

Native American Women Face the Highest Gender Wage Gap, Earning Barely Half of What White Men Make

KEY FINDINGS

- **In 2024, a typical Native American woman¹ in the United States earned 52.7 cents** for every one dollar earned by a typical White man,² for all workers with earnings, which include full-time, part-time, year-round, and part-year workers. This represents a 0.3 percentage point increase from the 2023 rate of 52.4 cents per dollar.³
- **In 2024, for full-time year-round workers only, Native American women earned 57.9 cents** for every one dollar earned by White men. This is a 0.4 percentage point decrease from the 2023 rate of 58.3 cents per dollar.
- **In 2023, Native American women earned less than White men in every state for both all workers and full-time year-round workers.** For all workers in **Mississippi**, Native American women earned as little as 41.7 cents per dollar earned by White men. For full-time year-round workers, Native American women in **Louisiana** fared worst, earning just 45.9 cents per dollar.
- Among all workers, Native American women had the highest earnings ratio—or earned the most relative to White men—in **Missouri**, where they made 75.9 percent of what White men were paid. Native American women working full-time year-round in **Arkansas** had the highest earnings ratio at 80.0 percent.
- Numerous factors contribute to Native American women's lower earnings, including discrimination, sexual harassment, geographic isolation, overrepresentation in lower-wage jobs, and violence.
- Achieving pay equity for Native American women requires action from policymakers that support policies such as minimum wage enforcement, salary transparency, access to paid leave and reproductive health care, and improved data collection efforts.



Introduction

This year, November 18 marks Native Women's Equal Pay Day. In 2023, at the median, all employed Native American women, whether they worked full-time, part-time, full-year, or part-year, earned 53.6 cents per dollar compared to White men, and Native American women working full-time year-round earned 59.0 cents per dollar compared to White men. This substantial pay gap is persistent, is found across states, and has not improved from year to year. In 14 out of the 40 states with sufficient sample sizes for analysis, the earnings ratio for Native American women compared to White men worsened from 2022 to 2023. **Put simply, this means that many Native American women's earnings were less in 2023 than they were in 2022.**

The wage gap experienced by Native American women in the United States translates to them earning tens of thousands of dollars less every year compared to White men. Nationally, the typical Native American woman with earnings made **\$26,000 less per year** than the typical White man, meaning these women have less money to pay for necessities for themselves and their families. For example, in **California**, Native American women faced an annual income loss of \$35,793 (Table 1)—enough to nearly cover the cost of child care for two infants in center-based infant care for an entire year.⁴ Even in **Missouri**, which had the smallest earnings gap of the states with available data, Native American women had an annual income loss of \$11,556 (Table 1), which could almost pay for the yearly cost of one child in center-based infant care in the state.⁵

These losses in earnings become even more drastic for full-time year-round Native American women workers, who earned a median of \$28,704 less per year than White men in 2023. These losses ranged from \$41,713 (Table 2) in **California**, enough to cover the cost of rent there for nearly 15 months,⁶ to \$11,000 (Table 2) in **Arkansas**, which is nearly equal to the average cost of rent for 8 months in the state.⁷

The Native American women's wage gap is a result of several compounding factors, including discrimination, sexual harassment, a lack of resources, geographic isolation, occupational segregation, and violence. Achieving pay equity for Native American women first warrants understanding the historical marginalization and inequality this community has endured for centuries. But it also requires action and support through policy initiatives such as minimum wage enforcement and salary transparency, investing in paid leave policies for all employees, increasing access to equitable reproductive health care, and improving data collection among the Native American community.

This 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 earnings data from the American Community Survey (ACS) 5-Year Sample 2019–2023. For all workers with earnings, 40 states had sufficient data, and for full-time year-round workers, 31 states had sufficient data to calculate the median annual earnings for American Indian and Alaska Native women. The 2024 national data on earnings are based on the ACS 1-year summary data.



