



# The Women Are Not Alright

**Professor Kellie A. McElhaney**  
**Center for Equity, Gender and Leadership**  
**26 October, 2020**

I can meet with you between 11:34-11:58 a.m.  
tomorrow morning.





**We educate Equity Fluent  
Leaders to ignite and  
accelerate change.**

**their own**

*Equity Fluent Leaders understand  
the value of different lived experiences  
and courageously use their power  
to address barriers, increase access, and  
drive change for positive impact.*





# When Feminism Is White Supremacy in Heels

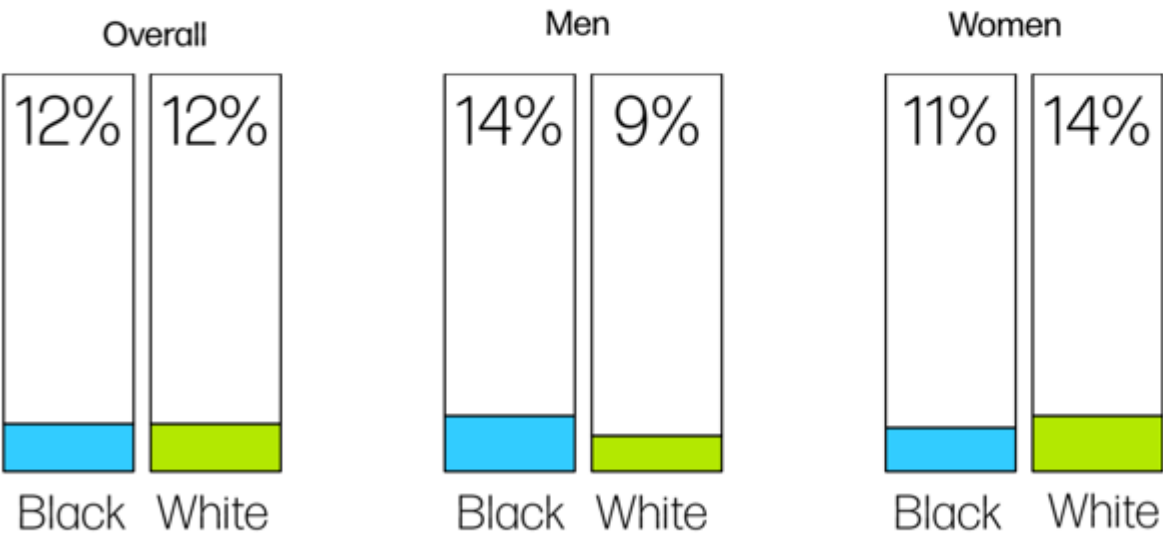
From tone policing to whitesplaining, the liberal white women's feminism is more toxic than they realize, explains Rachel Cargle.

BY [RACHEL ELIZABETH CARGLE](#) / AUG 16 2018, 4:20 PM EDT



## White women fail to pay forward their gains

Professionals who believe White women use their power to advocate for other underrepresented groups at their companies\*



\*This question was only asked of full-time employees

# Challenges for Women

- >> Lack of flexibility at work
- >> Feeling like they need to be available to work at all hours, i.e., “always on”
- >> Housework and caregiving burdens due to Covid-19
- >> Worry that their performance is being negatively judged because of caregiving responsibilities during the pandemic
- >> Discomfort sharing the challenges they are facing with teammates or managers
- >> Feeling blindsided by decisions that affect their day-to-day work
- >> Feeling unable to bring their whole self to work



