“IT’S A LITTLE ANNOYING”: BARRIERS FOR UTAH WOMEN IN CAREERS

Rachael Gulbransden
Mary Briggs Ott
Utah State University
Oakland PSA 2019
Women in Utah:
• Very few female CEO’s
• Large pay gap
• 2018 study ranked Utah second-most sexist state
• Rated worst state for women’s equality

Figure 2: Utah Corporate CEOs by Gender

Utah Women in Leadership Project: The Status of Women Leaders in Utah Business: A 2018 Update
Why is there a lack of women in positions of leadership in Utah?

What supply and demand factors are present?
LITERATURE REVIEW

• Life and leadership after HBS: Ely, Stone & Ammerman

• Motherhood penalty: Correll, Bernard & Paik
METHODS

- **Survey**: Replication of HBS study
- **Collected**: through online survey
- **Analyzed**: Data organized by gender, then comparisons were made.
- **Follow-up Interviews**: Participants were asked to do a follow-up interview that dived deeper into experiences and expectations.
DEMOGRAPHICS

Survey

• Alumni: n = 79
  • 51 female, 28 male
• Seniors: n = 71
  • 43 female, 28 male

Interviews

• n = 29
  • Honors Program Alumni and Graduating Seniors
  • Most participants were from Utah or Idaho
FEMALE GRADUATING SENIORS

• Aspire to lower positions and feel less confident in comparison to their male counterparts
• Expect to face barriers
• Unsure what these barriers will look like
How often do you face the following obstacle in your career: Lack of role models of the same sex?

- Always
- Most of the time
- About half of the time
- Some of the time
- Never

Women

Men
“This issue of equal pay that I faced a few months back and am still facing, I just didn’t know how to handle it and there wasn’t a single role model I could approach about it”

-Chelsea
“I would want to talk to someone who could understand where I’m coming from there, instead of someone who says ‘oh, you’re being too sensitive.’”

- Taya
BARRIERS FACED: MOTHERHOOD PENALTY

Did any of the following changes occur after having a child?

- Leaving the paid workforce
- Reducing hours
- Increasing hours
- Changing positions within a company
- Changing companies
- Change in career goals
- None

Men

Women

- Men
- Women
“Things changed... Once I got them to say yes that they would do it I told them I was pregnant and a week later they changed their minds... I get it from their side, they don’t want to invest in me if I’m not going to stick around, but the ironic thing is I have stuck around.”

“He was like “you’re going to be on this team for 2 years plus, right?” Like basically making me promise I’m not going to have another child right away.”

“I feel like I have to pretend I’m not rushing home to get to my child, I have to come up with an legitimate excuse. Your child should be a legitimate excuse.”

- Chelsea
GENDER WAGE GAP

Cents on the dollar

0 5 10 15 20 25 30 35

National Wage Gap  Utah Wage Gap
“So I’ve had a lot of conversations about how to do you ensure women are being paid as much when most of the women are in this one specific job title, like **how do you make sure you’re not just saying “oh that job title gets paid less.”**

-Tori
“They’re paying him significantly more than they were paying me when I left and I even confronted them about it…he had less experience than I had too so that’s why it’s even more frustrating.”

- Chelsea
OTHER COMMON BARRIERS FACED

- Sexual harassment
- Lack of spousal support
- Judgement from other women
- Lack of recognition for their position from clients
- Limited dating options
CONCLUSION

Lack of women in leadership in Utah

Women adjust aspirations based on expected barriers

Weak support structure for women

Utah women face barriers in their careers
THANK YOU

- Dr. Christy Glass
- RGS
- SSWA
- Honors