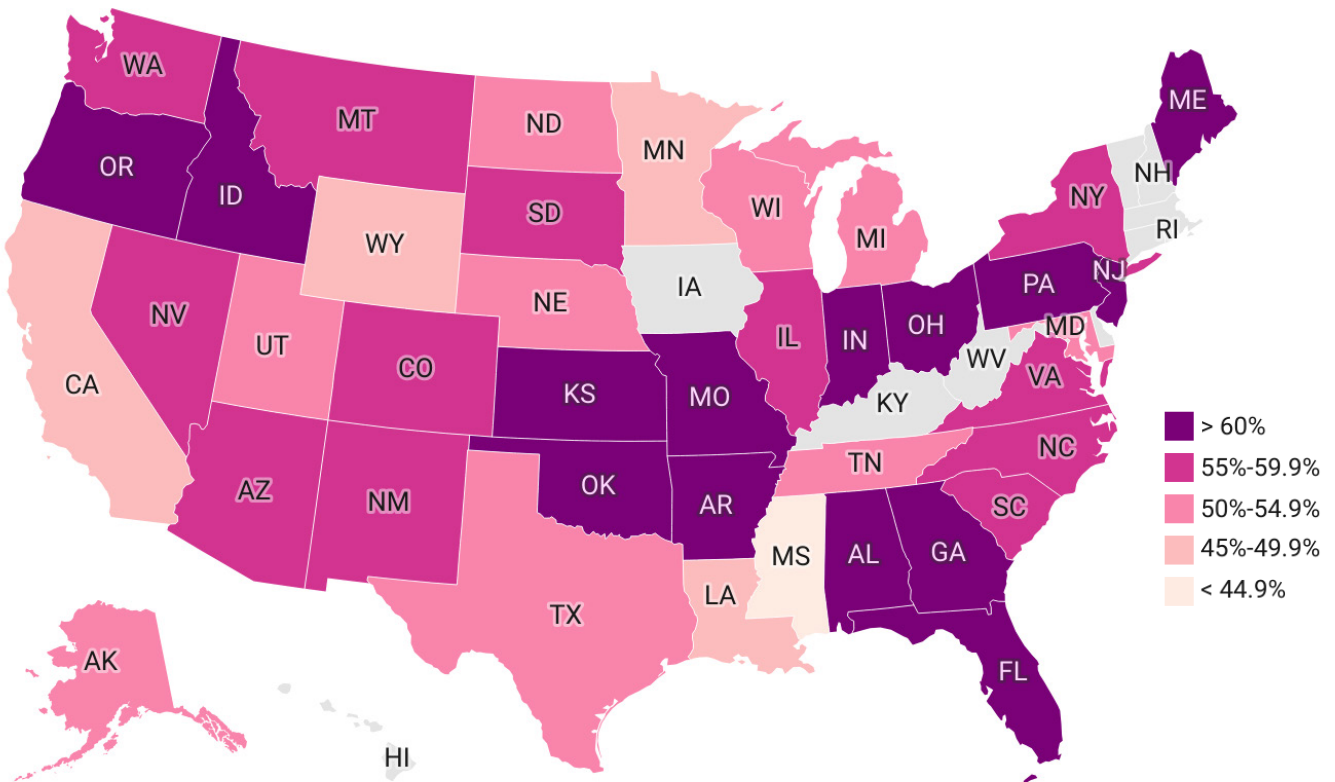
For All Workers with Earnings, Native American Women Earn Less than White Men in Every State

Across every state with sufficient data in 2023, Native American women's median annual earnings were less than those of White men. This is true for all workers with earnings, whether they worked full-time, part-time, full-year, or part-year (Map 1 and Table 1).



- In 2023, Native American women fared best in **Missouri**, where they earned 75.9 cents per dollar compared to White men. In both 2022 and 2023, Missouri ranked first for the highest earnings ratio, and this earnings ratio increased slightly from 73.7 percent in 2022.
- Native American women in **Indiana** and **Ohio** ranked second and third for the highest earnings ratio (71.2 percent and 70.8 percent, respectively). Both Indiana's and Ohio's earnings ratios increased from 2022 to 2023, but only very slightly (from 70.1 percent and 70.0 percent, respectively).
- While **Missouri's**, **Indiana's**, and **Ohio's** earnings ratios increased from 2022 to 2023, these states have low percentages of Native American women at 0.13 percent, 0.10 percent, and 0.05 percent, respectively, of the total state population of women. For context, these states ranked 32nd, 38th, and 48th, respectively, for the lowest Native American women population among all states.
- Despite faring best among other states, the median annual earnings for Native American women in **Missouri**, **Indiana**, and **Ohio** were each more than \$10,000 below the 200 percent federal poverty threshold for one adult and two children in 2023.⁸
- In 2023, Native American women had the lowest earnings ratio in **Mississippi**, making 41.7 cents per dollar compared to White men—a 3.7 percentage point decrease from the 45.4 cents per dollar they earned in 2022.
- Native American women in **Louisiana** and **Minnesota** ranked second and third for the lowest earnings ratio at 47.3 percent and 48.9 percent, respectively. From 2022 to 2023, Louisiana's earnings ratio decreased by 1.7 percentage points (from 49.0 percent), and Minnesota's increased by 1.2 percentage points (from 47.7 percent).
- Native American women's median annual earnings for **Mississippi**, **Louisiana**, and **Minnesota** were each more than \$20,000 below the 200 percent federal poverty threshold for one adult and two children.⁹
- In **Alaska**, which had the highest population of Native American women at 11.4 percent of the total state population of women, the earnings ratio decreased by 2.0 percentage points from 2022 to 2023 (from 52.3 percent to 50.3 percent).

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



Source: IWPR analysis of 2019–2023 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Grace Cooper, Julia A. Rivera Drew, Stephanie Richards, Renae Rodgers, Jonathan Schroeder, and Kari C.W. Williams. IPUMS USA: Version 16.0 2019-2023 American Community Survey 5-year estimates, Minneapolis, MN: IPUMS, 2025, <https://doi.org/10.18128/DO10.V16.0>.

Notes: Workers 16 years and older. The median is the midpoint in the earnings distribution at which approximately half earn less and half earn more. For Connecticut, Delaware, the District of Columbia, Hawaii, Iowa, Kentucky, Massachusetts, New Hampshire, Rhode Island, Vermont, and West Virginia, sample sizes were insufficient for calculating median annual earnings.

