

## SOCIAL DETERMINANTS

An individual's health outcomes and utilization of health care are influenced by numerous factors beyond health insurance status. While much of the policy focus has been on personal behaviors (e.g., smoking, diet, nutrition, help seeking), there is growing evidence that social factors (e.g. early life experiences, work environment, housing, and neighborhood characteristics) can have a direct or indirect influence on health outcomes. These factors are often called social determinants of health and research in this area examines how the contexts in which people live and work affect their health.<sup>57</sup>

A primary social determinant of health status and health care utilization is socioeconomic status (SES) or social class. SES is often measured by income, education, and/or occupation. Overall, men are more likely to be unemployed,<sup>58</sup> incarcerated,<sup>59</sup> and are less likely to graduate from high school than women.<sup>60</sup> These disparities are more evident among men of color compared to white men. Lower levels of income, educational attainment, and certain occupations are associated with high risk health behaviors, reduced access to health care, and poorer health outcomes.<sup>61</sup>

In addition, neighborhood-level factors such as crime, the availability of healthy foods, access to parks and other athletic facilities, and homeownership rates have all been shown to affect health. Neighborhoods that are racially segregated, especially those with a high proportion of African Americans, Latinos, and American Indian and Alaska Natives, tend to have higher concentrations of poverty.<sup>62</sup> Residential segregation has been associated with infant and adult mortality<sup>63</sup> as well as limits on availability of care.<sup>64</sup>

Many social determinants are closely related to each other and have a complex effect on access to health care and health outcomes, which may explain why certain groups – particularly lower income communities and communities of color – experience worse health outcomes. However, for some social determinants of health, high quality state-level and population-based data are not available. In the absence of more refined measures, researchers often use proxies to assess their impact on health. For instance, unemployment data may be used to understand health insurance coverage and other financial barriers to care.

The tables that follow present indicators that capture some of the social determinants of health. The indicators included in this dimension are:

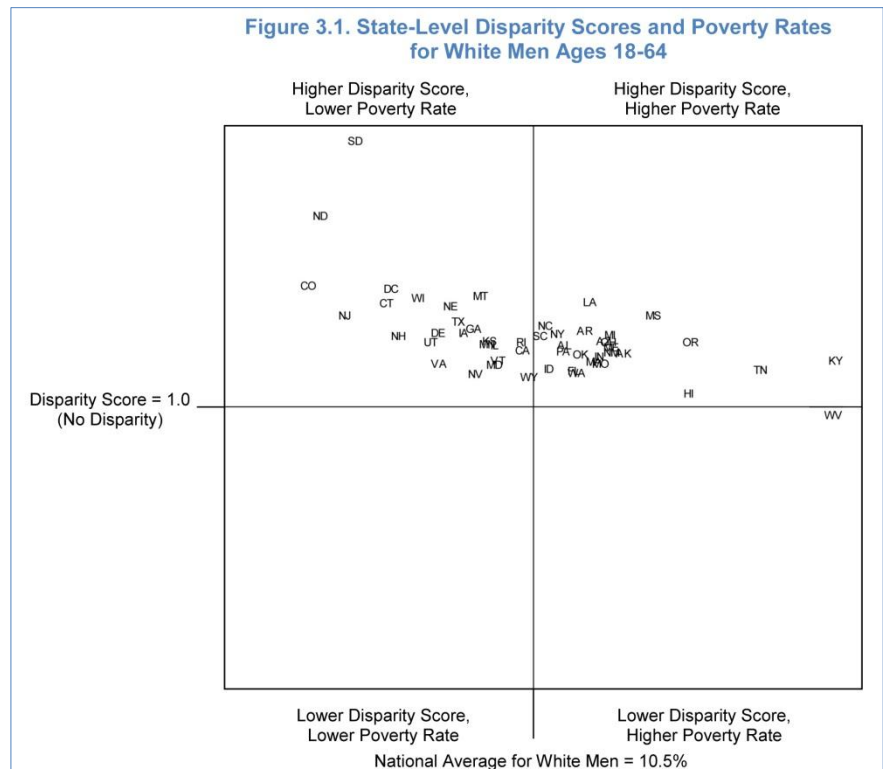
1. Poverty
2. Median Household Income
3. No High School Diploma
4. Incarceration
5. Unemployment
6. Wage Gap

# POVERTY

The link between income and health is well established.<sup>65, 66</sup> Poor individuals are less likely to have health insurance coverage, a usual source of care, or routine screenings and checkups. Research has also demonstrated that individuals living in poorer neighborhoods are more likely to have poor health behaviors<sup>67</sup> and are more likely to experience higher rates of mental illness<sup>68</sup> and cardiovascular disease<sup>69</sup> than those living in neighborhoods with greater resources. Poverty also indirectly affects health through factors such as nutritional intake and increased levels of stress. The Federal Poverty Guideline from the U.S. Department of Health and Human Services was \$21,200 for a family of four in 2008.<sup>70</sup> The poverty rates presented here are based on data from the Current Population Survey conducted by the U.S. Census Bureau.

## Highlights

- In the U.S., 14.3% of nonelderly adult men had household incomes below the federal poverty guideline (Table 3.1). Men of color lived in poverty at more than twice the rate of white men (22.0% vs. 10.5%). Of all groups nationwide, American Indian and Alaska Native men experienced the highest rate of poverty (29.1%), followed by black (25.8%) and Hispanic (21.2%) men. White men had the lowest poverty rate, slightly lower than Asian American, Native Hawaiian and other Pacific Islander men (15.3%).
- Men in several Southern states, such as Mississippi, Tennessee, and Kentucky, had higher overall poverty rates than men in other regions of the country.
- There was considerable variation within racial and ethnic groups across states. For example, poverty ranged from 12.2% for Hispanic men in Maryland to 36.4% in Oregon.
- The U.S. disparity score for poverty was 2.09, meaning that men of color lived in poverty over twice the rate of white men. State disparity scores for poverty ranged from a low of 0.89 in West Virginia, where a higher proportion of white men than men of color lived in poverty to a high of 5.72 in South Dakota, where men of color lived in poverty at almost 6 times the rate of white men.
- States with larger Native American populations, such as North Dakota and South Dakota, had among the highest disparity scores, 4.39 and 5.72, respectively.
- Poverty rates for men of color were higher than those for white men in all states except West Virginia, the only state with a disparity score below 1.00. White men in West Virginia experienced one of the highest rates of poverty among white men nationwide (15.9%), while men of color reported the lowest in the country (14.2%). Poverty rates for white men were also considerably higher than average in Kentucky and Tennessee, reflected by their placement toward the right of Figure 3.1.



