

The Wage Gap by State for Black Women — March 2026



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	\$0.65	\$0.63
1	Oregon	\$0.74	\$0.71
2	West Virginia	\$0.74	\$0.64
3	Hawaii	\$0.70	\$0.69
4	Missouri	\$0.69	\$0.67
5	Tennessee	\$0.69	\$0.67
6	Kentucky	\$0.69	\$0.62
7	Maryland	\$0.68	\$0.64
8	Oklahoma	\$0.67	\$0.62
9	Delaware	\$0.67	\$0.62
10	Indiana	\$0.67	\$0.60
11	Pennsylvania	\$0.66	\$0.61
12	North Carolina	\$0.66	\$0.63
13	Arkansas	\$0.66	\$0.63
14	New York	\$0.66	\$0.63
15	Michigan	\$0.66	\$0.59
16	Ohio	\$0.66	\$0.60
17	Washington	\$0.65	\$0.59
18	Wisconsin	\$0.65	\$0.58
19	Georgia	\$0.64	\$0.62
20	Kansas	\$0.64	\$0.59
21	Rhode Island	\$0.64	\$0.59
22	Minnesota	\$0.63	\$0.54
23	Nebraska	\$0.63	\$0.53
24	Illinois	\$0.63	\$0.56
25	Arizona	\$0.62	\$0.66
26	New Mexico	\$0.62	\$0.55
27	Virginia	\$0.61	\$0.59
28	Massachusetts	\$0.61	\$0.55
29	California	\$0.61	\$0.57
30	Florida	\$0.61	\$0.61
31	Colorado	\$0.60	\$0.57
32	Texas	\$0.60	\$0.56
33	Alabama	\$0.60	\$0.55
34	Connecticut	\$0.60	\$0.56
35	South Carolina	\$0.59	\$0.57
36	Mississippi	\$0.59	\$0.54
37	Iowa	\$0.58	\$0.48
38	New Jersey	\$0.58	\$0.55
39	Nevada	\$0.58	\$0.59
40	Utah	\$0.55	\$0.47
41	District of Columbia	\$0.53	\$0.46
42	Louisiana	\$0.51	\$0.46
	Alaska*	-	-
	Idaho*	-	\$0.44
	Maine*	-	\$0.53
	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. Dashes indicate data is not available.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2020-2024 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on 2025 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.