



100 MORE REPORTS ON WOMEN & GIRLS



The Jacquelyn & Gregory Zehner Foundation

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I. AGRICULTURE, CLIMATE & LAND RIGHTS

1. Our Voices, Our Environment. Green Grants Fund. 2018.

Produced by Global Greengrants Fund and Prospera International Network of Women's Funds, this report is the first ever comprehensive mapping of funding in support of women and the environment. It includes case studies and success stories of women-led strategies, and opportunities and guidance from women's rights activists worldwide.

https://www.greengrants.org/wp-content/uploads/2018/03/GGF_Mapping-Report_Executive-Summary_HighRes-FINAL.pdf

2. Water Investing in 2018: Near term crises and technology for long term trends. Cornerstone Capital Group. 2018.

Water investing is a perennial area of interest for investors, particularly during water crises and when experts release forecasts of a future with increased water scarcity. However, there have been limited opportunities for investors to date. This report examines short and long-term trends that may catalyze opportunities for water investors and identifies areas of water investing, particularly technology, that are currently the focus of investment. To support investors interested in water, we conclude this report with three sections for investors to engage with their asset managers: A discussion of investment vehicle options by asset class; Engagement questions to gain insight into fund managers' exposure to water related risks and opportunities; and An initial framework to assess environmental and social impact from a water investment.

<http://cornerstonecapinc.com/wp-content/uploads/2018/03/Water-Investing-2018.pdf>

II. ARTS, ENTERTAINMENT, FILM & MEDIA

3. Boxed In 2017-18: Women On Screen and Behind the Scenes in Television. Center for the Study of Women in Television & Film. 2018.

This study examines the portrayal of female characters and employment of women in key behind-the-scenes roles on drama, comedy, and reality programs appearing on the broadcast networks, basic and premium cable channels, and on streaming services from September 2017 through May 2018. The study considers one randomly selected episode of series appearing on the broadcast networks (ABC, CBS, NBC, Fox, CW), basic cable channels (A&E, AMC, Animal Planet, BET, Bravo, Discovery, Disney, E, Freeform, FX, HGTV, History, Nickelodeon, TBS, TLC, TNT, USA), premium cable channels (HBO, Showtime), and streaming services (Amazon, Hulu, Netflix). In 2017-18, the study tracked 4,833 characters and 5,195 behind-the-scenes credits.

https://womenintvfilm.sdsu.edu/wp-content/uploads/2018/09/2017-18_Boxed_In_Report.pdf

4. The Celluloid Ceiling: Behind-the-Scenes Employment of Women on the Top 100, 250, and 500 Films of 2018. Center for the Study of Women in Television and Film. 2019.

For the last 21 years, this study has tracked women's employment on the top 250 grossing films (foreign films and reissues omitted). The first section reports the findings for the top 250 films, offering comparisons of percentages from 2018 with figures dating from 1998. The second section provides the numbers for the top 100 films, comparing this year's figures with those from 1980, 1990, 2010, and 2017. The third section includes employment figures for the top 500 films, and offers analyses of important relationships between women directors and those working in other key behind-the-scenes roles, such as writers, editors, and cinematographers.

https://womenintvfilm.sdsu.edu/wp-content/uploads/2019/01/2018_Celluloid_Ceiling_Report.pdf

5. **Critic's Choice? Gender and Race/Ethnicity of Film Reviewers Across 100 Top Films of 2017.** USC Annenberg Inclusion Initiative. 2018.

The Annenberg Inclusion Initiative has released a new report, titled "Critic's Choice?" It is the first from Dr. Stacy L. Smith and the USC Annenberg Inclusion Initiative to investigate inclusion among film reviewers and examines access and opportunity for film critics. The report uses reviews of the 100 top-grossing films of 2017 posted on the site Rotten Tomatoes to assess gender and race/ethnicity of critics, finding that reviewers are overwhelmingly white and male.

<http://assets.uscannenberg.org/docs/cricits-choice-2018.pdf>

6. **Critic's Choice 2: Gender and Race/Ethnicity of Film Reviewers Across 300 Top Films from 2015-2017.** Annenberg Inclusion Initiative. 2018.

A new report from Dr. Stacy L. Smith and the USC Annenberg Inclusion Initiative, conducted in partnership with Time's Up Entertainment, critiques inclusion in the ranks of film critics. The report, titled Critic's Choice 2, is the second in a series. The study uses reviews of 300 top-grossing films from 2015-2017 posted on the site Rotten Tomatoes to assess gender and race/ethnicity of critics, including how this varies by film distributor and publication outlet.

<http://assets.uscannenberg.org/docs/critics-choice-2.pdf>

7. **Fewer, Younger, but Increasingly Powerful: How Portrayals of Women, Age, and Power Have Changed from 2002 to 2016 in the 50 Top-Grossing U.S. Films.** Sex Roles: A Journal of Research. 2018.

A content analysis by Lauzen and Dozier (2005) of the 88 top-grossing U.S. films of 2002 found ample evidence for inequality of gender and age representation: Men made up 72% of all characters; women past the age of 40 became less and less visible, whereas men remained visible throughout their 50s; and significant gender differences in terms of leadership and occupational power were found, with women holding fewer positions of occupational power and rarely shown in leadership roles. The current study sought to establish whether these gender and age representations continue to exist in films made almost 15 years later. Our analysis of the 50 top-grossing U.S. movies of 2016 found that women are still underrepresented in film (32.8% of all characters) but that this proportion improved significantly since 2002. Women in their 30s and men in their 40s are most overrepresented when compared to the U.S. population, and women over 60 are severely underrepresented. However, there was no gender difference in the proportion of major characters playing leadership roles, demonstrating social aggression, or possessing goals, all of which are noteworthy differences from the films of 2002. Female characters also made marginal strides in holding occupational power and in their displays of physical aggression. Additionally, we found that women achieved their goals at significantly higher rates than men did. Overall, although a disconnect still persists regarding the ratio of men to women in film, the presence and portrayal of both women and older characters has improved since 2002.

<https://link.springer.com/content/pdf/10.1007%2Fs11199-018-0945-1.pdf>

8. **Hollywood Diversity Report 2019: Old Story, New Beginning.** UCLA College of Social Sciences. 2019.

This is the sixth in a series of annual reports to examine relationships between diversity and the bottom line in the Hollywood entertainment industry. It considers the top 200 theatrical film releases in 2017 and 1,316 broadcast, cable and digital platform television shows from the 2016-17 season in order to document the degree to which women and people of color are present in front of and behind the camera. It discusses any patterns between these findings and box office receipts and audience ratings.

<https://socialsciences.ucla.edu/wp-content/uploads/2019/02/UCLA-Hollywood-Diversity-Report-2019-2-21-2019.pdf>

9. Inclusion in the Recording Studio?: Gender and Race/Ethnicity of Artists, Songwriters & Producers Across 700 Popular Songs from 2012-2018. USC Annenberg Inclusion Initiative. 2019.

Our annual report on inclusion in music examines gender and race/ethnicity of artists and content creators across 700 popular songs on the Billboard Hot 100 year-end charts from 2012 to 2018. The study also evaluates gender and for six years of Grammy nominations for Record of the Year, Album of the Year, Song of the Year, Producer of the Year, and Best New Artist. The study also includes a qualitative investigation, using 75 interviews with female songwriters and producers to understand the barriers facing women in these positions.

<http://assets.uscannenberg.org/docs/aii-inclusion-recording-studio-2019.pdf>

10. Inequality in 1,100 Popular Films: Examining Portrayals of Gender, Race/Ethnicity, LGBT & Disability from 2007 to 2017. USC Annenberg Inclusion Initiative. 2018.

Annually, the Annenberg Inclusion Initiative conducts the most comprehensive and intersectional investigation into inequality in popular films. We catalogue every independent speaking or named character shown on screen for gender, race/ethnicity, LGBT, and disability as well as a series of contextual variables across an 11-year sample spanning 2007 to 2017. We also assess inclusion behind the camera, examining gender of directors, writers, producers, and composers and the race of directors. In total, 48,757 characters and 1,100 movies have been evaluated for this report.

<http://assets.uscannenberg.org/docs/inequality-in-1100-popular-films.pdf>

11. Inequality Across 1,200 Popular Films: Examining Gender And Race/Ethnicity Of Leads/Co Leads From 2007 To 2018. USC Annenberg Inclusion Initiative. 2018.

*2018 was a profitable year at the U.S. box office, with a 4% increase in ticket sales from 2016.¹ We also saw the pronounced success of films with casts from underrepresented racial/ethnic groups, such as *Black Panther* and *Crazy Rich Asians*. Given these highly salient and historical triumphs, we were curious if the number and percentage of leads and co leads would reflect greater diversity than in previous years, specifically across the 100 top domestic movies of 2018.² The purpose of this research brief is to answer that very query.*

http://assets.uscannenberg.org/docs/inequality-in-1200-films-research-brief_2019-02-12.pdf

12. It's a Man's (Celluloid) World: Portrayals of Female Characters in the Top Grossing Films of 2018. Center for the Study of Women in Television and Film. 2019.

The following summary reports the findings of a content analysis of over 2,500 characters appearing in the 100 top domestic grossing films of 2018. This report provides historical comparisons from last year with figures dating back to 2002. Overall, this analysis considers the representation of more than 18,500 characters appearing in approximately 800 films.

https://womenintvfilm.sdsu.edu/wp-content/uploads/2019/02/2018_Its_a_Mans_Celluloid_World_Report.pdf

13. #MeToo – The Women's Media Center Report. Women's Media Center. 2018.

*A year following revelations in *The New York Times* about decades of allegations against movie producer Harvey Weinstein, the #MeToo movement has led to a significant change in the way media covers stories about sexual assault and harassment, a new report from the Women's Media Center shows. The study found that even stories beyond those about sexual abuse, assault, and harassment—beginning with the *Times* story in October 2017—have been amplified by the #MeToo movement. After October 2017, media began to more*

commonly write about issues that particularly pertain to women—such as reproductive health and the wage gap. The Women’s Media Center research took a close look at the press coverage five months before and in the 10 months that followed the Weinstein revelations and the rise of #MeToo. The report looked at whose stories were covered, what outlets considered sexual assault and harassment important enough to report on, and whether or not the media industry—and American culture as a whole—has changed as a result of the movement.

