



2023

GENDER RETROSPECTIVE

A Decade Of Gender Equity

IN 10 TRENDS



#BEBRAVE

@KaticaRoy



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IN 10 TRENDS

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Executive Summary

2023 UPDATE

I released the inaugural edition of this report, A Decade Of Gender Equity In 10 Trends, in 2020. My goal was to identify the key trends in intersectional gender equity from the past decade (2010-2020), quantify them, and then project what level of progress might be possible in the decade ahead.

Two months after releasing the report, the pandemic hit. The first year of the decade didn't go as expected. Mostly negative, and some positive. 2020 brought the cracks of intersectional gender equity to the surface. Women were not only on the front lines of the pandemic, they shouldered the majority of the job losses and fell out of the workforce at a rapid clip.

The pandemic stunted progress toward gender equity. We are only starting to crawl back.

Quick hits from 2022

1

Closing The Educational Attainment Gap: We increased our time to educational gender equity by 83% in the past two years (not good). At current rates of progress, we'll achieve gender equity in educational attainment by 2044.

2

Inclusion Of Women On The Global Agenda: Women are still underrepresented in high-stakes multi-national discussions, making up only 38% of all national delegates in climate change discussions.

3

Women On The Political Stage: Liz Truss was appointed prime minister of the UK and resigned after only 45 days in office, becoming another glass cliff statistic.

4

Removing Lead From The Glass Ceiling: The US Congress passed the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act to end binding arbitration in sexual misconduct cases. This is a win for gender equity and the economy. Silencing people who have experienced inequity is not a viable business strategy.

5

The Pay Gap: New York City and California moved forward with salary transparency laws. Apart from inducing managerial malaise, these laws require employers above a specific threshold of employee count to list salary ranges in any job posting. These laws take effect as the gender pay gap is widening. The aggregate gender pay gap widened by five cents during the pandemic.

6

Redefining What It Means To “Be A Man”: More men are spending time being fathers. The US Census Bureau reported that usage of paid parental leave has risen among first-time fathers, from 10.8% in 1980 to 38.3% in 2020 (a 255% increase).

7

Voting Rights On The Eve Of The 19th Amendment’s Centennial: The Supreme Court overturned Roe V. Wade, thereby eliminating the constitutional right to an abortion in the United States and giving states the green light to outlaw abortion. Roe’s overturn is a loss for gender equity and the economy. If state-wide abortion restrictions were removed, the wages of employed women ages 15 to 44 would increase by \$101.8 billion.

8

Women Tipping The Scales In Labor Force Participation: Women’s labor force participation hit 58% in October, and there are still 1.549 million women missing from the labor force since the start of the pandemic.

9

The Future Of Work And AI: The Intersectionality Of Gender: Billions of dollars of private investment poured into artificial intelligence-based solutions, thus increasing the urgency of engineers and policymakers to mitigate the life-altering consequences of AI bias. To that end, the White House published its first Blueprint for an AI Bill of Rights, which paves the way for legislative protections for ethical and equitable AI.

The Rise Of The Equal Rights Amendment: The US Constitution still does not guarantee gender equality. The joint resolution that would have removed the deadline to ratify the Equal Rights Amendment (thus paving the way for constitutional gender equality) failed to pass in the Senate.

The Road Ahead

To expedite our journey toward intersectional gender equity, businesses must use the tools of the Fourth Industrial Revolution to de-bias the employee lifecycle. Elected officials must gender mainstream the public policies that determine how resources are collected and allocated. The media must take an active role in rewriting stale gender narratives. It's not enough to admire—or agonize over—the problem of inequity. We are sitting on a now **\$3.1 trillion economic opportunity in the US alone.**

It's time to move the needle on gender equity. Keep reading this report to learn how.

TIMELINE:

A Decade In Review

2010

MAR 23

The Affordable Health Care Act is signed into law. No longer is it a pre-existing condition to be a woman, and gender differentials in the setting of premiums are eliminated.



JUL 2

UN Women is created and becomes operational in 2011. UN Women champions gender equality and the empowerment of women and girls around the world.



2012

OCT 9

15-year old **Malala Yousafzai is shot by a Taliban member** on her way home from taking an exam. Young **Yousafzai refused to accept the Taliban's stance against girls receiving an education.** (Two years later, on October 10, 2014, she became the youngest recipient of the Nobel Peace Prize.)



2013

JAN 24

Women are allowed to serve in **US military combat positions**.



MAR 7

- The film **Girl Rising** highlights how access to education impacts the future of girls in developing countries.
- The **Violence Against Women Act** extends coverage to lesbians, immigrants, and women on Native American tribal lands attacked by non-tribal residents.



JUN 25

The Supreme Court's ruling in *Shelby County v. Holder* **invalidates Section 5 of the Voting Rights Act**, giving jurisdictions a window of opportunity to change voting laws without federal clearance.

2014

NOV 24

Pay equity enters the mainstream conversation after a hack at Sony Pictures reveals the studio's gender pay gap.

SONY

2015

MARCH

First Lady Michelle Obama Launches the **Let Girls Learn** initiative with the goal of **expanding quality education to girls around the world.**



SEPTEMBER

UN adopts the 17 Sustainable Development Goals after a historic summit in New York City. **Advancing women's health and economic power** are among the 17 goals.



JULY

Gretchen Carlson files a sexual harassment suit against Fox News head Roger Ailes, setting off a stream of similar allegations. On July 21, Ailes resigns from his position, though he denies the harassment charges.



JUL 26

Secretary Hillary Clinton becomes the first woman to receive a presidential nomination from a major political party. During her speech at the Democratic National Convention, she says, "Standing here as my mother's daughter, and my daughter's mother, I'm so happy this day has come."



2016

2017

JAN 21

Millions of people around the world take part in the **Women's March** in support of gender equality and civil rights. Estimates say that the Women's March in Washington D.C. was the largest one-day demonstration in US history. (This was also the day after President Donald Trump's inauguration.)



FEB 19

Susan Fowler, then an employee at Uber, publishes a **3,000 word essay** about her "very, very strange" year at the company. Her essay reveals a **toxic workplace culture with frequent bouts of sexual harassment and misconduct**.

Uber

OCT 5

Ashley Judd joins other actresses and former **Weinstein Company** employees in accusing **Harvey Weinstein** of sexual harassment.

Weinstein apologizes by stating his behavior harkens back to growing up at a time when rules and behavior in the workplace were different. Within days of his apology, over 100 women came forward with allegations against Weinstein.



OCT 5

Inspired by Tarana Burke's nonprofit movement called "Me Too," **Alyssa Milano ignites the #MeToo movement** on Twitter by encouraging others to share stories of sexual harassment. Milano's goal, to illustrate how frequently harassment incidents occur, is harrowingly achieved. The #MeToo received so much traction that women in other countries began translating the hashtag into their native languages.

#MeToo

DEC 19

Microsoft becomes the first large employer to remove **binding arbitration for sexual harassment**.



2018

JAN 1

Hollywood celebrities launch the **Time's Up** movement in response to the Weinstein effect and #MeToo.

TIME'S
UP

MARCH

Pipeline publishes research on **breadwinner moms** showing they **earn only 66 cents on the white breadwinner dad's dollar**. Black breadwinner moms have the largest gender pay gap of any cohort of women in the US, earning a mere 44 cents on the dollar. There are 16 million breadwinner moms in the US and they support 28 million children. Breadwinner moms support 40% of US households with children.

NOV 12

Google, Facebook, Airbnb, and eBay end the use of **forced arbitration in sexual harassment claims**. This change means women can take legal action in court and are free from NDAs in the future.

NOV 1

Google employees participate in a worldwide walkout to **protest the handling of sexual misconduct allegations against senior employees**.

MAY 21

The Supreme Court rules that companies can prevent employees from banding together when workplace issues arise by using a **binding arbitration** clause in their employee agreements.



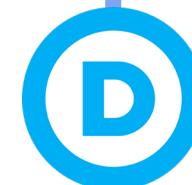
JANUARY

Nevada becomes the first state to have women hold a majority of state legislative seats: 32 of 63, or 50.8%.



FEBRUARY

In a historic first, six women announce they will run for president in the same party's presidential primary **race**: Representative Tulsi Gabbard (D-HI), Senator Kirsten Gillibrand (D-NY), Senator Kamala Harris (D-CA), Senator Amy Klobuchar (D-MN), Senator Elizabeth Warren (D-MA), and Marianne Williamson.



2019

SEPTEMBER

US employers report EEO-1 Component 2 data to the EEOC for the first time. It includes pay data delineated by gender, race, and ethnicity.

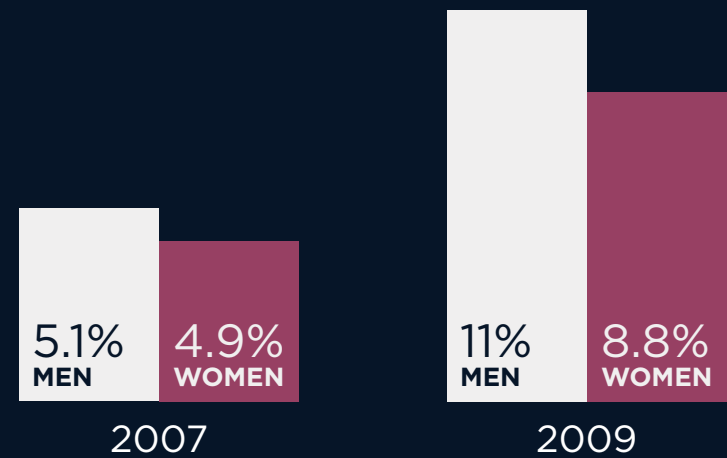


The Year 2010

WHERE WE
CAME FROM

It was the dawn of a new decade, the US was just recovering from the Great Recession, and the seeds of gender equity were beginning to take root.

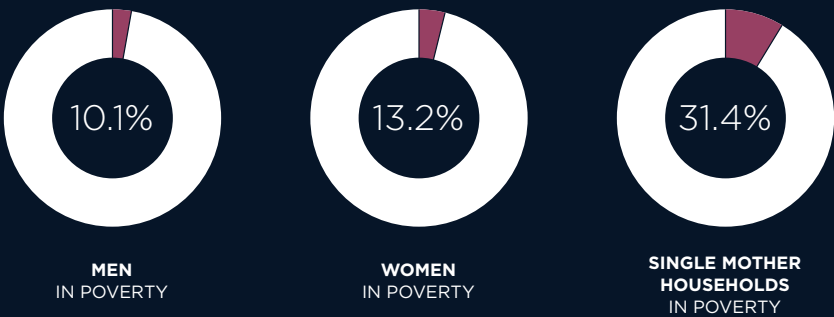
Looking back at the immediate aftermath of the Great Recession, we find that 2007’s unemployment figures split fairly evenly across gender: the unemployment rate for men hovered around 5.1% while **the rate for women was 4.9%**. By 2009, just two years later, 8.8% of women were unemployed compared to 11% of men.



At the same time, women were spending 2.1 hours on housework and .7 hours caring for members of their households every day. Men were spending 1.3 hours on housework and .4 hours caring for members of their households on a daily basis.



And at the end of 2008, **13.2% of adult women were poor**, 10.1% of adult men were poor, and **31.4% of female-headed households with no husbands were living in poverty**. Children’s poverty rates in 2008 hit 19%.