**Table 3.1. Poverty, by State and Race/Ethnicity, 2006 - 2008**

State	Disparity Score	Prevalence						
		All Men	White	All Minority*	Black	Hispanic	Asian and NHPI	American Indian/ Alaska Native
<b>All States</b>	<b>2.09</b>	<b>14.3%</b>	<b>10.5%</b>	<b>22.0%</b>	<b>25.8%</b>	<b>21.2%</b>	<b>15.3%</b>	<b>29.1%</b>
Alabama	2.13	15.0%	10.9%	23.2%	27.6%			
Alaska	1.97	14.9%	12.0%	23.7%		18.2%	19.7%	33.3%
Arizona	2.18	17.3%	11.7%	25.5%		25.9%		
Arkansas	2.36	14.7%	11.3%	26.7%	32.8%	23.7%		
California	2.02	16.0%	10.2%	20.5%	23.5%	21.5%	16.3%	
Colorado	3.17	9.5%	6.2%	19.6%	22.8%	19.2%		
Connecticut	2.86	11.0%	7.6%	21.9%	20.0%	28.2%	10.8%	
Delaware	2.34	12.2%	8.6%	20.1%	18.6%	26.3%		
District of Columbia	3.11	17.5%	7.7%	24.0%	26.8%	16.8%		
Florida	1.67	14.0%	11.1%	18.6%	21.6%	17.0%	13.1%	
Georgia	2.40	14.6%	9.2%	22.2%	24.4%	21.8%	11.3%	
Hawaii	1.26	16.1%	13.3%	16.7%		16.9%	15.4%	
Idaho	1.71	11.9%	10.7%	18.3%		19.5%		
Illinois	2.13	13.3%	9.7%	20.6%	28.1%	17.6%	10.0%	
Indiana	1.92	13.0%	11.6%	22.3%	24.8%	20.8%		
Iowa	2.34	10.5%	9.1%	21.3%	27.9%	21.4%		
Kansas	2.19	11.6%	9.5%	20.9%	24.0%	21.7%		
Kentucky	1.85	17.5%	16.0%	29.4%	30.3%			
Louisiana	2.88	18.8%	11.4%	32.9%	35.1%			
Maine	2.08	12.3%	11.8%	24.5%				
Maryland	1.78	12.8%	9.6%	17.1%	20.3%	12.2%	11.0%	
Massachusetts	1.83	13.3%	11.5%	21.0%	19.2%	27.1%	17.7%	
Michigan	2.30	14.9%	11.8%	27.1%	34.3%	18.2%	7.4%	
Minnesota	2.14	10.9%	9.5%	20.3%	23.0%	18.8%	18.7%	
Mississippi	2.64	21.2%	12.6%	33.3%	34.2%			
Missouri	1.79	13.1%	11.6%	20.7%	22.5%	19.8%		
Montana	2.98	11.1%	9.4%	28.0%				
Nebraska	2.80	11.3%	8.8%	24.7%	28.8%	22.8%		
Nevada	1.61	11.5%	9.3%	14.9%	12.0%	17.5%	9.4%	
New Hampshire	2.29	8.5%	7.9%	18.0%		27.2%		
New Jersey	2.65	11.4%	6.9%	18.2%	25.4%	16.3%	14.0%	
New Mexico	1.99	18.3%	11.8%	23.5%		21.6%		33.6%
New York	2.31	16.3%	10.8%	25.0%	31.6%	22.1%	20.3%	
North Carolina	2.46	15.5%	10.6%	26.0%	26.2%	29.6%		
North Dakota	4.39	9.0%	6.4%	28.2%				36.4%
Ohio	2.18	13.8%	11.7%	25.5%	28.6%	17.9%		
Oklahoma	1.96	14.3%	11.2%	22.0%	22.9%	25.1%		23.0%
Oregon	2.18	16.4%	13.3%	28.9%		36.4%	12.2%	
Pennsylvania	2.01	12.7%	10.9%	21.9%	24.6%	18.9%	20.1%	
Rhode Island	2.17	12.4%	10.2%	22.0%	20.9%	22.2%	19.6%	
South Carolina	2.29	14.9%	10.5%	23.9%	25.1%	16.5%		
South Dakota	5.72	10.4%	7.1%	40.4%				55.5%
Tennessee	1.69	16.7%	14.6%	24.6%	26.7%	19.0%		
Texas	2.54	16.4%	9.0%	22.8%	25.2%	23.3%	13.0%	
Utah	2.17	10.2%	8.5%	18.3%		17.3%		
Vermont	1.84	10.1%	9.7%	17.9%				
Virginia	1.79	10.9%	8.6%	15.4%	15.5%	14.3%	15.4%	
Washington	1.64	12.7%	11.1%	18.2%	22.2%	19.4%	17.5%	
West Virginia	0.89	15.8%	15.9%	14.2%				
Wisconsin	2.96	10.5%	8.2%	24.3%	26.8%	24.2%		
Wyoming	1.56	10.9%	10.3%	16.0%		17.0%		

Note: Among men ages 18-64

\*All Minority men includes Black, Hispanic, Asian and Native Hawaiian or Pacific Islander (NHPI), American Indian or Alaska Native, and men of two or more races.

Disparity score greater than 1.00 indicates that minority men are doing worse than white men. Disparity score less than 1.00 indicates that minority men are doing better than white men. Disparity score equal to 1.00 indicates that minority and white men are doing the same.

Source: Current Population Survey, 2006-2008.

⋯ Largest disparity: White men faring worse than men of color

▭ Largest disparity: Men of color faring worse than white men

⋯ Best state in column

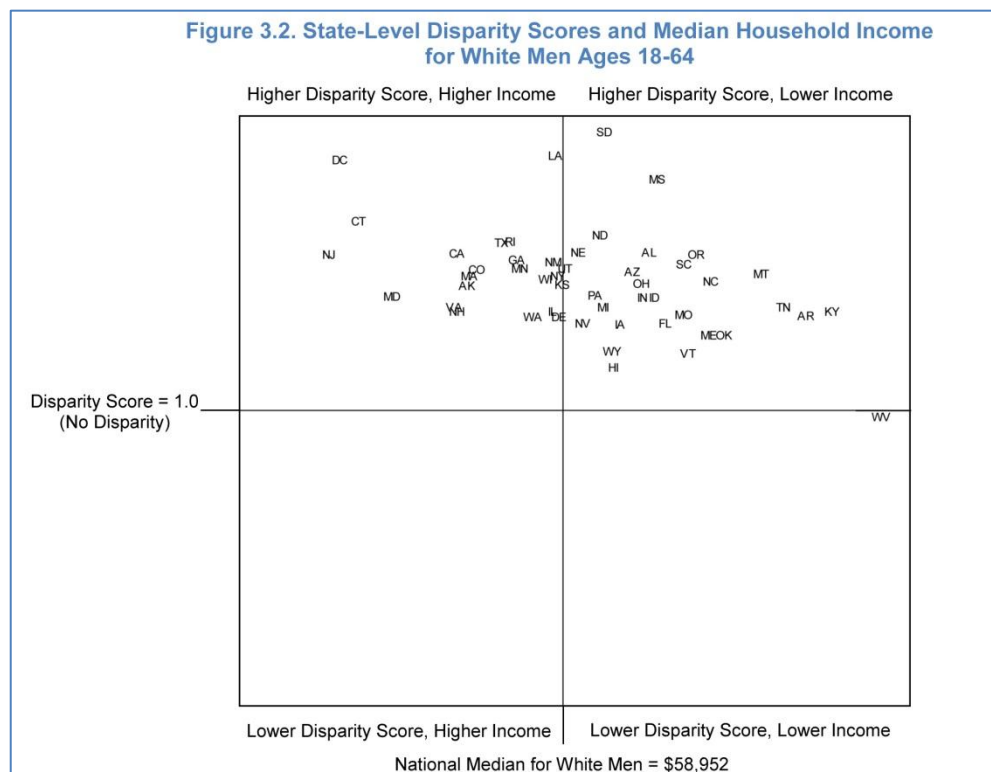
▭ Worst state in column

# MEDIAN HOUSEHOLD INCOME

Median household income is an important indicator of the resources available to men and their families. Lower-income households have fewer resources available to address health issues and are more likely to experience cost-related barriers to care. A lack of resources has a direct impact on health, as low-income individuals are also more sensitive to unexpected health care costs and price increases than wealthier individuals. For example, a change in medication price, even a modest one, can result in people choosing to forgo their medication or to cut down on how often they take it and how much they take.<sup>71</sup> The data presented here are derived from the Current Population Survey conducted by the U.S. Census Bureau, and to keep the interpretation consistent with other indicators, the disparity score for median household income was calculated as the ratio of white men to minority men.

