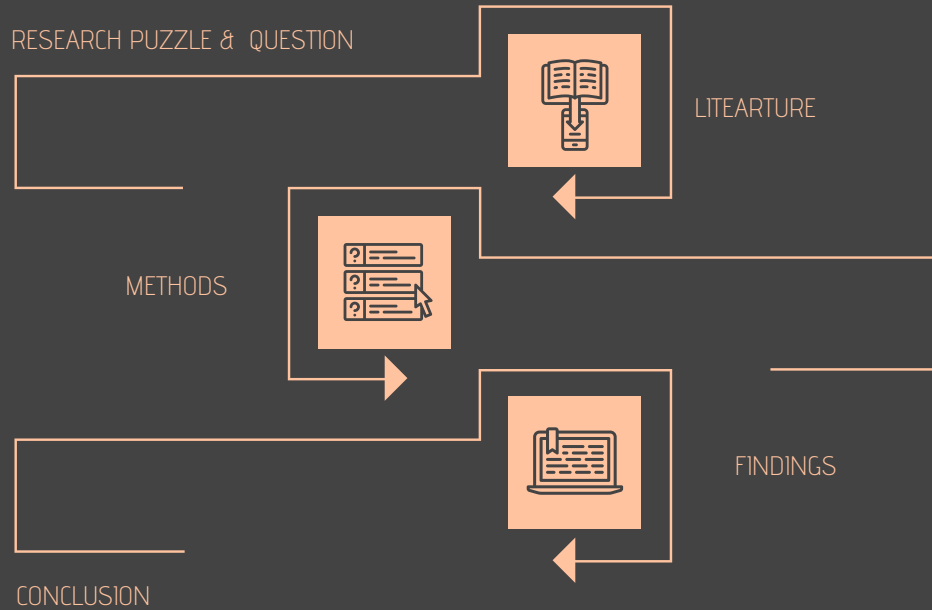


'I NEVER MADE AN ISSUE ABOUT MY KIDS': HOW PROFESSIONAL MOTHERS NAVIGATE BIAS AT WORK

RACHAEL GULBRANDSEN
UTAH STATE UNIVERSITY



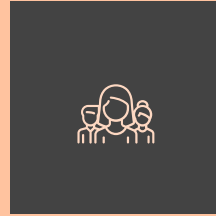
ROADMAP



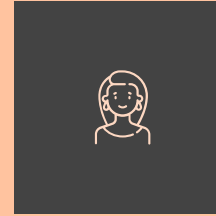
RESEARCH PUZZLE



UNDERREPRESENTATION



PROFESSIONAL ATTAINMENT
GAP



CULTURAL IDEALS & BIAS

The background features a light orange color with several darker orange, stylized cloud-like shapes scattered across the top and middle. At the bottom, there are two dark blue, stylized leafy branches, one on the left and one on the right, extending upwards.

HOW DO PROFESSIONAL MOTHERS NAVIGATE BIAS?

What strategies do professional mothers use at work and at home to navigate the bias they face?

LITERATURE REVIEW



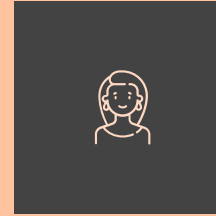
TOKEN THEORY

Heightened Visibility
Performance Pressure
Negative Evaluation Bias



MOTHERHOOD PENALTIES

Ideal Worker & Good Parent
Intensive Mothering



STEREOTYPES

Historical Employment
Intersectionality

A MULTIMETHOD APPROACH



SURVEY

Online survey
Sent through Utah Bar
N = 2,304



INTERVIEWS

In depth, semi-structured
Snowball/Targeted sampling
N = 47


FINDINGS

PERCEPTIONS OF BIAS
WORK STRATEGIES
FAMILY STRATEGIES
COSTS AND TRADEOFFS



PERCEPTIONS OF BIAS





“I had my first annual review when I was 6 months pregnant, and I'd never had an annual review even though I'd been there for three years. My performance was that I wasn't committed.


And so even though the year before the head partner had complimented my work, another partner said they were always talking about my work at the partner meetings, [they] asked me to staff their cases, [in her] first performance review... they were questioning my commitment.”

—MELISSA



WORK STRATEGIES






“ My 4th son was born 4 weeks early. I delivered him on Saturday and had a trial on Monday and on Wednesday. I could’ ve asked for continuance. But people are not caring – they say they are, but they are really not. My kid was in the NICU and I didn’ t want to deal with it. I took some painkillers and got through it. The judge would have given me a continuance. But sometimes it’ s not even worth asking for it. I didn’ t want to have to deal with moving it, everybody complaining about it, blaming me.”

—**WHITNEY**



FAMILY STRATEGIES





“ My husband is great. We have traded needs... When I started working full time, he quit and worked part time. He’s gone back and forth making sacrifices too. But he’s made a lot of sacrifices in pulling back from his career because one of us always worked part-time. We had kids that needed taking care of. We shifted back and forth, took on more home duties. I never got anything but support from him. But he’s unusual.”

