

Breaking Barriers: Asian American, Native Hawaiian, and Pacific Islander Women and the Fight for Equal Pay

Key Findings

- In 2023, Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women working full-time year-round earned **92.9 cents** per dollar paid to White men. This figure drops to **80.4 cents** per dollar when also including part-time and part-year work.
- In 2023, the annual earnings gap between White men and AANHPI women for full-time year-round work was **\$5,000**, or equivalent to over two months' rent (2.64 months), based on the national average rent of \$1,896 in 2023.¹
- More strikingly, the annual earnings gap between White men and AANHPI women for all workers was **\$11,000** in 2023, or equivalent to nearly six months' rent (5.8 months).²
- AANHPI women earned less than White men in every state for which data is available for all workers. **Louisiana**, which has the largest wage gap for all workers, saw AANHPI women earning only **51.2 cents** for every dollar earned by White men.
- AANHPI women working full-time year-round earned less than White men in all states except two. In **Delaware**, AANHPI women outearned White men, earning **102.9 cents** for every dollar earned by White men. In **Michigan**, AANHPI women and White men had **equal earnings**.
- In the **District of Columbia**, AANHPI women working full-time year-round earned **\$28,164** less per year than White men—the second-largest absolute earnings gap nationwide, following **Alaska**. Despite this disparity, AANHPI women (72.2 percent) have a slightly higher full-time year-round labor force participation rate than White men (71.7 percent), making DC a notable exception to national trends.
- In **California**, home to the largest AANHPI population, full-time year-round AANHPI women workers were paid **78.1 cents** per dollar earned by White men and **72.0 cents** per dollar when including all workers with earnings.



Introduction

In 2023, Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women earned 92.9 percent of what White³ men made in median annual earnings for full-time full-year work. However, when part-time and part-year workers are included, this figure drops to just 80.4 percent.⁴ While AANHPI women have the highest median earnings among full-time year-round working women across major racial and ethnic groups, this overall figure masks significant earnings disparities within the community.⁵ Earnings varied widely by ethnic group. Some AANHPI women working full-time year-round earned less than 60 cents for every dollar paid to White men—Bhutanese (49 cents), Burmese



(55 cents), and Nepalese (58 cents) women face some of the largest wage gaps.⁶ In contrast, other groups, such as Indian (\$1.26), Taiwanese (\$1.25), and Chinese (\$1.08) women, typically earned more than White men.

Educational attainment plays a role in shaping these disparities. As of 2023, Asian American women were nearly three times as likely as their Native Hawaiian and Pacific Islander counterparts to hold a bachelor's degree or higher—56.5 percent compared to 20.8 percent.⁷ By comparison, 39.1 percent of White men had at least a bachelor's degree. Yet AANHPI women continue to earn less than White men in most occupations where they are most likely to work—whether in high-wage industries like business and financial operations or in lower-paying industries such as personal care services.⁸ Even in fields requiring higher education, AANHPI women face pay gaps.