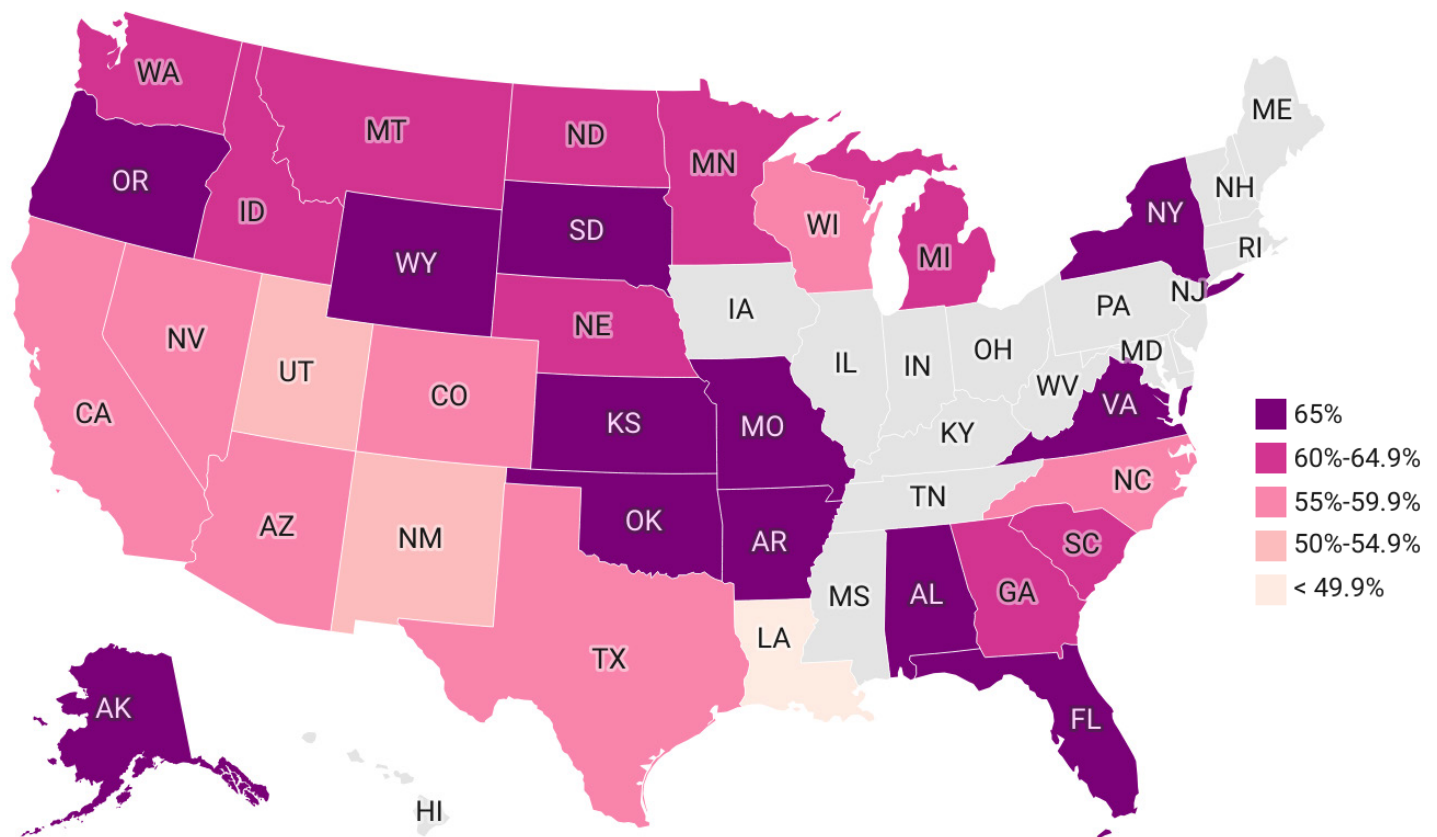
Across the United States, Full-Time Year-Round Native American Women Earn Less than White Men

Native American women working full-time year-round in 2023 were paid less than White men across all states with available data (Map 2 and Table 2). Despite being fully engaged in the labor market, Native American women are still paid much less than White men.

- In 2023, full-time year-round Native American women in **Arkansas** fared best, earning 80.0 cents for every dollar earned by White men. Although Arkansas had the smallest wage gap between Native American women and White men, this is still a decrease of 4.7 percentage points from the 2022 earnings ratio of 84.7 percent.
- Native American women in **Florida** ranked second for the highest earnings ratio, earning 77.8 cents per dollar made by White men in 2023, a significant increase from the 69.0 cents per dollar they earned in 2022.
- Native American women in **Alabama** ranked third for the highest earnings ratio; however, this earnings ratio decreased from 79.9 percent in 2022 to 76.4 percent in 2023.
- Native American women working full-time year-round in **Louisiana** had the largest earnings gap, where they made 45.9 cents for every dollar earned by White men. This is a 5.7 percentage point decrease from the 51.6 cents per dollar they earned in 2022.

- Native American women in **Utah** and **New Mexico** ranked second and third for having the lowest earnings ratio (54.4 percent and 54.5 percent, respectively), and for both states, the earnings ratios decreased slightly from 2022 to 2023 (from 54.6 percent and 55.5 percent, respectively).
- Native American women's median annual earnings in **Louisiana, Utah, and New Mexico** were each more than \$10,000 below the 200 percent federal poverty threshold for one adult and two children.¹⁰
- Although **New Mexico's** earnings ratio decreased by just 1.0 percentage point from 2022 to 2023, this decrease in earnings is significant, as New Mexico had the highest population of Native American women among all states at 9.4 percent.

Map 2. Median Annual Earnings Ratio of Native American Women Compared to White Men for Full-Time Year-Round Workers, by State



Source: IWPR analysis of 2019–2023 American Community Survey microdata (Integrated Public Use Microdata) as provided by Steven Ruggles, Sarah Flood, Matthew Sobek, Daniel Backman, Grace Cooper, Julia A. Rivera Drew, Stephanie Richards, Renae Rodgers, Jonathan Schroeder, and Kari C.W. Williams. IPUMS USA: Version 16.0 2019–2023 American Community Survey 5-year estimates, Minneapolis, MN: IPUMS, 2025, <https://doi.org/10.18128/D010.V16.0>.

