

The Wage Gap by State for Black Women — February 2025



Rank based on full-time, year-round workers' wage gap	State	Full-time, year-round workers: what Black women were paid for every dollar white, non-Hispanic men were paid	Including part-time and part-year workers: what Black women were paid for every dollar white, non-Hispanic men were paid
	United States	\$0.66	\$0.64
1	Hawaii	\$0.83	\$0.74
2	West Virginia	\$0.72	\$0.60
3	Oregon	\$0.70	\$0.65
4	Missouri	\$0.69	\$0.67
5	New Mexico	\$0.69	\$0.58
6	Tennessee	\$0.69	\$0.67
7	Kentucky	\$0.68	\$0.61
8	Maryland	\$0.68	\$0.64
9	Indiana	\$0.66	\$0.59
10	Delaware	\$0.66	\$0.61
11	Michigan	\$0.66	\$0.59
12	New York	\$0.66	\$0.63
13	North Carolina	\$0.66	\$0.63
14	Pennsylvania	\$0.66	\$0.60
15	Arkansas	\$0.65	\$0.62
16	Ohio	\$0.65	\$0.59
17	Washington	\$0.65	\$0.58
18	Rhode Island	\$0.65	\$0.60
19	Oklahoma	\$0.65	\$0.60
20	Nebraska	\$0.64	\$0.54
21	Kansas	\$0.64	\$0.60
22	Georgia	\$0.63	\$0.61
23	Arizona	\$0.63	\$0.66
24	Wisconsin	\$0.63	\$0.57
25	Minnesota	\$0.62	\$0.52
26	Illinois	\$0.62	\$0.56
27	Florida	\$0.61	\$0.61
28	Virginia	\$0.61	\$0.57
29	California	\$0.61	\$0.56
30	Colorado	\$0.60	\$0.56
31	Texas	\$0.59	\$0.55
32	Connecticut	\$0.59	\$0.54
33	Massachusetts	\$0.59	\$0.53
34	Nevada	\$0.58	\$0.60
35	New Jersey	\$0.58	\$0.54
36	Mississippi	\$0.58	\$0.53
37	South Carolina	\$0.58	\$0.56
38	Iowa	\$0.57	\$0.48
39	Alabama	\$0.57	\$0.53
40	Utah	\$0.53	\$0.49
41	Louisiana	\$0.52	\$0.46
42	District of Columbia	\$0.51	\$0.43
	Alaska*	-	\$0.62
	Maine*	-	\$0.54
	Idaho*	-	\$0.42
	Montana*	-	-
	New Hampshire*	-	\$0.65
	North Dakota*	-	-
	South Dakota*	-	-
	Vermont*	-	-
	Wyoming*	-	-

* State has insufficient data to calculate full-time, year-round state wage gap for Black women.

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 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. Dashes indicate data is not available.