## Highlights

- Nationally, the median household income for men was \$48,805 (Table 3.2). White men on average had incomes that were \$20,000 higher than men of color (\$58,952 versus \$31,222). Among men of color, Asian American, Native Hawaiian and other Pacific Islander men had the highest median income nationally at \$53,000. The lowest incomes were among black (\$30,924), American Indian and Alaska Native (\$30,116), and Hispanic men (\$29,000).
- Household incomes tended to be lowest among states in the South (Kentucky, Arkansas, Tennessee) and highest in some Northeastern (New Jersey, Connecticut) and Mid-Atlantic (Maryland, Virginia) states.
- Within racial and ethnic groups, there was variation across states as well. For instance, the median household income in Oklahoma (\$34,015) for American Indian and Alaska Native men was more than twice the income of those in South Dakota (\$12,000), the lowest for any sub-group in the nation. Among Asian American, Native Hawaiian and other Pacific Islander men, the median household income in Michigan was \$90,002, approximately three times the level of their counterparts in Rhode Island (\$34,014).
- Nationally, the disparity score for this indicator was 1.89, and ranged from a low of 0.97 in West Virginia (the only state where white men had a lower median household income than minority men) to a high of 2.89 in South Dakota. A total of 19 states reported a disparity score of 2.00 or higher, indicating that the median household income for white men was more than double for men of color.
- White men in states such as Tennessee, Kentucky, and Arkansas (far right of the upper right quadrant in Figure 3.2) had median household incomes well below the national average for white men; however, the median incomes of men of color were even lower than white men in these states.
- Both white men and men of color in New Jersey had higher median income levels than the national average; however, New Jersey remains in the far left of the upper quadrant because the median household income among white men (\$82,285) was the highest among white men in the country and was far higher than the national average for men of color.



**Table 3.2. Median Household Income, by State and Race/Ethnicity, 2006 - 2008**

State	Disparity Score	Household Median Income						
		All Men	White	All Minority*	Black	Hispanic	Asian and NHPI	American Indian/ Alaska Native
<b>All States</b>	<b>1.89</b>	<b>\$48,805</b>	<b>\$58,952</b>	<b>\$31,222</b>	<b>\$30,924</b>	<b>\$29,000</b>	<b>\$53,000</b>	<b>\$30,116</b>
Alabama	2.08	\$42,800	\$53,997	\$25,960	\$25,960			
Alaska	1.85	\$58,023	\$67,273	\$36,344		\$40,103	\$43,264	\$24,512
Arizona	1.95	\$41,536	\$55,010	\$28,244		\$26,043		
Arkansas	1.65	\$41,000	\$46,201	\$28,000	\$26,062	\$25,000		
California	2.07	\$45,000	\$68,153	\$33,000	\$38,000	\$29,075	\$54,001	
Colorado	1.96	\$56,962	\$66,327	\$33,800	\$36,000	\$31,152		
Connecticut	2.29	\$66,200	\$78,638	\$34,394	\$33,000	\$26,001	\$68,225	
Delaware	1.64	\$50,300	\$59,784	\$36,344	\$41,600	\$23,883		
District of Columbia	2.70	\$42,000	\$80,995	\$30,000	\$29,400	\$28,000		
Florida	1.60	\$45,000	\$53,000	\$33,229	\$31,152	\$32,640	\$48,900	
Georgia	2.03	\$48,450	\$63,021	\$31,000	\$31,152	\$24,000	\$61,000	
Hawaii	1.30	\$45,689	\$56,010	\$42,974		\$40,191	\$45,232	
Idaho	1.77	\$50,000	\$53,540	\$30,176		\$28,207		
Illinois	1.68	\$50,500	\$60,000	\$35,629	\$31,152	\$32,190	\$66,000	
Indiana	1.77	\$50,020	\$54,250	\$30,584	\$30,100	\$28,000		
Iowa	1.59	\$53,000	\$55,554	\$35,000	\$34,215	\$30,116		
Kansas	1.86	\$54,000	\$59,604	\$32,050	\$32,050	\$28,078		
Kentucky	1.68	\$41,536	\$45,080	\$26,791	\$29,099			
Louisiana	2.73	\$41,536	\$60,000	\$22,000	\$22,000			
Maine	1.52	\$50,000	\$50,746	\$33,300				
Maryland	1.78	\$60,000	\$74,764	\$42,000	\$45,140	\$30,000	\$70,000	
Massachusetts	1.92	\$60,000	\$67,080	\$35,000	\$40,000	\$27,000	\$45,000	
Michigan	1.71	\$52,153	\$56,679	\$33,223	\$26,998	\$31,780	\$90,002	
Minnesota	1.97	\$58,161	\$62,823	\$31,953	\$31,953	\$28,975	\$28,037	\$52,099
Mississippi	2.57	\$37,053	\$53,550	\$20,800	\$21,826			
Missouri	1.66	\$49,459	\$52,099	\$31,353	\$29,075	\$35,360		
Montana	1.93	\$46,002	\$48,187	\$25,000				
Nebraska	2.08	\$52,086	\$58,431	\$28,078	\$26,998	\$27,244		
Nevada	1.60	\$48,600	\$58,148	\$36,344	\$40,000	\$31,200	\$48,883	
New Hampshire	1.68	\$65,900	\$68,100	\$40,600		\$28,000		
New Jersey	2.06	\$60,966	\$82,285	\$40,000	\$36,398	\$30,000	\$80,000	
New Mexico	2.01	\$40,850	\$60,227	\$30,002		\$31,700		\$20,768
New York	1.92	\$46,728	\$59,905	\$31,152	\$30,000	\$28,005	\$40,865	
North Carolina	1.88	\$40,865	\$50,622	\$26,998	\$28,000	\$21,000		
North Dakota	2.19	\$53,100	\$57,000	\$26,000				\$22,880
Ohio	1.87	\$50,364	\$54,454	\$29,075	\$25,960	\$35,329		
Oklahoma	1.52	\$45,000	\$50,000	\$32,871	\$37,500	\$22,800		\$34,015
Oregon	2.06	\$46,728	\$51,411	\$24,960		\$18,691	\$60,000	
Pennsylvania	1.79	\$52,173	\$57,280	\$32,040	\$32,001	\$28,037	\$46,728	
Rhode Island	2.15	\$54,490	\$63,342	\$29,400	\$36,344	\$25,000	\$34,014	
South Carolina	2.00	\$42,745	\$52,024	\$25,960	\$26,087	\$20,920		
South Dakota	2.89	\$51,920	\$56,749	\$19,622				\$12,000
Tennessee	1.71	\$41,774	\$47,143	\$27,500	\$27,667	\$25,000		
Texas	2.14	\$42,574	\$64,164	\$30,000	\$31,152	\$28,037	\$57,112	
Utah	1.97	\$53,203	\$59,334	\$30,116		\$30,000		
Vermont	1.40	\$50,900	\$51,801	\$37,100				
Virginia	1.71	\$57,164	\$68,448	\$40,000	\$41,914	\$30,000	\$55,862	
Washington	1.64	\$55,288	\$61,842	\$37,683	\$31,142	\$32,000	\$45,018	
West Virginia	0.97	\$43,260	\$43,248	\$44,600				
Wisconsin	1.90	\$56,442	\$60,746	\$32,000	\$25,925	\$27,448		
Wyoming	1.41	\$55,000	\$56,300	\$40,000		\$40,000		

Note: Among men ages 18-64

\*All Minority men includes Black, Hispanic, Asian and Native Hawaiian or Pacific Islander (NHPI), American Indian or Alaska Native, and men of two or more races.

Disparity score greater than 1.00 indicates that minority men are doing worse than white men. Disparity score less than 1.00 indicates that minority men are doing better than white men. Disparity score equal to 1.00 indicates that minority and white men are doing the same.

Source: Current Population Survey, 2006-2008.