<http://www.womensmediacenter.com/reports/media-and-metoo-how-a-movement-affected-press-coverage-of-sexual-assault>

14. The Status of Women in the US Media 2019. Women’s Media Center. 2019.

“The Status of Women in the U.S. Media 2019” report includes data from 94 studies and over 250 charts that tell us the standing of women across all media, including legacy and digital news platforms, film, television, radio, technology, literature, and more. The media is in a state of great disruption, but despite all of the change, one thing remains the same: the role of women is significantly smaller than that of men in every part of news, entertainment and digital media. Fewer opportunities and promotions for women translate into fewer women reporting the news than men; fewer women creating films and television than men; fewer women driving technology, gaming and innovation. Even artificial intelligence has a gender and racial bias when its machine learning is based on language and structures dominated by men. Media tells our society (and our young people) what is important and who matters. The data in this report paints a stark picture.

<https://tools.womensmediacenter.com/page/-/WMCStatusofWomeninUSMedia2019.pdf>

15. SuperPowering Girls: Female Representation in the Sci/Fi Superhero Genre. Women’s Media Center & BBC America. 2018.

What are the roles for women and girls in science fiction and superhero films and television? Are they visible? Are they powerful? Are they inclusive? What does their representation, voice share, presence — or absence — mean to the stories that shape our imaginations of who we are and what is possible? These are some of the questions we approached in a series of reports that BBC America and the Women’s Media Center will release over the next few months with a goal of expanding both the diversity and representation of women and girls in front of and behind the camera. “SuperPowering Girls: Female Representation in the Sci-Fi/Superhero Genre,” our first joint study, looked at how the depictions of women on screen impact young women and girls.

<http://www.womensmediacenter.com/reports/bbca-wmc-superpowering-girls>

16. Where We Are On TV: 2018-2019. GLAAD. 2018.

GLAAD’s annual Where We Are on TV report forecasts the presence of lesbian, gay, bisexual, transgender, and queer (LGBTQ) characters for the 2018-2019 television season. Counts are based on original scripted series premiering, or which are expected to return to air, in primetime between June 1, 2018 and May 31, 2019 and for which casting has been announced or confirmed by networks. This season marks the twenty-third year GLAAD has quantifiably tracked the presence of LGBTQ regular and recurring characters on television by calculating their numbers in original scripted primetime programs across both broadcast and cable networks, and now also streaming services. In 2005, GLAAD expanded this count past LGBTQ characters to track trends and amass statistics for all series regular characters on scripted broadcast television, which allows GLAAD to identify deficits in overall diversity. In the case of characters that have been announced as appearing across a connected universe of series, such as John Constantine (Matt Ryan) on The CW’s interconnected Arrowverse series, the character is only counted once.

http://glaad.org/files/WWAT/WWAT_GLAAD_2018-2019.pdf

17. Women and Girls Lead: An Innovative Campaign Using 60 Films to Engage American Audiences – Impact Report 2011-2015. Women and Girls Lead Global. 2018.

This project was supported by USAID, the Ford Foundation, and the Bill and Melinda Gates Foundation, with implementing assistance from CARE-USA. ITVS contracted the Aspen Planning and Evaluation Program (APEP) at the Aspen Institute to serve as its evaluation partner throughout the five-year project. The evaluation used a multi-method approach, including traditional baseline/endline surveys, focus groups, and interviews with screening participants; interactive voice response (IVR) surveys of participants and other community members; surveys of local partner organizations; and a screening event reporting tool completed by facilitators in the five social change countries. This report summarizes findings on the project's reach and impact over five years, particularly in the five social change countries, and draws broader lessons about the utility of WGLG's film-based model for fostering social change.

Part I

http://cdn.itvs.org/WAGL_Impact_Report_v11_web.pdf

Part II

http://cdn.itvs.org/WGLG_Final_Evaluation_Full_Report_2018.pdf

III. BUSINESS CASE FOR WOMEN, CORPORATE BOARDS, DIVERSITY & INCLUSION

18. European study of stereotypes and the perception of gender equality in global corporations. Women Initiative Foundation. 2018.

The main question underlying our research is to identify the obstacles to women's professional development, and consequently, to know how to improve gender parity at all levels. The study stands out from other research undertakings by several innovative characteristics. We interviewed the people concerned without any filter, and we analyzed differences in perception by age range and by sex. We also considered hierarchical levels (senior executive or not) when analyzing the stereotypes. Finally, we compare countries (France, Germany and Italy) and compare results with the United States for the similarities and differences that seem to us to be the most salient.

http://women-initiative-foundation.com/dev2/wp-content/uploads/2018/03/final_report_en.pdf

19. An Institutional Approach to Gender Diversity and Firm Performance. Harvard Business Review. 2019.

How does a firm's gender diversity affect its performance? Existing work has shown conflicting evidence: some finding a positive effect of gender diversity while others finding a null or a negative effect. However, most of the existing work have focused on a single industry or country and have not accounted for possible variation across social contexts. This paper advances an institutional framework and predicts that gender diversity's effect on performance is determined by both its normative and regulatory acceptance in the broader institutional environment. Using a unique longitudinal sample of 1,069 leading public firms in 35 countries and 24 industries, I find that the effect of gender diversity on performance varies significantly across countries and industries due to differences in institutional contexts. The more gender diversity has been normatively accepted in a country or industry, the more it benefits a firm's market valuation and revenue. These findings demonstrate the importance of the broader social contexts in shaping the consequences of gender diversity.

http://www.hbs.edu/faculty/Publication%20Files/An%20Institutional%20Approach%20to%20Gender%20Diversity%20and%20Firm%20Performance_4c0479f3-9d13-4af8-82da-7f1713af940d.pdf

20. Investing in the Power of Women Progress Report on the Goldman Sachs 10,000 Women Initiative. Babson College. 2018.

The findings in this report demonstrate that the 10,000 Women initiative makes a difference in how women entrepreneurs grow their businesses, how they develop personally, and how they make a contribution to society. These conclusions were drawn from the analysis of detailed, 50-question surveys completed by more than 3,000 participants upon entering the program, and at regular intervals after their graduation. The data provide a detailed picture of how these women developed their own capabilities, and made important decisions to grow their businesses over time. They also give us a unique view of women's entrepreneurship, and the importance of educational intervention in providing support for women entrepreneurs in developing economies.

<https://www.goldmansachs.com/citizenship/10000women/news-and-events/10kw-progress-report/progress-report-full.pdf>

21. Missing Pieces Report: The 2018 Board Diversity Census of Women and Minorities on Fortune 500 Boards. Alliance for Board Diversity and Deloitte. 2019.

This study is the culmination of a multiyear effort organized by the Alliance for Board Diversity, collaborating with Deloitte for the 2016 and 2018 censuses, which has examined and chronicled the representation of women and minorities on public company boards of directors across America's largest companies. Originally organized as a "snapshot" of board diversity, the data since accumulated over time has allowed for the development of information on trends relative to overall diversity as well as the comparative differences in rates of representation among minorities and women over a period of more than a decade. This 2018 Missing Pieces Report highlights the progress to date that has been made (or not) for women and minorities on corporate boards. While there have been a few gains for some demographic groups, advancement is still slow. This movement is also not representative of the broad demographic transformations that have been seen in the United States over the same period of time.

http://theabd.org/wp-content/uploads/2019/01/Missing-Pieces-Report_01142019_FINAL.pdf

22. The Power of Parity: Advancing Women's Equality in Asia Pacific. McKinsey. 2018.

Advancing women's equality in the countries of Asia Pacific could add \$4.5 trillion to their collective annual GDP by 2025, a 12 percent increase over the business-as-usual trajectory. Already a powerful engine of global growth, pursuing the goal of gender parity can lift many more women out of poverty, unleash the economic potential of many others, and reinforce the region's dynamic growth story.

<https://www.mckinsey.com/~media/McKinsey/Global%20Themes/Gender%20Equality/The%20power%20of%20parity%20Advancing%20womens%20equality%20in%20Asia%20Pacific/MGI-Power-of-Parity-Asia-Pacific-Full-Report-April-2018.ashx>

23. The Power of Parity: Advancing Women's Equality in Canada. McKinsey. 2017.

Advancing women's equality in Canada has the potential to add \$150 billion in incremental GDP in 2026, or a 0.6 percent increase to annual GDP growth. That is 6 percent higher than business-as-usual GDP growth forecasts over the next decade. Put another way, this figure is equivalent to adding a new financial services sector to the economy. Each province stands to gain between 0.4 and 0.9 percent each year, with the most potential growth in British Columbia, Ontario, Prince Edward Island, and Quebec.

<https://www.mckinsey.com/~media/McKinsey/Global%20Themes/Women%20matter/The%20power%20of%20parity%20Advancing%20womens%20equality%20in%20Canada/MGI-The-power-of-parity-Advancing-womens-equality-in-Canada-Full-report.ashx>

24. The Power of Parity: Advancing Women’s Equality in India. McKinsey. 2015.

Achieving gender equality in India would have a larger economic impact there than in any other region in the world—\$700 billion of added GDP in 2025—but comprehensive change is needed. Our new report, The power of parity: Advancing women’s equality in India, reveals that about 70 percent of this “best in region” potential would come from raising women’s participation in India’s labor force by ten percentage points between now and 2025, bringing 68 million more women into the labor force—70 percent of them in just nine states. This will require bridging both economic and social gender gaps.

https://www.mckinsey.com/~media/McKinsey/Global%20Themes/Employment%20and%20Growth/The%20power%20of%20parity%20Advancing%20womens%20equality%20in%20India/MGI%20India%20parity_Full%20report_November%202015.ashx

25. The State of Black Women Founders: ProjectDiane 2018. digitalundivided. 2018.

ProjectDiane is a demographic study that provides a snapshot of the current landscape for Black Women in the innovation space. ProjectDiane2018 covers the two year time period of November 2015- November 2017. A team of 10 data collectors reviewed over 8,000 U.S.-based startups and companies located in the Crunchbase, Pitchbook and Mattermark databases as well used updated data from the ProjectDiane2016 database. digitalundivided also reached out to top organizations working with Black and Latinx entrepreneurs and startups via email, social media, and word of mouth and employed an online survey to collect additional data. Once a startup was entered into the database it went through a verification process, and for those indicating raising over \$250,000 in outside funding, digitalundivided conducted additional verifications process including written confirmation from investors, clips/links from major press coverage, and letters from legal representation.

