

Women in America: Women at Work, in Sports and Media, and in the Military

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APPENDIX AT THE BOTTOM OF THE WOMEN WILL GET IT DONE HOME
SCREEN*****

I. Women in Careers Outside of the Home

a. General Labor Force Numbers

Women in the Workplace by Category (2012 U.S. Department of Labor Data):

- U.S. labor force: 47% Women
- Overall unemployment rate for women: 7.9% (8.1% for men)

i. Labor Force Participation

2012 Labor force participation rate of...

All Mothers with children under the age of 18	Total: 70.5%
Mothers with children ages of 6-17	75.1%
Mothers with children under the age of 6	64.8%
Unmarried mothers with children under 18	75.2%
Married mothers with children under 18	68.3%

Among Employed Women (2012):

Women working full-time	72.7%
Women working part-time	26.3%

ii. Earnings

- Median weekly earnings for women workers 16 and older: \$691 (men: \$854)
- Roughly two-thirds of all workers who were paid minimum wage or less in 2013 were female.

Sources: 2012 United States Department of Labor Women's Bureau, 2012; Juliet Eilperin, *Obama to sign two executive orders aimed at narrowing gender gap in wages*, The Washington Post, April 8, 2014; 2013 United States Department of Labor Women's Bureau, Latest Annual Data, Women of Working Age, 2013; Juliet Eilperin, *The Washington Post*, April 8, 2014.

iii. Unemployment Rates

	Male Labor Force Participation Rate	Male Unemployment	Female Labor Force Participation Rate	Female Unemployment
1970	79.6%	4.5%	43.1%	5.7%
1980	77.4	7.6	51.3	7.6

1990	76.3	5.3	57.4	5.2
2000	74.8	3.8	60.0	4.1
2010	71.2	10.4	58.5	8.3
2012	70.3	8.4	57.8	8.0

iii. Where Working Women have it Best and Worst, by State

- Weighted Factors: median annual earnings for full-time workers, the gender earnings ratios, workforce participation, and women's share of higher-paying professional and managerial jobs.
- Conditions for working women were generally best in the Northeast and Mid-Atlantic and worst in the South.
- D.C. earned the highest rank of all, a solid A grade and a 5.33 score.
- Maryland ranked highest for states, followed by Massachusetts- both earning a B+.
- Five states earned F's: Arkansas, Mississippi, Louisiana, Idaho, and West Virginia

Projected Year for Closing Gender Wage Gap:

Longest 10		Soonest 10	
State	Year Gap will be closed	State	Year Gap will be closed
Wyoming	2159	Florida	2038
Louisiana	2106	California	2042
North Dakota	2104	Maryland	2042
Utah	2102	Arizona	2044
West Virginia	2101	Texas	2047
South Carolina	2094	Vermont	2048
Alaska	2092	New York	2049
Alabama	2088	Rhode Island	2049
Mississippi	2087	Delaware	2051
Michigan	2086	Hawaii	2051

Source: Niraj Chokshi, *Map: Where Working Women have it Best*, Washington Post, 3/12/2015.

a. Women in the Arts

i. Women in Orchestras

- None of the traditional “Big Five” American Orchestras (New York Philharmonic, Boston Symphony Orchestra, Chicago Symphony Orchestra, Philadelphia Orchestra and Cleveland Orchestra) have ever had a female Music Director.
- Most American symphonies have adopted the use of blind auditions to remove gender bias. Studies shows that blind auditions increase the probability that a woman will advance from preliminary rounds by 50%.

Orchestra Conductors:

Percent of male vs. female conductors across all U.S. orchestras, 2012-2013

Male	Female
80%	20%

- This category includes about 800 orchestras
- These numbers include assistant and substitute conductors, and many of the women work for smaller-budget or youth ensembles

Section Sources: Time Magazine; Washington Post; Hannah Levintova, *Here’s why you Seldom See Women Leading a Symphony*, *Mother Jones*, 9/23/13; Cecilia Rouse, Claudia Goldin, *Study of Blind Auditions in U.S. Orchestras*, 2001.

ii. Women as Museum Directors

- As of 2012, 57% of museum directors in the United States were women.
- In Washington, DC, about 50% of museums and historical sites are led by women.
- Of the 33 museums with \$20 million or more in their [annual] budgets, only five are led by women.
- Of the 20 arts, natural history and science museums with the largest budgets in the United States, only two are led by women.
- Of the 17 museums with the highest foot traffic, only three have female chief executives.

c. Women in Medicine

- In 1965, only 9% of medical school applicants and less than 7% of graduates were women.
- By 2012, 47.3% of medical school applicants and 47.8% of graduates were women.
- In 2008, in the highest-earning fields of neurological and orthopedic surgery, women make up only 7% and 5% of the doctors, respectively.
- Most women tend to go into specialties like pediatrics, family medicine and child psychiatry which have lower median yearly salaries. One of the reasons for this is that these specialties are often less time-intensive and demanding, so women are often drawn to them for a better work/family balance.

Sources: Salary data via SalaryWizard™ Gender Breakdown via AMA, Physician Characteristics and Distribution in the US; Association of American Medical Colleges, *Women in Academic Medicine Statistics and Medical School Benchmarking, 2011-2012*.

