians are the singular race that out-earns White males, there is a large gap within the Asian population, either being in high-paying jobs such as the medical and engineering field or low-paying jobs such as sewing machine operators and tailors.

- Asian Americans make up only 6.4% of the United States workforce
- Asian Americans are the most represented group in computer and mathematical occupations, which include software development and systems analytics with 23% employee representation
- Asian Americans make up 10% of employees in personal care and service occupations

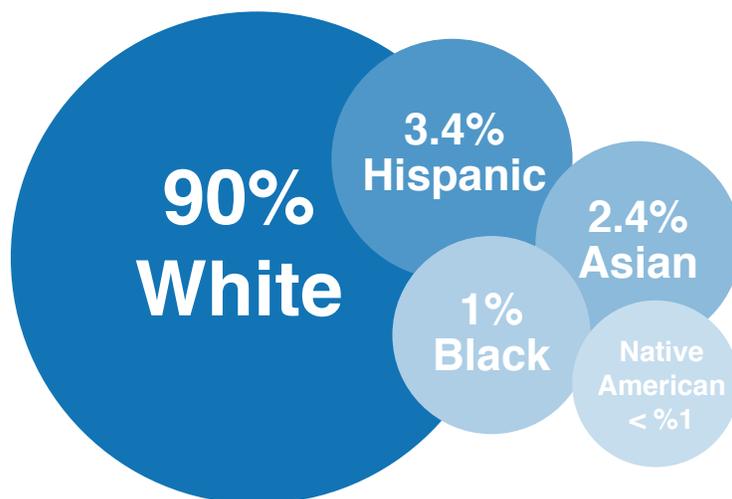
Source: [USA Facts](#)

## > AAPI and Education

In general, it appears that the Asian American community is doing well compared to other minority groups in the United States as they tend to live in wealthier neighborhoods, are highly educated with 54% holding a bachelor's degree or higher, and they are successful in the labor market. Although Asian Americans and Pacific Islanders have seemingly succeeded in bridging the wage gap, they still face high-level discrepancies within the workforce.

- The AAPI community holds the highest paying and the lowest-paying occupations in the United States.
- In executive and senior-level positions, Asian Americans represent 9.7% of the workforce compared to 82.6% of Whites.

Investopedia reports the following statistics of leaders in **Fortune 500** companies by race:



Source: [U.S. House Committee on Financial Services](#)

Source: [Investopedia](#)

Source: [NPR](#)

## > AAPI and Dual COVID-19 Pandemic

Due to a rumor that COVID-19 began in China, hate crimes against Asians in the United States doubled from 2019 to 2020. Yet, even amidst the racism, Asian Americans represent a large number of individuals working in the health care system and are overrepresented in the frontline as essential workers coming in high contact with the coronavirus.

- The AAPI community are 50% more likely to be infected by COVID and 50% more likely to die compared to their White counterparts.
- The Asian American community experienced higher unemployment rates than white people for a majority of the pandemic at 5.7% for men and 6.1% for women.

Source: [The Commonwealth Fund](#)

Source: [Health Affairs](#)

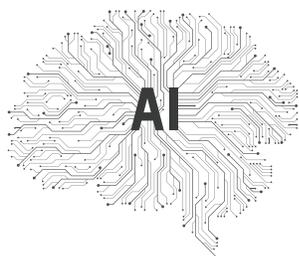


## Automation and the Racial Wage Gap

While technology has advanced society into an era of ease and comfort, there are arguments that it has also added to the wage gap.

MIT Economic professor Daron Acemoglu recently testified before Congress that his research points to automation being a significant contributing factor to the Wage Gap. He argues that machines and software replace manual labor previously performed by hardworking human employees, displacing workers who perform redundant tasks and increasing wages for the remaining workers. The result is a widening wage gap between the workers who are deemed necessary and the workers who are considered replaceable. In this new innovative era, employers are less willing to train so-called low-skill workers and instead invest in the advancing technologies to replace them. Acemoglu further argues that the trajectory of automation disrupting economic disparities is not projected to slow down. Instead, it is increasing due to Artificial Intelligence (AI) innovation within the tech space.

The past few decades show that corporations chose to pursue technological advancements that purposely automate tasks rather than enhance employee performance. The National Bureau of Economic Research suggests that between 50% to 70% of wage changes over the past 40 years are due to blue-collar workers being replaced or demeaned by automation. Massachusetts Institute of Technology reported that 3.3 human jobs are replaced with each new robot. This disparity has primarily affected low-education employees – particularly those without high school diplomas – and middle-class America. Research from Acemoglu also reports that up to 70% of declining wages and job loss are due to rapid automation.



