

**Table 5: How the States Measure Up: Women's Employment and Earnings, by Race and Ethnicity**  
**Labor Force Participation Rates for Women, by State, Race, and Ethnicity, 2000**

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Other/Two or More <sup>b</sup>		Hispanic Women	
	Percent	Percent	Rank (of 51)	Percent	Rank (of 45)	Percent	Rank (of 51)	Percent	Rank (of 49)	Percent	Rank (of 51)	Percent	Rank (of 51)	
Alabama	53.4%	53.1%	49	53.9%	44	52.8%	50	57.3%	37	58.5%	37	52.7%	45	
Alaska	65.8%	67.6%	3	76.0%	1	58.8%	21	57.5%	33	64.4%	15	66.8%	2	
Arizona	55.0%	55.9%	42	65.6%	9	56.7%	38	49.0%	48	60.1%	29	51.3%	48	
Arkansas	55.1%	54.8%	45	57.3%	39	60.1%	13	52.9%	44	51.4%	49	52.5%	46	
California	56.0%	57.6%	37	59.9%	31	55.2%	43	59.8%	27	59.2%	33	52.0%	47	
Colorado	64.1%	65.4%	9	64.8%	13	59.6%	18	66.0%	6	65.9%	11	57.4%	26	
Connecticut	61.3%	61.2%	19	66.3%	7	58.3%	23	66.9%	5	63.0%	19	57.9%	23	
Delaware	60.7%	59.9%	28	65.0%	11	58.7%	22	60.5%	25	64.7%	13	56.0%	29	
District of Columbia	60.5%	73.2%	1	54.0%	43	65.9%	4			66.2%	9	63.8%	5	
Florida	53.4%	51.7%	50	61.3%	27	58.1%	25	60.5%	26	60.0%	30	52.8%	44	
Georgia	59.9%	59.2%	32	62.7%	20	56.8%	36	65.7%	7	59.8%	32	53.7%	38	
Hawaii	58.8%	60.3%	23	66.3%	8	56.5%	40	72.1%	1	63.6%	18	61.8%	11	
Idaho	59.6%	59.7%	29			57.1%	34	68.3%	3	62.7%	21	55.3%	33	
Illinois	59.9%	60.7%	22	59.4%	34	58.9%	20	62.2%	17	60.0%	30	54.7%	35	
Indiana	60.9%	60.9%	20	62.0%	25	57.9%	28	67.6%	4	60.4%	28	57.9%	22	
Iowa	64.2%	64.4%	10	62.7%	21	61.5%	7	59.3%	28	67.9%	4	58.5%	20	
Kansas	62.0%	62.3%	13	63.4%	16	57.8%	30	63.6%	14	63.9%	16	56.3%	28	
Kentucky	55.1%	54.7%	46	59.7%	32	57.8%	31	62.4%	16	53.8%	47	53.0%	43	
Louisiana	54.2%	53.6%	48	55.5%	41	53.8%	49	49.9%	47	53.1%	48	53.6%	39	
Maine	61.4%	61.3%	17	56.2%	40	68.7%	3	57.4%	36	62.3%	23	62.8%	7	
Maryland	63.4%	62.0%	15	67.0%	5	60.1%	12	64.8%	10	68.9%	3	62.8%	8	
Massachusetts	61.4%	62.0%	14	60.2%	30	57.9%	29	60.9%	24	60.5%	27	55.4%	31	
Michigan	59.1%	59.1%	33	59.3%	35	56.8%	35	64.0%	12	57.0%	41	60.7%	15	
