

#METOO

AT WORK



MINE THE GAP

#MeToo at Work: Overall and Women by Industry Topline Report

Online survey, conducted
May 31 - July 14, 2018

4,764 WOMEN in tech, finance, legal, energy, and healthcare industries

1,002 Women in Tech · 1,005 Women in Finance · 1,000 Women in Legal · 678 Women in Energy · 1,079 Women in Healthcare

1,030 MEN in tech, finance, legal, energy, and healthcare industries

For any inquiries about the data or to request additional subgroups for reporting, please contact Kim O'Halloran at Kim.O'Halloran@FTIConsulting.com or 312-553-6733.

1. Are you more or less likely to have a negative opinion of a company that is facing a public #MeToo issue?

	All Women	All Men	Tech Women	Finance Women	Legal Women	Energy Women	Healthcare Women
Total More Likely	53%	50%	58%	53%	56%	52%	48%
Total Less Likely	16%	17%	19%	15%	15%	14%	16%
Much More Likely	20%	16%	25%	20%	20%	19%	16%
Somewhat More Likely	33%	34%	33%	33%	35%	33%	32%
Somewhat Less Likely	10%	10%	11%	9%	9%	8%	10%
Much Less Likely	6%	7%	8%	6%	6%	6%	6%
It Will Make No Difference	17%	22%	14%	18%	16%	19%	18%
Don't Know	14%	12%	10%	14%	14%	14%	18%

2. How likely are you to do the following if a company faces a public #MeToo issue?

	Total More Likely	Total Less Likely	Much More Likely	Somewhat More Likely	Somewhat Less Likely	Much Less Likely	It Will Make No Difference	I Don't Know
Apply for a job at the company								
All Women	15%	55%	7%	8%	16%	39%	17%	13%
All Men	19%	43%	10%	10%	18%	24%	27%	11%
Tech Women	27%	53%	15%	11%	15%	38%	12%	8%
Finance Women	14%	53%	7%	6%	16%	37%	19%	14%
Legal Women	10%	59%	4%	7%	16%	43%	19%	12%
Energy Women	13%	56%	6%	7%	18%	37%	18%	13%
Healthcare Women	11%	54%	5%	6%	15%	39%	18%	16%
Purchase the company's products								
All Women	14%	49%	7%	7%	21%	28%	23%	14%
All Men	20%	39%	10%	11%	18%	20%	31%	10%
Tech Women	26%	47%	13%	12%	19%	28%	17%	10%
Finance Women	12%	47%	6%	6%	22%	25%	26%	15%
Legal Women	9%	54%	4%	5%	23%	31%	24%	14%
Energy Women	13%	50%	6%	7%	24%	26%	24%	14%
Healthcare Women	11%	48%	5%	7%	21%	27%	23%	18%
Purchase the company's stock								
All Women	13%	49%	6%	7%	14%	36%	23%	15%
All Men	19%	43%	9%	10%	16%	27%	28%	10%
Tech Women	24%	49%	11%	12%	14%	35%	17%	10%
Finance Women	13%	47%	6%	6%	13%	34%	24%	16%
Legal Women	9%	51%	3%	5%	13%	38%	25%	15%
Energy Women	12%	48%	5%	7%	14%	34%	25%	15%
Healthcare Women	10%	50%	4%	5%	13%	37%	22%	18%

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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3. Which of the following experiences have you faced at work in the last year? Please select all that apply.

	Total Personally Experienced/ Witnessed^	I Have Personally Experienced This	I Have Witnessed A Colleague Experience It	I Have Never Experienced This, But Think It Is A Problem That Should Be Fixed [Exclusive Answer]	I Have Never Experienced This And Believe It Is Not Commonly Happening at Work [Exclusive Answer]	I Don't Know [Exclusive Answer]
Receiving unwanted physical contact						
All Women	28%	19%	12%	25%	41%	6%
All Men	23%	12%	13%	25%	44%	8%
Tech Women	34%	21%	18%	27%	33%	6%
Finance Women	25%	16%	11%	25%	45%	5%
Legal Women	27%	20%	10%	25%	43%	5%
Energy Women	29%	22%	11%	26%	39%	6%
Healthcare Women	26%	19%	10%	22%	45%	7%

^The total percentage may not add up using the individual answer choices because each respondent is counted once regardless of their multiple selections.

