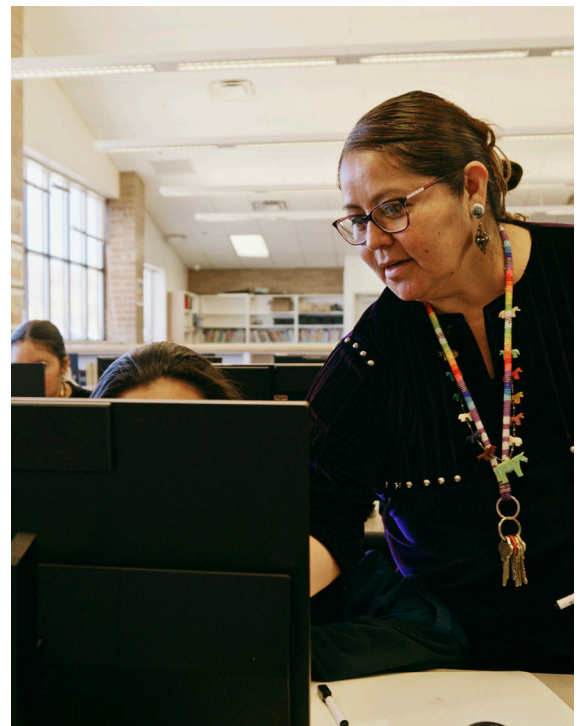


# Native Women will not Reach Pay Equity with White Men until 2144

## Wage Gaps and Earnings for Native American and Alaskan Native Women by State, for All Workers and Full-Time Year-Round Workers

### RESEARCH HIGHLIGHTS

- In 2022, Native American and Alaskan Native women with earnings (including full-time, part-time, year-round, and part-year workers) were paid only 54.7 cents per dollar paid to non-Hispanic White men (a median annual earnings ratio of 54.7 percent, and a wage gap of 45.3 percent). Native women working full-time year-round were paid just 58.9 cents for every dollar paid to non-Hispanic White men nationally (a wage gap of 41.1 percent).<sup>1</sup>
- If current trends persist, it will take over a century for Native women to reach pay equity with non-Hispanic White men. Based on trends since 2002, not until 2144 will the median annual earnings of all Native women reach pay equity with non-Hispanic White men (including full-time, part-time, part-year, year-round, and part-year workers). For full-time year-round workers, the pay gap will not be closed until 2498—over 400 years.<sup>2</sup>
- Native women (all workers) were paid less than non-Hispanic White men in every state with sufficient data. The worst state for all with earnings was Minnesota, with a median annual earnings ratio of 39.5 percent, and a wage gap of 60.5 percent; Missouri was the least bad state, with a median annual earnings ratio of 75.2 percent, and a wage gap of 24.8 percent.
- Native women working full-time year-round were also paid substantially less than non-Hispanic White men in every state. The gap in earnings ranged from the worst state, California, where they were paid only 52.0 cents per dollar (a wage gap of 48.0 percent) to the least bad state, Arkansas, where they were paid 83.1 cents per dollar paid to non-Hispanic White men (a wage gap of 16.9 percent).



The wage gap means thousands of dollars less each year for Native women. In California, the state with the largest wage gap, in a single year at the median a Native American woman made \$41,432 less than a non-Hispanic White man for full-time year-round work (Table 2). From 2017 to 2021, this meant \$207,160 less for Native women and their families.<sup>3</sup>

This fact sheet analyzes the earnings of Native American and Alaskan Native women and non-Hispanic White men by state. Native women are not a homogenous group. While women of every major tribe face substantial wage gaps compared to non-Hispanic White men, the magnitude of the inequity varies substantially for women of different tribes.<sup>4</sup> Due to the lack of availability of detailed tribal earnings data by state, this fact sheet compares aggregated earnings data for Native women with data for non-Hispanic White men. 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.<sup>5</sup> State-level data are based on the most recently available annual earnings data from the American Community Survey (ACS) 2017-2021.<sup>6</sup> When calculating the earnings ratio for all workers, 40 states had sufficient sample size data to calculate median annual earnings for Native women, while 30 states had enough data to determine median annual earnings for Native women working full-time year-round.