<https://www.digitalundivided.com/projectdiane-report-main/projectdiane-2018-the-state-of-black-women-founders>

26. Trends in Management Representation of Minorities and Women and Diversity Practices, 2007-2015. United States Government Accountability Office. 2017.

GAO was asked to analyze diversity trends in the financial services industry, particularly in management positions. This report examines (1) trends in management-level diversity in the financial services industry from 2007 through 2015, (2) trends in diversity among potential talent pools, and (3) challenges financial services firms identified in trying to increase workforce diversity and practices firms used to address them. GAO analyzed data from the Equal Employment Opportunity Commission (EEOC) and the Department of Education. The most recent available data were from 2015. GAO also reviewed studies on workforce diversity and interviewed representatives from financial services firms and organizations that advocate for the financial services industry, women, or minorities. EEOC provided technical comments on a draft of this report that GAO incorporated as appropriate.

<https://www.gao.gov/assets/690/688235.pdf>

27. Why Women Owned Start Ups are a Better Bet. Boston Consulting Group. 2018.

BCG recently partnered with MassChallenge, a US-based global network of accelerators that offers startup businesses access to mentors, industry experts, and other resources. Since its founding in 2010, MassChallenge has backed more than 1,500 businesses, which have raised more than \$3 billion in funding and created more than 80,000 jobs. MassChallenge, which neither provides financial support nor takes equity in the businesses it works with, puts significant effort into supporting women entrepreneurs. Our objective was to see how companies founded by women differ from those founded by men. Our data shows a clear gender gap in new-business funding. We also spoke with investors and women business owners to get a sense of how

they perceive the funding status quo. Our findings have clear implications for investors, startup accelerators, and women entrepreneurs seeking backers.

<https://www.bcg.com/publications/2018/why-women-owned-startups-are-better-bet.aspx>

28. Women on Boards and the Human Capital Connection. MSCI. 2018.

Studies have asked whether having multiple women on a board of directors has translated into better financial performance. There is some research suggesting that this may be the case.¹ But does this question go to the heart of the matter? Increasing the diversity of a board's membership could improve its access to board talent, and thus lead to better board decision-making. But is that enough? Does the number of women on boards relate to a company's overall human capital policies and its financial performance? Our findings suggest that the whole is greater than the sum of the parts. Companies with both a more diverse board and stronger talent management practices enjoyed higher growth in employee productivity compared to companies with a diverse board only and to companies with strong talent management practices only. All of these groups outperformed companies with both mostly male boards and lagging talent management practices; those companies had the lowest rates of employee productivity growth, relative to industry peers.

<http://equileap.org/wp-content/uploads/2018/03/MSCI-Women-in-boards.pdf>

29. Women in the Workplace 2018. McKinsey and Company and Lean In. 2018.

Women in the Workplace 2018 is the largest comprehensive study of the state of women in corporate America. Since 2015, LeanIn.Org and McKinsey & Company have published this report annually to give companies and employees the information they need to advance women and improve gender diversity within their organizations. McKinsey & Company also conducted similar research in 2012. This year, 279 companies employing more than 13 million people shared their pipeline data and completed a survey of their HR practices. In addition, more than 64,000 employees were surveyed on their workplace experiences, and we interviewed women of different races and ethnicities and LGBTQ women for additional insights. Since 2015, 462 companies employing almost 20 million people have participated in the study.

<https://womenintheworkplace.com/#about>

30. You're Fired! Gender Disparities in CEO Dismissal. Southern Management Association. 2018.

CEO dismissals attract considerable attention, presumably because of the visibility, publicity, and intrigue that often surrounds the decision to fire the CEO. With the goal of advancing scholarly understanding of CEO dismissals, we examine whether CEO gender influences the likelihood of dismissal. We theorize and find that ceteris paribus, female CEOs are significantly more likely to be dismissed than male CEOs. Perhaps even more importantly, we find a CEO gender by firm performance interaction such that male CEOs are less likely to be dismissed when firm performance is high (compared to when it is low), whereas female CEOs have a similar level of dismissal likelihood regardless of firm performance. Notably, our results are robust to multiple analytical techniques and various econometric specifications, bringing greater credence to the validity of our findings. Implications and directions for future research are also discussed.

<https://journals.sagepub.com/doi/10.1177/0149206318810415>

IV. ECONOMIC GROWTH, DEVELOPMENT, EMPLOYMENT & EQUALITY

31. **The Caring Company: How employers can help employees manage their caregiving responsibilities—while reducing costs and increasing productivity.** Harvard Business Review. 2019.

American companies are facing a caregiving crisis—they just refuse to acknowledge it. Rising health care and professional caregiving costs and changing demographics over the past few decades have put great pressure on American employees as they try to balance work and care responsibilities. Yet many employers remain largely oblivious to the growing costs of this hidden “care economy”—costs that hurt employers and employees alike. Many employers remain strangely unaware of the magnitude and impact of the changing demographics of care and their economic consequences. Surveys of U.S. employer and employee attitudes about caregiving reveal that there is a gross misalignment between what companies currently provide and what employees need.

http://www.aei.org/wp-content/uploads/2019/01/The_Caring_Company.pdf

32. **Do firms respond to gender pay gap transparency?** WP Carey School of Business at Arizona State University. 2018.

We examine whether pay transparency closes the gender pay gap and affects firm outcomes. The paper exploits a 2006 legislation change in Denmark that requires firms to provide gender dis-aggregated wage statistics. Using detailed employee-employer administrative data we find that the law has an effect in reducing the gender pay gap, primarily through slowing the wage growth for male employees. This effect is more pronounced for firms whose managers have more daughters, presumably due to the effect of daughters on managerial preferences, and for industries with higher gender pay differentials pre-treatment. Such changes in firm wage policies following the passage of the law are associated with negative outcomes on overall firm productivity, but also with a reduction in firm wage bill, resulting in no significant effects on firm profitability.

https://wpcarey.asu.edu/sites/default/files/daniel_wolfenzon_seminar_november_9_2018.pdf

33. **The Effects of Sexism on American Women: The Role of Norms vs. Discrimination.** Becker Friedman Institute. 2018.

We study how reported sexism in the population affects American women. Fixed-effects and TSLS estimates show that higher prevailing sexism where she was born (background sexism) and where she currently lives (residential sexism) both lower a woman’s wages, labor force participation and ages of marriage and childbearing. We argue that background sexism affects outcomes through the influence of previously-internalized norms, and that estimated associations regarding specific percentiles and male versus female sexism suggest that residential sexism affects labor market outcomes through prejudice-based discrimination by men, and non-labor market outcomes through the influence of current norms of other women.

https://bfi.uchicago.edu/sites/default/files/file_uploads/WP_2018-56.pdf

34. **Exposed: Discrimination Against Breastfeeding Workers.** Center for Worklife Law. 2019.

Despite the medical consensus that breastfeeding reduces major health risks to both babies and mothers, discrimination against breastfeeding workers often forces them to stop breastfeeding or lose their jobs. Lactation discrimination cases from the last decade expose:

1. *Discrimination is widespread, and has devastating consequences.*
2. *Almost three-fourths of breastfeeding discrimination cases studied involved economic loss, and nearly two-thirds ended in job loss.*

3. *Nursing mothers facing discrimination suffer serious health consequences, including:*

- *Illness and painful infections;*
- *Diminished milk supply;*
- *Weaning earlier than doctors recommend.*

Because pumping breast milk in the workplace draws attention to a woman's breasts and female body, it can expose her to sexual harassment in the form of offensive remarks and hostility.

<https://www.pregnantatwork.org/wp-content/uploads/WLL-Breastfeeding-Discrimination-Report.pdf>

35. Gender Equality Global Report & Ranking. Equileap. 2018.

It is Equileap's mission to accelerate gender equality in the workplace as a powerful and under-used way of tackling poverty. Economic justice for women underlies the achievement of the UN's Sustainable Development Goals, the universal call to action for governments, corporations and civil society to end poverty and protect the planet. We are proud to present the second edition of this global report and we hope companies, employees, investors and policy makers will make use of the extensive data that underlies this report so that they can be part of a strategy of change to accelerate gender parity worldwide. The past year has been one of those pivotal moments that don't come often in a lifetime, when genuine social change seems to be underway in how women are regarded and treated at work. The #MeToo and Times Up movements, and the UK's efforts to make its "obscene" gender pay gap transparent, have all had an impact.

<https://equileap.org/wp-content/uploads/2018/10/Equileap-Gender-Equality-Global-Report-and-Ranking-2018.pdf>

36. Gender and Jobs in Online Image Searches. Pew Research Center. 2018.

Online media organizations, social media sites and individuals add vast quantities of images to the web each day. These images can then appear in search engines as users look for pictures representing common phrases or topics. Because the way that men and women are represented in these online search results might be connected to the way people understand gender and society, some academic researchers have specifically focused on the ways women and men are depicted in the workplace in online images. A new Pew Research Center study extends this line of research by using a computational method – machine vision to analyze a broad sample of images from Google Image Search that depict men and women working common jobs, and then comparing those results with real-world data about the gender composition of the U.S. workforce. The study finds that the share of each gender pictured varies widely across the spectrum of careers tested.

<http://www.pewsocialtrends.org/2018/12/17/gender-and-jobs-in-online-image-searches/>

37. The Gender Wage Gap: Extent, Trends, and Explanations. National Bureau of Economic Research. 2016.

Using PSID microdata over the 1980-2010, we provide new empirical evidence on the extent of and trends in the gender wage gap, which declined considerably over this period. By 2010, conventional human capital variables taken together explained little of the gender wage gap, while gender differences in occupation and industry continued to be important. Moreover, the gender pay gap declined much more slowly at the top of the wage distribution than at the middle or the bottom and by 2010 was noticeably higher at the top. We then survey the literature to identify what has been learned about the explanations for the gap. We conclude that many of the traditional explanations continue to have salience. Although human capital factors are now relatively unimportant in the aggregate, women's work force interruptions and shorter hours remain significant in high skilled occupations, possibly due to compensating differentials. Gender differences in occupations and industries, as well as differences in gender roles and the gender division of labor remain important, and research based on experimental evidence strongly suggests that discrimination cannot be discounted. Psychological attributes or noncognitive skills comprise one of the newer explanations for gender

differences in outcomes. Our effort to assess the quantitative evidence on the importance of these factors suggests that they account for a small to moderate portion of the gender pay gap, considerably smaller than say occupation and industry effects, though they appear to modestly contribute to these differences.