4. In the last five years, did you experience a form of workplace sexual harassment or sexual misconduct?

	All Women	All Men	Tech Women	Finance Women	Legal Women	Energy Women	Healthcare Women
Total Yes	27%	19%	34%	23%	26%	31%	22%
Total No	71%	79%	64%	76%	72%	68%	76%
YES - and I reported it	14%	13%	22%	12%	11%	16%	11%
YES - and I did not report it	13%	6%	12%	11%	15%	15%	11%
NO – but I have witnessed it happening to others and reported it	8%	9%	10%	5%	7%	9%	8%
NO - but I have witnessed it happening to others and did not report it	4%	4%	4%	3%	4%	6%	4%
NO - I have not been impacted by this	60%	66%	50%	67%	61%	53%	64%
DON'T KNOW	2%	2%	2%	2%	2%	2%	2%
TOTAL PERSONALLY EXPERIENCED OR WITNESSED (Combined answer choices: Yes – and I reported it; Yes – and I did not report it; No – but I have witnessed it happening to others and reported it; and, No – but I have witnessed it happening to others and did not report it. Due to rounding, totals may not add up using the individual answer choices)	38%	31%	48%	31%	37%	45%	34%
Among those who personally experienced or witnessed:							
Reported It	57%	69%	66%	56%	50%	55%	57%
Did Not Report It	43%	31%	34%	44%	50%	45%	43%

5. What was the reason you did not report the harassment or misconduct? Please select all that apply.

Asked to those who have personally experienced or witnessed workplace sexual harassment or sexual misconduct in last five years and DID NOT report it.

	<u>All Women N=780</u>	<u>All Men N=100</u>	<u>Tech Women N=161</u>	<u>Finance Women N=139</u>	<u>Legal Women N=184</u>	<u>Energy Women N=139</u>	<u>Healthcare Women N=157</u>
I did not want it to negatively impact my career	44%	30%	43%	46%	46%	45%	39%
I did not want to be viewed as a difficult employee	38%	21%	45%	40%	38%	35%	33%
Fear of retribution	37%	30%	42%	35%	38%	28%	40%
My reporting would not be kept confidential	28%	20%	30%	27%	28%	28%	29%
I was too embarrassed to deal with it publicly	22%	17%	24%	19%	23%	20%	21%
I thought I would not be believed	21%	15%	17%	22%	22%	18%	24%
I did not want to negatively affect the career of the harasser or aggressor	17%	20%	21%	16%	17%	15%	18%
There was no third-party reporting mechanism available to me	15%	17%	11%	14%	20%	14%	15%
I was not aware of a way to report it	11%	10%	9%	10%	11%	10%	13%
I was not aware of who to report the situation to	11%	10%	7%	11%	13%	10%	11%
Something else	9%	6%	7%	9%	13%	8%	8%
Prefer to not answer [exclusive answer]	3%	4%	2%	6%	1%	6%	2%

6. Who did you report the incident to at your company?

Asked to those who have personally experienced or witnessed workplace sexual harassment or sexual misconduct in last five years and DID report IT.

	<u>All Women N=1,048</u>	<u>All Men N=223</u>	<u>Tech Women N=317</u>	<u>Finance Women N=174</u>	<u>Legal Women N=182</u>	<u>Energy Women N=169</u>	<u>Healthcare Women N=206</u>
Immediate supervisor	36%	30%	29%	30%	38%	35%	49%
Human resources manager	25%	28%	30%	29%	21%	24%	20%
A regional head or someone above my immediate supervisor	13%	9%	12%	14%	14%	13%	12%
Mentor, sponsor, or someone with influence in the company that is not a direct supervisor	10%	13%	11%	9%	12%	12%	6%
A third-party mechanism such as a confidential hotline or website	8%	9%	10%	10%	5%	7%	5%
Colleague	6%	9%	7%	6%	8%	7%	6%
Don't know	2%	1%	1%	3%	2%	2%	2%

7. Did you seek legal representation?

Asked to those who have personally experienced or witnessed workplace sexual harassment or sexual misconduct in last five years and DID report IT.

