

The Wage Gap by State for White, non-Hispanic Women — March 2026



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	\$0.77	\$0.73
1	Vermont	\$0.90	\$0.84
2	Hawaii	\$0.86	\$0.74
3	District of Columbia	\$0.86	\$0.82
4	Alaska	\$0.85	\$0.72
5	Maine	\$0.84	\$0.78
6	New York	\$0.84	\$0.75
7	Rhode Island	\$0.84	\$0.74
8	Minnesota	\$0.83	\$0.75
9	Massachusetts	\$0.83	\$0.73
10	Delaware	\$0.82	\$0.76
11	Oregon	\$0.82	\$0.73
12	New Mexico	\$0.82	\$0.72
13	South Dakota	\$0.82	\$0.75
14	Connecticut	\$0.82	\$0.71
15	Colorado	\$0.81	\$0.73
16	North Carolina	\$0.81	\$0.73
17	California	\$0.81	\$0.70
18	Pennsylvania	\$0.81	\$0.69
19	Arizona	\$0.81	\$0.74
20	Wisconsin	\$0.80	\$0.72
21	Maryland	\$0.80	\$0.71
22	Nebraska	\$0.80	\$0.72
23	Arkansas	\$0.80	\$0.72
24	Florida	\$0.80	\$0.74
25	Ohio	\$0.80	\$0.71
26	Kentucky	\$0.79	\$0.71
27	Washington	\$0.79	\$0.67
28	Montana	\$0.79	\$0.71
29	Iowa	\$0.79	\$0.71
30	Missouri	\$0.79	\$0.72
31	Tennessee	\$0.79	\$0.71
32	Nevada	\$0.79	\$0.71
33	New Hampshire	\$0.78	\$0.71
34	North Dakota	\$0.78	\$0.71
35	Virginia	\$0.78	\$0.70
36	Kansas	\$0.78	\$0.70
37	South Carolina	\$0.78	\$0.71
38	Michigan	\$0.78	\$0.67
39	New Jersey	\$0.78	\$0.69
40	Illinois	\$0.77	\$0.69
41	Indiana	\$0.77	\$0.69
42	Georgia	\$0.77	\$0.68
43	West Virginia	\$0.76	\$0.69
44	Oklahoma	\$0.76	\$0.69
45	Mississippi	\$0.76	\$0.68
46	Idaho	\$0.75	\$0.62
47	Texas	\$0.75	\$0.67
48	Alabama	\$0.74	\$0.64
49	Wyoming	\$0.73	\$0.62
50	Utah	\$0.71	\$0.56
51	Louisiana	\$0.70	\$0.61

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 2025 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.