

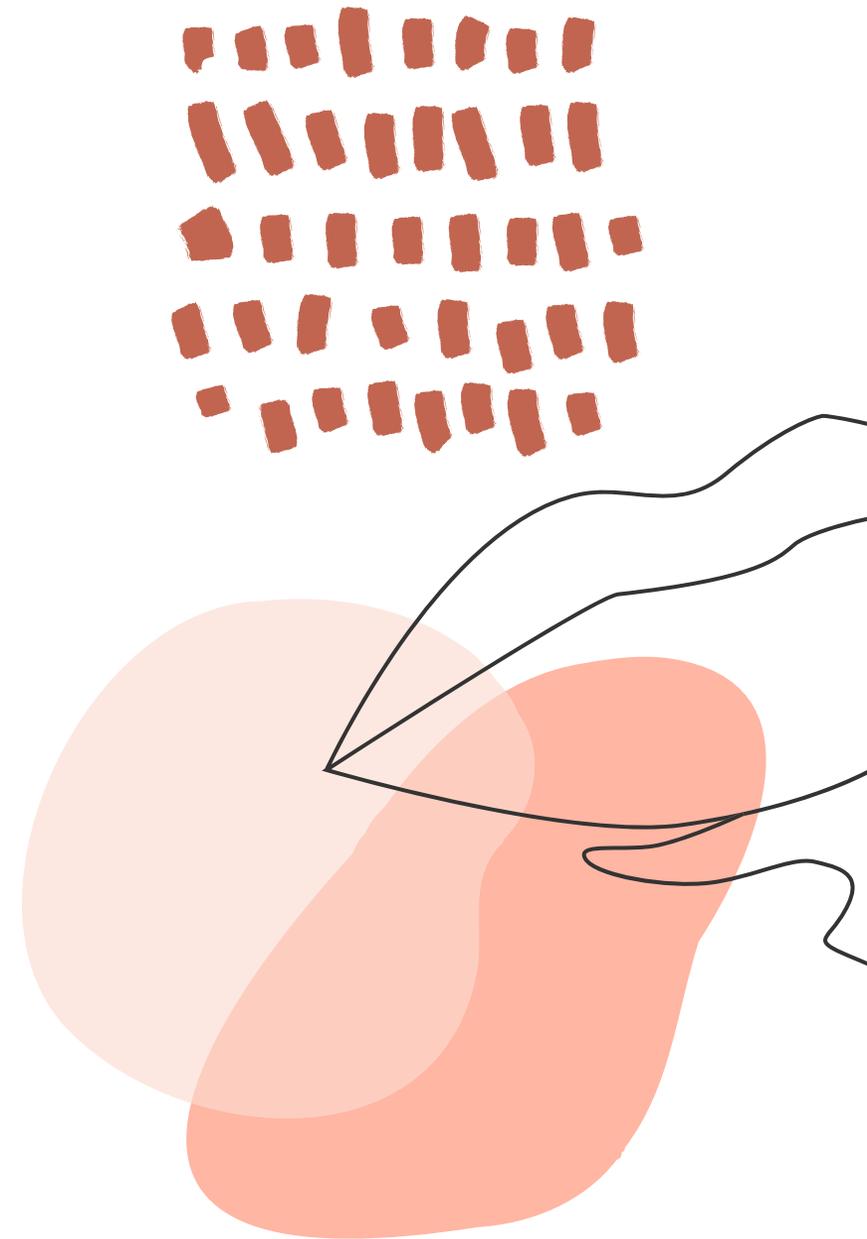


# Being a **Woman** In Business

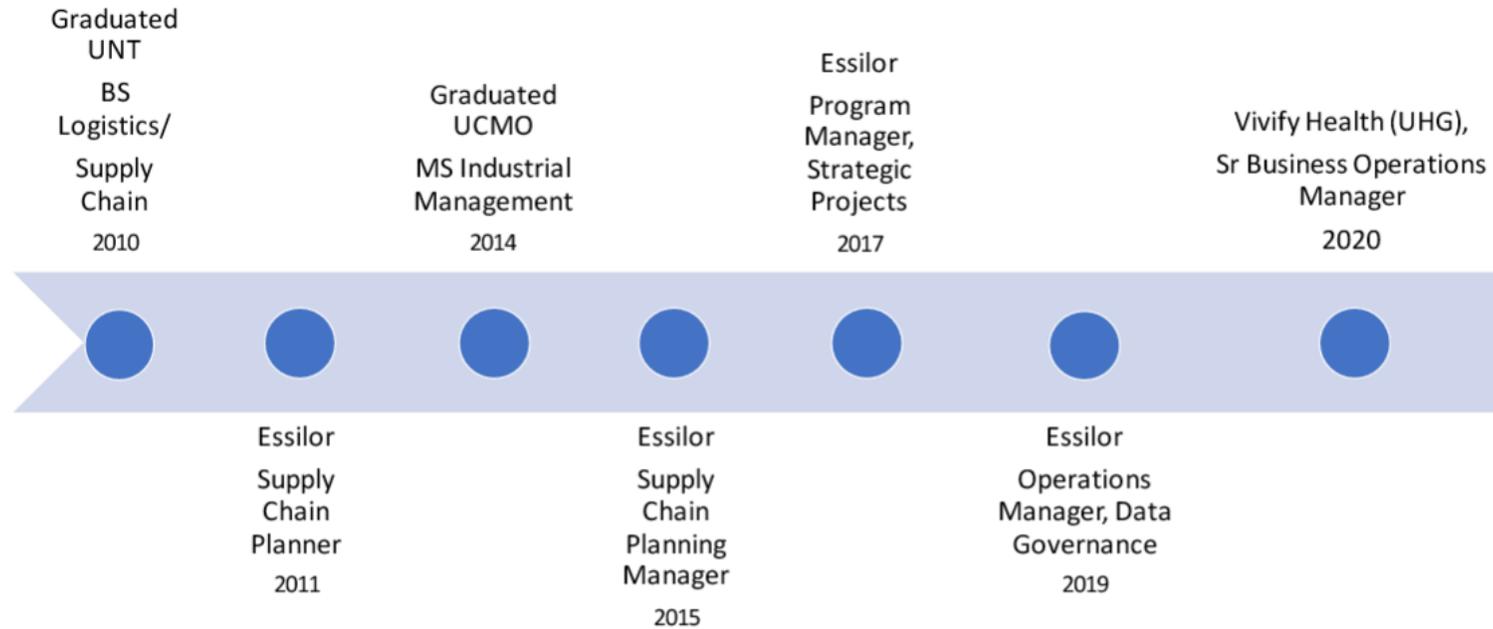
Kristin Peters  
March 2021

# Introduction

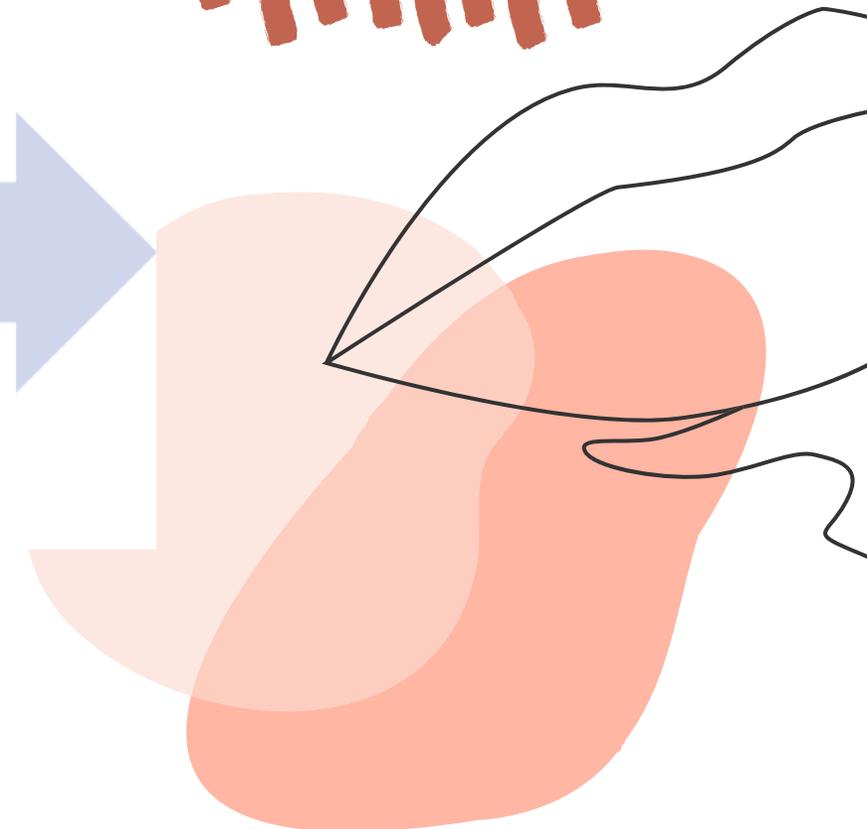
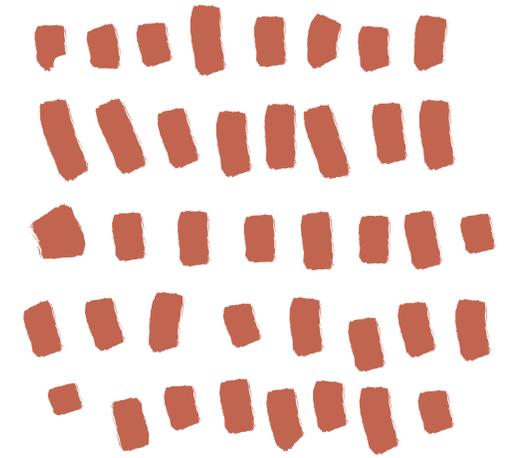
- Why present on this topic?
- Women's History Month