	<u>All Women N=1,048</u>	<u>All Men N=223</u>	<u>Tech Women N=317</u>	<u>Finance Women N=174</u>	<u>Legal Women N=182</u>	<u>Energy Women N=169</u>	<u>Healthcare Women N=206</u>
Total Yes	43%	48%	55%	47%	41%	38%	26%
YES - I spoke with a lawyer and decided to take legal action	28%	35%	38%	28%	25%	28%	16%
YES - I spoke with a lawyer, but decided against taking legal action	15%	13%	17%	19%	15%	10%	10%
No	55%	50%	44%	51%	58%	60%	70%
Don't Know	2%	1%	1%	2%	1%	2%	4%

8. What was the resolution to the situation? Please select all that apply.

Asked to those who have personally experienced or witnessed workplace sexual harassment or sexual misconduct in last five years and DID report IT.

	<u>All Women N=1,048</u>	<u>All Men N=223</u>	<u>Tech Women N=317</u>	<u>Finance Women N=174</u>	<u>Legal Women N=182</u>	<u>Energy Women N=169</u>	<u>Healthcare Women N=206</u>
Dismissal of harasser or aggressor	24%	28%	27%	19%	22%	21%	27%
There was no change to the situation	21%	21%	20%	19%	20%	24%	23%
Dismissal of harasser or aggressor for a reason other than the inappropriate behavior	18%	17%	16%	21%	20%	17%	15%
You deciding to leave the company, separate from dismissal	15%	15%	17%	16%	16%	11%	16%
Movement of you to a different part of the company	14%	14%	18%	16%	15%	10%	8%
Financial settlement	11%	19%	14%	16%	14%	8%	4%
It's still in process	10%	15%	13%	13%	10%	6%	8%
Your dismissal	7%	10%	9%	6%	5%	6%	6%
A different outcome than items listed above [exclusive answer]	5%	3%	2%	5%	7%	9%	4%
Don't know [exclusive answer]	5%	6%	4%	6%	5%	3%	7%

9. What is the process for reporting harassment or misconduct at your current place of work?

	<u>All Women 63%</u>	<u>All Men 66%</u>	<u>Tech Women 68%</u>	<u>Finance Women 72%</u>	<u>Legal Women 50%</u>	<u>Energy Women 65%</u>	<u>Healthcare Women 61%</u>
Human resources							
Executive office	11%	13%	13%	7%	14%	11%	12%
Another sanctioned person that is not in human resources or the executive office	9%	6%	7%	7%	9%	9%	11%
Third-party	3%	3%	4%	3%	2%	4%	3%
We don't have one	8%	6%	4%	5%	17%	6%	6%
I don't know	7%	6%	5%	6%	9%	5%	7%

10. Thinking more specifically about sexual harassment in the workplace and the #MeToo movement, which of the following do you believe is a positive impact of the #MeToo movement on companies? Please select all that apply.

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
More companies are aware of the problem of sexual harassment in the workplace and are being proactive toward preventing inappropriate situations.	52%	49%	56%	53%	55%	48%	48%
The similar stories across various industries have resulted in more women and men feeling empowered to share their experiences to prevent further harassment.	45%	38%	51%	44%	48%	43%	40%
Employers are actively setting up safe accountability mechanisms through training human resources professionals or establishing third party, confidential reporting hotlines.	36%	39%	44%	37%	35%	33%	32%
I don't know what the #MeToo movement is. [exclusive answer]	10%	9%	7%	11%	8%	9%	14%
I do not believe the #MeToo movement is beneficial. [exclusive answer]	8%	13%	6%	9%	8%	11%	8%
Don't know [exclusive answer]	5%	6%	4%	5%	5%	4%	8%

11. Do you agree or disagree with the following statement?

Workplace changes around the #MeToo movement and other workplace initiatives designed to protect or promote women have negatively impacted my ability to advance.

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Total Agree	29%	36%	42%	27%	23%	28%	27%
Total Disagree	53%	50%	47%	53%	59%	54%	52%
Strongly agree	14%	17%	22%	13%	9%	12%	12%
Somewhat agree	15%	19%	19%	14%	14%	16%	14%
Somewhat disagree	14%	16%	13%	14%	13%	18%	14%
Strongly disagree	39%	35%	34%	40%	46%	37%	38%
Don't know	18%	14%	11%	20%	18%	18%	21%

12. Has the #MeToo movement impacted your behavior in the workplace?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Yes	17%	21%	30%	13%	13%	19%	13%
No	70%	68%	60%	72%	76%	70%	73%
I'm not sure	13%	11%	11%	15%	11%	12%	15%

13. What is the closest sentiment below that you can relate to since the #MeToo movement began, considering that it predominantly focuses on women? Please select all that apply.

