

Cristy Nataly Mendoza Toledo

The Pennsylvania State University
Department of Sociology
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EDUCATION

PhD, Sociology: The Pennsylvania State University Expected 2030

MA, Sociology: The Pennsylvania State University Expected 2027

BA, Sociology and Economics: The George Washington University 2022

Thesis: DACA Recipients as Institutional Brokers: A Sociological Inquiry

Thesis: Homeownership Rates Among Native and Foreign-born Hispanics in the United States

AREAS OF INTERESTS

Educational Inequality, DACA/Undocumented Students, Latino Immigrants, Occupational Segregation, Social Stratification/Inequality

REASEARCH EXPERIENCE

Graduate Research Assistant Aug 2025 – Present

The Pennsylvania State University: Julia Szabo

PROFESSIONAL EXPERIENCE

Research Assistant Feb 2023 – Aug 2025

Institute for Women's Policy Research Washington, DC

- Conducted and drafted literature reviews to support quantitative and qualitative research
- Downloaded and analyzed public government datasets to generate tables and data visualizations to bolster research findings
- Facilitated qualitative research by conducting interviews and providing logistical support, including detailed notetaking
- Authored and fact-checked products for publication, including reports, briefing papers, factsheets, and blog posts to communicate research findings and provide policy recommendations
- Led trainings on various technical platforms to boost team output and improve skills of peers

TECHNICAL SKILLS

Software: Proficient in Microsoft Office, Google Suite, STATA, Datawrapper, and Tableau

Foreign Language: Fluent in Spanish

PROFESSIONAL PUBLICATIONS

Hegewisch, Ariane, **Cristy Mendoza**, Miranda Peterson, and David Castro. 2023. “Black Women Earn Less than White Men in Every State* and Won’t Reach Pay Equity with White Men Nationally until 2144.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2023/07/Black-Womens-Age-Gap-Fact-Sheet-2023-Final-1.pdf>.

Elakbawy, Salma, and **Cristy Mendoza**. 2023. “Black Women’s Equal Pay Day 2023: No Matter What State They Live In, Black Women Make Less Than White Men.” *Institute for Women’s Policy Research*. <https://iwpr.org/black-womens-equal-pay-day-2023-no-matter-what-state-they-live-in-black-women-make-less-than-white-men/>.

Hegewisch, Ariane, **Cristy Mendoza**, Miranda Peterson, and Martha Susana Jaimes. 2023. “State by State, Mothers Are Paid Much Less Than Fathers.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2023/08/Mothers-Equal-Pay-Fact-Sheet-2023-FINAL.pdf>.

Mendoza, Cristy, and Miranda Peterson. 2023. “Mothers’ Wage Inequities Go Beyond Paid Labor.” *Institute for Women’s Policy Research*. <https://iwpr.org/mothers-wage-inequities-go-beyond-paid-labor/>.

Hegewisch, Ariane, and **Cristy Mendoza**. 2023. “Gender and Racial Wage Gaps Marginally Improve in 2022 but Pay Equity Still Decades Away.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2023/09/2023-National-Wage-Gap-September-Factsheet-FINAL.pdf>.

Hegewisch, Ariane, **Cristy Mendoza**, and Miranda Peterson. 2023. “Latinas Will Not Reach Pay Equity with White Men until 2207 if Current Trends Persist.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2023/09/Latina-Wage-Gap-Fact-Sheet-2023.pdf>.

Hegewisch, Ariane, **Cristy Mendoza**, Miranda Peterson, and Noura Hassouna. 2023. “Native Women will not Reach Pay Equity with White Men Until 2144.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2023/11/IWPR-Native-Women-Wage-Gap-Fact-Sheet-2023.pdf>.

Peterson, Miranda, and **Cristy Mendoza**. 2023. “High Rates of Violence and Discrimination Contribute to the Wage Inequities of Native American Women.” *Institute for Women’s Policy Research*. <https://iwpr.org/high-rates-of-violence-and-discrimination-contribute-to-the-wage-inequities-of-native-american-women/>.

