The Millennial generation is projected to be 50% of the global workforce by 2020.

Women and men perceive gender bias—but to varying degrees.

Women perceive more bias than men do.

- >90% of Millennial women and 57% of Millennial men agree that gender discrimination in the workplace is an issue today.
- 47% of women and 6% of men have personally experienced overt gender discrimination.
- 50% of women and 29% of men reported witnessing workplace peers experience overt gender discrimination.
- 49% of women and 38% of men reported witnessing those senior to them experience overt gender discrimination.
- 84% of Millennial women and 43% of Millennial men agree that there are inherent biases in the workplace that hold women back.
Women and men have different beliefs about what's being done to address gender bias.

Most men think their employers are promoting gender diversity; few women think the same.

Percentage of Millennials who think their organizations:

- Offer training on how to manage a gender-diverse workforce: 21% of women, 52% of men
- Communicate openly regarding gender diversity: 39% of women, 76% of men
- Publicize gender diversity principles: 38% of women, 86% of men

Beliefs about overt discrimination against women:

- 84% of women believe that overt discrimination against women results in less pay and fewer promotion opportunities.
- 63% of women believe that a significant pay gap exists.
- 43% of men believe that a significant pay gap exists.
- 38% of men believe that overt discrimination against women results in less pay and fewer promotion opportunities.

Expectation of gender discrimination:

- 78% of Millennial women expect gender discrimination to negatively impact their careers.
- 14% of Millennial men expect gender discrimination to negatively impact their careers.
- 30% of women believe that if women try as hard as men, women will have equal success as men.
- 71% of men believe that if women try as hard as men, women will have equal success as men.
Takeaways for organizations seeking to better recruit, advance, and retain Millennials:

Foster cross-gender collaboration.

Help women and men work together to promote inclusion and eliminate bias by:

1. Ensuring that men play a role in company-sponsored women’s employee resource groups.

2. Encouraging managers to create gender-inclusive teams and workgroups.

3. Building programs that prepare employees to become diversity and inclusion “Change Agents” within your organization.

NOTES:

The findings reported are based on responses to a Catalyst poll conducted in July and August of 2015 of 180 Millennial women and men living in the United States and Canada. Participants ranged in age from 18 to 35 years old and included 88% women and 12% men. All variables reported for both women and men showed a significant difference between genders, all ps < .05. The data reported were collected in partnership with Levo.

SOURCES: