

Rank	State	What Native American women make for every dollar white, non-Hispanic men make	Lifetime Losses Due to Wage Gap	Age at which a Native American woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	United States	\$0.60	\$986,240	87
1	Maine	\$0.79	\$434,360	71
2	Alabama	\$0.78	\$481,200	72
3	Indiana	\$0.71	\$615,000	76
4	Missouri	\$0.70	\$627,960	78
5	Tennessee	\$0.69	\$635,200	78
6	Ohio	\$0.71	\$635,280	77
7	Arkansas	\$0.66	\$656,160	81
8	Florida	\$0.69	\$660,880	78
9	Kansas	\$0.68	\$696,520	79
10	Kentucky	\$0.64	\$711,120	82
11	Iowa	\$0.66	\$727,200	81
12	Montana	\$0.62	\$778,320	85
13	Oregon	\$0.66	\$782,800	80
14	South Carolina	\$0.63	\$797,000	84
15	South Dakota	\$0.60	\$797,480	86
16	Wisconsin	\$0.64	\$800,480	83
17	Oklahoma	\$0.62	\$804,400	85
18	Maryland	\$0.74	\$807,560	74
19	Pennsylvania	\$0.64	\$819,840	82
20	North Carolina	\$0.61	\$832,120	86
21	Idaho	\$0.59	\$832,480	87
22	Nebraska	\$0.61	\$838,640	86
23	Michigan	\$0.60	\$893,600	87
24	Virginia	\$0.65	\$917,280	81
25	Alaska	\$0.65	\$919,880	81
26	North Dakota	\$0.59	\$923,920	87
27	Mississippi	\$0.53	\$964,800	96
28	Nevada	\$0.58	\$1,003,440	89
29	Minnesota	\$0.59	\$1,008,920	88
30	Arizona	\$0.57	\$1,028,240	90
31	Wyoming	\$0.56	\$1,040,640	92
32	Washington	\$0.61	\$1,043,480	85
33	Colorado	\$0.57	\$1,089,960	90
34	Georgia	\$0.52	\$1,095,520	97
35	New Mexico	\$0.53	\$1,118,160	96
36	Texas	\$0.57	\$1,133,280	90
37	Louisiana	\$0.52	\$1,153,720	97
38	Utah	\$0.52	\$1,166,400	97
39	New York	\$0.56	\$1,207,120	91
40	Massachusetts	\$0.59	\$1,222,640	87
41	Illinois	\$0.52	\$1,247,520	97
42	Connecticut	\$0.53	\$1,424,280	95
43	New Jersey	\$0.51	\$1,588,480	99
44	California	\$0.50	\$1,600,040	100
-	Delaware*	-	-	-
-	District of Columbia*	-	-	-
-	Hawaii*	-	-	-
-	New Hampshire*	-	-	-
-	Rhode Island*	-	-	-
-	Vermont*	-	-	-
-	West Virginia*	-	-	-

*State has insufficient data due to small sample sizes to calculate state wage gap for Native American women.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2015-2019 American Community Survey 5-year estimates. National wage gap calculated by NWLC is based on the 2019 American Community Survey. "What Native American 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. Earnings are in 2019 dollars. "Lifetime losses due to wage gap" or the "Lifetime wage gap" is what a woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. "Age at which a Native American woman's career earnings catch up to white, non-Hispanic men's career earnings at age 60" assumes all workers begin work at age 20. Assuming men have a 40-year career and retire at age 60, this is the age at which women are able to retire with the same lifetime earnings as their male counterparts. Ranks based on unrounded data. People in both surveys self-identified as either male or female. Native American 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."