

U.S. Gender Wage Gap

State-by-State Ranking



INTRODUCTION

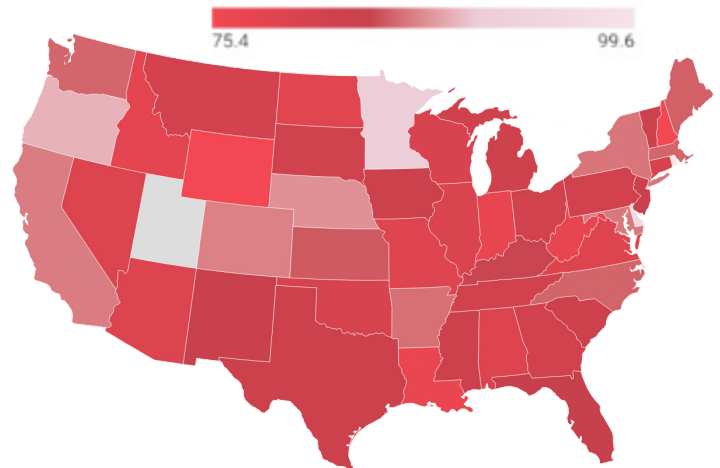
After a historic widening in 2024, the U.S. gender pay gap has narrowed by just one cent this year. In 2025, for every dollar men earn, women earn 83 cents. The U.S. pay gap is projected to persist until 2068, a slight increase compared to previous years.

Black women earn 66 cents, and Hispanic women earn 58 cents. Among all women, Asian women have the smallest gender pay gap compared to men, 93 cents, followed by White women, 83 cents.

State-by-State Rankings: Gender Wage Gap

Utah ranks 51st in the nation for gender pay equity, having the most significant earnings disparity between men and women compared to any other state. It is followed by New Hampshire (50), Wyoming (49), Louisiana (48), and Indiana (47).

Rhode Island has the smallest gender pay gap in the nation, with women’s earnings closely matching those of men. Women earn 99.6 cents for every dollar earned by men. Delaware ranked second in the nation for gender pay equity, followed by Minnesota (3), Nebraska (4), and Colorado (5).



Younger Women and the Gender Wage Gap

The gender pay gap is narrower among young men and women. In 2024, women aged 25 to 34 earned about 95 cents for every dollar that men in the same age group earned, resulting in a 5-cent gap. Workplace and employer discrimination, along with occupational segregation and the caregiver penalty, contribute to the differences in earnings over time for men and women.

In cities and major metropolitan areas, women under 30 earn as much as or more than their male counterparts. The metropolitan areas of New York, Washington, D.C., and Los Angeles rank high among the cities where young women are likely to outearn young men. In New York and Washington D.C. metro areas, young women earn 102 percent of what young men make when looking at the median annual earnings of full-time, year-round workers.

After college, young men & women earn about the same. Over time, women's earnings decrease due to workplace discrimination, occupational segregation and the caregiver penalty.



Women of Color and the Gender Wage Gap

Among all women, Native women experience the most significant gender pay gap, earning just 52 cents for every dollar men earn. Black women earn 66 cents, while Latina women earn 58 cents for every dollar. Asian women have the smallest gender pay gap compared to men, earning 93 cents.

Black Women & the Wage Gap: State-by-State Ranking

There is no state where Black women earn more than 74 cents for every dollar that men earn. The gender pay gap for Black women in Hawaii is the smallest. New Mexico ranks second, followed by Missouri, Arkansas, and West Virginia.

Louisiana ranks last in the country for gender pay equity for Black women, followed by Utah (50), Washington, DC (49), and South Carolina. Alabama and New Jersey are tied for 5th place.

Latina Women & the Wage Gap: State-by-State Ranking

There is no state in the nation where Latina women earn more than 83 cents for every dollar that men earn.

