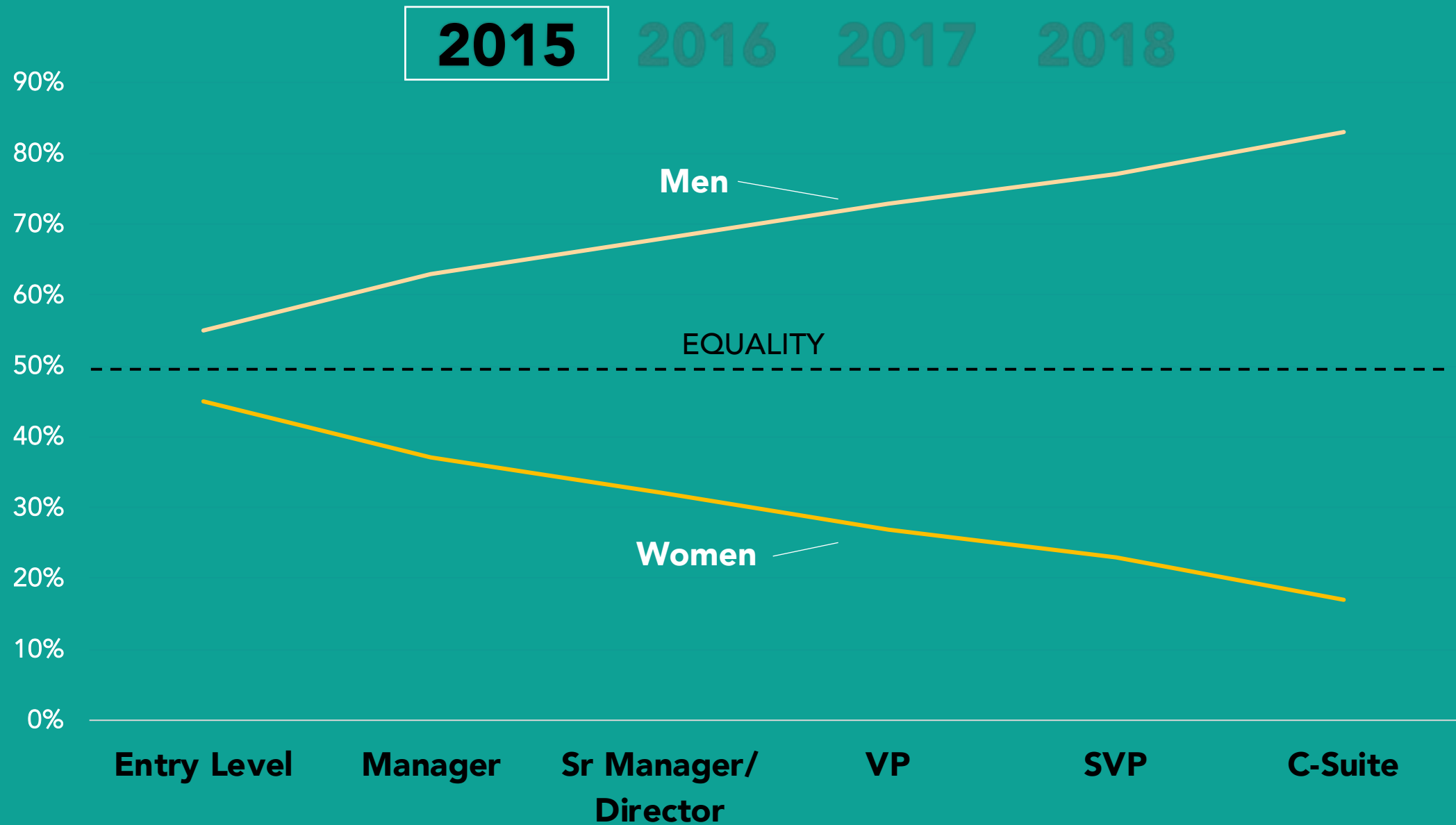


The state of women at work



Women are underrepresented at every level in corporate America—and it's not changing



2015

2016

2017

2018

90%

80%

70%

60%

50%

40%

30%

20%

10%

0%

Men

EQUALITY

Women

Entry Level

Manager

Sr Manager/
Director

VP

SVP

C-Suite

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A high-angle photograph of a woman with dark hair, wearing a patterned long-sleeved top and a black skirt, sitting on a red chair. She is surrounded by four other red chairs arranged in a circle on a dark, tiled floor. The lighting is dramatic, casting shadows on the floor.

**1 in 5 C-suite leaders
is a woman...**

**And only 1 in 25 is a
woman of color**



Old-school explanations don't hold up

Women are not leaving

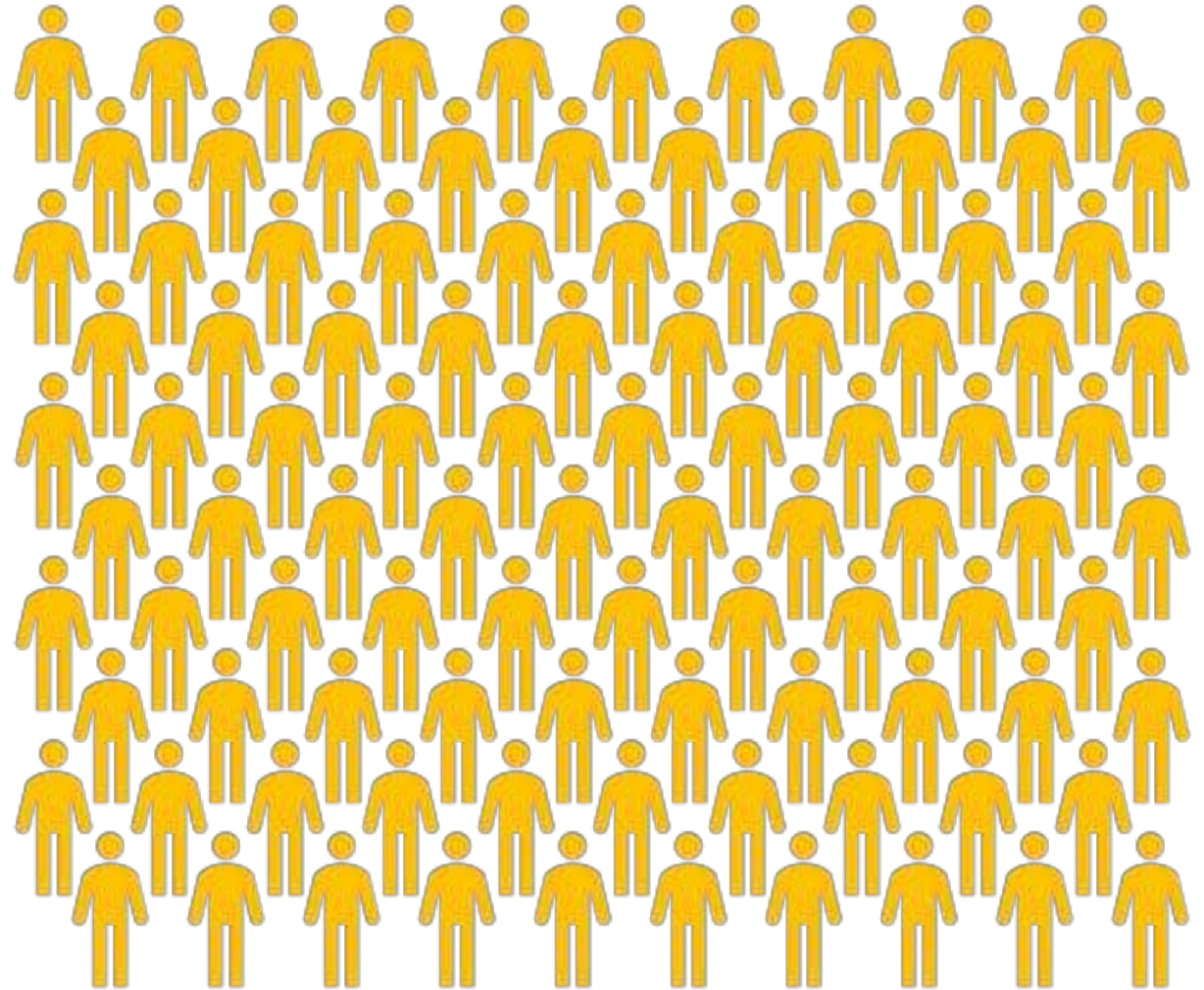


A woman with long blonde hair and orange glasses is sitting at a desk, looking towards a man whose back is to the camera. She is wearing a red and blue plaid shirt. The background is a bright office space with a window, a potted plant, and a container of pens.