Asked to men who believe the #MeToo movement has impacted their behavior in the workplace

	<u>All Men N=221</u>
I have changed my behavior to protect myself going forward, to prevent becoming victim to this sweeping movement or of being wrongly accused	31%
I feel like I have received the guidance I need to address #MeToo and feel comfortable working with my colleagues of the opposite gender	29%
I have changed my behavior because I am more sensitive to what women go through and have their interests in mind	28%
I have begun to or changed policies in my office to prevent sexual harassment and misconduct	19%
I am not sure what I should do and feel like I need to be overly careful or need clarity on what's appropriate	18%
I am worried about my past because I am unclear if I have offended or committed sexual harassment unknowingly	17%
I am worried about my past because I did something and hope it won't come out now	12%
I haven't changed my behavior because I am comfortable with my actions [exclusive answer]	13%
None of the above [exclusive answer]	1%

14. Are you concerned that there could be an impending #MeToo moment at your organization?

Asked to senior-level women and men

	<u>All Women N=1,255</u>	<u>All Men N=342</u>	<u>Tech Women N=367</u>	<u>Finance Women N=216</u>	<u>Legal Women N=267</u>	<u>Energy Women N=137</u>	<u>Healthcare Women N=268</u>
Yes	22%	20%	33%	23%	13%	31%	12%
No	67%	74%	55%	67%	78%	64%	76%
Don't know	10%	6%	11%	10%	8%	5%	12%

15. What do you believe is the best plan to address it? Please select all that apply.

Asked to senior-level women and men who are concerned there could be an impending "#MeToo moment" at their organization

	<u>All Women N=282</u>	<u>All Men N=67</u>	<u>Tech Women N=122</u>	<u>Finance Women N=50</u>	<u>Legal Women N=36</u>	<u>Energy Women N=43</u>	<u>Healthcare Women N=31</u>
Review existing sexual harassment policy and consider revamping	39%	28%	39%	46%	44%	35%	26%
Conduct sexual harassment training proactively	38%	37%	39%	38%	50%	23%	42%
Retain outside experts to advise on employee communications, i.e. communicating existing or new policies	28%	15%	29%	30%	36%	19%	23%
Develop a crisis communications plan	27%	19%	34%	14%	36%	12%	32%
Troubleshoot some potential scenarios with senior staff	26%	25%	28%	28%	28%	19%	23%
Retain outside experts to advise on best practices to handle allegations of workplace harassment	24%	22%	20%	30%	31%	16%	32%
Retain outside experts to advise on workplace culture changes	23%	27%	28%	24%	25%	14%	13%
Retain outside experts to advise on crisis communications	20%	21%	18%	24%	25%	16%	23%
Wait and see what happens and deal with the fall-out [exclusive answer]	6%	15%	7%	6%	8%	9%	0%
Don't know [exclusive answer]	2%	0%	2%	2%	0%	2%	6%

16. On a scale from zero to ten, where 0 means not at all important and 10 means extremely important, how important is it to you that the following ideas are used or implemented by your company to recruit and retain talented women?

	Total Important (6-10)	Total Not Important (0-4)	10 - Extremely Important	9	8	7	6	5 - Neutral	4	3	2	1	0 - Not at All Important	Don't Know	Mean
Create a culture that does not tolerate inappropriate or offensive language that makes employees feel uncomfortable and establish formal accountability protocols for those who break policies															
All Women	82%	8%	46%	12%	11%	8%	5%	6%	2%	1%	1%	1%	2%	3%	8.2
All Men	80%	12%	34%	15%	13%	10%	7%	5%	3%	2%	2%	1%	5%	4%	7.7
Tech Women	87%	6%	46%	15%	13%	8%	5%	6%	2%	1%	1%	1%	1%	2%	8.4
Finance Women	84%	8%	47%	13%	11%	9%	4%	5%	2%	1%	1%	0%	2%	4%	8.3
Legal Women	80%	10%	47%	11%	11%	8%	5%	6%	2%	1%	2%	1%	4%	4%	8.0
Energy Women	79%	11%	43%	10%	13%	8%	5%	7%	3%	2%	2%	2%	3%	3%	7.9
Healthcare Women	81%	8%	45%	12%	10%	8%	5%	7%	3%	2%	1%	0%	2%	4%	8.2

DEMOGRAPHICS

What is your age?

