

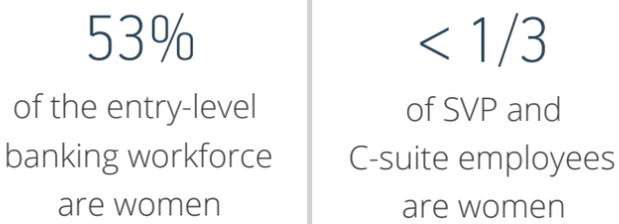
# WOMEN *in* BANKING

Women in banking and their day-to-day work experiences have been a topic in diversity and gender gaps for decades. While challenges still exist, research shows that some progress has been made.



## Gender & Race Gaps *in* Financial Services

How can you equalize gender diversity at senior levels when women aren't getting promoted at the junior levels?



Women of color make up nearly



86 *in* 100

Only **86 women** are promoted to manager for every **100 men**

## Build a High-Performance Team

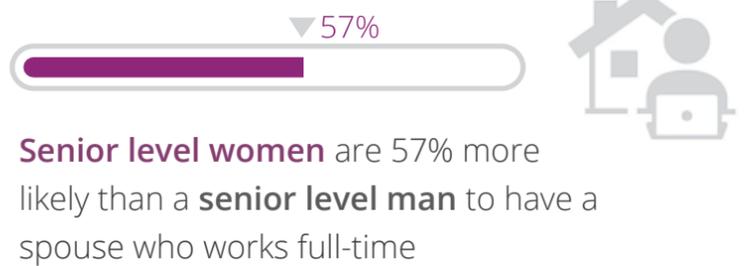
- Educate and train managers on how to provide emotional support for their colleagues
- Provide compliance training and professional development for the frontline to the boardroom
- Provide proper training on diversity, inclusion, equity, as well as employment law to help build a civil and respectful workplace

## Ways to Close the Gap

- Investigate your performance-review and promotion processes for areas where conscious or unconscious bias may limit the advancement opportunities of women and women of color
- Set clear expectations around remote work and provide specific examples to illustrate accepted working norms
- Managers need to respect company-wide boundaries around flexible and remote work - and to role model these values themselves

## Other Demands on Women *in* Financial Services

Differences in the workforce don't just stop at the bank's front door. There are differences in households too.



Women who live with a spouse are **7.5x more** likely to say they are **responsible for a majority** of household responsibilities



## Differences *in* How Women Lead

Research shows that when a manager supports the well-being of their staff, employees feel happier, experience less burnout and are more likely to stay working for the company.

When facing the Great Resignation – having the right leaders in place is key to retaining and growing your employees.



**80% of women** in financial services reported consistently providing emotional support for a team member in 2021, compared to **72% of men**.



\*\*\* *Employees notice the difference* \*\*\*

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Sources:  
[McKinsey & Company](#)