

Age Black Women's Career Earnings Catch Up to White, non-Hispanic Men's at Age 60: 2015 State Rankings

March 2017

Rank	State	What Black women make for every dollar white, non-Hispanic men make	Lifetime losses due to wage gap	Age at which Black women's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	63.3¢	\$840,040	83
1	Idaho	89.1¢	\$202,400	65
2	Hawaii	72.9¢	\$579,080	75
3	Delaware	69.7¢	\$656,840	77
4	Maryland	68.9¢	\$863,040	78
5	Pennsylvania	68.4¢	\$657,680	78
6	Arizona	68.2¢	\$680,000	79
7	Oregon	68.2¢	\$655,320	79
8	Tennessee	68.1¢	\$589,160	79
9	Missouri	67.7¢	\$607,560	79
10	Kentucky	67.1¢	\$597,520	80
11	New York	66.1¢	\$837,720	81
12	Indiana	65.8¢	\$672,800	81
13	Arkansas	65.6¢	\$594,120	81
14	New Hampshire	65.5¢	\$775,440	81
15	Nevada	65.5¢	\$741,720	81
16	Ohio	64.4¢	\$718,000	82
17	Colorado	64.3¢	\$826,600	82
18	Michigan	63.8¢	\$751,560	83
19	North Carolina	63.8¢	\$709,360	83
20	Kansas	63.6¢	\$728,680	83
21	Nebraska	63.1¢	\$708,000	83
22	California	63.1¢	\$1,045,000	83
23	Georgia	63.1¢	\$765,240	83
24	Illinois	62.6¢	\$902,720	84
25	Wisconsin	61.5¢	\$778,520	85
26	West Virginia	61.3¢	\$706,280	85
27	South Dakota	61.3¢	\$676,400	85
28	Florida	61.3¢	\$769,280	85
29	Iowa	61.1¢	\$745,800	85
30	Washington	61.1¢	\$943,600	85
31	Massachusetts	60.8¢	\$1,041,360	86
32	Alaska	60.7¢	\$1,001,640	86
33	Oklahoma	60.6¢	\$758,200	86
34	New Mexico	60.6¢	\$852,280	86
35	Minnesota	59.9¢	\$869,280	87
36	Virginia	59.5¢	\$987,880	87
37	Connecticut	58.4¢	\$1,160,680	89
38	Texas	58.2¢	\$1,014,800	89
39	New Jersey	57.7¢	\$1,245,400	89
40	Rhode Island	57.6¢	\$958,720	89
41	South Carolina	57.1¢	\$834,560	90
42	Alabama	57.0¢	\$862,920	90
43	Mississippi	56.2¢	\$816,960	91
44	District of Columbia	53.2¢	\$1,733,200	95
45	Utah	51.7¢	\$1,040,480	97
46	Louisiana	47.8¢	\$1,155,920	104
	Maine*	-	-	-
	Montana*	-	-	-
	North Dakota*	-	-	-
	Vermont*	-	-	-
	Wyoming*	-	-	-

*State has insufficient data due to small sample sizes to calculate state wage gap for Black women.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2011-2015 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. "What a Black woman makes for every dollar a white, non-Hispanic man makes" is the ratio of Black women's and white, non-Hispanic men's median earnings for full time, year round workers. "Lifetime losses due to wage gap" or the "Lifetime Wage Gap" is what a Black woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. Earnings are in 2015 dollars. Ranks based on unrounded data. "Age at which Black women's career earnings catch up to white, non-Hispanic men's career earnings at age 60" assumes all workers begin work at age 20. Assuming white, non-Hispanic men have a 40-year career, this is the age at which Black women are able to retire with the same lifetime earnings as their male counterparts. Black women in both surveys are those who self-identified as Black or African American. White, non-Hispanic men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