As the first decade of the new millennium was coming to a close, something happened that ushered in a new era of gender equity.

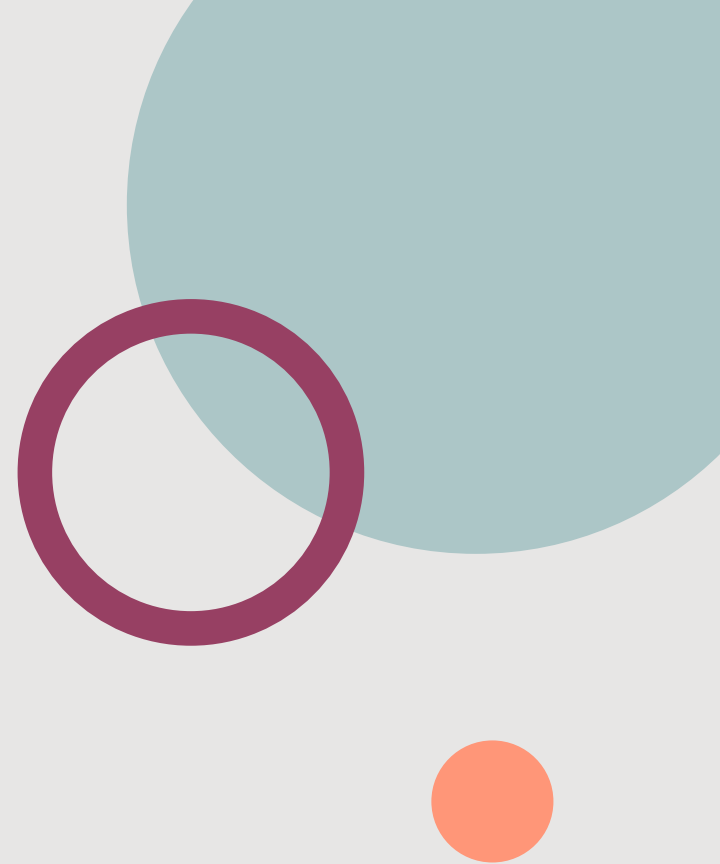
GENDER EQUITY TAKES CENTER STAGE

On January 29th, 2009, President Barack Obama signed his first bill into law: the Lilly Ledbetter Fair Pay Act. The law and its name come from a female Goodyear employee, Lilly Ledbetter, who had discovered a pay discrepancy between herself and her male colleagues doing the same job. When she took her pay discrimination claim to the Supreme Court, the Court ruled that Ledbetter's case was invalid because she filed her claim outside the 180-day window of the employer's decision to pay her less. Because Ledbetter hadn't learned about this pay inequity until much later, she effectively had no legal means to challenge her employer's decision to pay her less than her male colleagues.

President Obama's Lilly Ledbetter Fair Pay Act modified the statute of limitations so that workers can file inequitable pay claims within 180 days of a discriminatory paycheck. And, the 180-day window resets after each payment.

The Lilly Ledbetter Fair Pay Act came into effect at a time when a mere **3% of CEOs in the Fortune 500 were women** and only **16% of Congress was female**.

The next decade was about to change that.



Report Objectives

The Goal Of This Report Is Two-fold

Many people want to do the right thing when it comes to gender equity. But at current rates, we are **257 years away** from closing the global gender equity gap. **Progress must materialize faster.** Not only is gender equity a social issue, it's a massive economic opportunity—to the tune of \$12 trillion globally. It is, as its core, about equity for all.

A major prohibitor in our journey toward gender equity is a lack of data, the right data. **Without adequate data and insights, we have a hard time creating and measuring goals. Progress stalls.**

That's why the goal of this report is **two-fold**:

1

To understand the top 10 trends that shaped the past decade of gender equity.

AND

2

To use data to prescribe solutions to catalyze action in the next decade.

It's about **being informed**
and having a **roadmap for action.**

Let's dive in.



Closing The Educational Attainment Gap

The Trend



We made progress toward closing educational attainment gaps on a global scale. The World Economic Forum conducted research across 134 countries representing over 90% of the world’s population. Collectively, those 134 countries have closed nearly 93% of the gender gap in educational attainment; 36 countries have achieved full parity. Notably, the country with the largest gap in educational attainment, Chad, passed the halfway point (57% gap) in reaching parity.

Among the world’s advanced economies, **women ages 25-29 have outpaced men ages 25-29 in higher education attainment since 1996.** For this age cohort overall, 50.8% of women and 38.5% of men earn tertiary degrees. In the US, the average working woman is more likely to be college-educated than the average working man.

Why Education Matters

Of the three main factors that impact global economic growth from a gender perspective (educational attainment, labor force participation, and wages), educational attainment has the largest impact because it's the foundation for the two others. **GDP per capita increases by 10%** for each additional year of education, so closing the gap in education plays a crucial role in unlocking the \$12 trillion economic potential of gender equity.

What's Possible By 2030



By 2030, we will be on the brink of closing the gender gap in education. At current rates, we can **close the gap within 14 years**, which means we'll be four years away from parity in educational attainment by 2030.

Narrowing the educational attainment gap benefits individuals, their households, and their economies. Between 1962 and 2012, greater educational attainment in OECD countries accounted for half of their economic growth. Most of that growth came from **bridging gender gaps in higher education**. In the decade ahead, countries should look forward to reaping the economic gains of investing in girls' and women's education.

To Bridge The Gap In Educational Attainment



1

Increase literacy rates for girls and women by supporting the International Literacy Association

More than 20% of women across 44 countries are still illiterate. Support for the International Literacy Association, which serves as one of the world's largest literacy organizations, would help provide resources and infrastructure to students and educators across 86 countries.

2

Continue to invest in human capital development beyond primary and secondary education

While women currently outpace men in tertiary education, (39% of women versus 34% of men are enrolled in college globally), we still have room to improve. As higher education systems struggle to keep pace with the ever-changing labor demands, **we should direct foreign aid to closing skills gaps in tertiary education** across genders and industries. Global private-public partnerships can champion lifelong learning, upskilling, and reskilling initiatives to ensure the future economy works for everyone.

3

Direct foreign aid to countries that do not offer free or affordable primary and secondary education

In many developing countries such as Benin, Chad, and Niger, families spend 20-25% of household income on secondary education, whereas households in more developed countries spend no more than 5% of their household income on secondary education. For countries whose governments do not provide free or affordable primary and secondary education, we can **direct foreign funds to incentivize access to early-level schooling.**

2020

The pandemic displaces **743 million girls** from the education system. Of those 743 million girls, 111 million (approximately 15%) live in the world's least developed countries.

2021

UNESCO estimates that **11 million girls** in lower-income countries are at risk of permanently dropping out of school.

2021

Amid increased pressure to act in service of the climate, research shows that educating girls ranks higher than electric cars, nuclear power, and recycling in combating the climate crisis. Each additional year of schooling a girl completes **increases her country's climate resilience by 3.2 points.**

2022

The global educational attainment gap closed by 94.4%, which means that we are on track to achieve gender equity in educational attainment by 2044. We increased our time to educational gender equity by 83% in the past two years (not good).

2022

The pandemic's effect on student outcomes becomes tangible. In the United States, eighth-graders' average math score dropped by eight points.

2022

The Biden-Harris Administration announces ambitious student loan debt forgiveness plan, which cancels up to \$10,000 in debt for people with salaries under \$125,000 and up to \$20,000 for people who received Pell Grants. This matters for gender equity because women hold 67% of all student loan debt in the United States.



Inclusion Of Women On The Global Agenda

The Trend



Issues that have long hindered women, 50% of the world's population, finally got their seat at the table. In July of 2010, the UN General Assembly took a stand for gender equity by forming UN Women. Its creation came as a reorganization effort to break down siloed entities within the UN and drive momentum on the gender equity agenda. UN Women has set the following priorities:

- To have women lead and benefit equally from governance systems.
- To allow women access to secure income and economic autonomy.
- To give women and girls a life free from all forms of violence.
- To provide women and girls with opportunities to influence conflict resolution measures.

In September 2015, five years after the creation of UN Women, the adoption of the 17 Sustainable Development Goals (SDG) accelerated progress toward gender equity. Among the 17 goals is Goal Five:

“Achieve gender equality and empower all women and girls.”

Concrete objectives of this goal include:

- Ending violence against women.
- Improving women's health.
- Promoting women's participation in leadership and decision-making positions.
- Advancing women's inclusion in the world's economies.

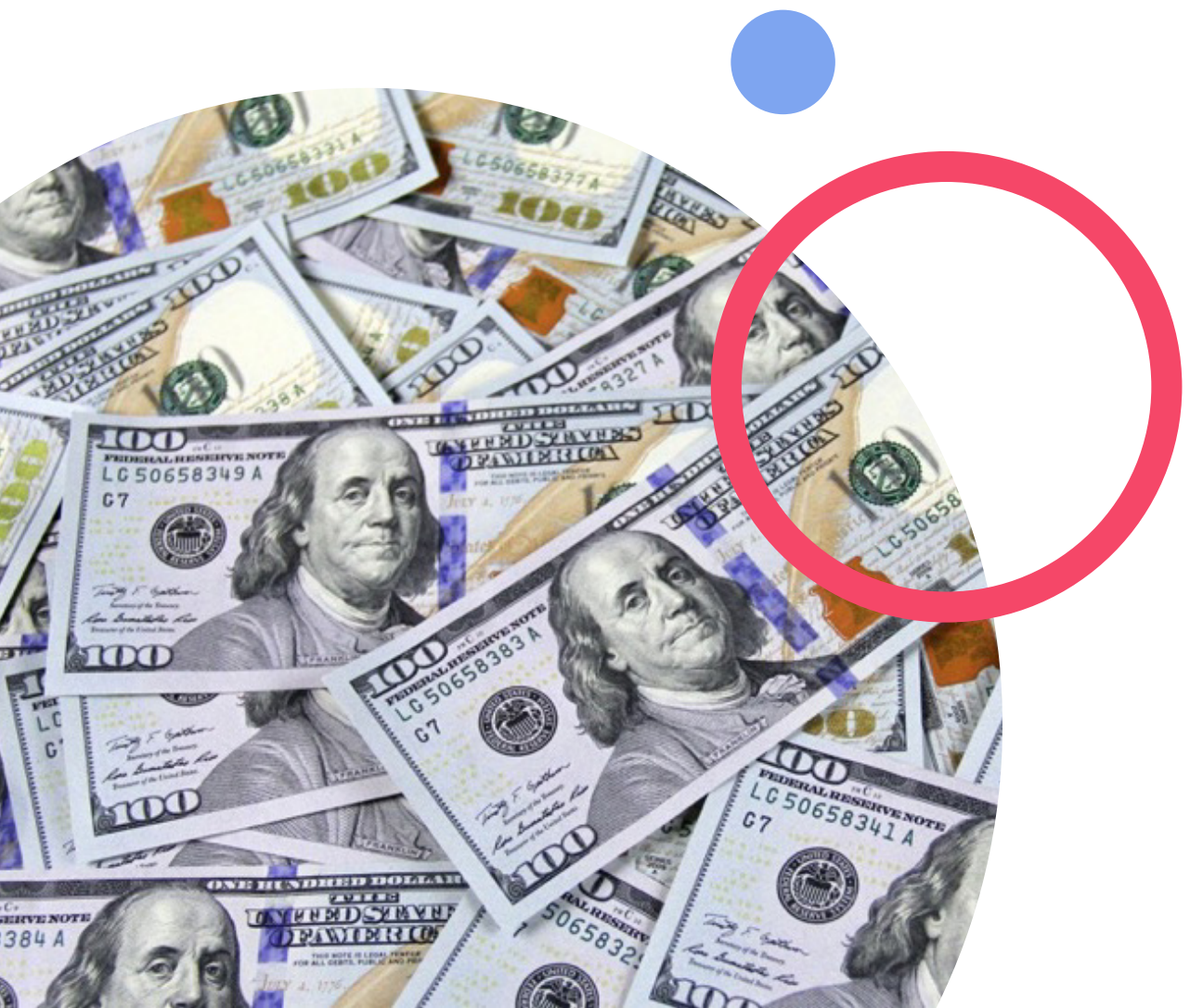
Why UN Women And The SDGs Matter



In creating UN Women and the SDGs, the UN demonstrated its understanding of how gender equity affects global progress. We cannot and will not achieve all 17 SDGs without achieving Goal Five. As the UN states, "Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world."

