

Rank	State	What Native women make for every dollar white, non-Hispanic men make	Lifetime losses due to wage gap	Age at which Native women's career earnings catch up to white, non-Hispanic men's career earnings at age 60
	<i>United States</i>	57.4¢	\$960,280	90
1	Ohio	73.1¢	\$546,800	75
2	Arkansas	68.9¢	\$549,360	78
3	Alabama	72.5¢	\$557,080	75
4	Montana	66.9¢	\$607,320	80
5	Maine	67.2¢	\$615,240	80
6	Missouri	67.1¢	\$625,480	80
7	Kentucky	65.4¢	\$638,000	81
8	Indiana	68.0¢	\$641,400	79
9	Florida	67.6¢	\$649,880	79
10	Kansas	66.5¢	\$677,600	80
11	Tennessee	63.5¢	\$680,320	83
12	South Dakota	61.3¢	\$699,480	85
13	Idaho	62.2¢	\$708,800	84
14	Oklahoma	62.7¢	\$736,920	84
15	Wisconsin	62.9¢	\$758,480	84
16	South Carolina	60.7¢	\$782,400	86
17	North Carolina	60.6¢	\$785,520	86
18	Nebraska	59.6¢	\$795,000	87
19	Oregon	61.7¢	\$800,080	85
20	North Dakota	61.0¢	\$808,880	86
21	Michigan	60.6¢	\$821,200	86
22	Virginia	66.1¢	\$830,600	81
23	Pennsylvania	60.2¢	\$840,800	86
24	Mississippi	55.0¢	\$851,240	93
25	Nevada	60.9¢	\$851,520	86
26	Arizona	58.7¢	\$892,280	88
27	Minnesota	59.2¢	\$901,200	88
28	Washington	62.9¢	\$908,600	84
29	Wyoming	57.6¢	\$939,800	89
30	Iowa	52.2¢	\$943,080	97
31	Georgia	54.4¢	\$953,160	94
32	New York	61.4¢	\$965,720	85
33	Maryland	65.5¢	\$970,360	81
34	Alaska	62.0¢	\$986,920	85
35	Utah	54.1¢	\$1,005,400	94
36	Colorado	56.0¢	\$1,033,400	91
37	Massachusetts	61.4¢	\$1,038,520	85
38	Illinois	55.9¢	\$1,073,800	92
39	Louisiana	51.7¢	\$1,079,480	97
40	New Mexico	50.5¢	\$1,086,600	99
41	Texas	50.9¢	\$1,208,440	99
42	Delaware	45.3¢	\$1,210,040	108
43	Connecticut	56.2¢	\$1,239,680	91
44	California	49.7¢	\$1,446,880	101
45	New Jersey	50.9¢	\$1,464,280	99
	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 women.

Source: State wage gaps calculated by National Women's Law Center (NWLC) are based on 2012-2016 American Community Survey Five-Year Estimates (<http://www.census.gov/acs/www/>). National wage gap calculated by NWLC is based on the 2016 American Community Survey (<http://www.census.gov/acs/www/>). "What a Native woman makes for every dollar a white, non-Hispanic man makes" is the ratio of Native women's and white, non-Hispanic men's median earnings for full time, year round workers. "Lifetime losses due to wage gap" or the "Lifetime Wage Gap" is what a Native woman would lose, based on today's wage gap, over a 40-year career. Figures are not adjusted for inflation. Earnings are in 2016 dollars. Ranks based on unrounded data. "Age at which a Native 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 white, non-Hispanic men have a 40-year career, this is the age at which Native women are able to retire with the same lifetime earnings as their male counterparts. Native 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.