- What we'll cover
  - Kristin bio
  - Recent statistics
  - First-person accounts
  - Some advice
- Open Discussion



# Bio



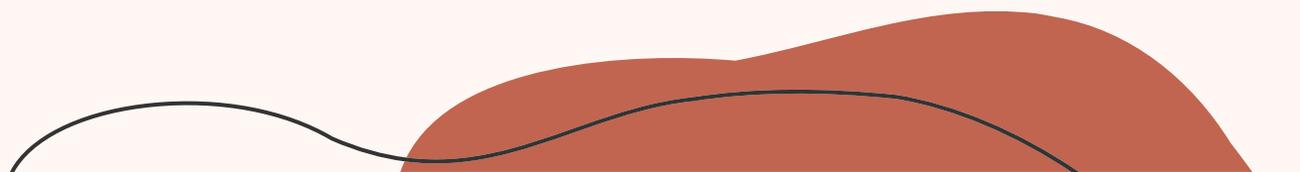
- 2 kids
- 1 dog
- Obsessive Baker





# Recent Statistics

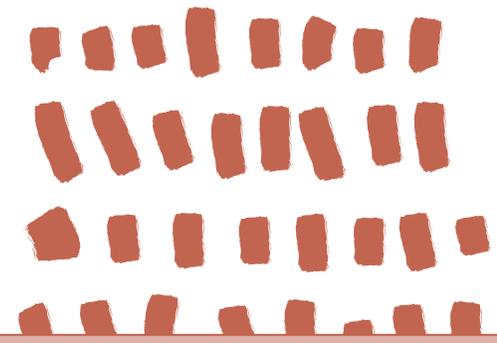
... it isn't looking good Ladies.