Around the world, **2.7 billion women are legally restricted from the same access to income-generation opportunities as men**, and 59 economies do not protect women from sexual harassment in the workplace. Closing gender gaps across labor force participation and opportunity, as well as education, health, and political representation, remain paramount to delivering on the 2030 SDGs.

What's Possible By 2030



By 2030, more people will have joined the Global Citizen’s collective action campaign and have signed petitions to create forward momentum on SDG 5.

The Business and Sustainable Development Commission estimates the economic value of delivering on the SDGs to **generate at least \$12 trillion per year by 2030.** That’s more than 10% of global GDP. The SDGs would also create approximately 380 million jobs—largely in developing countries.

To Increase Gender Equity On The Global Agenda



1

Commit to gender equity among foreign policy staff

Achieving **gender equity among foreign policy staff** would do foreign policy agendas well. A 50/50 gender split among staff members more accurately represents the global population and better accounts for the needs of half the global population, women.

2

Include women in conflict prevention and resolution

We must not forget the voices of women in preventing and resolving conflict. When women are involved in peace negotiation processes, **the final agreement is 64% less likely to fail**. Research has also linked higher levels of gender equity with a lower propensity for conflict between and within countries.

2020

Hawaii adopts a **gender-based economic recovery plan** titled “Building Bridges, Not Walking on Backs.” In passing this recovery plan, Hawaiiin policymakers understand how centering marginalized perspectives improves everyone’s economic recovery.

2020

Research shows how taking a gender-based approach to post-pandemic recovery could add **\$13 trillion to global GDP by 2030**. Conversely, a gender-blind recovery plan would lower global GDP growth by \$1 trillion over the next decade.

“

Women should have the same access to finance and the same rights to inheritance as men and must be at the center of our efforts toward an inclusive and resilient recovery from the COVID-19 pandemic.”

– David Malpass,
World Bank Group President

2021

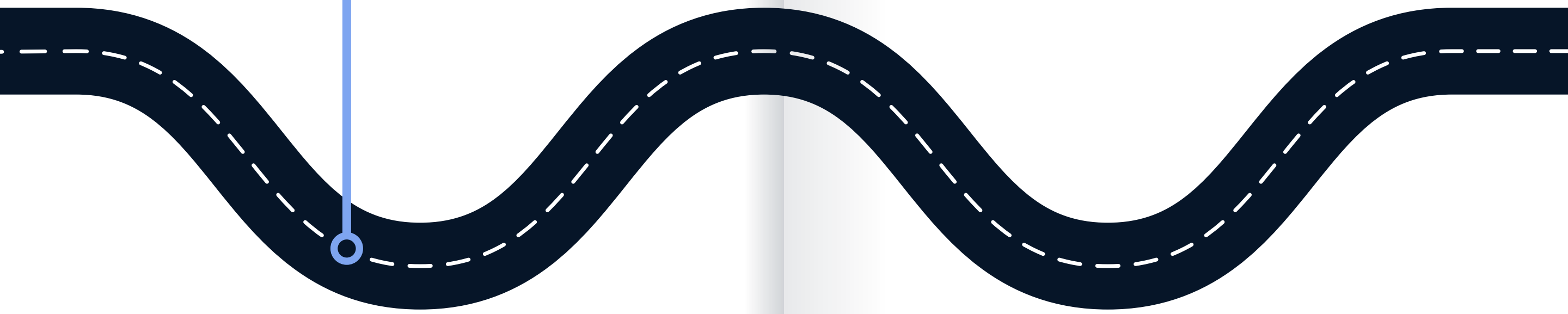
Despite making progress toward gender equity, we still have a long road ahead. Globally, **women enjoy only 75% of men’s legal rights**.

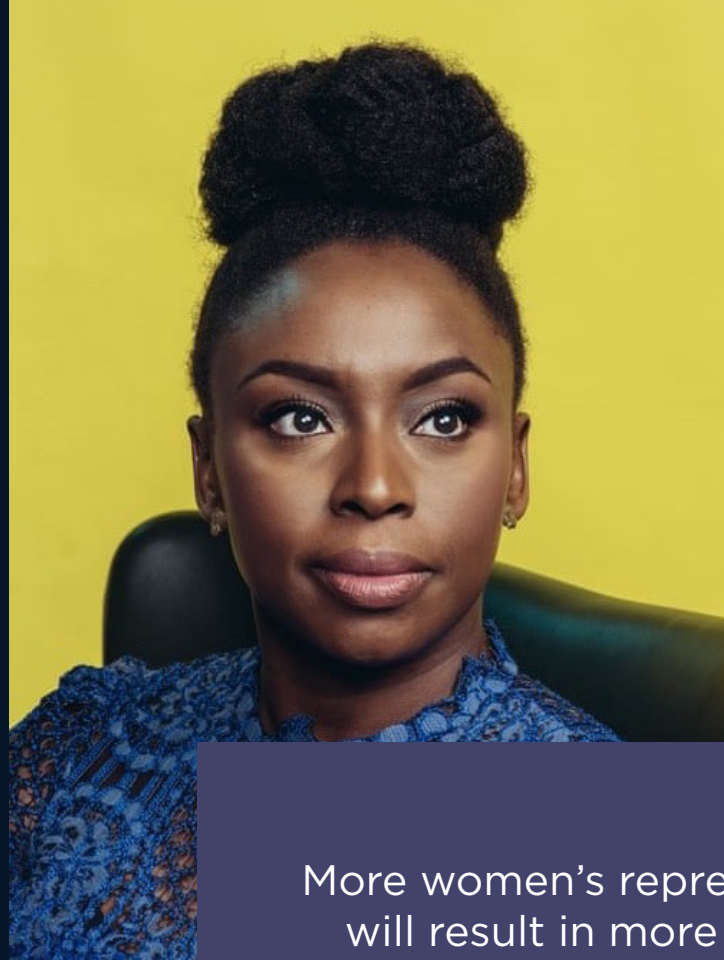
2021

The US gets its **first national gender strategy** in an effort by the Biden-Harris Administration to improve economic outcomes for all people and advance the great experiment of American democracy.

2022

Women make up 38% of all national delegates in discussions of perhaps the most pressing global issue: climate change. That's up from 30% in 2009. At Conference of the Party gatherings (COP), women make up only 13% of delegation leaders, up from 10% in 2009.

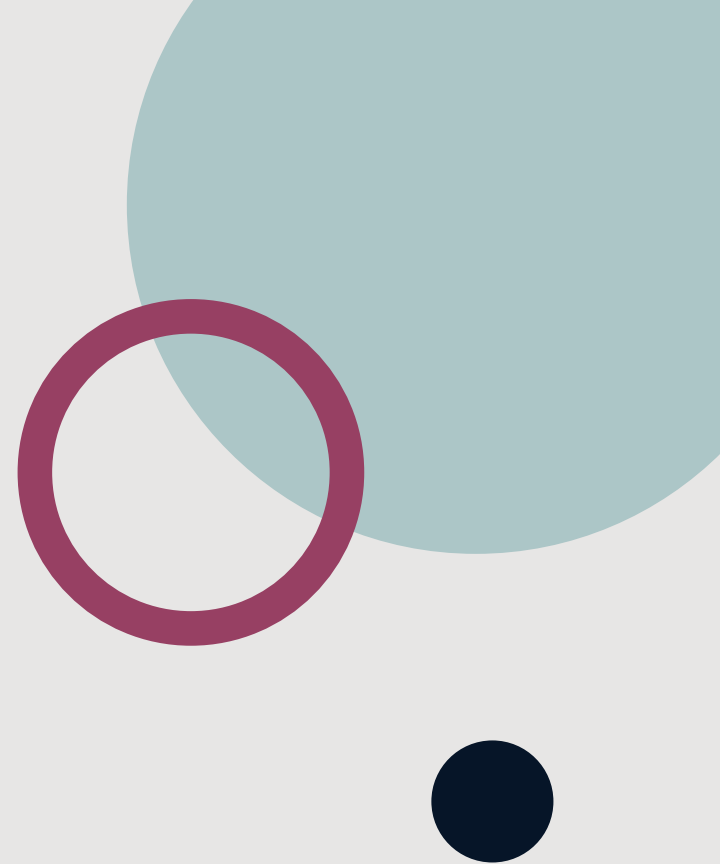




“

More women's representation will result in more diverse decisions that incorporate women's experiences. I don't think having women in positions of power means that the world is going to be perfect or that conflict will be eradicated. It just means that the concerns of half of the world's population will finally be center stage.

CHIMAMANDA NGOZI ADICHIE
(Award-winning author and Ted Talk speaker)



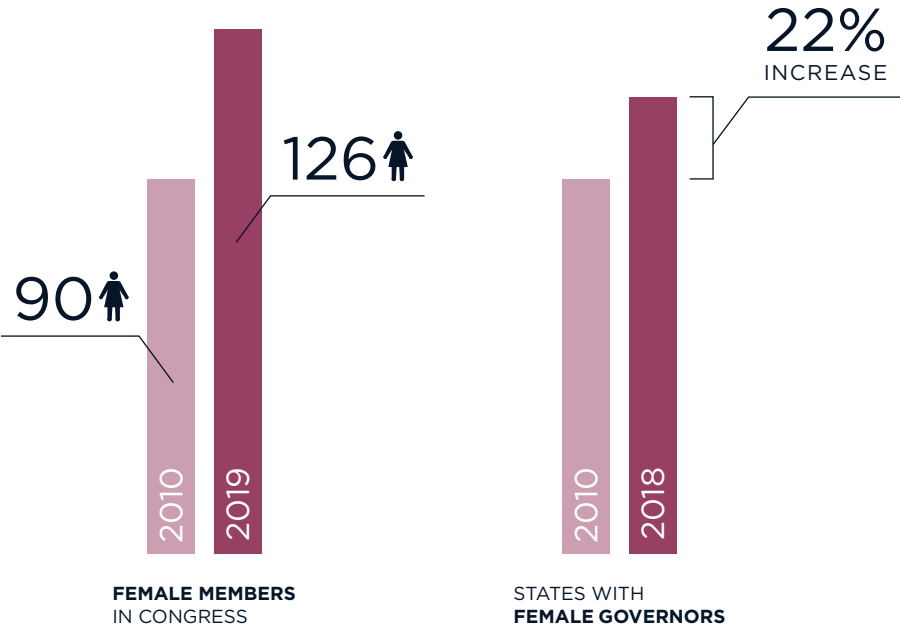


Women On The Political Stage

The Trend



Women increased their representation among elected officials in US governing bodies. In Congress, the number of female **members jumped from 90 to 126 (40%) between 2010 and 2019**. And from 2010 to 2018, the number of states with a female governor increased by 22%.



