

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

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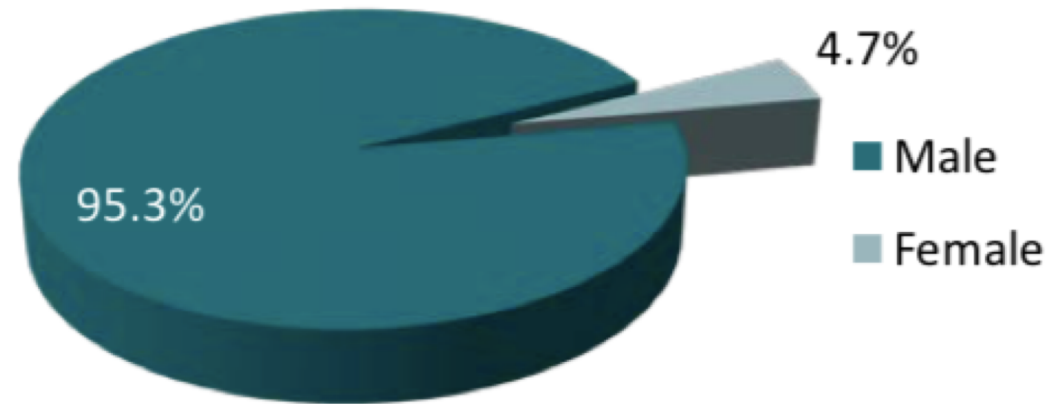
Oakland PSA 2019

# UTAH

## 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**





## RESEARCH QUESTION

- Why is there a lack of women in positions of leadership in Utah?
  - What supply and demand factors are present?

# LIFE & LEADERSHIP AFTER HBS

A Preview of Findings