# Men have been promoted 3 times more than women during the pandemic, study finds

PUBLISHED TUE, OCT 13 2020•7:00 AM EDT | UPDATED FRI, OCT 16 2020•4:26 PM EDT

## 1 in 4 women considering leaving workforce or downshifting careers because of COVID-19, report warns

*"We're at risk of losing millions of women in leadership."*

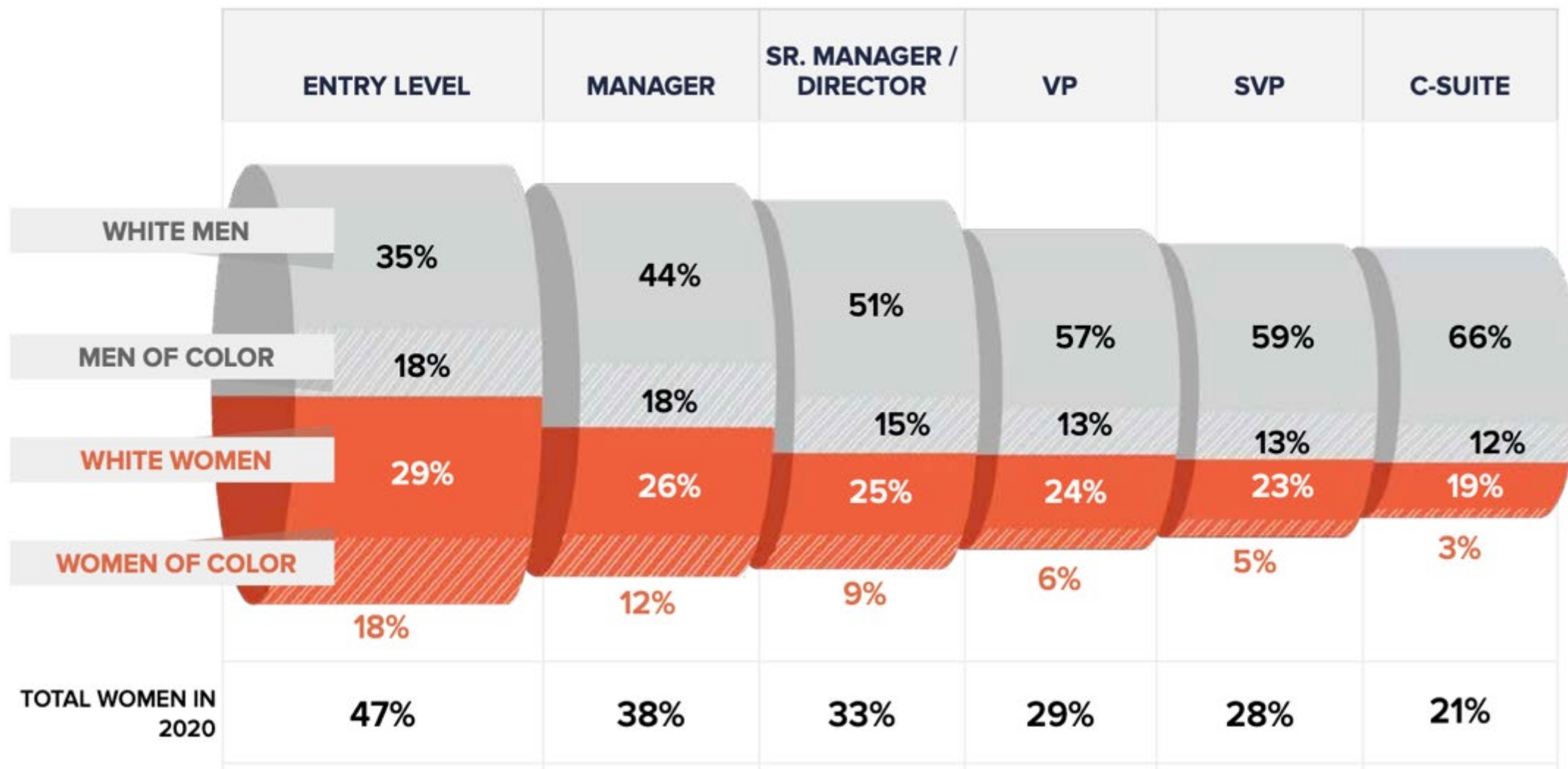
## Women Are Falling Behind

Large-scale study backs up other research showing relative declines in women's research productivity during COVID-19.

