

The Wage Gap by State for White, non-Hispanic Women — March 2023

Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what white, non-Hispanic women make for every dollar white, non-Hispanic men make	Including part-time and part-year workers: what white, non-Hispanic women make for every dollar white, non-Hispanic men make
United States		\$0.80	\$0.73
1	Hawaii	\$0.89	\$0.71
2	Vermont	\$0.89	\$0.80
3	District of Columbia	\$0.85	\$0.78
4	Delaware	\$0.83	\$0.73
5	Rhode Island	\$0.82	\$0.71
6	Maine	\$0.82	\$0.75
7	New York	\$0.82	\$0.73
8	New Mexico	\$0.82	\$0.69
9	Connecticut	\$0.81	\$0.69
10	Minnesota	\$0.81	\$0.72
11	Massachusetts	\$0.81	\$0.70
12	North Carolina	\$0.81	\$0.72
13	Alaska	\$0.81	\$0.69
14	Florida	\$0.81	\$0.74
15	Arizona	\$0.80	\$0.73
16	Oregon	\$0.80	\$0.70
17	Nevada	\$0.79	\$0.74
18	Maryland	\$0.79	\$0.70
19	California	\$0.79	\$0.68
20	Wisconsin	\$0.79	\$0.69
21	Pennsylvania	\$0.79	\$0.67
22	Colorado	\$0.79	\$0.71
23	Missouri	\$0.79	\$0.71
24	New Hampshire	\$0.79	\$0.68
25	North Dakota	\$0.79	\$0.68
26	Arkansas	\$0.78	\$0.72
27	South Dakota	\$0.78	\$0.73
28	Nebraska	\$0.78	\$0.69
29	Ohio	\$0.78	\$0.68
30	Tennessee	\$0.78	\$0.71
31	Iowa	\$0.78	\$0.69
32	Georgia	\$0.78	\$0.67
33	Kentucky	\$0.78	\$0.70
34	Montana	\$0.77	\$0.69
35	South Carolina	\$0.77	\$0.68
36	Virginia	\$0.77	\$0.69
37	New Jersey	\$0.77	\$0.66
38	Kansas	\$0.77	\$0.68
39	Washington	\$0.76	\$0.65
40	Illinois	\$0.76	\$0.66
41	Michigan	\$0.76	\$0.65
42	Mississippi	\$0.75	\$0.68
43	Indiana	\$0.75	\$0.66
44	Idaho	\$0.75	\$0.61
45	Texas	\$0.74	\$0.65
46	West Virginia	\$0.73	\$0.66
47	Alabama	\$0.73	\$0.63
48	Oklahoma	\$0.73	\$0.66
49	Louisiana	\$0.69	\$0.60
50	Wyoming	\$0.69	\$0.60
51	Utah	\$0.68	\$0.52

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 2022 Current Population Survey, Annual Social and Economic Supplement. What white, non-Hispanic 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. White, non-Hispanic women and men in both surveys refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.