

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>	60.8¢	\$946,120	86
1	Hawaii	71.0¢	\$674,800	76
2	Delaware	69.2¢	\$696,000	78
3	Maryland	68.5¢	\$912,200	78
4	Tennessee	67.7¢	\$614,520	79
5	New Hampshire	67.6¢	\$751,920	79
6	Pennsylvania	67.4¢	\$709,400	79
7	Kentucky	67.3¢	\$615,680	79
8	Missouri	66.7¢	\$656,080	80
9	Arizona	66.2¢	\$752,680	80
10	Oregon	66.0¢	\$729,560	81
11	West Virginia	65.5¢	\$656,400	81
12	New Mexico	65.5¢	\$778,280	81
13	New York	64.7¢	\$906,680	82
14	Kansas	64.7¢	\$729,160	82
15	Michigan	64.4¢	\$755,600	82
16	Nevada	64.3¢	\$796,840	82
17	Ohio	64.2¢	\$739,720	82
18	Georgia	63.9¢	\$770,040	83
19	Arkansas	63.5¢	\$664,560	83
20	North Carolina	63.5¢	\$740,200	83
21	Alaska	63.5¢	\$953,560	83
22	Indiana	63.3¢	\$747,920	83
23	Illinois	62.6¢	\$927,000	84
24	Washington	62.4¢	\$941,600	84
25	Colorado	62.3¢	\$915,280	84
26	California	61.0¢	\$1,155,480	86
27	Florida	60.8¢	\$796,720	86
28	Nebraska	60.5¢	\$801,080	86
29	Minnesota	60.4¢	\$903,920	86
30	Wisconsin	60.3¢	\$826,600	86
31	Iowa	60.1¢	\$807,480	87
32	Virginia	59.7¢	\$1,005,280	87
33	Oklahoma	59.5¢	\$819,000	87
34	North Dakota	59.4¢	\$862,640	87
35	Rhode Island	59.3¢	\$973,120	87
36	Massachusetts	59.1¢	\$1,144,040	88
37	Texas	58.5¢	\$1,041,360	88
38	Alabama	58.5¢	\$851,200	88
39	South Carolina	57.5¢	\$860,360	90
40	Connecticut	56.6¢	\$1,255,160	91
41	Mississippi	56.3¢	\$849,480	91
42	New Jersey	55.6¢	\$1,352,280	92
43	South Dakota	53.1¢	\$877,040	95
44	Utah	52.5¢	\$1,077,240	96
45	District of Columbia	51.4¢	\$1,899,080	98
46	Louisiana	47.5¢	\$1,196,840	104
	Wyoming*	-	-	-
	Vermont*	-	-	-
	Maine*	-	-	-
	Idaho*	-	-	-
	Montana*	-	-	-

*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 2013-2017 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on 2018 Current Population Survey, Annual Social and Economic Supplement. "What a woman makes for every dollar a man makes" is the ratio of women's and men's median earnings for full time, year round workers. Earnings are in 2017 dollars. "Lifetime losses due to wage gap" or the "Lifetime 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. Earnings are in 2017 dollars. "Age at which a woman's career earnings catch up to men's career earnings at age 60" assumes all workers begin work at age 20. Assuming men have a 40-year career, 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. 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.