Why More Women In Public Policy Matters



Most of history—its conflicts, revolutions, and moments of prosperity—has been seen through the eyes of men. In turn, policy creation became skewed toward the needs of men. It fails to adequately address the needs of other genders. Gender inequity in politics comes with a monetary cost because women create policies that benefit our economy. They are 10% more effective legislators and **deliver 9% more money in federal programs to home districts** compared to male politicians on an annual basis.

Women politicians also have the lived experience to inform sound policy creation. Consider the three factors that affect global economic growth from a gender perspective: education, labor force participation, and wages. The lived experiences of women show up uniquely in all three factors.





1

Education

Women are the most educated cohort in the US. Yet, there is a **10-point gap** between women’s educational attainment rate (57%) and the total student loan burden carried by women (67%). Policies that help relieve student loan debt and reform higher education payment would do more to improve the economy than tax cuts. Women’s lived experience in shouldering the majority of student loan debt provides the requisite perspective to create such policies.

2

Labor force participation

We are experiencing a labor force shortage of 5 million workers. To keep the economy running, organizations need solutions to better tap into half of their talent pools, women. Federal laws such as equal pay legislation that shifts the burden of proof of pay equity from employee to employer can work on behalf of gender equity and the greater economy to keep women in the workforce. Here too, we find that women politicians can bring their lived experiences of gender equity in the workplace to inform policies that improve labor force participation. **Globally, we could unlock \$2.76 trillion** purely by increasing the number of hours worked by women.

3

Wages

Wages influence both supply-side (the money in our wallets) and demand-side (the money we spend) economics. Closing the gender wage gap has the potential to improve our economy by improving women’s economic power. In my home state of Colorado alone, we could increase GDP by \$9 billion by closing the gender pay gap. In the entire US, the economic impact of **gender pay equity jumps to \$512 billion**. Closing the gender pay equity gap would also lift 50% more working women out of poverty.

(See Trend #5 for more on wages and the gender pay gap.)

What's Possible By 2030



By 2030, we will have closed 20 points of the 27-point gender gap between the percent of women in Congress (24%) and the percent of women as part of the US population (51%). While we do have a record number of women (126) currently serving in Congress, they make up only 24% of all members. It is possible to have a 44% female Congress by 2030.

By 2030, it is possible that all 50 states will have elected a woman governor. Currently, only 28 states have had a woman governor, which leaves us with 22 states left to go.

To Close The Gender Gap In Political Representation



NEW IMAGE TO FOLLOW

1

Tap talent from local school boards

Local school boards are ripe with talent, and women represent 43% of board members in the space. Party leaders would be wise to **include education and child-related boards** in their candidate recruitment strategies.

2

Support organizations that light the way for women in politics

A Harvard study found that women candidates win general elections at the same rate as male candidates, but factors that influence candidate selection (such as recruitment practices and “electability” bias) hold women back. Organizations such as Emily’s List, She Should Run, Vote Run Lead, Emerge, and Maggie’s List help women overcome those barriers by providing female candidates with resources and training, thus providing a visible and viable path to political leadership.

2020

Women leaders prove more adept at containing the spread of the virus. Finland, Iceland, Norway, Germany, and New Zealand (all women-led countries) suffer half the number of coronavirus deaths than male-led countries.

2020

A record number of women run, donate, and vote in the 2020 US elections. Their elbow grease led to the **most gender-equitable Congress in US history**, with women holding 27% of seats (144 of 539 seats).

2021

Kathy Hochul becomes the first woman governor of New York and one of nine women governors in the US. She ascends to the role after Andrew Cuomo resigns amid sexual harassment claims.

2021

Kamala Harris becomes the first woman Vice President of the US. She also becomes the first Black person and first person of Indian descent to hold the office.

2021

Calls for diverse representation in high-level organizations grow louder. **Only 10% of speakers during the first four days of the 2021 UN General Assembly are women.** Only 14% of Federal Reserve Bank directors are women of color. Only 26% of speaking time at major climate conferences goes to women despite their representing nearly half of government delegates at climate talks.

2022

Liz Truss becomes the most transient prime minister in UK history and another glass cliff statistic. Truss ascended to leadership after former prime minister Boris Johnson stepped down during a time of high inflation and geopolitical conflict. She was unable to win support for her fiscal austerity measures and resigned after barely six weeks in office.

2022

The 2022 midterms create another milestone for women in politics. 12 women will serve as governors in 2023, the most number of women ever to concurrently serve in this position. That means thirty-one states have had or will have women governors.

2022

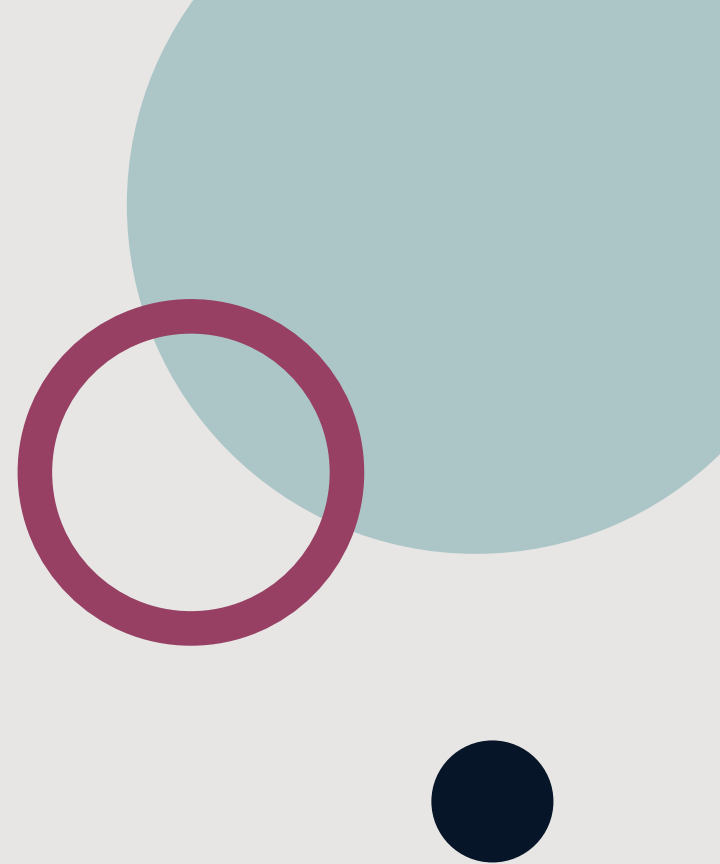
Pro-democracy researchers create the first-ever national database to track violent threats against elected officials. Their inaugural report shows that perpetrators of violence target women in public office 3.4 times more often than men.



“

The most important challenge is still being considered second-class citizens, and the most important thing for us is to get men on our side, period. This has to be something that men help us with; it's not a question of just swapping who's dominant. We're not looking for female dominance; we're looking for equality and to level the playing field—and we can't do that without men's buy-in as well.

CHRISTIANE AMANPOUR
(Broadcast journalist)





Removing Lead From The Glass Ceiling

The Trend



The glass ceiling, which I define as the barriers that hold women back, became increasingly less burdensome in the past ten years. While barriers to success still exist on every step of the leadership ladder, **two micro-trends** emerged in the past decade that lessened the impact of those barriers. They are:

1

Shifts in the balance
of power

2

Shifts in demographics

MICRO-TREND #1

Shifts In The Balance Of Power



The Trend

Despite the Supreme Court's 2018 decision allowing companies to enforce binding arbitration in employee agreements, we are beginning to see a shift away from the use of binding arbitration in employee agreements. This trend is good news for the nearly **60 million US workers covered by these clauses.** Arbitration clauses give employers the upper hand and take power away from employees when workplace mistreatment occurs.

In 2017, Microsoft led the way in becoming the first Fortune 100 company to remove binding arbitration in sexual harassment cases. Facebook and Google later followed suit, and in 2018, all 50 states' attorneys general asked Congress to exclude sexual harassment from binding arbitration agreements.

It's no surprise that the decline in binding arbitration coincides with the #MeToo and #TimesUp movement. The movement these hashtags created gave survivors of sexual harassment, assault, and bias a voice to stand up, speak out, and connect. While #MeToo shed light on the previously-silent epidemic of sexual harassment and assault, #TimesUp moved us into action to end sexual harassment, assault, and bias.

Why Power Imbalances Matter

In theory, binding arbitration seems like a win for employers, employees, and our court systems. Should workplace issues arise (such as sexual harassment or pay inequity), employers can turn to arbitration clauses in employee agreements to resolve disputes in a timely and resource-efficient manner. In practice, however, binding arbitration causes more harm than good by rendering employees powerless in the face of workplace issues.

Under binding arbitration, women, who are 47% of the US labor base, do not have avenues to pursue justice when workplace mistreatment occurs. Businesses that continue to rely on binding arbitration will fail to attract top talent, especially as labor markets tighten and social media becomes the canonical platform to voice concerns (such as what we witnessed with #MeToo and #TimesUp). Plus, a lack of psychological safety in the workplace leads to low employee productivity.

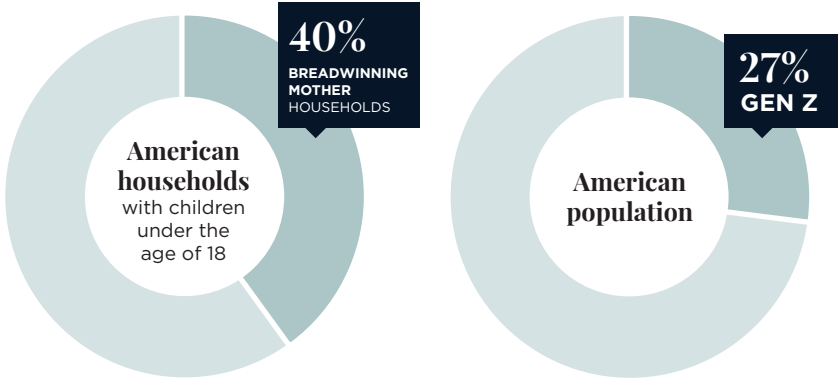
MICRO-TREND #2

Shifts In Demographics

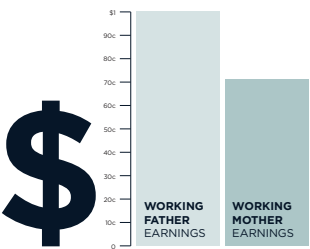


The Trend

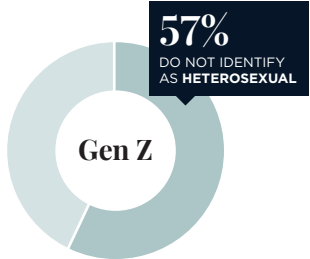
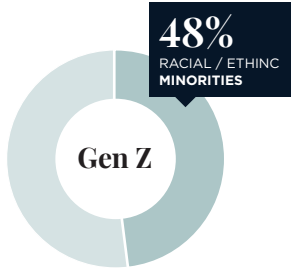
Breadwinner moms have become the norm, representing **40% of all US households** with children. The prevalence of breadwinner moms increases for Black families, where Black breadwinner moms support **51% of US households with children**. Meanwhile, Gen Z comprises **27% of the US population** (the largest generation in American history) and is more educated and ethnically diverse than any generation before it.