	All Women	All Men	Tech Women	Finance Women	Legal Women	Energy Women	Healthcare Women
18-29	27%	20%	30%	26%	26%	25%	25%
30-39	34%	35%	37%	33%	35%	36%	31%
40-49	20%	22%	18%	20%	21%	22%	22%
50+	19%	23%	15%	20%	19%	17%	22%
18-24	9%	7%	10%	10%	9%	7%	7%
25-29	18%	13%	20%	17%	17%	18%	18%
30-34	19%	18%	22%	18%	20%	20%	15%
35-39	15%	17%	14%	16%	14%	17%	16%
40-44	11%	12%	9%	12%	11%	10%	11%
45-49	10%	10%	9%	8%	9%	12%	11%
50-54	8%	8%	8%	9%	8%	9%	8%
55-59	6%	8%	5%	7%	5%	5%	7%
60-64	3%	4%	2%	4%	3%	2%	5%
65-69	1%	2%	*	1%	1%	1%	2%
70-99	*	1%	0%	*	1%	*	*
Generation Z (Age 18-21)	3%	3%	4%	3%	3%	2%	3%
Millennial Generation (Age 22-37)	52%	45%	58%	52%	52%	52%	48%
Generation X (Age 38-53)	32%	35%	28%	32%	33%	35%	34%
Total Baby Boomer & Silent Generations	12%	16%	9%	13%	12%	10%	15%
Baby Boom Generation (Age 54-72)	12%	16%	9%	13%	12%	10%	15%
Silent Generation (Age 73-90)	*	*	0%	*	*	*	0%
Greatest Generation (Age 91-100)	0%	0%	0%	0%	0%	0%	0%

In which state do you primarily work? If you travel for business frequently or have multiple company locations, select the state where you conduct a majority of your work.

	All Women	All Men	Tech Women	Finance Women	Legal Women	Energy Women	Healthcare Women
Northeast Region	18%	21%	19%	20%	19%	15%	17%
New England Division	4%	4%	5%	5%	4%	3%	5%
Middle Atlantic Division	14%	17%	14%	15%	14%	12%	12%
Midwest Region	21%	22%	19%	24%	18%	12%	28%
East North Central Division	14%	16%	14%	15%	13%	8%	20%
West North Central Division	7%	6%	5%	9%	5%	4%	8%
South Region	41%	37%	42%	39%	43%	48%	38%
South Atlantic Division	21%	19%	24%	22%	21%	15%	20%
East South Central Division	6%	4%	7%	5%	8%	5%	7%
West South Central Division	14%	14%	11%	12%	14%	28%	11%
West Region	19%	20%	20%	17%	20%	24%	17%
Mountain Division	6%	8%	5%	7%	5%	7%	6%
Pacific Division	13%	12%	15%	10%	15%	17%	11%

Note: Due to rounding, totals may not add to 100%

* denotes less than 0.5%

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Which of the following best describes your current employment status?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Employed Full-Time, With Primarily Set Working Hours	76%	76%	77%	80%	76%	78%	70%
Employed Full-Time, But with Flexible Working Hours [40 Hours Per Week, But Not 9-5]	17%	19%	18%	14%	17%	17%	20%
Employed Part-Time Working 20 Hours or More A Week	7%	5%	5%	6%	7%	5%	10%

Which of the following best describes the industry segment in which you work? You may find that your work overlaps several areas of focus. For those who work across industries such as those in Operations, Administration, Policy, or Communications, please select the industry in which your company is primarily associated with.

