ENHANCING THE WORKPLACE FOR WOMEN IN BANKING

An investigation of women's happiness, security and growth in the workplace from respondents across 83 different banks reveals opportunities for improvement.

INCREASED COMPENSATION (23.8%)
A BETTER CAREER PATH (19.3%)
BETTER LEADERSHIP (11.7%)
LESS DEMANDING SCHEDULE (10%)
MORE FLEX TIME (7.1%)
MORE INFLUENCE OVER CORPORATE CULTURE (7.5%)
MORE RESPONSIBILITY (6.5%)
BETTER MENTORING (5.8%)

BOLSTER SPONSOR RELATIONSHIPS TO HELP WOMEN ADVANCE

OVERALL, TWO IN FIVE WOMEN IN BANKING (40.2%) HAVE A SPONSOR, AND WHITE WOMEN AND WOMEN OF COLOR ARE EQUALLY LIKELY TO HAVE A SPONSOR.

Women in management positions are significantly more likely to have a sponsor than women in non-management positions (47.6% compared to 34.7%).

WHERE SEXUAL HARASSMENT COMES FROM

COLLEAGUES 23.3%
BOSSES 13.6%
CLIENTS 10.9%

WHERE GENDER DISCRIMINATION COMES FROM

COLLEAGUES 45.2%
BOSSES 15.1%
CLIENTS 39.6%

BOSSES 34.6%
COLLEAGUES 25.3%
CLIENTS 15.6%

REINFORCE POLICIES FOR A HARASSMENT-FREE WORKPLACE AND SUPPORT THOSE WHO REPORT IT

2 in 5 women have experienced sexual harassment* in the banking industry.

1 in 5 have experienced sexual harassment three or more times during their career.

One in four women (24.6%) in non-management positions say they are unhappy compared to one in five (17%) women in management positions.

One in three (31.3%) women of color are unhappy with their job compared to one in five (19.4%) white women.

TRAIN EMPLOYEES ACROSS THE RANKS ON ZERO-TOLERANCE POLICIES FOR RACIAL DISCRIMINATION

53.1% of respondents have experienced sexual harassment.

Women of color in non-management positions are significantly more likely to experience sexual harassment than women of color in management positions (36% compared to 29%).

On the survey, sexual harassment is defined as unwanted sexual advances, obscene remarks, or physical contact.

On the survey, racial harassment is defined as unwelcome behavior that happens to a person because of their race, such as verbal or physical conduct of a racial nature.

WHAT WILL MAKE WOMEN HAPPIER?

INCREASED COMPENSATION (23.8%)
A BETTER CAREER PATH (19.3%)
BETTER LEADERSHIP (11.7%)
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MORE FLEX TIME (7.1%)
MORE INFLUENCE OVER CORPORATE CULTURE (7.5%)
MORE RESPONSIBILITY (6.5%)
BETTER MENTORING (5.8%)

WHERE GENDER DISCRIMINATION COMES FROM

COLLEAGUES 45.2%
BOSSES 15.1%
CLIENTS 39.6%

On the survey, gender discrimination is defined as unequal or prejudicial treatment based on gender. Racial harassment is defined as unwelcome behavior that happens to a person because of their race, such as verbal or physical conduct of a racial nature.

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Where gender discrimination comes from

Where sexual harassment comes from

Bosse 45.2%
Colleagues 39.6%
Clients 19.1%

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HELP WOMEN OF COLOR AND THOSE IN NON-MANAGEMENT POSITIONS INCREASE WORKPLACE HAPPINESS

PROVIDE WOMEN WITH A GENDER-EQUAL WORK ENVIRONMENT

Women in management are significantly more likely to have experienced at least one incidence of gender discrimination than women in non-management positions (76.6% compared to 59.8%).

Two-thirds of females who work in banking (66.9%) say they have experienced gender discrimination.

39.0% report three or more incidents of such discrimination.

57.4% of respondents have a mentor of those:

24.5% are mentored by men
39.3% are mentored by women
36.1% are mentored by both

Women in management positions are significantly more likely to have a sponsor than women in non-management positions (47.6% compared to 34.7%).

Women in management are significantly more likely to have experienced at least one incidence of sexual harassment than women in non-management positions (46.9% compared to 35.2%).

2 in 5 women have experienced sexual harassment* in the banking industry.

40.1%