  Largest disparity: White men faring worse than men of color  
  Largest disparity: Men of color faring worse than white men

  Best state in column  
  Worst state in column

# NO HIGH SCHOOL DIPLOMA

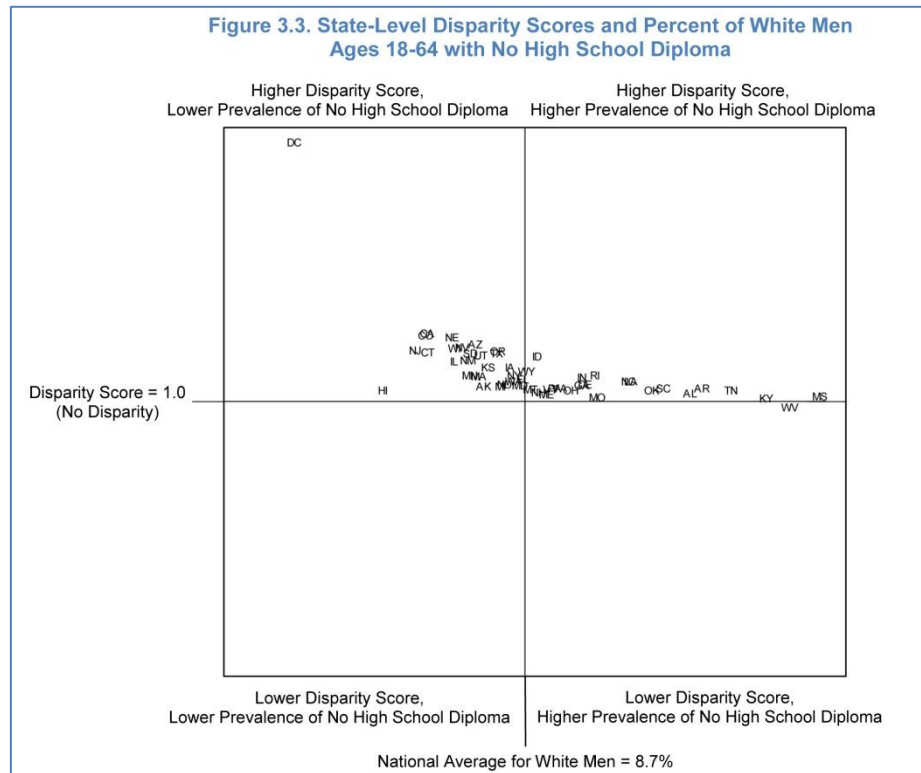
Educational attainment influences health in direct and indirect ways. Education is predictive of the types of jobs an individual can obtain, employment status, and income, all of which affect opportunities for healthier living and the ability to access health care. A man with at least a high school education who works full time and year-round makes significantly more than a man who has not earned a high school diploma.<sup>72</sup> Higher educational attainment is also correlated with longer lifespans, better health outcomes and positive health behaviors. It is also correlated with better health literacy, which affects an individual’s ability to communicate with health providers, understand and follow instructions, and navigate the health care system.<sup>73</sup> The data for this indicator are from the Current Population Survey conducted by the U.S. Census Bureau.

## Highlights

- About 1 in 7 (14.3%) nonelderly adult men lacked a high school diploma in the U.S. (Table 3.3). More than 1 in 3 Hispanic (38.6%), 1 in 5 American Indian and Alaska Native (21.9%), and 16.2% of black men did not have a high school diploma. The share without a diploma was lower among Asian American, Native Hawaiian and other Pacific Islander (8.8%), and white men (8.7%).
- There was significant variation in educational attainment within racial and ethnic groups across states. For example, there was an 18-fold difference between white men in Mississippi (17.8%) and those in the District of Columbia (1.0%), and nearly a 10-fold difference between Hispanic men in Tennessee (60.4%) and those in Hawaii (6.4%).
- The national disparity score was 2.96, indicating that the share of minority men without a high school diploma was almost three times higher than that of white men. However, disparities varied greatly across states ranging from a low of 0.75 in West Virginia to a high of 19.00 in the District of Columbia. Notably, the disparity scores in California, Colorado, the District of Columbia, and Nebraska were greater than 5.00.
- The disparity score in West Virginia was less than 1.00, which indicates that there was a higher prevalence of white men without a high school diploma as compared to men of color in the state.
- Many states clustered in the upper left quadrant of Figure 3.3, indicating that white men did better than the national average and a higher prevalence of men of color did not have a high school diploma in those states. The District of Columbia was an outlier at the top of the upper left quadrant, as only 1.0% of white men in the District of Columbia had not completed high school. This is a much lower rate than the national average for white men (8.7%) and resulted in a very high disparity score.

Because of this great disparity and the high graduation rates among white men, the distribution of the other states in the figure appears to be more concentrated than the data indicate.

- Many Southern states clustered in the upper right quadrant because white men living there had lower high school completion rates than the national average for white men. Nonetheless, men of color in those states fared worse than white men.



**Table 3.3. No High School Diploma, by State and Race/Ethnicity, 2006 - 2008**



State	Disparity Score	Prevalence						
		All Men	White	All Minority*	Black	Hispanic	Asian and NHPI	American Indian/ Alaska Native
<b>All States</b>	<b>2.96</b>	<b>14.3%</b>	<b>8.7%</b>	<b>25.7%</b>	<b>16.2%</b>	<b>38.6%</b>	<b>8.8%</b>	<b>21.9%</b>
Alabama	1.67	16.8%	13.7%	23.0%	19.6%			
Alaska	2.12	9.1%	7.1%	15.0%		15.1%	16.1%	15.4%
Arizona	4.87	17.8%	6.9%	33.3%		40.6%		
Arkansas	1.99	17.3%	14.1%	28.0%	22.1%	49.8%		
California	5.58	19.0%	5.3%	29.6%	9.9%	40.6%	8.1%	
Colorado	5.49	11.1%	5.2%	28.7%	9.4%	36.3%		
Connecticut	4.35	9.6%	5.3%	23.2%	16.7%	33.7%	5.9%	
Delaware	2.24	14.3%	10.4%	23.2%	13.4%	54.5%		
District of Columbia	19.00	11.9%	1.0%	19.0%	13.5%	48.2%		
Florida	2.57	13.6%	8.4%	21.6%	16.9%	26.1%	8.4%	
Georgia	2.19	15.3%	10.2%	22.5%	15.4%	48.8%	9.7%	
Hawaii	1.85	6.7%	4.0%	7.3%		6.4%	7.3%	
Idaho	4.08	12.9%	8.9%	36.3%		44.5%		
Illinois	3.74	11.9%	6.3%	23.4%	12.4%	41.0%	7.1%	
Indiana	2.73	12.6%	10.3%	28.2%	19.5%	47.5%		
Iowa	3.37	10.0%	8.0%	27.0%	14.4%	46.8%		
Kansas	3.39	10.4%	7.2%	24.5%	15.2%	38.6%		
Kentucky	1.34	16.7%	16.1%	21.6%	19.1%			
Louisiana	2.47	17.7%	11.8%	29.2%	29.2%			
Maine	1.60	9.3%	9.1%	14.5%				
Maryland	2.21	12.5%	8.2%	18.2%	12.9%	41.0%	4.8%	
Massachusetts	2.76	9.2%	6.9%	19.1%	10.8%	39.8%	6.7%	
Michigan	2.13	9.5%	7.7%	16.5%	17.9%	26.3%	3.0%	
Minnesota	2.84	8.2%	6.6%	18.9%	11.4%	35.2%	9.2%	
Mississippi	1.46	21.2%	17.8%	25.9%	24.7%			
Missouri	1.36	11.3%	10.7%	14.5%	12.6%	29.2%		
Montana	1.90	9.3%	8.6%	16.4%				
Nebraska	5.34	10.1%	6.1%	32.5%	8.9%	53.7%		
Nevada	4.68	15.8%	6.4%	30.0%	12.6%	44.0%	7.3%	
New Hampshire	1.73	9.4%	8.9%	15.3%		26.3%		
New Jersey	4.50	11.8%	5.0%	22.3%	13.6%	36.7%	4.1%	
New Mexico	3.86	16.8%	6.6%	25.4%		27.7%		21.8%
New York	2.84	13.9%	8.1%	22.9%	16.9%	31.7%	16.0%	
North Carolina	2.46	17.1%	11.7%	28.8%	20.9%	50.1%		
North Dakota	2.25	8.9%	7.8%	17.5%				18.4%
Ohio	1.84	11.1%	9.9%	18.1%	14.8%	33.4%		
Oklahoma	1.84	15.6%	12.5%	22.9%	11.7%	47.7%		21.2%
Oregon	4.44	12.7%	7.6%	33.5%		50.4%	8.7%	
Pennsylvania	1.99	10.9%	9.4%	18.7%	14.4%	31.9%	8.9%	
Rhode Island	2.84	14.7%	10.7%	30.5%	26.3%	39.1%	20.0%	
South Carolina	1.98	17.0%	12.8%	25.5%	22.8%	46.0%		
South Dakota	4.27	8.9%	6.7%	28.6%				32.3%
Tennessee	1.82	17.8%	15.0%	27.3%	16.7%	60.4%		
Texas	4.31	20.8%	7.5%	32.5%	13.4%	40.8%	8.9%	
Utah	4.19	10.9%	7.0%	29.4%		35.9%		
Vermont	1.91	9.7%	9.2%	17.6%				
Virginia	2.01	12.7%	9.5%	19.1%	14.7%	38.3%	6.6%	
Washington	2.43	10.6%	8.0%	19.5%	13.0%	37.8%	6.0%	
West Virginia	0.75	16.6%	16.8%	12.6%				
Wisconsin	4.61	9.4%	6.2%	28.6%	27.2%	37.4%		
Wyoming	3.10	10.5%	8.4%	26.2%		32.5%		