Minnesota	67.3%	67.6%	2	67.5%	4	61.2%	8	64.0%	13	67.0%	7	61.4%	12	
Mississippi	54.3%	53.9%	47	55.0%	42	54.6%	45	56.1%	40	50.9%	50	54.1%	37	
Missouri	60.3%	60.1%	27	62.4%	23	59.0%	19	62.0%	19	57.6%	40	59.5%	18	
Montana	61.0%	61.2%	18			59.7%	17	57.2%	38	61.4%	24	58.3%	21	
Nebraska	65.5%	65.9%	4	64.1%	14	62.8%	6	65.4%	9	70.3%	1	57.6%	24	
Nevada	59.5%	60.2%	25	63.3%	17	60.6%	11	61.0%	22	67.1%	6	53.4%	42	
New Hampshire	65.7%	65.7%	6	69.1%	2	65.8%	5	62.2%	18	67.8%	5	65.9%	4	
New Jersey	58.1%	57.4%	38	62.9%	19	57.9%	27	64.3%	11	59.1%	34	56.4%	27	
New Mexico	55.1%	55.7%	43	65.5%	10	56.5%	39	50.7%	46	58.1%	38	54.8%	34	
New York	55.9%	57.2%	39	57.8%	37	53.9%	47	54.8%	43	53.9%	46	49.4%	51	
North Carolina	59.6%	59.4%	31	61.4%	26	57.7%	33	57.2%	39	64.7%	13	55.3%	32	
North Dakota	63.8%	64.1%	11			77.3%	1	57.4%	35	56.4%	42	67.0%	1	
Ohio	59.4%	59.4%	30	59.6%	33	58.2%	24	57.5%	34	59.0%	35	61.4%	13	
Oklahoma	55.9%	55.4%	44	60.4%	29	53.8%	48	57.7%	31	55.7%	43	54.5%	36	
Oregon	59.2%	59.0%	34	65.0%	12	61.1%	9	61.7%	20	60.6%	26	59.4%	19	
Pennsylvania	56.4%	56.4%	41	57.8%	38	54.8%	44	57.9%	29	57.9%	39	53.5%	41	
Rhode Island	59.4%	60.1%	26	62.1%	24	53.9%	46	51.2%	45	61.1%	25	50.8%	49	
South Carolina	58.3%	58.1%	36	58.9%	36	60.8%	10	55.4%	42	54.7%	44	57.4%	25	
South Dakota	65.1%	65.7%	7			56.4%	41	57.6%	32	70.1%	2	66.4%	3	
Tennessee	57.3%	56.7%	40	61.1%	28	55.9%	42	57.8%	30	54.4%	45	55.8%	30	
Texas	56.8%	58.5%	35	63.4%	15	56.8%	37	61.0%	23	58.7%	36	50.7%	50	
Utah	61.9%	61.9%	16	67.5%	3	60.1%	14	55.9%	41	66.1%	10	62.0%	10	
Vermont	65.8%	65.8%	5			59.9%	16			65.6%	12	63.5%	6	
Virginia	61.3%	60.7%	21	63.1%	18	60.1%	15	68.4%	2	62.7%	21	62.3%	9	
Washington	60.4%	60.3%	24	66.5%	6	58.1%	26	61.2%	21	63.7%	17	61.1%	14	
West Virginia	48.1%	48.0%	51	50.8%	45	51.1%	51	44.7%	49	44.2%	51	53.6%	40	
Wisconsin	65.3%	65.6%	8	62.6%	22	57.7%	32	65.5%	8	66.3%	8	60.2%	16	
Wyoming	62.3%	62.3%	12			74.1%	2	63.1%	15	62.8%	20	59.6%	17	
<b>United States</b>	<b>58.3%</b>	<b>58.8%</b>		<b>60.4%</b>		<b>56.5%</b>		<b>57.9%</b>		<b>59.6%</b>		<b>53.0%</b>		

