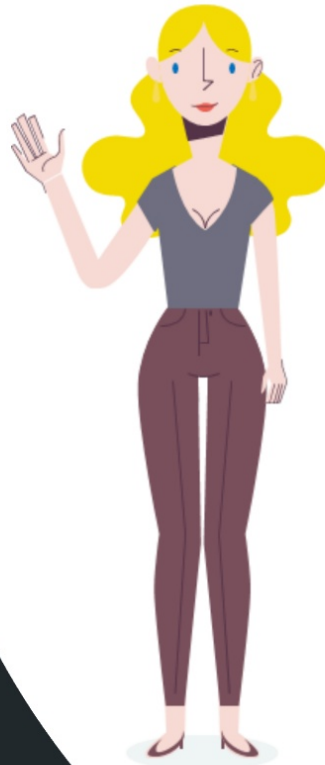# IS GENDER DIVERSITY ENOUGH?

Exploring the Impact of Women's Representation on the Professional Careers of Women of Color

"As a woman of color, I know who my allies are. And many times, the White women are not my allies.." Irene

Rana Abulbasal
Utah State University

Reducing the salience of gender stereotypes

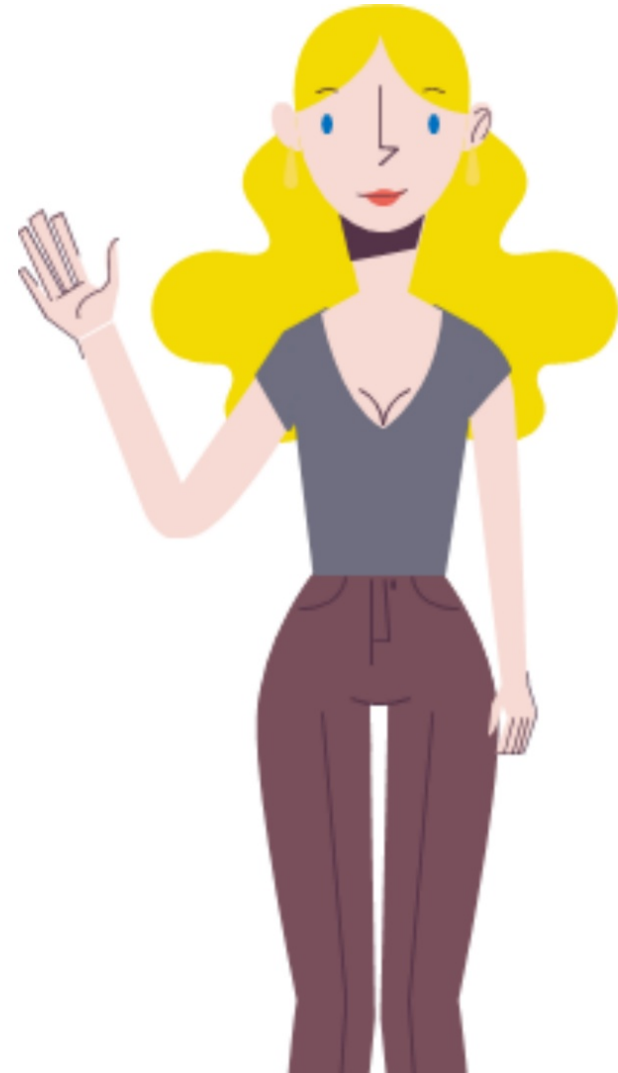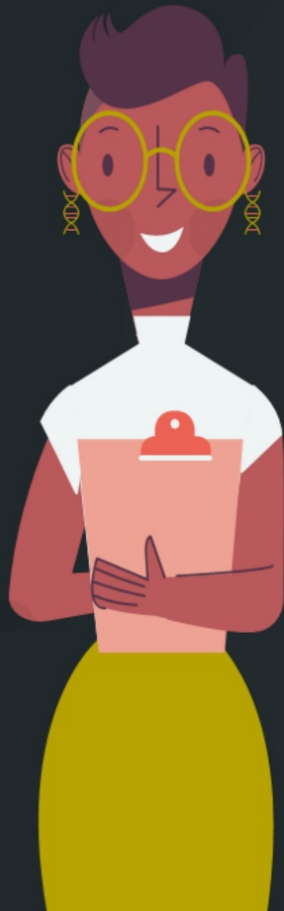Increasing the adoption of gender inclusive policies

