

Millennial Views on Gender Equality

June 2018

Survey Overview

The GenForward Survey, founded by Dr. Cathy Cohen at the University of Chicago, is the first of its kind—a nationally representative survey of over 1,750 young adults ages 18-34 conducted bimonthly that pays special attention to the ways race and ethnicity influence how young adults, or Millennials, experience and think about the world.

Given the importance of race and ethnicity for shaping the diverse perspectives and lived experiences of young people, we believe researchers make a mistake when they present data on young adults in a manner that assumes a monolithic Millennial generation and young adult vote.

In this memo, we present an empirical overview of Millennials' views on gender equality, first by race/ethnicity and then by gender. The data presented were collected between May 17th and June 3rd, 2018 and is comprised of 525 African American, 256 Asian American, 502 Latinx, 553 white Millennial respondents.

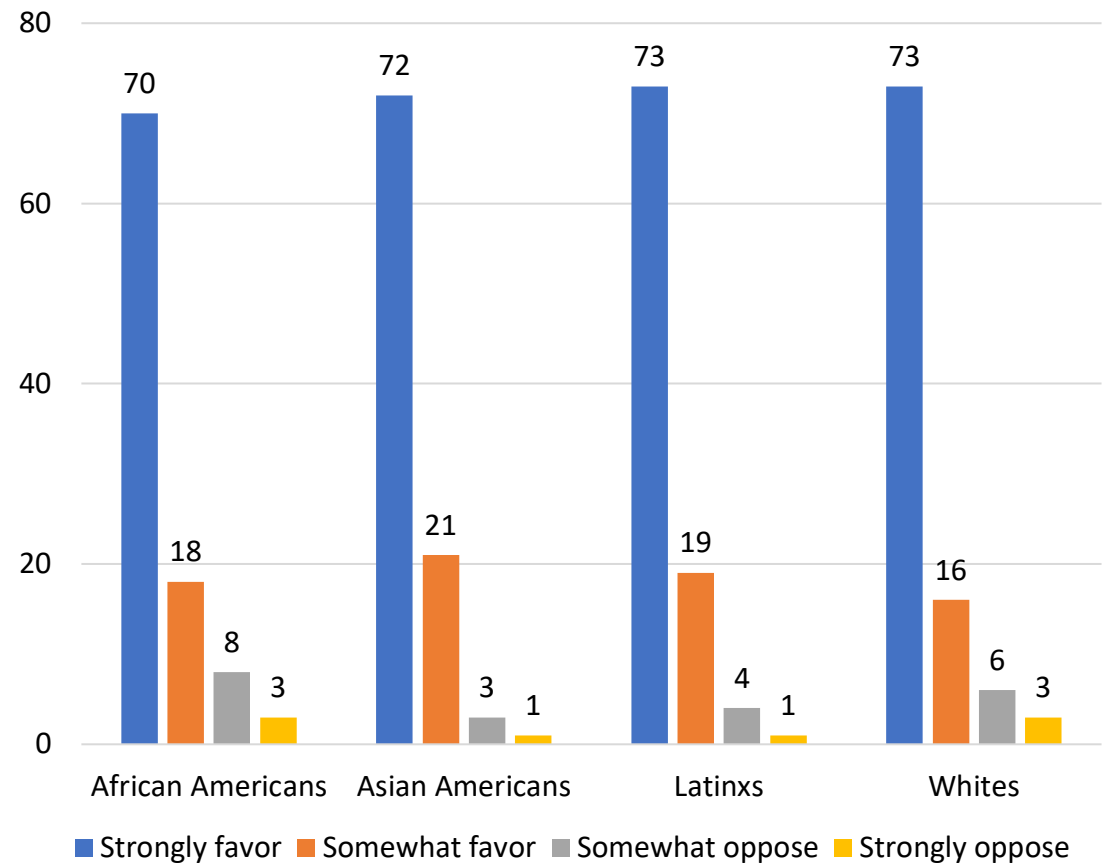
I. Gender Equality

Equal Pay by Race

Equal pay for equal work is a highly popular policy among all Millennials with over 88% of Millennials either “somewhat” or “strongly” favor requiring employers to pay women and men the same amount for the same work.

- African Americans (88%)
- Asian Americans (93%)
- Latinxs (92%)
- Whites (89%)