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III for methodology.

<sup>a</sup> The numbers and rankings presented here are based on 2000 Census data for the year 1999. These data differ slightly from those based on the 2003 Current Population Survey data (for the year 2002) presented in Table 4. <sup>b</sup> This category includes women who report "other" or "two or more" races.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.

**Table 5: How the States Measure Up: Women's Employment and Earnings, by Race and Ethnicity**  
**Percent of Employed Women in Managerial or Professional Occupations, 2000, by State, Race, and Ethnicity<sup>a</sup>**

State	All Women		White Women		African American Women		Asian American Women		Native American Women		Other/Two or More Women <sup>b</sup>		Hispanic Women	
	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank	Percent	Rank
Alabama	33.3%	30	35.9%	30	25.9%	42	42.6%	16	30.1%	23	31.1%	17	25.6%	15
Alaska	38.3%	13	41.3%	13	33.4%	10	22.1%	50	33.6%	8	30.9%	18	26.4%	12
Arizona	35.1%	19	38.8%	19	33.4%	10	39.2%	24	28.9%	31	30.7%	19	22.2%	32
Arkansas	31.7%	47	33.5%	47	24.5%	46	29.1%	48	26.2%	42	26.4%	44	16.4%	50
California	38.0%	4	45.2%	4	36.1%	5	41.8%	17	33.0%	10	36.3%	5	21.3%	37
Colorado	38.7%	12	41.7%	12	31.4%	16	36.7%	27	28.2%	36	33.0%	10	23.0%	28
Connecticut	40.8%	8	43.7%	8	29.6%	23	47.2%	10	37.5%	4	27.4%	40	22.3%	31
Delaware	38.0%	14	40.5%	14	29.5%	25	50.6%	5	30.5%	20	32.8%	11	23.5%	26
District of Columbia	51.9%	1	74.1%	1	38.6%	2	57.0%	1	49.5%	1	51.6%	1	29.3%	6
Florida	34.1%	27	37.1%	27	28.0%	31	38.7%	26	29.9%	25	26.8%	41	26.6%	11
Georgia	36.0%	15	39.8%	15	29.0%	28	36.0%	29	28.5%	33	30.0%	22	21.4%	35
Hawaii	34.2%	2	46.9%	2	38.7%	1	31.4%	45	38.8%	3	28.0%	35	25.8%	14
Idaho	32.7%	45	33.6%	45	35.1%	7	35.0%	34	25.3%	45	27.8%	37	20.1%	42
Illinois	36.6%	17	39.0%	17	31.6%	15	50.0%	6	28.1%	37	32.6%	12	19.4%	44
Indiana	31.5%	50	32.2%	50	26.1%	40	43.9%	11	25.2%	47	26.4%	44	21.4%	35
Iowa	33.1%	45	33.6%	45	26.5%	38	32.7%	41	20.2%	51	24.1%	48	18.5%	47
Kansas	36.0%	25	37.4%	25	28.5%	29	35.6%	32	26.9%	40	29.5%	27	20.7%	41
Kentucky	32.7%	48	33.3%	48	25.0%	45	41.5%	19	29.1%	30	30.0%	22	23.9%	24
Louisiana	34.1%	23	38.1%	23	25.6%	43	36.2%	28	32.4%	14	33.2%	8	30.1%	4
Maine	35.4%	31	35.6%	31	34.6%	8	31.2%	46	24.3%	48	28.1%	34	34.9%	3
Maryland	43.3%	3	45.8%	3	38.6%	2	49.4%	7	42.4%	2	40.0%	2	30.1%	4
Massachusetts	43.3%	6	44.8%	6	35.9%	6	47.8%	8	35.2%	6	28.7%	32	27.8%	8
Michigan	33.1%	39	34.2%	39	26.8%	35	50.8%	4	25.6%	43	28.8%	31	23.1%	27
Minnesota	37.7%	21	38.5%	21	29.6%	23	32.6%	42	29.4%	28	32.1%	13	22.8%	29
Mississippi	31.8%	29	36.1%	29	23.6%	49	35.6%	32	28.6%	32	29.2%	29	25.5%	16
Missouri	34.3%	36	35.0%	36	29.3%	27	43.4%	13	30.0%	24	31.7%	14	25.5%	16