Why Demographic Shifts Matter



First, the breadwinner moms. As more women become the primary source of financial stability for their households, closing the gender pay gap takes on a new salience. Working mothers earn 71 cents for every dollar their male peers earn, and they face a **4% earnings drop for every child** they have. Working mothers are also viewed as less reliable simply because they are moms. But these narratives don't mesh with the data. Research shows that working mothers are the most productive employees in the workforce over the course of their careers.



Second, Gen Z. Nearly half (48%) of this generation are racial or ethnic minorities, and **more than half (57%) do not identify as heterosexual**. Perhaps it's not surprising that Gen Z holds the most progressive attitude on gender equity. For this cohort, equity will simply exist; it will no longer be viewed as a perk or nice-to-have. Instead, equity is the expectation.

What's Possible By 2030



By 2030, aided by the rising influence of Gen Z and breadwinner moms, it's possible to equalize labor force participation so that **women make up 51% of the US labor force.**

Current trends indicate we are on track to achieve this balance: the labor force participation rate among women in their prime working years increased from 74.5% in January 2017 to 76.3% by September 2019, whereas the labor force participation rate of prime-aged men has barely moved. And, as of December 2019, women held 50.04% of US jobs, excluding farm workers and the self-employed.

Women, now the most educated cohort in the US, are supplying the increased demand for labor.

By 2030, businesses will have **ended the use of binding arbitration once and for all.** Rates of sexual harassment, assault, and bias will have decreased, and survivors will no longer be forced to live in silence or with fear of standing up for justice. Businesses will realize the economic opportunity of equity and psychological safety in the workplace.

In the decade ahead, we will have also added protections for LGBTQ+ employees to Title VII of the 1965 Civil Rights Act. As it stands, LGBTQ+ employees can be legally fired in 26 US states simply because of who they are or who they love. By adding federal protections for and ensuring the inclusion of LGBTQ+ employees, we will have expanded the US economy by \$9 billion.

A COMMITMENT

To Remove More Lead From The Glass Ceiling



Advocate for the Arbitration Fairness Act

We should call on Congress **(202-224-3121)** to **pass the Arbitration Fairness Act**, which would put an end to forced arbitration contracts in civil rights, employment, consumer, and franchise disputes. It would still allow voluntary arbitration to take place, but arbitration would have to be agreed to after a dispute arises.

2020

The Supreme Court makes history by ruling that Title VII of the 1964 Civil Rights Act applies to LGBTQ+ individuals. **This means employers cannot discriminate against workers for their sexual orientation or gender identity.** Prior to this ruling, protections against sex discrimination under the Civil Rights Act of 1964 did not extend to the LGBTQ+ community.

I predicted this would happen in the original version of this report.

2020

Women shoulder a **153% increase in unpaid labor** during the pandemic and drop out of the paid labor force at four times the rate of men.

2021

The pandemic doesn't pause the #MeToo movement. Andrew Cuomo resigns as governor of New York. Six state treasurers call on Activision Blizzard to examine its toxic workplace while shareholders call on the company's CEO, Bobby Kotick, to resign amid a deluge of sexual harrassment claims. Pinterest pays \$22.5 million in a gender discrimination lawsuit from Françoise Brougher.

2021

Women express their lowest levels of societal satisfaction despite accentuated commitments to gender equity. Forty-four percent of women compared to 61% of men are "very or somewhat satisfied" with the way women are treated in society.

2022

Congress passes the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act to end binding arbitration in sexual misconduct cases. This law matters because it gives survivors of sexual misconduct a voice, allowing them to “have their day in court” instead of forcing them to settle disputes in opacity.

2022

Litigation on gender inequity at work presses on. News breaks that Goldman Sachs will go to trial in 2023 for accusations of rampant gender bias in pay and promotion.

2022

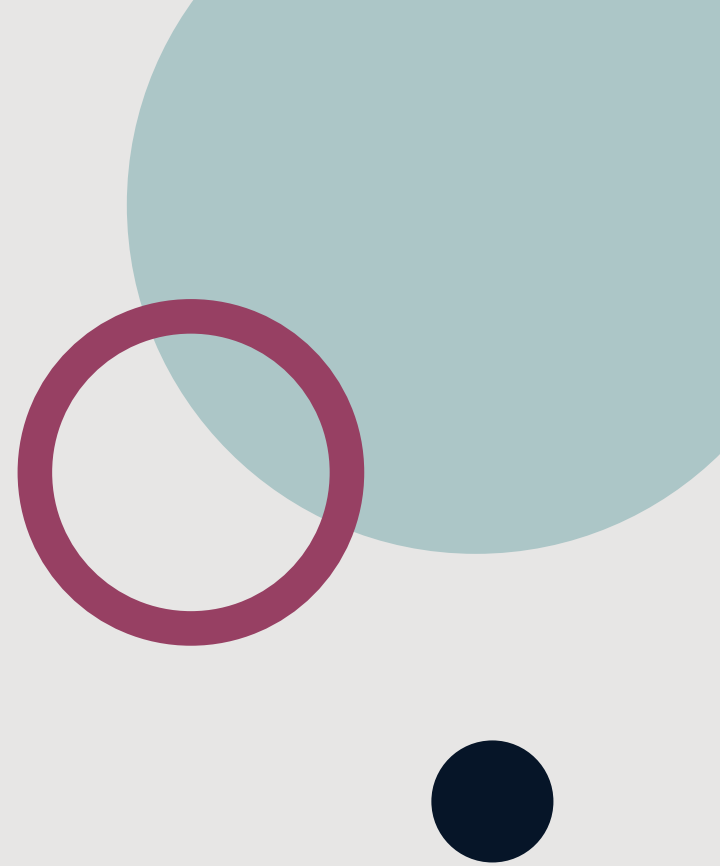
The US House passes the Speak Out Act to void NDAs in cases of sexual assault and harassment.



“

“[S]tanding up against injustice was right. Refusing to give in to fear was right. Telling the truth was right. I knew I had to speak up. And I’m so glad I did.”

SUSAN FOWLER
(Former Uber engineer)

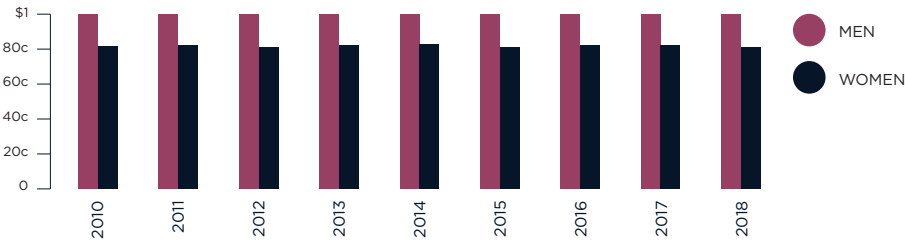




The Pay Gap

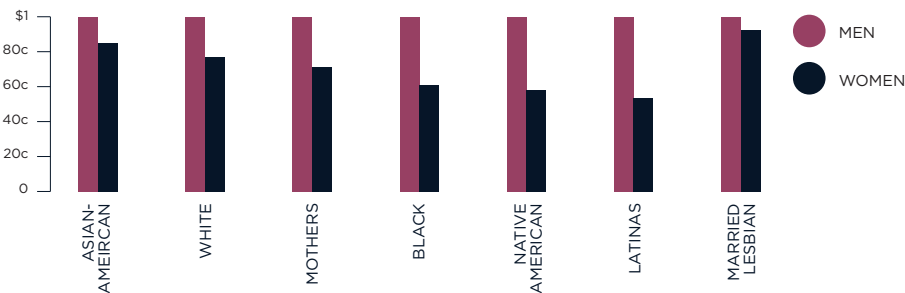
The Trend

The aggregate gender pay gap widened between 2010 and 2018. In 2018, women in salaried, full-time positions received \$789 in median weekly earnings, whereas men in salaried, full-time positions received \$973 in median weekly earnings. Women earned lower wages than men in most occupations with reliable data.



Over the past decade, we also started talking about how intersectionality influences the pay gap. The pay gap changes when gender intersects with another diverse class, such as race and ethnicity or sexual orientation.

This is how the pay gap shifts for various intersected identities:



Why Closing The Pay Gap Matters



Everyone gets left behind when women get left behind. Consider the average working mom who earns 71 for every dollar her male peers earn. By way of the gender pay gap, her children are valued less by society than children with breadwinner dads. For the average low-income family, **mothers' salaries make up 89% of total household earnings**. It's no surprise then that more than 25% of families headed by single mothers live in poverty.

We need to think about the long-term consequences of pay inequity.

It shrinks the tax base, depresses consumer spending, accentuates poverty, and increases reliance on social welfare programs. In other words, the gender pay equity gap impacts the entire economy and influences outcomes for the 28 million US children who depend on their breadwinner moms for survival. How does it impact our economy and our future generations of Americans?

Now consider lesbian couples. While it's true that lesbians have a 9% wage premium compared to heterosexual women, they still earn less than heterosexual men. Married lesbian couples have a median household income of \$82,063, whereas married heterosexual couples have a median household income of \$88,683.

What's Possible By 2030



By 2030, we will have taken measures to narrow pay gaps across gender, race, ethnicity, and sexual orientation (i.e. intersectional pay gaps). These measures include shifting the burden of proof of pay equity from employee to employer as well as holding companies accountable for closing their pay gaps.

Narrowing these pay gaps will expand the economic pie for all.

As mentioned in Trend #3, the **US can increase its GDP by \$512 billion** by closing the gender pay gap.

Low-income families will benefit greatly from pay equity, too, as it will **cut the poverty rate nearly in half for working single mothers** and add over \$290 billion to families' household earnings. Notably, the money we can add to families' earnings by closing the gender pay gap (\$290 billion) is **16 times the amount spent on Temporary Assistance for Needy Families**.

Eliminating the pay gap between heterosexual and lesbian couples will **lower the latter's poverty rate from 7.9% to 5.4%**. For African American lesbian couples, the poverty rate will fall from 24.7% to 16.9%; for Hispanic lesbian couples, it will fall from 9.2% to 7.2%.

To Narrow Intersectional Pay Gaps



1

Require employers to provide EEO-1 component 2 data (and publish it)

In 2019, for the first time in our nation's history, companies with 100 or more employees had to report total wages paid and hours worked for all employees—broken down by race, gender, and ethnicity (EEO-1 Component 2 data). **Data transparency brings us closer to closing intersectional gender pay gaps.** For that to work, we need employers to continue providing annual pay data disaggregated by gender, race, and ethnicity.

As it stands, EEO-1 Component 2 data is no longer required, nor will previous data be published. In fact, the Equal Employment Opportunity Commission cannot legally publish employment data from the reports if they reveal individually identifiable information. They can only publish patterns.

