

The Wage Gap by State for Native Women — March 2024



Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what Native women were paid for every dollar men were paid	Including part-time and part-year workers: what Native women were paid for every dollar men were paid
	United States	\$0.59	\$0.55
1	Alabama	\$0.78	\$0.63
2	Alaska	\$0.68	\$0.49
3	Tennessee	\$0.68	\$0.61
4	Indiana	\$0.67	\$0.53
5	Missouri	\$0.66	\$0.60
6	Oklahoma	\$0.66	\$0.59
7	Montana	\$0.65	\$0.61
8	Oregon	\$0.63	\$0.57
9	Florida	\$0.63	\$0.55
10	Massachusetts	\$0.63	\$0.54
11	Michigan	\$0.63	\$0.54
12	North Dakota	\$0.62	\$0.54
13	South Dakota	\$0.62	\$0.48
14	Kansas	\$0.61	\$0.48
15	Virginia	\$0.61	\$0.46
16	Arkansas	\$0.61	\$0.58
17	Minnesota	\$0.61	\$0.45
18	Wyoming	\$0.61	\$0.50
19	Wisconsin	\$0.61	\$0.54
20	Idaho	\$0.60	\$0.61
21	Nebraska	\$0.60	\$0.46
22	Pennsylvania	\$0.60	\$0.53
23	Colorado	\$0.58	\$0.56
24	North Carolina	\$0.58	\$0.57
25	Washington	\$0.58	\$0.51
26	Arizona	\$0.58	\$0.56
27	Ohio	\$0.56	\$0.52
28	Maryland	\$0.56	\$0.44
29	New Mexico	\$0.55	\$0.53
30	New York	\$0.54	\$0.46
31	Nevada	\$0.54	\$0.55
32	South Carolina	\$0.53	\$0.46
33	Utah	\$0.53	\$0.52
34	Texas	\$0.52	\$0.42
35	Illinois	\$0.52	\$0.47
36	Georgia	\$0.49	\$0.42
37	California	\$0.48	\$0.42
38	Louisiana	\$0.48	\$0.39
39	New Jersey	\$0.44	\$0.39
-	Connecticut*	-	\$0.32
-	Delaware*	-	-
-	District of Columbia*	-	-
-	Hawaii*	-	-
-	Iowa*	-	\$0.47
-	Kentucky*	-	-
-	Maine*	-	\$0.63
-	Mississippi*	-	\$0.35
-	New Hampshire*	-	-
-	Rhode Island*	-	-
-	Vermont*	-	-
-	West Virginia*	-	-

* State has insufficient data to calculate full-time, year-round 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 1-year estimate. 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. Dashes indicate data is not available.