

# Lifetime Wage Gap Losses by State for Native Women — March 2024



Rank	State	Lifetime losses due to the wage gap	Full-time, year-round workers: what Native women were paid for every dollar paid to men	Age at which a Native woman's career earnings catch up to men's career earnings at age 60
	<b>United States</b>	<b>\$1,149,880</b>	<b>\$0.59</b>	<b>88</b>
1	Alabama	\$559,080	\$0.78	71
2	Tennessee	\$747,760	\$0.68	78
3	Missouri	\$800,400	\$0.66	80
4	Oklahoma	\$811,040	\$0.66	80
5	Montana	\$818,000	\$0.65	82
6	Indiana	\$831,520	\$0.67	80
7	Arkansas	\$873,560	\$0.61	85
8	South Dakota	\$888,240	\$0.62	85
9	Florida	\$947,720	\$0.63	84
10	Idaho	\$959,600	\$0.60	87
11	North Dakota	\$970,160	\$0.62	84
12	Alaska	\$976,400	\$0.68	78
13	Kansas	\$976,720	\$0.61	85
14	Michigan	\$984,120	\$0.63	84
15	Oregon	\$1,004,920	\$0.63	83
16	Wisconsin	\$1,008,080	\$0.61	86
17	Nebraska	\$1,011,080	\$0.60	87
18	Wyoming	\$1,046,200	\$0.61	86
19	North Carolina	\$1,066,520	\$0.58	89
20	Pennsylvania	\$1,103,240	\$0.60	87
21	Ohio	\$1,115,080	\$0.56	91
22	Minnesota	\$1,125,280	\$0.61	86
23	New Mexico	\$1,172,880	\$0.55	92
24	South Carolina	\$1,182,760	\$0.53	96
25	Arizona	\$1,186,200	\$0.58	90
26	Virginia	\$1,206,640	\$0.61	85
27	Colorado	\$1,310,600	\$0.58	89
28	Massachusetts	\$1,311,080	\$0.63	84
29	Nevada	\$1,312,680	\$0.54	94
30	Utah	\$1,344,040	\$0.53	96
31	Washington	\$1,384,320	\$0.58	89
32	Georgia	\$1,415,400	\$0.49	102
33	Louisiana	\$1,435,000	\$0.48	104
34	Illinois	\$1,467,120	\$0.52	97
35	Texas	\$1,489,080	\$0.52	96
36	New York	\$1,501,440	\$0.54	94
37	Maryland	\$1,578,560	\$0.56	91
38	California	\$1,950,440	\$0.48	103
39	New Jersey	\$2,076,400	\$0.44	111
-	Connecticut*	-	-	-
-	Delaware*	-	-	-
-	District of Columbia*	-	-	-
-	Hawaii*	-	-	-
-	Iowa*	-	-	-
-	Kentucky*	-	-	-
-	Maine*	-	-	-
-	Mississippi*	-	-	-
-	New Hampshire*	-	-	-
-	Rhode Island*	-	-	-
-	Vermont*	-	-	-
-	West Virginia*	-	-	-

\* State has insufficient data to calculate state wage gap for Native women. Dashes indicate data is not available.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2018-2022 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on the 2022 American Community Survey. What Native 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. "Lifetime losses due to 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 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 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.