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Total Energy	14%	20%	0%	0%	0%	100%	0%
In-Field Energy/Rigs/Lines/Surveying/ Construction of Energy Infrastructure	4%	8%	0%	0%	0%	31%	0%
Not in In-Field Energy/Utilities/Oil & Gas/ Renewables/Corporate Office	10%	11%	0%	0%	0%	69%	0%
Technology/Information Technology/Computers/ Application or Software Development	21%	19%	100%	0%	0%	0%	0%
Total Healthcare	23%	21%	0%	0%	0%	0%	100%
Doctor/Nurse/Hospital Staff/Healthcare Provider	21%	19%	0%	0%	0%	0%	92%
Pharmaceuticals/Devices/Insurance/Healthcare Industry Outside of Direct Provider Care	2%	3%	0%	0%	0%	0%	8%
Law/Legal/Litigation/Mediation/Forensic Investigation/Contracts	21%	20%	0%	0%	100%	0%	0%
Banking/Finance/Financial Services/Accounting/ Economics	21%	20%	0%	100%	0%	0%	0%

How would you categorize your current career level?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Entry-Level , For Example: Minimal Decision-Making Authority or No Direct Reports	33%	31%	24%	39%	34%	34%	34%
Mid-Level , For Example: Management, Some Decision-Making Authority, Supervising Some Direct Reports While Still Reporting to Someone Above	41%	35%	39%	40%	40%	46%	41%
Senior or Executive-Level , For Example: Primary or Final Decision-Making Authority, Managing Team with Little Supervision, Or Working on Leadership Committees	26%	33%	37%	21%	27%	20%	25%

What is the approximate total number of employees your organization has at all its locations in the United States?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Total Small (<100)	33%	26%	21%	20%	60%	30%	31%
Self Employed	3%	3%	2%	1%	5%	2%	3%
1 - 9	10%	6%	3%	5%	24%	7%	8%
10 - 49	12%	10%	8%	7%	22%	10%	14%
50 – 99	8%	7%	8%	6%	9%	10%	7%
Total Mid (100-2,499)	36%	44%	47%	36%	25%	40%	31%
100 - 249	8%	10%	8%	9%	8%	9%	7%
250 - 499	7%	9%	8%	7%	6%	7%	7%
500 - 999	10%	14%	15%	10%	6%	13%	8%
1,000 - 2,499	10%	11%	15%	10%	6%	11%	10%
Total Large (2,500+)	27%	27%	29%	39%	11%	27%	30%
Over 2,500	27%	27%	29%	39%	11%	27%	30%
Don't Know	4%	3%	2%	5%	4%	4%	7%

Which gender do you primarily identify with?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Male	0%	100%	0%	0%	0%	0%	0%
Female	100%	0%	100%	100%	100%	100%	100%
Non-Binary	0%	0%	0%	0%	0%	0%	0%
Prefer Not to Say	0%	0%	0%	0%	0%	0%	0%

Do you identify with any of the following? Please select all that apply.

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Total Protected Class^	9%	21%	13%	10%	7%	10%	7%
Active Duty Military	1%	3%	2%	1%	1%	1%	*
Military Veteran	4%	15%	6%	4%	3%	5%	3%
I Have A Disability	4%	6%	5%	5%	4%	4%	4%
None of The Above [Exclusive Answer]	91%	79%	87%	90%	93%	90%	93%

^The total percentage may not add up using the individual answer choices because each respondent is counted once regardless of their multiple selections.

Which of the following best describes your race?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
White/Caucasian Women & Men	66%	68%	57%	63%	68%	71%	74%
Total Women & Men of Color	34%	32%	43%	37%	32%	29%	26%
African American/Black	12%	8%	12%	16%	12%	9%	10%
Hispanic, Latino, Or Spanish-Speaking Descent	12%	12%	16%	12%	13%	13%	9%
Asian/Asian American	6%	7%	12%	5%	4%	3%	4%
Native American, Inuit Or Aleut	1%	1%	*	1%	1%	1%	1%
Native Hawaiian/Pacific Islander	*	*	*	*	*	*	*
Multi-Racial/Two Or More Races	2%	2%	2%	3%	2%	2%	2%
Foreign National	*	*	*	0%	0%	0%	0%
Something Else	1%	1%	*	1%	1%	*	*

