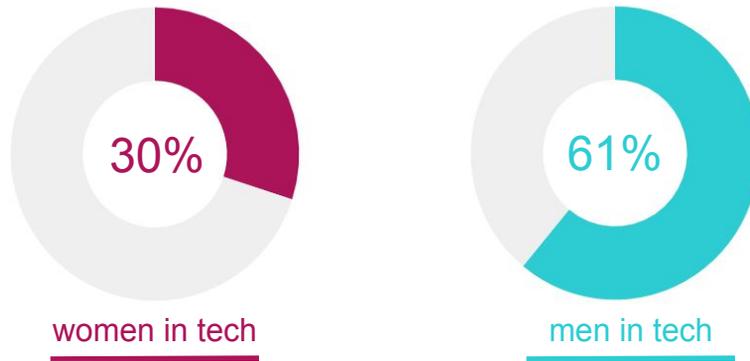


Gender inequity at work persists, awareness of the problem remains low

It's hard to fight a problem that not everyone agrees is real.

Lack of gender diversity, pay inequity, and backlash from sexual harassment reports affect women in tech more than people might think. And there's no consensus on the root causes or scale—which makes identifying and implementing solutions a challenge.

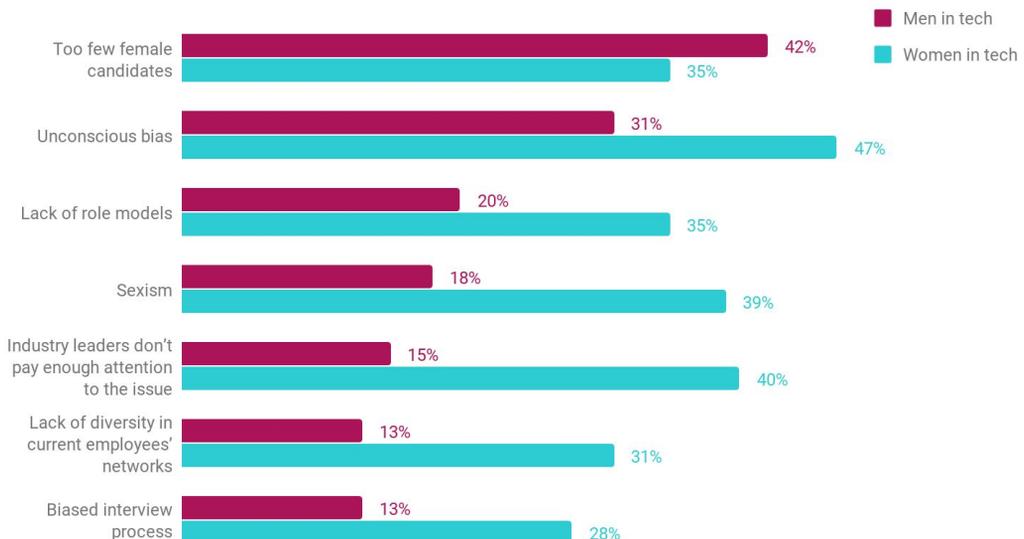
Men think obstacles to gender equality at work are gone. Women see it differently.



believe that obstacles to gender inequality are mostly gone ¹

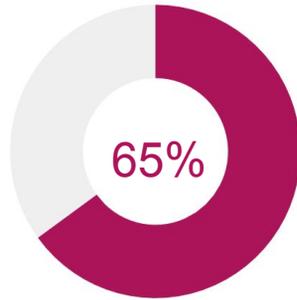
The genders have different views on *why* gender inequality persists in tech.

Men say it's a pipeline problem; women cite unconscious bias ²

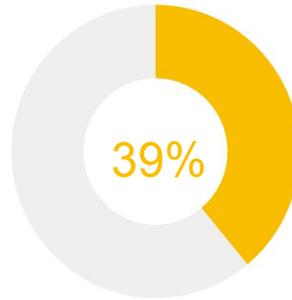


Progress may boil down to company priorities.

Nearly two thirds of women in tech say that gender diversity is a top priority to them, but only four in ten say it's a top priority at their company.³



top priority to themselves



top priority to their companies

By the numbers, the gender pay gap should feel shocking.

Men are less likely than women to think the gender pay gap exists. Broken down by race and ethnicity, the gap is even worse.

76%

women

are aware of the gender pay gap⁴

58%

men

20%

On average, women in the U.S. are paid 20% less than men⁵

38%

Black women are paid 38% less than white men⁶

46%

Latinas are paid 46% less than white men⁷

Backlash from widespread media reports of sexual harassment is harmful.

Men are increasingly choosing not to interact with women at work in the wake of #metoo.

The number of male managers who are uncomfortable mentoring women has **more than tripled** from 5% to 16%.⁸

Almost half of male managers are uncomfortable participating in a common work activity with a woman, such as mentoring, working alone, or socializing together.⁹

¹ SurveyMonkey Poll, July 3-12, 2017. Survey included a national sample of 13,331 adults ages 18 and up; appeared in [Fortune](#).

² Ibid.

³ Ibid.

⁴ SurveyMonkey Poll, March 22-28, 2018; appeared in [Time](#).

⁵ Institute for Women's Policy Research, "[Pay Equity & Discrimination](#)"; appeared in [LeanIn.Org](#).

⁶ Ariane Hegewisch and Emma Williams-Baron, "[The Gender Wage Gap: 2016: Earnings Differences by Gender, Race, and Ethnicity](#)," IWPR #C459 (September 2017); appeared in [LeanIn.Org](#).

⁷ Ibid.

⁸ SurveyMonkey poll, January 23-25, 2018, among a national sample of 2,950 employed adults; appeared in [LeanIn.Org](#).

⁹ Ibid.

