

# The Wage Gap by State for White, non-Hispanic Women — March 2024



Rank based on full-time, year-round workers' gender wage gap	State	Full-time, year-round workers: what white, non-Hispanic women were paid for every dollar men were paid	Including part-time and part-year workers: what white, non-Hispanic women were paid for every dollar men were paid
	<b>United States</b>	<b>\$0.80</b>	<b>\$0.74</b>
1	Hawaii	\$0.91	\$0.72
2	Vermont	\$0.89	\$0.81
3	District of Columbia	\$0.83	\$0.79
4	Maine	\$0.83	\$0.75
5	New Mexico	\$0.83	\$0.70
6	New York	\$0.82	\$0.73
7	Delaware	\$0.82	\$0.74
8	Alaska	\$0.82	\$0.71
9	Rhode Island	\$0.82	\$0.72
10	Minnesota	\$0.82	\$0.73
11	Massachusetts	\$0.82	\$0.70
12	Connecticut	\$0.81	\$0.69
13	North Carolina	\$0.81	\$0.72
14	Florida	\$0.80	\$0.73
15	Oregon	\$0.80	\$0.71
16	Arizona	\$0.80	\$0.74
17	Arkansas	\$0.80	\$0.71
18	Wisconsin	\$0.80	\$0.70
19	Nebraska	\$0.80	\$0.69
20	California	\$0.80	\$0.68
21	South Dakota	\$0.79	\$0.73
22	Pennsylvania	\$0.79	\$0.67
23	Ohio	\$0.79	\$0.68
24	Maryland	\$0.79	\$0.71
25	Colorado	\$0.79	\$0.71
26	Missouri	\$0.79	\$0.71
27	Nevada	\$0.79	\$0.73
28	Kentucky	\$0.79	\$0.71
29	North Dakota	\$0.79	\$0.68
30	Montana	\$0.79	\$0.69
31	Iowa	\$0.78	\$0.69
32	Tennessee	\$0.78	\$0.70
33	New Hampshire	\$0.78	\$0.70
34	Kansas	\$0.78	\$0.68
35	Georgia	\$0.78	\$0.67
36	New Jersey	\$0.77	\$0.67
37	South Carolina	\$0.77	\$0.69
38	Washington	\$0.77	\$0.65
39	Michigan	\$0.77	\$0.66
40	Virginia	\$0.77	\$0.69
41	Illinois	\$0.77	\$0.67
42	Idaho	\$0.76	\$0.61
43	West Virginia	\$0.75	\$0.66
44	Mississippi	\$0.75	\$0.67
45	Indiana	\$0.75	\$0.66
46	Oklahoma	\$0.74	\$0.66
47	Texas	\$0.74	\$0.65
48	Alabama	\$0.73	\$0.62
49	Louisiana	\$0.70	\$0.61
50	Wyoming	\$0.70	\$0.59
51	Utah	\$0.69	\$0.53

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 2023 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.