Note: Among men ages 18-64

\*All Minority men includes Black, Hispanic, Asian and Native Hawaiian or other Pacific Islander (NHPI), American Indian or Alaska Native, and men of two or more races.

Disparity score greater than 1.00 indicates that minority men are doing worse than white men. Disparity score less than 1.00 indicates that minority men are doing better than white men. Disparity score equal to 1.00 indicates that minority and white men are doing the same.

Source: Current Population Survey, 2006-2008.

 Largest disparity: White men faring worse than men of color  
 Largest disparity: Men of color faring worse than white men

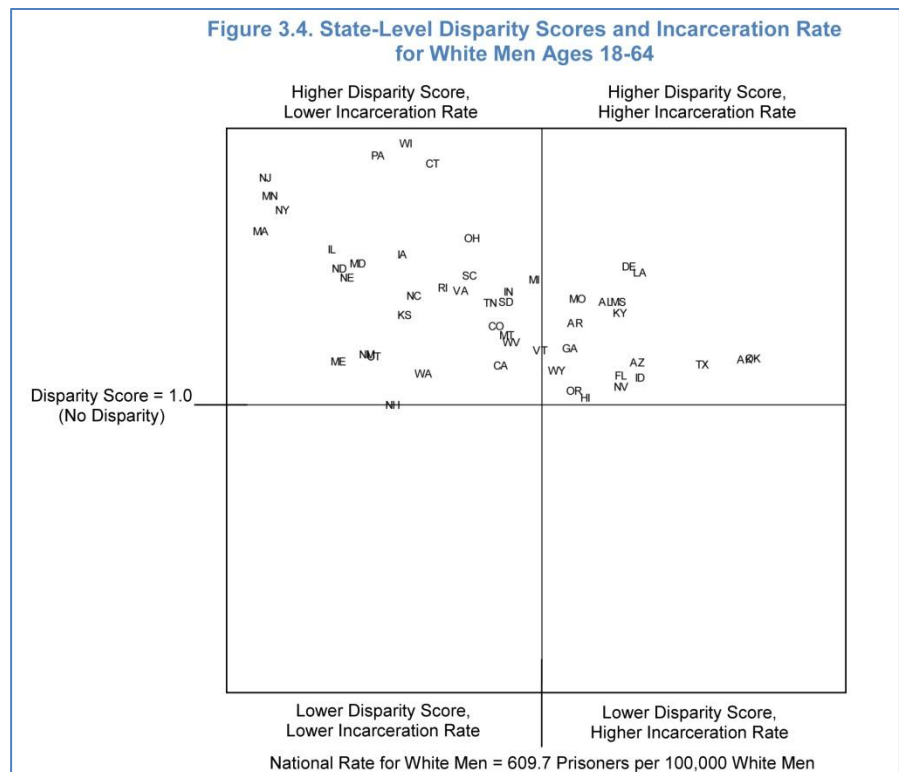
 Best state in column  
 Worst state in column

# INCARCERATION

In the past three decades, incarceration rates have increased more than 500 percent.<sup>74</sup> More than 60 percent of those in prison are people of color, with a disproportionate rate among black men.<sup>75</sup> State-level criminal laws and sentencing policies play a major role in incarceration rates. Although prisoners have a right to health care, the quality of care in prisons is highly variable. Furthermore, once released from prison, men are often uninsured and do not qualify for programs such as Medicaid.<sup>76</sup> Their chances of remaining in their communities are often limited as gaps in social services, limited job skills and opportunities, and public policy restrictions make it difficult for them to qualify for education loans or secure public housing.<sup>77</sup> This indicator measures the rate of incarcerated men per 100,000 men by race and ethnicity and is derived from data from the U.S. Bureau of Justice Statistics.

## Highlights

- The national incarceration rate for men was 981.9 per 100,000 men (Table 3.4). By far, black men had the highest incarceration rate per 100,000 men (3,610.9) followed by American Indian and Alaska Native (1,572.2), Hispanic (835.9), white (609.7), and Asian American, Native Hawaiian and other Pacific Islander (185.1) men.
- Louisiana (1,657.5) had the highest incarceration rate for all men, which was five times the rate in Maine (309.0).
- As with other indicators, there was sizable variation in incarceration rates within racial and ethnic groups of men across states. For example, incarceration rates for Hispanics ranged from a low of 49.3 per 100,000 men in Louisiana to a high of 2,447.7 in Connecticut. Similarly, the incarceration rate for black men ranged from a low of 1,078.3 per 100,000 men in Hawaii to a high of 6,428.3 in Vermont.
- The national disparity score was 2.76, meaning that minority men were incarcerated at rates that were over 2 and half times that of white men. Disparity scores ranged from a low of 1.04 in New Hampshire, which had the lowest incarceration rate for all minority men in the nation, to a high of 7.41 in Wisconsin.
- In Figure 3.4, disparity scores were spread out across the upper quadrants, meaning that the incarceration rate for all minority men was higher than the rate for white men in every state.
- Oklahoma, located in the right of the upper right quadrant, had the highest incarceration rate for white men nationally at 913.7 per 100,000 men, yet the rate for black men in the state was still over five times higher than the rate for white men.