Notes: Workers 16 years and older. Full-time year-round workers are those working at least 35 hours per week for at least 50 weeks per year. The median is the midpoint in the earnings distribution at which approximately half earn less and half earn more. For Connecticut, Delaware, the District of Columbia, Hawaii, Illinois, Indiana, Iowa, Kentucky, Maine, Maryland, Massachusetts, Mississippi, New Hampshire, New Jersey, Ohio, Pennsylvania, Rhode Island, Tennessee, Vermont, and West Virginia, sample sizes were insufficient for calculating median annual earnings.

Reasons Behind the Native American Women's Wage Gap

Understanding the economic inequity experienced by Native American women requires recognizing the deeply rooted, unique violence and discrimination that these women have been the target of for centuries. Native American women experience systemic barriers such as discrimination, sexual harassment, a lack of resources, geographic isolation, occupational segregation, and violence that compound with one another and perpetuate the historical undervaluing and oppression of this population, reinforce the wage gap, and hinder their economic mobility.

Discrimination and Sexual Harassment

Native American workers face significantly higher rates of discrimination in employment compared to White workers. One study found that 32 percent of Native American workers reported discrimination when it comes to receiving equal pay, being considered for promotions, and applying for jobs, compared to 16 percent of White workers.¹¹

Discrimination isn't just limited to the workplace: Native Americans experience bias when trying to rent or buy housing at over three times the rate of the White population (17 percent and 5 percent, respectively). Native Americans also report significantly higher rates of sexual harassment compared to the White population (23 percent and 9 percent, respectively). The prevalent and persistent discrimination faced by the Native American community in all aspects of life perpetuates the systemic barriers that inhibit them from equality in the workplace.¹²

Lack of Resources and Geographic Isolation

Due to a large percentage of the Native American population residing on tribal lands—which are often located in more rural and remote areas—these communities are more likely to experience limited access to resources, geographic isolation, and high unemployment rates. Moreover, Native American women were less likely than White men to work full-time year-round in 40 of the 42 states with data in 2023 (Table 3). Full-time year-round employment typically increases earnings and the likelihood of receiving benefits such as health insurance and paid sick time. However, full-time year-round employment does not alleviate additional employment barriers that can be exacerbated in rural and remote areas, like limited job opportunities, less reliable technology, and restricted access to infrastructure.¹³

Additionally, geographic isolation can inhibit access to other resources that are vital to economic prosperity, such as education and health care. Research shows that 31 percent of Native Americans live in a predominately Native area,¹⁴ with nearly one-third (30 percent) reporting the quality of available doctors and health care services being worse than in other places to live, and 42 percent saying the local employment opportunities are worse than in other places.¹⁵

Overrepresentation in Low-Wage Jobs and High Poverty Rates

Native American women are overrepresented in low-wage positions and experience higher poverty rates relative to other races/ethnicities. Along with being underrepresented in leadership and managerial positions, Native American women are overrepresented in lower-wage jobs such as health care support and cleaning and maintenance positions.¹⁶ Native American women's low pay, which is perpetuated by their occupational segregation, also means they are more vulnerable to experiencing poverty. From 1974 to 2024, the working-age Native American population experienced the highest poverty rate among all other race/ethnicity categories, and nearly triple that of the White population (20.2 percent vs. 7.3 percent, respectively).¹⁷ Furthermore, IWPR analysis revealed that Native American women workers with earnings in all 40 states with sufficient data, as well as those working full-time year-round in 26 out of 31 states with sufficient data, earned less than the 200 percent federal poverty threshold for one adult and two children. The effects of poverty can be especially detrimental for Native American children, who are also 33.3 percent more likely to live with a single mother compared to all US children.¹⁸

High Rates of Violence

Native American women experience violence at disproportionately higher rates, particularly intimate partner violence (IPV) and missing and murdered Indigenous women and girls (MMIWG). Over half (58 percent) of Native American women report experiencing IPV during their lifetime,¹⁹ and an estimated 97 percent of IPV is performed by an interracial perpetrator, meaning a perpetrator who is not Native American.²⁰ IPV has direct impacts on earnings, as research shows that women who experienced IPV within the past three years were more likely to have difficulties paying for necessities such as housing and food, and they worked an average of three months less per year than non-victims.²¹

Notably, over one-third (38 percent) of homicides committed against Native American women attribute IPV as a factor.²² In addition to IPV, thousands of cases of MMIWG are reported every year in the United States, but many more of them go undocumented and unreported altogether. Of the nearly 6,000 reported cases of MMIWG in a single year, less than 120 were logged into the US Department of Justice's federal missing persons database.²³ Research shows that among all other age categories, Native American women ages 24–44 have the highest murder rates, and from 2000 to 2019, Native American women had the highest homicide rate compared to every other major female racial/ethnic population in the United States (Asian, Black, Latina, and White).²⁴ Victims of violence face compromised physical and mental health, placing strain on their workplace productivity, attendance, and stability, and 40.5 percent of Native American women report missing workdays due to violence.²⁵

Policies to Achieve Pay Equity and Improve Employment Quality for Native American Women

Native American women need comprehensive policy solutions to achieve pay equity and improve their employment quality. Due to the intersection of their race and their gender, Native American women face barriers that compound with one another and lead to further inequities, which is why policies must be shaped to address their unique needs and experiences. Solutions outlined in IWPR's *Federal Policy Solutions to Advance Gender Equity*, such as minimum wage enforcement and salary transparency, access to paid leave and reproductive health care, and improvement of data collection efforts, can provide Native American women with the tools they need to achieve the equity they have always deserved.

