

Native Women Won't Reach Pay Equity Until 2202

The Wage Gap Between Native American Women and White Men by State

Research Highlights

- Native American women face some of the starkest economic outcomes among women in the United States, including the largest gender wage gap of any ethnic and racial group. **In 2023, American Indian and Alaskan Native women with earnings (including full-time, part-time, year-round, and part-year workers) were paid only 52.4 cents per dollar paid to White¹ men (a wage gap of 47.6 percent).**
- Native women working full-time year-round, whose lower earnings cannot be explained by differences in labor force participation, **earned 58.3 cents per dollar paid to White men (a wage gap of 41.7 percent).**
- Based on trends since 2002, **it will take until 2202 for the typical Native woman with earnings to reach pay equity with White men.**² This is an increase in the amount of time it will take for the wage gap to converge from last year's estimation of 2144 to reach pay parity.
- In every state with enough data, Native women with earnings earned less than White men. **New Jersey had the lowest median annual earnings ratio for Native women at 41.9 percent,** and Missouri had the least bad earnings ratio at 73.7 percent for all with earnings.
- Among full-time year-round workers, **Native women fared the worst compared to White men in Louisiana, with an earnings ratio of 51.6 percent.** The highest, or least bad, earnings ratio for full-time year-round workers was in Arkansas at 84.7 percent.



The stark and persistent wage gap for Native women results in an income loss of thousands of dollars per year. Nationally, Native women with earnings made \$28,144 less than White men, and among full-time year-round workers, Native women earned \$30,055 less than White men in 2023.³ This ranged from an annual income loss of \$32,916 in Louisiana to an annual income loss of \$8,267 in Arkansas among full-time year-round Native women compared to White men.

This fact sheet reviews the most recent data on the earnings of Native American and Alaskan Native women and non-Hispanic White men across the country and in each state where there is sufficient



data for analysis. Native women are not a monolith, and factors that are not examined here, including tribal affiliation, shape Native women's outcomes. Still, these findings reveal an average lower level of earnings that results in significant economic inequity.

The fact sheet uses two different earnings measures: median annual earnings of all workers with earnings, regardless of whether they worked full-time, part-time, year-round, or part-year, and median annual earnings for full-time year-round workers. State-level data are based on the most recently available annual earnings data from the American Community Survey (ACS) 2018–2022. When calculating the earnings ratio for all workers, 44 states had sufficient sample size data to calculate median annual earnings for Native women, while 35 states had enough data to determine median annual earnings for Native women working full-time year-round. National data are for 2023 from the American Community Survey.

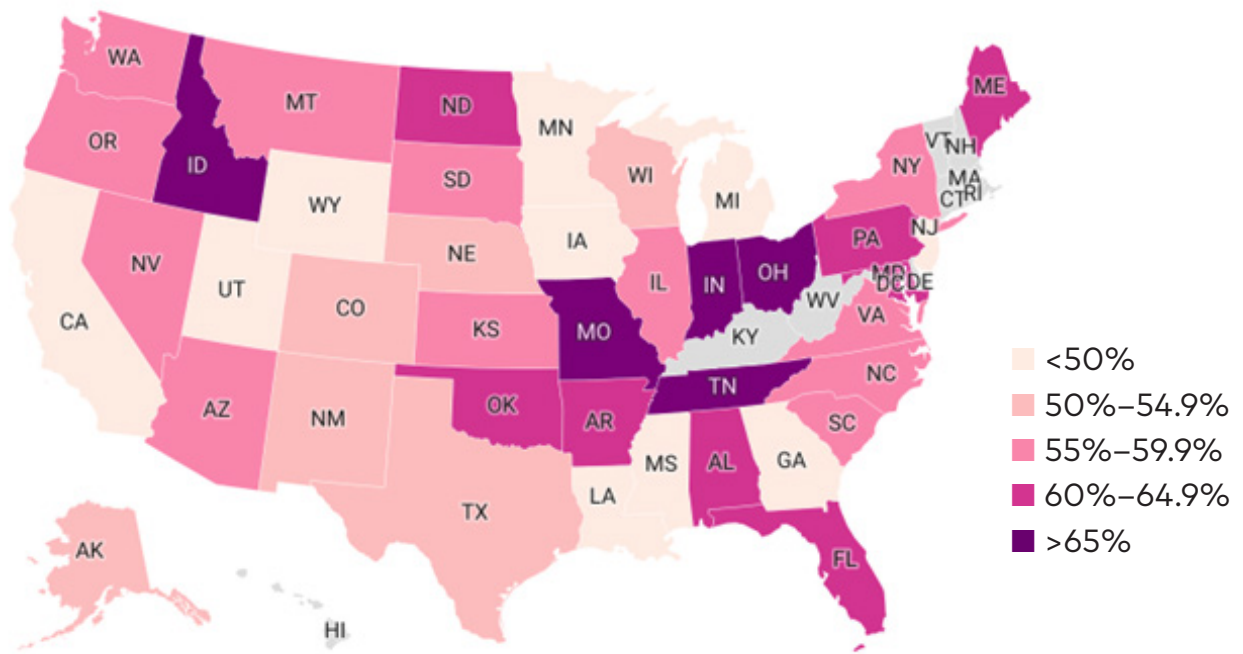
Native American and Alaskan Native Women Earn Less than White Men in Every State

