

The Wage Gap by State for Native Hawaiian and Other Pacific Islander (NHOPI) Women — March 2023

Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what NHOPI women make for every dollar white, non-Hispanic men make	Including part-time and part-year workers: what NHOPI women make for every dollar white, non-Hispanic men make
	United States	\$0.65	\$0.61
1	Florida	\$0.78	\$0.57
2	Nevada	\$0.68	\$0.69
3	Arizona	\$0.62	\$0.63
4	Hawaii	\$0.61	\$0.56
5	Oregon	\$0.58	\$0.60
6	Utah	\$0.55	\$0.52
7	California	\$0.53	\$0.53
8	Washington	\$0.52	\$0.56
9	Texas	\$0.50	\$0.45
-	Alabama*	-	-
-	Alaska*	-	-
-	Arkansas*	-	-
-	Colorado*	-	\$0.52
-	Connecticut*	-	-
-	Delaware*	-	-
-	District of Columbia*	-	-
-	Georgia*	-	-
-	Idaho*	-	-
-	Illinois*	-	\$0.59
-	Indiana*	-	-
-	Iowa*	-	-
-	Kansas*	-	-
-	Kentucky*	-	-
-	Louisiana*	-	-
-	Maine*	-	-
-	Maryland*	-	-
-	Massachusetts*	-	-
-	Michigan*	-	-
-	Minnesota*	-	-
-	Mississippi*	-	-
-	Missouri*	-	\$0.59
-	Montana*	-	-
-	Nebraska*	-	-
-	New Hampshire*	-	-
-	New Jersey*	-	-
-	New Mexico*	-	-
-	New York*	-	\$0.55
-	North Carolina*	-	-
-	North Dakota*	-	-
-	Ohio*	-	-
-	Oklahoma*	-	-
-	Pennsylvania*	-	-
-	Rhode Island*	-	-
-	South Carolina*	-	-
-	South Dakota*	-	-
-	Tennessee*	-	-
-	Vermont*	-	-
-	Virginia*	-	\$0.49
-	West Virginia*	-	-
-	Wisconsin*	-	-
-	Wyoming*	-	-

*State has insufficient data to calculate state wage gap for Native Hawaiian and Other Pacific Islander (NHOPI) women. Source: State wage gaps calculated by 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 NHOPI 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 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 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.