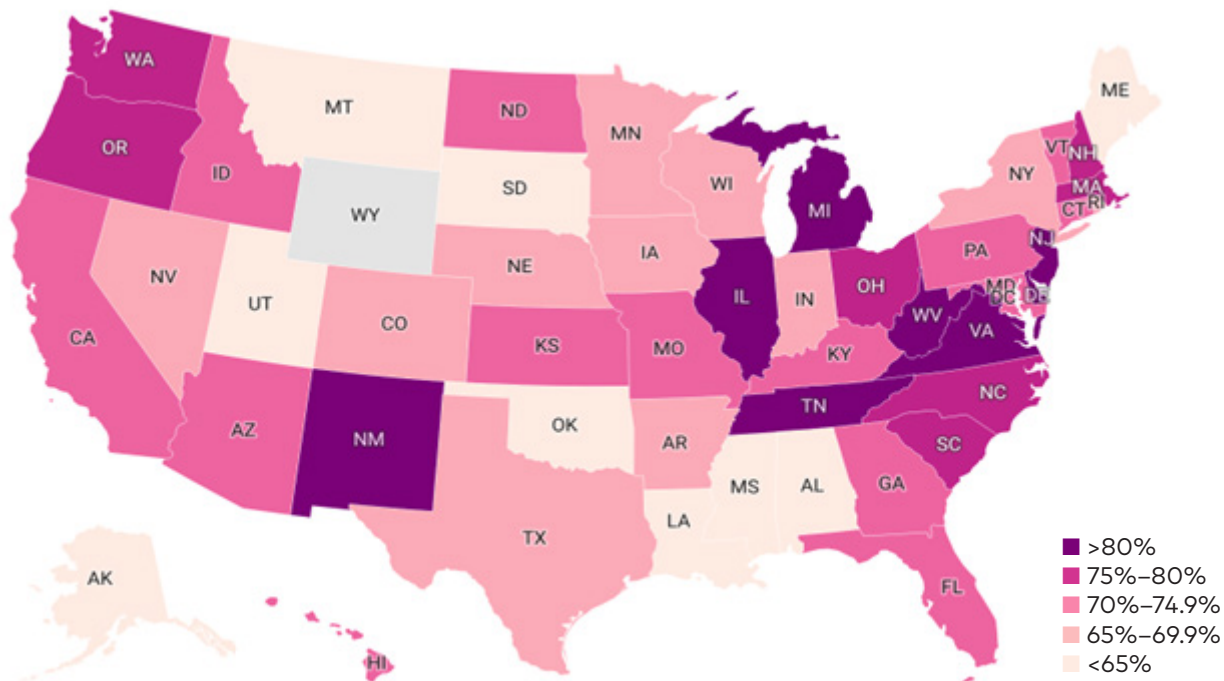
Moreover, the wage gap between Asian American women and White men continues, despite Asian American women's higher level of college attainment.⁹ Research shows that a large portion of this wage gap remains unexplained by standard economic factors like education, experience, or occupation, pointing to the ongoing impact of discrimination in the labor market.¹⁰ These pay gaps highlight the persistent structural inequities that limit AANHPI women's economic security. Even in fields where they are highly represented, they are often concentrated in lower-paying roles or face barriers to advancement, reinforcing inequities that cannot be explained by credentials alone.

AANHPI Women Earned Less than White Men in Every State

Regardless of whether they lived in a state with a large or small AANHPI population, AANHPI women faced a wage gap. In every state with enough data to measure earnings for all workers, they were paid less than White men. However, the size of the disparity varied by state (Table 1 and Map 1).

- **Louisiana** had the largest earnings ratio between AANHPI women and White men among all workers with earnings, with AANHPI women earning just 51.2 percent compared to White men. **Alaska** and **Mississippi** follow, with earnings ratios for all workers at 54.8 percent and 56.4 percent, respectively.
- In **California**, home to the largest AANHPI population, AANHPI women earned only 72.0 cents on the dollar compared to White men.
- In **Delaware**, where the wage gap among all workers was the smallest of all of the states, AANHPI women earned 94.4 percent of what White men earned.
- In the **District of Columbia**, which has the highest earnings nationwide, AANHPI women had a median salary of \$80,088, while White men earned \$110,299—a difference of \$30,211 less per year. This marks the largest absolute gap in earnings of any state for all workers.

Map 1. The Median Annual Earnings Ratio for AANHPI Women Compared with 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.

