

Organizational Sponsors

Gabriela Chavez-Lopez
Executive Director, Latina
Coalition of Silicon Valley

Darcie Green
Executive Director, Latinas
Contra Cancer

Quantitative Researcher

**Dr. Barbara Gomez-
Aguinaga**
Co-Founder and Research
Lead, Comprehend.us

Qualitative Researcher

Dr. Vicky Gomez
Associate Professor,
San José State University

Social Impact Strategist

Susi Collins
Founder and Principal,
Tide & Thrive Co.

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Coming 2027 **Health and Wealth of Latinas in Silicon Valley Report** | *A love letter to Latinas*

This research began as a love letter to Latinas—a way to reflect back what we have always known: **our inherent value, our contributions, and our power in shaping Silicon Valley.** We wanted Latinas to see themselves not simply in statistics about disparity, but in a fuller story of who we are, what we contribute, what we carry, and all that remains possible for our future.

For the first time, *Health and Wealth of Latinas in Silicon Valley Report* brings together research focused specifically on the experiences of Latinas across Santa Clara and San Mateo counties. The preliminary findings reveal profound inequities, but they also tell a story of extraordinary participation and contribution. Latinas are among the youngest women in the region, are deeply engaged in its workforce, sustain families and communities, and help power the institutions and industries upon which Silicon Valley depends. **There is no state of the Valley without the state—and contributions—of Latinas.**

But data alone cannot tell our whole story. **Behind every number is an individual, a family, a sacrifice, an aspiration and a lived experience.** Throughout this work, we will pair quantitative research with the voices and stories of Latinas themselves—because understanding what is happening is only the beginning. We must also understand why, how it is experienced, and what must change.

Our hope is that this research becomes more than a report. We hope Latinas use it to recognize and advocate for their value; that community organizations use it to strengthen their work; that policymakers use it to shape better policy; that employers, philanthropy, healthcare systems and educational institutions use it to make different investments and decisions; and that all of us use it to challenge narratives that have too often defined Latinas by what we lack rather than by **what we contribute and what becomes possible when that contribution is fully valued.**

There is much work ahead, but there is also tremendous reason for hope. **The state of Latinas is the state of Silicon Valley.** Investing in our health, wealth, leadership, and future is an investment in the future of this entire region.

Con cariño y esperanza,

Gabriela Chavez-Lopez
Latina Coalition of Silicon Valley

Darcie Green
Latinas Contra Cancer



HEALTH AND WEALTH OF LATINAS IN SILICON VALLEY REPORT | OVERVIEW

The Latina Coalition of Silicon Valley and Latinas Contra Cancer analyzed regional demographic and public health data to assess the systemic issues currently impacting Latinas in Silicon Valley (Santa Clara and San Mateo counties). We have compiled some of the most pressing insights regarding the social determinants of health and wealth shaping our community.

327,000+ Latinas

accounting for
1 in every 4 women
across Silicon Valley.

Median age of 32,

making Latinas the youngest
group of women in the region,
compared to the regional average
of 39 and White women at 49.

65% US-born

nearly two-thirds of Latinas in
Silicon Valley are U.S. born,
outpacing the broader Silicon
Valley average (60%).

THE ENGINE PARADOX:

The Gap Between Drive and Security

- **Leading workforce drive:** With a 64% labor force participation rate, Latinas have the highest workforce participation rate among women in Silicon Valley, out-participating White women (56%), Asian and Pacific Islander women (63%), and Black women (63%).
- **Unmatched Structural Drag:** At 6.2%, Latinas experience an unemployment rate higher than any other group in Silicon Valley, including men and women of all races and ethnicities.



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*Latinas are often overlooked, under appreciated and under valued. You see it in the numbers in what we are paid. Our work is undervalued and at the same time when you ask people, **we are often the most valuable assets within an organization, but yet that doesn't translate into economic progress.** They know our value, but they don't want to honor it with that resource, right? And so I think we've done a lot with a little for a very long time, and because of that, we're continually expected to do that, because we've risen to that occasion. **We've shown people that we can do it, so they think we're fine. And we're not fine.***

