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WOMEN@WORK

Polling
data in
New York
state
shows
our

VIEW ON WOMEN

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New York State's

VIEW ON WOMEN



Polling data gives us a starting point for
shifting attitudes toward women

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Let's Shatter Some Glass

Now that the statewide View on Women poll has reveled the truth about what people really think of women in the workplace and as leaders, it's time to do something about it.

By Jennifer Gish | Designed by Colleen Ingerto

When Eve Waltermaurer, director of research at the Benjamin Center for Public Policy Initiatives at SUNY New Paltz, wanted to find out why more progress hadn't been made on important issues overwhelmingly impacting women, from sexual assault to the pay gap, we wanted to be part of it.

She proposed that knowing more about what people really think of women would help us understand why women make up 51 percent of the population but only 20 percent of Congress and ran only 4.2 percent of companies in the Standard & Poor's 500 Index as of December 2015. The Women@Work View on Women (VOW) poll, a look at attitudes among every demographic across New York state, has given us those answers.

About a fifth of men believe that it's not important to increase the number of women in Congress. And 56 percent of everyone polled agreed the business community is dominated by

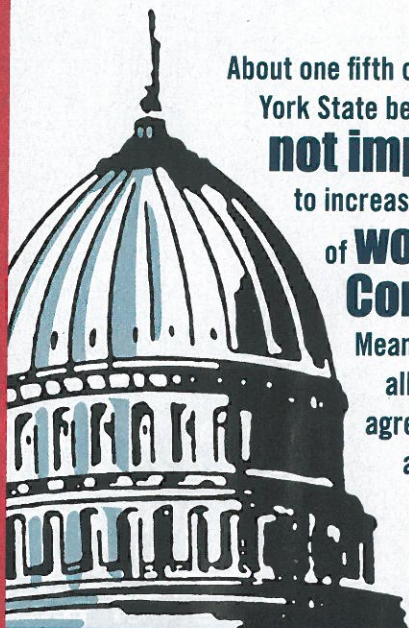
men who do not have sufficient confidence in women.

Now what are we going to do about it? Let's start with changing people's minds.

On June 7, we'll gather for a summit, "New York State of Women: How does it work for you?" The daylong event will include speakers, panels and a chance to look at some of the data in the VOW poll and use it to shape our own ideas about how to change things. We'll end the day with an agenda: A roadmap for ways we can begin shifting attitudes that stand in the way of women's progress.

And to get that process started, we're sharing some key data from the poll, allowing you to begin working on your own ideas about how we can create a new women's movement, one that crushes stereotypes and myths.

So take notes and join us — and New York's lieutenant governor Kathy Hochul — on June 7 at the Times Union's Hearst Media Center. Find more details at tuwomenatwork.com.

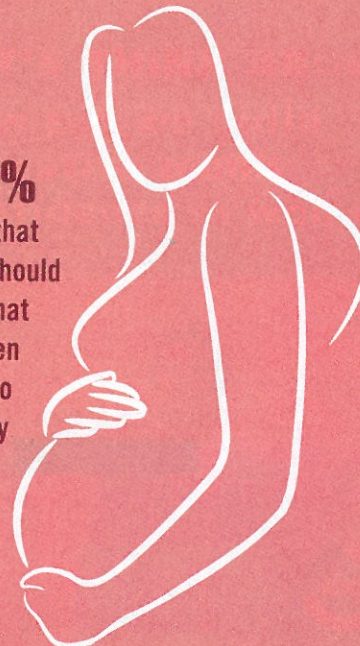


About one fifth of men in New York State believe that it's **not important** to increase the number of **women in Congress.**

Meanwhile 45% of all those polled agree that voters are generally opposed to female politicians.

only 38%

of men think that government should help ensure that working women have access to paid maternity leave.