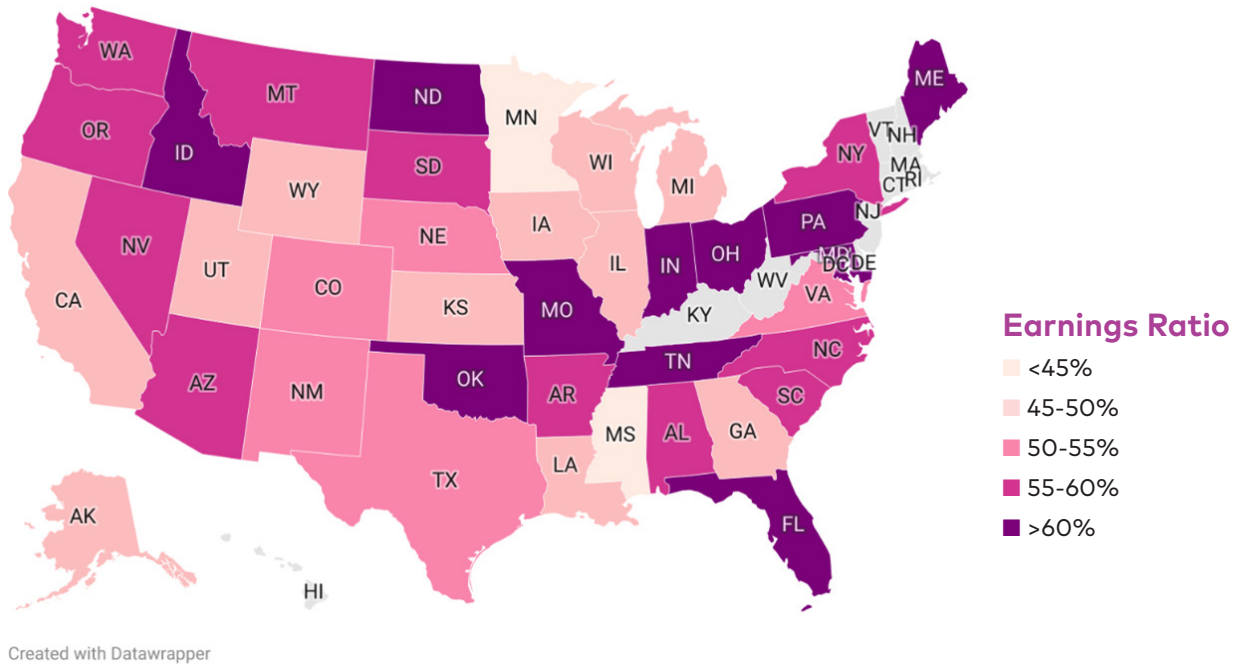
## Native American and Alaskan Native Women Earn Less than White Men in Every State

In 2021, Native American and Alaskan Native Women's median annual earnings were lower than non-Hispanic White men's in every state with sufficient data, regardless of whether the earnings of all workers or only full-time year-round workers were calculated (Tables 1 and 2).

- **Minnesota** had the largest wage gap for all Native women with earnings, who were paid just 39.5 cents on the dollar paid to non-Hispanic White men at the median (a wage gap of 60.5 percent). **Mississippi** and **California** had the second and third worst median annual earnings ratios for all with earnings (44.6 and 45.2 percent, respectively, translating to wage gaps of 55.4 and 54.8 percent).
- **California** had the largest wage gap for Native women who worked full-time year-round; at the median, Native women earned just 52.0 cents per dollar earned by non-Hispanic White men working full-time year-round. **New Mexico** and **Arizona** had the second and third worst earnings ratios for those who worked full-time year-round (52.3 and 54.2 percent, respectively).
- **Missouri** had the smallest wage gap for all with earnings, with a median gender earnings ratio compared to non-Hispanic White men of 75.2 percent (a wage gap of 24.8 percent). The state with the smallest wage gap for Native women who worked full-time year-round was **Arkansas**, with a median annual earnings ratio of 83.1 percent compared to non-Hispanic White men (a wage gap of 16.9 percent).
- The largest absolute gap in earnings was found in **California**. A Native woman with earnings was paid \$36,316 less in a single year than a non-Hispanic White man based on the median earnings of all workers, and \$41,432 less in a single year for full-time year-round workers. California has the largest Native American population of all states.<sup>7</sup>

For all with earnings, Native women made less than half of non-Hispanic White men’s median annual earnings in thirteen states—**Alaska, California, Georgia, Illinois, Iowa, Kansas, Louisiana, Michigan, Minnesota, Mississippi, Utah, Wisconsin,** and **Wyoming** (Map 1).