Enforce Minimum Wage and Salary Transparency

IWPR's *Minimum Wage* brief highlights the importance of minimum wage enforcement, especially for women and low-wage workers.²⁶ Because jobs held predominately by women are lower-paid than those held predominately by men, minimum wage enforcement is extremely important for Native American women, who are overrepresented in lower-wage positions, likely to live in remote areas, and more likely to work part-time and/or part-year compared to White men.

Moreover, because most policy initiatives are not specifically shaped to address the unique experiences and needs of Native American women, additional equal pay protections, such as salary history bans and salary transparency, are vital to reduce pay inequities. Outlined in IWPR's *Equal Pay* brief, asking prospective employees for their salary history can reinforce the gender pay gap, while promoting salary transparency can give employees the opportunity to negotiate higher pay and/or ensure they are being paid equally.²⁷ Policymakers should consider and support raising the federal minimum wage, banning salary history requirements, and promoting salary transparency among all workplaces to increase the earnings for all employees nationwide.

Improve Access to Paid Leave

Access to paid leave, such as paid sick time and paid family leave, can drastically improve job quality for all women, and because Native American women are more likely to work in lower-wage jobs, they are also less likely to have access to these benefits that could increase their earnings and boost

their morale. Outlined in IWPR's [Paid Leave](#) brief, paid leave can improve labor force participation, employee mental health, and financial security.²⁸ Paid leave offers numerous benefits, including promoting public health, increasing retention, and improving mental health outcomes. To improve access to paid leave, policymakers should encourage national policies for paid family and medical leave, as well as support the right for all workers to earn paid sick time.

Improve Access to Reproductive Health Care

IWPR's [Promoting Access to Abortion](#) and [Maternal Health](#) briefs highlight the importance of access to reproductive health care for birthing people. As discussed previously, Native American women are more likely to live in rural areas, and they are also more likely to experience sexual violence compared to women of other races/ethnicities. Reproductive health care is essential, yet many Native American women do not have access to the services they need. For example, in Oklahoma, where there are 38 federally recognized tribes, abortion is banned in nearly all circumstances.²⁹ Similarly, South Dakota is home to 9 federally recognized tribes, and abortion is also banned in nearly all circumstances.³⁰ Native American women also face a disproportionately high rate of maternal mortality; in 2021, they were 4.9 times more likely to die from pregnancy-related conditions than White women.³¹ Research has found that maternal mortality rates are 62 percent higher in states with abortion restrictions.³²

Comprehensive and inclusive access to reproductive health care would not only improve economic outcomes for Native American women but would also save lives. Supporting a national right to abortion, expanding access to reproductive health care services, reducing financial costs related to abortion, and enforcing policies to protect pregnant and postpartum people are just a few ways in which policymakers can advocate for the improvement of reproductive health care in the United States. Additionally, policymakers should specifically invest in expanding reproductive health care access in remote and rural communities.³³

Enforce Federal Data Collection Efforts

The Native American population is severely under-researched and under-accounted for within federal data collection, and centuries of historical exploitation and misuse of data have perpetuated their exclusion. The Native American population is often excluded altogether or commonly labeled as 'Other' in federal data collection. Not only can this lead to systematic undercounting of this population,³⁴ but it can also exacerbate the needs of this community and decrease awareness of the invisibility they face. IWPR's [Equal Pay](#) brief highlights the positive impact that employee data collection can have on employers and employees alike, primarily through revealing inequities, mitigating disparities, and ultimately, encouraging equality.³⁵ The Native American community needs adequate data collection, but they also need data sovereignty over their information and data.³⁶ Supporting employment data collection on all races, ethnicities, and genders and respecting the sovereignty of Native tribes in the United States could vastly improve the economic outcomes of Native American women for generations.

To learn more about IWPR's federal policy solutions on Minimum Wage, Equal Pay, Paid Leave, Promoting Access to Abortion, and Maternal Health, visit iwpr.org/federalpolicyagenda. For state-level data on women and legislative developments, visit IWPR's State Policy Action Lab (State PAL) at statepolicyactionlab.org/.

This fact sheet was prepared by Miranda Peterson, with data analysis conducted by Dr. Mrinmoyee Chatterjee. Thank you to our key funders for their generous support of IWPR's core research and flagship products.

Table 1. Median Annual Earnings for Native American Women and White Men: All Workers, Aged 16 and Older