## REPRESENTATION OF CORPORATE PIPELINE BY GENDER AND RACE

■ MEN ■ WOMEN

% of employees by level at the start of 2020

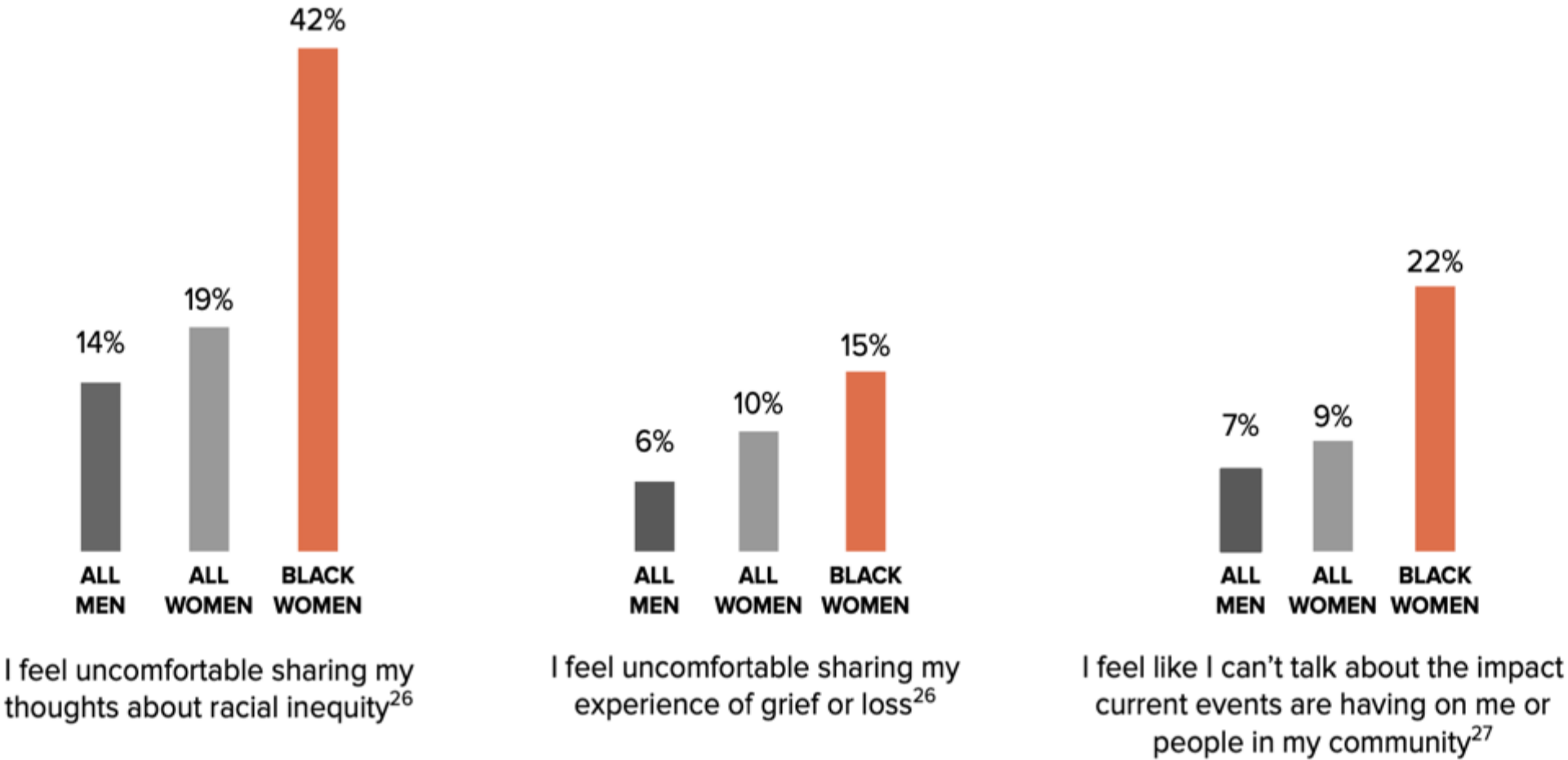


Source: Women in the Workplace, McKinsey/ Lean In 2020



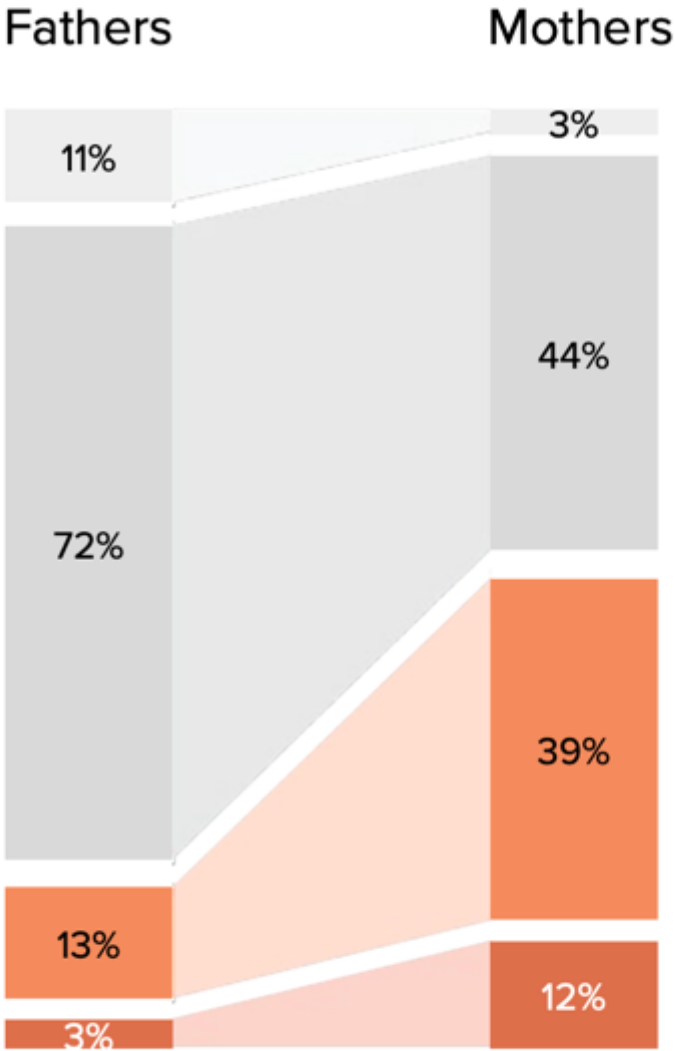
# BLACK WOMEN OFTEN DON'T FEEL COMFORTABLE BRINGING THEIR WHOLE SELVES TO WORK

% of employees who agree with the following statements. . .



MOTHERS ARE THREE TIMES MORE LIKELY TO BE RESPONSIBLE FOR MOST OF THE HOUSEHOLD LABOR

Distribution of household labor for heterosexual parents in dual-career couples<sup>13</sup>



