

## Black Women Won't Reach Pay Equity Until 2227

### Research and Policy Highlights

- **Nationally, all Black women with earnings (full-time, part-time, full-year, or part-year workers) were paid 66.5 cents for every dollar paid to White men in 2022.**<sup>1</sup> Black women working full-time year-round, so those whose lower earnings are not due to fewer hours and who are not facing a part-time pay penalty, earned 69.1 cents for every dollar made by White men.<sup>2</sup>
- **Pay disparities vary significantly across states.** The median annual earnings ratio for all Black women with earnings, including full-time and part-time workers, ranged from 41.8 cents in **Utah** to 75.3 cents per dollar in **Hawaii**. Black women who worked full-time year-round earned 49.6 cents for every dollar a White man made in **Louisiana** and 74 cents in **Hawaii**.
- **The District of Columbia has the highest absolute gap in earnings.** Black women who worked full-time year-round earned \$58,278 less than White men and \$60,142 less when considering all earnings.
- **Black women earn less than men across education levels and age groups.** Black women who worked full-time year-round holding a bachelor's degree earned only 62.5 cents for every dollar a White man makes. All Black women with earnings aged 19–25 earned 75.2 cents per dollar.
- **Systemic racism and sexism perpetuate pay inequity for Black women.** Workplace discrimination, occupational segregation, devaluation of their work, and much more prevent Black women from obtaining high-wage jobs and flexible work benefits.
- **To address the pay gap that Black women face, we must focus on intersectional policy solutions** such as anti-discrimination enforcement, the right to unionize (and protection for unionized workers), and student-debt cancellation.





## Introduction

In 2022, Black women earned 66.5 cents for every dollar White men earned nationally.<sup>3</sup> This ratio includes all with earnings, whether they worked part-time or full-time, and partly reflects that Black women were less likely than White men to work full-time year-round (Table 7). Yet this wage gap is not fully explained by differences in work hours. When only considering the earnings ratio for full-time year-round workers, Black women earned 69.1 cents per dollar earned by White men.

This fact sheet shows that Black women face a substantial gap in earnings compared to White men in each state. Progress has slowed markedly during the last 20 years compared to a longer time horizon. Based on trends during the last two decades, **it will take over 200 years—until 2227—for Black women’s pay to equal White men’s for full-time year-round workers, and until 2362 to reach pay equity for all with earnings.**<sup>4</sup> These shocking projections point to the low job quality and poor advancement prospects faced by many Black women, who are more likely to be in the labor market and, when they are, less likely to work part-time than other women.

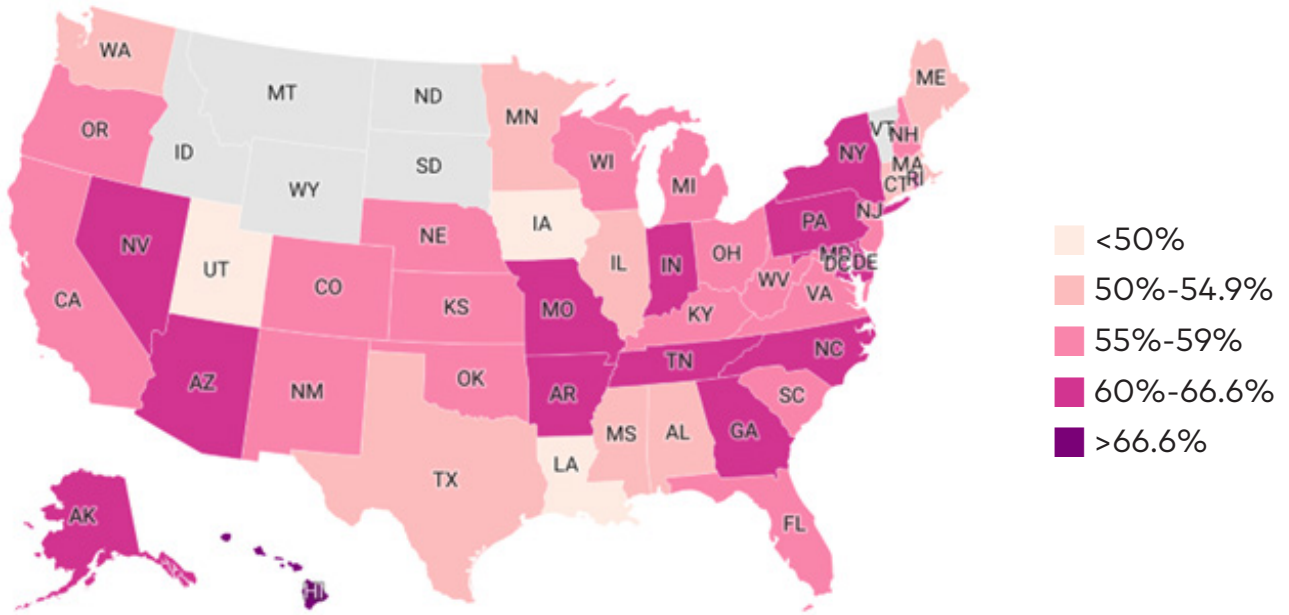
## Black Women’s Earnings Are Lower than White Men’s across All States

Black women’s median annual earnings—the typical wage for a worker—were less than White men’s in every single state and the District of Columbia, whether they worked full-time year-round or part-year and/or part-time (see Maps 1 and 2).

- **Louisiana** has the lowest median annual earnings ratio among full-time year-round workers (Table 6). Black women in Louisiana were paid just 49.6 cents per dollar compared to White men (a gender racial wage gap of 50.4 percent). **Utah** has the lowest median annual earnings ratio among all workers with earnings. Black women in Utah were paid 41.8 cents per dollar (a gender racial gap of 58.2 percent, see Table 5).
- **The District of Columbia**, has the largest absolute gap, or difference in median annual earnings, between Black women and White men. Black women working full-time year-round were paid \$58,278 less than White men, and when considering all with earnings, Black women earned \$60,142 less.
- **Hawaii** has the highest median annual earnings ratio. Among full-time year-round workers, Black women were paid 74 cents for every dollar White men made. When considering all with earnings, Black women were paid 75.3 cents per dollar.

In **Utah, Louisiana, the District of Columbia, and Iowa**, the median annual earnings of all Black women workers were less than half of White men’s. Only one state, **Hawaii**, had median annual earnings for Black women that reached at least 70.0 percent of White men’s earnings (Map 1 and Table 5).

**Map 1. The Gender Racial Earnings Ratio for Black Women Compared with White Men by State, All Workers with Earnings**



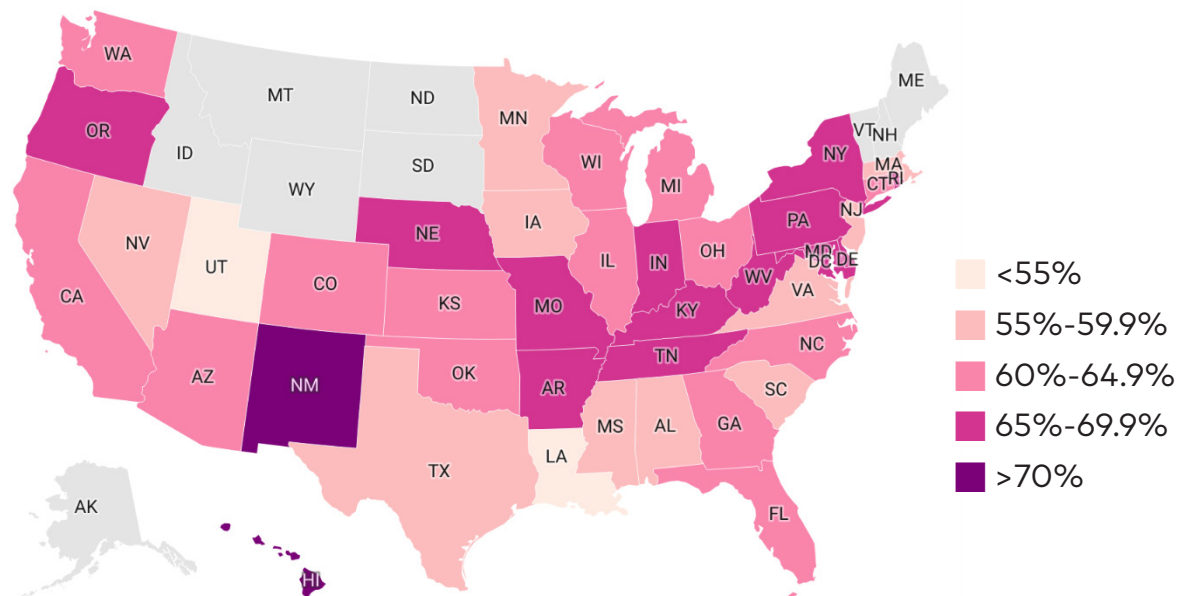
**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/DO10.V14.0>.

**Notes:** Workers 16 years and older. Black alone; White alone, not Hispanic. For Idaho, Montana, North Dakota, South Dakota, Vermont, and Wyoming, sample sizes were insufficient for calculating median annual earnings.



Black women had higher labor force participation rates than women in other racial and ethnic groups<sup>5</sup>, but overall, women were less likely to work full-time year-round because they take on more unpaid family and care responsibilities than men,<sup>6</sup> except for in **Alaska** (Table 7). Full-time year-round workers also faced a severe wage gap. In **Louisiana**, Black women only earned 49.6 cents for every dollar, and in an additional 12 states, Black women were paid less than 60 cents compared to every dollar a White man made (Map 2).

## Map 2: The Gender Racial Earnings Ratio for Black Women Compared to White Men by State, Full-Time Year-Round Workers



**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018-2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 16 years and older. Black alone; White alone, not Hispanic. For Alaska, Idaho, Maine, Montana, New Hampshire, North Dakota, South Dakota, Vermont, and Wyoming, sample sizes were insufficient for calculating median annual earnings.

### Cost of Living and Earnings Gap

For all Black women with earnings, **Utah**, **Louisiana**, and the **District of Columbia** faced the highest earnings gaps—58.2, 56.0, and 54.7, respectively. In the District of Columbia, all Black women with earnings had an absolute earnings gap of \$60,142, while in Utah and Louisiana, this gap was \$32,036 and \$31,454, respectively (Table 5).

This loss of income has a significant impact on Black women and their families. For instance, in 2024, the average cost of a two-bedroom apartment that could house a mother and her children in Louisiana is \$1,600 a month,<sup>6</sup> while the average rent in the District of Columbia is over twice as high at \$3,250 a month.<sup>7</sup> For Black women, who are more likely to be breadwinners supporting families,<sup>7</sup> the absolute earnings gap translates to a loss of income equaling 20 months of rent in Louisiana (and almost 22 months if they worked full-time year-round) and almost 19 months of rent (and almost 18 months if they worked full-time year-round) in the District of Columbia.

### The Wage Gap Exists Across Education Levels and Age Ranges

Although increased education and professional status boost earnings, they don't eliminate the wage gap Black women face as a result of intersecting forms of discrimination due to their race and gender. For Black women holding bachelor's degrees, the median yearly earnings for full-time year-round workers were \$57,411, compared with \$91,878 for White men holding bachelor's degrees (a gender earnings ratio of 62.5 percent). And although higher levels of education mean higher earnings

for Black women, the same holds for White men. Black women with master’s degrees working full-time year-round earned \$70,144 a year, while White men with master’s degrees made \$110,000 a year (a gender racial earnings ratio of 63.8 percent, see Table 1). Similarly, all Black women with earnings who hold a bachelor’s degree have a gender earnings ratio of 61.7 percent, and those with a master’s degree have a gender earnings ratio of 65.5 percent (Table 2).

Education level	Black women	White men	Earnings gap	Earnings ratio
Some high school, no diploma	\$29,854	\$46,762	\$16,908	63.8%
High school diploma/GED	\$34,447	\$54,946	\$20,499	62.7%
Some college	\$40,000	\$64,298	\$24,298	62.2%
Associate’s degree	\$43,059	\$67,988	\$24,929	63.3%
Bachelor’s degree	\$57,411	\$91,878	\$34,467	62.5%
Master’s degree	\$70,144	\$110,000	\$39,856	63.8%
Professional (e.g., MD, DDS, JD)	\$92,958	\$157,823	\$64,865	58.9%
Doctorate (PhD)	\$94,039	\$128,000	\$33,961	73.5%
<b>Total</b>	<b>\$45,326</b>	<b>\$73,502</b>	<b>\$28,176</b>	<b>61.7%</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 25 years and older. Black alone; White alone, not Hispanic.

Education Level	Black women	White men	Earnings gap	Earnings ratio
Some high school, no diploma	\$21,600	\$38,187	\$16,587	56.6%
High school diploma/GED	\$28,329	\$47,592	\$19,263	59.5%
Some college	\$33,435	\$56,115	\$22,680	59.6%
Associate’s degree	\$36,751	\$60,000	\$23,249	61.3%
Bachelor’s degree	\$50,991	\$82,672	\$31,681	61.7%
Master’s degree	\$64,855	\$99,000	\$34,145	65.5%
Professional (e.g., MD, DDS, JD)	\$84,311	\$137,786	\$53,475	61.2%
Doctorate (PhD)	\$86,473	\$114,000	\$27,527	75.9%
<b>Total</b>	<b>\$37,000</b>	<b>\$64,298</b>	<b>\$27,298</b>	<b>57.5%</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 25 years and older. Black alone; White alone, not Hispanic.

The wage gap for Black women does not fare any better as they age; in fact, it grows. Black women who worked full-time year-round aged 19–25 reported 79.3 cents per dollar, and those aged 56–65 reported 59.3 cents per dollar (Table 3). All Black women with earnings aged 19–25 made 75.2 cents per dollar compared to White men in the same age range; that number drops to 56.5 cents per dollar for those aged 56–65 (Table 4). Furthermore, Black women also face big intergenerational change in educational attainment since women now in their 50s are less likely to have college degrees than Black women in their 20s.

**Table 3. Median Annual Earnings for Black Women and White Men, Full-Time Year-Round Workers by Age**

Age	Black women	White men	Earnings gap	Earnings ratio
19–25	\$28,057	\$35,400	\$7,343	79.3%
26–35	\$39,994	\$58,923	\$18,929	67.9%
36–45	\$47,077	\$78,079	\$31,002	60.3%
46–55	\$50,991	\$83,820	\$32,829	60.8%
56–65	\$47,464	\$79,987	\$32,523	59.3%
<b>Total</b>	<b>\$43,236</b>	<b>\$69,178</b>	<b>\$25,942</b>	<b>62.5%</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Black alone; White alone, not Hispanic.

**Table 4. Median Annual Earnings for Black Women and White Men, All Workers by Age**

Age	Black women	White men	Earnings gap	Earnings ratio
19–25	\$13,824	\$18,376	\$4,552	75.2%
26–35	\$32,734	\$52,608	\$19,874	62.2%
36–45	\$40,188	\$70,255	\$30,067	57.2%
46–55	\$43,632	\$76,000	\$32,368	57.4%
56–65	\$38,913	\$68,893	\$29,980	56.5%
<b>Total</b>	<b>\$33,872</b>	<b>\$57,411</b>	<b>\$23,539</b>	<b>59.0%</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Black alone; White alone, not Hispanic.

It’s worth noting that all women experience a similar cycle to the wage gap as they age. They tend to have the smallest wage gap when they are recent college graduates, but after having children, women work less than men to take on house and child care responsibilities. In turn, men rarely take this time off and get promoted more than women, hence the gap widens.

A multitude of factors work simultaneously against Black women, diminishing not only their ability to work in high-paying positions but also to receive equal pay for equal work once in those leadership positions. In a recent survey IWPR conducted with Morning Consult, one in five women of color in leadership said they are not satisfied with their current wage or salary.<sup>8</sup>

## Causes Behind Black Women's Lower Earnings

Black women face systemic and intersectional barriers that contribute to their pay inequity compared with White men. Intersectional discrimination is a key factor contributing to the wage gap for Black women because they experience sexism and racism simultaneously. IWPR's Morning Consult survey found that 90 percent of women of color in leadership agree there are systemic issues of bias and discrimination holding women back in the workplace.<sup>9</sup> Additionally, Black women tend to be relegated to low-earning occupations and positions that are devalued, which perpetuates this cycle of lower pay.<sup>10</sup>

- **Discrimination:** Often referred to as "double jeopardy,"<sup>11</sup> Black women face discrimination in employment due to both their race and their gender. Discrimination for Black women in the workforce comes in many forms, including in the hiring process and the promotion process.<sup>12</sup> This can inhibit one's ability to advance in and/or acquire leadership roles.<sup>13</sup> Twenty-four percent of women of color in leadership roles report that they experienced race discrimination and 21.0 percent gender discrimination in the workplace.
- **Educational attainment:** Compared to Asian and White women, Black women have lower levels of educational attainment,<sup>14</sup> which generally means less access to higher-paying jobs. Black women face several barriers to higher education, such as unequal resource allocation, student-loan debt, and discriminatory practices, which may prevent them from pursuing post-secondary education. IWPR research found that two-thirds of Black women in higher education attended community colleges, and about three-fourths of Black mothers who attended a community college are single mothers.<sup>15</sup> Most Black single mothers in community colleges are first-generation college students, which in itself has challenges when completing a degree. Although Black women are starting to earn college degrees at a higher rate,<sup>16</sup> Black women with college degrees still earn less than both White men and White women with college degrees.
- **Occupational segregation:** Black women tend to work in occupations with lower earnings than men.<sup>17</sup> Black women are often overrepresented in industries such as care and service jobs.<sup>18</sup> These industries typically have low wages and often lack access to benefits such as paid time off and maternity leave.<sup>19</sup> In addition, Black women are highly underrepresented in male-dominated fields,<sup>20</sup> such as construction<sup>21</sup> and manufacturing,<sup>22</sup> and in the highest-paying occupations, such as physicians, chief executives, and financial advisors.<sup>23</sup> Stereotypes, such as the angry Black woman,<sup>24</sup> perpetuate a cycle in which Black women are less likely to occupy leadership positions. In fact, only 4.0 percent of management positions and 1.4 percent of C-suite positions were held by Black women, much lower than their share of the workforce (7.4 percent).<sup>25</sup>
- **Devaluation of "women's work":** Female-dominated occupations, such as care work, are rebranded as "women's work"<sup>26</sup> and are often undervalued in the economy when compared to "men's work."<sup>27</sup> Sexism in the workplace also contributes to this ongoing devaluation of "women's work," especially as women consistently earn less than men and are more likely to experience discrimination and harassment.<sup>28</sup>

## Policy Recommendations

To effectively close the gender racial wage gap for Black women and attain pay equity for all, policymakers must approach the issue of Black women's equal pay through an intersectional policy lens. Gender and racial injustices are compounding factors that exacerbate discrimination against Black women. Due to the legacy of slavery, Black women's work is devalued and exploited. Lack of generational wealth, along with longstanding discrimination, have siloed many Black women into low-paying jobs with little to no benefits, support, or upward mobility. The quest for Black women's pay equity requires enforcement of anti-discrimination policies, educational support, salary transparency, comprehensive paid leave policies, reproductive health care access, and workplace protections at large.

- **Salary Transparency:** Congress must pass the **Paycheck Fairness Act (H.R. 17)**, which aims to combat wage discrimination based on sex by protecting workers from retaliation for discussing pay and prohibiting employers from inquiring about salary history. Pay transparency is essential to dispelling confusion regarding work compensation and pay disparities. The bill also seeks to establish the National Equal Pay Enforcement Task Force to address compliance, public education, and enforcement of equal pay laws. The Paycheck Fairness Act requires the Equal Employment Opportunity Commission (EEOC) to collect compensation and other employment-related data from employers as analyzed by race, sex, and ethnicity of employees to ensure that the EEOC continues to have the tools it needs to effectively enforce laws against pay discrimination.
- **Workplace Protection:** Occupational segregation is a major contributing factor to wage disparities for Black women. This can be mitigated by increasing worker protections to ensure that Black women attain jobs and grow in fields that have historically been hostile to them.<sup>29</sup> While union membership has declined in recent years for Black women, the **Protecting the Right to Organize Act (H.R. 20)** expands various labor protections, including preventing employers from conducting meetings designed to discourage union membership. This bill protects employees from employer retaliation regarding union membership or organization.
- **Paid Leave:** Black women are likely to be the primary breadwinners of their families while also being responsible for caregiving.<sup>30</sup> As a result, paid sick days and paid family and medical leave can provide Black women the chance to stay and excel in their jobs instead of cutting back and being pushed out of a job entirely. There is a strong need for the federal government to enact comprehensive paid leave policies such as the **FAMILY Act (H.R. 3481/S. 1714)**, the **Healthy Families Act (H.R. 3409/S. 1664)**, the **Job Protection Act (H.R. 694/S. 210)**, the **Caring for All Families Act (H.R. 789/S. 242)**, and the **Comprehensive Paid Leave for Federal Employees Act (H.R. 856/S. 274)**, some of which include coverage for all workers, guarantee a minimum of 12 weeks of paid time off, cover an expanded range of purposes (including an expanded definition of "family"), ensure wage replacement for all workers, and protect workers from retaliation for utilizing their paid leave benefits.
- **Education:** Student debt cancellation for all is vital for Black women's pay and income equality. Student debt is a major factor contributing to the gender racial wage gap for Black women. Black women have the highest average student loan debt.<sup>31</sup> Systemic racial discrimination, workplace discrimination, and occupational segregation have historically prevented Black families from acquiring generational wealth, which means Black families have far less wealth



to rely on for college tuition. Student debt cancellation would lead to favorable economic outcomes such as substantial wealth gains, especially for Black households.<sup>32</sup> Student debt is a significant hurdle that prevents Black women from attaining economic equity.