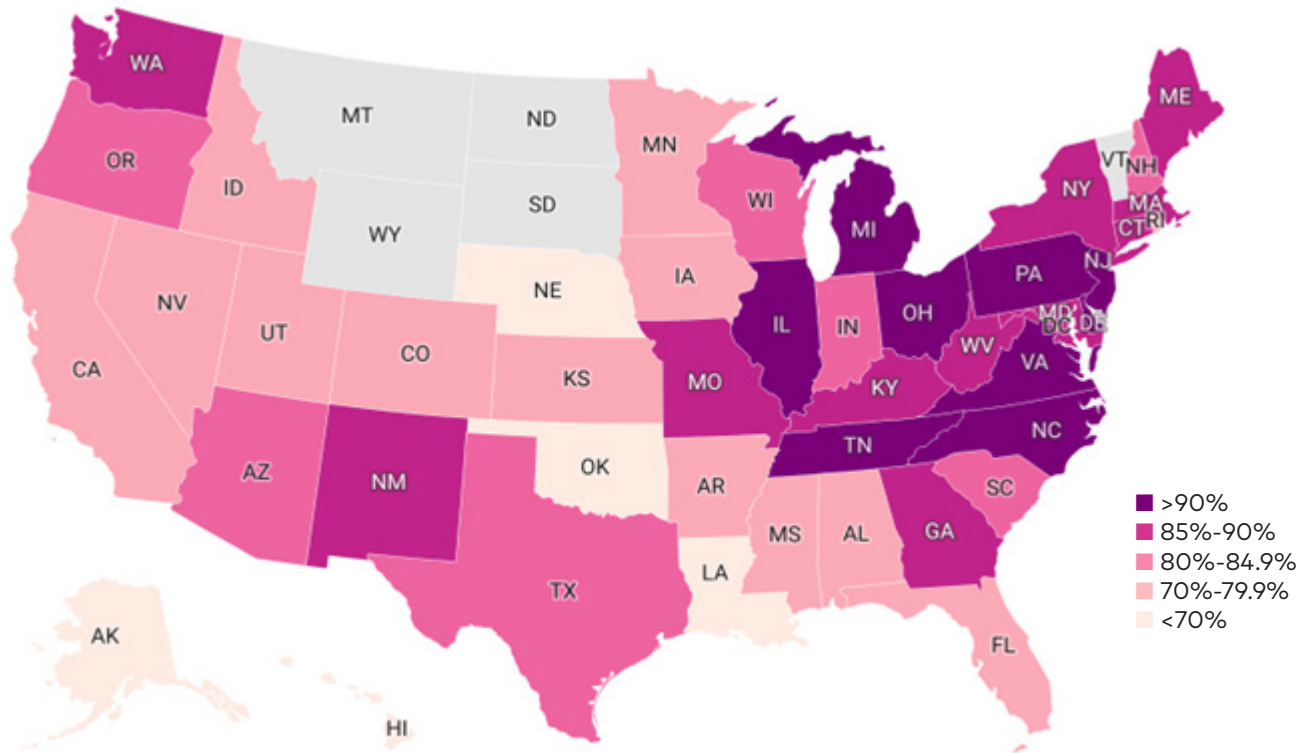
AANHPI Women Working Full-Time Year-Round Face Pay Gaps Compared to White Men in Nearly Every State

AANHPI women working full-time year-round were paid less than White men in 43 out of 45 states with available data, as well as in the District of Columbia, highlighting a widespread wage gap that persists even when putting in full-time full-year work (Table 2 and Map 2).

- **Alaska, Louisiana, and Nebraska** had the worst earnings ratios between AANHPI women and White men working full-time year-round at 60.0 percent, 66.3 percent, and 67.2 percent, respectively.
- **Delaware** and **Michigan** were the only states where AANHPI women working full-time year-round earned at least as much as their White male counterparts. In **Delaware**, where the population of AANHPI women is relatively small and includes many highly educated women in professional and managerial jobs, AANHPI women outearned White men, though by a small margin. AANHPI women's median earnings were \$72,000, compared to \$70,000 for White men, resulting in a gender earnings ratio of 102.9 percent. In **Michigan**, the median pay for full-time year-round work was equal, with both AANHPI women and White men typically earning \$64,894.
- In **California**, where the AANHPI population is the largest, AANHPI women working full-time year-round earned just 78.1 cents on the dollar compared to White men.
- The largest absolute gaps in earnings for full-time year-round workers were seen among AANHPI women in **Alaska** and the **District of Columbia**, where they earned \$29,980 and \$28,164, respectively, less than White men.



Map 2. The Median Annual Earnings Ratio for AANHPI 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/DO10.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.

