

Lifetime Wage Gap Losses for non-Hispanic White Women: 2015 State Rankings March 2017

Rank	State	What white, non-Hispanic women make for every dollar white, non-Hispanic men make	Lifetime losses due to wage gap	Age at which white, non-Hispanic women's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	75.3¢	\$565,640	73
1	Hawaii	88.1¢	\$254,120	65
2	Vermont	84.8¢	\$286,640	67
3	Delaware	83.9¢	\$348,320	68
4	Maine	78.5¢	\$396,640	71
5	Florida	79.9¢	\$399,600	70
6	Arkansas	76.7¢	\$401,840	72
7	North Carolina	79.0¢	\$411,040	71
8	Tennessee	77.3¢	\$419,400	72
9	Kentucky	76.7¢	\$423,000	72
10	South Dakota	75.6¢	\$427,480	73
11	Rhode Island	80.9¢	\$430,400	69
12	Oregon	78.7¢	\$439,080	71
13	New Mexico	79.6¢	\$439,960	70
14	Missouri	76.4¢	\$443,400	72
15	Minnesota	79.5¢	\$445,000	70
16	Wisconsin	78.0¢	\$446,160	71
17	Georgia	78.5¢	\$446,440	71
18	Iowa	76.6¢	\$448,600	72
19	South Carolina	76.7¢	\$454,360	72
20	Pennsylvania	77.8¢	\$462,000	71
21	Nebraska	75.9¢	\$463,440	73
22	Arizona	78.1¢	\$466,960	71
23	New York	81.0¢	\$468,800	69
24	Nevada	78.0¢	\$473,760	71
25	Mississippi	74.5¢	\$475,160	74
26	Ohio	75.8¢	\$488,400	73
27	Montana	72.8¢	\$491,520	75
28	Michigan	76.3¢	\$491,600	72
29	Kansas	74.3¢	\$513,560	74
30	Colorado	77.7¢	\$516,040	71
31	New Hampshire	76.5¢	\$529,320	72
32	Indiana	72.9¢	\$532,480	75
33	Idaho	70.6¢	\$545,720	77
34	Oklahoma	71.3¢	\$552,880	76
35	Alabama	72.2¢	\$559,200	75
36	West Virginia	69.1¢	\$565,320	78
37	Alaska	77.7¢	\$568,680	71
38	Massachusetts	78.5¢	\$570,840	71
39	North Dakota	70.8¢	\$594,520	77
40	Virginia	75.2¢	\$604,960	73
41	Washington	74.6¢	\$616,480	74
42	Maryland	77.4¢	\$626,640	72
43	Connecticut	77.3¢	\$632,240	72
44	Illinois	72.6¢	\$660,840	75
45	Texas	72.3¢	\$671,520	75
46	California	76.2¢	\$673,520	72
47	Utah	68.6¢	\$676,080	78
48	District of Columbia	81.4¢	\$689,760	69
49	Louisiana	66.8¢	\$736,200	80
50	New Jersey	73.6¢	\$776,400	74
51	Wyoming	65.1¢	\$779,600	81

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 white, non-Hispanic woman makes for every dollar a white, non-Hispanic man makes" is the ratio of white, non-Hispanic 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 white, non-Hispanic 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 white, non-Hispanic 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 white, non-Hispanic women are able to retire with the same lifetime earnings as their male counterparts. White, non-Hispanic women and men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

