

DELAWARE PAY EQUITY

Equal Pay Day

March 26, 2026



DelawareWomen@delaware.gov

de.gov/women

Equal Pay Day marks how far into the new year women must work to match what men earned the year before. In 2026, Equal Pay Day falls on March 26. However, for Black women, that date doesn't arrive until July 21, 2026, and for Hispanic women, despite recent gains, it remains as late as October 8, 2026. While the wage gap persists both in our state and nationwide, Delaware has made some meaningful progress this year, and that is something we can be proud of.

Modest improvements aside, the most recent American Community Survey data shows that women in Delaware working full-time, year-round still earn just 88 cents for every dollar earned by men, with median annual earnings of \$57,209 compared to \$65,194 for men. Pay gaps are even wider for women of color. While the gap narrowed for Hispanic women, they still face the largest disparity, and the wage gap for Black women has remained unchanged. Delaware's progress for some women shows what is possible, but it also reminds us that we must stay vigilant and committed to closing these gaps for all women. The median income for white men is considerably higher than that of men overall, therefore the following gender wage disparities use that figure for comparison.

Delaware's wage gap results in the following:

Hispanic women earning \$0.62 (up from \$0.51 last year)

Black women earning \$0.72 (remains the same as last year)

White women earning \$0.85 (up from \$0.81 last year)

for every \$1.00 earned by White men

Source: Figures are calculated by OWAA based on 2023 and 2024 American Community Survey data, [Table #S0201](#). Data from the American Community Survey (ACS) are released on a delayed timeline due to the processes required for data collection, verification, weighting, and quality assurance. The ACS is conducted continuously throughout the year, and final datasets are typically published 9–12 months after the close of the survey period.

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The wage gap in Delaware cannot be solely explained by differences in education, occupation, or even time spent out of the labor force. Cultural gender roles can often influence the educational and ultimately career path individuals choose, at times limiting their opportunities. Women also continue to contend with biases and discriminatory practices that exacerbate these disparities, particularly in male-dominated industries.

While there is more work to be done, Delaware has taken meaningful steps to reduce the gender wage gap in our state. We hope to build on this progress and continue to shrink the gap.

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WOMEN'S
ADVANCEMENT
& ADVOCACY

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DELAWARE LAWS COMBATTING THE WAGE GAP

- **Pay Transparency in Job Postings** (HS 2 for HB 105, 153rd General Assembly, 2025)
 - **Statewide Paid Family & Medical Leave Program** (SS 2 for SB 1 w/ HA 1, 151st General Assembly, 2022).
 - **Equitable Pay Review for State Hiring & Promotions.** (SCR 43, 151st General Assembly, 2021).
 - **Raising Delaware's Minimum Wage to \$15** (SB 15, 151st General Assembly, 2021).
 - **Ban on Salary History Questions** (HS 1 for HB 1, 149th General Assembly, 2017).
 - **Paid Parental Leave for State Employees** (HB 3w/ HA 4, 149th General Assembly, 2017).
 - **Ending Wage Secrecy in the Workplace** (HB 314, 148th General Assembly, 2016).
 - **Protection for Reproductive Health Decisions at Work** (HB 316, 148th General Assembly, 2016).
 - **Workplace Protections for Caregivers** (HB 317, 148th General Assembly, 2016).
 - **Equal Pay Certification for State Contractors** (HB 3, 148th General Assembly, 2015).
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ECONOMIC EMPOWERMENT WEBINAR SERIES

The Office of Women's Advancement & Advocacy (OWAA) is proud to announce our Money Mondays: Building Economic Power Webinar Series. We will offer free online workshops on topics including financial literacy, career advancement, investing, and retirement. More information and registration will be available at de.gov/women.

April 6, 13, 20, and 27

12pm-1pm

Economic Empowerment Virtual Workshops

Register at www.de.gov/women