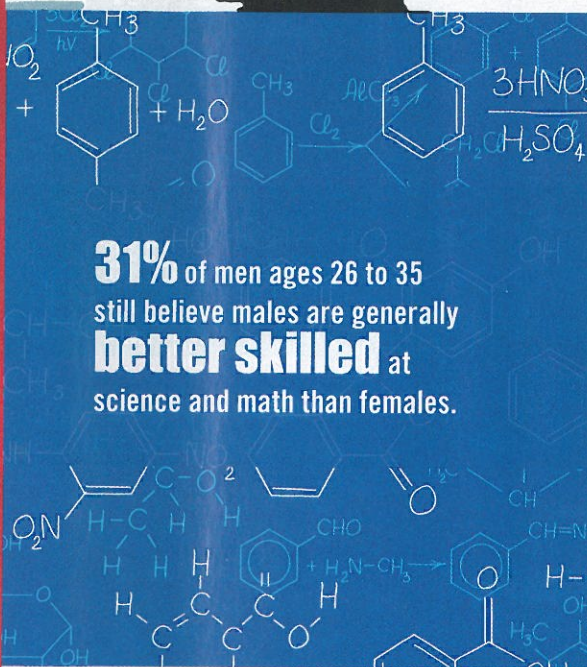


50% of Trump supporters

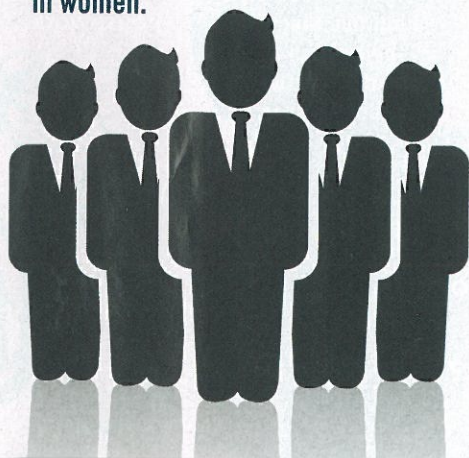
believe men are better than women at standing up for working out compromises in politics.



31% of men ages 26 to 35 still believe males are generally **better skilled** at science and math than females.



67% of women ages 36 to 45 believe that the business community is **dominated by men** who do not have sufficient confidence in women.



Most people agree that if a woman is working full-time, her husband should do **half of the housework**



PAID MATERNITY LEAVE



While **61 percent** of all women said they strongly agree that government should help ensure working women have access to paid maternity leave, men were less convinced: **38 percent** agreed.



And only **28 percent** of men ages 18-25 were in that camp.



But whether the men are of an age where they may be raising kids themselves matters — **53% of men** ages 26-35 and **44% of men** ages 36-45 **strongly agree access to paid maternity leave is important.**



Women past childrearing age are also more likely not to see this as a top priority.

TO CONSIDER:
How can we get men who aren't facing this as a personal issue to consider it a priority?

AFFORDABLE DAY CARE



37%: Men ages 18-25 who said they strongly agree government should help ensure working moms have access to save affordable day care.

55%: Women in the same age bracket who took that stance.

HELICOPTER MOMS

Women vary on whether they believe it is harder for women who work outside the home to establish a warm and secure relationship with their kids than for mothers who stay at home. Those who say it's harder:



WORK LIFE vs. HOME LIFE

More women than men believe a mother must put looking after her young child ahead of her career: **57% vs. 50%**

Only 8 percent: People who disagree with the idea that if a woman works full time her husband should do half the housework.

If you have a husband or significant other, high-five them for being such an equal-opportunity floor-mopper.



ANY IDEAS? The youngest generations of women feel moms with careers don't bond as well with their children. Has mom guilt gotten stronger? Is the shift to a helicopter-parenting model driving this?

NO CONFIDENCE

Although 56 percent of respondents across both genders said they agree that the business community is dominated by men who do not have sufficient confidence in women, 38 percent of men ages 18-25 took that position.

So are they enlightened or blind?

"WOMEN DON'T WANT RESPONSIBILITY"

30 percent: Men ages 26-35 who said women are less interested than men in positions of responsibility.

Overall, **14 percent** of people feel this way.