- **Expand access to reproductive health:** Access to reproductive health significantly impacts women's economic gains.<sup>33</sup> Reproductive health restrictions exacerbate the Black maternal health crisis,<sup>34</sup> and states with these restrictions have fewer maternity care providers and higher rates of maternal mortality and infant deaths, especially among women of color.<sup>35</sup> Congress must act to pass the **Women's Health Protection Act (H.R. 12/ S. 701)** to nationally codify the right to an abortion and the **Black Maternal Health Momnibus Act (H.R. 3305/S. 1606)**, an omnibus bill that comprehensively addresses racial disparities in maternal health in the United States through interventions, including addressing the social determinants of health, maternal mental health, and diversifying the perinatal workforce.

Black women deserve equal pay. Policymakers must act now to secure equitable wages for Black women. When Black women thrive, so do their families and communities, and in turn, so does society at large.

***This fact sheet was prepared by Cristy Mendoza, Miranda Peterson, and Salma Elakbawy. It was made possible with the support of the Robert Wood Johnson Foundation.***

**Table 5. Median Annual Earnings for Black Women and White Men, All Workers with Earnings**

State	Black women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$27,023	\$51,331	\$24,308	52.6%	38
Alaska	\$39,039	\$63,152	\$24,113	61.8%	10
Arizona	\$35,072	\$54,046	\$18,974	64.9%	3
Arkansas	\$28,057	\$45,326	\$17,269	61.9%	8
California	\$40,000	\$71,189	\$31,189	56.2%	27
Colorado	\$34,447	\$60,000	\$25,553	57.4%	24
Connecticut	\$36,261	\$67,988	\$31,727	53.3%	36
Delaware	\$33,669	\$54,046	\$20,377	62.3%	7
District of Columbia	\$49,858	\$110,000	\$60,142	45.3%	43
Florida	\$30,000	\$50,522	\$20,522	59.4%	17
Georgia	\$33,298	\$55,114	\$21,816	60.4%	14
Hawaii	\$43,236	\$57,411	\$14,175	75.3%	1
Illinois	\$32,800	\$60,000	\$27,200	54.7%	33
Indiana	\$30,028	\$50,000	\$19,972	60.1%	15
Iowa	\$24,212	\$50,000	\$25,788	48.4%	42
Kansas	\$28,057	\$50,000	\$21,943	56.1%	29
Kentucky	\$27,023	\$45,929	\$18,906	58.8%	19
Louisiana	\$24,753	\$56,207	\$31,454	44.0%	44
Maine	\$23,381	\$45,929	\$22,548	50.9%	40
Maryland	\$45,929	\$71,340	\$25,411	64.4%	4
Massachusetts	\$36,743	\$68,893	\$32,150	53.3%	36
Michigan	\$29,185	\$50,522	\$21,337	57.8%	23
Minnesota	\$28,705	\$57,288	\$28,583	50.1%	41
Mississippi	\$24,929	\$48,641	\$23,712	51.3%	39
Missouri	\$31,728	\$47,698	\$15,970	66.5%	2
Nebraska	\$30,000	\$50,991	\$20,991	58.8%	19
Nevada	\$34,447	\$55,637	\$21,190	61.9%	8
New Hampshire	\$33,643	\$58,000	\$24,357	58.0%	22
New Jersey	\$39,514	\$72,000	\$32,486	54.9%	32
New Mexico	\$28,104	\$50,000	\$21,896	56.2%	27
New York	\$40,000	\$62,323	\$22,323	64.2%	5
North Carolina	\$31,000	\$51,000	\$20,000	60.8%	13
Ohio	\$29,185	\$50,270	\$21,085	58.1%	21
Oklahoma	\$28,705	\$48,641	\$19,936	59.0%	18
Oregon	\$30,980	\$51,884	\$20,904	59.7%	16
Pennsylvania	\$33,298	\$54,046	\$20,748	61.6%	12
Rhode Island	\$35,670	\$57,790	\$22,120	61.7%	11
South Carolina	\$28,057	\$50,991	\$22,934	55.0%	31
Tennessee	\$30,481	\$47,592	\$17,111	64.0%	6
Texas	\$34,447	\$63,456	\$29,009	54.3%	35
Utah	\$22,964	\$55,000	\$32,036	41.8%	45
Virginia	\$34,217	\$62,000	\$27,783	55.2%	30
Washington	\$35,072	\$64,300	\$29,228	54.5%	34
West Virginia	\$25,261	\$44,000	\$18,739	57.4%	24
Wisconsin	\$30,000	\$52,608	\$22,608	57.0%	26
<b>All (2018–2022)</b>	<b>\$32,427</b>	<b>\$56,207</b>	<b>\$23,780</b>	<b>57.7%</b>	<b>n/a</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 16 years and older. Black alone; White alone, not Hispanic. For Idaho, Montana, North Dakota, South Dakota, Vermont, and Wyoming, sample sizes were insufficient for calculating median annual earnings.

