

The Wage Gap by State for Black Women Overall — March 2024



Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what Black women were paid for every dollar men were paid	Including part-time and part-year workers: what Black women were paid for every dollar men were paid
	United States	\$0.69	\$0.66
1	Hawaii	\$0.76	\$0.70
2	New Mexico	\$0.69	\$0.56
3	West Virginia	\$0.69	\$0.56
4	Oregon	\$0.69	\$0.65
5	Missouri	\$0.69	\$0.66
6	Kentucky	\$0.69	\$0.62
7	Tennessee	\$0.68	\$0.65
8	Maryland	\$0.67	\$0.64
9	Arkansas	\$0.67	\$0.62
10	Indiana	\$0.66	\$0.58
11	Delaware	\$0.66	\$0.61
12	New York	\$0.66	\$0.63
13	North Carolina	\$0.65	\$0.61
14	Pennsylvania	\$0.65	\$0.59
15	Michigan	\$0.64	\$0.57
16	Ohio	\$0.64	\$0.58
17	Rhode Island	\$0.64	\$0.60
18	Arizona	\$0.63	\$0.65
19	Washington	\$0.63	\$0.56
20	Georgia	\$0.62	\$0.60
21	Wisconsin	\$0.62	\$0.55
22	Oklahoma	\$0.62	\$0.58
23	Kansas	\$0.61	\$0.56
24	Nebraska	\$0.61	\$0.55
25	Illinois	\$0.61	\$0.54
26	Florida	\$0.61	\$0.60
27	California	\$0.61	\$0.56
28	Minnesota	\$0.60	\$0.50
29	Virginia	\$0.60	\$0.56
30	Colorado	\$0.60	\$0.57
31	Nevada	\$0.59	\$0.60
32	Massachusetts	\$0.59	\$0.52
33	Texas	\$0.59	\$0.54
34	Connecticut	\$0.59	\$0.53
35	Alabama	\$0.58	\$0.53
36	New Jersey	\$0.57	\$0.54
37	Mississippi	\$0.57	\$0.52
38	South Carolina	\$0.57	\$0.55
39	Iowa	\$0.57	\$0.49
40	District of Columbia	\$0.52	\$0.42
41	Utah	\$0.52	\$0.48
42	Louisiana	\$0.50	\$0.45
-	Alaska*	-	\$0.54
-	Idaho*	-	-
-	Maine*	-	\$0.51
-	Montana*	-	-
-	New Hampshire*	-	\$0.54
-	North Dakota*	-	-
-	South Dakota*	-	-
-	Vermont*	-	-
-	Wyoming*	-	-

* State has insufficient data to calculate full-time, year-round 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 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.