# Recent Statistics — Career Progression and Compensation

From the Harvard Business Review Research Round-up

<https://hbr.org/2013/09/women-in-the-workplace-a-research-roundup>



## Primo First Projects:

Category	Men	Women
Budget > \$10M	30%	22%
P&L Responsibility	56%	46%
C-Suite attention to project	33%	25%

## Progression:



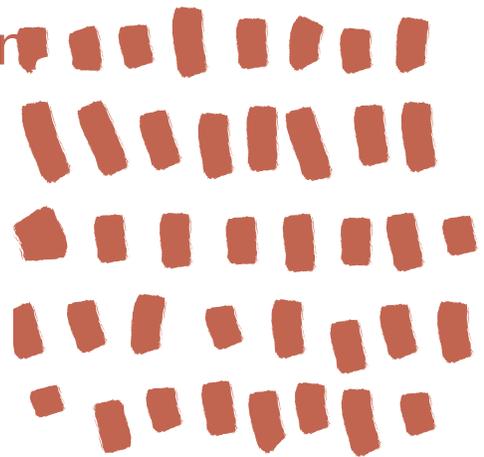
## You Miss 100% of the Shots You Don't Take

- Fewer women apply for positions due to lack of confidence
- Women are equally as likely to finally receive an offer when they do apply

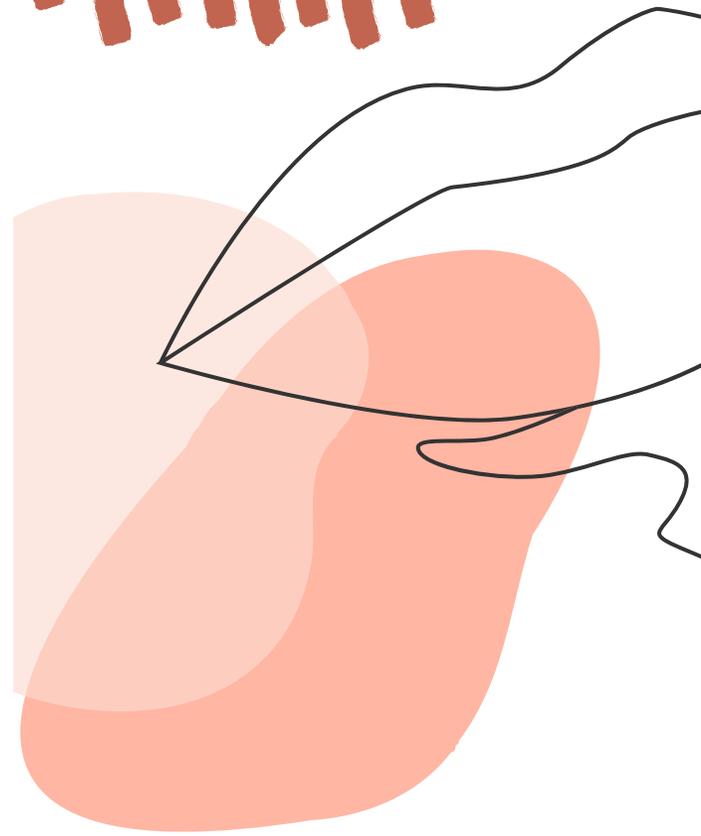
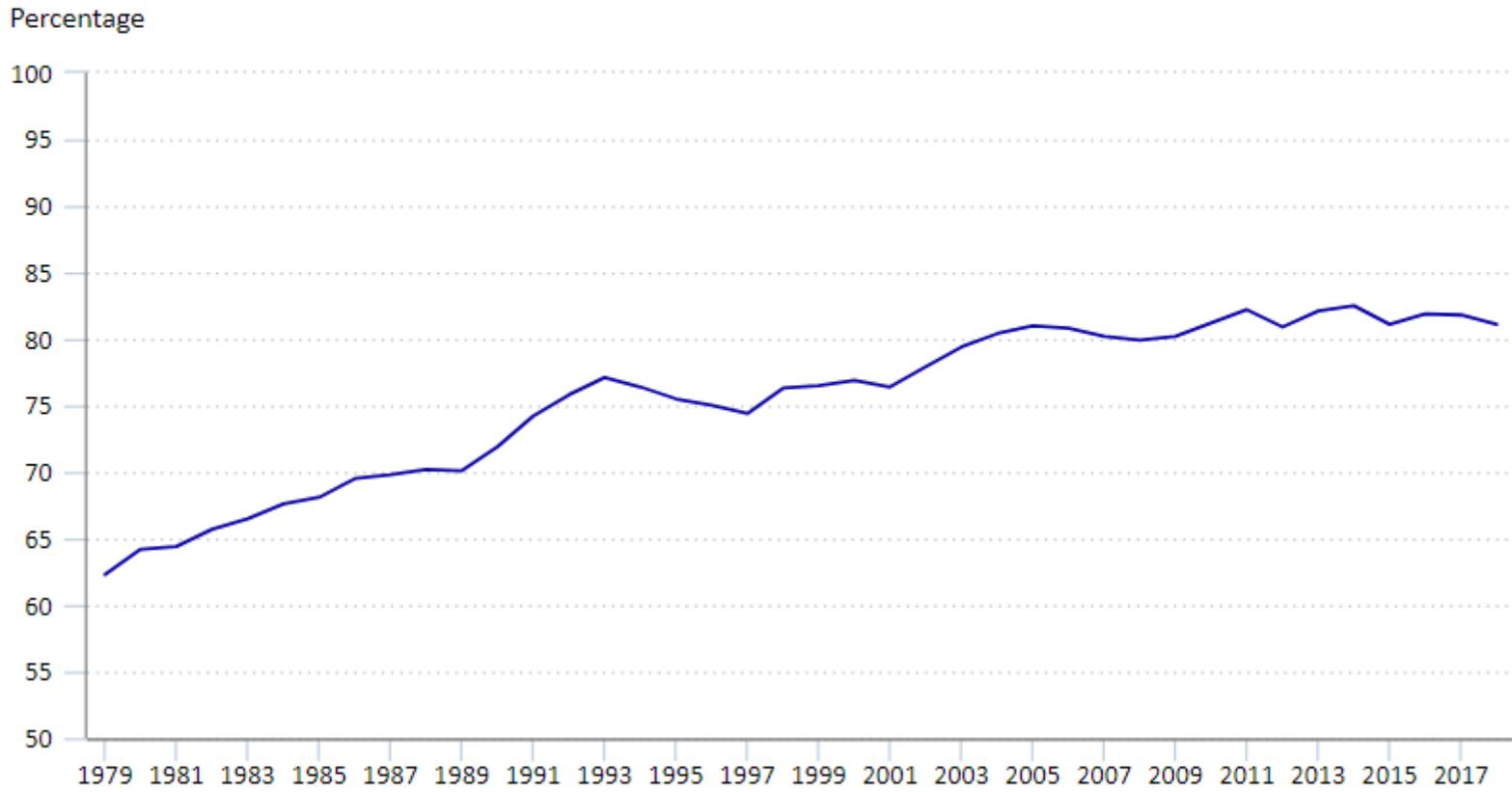
## The Motherhood Penalty