2

Hold organizations accountable for closing pay gaps

Accountability is the corollary to requiring EEO-1 component 2 data (the recommendation above). Even though it's illegal to pay employees differently on the basis of gender, we need a system to actively enforce compliance. The US should follow in the footsteps of Iceland, where companies must **prove they are paying equitably**. If companies fail to prove it, they face daily fines.

2020

The pandemic **widened the gender pay gap by 5 percentage points**. Women now earn **76 cents for every dollar** men earn. That drop **sets us back to 1998 levels** in terms of gender pay equity.

2021

Pressure to **increase the federal minimum wage** mounts as the labor market heats up. The Congressional Budget Office reports that bumping the federal minimum wage from \$7.25 an hour to \$15 an hour **would raise wages for 27 million workers and lift 900,000 Americans out of poverty**. Women would largely benefit from such an increase because they make up 64% of the 40 lowest paying jobs in the US—despite being 47% of the overall workforce.

2021

Pay equity legislation remains a patchwork effort in the US. In the past two years, three states have passed salary history bans for hiring, four states have required transparency around salary ranges, two states have mandated pay reporting, and three states have protected the rights of employees who discuss their salaries.

2021

Jurisdictions still wrestle with how to best close the gender pay gap. Studies show that pay transparency isn't enough to move the needle. Meanwhile, companies across the US begin to shun Colorado-based remote workers to avoid compliance with the state's pay equity law.

2022

Salary transparency laws take hold in New York City and California. These jurisdictions follow in the footsteps of Colorado, Nevada, Connecticut and Washington. New York City's law requires employers with four or more employees to list the salary range for any job posting, while California's law applies to companies with 15 or more employees and goes into effect in 2023.

I predicted this would happen in 2020 during the middle of the pandemic.

2022

The gender pay gap widened on average by five cents due to the pandemic. Here's the breakdown by gender plus race/ethnicity:

- Black women's pay gap widened by 5 cents
- Native women's pay gap widened by 10 cents
- Latinas' pay gap widened by 6 cents
- Mom's pay gap widened by 9 cents
- Asian women's pay gap widened by 10 cents

2022

Inflation accentuates the sting of gender pay inequity. Not only do women have less money coming into their wallets, they also have more money going out because inflation for women's goods and services is twice as high as men's.



Redefining What It Means To “Be A Man”

The Trend



Rigid expectations of what it means to be a man have long trapped **50% of our population in the Man Box**—a term Michael Kimmel uses to describe the dominant forms of masculinity. This metaphorical box has marginalized men, and in the past ten years, society at large is redefining what it means to “be a man.”

Why Masculinity Matters



Men account for **79% of all suicides in the US**; the single biggest killer of British men under the age of 45 is suicide; and men in Canada are four times more likely to die by suicide than women. What is one of the key forces behind such harrowing statistics? Narrow definitions of masculinity.

Conceptions of masculinity form at a young age. In sports, boys are twice as likely to experience physical assault from coaches than girls. (Note: Girls are four times more likely to experience sexual assault from coaches than boys.)

Forms of aggression continue to shape young boys as they grow into men. During adolescence, boys are socialized to suppress emotions and vulnerabilities. They are also taught, through culture and pattern-matching, that they must become the providers of their families.

In the past decade, we saw a critical mass of men aspire to change their role in this world: **48% of working dads would like to stay home with their kids**, and 85% of fathers “would be willing to do anything” to be very involved in the early months of caring for a child. Unfortunately, the Man Box still holds them back.

What's Possible By 2030



We will continue to change perceptions of masculinity in the decade ahead by increasing the percentage of stay-at-home dads as well as reducing the number of suicides overall and suicide by men.

In turn, household labor will be allocated in a gender-neutral way, resulting in a **5.4% increase in output per hour** as our skills and time are deployed more efficiently.

By 2030, we will have drastically cut rates of suicide by improving access to mental health services, too.

Suicide and suicide attempts **cost the US \$93.5 billion in 2013** alone. Yet for every \$1 invested in additional medical, counseling, and integration across care providers, we will save \$2.50 in the cost of suicides.

Finally, by 2030, our children will experience sports in a new light—one that places more emphasis on teamwork and community and less emphasis on winning at all costs.

To Redefine Masculinity



1

Expand insurance coverage for mental health

Insurance providers should be required to allow policyholders affordable and ongoing access to mental health services. The average out-of-pocket cost for a psychologist in the US is \$90 per session. At four sessions per month, that's a \$360 monthly cost, and yet 40% of American households can't afford to pay for an unexpected \$400 expense with cash, savings, or a credit card paid off at the next statement.

2

Encourage professions in mental health to expand accessibility

Every year, 60 million Americans living with a mental illness will not receive treatment. That's largely due to the shortage of professionals available to care for people. In fact, **47% of non-metropolitan counties in the US do not have one psychologist**. On average, there are only 13.7 psychologists for every 100,000 people residing in these areas.

We should incentivize careers in psychology through grants and student loan forgiveness so that anyone who wants to see a psychologist can do so without worrying about availability.

3

Offer caregiver leave instead of maternity or paternity leave

Organizations should replace maternity and paternity leave with the **gender-neutral caregiver leave** for two reasons. First, caregiver leave eliminates any ambiguities between benefits because everyone receives the same package. This neutrality signals to employees—mothers, fathers, sons, and daughters—that their roles at home and at work are valued equally. Second, caregiver leave eliminates the stigma associated with taking leave, especially for fathers: only 1% of Americans say fathers do a better job than mothers at caretaking.

2020

Sixty percent of men report their mental health has suffered more during COVID-19 than during the 2008 recession. Yet nearly 70% of men say they rarely talk about COVID-19’s impact on their mental health.

2021

Transportation Secretary Pete Buttigieg goes on paid parental leave and in doing so begins to rewrite the narrative around this issue. Such a high-profile decision signals to Americans that paid leave benefits all genders, including men.

“

It’s one thing to believe something as a matter of policy. It’s another to live it and see how much of a difference it could make.

- Pete Buttigieg

2021

Less than 5% of new dads take at least two weeks off after the birth of a child even though nearly half of new dads support paid parental leave.

2022

More men are invited into the gender equity conversation. In her International Women's Day remarks, Marija Pejčinović Burić (Council of Europe Secretary General) says that #BreakTheBias starts with men: "To realise equal pay for equal work, men must take action."

2022

More men are spending time being fathers. The US Census Bureau reports that usage of paid parental leave has risen among first-time fathers, from 10.8% in 1980 to 38.3% in 2020 (a 255% increase).



Voting Rights On The Eve Of The 19th Amendment's Centennial

The Trend

In 2019, the US began preparing celebrations for the centennial of the 19th Amendment in 2020—which gave women the right to vote. Yet our sisters of color had to wait another 45 years (until the passage of the Voting Rights Act in 1965) to receive their chance at the polls. Even so, voter disenfranchisement continues to plague our democracy and has worsened in the past decade.

In 2013, the Supreme Court's ruling in *Shelby County v. Holder* effectively gave states the opportunity to change voting policies—without having to receive federal clearance first. Between 2014 and 2016, **nearly 16 million voters were removed from the rolls** (approximately four million more voters than between 2006 and 2008).

Compared to other jurisdictions, the jurisdictions that were previously subject to Section 5 (i.e. those with discriminatory voting regulations) **removed voters from their rolls at nearly 40% higher rates**. Had rates of voter removal been the same across all jurisdictions, **about 1.1 million fewer people** would have been removed from the rolls between 2016 and 2018.

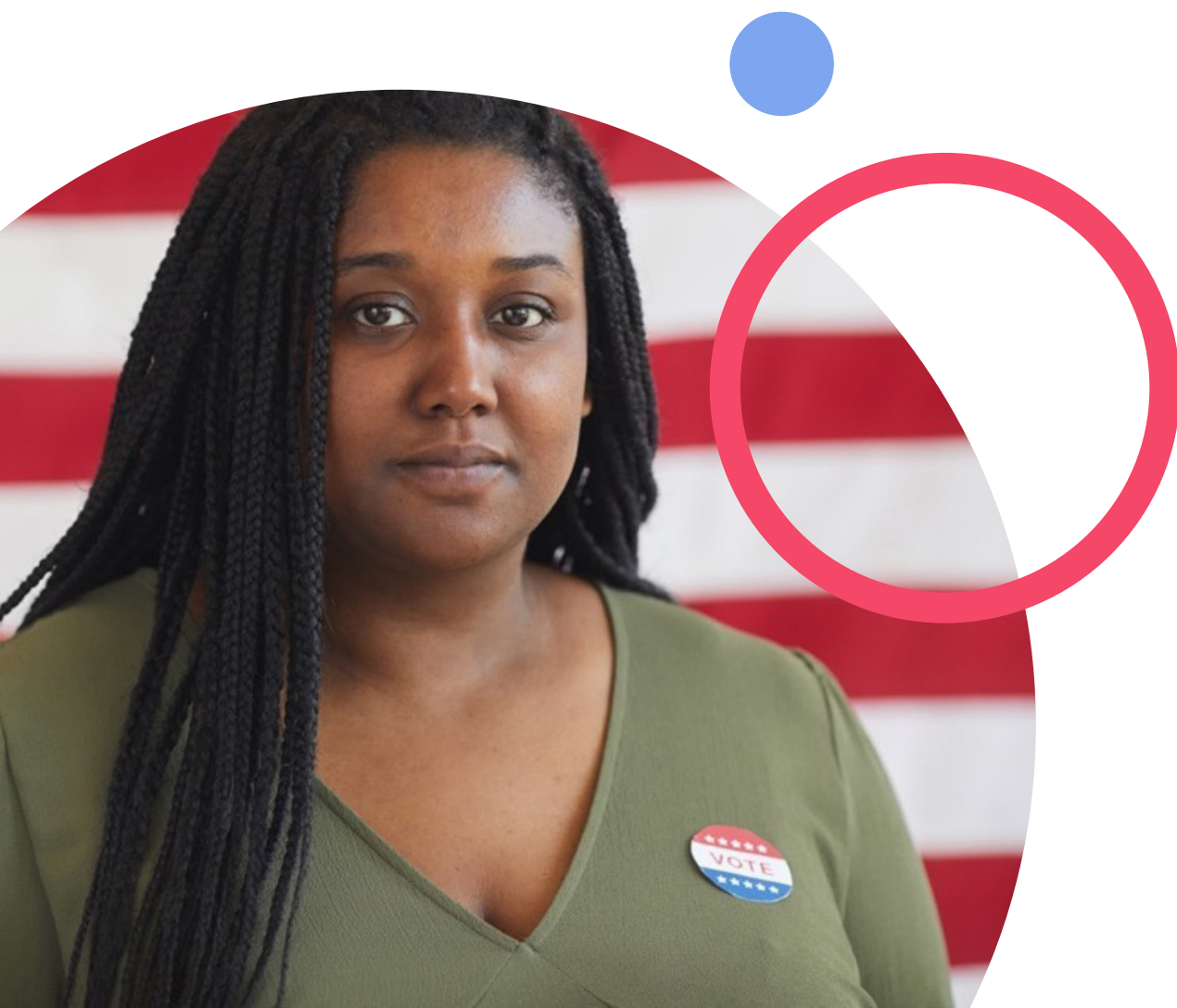
Why Voting Rights Matter



Our country has a history of discriminatory voting practices. The aftermath of the Supreme Court's ruling in *Shelby County v. Holder* is the most recent example.

