

Lifetime Wage Gap Losses for Native Hawaiian and other Pacific Islander (NHOPI) Women State Rankings

March 2021

Rank	State	What NHOPI women make for every dollar white, non-Hispanic men make	Lifetime Losses Due to Wage Gap	Age at which a NHOPI woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	United States	0.63	\$895,880	83
1	Oklahoma	\$0.72	\$597,680	76
2	Florida	\$0.67	\$695,560	79
3	Ohio	\$0.62	\$824,400	84
4	Nevada	\$0.62	\$889,720	84
5	Colorado	\$0.63	\$957,120	84
6	Hawaii	\$0.61	\$973,120	86
7	New York	\$0.63	\$1,025,560	84
8	Georgia	\$0.55	\$1,029,080	93
9	Virginia	\$0.61	\$1,031,360	86
10	Arizona	\$0.56	\$1,039,800	91
11	Missouri	\$0.49	\$1,047,040	101
12	Alaska	\$0.60	\$1,058,480	86
13	North Carolina	\$0.50	\$1,068,720	100
14	Illinois	\$0.59	\$1,073,360	88
15	Oregon	\$0.53	\$1,076,240	95
16	Utah	\$0.55	\$1,086,080	92
17	Texas	\$0.52	\$1,264,840	97
18	Washington	\$0.51	\$1,316,840	98
19	California	\$0.53	\$1,489,560	95
-	Alabama*	-	-	-
-	Arkansas*	-	-	-
-	Connecticut*	-	-	-
-	Delaware*	-	-	-
-	District of Columbia*	-	-	-
-	Idaho*	-	-	-
-	Indiana*	-	-	-
-	Iowa*	-	-	-
-	Kansas*	-	-	-
-	Kentucky*	-	-	-
-	Louisiana*	-	-	-
-	Maine*	-	-	-
-	Maryland*	-	-	-
-	Massachusetts*	-	-	-
-	Michigan*	-	-	-
-	Minnesota*	-	-	-
-	Mississippi*	-	-	-
-	Montana*	-	-	-
-	Nebraska*	-	-	-
-	New Hampshire*	-	-	-
-	New Jersey*	-	-	-
-	New Mexico*	-	-	-
-	North Dakota*	-	-	-
-	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 and Other Pacific Islander women.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2015-2019 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on the 2019 American Community Survey. "What Native Hawaiian and Other Pacific Islander women make for every dollar white, non-Hispanic men make" is the ratio of women's and men's median earnings for full-time, year-round workers. Earnings are in 2019 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 Native Hawaiian and Other Pacific Islander woman'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 men have a 40-year career and retire at age 60, 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 Hawaiian and Other Pacific Islander women are those who self-identified in the survey as Native Hawaiian and 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."