"THEY'RE NOT SMART ENOUGH"

Nearly 1/3 of men ages 26-35 said **men are generally better skilled at science and math** than women.

The higher someone's education, the more likely they are to agree. (15 percent of those with a high school education compared to 25 percent of people with post-college education).

Senior women (age 66 and older) are also more likely to agree (23 percent).

LET'S THINK ABOUT: How can we build executive men's confidence in women?



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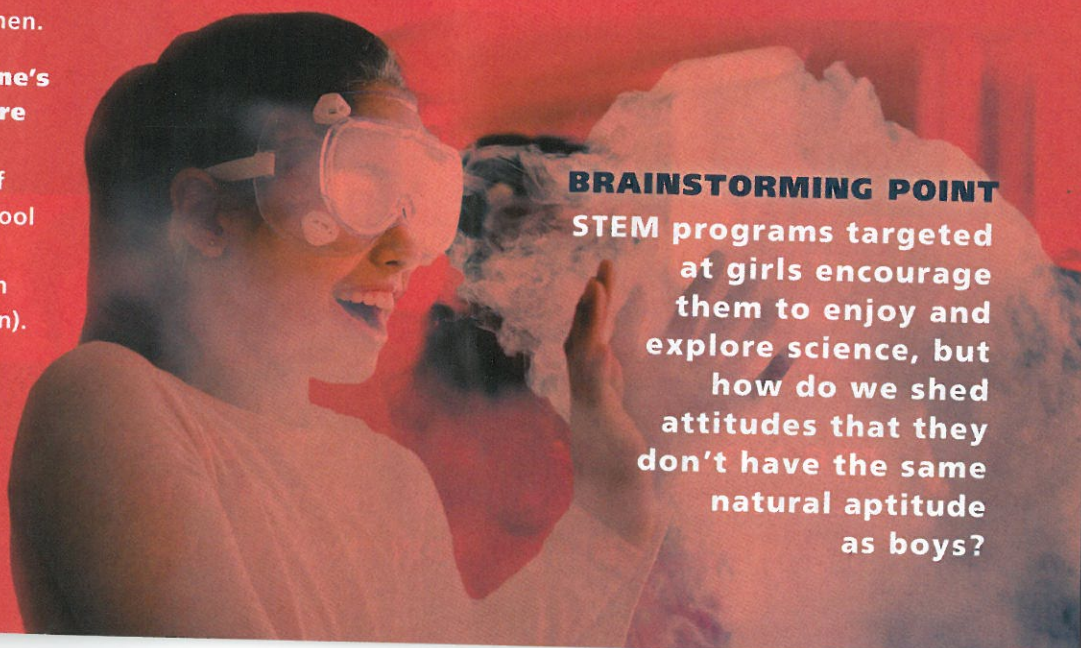
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BRAINSTORMING POINT

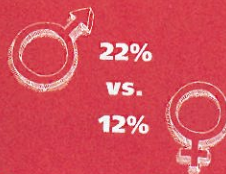
STEM programs targeted at girls encourage them to enjoy and explore science, but how do we shed attitudes that they don't have the same natural aptitude as boys?





ARE MEN JUST BETTER AT BUSINESS?

More than 1/5 of men seem to think so.



Percentage of men vs. women who believe men make better business executives than women do.

Is it because male characteristics are still more valued in the workplace? Or is it something else?

WOMEN GET ALL THE PERKS

Nearly half of men (49 percent) believe women have the upper hand in business.

They say women who have equal education and experience have a better or much better chance of getting promoted.