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d. Women in Law

- In 2014, Women made up 34% of the legal profession
- In 2013, female lawyers made 78.9% of what male lawyers made weekly

i. By Gender and Employment Setting

All Lawyers:

	Total Lawyers	Female Lawyers	% Female
1971	331,567	9,947	3%
2000	1,066,778	288,060	27%

Federal Judiciary

	Total Lawyers	Female Lawyers	% Female
1970	878	19	2.2%
2000	3,160	939	29.7%

Federal Government

	Total Lawyers	Female Lawyers	% Female
1970	18,710	713	3.8%
2000	28,621	10,049	35.1%

Private-Firm

	Total Lawyers	Female Lawyers	% Female
1970	117,122	5,070	4.3%
2000	347,998	78,043	22.4%

ii. Women in Major Law Firms

Women as Partners at Major Firms:

Year	Percent Women
1993	12.27%
2013	20.2

- Women make up 17% of so-called equity partners with ownership stakes at the 200 top-grossing U.S. law firms.
- The average female equity partner reported \$2.3 million in billings, about 15% less than the average male in 2012.

Section Sources: National Association for Law Placement, 2013; Jennifer Smith, *Legal Fees and Gender Gap*, *WSJ*, 5/5/2014.

iii. Women in Law School

- In 2014, Women made up 47.8% of enrolled 1 Ls
- In 2013, Women received 47.3% of J.D.s awarded.
- Women make up 38% of law review editors-in-chiefs at the top 50 schools
- Women are 16% less likely to speak in class.

- Women are significantly less likely to feel that they have mentors to ask for letters of recommendation.

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e. Women in Business

i. Women as CEOs & Senior Executives

Women as CEOs

As of 2014, women currently hold 4.8% of S&P 500 CEO positions and 4.6% of Fortune 1000 CEO positions.

- Only 11 of the 200 highest-paid chief executives in the United States are women- 5.5% of the total.
- The probability that a female executive becomes CEO is half that of a man.
- Mary Barra became CEO of General Motors January 2014, which at #7 on Fortune's 500, makes Ms. Barra the only female CEO in Fortune's top 10.
- In 2013, Safra Catz, CFO of Oracle, was the highest-paid finance chief. One other woman, Pamela Craig of Accenture was in the top 10 highest paid CFOs in 2013.

Women as Senior Executives

Women in the Workplace by Category, 2012:

	% of Senior Executives who are Women
Management, professional, and related occupations	51.5%
Fortune 500 Executive Officers	14.4%
Fortune 500 Board Seats	15.7%
Fortune 500 Top Earners	7.6%
Fortune 500 CEOs	3.2%

A recent report of management positions worldwide reveals a gendered pyramid (which is also reflected in U.S. businesses):

- Women hold positions as 60% of junior managers
- 40% of middle managers
- 20% at senior levels
- <10% at chief executive levels.

One reason for the pyramid is that women are being boxed into certain roles: roles that are often classified as female specialism—offering less pay, prestige and career promotion opportunities, essentially creating “glass walls” for women.

Demographic Snapshot of *Fortune 100* Senior Executives, 1980-2011:

	1980	2001	2011
Men	100%	89%	82.3%
Women	0%	11%	17.7%

Background of Top Executives by Gender, 2001 and 2011:

		2001	2011
Average age	Men	52 years old	54.8 years old
	Women	47 years old	51.6 years old
Average # of years to reach current position	Men	25 years	26.7 years
	Women	21 years	23.5 years
Average years with current employer	Men	15.7 years	17.2 years
	Women	10.5 years	15.3 years
Average number of jobs held	Men	5.1 jobs	7.4 jobs
	Women	4.3 jobs	7.3 jobs

- The women in top-tier positions had taken an average of 28 years to get there, compared with 29 years for men; women in middle-tier positions had taken 23 years to get there, compared with 26 years for men.
- The highest-earning female executives with small children spend 25.2 hours on child care per week, while the highest-earning male executives spend 10.2 hours.

Gender Bias in Investing in Companies:

- A 2012 University of Utah and Washington University in St. Louis study found that “Despite identical personal qualifications and firm financials, female founder/CEOs were perceived as less capable than their male counterparts, and IPOs led by female founder/CEOs were considered less attractive investments.”
- Researchers have also shown that executives who are women may be expected to be more likely to compromise and less likely to fight.
- A study also found that “a female CEO who talked disproportionately longer than others in an organization setting was rated as significantly less competent and less suitable for leadership than a male CEO who talked for an equivalent amount of time. Importantly, this effect was found among both male and female perceivers.”
- More women are fired from top positions than men: A PricewaterhouseCoopers study found that “among CEOs leaving over the past 10 years, a higher share of women has been forced out than men (38% of women and 27% of men).
 - Part of this phenomenon could be due to the “Glass Cliff” theory that women are recruited disproportionately into tough jobs where “the title is big but the odds of success are small.”

Section Sources: Claire Cain Miller, *An Elusive Jackpot: Riches come to Women as C.E.O.s, but few get there*, NYT, 6/7/14; Jena McGregor, *Washington Post*, 5/3/14; Michelle Kelso, Naomi Cahn, & Barbara Miller, *Gender Equality in Employment: Policies and Practices in Switzerland and the U.S.*, The George Washington University, 2012; Victoria Brescoll and Jeffrey Sonnenfeld, NYT, 2014; Andrew Ross Sorkin, *Do Activist Investors Target Women C.E.O.s?* New York Times, 2/9/15; Lyda S. Bigelow, Leif Lundermark, Judi McLean Parks, and Robert Wuebker, *Skirting the Issues? Experimental Evidence of Gender Bias in IPO Prospectus Evaluations*, Social Science Research Network, 2/2012; Brescoll, Victoria L., *Who Takes the Floor and Why: Gender, Power, and Volubility in Organizations*, Administrative Science Quarterly, 12/2011; Sharon C. Bolton, *Why there are so many female managers but so few CEOs*, Washington Post, 3/11/2015.

ii. Women and Corporate Boards

- Progress is being made for women in board rooms across the United States, but it is still a slow change and as one researcher focusing on diversity in

corporate boards said, “We [have to] watch out for thinking that one [female board member] is the new safe harbor.”