Across every state with sufficient data in 2022, Native American and Alaskan Native women's median annual earnings were lower than White men's, including both those with any earnings and only those working full-time year-round (Tables 1 and 2).

- **New Jersey** had the worst earnings ratio for Native American women with earnings, who were paid 41.9 cents for each dollar paid to White men. **Iowa** and **Mississippi** followed, with Native women earning 44.6 cents and 45.4 cents, respectively, per each dollar earned by White men. New Jersey also had a low earnings ratio for Native women working full-time year-round at only 53.1 percent (Table 3).
- Among those working full-time year-round, **Louisiana** had the worst wage gap, with Native women earning 51.6 cents per dollar earned by White men. This was followed by **California** at 54.4 cents and **Utah** at 54.6 cents per dollar earned by White men.
- **Missouri** had the smallest wage gap among all workers, with Native women earning 73.7 cents per dollar earned by White men, and **Arkansas** had the smallest gap among full-time year-round workers, with Native women earning 84.7 cents per dollar earned by White men.

Extremely low earnings for Native women are prevalent across the country. For all workers with earnings, Native women earned less than half of what White men made in 13 states total (Map 1). On the other end of the spectrum, among full-time year-round workers, Native women earned at least 70 percent of White men's earnings in nine states (Map 2).

Map 1. The Median Annual Earnings Ratio of Native Women Compared with White Men for All with Earnings, by State