- When the applicant is perceived to be a Mother, they received significantly less offers and \$11,000 less salary
- Fathers had no observable penalty

# Recent Statistics – Career Progression and Compensation



**Chart 1. Women's earnings as a percentage of men's, for full-time wage and salary workers, 1979–2018 annual averages**



*U.S. Bureau of Labor Statistics*

# Recent Statistics – Sexual Harassment

## THE DISCONNECT

54%

Segment of women polled who reported unwanted sexual advances.



Portion of men who believe workplace harassment goes unpunished.

30%

Segment who said they were subject to unwanted advances at work.



Portion of men who go unpunished, according to women who have reported harassment.

23%

Segment who said the harasser had influence over their work.



**Sexual Harassment:** behavior characterized by the making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation

*Google: Dictionary*

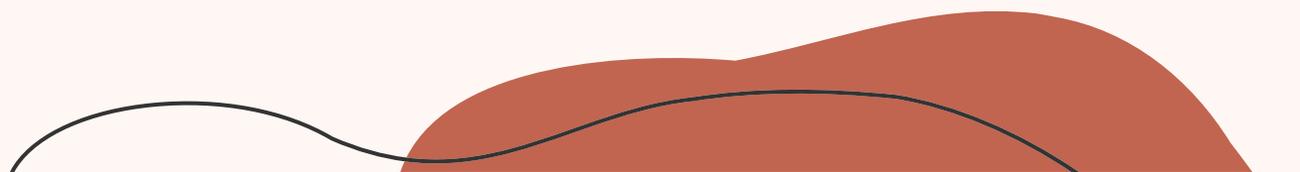
Source: ABC News/The Washington Post

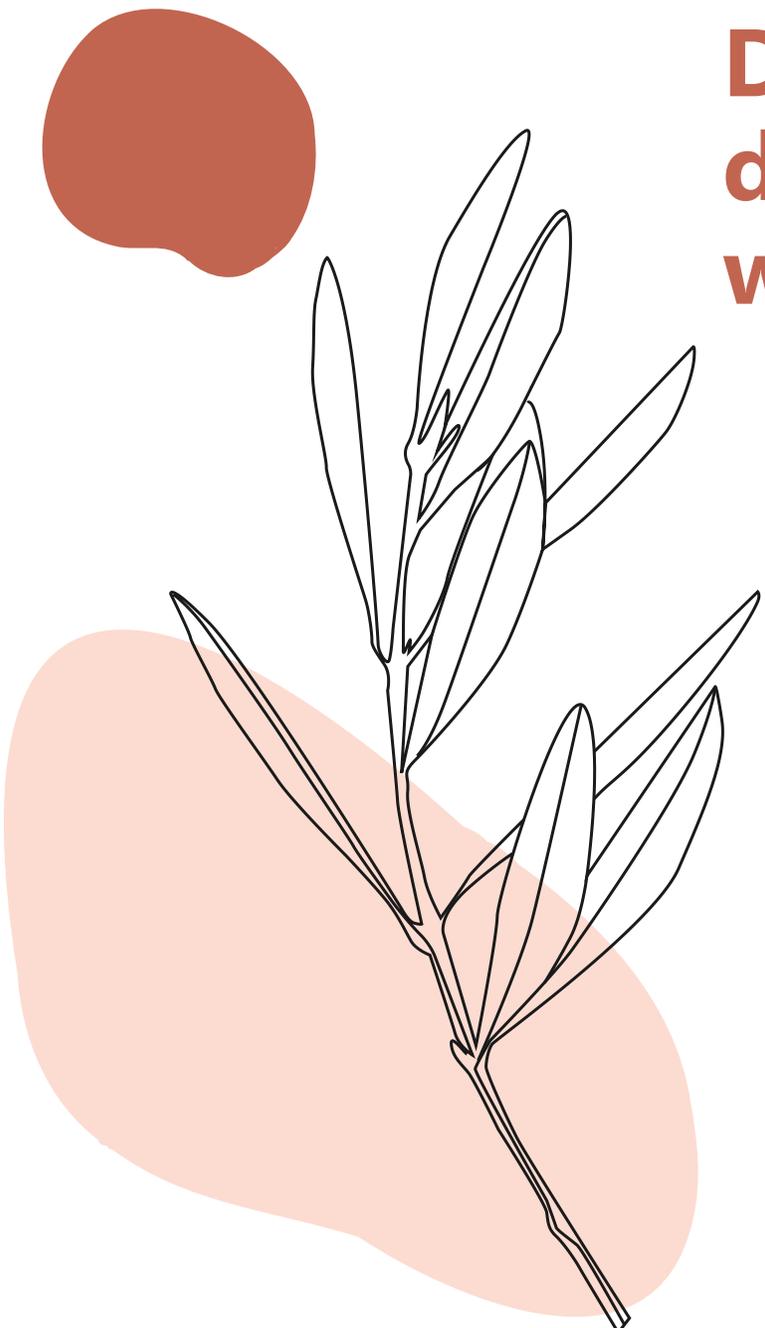
<https://www.inc.com/magazine/201804/minda-zetlin/sexual-harassment-workplace-policy-metoo.html>