50 YEARS  
WOMEN MBA

From Harvard Business School's Alumni  
Survey on the experiences of its alumni  
across career, family, and life paths.

APRIL 2013



HARVARD | BUSINESS | SCHOOL

## 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

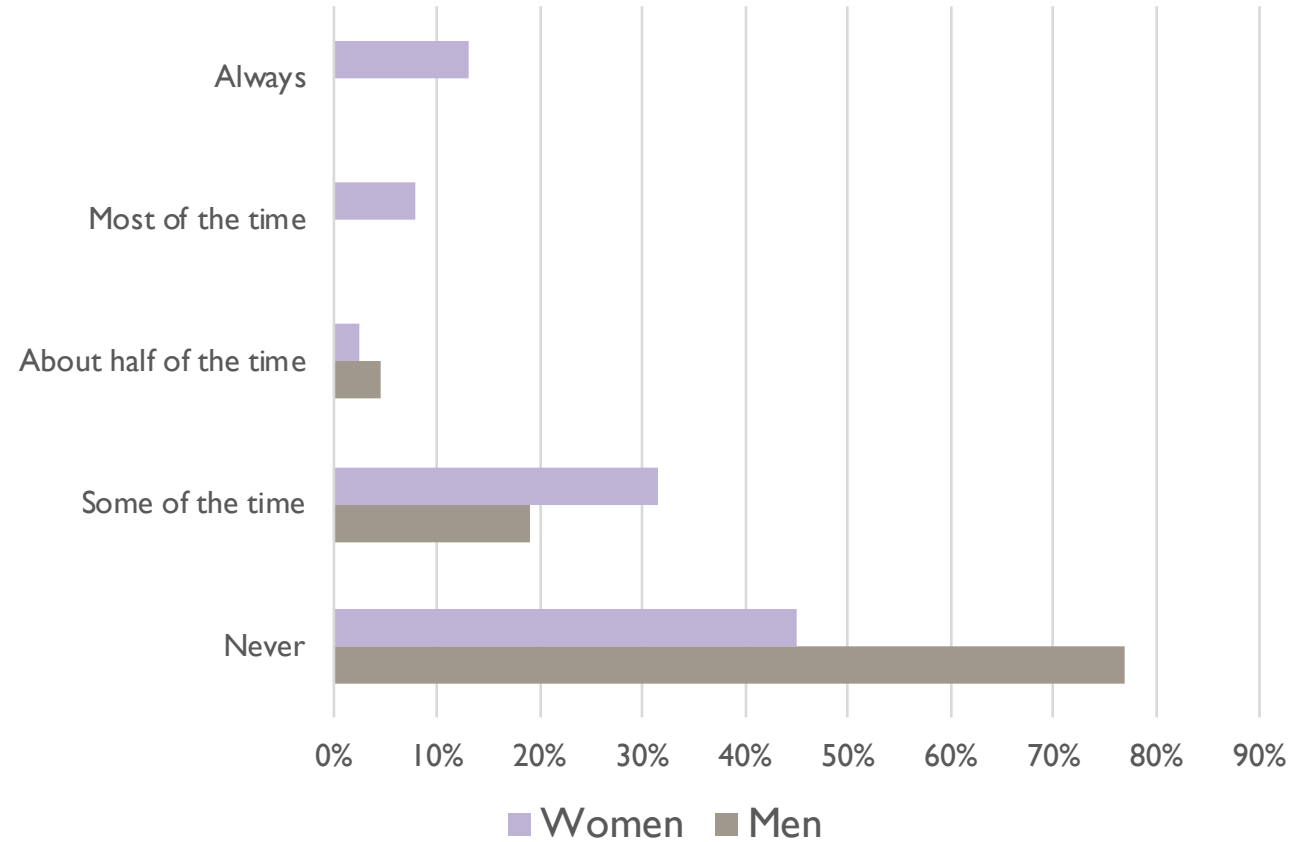
- n = 29
  - Honors Program Alumni and Graduating Seniors
  - Most participants were from Utah or Idaho

