

Rank	State	What Black women make for every dollar white, non-Hispanic men make	Lifetime Losses Due to Wage Gap	Age at which a Black woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<b>United States</b>	<b>\$0.63</b>	<b>\$964,400</b>	<b>83</b>
1	Hawaii	\$0.74	\$636,720	74
2	Kentucky	\$0.67	\$657,560	80
3	Tennessee	\$0.67	\$671,800	80
4	Missouri	\$0.67	\$672,600	79
5	Arkansas	\$0.65	\$673,160	82
6	Maine	\$0.65	\$713,800	81
7	West Virginia	\$0.63	\$726,400	83
8	South Dakota	\$0.62	\$772,320	85
9	North Carolina	\$0.64	\$773,360	83
10	Kansas	\$0.64	\$773,960	82
11	Delaware	\$0.68	\$775,280	79
12	Indiana	\$0.64	\$777,320	83
13	Pennsylvania	\$0.66	\$779,480	80
14	Oregon	\$0.66	\$783,640	80
15	Ohio	\$0.63	\$795,760	83
16	Michigan	\$0.63	\$819,640	83
17	New Mexico	\$0.64	\$840,480	82
18	Nebraska	\$0.61	\$845,080	86
19	Arizona	\$0.64	\$847,840	82
20	Florida	\$0.60	\$852,040	87
21	Georgia	\$0.63	\$857,560	84
22	Nevada	\$0.63	\$873,000	83
23	Oklahoma	\$0.58	\$878,680	89
24	Mississippi	\$0.56	\$898,640	91
25	Alabama	\$0.58	\$902,120	89
26	Wisconsin	\$0.59	\$902,640	88
27	South Carolina	\$0.57	\$920,280	90
28	Iowa	\$0.56	\$929,640	91
29	Colorado	\$0.63	\$949,680	84
30	Minnesota	\$0.60	\$978,680	86
31	Rhode Island	\$0.61	\$984,120	86
32	Maryland	\$0.68	\$986,200	79
33	New York	\$0.64	\$986,800	82
34	Illinois	\$0.62	\$988,720	84
35	Alaska	\$0.62	\$1,003,400	84
36	North Dakota	\$0.55	\$1,028,000	93
37	Washington	\$0.62	\$1,030,000	85
38	Virginia	\$0.60	\$1,054,800	87
39	New Hampshire	\$0.56	\$1,082,880	92
40	Texas	\$0.59	\$1,090,960	88
41	Utah	\$0.51	\$1,183,800	98
42	Louisiana	\$0.49	\$1,225,320	102
43	California	\$0.60	\$1,282,520	87
44	Massachusetts	\$0.57	\$1,296,680	90
45	Connecticut	\$0.57	\$1,310,840	90
46	New Jersey	\$0.55	\$1,444,000	92
47	District of Columbia	\$0.49	\$2,125,920	101
-	Idaho*	-	-	-
-	Montana*	-	-	-
-	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 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. "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. "Age at which a Black woman'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 men have a 40-year career and retire at age 60, this is the age at which women are able to retire with the same lifetime earnings as their male counterparts. 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."