What is the highest level of education you have completed to date?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Less Than College	32%	24%	22%	37%	25%	36%	38%
Less Than High School	*	*	*	*	*	*	*
High School Graduate	8%	7%	6%	9%	6%	11%	7%
Some College/Vocational School	24%	17%	15%	28%	19%	25%	30%
College+	68%	75%	78%	63%	75%	63%	62%
College Graduate	45%	44%	50%	48%	38%	46%	45%
Post Graduate	17%	20%	25%	13%	19%	16%	11%
Doctorate	7%	12%	3%	2%	18%	1%	7%
Prefer Not to Answer	*	*	*	0%	*	1%	*

What is your total annual household income?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
<\$50,000	25%	17%	17%	25%	25%	26%	33%
less than \$30,000	7%	5%	3%	6%	7%	8%	9%
\$30,000 to less than \$50,000	19%	12%	14%	19%	18%	18%	24%
\$50,000 to less than \$100,000	43%	39%	45%	43%	42%	44%	40%
\$50,000 to less than \$75,000	22%	20%	23%	24%	22%	21%	21%
\$75,000 to less than \$100,000	21%	19%	22%	20%	20%	23%	19%
\$100,000+	29%	42%	35%	29%	30%	27%	24%
\$100,000 to less than \$150,000	17%	24%	21%	18%	17%	14%	15%
\$150,000 to less than \$200,000	7%	9%	9%	6%	7%	8%	5%
\$200,000 or more	5%	9%	5%	5%	6%	5%	4%
Prefer Not to Answer	3%	2%	2%	3%	3%	4%	3%

Which of the following best describes your current relationship status?

	<u>All Women</u>	<u>All Men</u>	<u>Tech Women</u>	<u>Finance Women</u>	<u>Legal Women</u>	<u>Energy Women</u>	<u>Healthcare Women</u>
Married	49%	56%	54%	49%	44%	45%	50%
Total Not Married	51%	44%	45%	51%	55%	53%	50%
Single and never married	26%	28%	27%	27%	31%	25%	21%
Not married, but living together with a partner	12%	8%	10%	12%	12%	14%	13%
Divorced	9%	6%	6%	9%	10%	9%	12%
Separated	1%	2%	1%	1%	1%	3%	2%
Widowed	2%	1%	1%	1%	2%	2%	2%
Prefer not to answer	1%	*	*	1%	1%	1%	1%

Thinking about children, which of the following best describes you? Please select all that apply.

	<u>All</u> <u>Women</u>	<u>All</u> <u>Men</u>	<u>Tech</u> <u>Women</u>	<u>Finance</u> <u>Women</u>	<u>Legal</u> <u>Women</u>	<u>Energy</u> <u>Women</u>	<u>Healthcare</u> <u>Women</u>
Total Parent^	62%	59%	62%	63%	55%	65%	68%
I have a baby or toddler [includes pre-k]	18%	15%	20%	19%	16%	19%	18%
I have an elementary school-age child [grade k-5]	20%	21%	22%	19%	18%	19%	21%
I have a middle school-age child [grade 6-8]	13%	15%	16%	13%	11%	14%	13%
I have a high school-age child [grade 9-12]	16%	18%	16%	14%	13%	16%	19%
I have an adult child	21%	19%	15%	23%	20%	21%	28%
Total Not Parent	36%	39%	36%	36%	43%	32%	31%
I have no children, but hope to one day [exclusive answer]	16%	18%	15%	15%	21%	14%	16%
I have no children and no plans to have any [exclusive answer]	19%	21%	21%	20%	23%	19%	14%
I prefer to not answer	2%	2%	2%	1%	2%	3%	2%

^The total percentage may not add up using the individual answer choices because each respondent is counted once regardless of their multiple selections.

In politics today, do you consider yourself to be a Republican, a Democrat, an Independent, or something else?

	<u>All</u> <u>Women</u>	<u>All</u> <u>Men</u>	<u>Tech</u> <u>Women</u>	<u>Finance</u> <u>Women</u>	<u>Legal</u> <u>Women</u>	<u>Energy</u> <u>Women</u>	<u>Healthcare</u> <u>Women</u>
Republican	26%	35%	23%	27%	22%	33%	26%
Democrat	37%	30%	44%	34%	41%	31%	36%
Total independent/other	37%	35%	33%	39%	37%	36%	38%
Independent	24%	28%	23%	23%	25%	23%	24%
Something else	5%	3%	5%	6%	5%	5%	5%
Prefer not to answer	8%	3%	6%	10%	7%	7%	9%