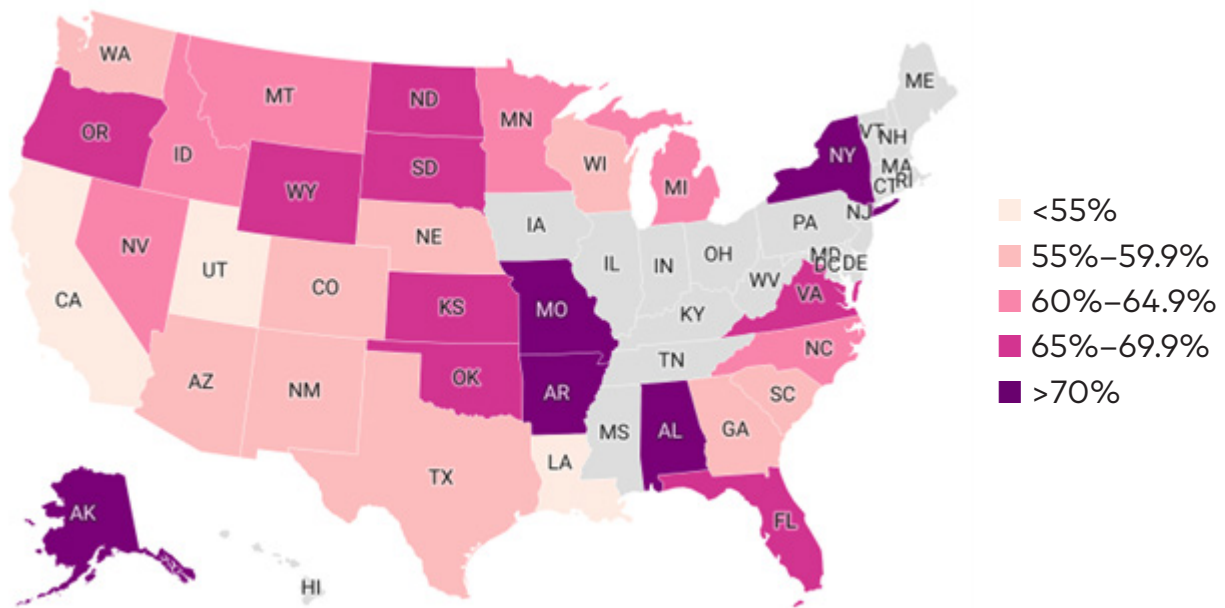


Source: IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: Workers 16 years and older. White alone, not Hispanic. For Connecticut, Delaware, District of Columbia, Hawaii, Massachusetts, Vermont, and West Virginia, sample size was insufficient for calculating median annual earnings.



Map 2. The Median Annual Earnings Ratio of Native Women Compared with White Men for Full-Time Workers, by State



Source: IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: Workers 16 years and older. White alone, not Hispanic. For Connecticut, Delaware, District of Columbia, Hawaii, Indiana, Iowa, Kentucky, Maryland, Massachusetts, Mississippi, New Hampshire, New Jersey, Ohio, Pennsylvania, Rhode Island, Tennessee, Vermont, and West Virginia, sample size was insufficient for calculating median annual earnings.

The Reasons Behind the Wage Gap

The lower earnings faced by Native American and Alaskan Native women reflect centuries of discrimination and violence, including a legacy of genocide and forced displacement that shapes where Native women live today and what opportunities they have access to. These include overt discrimination, assimilated family structures and caregiving responsibilities, the likelihood of living in rural areas, and the impact of higher rates of violence.

Discrimination: Race, ethnicity, and gender intersect to create a large economic divide between Native American and Alaskan Native women and White men.⁴ Native women are less likely than White men to work full-time year-round (Table 3),⁵ automatically placing them behind other racial groups in terms of yearly earnings. Native women are also more likely to work in the service industry,⁶ which is notorious for its low wages and lack of benefits.⁷ Additionally, Native American and Alaskan Native men and women experience discrimination in the workplace. More than a quarter (26 percent) of Native Americans report experiencing discrimination when applying for jobs, and 23 percent report discrimination in equal pay and when being considered for promotions.⁸

Colonization and Assimilation: Over half of Native American mothers are the breadwinners for their families.⁹ For many Native American tribes, such as in the Navajo Nation, women are culturally and historically the head of the household.¹⁰ However, forced colonization and assimilation have caused Native women to depend more on their male counterparts politically, economically, and in the household. Disproportionate care responsibilities limit Native American women's ability to fully participate in the labor market.¹¹

Rural Economic Constraints: Because Native Americans have faced centuries of historical displacement and forced migration, many Native women have relocated to rural tribal lands with few resources. Rural economic constraints include limited access to quality health care, water, or safe housing.¹² Furthermore, Native Americans have the highest poverty rate of all racial/ethnic groups.¹³ These economic constraints can make it difficult to obtain and hold a job, ultimately inhibiting stable pay and economic mobility for Native women.

Violence: Compared to other racial/ethnic groups, Native women face extremely high levels of violence. Violence can come in many forms, including, but not limited to, sexual violence, homicide, and domestic violence. Recent research has found that nearly half (43.7 percent) of Native women have been raped in their lifetime.¹⁴ Additionally, the homicide rate for Native American and Alaskan Native people in 2020 was roughly double that of the homicide rate of White people.¹⁵ Violence against Native women can hinder economic outcomes in several ways. For example, women who experience domestic violence are likely to lose paid workdays in order to heal from each incident.¹⁶ Violence against women also results in higher health care costs,¹⁷ which then becomes a deeper-rooted issue for many Native women who live in poverty or do not have access to quality health care. Overall, a woman subject to frequent violence is less likely to have the capacity to participate in education and/or employment, which in turn affects their low economic status.¹⁸ Pay equity can help mitigate the likelihood of experiencing intimate partner violence by making Native women more economically independent and enabling them to leave an abusive partner.¹⁹