# Interviews with Women I Admire

And what we can learn from their experience





# Do you feel like women are treated differently than men in the workplace?

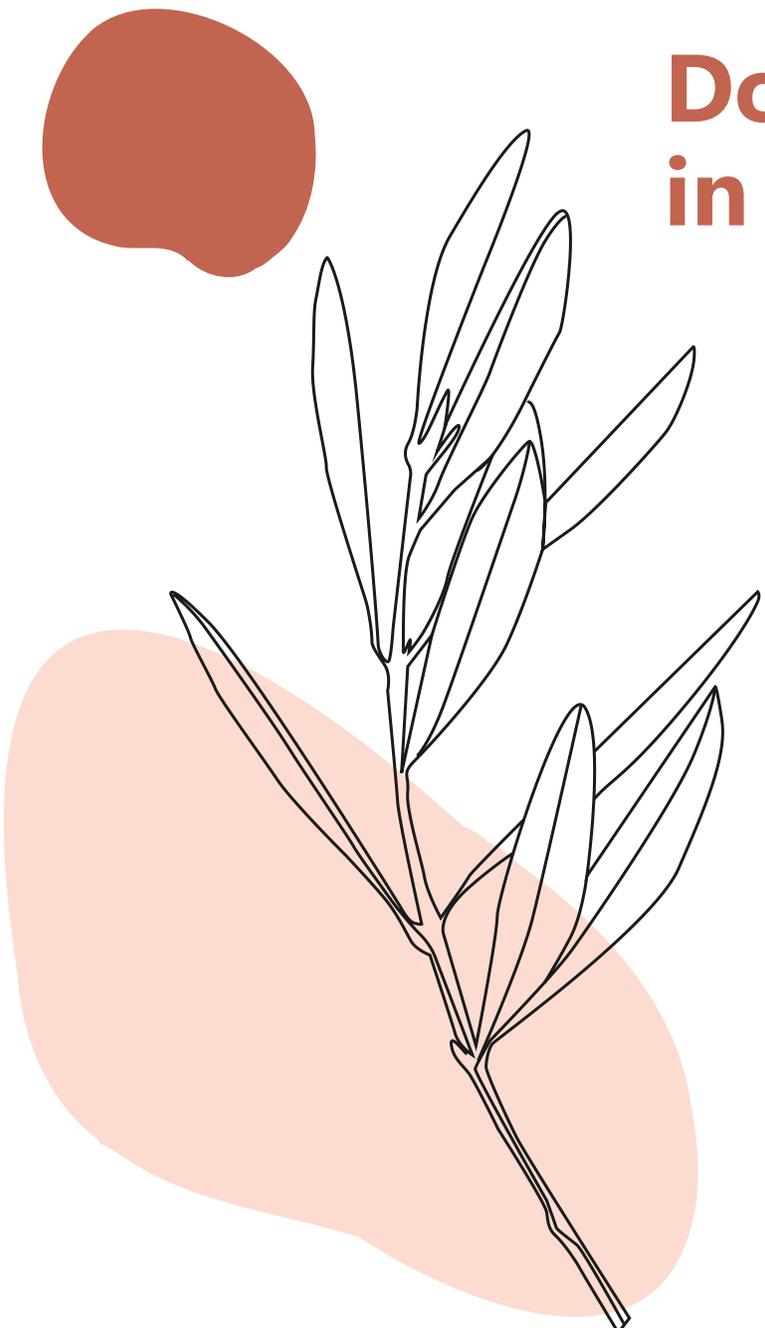
**"I do feel like I am treated differently on many occasions, not always, but often for being a young woman in the workplace. I feel that my viewpoints are not always taken with the same validity as a man's would"**

**"Absolutely"**

**"Absolutely, I have personal experience with this"**

**"Yes, and it is a fact. I recall a very specific figure from a McKinsey study that said "Only 79 women are promoted to manager, compared to every 100 men."**

**"Definitely, though I think COVID/Remote-work has changed this slightly for the better since Women leaving work on time to be their families is less obvious"**



# Do you feel like your compensation is in line with your male counterparts?

**"I do not; I feel that I am underpaid compared to both men with my experience and tenure and certainly underpaid compared to those with more "years" even if they are not bringing as much value in their role, simply because of my gender and age"**

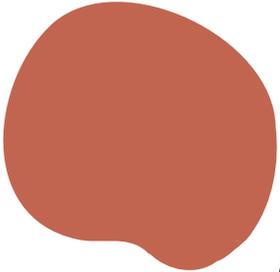
**"I don't know. I don't have visibility to what others in the organization make. If there were more transparency, this would be easier to answer."**

