

Motherhood Wage Gap for Asian American and Pacific Islander Mothers — July 2024



Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what AANHPI mothers make for every dollar white, non-Hispanic fathers make	Including part-time and part-year workers: what AANHPI mothers make for every dollar white, nonfathers make
	United States	\$0.95	\$0.75
1	North Carolina	\$1.03	\$0.74
2	Virginia	\$1.01	\$0.80
3	Michigan	\$1.01	\$0.83
4	Delaware	\$1.00	\$0.86
5	Pennsylvania	\$0.94	\$0.65
6	Georgia	\$0.94	\$0.67
7	Massachusetts	\$0.91	\$0.69
8	Illinois	\$0.91	\$0.71
9	New Jersey	\$0.88	\$0.77
10	Missouri	\$0.88	\$0.72
11	Maryland	\$0.88	\$0.72
12	Connecticut	\$0.85	\$0.69
13	Washington	\$0.85	\$0.64
14	Tennessee	\$0.85	\$0.72
15	Oregon	\$0.85	\$0.71
16	Arizona	\$0.84	\$0.64
17	Texas	\$0.83	\$0.62
18	New Mexico	\$0.81	\$0.63
19	Iowa	\$0.80	\$0.58
20	Ohio	\$0.79	\$0.62
21	Arkansas	\$0.79	\$0.61
22	New York	\$0.77	\$0.55
23	Alabama	\$0.77	\$0.57
24	California	\$0.76	\$0.63
25	Florida	\$0.75	\$0.58
26	Indiana	\$0.75	\$0.63
27	Rhode Island	\$0.75	\$0.60
28	Colorado	\$0.74	\$0.55
29	Kansas	\$0.74	\$0.60
30	Kentucky	\$0.70	\$0.60
31	Wisconsin	\$0.70	\$0.57
32	South Carolina	\$0.69	\$0.60
33	Oklahoma	\$0.68	\$0.46
34	Nevada	\$0.65	\$0.56
35	Minnesota	\$0.65	\$0.56
36	Nebraska	\$0.62	\$0.49
37	Hawaii	\$0.61	\$0.55
38	Utah	\$0.55	\$0.45
39	Louisiana	\$0.54	\$0.39
40	Alaska	\$0.52	\$0.50
	District of Columbia*	-	\$0.69
	Idaho*	-	\$0.51
	Maine*	-	-
	Mississippi*	-	\$0.51
	Montana*	-	-
	New Hampshire*	-	\$0.71
	North Dakota*	-	-
	South Dakota*	-	-
	Vermont*	-	-
	West Virginia*	-	-
	Wyoming*	-	-

*State has insufficient data due to small sample sizes to calculate state wage gap for Asian American, Native Hawaiian, and Other Pacific Islander mothers.

Source: National wage gap calculated by NWLC based on the U.S. Census Bureau 2022 American Community Survey using IPUMS. State wage gaps calculated based on U.S. Census Bureau 2018-2022 American Community Survey using IPUMS. Mothers and fathers have at least one related child under 18 at home. AANHPI mothers are those who self-identified as Asian or Pacific Islander. White, non-Hispanic fathers are those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.