Better Data and Data Sovereignty Are Needed to Inform Policies to Achieve Equal Pay

The relatively small size of the Native American and Alaskan Native population in the United States limits labor market data analysis on this population. This is despite an explicit mandate established by Public Law 102-477 on "Indian Employment, Training, and Related Services" in Section 17 on collecting data on the Native American workforce.²⁰ In the analysis in this fact sheet, there were not sufficient sample sizes in the data to calculate wage gaps for all Native women with earnings in 7 states and for full-time year-round Native women workers in 18 states. Furthermore, there are difficulties in defining race or ethnicity among Native populations since these categories can include both tribal affiliation and self-identified racial or ethnic identity.²¹ In turn, this limits the ability to conduct analysis on the precise causes of the wage gap and what solutions may be most effective for Native Women. The Census Bureau and other federal data collection agencies must expand their efforts to target the unique challenges of data collection for Native American and Alaskan Natives, including lack of traditional mailing addresses and difficulty in reaching populations with a lower socioeconomic status.²²

In addition to more effort needed to collect data on Native American and Alaskan Native populations, these communities also need sovereignty over their own data and information. The United Nations Declaration on the Rights of Indigenous Peoples includes control over their own data.²³ Scholars and advocates for the rights of Indigenous peoples have proposed agendas that would both allow for data sovereignty and improve research on these communities, which includes the right to reclaim data labels and exercise control over how data is used.²⁴ The unique lives and labor market experiences of Native American and Alaskan Native women can be better understood through improving both research and research practices in their communities.

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Table 1. Median Annual Earnings for Native Women and White Men: All with Earnings

State	Native women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$32,427	\$50,522	\$18,095	64.2%	35
Alaska	\$32,609	\$62,323	\$29,714	52.3%	14
Arizona	\$29,811	\$54,046	\$24,235	55.2%	17
Arkansas	\$27,023	\$44,192	\$17,169	61.1%	29
California	\$32,734	\$70,000	\$37,266	46.8%	4
Colorado	\$31,300	\$59,450	\$28,150	52.6%	15
Connecticut	n/a	\$66,636	n/a	n/a	n/a
Delaware	n/a	\$54,000	n/a	n/a	n/a
District of Columbia	n/a	\$110,000	n/a	n/a	n/a
Florida	\$32,150	\$50,000	\$17,850	64.3%	36
Georgia	\$26,888	\$54,046	\$27,158	49.8%	10
Hawaii	n/a	\$56,657	n/a	n/a	n/a
Idaho	\$30,000	\$45,929	\$15,929	65.3%	37
Illinois	\$34,447	\$59,450	\$25,003	57.9%	24
Indiana	\$35,072	\$50,000	\$14,928	70.1%	40
Iowa	\$22,275	\$50,000	\$27,725	44.6%	2
Kansas	\$27,557	\$49,858	\$22,301	55.3%	18
Kentucky	n/a	\$45,326	n/a	n/a	n/a
Louisiana	\$27,023	\$55,114	\$28,091	49.0%	8
Maine	\$28,705	\$45,892	\$17,187	62.5%	31
Maryland	\$45,000	\$70,255	\$25,255	64.1%	34
Massachusetts	n/a	\$67,988	n/a	n/a	n/a
Michigan	\$24,861	\$50,000	\$25,139	49.7%	9
Minnesota	\$27,023	\$56,657	\$29,634	47.7%	6
Mississippi	\$21,618	\$47,600	\$25,982	45.4%	3
Missouri	\$34,447	\$46,762	\$12,315	73.7%	41
Montana	\$24,589	\$43,236	\$18,647	56.9%	21
Nebraska	\$26,100	\$50,522	\$24,422	51.7%	12
Nevada	\$32,150	\$55,114	\$22,964	58.3%	25
New Hampshire	n/a	\$57,284	n/a	n/a	n/a
New Jersey	\$29,854	\$71,189	\$41,335	41.9%	1
New Mexico	\$26,409	\$48,652	\$22,243	54.3%	16
New York	\$35,000	\$61,000	\$26,000	57.4%	23
North Carolina	\$29,165	\$50,000	\$20,835	58.3%	25
North Dakota	\$32,734	\$52,474	\$19,740	62.4%	30
Ohio	\$35,000	\$50,000	\$15,000	70.0%	39
Oklahoma	\$30,000	\$47,931	\$17,931	62.6%	32
Oregon	\$29,300	\$51,439	\$22,139	57.0%	22
Pennsylvania	\$33,994	\$54,046	\$20,052	62.9%	33
Rhode Island	n/a	\$58,453	n/a	n/a	n/a
South Carolina	\$29,462	\$50,000	\$20,538	58.9%	28
South Dakota	\$27,328	\$46,762	\$19,434	58.4%	27
Tennessee	\$31,671	\$46,762	\$15,091	67.7%	38
Texas	\$32,427	\$62,323	\$29,896	52.0%	13
Utah	\$26,771	\$55,000	\$28,229	48.7%	7
Vermont	n/a	\$44,759	n/a	n/a	n/a
Virginia	\$33,994	\$60,056	\$26,062	56.6%	20
Washington	\$35,072	\$63,456	\$28,384	55.3%	18
West Virginia	n/a	\$43,632	n/a	n/a	n/a
Wisconsin	\$26,590	\$52,238	\$25,648	50.9%	11
Wyoming	\$24,753	\$52,124	\$27,371	47.5%	5
All (2018–2022)	\$29,462	\$55,114	\$25,652	53.5%	n/a

