

Rank	State	What Black women make for every dollar white, non-Hispanic men make	Lifetime losses due to wage gap	Age at which Black women's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	62.5¢	\$867,920	84
1	Idaho	86.3¢	\$256,520	66
2	Tennessee	67.6¢	\$602,360	79
3	Kentucky	66.6¢	\$615,520	80
4	Missouri	67.2¢	\$624,480	80
5	West Virginia	65.2¢	\$642,440	81
6	Arkansas	63.5¢	\$645,560	83
7	Hawaii	70.1¢	\$670,520	77
8	South Dakota	62.8¢	\$672,080	84
9	Pennsylvania	67.8¢	\$679,920	79
10	Delaware	68.6¢	\$693,800	78
11	Oregon	66.3¢	\$703,680	80
12	Kansas	64.5¢	\$718,000	82
13	Indiana	64.0¢	\$722,240	83
14	Arizona	66.3¢	\$726,280	80
15	Ohio	63.9¢	\$733,560	83
16	North Carolina	63.2¢	\$733,640	83
17	Nebraska	61.4¢	\$759,120	85
18	Michigan	63.4¢	\$761,600	83
19	Georgia	63.0¢	\$772,760	84
20	Florida	61.1¢	\$780,920	85
21	Nevada	64.1¢	\$781,640	82
22	New Hampshire	65.2¢	\$788,360	81
23	New Mexico	64.0¢	\$790,520	82
24	Wisconsin	61.0¢	\$795,840	86
25	Oklahoma	59.6¢	\$797,520	87
26	Iowa	59.4¢	\$800,160	87
27	Mississippi	56.1¢	\$830,800	91
28	South Carolina	57.2¢	\$851,200	90
29	New York	65.7¢	\$857,480	81
30	Alabama	57.5¢	\$862,080	90
31	Colorado	63.1¢	\$868,680	83
32	Maryland	68.6¢	\$882,160	78
33	Minnesota	59.4¢	\$895,080	87
34	North Dakota	56.4¢	\$903,920	91
35	Illinois	62.8¢	\$906,240	84
36	Washington	61.7¢	\$937,320	85
37	Rhode Island	58.6¢	\$951,320	88
38	Alaska	63.1¢	\$956,160	83
39	Virginia	59.7¢	\$987,760	87
40	Texas	58.1¢	\$1,030,440	89
41	Utah	52.4¢	\$1,044,320	96
42	Massachusetts	60.5¢	\$1,061,760	86
43	California	61.8¢	\$1,097,480	85
44	Louisiana	47.4¢	\$1,177,040	104
45	Connecticut	57.1¢	\$1,212,480	90
46	New Jersey	56.7¢	\$1,289,680	91
47	District of Columbia	51.6¢	\$1,833,800	97
	Maine*	-	-	-
	Montana*	-	-	-
	Vermont*	-	-	-
	Wyoming*	-	-	-

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

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2012-2016 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2016 Current Population Survey, Annual Social and Economic Supplement. "What a Black woman makes for every dollar a white, non-Hispanic man makes" is the ratio of Black women's and white, non-Hispanic men's median earnings for full time, year round workers. "Lifetime losses due to wage gap" or the "Lifetime Wage Gap" is what a Black woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. Earnings are in 2016 dollars. Ranks based on unrounded data. "Age at which a Black woman'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 white, non-Hispanic men have a 40-year career, this is the age at which Black women are able to retire with the same lifetime earnings as their male counterparts. 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.

