

The Wage Gap by State for Black Women — March 2023

Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what Black women make for every dollar white, non-Hispanic men make	Including part-time and part-year workers: what Black women make for every dollar white, non-Hispanic men make
	United States	\$0.67	\$0.64
1	Hawaii	\$0.76	\$0.70
2	New Mexico	\$0.71	\$0.54
3	Oregon	\$0.69	\$0.63
4	Delaware	\$0.69	\$0.62
5	Kentucky	\$0.69	\$0.62
6	Missouri	\$0.68	\$0.66
7	Tennessee	\$0.68	\$0.66
8	Maryland	\$0.67	\$0.64
9	West Virginia	\$0.66	\$0.54
10	Arkansas	\$0.66	\$0.62
11	Pennsylvania	\$0.65	\$0.59
12	New York	\$0.65	\$0.63
13	Indiana	\$0.65	\$0.58
14	North Carolina	\$0.64	\$0.60
15	Michigan	\$0.64	\$0.58
16	Ohio	\$0.64	\$0.57
17	Arizona	\$0.63	\$0.64
18	Rhode Island	\$0.63	\$0.58
19	Georgia	\$0.62	\$0.59
20	Kansas	\$0.61	\$0.55
21	California	\$0.61	\$0.55
22	Washington	\$0.61	\$0.55
23	New Hampshire	\$0.61	\$0.53
24	Nebraska	\$0.61	\$0.57
25	Wisconsin	\$0.61	\$0.53
26	Florida	\$0.61	\$0.60
27	Nevada	\$0.61	\$0.61
28	Illinois	\$0.61	\$0.53
29	Colorado	\$0.60	\$0.58
30	Oklahoma	\$0.60	\$0.57
31	Minnesota	\$0.60	\$0.49
32	Virginia	\$0.59	\$0.56
33	Texas	\$0.58	\$0.54
34	Massachusetts	\$0.58	\$0.53
35	Mississippi	\$0.57	\$0.51
36	Alabama	\$0.57	\$0.52
37	Iowa	\$0.57	\$0.47
38	New Jersey	\$0.57	\$0.53
39	South Carolina	\$0.57	\$0.55
40	Connecticut	\$0.56	\$0.52
41	Alaska	\$0.55	\$0.54
42	Utah	\$0.53	\$0.49
43	District of Columbia	\$0.52	\$0.41
44	Louisiana	\$0.49	\$0.44
-	Idaho*	-	-
-	Maine*	-	\$0.48
-	Montana*	-	-
-	North Dakota*	-	\$0.48
-	South Dakota*	-	\$0.61
-	Vermont*	-	-
-	Wyoming*	-	-

* State has insufficient data to calculate state wage gap for Black women. Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2017-2021 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2022 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 and for all workers who have earnings, including part-time and part-year workers. Ranks based on unrounded data for full-time, year-round workers. 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.