

# The Wage Gap by State for Indigenous Women — March 2026



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
	<b>United States</b>	<b>\$0.58</b>	<b>\$0.53</b>
1	Alaska	\$0.69	\$0.52
2	Alabama	\$0.67	\$0.59
3	Oklahoma	\$0.67	\$0.61
4	Massachusetts	\$0.65	\$0.52
5	Oregon	\$0.65	\$0.56
6	Indiana	\$0.65	\$0.55
7	South Dakota	\$0.64	\$0.56
8	Michigan	\$0.64	\$0.59
9	Missouri	\$0.64	\$0.61
10	Wyoming	\$0.64	\$0.55
11	North Dakota	\$0.64	\$0.55
12	Arkansas	\$0.63	\$0.54
13	Montana	\$0.63	\$0.57
14	Nebraska	\$0.63	\$0.53
15	Tennessee	\$0.61	\$0.53
16	Wisconsin	\$0.61	\$0.57
17	Kansas	\$0.61	\$0.49
18	Minnesota	\$0.60	\$0.48
19	Colorado	\$0.59	\$0.57
20	Florida	\$0.58	\$0.52
21	Pennsylvania	\$0.58	\$0.56
22	Washington	\$0.58	\$0.53
23	Arizona	\$0.57	\$0.57
24	North Carolina	\$0.57	\$0.58
25	Ohio	\$0.56	\$0.53
26	Virginia	\$0.56	\$0.45
27	Idaho	\$0.56	\$0.50
28	New Mexico	\$0.56	\$0.57
29	South Carolina	\$0.55	\$0.46
30	Nevada	\$0.55	\$0.55
31	Illinois	\$0.53	\$0.50
32	Utah	\$0.53	\$0.50
33	New York	\$0.52	\$0.42
34	Georgia	\$0.52	\$0.46
35	Texas	\$0.49	\$0.43
36	California	\$0.47	\$0.44
37	Maryland	\$0.47	\$0.41
38	Louisiana	\$0.45	\$0.40
39	New Jersey	\$0.41	\$0.35
	Connecticut*	-	\$0.34
	Delaware*	-	-
	District of Columbia*	-	-
	Hawaii*	-	-
	Iowa*	-	\$0.51
	Kentucky*	-	\$0.59
	Maine*	-	\$0.73
	Mississippi*	-	\$0.45
	New Hampshire*	-	-
	Rhode Island*	-	-
	Vermont*	-	-
	West Virginia*	-	-

\* State has insufficient data to calculate full-time, year-round 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 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 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.