Latina women have the smallest pay gap compared to men in West Virginia. Maine follows in second place for the best pay parity for Latina women, trailed by Hawaii, Alaska, and Montana. California ranks last, showing the largest wage and earnings gap for Latina women, followed by New Jersey, Texas, and Connecticut.

Achieving pay equity in the U.S. will take over a century for Black women and about 229 years for Latina women.



The Impact of the Gender Wage Gap on Women

On average, women lose approximately \$10,000 in earnings annually to the gender wage gap. For women of color, the loss in earnings is more substantial and is closer to \$15,000-\$20,000 annually.

Over a 40-year career, it is estimated that women will lose an estimated \$400,000 to the gender pay gap.

Women of color and women in higher-paying occupations will lose more.



Women of Color CAREER EARNINGS LOSS:

Native Women	\$1.2 million
Latina Women	\$1.21 million
Black Women	\$885,000
Asian Women	\$187,000





Progress on Parity: Closing the Gender Wage Gap

Since the passage of the Equal Pay Act in 1963, the gender pay gap has narrowed by about 23 cents. At the time of its passage, women earned 59 cents for every dollar earned by men. By 1975, the gap had closed by less than 1 cent and remained stagnant until the 1980s. During the 1980s, the pay gap narrowed by nearly 10 cents, marking the most significant income gain in any decade. It would take almost another 30 years for women to gain the next 10 cents, reaching a ratio of 81.6 cents on the dollar by 2018.

Conclusion

The gender wage gap and lost earnings over time significantly impact women's economic security and well-being. As a result, women may take longer to reach important life milestones, such as homeownership, or struggle to save for their children's college tuition, retirement, paying off debt, or starting a business. For some women, lost earnings may force them to choose between putting food on the table and paying rent.

We can close the gender wage gap in one generation by supporting pay transparency laws and legislation at both the state and federal levels, increasing the federal minimum wage, eliminating tipped wages, and promoting transparent, fair, and equitable workplaces.

We can close the gender wage gap in one generation.



U.S. GENDER WAGE GAP

State-by-State Ranking

RANK	STATE	EARNINGS RATIO
1	Rhode Island	99.6
2	Delaware	95.5
3	Minnesota	91
4	Oregon	89.2
5	Nebraska	87.7
6	Colorado	87
7	California	86.8
8	District of Columbia	86.7
9	Maryland	86.6
10	New York	86.5
11	Arkansas	86.2
12	Massachusetts	85.8
13	Washington	85.8
14	North Carolina	85.7
15	Maine	85.6
16	Kansas	85.3
17	Hawaii	84.8
18	Kentucky	84.5
19	Florida	84.2
20	New Mexico	83.6
21	New Jersey	83.5
22	Texas	83
23	Mississippi	82.9
24	Vermont	82.9
25	Iowa	82.8
26	South Carolina	82.8
27	Alaska	82.7
28	Michigan	82.5
29	South Dakota	82.3
30	Pennsylvania	82.1
31	Georgia	82
32	Tennessee	82
33	Ohio	81.8
34	Montana	81.7
35	Connecticut	80.8
36	Oklahoma	80.8
37	Wisconsin	80.4
38	Illinois	80.3
39	Nevada	80.1
40	Arizona	80
41	Alabama	79.8
42	Virginia	79.6
43	Missouri	79.5
44	North Dakota	78.9
45	Idaho	78.4
46	West Virginia	77.7
47	Indiana	77.6
48	Louisiana	77.3
49	Wyoming	75.6
50	New Hampshire	75.4
51	Utah	73.1



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Future Forward Women is a bold new effort to build women's power and influence in all 50 states. We convene and support catalytic leaders, organizations, and change-makers who want to propel lasting change in the lives of women, girls, and families.



Established in 1987, **The New York Women's Foundation has built a robust philanthropic strategy** rooted in advancing gender, racial, and economic rights, placing us among the largest women-led grantmaking organizations in the world.

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Kathryn Bowser designed the report.





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