Source: IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: Workers 16 years and older. White alone, not Hispanic. For Connecticut, Delaware, District of Columbia, Hawaii, Massachusetts, Vermont, and West Virginia, sample size was insufficient for calculating median annual earnings.

Table 2. Median Annual Earnings for Native Women and White Men: Full-Time Year-Round Workers

State	Native women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$48,641	\$60,856	\$12,215	79.9%	32
Alaska	\$54,946	\$76,000	\$21,054	72.3%	30
Arizona	\$39,660	\$68,893	\$29,233	57.6%	9
Arkansas	\$45,779	\$54,046	\$8,267	84.7%	33
California	\$49,938	\$91,878	\$41,940	54.4%	2
Colorado	\$43,236	\$75,664	\$32,428	57.1%	6
Connecticut	n/a	\$85,000	n/a	n/a	n/a
Delaware	n/a	\$68,097	n/a	n/a	n/a
District of Columbia	n/a	\$124,000	n/a	n/a	n/a
Florida	\$43,236	\$62,693	\$19,457	69.0%	28
Georgia	\$38,810	\$67,988	\$29,178	57.1%	6
Hawaii	n/a	\$70,144	n/a	n/a	n/a
Idaho	\$37,000	\$58,453	\$21,453	63.3%	20
Illinois	\$45,000	\$75,000	\$30,000	60.0%	13
Indiana	n/a	\$60,000	n/a	n/a	n/a
Iowa	n/a	\$60,531	n/a	n/a	n/a
Kansas	\$41,926	\$62,004	\$20,078	67.6%	25
Kentucky	n/a	\$56,657	n/a	n/a	n/a
Louisiana	\$35,072	\$67,988	\$32,916	51.6%	1
Maine	\$34,447	\$57,411	\$22,964	60.0%	13
Maryland	n/a	\$87,679	n/a	n/a	n/a
Massachusetts	n/a	\$86,473	n/a	n/a	n/a
Michigan	\$40,000	\$64,855	\$24,855	61.7%	16
Minnesota	\$43,632	\$70,144	\$26,512	62.2%	19
Mississippi	n/a	\$57,411	n/a	n/a	n/a
Missouri	\$45,000	\$58,453	\$13,453	77.0%	31
Montana	\$35,072	\$56,657	\$21,585	61.9%	18
Nebraska	\$33,994	\$61,190	\$27,196	55.6%	5
Nevada	\$43,236	\$70,000	\$26,764	61.8%	17
New Hampshire	n/a	\$72,000	n/a	n/a	n/a
New Jersey	n/a	\$90,651	n/a	n/a	n/a
New Mexico	\$36,000	\$64,855	\$28,855	55.5%	4
New York	\$56,115	\$80,000	\$23,885	70.1%	29
North Carolina	\$37,394	\$61,960	\$24,566	60.4%	15
North Dakota	\$41,926	\$63,152	\$21,226	66.4%	22
Ohio	n/a	\$62,323	n/a	n/a	n/a
Oklahoma	\$39,748	\$58,453	\$18,705	68.0%	27
Oregon	\$45,929	\$67,988	\$22,059	67.6%	25
Pennsylvania	n/a	\$67,000	n/a	n/a	n/a
Rhode Island	n/a	\$71,000	n/a	n/a	n/a
South Carolina	\$35,000	\$61,000	\$26,000	57.4%	8
South Dakota	\$38,000	\$56,657	\$18,657	67.1%	23
Tennessee	n/a	\$58,369	n/a	n/a	n/a
Texas	\$44,780	\$75,989	\$31,209	58.9%	10
Utah	\$38,236	\$70,041	\$31,805	54.6%	3
Vermont	n/a	\$58,453	n/a	n/a	n/a
Virginia	\$50,000	\$75,664	\$25,664	66.1%	21
Washington	\$47,139	\$80,000	\$32,861	58.9%	10
West Virginia	n/a	\$54,046	n/a	n/a	n/a
Wisconsin	\$37,734	\$63,152	\$25,418	59.8%	12
Wyoming	\$43,700	\$64,855	\$21,155	67.4%	24
All (2018–2022)	\$40,917	\$69,178	\$28,261	59.1%	n/a

