

Rank	State	What Latinas make for every dollar white, non-Hispanic men make	Lifetime Losses Due to Wage Gap	Age at which a Latina's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	United States	\$0.55	\$1,163,920	92
1	Vermont	\$0.70	\$627,640	77
2	Maine	\$0.68	\$645,520	78
3	West Virginia	\$0.63	\$730,680	84
4	Kentucky	\$0.60	\$800,600	87
5	South Dakota	\$0.59	\$818,080	87
6	Missouri	\$0.60	\$821,600	86
7	Montana	\$0.59	\$837,160	88
8	Florida	\$0.59	\$866,240	87
9	Hawaii	\$0.65	\$867,120	82
10	Ohio	\$0.60	\$876,120	87
11	Arkansas	\$0.54	\$886,000	94
12	Iowa	\$0.57	\$911,520	90
13	Indiana	\$0.57	\$916,360	90
14	Mississippi	\$0.55	\$920,880	93
15	Nebraska	\$0.56	\$934,680	91
16	North Dakota	\$0.59	\$942,040	88
17	Wisconsin	\$0.57	\$946,360	90
18	New Hampshire	\$0.61	\$961,560	86
19	Michigan	\$0.57	\$967,680	90
20	Tennessee	\$0.52	\$976,360	97
21	Idaho	\$0.52	\$980,160	97
22	Delaware	\$0.59	\$982,080	87
23	South Carolina	\$0.54	\$983,440	94
24	Alaska	\$0.62	\$1,007,320	84
25	Wyoming	\$0.57	\$1,014,320	91
26	Pennsylvania	\$0.55	\$1,027,040	92
27	Oklahoma	\$0.51	\$1,035,640	99
28	Kansas	\$0.52	\$1,036,680	97
29	Oregon	\$0.55	\$1,051,360	93
30	North Carolina	\$0.50	\$1,057,920	99
31	Alabama	\$0.51	\$1,064,840	99
32	New Mexico	\$0.54	\$1,073,840	94
33	Nevada	\$0.53	\$1,105,240	95
34	Louisiana	\$0.53	\$1,119,160	95
35	Arizona	\$0.53	\$1,120,880	96
36	Minnesota	\$0.53	\$1,162,520	96
37	Georgia	\$0.49	\$1,166,080	101
38	Colorado	\$0.54	\$1,182,080	94
39	Rhode Island	\$0.53	\$1,192,800	96
40	New York	\$0.56	\$1,214,240	91
41	Virginia	\$0.54	\$1,220,320	95
42	Utah	\$0.49	\$1,253,760	102
43	Illinois	\$0.49	\$1,332,800	102
44	Washington	\$0.48	\$1,419,760	104
45	Texas	\$0.46	\$1,434,480	107
46	Massachusetts	\$0.51	\$1,470,080	98
47	Connecticut	\$0.48	\$1,567,680	103
48	Maryland	\$0.46	\$1,657,080	108
49	New Jersey	\$0.44	\$1,824,000	112
50	California	\$0.42	\$1,864,120	116
51	District of Columbia	\$0.52	\$2,020,480	97

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 Latinas 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 Latina'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. Latinas in both surveys are those who self-identified as being of Hispanic, Latino, or Spanish origin. Latinas may be of any race. 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.

