



Diversity Works

# New Data on Women in the Workplace

Highlights from McKinsey's  
2022 Report

# The Leadership Gap

Only 86 women are promoted to manager for every 100 men

Yet, women have desirable managerial behaviors:

**11%** more likely to provide emotional support to employees

**7%** more likely to check in on employees' overall well-being

**6%** more likely to ensure employee workloads are manageable

Women experience more microaggressions as they move up the ranks

Representation gaps are greatest at the top:

- 24% of C-suite leaders are women
- Only 4% are women of color
- Leaders who are the only woman in the room feel isolated

# DEI is Women's Work

Women do more work on DEI than men

Black women are more likely than anyone else to spend a substantial amount of time on DEI

This work is largely unrecognized and unrewarded

## The Risk of Burnout

The burnout gap between women and men has almost doubled since 2020

One in three women considered downshifting their career or leaving the workforce last year

More than 50% of women leading teams are often or almost always burned out

# Black Women at Work

- 60%** have been personally affected by racial trauma in past year
- 2X** as likely as all women to say their employer has fallen short on commitments to racial equity
- 25%** say race is a factor for not advancing

Data show Black women are promoted to manager positions at a lower rate than white women

**Intersectionality** – when a woman is also from an underrepresented group – compounds problems in the workplace

- More bias and discrimination at work
- Feel an outsized pressure to perform
- Significantly more likely to experience burnout
- Greater risk of turnover

# Asian Women at Work

25%+ have personally experienced racial trauma in the past year

More than 1 in 6 Asian women say they are frequently mistaken for another Asian colleague

1 of every 15 women in entry-level women is Asian; this drops to 1 of every 50 women in the C-suite

# Latinas at Work

Latinas report having less flexibility to take time off work for family or personal reasons than other women

43% of Latinas spend five or more hours per day on housework and caregiving compared to 34% of all women

Almost one-third of Latinas are on double-duty, caring for children and adults, such as parents or other extended family members

# Steps You Can Take to Help Women at Work

1

Review HR policies, procedures, and practices through a gender equity lens

2

Recognize that performance bias makes us tend to underestimate women's performance and overestimate men's

3

Track and analyze promotion and advancement rates by gender

Diversity Works helps organizations understand and leverage the power of workplace diversity, equity, and inclusion. Learn more at [www.diversity-works.net](http://www.diversity-works.net) or schedule a call with our team [here](#).