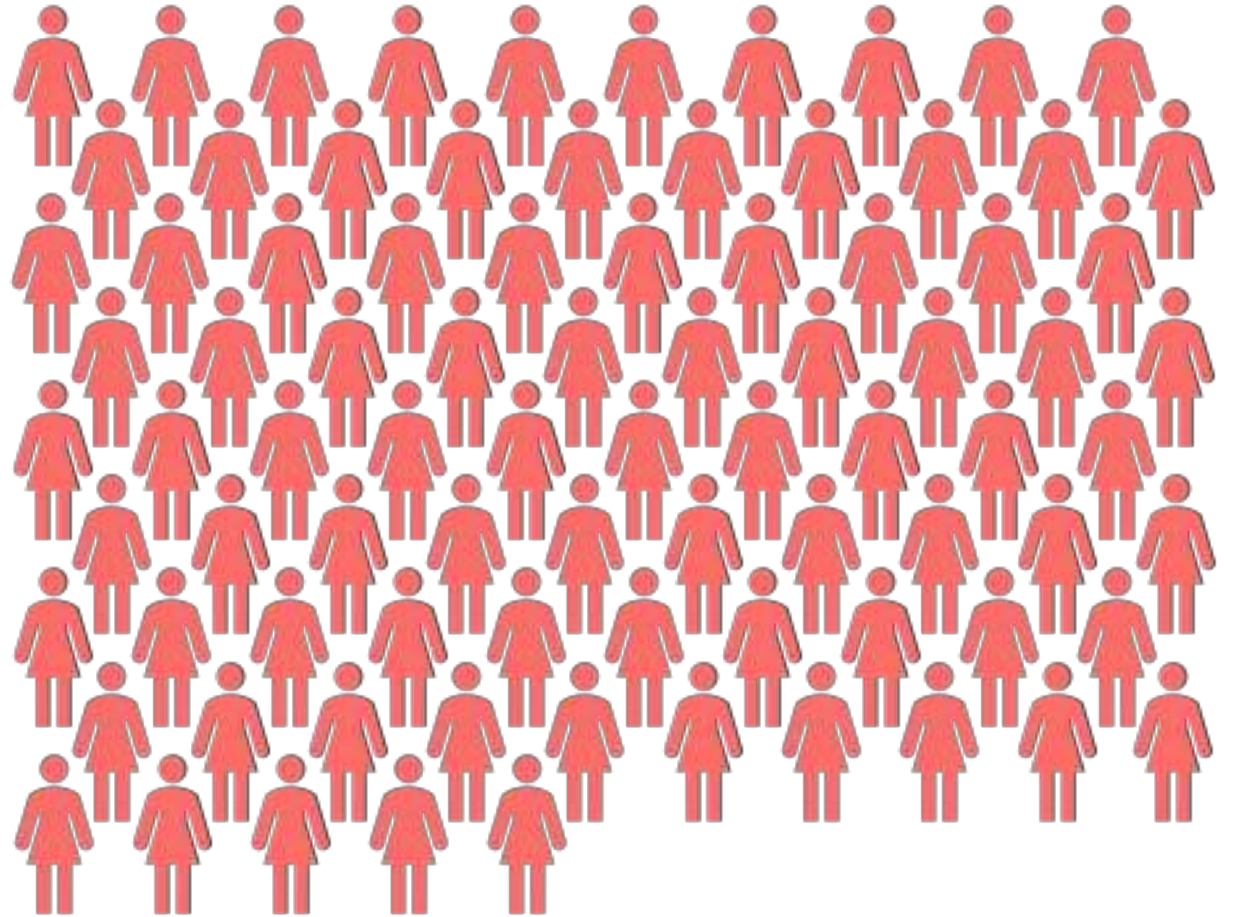
**Women are
asking for more**

**Women are doing their part—but
the system is failing them**

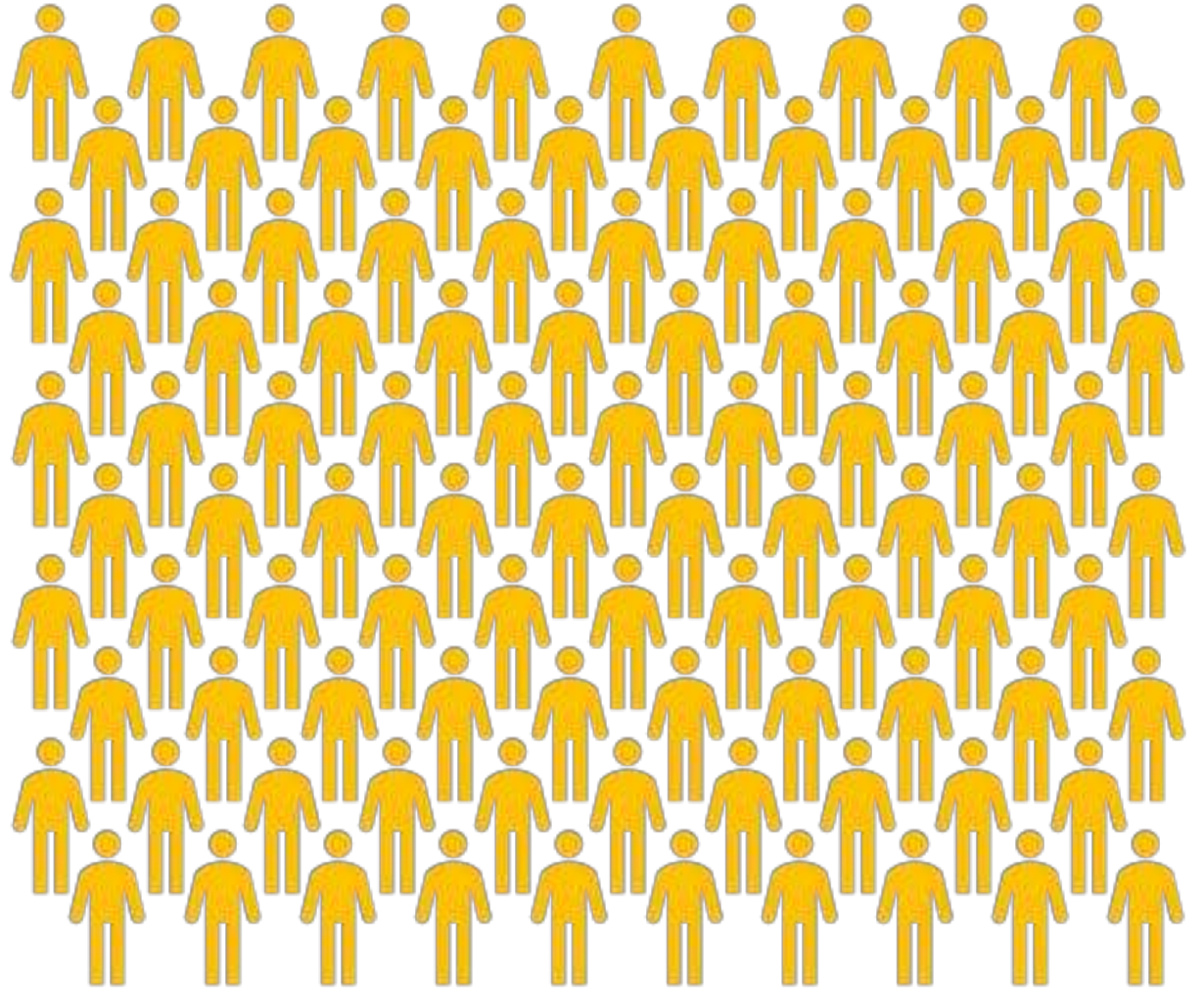
**For every 100
men hired into
entry-level
positions...**