Table 6. Median Annual Earnings for Black Women and White Men, Full-Time Year-Round Workers					
State	Black women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$35,238	\$61,612	\$26,374	57.2%	38
Arizona	\$42,264	\$68,893	\$26,629	61.3%	23
Arkansas	\$37,410	\$54,946	\$17,536	68.1%	4
California	\$56,657	\$93,000	\$36,343	60.9%	25
Colorado	\$45,593	\$75,664	\$30,071	60.3%	28
Connecticut	\$51,670	\$86,116	\$34,446	60.0%	29
Delaware	\$45,000	\$68,097	\$23,097	66.1%	14
District of Columbia	\$65,722	\$124,000	\$58,278	53.0%	40
Florida	\$38,264	\$63,000	\$24,736	60.7%	27
Georgia	\$42,086	\$67,988	\$25,902	61.9%	22
Hawaii	\$51,884	\$70,144	\$18,260	74.0%	1
Illinois	\$45,929	\$75,000	\$29,071	61.2%	24
Indiana	\$40,793	\$60,000	\$19,207	68.0%	5
Iowa	\$35,354	\$60,000	\$24,646	58.9%	34
Kansas	\$37,734	\$61,960	\$24,226	60.9%	25
Kentucky	\$38,465	\$56,657	\$18,192	67.9%	7
Louisiana	\$33,724	\$67,988	\$34,264	49.6%	42
Maryland	\$58,923	\$87,679	\$28,756	67.2%	9
Massachusetts	\$51,000	\$86,473	\$35,473	59.0%	33
Michigan	\$41,926	\$64,855	\$22,929	64.6%	16
Minnesota	\$40,917	\$70,144	\$29,227	58.3%	36
Mississippi	\$33,903	\$57,411	\$23,508	59.1%	32
Missouri	\$40,188	\$58,453	\$18,265	68.8%	3
Nebraska	\$40,000	\$61,190	\$21,190	65.4%	15
Nevada	\$40,917	\$70,000	\$29,083	58.5%	35
New Jersey	\$52,124	\$90,651	\$38,527	57.5%	37
New Mexico	\$45,929	\$65,467	\$19,538	70.2%	2
New York	\$53,289	\$80,375	\$27,086	66.3%	13
North Carolina	\$40,000	\$62,323	\$22,323	64.2%	17
Ohio	\$40,000	\$62,323	\$22,323	64.2%	17
Oklahoma	\$36,751	\$58,453	\$21,702	62.9%	19
Oregon	\$45,500	\$67,988	\$22,488	66.9%	10
Pennsylvania	\$44,780	\$67,017	\$22,237	66.8%	11
Rhode Island	\$46,762	\$70,259	\$23,497	66.6%	12
South Carolina	\$35,000	\$61,190	\$26,190	57.2%	38
Tennessee	\$39,660	\$58,369	\$18,709	67.9%	7
Texas	\$45,000	\$75,989	\$30,989	59.2%	31
Utah	\$36,261	\$70,000	\$33,739	51.8%	41
Virginia	\$45,326	\$75,920	\$30,594	59.7%	30
Washington	\$49,568	\$80,000	\$30,432	62.0%	21
West Virginia	\$36,743	\$54,046	\$17,303	68.0%	5
Wisconsin	\$40,000	\$64,000	\$24,000	62.5%	20
<b>All (2018–2022)</b>	<b>\$43,236</b>	<b>\$70,000</b>	<b>\$26,764</b>	<b>61.8%</b>	<b>n/a</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 16 years and older. Black alone; White alone, not Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year. For Alaska, Idaho, Maine, Montana, New Hampshire, North Dakota, South Dakota, Vermont, and Wyoming, sample sizes were insufficient for calculating median annual earnings.

