

Lifetime Wage Gap Losses for White, non-Hispanic Women: 2016 State Rankings April 2018

Rank	State	What white, non-Hispanic women make for every dollar white, non-Hispanic men make	Lifetime losses due to wage gap	Age at which white, non-Hispanic women's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	79.0¢	\$487,360	71
1	Vermont	84.6¢	\$294,400	67
2	Hawaii	85.0¢	\$336,000	67
3	Delaware	83.8¢	\$357,880	68
4	Maine	79.3¢	\$388,480	70
5	Florida	80.2¢	\$397,440	70
6	Arkansas	76.9¢	\$408,560	72
7	North Carolina	79.3¢	\$412,640	70
8	Tennessee	77.7¢	\$414,600	71
9	Kentucky	77.1¢	\$422,440	72
10	Rhode Island	81.2¢	\$430,560	69
11	Georgia	79.0¢	\$438,280	71
12	Wisconsin	78.5¢	\$438,880	71
13	Minnesota	80.1¢	\$438,920	70
14	Oregon	78.8¢	\$442,800	71
15	Missouri	76.6¢	\$446,040	72
16	South Dakota	75.1¢	\$448,960	73
17	New Mexico	78.9¢	\$463,520	71
18	Pennsylvania	78.0¢	\$463,960	71
19	New York	81.3¢	\$468,800	69
20	South Carolina	76.4¢	\$469,240	72
21	Iowa	76.1¢	\$471,080	73
22	Mississippi	75.0¢	\$472,400	73
23	Ohio	76.6¢	\$474,920	72
24	Arizona	78.0¢	\$475,560	71
25	Michigan	77.0¢	\$479,600	72
26	Nebraska	75.2¢	\$487,040	73
27	Montana	73.4¢	\$487,200	74
28	Nevada	77.6¢	\$487,680	72
29	Kansas	75.0¢	\$505,480	73
30	New Hampshire	77.4¢	\$510,560	72
31	Colorado	78.0¢	\$517,040	71
32	Idaho	72.1¢	\$521,880	75
33	Indiana	72.5¢	\$550,920	75
34	Massachusetts	79.3¢	\$555,800	70
35	Alaska	78.5¢	\$558,000	71
36	Alabama	72.2¢	\$563,080	75
37	West Virginia	69.3¢	\$566,880	78
38	Oklahoma	71.1¢	\$570,960	76
39	Virginia	76.1¢	\$584,800	73
40	North Dakota	71.3¢	\$594,480	76
41	Washington	75.2¢	\$608,120	73
42	Maryland	77.4¢	\$635,320	72
43	Connecticut	77.5¢	\$637,280	72
44	Illinois	73.6¢	\$643,360	74
45	Texas	73.2¢	\$658,600	75
46	California	76.9¢	\$664,360	72
47	Utah	68.4¢	\$693,880	79
48	District of Columbia	80.9¢	\$725,000	69
49	Wyoming	66.7¢	\$737,560	80
50	Louisiana	67.0¢	\$737,760	80
51	New Jersey	73.5¢	\$791,040	74

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 white, non-Hispanic woman makes for every dollar a white, non-Hispanic man makes" is the ratio of white, non-Hispanic 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 white, non-Hispanic 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 white, non-Hispanic 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 white, non-Hispanic women are able to retire with the same lifetime earnings as their male counterparts. White, non-Hispanic women and men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