**"I know for a fact it is not. A good male friend and I compared, and I discovered I was making \$30k less than him at the same age and job grade"**

**"Absolutely not"**

**"In my current workplace, I do believe it is in line. However, I have worked else where and my pay was 20-30% less than my male counterparts."**

**"Absolutely not. Although I think the blame for this is also on us woman. Man go into interviews and negotiate their salaries and compensation way better then woman do. Woman tend to not negotiate as well from the start and therefore I think start off much lower in compensation then they need to be."**



# When you speak, do you feel like you are heard/listened to?



**“When I speak and feel like I am heard or listened to, it definitely does not go unnoticed because it is more rare than the alternative.”**

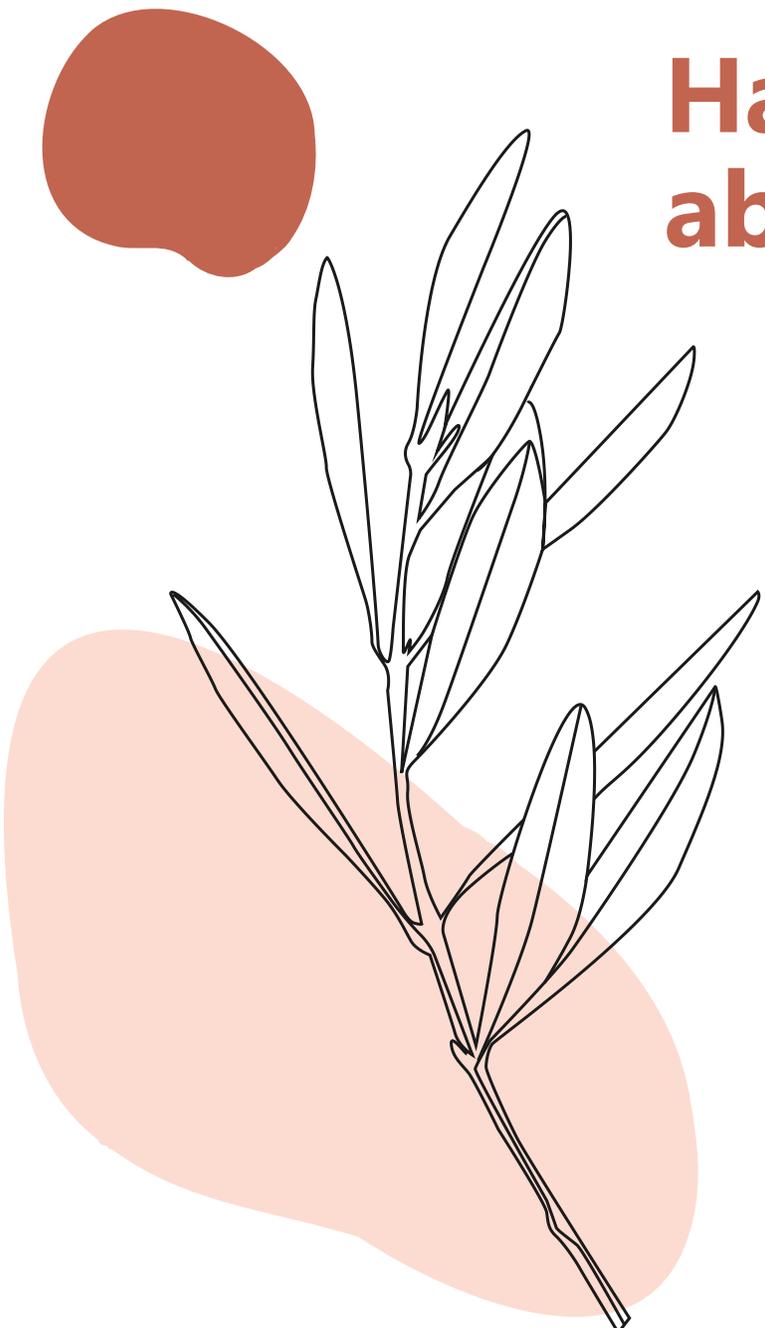
**“Yes”**

**“Not the same as men. I cannot count the number of times I have said something 10 times and then a man will repeat it and suddenly the comment is heard.”**

**“No, it’s almost like I must beg to be heard/listened to”**

**“Among certain work groups I feel I am heard. However, there are some specific colleagues that have no intention of hearing what I’m saying before I even speak. This could be driven by gender, tenure, nationality, etc. and I’ve seen this everywhere I have worked.”**

**“I do feel like I am listened to, but I am not sure I always feel heard. It feels like it is more lip services. Before I speak up, I literally run what I am going to say past my husband and male co-workers because I do not want to come across emotional or “like a stereotypical woman”. I feel pressure to present in a way I feel a man would. I feel like if I don’t speak up in that way I will be judged and/or not taken seriously.”**



