

The Wage Gap by State for Native Hawaiian and Other Pacific Islander Women (NHOPI) — February 2025



Rank based on full-time, year-round workers' wage gap	State	Full-time, year-round workers: what NHOPI women were paid for every dollar white, non-Hispanic men were paid	Including part-time and part-year workers: what NHOPI women were paid for every dollar white, non-Hispanic men were paid
	United States	\$0.65	\$0.71
1	Nevada	\$0.63	\$0.62
2	Hawaii	\$0.61	\$0.56
3	California	\$0.55	\$0.55
4	Washington	\$0.55	\$0.56
5	Utah	\$0.55	\$0.58
	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*	-	-
	New Hampshire*	-	-
	New Jersey*	-	-
	New Mexico*	-	-
	New York*	-	-
	North Carolina*	-	-
	North Dakota*	-	-
	Ohio*	-	-
	Oklahoma*	-	-
	Oregon*	-	-
	Pennsylvania*	-	-
	Rhode Island*	-	-
	South Carolina*	-	-
	South Dakota*	-	-
	Tennessee*	-	-
	Texas*	-	\$0.50
	Vermont*	-	-
	Virginia*	-	-
	West Virginia*	-	-
	Wisconsin*	-	-
	Wyoming*	-	-

*State has insufficient data to calculate full-time, year-round state wage gap for Native Hawaiian and Other Pacific Islander 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 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 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 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. Dashes indicate data is not available.