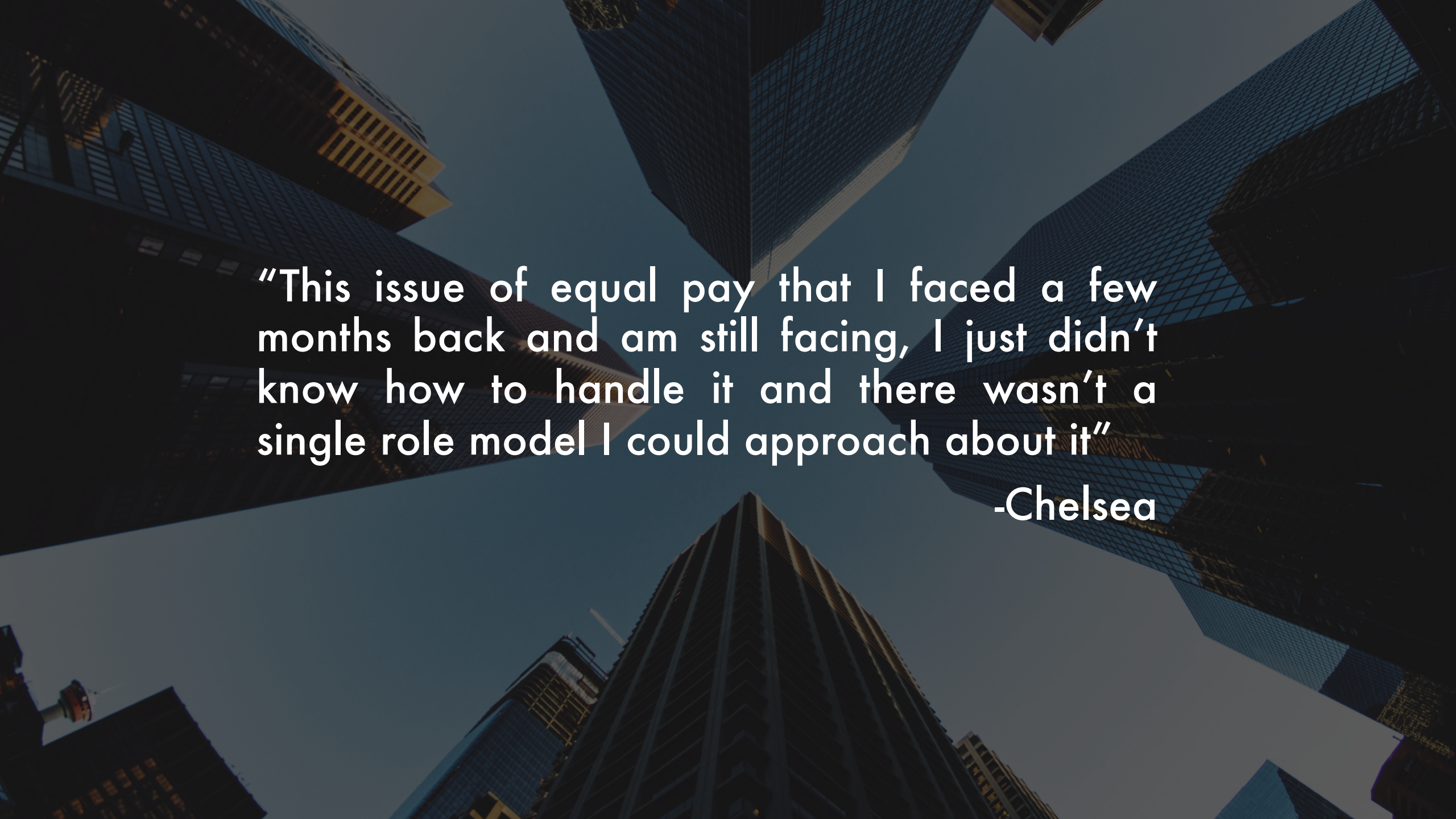
## FEMALE GRADUATING SENIORS

- 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

## BARRIERS FACED: LACK OF ROLE MODELS

How often do you face the following obstacle  
in your career: Lack of role models of the same  
sex?

