

# Lifetime Wage Gap Losses by State for Native Hawaiian and Other Pacific Islander Women (NHOPI) Women — March 2026



Rank	State	Lifetime losses due to the wage gap	Full-time year-round workers: What NHOPI women were paid for every dollar white, non-Hispanic men were paid	Age at which a NHOPI woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<b>United States</b>	<b>\$1,006,640</b>	<b>\$0.67</b>	<b>80</b>
1	Hawaii	\$1,302,000	\$0.59	88
2	Utah	\$1,373,960	\$0.56	92
3	Washington	\$1,587,400	\$0.55	92
4	Texas	\$1,632,240	\$0.51	99
5	California	\$1,697,680	\$0.58	89
	Alabama*	-	-	-
	Alaska*	-	-	-
	Arizona*	-	-	-
	Arkansas*	-	-	-
	Colorado*	-	-	-
	Connecticut*	-	-	-
	Delaware*	-	-	-
	District of Columbia*	-	-	-
	Florida*	-	-	-
	Georgia*	-	-	-
	Idaho*	-	-	-
	Illinois*	-	-	-
	Indiana*	-	-	-
	Iowa*	-	-	-
	Kansas*	-	-	-
	Kentucky*	-	-	-
	Louisiana*	-	-	-
	Maine*	-	-	-
	Maryland*	-	-	-
	Massachusetts*	-	-	-
	Michigan*	-	-	-
	Minnesota*	-	-	-
	Mississippi*	-	-	-
	Missouri*	-	-	-
	Montana*	-	-	-
	Nebraska*	-	-	-
	Nevada*	-	-	-
	New Hampshire*	-	-	-
	New Jersey*	-	-	-
	New Mexico*	-	-	-
	New York*	-	-	-
	North Carolina*	-	-	-
	North Dakota*	-	-	-
	Ohio*	-	-	-
	Oklahoma*	-	-	-
	Oregon*	-	-	-
	Pennsylvania*	-	-	-
	Rhode Island*	-	-	-
	South Carolina*	-	-	-
	South Dakota*	-	-	-
	Tennessee*	-	-	-
	Vermont*	-	-	-
	Virginia*	-	-	-
	West Virginia*	-	-	-
	Wisconsin*	-	-	-
	Wyoming*	-	-	-

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

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2020-2024 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on the 2024 American Community Survey 1-year estimate. What Native Hawaiian and Other Pacific Islander 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 Hawaiian and Other Pacific Islander 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 Hawaiian and Other Pacific Islander women are those who self-identified in the survey as Native Hawaiian and Other Pacific Islander. White, non-Hispanic men refer to those who have self-identified as white but who are not of Hispanic, Latino, or Spanish origin.