

Table 1: Means and Mean Differences for Prove-It-Again Items Comparing White Men, White Women, Men of Color, and Women of Color

	Means				Mean Differences					
	White Men	White Women	MOC	WOC	WM/WW	WM/MOC	WM/WOC	WW/MOC	WW/WOC	MOC/WOC
Prove More than Others	2.70	3.59	3.54	4.05	-0.887***	-.845***	-1.346***	0.042	-.460***	-.501**
Higher Standards	2.98	3.60	3.67	4.13	-.618***	-.691***	-1.144***	-0.073	-.526***	-.453*
Ideas Valued	4.82	4.38	4.72	4.27	.437***	0.096	.544***	-.341**	0.107	.448**
Stolen Idea	2.72	3.36	2.95	3.47	-.647***	-0.235	-.755***	.412**	-0.108	-.520**
Mistaken for Admin	1.74	3.42	2.54	3.82	-1.682***	-.806***	-2.084***	.876***	-.402**	-1.279***

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 2: Means and Mean Differences for Prove-It-Again Items Comparing White Women, Asian Women, and Black/Latina/Other Women of Color (BLO)

	Means			Mean Differences		
	White	Asian	BLO	White/Asian	White/BLO	Asian/BLO
Prove More than Others	3.59	3.80	4.20	-0.212	-.612***	-0.4
Higher Standards	3.60	4.01	4.20	-.410**	-.599***	-0.189
Ideas Valued	4.38	4.38	4.20	0	0.174	0.174
Stolen Idea	3.36	3.45	3.49	-0.086	-0.122	-0.035
Mistaken for Admin	3.42	3.56	3.99	-0.141	-.573***	-0.432

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 3: Means and Mean Differences for Tightrope Items Comparing White Men, White Women, Men of Color, and Women of Color

	Means				Mean Differences					
	White Men	White Women	MOC	WOC	WM/WW	WM/MOC	WM/WOC	WW/MOC	WW/WOC	MOC/WOC
Interruptions	3.90	3.50	4.04	3.45	.397***	-0.144	.447***	-.541***	0.05	.591***
Assertiveness	3.84	3.42	3.73	3.25	.427***	0.116	.599***	-0.311	0.171	.482**
Accomplishments	3.66	3.48	3.67	3.51	.186*	-0.012	0.153	-0.199	-0.033	0.166
Anger	3.54	3.21	3.18	3.02	.330***	.361*	.523***	0.031	0.193	0.162
Literal Housework	2.31	2.85	2.17	2.76	-.536***	0.142	-.442***	.678***	0.094	-.584**
Administrative Tasks	2.74	3.29	2.53	3.27	-.552***	0.212	-.524***	.765***	0.028	-.737***
Worker Bee	3.08	3.75	3.57	3.89	-.666***	-.487*	-.807***	0.179	-0.142	-0.32
Leader	4.56	4.34	4.36	4.25	.224**	0.204	.310**	-0.02	0.087	0.107

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 4: Means and Mean Differences for Tighrope Items Comparing White Women, Asian Women, and Black/Latina/Other Women of Color (BLO)

	Means			Mean Differences		
	White	Asian	BLO	White/Asian	White/BLO	Asian/BLO
Interruptions	3.50	3.43	3.46	0.067	0.039	-0.028
Assertiveness	3.42	3.43	3.13	-0.01	.286*	0.296
Accomplishments	3.48	3.66	3.41	-0.188	0.065	0.252
Anger	3.21	3.14	2.95	0.079	0.265	0.186
Literal Housework	2.85	3.08	2.55	-0.233	.296*	.529*
Administrative Tasks	3.29	3.67	3.02	-.375*	0.278	.653***
Worker Bee	3.75	3.87	3.91	-0.116	-0.158	-0.041
Leader	4.34	4.15	4.32	0.188	0.022	-0.167

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 5: Means and Mean Differences for Maternal Wall Items Comparing White Men, White Women, Men of Color, and Women of Color

	Means				Mean Differences					
	White Men	White Women	MOC	WOC	WM/WW	WM/MOC	WM/WOC	WW/MOC	WW/WOC	MOC/WOC
Negative Competence	4.72	3.33	4.67	3.66	1.386***	0.049	1.064***	-1.337***	-0.322	1.014***
Leave Harmful	3.23	3.68	3.43	3.50	-.445***	-0.199	-0.271	0.246	0.174	-0.071
Asking About Leave	3.50	2.99	2.98	2.86	.505***	.519**	.640***	0.014	0.135	0.121
More Time Working	2.57	3.28	2.83	3.31	-.709***	-0.254	-.739***	0.456	-0.03	-0.486
Have No Life	2.28	3.03	2.65	3.07	-.746***	-0.369	-.786***	0.378	-0.04	-0.418

