40 FACTS YOU NEVER KNEW ABOUT GENDER INEQUITY (& ACTION STEPS*)

EDUCATION
1. Women make up the majority of college students overall, but lag behind in several fields and in earning doctoral and professional degrees. Women still feel that university climates are not supportive of their success i.e. they get less feedback and less encouragement from teachers, and at times face outright incivility in their classes.

2. 62 million girls are denied an education all over the world. #UpForSchool wants to change that – sign the petition online.

3. Despite clear health advantages for the employee or student parent and child, and economic and family friendly reputation advantages, many universities deal with lactation needs on an adhoc basis. Although the University of Minnesota is not a leader in this field, our Lactation Support page provides a start.

4. In their work to advance gender equity for students, staff and faculty across identities on campus, the Women’s Center at the University of Minnesota facilitates the Indigenous Women and Women of Color Student Summit, the Feminist Ambassador Brigade, the Women’s Leadership Institute, the Summit for Leaders for Women’s Equity, scholarships, mini-grants, workshops, etc.

ATHLETICS
5. Women athletes at the typical Division I school receive roughly: 28% of the total money spent on athletics; 31% of the dollars spent to recruit new athletes; and 42% of the total athletic scholarship dollars.

6. In 1972, 90% of women’s teams’ coaches were women. Title IX helped increased women’s participation in sports, and increased coaches’ salaries, but in 2015, the percentage of women coaches had slipped to 43%.

7. Participation in physical activity and wellbeing are welllinked, yet women and girls lag behind. Women’s Sports Foundation provides scholarships, research and public awareness.

SCIENCE, TECH, ENGINEERING, & MATH
8. Rather than a glass ceiling, women professionals face a complex labyrinth at each level, i.e. routes full of twists and turns including vestiges of prejudice, conscious and unconscious resistance to women’s leadership/style, expectations of long hours not compatible with children’s needs, and focus on the tasks v. critical socializing/networking.

9. Less than one-fifth of U.S. companies have 25% or more women board directors. About one in ten companies have zero women serving on their boards. Women of color hold only 3% of corporate board seats.

10. Women hold 24 (4.8%) CEO positions at S&P 500 companies. Women held 7.5% of executive top earner positions, while men accounted for 92.5% of top earners.

11. In the 114th U.S. Congress, 20 of the 100 U.S. Senators are women. In the House of Representatives, 104 seats out of 435 are held by women – just 33 are women of color. Afghanistan, China, Cuba, Germany, Iraq, and Sweden have more women in government.

12. Only 22 percent of all national parliamentarians worldwide are female. That’s double the number from 1995, but still low.

13. While women receive over half of bachelor’s degrees awarded in biological sciences – in computer sciences and engineering the numbers are much lower, around 18% for both. Women of color only earn 3% of bachelor’s degrees in engineering, 5% in computer sciences, and 6% in physical sciences. This is due in part to socialization and in part to the hostile environments faced in these fields. Also the highest median starting salaries for graduates are in computer science & engineering, fields that have the lowest percentage of women.

14. By 2018, there will be 1.4 million open technology jobs in the U.S. and, at the current rate of students graduating with degrees in computer science, only 29% of applicants will be women. Girls Who Code aims to educate and expose at least 1 million girls to computer science by 2020.

PROFESSORS, ADMINS, RESEARCHERS
15. Across the country, women professors earn less, hold lower ranking positions, and are less likely to have tenure. While women make up more than 50% of the lecturers and instructors at the U of MN and a little less than 50% of the assistant professors, they comprise 36% of associate professors and only 21% of full professors. Only 2.4% of full professors at the U of MN are women of color.

16. Only 25% of college presidents are women, with more than a third leading two-year colleges.

17. Only 30% of the world’s researchers are women. Google has a program to inspire the next generation of tech innovators.
EARNINGS GAP

18 One year after college graduation, women on average earn $35,296, compared to the $42,918 that their male counterparts earn.

