

Appendix

Table A: Degree Attainment for Black Women

State	Degree Attainment Among Black Women	State Rank on Degree Attainment Among Black Women	% of Black Women in State	# of Black Women in State	Degree Attainment Among White Women	State Rank on Degree Attainment Among White Women	% of White Women in State	# of White Women in State	Degree Attainment Gap	State Attainment Goal
Alabama	32.9%	24	14.7%	368,537	42.8%	31	33.5%	840,777	9.9	60.0% by 2025
Arizona	37.2%	12	2.2%	76,114	49.5%	20	28.0%	984,432	12.3	60.0% by 2030
Arkansas	30.4%	33	8.3%	124,557	38.6%	37	37.1%	560,527	8.2	60.0% by 2025
California	39.8%	6	2.9%	607,637	57.4%	8	18.7%	3,947,907	17.6	-
Colorado	42.5%	1	1.8%	54,197	61.6%	2	34.8%	1,060,406	19.1	66.0% by 2025
Connecticut	35.4%	15	5.4%	101,891	61.0%	4	33.9%	640,621	25.6	70.0% by 2025
Delaware	35.2%	17	11.7%	58,258	49.5%	21	32.4%	161,188	14.3	-
Florida	34.5%	19	8.2%	883,794	48.5%	25	26.5%	2,859,303	14.0	55.0% by 2025
Georgia	40.6%	3	17.2%	943,841	48.6%	24	26.9%	1,474,138	8.0	60.0% by 2025
Illinois	35.6%	14	7.3%	495,471	54.9%	10	31.3%	2,116,355	19.3	60.0% by 2025
Indiana	34.2%	20	4.9%	168,299	43.6%	30	40.6%	1,383,410	9.4	60.0% by 2025
Iowa	30.4%	34	1.5%	23,932	51.3%	17	43.5%	682,252	20.9	70.0% by 2025
Kansas	33.5%	21	2.6%	38,445	52.8%	14	39.0%	566,554	19.3	60.0% by 2020
Kentucky	30.8%	30	4.0%	93,403	40.3%	36	43.5%	1,005,008	9.5	60.0% by 2030
Louisiana	26.9%	38	16.6%	403,019	40.6%	35	30.3%	732,986	13.7	60.0% by 2030
Maryland	42.4%	2	16.2%	527,722	58.6%	6	25.7%	836,391	16.2	55.0% by 2025
Massachusetts	40.5%	4	3.6%	133,282	63.1%	1	36.7%	1,351,266	22.6	60.0% by 2020
Michigan	31.1%	27	7.2%	372,584	46.6%	26	38.1%	1,966,238	15.5	-
Minnesota	29.7%	35	2.8%	82,866	58.6%	7	40.5%	1,181,232	28.9	70.0% by 2025
Mississippi	32.8%	25	20.5%	308,184	44.5%	29	29.0%	434,649	11.7	-
Missouri	31.1%	28	6.2%	194,975	45.6%	27	40.6%	1,274,988	14.5	60.0% by 2025
Nebraska	35.7%	13	2.2%	21,630	53.7%	11	40.1%	386,177	18.0	-

Nevada	27.0%	37	4.4%	70,392	42.3%	32	24.5%	391,624	15.3	60.0% by 2020
New Jersey	38.7%	9	6.9%	330,755	59.5%	5	27.5%	1,315,220	20.8	65.0% by 2025
New York	39.7%	7	7.8%	822,173	61.0%	3	27.6%	2,923,327	21.3	-
North Carolina	38.6%	10	11.7%	625,442	53.1%	13	32.7%	1,753,731	14.5	66.0% by 2030
Ohio	30.5%	32	6.4%	385,385	45.5%	28	40.4%	2,438,333	15.0	65.0% by 2025
Oklahoma	30.9%	29	3.7%	73,557	41.7%	34	34.2%	680,960	10.8	70.0% by 2025
Oregon	35.2%	16	0.8%	17,555	49.2%	22	38.9%	852,444	14.0	80.0% by 2025
Pennsylvania	33.5%	22	5.5%	365,252	49.7%	19	38.8%	2,593,523	16.2	60.0% by 2025
Rhode Island	30.7%	31	2.8%	15,744	53.4%	12	37.6%	210,127	22.7	70.0% by 2025
South Carolina	31.5%	26	14.6%	376,173	48.8%	23	33.1%	851,064	17.3	60.0% by 2025
STATE AVERAGE	34.6%	-	7.0%	290,948	50.1%	-	34.2%	1,301,504	15.5	-
Tennessee	33.2%	23	9.0%	315,256	41.7%	33	38.1%	1,337,832	8.5	55.0% by 2025
Texas	38.4%	11	6.5%	950,386	51.1%	18	21.8%	3,194,112	12.7	60.0% by 2030
Virginia	40.2%	5	10.0%	449,258	56.7%	9	31.2%	1,405,056	16.5	60.5% by 2030
Washington	39.4%	8	1.7%	66,767	52.3%	15	34.8%	1,388,857	12.9	70.0% by 2023
West Virginia	34.8%	18	1.6%	15,314	34.3%	38	46.9%	437,031	0.5	60.0% by 2030
Wisconsin	29.3%	36	3.1%	93,969	51.5%	16	41.1%	1,237,094	22.2	60.0% by 2027

