

RISE UP GENDER DYNAMICS & PERCEPTIONS SURVEY

2018 RESULTS

RISEUP
EMPOWERING WOMEN IN LEADERSHIP

Official Partner **VISA**

Money **USA**
20/20

GENDER REPRESENTATION ACROSS LEVELS

Results from a survey among 751 women and men in the financial industry in the United States show that while the majority of respondents (76%) agree that there are more men than women at senior levels in their organization (VP and higher).

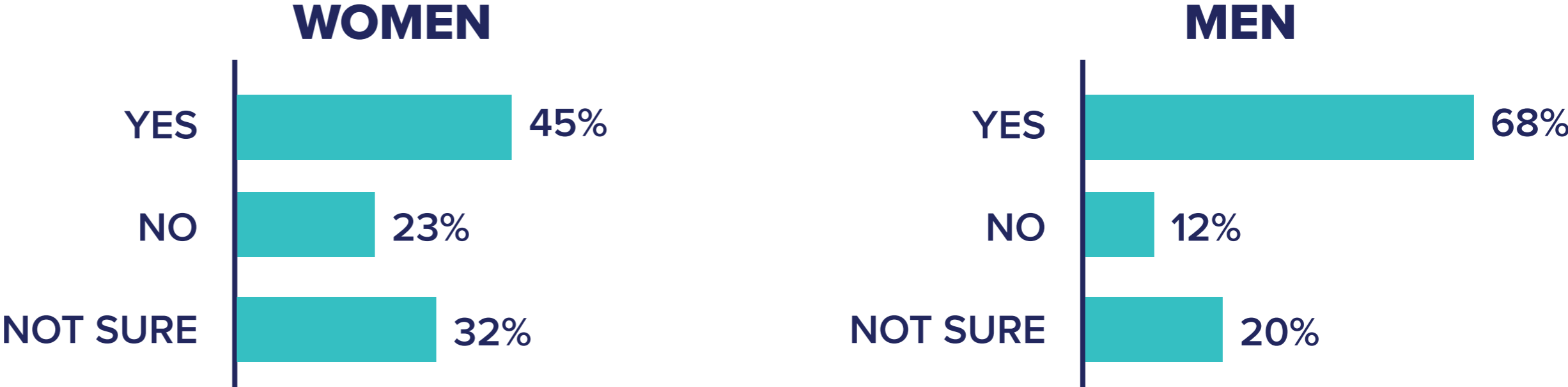
MEN VS. WOMEN AT LEVELS VP OR HIGHER

	TOTAL	WOMEN	MEN
More Men than Women	76%	80%	72%
Equal	19%	13%	25%
More Women than Men	6%	7%	3%

