

# The Wage Gap by State for Native Hawaiian and Other Pacific Islander Women (NHOPI) Women — March 2026



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
	<b>United States</b>	<b>\$0.67</b>	<b>\$0.59</b>
1	Hawaii	\$0.59	\$0.55
2	California	\$0.58	\$0.54
3	Utah	\$0.56	\$0.55
4	Washington	\$0.55	\$0.57
5	Texas	\$0.51	\$0.46
	Alabama*	-	-
	Alaska*	-	-
	Arizona*	-	-
	Arkansas*	-	-
	Colorado*	-	-
	Connecticut*	-	-
	Delaware*	-	-
	District of Columbia*	-	-
	Florida*	-	\$0.68
	Georgia*	-	-
	Idaho*	-	-
	Illinois*	-	-
	Indiana*	-	-
	Iowa*	-	-
	Kansas*	-	-
	Kentucky*	-	-
	Louisiana*	-	-
	Maine*	-	-
	Maryland*	-	-
	Massachusetts*	-	-
	Michigan*	-	-
	Minnesota*	-	-
	Mississippi*	-	-
	Missouri*	-	-
	Montana*	-	-
	Nebraska*	-	-
	Nevada*	-	\$0.60
	New Hampshire*	-	-
	New Jersey*	-	-
	New Mexico*	-	-
	New York*	-	-
	North Carolina*	-	-
	North Dakota*	-	-
	Ohio*	-	-
	Oklahoma*	-	-
	Oregon*	-	\$0.51
	Pennsylvania*	-	-
	Rhode Island*	-	-
	South Carolina*	-	-
	South Dakota*	-	-
	Tennessee*	-	-
	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. 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 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.