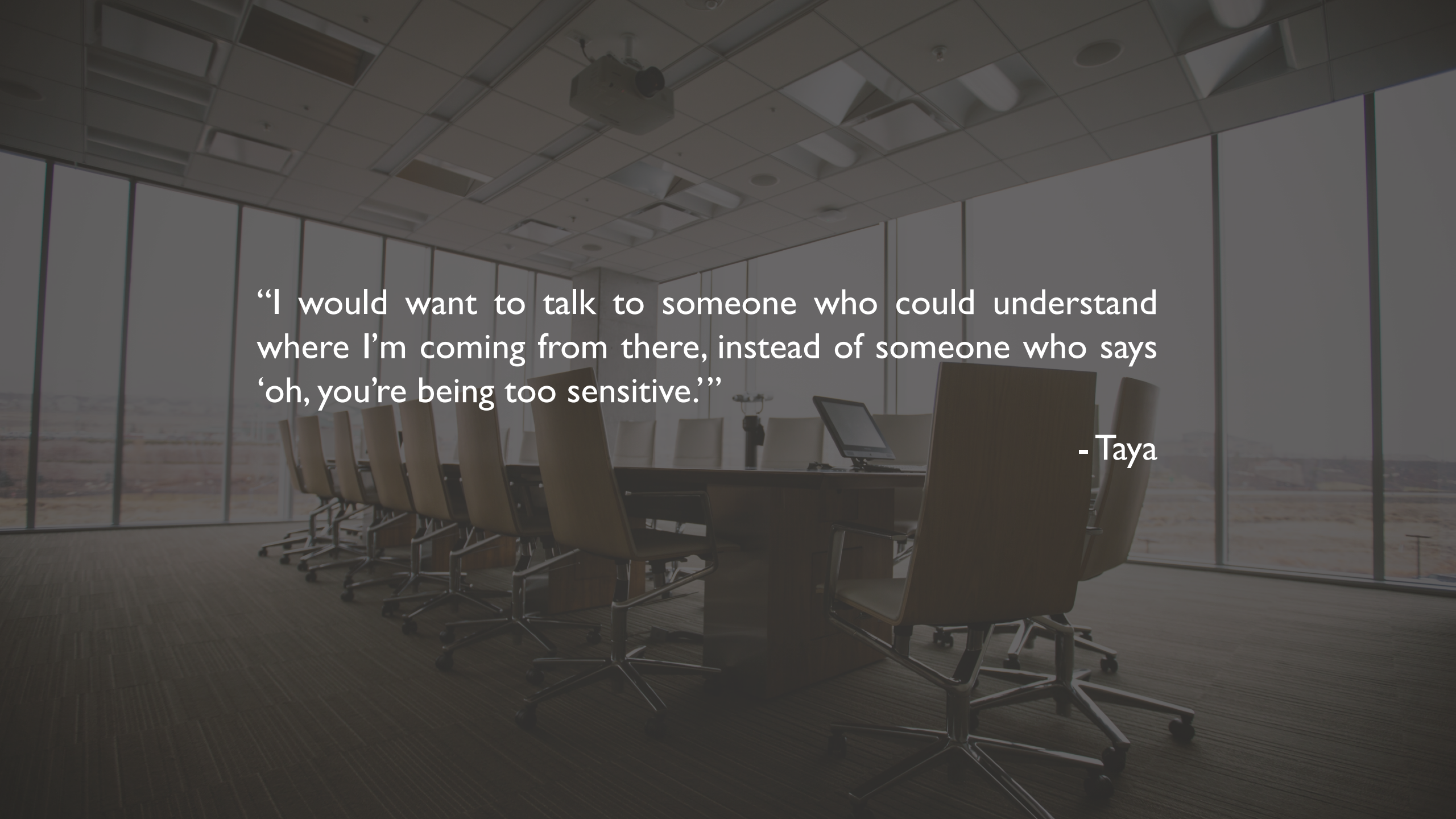


A low-angle, upward-looking photograph of several tall skyscrapers in a city, likely New York City. The buildings are dark and feature glass facades that reflect the sky. The perspective creates a sense of height and scale, with the buildings converging towards the top of the frame. The sky is a clear, pale blue.

“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



A dimly lit conference room with large windows overlooking a city. The room features a long wooden table, several beige office chairs, and a projector mounted on the ceiling. The text is overlaid on the left side of the image.