<http://www.nber.org/papers/w21913.pdf>

38. The Global Gender Gap Report 2018. World Economic Forum. 2018.

This report finds that, globally, although many countries have achieved important milestones towards gender parity across education, health, economic and political systems, there remains much to be done. On the one hand, countries where the next generation of women are becoming leaders in their domains are poised for further success. On the other hand, this year's analysis also warns about the possible emergence of new gender gaps in advanced technologies, such as the risks associated with emerging gender gaps in Artificial Intelligence-related skills. In an era when human skills are increasingly important and complementary to technology, the world cannot afford to deprive itself of women's talent in sectors in which talent is already scarce.

http://www3.weforum.org/docs/WEF_GGGR_2018.pdf

39. The Impact of Equal Pay on Poverty and the Economy. Institute for Women's Policy Research. 2017.

This briefing paper summarizes analyses of the 2014-2016 Current Population Survey Annual Social and Economic supplement and uses statistical controls for labor supply, human capital, and labor market characteristics to estimate: 1) how much women's earnings and family incomes would rise if working women were paid the same as comparable men (men who work the same number of hours, are the same age, have the same educational attainment and urban/rural status and live in the same region of the country); 2) how much women and their families lose because women earn less than similarly qualified men; 3) how many children would benefit from the increased earnings of their mothers; 4) how many children and families would be brought out of poverty if women received equal pay; and 5) how much the economy as a whole suffers from inequality in pay between women and men.

<https://iwpr.org/wp-content/uploads/2017/04/C455.pdf>

40. Learning From Mum: Cross National Evidence Linking Maternal Employment and Adult Children's Outcomes. Work, Employment and Society. 2018.

Analyses relying on two international surveys from over 100,000 men and women across 29 countries explore the relationship between maternal employment and adult daughters' and sons' employment and domestic outcomes. In the employment sphere, adult daughters, but not sons, of employed mothers are more likely to be employed and, if employed, are more likely to hold supervisory responsibility, work more hours and earn higher incomes than their peers whose mothers were not employed. In the domestic sphere, sons raised by employed mothers spend more time caring for family members and daughters spend less time on housework. Analyses provide evidence for two mechanisms: gender attitudes and social learning. Finally, findings show contextual influences at the family and societal levels: family-of-origin social class moderates effects of maternal employment and childhood exposure to female employment within society can substitute for the influence of maternal employment on daughters and reinforce its influence on sons.

<http://journals.sagepub.com/doi/pdf/10.1177/0950017018760167>

41. A Network's Gender Composition and Communication Pattern Predict Women's Leadership Success. Proceedings of the National Academy of Sciences of the United States of America. 2019.

Many leaders today do not rise through the ranks but are recruited directly out of graduate programs into leadership positions. We use a quasi-experiment and instrumental-variable regression to understand the link

between students' graduate school social networks and placement into leadership positions of varying levels of authority. Our data measure students' personal characteristics and academic performance, as well as their social network information drawn from 4.5 million email correspondences among hundreds of students who were placed directly into leadership positions. After controlling for students' personal characteristics, work experience, and academic performance, we find that students' social networks strongly predict placement into leadership positions. For males, the higher a male student's centrality in the school-wide network, the higher his leadership-job placement will be. Men with network centrality in the top quartile have an expected job placement level that is 1.5 times greater than men in the bottom quartile of centrality. While centrality also predicts women's placement, high-placing women students have one thing more: an inner circle of predominantly female contacts who are connected to many nonoverlapping third-party contacts. Women with a network centrality in the top quartile and a female-dominated inner circle have an expected job placement level that is 2.5 times greater than women with low centrality and a male-dominated inner circle. Women who have networks that resemble those of high-placing men are low-placing, despite having leadership qualifications comparable to high-placing women.

<https://www.pnas.org/content/early/2019/01/14/1721438116>

42. Opportunities for Women: Challenging harmful social norms and gender stereotypes to unlock women's potential. Unilever. 2017.

This report demonstrates that there is no single solution to tackling gender inequality. It requires a holistic approach, from equal pay and representation in our workforce to supporting female smallholder farmers in our supply chain, and ultimately to how we represent our brands to consumers through removing gender stereotypes. Underpinning these efforts, it's crucial that we continue to forge and deepen partnerships that will drive broader systemic change and benefit all women, everywhere.

https://www.hul.co.in/Images/unilever-opportunities-for-women_tcm1255-500987_en.pdf

43. Outcomes and Perspectives of MBA Graduates. Forte Foundation. 2019.

Women leaders reported salaries in their last pre-MBA job that were 3% lower than their male peers'. In their current roles, though, female MBAs earn 28% less. The study notes that gap represents, on average, almost \$59,000 in annual pay. Minority women executives fare worst of all, with salaries that are 52%, or about \$77,000, less than "non-minority" men's.

http://www.fortefoundation.org/site/DocServer/Forte_MBA_Research_Jan19.pdf

44. Past Achievements and Future Directions of Women's and Feminist Organizations in Israel: A Participatory Action Research Project. National Council of Jewish Women and the Dafna Fund. 2018.

This report is a joint undertaking of the National Council of Jewish Women (NCJW) and the Dafna Fund. This project combines both research and action. The research will be used to help leaders, activists, and funders of women's organizations think strategically and develop a road map for the future advancement of gender equality in Israel. The research aims to present a snapshot of the agendas, priorities and concerns expressed by the field. It primarily seeks to shed light and build on the vital conversations that are taking place among activists, organizational representatives, funders, journalists, and public officials regarding the current and future efforts in Israel to promote the status of women and advance gender equality. Throughout the research process, the goal was to act on the principles of participatory action research, a collaborative approach to the research process that emphasizes both participation and action. As such, more than three hundred women were engaged in an ongoing, iterative process which began in January 2017. The process created a depth and breadth of research which is unique, and which may be relevant for other fields in civil society.

<https://www.ncjw.org/wp-content/uploads/2018/03/Full-Report-of-Research.pdf>

45. The Pink Tax on Transportation: Women's Challenges in Mobility. Rudin Center for Transportation. 2018.

The Pink Tax is a form of gender-based price discrimination¹. It is the extra amount that women pay for certain products, such as deodorant, and services, including dry cleaning. A study conducted by the New York City Department of Consumer Affairs found that on average, women's products cost 7% more than similar products for men. This report seeks to determine whether and how the Pink Tax applies to Transportation in New York City.

https://wagner.nyu.edu/files/faculty/publications/Pink%20Tax%20Report%2011_13_18.pdf

46. Powering Potential: Increasing Women's Access to Financial Products and Services. BNY Mellon and United Nations Foundation. 2018.

This report shines a spotlight on the opportunity to realize gains — in both gender equality and market returns — by increasing women's financial inclusion around the world. Our aim is to inspire financial services providers to design and market products and services that fuel women's full economic participation, and to encourage investors to steer their capital toward such companies.

<https://www.bnymellon.com/global-assets/pdf/our-thinking/powering-potential.pdf>

47. Pressing for Progress: Women's Rights and Gender Equality in 2018. Equality and Human Rights Commission. 2018.

This report represents the response of the Equality and Human Rights Commission (the EHRC) to the UK Government's eighth periodic report to the United Nations Committee on the Elimination of All Forms of Discrimination Against Women. This wide-ranging report — our broadest ever review into women's rights — seeks to demonstrate the extent to which gender inequality affects the various facets of women's lives. Recognising that women have diverse lived experiences, we have sought to include intersectional analysis where evidence allowed. However, persistent gaps in data disaggregated by protected characteristics remain, making it harder to identify multiple discrimination and disadvantage. The EHRC is clear, however, that CEDAW protects and relates to all women, and our recommendations should be read as applying to all groups of women. This report also highlights the sometimes serious and extreme consequences of women's inequality. EHRC research has found that there is a clear link between commonly held, prejudiced attitudes and unlawful behaviour. Our aim is to encourage the UK and Welsh governments to use the CEDAW reporting process to continue and strengthen their efforts to assess progress and improve compliance with their human rights obligations. To this end, our submission includes specific recommendations, which we believe can support this important task.

<https://www.equalityhumanrights.com/sites/default/files/pressing-for-progress-womens-rights-and-gender-equality-in-2018-pdf.pdf>

48. The Recent Decline in Women's Labor Force Participation. The Hamilton Project. 2017.

While women's labor force participation has increased substantially in the U.S. over the second half of the 20th century, this growth has stagnated and reversed since 2000, with women's labor force participation falling by 3.5 percentage points. This pattern persists across women of varying races and ethnicities, educational backgrounds, ages, and marital statuses, and for women with and without children alike. Interestingly, this decline seems to be moving directly against the trends observed in other major OECD economies. In order to facilitate economic growth in the United States, policies should be directed toward enabling and encouraging women to participate in the labor force.

https://www.brookings.edu/wp-content/uploads/2017/10/es_10192017_decline_womens_labor_force_participation_blackshenzenbach.pdf

49. Re-Engaging Talent Post Maturity Leave: Enablers and Barriers to Positive Reintegration. DCU Business School. 2018.

While considerable attention is paid to the underrepresentation of women at senior levels of organisations, little or no research examines the impact of maternity leave on potential disengagement from career progression. This research, sponsored by HR Search, in conjunction with the Leadership and Talent Institute at DCU Business School, was conducted to address this gap. The limited research on the return to work post maternity leave has focused on the sole perspective of mothers and has almost exclusively considered the challenges of negotiating identity shifts. This research adopts a novel approach by drawing on the multiple perspectives of the various stakeholders in the return to work after maternity leave: the mother; her line manager; and the HR Director. Consisting of in-depth interviews with staff across 28 industry leading firms and drawing on survey data from over 300 women returning to work, this first of its kind research will benefit both women and practitioners to manage this transition more effectively.

<https://dcubsblog.dcu.ie/wp-content/uploads/2018/03/DCU-HR-Search-Maternity-Leave-Research-Final-Version.pdf>

50. Review of Gender Equity in the Department's Law Enforcement Components. Office of the Inspector General, US Department of Justice. 2018.