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

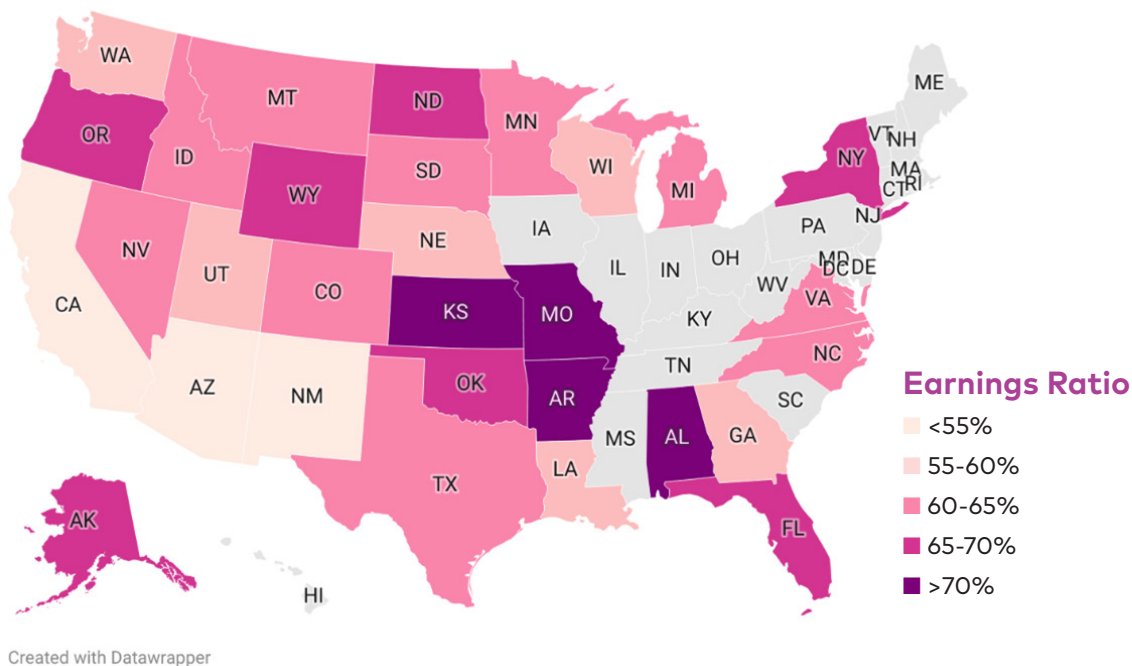


**Notes:** Workers 15 years and older. Native and White alone, not Hispanic. For Connecticut, Delaware, District of Columbia, Hawaii, Kentucky, Massachusetts, New Hampshire, New Jersey, Rhode Island, Vermont, and West Virginia, sample size is too small to calculate median annual earnings.

**Source:** IWPR analysis of 2017-2021 American Community Survey Microdata (Integrated Public Use Microdata Series, Version 13.0).

For full-time year-round workers, Native women made less than 55 percent of non-Hispanic White men’s median annual earnings in three states—**Arizona, New Mexico,** and **California**. At the other end of the spectrum, in four states—**Arkansas, Alabama, Missouri,** and **Kansas**—the median annual earnings of Native women were at least 70 percent of non-Hispanic White men’s (Map 2).

**MAP 2. The Median Annual Earnings Ratio for Native American Women Compared with White Men for Full-Time Year-Round Workers, by State**



**Notes:** Workers 15 years and older. Native and 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, Illinois, Indiana, Iowa, Kentucky, Maine, Maryland, Massachusetts, Mississippi, New Hampshire, New Jersey, Ohio, Pennsylvania, Rhode Island, South Carolina, Tennessee, Vermont, and West Virginia, sample size is insufficient for calculating median annual earnings.

**Source:** IWPR analysis of 2017-2021 American Community Survey Microdata (Integrated Public Use Microdata Series, Version 13.0).

Native women are less likely than non-Hispanic White men to work full-time year-round (60.1 percent and 69.3 percent of all with earnings, respectively). As discussed below, this reflects women’s greater responsibility for unpaid family care work as well as less economic opportunity for full-time work. Nonetheless, in the large majority of states, the majority of Native women work full-time year-round (Table 3).

## The Reasons behind Native American and Alaskan Native Women’s Lower Earnings

Many factors contribute to Native American women’s lower earnings. These include:

**Discrimination and lack of economic opportunities:** Native women workers are held back by the undervaluation of jobs predominantly done by women, discrimination in access to higher-paying jobs, and lack of economic opportunities. Nearly three in ten Native women work in service occupations;<sup>8</sup> these typically pay substantially less than male-dominated occupations at similar levels of education, and are less likely to offer either full-time year-round work or employment benefits such as health care insurance and retirement contributions.<sup>9</sup> In addition, Native women—and Native men—are nearly three times as likely as White respondents to report discrimination in pay and promotion, almost three times as likely to report sexual harassment, and nearly twice as likely to report discrimination when applying for a job.<sup>10</sup> Economic opportunities are particularly restricted for Native women who live on tribal lands (approximately 13 percent of all Native people in 2020)<sup>11</sup> who have significantly higher

rates of unemployment, lower labor force participation rates, and fewer opportunities for professional careers than Native women living elsewhere.<sup>12</sup>