CHANGE IN GENDER REPRESENTATION – NEXT 2-3 YRS

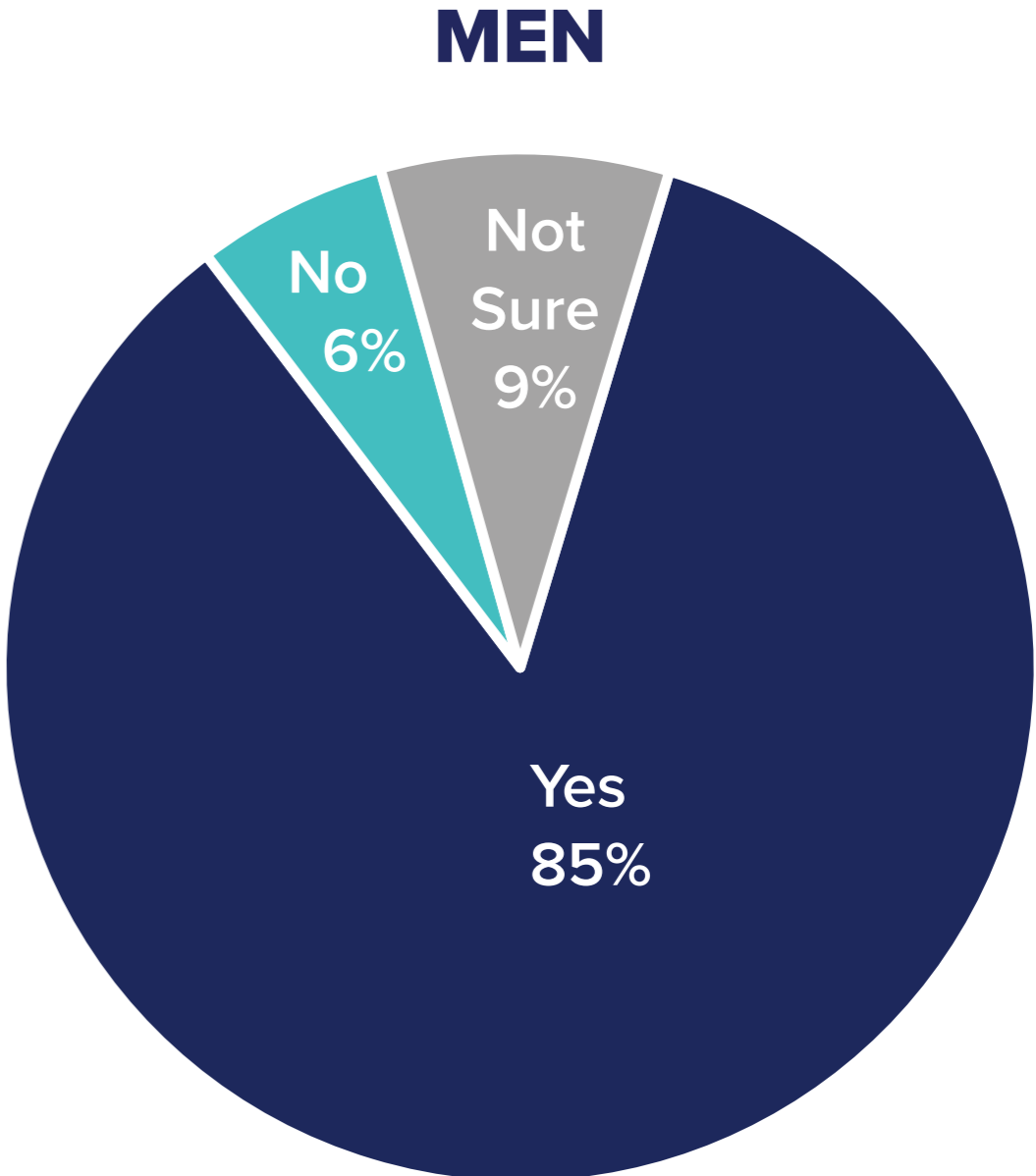
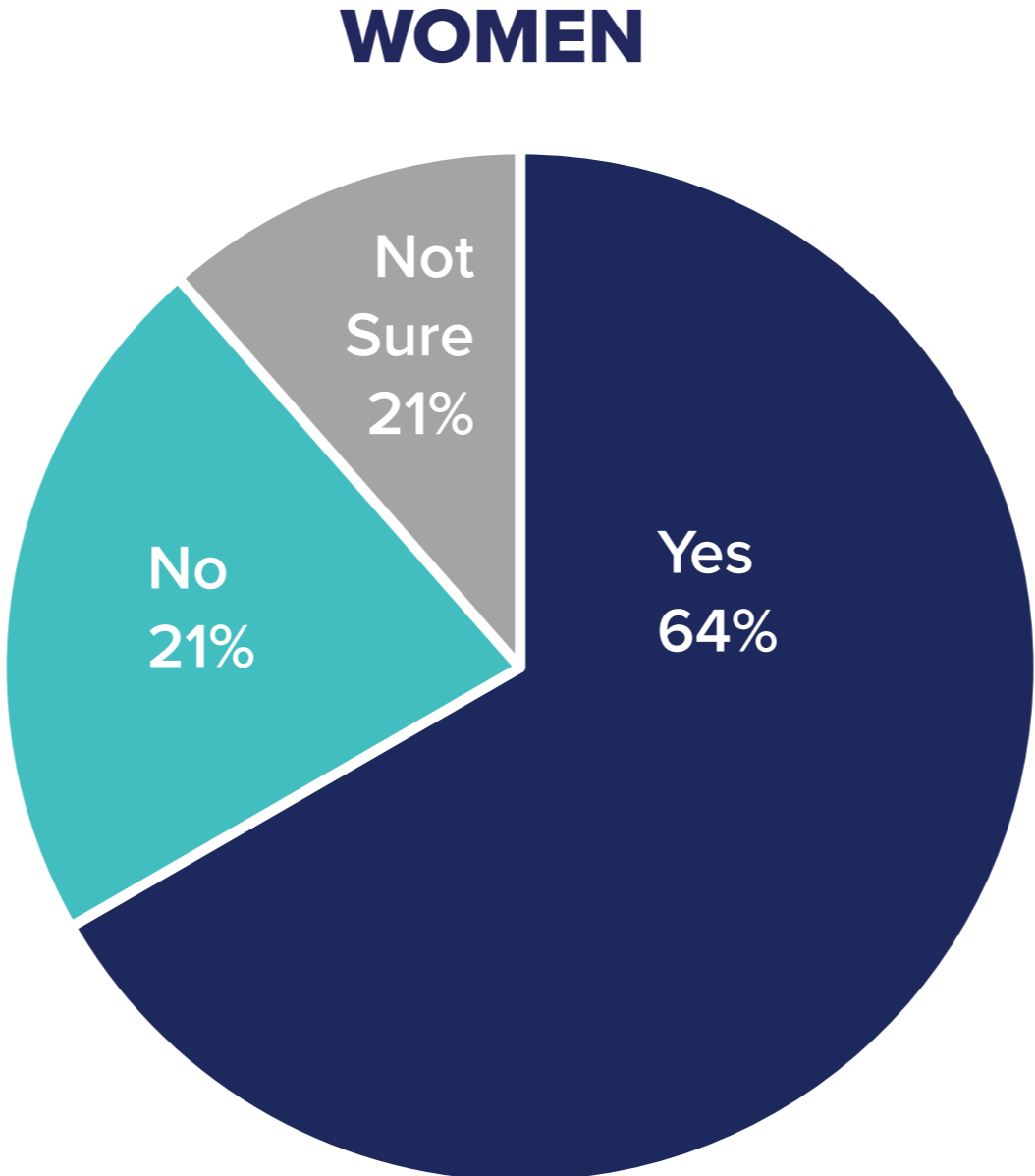
Women and men differ in their views on the extent of gender inequality issues and how they can be remedied. While 68% of men believe the number of women at senior levels will increase in the next 2-3 years, only 45% of women feel as positive.