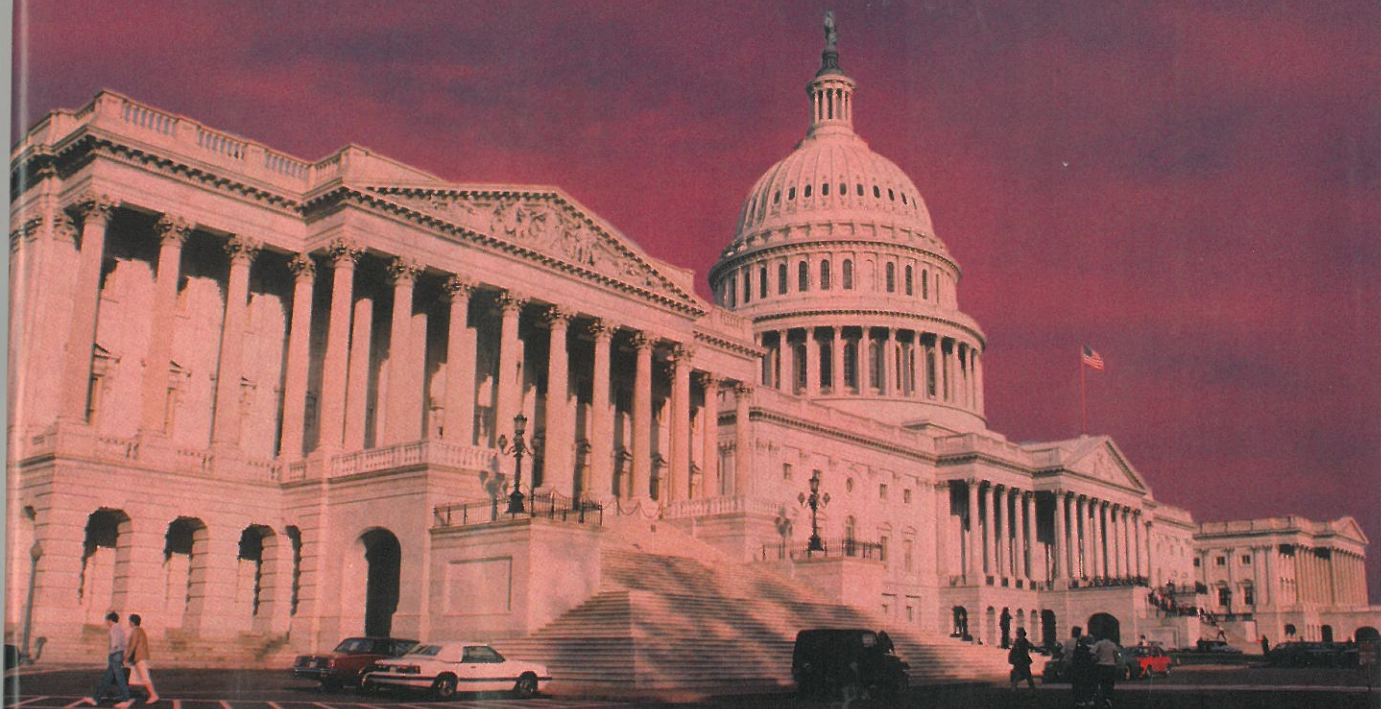
The most likely groups to agree?

Men ages 18-35
59 percent

People of both sexes who identify as Hispanic
60 percent

Those who didn't graduate high school
68 percent

AFTER YOU GASP, ASK YOURSELF: What gave men the idea that women have an upper hand when there's still a glass ceiling? How do we address that view?



RISK TAKING

Nearly 1/3 of those surveyed feel males are better at taking risks in executive positions.

This attitude is held by **42% of Republicans** but also **over a quarter of Democrats**.

DECISION MAKING

Nearly one in five males and one in five Republicans feel it is not at all important to increase the number of women in Congress.

Whites feel strongest about its non-importance compared with other race/ethnicities.

LEADERSHIP

Half of females feel that politics is generally unfriendly to women (political parties and voters)

Nearly 60% of Democrats feel this way.

IN MALES WE TRUST

Nearly one in five men trust male experts/sources more than female experts/sources.

Those in the two main political parties **show greater distrust**

of women than independents and "others".

Hispanics show **the least trust** in female sources.

What can we do to help establish each other's credibility?

How do we get more women to enter the political arena if the climate is unfriendly toward them?