**Lack of work-family benefits:** Nearly two-thirds of Native American mothers (64 percent) are breadwinners for their families, and well over a third are single mothers.<sup>13</sup> The lack of comprehensive access to paid family and medical leave, quality and affordable child care,<sup>14</sup> and other work family benefits pushes many mothers temporarily out of the labor market or forces them into lower-skilled jobs, with negative effects on their long-term earnings and advancement.<sup>15</sup>

**Comparatively low educational attainment:** Education does not eliminate gender wage gaps,<sup>16</sup> but women with higher levels of education have significantly higher life-time earnings than women who do not.<sup>17</sup> Just 17.6 percent of Native women hold at least a Bachelor's degree—a fraction significantly lower than among women of other major racial and ethnic groups.<sup>18</sup> A legacy of discrimination and oppression has limited the educational opportunities available to Native Americans, particularly those who live on tribal reservations.<sup>19</sup> Native students who do enroll in college, moreover, are less likely to graduate than other students, reflecting both financial and other barriers such as being the first in their families to attend college, and the need to combine college with paid employment.<sup>20</sup>

**Higher levels of violence:** During their lifetime, more than four in five Native American and Alaskan Native women have experienced psychological, sexual, or physical violence, often from intimate partners. These rates are substantially higher than those experienced by women of other major racial and ethnic groups.<sup>21</sup> Violence tends to destabilize the lives of women, may lead to disproportionately high requests for time off to look after their health or safety and to avoid further violence, and can make it harder for them to work.<sup>22</sup> Therefore, it is important to provide programs that can provide Native American women access to interventions for domestic violence, secure housing, and high-quality maternal and child health care.

## Equity-Focused Policies are Needed to Achieve Equal Pay

Whether they work full-time or part-time, Native American and Alaskan Native women have much lower median annual earnings than non-Hispanic White men. There are no signs of improvement in this economic inequity. Absent significant policy changes, current projections suggest that it would take several centuries for Native women to reach pay equity with White men. Native women's low earnings reflect intersectional challenges in access to economic opportunities, education, health, and well-being, affecting current and future generations.<sup>23</sup> Intersectional and comprehensive policies are needed to address these wage gaps. Native women and their families, and all women and men, will benefit from living wages policies, targeted enforcement of pay and employment discrimination statutes, affordable and improved access to quality education, affordable and quality child and adult care, paid family and medical leave and paid sick time, and health care access, among other anti-discriminatory practices.

***This fact sheet was prepared by Ariane Hegewisch, Cristy Mendoza, Miranda Peterson, and Noura Hassouna. It was made possible with support of the Kresge Foundation and Robert Wood Johnson Foundation.***

**TABLE 1. Median Annual Earnings for American Indian and Alaska Native and Non-Hispanic White Men by State\*: Anyone with Earnings**