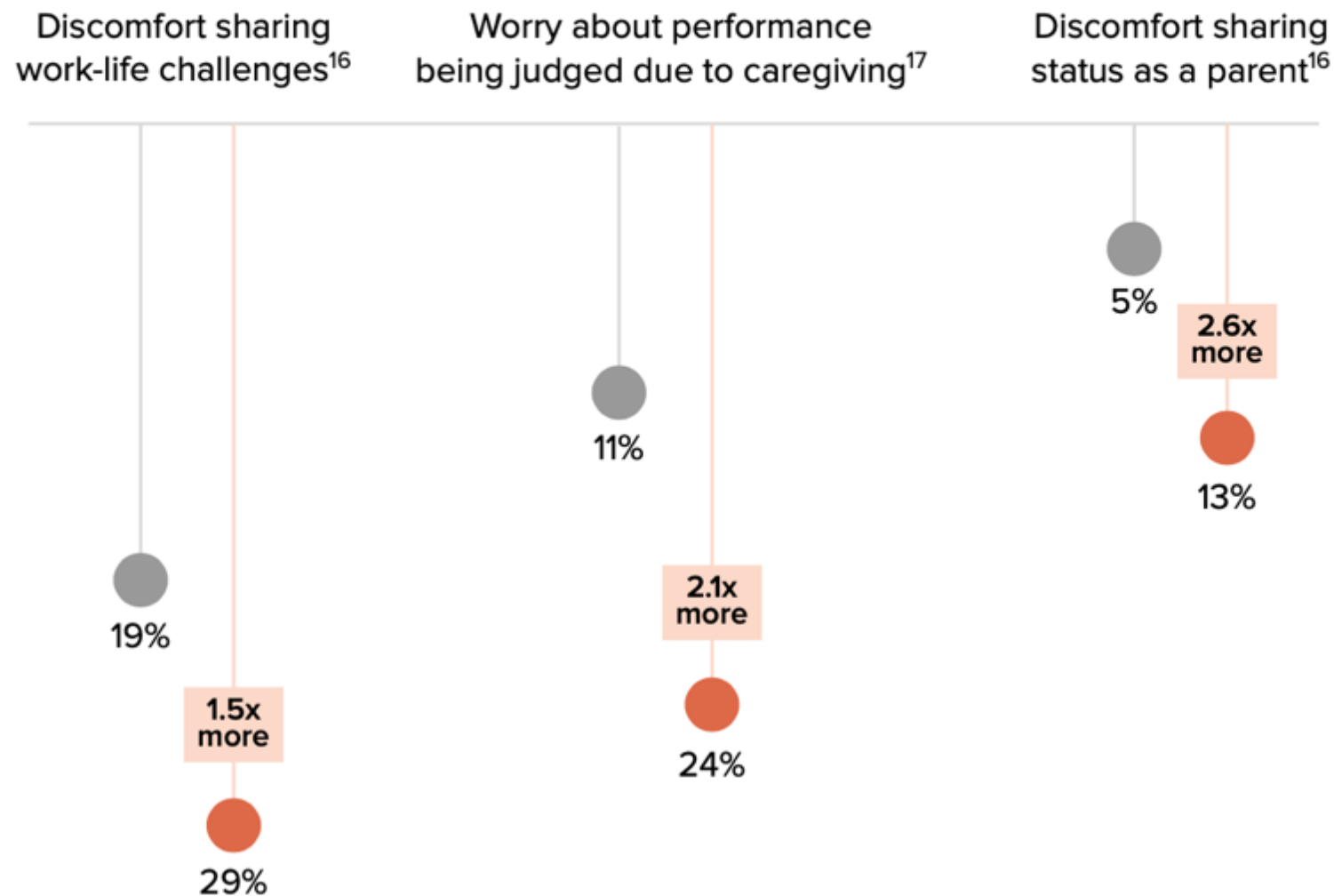
More than 70% of fathers think they are splitting household labor equally with their partner during Covid-19—but only 44% of mothers say the same.

- My partner is responsible for most of the work
- I share responsibilities equally with my partner
- I am responsible for most of the work
- I am responsible for all of the work

## MOTHERS ARE MORE LIKELY THAN FATHERS TO FEEL JUDGED FOR CAREGIVING DURING COVID-19

FATHERS MOTHERS

Since the start of the Covid-19 crisis, % of parents who have experienced. . .

