



Women in the Workforce

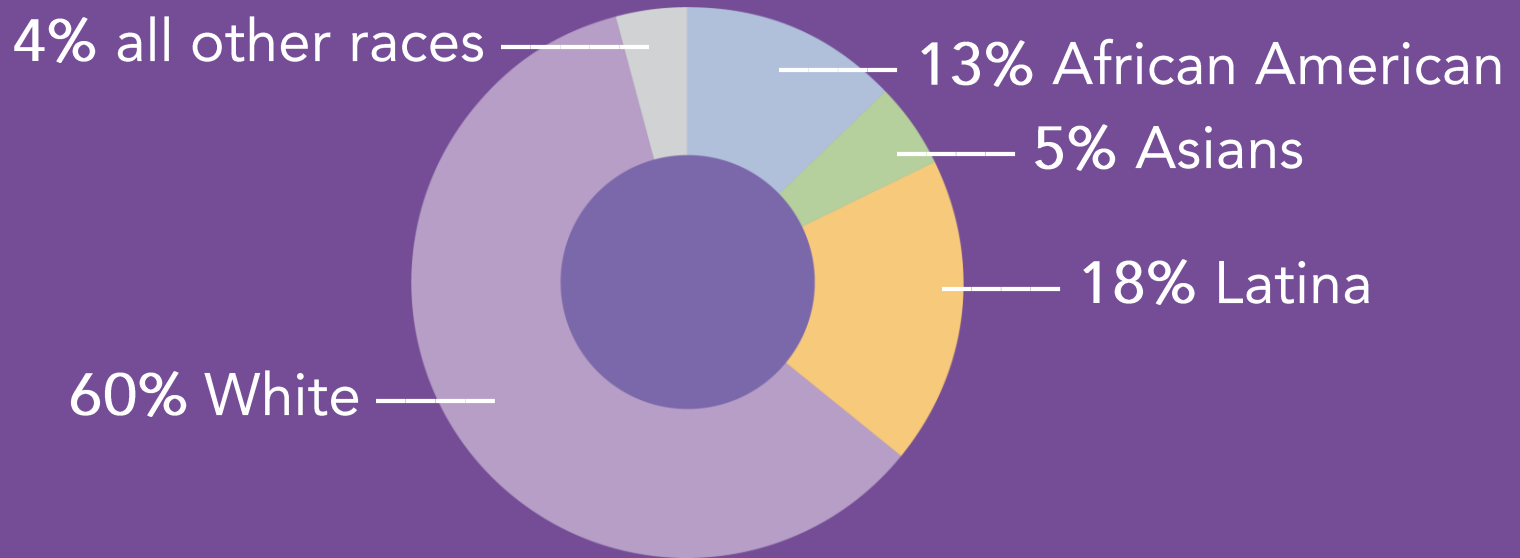
NOVEMBER 10, 2021



HOW WOMEN ARE FARING

Women make up almost
51% of the country's population —
approximately
193 million women

U.S. WOMEN BY RACE AND ETHNICITY



WOMEN IN EXECUTIVE LEADERSHIP

Executive teams that are highly gender-diverse are found to be 21% more likely to outperform on profitability

Diverse companies that are in the top quartile for gender diversity on their executive boards are 27% more likely to have superior value creation

WOMEN IN EXECUTIVE LEADERSHIP

37 — or 7%
of all Fortune
500 CEOs —
are women



WOMEN ON BOARDS

Men held 77.5%
of Fortune 500 board seats in 2018 while
women held 22.5%

**But only 4.6% of these seats
were held by women of color**

WOMEN ON BOARDS
CALIFORNIA SENATE BILL 826

2018

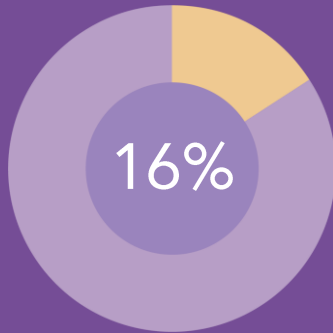
25% of all publicly held companies
had one or more women on their board

2019

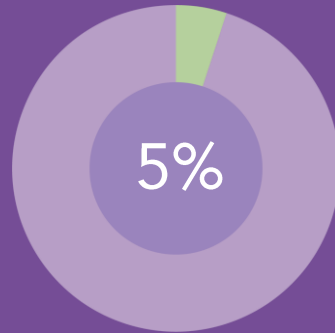
more than 90% of all publicly held companies
had one or more women on their board

WOMEN OWNED BUSINESSES

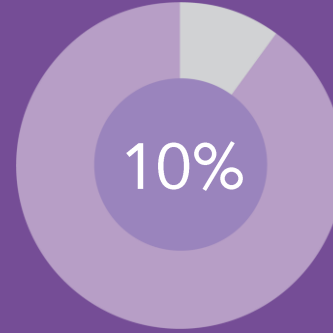
Women own roughly 27%
of all small businesses across the nation



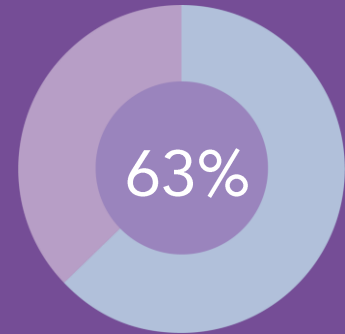
AFRICAN
AMERICAN



ASIAN
AMERICAN



LATINA



WHITE

WAGE GAP

Women in the U.S. working full-time year-round earn
82 cents for every dollar all men earn

Women compared to white men:

62¢

AFRICAN
AMERICAN

90¢

ASIAN
AMERICAN

54¢

LATINA

79¢

WHITE

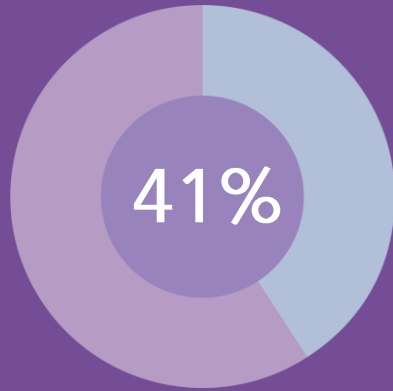
WOMEN AND THE PANDEMIC



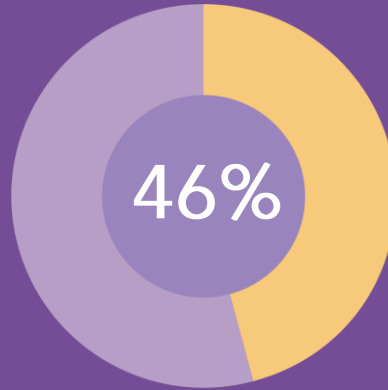
WORKFORCE SHIFTS DUE TO THE PANDEMIC

Almost 2.5 million women
have left the workforce since the pandemic,
compared to **1.8 million men**

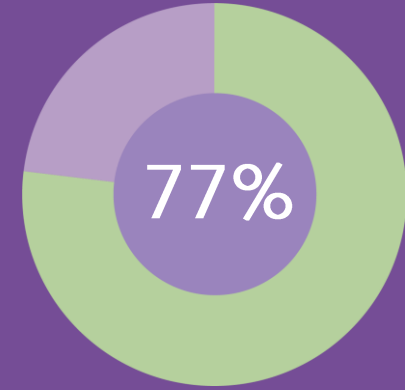
WORKFORCE SHIFTS DUE TO THE PANDEMIC



All women
feel more
productive working
from home



Mothers with
children at home
feel more productive
working from home



Fathers with
children at home
feel more productive
working from home

WORKFORCE SHIFTS DUE TO THE PANDEMIC

For families with one or both
parents working from home

41% say that mothers
provide the majority of extra
child care responsibilities

compared to just **15%** who say the
father does



WORKFORCE SHIFTS DUE TO THE PANDEMIC

One in three women says that they have considered downshifting their career or leaving the workforce this year, compared with one in four who said this a few months into the pandemic

Additionally, four in ten women have considered leaving their company or switching jobs—and high employee turnover in recent months suggests that many of them are following through



WOMEN IN TECH

WOMEN IN TECH

Women make up
29% of the tech workforce —
an increase of **3%** from **2019**

At this pace it could take more than
10 more years for women to gain
equal representation in tech



WOMEN IN TECH

Top position for women in tech is
Project Manager

Top position for men in tech is
Software Engineer

WOMEN IN TECH

19%

of entry level and mid-level roles

16%

of senior-level positions

10% of executive level positions

WOMEN IN TECH

20% of women over the age of 35 in
the tech sector remain in junior level
positions

6% of men over the age of 35 remain in
junior level positions

WOMEN IN TECH



52% of male students take STEM related courses in college, compared to only **30% of female students**

13% of male students take engineering courses, compared to just **2% of female students**

WOMEN IN TECH

Women in STEM careers are more likely to leave within the first years compared with those who aren't in a STEM-related job

Reasons for leaving include a lack of role models, hostile work environments, and significant personal sacrifices

A group of women are gathered in a meeting room, smiling and engaged in conversation. One woman in the foreground is gesturing with her hands as if speaking. The room has large windows and a modern interior.

WOMEN AND INCLUSIVITY

WOMEN AND INCLUSIVITY



Compared with men at their level, **women leaders are twice as likely** to spend substantial time on DEI work that falls outside their formal job responsibilities

WOMEN AND INCLUSIVITY

69% percent of white male founders think
#MeToo has had a positive effect

34% of white female founders
feel the same way

24% of women of color founders
feel the same way

WOMEN AND INCLUSIVITY

44% of female founders said
they had been harassed

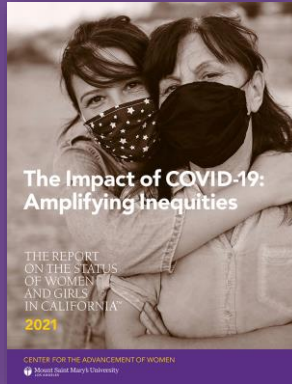
65% of LGBTQ founders
said they had been harassed

WOMEN AND INCLUSIVITY

More White employees see themselves as allies to women of color, yet they are no more likely than last year to speak out against discrimination, mentor or sponsor women of color, or take other actions to advocate for them

This points to the critical need for businesses to equip employees at all levels to challenge bias and show up as allies

- Support professional development opportunities for women
- Mentor, Sponsor and Role Model for women
- Learn how women are faring in your community
- Compile and track data
- Run for office and elect more women to office



Join Us!

The Report on the Status of Women and Girls in California™

March 24, 2022

msmu.edu

For more information:

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SOURCES:

- [*The Report on the Status of Women and Girls in California 2021*](#), Mount Saint Mary's University
- [*Top Companies for Women Technologists*](#), AnitaB.org (2020)
- [*Quantifying the Gender Gap in Technology*](#), Entelo (2018)
- [*Women in the Workplace*](#), McKinsey & Company, (2018, 2021)
- [*Women in Tech: Time to Close the Gender Gap*](#), PricewaterhouseCoopers (2020)
- [*The State of Women in Tech and Startups*](#), Women Who Tech (2020)