State	American Indian and Alaska Native Women	White Men	Earnings Gap Each Year	Earnings Ratio	Ranking of Earnings Ratio
Alabama	\$26,494	\$47,689	\$21,195	55.6%	18
Alaska	\$29,132	\$60,000	\$30,868	48.6%	30
Arizona	\$27,600	\$50,000	\$22,400	55.2%	21
Arkansas	\$24,375	\$41,868	\$17,493	58.2%	13
California	\$30,000	\$66,316	\$36,316	45.2%	38
Colorado	\$27,632	\$55,108	\$27,476	50.1%	27
Florida	\$30,616	\$46,421	\$15,805	66.0%	7
Georgia	\$24,316	\$51,790	\$27,474	47.0%	35
Idaho	\$26,812	\$42,000	\$15,188	63.8%	9
Illinois	\$26,974	\$55,263	\$28,289	48.8%	29
Indiana	\$32,369	\$46,692	\$14,323	69.3%	3
Iowa	\$21,579	\$46,421	\$24,842	46.5%	36
Kansas	\$22,255	\$46,421	\$24,166	47.9%	32
Louisiana	\$25,434	\$52,869	\$27,435	48.1%	31
Maine	\$26,494	\$42,390	\$15,896	62.5%	10
Maryland	\$47,101	\$66,316	\$19,215	71.0%	2
Michigan	\$22,997	\$47,043	\$24,046	48.9%	28
Minnesota	\$20,934	\$52,988	\$32,054	39.5%	40
Mississippi	\$20,000	\$44,885	\$24,885	44.6%	39
Missouri	\$33,232	\$44,211	\$10,979	75.2%	1
Montana	\$22,105	\$39,774	\$17,669	55.6%	18
Nebraska	\$24,492	\$47,101	\$22,609	52.0%	26
Nevada	\$29,307	\$51,466	\$22,159	56.9%	14
New Mexico	\$24,375	\$46,629	\$22,254	52.3%	25
New York	\$32,369	\$58,264	\$25,895	55.6%	18
North Carolina	\$26,526	\$47,526	\$21,000	55.8%	16
North Dakota	\$32,000	\$47,906	\$15,906	66.8%	5
Ohio	\$32,369	\$47,101	\$14,732	68.7%	4
Oklahoma	\$27,554	\$45,316	\$17,762	60.8%	11
Oregon	\$28,053	\$47,689	\$19,636	58.8%	12
Pennsylvania	\$32,369	\$50,000	\$17,631	64.7%	8
South Carolina	\$26,494	\$47,474	\$20,980	55.8%	16
South Dakota	\$23,874	\$42,390	\$18,516	56.3%	15
Tennessee	\$29,132	\$43,961	\$14,829	66.3%	6
Texas	\$31,401	\$59,343	\$27,942	52.9%	23
Utah	\$23,027	\$50,869	\$27,842	45.3%	37
Virginia	\$30,000	\$57,185	\$27,185	52.5%	24
Washington	\$32,448	\$59,000	\$26,552	55.0%	22
West Virginia	N/A	\$40,895	N/A	N/A	N/A
Wisconsin	\$23,737	\$49,718	\$25,981	47.7%	34
Wyoming	\$23,865	\$49,809	\$25,944	47.9%	32
<b>U.S.</b>	<b>\$26,893</b>	<b>\$49,718</b>	<b>\$22,825</b>	<b>54.1%</b>	<b>N/A</b>

**Notes:** Workers 15 years and older. Native and White alone, not Hispanic. All with earnings, irrespective of whether they worked full-time, part-time, full-year, or part-year. \*Sample size insufficient to estimate earnings in Connecticut, Delaware, District of Columbia, Hawaii, Kentucky, Massachusetts, New Hampshire, New Jersey, Rhode Island, Vermont, and West Virginia.

**Source:** IWPR analysis of 2017-2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).

**TABLE 2. Median Annual Earnings for American Indian and Alaska Native Women and Non-Hispanic White Men by State\*: Full-Time Year-Round Workers**

State	American Indian and Alaska Native Women	White Men	Earnings Gap Each Year	Earnings Ratio	Ranking of Earnings Ratio
Alabama	\$45,000	\$57,474	\$12,474	78.3%	2
Alaska	\$50,000	\$72,064	\$22,064	69.4%	7
Arizona	\$35,066	\$64,738	\$29,672	54.2%	28
Arkansas	\$42,286	\$50,869	\$8,583	83.1%	1
California	\$44,885	\$86,317	\$41,432	52.0%	30
Colorado	\$42,390	\$69,944	\$27,554	60.6%	19
Florida	\$38,684	\$57,474	\$18,790	67.3%	8
Georgia	\$35,704	\$62,802	\$27,098	56.9%	25
Idaho	\$33,494	\$53,948	\$20,454	62.1%	14
Kansas	\$41,868	\$57,568	\$15,700	72.7%	4
Louisiana	\$37,576	\$63,586	\$26,010	59.1%	23
Michigan	\$36,000	\$60,000	\$24,000	60.0%	20
Minnesota	\$39,789	\$65,211	\$25,422	61.0%	18
Missouri	\$40,000	\$54,428	\$14,428	73.5%	3
Montana	\$32,369	\$52,988	\$20,619	61.1%	16
Nebraska	\$32,053	\$57,568	\$25,515	55.7%	26
Nevada	\$41,331	\$64,105	\$22,774	64.5%	12
New Mexico	\$32,369	\$61,895	\$29,526	52.3%	29
New York	\$51,947	\$74,448	\$22,501	69.8%	5
North Carolina	\$34,541	\$57,568	\$23,027	60.0%	20
North Dakota	\$40,563	\$58,287	\$17,724	69.6%	6
Oklahoma	\$36,634	\$55,027	\$18,393	66.6%	11
Oregon	\$42,000	\$62,580	\$20,580	67.1%	9
South Dakota	\$32,000	\$52,335	\$20,335	61.1%	16
Texas	\$44,211	\$71,842	\$27,631	61.5%	15
Utah	\$36,032	\$64,738	\$28,706	55.7%	26
Virginia	\$45,189	\$70,133	\$24,944	64.4%	13
Washington	\$43,158	\$74,183	\$31,025	58.2%	24
Wisconsin	\$35,174	\$59,347	\$24,173	59.3%	22
Wyoming	\$40,801	\$60,789	\$19,988	67.1%	9
<b>U.S.</b>	<b>\$40,563</b>	<b>\$61,895</b>	<b>\$21,332</b>	<b>65.5%</b>	<b>N/A</b>