State	Native American women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$31,000	\$50,648	\$19,648	61.2%	11
Alaska	\$31,149	\$61,903	\$30,754	50.3%	33
Arizona	\$31,029	\$55,000	\$23,971	56.4%	24
Arkansas	\$28,317	\$45,000	\$16,683	62.9%	8
California	\$35,000	\$70,793	\$35,793	49.4%	36
Colorado	\$35,000	\$60,174	\$25,174	58.2%	18
Florida	\$35,194	\$50,027	\$14,833	70.4%	4
Georgia	\$33,320	\$55,000	\$21,680	60.6%	13
Idaho	\$30,000	\$47,000	\$17,000	63.8%	6
Illinois	\$34,891	\$60,000	\$25,109	58.2%	18
Indiana	\$35,611	\$50,000	\$14,389	71.2%	2
Kansas	\$30,000	\$50,000	\$20,000	60.0%	14
Louisiana	\$26,000	\$55,000	\$29,000	47.3%	39
Maine	\$31,238	\$46,856	\$15,618	66.7%	5
Maryland	\$37,000	\$71,000	\$34,000	52.1%	29
Michigan	\$25,000	\$50,000	\$25,000	50.0%	34
Minnesota	\$28,000	\$57,269	\$29,269	48.9%	38
Mississippi	\$20,000	\$48,000	\$28,000	41.7%	40
Missouri	\$36,444	\$48,000	\$11,556	75.9%	1
Montana	\$25,900	\$45,000	\$19,100	57.6%	21
Nebraska	\$26,100	\$50,735	\$24,635	51.4%	31
Nevada	\$33,320	\$56,228	\$22,908	59.3%	16
New Jersey	\$43,733	\$71,000	\$27,267	61.6%	10
New Mexico	\$28,000	\$50,000	\$22,000	56.0%	25
New York	\$37,000	\$62,000	\$25,000	59.7%	15
North Carolina	\$29,601	\$50,648	\$21,047	58.4%	17
North Dakota	\$28,138	\$52,000	\$23,862	54.1%	27
Ohio	\$35,403	\$50,000	\$14,597	70.8%	3
Oklahoma	\$30,000	\$48,000	\$18,000	62.5%	9
Oregon	\$33,000	\$52,063	\$19,063	63.4%	7
Pennsylvania	\$33,000	\$54,000	\$21,000	61.1%	12
South Carolina	\$29,497	\$50,648	\$21,151	58.2%	18
South Dakota	\$27,073	\$47,800	\$20,727	56.6%	23
Tennessee	\$25,000	\$48,000	\$23,000	52.1%	29
Texas	\$33,765	\$62,475	\$28,710	54.0%	28
Utah	\$28,790	\$56,275	\$27,485	51.2%	32
Virginia	\$35,000	\$60,777	\$25,777	57.6%	21
Washington	\$36,016	\$64,894	\$28,878	55.5%	26
Wisconsin	\$26,000	\$52,063	\$26,063	49.9%	35
Wyoming	\$25,500	\$52,000	\$26,500	49.0%	37
All (2019–2023)	\$30,000	\$56,000	\$26,000	53.6%	n/a

Source: IWPR analysis of 2019–2023 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 15.0 2019–2023 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2024, <https://www.ipums.org/projects/ipums-usa/d010.V15.0>.

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

Table 2. Median Annual Earnings for Native American Women and White Men: Full-Time Year-Round Workers, Aged 16 and Older

State	Native American women	White men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$46,856	\$61,354	\$14,498	76.4%	3
Alaska	\$54,924	\$75,000	\$20,076	73.2%	5
Arizona	\$40,000	\$70,000	\$30,000	57.1%	25
Arkansas	\$44,000	\$55,000	\$11,000	80.0%	1
California	\$52,000	\$93,713	\$41,713	55.5%	28
Colorado	\$45,000	\$78,000	\$33,000	57.7%	23
Florida	\$48,990	\$63,000	\$14,010	77.8%	2
Georgia	\$41,000	\$67,530	\$26,530	60.7%	20
Idaho	\$37,242	\$60,000	\$22,758	62.1%	17
Kansas	\$41,644	\$61,903	\$20,259	67.3%	9
Louisiana	\$31,000	\$67,530	\$36,530	45.9%	31
Michigan	\$40,116	\$64,894	\$24,778	61.8%	18
Minnesota	\$44,836	\$70,793	\$25,957	63.3%	14
Missouri	\$45,020	\$60,000	\$14,980	75.0%	4
Montana	\$35,500	\$58,000	\$22,500	61.2%	19
Nebraska	\$39,393	\$62,000	\$22,607	63.5%	13
Nevada	\$39,000	\$70,000	\$31,000	55.7%	27
New Mexico	\$37,485	\$68,723	\$31,238	54.5%	29
New York	\$54,145	\$80,000	\$25,855	67.7%	8
North Carolina	\$36,016	\$62,475	\$26,459	57.6%	24
North Dakota	\$37,756	\$62,534	\$24,778	60.4%	21
Oklahoma	\$40,000	\$58,994	\$18,994	67.8%	7
Oregon	\$47,195	\$69,000	\$21,805	68.4%	6
South Carolina	\$39,393	\$62,475	\$23,082	63.1%	15
South Dakota	\$39,000	\$58,000	\$19,000	67.2%	10
Texas	\$42,948	\$76,692	\$33,744	56.0%	26
Utah	\$38,526	\$70,793	\$32,267	54.4%	30
Virginia	\$49,555	\$76,011	\$26,456	65.2%	12
Washington	\$50,000	\$80,000	\$30,000	62.5%	16
Wisconsin	\$37,142	\$63,516	\$26,374	58.5%	22
Wyoming	\$42,094	\$63,000	\$20,906	66.8%	11
All (2019–2023)	\$41,296	\$70,000	\$28,704	59.0%	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, the 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 American Women and White Men, by State

