

The Wage Gap by State for Asian Women — March 2026



Rank based on full-time, year-round workers' wage gap	State	Full-time, year-round workers: what Asian women were paid for every dollar white, non-Hispanic men were paid	Including part-time and part-year workers: what Asian women were paid for every dollar white, non-Hispanic men were paid
	United States	\$0.97	\$0.84
1	Delaware	\$1.17	\$1.00
2	Michigan	\$0.98	\$0.74
3	Virginia	\$0.97	\$0.81
4	Illinois	\$0.97	\$0.82
5	West Virginia	\$0.97	\$0.92
6	North Carolina	\$0.95	\$0.79
7	Tennessee	\$0.95	\$0.85
8	Pennsylvania	\$0.94	\$0.73
9	New Jersey	\$0.94	\$0.87
10	Washington	\$0.94	\$0.82
11	Oregon	\$0.92	\$0.84
12	Massachusetts	\$0.90	\$0.79
13	Missouri	\$0.90	\$0.79
14	Ohio	\$0.89	\$0.75
15	New Mexico	\$0.89	\$0.86
16	Maine	\$0.89	\$0.73
17	Maryland	\$0.87	\$0.73
18	Connecticut	\$0.87	\$0.74
19	New York	\$0.87	\$0.71
20	Georgia	\$0.85	\$0.70
21	Texas	\$0.85	\$0.71
22	Indiana	\$0.84	\$0.71
23	District of Columbia	\$0.83	\$0.73
24	Kentucky	\$0.82	\$0.73
25	California	\$0.81	\$0.75
26	Colorado	\$0.81	\$0.71
27	South Carolina	\$0.81	\$0.73
28	Arizona	\$0.81	\$0.75
29	Florida	\$0.80	\$0.73
30	Wisconsin	\$0.78	\$0.70
31	New Hampshire	\$0.78	\$0.80
32	Arkansas	\$0.78	\$0.70
33	Kansas	\$0.77	\$0.71
34	Alabama	\$0.77	\$0.65
35	Nebraska	\$0.77	\$0.65
36	Rhode Island	\$0.77	\$0.70
37	Minnesota	\$0.76	\$0.73
38	Oklahoma	\$0.75	\$0.68
39	Mississippi	\$0.75	\$0.66
40	Idaho	\$0.74	\$0.72
41	Utah	\$0.74	\$0.66
42	Iowa	\$0.73	\$0.65
43	Nevada	\$0.72	\$0.69
44	Hawaii	\$0.70	\$0.71
45	Louisiana	\$0.64	\$0.52
46	Alaska	\$0.63	\$0.60
47	Montana*	-	\$0.71
48	North Dakota*	-	\$0.72
49	South Dakota*	-	\$0.59
50	Vermont*	-	\$0.81
51	Wyoming*	-	-

* State has insufficient data to calculate full-time, year-round state wage gap for Asian 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 Asian 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. Asian women in both surveys are those who self-identified as Asian alone. White, non-Hispanic men in both surveys 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.