The U.S. Department of Justice (Department, DOJ) Office of the Inspector General (OIG) initiated this review after receiving several complaints from various sources, including Senator Charles E. Grassley and DOJ employees, expressing concerns about gender discrimination and harassment in the Department's law enforcement components. OIG assessed overall gender equity, based on both gender diversity in the workforce and employees' perceptions of gender equity and discrimination in the four law enforcement components.

<https://oig.justice.gov/reports/2018/e1803.pdf>

51. When Harry Fired Sally: The Double Standard in Punishing Misconduct. Harvard Business School. 2018.

We examine gender differences in misconduct punishment in the financial advisory industry. We find evidence of a "gender punishment gap": following an incident of misconduct, female advisers are 20 percent more likely to lose their jobs and 30 percent less likely to find new jobs relative to male advisers. Females face harsher outcomes despite engaging in misconduct that is 20 percent less costly and having a substantially lower propensity towards repeat offenses. The gender punishment gap in hiring and firing dissipates at firms with a greater percentage of female managers at the firm or local branch level. The gender punishment gap is not driven by gender differences in occupation (type of job, firm, market, or financial products handled), productivity, misconduct, or recidivism. We extend our analysis to explore the differential treatment of ethnic minorities and find similar patterns of "in-group" tolerance. Our evidence is inconsistent with a simple Bayesian model and suggests instead that managers are more forgiving of missteps among members of their own gender/ethnic group.

https://www.hbs.edu/faculty/Publication%20Files/19-047_be957781-c55c-4be0-994d-a29875374f32.pdf

52. Women's employment patterns after childbirth and the perceived access to and use of flexitime and teleworking. Sage Journals. 2017.

This article sets out to investigate how flexitime and teleworking can help women maintain their careers after childbirth. Despite the increased number of women in the labour market in the UK, many significantly reduce their working hours or leave the labour market altogether after childbirth. Based on border and boundary management theories, we expect flexitime and teleworking can help mothers stay employed and maintain their working hours. We explore the UK case, where the right to request flexible working has been expanded

quickly as a way to address work–life balance issues. The dataset used is *Understanding Society (2009–2014)*, a large household panel survey with data on flexible work. We find some suggestive evidence that flexible working can help women stay in employment after the birth of their first child. More evidence is found that mothers using flexitime and with access to teleworking are less likely to reduce their working hours after childbirth. This contributes to our understanding of flexible working not only as a tool for work–life balance, but also as a tool to enhance and maintain individuals’ work capacities in periods of increased family demands. This has major implications for supporting mothers’ careers and enhancing gender equality in the labour market.

<http://journals.sagepub.com/doi/pdf/10.1177/0018726717713828>

V. ENTREPRENEURSHIP

53. An Economy For All: How Philanthropy Can Unlock Capital for Women Entrepreneurs and Entrepreneurs of Color through Inclusive Investing. New Venture Fund. 2019.

This report maps the types of capital that women entrepreneurs and entrepreneurs of color are accessing and the intermediaries that are—or could be—supporting them. It also aims to assess the barriers these entrepreneurs face when accessing capital markets, and to identify ways that philanthropists can increase their access to capital.

<https://aneconomyforall.com/Inclusive-Investing-Report.pdf>

54. Gender Differences in Entrepreneurship: Voices of Founders and Funders. Illuminate Ventures. 2018.

Why are the numbers of venture-backed women founders and women VCs still so small? Rather than gather data anecdotally, we sought answers via surveys that were created with the help of Carnegie Mellon Tepper School MBA students and from some top enterprise tech executives and entrepreneurs who are members of our Business Advisory Council. We then sent the surveys to more than 1200 tech founders and venture capitalists. The entrepreneurs were asked questions to help us understand their motivations and the barriers they face as well as what they see as the most important personal attributes of success. For the VCs, we also gathered data that helped identify how gender impacts the way they think about entrepreneurs in each of these areas.

<http://www.illuminate.com/wp-content/uploads/2018/07/Gender-Differences-in-Entrepreneurship-Paper-a.pdf>

55. Progress and Potential: A profile of women inventors on U.S. patents. United States Patent and Trademark Office: Office of the Chief Economist. 2019.

To learn more about the progress and potential of women in patenting, this report studies U.S. women inventors named on U.S. patents granted from 1976 through 2016 and examines the trends and characteristics of their patents. The analysis uses new data from PatentsView (www.patentsview.org), a web-based data resource supported by the U.S. Patent and Trademark Office (USPTO) Office of the Chief Economist.³

<https://www.uspto.gov/sites/default/files/documents/Progress-and-Potential.pdf>

VI. GIRLS

56. Dress Coded: Black girls, bodies, and bias in DC Schools. National Women's Law Center. 2018.

Black girls in D.C. lose out on the chance to learn simply because of what they wear. Students are removed from the classroom and even sent home, often illegally, for violating strict dress codes. These rules aren't neutral: many target girls, and especially Black girls, by regulating skirt length and headwraps. And the rules aren't applied equally, either. Students report that Black girls, and especially curvier students, are disproportionately targeted. Disturbingly, schools tell girls they must change in order to avoid "distracting" their male classmates — or to avoid being sexually harassed. These punishments interrupt girls' educations while sending dangerous messages to the school community: how a girl looks is more important than what she thinks, and girls are ultimately responsible for the misbehavior of boys. In DRESS CODED: Black Girls, Bodies, and Bias in D.C. Schools, the National Women's Law Center and 21 Black girls who live and learn in D.C. expose common problems with D.C. dress codes, discusses their impact on students, and propose better policies. The good news is that our co-authors have great ideas about how schools can do better. In the report, readers will find a checklist for schools and policy recommendations for school leaders, district leaders, and local government.

https://nwlc-ciw49tixgw5lbab.stackpathdns.com/wp-content/uploads/2018/04/5.1web_Final_nwlc_DressCodeReport.pdf

57. Feminine Norms: An Overlooked Key to Improving Adolescent Girls' Life Outcomes? True Child. 2019.

In the past decade, there has been a profound questioning of gender, gender identities, and related discourses in a range of disciplines including the international space. In particular, there has been a clear documentation and challenging of rigid masculine norms. As a result, networks, model curricula, websites, convenings, data collection, and reports now support an array of efforts offering men new ways of being in the world. Yet in a cluster of related areas—such as child marriage, sex trafficking, genital cutting, ritual fattening, menstrual health, and education deprivation—beliefs and attitudes about femininity among mothers, aunts, and female elders can be as (or even more) important to understanding and creating lasting change. While a core of NGOs provide groundbreaking programs that challenge rigid feminine norms, such norms are still rarely discussed, and little in the way of a formal infrastructure has grown up to support this work. This paper, developed by TrueChild with The MATCH Fund, Global Fund for Women, and Prospera, grew out of three dozen interviews with NGOs, funders, and agencies in the global south. Inside you will find vignettes that capture what we heard in discussing this topic with them. It is offered as an effort to re-center femininity in the dialog on women and girls, and as a possible guide to future collective action.

<https://static1.squarespace.com/static/599e3a20be659497eb249098/t/59df186a18b27ddf3bb14668/1507793016558/TrueGirl+%5BWMM%5D.pdf>

58. Social Norms and Girls' Well Being: Linking Theory and Practice. Data2X. 2017.

Girls around the world strive to realize their aspirations in the face of discrimination, lack of educational opportunity and access to health services, and the threat of violence. Recent scholarship and advocacy has highlighted a particularly powerful and long understudied force shaping girls' well-being: social norms—rules of behavior rooted in culture. Focusing on social norms expands the typical conversation around social change, placing human relationships within communities at the center of the narrative. A complex range of emotions—love, amity, respect, distrust, fear—demand analytical attention alongside the more commonly studied motivations of economic interest and political power. Norms both engender these emotions and are changed by, or persist because of, them. Exploring these connections is the primary objective of this report.

<https://www.data2x.org/wp-content/uploads/2017/07/Social-Norms.pdf>

VII. GIVING TO WOMEN & GIRLS & GENDER LENS PHILANTHROPY

- 59. Blueprint for Investing in Women Ages 25-59: A Voices from the Field Report.** The New York Women's Foundation. 2018.

The New York Women's Foundation's Blueprint for Investing in Women series comprises four reports that explore the roles, the strengths, needs, and best strategies for promoting the well-being and progress of NYC women, across the full span of their lifetimes. In line with The Foundation's core mission, the series particularly focuses on the situations of women whose opportunities for progress are limited by constraints rooted in attitudes about initial economic position, race, ethnicity, immigration status, and sexual orientation or gender identity.

https://www.nywf.org/wp-content/uploads/2018/11/VFTF_25-59_Executive-11.6.18.pdf

VIII. HEALTH & REPRODUCTIVE ISSUES

- 60. Gender Equality and Restless Sleep Among Partnered Europeans.** Journal of Marriage and Family. 2018.

Sleep is situated in the work-family nexus and can be shaped by national norms promoting gender equality. The authors tested this proposition using individual data from the European Social Survey matched to a country-level measure of gender quality. In individual-level models, women's sleep was more troubled by the presence of children in the home and partners' unemployment, whereas men's restless sleep was associated with their own unemployment and worries about household finances. In country-level models, the authors find that in nations that empower women and elevate their status, men and women alike report sounder sleep, and the gender gap in restless sleep is significantly reduced among those living in gender-equal countries. This study adds to the understanding of gender differences in sleep quality and provides new evidence on the importance of the national context in shaping the pattern of gender inequality in the domestic sphere.

https://onlinelibrary.wiley.com/doi/epdf/10.1111/jomf.12488?referrer_access_token=wLUFeYxW6Ctx6QIXrqbJiota6bR2k8jH0KrdpFOxC67-4ko06_1oNX4HqUxqV-4943XI1uEXeW5HwaEtMTGBSyHHL8LLJ-6YZquvAXjj2XTO6KLXfDznc5voDw_UfHXo

- 61. Girls' Hidden Penalty: analysis of gender inequality in child mortality with data from 195 countries.** BMJ Journals. 2018.