**Notes:** Workers 15 years and older. Native and White alone, not Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year. \*Sample size insufficient for earnings estimates in Connecticut, Delaware, District of Columbia, Hawaii, Illinois, Indiana, Iowa, Kentucky, Maine, Maryland, Massachusetts, Mississippi, New Hampshire, New Jersey, Ohio, Pennsylvania, Rhode Island, South Carolina, Tennessee, Vermont, and West Virginia.

**Source:** IWPR analysis of 2017-2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).

**TABLE 3. Full-Time Year-Round (FTYR) Workers as a Percent of All Workers with Earnings for American Indian and Alaskan Native and non-Hispanic White men, by State\***

State	American Indian and Alaska Native Women Working FTYR (%)	White men working FTYR (%)	Percentage Point Difference	Rank of Difference
Alabama	61.0%	76.1%	15.1%	27
Alaska	43.9%	69.6%	25.7%	41
Arizona	62.8%	71.2%	8.4%	10
Arkansas	60.1%	74.0%	13.9%	19
California	57.8%	70.8%	13.0%	16
Colorado	55.7%	72.1%	16.4%	29
Florida	57.6%	71.9%	14.4%	22
Georgia	57.1%	74.9%	17.8%	31
Idaho	53.8%	68.8%	15.0%	26
Illinois	55.1%	72.8%	17.7%	30
Indiana	53.7%	72.5%	18.8%	33
Iowa	48.3%	71.6%	23.3%	39
Kansas	45.8%	72.9%	27.1%	42
Louisiana	60.2%	74.1%	13.9%	19
Maine	57.0%	68.6%	11.6%	14
Maryland	71.4%	75.6%	4.1%	2
Massachusetts	51.9%	70.7%	18.8%	33
Michigan	54.4%	68.9%	14.5%	23
Minnesota	49.1%	70.4%	21.3%	39
Mississippi	54.5%	75.0%	20.5%	37
Missouri	65.6%	72.4%	6.8%	6
Montana	57.5%	65.5%	8.1%	9
Nebraska	59.7%	73.8%	14.1%	21
Nevada	62.8%	70.8%	8.0%	8
New Jersey	54.4%	72.4%	18.0%	32
New Mexico	64.8%	70.2%	5.4%	4
New York	63.9%	70.9%	7.0%	7
North Carolina	63.6%	74.4%	10.9%	13
North Dakota	68.2%	71.1%	2.9%	1
Ohio	60.2%	71.7%	11.6%	14
Oklahoma	64.9%	74.4%	9.5%	11
Oregon	55.1%	68.3%	13.2%	17
Pennsylvania	65.5%	71.8%	6.3%	5
South Carolina	59.2%	73.9%	14.7%	25
South Dakota	55.8%	71.9%	16.1%	28
Tennessee	69.0%	73.7%	4.7%	3
Texas	62.1%	75.7%	13.6%	18
Utah	52.5%	71.4%	18.9%	35
Virginia	56.6%	75.8%	19.2%	36
Washington	60.6%	71.3%	10.6%	12
Wisconsin	50.8%	71.8%	21.0%	38
Wyoming	55.6%	70.2%	14.6%	24
<b>U.S.</b>	<b>60.1%</b>	<b>69.3%</b>	<b>9.2%</b>	<b>N/A</b>

**Notes:** Workers are 15 years and older. Native and White alone, not Hispanic. Full-time is at least 35 hours per week; year-round is at least 50 weeks per year. \*Sample size insufficient for estimates in Connecticut, Delaware, District of Columbia, Hawaii, Kentucky, New Hampshire, Rhode Island, Vermont, and West Virginia.  
**Source:** IWPR analysis of 2017-2021 American Community Survey microdata (Integrated Public Use Microdata Series, Version 13.0).



## ENDNOTES

<sup>1</sup> IWPR calculations based on Table B20017C "Median Earnings in the Past 12 Months (in 2022 Inflation-Adjusted Dollars) by Sex and Work Experience in the Past 12 Months for the Population 16 Years and Over With Earnings in the Past 12 Months (American Indian and Alaska Native Alone)"; American Community Survey, 2022: ACS 1-Year Estimates Detailed Tables (U.S. Census Bureau, 2023). B20017C: Median Earnings in the ... - Census Bureau Table. ; Table B20017H "(White Alone, Not Hispanic)"; American Community Survey, 2022: ACS 1-Year Estimates Detailed Tables (Washington, DC: U.S. Census Bureau, 2023). B20017H: Median Earnings in the ... - Census Bureau Table.