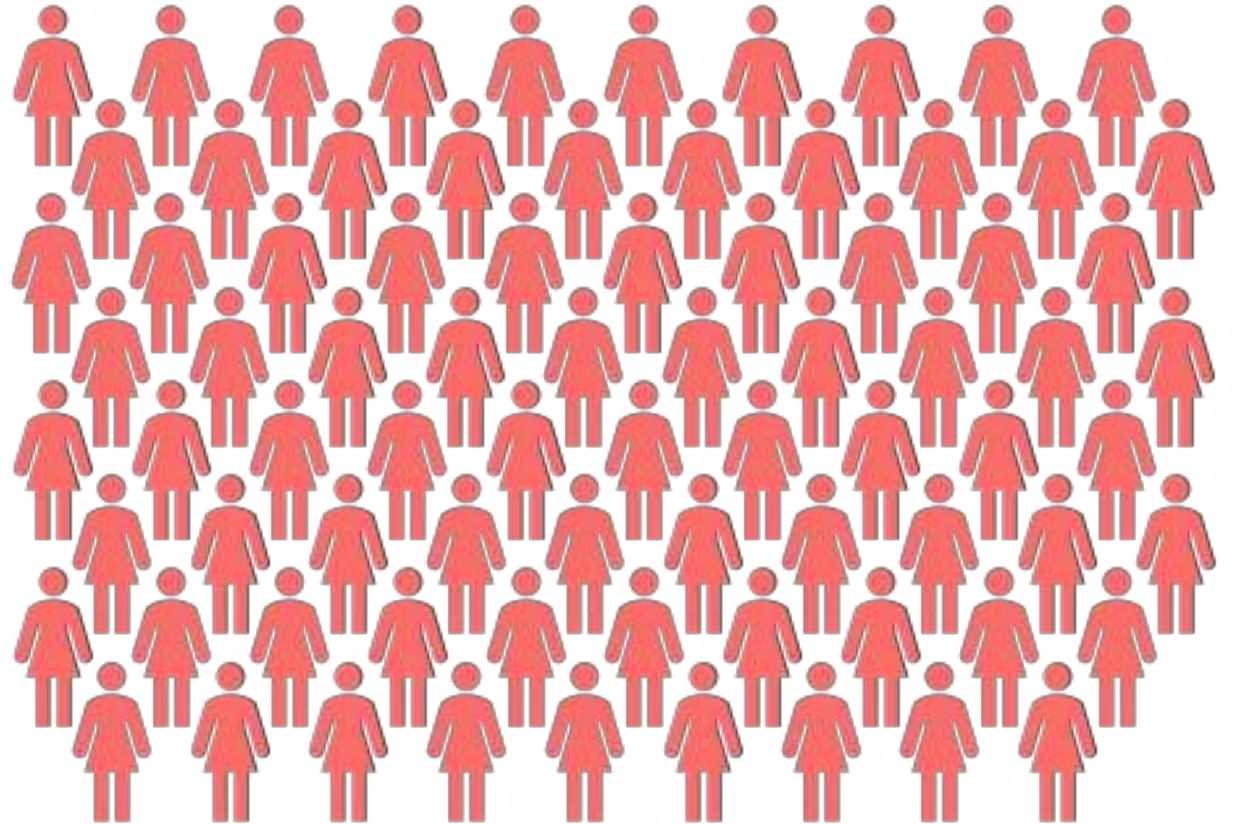
**85 women
are hired**



**For every 100
men promoted
to manager...**



79 women are promoted



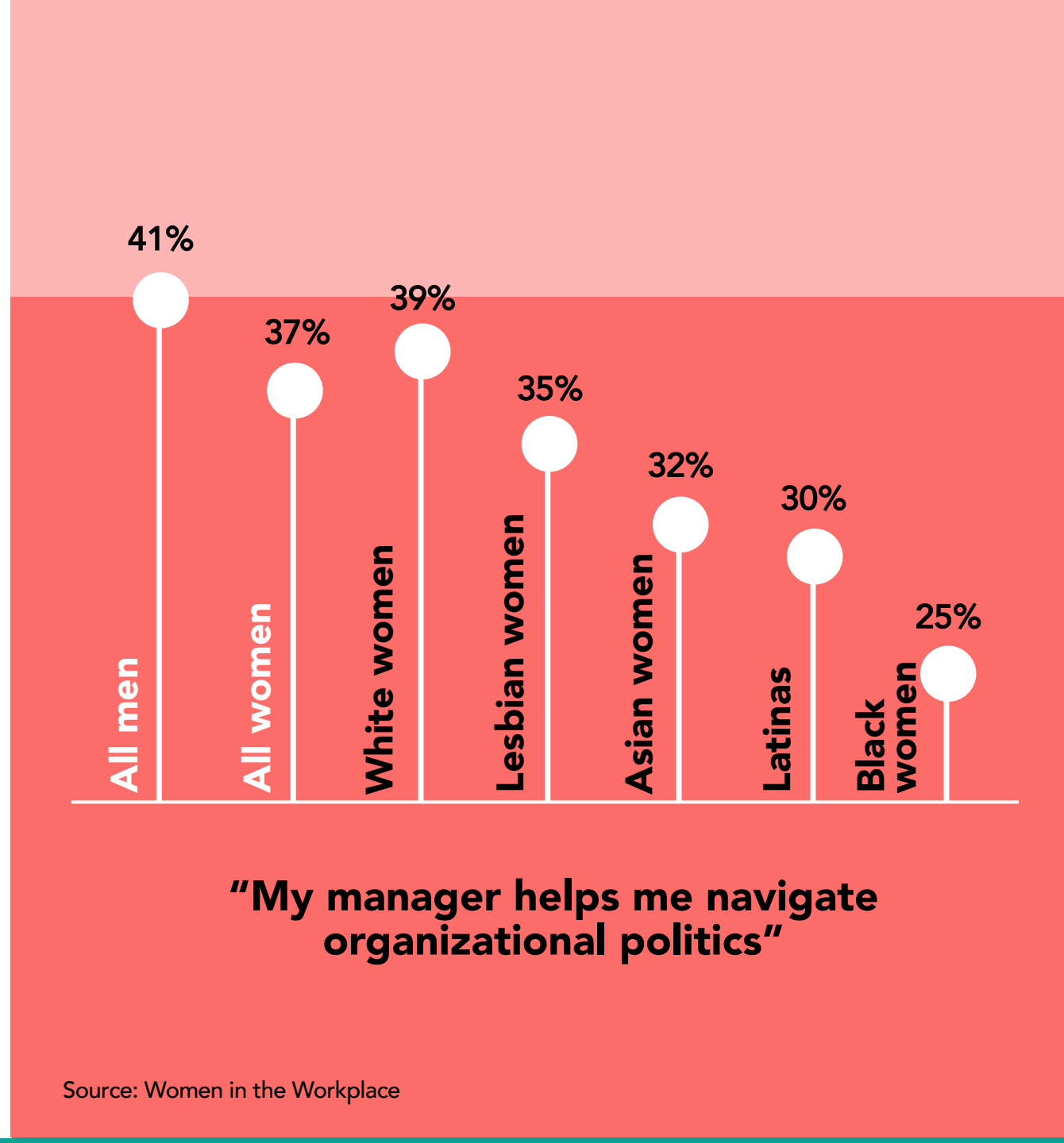
**And 60 Black
women are
promoted**



Men outnumber women as managers



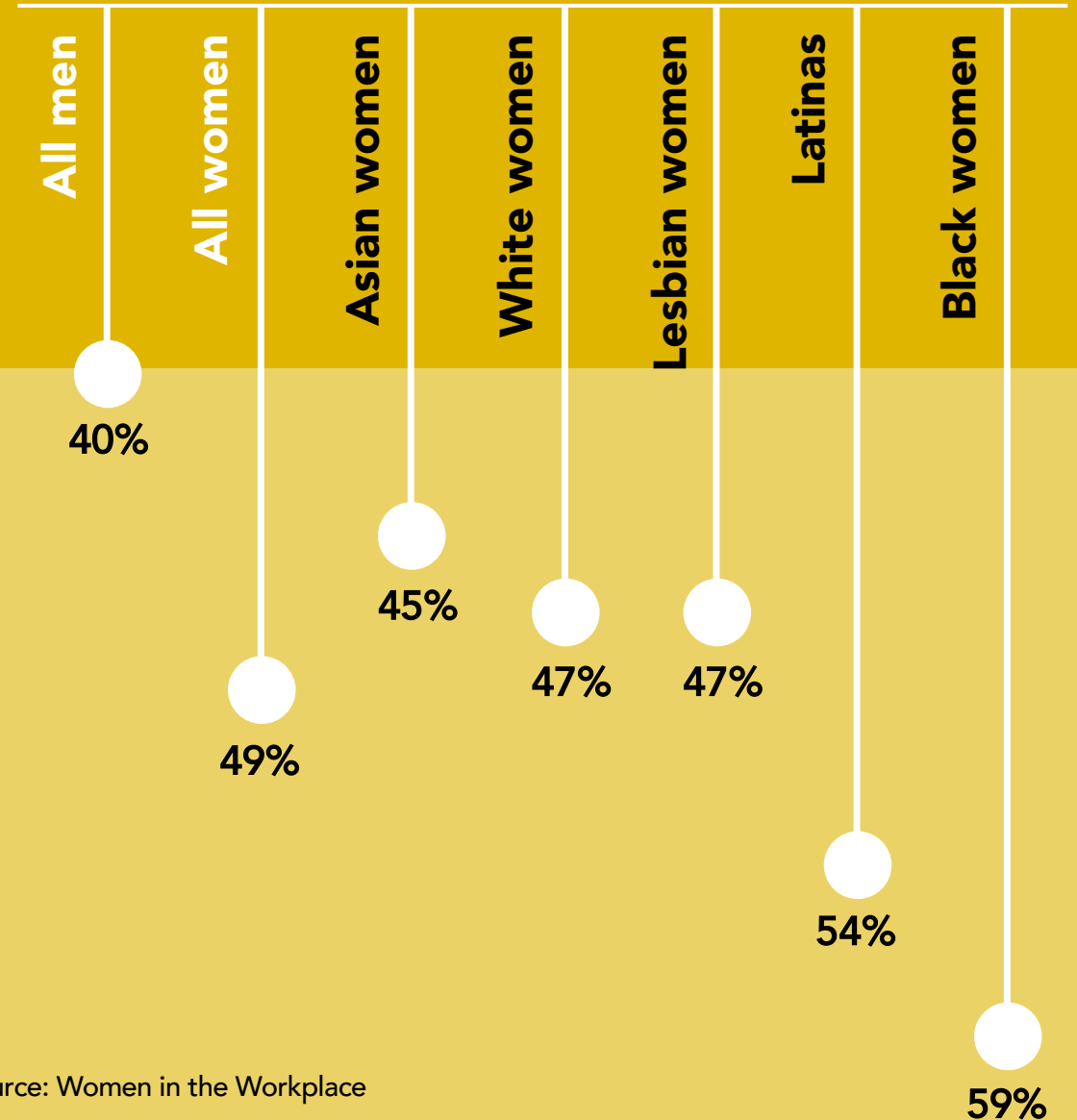
Less support from managers



"My manager helps me navigate organizational politics"

Fewer interactions with senior leaders

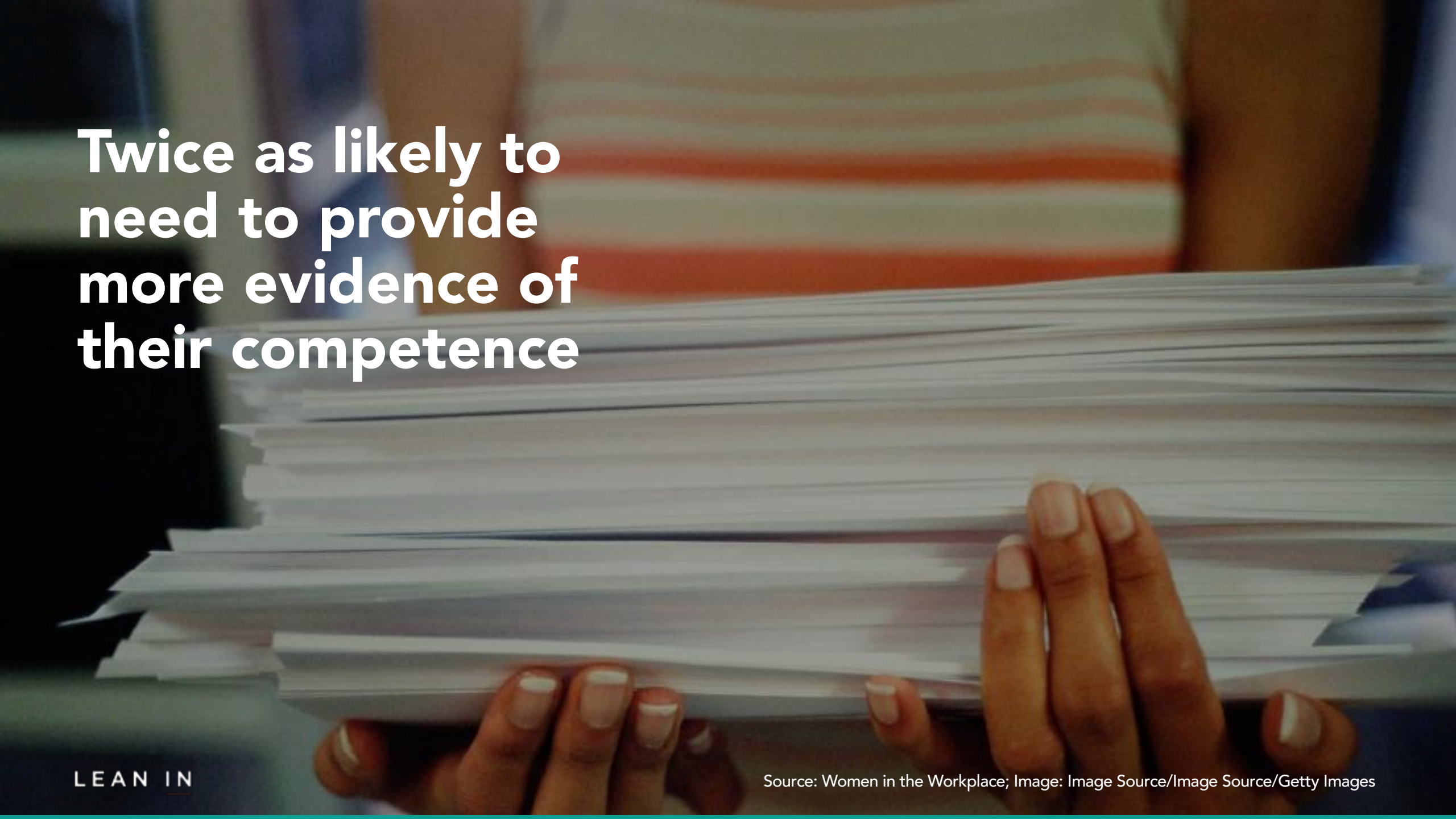
"I've NEVER had an informal interaction with a senior leader"



