

Lifetime Wage Gap Losses by State for Black Women — March 2024



Rank	State	Lifetime losses due to the wage gap	Full-time, year-round workers: what Black women were paid for every dollar paid to men	Age at which a Black woman's career earnings catch up to men's career earnings at age 60
	United States	\$884,800	\$0.69	78
1	Hawaii	\$679,720	\$0.76	73
2	West Virginia	\$688,200	\$0.69	78
3	Kentucky	\$720,440	\$0.69	78
4	Missouri	\$743,120	\$0.69	78
5	Arkansas	\$748,440	\$0.67	80
6	Tennessee	\$749,280	\$0.68	79
7	New Mexico	\$808,960	\$0.69	78
8	Indiana	\$834,840	\$0.66	80
9	Oregon	\$856,120	\$0.69	78
10	North Carolina	\$883,720	\$0.65	82
11	Ohio	\$909,400	\$0.64	82
12	Oklahoma	\$910,080	\$0.62	85
13	Michigan	\$941,560	\$0.64	82
14	Pennsylvania	\$957,480	\$0.65	82
15	Delaware	\$957,960	\$0.66	81
16	Wisconsin	\$969,120	\$0.62	84
17	Kansas	\$974,320	\$0.61	85
18	Nebraska	\$977,320	\$0.61	85
19	Mississippi	\$999,840	\$0.57	90
20	Florida	\$1,005,280	\$0.61	86
21	Arizona	\$1,028,360	\$0.63	83
22	Georgia	\$1,035,600	\$0.62	84
23	Alabama	\$1,062,000	\$0.58	89
24	Rhode Island	\$1,063,880	\$0.64	83
25	Iowa	\$1,073,200	\$0.57	90
26	South Carolina	\$1,076,760	\$0.57	90
27	New York	\$1,118,840	\$0.66	81
28	Minnesota	\$1,140,560	\$0.60	86
29	Nevada	\$1,154,920	\$0.59	87
30	Maryland	\$1,186,000	\$0.67	80
31	Illinois	\$1,198,200	\$0.61	86
32	Washington	\$1,221,560	\$0.63	84
33	Virginia	\$1,247,480	\$0.60	87
34	Colorado	\$1,255,040	\$0.60	87
35	Texas	\$1,289,960	\$0.59	88
36	Utah	\$1,364,800	\$0.52	97
37	Louisiana	\$1,368,080	\$0.50	100
38	Connecticut	\$1,436,400	\$0.59	88
39	Massachusetts	\$1,448,640	\$0.59	88
40	California	\$1,486,400	\$0.61	86
41	New Jersey	\$1,576,400	\$0.57	90
42	District of Columbia	\$2,433,400	\$0.52	97
-	Alaska*	-	-	-
-	Idaho*	-	-	-
-	Maine*	-	-	-
-	Montana*	-	-	-
-	New Hampshire*	-	-	-
-	North Dakota*	-	-	-
-	South Dakota*	-	-	-
-	Vermont*	-	-	-
-	Wyoming*	-	-	-

* State has insufficient data to calculate state wage gap for Black women. Dashes indicate data is not available.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2018-2022 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2023 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. "Lifetime losses due to 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 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.