

| Rank based on full-time, year-round workers' gender wage gap | State                | Full-time, year-round workers: what Black mothers are paid for every dollar white, non-Hispanic fathers make | Including part-time and part-year workers: what mothers are paid for every dollar fathers make |
|--|----------------------|--|--|
|  | <b>United States</b> | <b>\$0.53</b>  | <b>\$0.46</b>  |
| 1  | Kentucky             | \$0.63   | \$0.54   |
| 2  | West Virginia        | \$0.61   | \$0.56   |
| 3  | Arkansas             | \$0.60   | \$0.49   |
| 4  | Tennessee            | \$0.58   | \$0.51   |
| 5  | Missouri             | \$0.58   | \$0.49   |
| 6  | Maryland             | \$0.56   | \$0.48   |
| 7  | North Carolina       | \$0.56   | \$0.49   |
| 8  | Pennsylvania         | \$0.56   | \$0.47   |
| 9  | Delaware             | \$0.56   | \$0.46   |
| 10   | New York             | \$0.56   | \$0.48   |
| 11   | Nebraska             | \$0.56   | \$0.43   |
| 12   | Indiana              | \$0.55   | \$0.45   |
| 13   | Wisconsin            | \$0.55   | \$0.44   |
| 14   | Georgia              | \$0.54   | \$0.48   |
| 15   | Ohio                 | \$0.54   | \$0.44   |
| 16   | Michigan             | \$0.54   | \$0.45   |
| 17   | Kansas               | \$0.53   | \$0.39   |
| 18   | Mississippi          | \$0.52   | \$0.43   |
| 19   | Oregon               | \$0.52   | \$0.49   |
| 20   | Oklahoma             | \$0.52   | \$0.47   |
| 21   | Florida              | \$0.52   | \$0.46   |
| 22   | Nevada               | \$0.51   | \$0.46   |
| 23   | Illinois             | \$0.51   | \$0.41   |
| 24   | Virginia             | \$0.50   | \$0.44   |
| 25   | Rhode Island         | \$0.50   | \$0.41   |
| 26   | California           | \$0.50   | \$0.41   |
| 27   | Arizona              | \$0.50   | \$0.46   |
| 28   | Texas                | \$0.50   | \$0.42   |
| 29   | Washington           | \$0.50   | \$0.40   |
| 30   | Alabama              | \$0.50   | \$0.42   |
| 31   | South Carolina       | \$0.50   | \$0.44   |
| 32   | Minnesota            | \$0.50   | \$0.38   |
| 33   | Iowa                 | \$0.48   | \$0.38   |
| 34   | Colorado             | \$0.47   | \$0.39   |
| 35   | Massachusetts        | \$0.47   | \$0.40   |
| 36   | Connecticut          | \$0.47   | \$0.39   |
| 37   | New Jersey           | \$0.45   | \$0.38   |
| 38   | Louisiana            | \$0.42   | \$0.36   |
| 39   | District of Columbia | \$0.37   | \$0.27   |
|  | Alaska*              | -  | -  |
|  | Hawaii*              | -  | -  |
|  | Idaho*               | -  | -  |
|  | Maine*               | -  | -  |
|  | Montana*             | -  | -  |
|  | New Hampshire*       | -  | -  |
|  | New Mexico*          | -  | \$0.45   |
|  | North Dakota*        | -  | -  |
|  | South Dakota*        | -  | -  |
|  | Utah*                | -  | \$0.36   |
|  | Vermont*             | -  | -  |
|  | Wyoming*             | -  | -  |

\*State has insufficient data due to small sample sizes to calculate state wage gap for Black mothers.

Source: National wage gap calculated by NWLC based on the U.S. Census Bureau 2021 American Community Survey using IPUMS. State wage gaps calculated based on U.S. Census Bureau 2017-2021 American Community Survey using IPUMS. Mothers and fathers have at least one related child under 18 at home. Black mothers are those who self-identified as Black or African American. White, non-Hispanic fathers are those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