**64% experience
microaggressions**



**Twice as likely
to be mistaken
for someone
more junior**

A close-up photograph of a person's hands holding a very thick stack of white papers. The person is wearing a shirt with horizontal orange and white stripes. The background is blurred, showing other people in a professional setting.

**Twice as likely to
need to provide
more evidence of
their competence**



**1.5 times more likely
to be addressed in a
less-than-professional
way**

35%

**of women in corporate America
have been sexually harassed**

90%

**of women in the
restaurant industry**

88%

**of women
construction workers**

**1 in 5 women
are "Onlys"**



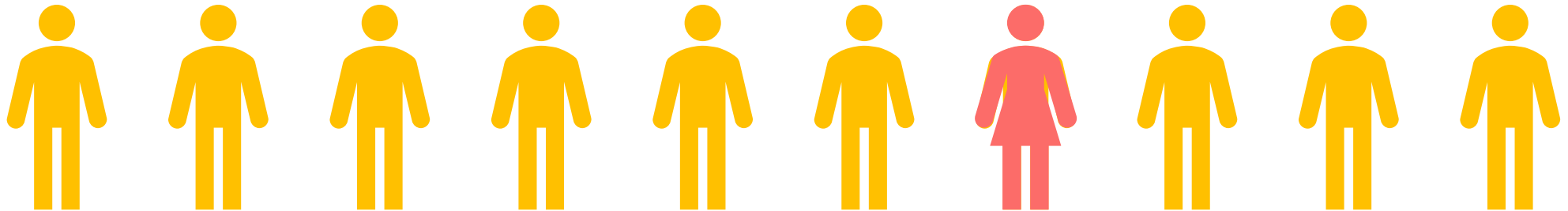
**81% experience
microaggressions**

56%

of women "Onlys" have
been sexually harassed

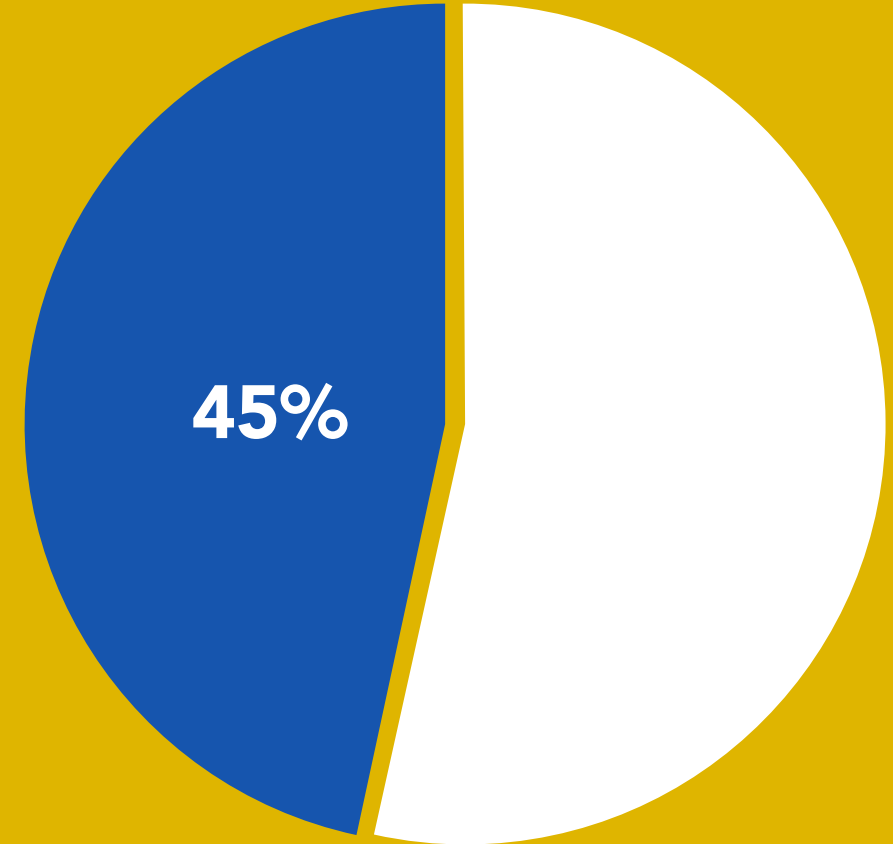
**Here's the kicker: too many people
are satisfied with the status quo**

When 1 in 10 senior leaders is a woman...



