## REVEALING THE

# REAL MILLENNIALS

**WORKPLACE GENDER BIAS** 



The Millennial generation 50% of the global 2020.

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

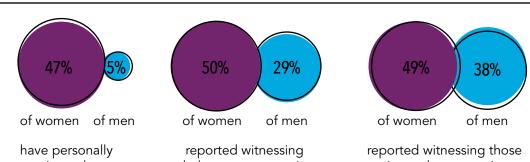
Women perceive more bias than men do.

» 90% **10200200200** 57%

of Millennial women

of Millennial men

agree that gender discrimination in the workplace is an issue today.



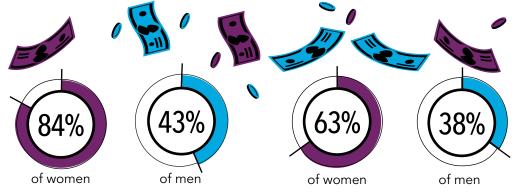
have personally experienced overt gender discrimination.

reported witnessing workplace peers experience overt gender discrimination.

reported witnessing those senior to them experience overt gender discrimination.



agree that there are inherent biases in the workplace that hold women back.

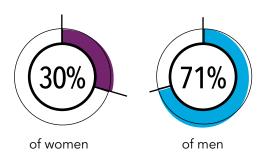


believe that a significant pay gap exists.

believe that overt discrimination against women results in less pay and fewer promotion opportunities.



expect gender discrimination to negatively impact their careers.



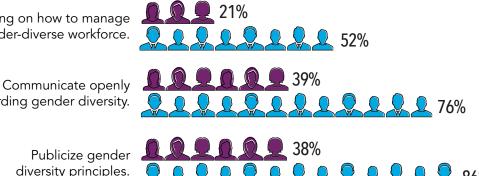
believe that if women try as hard as men, women will have equal success as men.

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:

Offer training on how to manage a gender-diverse workforce.



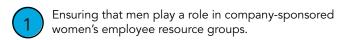
regarding gender diversity.

Publicize gender diversity principles.

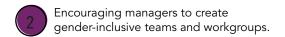
# Takeaways for organizations seeking to better recruit, advance, and retain Millennials:

### Foster cross-gender collaboration.

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









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.