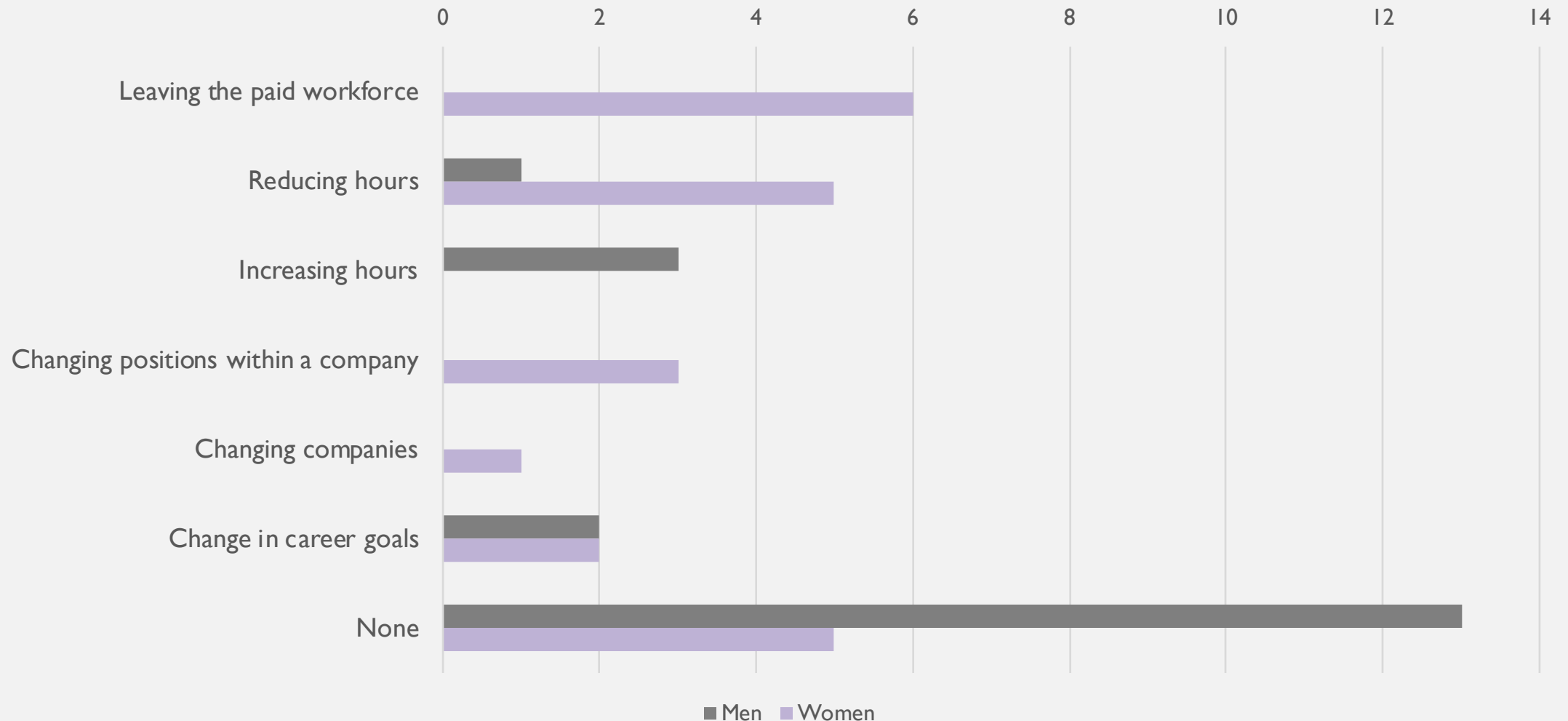
“I would want to talk to someone who could understand where I’m coming from there, instead of someone who says ‘oh, you’re being too sensitive.’”