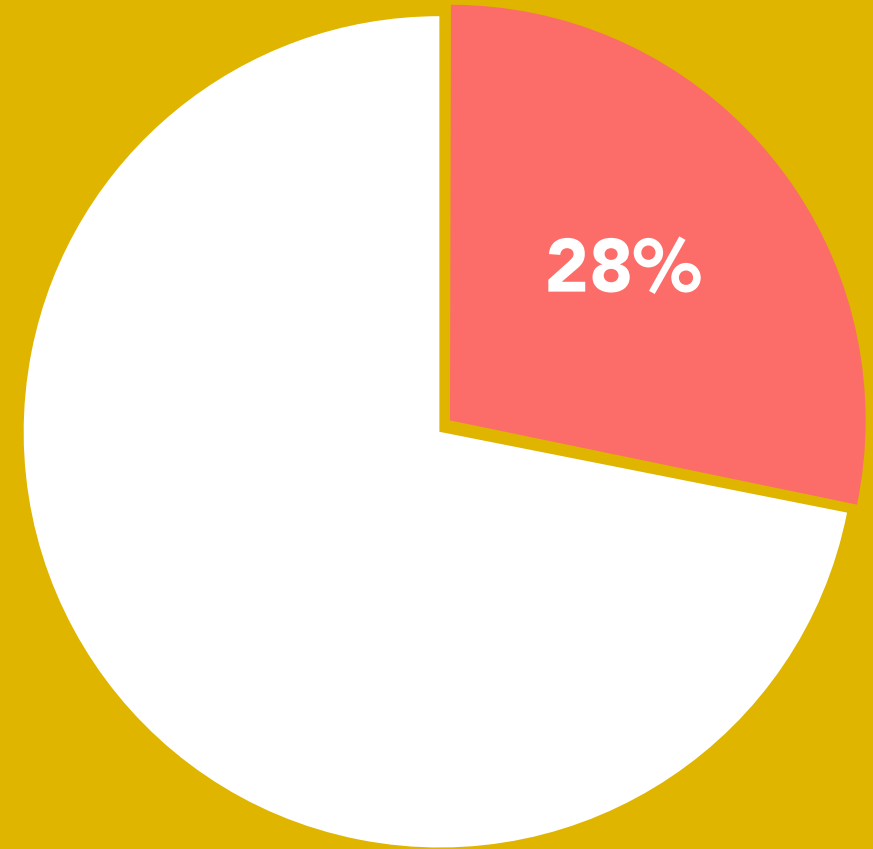


**...almost half of
men think
women are well
represented**





**...and about a
quarter of women
think women are
well represented**





**Only about half of
employees are
committed to
gender diversity**

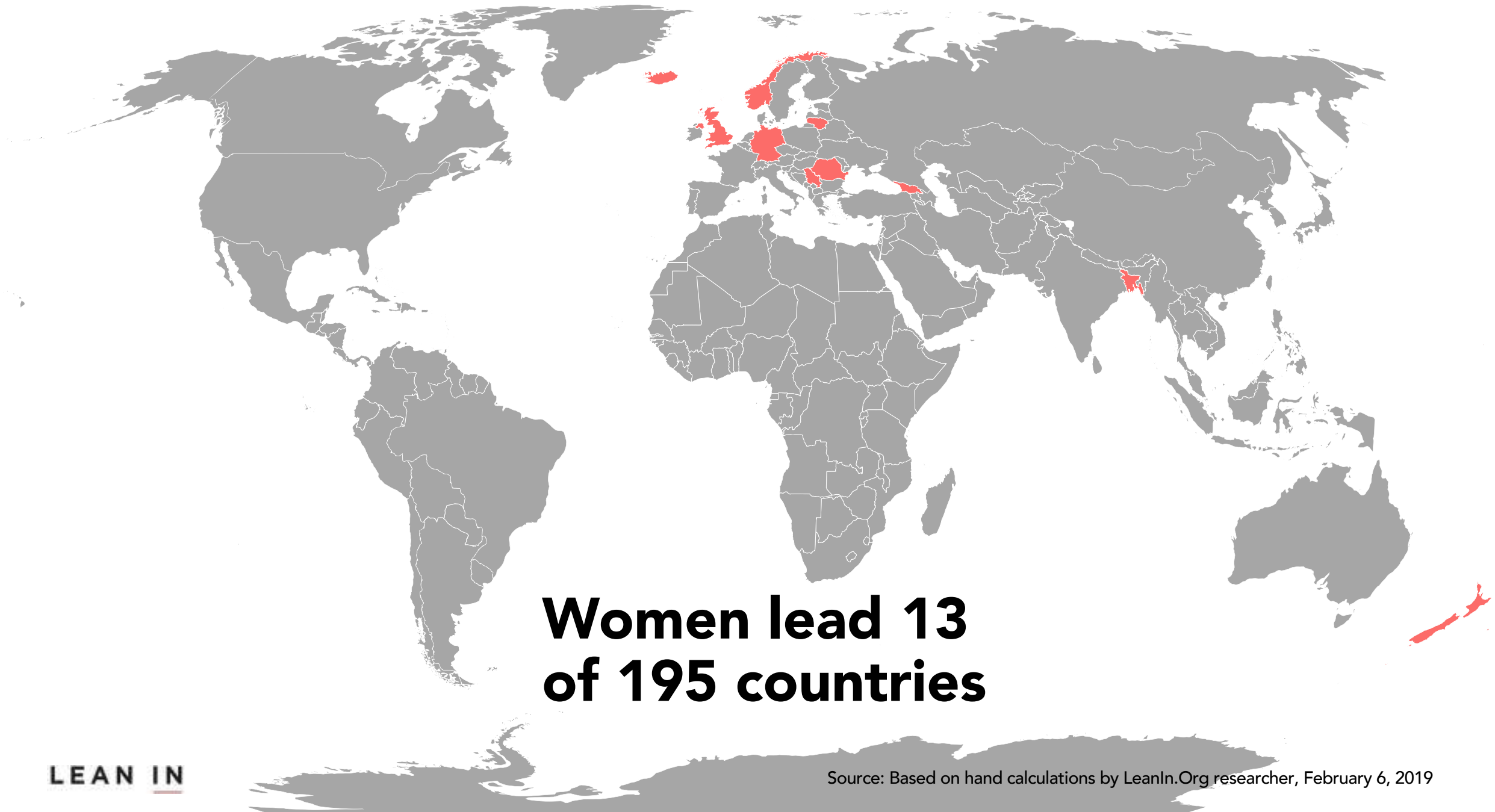
**Women are outnumbered in
other places, too**

A photograph of Donald Trump speaking at a meeting. He is in the center, gesturing with his hands. To his left is a woman in a blue jacket. Several other men are seated in the background. The setting appears to be a formal office or meeting room.

Women hold 5 out of 19 positions in the Trump administration



Worldwide, women hold 24% of seats in parliaments





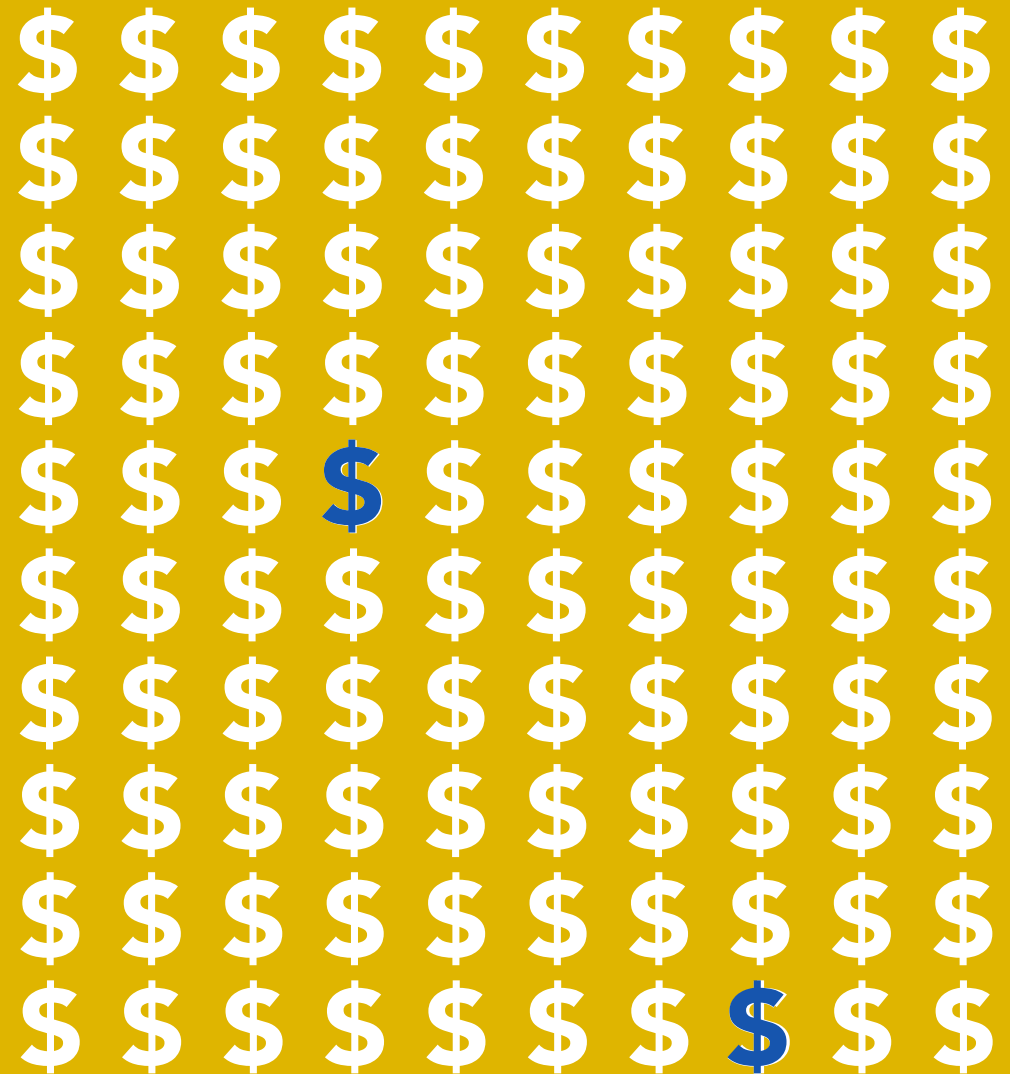
**4 of 113 Supreme Court
justices have been women**

A woman with long dark hair is seated in a black office chair, looking towards the left. She is in a meeting room with other people in the background. A man in a blue shirt is seated to her right, looking down. Another man in a light green shirt is seated further back on the left. The room has large windows in the background.

**Women hold 21% of
board seats in the U.S.**

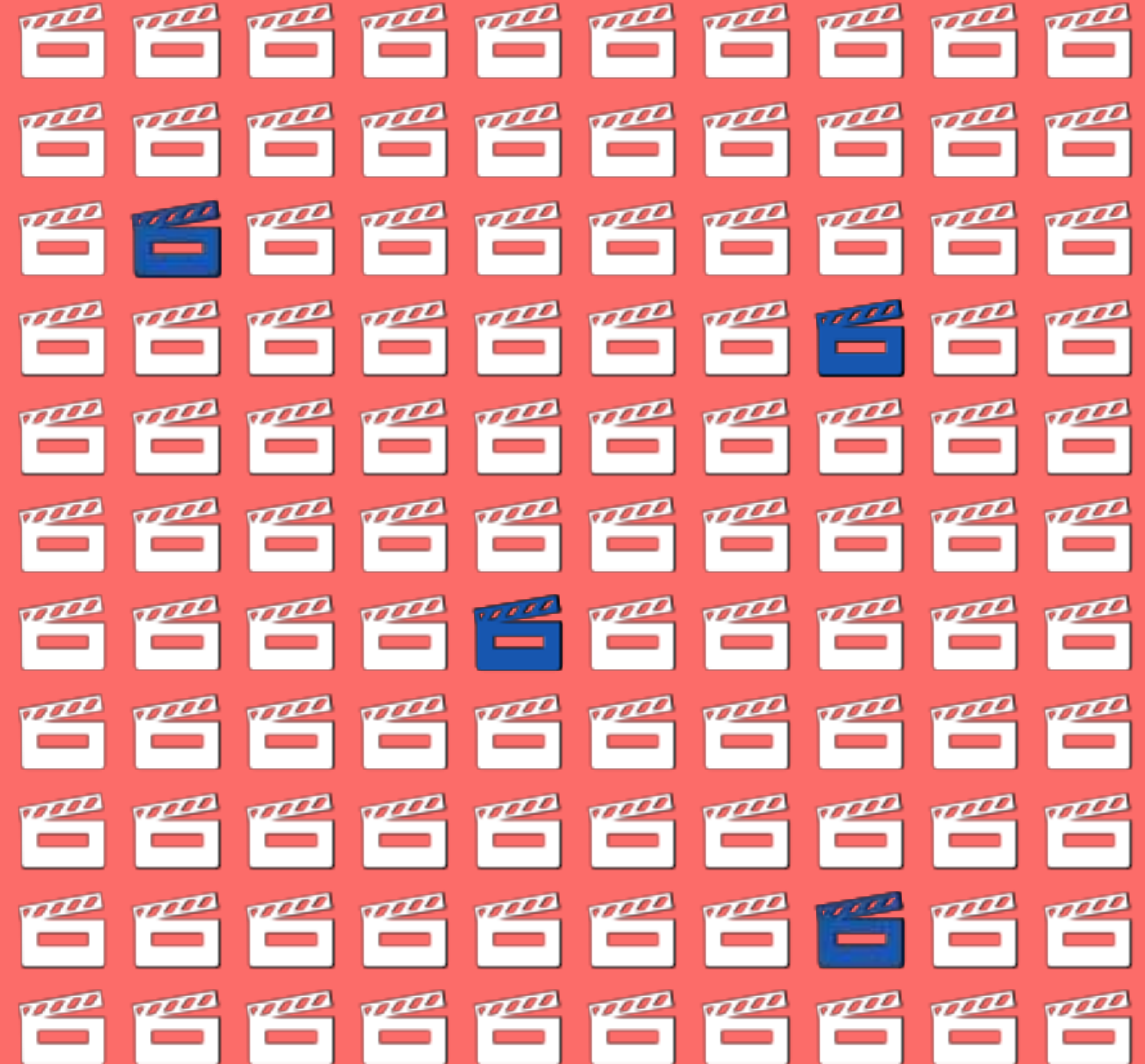
**Women-founded
startups received
2% of venture
money**

