

Wage Gap for Native Hawaiian and Other Pacific Islander Women (NHOPI) State Rankings

March 2021

Rank	State	NHOPI Women's Earnings	White, non-Hispanic Men's Earnings	What NHOPI women make for every dollar white, non-Hispanic men make	Wage Gap
	United States	\$38,836	\$61,233	\$0.63	\$0.37
1	Oklahoma	\$37,756	\$52,698	\$0.72	\$0.28
2	Florida	\$36,060	\$53,449	\$0.67	\$0.33
3	New York	\$43,438	\$69,077	\$0.63	\$0.37
4	Colorado	\$39,967	\$63,895	\$0.63	\$0.37
5	Nevada	\$36,994	\$59,237	\$0.62	\$0.38
6	Ohio	\$33,700	\$54,310	\$0.62	\$0.38
7	Virginia	\$39,853	\$65,637	\$0.61	\$0.39
8	Hawaii	\$37,458	\$61,786	\$0.61	\$0.39
9	Alaska	\$40,105	\$66,567	\$0.60	\$0.40
10	Illinois	\$38,426	\$65,260	\$0.59	\$0.41
11	Arizona	\$33,601	\$59,596	\$0.56	\$0.44
12	Utah	\$33,841	\$60,993	\$0.55	\$0.45
13	Georgia	\$31,555	\$57,282	\$0.55	\$0.45
14	Oregon	\$30,932	\$57,838	\$0.53	\$0.47
15	California	\$42,576	\$79,815	\$0.53	\$0.47
16	Texas	\$34,611	\$66,232	\$0.52	\$0.48
17	Washington	\$34,804	\$67,725	\$0.51	\$0.49
18	North Carolina	\$26,650	\$53,368	\$0.50	\$0.50
19	Missouri	\$25,373	\$51,549	\$0.49	\$0.51
-	Alabama*	-	\$53,797	-	-
-	Arkansas*	-	\$48,106	-	-
-	Connecticut*	-	\$75,789	-	-
-	Delaware*	-	\$60,434	-	-
-	District of Columbia*	-	\$105,114	-	-
-	Idaho*	-	\$51,235	-	-
-	Indiana*	-	\$53,483	-	-
-	Iowa*	-	\$53,392	-	-
-	Kansas*	-	\$54,319	-	-
-	Kentucky*	-	\$49,994	-	-
-	Louisiana*	-	\$59,849	-	-
-	Maine*	-	\$51,143	-	-
-	Maryland*	-	\$76,194	-	-
-	Massachusetts*	-	\$75,132	-	-
-	Michigan*	-	\$55,997	-	-
-	Minnesota*	-	\$61,430	-	-
-	Mississippi*	-	\$51,218	-	-
-	Montana*	-	\$50,541	-	-
-	Nebraska*	-	\$53,518	-	-
-	New Hampshire*	-	\$61,341	-	-
-	New Jersey*	-	\$80,839	-	-
-	New Mexico*	-	\$58,855	-	-
-	North Dakota*	-	\$57,014	-	-
-	Pennsylvania*	-	\$57,655	-	-
-	Rhode Island*	-	\$62,925	-	-
-	South Carolina*	-	\$53,396	-	-
-	South Dakota*	-	\$50,222	-	-
-	Tennessee*	-	\$50,961	-	-
-	Vermont*	-	\$51,728	-	-
-	West Virginia*	-	\$49,250	-	-
-	Wisconsin*	-	\$54,845	-	-
-	Wyoming*	-	\$58,491	-	-

*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 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. The "wage gap" is the additional money a woman would have to make for every dollar made by a man in order to have equal annual earnings. 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.