Reducing the influence of gender bias on decision making

Reducing the salience of gender stereotypes

Increasing the adoption of gender inclusive policies

Reducing the influence of gender bias on decision making

TOKEN THOERY (Kanter 1977)

The pervasiveness of bias depends on the numerical representation of the minority group within the organization.

Can we talk about intersectionality?

- Better understanding of workplace dynamics - specifically workplace biases against minoritized groups.

- Focus on gender, and some other on race, which leaves Women of Color behind

- New interest in intersectionality
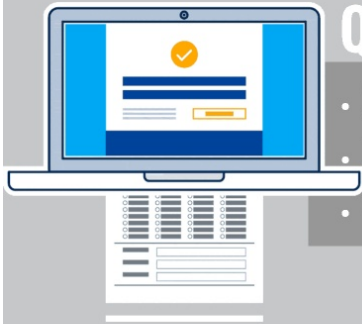
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RESEARCH QUESTION

Does women's representation reduce the biases that women of color experience in a highly skilled profession?
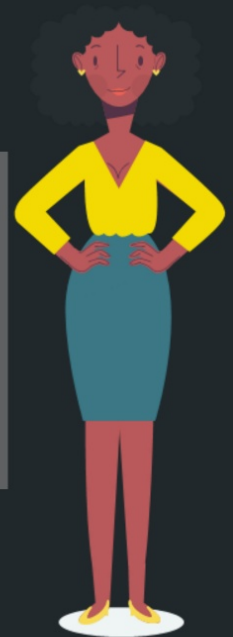
MIXED METHOD APPROACH

Quantitative Data

- 2020 survey to all members of Utah State Bar
- Total of 2000+ responses
- Women data for this study ~700 respondents

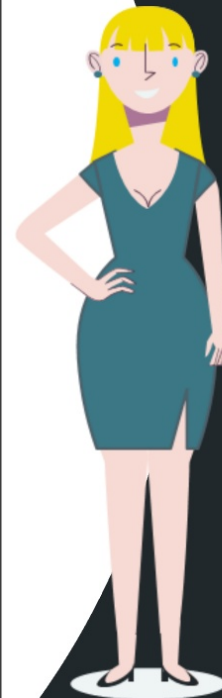## Qualitative Data

- Semi-structured interviews with women lawyers
- Total of 47 interviews
- Women of Color interviews for this study - 11 interviews

Demographics - (N=735)

- 13%
- 70% married
- 57% have kids
- 6% Senior/ Equity Partner
- 20% Staff Attorney

- 87%
- 75% married
- 67% have kids
- 18% Senior/ Equity Partner
- 8% Staff Attorney

Variables

Dependent

Independent

Mentorship & Sponsorship

Access to Network

Prove it Again!

Stereotypes

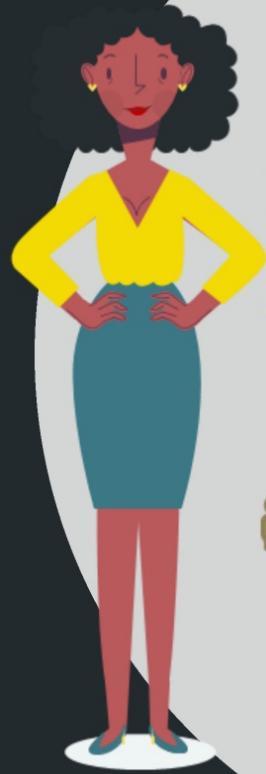Burden of Doubt

Overall representation

Seniority representation

Leadership

Descriptive Analysis

8%
18%
58%
76%
45%

Multinomial Regression

Results from Multinomial Logit Regression Predicting the Impact of the Independent Variables on the Experiences of Workplace Biases for Women of Color, Presented as Average Marginal effect (and z Statistics)