—**ZOE**



COSTS & TRADEOFFS

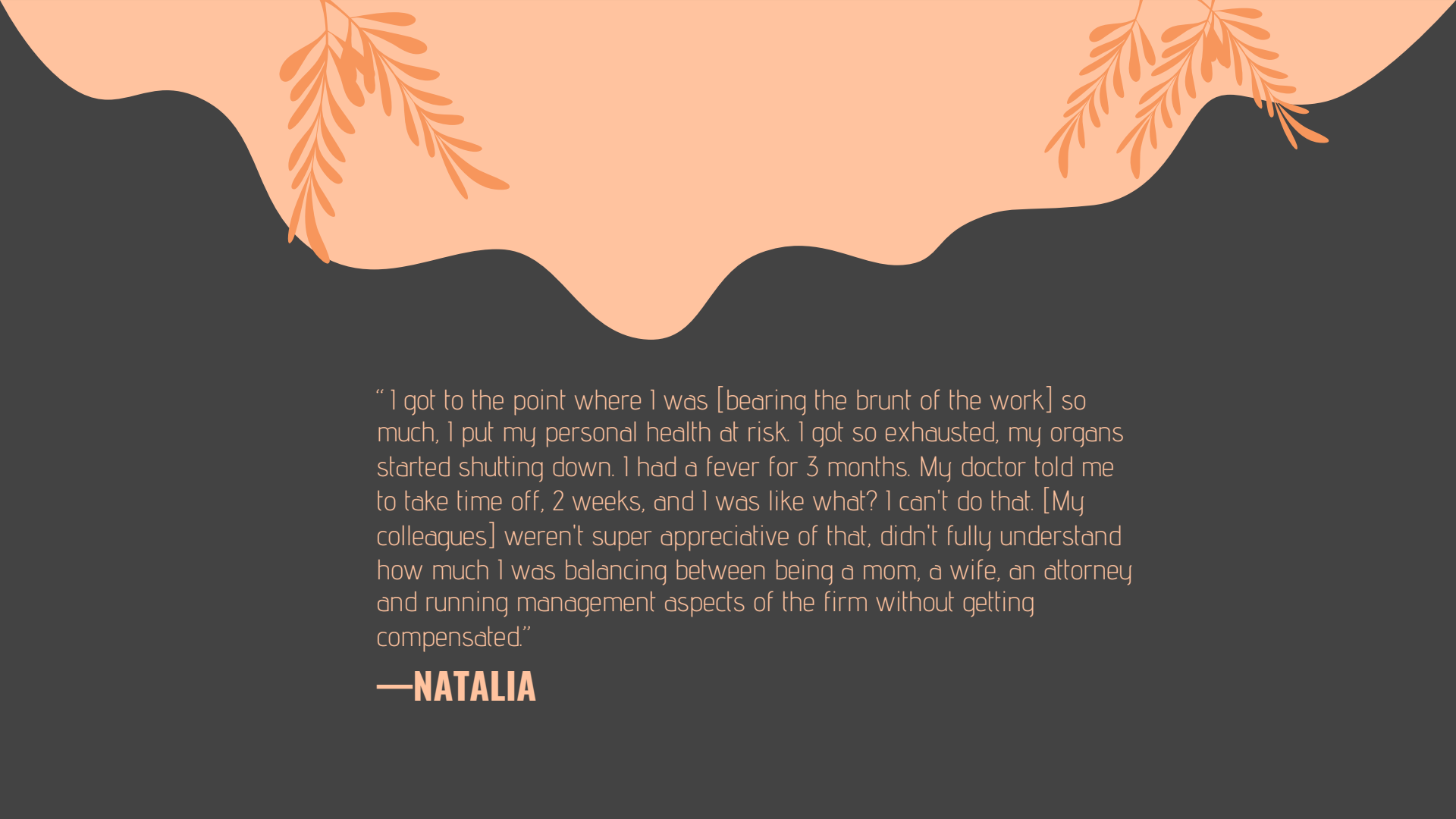


COSTS & TRADEOFFS IN EVERY ASPECT

**PERSONAL
HEALTH**

PRESTIGE & PAY

**FAMILY
RELATIONSHIPS**



“ I got to the point where I was [bearing the brunt of the work] so much, I put my personal health at risk. I got so exhausted, my organs started shutting down. I had a fever for 3 months. My doctor told me to take time off, 2 weeks, and I was like what? I can't do that. [My colleagues] weren't super appreciative of that, didn't fully understand how much I was balancing between being a mom, a wife, an attorney and running management aspects of the firm without getting compensated.”

