

The Wage Gap by State for White, non-Hispanic Women — February 2025



Rank based on full-time, year-round workers' wage gap	State	Full-time, year-round workers: what white, non-Hispanic women were paid for every dollar white, non-Hispanic men were paid	Including part-time and part-year workers: what white, non-Hispanic women were paid for every dollar white, non-Hispanic men were paid
	United States	\$0.80	\$0.73
1	Hawaii	\$0.90	\$0.73
2	Vermont	\$0.89	\$0.83
3	District of Columbia	\$0.86	\$0.81
4	Rhode Island	\$0.85	\$0.74
5	Alaska	\$0.84	\$0.72
6	Maine	\$0.83	\$0.76
7	New York	\$0.83	\$0.74
8	Delaware	\$0.83	\$0.75
9	Minnesota	\$0.82	\$0.74
10	Massachusetts	\$0.82	\$0.72
11	Connecticut	\$0.82	\$0.70
12	North Carolina	\$0.81	\$0.73
13	New Mexico	\$0.81	\$0.70
14	Oregon	\$0.81	\$0.72
15	South Dakota	\$0.81	\$0.73
16	Arizona	\$0.81	\$0.74
17	Florida	\$0.80	\$0.75
18	California	\$0.80	\$0.69
19	Wisconsin	\$0.80	\$0.71
20	Maryland	\$0.80	\$0.71
21	Nevada	\$0.80	\$0.72
22	Pennsylvania	\$0.80	\$0.68
23	Colorado	\$0.80	\$0.71
24	Ohio	\$0.79	\$0.69
25	Arkansas	\$0.79	\$0.72
26	Nebraska	\$0.79	\$0.70
27	Missouri	\$0.79	\$0.71
28	North Dakota	\$0.79	\$0.69
29	Kentucky	\$0.79	\$0.71
30	Iowa	\$0.79	\$0.70
31	New Hampshire	\$0.79	\$0.70
32	Washington	\$0.78	\$0.67
33	Montana	\$0.78	\$0.70
34	Tennessee	\$0.78	\$0.70
35	Kansas	\$0.78	\$0.69
36	South Carolina	\$0.78	\$0.70
37	New Jersey	\$0.78	\$0.68
38	Michigan	\$0.77	\$0.67
39	Virginia	\$0.77	\$0.69
40	Georgia	\$0.77	\$0.69
41	Illinois	\$0.77	\$0.68
42	West Virginia	\$0.76	\$0.68
43	Indiana	\$0.76	\$0.68
44	Idaho	\$0.76	\$0.61
45	Mississippi	\$0.75	\$0.68
46	Oklahoma	\$0.75	\$0.68
47	Texas	\$0.74	\$0.66
48	Alabama	\$0.73	\$0.63
49	Wyoming	\$0.70	\$0.60
50	Utah	\$0.70	\$0.54
51	Louisiana	\$0.70	\$0.62

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 2024 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.