Variable	Prove it Again	Mentorship & Sponsorship	Access to Network	Stereotypes	Burden of Doubt
Women Representation	0.238**(3.04)	✕	✕	-0.25** (-3.29)	✕
Senior women	✕	✕	✕	-0.252***(-3.20)	✕
Leadership	0.198* (2.10)	-0.11** (-2.37)	✕	-0.22* (-2.16)	✕

*p < 0.05; **p < 0.01; ***p < 0.001
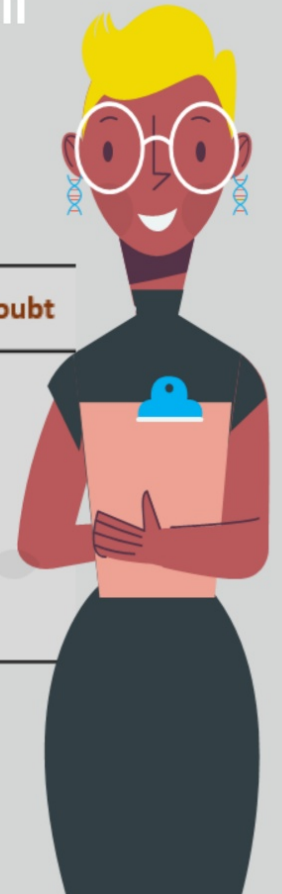
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THANK YOU!

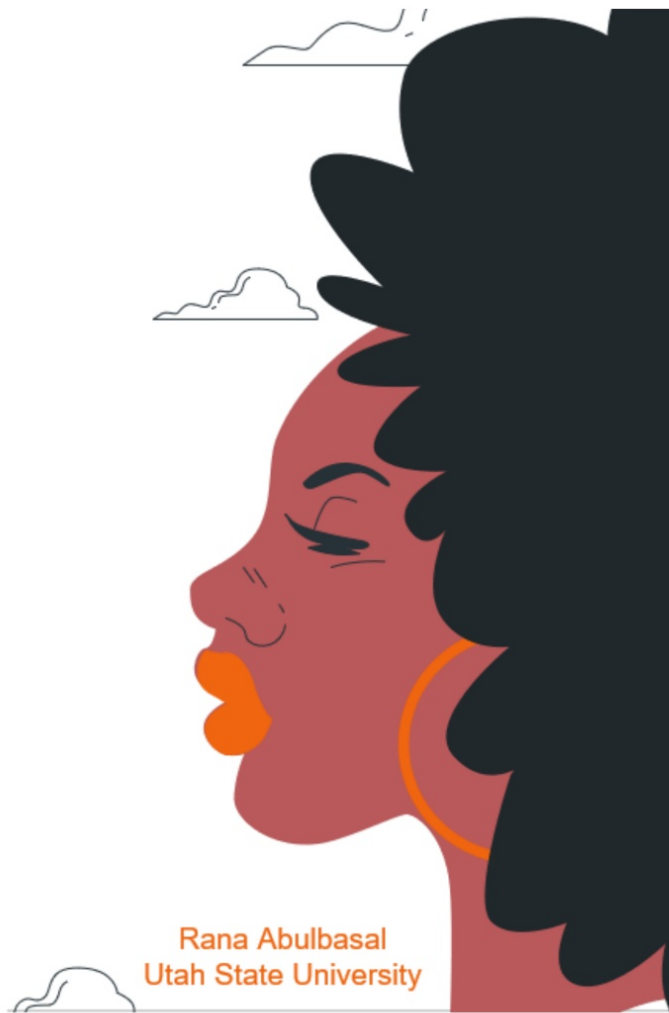Rana Abulbasal Christy Glass Marisela Martinez-Cola Racheal Gulbrandsen

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