- By 2014, women still made up less than one-fifth, or 19.2%, of board members in companies in the S&P 500. This number is up from 2013 when women held only 16.6% of board seats at American companies, a level that remained nearly constant since 2004.
- The recent rise in women on boards is concentrated in non-executive director positions: while more women are on boards, less are in executive director roles which is significant because “non-executive directors stand back from the day-to-day running of the office and do not have the same significant presence as executive directors who can act as mentors and agents of change.”
- In 2009, only 18% of new board members were women, by 2014 it was up to 29%.
- In 2014, the number of S&P companies with no women on their boards dropped to 18 companies from 25 just a year earlier.
- The average number of women joining boards is about 16 each year.

Corporate Board Members for *Fortune 100* Companies:

	White/Caucasian Men	White/Caucasian Women
2010	69.9%	14.6%
2012	67.9%	15.9%

- From 2010 to 2012, women (overall) gained 22 board seats, an increase of 1.8% in two years

Corporate Board Members for *Fortune 500* Companies:

	White/Caucasian Men	White/Caucasian Women
2012	73.3%	13.4%

Notes: In 2012, 10% of Fortune 500 companies did not have a single woman serving on the board.

- A study of boardrooms in Canada found that the presence of even just one female board member had a positive impact on the business, especially in male dominated industries.

Why Women on Boards? The Following data comes from a report by Catalyst, the leading nonprofit organization working to expand opportunities for women in business.

- It's Good for the Bottom Line: Fortune 500 companies with the highest percentage of female directors outperformed competitors with the lowest female representation:
 - 53% higher return on equity (ROE)
 - 42% higher return on sales (ROS)
 - 62% higher return on invested capital (ROIC)
 - "Boards with more women surpass all-male boards in their attention to audit and risk oversight and control."
- It's a Wise Corporate Governance Practice:
 - 94% of boards with three or more women ensure conflict of interest guidelines, compared with 68% of all-male boards
 - 86% of boards with three or more women ensure code of conduct of the organization compared with 66% of all-male boards.
- It helps Companies Attract and Retain Female Talent
 - "When potential female employees and key existing employees see no woman on a board, it raises questions about the corporate culture and a woman's chances for advancement."

Sources: Study, Judy Zaichkowsky, via NBCnews.com, July, 2014; Catalyst, *The Business Case for having more Women on Boards*, 2015; Sharon C. Bolton, *Why there are so many female managers but so few CEOs*, Washington Post, 3/11/2015.

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iii. Women and Gender Imbalance at the top

Why Women aren't making it to the top:

- One reason that there are fewer women in high-level positions is institutional biases that keep women from moving up the career ladder.

These biases and inequalities first need to be addressed before women in larger numbers will be able to work their way up.

- A 2012 *Catalyst* study found that men get more critical assignments that lead to advancement than women do. On average men's projects had budgets twice as big and three times as many staffers as the women's projects.
- In the same study, more than a third of the men reported that their assignments garnered them a great deal of attention from the C-suite, only about a quarter of the women could say the same.
- “The Persistent Motherhood Penalty:” In an experiment where subjects had to recommend an applicant for a job, mothers were significantly less likely to be recommended for hire, and when they were, they were offered \$11,000 less in starting salary, on average, than childless women. Fathers were not penalized at all.
 - The raters in this experiment revealed that they assumed the mothers to be inherently less competent and less committed.
- “A host of research points to the insidious effect of ‘benevolent sexism’ – the view that women are inherently in need of protection and special consideration—on women’s advancement.”

Attempts at Quotas:

- Some European countries have introduced quotas that public companies have to comply with.
- These quotas have:
 - Not led to an increase in the overall number of female executives
 - Not led to a decrease in the gender pay gap
 - Not led to a boom in the number of young women pursuing careers in business
 - Not led to more family-friendly workplace policies
 - But, they have increased the quality of women on boards

Source: Claire Cain Miller, New York Times 6.19.2014; “Minimizing the motherhood penalty: what works, what doesn’t and why?” By Shelley J. Correll, Gender & Work: Challenging Conventional Wisdom, Harvard Business School, 2013; “Good intentions, imperfect execution? Women get fewer of the ‘hot jobs’ needed to advance,” by Christine Silva, Nancy M. Carter, and Anna Beninger, CATALYST, 2012; Harvard Business Review Staff, *Women in the Workplace: A Research Roundup*, 9/2013.

iv. Women-Owned Businesses

- 8.6 million Firms are owned by women, employing nearly 7.8 million people and generating \$1.3 trillion in sales as of 2013.
- Women-owned firms account for 30% of all privately held firms and contribute 14% of employment and 11% of revenues

Number and Economic Clout of Women-owned Firms Continues to Rise:

Year	# Firms (Millions)	Employees (Millions)	Revenue (Billions)
1997	5.4 million	7.1 million	\$819 billion
2002	6.5 million	7.1 million	\$941 billion
2007	7.8 million	7.6 million	\$1,202 billion
2013	8.6 million	7.8 million	\$1,335 billion

-From 1997 to 2013, the number of businesses in the U.S. increased by 41%, while the number of women-owned firms increased by 59%- a rate 1.5 times the national average. However, women-owned firms only employ 6% of the country’s workforce and contribute just under 4% of business revenues- roughly the same share they contributed in 1997.