Systematically disenfranchising voters threatens the vitality of our representative democracy. **Our strength depends on the plurality of our voting base.** Blocking segments of people from participating in our democracy weakens the entire foundation.

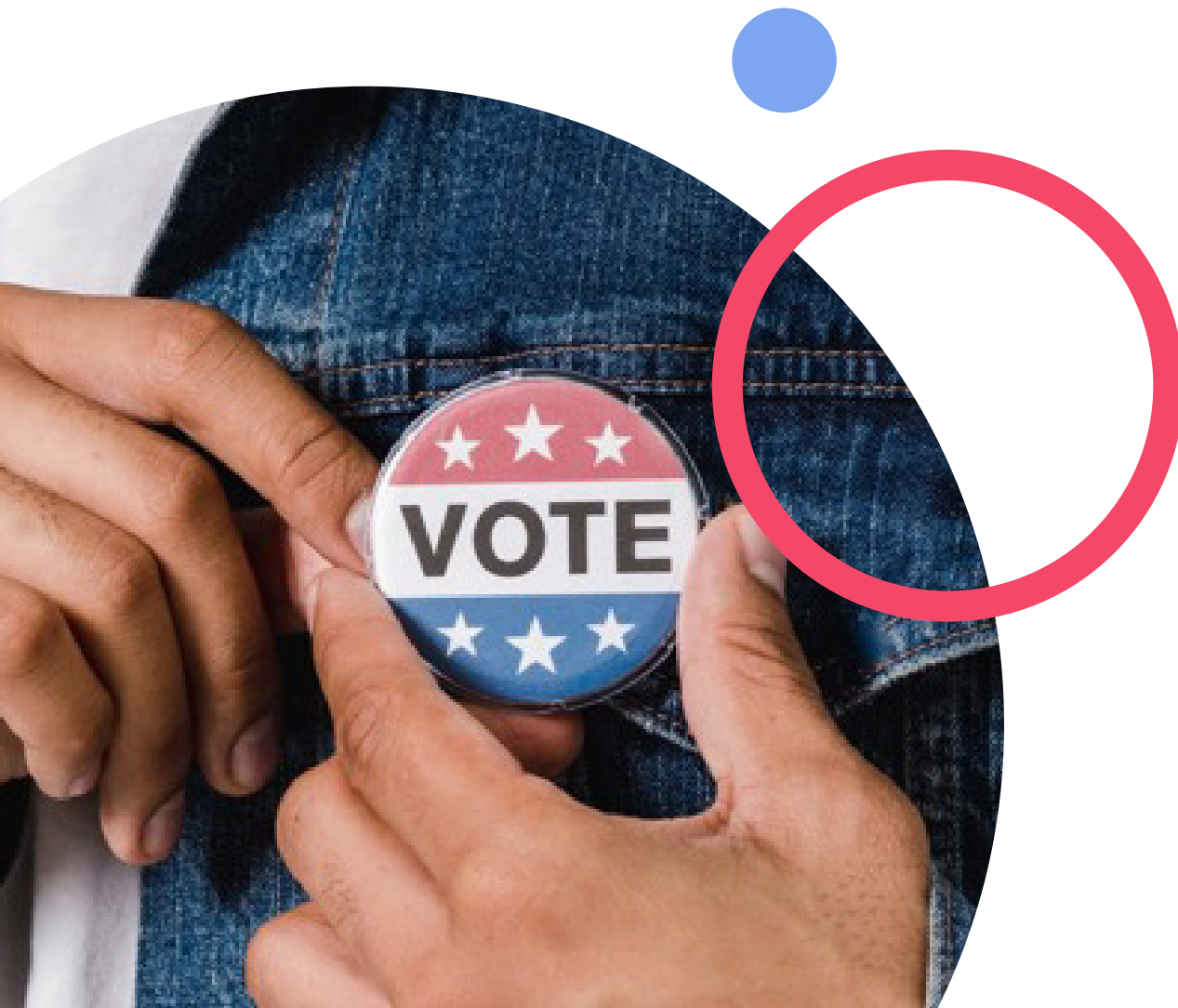
What's Possible By 2030



By 2030, we will have heeded President Lincoln's words to call on "the better angels of our nature" and save the great experiment of American democracy. We will have closed loopholes that allow jurisdictions to create and enforce discriminatory voting laws, and our democracy will be stronger because of it.

Part of these efforts will include removing barriers to voter registration since restrictive registration requirements dramatically reduce voter turnout. Plus, strict requirements largely prevent racial minorities and the poor from casting their ballots—that is not the direction we should be moving. In addition to removing restrictive voting laws, we will have put "nudges" in place to auto-register people to vote, such as **allowing employees to register during benefit enrollment processes.**

To Strengthen Democracy In The US



1

Revalidate Article 4 and reinstate Article 5 of the Voting Rights Act

Article 5 protects minorities from voting discrimination by mandating that changes to voting rules in jurisdictions with a discriminatory voting history obtain federal clearance. Because Article 4 determines which jurisdictions to cover, and because the 2013 Shelby County v. Holder Case invalidated Article 4, we need to bring back both articles to ensure integrity in our voting system.

2

Incentivize companies to add voter registration to retirement enrollment processes

Policies can incentivize companies to support a robust democracy by allowing employees to register to vote during retirement enrollment processes. Incentives could include tax credits to businesses that meet certain voter registration targets. Voter registration can fairly and efficiently be added to existing employee benefit platforms. This addition would remove one degree of friction in the voting process and provide the necessary behavioral nudge to encourage employees to vote.

2020

We commemorate a bittersweet centennial of the 19th Amendment in August. The 100th anniversary of the 19th Amendment, the amendment that increased suffrage for predominantly white women. It did not guarantee suffrage for all women.

2020

Despite renewed calls for racial justice, voters—predominantly those of color—battled a spider web of tactics as they sought to cast their ballot. For example, Milwaukee shrinks **from 180 polling locations to five** during the April elections and botches the absentee ballot process, jeopardizing the state's election.

2021

The Biden-Harris Administration proclaims in its National Strategy on Gender Equity and Equality that “more work remains to **eliminate barriers to voting** and reach gender parity in U.S. leadership. Today, too many states have laws on the books that inhibit women—particularly women of color—from exercising their constitutional right to vote.”

2021

A group of Democratic senators introduce the **Freedom to Vote Act**. The Freedom to Vote Act would bring integrity to the electoral process by enhancing voting opportunities, cracking down on suppression tactics, and modernizing the voter registration process.

2022

The Supreme Court overturns Roe V. Wade, thereby eliminating the constitutional right to an abortion in the United States and giving states the green light to outlaw abortion.

2022

Roe's overturn misaligns with public sentiment on the issue (61% of Americans believe abortion should be legal in all or most cases) and exposes the consequences of centuries-old gender inequity in politics, not least of these is economic: if state-wide abortion restrictions were removed, the wages of employed women ages 15 to 44 would increase by \$101.8 billion.

2022

Abortion becomes the second most important election issue during the midterms: 42% of voters rank abortion as an "extremely important" factor in their Congressional candidate choice.



Women Tipping The Scales In Labor Force Participation

The Trend



The end of the past decade saw more women joining the US workforce. Between January 2017 and August 2019, the labor force participation rate among women in their prime working years (ages 25 to 54) increased from 74.5% to 76.3%. **That's more than 1.1 million women.** The labor force participation rate for men barely moved during that same period.

By 2018, women made up 47% of the total US workforce, and by 2019, there were **more women (29.5 million) with bachelor's degrees or higher in the labor force than men (29.3 million).**

Why Labor Force Participation Matters



Women's entrance into the US labor market builds on their decades-long increase in education attainment (see Trend #1). Our economy stands to benefit from women's increased representation in the talent supply: data from the Council of Economic Advisers shows that the **US economy is \$2 trillion larger today** as a result of women increasing their labor force participation and hours since 1970.

While we still have room to grow, we also have barriers to overcome. Women perform the majority of unpaid labor (often referred to as the "second shift"), including household and caregiver responsibilities. A recent survey found that 43% of women and 23% of men in the US have stepped away from their careers—usually to care for a family member—for at least one year and received no earnings during this time.

Over a 15-year period, spending one year away from work to care for a family member **widens the gender pay gap to 49 cents on the dollar.**

What's Possible By 2030



In the next 10 years, we will close the gap in labor force participation both domestically and abroad, where **women make up only 39% of the global labor force.**

Upon reaching gender equity in labor force participation, the US economy will be **\$789 billion stronger** (because labor force participation accounts for 38% of gender equity's \$2.1 trillion opportunity). The **world economy will grow by \$2.76 trillion** simply from increasing the number of hours women work.

To Achieve Equity In The Labor Markets



Provide employee benefits that lift the
burden of the second shift

Ping pong tables, onsite workout classes, and nap pods are all nice workplace perks. However, companies can be more strategic and inclusive by offering benefits that relieve “second shift” responsibilities. These benefits include house cleaning services, laundry services, grocery shopping services, meal prep options, on-site childcare, tutors, and primary/urgent care.

2020

The pandemic shaves off **32 years of progress** toward gender equity in the labor market. The US is operating at 1988 levels in terms of labor market gender equity. This backsliding **costs the US economy \$1.4 trillion.**

2021

Despite their slow and protracted re-entrance into the labor market, women's labor force participation rate remains well below pre-pandemic levels: 57.3% in October 2021 versus 59.2% in February 2020.

2021

Efforts to boost women's labor force participation are pegged to the childcare narrative despite the data showing otherwise. Expanding access to childcare matters, but studies show that more government spending on childcare as a percent of GDP did not save women from the fallout of the pandemic.

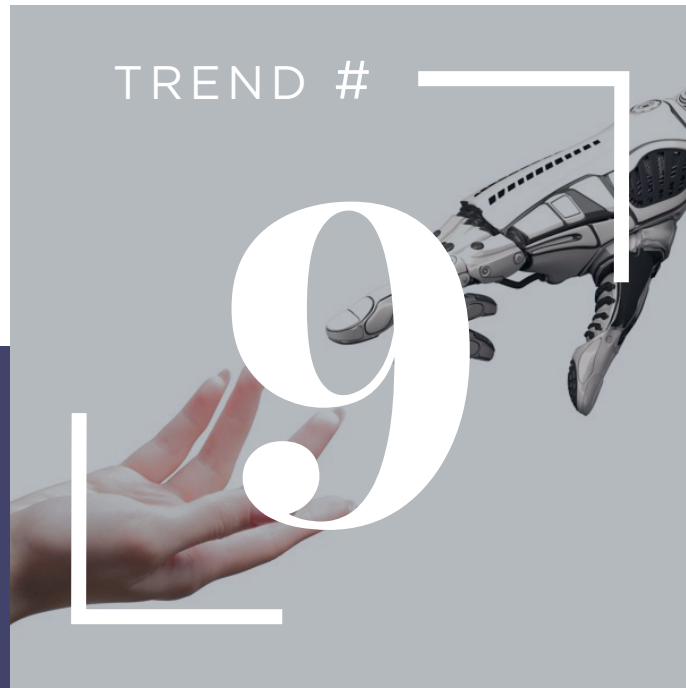
2022

Women’s labor force participation hits 58% in October. Labor force participation rates broken down by race/ethnicity look like this:

- White women: xx%
- Black women: xx%
- Latinas: xx%

2022

There are still 1.549 million women missing from the labor force since the start of the pandemic.



