ACADEMIC STAFF
UNIVERSITY OF WISCONSIN-MADISON

Committee for Women in the University
(*Faculty Policies & Procedures* 6.56.)
Annual Report for 2020-2021

I.   Statement of Committee Functions

1.   Recommends to administrative offices and governance bodies changes in university priorities, policies, practices, and programs that would improve the status of women
2.   Collaborates and consults with administrative offices and governance bodies to more fully support gender equity, employee engagement, an inclusive and respectful culture, and diversity
3.   Evaluates and monitors the status of women employees at the university.

CWU's "Operating Procedures" (reaffirmed 25 September 2020) and "Statement on Diversity and Representation in Committee Membership" (adopted December 1999 and reaffirmed 25 September 2020) are available upon request from the Office of the Secretary of the Faculty.

Vaishali Bakshi (Psychiatry) and Kate Moran (Facilities Planning & Management) led the committee in 2019-2020. Vaishali Bakshi (Psychiatry), Beth Larson (Kinesiology), and Kate Moran (Facilities Planning & Management) will lead the committee in 2021-2022.

II.   Current Activities

CWU values partnering with fellow shared governance committees, university offices and programs, and university leadership in an ongoing, collaborative effort to achieve gender equity and create inclusive environments for work and learning. At meetings in 2020-2021, the committee consulted with:

Division of Diversity, Equity & Educational Achievement (DDEEA):
Rosie Bae, Research Analyst II
James Yonker, Diversity & Climate Researcher and Projects Manager

Division of Facilities Planning & Management
Gary Brown, Director, Campus Planning & Landscape Architecture
Brent Lloyd, Director of Space Management; chair-elect, University Child Care Committee

Madison Budget Office
Phillip Braithwaite, Senior Institutional Planner, Madison Budget Office;
    chair, University Child Care Committee

Office of Child Care & Family Resources
Cigdem Unal, Director

Office of Human Resources
Jessica Karls-Ruplinger, Deputy to the Director
Carmen Romero-González, Director, Cultural Linguistics Services
Shuwen Li, Language Services Coordinator, Cultural Linguistics Services
Parwat Regmi, Translation & Interpretation Services, Cultural & Linguistics Services
Jzong Thao, Translation & Interpretation Services, Cultural & Linguistic Services
Yangbum Gyal, Translation & Interpretation Services, Cultural & Linguistics Services
Karen Massetti-Moran, Director of Total Rewards
Shana Ullsvik, Title & Total Compensation Manager

Office of the Provost
Beth Meyerand, Vice Provost for Faculty & Staff Affairs

UW System Caregiving Task Force
Stephanie Rytilahti, Director, Women's & Gender Studies Consortium
Kristyn Masters, Professor, Biomedical Engineering and member, University Committee

Awards & Recognition. The committee congratulates recipients of UW-Madison's Outstanding Women of Color Awards, all of whom are prominent on campus and in the broader community for their notable professional accomplishments and efforts to achieve social justice:

UW-Madison – 13th Annual Outstanding Women of Color Awards

Shenikqua Bouges, Advanced Geriatrics Fellow, Medicine: Division of Geriatrics & Gerontology, School of Medicine & Public Health

Mary Muse, State Director of Nursing, Wisconsin Department of Corrections

Jessica Perez-Chavez, Doctoral Student, Counseling Psychology, School of Education

Leslie Petty, Dean of Evening, Executive, & Corporate Executive MBA Programs, Wisconsin School of Business

Sami Schalk, Professor, Gender & Women's Studies, College of Letters & Science

Monica White, Associate Professor, Nelson Institute for Environmental Studies and Community & Environmental Sociology, College of Agricultural & Life Sciences

Award recipients were announced at the Diversity Forum and recognized at a campus-wide reception: Annual UW-Madison Outstanding Women of Color Reception (3 March 2021).

The committee joins the Women Faculty Mentoring Program in celebrating excellent mentoring of women assistant professors:

2020 Slesinger Awards for Excellence in Mentoring

Janean Dilworth-Bart, Phyllis Northway Faculty Fellow and Professor, Human Development &Family Studies; Associate Dean for Faculty Affairs, School of Human Ecology

Jerlando Jackson, Vilas Distinguished Professor & Chair, Educational Leadership & Policy Analysis; Director & Chief Research Scientist, Wisconsin's Equity and Inclusion Laboratory

Tammy Scerpella, Professor & Senior Vice Chair of Orthopedic Surgery; Chief, Division of Sports Medicine, Orthopedics & Rehabilitation

This year's awards were generously supported by the Women's Philanthropy Council Collaborative Giving Project and the Irvine Women Faculty Mentoring Program Fund. Each recipient designated a gift of $2,500 to a university initiative.

Campus Planning Committee. Liz Sadowski (Radiology) represented the committee as an ex officio, non-voting liaison to the Campus Planning Committee in 2020-2021.

Caregiving. In Fall 2020, CWU members reviewed UWS Caregiving Task Force recommendations, consulted with task force and OHR representatives, and, in partnership with several shared governance committees and campus partners, recommended that university leadership or the University Committee create an ad hoc Committee on Caregiving. Chancellor Blank, Provost Scholz, and Vice Provost for Faculty & Staff Affairs Beth Meyerand responded, recognizing that caregiving is a critical issue and agreeing that it would be valuable to establish an ad-hoc committee to focus on caregiving issues that have been made more visible due to the exigencies of the COVID-19 pandemic. In Summer 2021, an ad hoc committee will be asked to examine available information and develop a set of evidence-based recommendations about how to best help our faculty and staff who have borne extra responsibilities for caregiving over the pandemic recover from these exceptional demands and advance their career at UW-Madison.

