

Wage Gap for Black Women State Rankings: 2020

March 2021

| Rank | State | Black Women's Earnings | White, non-Hispanic Men's Earnings | What Black women make for every dollar white, non-Hispanic men make | Wage Gap |
|------|----------------------|------------------------|------------------------------------|---|---------------|
| | United States | \$41,098 | \$65,208 | \$0.63 | \$0.37 |
| 1 | Hawaii | \$45,868 | \$61,786 | \$0.74 | \$0.26 |
| 2 | Delaware | \$41,052 | \$60,434 | \$0.68 | \$0.32 |
| 3 | Maryland | \$51,539 | \$76,194 | \$0.68 | \$0.32 |
| 4 | Missouri | \$34,734 | \$51,549 | \$0.67 | \$0.33 |
| 5 | Kentucky | \$33,555 | \$49,994 | \$0.67 | \$0.33 |
| 6 | Tennessee | \$34,166 | \$50,961 | \$0.67 | \$0.33 |
| 7 | Pennsylvania | \$38,168 | \$57,655 | \$0.66 | \$0.34 |
| 8 | Oregon | \$38,247 | \$57,838 | \$0.66 | \$0.34 |
| 9 | Maine | \$33,298 | \$51,143 | \$0.65 | \$0.35 |
| 10 | Arkansas | \$31,277 | \$48,106 | \$0.65 | \$0.35 |
| 11 | Arizona | \$38,400 | \$59,596 | \$0.64 | \$0.36 |
| 12 | Kansas | \$34,970 | \$54,319 | \$0.64 | \$0.36 |
| 13 | New Mexico | \$37,843 | \$58,855 | \$0.64 | \$0.36 |
| 14 | New York | \$44,407 | \$69,077 | \$0.64 | \$0.36 |
| 15 | North Carolina | \$34,034 | \$53,368 | \$0.64 | \$0.36 |
| 16 | Indiana | \$34,050 | \$53,483 | \$0.64 | \$0.36 |
| 17 | Michigan | \$35,506 | \$55,997 | \$0.63 | \$0.37 |
| 18 | Ohio | \$34,416 | \$54,310 | \$0.63 | \$0.37 |
| 19 | Nevada | \$37,412 | \$59,237 | \$0.63 | \$0.37 |
| 20 | West Virginia | \$31,090 | \$49,250 | \$0.63 | \$0.37 |
| 21 | Colorado | \$40,153 | \$63,895 | \$0.63 | \$0.37 |
| 22 | Georgia | \$35,843 | \$57,282 | \$0.63 | \$0.37 |
| 23 | Alaska | \$41,482 | \$66,567 | \$0.62 | \$0.38 |
| 24 | Illinois | \$40,542 | \$65,260 | \$0.62 | \$0.38 |
| 25 | Washington | \$41,975 | \$67,725 | \$0.62 | \$0.38 |
| 26 | South Dakota | \$30,914 | \$50,222 | \$0.62 | \$0.38 |
| 27 | Rhode Island | \$38,322 | \$62,925 | \$0.61 | \$0.39 |
| 28 | Nebraska | \$32,391 | \$53,518 | \$0.61 | \$0.39 |
| 29 | Minnesota | \$36,963 | \$61,430 | \$0.60 | \$0.40 |
| 30 | Florida | \$32,148 | \$53,449 | \$0.60 | \$0.40 |
| 31 | California | \$47,752 | \$79,815 | \$0.60 | \$0.40 |
| 32 | Virginia | \$39,267 | \$65,637 | \$0.60 | \$0.40 |
| 33 | Wisconsin | \$32,279 | \$54,845 | \$0.59 | \$0.41 |
| 34 | Texas | \$38,958 | \$66,232 | \$0.59 | \$0.41 |
| 35 | Oklahoma | \$30,731 | \$52,698 | \$0.58 | \$0.42 |
| 36 | Alabama | \$31,244 | \$53,797 | \$0.58 | \$0.42 |
| 37 | South Carolina | \$30,389 | \$53,396 | \$0.57 | \$0.43 |
| 38 | Massachusetts | \$42,715 | \$75,132 | \$0.57 | \$0.43 |
| 39 | Connecticut | \$43,018 | \$75,789 | \$0.57 | \$0.43 |
| 40 | Iowa | \$30,151 | \$53,392 | \$0.56 | \$0.44 |
| 41 | Mississippi | \$28,752 | \$51,218 | \$0.56 | \$0.44 |
| 42 | New Hampshire | \$34,269 | \$61,341 | \$0.56 | \$0.44 |
| 43 | New Jersey | \$44,739 | \$80,839 | \$0.55 | \$0.45 |
| 44 | North Dakota | \$31,314 | \$57,014 | \$0.55 | \$0.45 |
| 45 | Utah | \$31,398 | \$60,993 | \$0.51 | \$0.49 |
| 46 | District of Columbia | \$51,966 | \$105,114 | \$0.49 | \$0.51 |
| 47 | Louisiana | \$29,216 | \$59,849 | \$0.49 | \$0.51 |
| - | Idaho* | - | \$51,235 | - | - |
| - | Montana* | - | \$50,541 | - | - |
| - | Vermont* | - | \$51,728 | - | - |
| - | Wyoming* | - | \$58,491 | - | - |

**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 2015-2019 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2020 Current Population Survey, Annual Social and Economic Supplement. "What Black women make for every dollar white, non-Hispanic men make" is the ratio of women's and men's median earnings for full-time, year-round workers. Earnings are in 2019 dollars. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. Ranks based on unrounded data. People in both surveys self-identified as either male or female. 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."

