

Pay gap between races

Matthew Quintana

Department of Chemistry, Sonoma State University,

Rohnert Park, CA 94928

Corresponding author email:

quintanam@sonoma.edu

Abstract

To be written later

Introduction

- *Statement of the problem*

- *What is the problem your investigation is based on? What observations have you made that you find peculiar about a specific topic or something that interests you?*

The problem I will be investigating is the pay gap in between public school teachers of different racial backgrounds and how they compare.

- *What is your hypothesis*

My hypothesis is that teachers that are multicultural probably make less (non white teachers)

- *What is your rational or explanation for the problem or observation?*

My explanation is that based on records from different schools in different states this is usually the case and I want to find out why.

- *How will you test your hypothesis?*

I will test the hypothesis by analyzing salary records.

- *What will you do?*

Analyze data online.

- *How will you do it?*

By using the data to predict if my hypothesis is right or wrong.

- *What do you predict will be the results?*

I predict the results will support my hypothesis.

- *What is the significance of this project?*

The significance is the ability to shed light on racial disparities in the education sector.

- *Why will the results be important?*

The results will be important because it will highlight the issue of racial pay disparities.

- *Why do it?*

To advocate for equitable pay structures and to ensure all educators are compensated fairly.

- *What is your central motivation for this project?*

The central motivation is to promote fairness and equality within educators being compensated fairly.

- *Background*

- *What are past observations upon which the hypothesis is based?*

Previous research has shown racial pay gaps in education.

- *Has anyone else done this experiment already? Who else has done anything similar or related?*

Studies have been done, many reports have also been done, and it has been proven time and time again that hispanic and black teachers are usually earning a lower salary.

- *How did they do it?*

They analyze salary and compare it.

- *What was their motivation?*

Their motivation was to help and highlight systematic bias that prevent people of color from getting ahead.

- *How will your experiment be different (What is your approach)?*

My approach will be different because I will focus on regional differences in pay gaps. So from county to county in CA we will be able to tell if this is true or not.

- *What will be gained from this study/investigation?*

We will gain insight on this issue.

What are prior and current resolutions to the problem?

Past resolutions include policy changes and salary changes.

Materials and Methods

- *How will you prepare your experiment to test your hypothesis?*

By collecting data from public school districts.

- *What is your independent variable (the variable you will change)*

The racial identity of the teacher.

- *What is the dependent variable (what you will measure)?*

The annual salary of the teachers

- *What materials are needed for experimentation?*

Access to salary databases, surveys, etc.

- *Where are the materials located (if applicable)?*

Public school district reports of salaries and articles.

- *Where will you get the materials (if applicable)?*

The data will be gathered using the internet.

Results

TBD

Discussion

TBD

Conclusion

TBD

Acknowledgements

References