—**NATALIA**

IN SUMMARY

What to remember:

- Women are aware of the bias they face
- They employ strategies at work and at home to sustain careers
- They experience costs and tradeoffs from these strategies



CONCLUSION

Two pathways:

- Overwork → prestige, stress, negative health outcomes
- Downgrade → flexibility, lower pay, prestige, opportunity
- Neither is optimal
- All professionals need flexibility



OUR TEAM

DR. CHRISTY GLASS
Professor of Sociology

DR. MARISELA MARTINEZ-COLA
Assistant Professor of
Sociology

RANA ABULBASAL
PhD Researcher

RACHAEL GULBRANDSEN
PhD Researcher

BROOK HUTCHINSON
Undergraduate Peak
Fellow



CREDITS: This presentation template was created by **Slidesgo**, including icons by **Flaticon**, and infographics & images by **Freepik** and illustrations by **Stories**

THANKS!

Does anyone have any questions?

Rachael.Gulbrandsen@usu.edu

WORKS CITED

ARTICLES:

- Budig, Michelle J. and Melissa J. Hodges. 2010. "Differences in Disadvantage: Variation in the Motherhood Penalty across White Women's Earnings Distribution." *American Sociological Review* 75(5):705–28.
- Christopher, Karen. 2012. "Extensive Mothering: Employed Mothers' Constructions of the Good Mother." *Gender and Society* 26(1):73–96
- Collins, P. H. (2002). *Black feminist thought: Knowledge, consciousness, and the politics of empowerment*. routledge..
- Florian, S. 2017. Motherhood and employment among Whites, Hispanics and Blacks: A Life Course Approach. *Journal of Marriage and Family*, 80(1), 134-149.
- Florian, S. 2018. Racial variation in the effect of motherhood on women's employment: Temporary or enduring effect? *Social Science Research*, 73, 80-91.
- Glauber, Rebecca. 2007. "Marriage and the Motherhood Wage Penalty among African Americans, Hispanics, and Whites." *Journal of Marriage and Family* 69(4):951–61.
- Ray, Rashawn and Pamela Braboy Jackson. 2013. "Intersectionality and Work-Family Balance: A Study of Black, White, and Mexican-American Adults." *Notions of Family: Intersectional Perspectives Advances in Gender Research* 17:241–62.
- Lu, Y., Wang, J.S. & Han, W. 2017. Women's short-term employment trajectories following birth: Patterns, determinants and variations by race/ethnicity and nativity. *Demography*, 54, 93-118.
- Denny, K. 2017. Workplace evaluations of parents by race: Unraveling perceptual penalties and premiums. Book chapter available at:
- Van Winkle, Z. and Fasant, A.E. 2020. Parenthood wage gaps across the life course: A comparison by gender and race. *Journal of Marriage and the Family*. Online version available at:
- Gough, M. and Noonan, M. 2013. A review of the motherhood wage penalty in the U.S. *Sociology Compass*, 7(4), 328-342.

WORKS CITED

ARTICLES:

- Anderson, D. J., Binder, M., & Krause, K. (2003). The motherhood wage penalty revisited: Experience, heterogeneity, work effort, and work-schedule flexibility. *ILR Review*, 56(2), 273-294.
- Benard, S. & Correll, S. (2010) Normative discrimination and the motherhood penalty. *Gender & Society*, 24(5), 616-646.
- Budig, M. J., & England, P. (2001). The wage penalty for motherhood. *American sociological review*, 204-225.
- Cachia, M. and Millward, L. (2011), "The telephone medium and semi-structured interviews: a complementary fit", *Qualitative Research in Organizations and Management*, Vol. 6 No. 3, pp. 265-277. <https://doi.org/10.1108/17465641111188420>
- Chu, A., & Posner, C. (2013). *The state of women in America: A 50-state analysis of how women are faring across the nation*. Washington: Center for American Progress.
- Collins, P. H. (2002). *Black feminist thought: Knowledge, consciousness, and the politics of empowerment*. Routledge.
- Collins, P. H., & Bilge, S. (2020). *Intersectionality*. ProQuest Ebook Central <https://ebookcentral-proquest-com.dist.lib.usu.edu>
- Frohlich, T.C., Kent, A. and Hess, A.E.M. (2014). The 10 worst states for women. 27/7 Wall Street. Available at: <http://247wallst.com/special-report/2014/10/16/the-10-worst-states-for-women-2/2/>
- Glass, C. & Cook, A. (2016) Leading at the top: Understanding women's challenges above the glass ceiling. *Leadership Quarterly*, 27(1), 51-63.
- Glass, C., & Fodor, E. (2011). Public Maternalism Goes to Market: Recruitment, Hiring, and Promotion in Postsocialist Hungary. *Gender & Society*, 25(1), 5-26. doi:10.1177/0891243210390518.
- Glauber, Rebecca. 2007. "Marriage and the Motherhood Wage Penalty among African Americans, Hispanics, and Whites." *Journal of Marriage and Family* 69(4):951-61.
- Inzlicht, M. and Ben-Zeev, T. (2003). Do high-achieving female students underperform in private? The implications of threatening environments on intellectual processing. *Journal of Educational Psychology*, 95(4), 796-805.
- Williams, J. (2001). *Unbending gender: Why family and work conflict and what to do about it*. Oxford University Press.