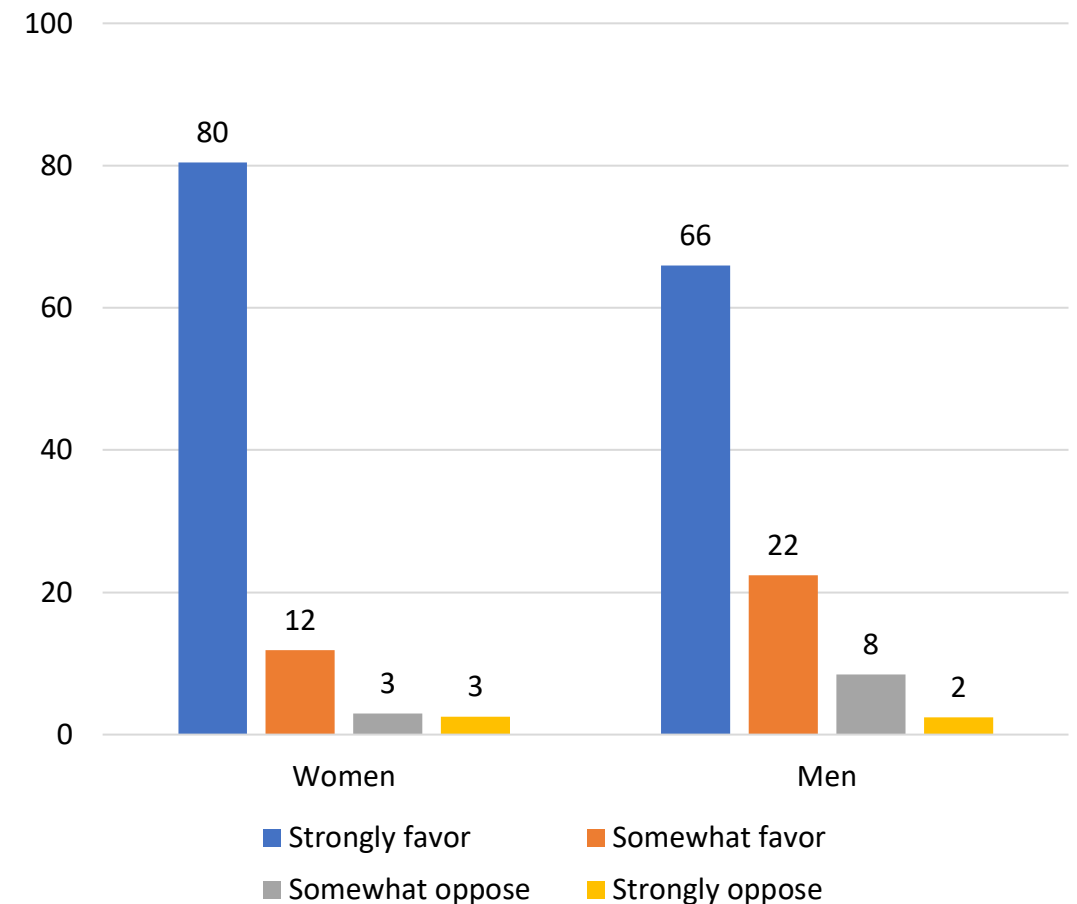
Do you favor or oppose requiring employers to pay women and men the same amount for the same work?



Equal Pay by Gender

Though still quite high, support for mandatory equal pay varies somewhat by gender. While support between women and men is roughly equivalent at 92% and 88%, respectively, women are significantly more likely to express “strong” support for equal pay. A full 80% of women say that they **strongly** support equal pay for equal work compared to 66% of men.

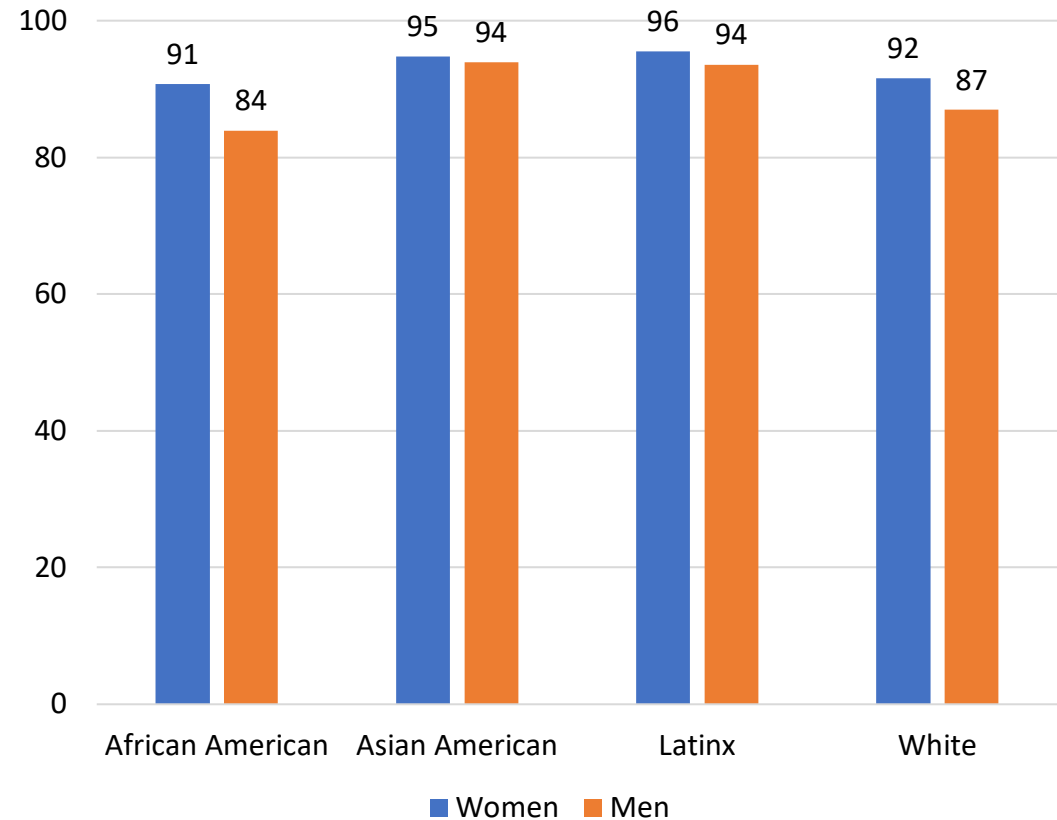
Do you favor or oppose requiring employers to pay women and men the same amount for the same work?



Equal Pay by Race & Gender

Requiring employers to pay women and men the same amount for the same work is highly favored by both women and men across race and ethnicity.

