

LIFETIME WAGE GAP LOSSES FOR AFRICAN AMERICAN WOMEN: STATE RANKINGS 2014

April 2016

| Rank | State                | African American Women's Earnings | White, non-Hispanic Men's Earnings | Difference | Lifetime Losses Due to Wage Gap |
|------|----------------------|-----------------------------------|------------------------------------|------------|---------------------------------|
|      | <i>United States</i> | \$33,533                          | \$55,470                           | \$21,937   | \$877,480                       |
| 1    | Vermont              | \$43,454                          | \$46,754                           | \$3,300    | \$132,000                       |
| 2    | Idaho                | \$36,744                          | \$46,294                           | \$9,550    | \$382,000                       |
| 3    | Hawaii               | \$39,338                          | \$53,615                           | \$14,277   | \$571,080                       |
| 4    | Kentucky             | \$31,006                          | \$45,290                           | \$14,284   | \$571,360                       |
| 5    | Tennessee            | \$31,540                          | \$45,964                           | \$14,424   | \$576,960                       |
| 6    | Missouri             | \$32,032                          | \$46,980                           | \$14,948   | \$597,920                       |
| 7    | Arkansas             | \$27,949                          | \$43,258                           | \$15,309   | \$612,360                       |
| 8    | Oregon               | \$36,148                          | \$51,502                           | \$15,354   | \$614,160                       |
| 9    | Montana              | \$27,902                          | \$44,294                           | \$16,392   | \$655,680                       |
| 10   | Indiana              | \$32,484                          | \$48,987                           | \$16,503   | \$660,120                       |
| 11   | South Dakota         | \$26,434                          | \$42,958                           | \$16,524   | \$660,960                       |
| 12   | Pennsylvania         | \$35,509                          | \$52,055                           | \$16,546   | \$661,840                       |
| 13   | Delaware             | \$37,549                          | \$54,748                           | \$17,199   | \$687,960                       |
| 14   | Ohio                 | \$32,987                          | \$50,223                           | \$17,236   | \$689,440                       |
| 15   | Maine                | \$28,500                          | \$45,812                           | \$17,312   | \$692,480                       |
| 16   | North Carolina       | \$31,321                          | \$48,774                           | \$17,453   | \$698,120                       |
| 17   | Michigan             | \$34,647                          | \$52,192                           | \$17,545   | \$701,800                       |
| 18   | Arizona              | \$36,038                          | \$53,671                           | \$17,633   | \$705,320                       |
| 19   | North Dakota         | \$31,470                          | \$49,263                           | \$17,793   | \$711,720                       |
| 20   | Oklahoma             | \$29,843                          | \$47,746                           | \$17,903   | \$716,120                       |
| 21   | Kansas               | \$31,716                          | \$49,711                           | \$17,995   | \$719,800                       |
| 22   | Nebraska             | \$29,258                          | \$47,362                           | \$18,104   | \$724,160                       |
| 23   | West Virginia        | \$27,568                          | \$45,719                           | \$18,151   | \$726,040                       |
| 24   | Iowa                 | \$29,142                          | \$47,551                           | \$18,409   | \$736,360                       |
| 25   | Georgia              | \$33,190                          | \$52,382                           | \$19,192   | \$767,680                       |
| 26   | Florida              | \$30,632                          | \$49,875                           | \$19,243   | \$769,720                       |
| 27   | Nevada               | \$35,271                          | \$54,650                           | \$19,379   | \$775,160                       |
| 28   | New Mexico           | \$34,177                          | \$53,654                           | \$19,477   | \$779,080                       |
| 29   | Wisconsin            | \$30,874                          | \$50,368                           | \$19,494   | \$779,760                       |
| 30   | New Hampshire        | \$36,198                          | \$55,750                           | \$19,552   | \$782,080                       |
| 31   | Wyoming              | \$35,500                          | \$55,058                           | \$19,558   | \$782,320                       |
| 32   | Mississippi          | \$25,961                          | \$46,557                           | \$20,596   | \$823,840                       |
| 33   | South Carolina       | \$27,948                          | \$48,640                           | \$20,692   | \$827,680                       |
| 34   | Minnesota            | \$33,288                          | \$54,116                           | \$20,828   | \$833,120                       |
| 35   | New York             | \$40,856                          | \$61,788                           | \$20,932   | \$837,280                       |
| 36   | Colorado             | \$36,728                          | \$57,767                           | \$21,039   | \$841,560                       |
| 37   | Maryland             | \$48,048                          | \$69,647                           | \$21,599   | \$863,960                       |
| 38   | Alabama              | \$28,564                          | \$50,194                           | \$21,630   | \$865,200                       |
| 39   | Illinois             | \$38,370                          | \$60,047                           | \$21,677   | \$867,080                       |
| 40   | Alaska               | \$41,679                          | \$64,668                           | \$22,989   | \$919,560                       |
| 41   | Washington           | \$37,042                          | \$60,440                           | \$23,398   | \$935,920                       |
| 42   | Utah                 | \$29,736                          | \$53,504                           | \$23,768   | \$950,720                       |
| 43   | Rhode Island         | \$32,639                          | \$56,965                           | \$24,326   | \$973,040                       |
| 44   | Virginia             | \$36,542                          | \$61,218                           | \$24,676   | \$987,040                       |
| 45   | Texas                | \$35,248                          | \$60,185                           | \$24,937   | \$997,480                       |
| 46   | Massachusetts        | \$40,460                          | \$66,021                           | \$25,561   | \$1,022,440                     |
| 47   | California           | \$44,631                          | \$70,805                           | \$26,174   | \$1,046,960                     |
| 48   | Louisiana            | \$26,400                          | \$54,772                           | \$28,372   | \$1,134,880                     |
| 49   | Connecticut          | \$40,942                          | \$69,452                           | \$28,510   | \$1,140,400                     |
| 50   | New Jersey           | \$42,761                          | \$73,551                           | \$30,790   | \$1,231,600                     |
| 51   | District of Columbia | \$49,871                          | \$89,751                           | \$39,880   | \$1,595,200                     |

Figures are based on women's and men's median earnings for full-time, year-round workers. "Lifetime losses due to wage gap" or the "Lifetime Wage Gap" is what a woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. Earnings are in 2014 dollars. Ranks based on unrounded data. State wage gaps calculated by National Women's Law Center (NWLC) are based on 2010-2014 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2015 Current Population Survey, Annual Social and Economic Supplement (<http://www.census.gov/hhes/www/income/>).