State	Native American women working FTYR (%)	White men working FTYR (%)	Percentage point difference	Rank of difference
Alabama	59.8%	75.2%	15.4%	28
Alaska	42.6%	66.6%	24.0%	41
Arizona	61.8%	70.1%	8.3%	8
Arkansas	65.9%	72.7%	6.8%	5
California	56.9%	68.8%	11.9%	18
Colorado	57.6%	70.9%	13.3%	22
Florida	54.8%	70.8%	16.0%	29
Georgia	51.0%	73.7%	22.7%	40
Idaho	57.3%	67.6%	10.3%	11
Illinois	53.8%	71.9%	18.1%	33
Indiana	58.8%	71.6%	12.8%	20
Iowa	43.6%	70.7%	27.1%	42
Kansas	49.7%	71.8%	22.1%	39
Louisiana	59.7%	73.0%	13.3%	22
Maine	67.4%	66.9%	-0.5%	2
Maryland	62.2%	75.2%	13.0%	21
Massachusetts	51.2%	70.0%	18.8%	34
Michigan	48.9%	67.9%	19.0%	35
Minnesota	51.0%	70.0%	19.0%	35
Mississippi	54.9%	74.0%	19.1%	37
Missouri	62.8%	72.1%	9.3%	10
Montana	57.8%	66.2%	8.4%	9
Nebraska	62.0%	73.3%	11.3%	16
Nevada	69.9%	68.8%	-1.1%	1
New Jersey	60.9%	71.4%	10.5%	13
New Mexico	64.0%	68.2%	4.2%	3
New York	62.6%	69.6%	7.0%	6
North Carolina	62.7%	73.1%	10.4%	12
North Dakota	59.5%	70.7%	11.2%	15
Ohio	65.2%	71.0%	5.8%	4
Oklahoma	64.5%	72.5%	8.0%	7
Oregon	52.7%	66.7%	14.0%	25
Pennsylvania	56.2%	71.4%	15.2%	27
South Carolina	58.7%	72.9%	14.2%	26
South Dakota	56.0%	72.2%	16.2%	30
Tennessee	60.6%	72.9%	12.3%	19
Texas	63.1%	74.5%	11.4%	17
Utah	57.0%	70.8%	13.8%	24
Virginia	58.4%	75.1%	16.7%	31
Washington	59.4%	69.9%	10.5%	13
Wisconsin	50.7%	70.9%	20.2%	38
Wyoming	51.5%	69.3%	17.8%	32
All (2019–2023)	59.3%	71.2%	11.9%	n/a

Source: IWPR analysis of 2019–2023 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 15.0 2019–2023 American Community Survey 5-year estimates. Minneapolis, MN: IPUMS, 2024, <https://www.ipums.org/projects/ipums-usa/d010.V15.0>.

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, the District of Columbia, Hawaii, Kentucky, New Hampshire, Rhode Island, Vermont, and West Virginia, sample size was insufficient for calculating median annual earnings.

ENDNOTES

1. In this fact sheet, we use the term Native American women to refer to people who self-identify as women and who also identify as American Indian and Alaska Native when asked about their race.
2. In this fact sheet, White men are defined as White, non-Hispanic.
3. Kate Bahn and Miranda Peterson, "Native Women Won't Reach Pay Equity Until 2202," IWPR fact sheet #C530 (Washington, DC: Institute for Women's Policy Research, 2024), <https://iwpr.org/native-womens-equal-pay-day-2024/>.
4. Data provided by IWPR's State Policy Action Lab (State PAL), "Average Annual Cost of Center-Based Infant Care," accessed on October 29, 2025, <https://statepolicyactionlab.org/issue/caregiving-and-families/child-care/>. State PAL analyzed data from Child Care Aware of America as downloaded on March 12, 2025, from the Child Care of America website.
5. State PAL, "Average Annual Cost of Center-Based Infant Care."
6. "California rental market: What is the average rent in California?," Zillow Rentals, accessed October 29, 2025, <https://www.zillow.com/rental-manager/market-trends/ca/?msockid=0904d53731e3640e3f59c0af300765cb>.
7. "Arkansas rental market: What is the average rent in Arkansas?," Zillow Rentals, accessed October 29, 2025, <https://www.zillow.com/rental-manager/market-trends/ar/?msockid=0904d53731e3640e3f59c0af300765cb>.
8. US Census Bureau, "Poverty Thresholds: by Size of Family and Number of Related Children Under 18 Years," accessed October 29, 2025, <https://www.census.gov/data/tables/time-series/demo/income-poverty/historical-poverty-thresholds.html>. In 2023, near-poverty (200% of the federal poverty threshold) for a family of an adult with two children was \$49,052 per year.
9. US Census Bureau, "Poverty Thresholds."
10. US Census Bureau, "Poverty Thresholds."
11. Mary G. Findling et al., "Discrimination in the United States: Experiences of Native Americans," *Health Services Research*, 54, no. 2 (2019): 1431-1441, <https://pmc.ncbi.nlm.nih.gov/articles/PMC6864378/>.
12. Findling et al., "Discrimination in the United States."
13. Janessa M. Graves, Demetrius A. Abshire, Solmaz Amiri, and Jessica L. Mackelprang, "Disparities in Technology and Broadband Internet Access across Ruralty: Implications for Health and Education," *Family and Community Health* 44, no. 4 (2021): 257-265, <https://pmc.ncbi.nlm.nih.gov/articles/PMC8373718/>.
14. National Public Radio (NPR), Robert Wood Johnson Foundation, and Harvard T.H. Chan School of Public Health, "Discrimination in America: Experiences and Views of Native Americans" (Boston, MA: Harvard T.H. Chan School of Public Health, 2017), <https://content.sph.harvard.edu/wwwhsph/sites/21/2017/11/NPR-RWJF-HSPH-Discrimination-Native-Americans-Final-Report.pdf>.
15. "Discrimination in America."
16. Carolyn Liebler, "Occupational Dissimilarity between the American Indian/Alaska Native Workforce and White Workforce in the Contemporary United States," *American Indian Culture and Research Journal* 42, no 1. (2018): 41-70, <https://doi.org/10.17953/aicrj.42.1.liebler>.
17. Kyle K. Moore, "New data explore U.S. economic conditions by race and ethnicity—including for American Indian and Alaska Native communities," Economic Policy Institute blog, December 4, 2024, <https://www.epi.org/blog/new-data-explore-u-s-economic-conditions-by-race-and-ethnicity-including-for-american-indian-and-alaska-native-communities/>.
18. Jordyn Pourier, Yiyu Chen, and Deana Around Him, "American Indian and Alaska Native Children Live in Diverse Family Structures," Child Trends blog, November 28, 2023, <https://www.childtrends.org/publications/american-indian-alaska-native-diverse-family-structures>.
19. Centers for Disease Control and Prevention, "CDC works to prevent violence against American Indian and Alaska Native people" fact sheet (Atlanta, GA: CDC, 2025), <https://www.cdc.gov/injury-tribal/media/pdfs/2025/06/Violence-Against-Native-Peoples-Fact-Sheet.pdf>.