This will extend ongoing efforts to support employees who are caregivers. In October, OHR Chief of Staff Jessica Karls-Ruplinger outlined ways in which UW-Madison has partnered with the Caregiving Task Force convened by the UW System Women's & Gender Studies Consortium and UW System Women & Science Program, in response to Caregiving Recommendations presented on 23 June 2020. The Office of Human Resources has been working with the campus HR community to develop a toolkit of flexible work options, including flexible hours, leaves of absence, job splitting, job sharing, and voluntary FTE reduction. During the COVID-19 pandemic, the federal government

provided for expanded FMLA leave through 31 December. Subsequently, federal guidance on the use of sick leave during the pandemic was extended through 1 March . UW-Madison has been reviewing and updating employee leave policies as part of the *Title & Total Compensation Project* and is considering impacts of COVID-19 in that effort. The value and importance of flexibilities for working parents has been communicated to supervisors and employees through an e-mail message from UW-Madison Chancellor Rebecca Blank. Options have been highlighted in several *Working@UW* articles and Family Caregiving guidance is linked from UW-Madison's *Smart Restart* website.

Women's & Gender Studies Consortium Director Stephanie Rytilahti enumerated concerns precipitating formation of the Caregiving Task Force and described wide variations in responses to the task force's recommendations across fields, departments, and campuses. While there are important differences between comprehensive and research intensive institutions, task force members are committed to ensuring the development of policy to address caregiving issues and to advocate for consistent and equitable treatment of employees who are caregivers. UW-Madison's response offers a positive model for good collaboration, campus engagement, and action on these important issues.

Caregiving Task Force and University Committee member Kristyn Masters noted that lots of stakeholders have been concerned about pandemic impacts, particularly with respect to caregiving obligations. Reduced availability of infant and early childhood care and school closures are continuing challenges for employees who are parents. Individuals who are caregivers for elders and family members with disabilities also are facing heightened challenges. With awareness that pandemic impacts may affect employees' professional careers over a period of years, The Caregiving Task Force is advocating that campuses consider extending/preserving flexible workplace practices, including working remotely, and promulgating performance management guidelines that acknowledge challenges employees are facing and do not unfairly judge employees' efforts and progress.

CWU members unanimously endorsed creation of a task force to attend to shared concerns. Some ideas, such as pausing mid-year and annual employee performance reviews, would not likely be embraced. Others, including continuing to offer remote work options, are being studied. The group discussed issues related to individual preparation for tenure and promotion, and organizational problems such as reduced candidate pools for future leadership openings.

Compensation. In February, CWU invited OHR Director of Total Rewards Karen Massetti-Moran and OHR Title & Total Compensation Manager Shana Ullsvik to provide an overview of the Title &Total Compensation project and describe how TTC will modernize UW-Madison's title, compensation, and benefits structures and will help the university be more responsive to employee needs. Overall, TTC is expected to offer a modern, market-informed, flexible title and total compensation system that will:

- encourage excellence by rewarding individual contributions
- support competitive and equitable compensation practices
- establish a foundation for career progression, and
- offer a comprehensive, market-informed benefits package to support employee wellbeing.

Some elements of our current system will not change, including employee categories, faculty titles, base pay, job security, job responsibilities, performance and development goals, reporting relationships, and benefits provided for in Wisconsin Statutes (e.g., health, vision, dental and life insurances, retirement). A new job framework, consistent position descriptions, and titles will enable UW-Madison to make comparisons with academic peers and private firms working in related areas and, ultimately, will provide for market-informed pay. Articulating a compensation philosophy and implementing new salary administration guidelines will create a foundation for equitable compensation decisions and for both parity adjustments for individuals and equity analyses for cohorts of employees. Following implementation of title and pay components, the TTC team will focus on enhancing UW-Madison employment benefits.

The next step towards implementing TTC will be campus-wide supervisors and employee conversations about new titles. Each employee will receive a notification letter confirming the new title. There will be opportunities to consult HR representatives and TTC team members with questions about proposed titles and a formal appeal process. In the new system, employees may choose to use business titles (working titles) and these will be displayed in the campus directory. It is considered best practice to publish salary information after establishing new titles. UW-Madison's salary structure will be posted when the new titles go into effect.

In the future, consistency and transparency in the new system will support employee progression (horizontal advancement within the same job) and promotion (vertical advancement to a new job). Salary adjustments will be possible to:

- recognize exceptional performance
- address market factors and/or retention
- recognize a change in duties (level, scope, impact, or complexity due to business need, reorganization, or new initiatives)
- achieve equity (protected status such as race, gender, or age)
- maintain parity (salary relationships for same jobs)

When TTC is implemented, employee data will be complemented by updated and standardized position descriptions, and by regular performance management conversations that document actual work and map work to be performed. Together, these will provide a strong foundation for future equity analyses.

