

Lifetime Wage Gap Losses by State for Latinas — February 2025



Rank	State	Lifetime losses due to the wage gap	Full-time, year-round workers: what Latinas were paid for every dollar paid to white, non-Hispanic men	Age at which a Latina woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	United States	\$1,282,800	\$0.58	89
1	West Virginia	\$390,560	\$0.83	68
2	Maine	\$520,200	\$0.79	71
3	Montana	\$822,120	\$0.66	80
4	Hawaii	\$828,400	\$0.72	75
5	Kentucky	\$902,640	\$0.62	84
6	Missouri	\$911,480	\$0.64	83
7	South Dakota	\$926,800	\$0.62	85
8	Arkansas	\$969,600	\$0.58	88
9	Tennessee	\$974,360	\$0.61	86
10	Ohio	\$980,920	\$0.63	83
11	Indiana	\$1,023,800	\$0.60	86
12	Wisconsin	\$1,026,200	\$0.62	85
13	Alaska	\$1,031,280	\$0.67	79
14	Iowa	\$1,042,720	\$0.60	87
15	North Dakota	\$1,052,880	\$0.61	86
16	Nebraska	\$1,053,000	\$0.60	87
17	Florida	\$1,058,640	\$0.61	86
18	Idaho	\$1,066,800	\$0.57	90
19	Oklahoma	\$1,084,560	\$0.56	91
20	Michigan	\$1,095,440	\$0.60	87
21	Mississippi	\$1,115,480	\$0.54	94
22	Kansas	\$1,126,960	\$0.57	90
23	New Mexico	\$1,127,040	\$0.60	87
24	South Carolina	\$1,146,360	\$0.56	91
25	Minnesota	\$1,167,240	\$0.61	86
26	Pennsylvania	\$1,181,160	\$0.58	88
27	Wyoming	\$1,188,720	\$0.57	91
28	Oregon	\$1,189,560	\$0.59	88
29	Alabama	\$1,199,560	\$0.54	94
30	North Carolina	\$1,219,800	\$0.54	94
31	Delaware	\$1,225,520	\$0.58	89
32	Louisiana	\$1,248,920	\$0.56	91
33	Arizona	\$1,251,640	\$0.57	90
34	New Hampshire	\$1,269,320	\$0.58	89
35	Nevada	\$1,345,600	\$0.54	94
36	Virginia	\$1,360,720	\$0.58	89
37	New York	\$1,364,800	\$0.60	87
38	Rhode Island	\$1,381,120	\$0.55	93
39	Georgia	\$1,389,680	\$0.52	98
40	Utah	\$1,459,840	\$0.52	98
41	Colorado	\$1,462,520	\$0.56	92
42	Illinois	\$1,477,880	\$0.53	95
43	Washington	\$1,634,320	\$0.52	97
44	Massachusetts	\$1,684,520	\$0.55	93
45	Texas	\$1,703,080	\$0.47	104
46	Connecticut	\$1,832,760	\$0.49	102
47	Maryland	\$1,856,760	\$0.50	100
48	New Jersey	\$2,036,720	\$0.47	105
49	District of Columbia	\$2,044,120	\$0.61	85
50	California	\$2,187,080	\$0.45	110
-	Vermont*	-	-	-

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

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2019-2023 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2024 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. "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 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.