- Community Leader

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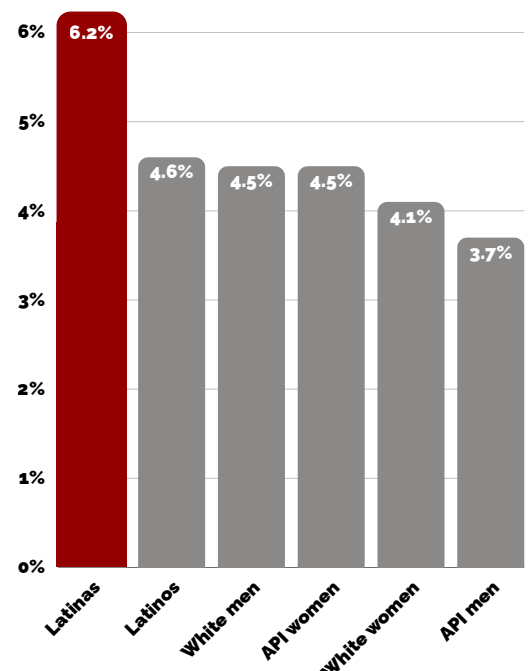
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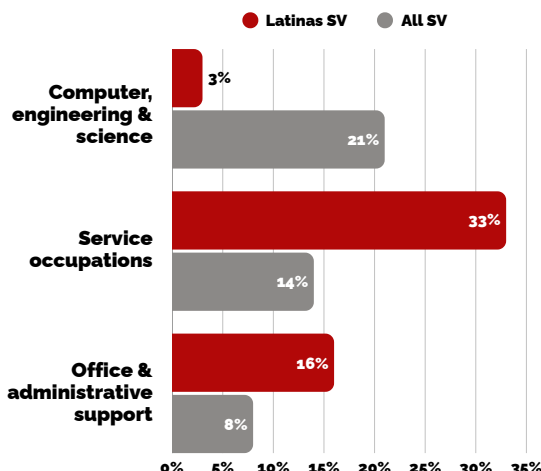
*The blood, sweat, and tears of Latinas are literally in the soil of every inch of this region. We're sitting now knowing that **this region has prospered in so many ways off the backs of our labor, both our physical labor and intellectual labor...** We have a very unique kind of economic violence happening in this valley and Latinas are right in the front lines of that. **The structural violence, the unfairness of our economic model, the extraction of the leading industry in this Valley has left Latinas suffering uniquely.** It is 1.18 million dollars in our lifetime that we lose because of the pay gap and the pay gap is even worse right here in Silicon Valley... A mass redistribution of our resources as Latinas and wealth went into a small percentage of households that hoard wealth in this valley!"*

- Nonprofit Executive Director

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Unemployed rate, Silicon Valley





THE BACKSTAGE ECONOMY:

Powering Silicon Valley from the Periphery

- **Overconcentration in peripheral roles:** Nearly half (49%) of Latinas carry the operational load of the region, working in service (33%) and office support (16%). These rates are vastly higher than the broader Silicon Valley average (14% and 8% respectively).
- **The tech lock-out:** Only 3% of Latinas hold computer, engineering and science positions, a stark contrast to the 21% representation among all Silicon Valley workers.

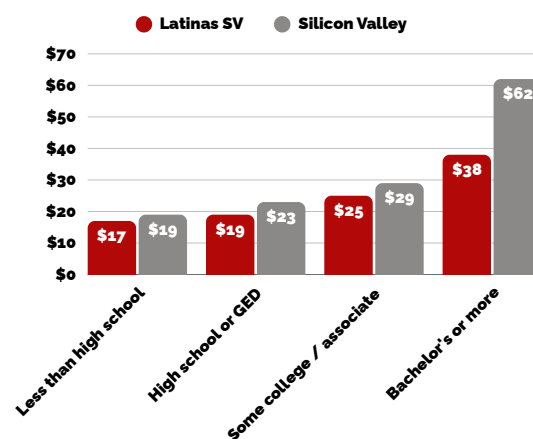
"We know that inequities exist and that there is a severe wage gap for Latinas. We know that Latinas are working hard and can't get ahead. **There is limited representation of Latinas in leadership roles across various sectors, including government, non-profit, and tech.** We only have about 2% of Latinas in tech and they are doing the best that they can because they need to hold on to those jobs often to help their families." - Government Agency Leader

"Latinas are excluded from a lot of the economies that exist here in Silicon Valley. **We're often excluded from tech and from high-paying corporate jobs.** This disparity is starkly illustrated by the contrast between Latinas "on the board of Apple" and "those that are cleaning Apple headquarters." Many Latinas often choose "giving professions" such as nonprofit or government, or in helping professions like healthcare which don't always have great economic returns." - Nonprofit Executive Director

THE DEGREE PENALTY:

Higher Earnings, Wider Gap

- **The baseline disparity:** Across all education levels, the median hourly wage for Latinas in Silicon Valley is \$21, trailing the overall regional population's median of \$38.
- **The expanding penalty:** Higher education improves earnings but drastically widens the structural disparity. A Latina with a bachelor's degree earns on average \$38/hour, falling \$24/hour behind the overall regional average of \$62/hour for college-educated workers.