<sup>2</sup> IWPR projections are based on the median annual earnings ratio of Native, non-Hispanic women relative to the earnings of non-Hispanic White men, from 2002 to 2022, using CPS ASEC microdata as made available by Sarah Flood, Miriam King, Renae Rodgers, Steven Ruggles, J. Robert Warren, Daniel Backman, Annie Chen, Grace Cooper, Stephanie Richards, Megan Schouweiler and Michael Westberry. IPUMS CPS: Version 11.0 [dataset]. (Minneapolis, MN: IPUMS, 2023). <https://doi.org/10.18128/D030.V11.0>

<sup>3</sup> Based on median annual earnings; the median is the midpoint in the earnings distribution at which approximately half of all earners earned more, and half earned less per year.

<sup>4</sup> Jasmine Tucker, "Native Women Lose over \$1.1 Million to the Racist and Sexist Wage Gap," (Washington, DC: National Women's Law Center, 2022). <https://nwlc.org/wp-content/uploads/2021/08/NWEPD-2022v4.pdf>

<sup>5</sup> For definition of the median, see note 3 above.

<sup>6</sup> IWPR analysis of 2017-2021 American Community Survey microdata, as made available by Steven Ruggles, Sarah Flood, Matthew Sobek, Danika Brockman, Grace Cooper, Stephanie Richards, and Megan Schouweiler. IPUMS USA: Version 13.0 [dataset]. (Minneapolis, MN: IPUMS, 2023).

<sup>7</sup> IWPR calculations based on Table B01001C SEX BY AGE (AMERICAN INDIAN AND ALASKA NATIVE ALONE); American Community Survey, 2021: ACS 5-year Estimates Detailed Tables. (Washington, DC: U.S. Census Bureau, 2021). [https://data.census.gov/table/ACSDT5Y2021.B01001C?q=race&t=American+Indian+and+Alaska+Native&g=0100000US\\$250000\\_010XX00US\\$0400000](https://data.census.gov/table/ACSDT5Y2021.B01001C?q=race&t=American+Indian+and+Alaska+Native&g=0100000US$250000_010XX00US$0400000)

<sup>8</sup> Jasmine Tucker, "Native American Women Need Action That Closes the Wage Gap," (Washington, DC: National Women's Law Center, 2021). <https://nwlc.org/wp-content/uploads/2020/09/Native-Women-Equal-Pay-2021.pdf>.

<sup>9</sup> See, for example, 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, 2016). [https://iwpr.org/wp-content/uploads/2020/12/Middle-skills\\_layout-FINAL.pdf](https://iwpr.org/wp-content/uploads/2020/12/Middle-skills_layout-FINAL.pdf); Elyse Shaw, Ariane Hegewisch, Emma Williams-Baron, and Barbara Gault, *Undervalued and underpaid in America: women in low-wage, female-dominated jobs*, Report, IWPR D508 (Washington, DC: Institute for Women's Policy Research, 2016). <https://iwpr.org/wp-content/uploads/2020/09/D508-Undervalued-and-Underpaid.pdf>

<sup>10</sup> Mary G. Findling, et al., "Discrimination in the United States: experiences of native Americans," *Health Services Research* 54 (2019): 1431-1441.

<sup>11</sup> "American Indian/Alaska Native Health." *U.S. Department of Health and Human Services - Office of Minority Health*. <https://minorityhealth.hhs.gov/american-indianalaska-native-health>.

<sup>12</sup> Mary Dorinda Allard and Vernon Brundage Jr., "American Indians and Alaska Natives in the U.S. Labor Force," *Monthly Labor Review* 142 (2019): 1.; see also U.S. Congress, Joint Economic Committee Democrats, *Native American Communities Continue to Face Barriers to Opportunity that Stifle Economic Mobility*, May 13, 2022, <https://www.jec.senate.gov/public/index.cfm/democrats/2022/5/native-american-communities-continue-to-face-barriers-to-opportunity-that-stifle-economic-mobility>.

<sup>13</sup> Elyse Shaw and C. Nicole Mason, *Holding Up Half the Sky*, IWPR Q081 (Washington, DC: Institute for Women's Policy Research, 2023). <https://iwpr.org/wp-content/uploads/2020/07/Holding-Up-Half-the-Sky-Mothers-as-Breadwinners.pdf>.