While a Majority of AANHPI Women Worked Full-Time Year-Round, They Were Less Likely to Do So than White Men

Nationally, nearly two-thirds (63.5 percent) of AANHPI women with earnings worked full-time year-round (Table 3). However, this share varies across states, from 44.0 percent in **Wyoming** to 72.2 percent in the **District of Columbia** (Table 3).

Despite these high rates of full-time year-round employment, AANHPI women consistently lag behind White men in every state. **Vermont** has the largest gap, with 45.6 percent of AANHPI women working full-time year-round, compared to 70.0 percent of White men, or a difference of 24.3 percentage points. The **District of Columbia** is the only exception, where AANHPI women (72.2 percent) slightly outpace White men (71.7 percent) in full-time year-round employment.

While labor force participation rates for AANHPI women as a broad group remain relatively strong, differences within the community are important for understanding their economic outcomes. Women in this group experienced significant job losses during the COVID-19 pandemic, largely due to their concentration in hard-hit industries like sales and personal care and services. But while Asian American women have seen a rebound, with their labor force participation rising from 57.1 percent in 2019 to 58.1 percent in 2023,¹¹ Native Hawaiian and Pacific Islander women—who are more likely to be

in lower-wage jobs with fewer protections—continue to face an uneven recovery. In 2023, their labor force participation rate was 61.1 percent, 2.1 percentage points below pre-pandemic levels.¹²



Understanding the Factors Behind AANHPI Women's Wage Gap

Discrimination and Harassment in the Workplace

Workplace discrimination continues to shape the economic realities of AANHPI women. From 2018 to 2024, the percentage of Asian American women who reported that their race prevented them from securing work opportunities increased.¹³ Compared to six years ago, White women were more likely to report that their managers publicly recognize their accomplishments in the workplace (46 percent in 2018 compared to 48 percent in 2024). Contrarily, Asian American women were less likely to feel supported in this way compared to 2018 (40 percent in 2018 compared to 37 percent in 2024).¹⁴ Asian American women also face higher risks of sexual harassment in the workplace yet are less likely to report it compared to White

women. Those in low-wage jobs are especially vulnerable to harassment and workplace violence, compounding the challenges they already face.¹⁵

Historical Prejudices Toward the Asian Population

Prejudices against the Asian population have existed for centuries, shaping social and economic inequities that continue today. In the 19th century, the Chinese Exclusion Act prevented Chinese workers from immigrating to the United States.¹⁶ In the 20th century, the internment of Japanese Americans that took place during World War II reinforced systemic discrimination.¹⁷ These historical biases towards the Asian community have perpetuated a cycle of racism and discrimination that still exists today. For example, the stereotype that Asian women are quiet and submissive—traits often viewed as incompatible with leadership and management—has contributed to barriers to career advancement and pay equity.¹⁸

Underrepresentation in Higher Level Positions

Asian Americans, and particularly Asian American women, remain underrepresented in leadership positions due to systemic barriers. This is often referred to as the "bamboo ceiling,"¹⁹ and this combination of racial and gender biases limits opportunities for advancement and contributes to lower earnings for Asian American women, in particular. Recent research shows that while Asian American women and men enter the workforce at similar rates, men are represented in the C-suite at twice the rate of women in this group.²⁰

Limited Job Quality and Lack of Work-Family Benefits

Asian American women are overrepresented in low-wage service occupations, such as beauty technicians, where they experience unpredictable schedules, low wages, and poor working conditions.²¹ These jobs are also among the least likely to provide critical work support, including paid family leave, paid sick time, health insurance, and retirement benefits, making it even harder for workers to achieve economic security.