Do you favor or oppose requiring employers to pay women and men the same amount for the same work? (% strongly/somewhat favor)

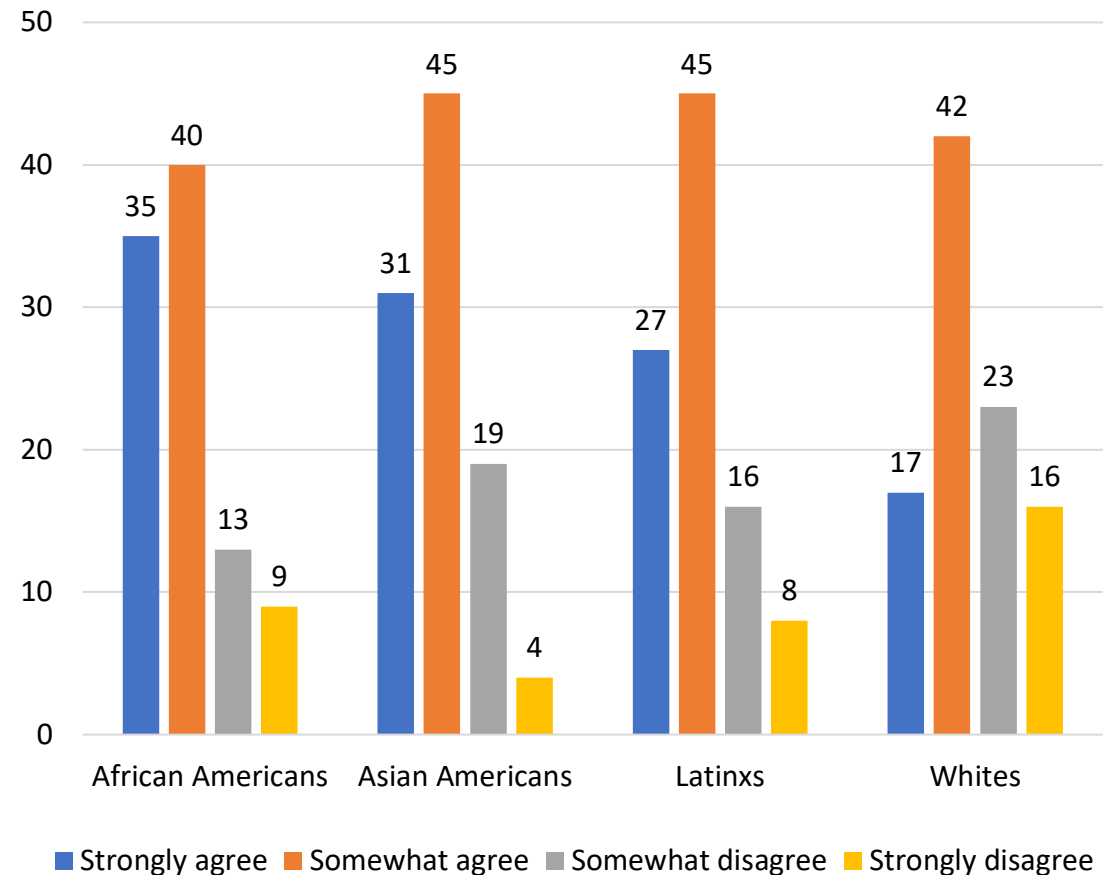


Sexual Discrimination by Race

While majorities of Millennials across race and ethnicity generally agree that women miss out on good jobs due to sexual discrimination, the intensity of their views vary significantly by race and ethnicity. White Millennials are the least likely to strongly believe that women miss out.

- African Americans (35%)
- Asian Americans (31%)
- Latinxs (27%)
- Whites (17%)

Women often miss out on good jobs due to sexual discrimination. Do you...?