# Have you ever reached out to HR about a work experience?

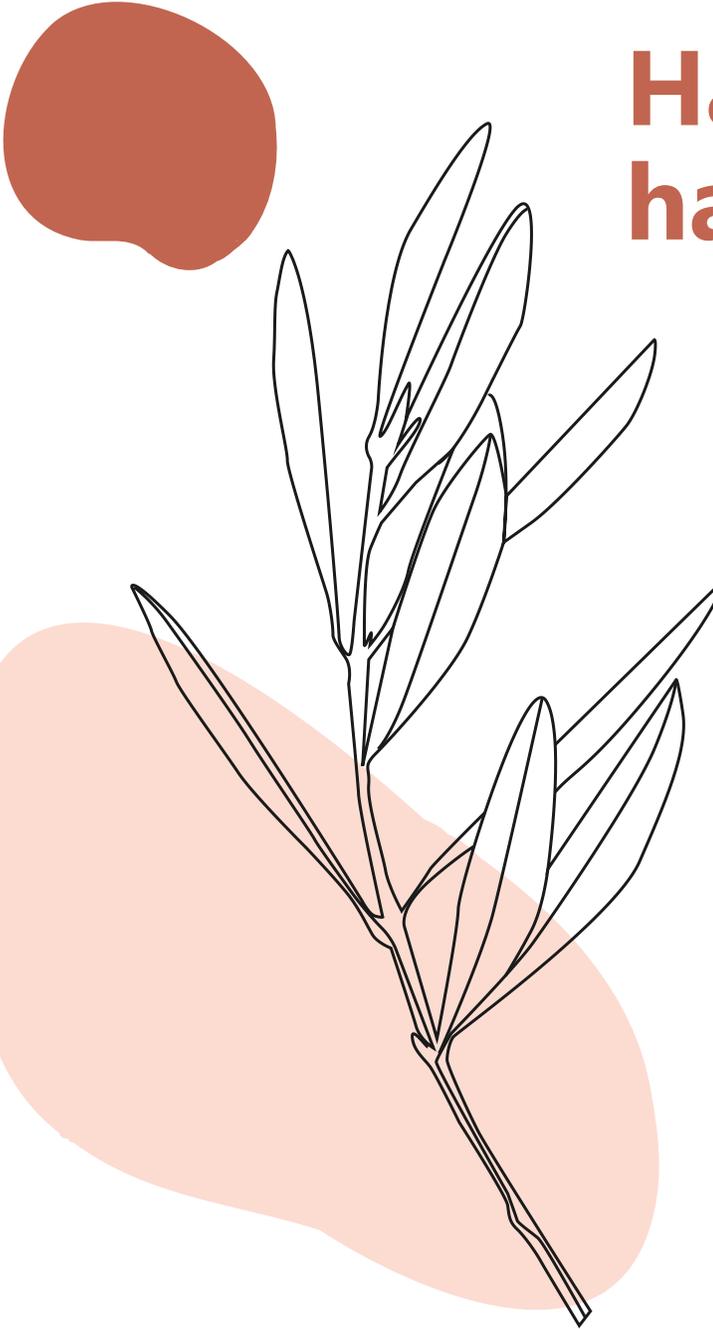
**“Yes. While negotiating a job offer internally at my existing employer, my negotiated salary was rejected during an hour-long demeaning conversation detailing how unworthy of that salary I was..”**

**“No, but have sought feedback from mentors/other leaders I trusted.”**

**“Yes, for sexual harassment”**

**“No”**

**“In my previous job yes. It had to do with my male manager hiring his wife into a position on my team and then paying her more than the rest of us in the same role.”**



# Have you ever been sexually harassed at work?

**“Yes, on at least 3 occasions that I can immediately recall.”**

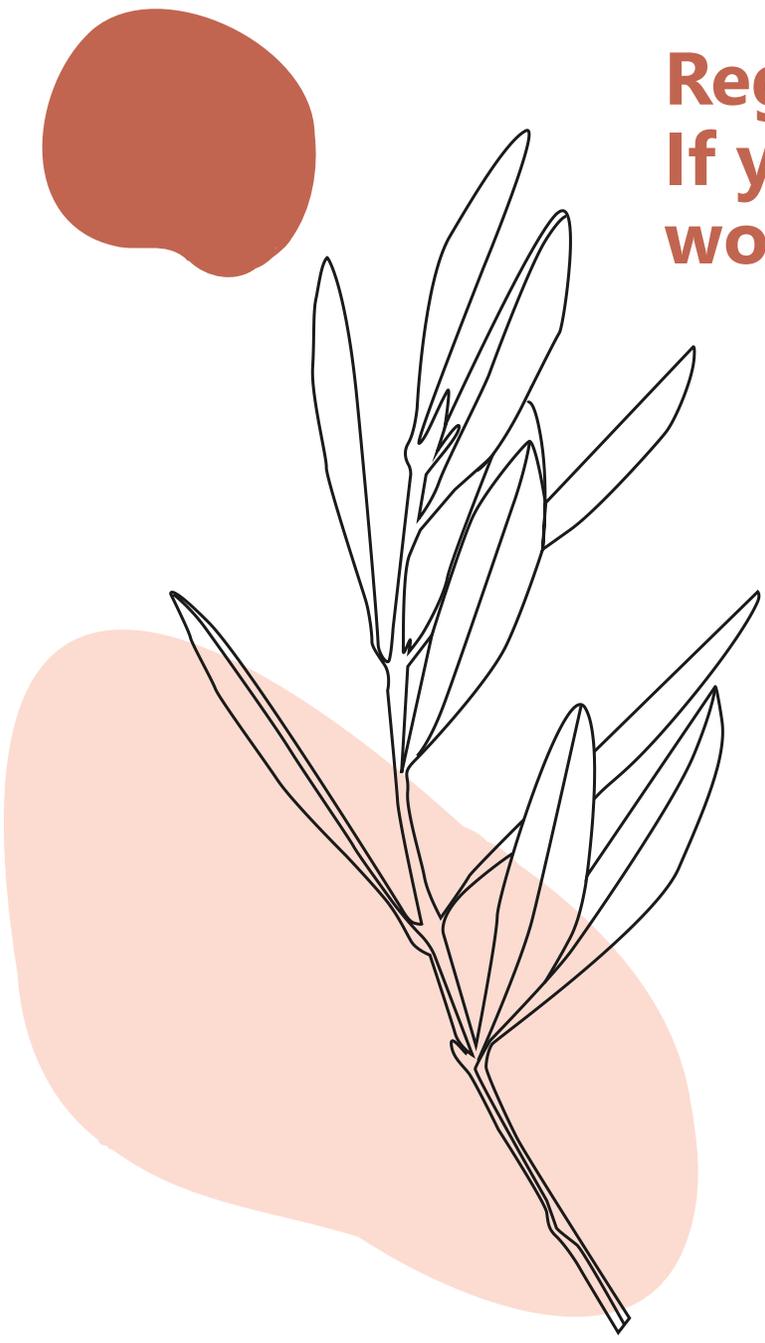
**“Yes early in my career.”**

**“Yes, more than once and in a range of severity. I have been told that my boss only likes me because I am a woman and “he likes women lol”. And I have been told my neck looks nice over chat during a meeting from a man sitting behind me, etc**

