

**Lifetime Wage Gap Losses for Native Hawaiian or other Pacific Islander (NHOPi)
Women State Rankings: 2019**

March 2020

Rank	State	What women make for every dollar a man makes	Lifetime Losses Due to Wage Gap	Age at which a Native Hawaiian and Other Pacific Islander woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	\$0.61	\$944,800	86
1	Illinois	\$0.70	\$769,360	77
2	Florida	\$0.63	\$775,800	83
3	Arizona	\$0.63	\$852,320	84
4	North Carolina	\$0.58	\$870,440	89
5	Nevada	\$0.61	\$901,680	86
6	Virginia	\$0.63	\$954,680	84
7	Hawaii	\$0.60	\$967,760	87
8	Missouri	\$0.52	\$975,600	97
9	Colorado	\$0.60	\$989,120	86
10	Georgia	\$0.55	\$996,360	93
11	Alaska	\$0.62	\$1,020,120	85
12	Oregon	\$0.54	\$1,024,280	94
13	New York	\$0.61	\$1,039,640	86
14	Utah	\$0.54	\$1,074,200	94
15	New Jersey	\$0.62	\$1,202,320	85
16	Washington	\$0.50	\$1,295,600	100
17	Texas	\$0.47	\$1,371,880	105
18	California	\$0.54	\$1,414,800	94
	Alabama*	-	-	-
	Arkansas*	-	-	-
	Connecticut*	-	-	-
	Delaware*	-	-	-
	District of Columbia*	-	-	-
	Idaho*	-	-	-
	Indiana*	-	-	-
	Iowa*	-	-	-
	Kansas*	-	-	-
	Kentucky*	-	-	-
	Louisiana*	-	-	-
	Maine*	-	-	-
	Maryland*	-	-	-
	Massachusetts*	-	-	-
	Michigan*	-	-	-
	Minnesota*	-	-	-
	Mississippi*	-	-	-
	Montana*	-	-	-
	Nebraska*	-	-	-
	New Hampshire*	-	-	-
	New Mexico*	-	-	-
	North Dakota*	-	-	-
	Ohio*	-	-	-
	Oklahoma*	-	-	-
	Pennsylvania*	-	-	-
	Rhode Island*	-	-	-
	South Carolina*	-	-	-
	South Dakota*	-	-	-
	Tennessee*	-	-	-
	Vermont*	-	-	-
	West Virginia*	-	-	-
	Wisconsin*	-	-	-
	Wyoming*	-	-	-

*State has insufficient data due to small sample sizes to calculate state wage gap for Native Hawaiian or Other Pacific Islander (NHOPi) women.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2014-2018 American Community Survey Five Year Estimates (<https://www.census.gov/programs-surveys/acs/>). National wage gap calculated by NWLC is based on the 2018 American Community Survey. "What a woman makes for every dollar a man makes" is the ratio of women's and men's median earnings for full time, year round workers. Earnings are in 2018 dollars. "Lifetime losses due to wage gap" or the "Lifetime Wage Gap" is what a woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. "Age at which a woman's career earnings catch up to men's career earnings at age 60" assumes all workers begin work at age 20. Assuming men have a 40-year career, this is the age at which women are able to retire with the same lifetime earnings as their male counterparts. Ranks based on unrounded data. People in both surveys self-identified as either male or female. NHOPi women are those who self-identified in the survey as Native Hawaiian or Other Pacific Islander. White, non-Hispanic men refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.