**Table 3.4. Incarceration Rate per 100,000 Men, by State and Race/Ethnicity, 2008**



State	Disparity Score	Incarceration Rate Per 100,000						
		All Men	White	All Minority*	Black	Hispanic	Asian and NHP1	American Indian/ Alaska Native
<b>All States</b>	<b>2.76</b>	<b>981.9</b>	<b>609.7</b>	<b>1,682.1</b>	<b>3,610.9</b>	<b>835.9</b>	<b>185.1</b>	<b>1,572.2</b>
Alabama	3.56	1,246.9	694.0	2,471.9	3,058.6		13.3	17.7
Alaska	2.15	1,249.8	901.7	1,937.3	3,145.1	511.9	778.5	3,188.2
Arizona	2.07	1,081.4	740.7	1,531.9	3,945.1	1,445.1	124.2	1,334.0
Arkansas	3.04	971.8	648.0	1,969.0	3,014.4	437.6	213.0	187.9
California	2.01	851.6	536.7	1,078.5	4,337.9	941.4	67.3	1,496.2
Colorado	2.97	838.2	529.7	1,571.9	4,138.5	1,293.2	357.8	2,718.3
Connecticut	6.92	1,121.1	435.2	3,012.3	5,350.6	2,447.7	111.9	873.9
Delaware	4.42	1,527.8	728.6	3,221.1	4,799.2	1,013.5	54.7	0.0
District of Columbia								
Florida	1.77	940.7	718.4	1,270.3	3,235.8	153.9	5.0	347.1
Georgia	2.43	1,023.6	639.3	1,555.8	2,290.7		41.2	550.4
Hawaii	1.22	774.4	666.7	814.4	1,078.3	303.0	1,195.6	1,151.4
Idaho	1.72	832.8	748.8	1,286.4	2,554.2	1,339.7	372.4	2,292.8
Illinois	4.82	675.9	287.5	1,385.5	2,888.1	540.1	44.2	507.4
Indiana	3.79	817.8	552.0	2,094.3	3,717.0	626.7	89.9	538.0
Iowa	4.70	542.3	392.5	1,843.2	5,158.0	808.1	272.1	2,630.0
Kansas	3.23	572.1	393.0	1,269.2	3,191.0	578.2	205.9	868.7
Kentucky	3.29	925.1	715.2	2,350.6	3,727.4	441.1	118.4	338.6
Louisiana	4.25	1,657.5	745.3	3,168.8	3,852.9	49.3	169.0	68.8
Maine	2.11	309.0	292.5	616.7	1,396.6	509.7	141.6	1,027.3
Maryland	4.49	794.4	321.2	1,442.5	2,181.7		19.5	111.0
Massachusetts	5.28	334.3	175.1	924.7	1,607.4	1,051.8	87.2	1,061.2
Michigan	4.08	993.5	589.1	2,406.7	3,904.7		116.6	1,407.3
Minnesota	6.12	337.3	188.6	1,153.6	2,540.5	541.6	224.5	2,336.2
Mississippi	3.56	1,456.5	712.0	2,534.1	2,843.5	449.9	225.5	322.8
Missouri	3.62	952.9	650.6	2,352.8	3,640.1	488.1	91.9	665.5
Montana	2.75	662.2	545.7	1,502.8	2,959.6	958.4	335.7	2,050.8
Nebraska	4.13	466.9	306.4	1,264.3	2,921.8	684.7	214.5	2,374.7
Nevada	1.50	873.2	717.5	1,074.6	3,543.3	658.8	307.3	44.8
New Hampshire	1.04	375.7	374.6	390.6	1,936.9		102.4	670.7
New Jersey	6.56	580.9	184.4	1,210.3	2,821.2	627.8	36.4	148.3
New Mexico	2.27	585.1	334.2	759.0	2,128.1	765.5	131.7	553.2
New York	5.79	606.4	209.7	1,213.3	2,245.8	926.8	45.5	1,011.8
North Carolina	3.70	765.8	405.6	1,499.5	2,340.2		124.0	1,432.1
North Dakota	4.36	401.1	294.7	1,283.6	2,093.2	1,091.4	76.7	1,639.8
Ohio	5.10	846.4	492.7	2,514.7	3,611.3	720.4	79.3	433.8
Oklahoma	2.18	1,229.2	913.7	1,991.7	4,996.1	1,022.5	199.2	1,393.9
Oregon	1.38	696.4	645.9	890.0	3,635.6	776.0	236.7	1,332.2
Pennsylvania	7.10	759.7	353.2	2,507.7	3,807.6	1,657.6	99.8	502.9
Rhode Island	3.89	741.6	453.7	1,763.5	4,112.9	1,301.9	311.1	775.5
South Carolina	4.20	1,029.8	489.0	2,051.4	2,557.2	330.2	84.1	471.6
South Dakota	3.55	744.0	543.8	1,930.4	3,951.5	906.2	420.0	2,469.6
Tennessee	3.53	825.5	521.1	1,837.5	2,541.4	399.0	104.5	493.8
Texas	2.04	1,304.6	839.8	1,712.7	4,471.1	1,117.6	71.4	141.9
Utah	2.22	428.0	347.7	771.6	2,696.9	664.6	511.6	1,647.6
Vermont	2.38	635.8	595.1	1,414.9	6,428.3		369.0	1,379.3
Virginia	3.81	919.7	476.2	1,813.5	3,068.9	208.1	68.4	63.3
Washington	1.80	503.7	418.6	755.3	2,616.8	497.2	256.2	1,459.3
West Virginia	2.57	608.7	550.3	1,413.5	2,341.0	358.0	83.5	
Wisconsin	7.41	785.5	395.6	2,931.5	6,040.2	1,294.0	330.4	2,497.6
Wyoming	1.88	692.7	618.6	1,162.0	3,020.1	1,064.9	563.5	1,382.2



Note: Among men ages 18-64. Totals may differ from the reported total number of males under jurisdiction in appendix table 1 and appendix table 3 of Prisoners in 2008. Some states use different information systems to pull race and jurisdiction numbers. The number of Hispanic males may be underestimated. Some states are unable to differentiate between race and ethnicity. There may be some Hispanic persons included in the number of black and white male prisoners reported.

\*All Minority men includes Black, Hispanic, Asian and Native Hawaiian or Pacific Islander (NHP1), American Indian or Alaska Native, and men of two or more races.

Disparity score greater than 1.00 indicates that minority men are doing worse than white men. Disparity score less than 1.00 indicates that minority men are doing better than white men. Disparity score equal to 1.00 indicates that minority and white men are doing the same.

Source: Bureau of Justice Statistics, National Prisoner Statistics data series (NPS-1b) Bureau, Population Division, June 2010.

 Smallest disparity: Men of color faring worse than white men
  Best state in column

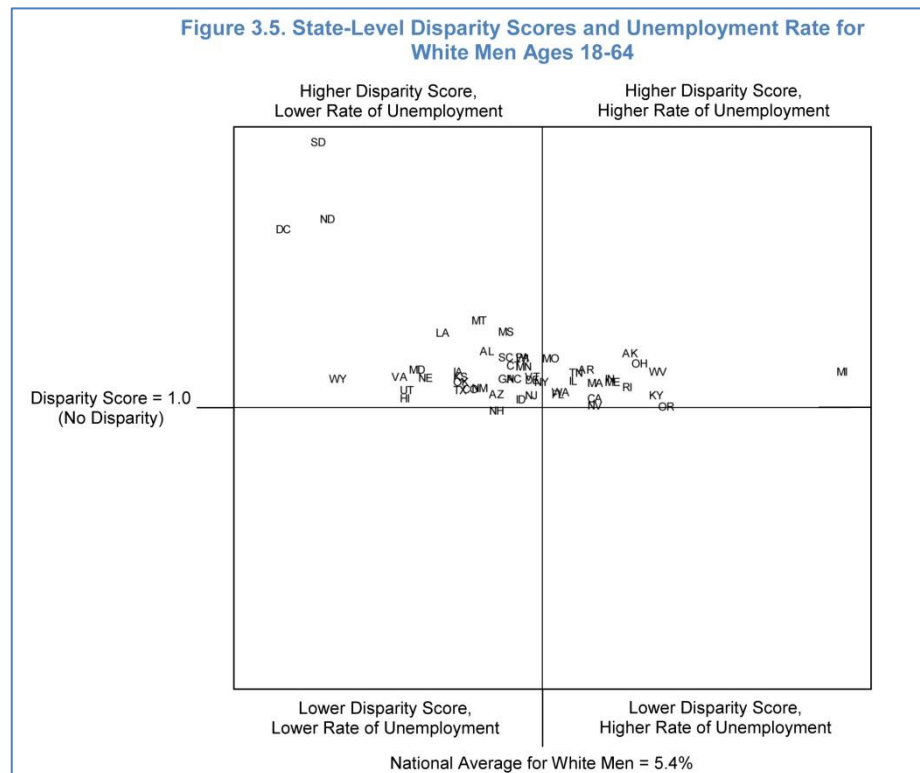
 Largest disparity: Men of color faring worse than white men
  Worst state in column

# UNEMPLOYMENT

Employment, income, and health are related on many levels.<sup>78</sup> Employment is a major determinant of income, insurance, and the ability to pay for out-of-pocket health care costs.<sup>79</sup> Those who are unemployed are more likely to be uninsured, face barriers to care, and experience worse health outcomes than those who are employed.<sup>80</sup> Men—especially men of color—experience higher rates of unemployment than women.<sup>81</sup> This indicator is derived from unemployment data for men ages 18 to 64 from the American Community Survey (ACS), conducted by the U.S. Census Bureau.