- Taya



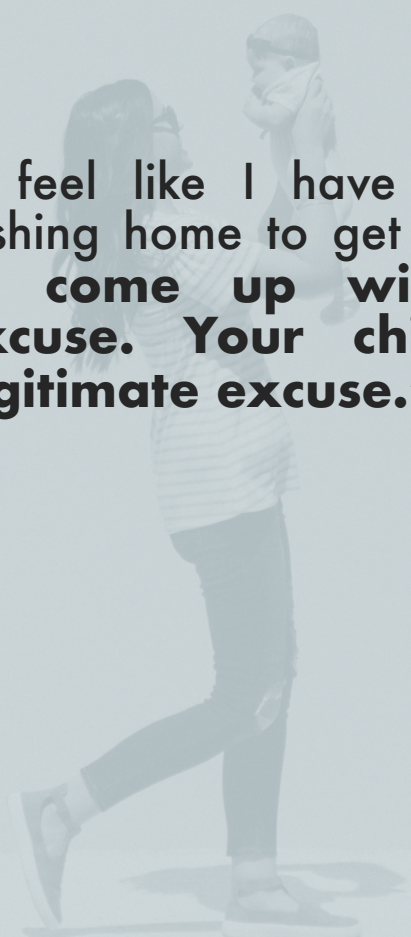
# BARRIERS FACED: MOTHERHOOD PENALTY

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



"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."**

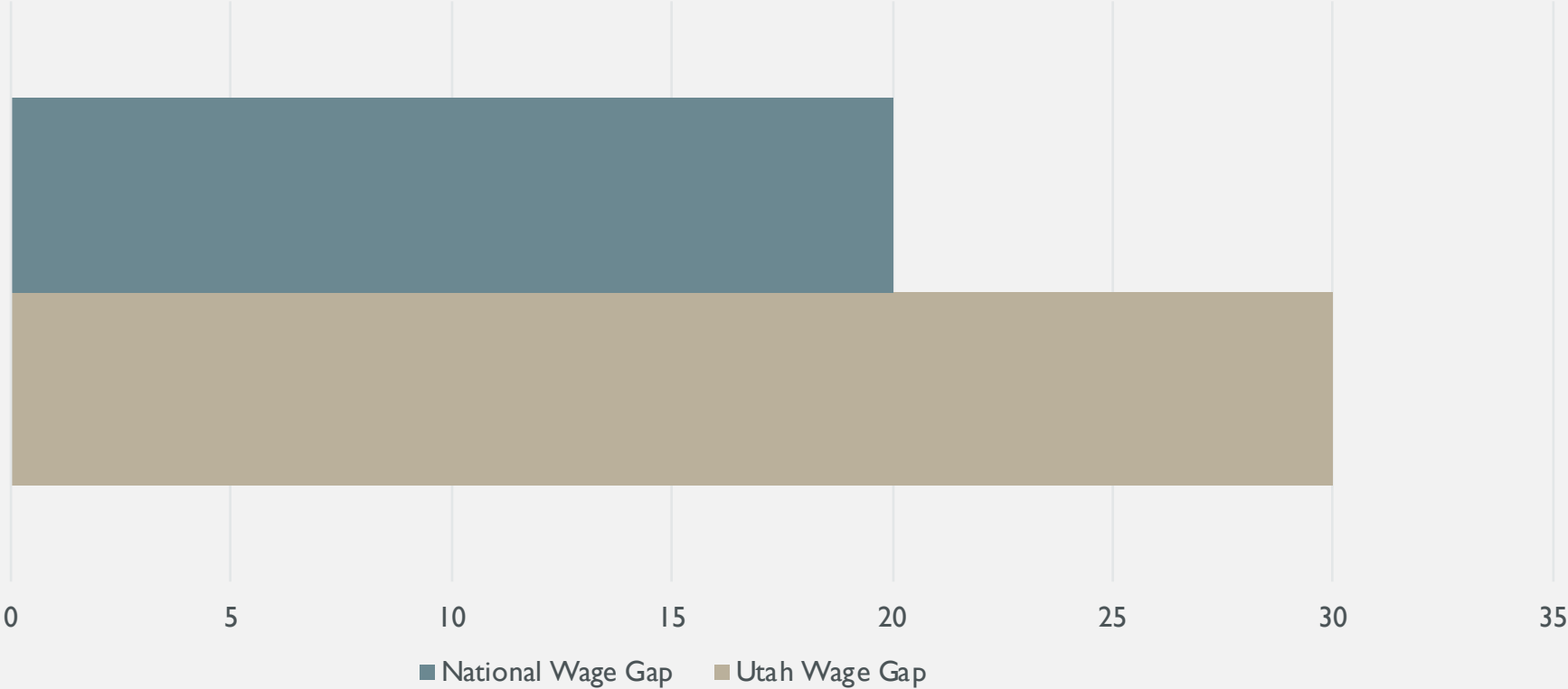


"I feel like I have to pretend I'm not rushing home to get to my child, **I have to come up with an legitimate excuse. Your child should be a legitimate excuse."**