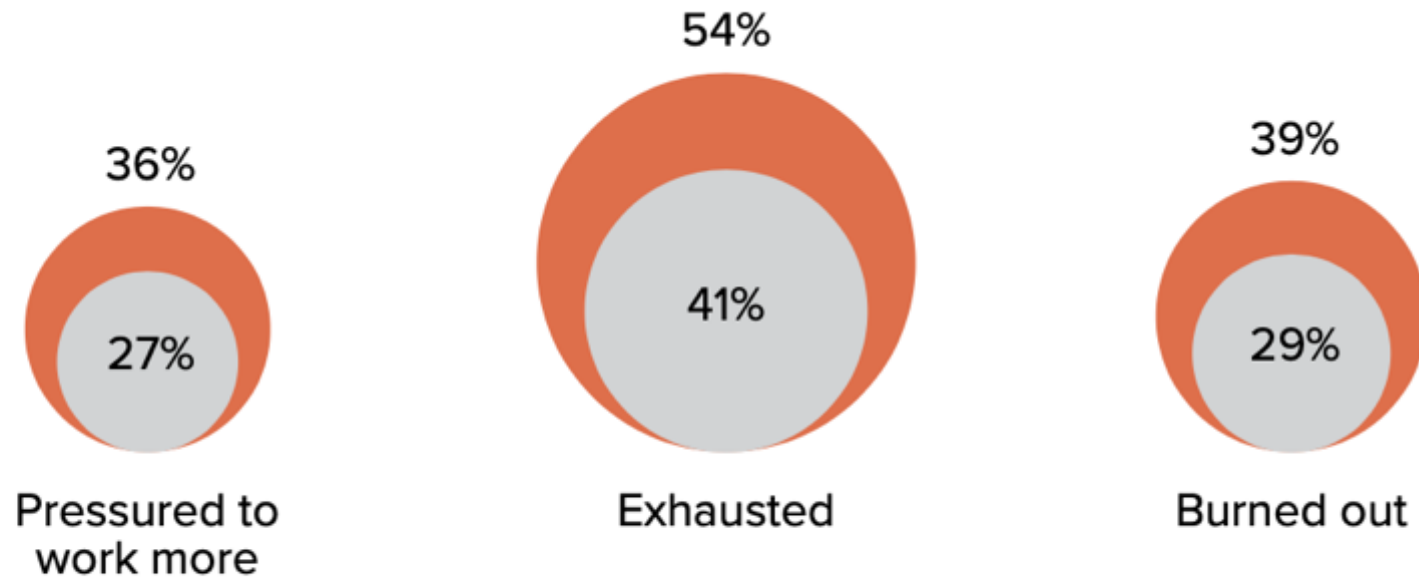




## SENIOR-LEVEL WOMEN ARE BURNING OUT AT A HIGHER RATE THAN SENIOR-LEVEL MEN

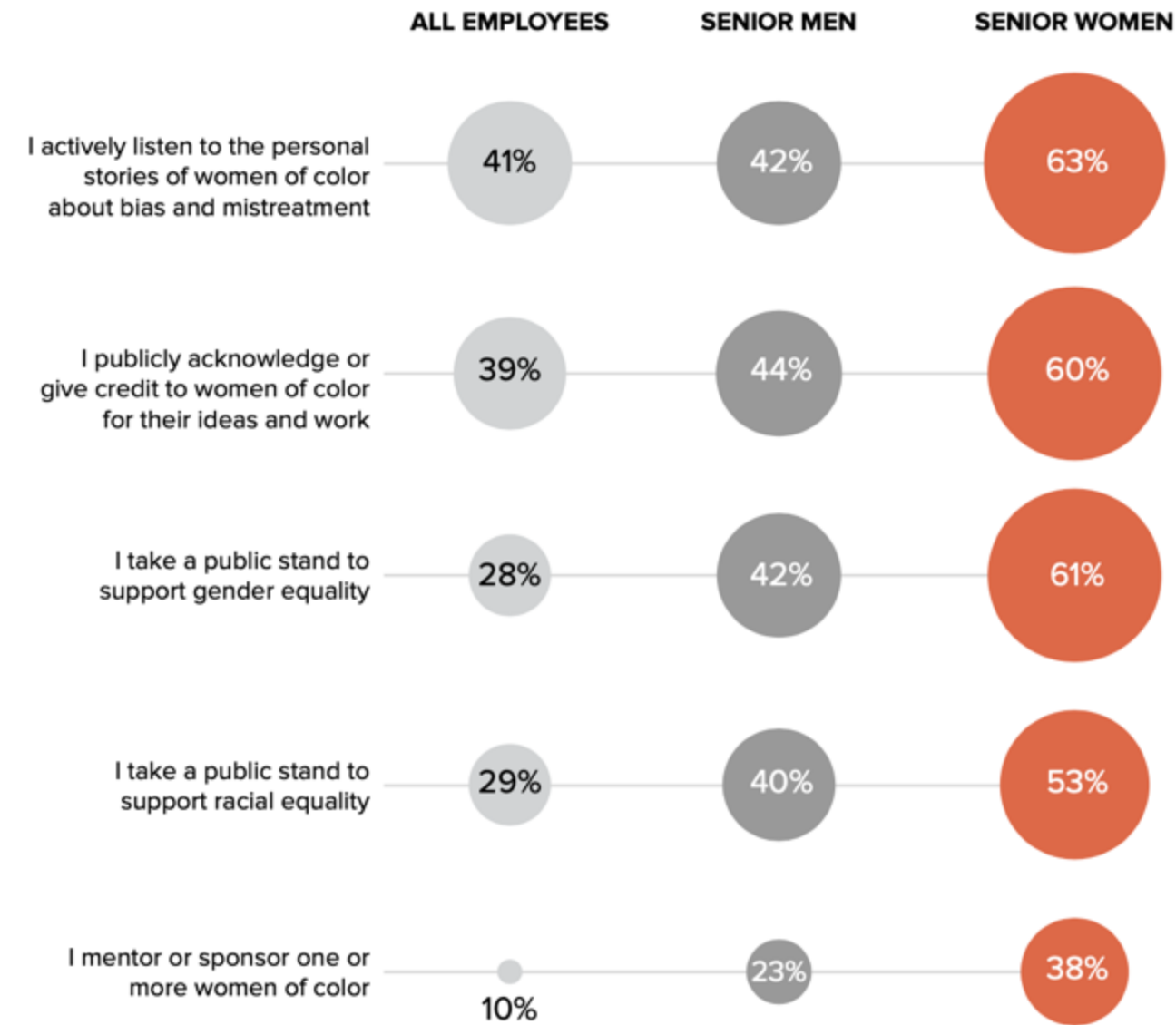
■ SENIOR MEN ■ SENIOR WOMEN

In the past few months, % of employees who have consistently felt. . .



**SENIOR-LEVEL WOMEN ARE MUCH MORE LIKELY  
THAN SENIOR-LEVEL MEN TO PRACTICE ALLYSHIP**

