It's 2023. Is gender really an issue in today's workplace?
Yes, yes it is.

Need proof? Consider this:

**Women**

• In 2018, there were fewer women CEOs in the Fortune 500 than there were male CEOs named John ([New York Times, 2018](https://www.nytimes.com/interactive/2018/04/24/upshot/women-and-men-named-john.html)). In 2020, just 13 of the companies on the Fortune 500 list were led by women.
• Mothers are 79% less likely to be hired (and 50% less likely to be promoted) than women without children. Also, mothers are offered $11,000 less in salary, on average, and are held to higher performance and punctuality standards ([Correll, Benard and In Paik, 2007](https://psycnet.apa.org/record/2007-05031-001%22%20%5Ct%20%22_blank)).
• Only 2% of venture capital funding went to female-led start-ups in 2017. Yet when the exact same pitch (for funds) was narrated by a male voice, it was more than twice as likely to get recommended for an investment ([Fast Company, 2014](https://www.fastcompany.com/3027458/your-startup-is-more-likely-to-get-funding-if-youre-a-man)) (Gender and the Economy, 2017)
• A group of people were asked to perform some specific tasks on a computer. Some participants were told their computer’s name was James, and others were told that their computer’s name was Julie. Despite no discernable difference in performance, it turned out that ‘James’ was worth 35% more than ‘Julie' ([Rotman School of Management, 2017](https://www.gendereconomy.org/are-computers-named-james-worth-more-than-computers-named-julie/%22%20%5Ct%20%22_blank))

**LGBTQ+ (GSD)**

• Almost half (46%) of LGBTQ workers in the United States are closeted in the workplace ([Fidas and Cooper, 2019](https://www.catalyst.org/research/lesbian-gay-bisexual-and-transgender-workplace-issues/%22%20%5Ct%20%22_blank))
• More than 50% of transgender employees are harassed at work ([Grant et al., 2011](https://transequality.org/sites/default/files/docs/resources/NTDS_Report.pdf))
• Gay men earn less than heterosexual men. Conversely, lesbian women earn more than heterosexual women ([What Works, 2016](https://www.amazon.ca/What-Works-Gender-Equality-Design/dp/0674986563/ref%3Dsr_1_1?dchild=1&keywords=what+works&qid=1628267252&sr=8-1)).

**Men**

• Caregiving men are seen as failed men and bad workers. When male employees leave work early to care for a sick child, they can face negative consequences that range from being teased, to receiving lower performance ratings, to reducing their chance for a raise or promotion ([Lean In, 2015](https://www.amazon.ca/Lean-Women-Work-Will-Lead/dp/0385349947/ref%3Dsr_1_2?dchild=1&keywords=lean+in&qid=1628267224&sr=8-2))
• Modest men can suffer hiring discrimination because modesty is seen as a violation of masculinity ([Moss-Racusin et al. 2010](https://www.researchgate.net/publication/232464622_When_Men_Break_the_Gender_Rules_Status_Incongruity_and_Backlash_Against_Modest_Men))
• Hiring managers may redefine job criteria to benefit one gender over the other ([YaleNews, 2005](https://news.yale.edu/2005/06/29/changing-job-criteria-discriminate-employment%22%20%5Ct%20%22_blank))

And that’s only the tip of the iceberg…