

The Wage Gap by State for Indigenous Women — February 2025



Rank based on full-time, year-round workers' wage gap	State	Full-time, year-round workers: what Indigenous women were paid for every dollar white, non-Hispanic men were paid	Including part-time and part-year workers: what Indigenous women were paid for every dollar white, non-Hispanic men were paid
	United States	\$0.58	\$0.52
1	Alabama	\$0.70	\$0.60
2	Alaska	\$0.67	\$0.51
3	Indiana	\$0.67	\$0.55
4	Missouri	\$0.67	\$0.59
5	Oklahoma	\$0.66	\$0.60
6	Massachusetts	\$0.65	\$0.59
7	North Dakota	\$0.65	\$0.53
8	Tennessee	\$0.65	\$0.56
9	Montana	\$0.64	\$0.59
10	Oregon	\$0.64	\$0.58
11	Kansas	\$0.63	\$0.51
12	South Dakota	\$0.63	\$0.50
13	Wyoming	\$0.63	\$0.52
14	Arkansas	\$0.62	\$0.58
15	Michigan	\$0.62	\$0.55
16	Minnesota	\$0.62	\$0.49
17	Wisconsin	\$0.62	\$0.54
18	Pennsylvania	\$0.61	\$0.54
19	Nebraska	\$0.60	\$0.51
20	Washington	\$0.60	\$0.53
21	Colorado	\$0.59	\$0.58
22	Idaho	\$0.59	\$0.56
23	Arizona	\$0.57	\$0.57
24	Florida	\$0.57	\$0.50
25	Ohio	\$0.57	\$0.51
26	Virginia	\$0.57	\$0.46
27	North Carolina	\$0.56	\$0.57
28	South Carolina	\$0.56	\$0.45
29	Nevada	\$0.55	\$0.56
30	New York	\$0.55	\$0.46
31	New Mexico	\$0.54	\$0.54
32	Illinois	\$0.52	\$0.47
33	Maryland	\$0.52	\$0.42
34	Georgia	\$0.51	\$0.44
35	Texas	\$0.51	\$0.44
36	Utah	\$0.50	\$0.49
37	California	\$0.48	\$0.42
38	Louisiana	\$0.45	\$0.40
39	New Jersey	\$0.41	\$0.33
	Connecticut*	-	\$0.32
	Delaware*	-	-
	District of Columbia*	-	-
	Hawaii*	-	-
	Iowa*	-	\$0.50
	Kentucky*	-	\$0.62
	Maine*	-	\$0.73
	Mississippi*	-	\$0.36
	New Hampshire*	-	-
	Rhode Island*	-	-
	Vermont*	-	-
	West Virginia*	-	-

* State has insufficient data to calculate full-time, year-round state wage gap for Indigenous women.

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 1-year estimate. What Indigenous 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. 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. Dashes indicate data is not available.