Gender inequality has been associated with child mortality; however, sex-specific mortalities have yet to be explored. The aim of this study is to assess the associations between gender inequality and the child mortality sex ratio at country level, worldwide and to infer on possible mechanisms. Conclusions drawn were that the more gender unequal a society is, the more girls are penalised in terms of their survival chances, in particular in low-income and middle-income countries. In order to decrease child mortality and excess girl mortality, global policy should focus on reducing gender inequality surrounding measures of reproductive health, women's political empowerment, educational attainment and participation in the workforce.

<https://gh.bmj.com/content/3/5/e001028>

- 62. The Safety and Quality of Abortion Care in the United States.** The National Academies of Sciences, Engineering, and Medicine. 2018.

Abortion is a legal medical procedure that has been provided to millions of American women. Since the Institute of Medicine first reviewed the health implications of national legalized abortion in 1975, there has been a plethora of related scientific research, including well-designed randomized clinical trials, systematic

reviews, and epidemiological studies examining abortion care. This research has focused on examining the relative safety of abortion methods and the appropriateness of methods for different clinical circumstances. With this growing body of research, earlier abortion methods have been refined, discontinued, and new approaches have been developed. *The Safety and Quality of Abortion Care in the United States* offers a comprehensive review of the current state of the science related to the provision of safe, high-quality abortion services in the United States. This report considers 8 research questions and presents conclusions, including gaps in research.

<https://www.nap.edu/catalog/24950/the-safety-and-quality-of-abortion-care-in-the-united-states>

IX. IMPACT INVESTING

63. **Considering ESG Factors in Fixed Income Investing A guide for asset owners.** Cornerstone Capital Group. 2018.

Much has been written about the strategies, theoretical and practical, that can be employed by asset managers to integrate Environmental, Social and Governance (ESG) factors into fixed income portfolios. Less has been written about the challenges facing asset owners—including individuals and families, foundations and endowments—as they try to incorporate an ESG perspective into the fixed income allocation of their portfolios. Cornerstone Capital’s tactical allocation for a typical portfolio includes an allocation to fixed income in the range of 20-40% depending on market conditions. In that context, this report is intended to provide a guide to sustainable fixed income vehicles that are currently available to asset owners.

https://cornerstonecapinc.com/wp-content/uploads/Considering-ESG-Factors-in-Fixed-Income-Investing_Sept-2018.pdf

64. **Navigating the Territory: A Guide to Impact Investing for Donors.** The Philanthropic Initiative. 2015.

You can become an impact investor today. This guide will help you learn the different options you have for aligning your financial assets with your social goals to help for-profit and non-profit social benefit organizations become stronger and more sustainable. If you're an individual, family or foundation intrigued by the opportunities presented through impact investing, this guide will help you get started.

http://www.tpi.org/sites/default/files/pdf/tpi_impact_investing_primer.pdf

X. IMPACT INVESTING WITH A GENDER LENS

65. **Gender Lens Investing: Bending the Arc of Finance for Women & Girls.** Veris. 2018.

As the number of GLI vehicles has increased, investors have begun making the leap from investing in single products to constructing entire, fully diversified GLI portfolios with clear missions. Our 2018 report highlights three of these portfolios, each tackling distinct social issues: gender-based violence, women’s chronic under-representation in leadership, and the need for innovation in women’s health care.

<https://www.veriswp.com/research/gli-bending-arc-of-finance-women/>

66. **Gender Lens Investing: Strategies for Families.** The ImPact. 2018.

The ImPact is a membership network of family enterprises (family offices, foundations, and businesses) that are committed to making investments with measurable social impact. The ImPact provides families with the knowledge and network they need to make more impact investments more effectively, and uses sophisticated

technology for data aggregation, analysis, and reporting to shift the narrative of impact investing from one of inputs (dollars committed) to outcomes (impact created). Our purpose is to improve the probability and pace of solving social problems by increasing the flow of capital to investments generating measurable social impact.

<http://theimpact.org/wp-content/uploads/2018/03/The-ImPact-GLI-3.2018-lowres.pdf>

67. How Women and Men Approach Impact Investing. IUPUI Women’s Philanthropy Institute. 2018.

The growth of impact investing has the potential to affect the nonprofit and philanthropic sectors substantially, by engaging more donors in new ways. However, some worry that this approach could undermine or “crowd out” more traditional charitable giving.³ Stakeholders – donors, fundraisers, policymakers, researchers, investment firms, and financial and wealth advisors – need information about how men and women are participating in impact investing. This study examines how individuals use impact investing, how men and women do so differently, and what those gender differences may mean for the broader philanthropic sector.

Specifically, this report explores the following questions:

- 1. Who is aware of impact investing, and who wants to know more?*
- 2. Who is an impact investor? Research by other organizations suggests women and Millennials are particularly interested in impact investing. What drives this pattern?*
- 3. How does impact investing affect traditional charitable giving? Are impact investors using this practice in place of or in addition to their charitable giving?*
- 4. How does gender influence impact investing? When women use impact investing, are their reasons for doing so different from men’s?*

<https://scholarworks.iupui.edu/bitstream/handle/1805/16229/Impact%20Investing%20Report%20FINAL.pdf>

68. Structural Complicity. Cornerstone Capital Inc. 2018.

Sexual and gender-based violence as an emerging investment risk traditionally, impact and gender lens investing has focused on discrimination, pay equity, and workplace conditions more so than the human rights violations embodied by SGBV. Investors lack access to data regarding the extent of the problem and do not possess the means to gauge the consequences for stakeholders or investment performance. We believe it is incumbent upon investors to demand greater transparency on issues of SGBV related to business activity; to hold companies accountable for reducing SGBV; and to incentivize companies to minimize SGBV. With this report we launch an inquiry into how investors might better understand SGBV and contribute to a solution, as well as examine what kinds of data would generate useful insights.

<https://cornerstonecapinc.com/wp-content/uploads/2018/02/Structural-Complicity-February-2018.pdf>

XI. LEADERSHIP

69. Better Leadership, Better World: Women Leading for Global Goals. Women Rising 2030. 2018.

This report is a call to action for more businesses to integrate the Global Goals into their core business strategies, value the leadership competencies critical to achieving the Global Goals, build gender-balanced leadership teams, and promote gender equality throughout their value chains. Taking these steps not only equips companies to capture their share of the economic prize offered by the Global Goals; it also strengthens their overall business performance and culture, while accelerating progress worldwide towards a more prosperous and sustainable future for all.

<http://s3.amazonaws.com/aws-bsdc/WomenRising2030-Better-Leadership-Better-World.pdf#asset:639>

70. Diversity Matters. McKinsey & Company. 2015.

Our “Diversity Matters” research looked at the relationship between the level of diversity (defined as a greater share of women and a more mixed ethnic/racial composition in the leadership of large companies) and company financial performance (measured as average EBIT 2010–2013). The research is based on financial data and leadership demographics compiled for this purpose from hundreds of organisations and thousands of executives in the United Kingdom, Canada, Latin America, and the United States. The size of the dataset allows for results that are statistically significant and the analysis is the first that we are aware of that measures how much the relationship between diversity and performance is worth in terms of increased profitability.

<https://www.mckinsey.com/~media/mckinsey/business%20functions/organization/our%20insights/why%20diversity%20matters/diversity%20matters.ashx>

71. A Network’s Gender Composition and Communication Pattern Predict Women’s Leadership Success.

National Academy of Sciences. 2019.

Many leaders today do not rise through the ranks but are recruited directly out of graduate programs into leadership positions. We use a quasi-experiment and instrumental-variable regression to understand the link between students’ graduate school social networks and placement into leadership positions of varying levels of authority. Our data measure students’ personal characteristics and academic performance, as well as their social network information drawn from 4.5 million email correspondences among hundreds of students who were placed directly into leadership positions. After controlling for students’ personal characteristics, work experience, and academic performance, we find that students’ social networks strongly predict placement into leadership positions. For males, the higher a male student’s centrality in the school-wide network, the higher his leadership-job placement will be. Men with network centrality in the top quartile have an expected job placement level that is 1.5 times greater than men in the bottom quartile of centrality. While centrality also predicts women’s placement, high-placing women students have one thing more: an inner circle of predominantly female contacts who are connected to many non-overlapping third-party contacts. Women with a network centrality in the top quartile and a female-dominated inner circle have an expected job placement level that is 2.5 times greater than women with low centrality and a male-dominated inner circle. Women who have networks that resemble those of high-placing men are low placing, despite having leadership qualifications comparable to high-placing women.

<https://www.pnas.org/content/116/6/2033>

72. Mind the Gap: A Global Report. Egon Zehnder. 2018.

To better understand the “gap” in female leadership at the top, we titled our 2018 events “Mind the Gap”: a play on the London Tube, of course, but also a call to action. Said Chip Bergh, CEO of Levi Strauss & Co., at the Chicago event: “Diversity is about counting heads. Inclusion is about making heads count. Building an inclusive workplace where people can perform at their best is a super important job of a CEO.” What, we asked our panelists and attendees, would make a difference? Which companies are finding a way to “Mind the Gap?” And what are policies that are working, as well as individual actions that current CEOs and aspiring top female executives can take today? The responses to these questions—and some takeaways from our events around the world—are collected in this report.

<https://www.egonzehnder.com/cdn/serve/migration/1535115495-148ad4f1deaf5350e432897c0a397522.pdf>

XII. PEACE, CONFLICT, REFUGEES & MIGRATION

73. **From College to Cabinet: Women in National Security.** Center for a New American Security. 2017.

The main research questions that this study examines are as follows: What is the representation of women in the national security sector at the beginning of their careers? What is the representation of women in national security leadership positions? If there is a disparity between the two, where does the national security sector lose women in the process? What are some of the policies that can be adopted to retain or reintroduce women into the national security sector? What are the on-ramps and off-ramps over the course of a career?

<https://s3.amazonaws.com/files.cnas.org/documents/CNASReport-WomeninNatSec-Final.pdf?mtime=20170403112013>

74. **A New Path to Justice: Getting Women Off Riker's Island.** The New York Women's Foundation. 2018.

Each year, more than 5,500 women are admitted to the jail at Rikers Island. And while there has been much activity throughout New York City on criminal justice reform in recent years, including consensus among policymakers to close Rikers Island and cut the number of people involved in the system by half within a decade, gender-specific solutions remain elusive. To address this, The New York Women's Foundation has partnered with the Vera Institute of Justice to identify gender-informed strategies for getting New York City women disentangled from the criminal justice system. A culmination of dialogue among more than 20 nonprofit organizations and New York City agencies, this report reflects our commitment to ensure that those with expertise on systemic solutions for women have the opportunity to inform thought leadership in the field.