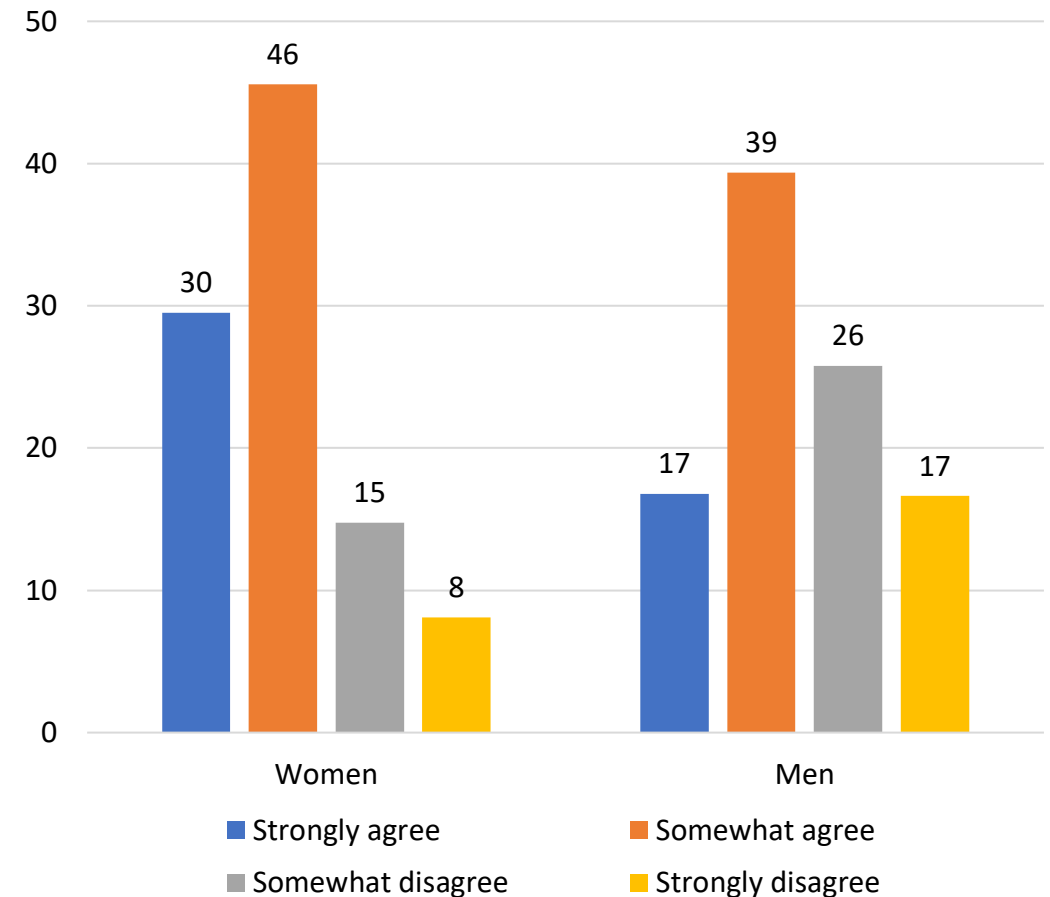


Sexual Discrimination by Gender

Women and men hold distinct views on whether sexual discrimination limits employment opportunities for women. While majorities of both women and men agree that women often miss out on jobs due to discrimination, there is a large 20 point difference between women (76%) and men (56%).

There are also important differences in the level of agreement men and women express. Among men that agree sexual discrimination limits women's job prospects, 39% somewhat agree and only 17% of men strongly agree. Among women, 46% somewhat agree and 30% strongly agree.

Women often miss out on good jobs due to sexual discrimination. Do you...?



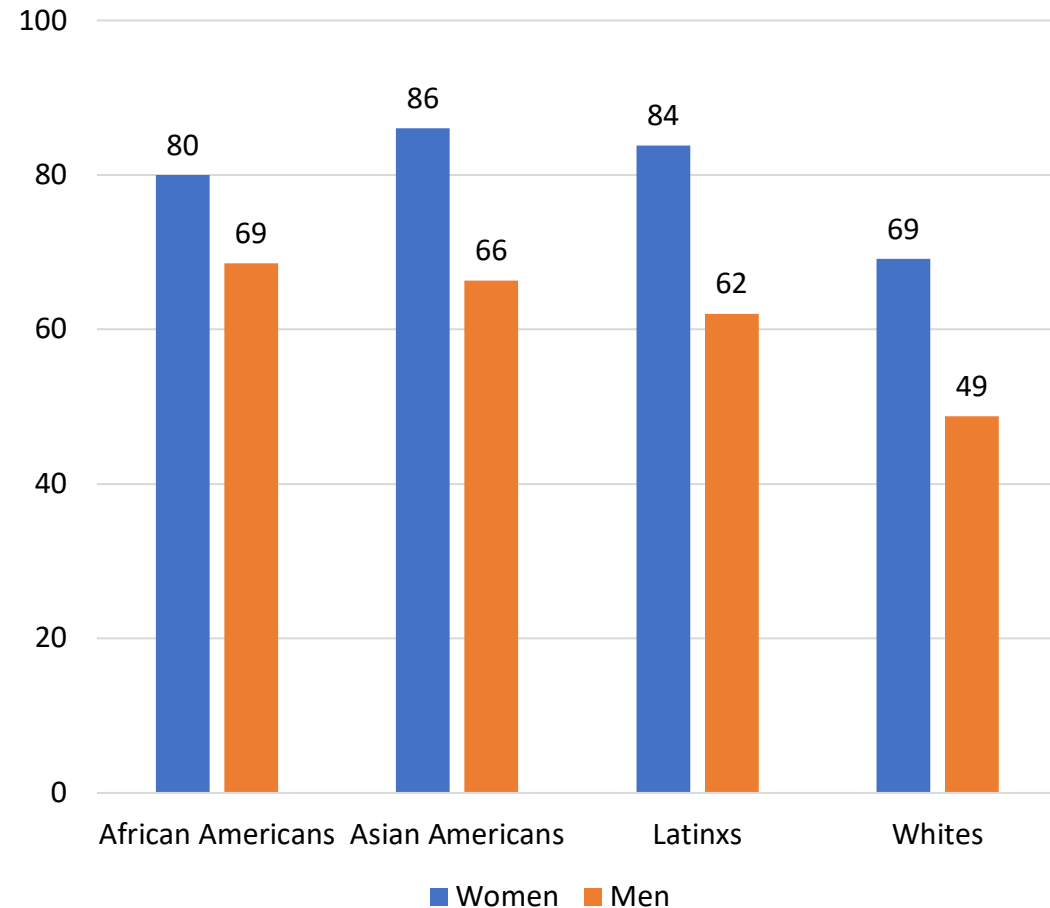
Sexual Discrimination by Race & Gender

Differences in opinion on whether women miss out on good jobs because of job discrimination are prevalent by gender within racial/ethnic groups with women more likely to believe that women's job opportunities are negatively impacted by sexual discrimination.

The smallest gap between women and men is 11 points among African Americans. The gap among Asian American Millennials and white Millennials is 20 points. Among Latinx Millennials, women are 22 points more likely to believe that women miss out on jobs due to sexual discrimination.

Despite these gaps in opinion, majorities (62-69%) of men of color do agree that women are missing out on jobs. Just less than half of white men (49%), on the other hand, agree.

