

Rank	State	What Native women make for every dollar white, non-Hispanic men make	Lifetime losses due to wage gap	Age at which Native women's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	57.7¢	\$934,240	89
1	Arkansas	70.6¢	\$507,200	77
2	Alabama	72.6¢	\$551,360	75
3	Ohio	72.3¢	\$559,400	75
4	Montana	67.6¢	\$585,480	79
5	Maine	66.5¢	\$619,600	80
6	Missouri	66.1¢	\$637,320	81
7	South Dakota	62.8¢	\$650,320	84
8	Florida	66.1¢	\$674,080	81
9	Idaho	63.0¢	\$687,560	83
10	Kentucky	61.7¢	\$695,400	85
11	Tennessee	61.8¢	\$704,280	85
12	Oklahoma	63.2¢	\$708,880	83
13	Indiana	63.8¢	\$711,560	83
14	Kansas	63.1¢	\$737,960	83
15	Wisconsin	62.1¢	\$767,120	84
16	South Carolina	60.1¢	\$778,040	87
17	Pennsylvania	62.1¢	\$789,120	84
18	North Dakota	61.1¢	\$791,320	85
19	Nevada	62.4¢	\$807,720	84
20	Georgia	60.7¢	\$814,080	86
21	North Carolina	58.0¢	\$822,600	89
22	Oregon	59.6¢	\$831,880	87
23	Michigan	59.4¢	\$842,360	87
24	Mississippi	53.6¢	\$865,120	95
25	Nebraska	54.7¢	\$869,520	93
26	Virginia	64.0¢	\$878,960	83
27	Minnesota	59.4¢	\$879,440	87
28	Arizona	58.3¢	\$890,680	89
29	Iowa	49.5¢	\$968,200	101
30	Maryland	64.9¢	\$972,600	82
31	Washington	59.8¢	\$975,200	87
32	Colorado	57.6¢	\$981,480	89
33	Alaska	61.2¢	\$989,600	85
34	Wyoming	55.7¢	\$989,840	92
35	Massachusetts	62.6¢	\$993,160	84
36	Utah	53.7¢	\$997,720	95
37	New York	59.3¢	\$1,004,880	87
38	Illinois	57.8¢	\$1,016,760	89
39	New Mexico	51.6¢	\$1,045,400	97
40	Louisiana	51.8¢	\$1,067,320	97
41	Texas	51.8¢	\$1,169,440	97
42	Connecticut	57.1¢	\$1,197,560	90
43	New Jersey	54.7¢	\$1,333,400	93
44	California	51.2¢	\$1,383,520	98
	Delaware*	-	-	-
	District of Columbia*	-	-	-
	Hawaii*	-	-	-
	New Hampshire*	-	-	-
	Rhode Island*	-	-	-
	Vermont*	-	-	-
	West Virginia*	-	-	-

\*State has insufficient data due to small sample sizes to calculate state wage gap for Native women.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2011-2015 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on the 2015 American Community Survey (<http://www.census.gov/acs/www/>). "What a Native woman makes for every dollar a white, non-Hispanic man makes" is the ratio of Native women's and white, non-Hispanic men's median earnings for full time, year round workers. "Lifetime losses due to wage gap" or the "Lifetime Wage Gap" is what a Native woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. Earnings are in 2015 dollars. Ranks based on unrounded data. "Age at which Native women's career earnings catch up to white, non-Hispanic men's career earnings at age 60" assumes all workers begin work at age 20. Assuming white, non-Hispanic men have a 40-year career, this is the age at which Native women are able to retire with the same lifetime earnings as their male counterparts. Native women are those who self-identified in the survey as American Indian or Alaskan Native. White, non-Hispanic men refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