NUMBER OF WOMEN AT SENIOR LEVELS (VP AND HIGHER) NEXT 2-3 YEARS



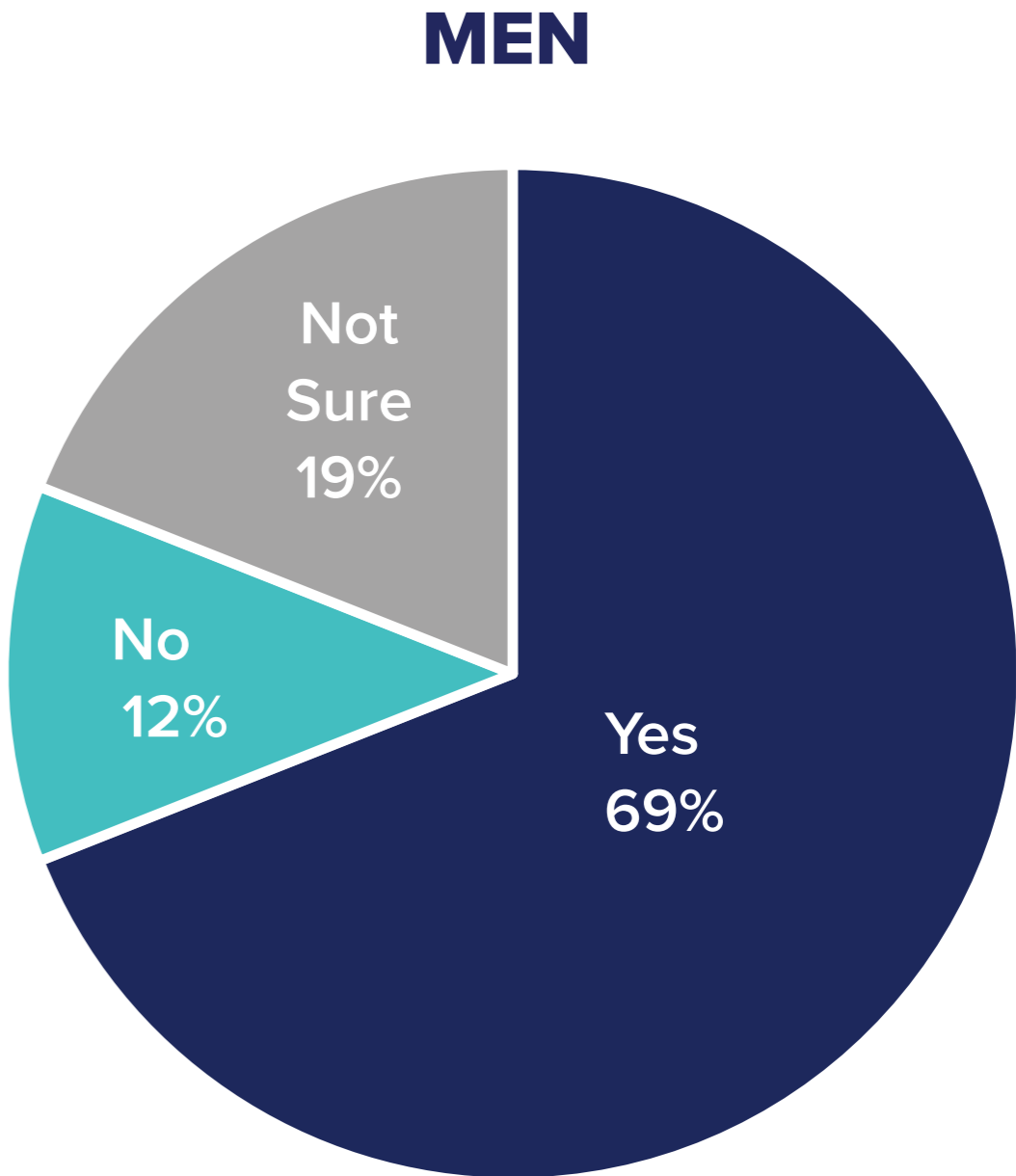