Venture money



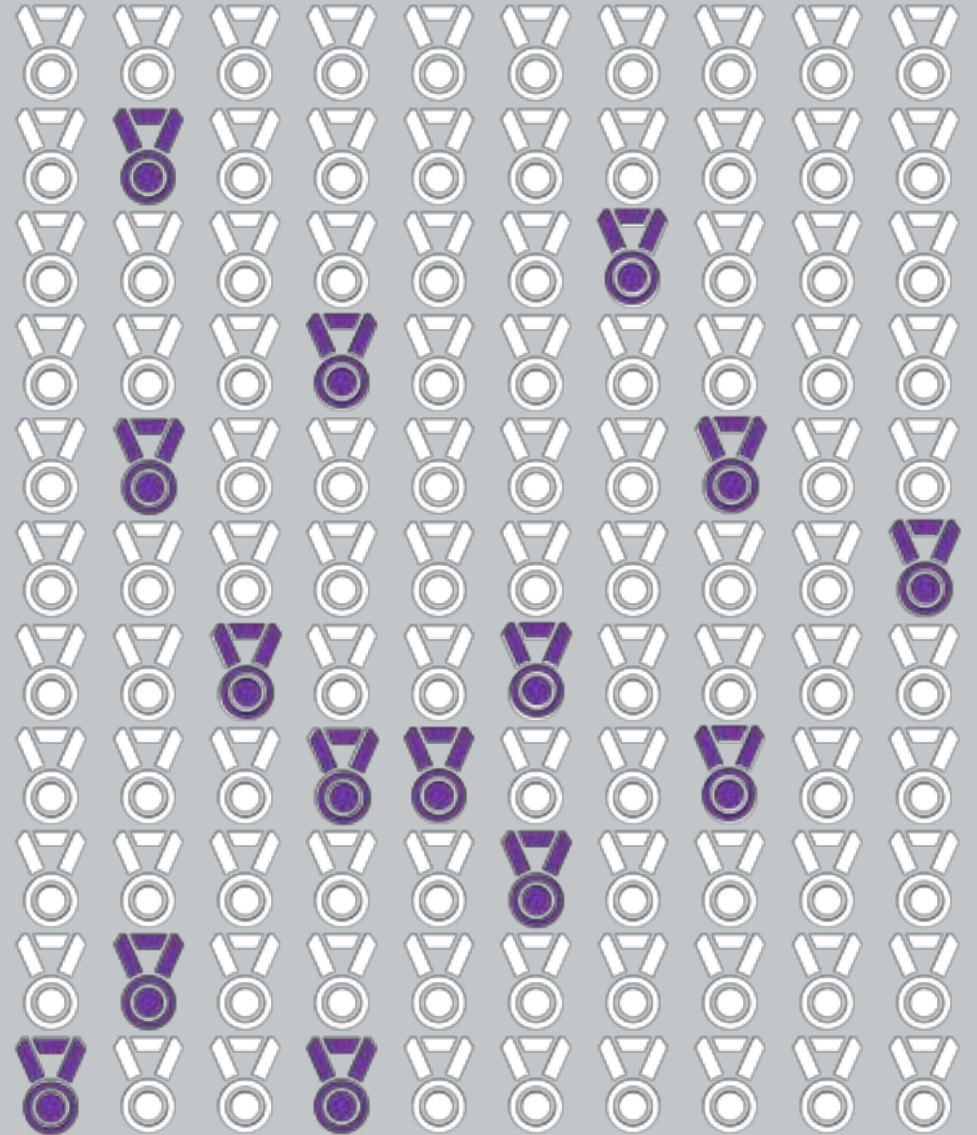
**Women directed
4% of top-grossing
movies**