Top Ten states: Number of Women-owned businesses, 2013

State	Number of women-owned firms	2013 Rank
California	1,107,000	1
Texas	737,300	2
New York	669,100	3
Florida	572,900	4
Illinois	382,700	5
Georgia	308,200	6
Pennsylvania	295,200	7
North Carolina	267,000	8
Ohio	259,600	9
Michigan	246,700	10

Top Ten States: Combined ranking of Growth in number of firms, revenue & employment for female business owners, 2013

State	Combined Rank 2013
DC	1
North Dakota	2
Nevada	3
Wyoming	4
Georgia	5
Arizona	6
Virginia	7
Maryland	8
Utah	9
Idaho	10

Sources: Statists from Womenable report by American Express “OPEN state of Women-Owned Businesses 2013 and NWBC 2013 Annual Report;

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v. Women and Investing

- In the U.S., women control \$11.2 trillion of the nation’s investable assets as decision makers, not just influencers.
- 77% of women want to be involved in day-to-day investment decisions, yet 72% say they “know less than the average investor” about investing.
- Women don’t necessarily lack moxie, skill or interest in money, but they are often turned off by how money is handled in a mostly male world of finance.
- 53% of women do not have financial advisors.
 - Of those that do, 44% feel their advisor does not understand them
- 77% of women want to invest in organizations with diversity in senior leadership.

Financial Literacy and Confidence

Percent who feel financially literate and financially confident, by Gender in U.S.:

	Women	Men
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Financial Confidence	19%	34%
Financial Literacy	35%	39%

Section sources: New York Times, M.P. Dunleavy, 7/13/14; Center for Talent Innovation: *Harnessing the Power of the Purse*, 5/1/2014.

vi. Women and Lobbying

CEOs of Lobbying Firms:

- 84% of the CEOs at the 50 most active trade lobby groups are male.
- On average male CEOs make \$600,000 more than female CEOs.
- Among the ten CEOs with the highest compensation, there are nine men and only one woman, and that woman makes roughly 60% of what the top three male CEOs each earn.

Section Sources: *Bloomberg News* 5/16/13; *National Journal*, Elahe Izadi; Legistorm

vii. Women in Accounting

- Women have represented about 50% of new certified public accountants (CPAs) in the accounting profession for the past 20 years.
- Women are 60.9% of all accountants and auditors in the United States.
- Women only account for 21% of partners in CAP firms nationwide, although they are 45% of all accounting employees at accounting firms.
- In a 2010 study, women were 18.1% of equity partners at the Big Four accounting firms (Deloitte, KPMG, Ernst & Young, PricewaterhouseCoopers)
- As of April 2015, for the first time in history, two of the largest accounting firms in the U.S. will now have women at their helm: KPMG and Deloitte.
- The Big Four started official initiatives for retaining and promoting female employees in the 1990s and early 2000s and it has worked to some degree. These programs focused on catching women before they “opt out” and trying to actively develop them into leaders.

- “The focus on retention and advancement has led more women in the [accounting] profession to achieve that top spot.” –Lynne Doughtie, newly named CEO of KPMG

Sources: Lillian Cunningham, *Second giant firm in accounting picks a female leader*, The Washington Post, 4/21/2015; Catalyst, *Quick Take: Women in Accounting*, 12/10/2013; Jeanette M. Franzel, *Leadership in Public Accounting Firms: Why so few women?*, Speech at 8th Annual Washington Women Speak: How Women Leaders succeed in the Washington, DC Ecosystem, 3/13/2014.

f. Female Firefighters

	Total Firefighters*	Female Firefighters
1985	186,000	1,500 (0.8%)
1995	237,000	6,000 (2.5%)
2005	243,000	8,000 (3.3%)
2010	301,000	10,800 (3.6%)

*These numbers exclude volunteers and administrators

- The number of female firefighters increased over 6-fold from 1985 to 2010.
- The first full-time female firefighter in America was hired in Arlington, Virginia in 1974.
- The first female FDNY Firefighter was hired in 1982.

Section sources: US Dept. of Labor, BLS, Household Data Survey

g. Women Pilots

Pilot Certificates in the U.S. (1960-2010) - Female Pilots

	Private License*	Commercial License**	Airline Transport (ATP) License***
1960	3,425 (2.45%)	738 (0.78%)	25 (0.15%)
1970	11,409 (1.58%)	1,897 (1.01%)	79 (0.23%)
1980	21,554 (6.03%)	3,993 (2.17%)	480 (0.69%)
1990	17,301 (5.78%)	5,210 (3.48%)	2,082 (1.93%)

2000	14,554 (5.78%)	5,807 (4.76%)	4,411 (3.12%)
2009	14,322 (6.76%)	8,289 (6.59%)	5,636 (4.06%)
2010	13,566 (6.71%)	8,175 (6.60%)	5,580 (3.92%)
Males (2010)	188,454	115,530	136,618

Types of Licenses:

*Private Pilot: May fly for pleasure or personal business. Private pilots cannot be paid, compensated to fly, or hired by any operator.