Source: IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: Workers 16 years and older. White alone, not Hispanic. For Connecticut, Delaware, District of Columbia, Hawaii, Indiana, Iowa, Kentucky, Maryland, Massachusetts, Mississippi, New Hampshire, New Jersey, Ohio, Pennsylvania, Rhode Island, Tennessee, Vermont, and West Virginia, sample size was insufficient for calculating median annual earnings.

Table 3. Full-Time Year-Round Workers as Percent of All Workers with Earnings for Native Women and White Men, by State

State	% of Native women working FTYR	% of White men working FTYR	Percentage point difference	Rank of difference in FTYR work
Alabama	62.2%	75.2%	13.0%	21
Alaska	44.5%	67.4%	22.9%	41
Arizona	61.9%	70.3%	8.4%	9
Arkansas	62.4%	73.1%	10.7%	15
California	55.8%	69.0%	13.1%	22
Colorado	56.0%	71.1%	15.2%	26
Connecticut	46.6%	70.0%	23.4%	n/a
Delaware	n/a	70.3%	n/a	n/a
District of Columbia	n/a	79.9%	n/a	n/a
Florida	54.7%	70.9%	16.2%	29
Georgia	51.9%	73.9%	22.1%	39
Hawaii	71.6%	71.5%	-0.1%	n/a
Idaho	55.4%	67.8%	12.5%	20
Illinois	58.4%	72.1%	13.7%	23
Indiana	57.7%	71.9%	14.2%	24
Iowa	43.2%	70.9%	27.7%	42
Kansas	50.2%	72.2%	22.0%	38
Kentucky	n/a	70.8%	n/a	n/a
Louisiana	61.4%	73.3%	12.0%	18
Maine	62.8%	67.3%	4.5%	1
Maryland	63.9%	74.9%	11.0%	16
Massachusetts	53.1%	70.0%	16.8%	30
Michigan	49.8%	68.0%	18.2%	34
Minnesota	52.6%	69.8%	17.3%	31
Mississippi	54.7%	74.2%	19.5%	37
Missouri	64.3%	71.9%	7.5%	6
Montana	58.0%	65.3%	7.3%	4
Nebraska	61.5%	73.6%	12.1%	19
Nevada	64.9%	69.6%	4.7%	2
New Hampshire	n/a	70.8%	n/a	n/a
New Jersey	53.1%	71.6%	18.5%	35
New Mexico	64.2%	69.1%	4.9%	3
New York	62.4%	69.7%	7.3%	4
North Carolina	63.6%	73.2%	9.6%	13
North Dakota	63.3%	71.0%	7.7%	7
Ohio	56.8%	71.1%	14.3%	25
Oklahoma	64.8%	73.3%	8.5%	10
Oregon	50.9%	66.9%	16.0%	28
Pennsylvania	63.6%	71.3%	7.7%	7
Rhode Island	n/a	70.4%	n/a	n/a
South Carolina	63.5%	72.9%	9.4%	11
South Dakota	54.9%	72.9%	18.0%	33
Tennessee	63.4%	72.8%	9.4%	11
Texas	62.8%	74.7%	11.8%	17
Utah	55.8%	70.9%	15.2%	26
Vermont	n/a	64.6%	n/a	n/a
Virginia	52.6%	75.1%	22.5%	40
Washington	60.1%	70.1%	10.1%	14
West Virginia	n/a	70.8%	n/a	n/a
Wisconsin	52.4%	71.2%	18.8%	36
Wyoming	52.71%	70.43%	17.7%	32
All (2018–2022)	59.3%	71.4%	12.1%	n/a