Women often miss out on good jobs due to sexual discrimination. Do you...? (% strongly/somewhat agree)

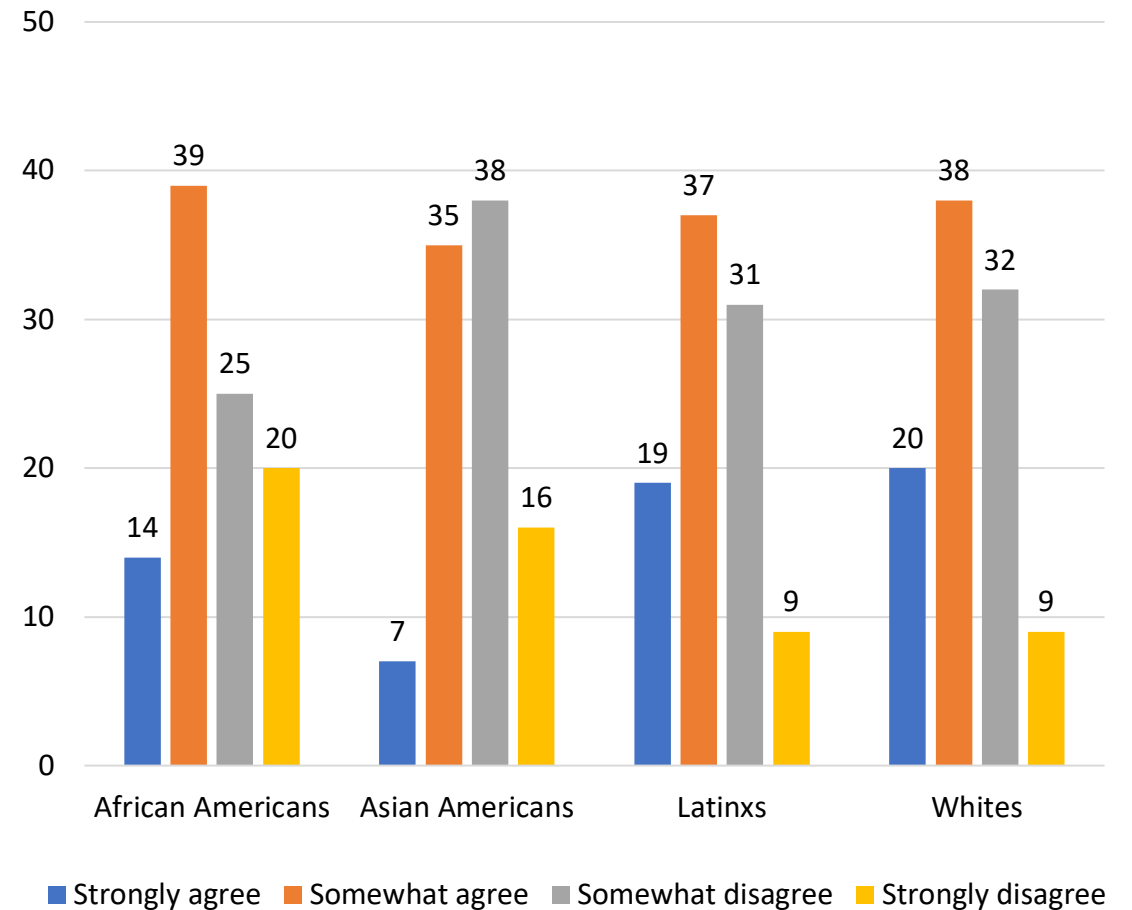


Opportunities for Achievement by Race

Despite the talk of glass ceilings during Hilary Clinton's run for the presidency in 2016, majorities of African American (53%), Latinx (56%), and white (58%) Millennials either somewhat or strongly agree with the statement, "Society has reached the point where women and men have equal opportunities for achievement."

In contrast, a majority (54%) of Asian Americans, however, disagree that men and women have equal opportunities.

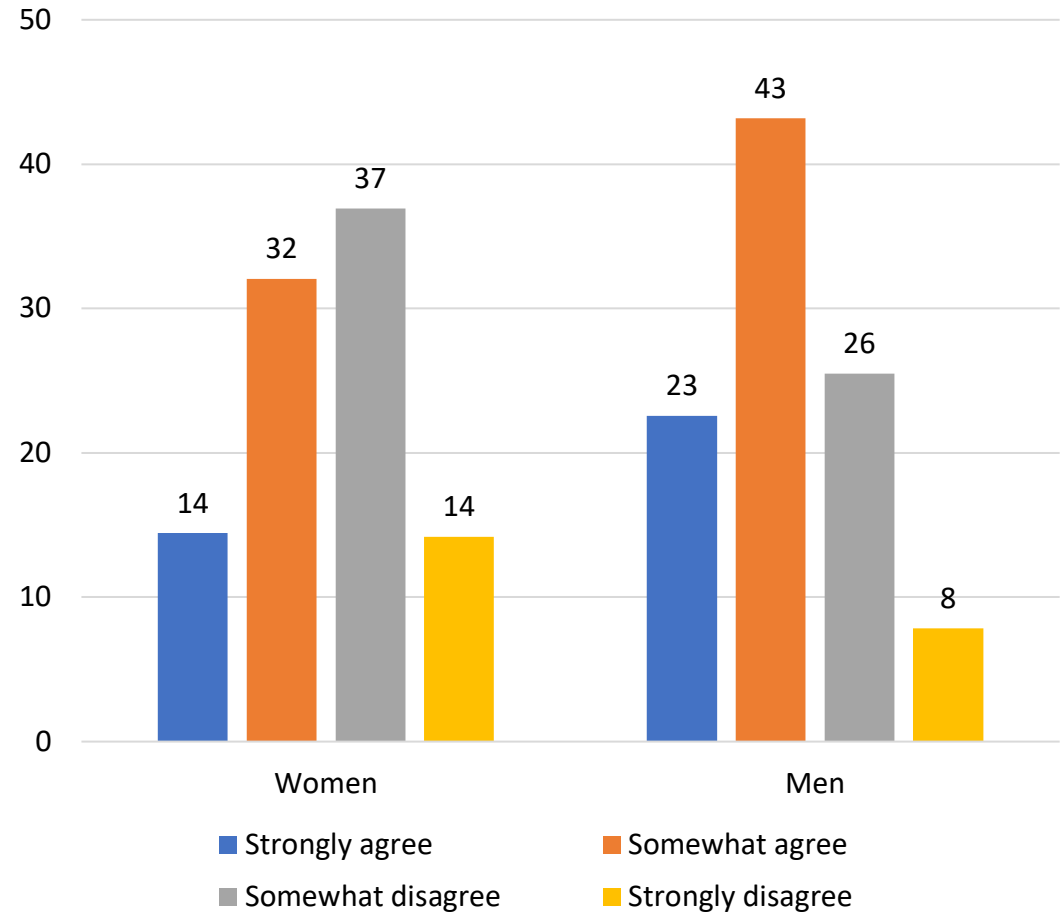
Society has reached the point where women and men have equal opportunities for achievement. Do you...?



