

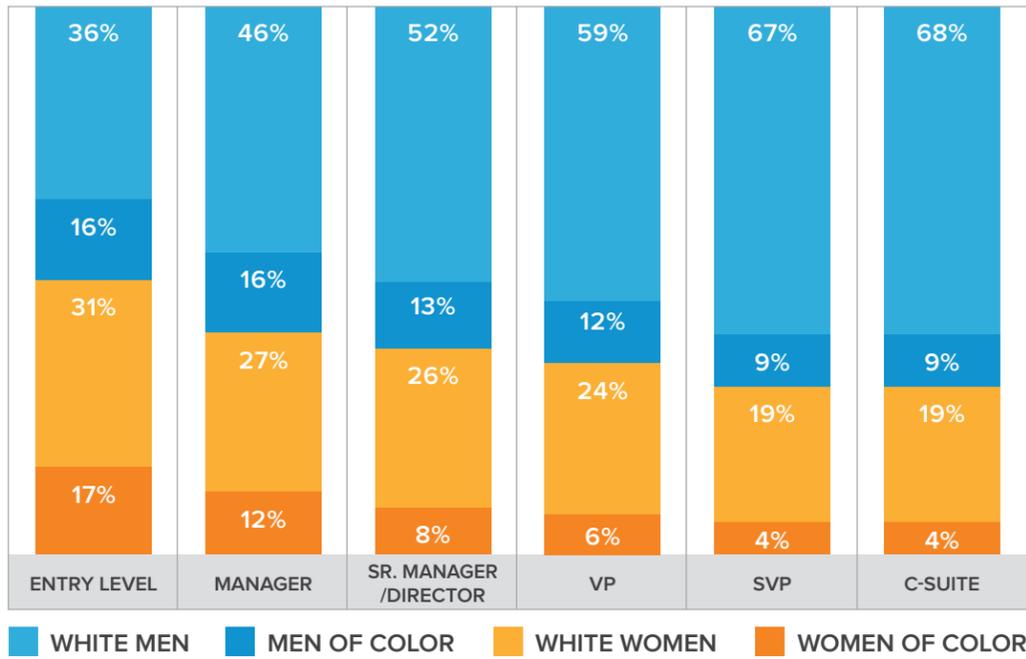
INTERNATIONAL WOMEN'S DAY 2019

THE UNSETTLING FACTS ABOUT WOMEN IN THE WORKPLACE



REPRESENTATION IN THE CORPORATE PIPELINE BY GENDER AND RACE

% of employees by level in 2018



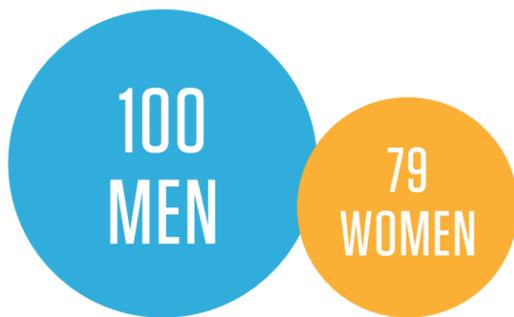
Due to rounding, representation by race and gender may sum to 101% or 99% within some levels.

Women are dramatically outnumbered in senior leadership. Only about **1 in 5** C-suite leaders is a woman, and only **1 in 25** is a woman of color.

Since 2015, the first year of this study, corporate America has made almost no progress in improving women's representation.

Although women have earned at least 57% of all bachelor's degrees every year since 1999, according to the National Center for Education, women are still underrepresented at every level, and women of color are the most underrepresented group of all.

Women are less likely to be hired into manager-level jobs, and are far less likely to be promoted into them—for every 100 promoted to manager, 79 women are.



If companies continue to hire and promote women at current rates, the number of women in management will increase by just **1%** over the next ten years.

Women still experience an uneven playing field, receiving less support from managers than men do. Manager support is tied to positive outcomes like higher promotion rates and retention.

WOMEN AND MEN GET DIFFERENT LEVELS OF SUPPORT FROM MANAGERS

% of employees who report that their managers

| | MEN OVERALL | WOMEN OVERALL |
|--------------------------------------------------|-------------|---------------|
| Provides the resources I need to succeed | 49% | 45% |
| Helps me navigate organizational politics | 41% | 37% |
| Creates opportunities for me to showcase my work | 45% | 42% |
| Promotes my contributions to others | 46% | 44% |
| Socializes with me outside of work | 55% | 47% |
| Helps me balance work and personal demands | 44% | 46% |

SEXUAL HARASSMENT CONTINUES TO PREVADE THE WORKPLACE

% of women who report having experienced sexual harassment over the course of their career



It is important to note that the prevalence of sexual harassment reported in this research may be lower than what some working women experience. This survey focuses on full-time employees in the corporate sector versus the full economy, and given the nature of sexual harassment, it is often underreported.

35% of women in corporate America experience sexual harassment at some point in their careers.

More than ever, there is a need for all of us to step up and speak out in order to create a

#BALANCEFORBETTER