Child and Elder Care Responsibilities

Asian women are among the most likely of any racial or ethnic group to shoulder unpaid care responsibilities, including child and elder care.²² Providing unpaid care work can limit the number of hours available for paid work, which can lead to reduced hours or withdrawal from the workforce altogether. This impacts long-term career and earnings trajectories over a lifetime. In general, when extensive child or elder care is required in a family, women have a higher likelihood of cutting back on paid work hours or quitting employment than men, especially when they have significantly lower earnings to begin with.²³

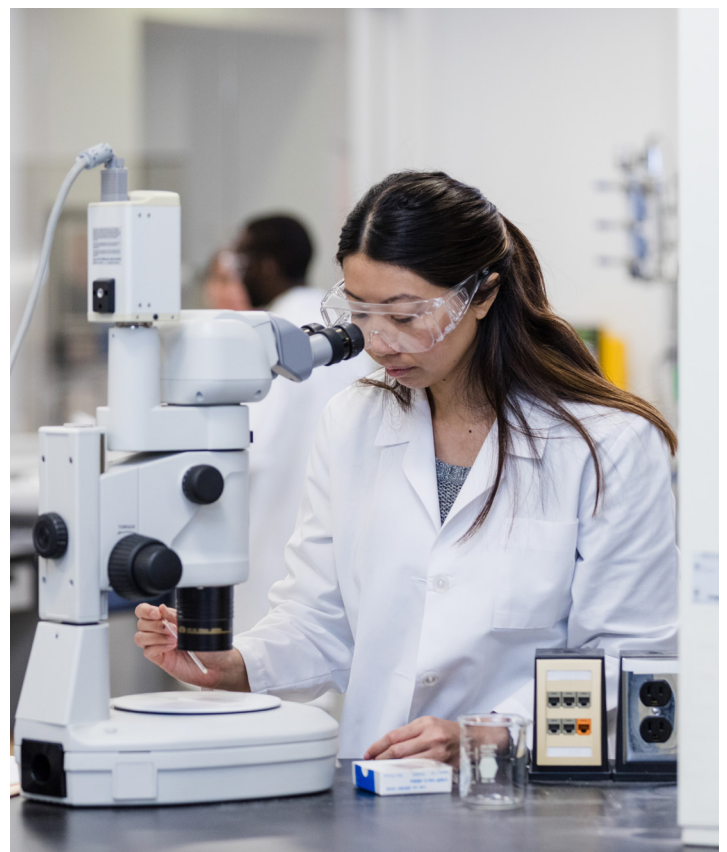
Focused Policies to Achieve Pay Equity and Economic Security for AANHPI Women

To achieve pay equity and economic security for AANHPI women, comprehensive policies are essential. AANHPI women face wage gaps in almost every state, with a complex mix of gender and racial factors contributing to their lower earnings. Addressing these disparities requires actions that not only focus on pay equity but also ensure that AANHPI women have the economic security and opportunities to thrive in the workforce.

Ensure and Enforce Pay Equity

Strengthening legal protections against discrimination and harassment is essential for AANHPI women. Policymakers should support expanding laws that would enhance accountability, increase resources for workers seeking justice, and address the unique challenges AANHPI women face in the workforce, which may be exacerbated by President Trump's recent executive orders rolling back regulations that support diversity, equity, and inclusion.²⁴

Many AANHPI women are overrepresented in lower-wage, undervalued sectors, such as personal care service, that often lack job security, benefits, and fair compensation. Policymakers must invest in these industries by raising wages and improving benefits. At the same time, they should expand pathways for AANHPI women to enter higher-paying, often male-dominated fields and advance into management positions, ensuring access to well-compensated jobs.



Improve Access to Paid Leave

Access to paid family leave and sick days is critical for AANHPI women, many of whom balance caregiving with work responsibilities. A federal paid leave program should guarantee a minimum of 12 weeks of paid time off, provide wage replacement for all workers, and protect workers from retaliation for taking leave.

Ensure Access to Affordable and Quality Child and Elder Care

Policymakers should increase investments in the care economy to create a system where child and elder care are accessible and affordable for everyone and promote policies that support the care workforce. These policies would allow AANHPI women to better participate in the workforce without sacrificing their caregiving responsibilities.

To learn more about IWPR's federal policy recommendations on Equal Pay, Better Workplaces, Paid Leave, and Promoting Access to Care, go to iwpr.org/federalpolicyagenda/.

