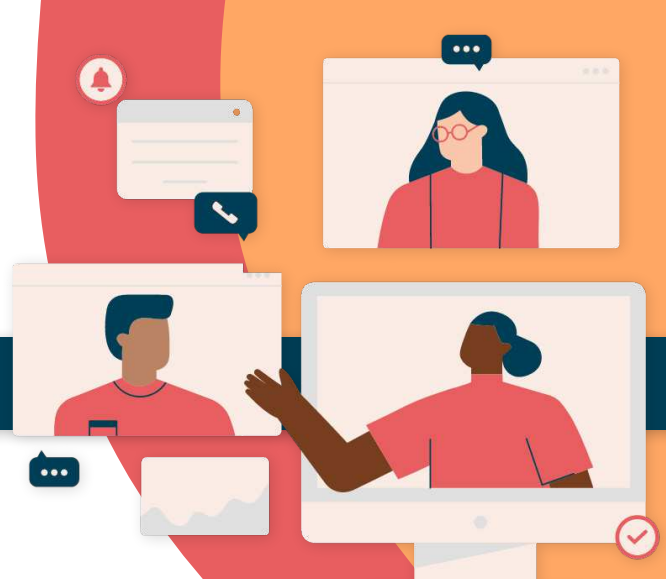


INTERSECTIONAL GENDER JUSTICE IN THE WORKPLACE



INTRO

This factsheet provides statistics, action steps, and resources to advance intersectional gender justice in the workplace.

Workplace diversity, equity, and inclusion initiatives must engage an intersectional perspective to be effective. Intersectionality is the concept that people often have multiple, overlapping identities that compound experiences of discrimination and oppression. When it comes to gender justice, companies that create inclusive work environments for all women are more productive, innovative, and better able to attract and retain talent.

FACTS

WOMEN OVERALL

- In the US, for every 100 men who are promoted, only 86 women are promoted (McKinsey & Company, 2021).
- Women make up 47% of the American workforce but account for only 5.8% of CEOs at S&P 500 companies (Catalyst, 2021).
- 42% of women in the United States say they have faced gender discrimination at work (Pew, 2017).
- 38% of women experience sexual harassment in the workplace (NPR, 2018).
- Despite being vastly outnumbered in senior leadership, women are shouldering roughly double the responsibility of mentoring and sponsoring early career employees (McKinsey & Company, 2021).

BIPOC WOMEN

- Only 4% of C-Suite positions are held by women of color (McKinsey & Company, 2021).
- Black women make 62 cents to a white man's dollar, Native American/Indigenous women make 57 cents, and Latine women make 54 cents (American Progress, 2020).
- Black women experience high barriers to workplace advancement and are more likely than men of color and other women to spend significant time and energy on DEI efforts outside of formal job requirements (McKinsey & Company, 2021).
- 1-in-6 Asian women report being frequently mistaken for someone else of the same race in their workplace (McKinsey & Company, 2021).
- Research finds that since last year more white employees see themselves as "allies to women of color," but they are no more likely to "speak out against discrimination, mentor or sponsor women of color, or take other actions to advocate for them" (McKinsey & Company, 2021).

LGBTQ+ WOMEN

- LGBTQ+ women are far more likely to experience microaggressions as professionals than women overall,

- including being spoken over, having their judgment questioned, and being asked to speak on behalf of an identity (McKinsey & Company, 2021).
- Nearly half of LGBTQ+ women in the workforce live/work in states without anti-discrimination laws based on sexuality and gender identity (UCLA, 2020).
- A study from NYU found that LGBTQ+ indicators on resumes made women 30% less likely to get a phone call from potential employers (MyGWork, 2022).

WOMEN WITH DISABILITIES

- Men with disabilities experience twice the unemployment rate than people without disabilities (8% compared to 4%), but the rate is even higher for women with disabilities (9.4%) (Forbes, 2019).
- Less than half of women with disabilities feel like they have equal opportunities to advance in the workplace (McKinsey & Company, 2021).
- Women with disabilities experience higher levels of sexual harassment in the workplace than women with no disabilities (68% compared to 52%) (TUC, 2021).

OLDER WOMEN

- An alarming 64% of older women say they have experienced age discrimination in the workplace (compared to 59% of older men) (EBN, 2021).
- Since misogyny positions women as sex objects, women experience the negative impact of ageism earlier in their career than their men colleagues. Women employees are frequently perceived as being "less valuable, less competent, and irrelevant as they age" (Forbes, 2019).

LARGE WOMEN

- Women are 16 times more likely to report sizeist employment discrimination than men (Forbes, 2022).
- A 2011 study found that when it comes to fat women in the workforce, for each one unit increase in BMI, women make 1.8% less (World Obesity, 2015). There is no "BMI wage penalty" for men.

ACTION STEPS



COMMIT

- Build intersectionality into your recruitment strategy.
- Create an intersectional DEI mission statement for your company/organization.
- Set concrete diversity, equity, and inclusion goals for all marginalized identity groups.
- Increase transparency and let your employees know that you are committed to intersectional gender justice and value intersectional thinking.

MEASURE

- Commit to regular DEI assessments for all marginalized identity groups.
- Establish standardized metrics for workforce diversity, equity, and inclusion.
- Analyze employee data from multiple perspectives, taking into account intersectionality and multiple marginalized identities.

ACT

- Close wage gaps for gender, race, sexuality, disability, age, and body size.
- Pay particular attention to closing the wage gap for employees with multiple marginalized identities.
- Equip employees at all levels to be a part of the solution by providing organization-wide trainings on inclusion and intersectionality.
- Fund DEI initiatives for all marginalized identities.
- Cultivate leadership equitably, regardless of gender, race, sexuality, disability, age, and body size.

RESOURCES

COMMIT

- [Developing and writing a diversity statement, Vanderbilt University](#)
- [Nondiscrimination/ Anti-Harassment Policy and Complaint Procedure, Society for Human Resource Management](#)

MEASURE

- [Measuring The Invisible, Why and How You Should Measure Inclusion, Aleria](#)
- [How to Measure Diversity and Inclusion for a Stronger Workplace, Survey Monkey](#)
- [Meaningful Metrics for Diversity and Inclusion, Culture Plus Consulting](#)

ACT

- [Equal Pay Counts: What Companies Can Do, Lean In](#)
- [13 Effective Ways To Educate Employees On Diversity, Forbes](#)

