

Wage Gap for White, non-Hispanic Women State Rankings: 2020

March 2021

Rank	State	White, non-Hispanic Women's Earnings	White, non-Hispanic Men's Earnings	What white, non-Hispanic women make for every dollar white, non-Hispanic men make	Wage gap
	United States	\$51,324	\$65,208	\$0.79	\$0.21
1	Vermont	\$44,653	\$51,728	\$0.86	\$0.14
2	Hawaii	\$52,549	\$61,786	\$0.85	\$0.15
3	Delaware	\$50,669	\$60,434	\$0.84	\$0.16
4	Rhode Island	\$52,339	\$62,925	\$0.83	\$0.17
5	Alaska	\$54,269	\$66,567	\$0.82	\$0.18
6	Florida	\$43,518	\$53,449	\$0.81	\$0.19
7	North Carolina	\$43,436	\$53,368	\$0.81	\$0.19
8	Maine	\$41,505	\$51,143	\$0.81	\$0.19
9	District of Columbia	\$85,296	\$105,114	\$0.81	\$0.19
10	Minnesota	\$49,425	\$61,430	\$0.80	\$0.20
11	Massachusetts	\$60,417	\$75,132	\$0.80	\$0.20
12	New York	\$55,537	\$69,077	\$0.80	\$0.20
13	Connecticut	\$60,846	\$75,789	\$0.80	\$0.20
14	Colorado	\$50,916	\$63,895	\$0.80	\$0.20
15	Wisconsin	\$43,512	\$54,845	\$0.79	\$0.21
16	Nevada	\$46,930	\$59,237	\$0.79	\$0.21
17	Maryland	\$60,199	\$76,194	\$0.79	\$0.21
18	Arkansas	\$37,995	\$48,106	\$0.79	\$0.21
19	Oregon	\$45,474	\$57,838	\$0.79	\$0.21
20	Georgia	\$45,020	\$57,282	\$0.79	\$0.21
21	Pennsylvania	\$45,257	\$57,655	\$0.78	\$0.22
22	Arizona	\$46,776	\$59,596	\$0.78	\$0.22
23	Nebraska	\$41,876	\$53,518	\$0.78	\$0.22
24	New Mexico	\$46,049	\$58,855	\$0.78	\$0.22
25	California	\$62,448	\$79,815	\$0.78	\$0.22
26	Ohio	\$42,458	\$54,310	\$0.78	\$0.22
27	Missouri	\$40,291	\$51,549	\$0.78	\$0.22
28	South Carolina	\$41,687	\$53,396	\$0.78	\$0.22
29	Tennessee	\$39,774	\$50,961	\$0.78	\$0.22
30	Virginia	\$51,219	\$65,637	\$0.78	\$0.22
31	Kentucky	\$38,957	\$49,994	\$0.78	\$0.22
32	New Hampshire	\$47,718	\$61,341	\$0.78	\$0.22
33	Iowa	\$41,399	\$53,392	\$0.78	\$0.22
34	Kansas	\$41,779	\$54,319	\$0.77	\$0.23
35	Michigan	\$43,039	\$55,997	\$0.77	\$0.23
36	Illinois	\$49,945	\$65,260	\$0.77	\$0.23
37	Washington	\$51,764	\$67,725	\$0.76	\$0.24
38	South Dakota	\$38,182	\$50,222	\$0.76	\$0.24
39	Montana	\$38,168	\$50,541	\$0.76	\$0.24
40	Texas	\$50,015	\$66,232	\$0.76	\$0.24
41	Mississippi	\$38,454	\$51,218	\$0.75	\$0.25
42	New Jersey	\$60,669	\$80,839	\$0.75	\$0.25
43	Indiana	\$39,922	\$53,483	\$0.75	\$0.25
44	Alabama	\$40,022	\$53,797	\$0.74	\$0.26
45	North Dakota	\$42,374	\$57,014	\$0.74	\$0.26
46	Idaho	\$37,954	\$51,235	\$0.74	\$0.26
47	Oklahoma	\$38,049	\$52,698	\$0.72	\$0.28
48	West Virginia	\$35,022	\$49,250	\$0.71	\$0.29
49	Wyoming	\$40,606	\$58,491	\$0.69	\$0.31
50	Louisiana	\$41,517	\$59,849	\$0.69	\$0.31
51	Utah	\$41,246	\$60,993	\$0.68	\$0.32

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 white, non-Hispanic 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. 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.