This fact sheet was prepared by Melissa Holly Mahoney, Cristy Mendoza, and Miranda Peterson, with data analysis conducted by 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 of AANHPI Women and White Men, All Workers

State*	AANHPI women	White, non-Hispanic men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$30,098	\$50,648	\$20,550	59.4%	46
Alaska	\$33,945	\$61,903	\$27,958	54.8%	49
Arizona	\$41,064	\$55,000	\$13,936	74.7%	16
Arkansas	\$31,031	\$45,000	\$13,969	69.0%	36
California	\$51,000	\$70,793	\$19,793	72.0%	25
Colorado	\$41,650	\$60,174	\$18,524	69.2%	34
Connecticut	\$50,000	\$67,530	\$17,530	74.0%	17
Delaware	\$51,915	\$55,000	\$3,085	94.4%	1
District of Columbia	\$80,088	\$110,299	\$30,211	72.6%	22
Florida	\$35,000	\$50,027	\$15,027	70.0%	29
Georgia	\$38,526	\$55,000	\$16,474	70.0%	29
Hawaii	\$39,880	\$56,634	\$16,754	70.4%	28
Idaho	\$34,000	\$47,000	\$13,000	72.3%	23
Illinois	\$48,000	\$60,000	\$12,000	80.0%	7
Indiana	\$34,400	\$50,000	\$15,600	68.8%	38
Iowa	\$34,891	\$50,000	\$15,109	69.8%	31
Kansas	\$35,397	\$50,000	\$14,603	70.8%	27
Kentucky	\$33,800	\$45,815	\$12,015	73.8%	18
Louisiana	\$28,138	\$55,000	\$26,862	51.2%	50
Maine	\$27,000	\$46,856	\$19,856	57.6%	47
Maryland	\$51,021	\$71,000	\$19,979	71.9%	26
Massachusetts	\$51,000	\$68,000	\$17,000	75.0%	15
Michigan	\$40,000	\$50,000	\$10,000	80.0%	7
Minnesota	\$40,000	\$57,269	\$17,269	69.8%	31
Mississippi	\$27,073	\$48,000	\$20,927	56.4%	48
Missouri	\$35,000	\$48,000	\$13,000	72.9%	20
Montana	\$27,000	\$45,000	\$18,000	60.0%	45
Nebraska	\$33,037	\$50,735	\$17,698	65.1%	41
Nevada	\$39,000	\$56,228	\$17,228	69.4%	33
New Hampshire	\$45,426	\$58,526	\$13,100	77.6%	11
New Jersey	\$61,903	\$71,000	\$9,097	87.2%	4
New Mexico	\$46,856	\$50,000	\$3,144	93.7%	2
New York	\$42,769	\$62,000	\$19,231	69.0%	36
North Carolina	\$40,000	\$50,648	\$10,648	79.0%	10
North Dakota	\$38,000	\$52,000	\$14,000	73.1%	19
Ohio	\$37,756	\$50,000	\$12,244	75.5%	14

Table 1 (continued)

State*	AANHPI women	White, non-Hispanic men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Oklahoma	\$29,155	\$48,000	\$18,845	60.7%	44
Oregon	\$40,000	\$52,063	\$12,063	76.8%	13
Pennsylvania	\$38,943	\$54,000	\$15,057	72.1%	24
Rhode Island	\$40,116	\$58,526	\$18,410	68.5%	39
South Carolina	\$40,300	\$50,648	\$10,348	79.6%	9
South Dakota	\$29,400	\$47,800	\$18,400	61.5%	43
Tennessee	\$38,936	\$48,000	\$9,064	81.1%	6
Texas	\$42,769	\$62,475	\$19,706	68.5%	39
Utah	\$35,397	\$56,275	\$20,878	62.9%	42
Vermont	\$32,752	\$45,020	\$12,268	72.7%	21
Virginia	\$50,000	\$60,777	\$10,777	82.3%	5
Washington	\$50,000	\$64,894	\$14,894	77.0%	12
West Virginia	\$40,000	\$44,836	\$4,836	89.2%	3
Wisconsin	\$36,000	\$52,063	\$16,063	69.1%	35
All 2019–2023	\$45,000	\$56,000	\$11,000	80.4%	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, 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 ages 16 or older.

*Sample of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women too small for statistical analysis in the state of Wyoming.



