

The Wage Gap by State for Native Women — March 2023

Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what Native women make for every dollar white, non-Hispanic men make	Including part-time and part-year workers: what Native women make for every dollar white, non-Hispanic men make
	United States	\$0.57	\$0.51
1	Alabama	\$0.78	\$0.52
2	Alaska	\$0.69	\$0.47
3	Indiana	\$0.69	\$0.64
4	Missouri	\$0.68	\$0.65
5	Florida	\$0.68	\$0.63
6	Massachusetts	\$0.66	\$0.47
7	North Dakota	\$0.64	\$0.55
8	Tennessee	\$0.64	\$0.65
9	Oregon	\$0.64	\$0.61
10	Kansas	\$0.64	\$0.46
11	Oklahoma	\$0.64	\$0.57
12	Nebraska	\$0.63	\$0.46
13	Montana	\$0.63	\$0.60
14	Pennsylvania	\$0.62	\$0.48
15	Iowa	\$0.62	\$0.47
16	Michigan	\$0.62	\$0.51
17	Minnesota	\$0.61	\$0.43
18	Wisconsin	\$0.61	\$0.55
19	Virginia	\$0.61	\$0.43
20	North Carolina	\$0.60	\$0.57
21	Idaho	\$0.60	\$0.59
22	Arkansas	\$0.59	\$0.60
23	South Dakota	\$0.59	\$0.46
24	Ohio	\$0.59	\$0.58
25	Washington	\$0.58	\$0.52
26	Colorado	\$0.57	\$0.50
27	Maryland	\$0.57	\$0.45
28	New York	\$0.56	\$0.46
29	Arizona	\$0.56	\$0.55
30	Wyoming	\$0.55	\$0.51
31	New Mexico	\$0.55	\$0.53
32	Illinois	\$0.54	\$0.48
33	Texas	\$0.53	\$0.43
34	Utah	\$0.53	\$0.51
35	Nevada	\$0.53	\$0.54
36	South Carolina	\$0.52	\$0.44
37	Louisiana	\$0.50	\$0.40
38	Georgia	\$0.50	\$0.41
39	California	\$0.48	\$0.42
40	Mississippi	\$0.47	\$0.35
41	New Jersey	\$0.43	\$0.37
-	Connecticut*	-	\$0.31
-	Delaware*	-	-
-	District of Columbia*	-	-
-	Hawaii*	-	-
-	Kentucky*	-	\$0.56
-	Maine*	-	\$0.54
-	New Hampshire*	-	-
-	Rhode Island*	-	-
-	Vermont*	-	-
-	West Virginia*	-	-

* State has insufficient data to calculate state wage gap for Native women. Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2017-2021 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on the 2021 American Community Survey. What Native women make for every dollar white, non-Hispanic men is the ratio of women's and men's median earnings for full-time, year-round workers and for all workers with earnings, including part-time and part-year workers. Ranks based on unrounded data for full-time, year-round workers. 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.