Opportunities for Achievement by Gender

Men are much more likely to believe that society has reached the point where women and men have equal opportunities for achievement. Roughly 66% of men agree that women and men have equal opportunities for achievement compared to 46% of women — a substantial difference of 20 percentage points.

Society has reached the point where women and men have equal opportunities for achievement. Do you...?



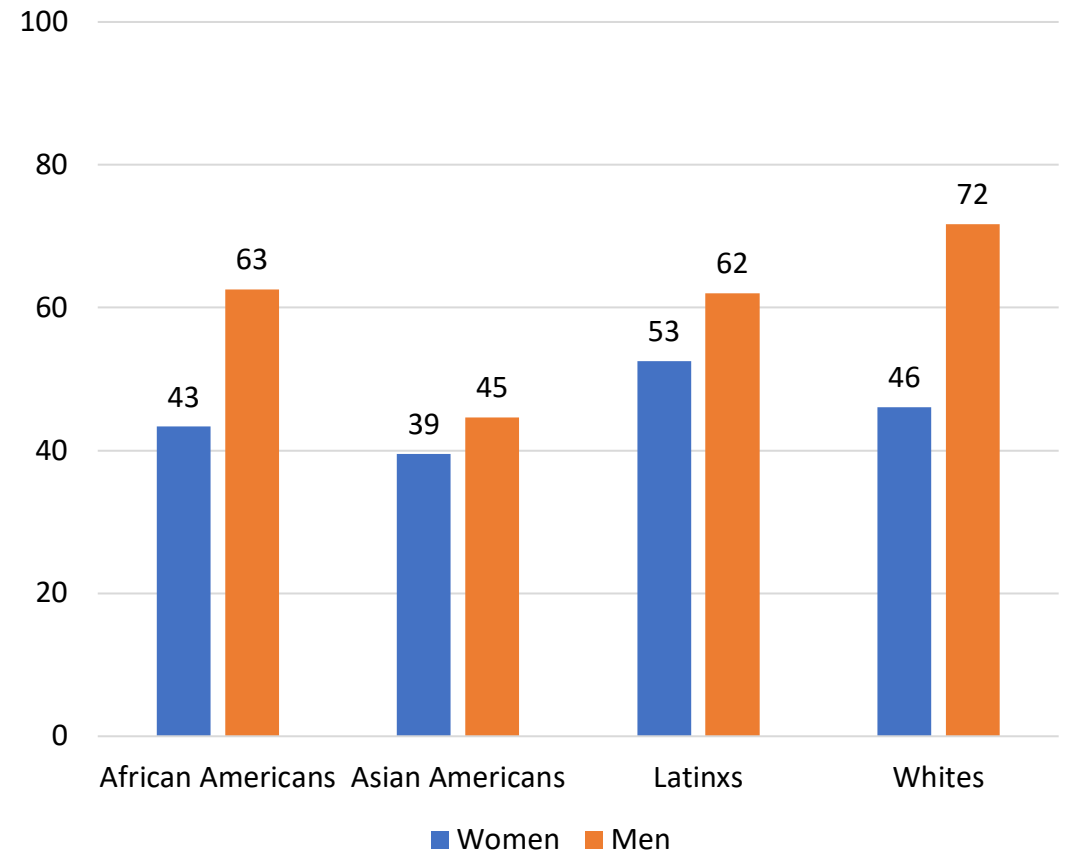
Opportunities for Achievement by Race & Gender

Across race and ethnicity, men are more likely than women to agree that women and men have equal opportunities of achievement.

The difference in opinion between men and women varies by race/ethnicity.

- 20 point difference African American
- 6 point difference Asian American
- 9 point difference Latinx
- 26 point difference whites.

Society has reached the point where women and men have equal opportunities for achievement. Do you...?
(% strongly/somewhat agree)