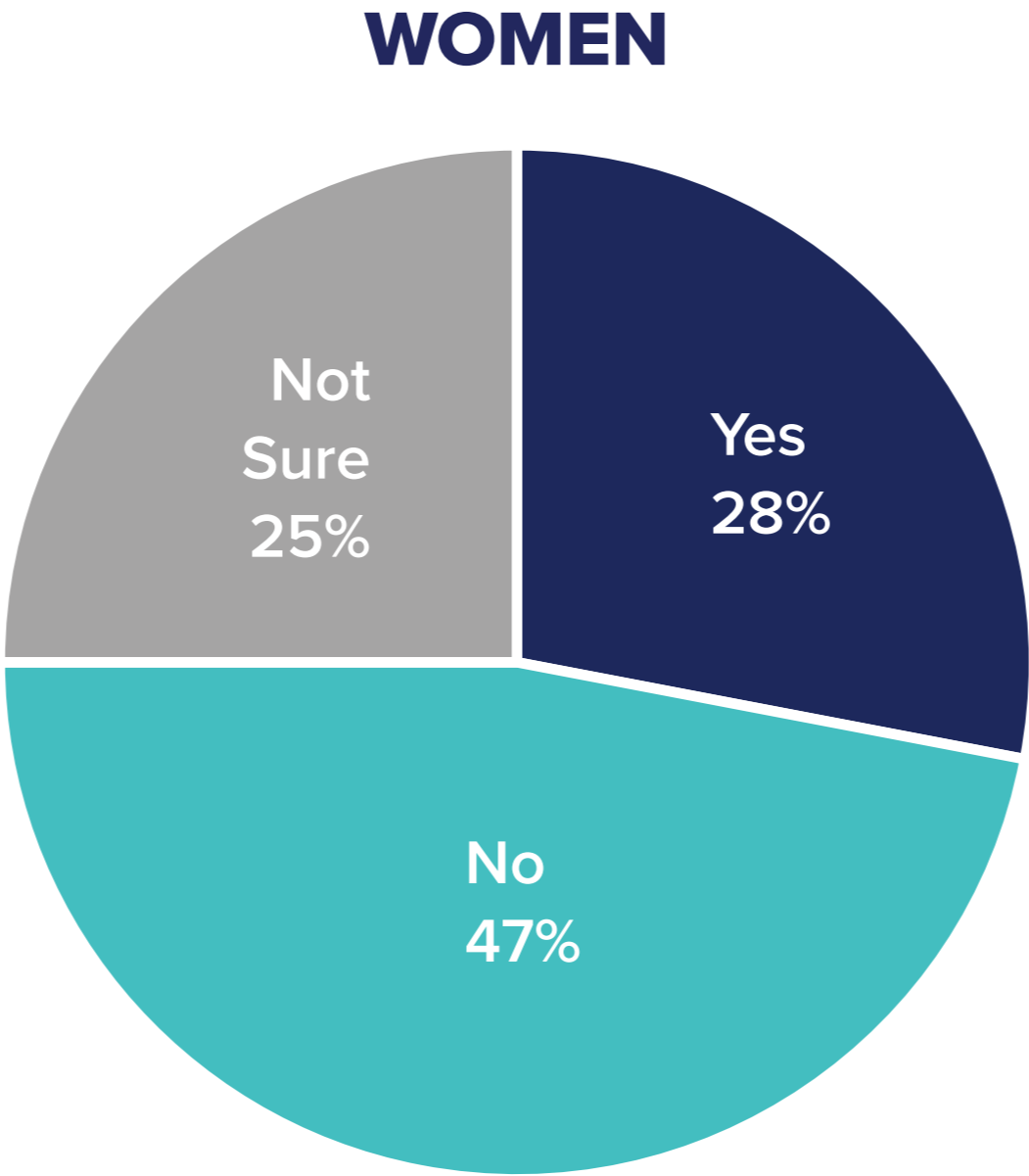
COMFORT RAISING GENDER INEQUALITY ISSUES

85% of men feel comfortable raising issues related to gender inequality, while only 64% of women feel comfortable raising gender inequality issues.



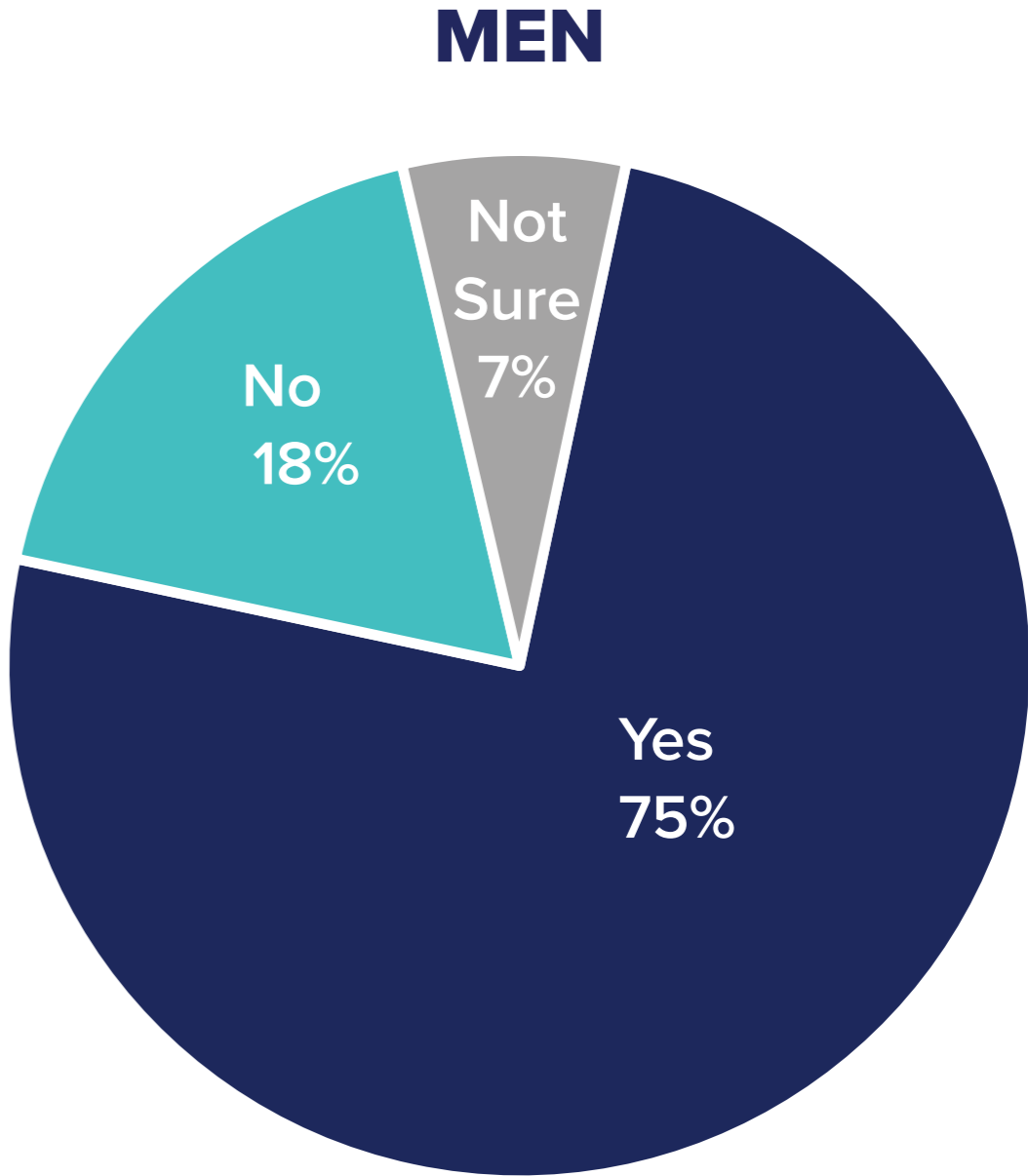
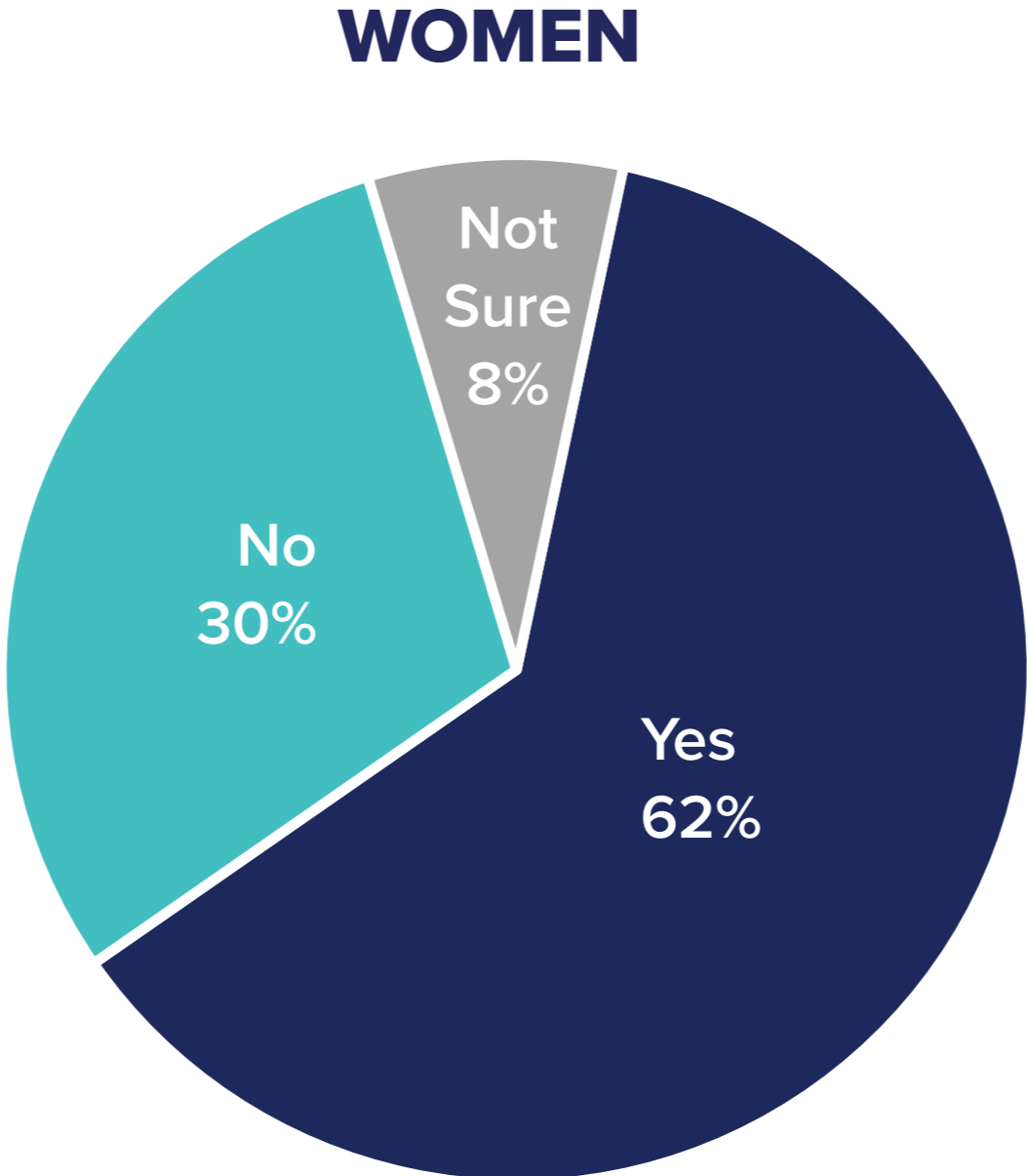
WHETHER MEN & WOMEN ARE PAID EQUALLY