% of men in senior leadership vs. women in senior leadership who consistently take allyship actions



# Some Solutions

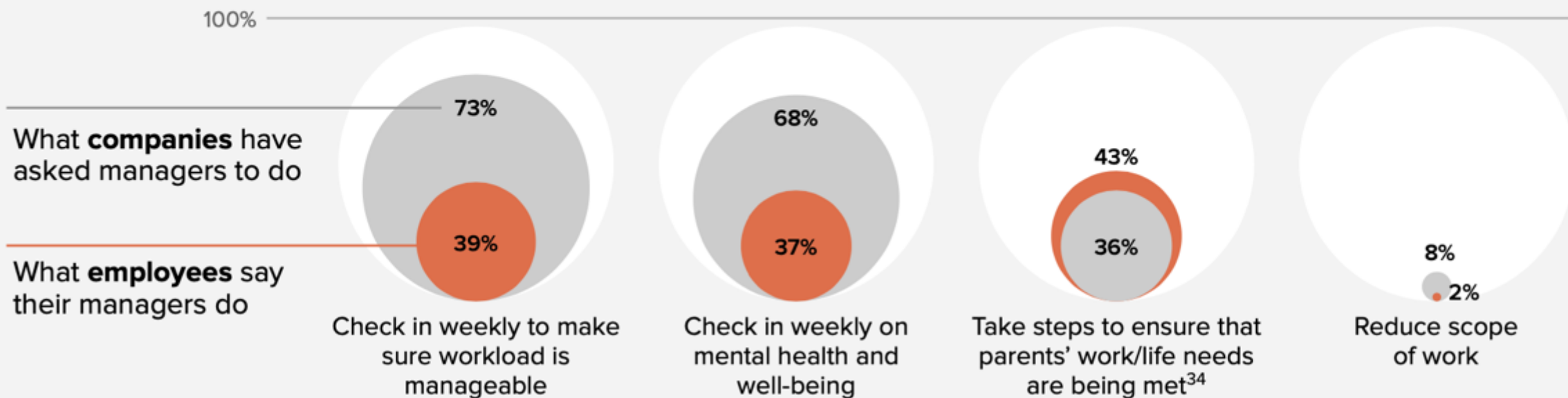
- Make work more sustainable & reset norms
- Take a closer look at performance reviews
- Take steps to minimize gender bias
- Adjust policies & programs to better support employees
- Strengthen communication & touchpoints
- Recognize additional burden for women of color