**Commercial Pilot: Can be paid, compensated to fly, or hired by operators and are required to have higher training standards than private or sport pilots.

***Airline Transport Pilot (ATP): An airline transport pilot is tested to the highest level of piloting ability. The certificate is a prerequisite for acting as a pilot-in-command (Captain) in scheduled airline operations. ATPs, as they are called, typically qualify to fly the major airliners of the US transit system. ATPs must qualify with a range of experience and training to be considered for this certificate.

Note: Recent FAA regulatory changes from July 2013 now require that all first officers, of co-pilots, are to hold an ATP certificate

Sources: Data from FAA via Women of Aviation (wai.org); FAA

h. Women in Manufacturing

- As of May 2013, fewer than 30% of all manufacturing employees were women.
- From February 2010 to May 2013 the number of men working at all levels in manufacturing increased by 7% or 558,000 Jobs while the number of women working at all levels in manufacturing decreased by 0.3% or 28,000 Jobs

Occupations of Women within manufacturing:

- Women make up over 62% of workers in office and administrative positions
- Women make up about 35% of sales employees
- More women work in productions occupations than in any other category, although they only occupy slightly less than 28% of those jobs.

Source: Vice Chair Amy Klobuchar, Joint Economic Committee Fact Sheet: Women in Manufacturing, May 2013.

i. Women in Science

- That the disparity between men and women's representation in science and math arises from culture rather than genetics seems beyond dispute
- Gender-based socialization, and messages that tell girls science isn't for them and is in an unnatural thing for them to do, are incredibly pervasive in our culture
- July 2014- Maryam Mirzakhani becomes the first woman to win the prestigious Fields Medal in mathematics for her work with geometry and dynamical systems.

Sexual Harassment in the field:

- In a 2014 survey of scientists engaged in field research:
 - 64% of scientists engaged in field research said they had personally experience sexual harassment while at a field site.
 - 22 percent reported being the victim of sexual assault.
 - Most of the people reporting harassment or assault were women, and the vast majority were still students or postdocs.
 - For female victims, the perpetrator was more likely to be a superior.

Sources: The Daily Beast: Touriq Moosa, 7.17.14; NPR, Kara Manke, 7.17.14

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i. Women in Engineering and Computer Science

- For the last two decades women have accounted for about 20 percent of all engineering degrees, yet fewer than 11% of all engineers are women.

- For the most part, what push most women out of engineering are uncivil workplace climates, the expectation of long hours in the office and the perception that there is little opportunity to advance.
- Of the women who left the field around 2010: two-thirds pursued better opportunities in other fields- 72% became managers of executives; One-third said they stayed home with children because their companies didn't accommodate work-life conflicts.
- In a survey which 5,300 women responded to, women complained about a lack of supervisor support and training opportunities, as well as that their colleagues were uncivil to them.
- In the United States, women make up about 12% of engineering professors
- Stereotypes that women are not "naturally" smart enough and implicit or unconscious bias that engineering careers are for men also contribute to the small numbers of women in engineering and other STEM fields, as well as the incivility in the workplace.

Computer Science:

- From the early 70s up until 1984, the percent of computer scientists who were women was growing, but after '84, the number has steadily decreased.
- This decrease is mostly attributed to the fact that around the mid 80's home computers started to be more common, but they were marketed to and purchased for men and boys. Therefore, fewer women grew up using computers and learning the skills necessary to succeed in computer science programs.
- No female high school students took the Advanced Placement test in computer science in 3 states (Mississippi, Montana, and Wyoming) in 2013. Around 30,000 students took the exam and only 20% were female, 3% were black and 8% Hispanic.

Source: Brigid Shulte, Washington Post, 8/10/14, A3; National Science Foundation report; Steve Henn, *When Women Stopped Coding*, NPR, 10/21/14; Karyne Levy, *Not One Girl took the AP Computer Science Test in Some States*, Business Insider, 1/15/14.

ii. Women in the Tech Industry

Percent of Computer Science Graduates who were Female:

1985	2013
37%	14%

- In 2013, 89% of start-ups' founding teams are all-male
- At 133 start-ups reviewed, an average of 12 percent of the engineers were women.
- Women in Silicon Valley make 49 cents to the male dollar
- Only 20% of software developers are women.
- Among the women who join the tech field, 52 percent leave by midcareer- an attrition rate that is double that for men.
 - On major culprit for this rate is a "sexist, alpha-male culture that can make women feel unwelcome, demeaned, or even endangered."

Section Sources: The Huffington Post, Mark Gongloff, 2.5.14; Fenwick & West study; Ann Friedman, Not as Alone as She Looks. *The Washington Post*, C1-C2, 1/9/214; Claire Cain Miller, Technology's Man Problem, *The New York Times*, 4/6/14.

j. Women in the Federal Government

% Male and Female Federal Workers, 1992 and 2012

Male and female ratio of federal workers	1992		2012	
	M	F	M	F
Professional	67%	33%	55%	45%
Administrator	60%	40%	57%	43%
Technical	43%	57%	42%	58%
Clerical	14%	86%	31%	69%
Other	90%	10%	88%	12%

	1992	2002	2012
Average pay gap of male and female federal workers	30%	19.8%	12.7%

***See the Women in Electoral Politics sections for more information**

*****MORE DATA AND ADDITIONAL CATEGORIES ARE AVAILABLE IN THE APPENDIX AT THE BOTTOM OF THE WOMEN WILL GET IT DONE HOME SCREEN AS WELL AS THE WOMEN IN ELECTORAL POLITICS SECTION*****

2. WOMEN AND RETIREMENT

- More than a quarter of women aged 65 and older rely on Social Security for nearly all of their family income.
- Social Security income is especially important for older women because they are less likely than older men to have pensions, savings, or other sources of retirement income.
- In 2011, Social Security kept roughly 38 percent of older women out of poverty.