69% of men feel that women and men are paid equally for the same job within their organization, while only 28% of women feel this way.



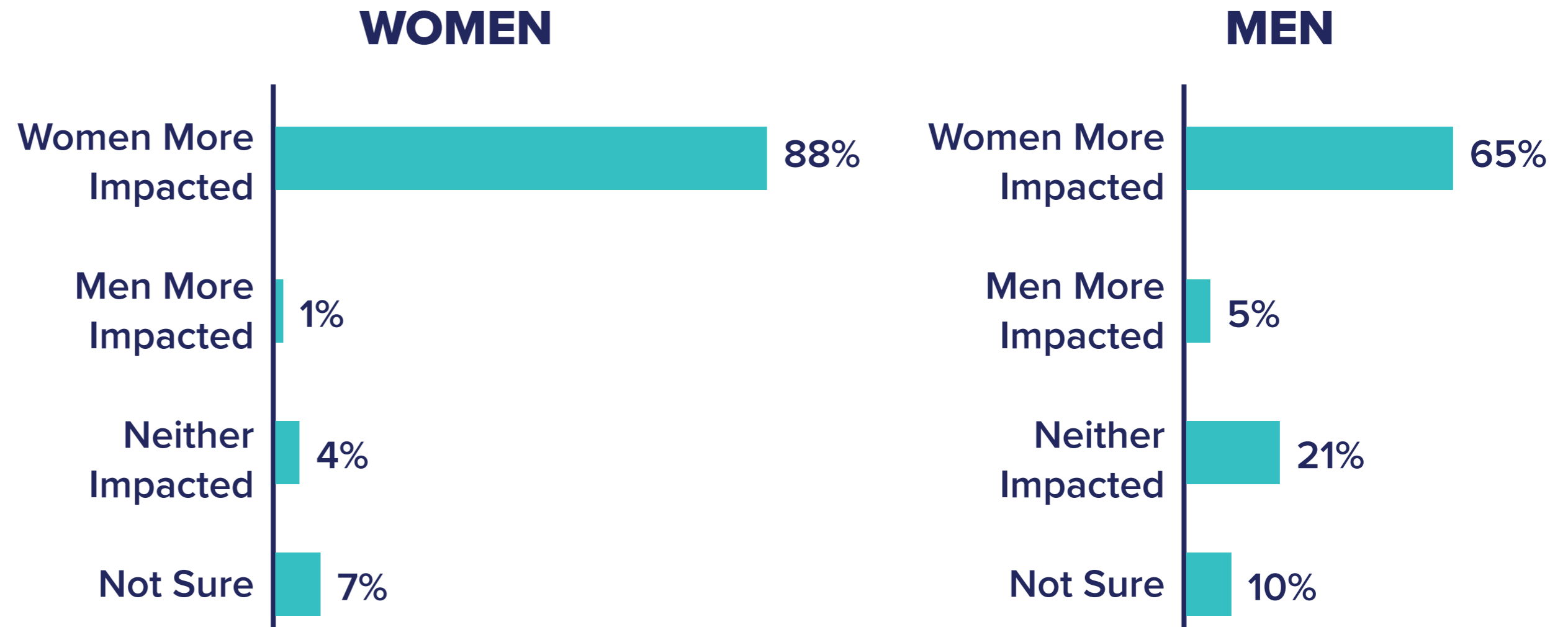
COMFORT RAISING SALARY ISSUES & CONCERNS

75% of men feel comfortable raising salary issues and concerns, while only 62% of women feel comfortable raising salary issues.



NEGATIVE IMPACT OF CAREGIVING ON CAREER

88% of women believe a woman's career trajectory is more negatively impacted by family obligations than their male colleagues, while only 65% of men agree with this.



GENDER REPRESENTATION ACROSS SENIORITY LEVELS

52% of men feel that the promotion and advancement of women into senior roles is a priority in their organization, but only 36% of women feel this way. Women feel that men are favored in meetings and are more likely to ask for promotions.

When asked what it will take to change the status quo, both men and women say they feel strongly that men should play a role in promoting gender equality in the workplace (91% of women and 84% of men).

% STRONGLY AGREE	% STRONGLY AGREE		
	TOTAL	WOMEN	MEN
Men should play a role in promoting gender equality in the workplace.	88%	91%	84%
Throughout my career, I have observed or experienced men being favored over women in meetings.	61%	78%	40%
Men in my organization are more likely to ask for a promotion than women.	51%	67%	32%
Promotion & advancement of women into senior roles (VP+) is a priority in my organization (principle and practice).	43%	36%	52%

DIRECT FEEDBACK

“We need to hire female executives in every role that becomes available until 50:50 is achieved at the executive level (VP and up) – introduce a quota and get to 50:50.”

“Our top management consists of older men, who do not see the benefit in battling gender inequality. It’s a top down approach; if the ‘top’ doesn’t believe it’s an issue, it will continue.”

“I don’t want to be labeled a ‘complainer’ or worse yet, a ‘feminist.’”

“Companies need to be more transparent and outspoken about how they ensure gender pay equality.”

“There is no point in raising those issues. It can only damage my position doing so.”

“Gender diversity should be one of the goals and focus points. Not just for the sake of having it, we should start creating metrics and ensure there is significant progress and improvement year over year. Companies should start targeting a year (for example: 2020 or so) to ensure by that year they will be able to address this completely. Else it will be an open item forever.”

“We need to ensure each department has some sort of inclusive strategy; companies should start including gender equality as one of their formal goals.”