Table 2. Median Annual Earnings of AANHPI Women and White Men, Full-Time Year-Round Workers

State*	AANHPI women	White, non-Hispanic men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Alabama	\$47,195	\$61,354	\$14,159	76.9%	32
Alaska	\$45,020	\$75,000	\$29,980	60.0%	46
Arizona	\$58,000	\$70,000	\$12,000	82.9%	23
Arkansas	\$41,296	\$55,000	\$13,704	75.1%	36
California	\$73,153	\$93,713	\$20,560	78.1%	29
Colorado	\$57,269	\$78,000	\$20,731	73.4%	38
Connecticut	\$73,158	\$84,413	\$11,255	86.7%	15
Delaware	\$72,000	\$70,000	-\$2,000	102.9%	1
District of Columbia	\$96,836	\$125,000	\$28,164	77.5%	30
Florida	\$50,000	\$63,000	\$13,000	79.4%	28
Georgia	\$57,401	\$67,530	\$10,129	85.0%	20
Hawaii	\$50,000	\$72,888	\$22,888	68.6%	43
Idaho	\$44,774	\$60,000	\$15,226	74.6%	37
Illinois	\$70,793	\$75,000	\$4,207	94.4%	5
Indiana	\$49,555	\$60,393	\$10,838	82.1%	24
Iowa	\$46,959	\$61,000	\$14,041	77.0%	31
Kansas	\$47,600	\$61,903	\$14,303	76.9%	32
Kentucky	\$48,397	\$56,634	\$8,237	85.5%	19
Louisiana	\$44,774	\$67,530	\$22,756	66.3%	45
Maine	\$50,648	\$58,994	\$8,346	85.9%	16
Maryland	\$76,011	\$88,491	\$12,480	85.9%	16
Massachusetts	\$78,785	\$88,491	\$9,706	89.0%	10
Michigan	\$64,894	\$64,894	\$0	100.0%	2
Minnesota	\$50,648	\$70,793	\$20,145	71.5%	39
Mississippi	\$44,836	\$58,526	\$13,690	76.6%	34
Missouri	\$53,095	\$60,000	\$6,905	88.5%	12
Nebraska	\$41,650	\$62,000	\$20,350	67.2%	44
Nevada	\$50,000	\$70,000	\$20,000	71.4%	40
New Hampshire	\$61,434	\$72,888	\$11,454	84.3%	21
New Jersey	\$85,250	\$90,040	\$4,790	94.7%	4
New Mexico	\$60,777	\$68,723	\$7,946	88.4%	13
New York	\$70,000	\$80,000	\$10,000	87.5%	14
North Carolina	\$58,994	\$62,475	\$3,481	94.4%	5
Ohio	\$57,269	\$62,475	\$5,206	91.7%	7
Oklahoma	\$41,000	\$58,994	\$17,994	69.5%	42

Table 2 (continued)

State*	AANHPI women	White, non-Hispanic men	Earnings gap each year	Earnings ratio	Ranking of earnings ratio
Oregon	\$58,000	\$69,000	\$11,000	84.1%	22
Pennsylvania	\$61,354	\$67,530	\$6,176	90.9%	8
Rhode Island	\$55,455	\$72,888	\$17,433	76.1%	35
South Carolina	\$51,000	\$62,475	\$11,475	81.6%	25
Tennessee	\$53,095	\$58,994	\$5,899	90.0%	9
Texas	\$62,475	\$76,692	\$14,217	81.5%	26
Utah	\$49,980	\$70,793	\$20,813	70.6%	41
Virginia	\$73,000	\$76,011	\$3,011	96.0%	3
Washington	\$71,000	\$80,000	\$9,000	88.8%	11
West Virginia	\$47,271	\$55,000	\$7,729	85.9%	16
Wisconsin	\$51,000	\$63,516	\$12,516	80.3%	27
All 2019–2023	\$65,000	\$70,000	\$5,000	92.9%	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, 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 ages 16 or older. Full-time is at least 35 hours per week; full-year is at least 50 weeks per year.