<https://www.nywf.org/wp-content/uploads/2018/11/New-Path-to-Justice-Vera-and-NYWF-Report-1.pdf>

XIII. PHILANTHROPY

75. **Charitable Giving Around the 2016 Election: Does Gender Matter?** IUPUI Women's Philanthropy Institute: Lilly Family School of Philanthropy. 2018.

This study aims to provide insights on donations during the unique time period around the 2016 U.S. presidential election, using gift data from an online donation platform. Did giving to charitable organizations increase after the election? What causes benefited from post-election philanthropy? This study also seeks to understand whether there were gender differences in giving around the 2016 U.S. presidential election. More than a decade of research from the Women's Philanthropy Institute has confirmed that women and men exhibit different patterns of giving and are motivated to give by different factors.⁴ Given that gender played a key role in the election – having a female candidate from a major political party, as well as key women's issues being raised as divisive political topics during the campaign – does gender also impact giving after the election?

<https://scholarworks.iupui.edu/bitstream/handle/1805/17475/elections-oct18-report.pdf>

76. **Philanthropy Field Guide: Women and Girls.** JP Morgan. 2018.

Ko Annan, former Secretary-General of the United Nations and recipient of the Nobel Peace Prize, once observed: "Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance." This philanthropy field guide explores the levers that drive progress toward gender equality and provides a framework for understanding the types of programs that make a difference in the lives of women and girls.

<https://am.jpmorgan.com/blob-pbstudio/1383520631102/83456/Women-and-Girls.pdf>

XIV. POLITICAL REPRESENTATION

77. **Beyond Revolution: How Women Influenced Constitution Making In Tunisia.** Inclusive Security. 2018.

This report is part of a growing body of research that seeks to document and analyze the roles women play in constitution-making processes, including their contributions and the obstacles to their full participation. While the presence and inclusion of women remains a priority for many, few studies have sought to unpack how women get involved and what impact they have on the process and outcome. Researchers have put increasing emphasis on the value of inclusive and participatory constitutional processes in general but have not yet sufficiently disaggregated women's influence in particular. Research on the impact of women's inclusion on constitutional processes also remains nascent compared to what we know about women's impact on peace processes.

https://www.inclusivesecurity.org/wp-content/uploads/2018/03/Beyond-Revolution_Constitution-Making-in-Tunisia.pdf

78. **Helping to Break the Glass Ceiling? Fathers, First Daughters, and Presidential Vote Choice in 2016.** Political Behaviors. 2018.

Throughout her 2016 U.S. presidential campaign, Democratic Party nominee Hillary Clinton crafted messages intended to appeal to fathers of daughters and to highlight the implications of her historic nomination for American girls and women. Clinton reminded voters that her election could mean that "fathers will be able to say to their daughters, you, too, can grow up to be president". But did these appeals succeed in mobilizing fathers of daughters to support Clinton? Using original cross sectional and experimental survey data from the 2016 CCES, we ask two questions. First, were men who fathered daughters as their first child more likely to support, and vote for, Hillary Clinton in the 2016 presidential election than were those who fathered sons as their first child? Second, were Clinton's direct appeals to fathers of daughters effective in increasing her electoral support? Our conclusions inform the growing literature on the implications of fathering daughters on men's political behavior.

https://link.springer.com/epdf/10.1007/s11109-018-9514-0?author_access_token=mq4f0Dv4XFta3TZ3PCuqZ_e4RwIQNchNByi7wbcMAY5wa6WjluC4FH6UuE_3LCjLoK_RBLQLAyW_UytMd7w1RAPnBpl_jf9b7LTnwDTZbIJPekMfd9JjxdMCD5vwJMhHM_zu0RBvhLmR1KTkf0bXg%3D%3D

79. **Twitter Makes it Worse: Political Journalists, Gendered Echo Chambers, and the Amplification of Gender Bias.** The International Journal of Press/Politics. 2018.

Given both the historical legacy and the contemporary awareness about gender inequity in journalism and politics as well as the increasing importance of Twitter in political communication, this article considers whether the platform makes some of the existing gender bias against women in political journalism even worse. Using a framework that characterizes journalists' Twitter behavior in terms of the dimensions of their peer-to-peer relationships and a comprehensive sample of permanently credentialed journalists for the U.S. Congress, substantial evidence of gender bias beyond existing inequities emerges. Most alarming is that male journalists amplify and engage male peers almost exclusively, while female journalists tend to engage most with each other. The significant support for claims of gender asymmetry as well as evidence of gender silos are findings that not only underscore the importance of further research but also suggest overarching consequences for the structure of contemporary political communication.

<https://www.scribd.com/document/382342197/Twitter-Makes-It-Worse-Political-Journalists-Gendered-Echo-Chambers-and-the-Amplification-of-Gender-Bias>

XV. SCIENCE & TECHNOLOGY

80. Closing the Gender Gap in Patenting, Innovation, and Commercialization: Programs Promoting Equity and Inclusion. Institute for Women's Policy Research. 2018.

This report profiles programs designed to increase gender diversity in patenting, innovation, and entrepreneurship in a variety of settings, including academic institutions, corporations, and government and nonprofit organizations. Drawing on a program scan and interviews of selected program leaders and participants, it describes seven programs in depth and highlights how they were developed, their successes and lessons learned, and their results in promoting gender diversity. The report aims to provide an accessible resource that can help others seeking to increase the number of women who patent and commercialize their inventions. It is one of a series of IWPR research reports examining the underrepresentation of women, including women of color, among patent holders and in science, technology, engineering, and mathematics (STEM) disciplines and occupations.

<https://iwpr.org/publications/gender-diversity-patenting-program-scan/>

81. Closing the STEM Gap: Why STEM classes and careers still lack girls and what we can do about it. Microsoft. 2018.

Microsoft commissioned this research to understand better what causes girls and women to lose interest in STEM subjects and careers, as well as what strategies and interventions have the greatest potential to reverse this trend. Our goal is to inform our own work in this area and to share our learnings with schools, government leaders, nonprofits, employers and others. What we learned is that conditions and context can make a significant difference to girls, young women and their interest in STEM. And the solution doesn't necessarily require a curricula overhaul. We may be able to make significant strides just by showing girls and young women how STEM knowledge is applicable outside of the classroom, and how it can power their aspirations to make the world a better place.

<https://query.prod.cms.rt.microsoft.com/cms/api/am/binary/RE1UMWz>

82. Crossing the Boundaries: Mapping the Gaps between Expert and Public Understandings of Bridging STEM Learning Environments. Frameworks Institute. 2018.

This report presents findings from interviews conducted with experts and members of the American public about STEM learning environments. Interviews with members of the public were analyzed for the shared assumptions that shape how people think about and understand STEM learning environments and their relationship to one another. By comparing these public understandings to those of experts on STEM learning, we identify areas that communicators must target to increase understanding of, and boost support for, the policies and programs needed to better connect and bridge STEM learning environments.

http://www.frameworksinstitute.org/assets/files/famlab_mtg_report.pdf

83. More Gender Diverse Tech Companies Generate Higher Relative Returns. Morgan Stanley. 2017.

Based on multiple measures, technology ranks among the lowest sectors in terms of gender diversity. Yet the Research teams discovered that those tech firms that do make an effort to boost gender diversity can generate significantly better returns than their less diverse peers. A new report by the team ranks 108 tech companies, based on a common gender diversity investment framework. It found that, over the five years ended September 2016, highly gender-diverse tech companies returned on average 5.4% more on an annual basis than the average yearly returns of their peers with less gender diversity.

<https://www.morganstanley.com/ideas/gender-diversity-tech-companies/>

- 84. Rebooting Representation: Using CSR and philanthropy to close the gender gap in tech.** McKinsey & Company and Pivotal Ventures. 2018.

The technology sector occupies a unique role in our society as one of our most powerful engines of economic growth and social mobility. Ensuring more women have pathways into this sector is both a fundamental issue of equity and a business imperative. The data is clear that diverse companies are more innovative and profitable. Tech companies have much to gain—and much they can contribute—by choosing to make diversity and inclusion a priority. The report you see before you is the result of a first-of-its-kind effort to collect data directly from tech companies to understand how they approach philanthropic and corporate social responsibility (CSR) initiatives focused on closing the gender gap in tech. The research suggests there is significant potential for tech companies to use these levers to drive progress, especially for tech’s most underrepresented group: women of color.

<https://www.rebootrepresentation.org/wp-content/uploads/Rebooting-Representation-Report.pdf>

XVI. SEXUAL HARASSMENT

- 85. Association of Sexual Harassment and Sexual Assault With Midlife Women’s Mental and Physical Health.** JAMA Internal Medicine. 2019.

Do women with a history of sexual harassment or sexual assault have higher blood pressure, greater depression and anxiety, and poorer sleep than women without this history? Sexual harassment and sexual assault are prevalent experiences among midlife women. Sexual harassment was associated with higher blood pressure and poorer sleep. Sexual assault was associated with poorer mental health and sleep. Efforts to improve women’s health should target sexual harassment and assault prevention.

<https://jamanetwork.com/journals/jamainternalmedicine/article-abstract/2705688>

- 86. Sexual Harassment and Assault at Work: Understanding the Costs.** Institute for Women’s Policy Research. 2018.

Through a review of the current literature on sexual harassment and assault, this briefing paper highlights how workplace sexual harassment and assault affect women’s economic advancement and security, and the costs of these harms to employers (including estimates of financial losses where available). It also provides recommendations for preventing sexual harassment and reducing the negative effects of harassment for individuals and workplaces.

https://iwpr.org/wp-content/uploads/2018/10/IWPR-sexual-harassment-brief_FINAL.pdf

- 87. Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine.** The National Academies of Sciences, Engineering, and Medicine. (2018)

Sexual Harassment of Women explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

<https://www.nap.edu/catalog/24994/sexual-harassment-of-women-climate-culture-and-consequences-in-academic>

88. Sexual Harassment in the Workplace: How Companies Can Prepare, Prevent, Respond, and Transform Their Culture. Catalyst. 2019.