"In 2019, there was a report about economic inequality. The data that they presented to **the tech industry highlighted that Latinas were the only group where higher education did not equate to higher incomes.**"

- County Government Coordinator

"It is so exciting that Latinas are pursuing higher education, however, this educational attainment does not always translate into equitable opportunities. **We're fighting for leadership positions, we're fighting for acknowledgement, we're fighting for investment, and we're fighting for resources.**"

- Nonprofit Executive Director

THE BENEFITS DISCONNECT:

Locked out of the corporate health infrastructure

- Despite leading Silicon Valley in female workforce participation, Latinas are systematically excluded from the region's corporate health infrastructure. While Silicon Valley Latinas maintain better health access than Latinas statewide or nationally, severe local disparities persist.
- **The uninsured gap:** Latinas face an 8% uninsured rate, which is double the Silicon Valley average (4%) and four times higher than White (2%) and API women (2%).
- **The corporate lock-out:** Despite leading the region in workforce participation among women, only 48% of Latinas have employer-based health coverage, falling behind the 61% regional average.
- **Public safety nets absorbing employer gaps:** lacking employer benefits, 28% of local Latinas rely on Medicaid, which is more than double the overall regional average (13%). However, Silicon Valley Latinas still maintain lower reliance on public health nets than Latinas statewide (36%) or nationally (29%).

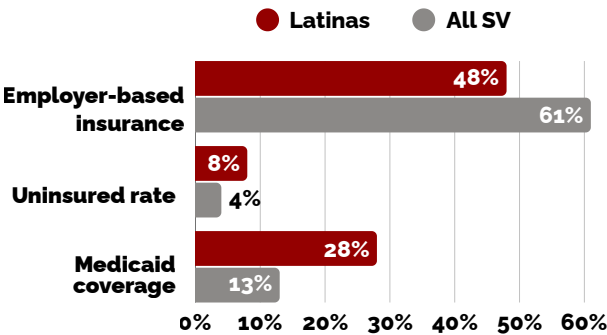
THE SPATIAL SQUEEZE:

Overcrowded and overburdened

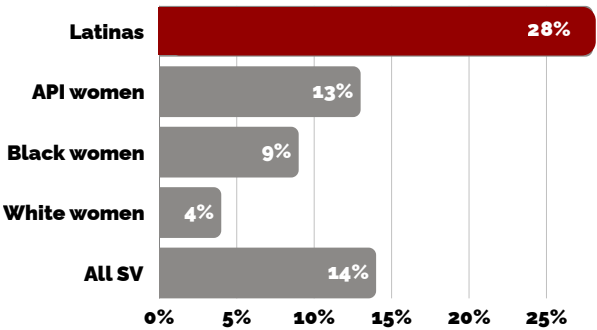
To remain close to the economic engine they power, Latinas absorb Silicon Valley's housing crisis physically and financially. Regional housing costs strip capital away from Latinas, limiting education, entrepreneurship, and intergenerational wealth-building.

- **The overcrowding gap:** 28% of Latinas live in overcrowded homes. That is double the regional average (14%) and seven times higher than White residents (4%).
- **The wealth drain:** 57% of Latina renters face a housing cost burden (28% severe, 29% moderate), funneling the majority of their income straight to housing costs rather than education, savings or generational wealth.
- **The Silicon Valley penalty:** Nationally, 18% of Latinas live in overcrowded conditions. The 28% rate in Silicon Valley highlights a severe, localized premium: Latinas trade space and comfort to support the tech capital of the world from peripheral roles.

Health coverage in Silicon Valley



People living in overcrowded homes in Silicon Valley



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“We’re going to have to continue to go to entrepreneurship in order to grow and to be able to save for our retirement. I see a lot of the women that work with us that do not have retirement options because they weren’t able to put money away because they’re always taking care of somebody else. **Latinas need to create the kind of businesses that can have a retirement that has more benefits for their future.**”

- Nonprofit Executive Director

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“Gentrification is happening really fast in San José. We’re getting completely kicked out of the area. **And the only reason that I’m not struggling is that I bought a house 35 years ago. If I had to rent a house right now, I could not afford to live here.** People I know had to pay first month, last month and deposit that was \$15,000. That’s not a down payment for a house. That’s to rent a house in East San Jose, not in Palo Alto!”

- Government Agency Leader

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Note: Silicon Valley is defined throughout this report as Santa Clara and San Mateo counties. **Sources:** Dr. Barbara Gomez-Aguiñaga’s analyses of the U.S. Census Bureau’s 2024 American Community Survey (ACS), and Dr. Vicky Gomez’s stakeholder interviews and digital storytelling workshops. **Methodology:** Quantitative analyses reflect descriptive statistics derived from 5-year ACS estimates weighted to 2024. Qualitative findings draw from 25 key stakeholder interviews (26 participants) conducted since October 2025 by Dr. Vicky Gomez and her student research team, approved by the San José State University Institutional Review Board (IRB); interview eligibility required participants to be adults (18+) who hold or have held leadership roles serving Latinas within the Silicon Valley region. **Funding:** Partially funded by the U.S. Department of Labor.