**“Yes, very uncomfortable”**

**“Yes.”**

**“I have not”**



## Regarding gender dynamics and workplace culture: If you could make just one improvement in the workplace to benefit women, what would it be?

**“Every workplace should have a day care.”**

**“Pay. If I have to put up with the BS I would like to at least make some money.”**

**“Pay equality”**

**“letting the numbers speak for themselves”**

**“work from home.”**



# Looking back on your career: If you could do one thing differently, what would it be?

**"I would negotiate harder for myself and not be convinced that I would be taken care of over time. Instead I would demand the pay I know I deserve upfront, instead of "trusting" that I will get there in the coming months/years, to not "cause a scene" or "make this a bigger deal than it is" — I am certain (and have confirmed with trusted male colleagues, that these conversations are not handled the same between men and women"**

**"Learn a trade in addition to the career I have"**

**"Negotiate my first salary"**

**"I would speak up sooner no matter how it may "jeopardize" my reputation/career at that job. I believe I deserve the same level of pay, appreciation and respect as my male peers. Any employer who does not see the severity and importance of equality on all levels is not an employer for me."**

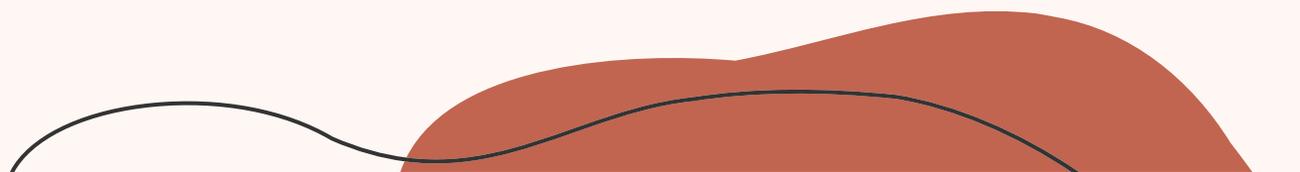
**"Asked for a raise sooner."**

**"I would negotiate my compensations better and more strategically."**



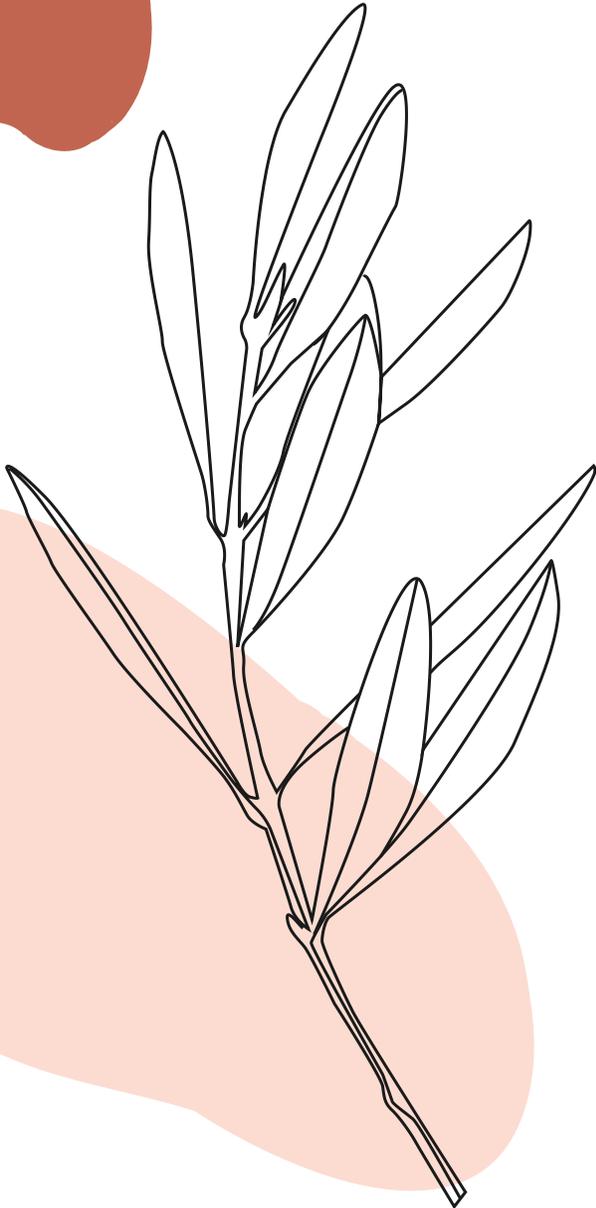
# Some not-so-expert advice

What we would tell our younger selves now



# Be your strongest advocate

- **Negotiate every salary, including/especially your first**
  - Dare to share
  - Prepare
  - Other resources:
    - H1B Database <https://h1bdata.info/>
- **Be yourself**
- **Know your boundaries**
- **Women for women: support each other**
- **There is no correct/best way to do this**





# Open Discussion