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

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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
RESEARCH QUESTION

- 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
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?

- 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
“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.”

“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.”

“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.”

- Chelsea
“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