19 White women who work full time earn approximately 78 percent of the wages of their white male counterparts. African American women earn only 64 cents for every dollar a white man earns, American Indian and Alaska Native women earn 59 cents, while Latina women earn only 54 cents. AAPI women earn 90 cents to the white male dollar, but most AAPI ethnicities experience wage gaps worse than that of white women. The United Nations estimates that 75% of women with disabilities are unemployed.

20 Women managers in the U.K. make 22 percent less, essentially working two hours a day for free.

21 Businesses can support equity in the workplace by promoting women, family leave policies, and formal child care provisions.

22 Only four countries in the world do not provide paid maternity leave to all workers: Lesotho, Papua New Guinea, Swaziland and the U.S. Businesses that create flexible work environments find that productivity goes up, turnover is reduced, and their bottom line improves. Paid maternity leave lowers child mortality, improves children’s learning and reduces juvenile delinquency.

GENDER-BASED VIOLENCE

26 One in five women on U.S. college campuses have experienced sexual assault, and 13% of college women have been stalked.

27 Women around the world aged 15-44 are at risk from rape and domestic violence than from cancer, car accidents, war and malaria. The UN lists action steps, resources.

28 Sexual assault is the underreported violent crime. 48.8% of college women who were victims of attacks that met the definition of rape did not even consider what happened to them as rape. And less than 5% report them. We still often blame victim/survivors for the assault.

29 College men (61%) and women (62%) students are equally likely to encounter sexual harassment. Almost one-fifth of students say that faculty and staff often or occasionally sexually harass students.

30 More than one in four trans individuals have faced a bias-driven assault, and rates are higher for trans women and trans people of color.

31 4 out of 5 victims of human trafficking are girls. The Malala Fund raises awareness and funds to get girls out of this cycle and into school.

32 American women serving as soldiers are 15 times more likely to be raped by a comrade than killed by an enemy.

CONFIDENCE GAP

33 As children, an equal number of boys and girls want to be president. By age 13, the number of girls with this ambition drops significantly (66% boys versus 19% girls.)

34 The average teen consumes over 10 hours of media daily. The majority of movies, TV shows, and social media teach boys that they are “sissies” if they cry, express love, or respect women.

35 78% of 17-year-old women feel unhappy with their bodies. 65% of women and girls have an eating disorder. Social media contributes to women and girls thinking about their weight and looks as the most important part of their identity. Microagressions lead to increased stress, depression, anger, and hopelessness.

MEDIA, WRITERS, & ARTISTS

23 Only 12% of protagonists in film are women. Only 9% of film directors and 11% of writers are women. 70% of women on TV are in their 20s and 30s.

24 Only 20% of news stories are about women (known as “symbolic annihilation”). Only 9 out of 52 winners of the National Book Award for Fiction are women. 94% of all the Oscar writing awards have gone to men. Percentage of artists at National Gallery of Art: 98% male, and 99.9% white.

25 The Oped Project asks “Who narrates the world?” as they increase the range and quality of voices writing for media outlets.

FEMINISM

36 Feminism is about deepening our understanding of how gender (and other identities) impacts our lives and experiences. The stereotype of feminists as shrieking manhaters is, well, sexist—don’t fall for it!

“Whatever feminism you choose — good, bad, flawed, or half-assed — the label isn’t something to fear. It doesn’t mean you want too much or despise men. It means you believe in the equality and rights of everyone.”

– Roxane Gay

37 Even many highly educated people are unaware of microaggressions such as everyday sexist language still in use e.g. “you guys,” “fresman” and “fireman.” [Instead, practice using: you all, first year, firefighter.]

38 Step up gender equality by 2030 and by celebrating International Women’s Day everyday!

39 In addition to being about fairness, every U.S. state and city could add been 5-13% to GDP by advancing the economic potential of women or $4.3 trillion to the country’s economy by 2025. McKinsey Global Institute.

40 Since 1960, the Women’s Center at the University of Minnesota has worked to advance gender equity across identities by providing educational, thought-provoking, and inspirational information and resources via our programs, initiatives, collaborations, advocacy and our social media.

Action steps to each of these facts can be found online at Z.UMN.EDU/40FACTS

Women’s Center Office for Equity and Diversity
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