Table B: Degree Attainment for Black Men

State	Degree Attainment Among Black Men	State Rank on Degree Attainment Among Black Men	% of Black Men in State	# of Black Men in State	Degree Attainment Among White Men	State Rank on Degree Attainment Among White Men	% of White Men in State	# of White Men in State	Degree Attainment Gap	State Attainment Goal
Alabama	19.5%	34	12.3%	308,399	35.8%	31	32.7%	821,225	16.3	60.0% by 2025
Arizona	32.6%	9	2.4%	86,078	44.8%	15	27.8%	977,826	12.2	60.0% by 2030
Arkansas	17.7%	37	7.1%	106,742	30.2%	37	36.5%	551,350	12.5	60.0% by 2025
California	33.0%	7	2.9%	603,433	52.4%	4	19.5%	4,121,978	19.4	-
Colorado	36.6%	3	2.2%	67,396	54.7%	1	35.8%	1,090,079	18.1	66.0% by 2025
Connecticut	26.7%	17	4.9%	93,122	51.6%	7	33.1%	625,994	24.9	70.0% by 2025
Delaware	23.2%	26	10.0%	50,022	40.2%	25	30.6%	152,361	17.0	-
Florida	25.2%	19	7.4%	797,548	42.1%	22	26.0%	2,806,365	16.9	55.0% by 2025
Georgia	27.7%	16	14.4%	791,761	42.4%	20	26.4%	1,446,946	14.7	60.0% by 2025
Illinois	26.3%	18	6.4%	429,771	48.6%	10	31.2%	2,107,268	22.3	60.0% by 2025
Indiana	24.5%	23	4.4%	148,478	35.9%	30	40.0%	1,365,990	11.4	60.0% by 2025
Iowa	24.8%	21	1.7%	26,852	42.0%	23	43.7%	686,336	17.2	70.0% by 2025
Kansas	29.7%	14	3.0%	44,338	44.2%	17	38.6%	561,210	14.5	60.0% by 2020
Kentucky	22.2%	30	4.0%	91,262	30.9%	36	42.3%	976,868	8.7	60.0% by 2030
Louisiana	15.0%	38	14.6%	353,859	33.0%	35	29.8%	722,498	18.0	60.0% by 2030
Maryland	33.1%	6	13.8%	450,397	51.6%	6	25.2%	819,110	18.5	55.0% by 2025
Massachusetts	35.8%	4	3.4%	124,509	53.9%	2	35.5%	1,304,252	18.1	60.0% by 2020
Michigan	19.8%	32	6.4%	329,124	39.1%	26	38.1%	1,965,078	19.3	-
Minnesota	35.5%	5	3.1%	89,532	49.6%	9	41.0%	1,196,216	14.1	70.0% by 2025
Mississippi	18.8%	36	17.2%	258,748	34.1%	34	28.3%	424,901	15.3	-
Missouri	23.1%	28	5.2%	164,215	37.4%	28	40.1%	1,259,628	14.3	60.0% by 2025
Nebraska	30.2%	10	2.5%	23,780	46.5%	13	40.5%	389,824	16.3	-
Nevada	23.7%	25	4.4%	70,594	36.5%	29	26.1%	416,453	12.8	60.0% by 2020
New Jersey	29.6%	15	6.1%	290,449	52.4%	5	27.1%	1,295,333	22.8	65.0% by 2025
New York	29.8%	13	6.8%	715,681	52.7%	3	27.4%	2,898,248	22.9	-

North Carolina	24.6%	22	9.8%	526,351	44.3%	16	31.6%	1,692,367	19.7	66.0% by 2030
Ohio	23.2%	27	5.8%	349,313	37.5%	27	39.8%	2,403,578	14.3	65.0% by 2025
Oklahoma	25.1%	20	3.7%	73,265	34.5%	33	33.7%	671,382	9.4	70.0% by 2025
Oregon	38.6%	1	1.1%	23,271	43.4%	18	38.4%	841,293	4.8	80.0% by 2025
Pennsylvania	24.0%	24	5.1%	343,044	42.5%	19	38.5%	2,577,199	18.5	60.0% by 2025
Rhode Island	33.0%	8	2.8%	15,613	45.2%	14	36.1%	202,035	12.2	70.0% by 2025
South Carolina	19.5%	33	12.1%	311,736	41.1%	24	31.6%	813,177	21.6	60.0% by 2025
STATE AVERAGE	26.7%	-	6.2%	260,507	42.6%	-	33.8%	1,293,738	15.9	-
Tennessee	22.9%	29	7.9%	276,622	35.1%	32	36.8%	1,291,892	12.2	55.0% by 2025
Texas	30.2%	12	5.9%	862,777	46.7%	12	21.8%	3,193,820	16.5	60.0% by 2030
Virginia	30.2%	11	9.1%	409,737	49.9%	8	31.0%	1,394,582	19.7	60.5% by 2030
Washington	37.2%	2	2.2%	85,953	46.8%	11	35.4%	1,412,998	9.6	70.0% by 2023
West Virginia	21.5%	31	2.3%	21,701	25.9%	38	45.9%	428,053	4.4	60.0% by 2030
Wisconsin	18.8%	35	2.8%	83,792	42.3%	21	41.8%	1,256,331	23.5	60.0% by 2027