In 2012:

Women who received retired worker benefits	18.2 million
Women who received spousal benefits	2.4 million
Women who received survivor benefits	4.2 million

Women kept out of poverty by Social Security- by race and ethnicity (2011)

White	39.6%
African American	33.7%
Hispanic	30.3%
Asian	19.0%

Source: AARP Fact Sheet, 2013.

3. THE GENDER WAGE GAP

From 1979 to 2011:

- The gap between men and women shrank by 32%
- White women saw their pay gap shrink by 33%, African American women by 22% and Latina women by 26%
- Current 2014 figure: Women earn 77¢ for every \$1 men make.

Facts:

- The gender pay gap starts for many women in the first year of their careers.
- The gap remains even when taking college majors and job preferences into account. Even within the same field and at the same educational attainment, women still earn less than men.
- The gender pay gap exists in every state and the District of Columbia: the gender gap is widest in Wyoming (34.5%), Louisiana (28%) and West Virginia (27.4%). Women in DC (5.2%), Arizona (13.2%), and California (14%) experienced the narrowest pay gap.

Top 5 occupations with the largest gender wage gaps (2011)

(Median usual weekly earnings of full-time wage and salary workers)

Occupation	Women's Earnings as a percent of men's	Difference in women's median weekly earnings	Percentage of women in occupation
Property, real estate, and community association managers	60.6%	\$473	57.4%
Personal financial advisors	61.3%	\$594	35.9%
Credit counselors and loan officers	61.6%	\$516	52%
Insurance sales agents	64.4%	\$368	52.3%
First line supervisors of housekeeping and janitorial workers	64.6%	\$350	37.4%

-Table from the Institute for Women's Policy Research Fact Sheet- updated 2011

Sources: Institute for Women's Policy Research Fact Sheet- updated 2011,

<http://www.iwpr.org/publications/pubs/the-gender-wage-gap-2010-updated-march-2011>>.

IWPR compilation of data from the U.S. Department of Labor, Bureau of Labor Statistics. 2010.

"Household Data Annual Averages."; Michelle Kelso, Naomi Cahn, & Barbara Miller, Gender Equality in

Employment: Policies and Practices in Switzerland and the U.S., The George Washington University, 2012; Joint Economic Committee *Fact Sheet: 4th Anniversary of the Fair Pay Act of 2008*; Transamerica.org.

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4. Women in the U.S. Military

a. Historical Timeline (abbreviated*)

1918 – The Secretary of the Navy allowed women to enter the Marine Corps Reserve. Over 300 women served during World War I.

1941-43 – The United States created the Woman’s Army Auxiliary Corps. Over 350,000 women served during World War II.

1948 – President Harry Truman signed the Women’s Armed Services Act integrating women fully during peacetime and eliminating all female divisions besides the Woman’s Army Corps.

1950-1953 – Over 120,000 women served in the Korean War.

1991 – Over 40,000 women served in virtually every non-combat capacity during the Gulf War.

1994 – Department of Defense implemented a barrier prohibiting women from certain jobs that take place near combat units

Feb 2012 – The 1994 the DOD barrier was lifted, opening up more than 14,000 new jobs and assignment opportunities to women

2013 – Secretary of Defense Leon Panetta lifted the ban on women serving in combat.

Jan 2013:

- 36,000 women in the officer corps (16.6% of the officer corps)
- Among the top ranks, 7.1% of generals and admirals are women: 28 generals in the Air Force; 19 in the Army, one in the Marine Corps, and 21 admirals in the Navy
- 18% of the 722,000 enlisted reservists and National Guard troops and 19% of their 113,000 officers are women.

***For full timeline, see Appendix**

Section sources: Mark Thompson, Time.com, *Female Generals: The Pentagon's first Pair of Four-Star Women*, 8/13/12; All January 2013 figures from CNN, *By the Numbers: Women in the U.S. military*. January 24; Dan Lamothe, Washington Post, 7.1.14;

b. Numbers

All Branches

Year	Total Enlistees	Female Enlistees	Total Officers	Female Officers
All Branches				
2000	1,152,997	169,084 (14.7%)	217,102	31,356 (14.4%)
2010	1,182,657	166,729 (14.1%)	234,713	36,966 (15.7%)
ARMY				
2000	401,572	62,491 (15.6%)	76,876	10,791 (14.0%)
2010	467,126	60,411 (12.9%)	94,442	15,096 (16.0%)
NAVY				
2000	314,083	42,750 (13.6%)	53,288	7,816 (14.7%)
2010	270,460	43,153 (15.9%)	52,679	8,232 (15.6%)
MARINE CORPS				
2000	155,038	9,499 (6.1%)	17,917	930 (5.2%)
2010	181,221	12,218 (6.7%)	21,391	1,275 (6.0%)
AIR FORCE				
2000	282,304	54,344 (19.3%)	69,021	11,819 (17.1%)
2010	263,439	50,947 (19.3%)	66,201	12,363 (18.7%)

c. Female Officers

Women Officers in the U.S. Military (2009)