Source: IWPR analysis of 2018–2022 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rogers, and Megan Schouweiler. IPUMS USA: Version 14.0 2018–2022 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2023, <https://doi.org/10.18128/D010.V14.0>.

Notes: Workers 16 years and older. White alone, not Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year. For Connecticut, Delaware, District of Columbia, Hawaii, Kentucky, New Hampshire, Rhode Island, Vermont, and West Virginia, sample size was insufficient for calculating percent working FTYR.

ENDNOTES

¹ In this fact sheet, White men and women are defined as White, non-Hispanic.

² IWPR projections are based on the median annual earnings ratio of Native, non-Hispanic women relative to the earnings of White, non-Hispanic men, from 2002 to 2023, using ACS microdata from 2002 to 2022 as made available by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Renae Rodgers, and Megan Schouweiler, IPUMS USA: Version 15.0 (Minneapolis, MN: IPUMS, 2024), <https://doi.org/10.18128/D010.V15.0>, and for 2023, Tables B20017C and B20017H, "Median Earnings in the past 12 months (in 2023 inflation) by Sex by Work Experience in the United States"; American Community Survey, 2023: ACS 1-Year Estimates Detailed Tables (U.S. Census Bureau, 2024), <https://data.census.gov/table/ACSDT1Y2023.B20017C?q=B20017C> and <https://data.census.gov/table?q=B20017H>.

³ IWPR calculations based on Tables B20017C and B20017H Median Earnings in the past 12 months (in 2023 inflation) by Sex by Work Experience in the United States.

⁴ National Congress of American Indians, *More Than a 51-Cent Problem: Native Women and the Gender Pay Gap*, NCAI The Sentinel Podcast, Accessed November 11, 2024, <https://www.ncai.org/news/podcast-more-than-a-51-cent-problem-native-women-and-the-gender-pay-gap>.

⁵ Lakshmi Puri, "The Economic Costs of Violence against Women," UN Women, September 21, 2016, <https://www.unwomen.org/en/news/stories/2016/9/speech-by-lakshmi-puri-on-economic-costs-of-violence-against-women>.

⁶ Jasmine Tucker, "Native American Women Need Action That Closes the Wage Gap" (Washington, DC: National Women's Law Center, September 2021), <https://nwlc.org/wp-content/uploads/2020/09/Native-Women-Equal-Pay-2021.pdf>.

⁷ Ariane Hegewisch, Marc Bendick Jr., Barbara Gault, and Heidi Hartmann, *Pathways to Equity: Narrowing the Wage Gap by Improving Women's Access to Good Middle-Skill Jobs*, Report, IWPR #C438 (Washington, DC: Institute for Women's Policy Research, March 2016), https://iwpr.org/wp-content/uploads/2020/12/Middle-skills_layout-FINAL.pdf.

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OUR MISSION

We win economic equity for all women and eliminate barriers to their full participation in society. As a leading national think tank, we build evidence to shape policies that grow women's power and influence, close inequality gaps, and improve the economic well-being of families.