Hassouna, Noura, and **Cristy Mendoza**. 2024. “Care Conference 2024: Fostering Job Quality for Immigrant Care Workers.” *Institute for Women’s Policy Research*. <https://iwpr.org/care-conference-workshop-3/>.

- Mendoza, Cristy**, Miranda Peterson, and Salma Elakbawy. 2024. “Black Women Won’t Reach Pay Equity Until 2227.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2024/07/Black-Women-Wage-Gap-Fact-Sheet-2024.pdf>.
- Mendoza, Cristy**, Miranda Peterson, and Salma Elakbawy. 2024. “State by State, Mothers Are Paid Much Less than Fathers.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2024/08/Mothers-Equal-Pay-Fact-Sheet-2024.pdf>.
- Jaimes, Martha Susana, **Cristy Mendoza**, and Ariane Hegewisch. 2024. “Forecasting Pay Equity: Women Are Expected to Wait Over 50 Years to Reach Parity with Men.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2024/09/Wage-Gap-Projectins-2024-Quick-Figure-.pdf>.
- Peterson, Miranda, and **Cristy Mendoza**. 2024. “It Will Take Nearly 175 Years Until Latina Women Reach Pay Equity.” *Institute for Women’s Policy Research*. <https://iwpr.org/it-will-take-nearly-175-years-until-latina-women-reach-pay-equity/>.
- Dundar, Afet, and **Cristy Mendoza**. 2024. “Gender Disparities in Associate’s Degrees by Field of Study and Implications for Future Earnings.” *Institute for Women’s Policy Research*. https://iwpr.org/wp-content/uploads/2024/10/Gender-Disparities-in-Associates-Degrees_2024.pdf.
- Hegewisch, Ariane, Martha Susana Jaimes, Melissa Mahoney, and **Cristy Mendoza**. 2025. “Women at Work Five Years Since the Start of the COVID-19 Pandemic: Any Progress?” *Institute for Women’s Policy Research*. https://iwpr.org/wp-content/uploads/2025/03/Women-at-Work-Five-Years-Since-the-Start-of-the-COVID-19-Pandemic-fact-sheet_March-2025.pdf.
- Hegewisch, Ariane, and **Cristy Mendoza**. 2025. “Women Earn Less than Men Whether They Work in the Same or Different Occupations.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2025/03/Occupational-Wage-Gap-Fact-Sheet-2025-1.pdf>.
- Mahoney, Melissa, **Cristy Mendoza**, Miranda Peterson, and Mrinmoyee Chatterjee. 2025. “Breaking Barriers: Asian American, Native Hawaiian, and Pacific Islander Women and the Fight for Equal Pay.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2025/04/Asian-American-Wage-Gap-Fact-Sheet-2025.pdf>.
- Bahn, Kate, and **Cristy Mendoza**. 2025. “The Parenthood Pay Divide: Why Mothers Earn Less Than Fathers in the US.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2025/05/Mothers-Equal-Pay-Day-Fact-Sheet-2025.pdf>.

Mahoney, Melissa, Robyn Watson Ellerbe, **Cristy Mendoza**, and Miranda Peterson. 2025. “Across Degrees, Titles, and States, Black Women Earn Just 64 Cents on the Dollar.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2025/07/Black-Womens-Equal-Pay-Day-Fact-Sheet-2025.pdf>.

Mahoney, Melissa, Mrinmoyee Chatterjee, **Cristy Mendoza**, Shannon Emmett, and Emily Maistrellis. 2025. “Investing in Economic Opportunity for Women in North Carolina.” *Institute for Women’s Policy Research*. <https://iwpr.org/wp-content/uploads/2025/08/Status-of-Women-Investing-in-Economic-Opportunity-for-Women-in-North-Carolina-2025-Report.pdf>.