## Highlights

- The average national unemployment rate for men between 2006 and 2008 was 6.4% (Table 3.5). Black men had the highest unemployment rate (13.1%), followed by American Indian and Alaska Native (12.7%), Hispanic (6.5%), white (5.4%), and Asian American, Native Hawaiian and other Pacific Islander (5.0%) men.
- The unemployment rate ranged from a high of 10.2% in Michigan to a low of 3.5% in Wyoming.
- Variation within racial and ethnic groups in different states was also prevalent. For example, black men in Michigan experienced a much higher unemployment rate than those in Hawaii (21.8% versus 4.0%). There was more than a three-fold difference in the unemployment rate between Hispanic men living in Georgia (3.9%) and those in West Virginia (12.4%).
- The national disparity score for this indicator was 1.55. State-level disparity scores ranged from a high of 7.47 in South Dakota to a low of 0.98 in New Hampshire. South Dakota’s disparity score was the highest in the nation because white men had the second to lowest unemployment rate (2.8%) in the nation while men of color had the highest (20.5%) in the nation. More than a quarter (27.5%) of American Indian and Alaska Native men in South Dakota were unemployed.
- In every state except New Hampshire, men of color had higher unemployment rates than white men, as reflected in Figure 3.5.
- In the upper right quadrant, Michigan stands out at the far right, reflecting its high unemployment rate among all men.



**Table 3.5. Unemployment, by State and Race/Ethnicity, 2006 - 2008**



State	Disparity Score	Unemployment Rate						
		All Men	White	All Minority*	Black	Hispanic	Asian and NHPI	American Indian/ Alaska Native
<b>All States</b>	<b>1.55</b>	<b>6.4%</b>	<b>5.4%</b>	<b>8.3%</b>	<b>13.1%</b>	<b>6.5%</b>	<b>5.0%</b>	<b>12.7%</b>
Alabama	2.40	6.5%	4.7%	11.2%	12.8%	4.1%	5.0%	7.7%
Alaska	2.35	8.7%	6.3%	14.9%	7.7%	8.4%	5.6%	26.6%
Arizona	1.38	5.6%	4.8%	6.6%	9.5%	5.5%	5.4%	15.8%
Arkansas	1.96	7.2%	5.8%	11.3%	16.1%	5.6%	4.8%	7.6%
California	1.26	6.8%	5.9%	7.4%	12.7%	7.2%	5.9%	10.7%
Colorado	1.49	5.1%	4.5%	6.7%	9.3%	6.1%	5.1%	12.5%
Connecticut	2.07	6.3%	5.0%	10.4%	14.0%	9.5%	4.2%	
Delaware	1.71	6.2%	5.2%	8.9%	11.2%	6.2%	1.7%	
District of Columbia	5.35	8.4%	2.4%	12.8%	15.4%	5.0%	5.6%	
Florida	1.38	6.3%	5.5%	7.6%	11.0%	5.9%	4.1%	8.2%
Georgia	1.75	6.5%	4.9%	8.6%	11.8%	3.9%	3.7%	6.8%
Hawaii	1.27	4.4%	3.8%	4.8%	4.0%	6.7%	3.5%	
Idaho	1.24	5.3%	5.1%	6.3%		5.5%	5.8%	12.2%
Illinois	1.70	7.3%	5.7%	9.7%	18.5%	6.9%	4.9%	9.9%
Indiana	1.74	6.9%	6.1%	10.6%	14.6%	7.5%	5.7%	11.9%
Iowa	1.91	4.8%	4.4%	8.4%	15.7%	8.1%	3.5%	6.0%
Kansas	1.79	5.1%	4.4%	7.9%	14.6%	5.5%	4.9%	8.1%
Kentucky	1.34	6.9%	6.6%	8.9%	12.1%	5.0%	2.6%	
Louisiana	2.85	6.9%	4.2%	12.0%	14.1%	5.1%	6.9%	6.9%
Maine	1.67	6.2%	6.1%	10.2%	8.7%	8.4%		15.8%
Maryland	1.97	5.5%	3.9%	7.7%	9.8%	4.9%	3.6%	8.1%
Massachusetts	1.64	6.6%	5.9%	9.7%	12.4%	10.2%	5.3%	9.3%
Michigan	1.91	10.2%	8.7%	16.6%	21.8%	12.0%	5.5%	16.9%
Minnesota	2.04	5.8%	5.1%	10.5%	16.3%	7.7%	5.5%	20.3%
Mississippi	2.87	8.3%	4.9%	14.2%	15.6%	4.9%	3.1%	
Missouri	2.23	6.6%	5.4%	12.1%	16.6%	7.0%	4.3%	8.7%
Montana	3.15	5.5%	4.6%	14.6%		5.9%		21.8%
Nebraska	1.76	4.6%	4.0%	7.1%	15.1%	4.2%	3.4%	19.2%
Nevada	1.10	6.2%	5.9%	6.5%	9.9%	6.3%	3.7%	12.4%
New Hampshire	0.98	4.8%	4.8%	4.7%		6.1%	1.8%	
New Jersey	1.34	6.0%	5.2%	7.0%	12.0%	5.6%	3.6%	11.2%
New Mexico	1.51	5.8%	4.6%	6.9%	7.5%	6.3%	6.4%	10.2%
New York	1.66	6.7%	5.3%	8.8%	12.2%	7.9%	5.3%	12.1%
North Carolina	1.73	6.3%	5.0%	8.6%	12.3%	4.8%	5.0%	7.3%
North Dakota	5.60	3.5%	2.9%	16.1%				16.1%
Ohio	2.10	7.5%	6.4%	13.5%	16.9%	9.0%	3.4%	15.9%
Oklahoma	1.67	5.3%	4.4%	7.3%	10.4%	4.5%	3.2%	9.8%
Oregon	1.06	6.9%	6.7%	7.1%	11.3%	6.6%	4.4%	9.8%
Pennsylvania	2.27	6.2%	5.1%	11.7%	15.1%	9.4%	5.1%	13.8%
Rhode Island	1.55	6.9%	6.3%	9.7%	8.4%	10.2%	6.8%	
South Carolina	2.25	6.9%	4.9%	11.0%	13.1%	5.2%	2.0%	11.2%
South Dakota	7.47	4.4%	2.8%	20.5%		9.8%		27.5%
Tennessee	1.89	6.8%	5.7%	10.8%	13.7%	5.1%	4.6%	8.0%
Texas	1.48	5.6%	4.4%	6.5%	11.5%	5.7%	4.5%	8.0%
Utah	1.48	4.1%	3.8%	5.5%	12.1%	4.9%	4.1%	11.3%
Vermont	1.79	5.3%	5.2%	9.4%				
Virginia	1.78	4.6%	3.7%	6.5%	8.9%	4.1%	3.5%	9.6%
Washington	1.42	6.1%	5.5%	7.8%	10.8%	7.4%	4.9%	17.6%
West Virginia	1.91	6.8%	6.6%	12.6%	11.0%	12.4%		
Wisconsin	2.23	6.0%	5.1%	11.4%	18.9%	7.0%	7.9%	16.8%
Wyoming	1.75	3.5%	3.0%	5.3%		3.9%		11.6%



Note: Among men ages 18-64

\*All Minority men includes Black, Hispanic, Asian and Native Hawaiian or Pacific Islander (NHPI), American Indian or Alaska Native, and men of two or more races.