20. National Institute of Justice, "Figure 1: Estimates of Lifetime Interracial and Intra-racial Violence," U.S. Department of Justice, accessed October 26, 2025, <https://nij.ojp.gov/media/image/19456>.
21. Kathryn Showalter, "Women's employment and domestic violence: A review of the literature," *Aggression and Violent Behavior* 31, (2016): 37-47, <https://doi.org/10.1016/j.avb.2016.06.017>.
22. "CDC works to prevent violence."
23. Annita Lucchesi and Abigail Echo-Hawk, "Missing and Murdered Indigenous Women & Girls: A snapshot of data from 71 urban cities in the United States," report (Seattle, WA: Urban Indian Health Institute, 2018), <https://www.uihi.org/wp-content/uploads/2018/11/Missing-and-Murdered-Indigenous-Women-and-Girls-Report.pdf>.
24. GBD US Health Disparities Collaborators, "Homicide Rates Across County, Race, Ethnicity, Age, and Sex in the US: A Global Burden of Disease Study" *JAMA Network Open* 8, no. 2. (2025), <https://jamanetwork.com/journals/jamanetworkopen/fullarticle/2830783>.
25. André B. Rosay, "National Institute of Justice Research Report: Violence Against American Indian and Alaska Native Women and Men: 2010 Findings From the National Intimate Partner and Sexual Violence Survey," report (Washington, DC: US Department of Justice Office of Justice Programs, 2016), <https://www.ojp.gov/pdffiles1/nij/249736.pdf>.
26. Institute for Women's Policy Research, "Federal Policy Solutions to Advance Gender Equity: Minimum Wage," IWPR policy brief (Washington, DC: IWPR, 2025), <https://iwpr.org/minimum-wage/>.
27. Institute for Women's Policy Research, "Federal Policy Solutions to Advance Gender Equity: Equal Pay," IWPR policy brief (Washington, DC: IWPR, 2025), <https://iwpr.org/equal-pay/>.
28. Institute for Women's Policy Research, "Federal Policy Solutions to Advance Gender Equity: Paid Leave," IWPR policy brief (Washington, DC: IWPR, 2025), <https://iwpr.org/paid-leave/>.
29. "Tribal Nations in Oklahoma," Oklahoma Historical Society, accessed October 29, 2025, <https://www.okhistory.org/research/tribalnations>. Data provided by IWPR's State Policy Action Lab (State PAL), "Status of Women: Oklahoma," accessed on October 29, 2025, <https://statepolicyactionlab.org/state/oklahoma/>. State PAL analyzed data from Advancing New Standards in Reproductive Health, University of California San Francisco for 2023 as downloaded on March 12, 2025, from the University of California San Francisco website.
30. Allison McCann and Amy Schoenfeld Walker, "Tracking Abortion Laws Across the Country," *New York Times*, September 8, 2025, <https://www.nytimes.com/interactive/2024/us/abortion-laws-roe-v-wade.html>. Data provided by IWPR's State Policy Action Lab (State PAL), "Status of Women: South Dakota," accessed October 29, 2025, <https://statepolicyactionlab.org/state/south-dakota/>. State PAL analyzed data from Advancing New Standards in Reproductive Health, University of California San Francisco for 2023 as downloaded on March 12, 2025, from the University of California San Francisco website.
31. "Overview: American Indian and Alaska Native Maternal Health," National Council of Urban Indian Health, accessed October 29, 2025, <https://ncuih.org/maternal-health/>.
32. Eugene Declercq, Ruby Barnard-Mayers, Laurie C. Zephyrin, and Kay Johnson, "The U.S. Maternal Health Divide: The Limited Maternal Health Services and Worse Outcomes of States Proposing New Abortion Restrictions," issue brief (New York, NY: Commonwealth Fund, 2022), <https://www.commonwealthfund.org/publications/issue-briefs/2022/dec/us-maternal-health-divide-limited-services-worse-outcomes>.
33. IWPR, "Promoting Access to Abortion."
34. Jeffrey D. Burnette, Jason T. Younker, and David P. Wick, "Statistical Termination or Fewer Self-Identified Students: What Is Causing the Decline in American Indian and Alaska Native College Enrollments?," *Journal of Economics, Race, and Policy* 4, no. 4. (2021): 237-256, <https://www.proquest.com/docview/2933414669?pq-origsite=scholar&fromopenview=true&sourcetype=Scholarly%20Journals>.
35. IWPR, "Equal Pay."
36. "Tribal Data Sovereignty," NativeDATA, accessed October 29, 2025, <https://natedata.npaihb.org/wp-content/uploads/2021/09/Handout-4-Tribal-Data-Sovereignty.pdf>.

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.