As many as 85% of women in the United States have experienced sexual harassment in the workplace, yet the majority of these incidents go unreported, making it difficult to get an accurate count of how pervasive the problem truly is. The wave of stories emerging as part of the #MeToo movement and Time's Up initiative have inspired renewed calls for change within the workplace. The majority of men and women want to be part of the solution, and this white paper provides a model with suggestions for organizations and leaders committed to making change. There are four important actions organizations can take to create safe and fair workplaces: Prepare, Prevent, Respond, and Transform. Download the report to learn more.

https://www.catalyst.org/wp-content/uploads/2019/01/sexual_harassment_in_the_workplace_report.pdf

89. What #MeToo Means for Corporate America. Center for Talent Innovation. 2018.

The #MeToo movement gave a much-needed platform to many victims of sexual misconduct who had been ignored, silenced, and dismissed by those around them. For decades, a culture of silence around sexual misconduct has prevailed at work, thanks to three drivers: Speak no evil, See no evil, Hear no evil. As a result, companies tell us they remain unsure how to respond post-#MeToo – and lack the information they need to do so. It is imperative that employers address sexual misconduct, especially given the costs associated with it. Not only are leaders ousted, share prices topple and company reputations suffer. We set out to provide companies with the information they need to understand the breadth of sexual harassment and assault at work, both for women and for men.

http://www.talentinnovation.org/private/assets/WhatMeTooMeans_KeyFindings-CTI.pdf

XVII. VIOLENCE AGAINST WOMEN & TRAFFICKING

90. A Mixed-Method Review Of Cash Transfers And Intimate Partner Violence In Low And Middle-Income Countries. Unicef. 2018.

There is increasing evidence that cash transfer (CT) programs decrease intimate partner violence (IPV); however, little is known about how CTs achieve this impact. We conducted a mixed method review of studies in low- and middle-income countries. Fourteen quantitative and nine qualitative studies met our inclusion criteria, of which eleven and six respectively demonstrated evidence that CTs decrease IPV. We found little support for increases in IPV, with only two studies showing overall mixed or adverse impacts. Drawing on these studies, as well as related bodies of evidence, we developed a program theory proposing three pathways through which CT could impact IPV: 1) Economic security and emotional wellbeing, 2) intra-household conflict, and 3) women's empowerment. The economic security and wellbeing pathway hypothesizes decreases in IPV, while the other two pathways have ambiguous effects depending on program design features and behavioural responses to program components. Future studies should improve IPV measurement, empirical analysis of program mechanisms, and fill regional gaps. Program framing and complementary activities, including those with the ability to shift intra-household power relations are likely to be important design features for understanding how to maximize and leverage the impact of CTs for reducing IPV, and mitigating potential adverse impacts.

<https://www.unicef-irc.org/publications/938-a-mixed-method-review-of-cash-transfers-and-intimate-partner-violence-in-low-and.html>

91. Femicide Volume IX: Femicide, State Accountability and Punishment. Academic Council on the United Nations System. 2018.

This issue of FEMICIDE deals with state and international responsibility. We all have a national and international obligation on to put an end to such atrocities, to prosecute offenders and to lift up the many victims' shattered lives. Governments can and must provide "safe places" for at-risk women and children. Ultimately, there must be a viable plan for providing women with the possibility of economic self-sufficiency, which in turn can assure independence and the chance of a better future.

<https://acuns.org/wp-content/uploads/2018/05/Femicide-Volume-IX.pdf>

92. Global Report on Trafficking in Persons. United Nations Office on Drugs and Crime. 2018.

The Global Report on Trafficking in Persons 2018 puts the spotlight on human trafficking in armed conflict. Human trafficking is always a crime, committed with the intention to exploit; in conflict situations, characterized by violence, brutality and coercion, traffickers can operate with even greater impunity. Trafficking in armed conflict has taken on horrific dimensions – child soldiers, forced labour, sexual slavery. This year's Global Report indicates that the overall number of reported trafficking victims has increased. This might mean that more people are being trafficked, but also that national capacities to detect this crime and identify victims are improving in some countries. Increases in trafficking convictions have also been recorded in Asia, the Americas, Africa and the Middle East, broadly tracking the rise in the number of reported victims.

http://www.unodc.org/documents/data-and-analysis/glotip/2018/GLOTiP_2018_BOOK_web_small.pdf

93. Global Study on Homicide: Gender-Related Killing of Women and Girls. United Nations Office on Drugs and Crime. 2018.

Homicide represents the most extreme form of violence against women, a lethal act on a continuum of gender-based discrimination and abuse. As this research shows, gender-related killings of women and girls remain a grave problem across regions, in countries rich and poor. While the vast majority of homicide victims are men, killed by strangers, women are far more likely to die at the hands of someone they know. Women killed by intimate partners or family members account for 58 per cent of all female homicide victims reported globally last year, and little progress has been made in preventing such murders. Targeted responses are clearly needed.

https://www.unodc.org/documents/data-and-analysis/GSH2018/GSH18_Gender-related_killing_of_women_and_girls.pdf

94. On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking. Polaris. 2018.

Human traffickers exploit legitimate systems within multiple business sectors for their own profits. From traffickers who use banks to store their earnings and buses to move their victims around, to the hotel rooms that are integral to the operations of some sex traffickers and the social media that are vital recruitment tools, this report highlights the way industries can make fundamental shifts to their systems to prevent, detect, and disrupt human trafficking.

<https://polarisproject.org/sites/default/files/A%20Roadmap%20for%20Systems%20and%20Industries%20to%20Prevent%20and%20Disrupt%20Human%20Trafficking.pdf>

95. Sexual Violence Against Women and Girls with Disabilities in India: Invisible Victims of Sexual Violence. Human Rights Watch. 2018.

This report is about women and girls with disabilities in India. It is about sexual violence that can happen to them. Sexual violence is when someone forces them to have sex or do sexual things without asking if they want to. Rape is a kind of sexual violence. Women and girls with disabilities in India often experience sexual violence. We looked into what happened to 17 women and girls with disabilities in India who experienced rape. This report tells you what we found out.

https://www.hrw.org/sites/default/files/accessible_document/india0418_etr.pdf

96. The Troll Patrol Project. Amnesty International. 2018.

Troll Patrol project is a joint effort by human rights researchers, technical experts and thousands of online volunteers to build the world's largest crowd-sourced dataset of online abuse against women. Our findings reveal the sheer scale and nature of online abuse faced by women and provides a resource to researchers and engineers interested in exploring the potential of machine learning in content moderation. These findings are the result of a collaboration between Amnesty International and Element AI, a global artificial intelligence software product company. Together, we surveyed millions of tweets received by 778 journalists and politicians from the UK and US throughout 2017 representing a variety of political views, and media spanning the ideological spectrum. Using cutting-edge data science and machine learning techniques, we were able to provide a quantitative analysis of unprecedented scale of online abuse against women in the UK and USA.

<https://decoders.amnesty.org/projects/troll-patrol/findings>

XVIII. WEALTH & ECONOMIC CLOUT

97. Own Your Worth: How women can break the cycle of abdication and take control of their wealth. UBS. 2018.

UBS surveyed hundreds of divorced and widowed women about the financial challenges they faced on their own, the lessons they learned and, most importantly, the advice they would give other women. Why are women—more educated, more successful and more outspoken than ever—leaving major decisions about money to someone else? Why are women not taking more control of their finances and, by default, their futures? Why are younger women perpetuating the status quo rather than transforming it? At a time when women control nearly \$40 trillion, why is the situation getting worse, not better? We surveyed nearly 1,700 married couples, both heterosexual and same-sex, to find the answers. Our research reveals many reasons for women's abdication, from historical and social precedents to family, gender roles and confidence levels.

<https://www.ubs.com/content/dam/WealthManagementAmericas/documents/2018-37666-UBS-Own-Your-Worth-report-R32.pdf>

98. Women in the One Percent: Gender Dynamics in Top Income Positions. American Sociological Review. 2019.

A growing body of research documents the importance of studying households in the top one percent of U.S. income distribution because they control enormous resources. However, little is known about whose income—men's or women's—is primarily responsible for pushing households into the one percent and whether women have individual pathways to earning one percent status based on their income. Using the 1995 to 2016 Surveys of Consumer Finances, we analyze gender income patterns in the one percent. Results show that women's income is sufficient for one percent status in only 1 in 20 of all elite households. Although self-employment and higher education increase the likelihood that women will personally earn sufficient income for one percent status, marrying a man with good income prospects is a woman's main route to the one

percent. In contrast, men's one percent status is most closely associated with their own characteristics (self-employment and higher education). Importantly, the gender gap in personally earning one percent income has not narrowed since the mid- to late-1990s, indicating another area in which gender progress has stalled. This research suggests that men retain most of the primary breadwinning positions in top income households and that a financial glass ceiling remains firmly intact at the one percent level.

<https://journals.sagepub.com/doi/abs/10.1177/0003122418820702?journalCode=asra>

XIX. MASCULINITY & ENGAGING MEN IN GENDER EQUALITY

99. Helping Dads Care. Promundo and Dove Men+Care. 2018.

Promundo and Dove Men+Care partnered to carry out a pioneering study, surveying over 1,700 men and women aged 25 to 45 in the United States, on what keeps fathers from taking parental leave and being the fully involved caregivers they want to be. The results – released in the Helping Dads Care report – confirm first and foremost that fathers want to be involved. The study found that 73% of dads agreed there was little workplace support for fathers, and one in five men were afraid of losing their job if they took the full amount of paternity leave offered to them. Of note, 69% of fathers confirmed they would change jobs to spend more time with their children. Results also showed that men reported being more satisfied with their lives, including their sex lives, when they can be the caregivers they want to be. What holds them back? Dads worry what others will think if they prioritize their children over their work, and they worry that their income, and their family's income, will suffer if they take parental leave. Additionally, two traditional stereotypes are still significant barriers: that men should be the primary breadwinners and that women should be the primary caregivers for children.

<https://promundoglobal.org/resources/helping-dads-care/>

100. State of the World's Fathers: Latin America and the Caribbean. Promundo. 2018.

State of the World's Fathers: Latin America and the Caribbean presents research about men's engagement in issues directly related to fatherhood, including caregiving and parenting tasks; child development; sexual and reproductive health; maternal, newborn, and child health; and the prevention of violence against women and children.

<https://promundoglobal.org/resources/state-worlds-fathers-latin-america-caribbean/>