CWU members asked that the TTC team communicate how pay inequities will be prevented, identified, and mitigated in the new system; attend to equity issues during the transition, including effects for people who are poised for promotion in the current system; and consider how issues of implicit bias, bias in performance evaluations, employment trends over time can affect individual employees and can inform larger scale pay equity analyses

CWU Survey. Twenty-five years after fielding a survey of women faculty and academic staff to establish priorities for the newly created Committee on Women in the University, CWU members developed a contemporary survey to "take the pulse" of campus and learn what employees of all genders believe are most important areas for continuing and new effort as the committee continues its work to advance the status of women employees at UW-Madison. The survey was fielded in waves to faculty and academic staff, postdocs, and university staff. Office of Compliance Title IX Coordinator Lauren Hasselbacher consulted on development of the survey instrument questions related to discrimination and harassment. Counseling Psychology Masters student Megan Isabelle Ramirez prepared a Spanish language version of the survey instrument. Cultural Linguistic Services colleagues Carmen Romero-González,Shuwen Li, Parwat Regmi, Jzong Thao, and Yangbum Gyal partnered with CWU to review the Spanish translation, prepare translations in Hmong, Mandarin, Nepali, and Tibetan, and invite participation of university staff working in 2nd and 3rd shift roles via WhatsApp. DDEEA Diversity & Climate Researcher and Projects Manager James Yonker prepared a high level overview of quantitative survey data and, with Research Analyst Rosie Bae, prepared a technical reportfor the committee (Appendix).

While there are some differences in respondents' perspectives, overall, survey results showed a consistent pattern of priority areas across multiple respondent characteristics. Childcare (caregiving), compensation, gender climate, promotion or advancement, racial climate,capacity to breastfeed or pump, and discrimination ranked among top concerns.

Kate Moran and Beth Larson led a working group, including Elizabeth Aisenbrey, Cécile Ané, Elizabeth Jach, Suzanne Swift, Lindsey Stoddard Cameron, and James Yonker, that reviewed qualitative responses and discussed what types of more nuanced analyses would help committee members fully understand the data and inform the committee's work in high-priority areas. The

qualitative analysis complemented and built from the quantitative data. In a first pass, reviewers Elizabeth Jach, Elizabeth Larson, and Kate Moran linked more than 1,000 text responses to one or more priorities. Additional coding will help reviewers map frequency and expressed impact, as well as flag recurring combinations of concerns, advice, and proposed solutions.

Diversity & Inclusion. CWU strives to act in ways that foster diversity and inclusion.

- In September 2020, Vaishali Bakshi and Rachael Willits represented the committee on the Outstanding Women of Color Awards selection committee for UW System's Outstanding Womenof Color in Higher Education Award and UW-Madison's Outstanding Women of Color Awards. Chariti Gent and Suzanne Swift will serve in Fall 2021.
- In October 2020, CWU unanimously endorsed a *Resolution in Support of Instruction and Training on Diversity, Equity, Inclusion & Social Justice,* prepared by the University Committee and adopted by the Faculty Senate ([Faculty Document 2911](#), 2 November 2020)
- In December 2020, CWU leadership and members participated in a DDEEA hosted "Joint C's" meeting intended to strengthen collaborations among DEI-focused divisional bodies and shared governance committees
- In May 2021, Chancellor Rebecca Blank, Provost Karl Scholz, and Interim Deputy Vice Chancellor and Chief Diversity Officer Cheryl Gittens invited CWU members to participate in a Campus Diversity Leaders Meeting, continuing conversations about equity and inclusion initiated following the murders of Breonna Taylor and George Floyd and the Chauvin verdict.
- In Spring 2021, Elizabeth Jach was appointed to represent CWU on the 2021 Diversity Forum selection committee.

Early Childhood Care & Education. In Spring 2021, committee members reviewed a CWU-University Child Care Committee joint *Proposal to Protect & Expand Early Childhood Care & Education at UW-Madison* (19 October 2016) and a summary of past efforts, drawn from the committee's annual reports.

Cécile Ané briefly described strong interest of faculty and staff in data sciences disciplines in developing a new childcare facility in the proposed Data Sciences building or perhaps a future building project nearby.

Office of Child Care & Family Resources Director Cigdem Unal shared information about historic demand for early childhood care & education programs and services. In recent years, waitlists of 500-600 children have been common. The area of greatest need is for infant care and care for young toddlers. Currently, UW-Madison has three campus child care centers: Eagle's Wing (University Housing), the Child Development Lab (SoHE), and the Waisman Early Childhood Program (VCRGE). The University holds continuing contracts with Bernie's Place (initially affiliated with theWisconsin Union) and Little Chicks Learning Academy (founded by Becky Ketarkus and Jessie Pindilli in 2006) as well as contracts with four affiliated community sites, including Creative Learning Preschool, Meeting House Nursery School (formerly a campus center), the Playing Field (formerly a campus center), and Preschool of the Arts. A family care partnership offers in home care options for families. Models for offering early childhood care and education include building and managing campus sites, contracting with community sites (e.g., Stanford, UW-Madison Child Care Network), using an RFP process to identify a private business to operate a program in UW-Madison space, and developing public-private partnerships to sponsor care provided by an outside vendor within a particular area, such as a city or county.

Madison Budget Office Senior Institutional Planner Phillip Braithwaite, current chair of the University Child Care Committee, described campus support for early childhood care and education programs over a period of several decades. In general, programs are housed within schools, colleges, and divisions, where care is mission-related (research, pre-service training). In this system, building anew center or implementing new programming requires support from a dean or director and capacity to provide a divisional subsidy. Creation of the Office of Child Care & Family Resources and of the University Child

Care Committee reflect how leaders value early childhood care and education; however, childcare has not been elevated to a campus level administrative issue. FP&M Director of Space Management Brent Lloyd, chair elect of the University Child Care Committee, described operational issues that affect campus childcare centers. For example, funding allocations for space occupied by child care centers have changed over time (campus allocation, divisional funding, funded included in center's operational expenses). Campus Planning & Landscape Architecture Director Gary Brown provided a comprehensive overview of the Campus Planning Committee's role,the capital planning process and timeline, and how the campus master plan undergirds capital planning at UW-Madison.

Together, the group discussed the value of planning strategically for childcare vs. considering adding child care each time a building project is discussed. One possible next step would be to make a case that providing campus-level support for childcare would help sustain and advance core priorities, including efforts to create a vibrant campus community and high performing organization.

III. Data on Women Faculty & Staff

CWU members will meet with APIR Policy & Planning Analyst Scott Wildman in Fall 2021 to discuss reports on *Trends in Women and Minority Faculty and Staff Data* for 2020 and 2021.

IV. Current and Future Issues or Concerns

In 2021-2022, the committee will focus on key concerns identified by CWU survey respondents, including:

- childcare
- compensation and opportunities for promotion/advancement
- workplace climate, with attention to gender and racial climate with the committee reviewing qualitative survey data and setting priorities for action in Fall 2021.

V. Committee Membership

Committee on Women in the University, 2020-2021

Faculty:		Member Since	Term Ends
Cécile Ané	Botany and Statistics	2019	2022
Vaishali Bakshi (co-chair)	Psychiatry	2019	2024
Jennifer Schomaker	Chemistry	2020	2021
Aslı Göçman	Geography	2019	2023
Christina Hull	Biomolecular Chemistry	2019	2022
Beth Larson	Kinesiology	2018	2024
Academic Staff:			
Chariti Gent	Liberal Arts & Applied Studies	2019	2022
Elizabeth Jach	Office of the Dean, School of Education	2018	2021
Liz Sadowski	Radiology	2017	2023
Hannah Silber	Industrial & Systems Engineering	Spring 2021	
Suzanne Swift	Office of the Provost	2018	2023
Rachael Willits	Dean of Students Office	2016	2022
University Staff:			
Lydia Dalton	Pyle Center, General Services	Spring 2020	
Jennifer Furger	Learning & Talent Development, OHR	2019	2021
LaChrista Greco	UW-Madison Libraries	2020	2023
Kate Moran (co-chair)	Transportation Services, FP&M	2016	2022
Sandy Peterson	Wisconsin Union	2018	2021
April Schaaf-Jozefowski	Business Services, FP&M	2018	2021
Post-Doctoral Fellow:			
Elizabeth Aisenbrey	Surgery	2019	2019
Students:			
vacant			
Sara Park	Undergraduate Student	2018	2021
Ex-Officio/Non-Voting:			
Cheryl Gittens	Office of the Provost, Diversity & Climate	2020	2021
Torsheika Maddox (designee)	Office of the Vice Provost & CDO	2015	
Luis Piñero	Office for Equity & Diversity	1999	
Staff:			
Lindsey Stoddard Cameron	Office of the Secretary of the Faculty	1996	

2020/2021 CWU PRIORITY SURVEY

TECHNICAL REPORT:
CHALLENGES FOR WOMEN EMPLOYEES AT UW

JAMES A YONKER, PHD, MPH
ROSIE BAE, PHD
OFFICE OF STRATEGIC DIVERSITY PLANNING AND RESEARCH
DIVISION OF DIVERSITY, EQUITY & EDUCATIONAL ACHIEVEMENT

Between Fall 2020 and Spring 2021, the Committee for Women in the University (CWU) fielded a series of parallel surveys of faculty, academic staff, university staff, and postdoc employees at UW-Madison. The goal of the survey was to *"help the CWU prioritize its short and long-term work, with a view towards affecting change when and where possible."*

In late 2020, the committee asked the Office of Strategic Diversity Planning and Research (OSDPR) within the Division of Diversity, Equity & Educational Achievement (DDEEA) to compile responses to the survey, prepare the qualitative (open-ended) responses for review by committee members, and analyze responses to select quantitative survey items by respondent characteristics.

This technical report is a summary of responses to Q11, challenges for women employees at UW. Results are presented as a ranked list for the committee with shaded table results from highest (red) to lowest (green) priority.

KEY FINDINGS

The table below shows responses to Q11 sorted from highest to lowest priority (% Yes) for the entire sample.

Top Challenges for Women Employees at UW, Ranked High to Low	All Respondents (N=2201)	
	%Yes	Rank
Childcare	72%	1
Compensation	70%	2
Gender Climate	60%	3
Promotion or Advancement	57%	4
Racial Climate	57%	5
Capacity to Breastfeed or Pump	54%	6
Discrimination	51%	7
Workplace Climate	45%	8
Sexual Harassment	45%	8
Hostile, Intimidating Behavior	43%	10
Workload	40%	11
Difficult Dynamic with Supervisor	36%	12
Taking Leave Time	36%	13
Professional Development	34%	14
Job Security	30%	15
Safety	30%	16
Accessibility/ADA	28%	17
Performance Evaluation	23%	18
Other	4%	19

- The overall pattern of results was generally consistent across employee characteristics.
- There were few or no differences by Employee Classification or Appointment Level.
- While there were some noteworthy differences in responses to individual Q11 items by Age, Gender (Sex), Race/Ethnicity, and Caregiving, the pattern of rankings was stable, at least for the top 5 to 8 ranked items.
- There were substantial differences in responses to many individual Q11 items by whether the respondent experienced gender discrimination at UW, but the pattern of rankings was generally the same.

INTRODUCTION & METHODS

Between Fall 2020 and Spring 2021, the Committee for Women in the University (CWU) fielded a series of parallel surveys of faculty and academic staff, university staff, and postdoc employees at UW-Madison. The goal of the survey was clearly stated in the survey introductory text (emphasis added in **bold**).

> *The Committee on Women in the University (CWU) recommends changes in university priorities and practices to improve the status of women; collaborates with units across campus to support gender equity, inclusivity, and diversity; and monitors the status of women employees at UW-Madison. **Your response to this survey will help CWU prioritize its short and long-term work, with a view towards affecting change when and where possible.** The survey should take 10 minutes to complete and your responses will remain anonymous.*

The Office of Strategic Diversity Planning and Research (OSDPR) within the Division of Diversity, Equity & Educational Achievement (DDEEA) provides UW-Madison governance committees, such as CWU, with data and analytic support to further the committee's mission. In late 2020, the committee asked OSDPR to compile responses to the survey, prepare the qualitative (open-ended) responses for review by committee members, and analyze responses to select quantitative survey items by respondent characteristics. This technical report is a summary of responses to Q11, challenges for women employees at UW. Results are presented as a ranked list of priorities for the committee. A preliminary version of these results was presented to the CWU committee co-chairs on December 22, 2020, with an update to the full committee on April 21, 2021.

SAMPLE CHARACTERISTICS

Details of the survey instrument, administration, and response rates are available from the committee. **Table 1** below is a summary of survey respondent characteristics for the sample of completed surveys analyzed in this report.

Table 1: Survey Respondent Characteristics	Total	
Total	2676	
Age	N	%
Missing	12	<1%
18-24 years	69	3%
25-34 years	577	22%
35-44 years	755	28%
45-54 years	651	24%
55-64 years	502	19%
65 years or older	110	4%
Gender (Sex)	N	%
Missing	20	1%
Female	2169	81%
Male	455	17%
Non-Binary/Self-Describe	32	1%
Racial/Ethnic Category (Check All)	N	%
American Indian/Alaska Native	24	1%
Asian	157	6%
Black/African American	63	2%
Hispanic/Latinx	107	4%
Native Hawaiian/Pacific Islander	3	<1%
White	2371	89%
Other	57	2%
Racial/Ethnic Summary	N	%
Missing	23	1%
White (Only)	2272	85%
Person of Color	381	14%

(Cont.) **Table 1: Survey Respondent Characteristics**	**Total**	
Total	2676	
Employee Classification	**N**	**%**
Missing	18	1%
Faculty	594	22%
Academic Staff	1533	57%
University Staff	469	18%
Postdoc	62	2%
Appointment Level	**N**	**%**
Missing	20	1%
Full-Time	2409	90%
Part-Time	210	8%
LTE (Limited Term Employment)	37	1%
Employment Shift	**N**	**%**
Missing	132	5%
1st Shift (Day)	2495	93%
2nd Shift (Evening)	31	1%
3rd Shift (Night)	18	1%

DATA AND STATISTICAL METHODS

The focus of this report is Q11: "Please indicate challenges **for women employees** at UW." Survey participants had the option to select either "Yes, this is a challenge" or "Yes, this should be CWU's highest priority" for each of the 19 listed categories. Preliminary analyses indicated that relatively few participants selected the "Yes, this should be CWU's highest priority" option, so responses to both options were collapsed for analysis.

Responses to Q11 were analyzed by the following respondent characteristics:

- Employee Classification (faculty, academic staff, university staff, postdoc)
- Appointment Level (full-time, part-time, LTE)
- Age (18-24, 25-34, 35-44, 45-54, 55-64, 65+)
- Gender (sex: female, male, non-binary/other)
- Race/Ethnicity (white, person of color; individual race/ethnicity categories)
- Caregiving (infant/toddler, children under 18, adult child, partner/spouse, parent/elder)
- Experienced Gender Discrimination at UW (no, yes)

Because female respondents comprise over 80% of the sample, no breakdowns *within* gender are provided here. Additional analyses, available upon request, for only female respondents broken down by other employee characteristics yielded a virtually identical pattern of results.

For statistical analyses, responses to Q11 were treated as 0=No, 1=Yes to calculate a difference in mean scores (proportion "Yes") using t-tests, where a group difference was considered meaningful only if it satisfied two conditions: (a) the difference in mean scores was statistically significant at $p < 0.05$ and (b) the Cohen's d effect size was at least 0.20. Cohen's d shows the difference in averages between two groups in standard deviation units. Responses to Q11 were also shaded from highest (red) to lowest (green) by proportion "Yes" for presentation.

TERMINOLOGY

Sex and gender are distinct concepts. Q6 of the survey asked, "What is your gender?" but response choices were: (1) Female, (2) Male, (3) I do not identify in the Female/Male binary, and (4) Self-describe.

For this report, analyses by "gender" reflect the response options and language of Q6, grouped into (1) Female, (2) Male, and (3) Non-Binary/Other.

The text describes the overall findings and notes differences between groups that are both statistically significant and large enough to be meaningful. Meaningful differences are indicated by **bolded text** and table cells are shaded according to priority, from highest (red) to lowest (green).

As with all survey research, there are a few things to keep in mind when reviewing the results in this report.

First, the results presented in this report reflect the attitudes and experiences of survey respondents, *which may not represent those who did not complete the survey or the greater university population of employees.*

Second, the number of respondents for a particular question may be small depending on the size of the group. It is important to interpret small numbers with caution. Breakdowns by respondent characteristics were not always possible because of the small number of participants. If a category had fewer than 30 individuals answer a question, data for that breakdown were suppressed and the tables display an "S."

Third, differences across groups may be the result of real differences in experiences, different aspects or different perceptions of the same experience, or different expectations. In addition, individuals have many facets to their identity and vary in their configuration of characteristics. This report presents results by major respondent characteristics that were obtained via self-report survey questions. Other important respondent characteristics may impact their experience but were not available for this analysis.

Table 2: Q11, Challenges for Women Employees at UW	All Respondents (N=2201)	
	%Yes	Rank
Childcare	72%	1
Compensation	70%	2
Gender Climate	60%	3
Promotion or Advancement	57%	4
Racial Climate	57%	5
Capacity to Breastfeed or Pump	54%	6
Discrimination	51%	7
Workplace Climate	45%	8
Sexual Harassment	45%	8
Hostile, Intimidating Behavior	43%	10
Workload	40%	11
Difficult Dynamic with Supervisor	36%	12
Taking Leave Time	36%	13
Professional Development	34%	14
Job Security	30%	15
Safety	30%	16
Accessibility/ADA	28%	17
Performance Evaluation	23%	18
Other	4%	19

- More than two-thirds of respondents indicated that Childcare (72%) and Compensation (70%) are challenges for women employees at UW. These were the top two priorities by rank.
- Half or more of respondents indicated Gender Climate (60%), Promotion or Advancement (57%), Racial Climate (57%), Capacity to Breastfeed or Pump (54%), and Discrimination (51%) are challenges, with priority ranks from 3 to 7, respectively.
- Nearly half of respondents indicated Workplace Climate (45%) and Sexual Harassment (45%) are challenges, tying for rank 8.
- About 40% of respondents indicated Hostile, Intimidating Behavior (43%) and Workload (40%) are challenges, ranking 10 and 11, respectively.
- About one-third of respondents indicated Difficult Dynamic with Supervisor (36%), Taking Leave Time (36%), and Professional Development (34%) are challenges, ranking 12 through 14, respectively.
- About one-quarter to one-third of respondents indicated Job Security (30%), Safety (30%), Accessibility/ADA (28%), and Performance Evaluation (23%) are challenges, ranking 15 through 18, respectively.
- Few respondents indicated Other (4%) challenges, ranked last at 19.

Table 3: Q11, Challenges for Women Employees at UW by Employee Classification	All Respondents (N=2201)	Faculty (N=495)	Academic Staff (N=1297)	University Staff (N=352)	Postdoc (N=53)
Childcare	72%	77%	71%	70%	72%
Compensation	70%	63%	71%	74%	53%
Gender Climate	60%	65%	59%	56%	58%
Promotion or Advancement	57%	54%	59%	59%	51%
Racial Climate	57%	55%	57%	59%	62%
Capacity to Breastfeed or Pump	54%	55%	56%	51%	47%
Discrimination	51%	53%	49%	55%	57%
Workplace Climate	45%	48%	44%	45%	42%
Sexual Harassment	45%	49%	44%	44%	53%
Hostile, Intimidating Behavior	43%	45%	43%	38%	43%
Workload	40%	47%	37%	39%	42%
Difficult Dynamic with Supervisor	36%	34%	37%	36%	34%
Taking Leave Time	36%	**44%**	32%	36%	53%
Professional Development	34%	36%	32%	41%	32%
Job Security	30%	26%	30%	36%	40%
Safety	30%	25%	30%	36%	42%
Accessibility/ADA	28%	22%	28%	34%	25%
Performance Evaluation	23%	29%	21%	22%	26%
Other	4%	4%	4%	4%	8%

- There were almost no differences in responses to Q11 by Employee Classification.
- Faculty (44%) were more likely than Academic Staff (32%) and University Staff (36%) to indicate Taking Leave Time is a challenge for women employees at UW.
- The number of postdoc staff that completed the survey was relatively small, so nominal differences in responses to Q11 failed to achieve significance. However, there is a suggestion that they were more likely to indicate Taking Leave Time (53%) as a challenge for women employees at UW and less likely to indicate Compensation (53%) as a challenge.

Table 4: Q11, Challenges for Women Employees at UW by Appointment Level	All Respondents (N=2201)	Full-Time (N=1995)	Part-Time (173)	LTE (N=23)
Childcare	72%	72%	69%	S
Compensation	70%	70%	66%	S
Gender Climate	60%	60%	61%	S
Promotion or Advancement	57%	58%	56%	S
Racial Climate	57%	57%	53%	S
Capacity to Breastfeed or Pump	54%	55%	51%	S
Discrimination	51%	51%	51%	S
Workplace Climate	45%	46%	39%	S
Sexual Harassment	45%	46%	40%	S
Hostile, Intimidating Behavior	43%	44%	34%	S
Workload	40%	40%	37%	S
Difficult Dynamic with Supervisor	36%	36%	36%	S
Taking Leave Time	36%	36%	32%	S
Professional Development	34%	34%	34%	S
Job Security	30%	30%	35%	S
Safety	30%	30%	29%	S
Accessibility/ADA	28%	28%	27%	S
Performance Evaluation	23%	23%	20%	S
Other	4%	4%	3%	S

- There were no differences in responses to Q11 by Appointment Level.

Table 5: Q11, Challenges for Women Employees at UW by Age	All Respondents (N=2201)	18-24 Years (N=50)	25-34 Years (N=502)	35-44 Years (N=641)	45-54 Years (N=525)	55-64 Years (N=400)	65+ Years (N=82)
Childcare	72%	62%	75%	79%	70%	**62%**	68%
Compensation	70%	66%	69%	72%	70%	67%	67%
Gender Climate	60%	68%	58%	62%	61%	60%	55%
Promotion or Advancement	57%	54%	57%	59%	57%	59%	48%
Racial Climate	57%	70%	60%	56%	55%	56%	52%
Capacity to Breastfeed or Pump	54%	46%	**63%**	**62%**	50%	**43%**	**39%**
Discrimination	51%	64%	48%	54%	52%	51%	48%
Workplace Climate	45%	44%	42%	44%	48%	47%	51%
Sexual Harassment	45%	**64%**	45%	44%	45%	44%	59%
Hostile, Intimidating Behavior	43%	56%	36%	41%	45%	46%	52%
Workload	40%	28%	38%	42%	43%	37%	30%
Difficult Dynamic with Supervisor	36%	48%	35%	38%	35%	36%	35%
Taking Leave Time	36%	30%	41%	39%	34%	29%	32%
Professional Development	34%	32%	33%	37%	36%	31%	35%
Job Security	30%	36%	27%	30%	32%	32%	33%
Safety	30%	**52%**	31%	26%	30%	32%	39%
Accessibility/ADA	28%	40%	31%	27%	26%	26%	23%
Performance Evaluation	23%	24%	20%	23%	23%	26%	23%
Other	4%	0%	5%	5%	2%	5%	4%

- There were some differences in responses to Q11 by Employee Age.
- Respondents 18-24 years were more likely to indicate Sexual Harassment (64%) and Safety (52%) are challenges for women employees at UW.
- Employees 25-34 years and 35-44 years were more likely to indicate Capacity to Breastfeed or Pump is a challenge (63% and 62%, respectively).
- Employees 55-64 years were less likely to indicate Childcare (62%) is a challenge, and employees 55-64 years and 65+ years were less likely to indicate Capacity to Breastfeed or Pump is a challenge (43% and 39%, respectively).

Table 6: Q11, Challenges for Women Employees at UW by Gender (Sex)	All Respondents (N=2201)	Female (N=1839)	Male (N=327)	Non-Binary/Other (N=28)
Childcare	72%	71%	76%	S
Compensation	70%	**72%**	**56%**	S
Gender Climate	60%	60%	63%	S
Promotion or Advancement	57%	**60%**	**45%**	S
Racial Climate	57%	58%	50%	S
Capacity to Breastfeed or Pump	54%	55%	51%	S
Discrimination	51%	51%	53%	S
Workplace Climate	45%	46%	43%	S
Sexual Harassment	45%	**42%**	**61%**	S
Hostile, Intimidating Behavior	43%	42%	43%	S
Workload	40%	41%	31%	S
Difficult Dynamic with Supervisor	36%	37%	28%	S
Taking Leave Time	36%	37%	28%	S
Professional Development	34%	35%	30%	S
Job Security	30%	**32%**	**19%**	S
Safety	30%	**28%**	**39%**	S
Accessibility/ADA	28%	**30%**	**15%**	S
Performance Evaluation	23%	23%	21%	S
Other	4%	5%	1%	S

- There were some differences in responses to Q11 by Gender (Sex).
- Female respondents were more likely than male respondents to indicate Compensation (72% vs 56%), Promotion or Advancement (60% vs 45%), Job Security (32% vs 19%), and Accessibility/ADA (30% vs 15%) are challenges for women employees at UW.
- Male respondents were more likely than female respondents to indicate Sexual Harassment (61% vs 42%) and Safety (39% vs 28%) are challenges for women employees at UW.

Table 7: Q11, Challenges for Women Employees at UW by Race/Ethnicity Summary	All Respondents (N=2201)	White Only (N=1885)	Person of Color (N=307)
Childcare	72%	72%	73%
Compensation	70%	70%	67%
Gender Climate	60%	60%	64%
Promotion or Advancement	57%	57%	59%
Racial Climate	57%	56%	64%
Capacity to Breastfeed or Pump	54%	55%	52%
Discrimination	51%	**50%**	**61%**
Workplace Climate	45%	45%	50%
Sexual Harassment	45%	45%	46%
Hostile, Intimidating Behavior	43%	42%	48%
Workload	40%	40%	38%
Difficult Dynamic with Supervisor	36%	35%	41%
Taking Leave Time	36%	36%	36%
Professional Development	34%	**33%**	**44%**
Job Security	30%	29%	38%
Safety	30%	30%	34%
Accessibility/ADA	28%	27%	29%
Performance Evaluation	23%	22%	30%
Other	4%	4%	5%

- There were few differences in responses to Q11 by Race/Ethnicity Summary.
- Respondents of Color were more likely than White respondents to indicate Discrimination (61% vs 50%) or Professional Development (44% vs 33%) are challenges for women employees at UW.

Table 8: Q11, Challenges for Women Employees at UW by Race/Ethnicity Categories	All Respondents (N=2201)	Am. Ind/AK Native (N=19)	Asian (N=135)	Black/African Am. (N=52)	Hispanic/Latinx (N=79)	Nat. HI/Pac. Isl. (N=2)	White (N=1969)	Other (N=42)
Childcare	72%	S	70%	71%	78%	S	72%	76%
Compensation	70%	S	68%	77%	66%	S	70%	57%
Gender Climate	60%	S	68%	67%	66%	S	60%	57%
Promotion or Advancement	57%	S	60%	63%	58%	S	57%	50%
Racial Climate	57%	S	66%	**79%**	58%	S	56%	57%
Capacity to Breastfeed or Pump	54%	S	50%	52%	54%	S	55%	55%
Discrimination	51%	S	61%	**73%**	59%	S	**50%**	55%
Workplace Climate	45%	S	50%	52%	52%	S	45%	52%
Sexual Harassment	45%	S	43%	52%	52%	S	46%	38%
Hostile, Intimidating Behavior	43%	S	46%	50%	56%	S	42%	45%
Workload	40%	S	36%	46%	42%	S	40%	33%
Difficult Dynamic with Supervisor	36%	S	40%	54%	41%	S	36%	31%
Taking Leave Time	36%	S	33%	40%	44%	S	36%	29%
Professional Development	34%	S	41%	50%	47%	S	33%	36%
Job Security	30%	S	36%	44%	35%	S	29%	43%
Safety	30%	S	33%	40%	37%	S	30%	26%
Accessibility/ADA	28%	S	27%	27%	32%	S	28%	33%
Performance Evaluation	23%	S	31%	38%	25%	S	22%	26%
Other	4%	S	4%	10%	5%	S	4%	5%

- There were few differences in responses to Q11 by Race/Ethnicity Categories.
- Black/African American respondents were more likely to indicate Racial Climate (79%) and Discrimination (73%) are challenges for women employees at UW, while White respondents were less likely to indicate Discrimination (50%) is a challenge.

Table 9: Q11, Challenges for Women Employees at UW by Caregiving	All Respondents (N=2201)	Toddler/Infant (N=257)	Child(ren) Under 18 (N=647)	Adult Child (N=72)	Partner/Spouse (N=108)	Parent/Elder (N=115)
Childcare	72%	**89%**	**83%**	68%	77%	74%
Compensation	70%	72%	69%	68%	76%	74%
Gender Climate	60%	58%	60%	57%	67%	70%
Promotion or Advancement	57%	53%	56%	68%	60%	62%
Racial Climate	57%	52%	55%	57%	52%	58%
Capacity to Breastfeed or Pump	54%	**77%**	**62%**	46%	52%	50%
Discrimination	51%	50%	50%	54%	53%	54%
Workplace Climate	45%	37%	43%	54%	50%	50%
Sexual Harassment	45%	37%	43%	39%	44%	44%
Hostile, Intimidating Behavior	43%	**33%**	41%	46%	44%	38%
Workload	40%	39%	42%	49%	50%	45%
Difficult Dynamic with Supervisor	36%	33%	34%	36%	37%	38%
Taking Leave Time	36%	**51%**	40%	42%	36%	36%
Professional Development	34%	35%	33%	36%	38%	36%
Job Security	30%	28%	29%	38%	38%	42%
Safety	30%	22%	25%	22%	25%	23%
Accessibility/ADA	28%	24%	24%	33%	25%	35%
Performance Evaluation	23%	23%	22%	22%	28%	29%
Other	4%	5%	2%	3%	6%	5%

- There were a few differences in responses to Q11 by Caregiving.
- Respondents caring for Toddler/Infant or Child(ren) Under 18 were more likely to indicate Childcare (89% and 83%, respectively) or Capacity to Breastfeed or Pump (77% and 62%, respectively) are challenges for women employees at UW.
- Respondents caring for Toddler/Infant were less likely to indicate Hostile, Intimidating Behavior (33%) is a challenge, and more likely to indicate Taking Leave Time (51%) is a challenge.

Table 10: Q11, Challenges for Women Employees at UW by Experienced Gender Discrimination at UW	All Respondents (N=2201)	No (N=1509)	Yes (N=689)
Childcare	72%	70%	75%
Compensation	70%	**66%**	**78%**
Gender Climate	60%	**52%**	**79%**
Promotion or Advancement	57%	**52%**	**70%**
Racial Climate	57%	**52%**	**66%**
Capacity to Breastfeed or Pump	54%	52%	61%
Discrimination	51%	**44%**	**68%**
Workplace Climate	45%	**38%**	**61%**
Sexual Harassment	45%	**41%**	**55%**
Hostile, Intimidating Behavior	43%	**37%**	**56%**
Workload	40%	**36%**	**48%**
Difficult Dynamic with Supervisor	36%	**30%**	**50%**
Taking Leave Time	36%	**33%**	**43%**
Professional Development	34%	32%	40%
Job Security	30%	28%	35%
Safety	30%	28%	34%
Accessibility/ADA	28%	**24%**	**35%**
Performance Evaluation	23%	**19%**	**31%**
Other	4%	3%	6%

- There was a consistent pattern of differences in response to Q11 by Experienced Gender Discrimination at UW.
- Respondents who had experienced gender discrimination at UW were more likely than respondents who had not to indicate that Compensation (78% vs 66%), Gender Climate (79% vs 52%), Promotion or Advancement (70% vs 52%), Racial Climate (66% vs 52%), Discrimination (68% vs 44%), Workplace Climate (61% vs 38%), Sexual Harassment (55% vs 41%), Hostile, Intimidating Behavior (56% vs 37%), Workload (48% vs 36%), Difficulty Dynamic with Supervisor (50% vs 30%), Taking Leave Time (43% vs 33%), Accessibility/ADA (35% vs 24%), and Performance Evaluation (31% vs 19%) are challenges for women employees at UW.