**Table 7. Full-Time Year-Round Workers as Percent of All Workers with Earnings for Black Women and White Men, by State**

State	% of Black women working FTYR	% of White men working FTYR	Percentage point difference	Rank of difference in FTYR work
Alabama	64.5%	76.2%	11.7%	30
Alaska	70.0%	69.5%	-0.5%	1
Arizona	66.7%	71.4%	4.7%	3
Arkansas	63.6%	74.4%	10.8%	22
California	62.1%	70.9%	8.8%	16
Colorado	62.5%	72.4%	9.9%	18
Connecticut	60.5%	71.0%	10.5%	20
Delaware	65.0%	71.3%	6.3%	6
District of Columbia	66.2%	80.9%	14.7%	41
Florida	66.1%	72.1%	6.0%	4
Georgia	66.8%	75.0%	8.2%	12
Hawaii	66.4%	74.4%	8.0%	11
Idaho	37.7%	68.9%	31.2%	48
Illinois	61.2%	73.0%	11.8%	31
Indiana	58.7%	72.7%	13.9%	38
Iowa	54.5%	71.3%	16.8%	44
Kansas	58.3%	72.8%	14.5%	40
Kentucky	58.2%	72.0%	13.8%	37
Louisiana	63.5%	74.4%	10.9%	23
Maine	56.9%	69.1%	12.2%	33
Maryland	69.7%	76.0%	6.3%	6
Massachusetts	57.8%	71.1%	13.2%	35
Michigan	57.2%	69.0%	11.8%	31
Minnesota	51.2%	70.5%	19.2%	46
Mississippi	64.3%	75.5%	11.1%	25
Missouri	65.6%	72.7%	7.0%	8
Nebraska	65.2%	73.8%	8.6%	13
Nevada	66.8%	70.6%	3.8%	2
New Hampshire	64.0%	71.8%	7.8%	10
New Jersey	65.0%	72.4%	7.4%	9
New Mexico	54.4%	70.5%	16.1%	42
New York	64.8%	70.8%	6.0%	4
North Carolina	64.0%	74.5%	10.6%	21
North Dakota	37.3%	71.1%	33.8%	49
Ohio	59.5%	72.0%	12.5%	34
Oklahoma	60.7%	74.4%	13.7%	36
Oregon	57.1%	68.4%	11.3%	26
Pennsylvania	60.8%	72.1%	11.4%	27
Rhode Island	61.2%	71.1%	9.9%	18
South Carolina	65.0%	73.9%	8.9%	17
South Dakota	54.8%	72.9%	18.1%	45
Tennessee	65.3%	73.9%	8.6%	14
Texas	67.1%	75.9%	8.7%	15
Utah	51.8%	71.7%	19.9%	47
Vermont	49.2%	65.9%	16.7%	43
Virginia	65.2%	76.1%	11.0%	24
Washington	57.4%	71.4%	14.1%	39
West Virginia	60.2%	71.6%	11.5%	28
Wisconsin	60.3%	71.9%	11.6%	29
All (2018–2022)	<b>60.3%</b>	<b>68.5%</b>	<b>8.2%</b>	<b>n/a</b>

**Source:** IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

**Notes:** Workers 16 years and older. Black alone; White alone, not Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year. For Montana and Wyoming, sample sizes were insufficient for calculating median annual earnings.

## ENDNOTES

<sup>1</sup> In this fact sheet, White men and women are defined as White, non-Hispanic.

<sup>2</sup> IWPR calculation from U.S. Census Bureau, Current Population Survey, 2023, "PINC-05. Work Experience- People 15 Years Old and Over, by Total Money Earnings, Age, Race, Hispanic Origin, and Sex," <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html>.

<sup>3</sup> IWPR calculation from U.S. Census Bureau, Current Population Survey, 2023.

<sup>4</sup> Projections are based on IWPR analysis of trends in the ratio of median annual earnings of Black women and White, non-Hispanic men from 2002 to 2022. Comparisons with projections from 1985 onwards highlight the dramatic slowdown in progress toward pay equity during the last two decades compared to the 1980s and 1990s; see Martha Susana Jaimes, "The Gender Pay Gap, 1985 to 2021—with Forecast for Achieving Pay Equity, by Race and Ethnicity," IWPR Quick Figure #105 (Washington DC: Institute for Women's Policy Research 2022), <https://iwpr.org/wp-content/uploads/2022/12/Quick-Figure-105-Final.pdf>.

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<sup>9</sup> IWPR and Morning Consult, "BIPOC Women in Leadership Survey."

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<sup>13</sup> Adia Harvey Wingfield, "Women Are Advancing in the Workplace, but Women of Color Still Lag Behind," (Washington, DC: Brookings Institution, October 2020), <https://www.brookings.edu/articles/women-are-advancing-in-the-workplace-but-women-of-color-still-lag-behind/>.

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## OUR MISSION

We win economic equity for all women and eliminate barriers to their full participation in society. As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