*Sample of Asian American, Native Hawaiian, and Pacific Islander (AANHPI) women too small for statistical analysis in the following states: Montana, North Dakota, South Dakota, Vermont, and Wyoming.

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

State	% of AANHPI women working FTYR	% of White, non-Hispanic men working FTYR	Percentage point difference	Rank of difference
Alabama	59.9%	73.9%	14.1%	43
Alaska	60.8%	61.3%	0.4%	3
Arizona	65.2%	74.7%	9.5%	18
Arkansas	62.1%	77.4%	15.3%	46
California	63.4%	73.7%	10.3%	23
Colorado	60.6%	72.8%	12.2%	33
Connecticut	62.9%	73.1%	10.2%	22
Delaware	65.6%	78.9%	13.3%	40
District of Columbia	72.2%	71.7%	-0.6%	1
Florida	63.3%	73.1%	9.9%	20
Georgia	63.7%	76.7%	13.0%	39
Hawaii	65.0%	71.6%	6.6%	8
Idaho	61.0%	69.8%	8.7%	13
Illinois	64.1%	75.0%	10.9%	27
Indiana	59.2%	68.5%	9.3%	17
Iowa	60.4%	70.2%	9.8%	19
Kansas	64.8%	75.6%	10.8%	26
Kentucky	62.9%	75.2%	12.3%	35
Louisiana	57.3%	69.4%	12.0%	32
Maine	50.3%	54.0%	3.6%	4
Maryland	66.1%	76.4%	15.4%	47
Massachusetts	62.9%	73.3%	10.4%	24
Michigan	59.0%	73.6%	14.6%	45
Minnesota	64.8%	72.6%	7.8%	10
Mississippi	60.1%	66.8%	6.7%	9
Missouri	63.4%	72.6%	9.2%	16
Montana	53.4%	53.3%	-0.1%	2
Nebraska	64.9%	73.3%	8.4%	12
Nevada	64.5%	68.2%	3.8%	6
New Hampshire	68.1%	71.7%	3.6%	4
New Jersey	66.6%	78.7%	12.2%	33
New Mexico	61.7%	75.9%	14.1%	43
New York	60.6%	68.7%	8.1%	11
North Carolina	65.3%	78.6%	13.3%	40
North Dakota	62.6%	74.9%	12.3%	35
Ohio	61.4%	74.0%	12.6%	37
Oklahoma	61.1%	72.4%	11.4%	30

Table 3 (continued)

State	% of AANHPI women working FTYR	% of White, non-Hispanic men working FTYR	Percentage point difference	Rank of difference
Oregon	59.1%	71.6%	12.6%	37
Pennsylvania	62.7%	73.8%	11.1%	29
Rhode Island	59.9%	69.9%	10.0%	21
South Carolina	66.2%	75.2%	9.0%	15
South Dakota	54.1%	73.3%	19.2%	50
Tennessee	61.7%	78.4%	16.7%	49
Texas	66.3%	76.7%	10.4%	24
Utah	60.0%	68.7%	8.8%	14
Vermont	45.6%	70.0%	24.3%	51
Virginia	66.3%	77.2%	11.0%	28
Washington	63.3%	75.1%	11.8%	31
West Virginia	67.3%	72.9%	5.6%	7
Wisconsin	60.2%	74.0%	13.8%	42
Wyoming	44.0%	59.4%	15.4%	47
All 2019–2023	63.5%	73.9%	10.40	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, 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 ages 16 or older. Full-time (FT) is at least 35 hours per week; year-round (YR) is at least 50 weeks per year.

Endnotes

- ¹ Emma K. Shibley, "Cities where rent is rising (and falling) the most," *ConsumerAffairs.com*, March 4, 2025, <https://www.consumeraffairs.com/moving/state-of-rent-prices-in-america.html#how-much-has-rent-increased-in-the-us>.
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- ³ In this fact sheet, White men and women are defined as White, non-Hispanic.
- ⁴ All earnings data are median annual data. The median is the midpoint in the earnings distribution at which half earn less and half earn more.
- ⁵ Based on 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.
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