

Wage Gap for Black Women State Rankings

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."