Ranking/Grade	Total for All Services
% of Women Officers at the rank of Admiral	7.0%
% of Women Officers at the rank of W-1* or above	15.5%
% of Women Enlisted at the rank of E9* or below	14.1%
Total Percent of Women	14.3%

Broken Down by Service:

Ranking/Grade	Army	Navy
% of Women Officers at the rank of Admiral	5.9%	7.6%
% of Women Officers at the rank of W-1* or above	15.8%	15.3%
% of Women Enlisted at the rank of E9* or below	13%	15.5%

Total Percent of Women	13.5%	15.4%
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Ranking/Grade	Marine Corps	Air Force
% of Women Officers at the rank of Admiral	2.4%	8.9%
% of Women Officers at the rank of W-1* or above	5.8%	18.5%
% of Women Enlisted at the rank of E9* or below	6.5%	19.7%
Total Percent of Women	6.4%	19.5%

*W-1 and E9 indicate levels of rank and pay grade

Sources: U.S. Census Bureau and Department of Defense: Selected Manpower Statistics-- via Rutgers Institute for Women's Leadership; Department of Defense: *DoD Personnel and Procurement Stats*-- via Rutgers Institute for Women's Leadership; Women in the Military, Highlights in the History of Military Women, accessed 2013.

d. **Military Sexual Assaults**

Every year the Department of Defense releases a report on Sexual Assault Prevention and Response.

2014 Figures:

- The percentage of Active Duty women who reported experiencing unwanted sexual contact in the past year declined from 6.1 percent in 2012 to 4.3 percent in 2014.
- Reporting of Military Sexual Trauma (MST) by victims has increased: Fiscal Year 2013 featured a 50% increase in sexual assault reporting from 2012. Whereas only one in 10 victims (10%) was reporting just two years ago, that rate has increased to one in four (25%).
- 62% of women who reported being sexually assaulted said they have experienced social or professional retaliation, primary from their colleagues or peers.

The Progress:

- The military created a Special Victims' Legal Counsel Program to help victims as they navigate the difficulty of court proceedings.
- Commanders are no longer free to reverse court-martial convictions.
- Each alleged victim is assigned a lawyer.
- When a commander and prosecutor disagree over whether a court martial is warranted, civilians are called in to review such cases.
- Statutes of limitations on sexual abuse crimes have been scrapped.
- Anyone convicted of sexual assault in the U.S. military gets at least a dishonorable discharge.

The Persistent Problems and Possible Solutions:

- "The problem of sexual assault in the military is not new, neither are the pledges of 'zero tolerance' from commanders, which date all the way back to then-Secretary of Defense Dick Cheney in 1992." –Kristen Gillibrand
- The tribal nature of military service persists: 62% of the women alleging unwanted sexual contact felt they had been shunned or punished for complaining, or had received some other form of retaliation.
 - This two-thirds figure is the same as in 2013, despite a new law making retaliation a punishable offense. Clearly, more must be done.
- A bipartisan coalition of 55 senators is working to move the decision whether to prosecute any crime punishable by one year or more in confinement to independent, trained, professional military prosecutors-taking that power away from the chain of command.

Section Sources: Department of Defense, Sexual Assault Prevention and Response Report, 2011; Department of Defense: *Report to the President of the United States on Sexual Assault Prevention and Response*, 2014; Mark Thompson, *Military's War on Sexual Assault Proves Slow Going*, Time, 12/4/14; Kristen Gillibrand, *Comprehensive Resource Center for the Military Justice Improvement Act*, 2014; James Dao, *In Debate over Military Sexual Assault, Men are overlooked as Victims*, New York Times, 6/23/2013; Ruth Marcus, *An Advocate Under Fire*, The Washington Post, 1/11/2015.

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5. WOMEN IN MEDIA

a. General Information

- Only 17 women at media and technology companies are on Fortune's 50 Most Powerful Women in Business List.
- In both legacy and online news sites, women are too often relegated to writing about the "pink topics" of food, family, furniture and fashion.
- The percentage of women who are television news directors reached 30% for the first time.
- Overall employment of women in TV news remains flat.
- The percentage of women employed as radio news directors is up, along with the overall percentage of female employees.
- Female characters are stereotyped and sexualized in media popular with youth.
- Male directors outnumbered females 4 to 1 in a review of 3,100 episodes of prime-time television.

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*.

b. Women in Radio

Talk Radio

Number of Women on *Talkers Magazine's* "Heavy Hundred" list of the nation's most important radio talk show hosts:

	In the Top 10	Total in the Top 100
2012	1	15 (12 solo/3 cohosts)
2013	0	13 (10 solo/3 cohosts)

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*, 2013.

c. Pulitzer Prize Winners

- Every year Columbia University honors the best in journalism, literature and music by awarding Pulitzer Prizes. The number of prizes awarded varies from year to year.

	Male Winners	Female Winners	Institutional Winners
1970	14	2 (12%)	1
1980	19	4 (16%)	2
1990	22	3 (10%)	4
2000	17	5 (20%)	3
2010	15	10 (37%)	2

d. Women and Gaming

- In 2013, women were almost half of video-game buyers, but remain a fraction of the industry's developers
- Women make up roughly 12% of game developers.
- When asked in a Pew survey how welcoming online "neighborhoods" are to men and women, only 44% of respondents said that online gaming is more welcoming toward men. For all the other "online neighborhoods" they were 66%-78% considered to be equally welcoming toward both men and women.

