A Path Towards Equality

Not addressing racial gaps between Blacks and Whites has cost the U.S. economy up to $16 trillion over the past 20 years.

**What can individuals do?**

- Advocating for one’s career
- Utilizing political power
- Embracing delayed gratification and risk to generate wealth

**What can the government do to close the gaps between Blacks and Whites?**

- Providing guaranteed wages, incomes and jobs
- Implementing tax reform
- Promoting financial inclusion
- Decoupling healthcare
- Encouraging work
- Implementing housing incentives
- Investing in wealth building
- Investing in protections against discrimination
- Implementing salary history bans

- Closing the Black Wage Gap could have added $2.7 trillion in income or +0.2% to GDP per year.
- Improving access to housing credit might have added an additional 770,000 Black homeowners, adding $218 billion in sales and expenditures.
- Facilitating easy access to higher education for Black students could have increased lifetime incomes $90-$113 billion.
- Providing fair and equitable lending to Black entrepreneurs might have resulted in the creation of an additional $13 trillion in business revenue and potentially created 6.1 million jobs per year.

If these racial gaps were closed today, we could see $5 trillion of additional GDP over the next 5 years, or an average add of 0.35 percentage point to U.S. GDP growth per year and 0.09 percentage point to global growth per year.

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