

Rank	State	What women make for every dollar a man makes	Lifetime Losses Due to Wage Gap	Age at which a Native American woman's career earnings catch up to men's career earnings at age 60
	United States	\$0.57	\$1,035,360	90
1	Tennessee	\$0.76	\$468,920	72
2	Alabama	\$0.77	\$490,600	72
3	Maine	\$0.71	\$574,040	76
4	Missouri	\$0.69	\$627,240	78
5	Ohio	\$0.70	\$634,000	77
6	Florida	\$0.69	\$657,240	78
7	Indiana	\$0.67	\$691,120	80
8	Kentucky	\$0.64	\$704,520	83
9	Arkansas	\$0.61	\$724,160	85
10	Kansas	\$0.66	\$734,800	81
11	Montana	\$0.62	\$744,040	85
12	Wisconsin	\$0.65	\$747,360	81
13	Pennsylvania	\$0.65	\$773,680	81
14	Oklahoma	\$0.62	\$781,360	84
15	South Dakota	\$0.60	\$783,040	87
16	South Carolina	\$0.62	\$796,880	85
17	Idaho	\$0.60	\$806,200	87
18	Wyoming	\$0.64	\$817,240	82
19	North Carolina	\$0.61	\$822,160	86
20	Oregon	\$0.63	\$824,240	84
21	Maryland	\$0.72	\$827,240	75
22	Nebraska	\$0.60	\$838,840	87
23	Iowa	\$0.59	\$856,520	88
24	Mississippi	\$0.57	\$862,320	90
25	Michigan	\$0.60	\$866,200	86
26	North Dakota	\$0.60	\$873,400	86
27	Virginia	\$0.64	\$917,880	82
28	Nevada	\$0.58	\$959,720	89
29	Alaska	\$0.62	\$999,080	84
30	Arizona	\$0.56	\$1,003,440	91
31	Minnesota	\$0.56	\$1,041,920	91
32	Washington	\$0.60	\$1,044,080	87
33	Georgia	\$0.52	\$1,063,000	97
34	Colorado	\$0.57	\$1,067,160	90
35	Massachusetts	\$0.62	\$1,092,480	84
36	New Mexico	\$0.52	\$1,104,560	97
37	Louisiana	\$0.53	\$1,106,920	96
38	New York	\$0.58	\$1,107,400	88
39	Utah	\$0.52	\$1,128,520	97
40	Texas	\$0.54	\$1,186,400	94
41	Illinois	\$0.53	\$1,209,280	96
42	Delaware	\$0.47	\$1,245,760	106
43	Connecticut	\$0.53	\$1,388,200	95
44	New Jersey	\$0.52	\$1,507,200	97
45	California	\$0.49	\$1,568,480	102
	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 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. Earnings are in 2017 dollars. "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. 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.