

REVEALING THE

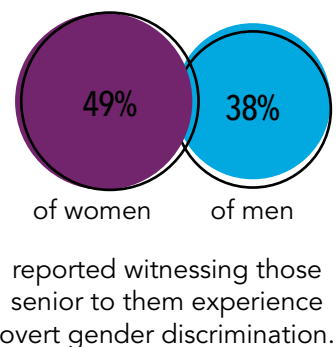
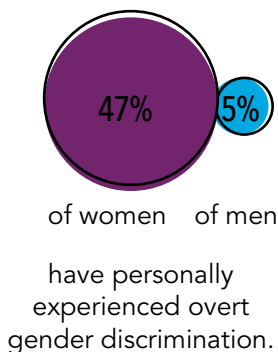
REAL MILLENNIALS WORKPLACE GENDER BIAS

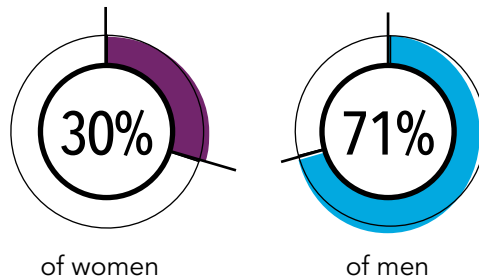
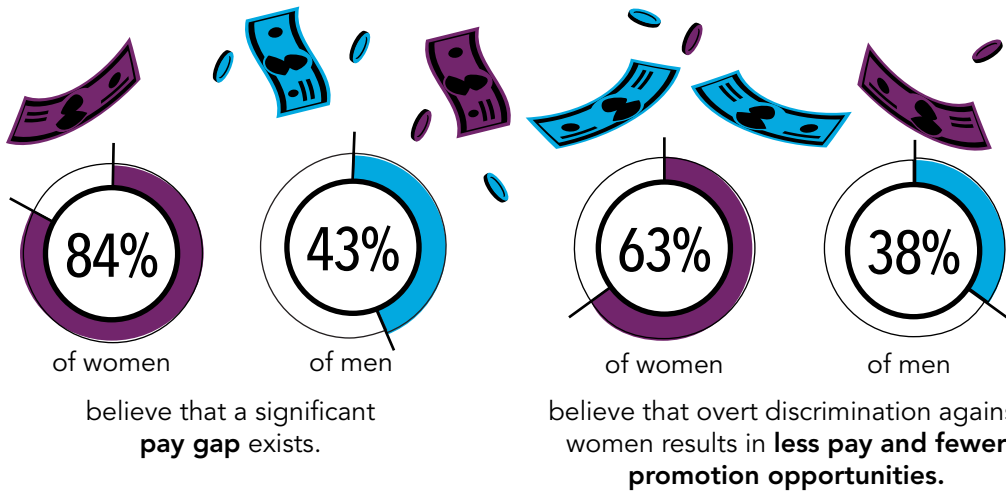


The Millennial generation is projected to be **50%** of the global workforce by **2020.**²

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

Women perceive more bias than men do.



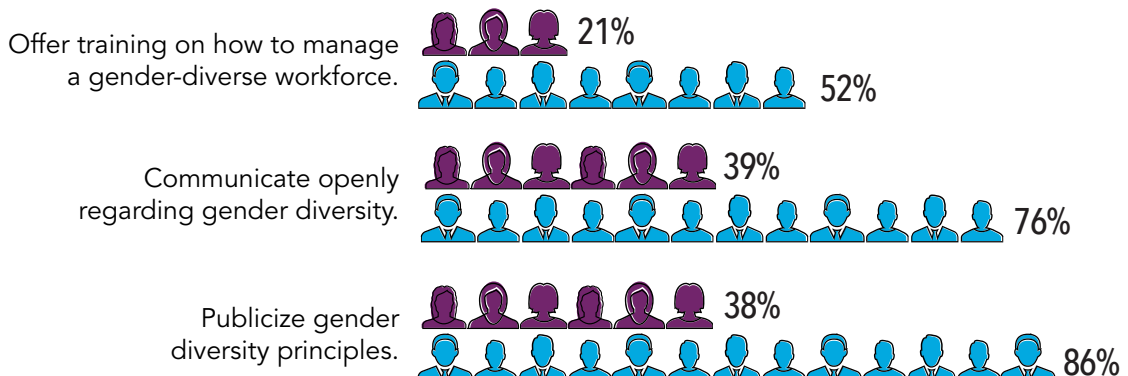


believe that if women try as hard as men, women will have equal success as men.

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:



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:

1. PwC, *Millennials at Work: Reshaping the Workplace* (2011): p. 3.
2. PwC, *Millennials at Work: Reshaping the Workplace* (2011): p. 3.