**The Truth About Women and Work**

Despite what many still believe, women have shown themselves ambitious, competent, and committed to work. However, women still face inequities in opportunity, treatment, and pay.

<table>
<thead>
<tr>
<th>Myth</th>
<th>Reality</th>
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| 1. Women will have children and then leave their careers to stay at home. | **70.1%**  
**92.8%**  
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| 2. Women and men have equal job opportunities. | Among male and female candidates with identical resumes, employers rate women 0.5-1 point less on average than men for “competence,” “hirability,” and “mentoring potential.”  
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American Association of University Women |
| 3. Women and men receive equal and fair pay. | **60%**  
**100%**  
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| 4. Women don’t make good leaders. | Of the top 16 competencies shown by top leaders evaluated by the Harvard Business Review, female leaders out-scored male leaders on all but one.  
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| 5. Most women don’t want to be leaders. | In 2013, 61% of Millennial women and 41% of Gen X women said, “they would like to be a boss or top manager some day.”  
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--Pew Research Center |
| 6. Women are evaluated fairly. | A Stanford University study of performance reviews found that women receive “2.5 times as much feedback about having an aggressive communication style” and “one-third as much feedback linked to a business outcome.”  
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