Top-grossing movies

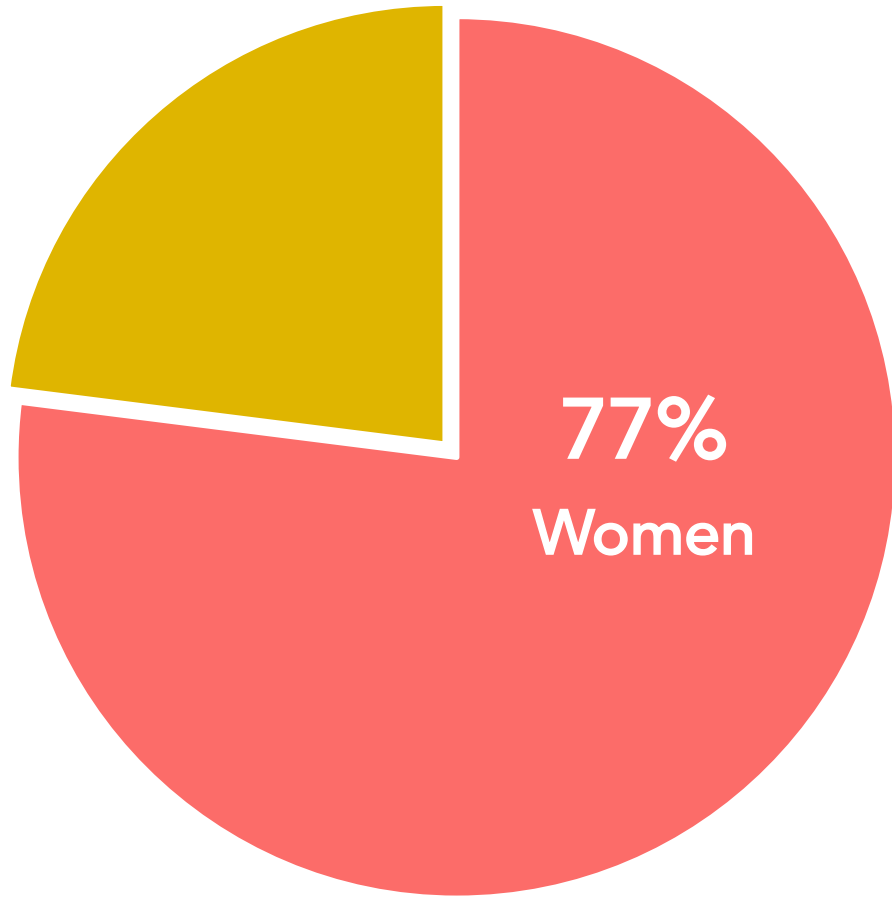


**Women were
awarded 15% of
scientific prizes**

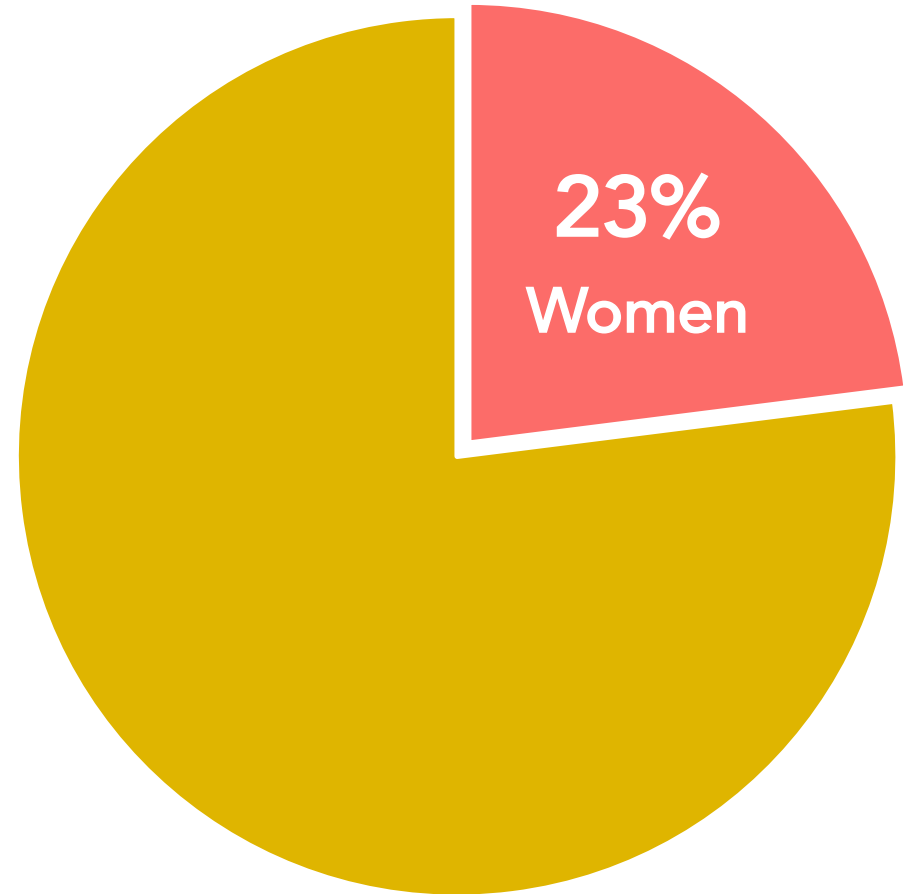
Scientific awards



Education

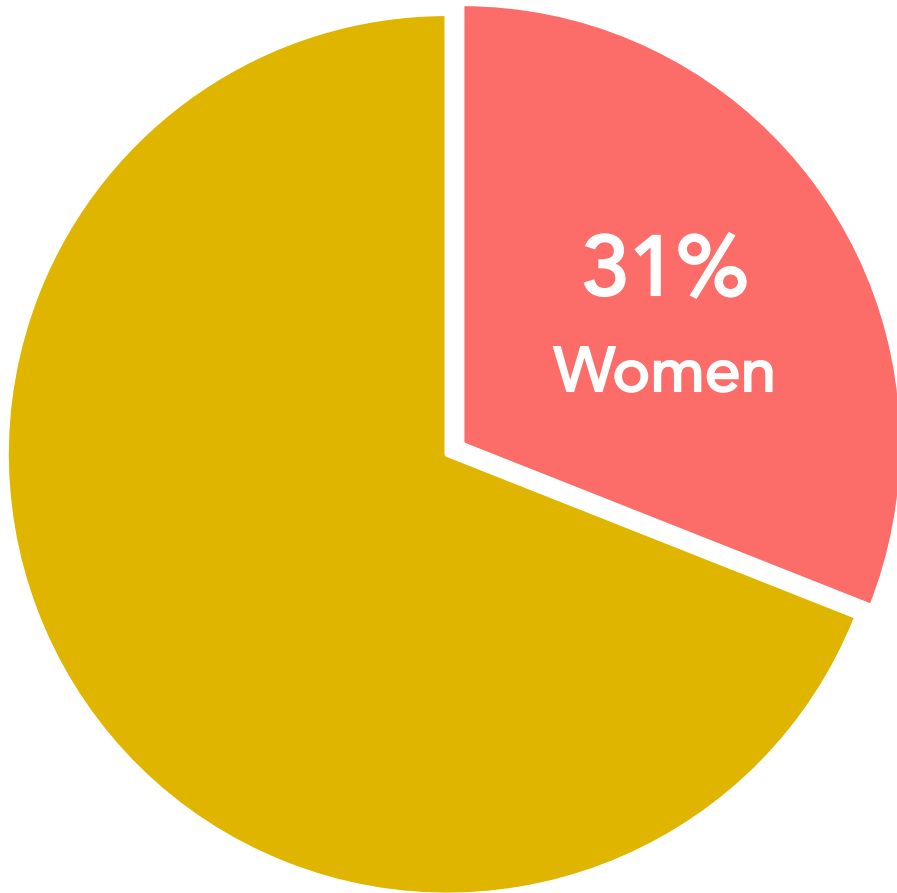


Teachers

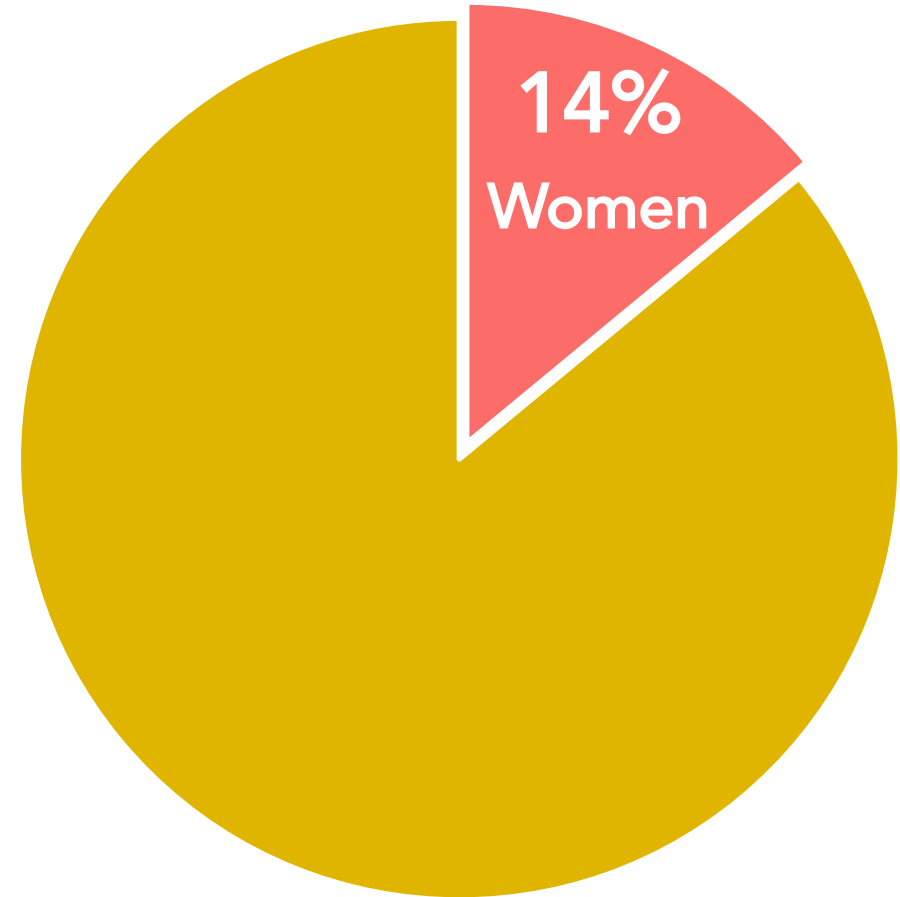


Superintendents

Agriculture

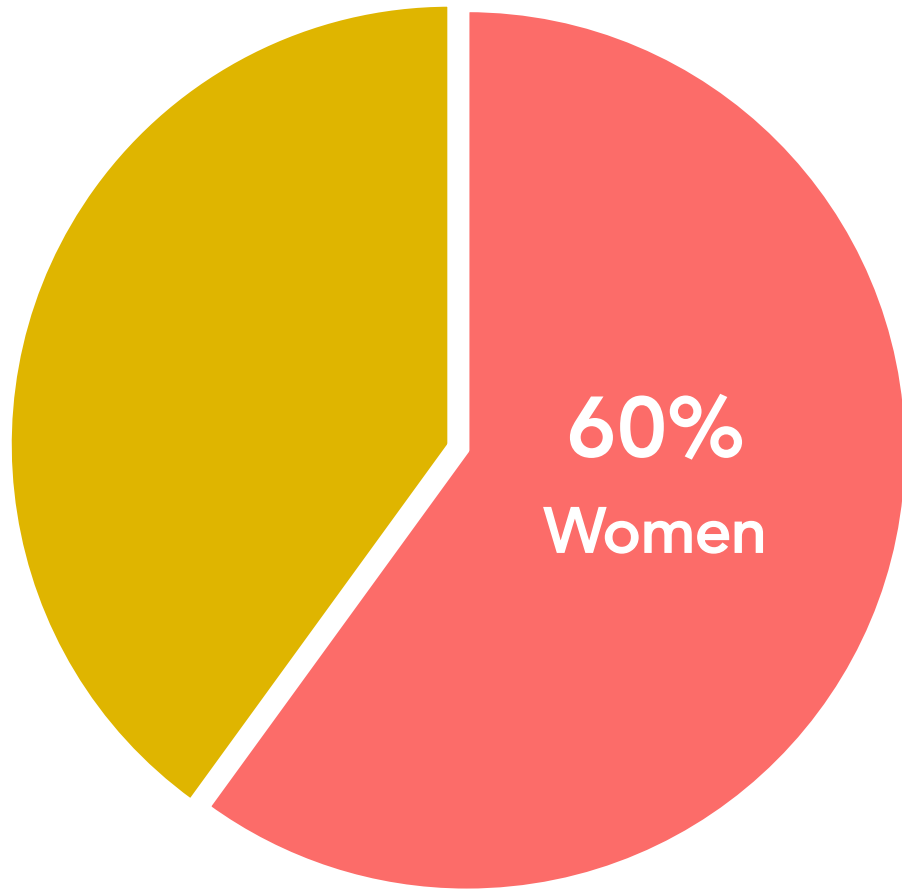


Farmers

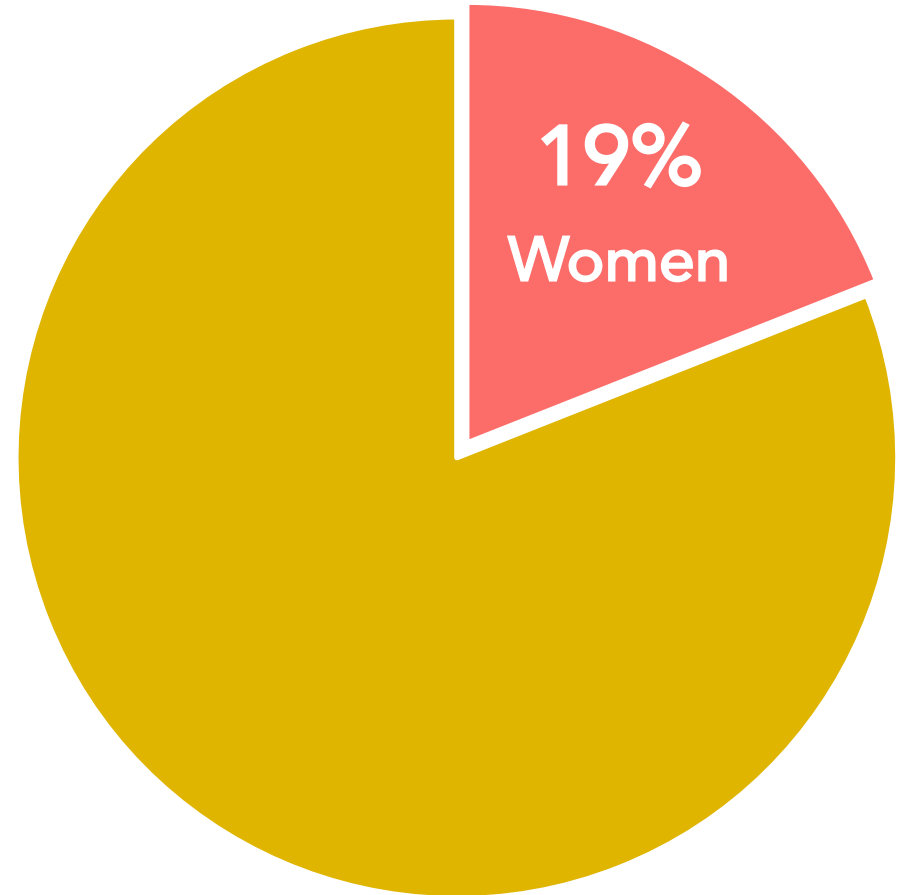


Principal operators


Restaurants



Food prep workers



Chefs

A woman with long brown hair, wearing a beige blazer, is seated in a black and red wheelchair at a white desk. She is looking back over her shoulder towards the camera. The desk has two large computer monitors, a keyboard, and various office supplies. The background is a bright, modern office space.