Montana	34.8%	34	35.2%	34	30.2%	19	34.2%	35	32.0%	15	26.6%	43	25.9%	13
Nebraska	34.3%	33	35.4%	33	26.9%	34	31.8%	44	21.9%	50	23.5%	49	17.9%	48
Nevada	28.2%	51	32.1%	51	24.4%	47	20.9%	51	27.5%	39	24.3%	47	14.2%	51
New Hampshire	37.9%	23	38.1%	23	36.9%	4	41.0%	20	28.3%	35	30.2%	21	28.9%	7
New Jersey	39.5%	10	42.9%	10	32.6%	13	52.8%	3	32.9%	12	30.0%	22	21.6%	34
New Mexico	37.1%	5	45.1%	5	34.4%	9	40.9%	21	29.5%	27	39.8%	3	27.5%	9
New York	39.8%	7	43.9%	7	32.7%	12	42.9%	14	30.6%	19	33.2%	8	24.5%	21
North Carolina	35.1%	22	38.3%	22	26.5%	38	35.7%	31	25.3%	45	31.3%	16	17.8%	49
North Dakota	33.9%	40	34.1%	40	11.3%	51	33.0%	39	33.7%	7	29.7%	26	24.3%	22
Ohio	33.2%	41	34.0%	41	27.0%	33	47.5%	9	28.0%	38	27.9%	36	25.1%	19
Oklahoma	33.5%	35	35.2%	35	26.6%	37	32.0%	43	30.5%	20	29.5%	27	19.9%	43
Oregon	35.3%	28	36.5%	28	29.8%	20	34.0%	37	28.5%	33	28.7%	32	21.0%	39
Pennsylvania	34.9%	31	35.6%	31	29.5%	25	42.8%	15	25.6%	43	31.4%	15	25.2%	18
Rhode Island	36.7%	20	38.7%	20	28.1%	30	32.9%	40	31.3%	17	23.2%	50	19.0%	45
South Carolina	32.7%	26	37.2%	26	22.0%	50	35.9%	30	29.7%	26	26.3%	46	24.7%	20
South Dakota	33.2%	44	33.7%	44	23.9%	48	25.0%	49	30.2%	22	22.9%	51	21.2%	38
Tennessee	32.7%	42	33.9%	42	27.5%	32	39.6%	22	33.0%	10	27.5%	39	20.8%	40
Texas	36.4%	11	42.4%	11	31.2%	17	43.8%	12	35.3%	5	34.7%	6	23.6%	25
Utah	32.5%	43	33.8%	43	29.7%	21	30.7%	47	23.5%	49	26.7%	42	19.0%	45
Vermont	39.7%	15	39.8%	15	30.9%	18	41.7%	18	32.9%	12	33.4%	7	36.6%	1
Virginia	40.0%	9	43.5%	9	29.7%	21	39.5%	23	33.4%	9	37.0%	4	27.2%	10
Washington	37.4%	17	39.0%	17	32.4%	14	34.2%	35	30.8%	18	30.7%	19	24.1%	23
West Virginia	32.9%	49	33.0%	49	25.2%	44	53.1%	2	29.3%	29	28.9%	30	36.3%	2
Wisconsin	33.8%	37	34.5%	37	26.1%	40	33.5%	38	26.4%	41	29.9%	25	22.8%	29
Wyoming	33.5%	38	34.2%	38	26.7%	36	39.0%	25	31.4%	16	27.7%	38	22.1%	33
<b>United States</b>	<b>36.2%</b>		<b>38.7%</b>		<b>29.7%</b>		<b>41.4%</b>		<b>30.0%</b>		<b>31.8%</b>		<b>22.9%</b>	

Notes: Hispanics may be of any race or two or more races. Racial categories (whites, African Americans, Asian Americans, Native Americans, other/two or more) do not include Hispanics. See Appendix III for methodology.

Blank cells indicate insufficient sample sizes to reliably estimate these figures.

<sup>a</sup> The numbers and rankings presented here are based on 2000 Census data for the year 2000. The 2000 Census relied on a new system for classifying occupations; thus, the category "managerial and professional occupations" now encompasses a larger group of jobs.

<sup>b</sup> This category includes women who report "other" or "two or more" races.

Source: Urban Institute 2004b.

Compiled by the Institute for Women's Policy Research.