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e. Women, TV and Movies

Female News Anchors

- Diane Sawyer was the only female major-network nightly news anchor up until her retirement in August, 2014. She was replaced by a man.
- Gwen Ifill and Judy Woodruff became the first all-female co-anchors of a network broadcast in 2014.

Women and Late Night Television

- “Women can’t prove they can do the job until they get it, and they can’t get it until they prove they can do it.” –writer Nell Scovell on women being passed over for late-night host positions
- There are currently no female late-night hosts on broadcast or cable TV.
- 3 late-night seats opened up in 2014 and 2015 and all three were filled with white men.
- Women Writers:
 - In 27 years, Late Night and Late Show hired only seven female writers. Those seven women spent a total of 17 years on staff *combined*, compared to an estimated collective 378 years for male writers.
 - Ratios of female to male writers on late night TV shows, 2011:
 - Conan: 1:17
 - The Colbert Report: 1:16
 - Lopez Tonight: 1:12
 - Late Late Show with Craig Ferguson: 1:8
 - Late Night with Jimmy Fallon: 2:16
 - The Daily Show with Jon Stewart: 2:13
 - Chelsea Lately: 5:5
 - Part of the issue is that fewer women apply for writing jobs. The Late Show claimed that they get about 25 submissions from men for every one submission from a woman.

Women in Film

- In 2013, females represented just 29.2% of all speaking characters in films.
- Female characters are significantly more likely than male characters to be shown in sexually revealing clothing or partially naked.
- In 2013:
 - Just two of 107 directors were female- or 1.9%.
 - 7.4% of writers were female.
 - 19.6% of producers were female.
- “Women [in film] don’t always get second chances if they stumble.”

–Manohla Dargis, New York Times Reporter

Source: Pesta, *Conan's First Lady of Comedy*, Marie Claire Magazine, 3/21/2011; Nell Scovell, *Letterman and Me*, Vanity Fair, 11/2009; Nell Scovell, *A woman's Place is on Late Night*, Ny Times, 2/13/2015; USC News, 7/24/14; USC Media, Diversity, & Social Change Initiative study; Manohla Dargis, *Making History*, NYT, 12/3/2014.

6. WOMEN and SPORTS

a. US Olympic Participation and Medaling

- From 1972 to 2012 there was a 314% increase in American female participants in the Olympics.
- The percentage of American Olympians that are female has more than doubled from 1972 to 2012.
- 2012 was the first year that more women than men competed in the Olympics for the United States. China sent more women than men in 1992, 1996, 2000 and 2004.

Source: *Sports-reference.com*

b. Title IX and Sports Participation

High School Sports

	Male Participants	Female Participants
1971-72	3,666,917	294,015 (7%)
2007-08	4,372,115	3,057,266 (41%)

All NCAA Varsity Athletes

	Male Participants	Female Participants
1971-72	170,384	29,972 (15%)
2007-08	222,838	166,728 (43%)

- Since the passage of Title IX, female participation in high school athletics is up 940%, while male participation is up 19%.

- Female participation in college athletics is up 456%, while male participation is up 31% at the college level.

c. **Sports Illustrated Covers**

Sports Illustrated Magazine has served as the standard bearer in sports journalism from the second half of the 20th century through today. Reaching the cover of *Sports Illustrated* means you have been recognized as elite in your field.

	Issues Released	Covers with Men	Covers with Women	Covers with Animals
1970	51	48	2* (4%)	--
1990	52	45	4 (8%)	--
2010	59	55	5 (8%)	--

*In 1970, one of the women featured on the cover was an actress starring opposite Joe Namath in a movie. The other woman was the cover model for the *Sports Illustrated* Swimsuit Issue: every year one of the women on the cover is the cover model for the swimsuit issue.

d. **Women and Sports News**

i. **General Statistics, (2014)**

- 96% of sports editors are men.
- 90% of assistant sports editors are men.
- 90% of sports columnists are men.
- 89% of sports reporters are men.

Source: Diana Mitsu Klos, Women's Media Center, *The Status of Women in the U.S. Media 2013*, 2013.

ii. **ESPN SportsCenter Anchors**

SportsCenter is the leading show on ESPN, the self-described "World Wide Leader in Sports." Airing throughout the day, *SportsCenter* is the go-to news show for die-hard sports fans throughout America. ESPN first went on air in 1979 and has employed female *SportsCenter* anchors since its first day.

	Male Anchors	Female Anchors
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1980	6	1 (14%)
1990	11	3 (21%)
2000	29	6 (17%)
2010	38	6 (14%)

e. Women as Sports Fans

- General Statistics/Facts (2014):
 - The average woman aged 35-49 spends 92 hours a year watching sports
 - The number 3 television show for women in January 2011 was “Sunday Night Football”
- National Football League:
 - Men and women are both big fans of the NFL
 - Women represent approximately 45% of the NFL fan base
 - Women represent approximately 33% of the NFL viewing audience

Sources: David Broughton, *Sports Business Journal*, 10/14/2013; Kelly McBride, *ESPN.com*, Letter of Intent, 12/27/2011; Teresa Genaro, *Forbes*, On Being a Female Sports Fan, 8/22/12; Aisha Sultan, *NewsObserver.com*, 3/24/14.

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