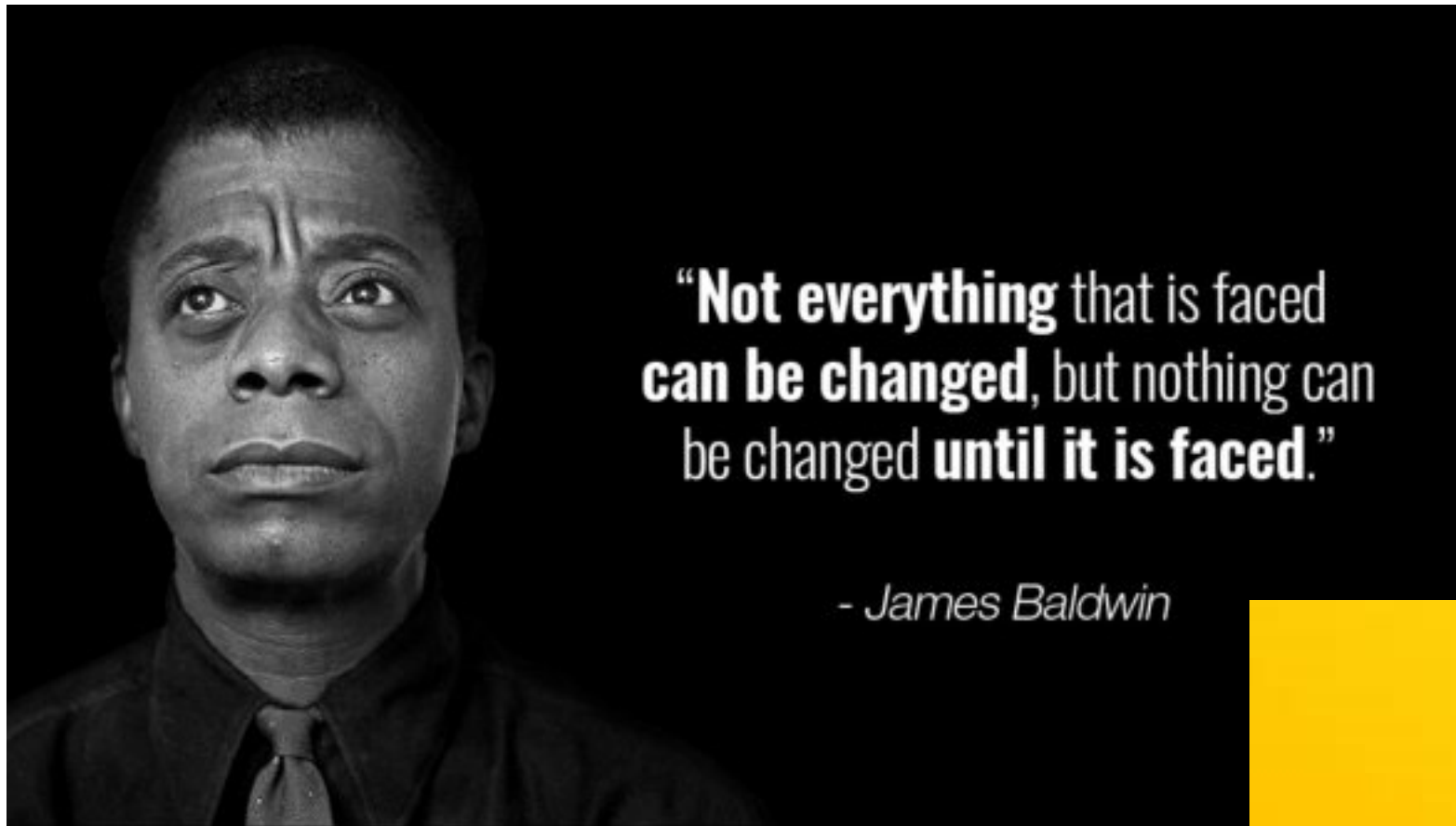


## COMPANIES HAVE ASKED MANAGERS TO CHECK IN— BUT MANAGERS MAY NEED MORE GUIDANCE

COMPANIES EMPLOYEES

% of companies saying they have instructed managers to take actions vs. % of employees saying manager has taken actions during Covid-19





**“Not everything** that is faced  
**can be changed**, but nothing can  
be changed **until it is faced.**”

*- James Baldwin*

Thank you.  
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