<sup>14</sup> Morning Consult, *Understanding Native American Parents' Child Care Needs*, (Washington, DC: Bipartisan Policy Center, December 2021). [https://bipartisanpolicy.org/download/?file=/wp-content/uploads/2022/02/BPC-Native-American-Parents-Analysis\\_December-2021.pdf](https://bipartisanpolicy.org/download/?file=/wp-content/uploads/2022/02/BPC-Native-American-Parents-Analysis_December-2021.pdf).

<sup>15</sup> See, for example, Claudia Goldin and Joshua Mitchell, "The new life cycle of women's employment: Disappearing humps, sagging middles, expanding tops," *Journal of Economic Perspectives* 31, no. 1 (2017): 161-182; Kelly M. Jones, *Paid Family Leave Increases Mothers' Labor Market Attachment*, Fact Sheet, IWPR B383 (Washington, DC: Institute for Women's Policy Research, 2020). <https://iwpr.org/wp-content/uploads/2020/01/B383-Paid-Leave-Fact-Sheet.pdf>; Douglas Almond, Yi Cheng, and Cecilia Machado, "Large motherhood penalties in US administrative microdata," *Proceedings of the National Academy of Sciences* 120, no. 29 (2023): e220974012

<sup>16</sup> See Tucker, "Native American Women Need Action" for data on earnings differences between Native women with college-level education and non-Hispanic White men.

<sup>17</sup> Christopher R. Tamborini, Chang Hwan Kim, and Arthur Sakamoto, "Education and Lifetime Earnings in the United States," *Demography* 52: 1383-1407 (2015).

<sup>18</sup> *Racial and Ethnic Disparities in the United States: An Interactive Chartbook*, (Washington, DC: Economic Policy Institute, June 15, 2022), <https://epi.org/270707>; *Native American Students in Higher Education*, (Washington, DC: Postsecondary National Policy Institute, November 2, 2023), <https://pnpi.org/download/native-american-students-in-higher-education-factsheet/>.

<sup>19</sup> See, for example, Melissa Emrey-Arras and United States Government Accountability Office, *Indian Affairs, Further Actions on GAO Recommendations Needed to Address Systemic Management Challenges with Indian Education*, GAO-15-539T (Washington, DC, 2015, <https://www.gao.gov/assets/gao-15-539t.pdf>; Alden Woods, "The Federal Government Gives Native Students an Inadequate Education, and Gets Away With It," *ProPublica* August 6, 2020, <https://www.propublica.org/article/the-federal-government-gives-native-students-an-inadequate-education-and-gets-away-with-it>.

<sup>20</sup> *National Study on College Affordability for Indigenous Students*, ( Native Forward Scholars Fund, American Indian College Fund, Advancing Indigenous People in STEM, and COBELL Scholarship, August 18, 2022). [https://issuu.com/americanindianguarduatecenter/docs/nnsf\\_college\\_affordability](https://issuu.com/americanindianguarduatecenter/docs/nnsf_college_affordability).

<sup>21</sup> U.S. Department of Justice, National Institute of Justice, *Violence Against American Indian and Alaska Native Women and Men*, by André B. Rosay, (Washington, DC , June 1, 2016). <https://nij.ojp.gov/topics/articles/violence-against-american-indian-and-alaska-native-women-and-men>; see also Caroline La Porte, *The Violence Against Women Act Housing Provisions and Impacts to Indigenous Survivors of Domestic and Sexual Violence*, (Lame Deer, Montana: National Indigenous Women's Resource Center, 2022). <https://www.niwrc.org/resources/policy-brief/policy-brief-violence-against-women-act-housing-provisions-and-impacts>.

<sup>22</sup> LaPorte, *The Violence Against Women Act Housing Provisions*; see also Cynthia Hess and Alona Del Rosario, *Dreams Deferred: A Survey on the Impact of Intimate Partner Violence on Survivors' Education, Careers, and Economic Security*, Report, IWPR #C475, (Washington, DC: Institute for Women's Policy Research, 2018). [https://iwpr.org/wp-content/uploads/2020/09/C475\\_IWPR-Report-Dreams-Deferred.pdf](https://iwpr.org/wp-content/uploads/2020/09/C475_IWPR-Report-Dreams-Deferred.pdf).

<sup>23</sup> National Academies of Sciences, Engineering, and Medicine, *Intergenerational Poverty and Mobility Among Native Americans in the United States: Proceedings of a Workshop—in Brief*, (Washington, DC: The National Academies Press, 2023), <https://doi.org/10.17226/26909>.

## 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.