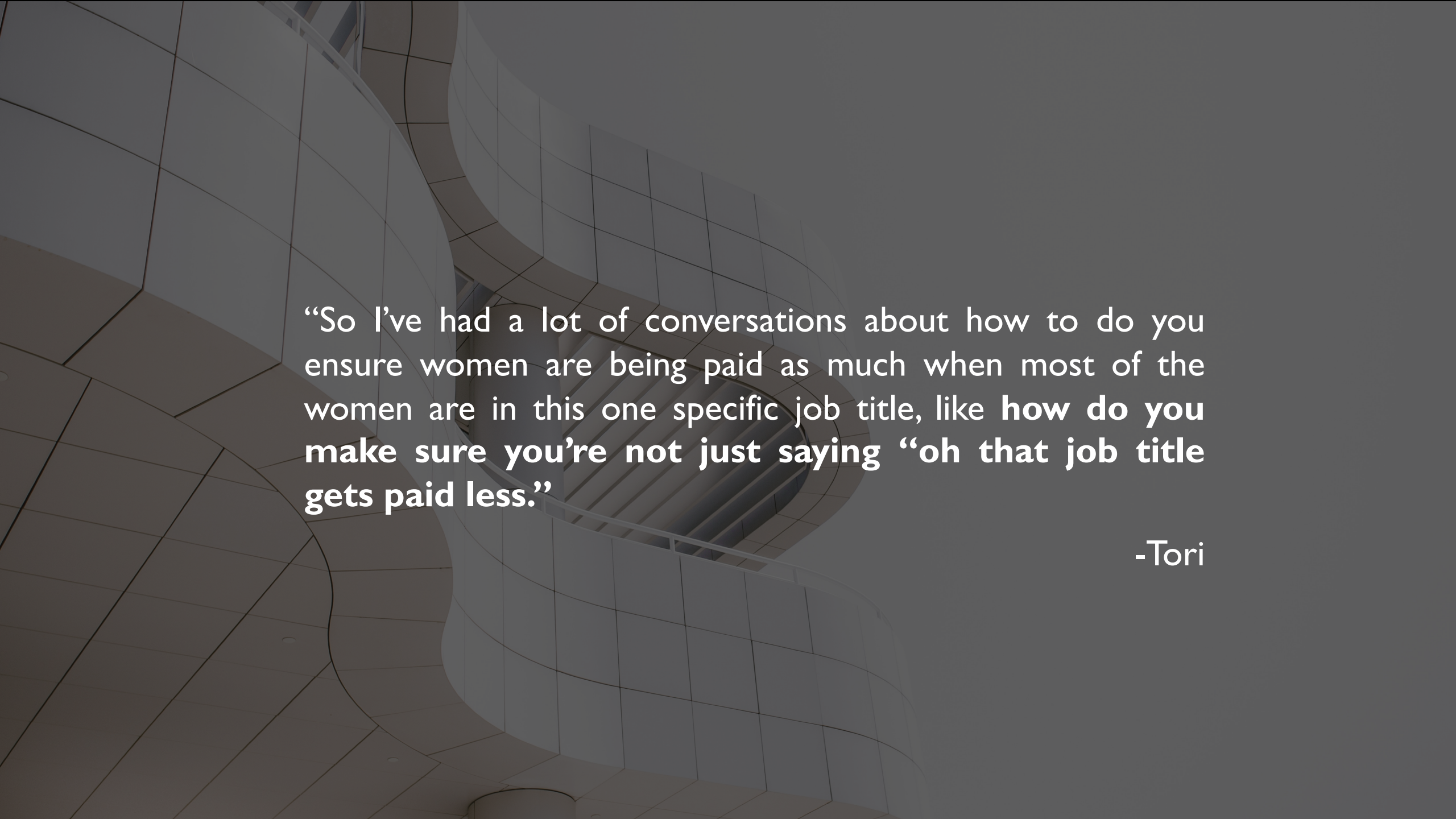
- Chelsea

# GENDER WAGE GAP

Cents on the dollar







“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

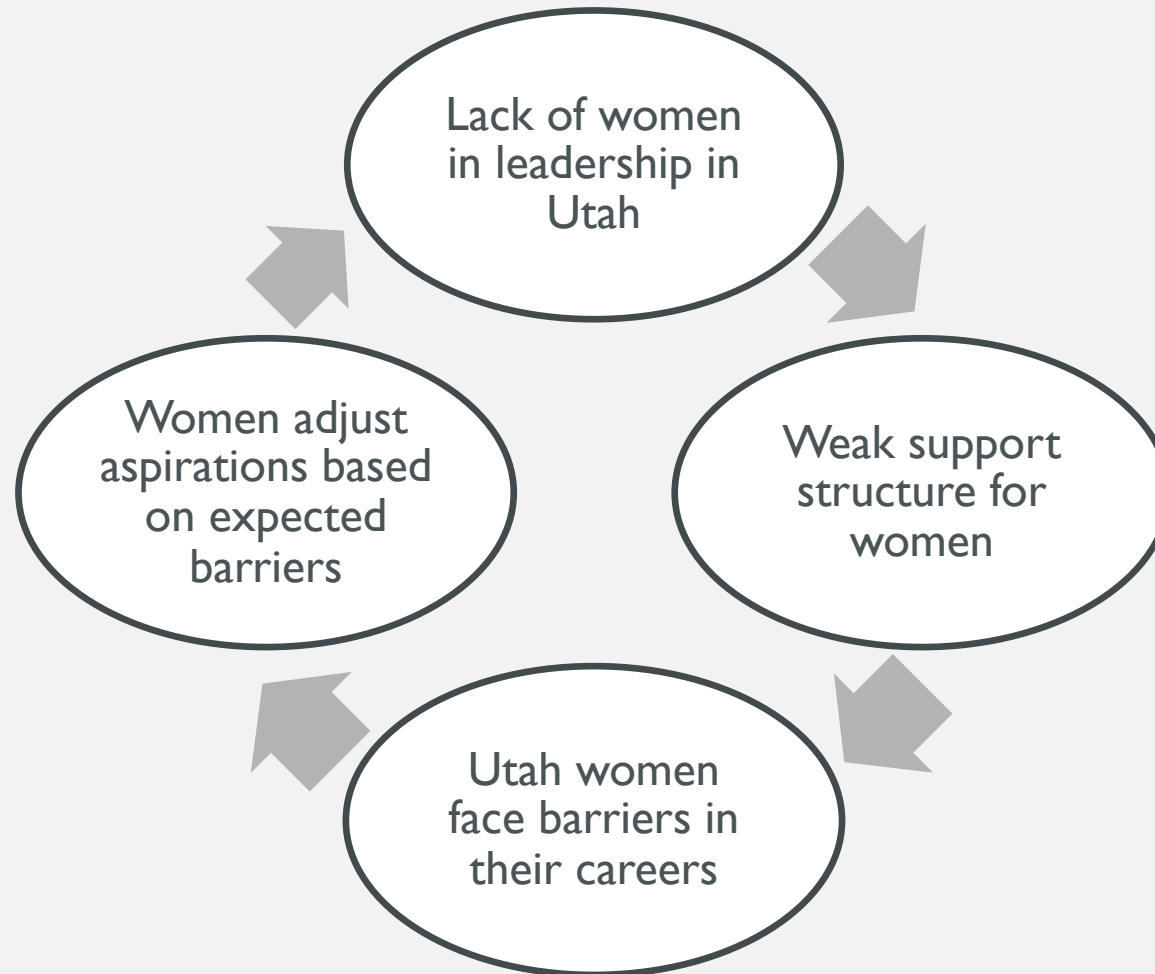
Lack of spousal  
support

Judgement from  
other women

Lack of  
recognition for  
their position  
from clients

Limited dating  
options

# CONCLUSION



THANK  
YOU

- Dr. Christy Glass
- RGS
- SSWA
- Honors