**Women are paid
20% less than
men in the U.S.**

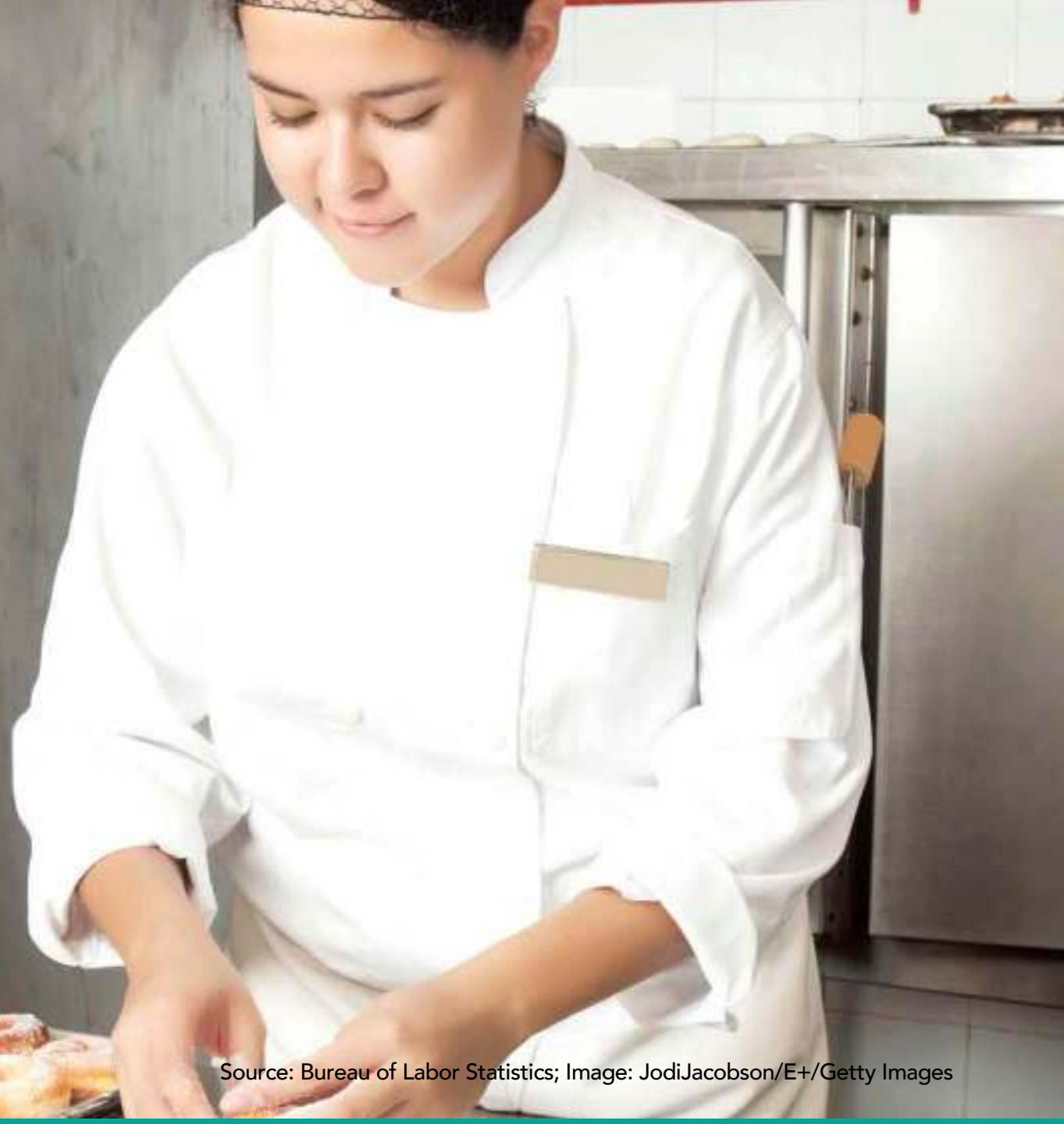
A woman wearing a black hijab is seated at a desk, focused on her work. She is looking at a large computer monitor on the left side of the frame. Her hands are positioned over a laptop keyboard. The background is a bright, modern office space with large windows. A blurred green plant is in the foreground on the right. The overall lighting is soft and natural.

**Women are paid
23% less globally**

2022

years to close the gender pay
gap globally


**In the U.S., nearly
two-thirds of
minimum wage
workers are women**



A woman with dark hair, wearing a blue t-shirt and a necklace, holds a baby in her arms. The baby has a pacifier in its mouth. They are standing in a grassy field with trees and a house in the background. The text "And 1 in 8 women live in poverty in the U.S." is overlaid on the right side of the image.

**And 1 in 8 women
live in poverty in
the U.S.**

**All of this is set against a backdrop
of global inequality**

A young girl with dark, curly hair, wearing a red sweater, looks off to the side with a worried expression. She is standing in a makeshift shelter made of a white tarp. In the background, another child in a purple and orange striped sweater is visible, and a small fire burns in a metal pot. The scene is set in a slum with a corrugated metal structure and a pile of trash in the background.

Half a billion women and girls lack sufficient nutrition

**Over 15 million
girls will never
set foot in school**



**49 countries have
no laws protecting
women from
domestic violence**





39 countries don't allow women to inherit property equally

**18 countries allow
husbands to legally
prevent their wives
from working**



LEAN IN

Source: World Economic Forum; Image: Ulet Ifansasti /Getty Images AsiaPac

**The good news:
We took many steps forward in 2018**

A woman with long dark hair, wearing a blue dress, is speaking into a microphone. She is gesturing with her right hand. In the background, a crowd of people is visible, some holding signs. One sign on the left says "DISSENT IS PATRIOTIC". Another sign on the right has a large letter "A".

**Nearly 4,000 women
ran in federal and
state-wide races**

Women won 102 House seats...



LEAN IN

Source: The Washington Post; Image: Chip Somodevilla/Getty Images News

14 Senate seats...



A woman in a red dress is celebrating on a stage, with her right arm raised high. She is smiling and looking towards the right. To her left, another woman in a dark blue dress is also smiling. In the background, there is an American flag and a large structure with blue lights. Several men in suits are also on the stage, some clapping and some holding up phones to take pictures. The overall atmosphere is one of a celebratory event.

**And 9
governorships...**

Their diversity is record-breaking too



Now the 2020 presidential race is on!



**Around the world,
policy makers are stepping up**



Illinois finally ratified the Equal Rights Amendment

A watercolor-style map of California, rendered in warm tones of red, orange, and yellow, with a textured, painterly appearance. It occupies the left side of the slide.

**California became
the first state to
require that women
serve on boards**



**Iceland showed
leadership on
closing the pay gap**

El Salvador passed a law to protect women from violence at work





Saudi Arabia made it legal for women to drive



Ireland overturned an amendment banning abortion





Twenty corporations improved paid leave for hourly workers



**Adobe achieved
equal pay globally**



Source: Fortune; Image: Adobe London

P&G pledged equal representation behind the camera

Hollywood got tougher on sexual harassment




The USA Women's Hockey team won a major pay increase





The U.S. Open made a change for moms

Many women became “the first”




Tammy Duckworth became the first U.S. Senator to give birth in office

Stacey Cunningham became the first woman to head the New York Stock Exchange



**Laura Richardson became
the first woman to lead
the largest U.S. Army
command**



A photograph of Ava DuVernay, a Black woman with long dreadlocks and black-rimmed glasses, wearing a black zip-up top. She is gesturing with both hands raised, palms facing forward, as if speaking or presenting. The background is dark.

**Ava DuVernay
became the highest-
grossing Black woman
director in history**

**Kendall Coyne
Schofield was the first
woman to compete in
the NHL All-Star skills
competition**

A full-page background image featuring a woman, Angela Ponce, standing in a dramatic pose. She is wearing a large, flowing red gown with a sheer, ruffled capelet over her shoulders. Her bodice and bikini bottom are a vibrant yellow with intricate floral patterns. She has long, dark hair and is looking directly at the camera with a calm expression. The background is a deep red, filled with a network of glowing white dots and lines, resembling a starry night sky or a digital data field. The overall mood is glamorous and celebratory.

Angela Ponce became the first transgender woman to compete in the Miss Universe Pageant

Greta Thunberg launched the first-ever school strike for climate



A large, stylized teal quotation mark graphic, consisting of two curved shapes, positioned to the left of the main text.

Never doubt that a small group of thoughtful, dedicated citizens can change the world. Indeed, it is the only thing that ever has.

Margaret Mead

Special thanks to
gettyimages®

This presentation contains stock photographs, for illustrative purposes only, and does not show persons who have actually experienced the events or situations addressed.