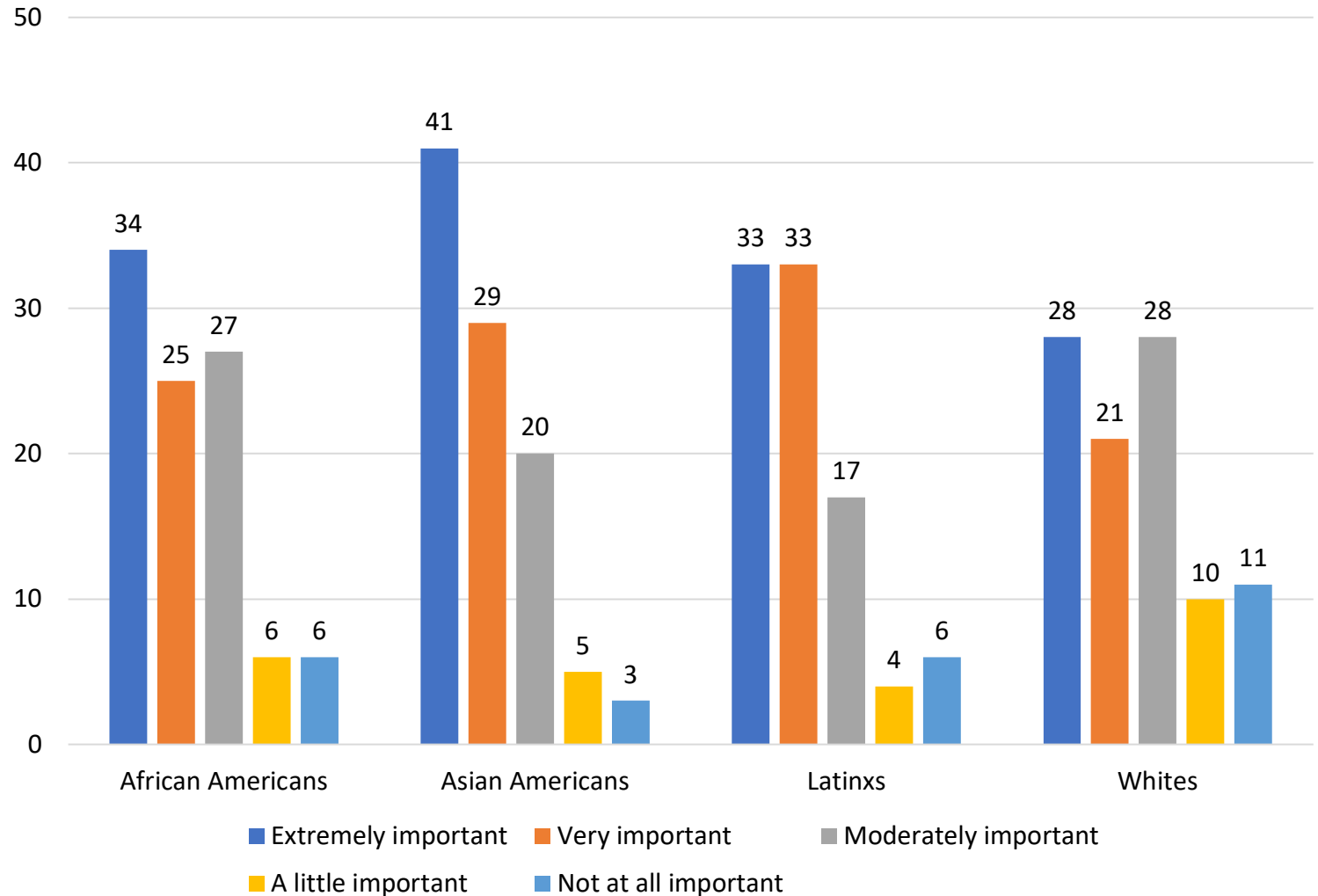


Women in Politics by Race

Over half of African American (59%), Asian American (70%), and Latinx (66%) Millennials, and nearly half (49%) of white Millennials, believe that it is “extremely” or “very” important for more women to be elected to political office.

Among those who do not believe greater gender diversity among elected officials is important, white Millennials are at least 9 points more likely to say that electing more women to office is “not at all” or only “a little” important compared to Millennials of color.

How important is it that more women be elected to political office?