Disparity score greater than 1.00 indicates that minority men are doing worse than white men. Disparity score less than 1.00 indicates that minority men are doing better than white men. Disparity score equal to 1.00 indicates that minority and white men are doing the same.

Source: American Community Survey, 2006-2008.

 Largest disparity: White men faring worse than men of color  
 Largest disparity: Men of color faring worse than white men

 Best state in column  
 Worst state in column

## WAGE GAP

Although men continue to earn more than women,<sup>82</sup> racial and ethnic disparities in earnings are well documented for both genders. These disparities persist even after accounting for years of work, experience, and education.<sup>83</sup> Wages are another measure of the resources available to cover health care expenditures. The racial and ethnic wage gap ratio represents the share of earnings for men of various racial and ethnic minority groups compared to those of white men. A higher wage gap ratio is a better outcome and indicates that there is a smaller difference in earnings between men of color and white men. The data for this indicator are derived from the Current Population Survey conducted by the U.S. Census Bureau. There is no 2x2 graphic for this indicator.

### Highlights

- Nationally, the difference in earnings between men of color and white men was 68.4%. This means that among nonelderly adult men who worked full time and year round, men of color earned 68.4 cents for every dollar earned by white men (Table 3.6). Significant variation by race and ethnicity was observed. For example, Hispanic, black, and American Indian and Alaska Native men who worked full-time earned 58.6, 71.0, and 75.9 cents, respectively, for every dollar a white man earned. Asian American, Native Hawaiian and other Pacific Islander men earned slightly more than white men (\$1.01 versus \$1.00).
- The wage gap varies within racial and ethnic groups. For example, earnings among black men in the District of Columbia were less than half of white men in the District (43.5%). On the other hand, black men in Iowa (95.6%) had earnings almost on par with white men in Iowa. In Michigan, Asian American, Native Hawaiian and other Pacific Islander men have earnings far surpassing their white counterparts (151.7%), but in Rhode Island, they earn only about two-thirds the level of white men (63.5%).
- In all states, white men had higher average earnings than men of color as a group. The national wage gap disparity score was 1.46, ranging from a low 1.01 in West Virginia, where earnings for white men and men of color were nearly equal to a high of 2.30 in the District of Columbia, where white men earned more than twice that of minority men. In the District of Columbia, black and Hispanic men had the lowest relative earnings compared to white men.

**Table 3.6. Wage Gap for Men Who Are Full-Time Year-Round Workers Compared to Non-Hispanic White Men, by State and Race/Ethnicity, 2006 - 2008**

State	Disparity Score	Wage Gap Compared to White Men					
		White	All Minority*	Black	Hispanic	Asian and NHPI	American Indian/ Alaska Native
<b>All States</b>	<b>1.46</b>	<b>100.0%</b>	<b>68.4%</b>	<b>71.0%</b>	<b>58.6%</b>	<b>101.4%</b>	<b>75.9%</b>
Alabama	1.53	100.0%	65.3%	76.1%			
Alaska	1.39	100.0%	72.1%		72.9%	63.6%	65.4%
Arizona	1.71	100.0%	58.6%		54.7%		
Arkansas	1.36	100.0%	73.4%	77.5%	52.4%		
California	1.80	100.0%	55.6%	71.0%	47.4%	82.1%	
Colorado	1.59	100.0%	63.1%	79.6%	55.6%		
Connecticut	1.62	100.0%	61.7%	55.6%	50.9%	105.3%	
Delaware	1.38	100.0%	72.4%	79.7%	49.8%		
District of Columbia	2.30	100.0%	43.5%	46.5%	33.6%		
Florida	1.50	100.0%	66.5%	68.0%	62.3%	90.1%	
Georgia	1.49	100.0%	67.0%	69.6%	49.7%	114.9%	
Hawaii	1.36	100.0%	73.3%		75.3%	72.6%	
Idaho	1.58	100.0%	63.2%		56.5%		
Illinois	1.46	100.0%	68.4%	66.3%	58.6%	111.0%	
Indiana	1.41	100.0%	70.7%	77.8%	62.3%		
Iowa	1.28	100.0%	78.0%	95.6%	66.7%		
Kansas	1.36	100.0%	73.3%	83.7%	65.2%		
Kentucky	1.39	100.0%	72.1%	80.2%			
Louisiana	1.73	100.0%	57.7%	57.7%			
Maine	1.18	100.0%	84.6%				
Maryland	1.52	100.0%	65.8%	71.6%	47.5%	101.5%	
Massachusetts	1.52	100.0%	65.8%	66.4%	49.2%	95.1%	
Michigan	1.11	100.0%	89.8%	79.8%	61.5%	151.7%	
Minnesota	1.39	100.0%	72.0%	72.0%	57.8%	104.6%	
Mississippi	1.54	100.0%	65.0%	68.1%			
Missouri	1.34	100.0%	74.9%	66.4%	78.0%		
Montana	1.49	100.0%	67.1%				
Nebraska	1.61	100.0%	62.0%	57.8%	59.0%		
Nevada	1.59	100.0%	63.0%	65.5%	58.7%	68.5%	
New Hampshire	1.28	100.0%	78.3%		65.9%		
New Jersey	1.70	100.0%	59.0%	59.7%	44.2%	110.6%	
New Mexico	1.53	100.0%	65.4%		66.0%		44.8%
New York	1.44	100.0%	69.2%	76.0%	59.9%	86.1%	
North Carolina	1.45	100.0%	68.8%	70.7%	57.3%		
North Dakota	1.38	100.0%	72.4%				62.7%
Ohio	1.31	100.0%	76.5%	76.5%	70.6%		
Oklahoma	1.20	100.0%	83.4%	81.1%	64.9%		92.7%
Oregon	1.67	100.0%	60.0%		43.2%	114.2%	
Pennsylvania	1.30	100.0%	76.9%	77.9%	70.0%	91.3%	
Rhode Island	1.84	100.0%	54.5%	69.7%	49.6%	63.5%	
South Carolina	1.56	100.0%	64.2%	64.2%	51.4%		
South Dakota	1.60	100.0%	62.5%				60.4%
Tennessee	1.40	100.0%	71.4%	73.4%	57.3%		
Texas	1.73	100.0%	57.7%	67.4%	55.6%	92.8%	
Utah	1.70	100.0%	58.7%		56.4%		
Vermont	1.10	100.0%	90.9%				
Virginia	1.42	100.0%	70.4%	70.4%	52.8%	98.2%	
Washington	1.45	100.0%	69.0%	63.4%	59.3%	81.4%	
West Virginia	1.01	100.0%	98.9%				
Wisconsin	1.34	100.0%	74.7%	83.0%	60.3%		
Wyoming	1.16	100.0%	86.0%		87.2%		

Note: Among men ages 18-64

\*All Minority men includes Black, Hispanic, Asian and Native Hawaiian or Pacific Islander (NHPI), American Indian or Alaska Native, and men of two or more races.

Disparity score greater than 1.00 indicates that minority men are doing worse than white men. Disparity score less than 1.00 indicates that minority men are doing better than white men. Disparity score equal to 1.00 indicates that minority and white men are doing the same.

Source: Current Population Survey, 2006-2008.

⋯⋯⋯ Smallest disparity in wage gap

▭ Largest disparity in wage gap

⋯⋯⋯ Best state in column

▭ Worst state in column