**50% – 70%**

of wage changes over the past **40 years** are due to blue-collar workers being replaced or demeaned by automation

However, the World Economic Forum estimates that by 2025, automation will create 12 million more jobs than it will destroy.

While AI is eliminating jobs, it is simultaneously creating new jobs. Those new jobs require an investment in training or investment in new workforce members. Organizations can utilize Registered Apprenticeship Programs to develop a sustainable, highly skilled workforce while also maintaining human capital through mentorship programs and the Apprenticeship training process. Because Apprentices are a part of the organization from the beginning of their programs, they are uniquely positioned to make immediate contributions to the organization.

Source: [New York Times](#)

Source: [Forbes](#)

Source: [Massachusetts Institute of Technology](#)

Source: [Business Insider](#)

Source: [HPR](#)



## Where to Go from Here?

Fixing the racial wage gap is a constant uphill battle that seeks to undo hundreds of years of systemic damage. People of color, especially women, potentially lose millions of dollars specifically due to race. While there are plenty of laws in place that fight against wage discrimination, the reality is that people of color are still paid less, have fewer opportunities, and suffer the most financially in our current economy compared to that of their White counterparts. For effective and consistent change, the workplace and government systems need to aggressively prohibit discrimination while proactively correcting the racial wage gap through intentional and proven measures.

### 1 Registered Apprenticeship Programs

Strengthening the workforce training landscape through Registered Apprenticeship Programs (RAPs) is a proven method to introduce minorities and women into family-sustaining careers. The training and education that traditionally disadvantaged populations receive from Registered Apprenticeships provide them with equitable access to career pathways. Additionally, RAPs provide opportunities for Apprentices to earn wages from the beginning of the program, eliminating a substantial financial barrier that traditional educational pathways pose. The result for participating employers is a more diverse team of employees, and the entire nation benefits from a more diverse workforce due to the success of Registered Apprenticeship Programs.

### 2 Third-Party Pay Audits

Before change can happen, employers must first recognize pay discrepancies within their payroll. This can only be done through a pay audit, preferably completed by a third-party company such as Intelligent Partnerships, Inc. A pay audit can unbiasedly assess factors such as hourly wages, bonuses, raises, retention, and more.

### 3 Close the Gap in Occupational Segregation

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### 4 Eliminate Biased Hiring

A wealth of research suggests that people with ethnic-sounding names experience bias during the hiring process and are less likely to be called for an interview. This form of discrimination favors those with “White sounding” names as employers have been known to avoid hiring those with “ghetto-sounding” or foreign names. To eliminate this bias in the hiring process, there has been a push to remove names from applications and resumes to emphasize qualifications rather than race. This can have tremendous power on improving non-racial bias hiring in the United States. Source: [Forbes](#)

### 5 Mandatory DEIA Initiatives

Systemic racism is the root cause of the Racial Wage Gap in the United States. Although no company would admit to not incorporating DEIA policies and practices in their corporation, unintentional biases are a main factor in the continued—and even widening—pay equity gap. Forbes research proves that companies prioritizing DEIA meet and often exceed their financial goals by up to 120%. All companies should require DEIA strategies and emphasize diversity initiatives in order to do their part in ending the racial wage gap epidemic. Source: [Forbes](#)



# FINAL THOUGHTS

## HOW CAN THE U.S. FIX THE RACIAL WAGE GAP?

The racial wage gap cannot be fixed overnight. While it is incredibly disheartening to know that pay inequity due to race has been more or less stagnant over the past 50 years, and has been hit drastically by the COVID-19 pandemic, now is the time to implement action steps in order to narrow the gap and eventually close it.

- ✓ Companies can recruit more intentionally by rethinking their recruitment policies and widening their recruitment networks and pools
- ✓ Businesses can begin Registered Apprenticeship Programs to help provide more equitable access to education and employment in living wage careers
- ✓ All businesses should analyze data monthly or quarterly to get a realistic overview of employee wages and retention concerning race
- ✓ Although biased hiring practices are already illegal in the United States, companies can take the additional steps to omit names from applications and resumes to eliminate unintentional biased hiring practices

The racial wage gap is highly damaging not only for people of color but also for the United States economy. The only way to stop losing billions of dollars for the nation, and millions of dollars for families of color, is to actively promote practices that remove race as a primary focus of qualification for things like work, education, and housing. People of color are a primary foundation for the United States and will someday be the majority and not the minority. The time is now to start treating all races as valuable members of the United States.



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