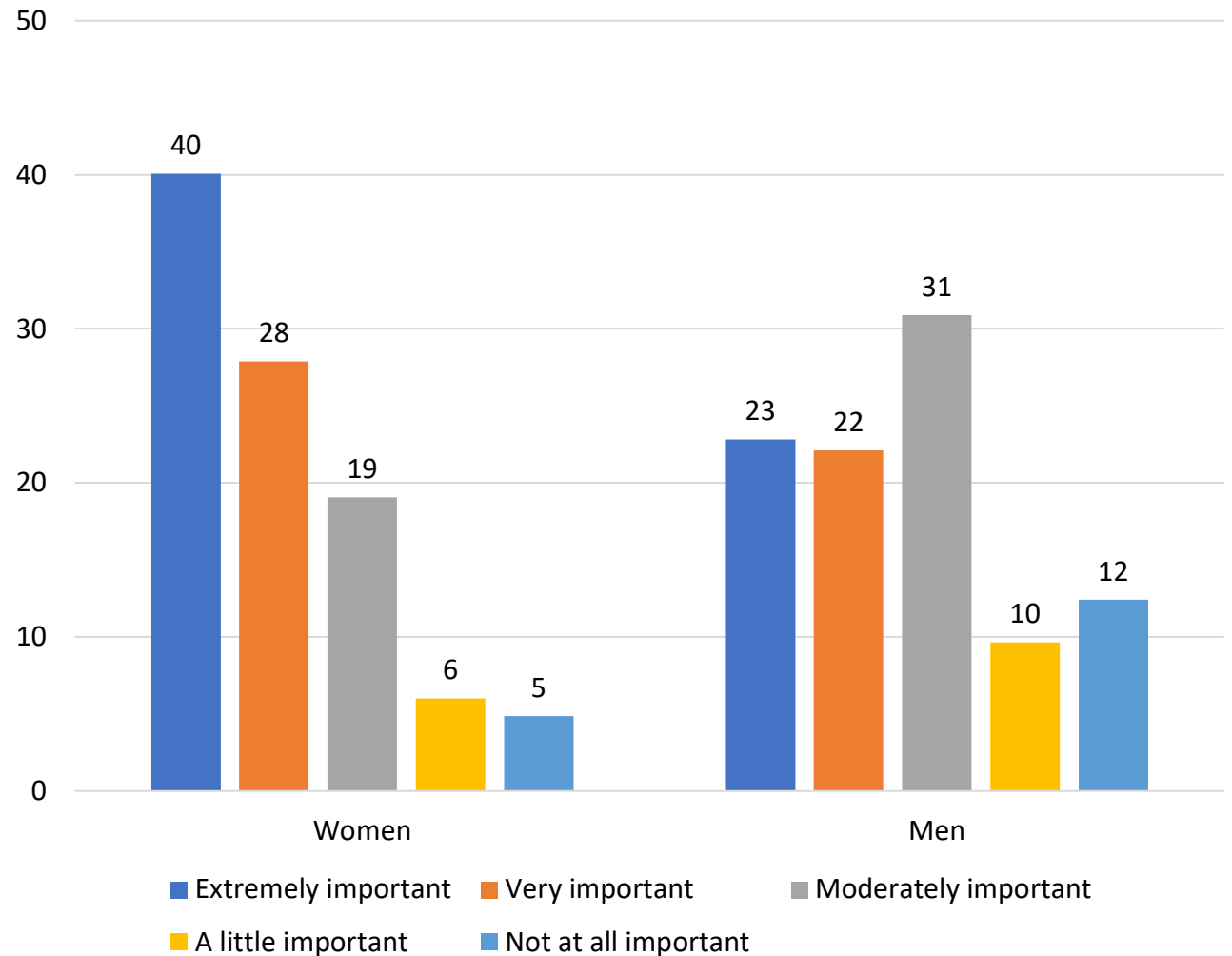


Women in Politics by Gender

Less than half of men (45%) say that having more women hold political office is “extremely” or “very” important compared to 68% of women—a difference of 23 points.

A plurality of women (40%) believe that electing more women to office is “extremely” important, only 23% of Millennial men feel similarly. Instead, the plurality of men (31%) believe that electing more women to office is only “moderately” important.

How important is it that more women be elected to political office?



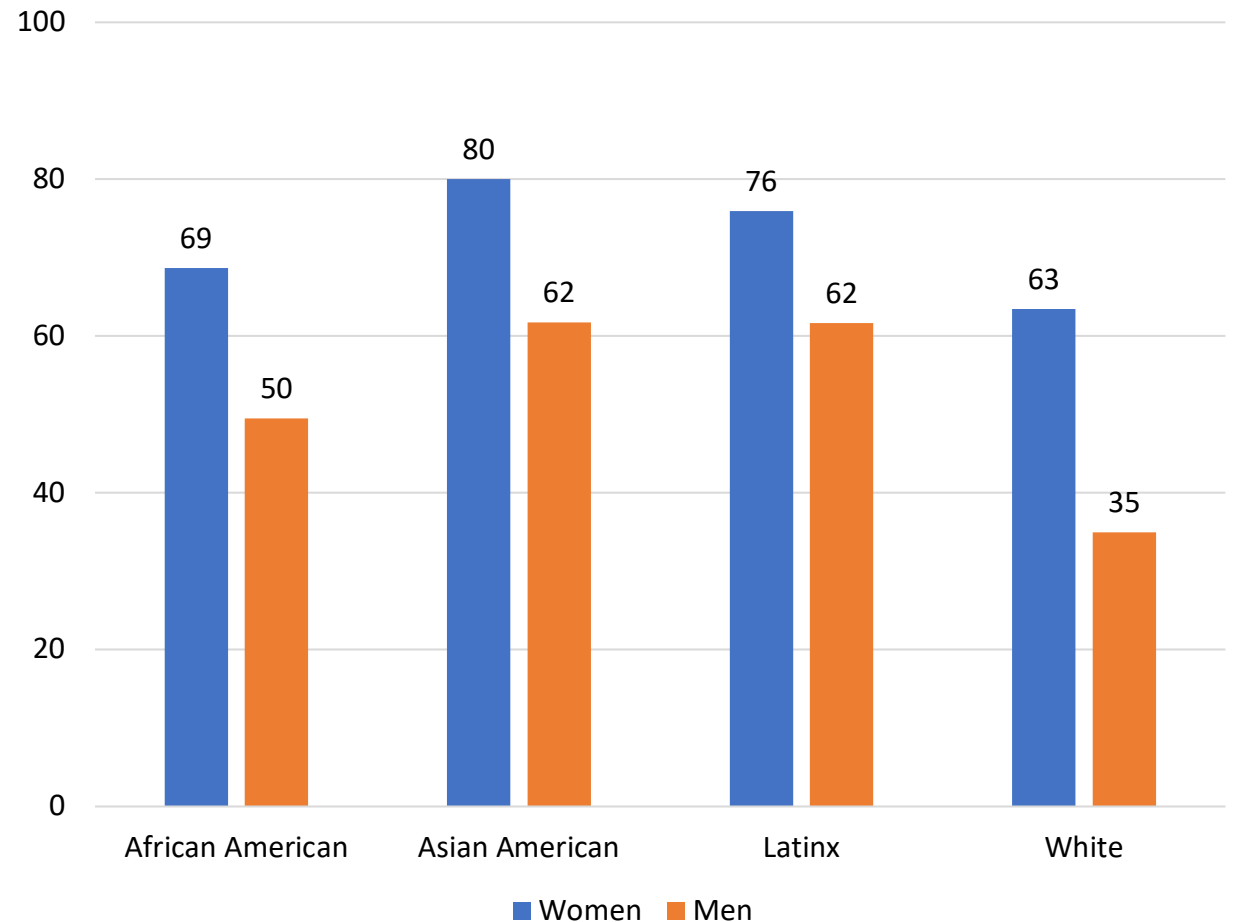
Women in Politics by Race & Gender

White men are the group least likely to think it is important to elect more women to political office. Indeed, white men are the only group where less than half—actually closer to about a third (35%)—say that electing more women is “extremely” or “very” important. This is roughly 28 points lower than white women (63%).

A gap in beliefs about how important it is for women to be elected to political office also exists between men and women in other racial/ethnic groups.

- 19 point difference among African Americans
- 18 point difference among Asian Americans
- 14 point difference among Latinxs
- 28 point difference among whites

How important is it that more women be elected to political office? (% extremely/very important)



*Full details including survey methodology are available at
www.genforwardsurvey.com*