The Future Of Work And AI: The Intersectionality Of Gender

The Trend



We have a **28-point gender gap in our global AI talent pool**: women are already getting left behind from the future of work. We now use AI to make and influence life-changing decisions at scale.

From criminal justice to health care, our dependence on artificial intelligence is growing, and so too will the gender gap in AI—unless we act now.

Why the Future of Work and AI Matters



Women make up only 22% of the world's AI practitioners.

That's a 28-point gender gap among AI talent, and it explains, in part, why biased AI exists. When teams of homogenous engineers write and train algorithms, they often program their unconscious biases into the system. These biases become cemented into future decision-making and perpetuate historical inequities.

By 2022, algorithmic biases will generate inaccurate reports 85% of the time.

We must act now to close the gender gap in AI. Doing so would not only help mitigate bias from entering the system, it would also help companies reap the financial gains of employing more gender-diverse teams.

A Pipeline study across 4,161 companies in 29 countries found that **for every 10% increase in gender equity, revenues increase by 1 to 2%.** Organizations need gender equity in AI as much as society does.

What's Possible By 2030



By 2030, we will have closed the gender gap in the global AI talent supply.

Our girls will finally be able to look up and see a generation of powerful women working with advanced technologies.

Companies that actively work to close gender gaps among their AI professionals will not only enjoy the financial benefits of gender equity (see Pipeline study above), they will also perform more competitively in the market for labor, especially since 80% of women say they would leave their companies if they felt a different company offered greater gender equality.

To Close The 28-point Gender Gap In AI



1

Mainstream digital literacy in K-12 education

Children as young as six begin to form gender biases. Early-stage intervention is critical to inhibit these gender biases from developing. Mandatory digital skills beginning in kindergarten and extending until high school graduation would narrow systemic gender gaps in technology from the start.

2

Close the 84-cents-on-the-dollar pay gap for women in technology

As mentioned in Trend #5, closing the pay gap for women in technology starts by requiring employers to submit EEO-1 Component 2 data (pay data delineated by gender, race, and ethnicity) and publishing it. Then, we must create mechanisms to hold organizations accountable for closing their pay gaps or face fines.

3

Invest in the migration from an industrial economy to a technological economy

The high school movement supported migration from an agricultural society to an industrial society. Now we need infrastructure to **support migration from a manufacturing economy to an AI-augmented economy**. Lifelong learning movements to help displaced workers reintegrate into the workforce will play a key role in determining the success of this transition.

This includes restructuring and redirecting funds from the Workforce Innovation and Opportunity Act (WIOA) to invest in upskilling the workforce for the AI-augmented economy. We can ensure the money invested in WIOA creates returns in terms of increasing the tax base through closing the unemployment and underemployment gaps.

2020

The pandemic accelerated consumer and business digital adoption by **an estimated five years.**

2020

One of the most profound manifestations of digital acceleration comes in the form of remote work, which has the potential to exacerbate gender inequity long-term via proximity bias and dominate caregiver narratives. For example, **26% of men with kids compared to 13% of women with kids** received pay raises while working remotely during the pandemic.

2021

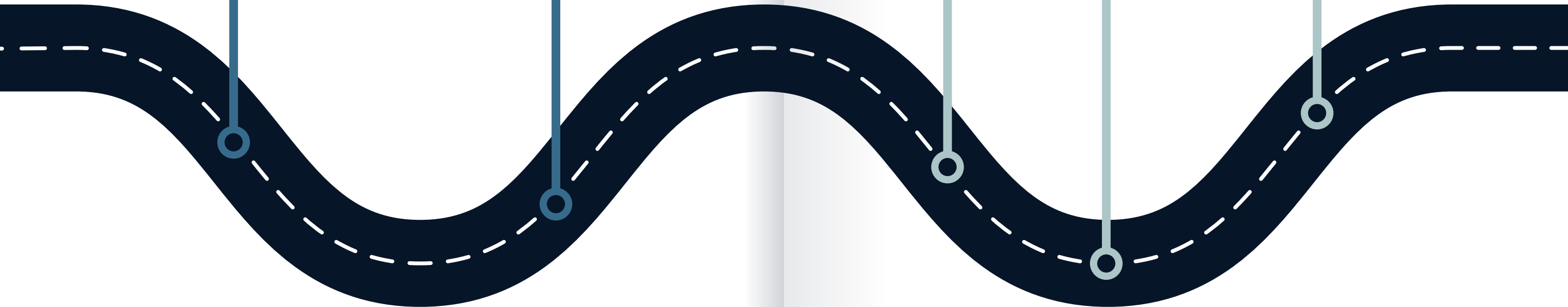
Tech salaries grow—and so too does the gender pay gap among tech workers. The gap between men's and women's tech earnings **has widened by \$5,500 since 2019.**

2021

Eight out of ten women who are looking to return to the workforce post-pandemic want to transition into a STEM profession. Yet pre-pandemic, "slow salary growth" was one of the top three reasons women gave for leaving their STEM jobs.

2021

Women make up 32% of the global AI and data talent base. We have closed the gap by ten points since 2020 and are now 18 points away from achieving gender equity in the AI and data talent base.



2022

Digital acceleration accelerates even more. Private investment in artificial intelligence soars to \$93.5 billion. Meanwhile, Former Google CEO Eric Schmidt launches a \$125 million fund to solve “hard problems” in AI research and development while the White House publishes its first Blueprint for an AI Bill of Rights, which paves the way for legislative protections for ethical and equitable AI.

2022

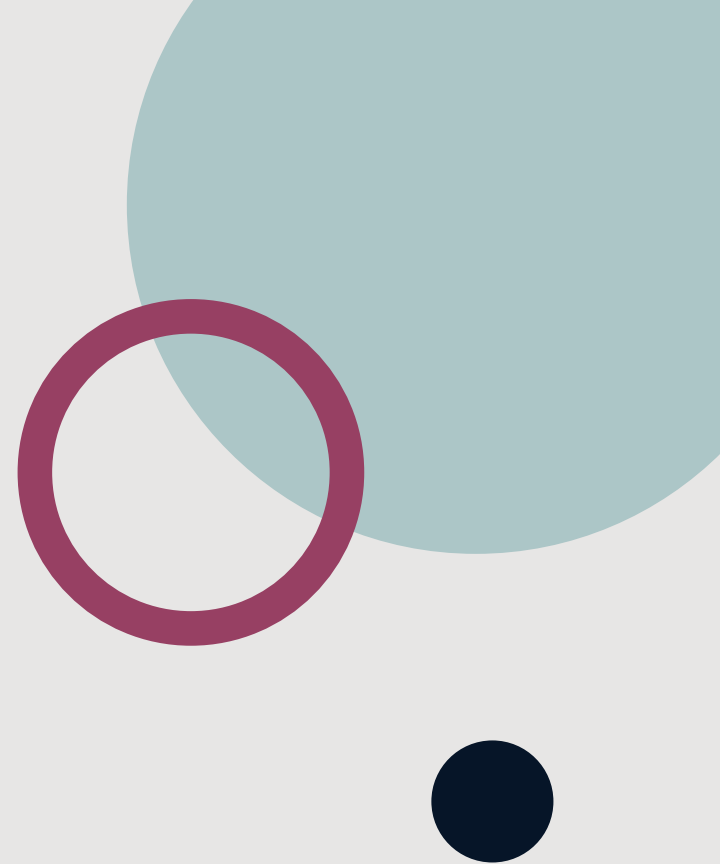
Gender inequity in STEM still rages on. Only 1.66% of women university graduates study Information and Communication Technologies compared to 8.22% of men.



“

It is increasingly difficult to find an aspect of lived experience that is not datafied, measured, quantified, and analyzed.

ABEBA BIRHANE
(a PhD student at University College Dublin, at Black in AI)





The Rise Of The Equal Rights Amendment

The Trend



The Equal Rights Amendment (ERA) turned 96 years old in 2019, and it has yet to be ratified by the necessary number of states (38) to become part of the Constitution.

The end of this decade *almost* changed that.

Why The ERA Matters



Alice Paul first introduced the amendment in 1923 to explicitly guarantee equal legal rights for all American citizens regardless of sex.

In 1972, Congress approved the ERA and sent it to the states to ratify. (Note: two-thirds of Congress and three-fourths of the states must approve Amendments before they become part of the Constitution.) By the time the deadline for state ratification was reached, only 35 of the required 38 states had ratified the ERA.

Despite passing the deadline for state ratification and in light of fresh calls for equality, Nevada became the 36th state to ratify the ERA in 2017. Illinois followed suit in 2018. With one state left to go in the ratification process, it looked like 2019 would be the year the ERA finally gets ratified by the final and 38th state. Unfortunately, that didn't happen.

However, the end of the 2010s put fresh momentum behind the ERA.

What's Possible By 2030



In the next decade, the 38th state will ratify the ERA and the ERA will become part of the US Constitution, thus constitutionally ensuring equal rights on the basis of sex.

A COMMITMENT

To Add The ERA To The Constitution



Lobby members of Congress to extend
the deadline for ratification

Even when the 38th state (**likely Virginia**) ratifies the ERA, the House and Senate still need to extend the deadline for ratification in order to add the ERA to the Constitution.

2020

Virginia becomes the **38th state to ratify** the Equal Rights Amendment.

I predicted this would happen in the original version of this report.

2021

Progress on the Equal Rights Amendment creeps along. The House Oversight Committee holds a hearing on the Equal Rights Amendment and invites advocates to testify. If passed, it would become the **28th amendment to the US Constitution**.

2022

The Equal Rights Amendment collects more dust. The bipartisan joint resolution that would remove the deadline to ratify the Equal Rights Amendment (thus paving the way for constitutional gender equality) lies dormant in the Senate.

2022

The Equal Rights Amendment still has two viable paths to become enshrined in the US Constitution. 1.) Both chambers of Congress remove the deadline to ratify—the House already did this. 2.) We begin the entire process from the ground up: Congress passes the amendment’s legislation and sends it to the states for ratification.

The Next Decade OF GENDER EQUITY

I envision the next decade of gender equity to be one **where pay transparency becomes the norm.** Where men who aspire to be stay-at-home fathers no longer have to feel ashamed or isolated. Where women and men, working side by side, **use AI to solve society's toughest issues.**

I believe we don't have to wait another 257 years to reach gender parity. I believe it is possible to achieve in this lifetime.

Will the next decade be one that moves the needle toward equity?

That choice is ours.

If you enjoyed the report and know someone who would enjoy it as well, consider sharing it with them.



Katica Roy is a gender economist and the CEO and founder of Denver-based Pipeline, an award-winning SaaS company that leverages artificial intelligence to identify and drive economic gains through gender equity. Pipeline launched the first gender equity app on Salesforce's AppExchange. The Pipeline platform was named one of TIME Magazine's Best Inventions of 2019.

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“My mission is to close the gender equity gap in this lifetime. Join me in my Brave Souls newsletter, where every week I answer some of the toughest questions around gender equity.”

#BEBRAVE

@KaticaRoy

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