

Lifetime Wage Gap Losses by State for Indigenous Women — February 2025



Rank	State	Lifetime losses due to the wage gap	Full-time, year-round workers: what Indigenous women were paid for every dollar paid to white, non-Hispanic men	Age at which an Indigenous woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	United States	\$1,202,200	\$0.58	89
1	Alabama	\$779,320	\$0.70	77
2	Missouri	\$814,120	\$0.67	79
3	Oklahoma	\$847,640	\$0.66	81
4	Indiana	\$862,920	\$0.67	80
5	Tennessee	\$868,120	\$0.65	82
6	Montana	\$875,840	\$0.64	82
7	South Dakota	\$885,400	\$0.63	83
8	Arkansas	\$887,280	\$0.62	85
9	North Dakota	\$938,280	\$0.65	82
10	Kansas	\$963,840	\$0.63	83
11	Wyoming	\$1,017,880	\$0.63	84
12	Wisconsin	\$1,019,880	\$0.62	85
13	Idaho	\$1,024,560	\$0.59	88
14	Oregon	\$1,029,680	\$0.64	82
15	Michigan	\$1,033,800	\$0.62	84
16	Alaska	\$1,034,400	\$0.67	79
17	Nebraska	\$1,040,120	\$0.60	86
18	Pennsylvania	\$1,118,600	\$0.61	86
19	Ohio	\$1,145,000	\$0.57	90
20	Florida	\$1,146,280	\$0.57	90
21	Minnesota	\$1,151,280	\$0.62	85
22	South Carolina	\$1,161,920	\$0.56	92
23	North Carolina	\$1,164,800	\$0.56	91
24	Arizona	\$1,242,880	\$0.57	90
25	New Mexico	\$1,284,400	\$0.54	93
26	Massachusetts	\$1,295,240	\$0.65	82
27	Nevada	\$1,318,320	\$0.55	92
28	Colorado	\$1,349,560	\$0.59	88
29	Washington	\$1,366,240	\$0.60	87
30	Georgia	\$1,390,120	\$0.51	98
31	Virginia	\$1,391,440	\$0.57	90
32	Utah	\$1,501,640	\$0.50	100
33	Illinois	\$1,522,640	\$0.52	97
34	New York	\$1,539,600	\$0.55	93
35	Louisiana	\$1,572,000	\$0.45	110
36	Texas	\$1,591,400	\$0.51	99
37	Maryland	\$1,795,800	\$0.52	97
38	California	\$2,062,040	\$0.48	104
39	New Jersey	\$2,277,800	\$0.41	118
-	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 Indigenous women. Dashes indicate data is not available.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2019-2023 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on the 2023 American Community Survey. What Indigenous 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 an Indigenous 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. Indigenous 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.