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 6: Means and Mean Differences for Maternal Wall Items Comparing White Women, Asian Women, and Black/Latina/Other Women of Color (BLO)

	Means			Mean Differences		
	White	Asian	BLO	White/Asian	White/BLO	Asian/BLO
Negative Competence	3.33	3.82	3.55	-0.484	-0.214	0.269
Leave Harmful	3.68	3.67	3.40	0.011	0.278	0.267
Asking About Leave	2.99	2.74	2.93	0.252	0.06	-0.191
More Time Working	3.28	3.52	3.18	-0.239	0.098	-0.337
Have No Life	3.03	3.14	3.02	-0.112	0.004	0.116

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 7: Means and Mean Differences for Tug of War Items Comparing White Men, White Women, Men of Color, and Women of Color

	Means				Mean Differences					
	White Men	White Women	MOC	WOC	WM/WW	WM/MOC	WM/WOC	WW/MOC	WW/WOC	MOC/WOC
Woman's Slot		2.63		2.64					-0.008	
Minority Slot			2.75	2.77					-0.024	
Female Support		4.08		3.83					.255**	
Don't Know What it Takes		2.87		2.66					.213*	
Turned Into Men		3.39		3.41					-0.018	
Pushback from Admin Staff	2.34	2.89	2.43	2.88	-.545***	-0.086	-.532***	.459**	0.013	-.446*

Items only given to specific sub-groups left blank for those who did not fill them out. T-Tests and One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 8: Means and Mean Differences for Tug of War Comparing White Women, Asian Women, and Black/Latina/Other Women of Color (BLO)

	Means			Mean Differences		
	White	Asian	BLO	White/Asian	White/BLO	Asian/BLO
Woman's Slot	2.63	2.53	2.71	0.1	-0.081	-0.182
Minority Slot		2.63	2.86			-0.231
Female Support	4.08	3.97	3.73	0.109	.349**	0.24
Don't Know What it Takes	2.87	2.76	2.59	0.111	0.28	0.168
Turned Into Men	3.39	3.45	3.38	-0.061	0.01	0.071
Pushback from Admin Staff	2.89	2.98	2.81	-0.093	0.081	0.175

Items only given to specific sub-groups left blank for those who did not fill them out. T-Test and One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 9: Means and Mean Differences for Workplace Process Items Comparing White Men, White Women, Men of Color, and Women of Color

	Means				Mean Differences					
	White Men	White Women	MOC	WOC	WM/WW	WM/MOC	WM/WOC	WW/MOC	WW/WOC	MOC/WOC
Hiring	4.50	4.29	4.00	3.76	.211*	.502***	.738***	0.291	.527***	0.236
Assignments	4.47	3.95	3.89	3.51	.516***	.579***	.959***	0.064	.443***	0.379
Satisfied with Assignments	4.42	3.96	3.87	3.71	.457***	.553***	.711***	0.096	.254*	0.158
Isolated	2.63	2.94	2.80	2.97	-.314***	-0.176	-.342**	0.138	-0.028	-0.166
Good Mentor	4.00	3.87	3.71	3.62	0.125	0.291	.380**	0.165	0.255	0.09
Networking	4.48	3.77	3.89	3.70	.711***	.595***	.779***	-0.116	0.068	0.185
Sponsor Influence	3.03	3.40	3.02	3.24	-.375***	0.011	-0.209	0.386	0.166	-0.22
Business Development	4.38	3.76	3.72	3.58	.615***	.660***	.792***	0.045	0.177	0.133
Fair Evaluations	4.44	4.24	4.17	3.93	.207**	0.278	.515***	0.071	.308**	0.237
Less Honest Evaluations	2.63	2.78	3.13	3.01	-0.153	-.500***	-.383***	-.347*	-.229*	0.117
Advancement Opportunities	4.26	3.70	3.78	3.39	.559***	.478**	.869***	-0.081	.310**	0.39
Paid Fairly	4.11	3.28	3.81	2.95	.829***	0.295	1.159***	-.535**	.330*	.864***
Paid Less	2.96	3.81	3.23	4.06	-.846***	-0.269	-1.095***	.577***	-0.249	-.826***

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 10: Means and Mean Differences for Workplace Process Items Comparing White Women, Asian Women, and Black/Latina/Other Women of Color (BLO)

	Means			Mean Differences		
	White	Asian	BLO	White/Asian	White/BLO	Asian/BLO
Hiring	4.29	4.16	3.51	0.129	.785***	.656***
Assignments	3.95	3.76	3.35	0.19	.601***	0.411
Satisfied with Assignments	3.96	3.96	3.54	0.001	.418**	0.418
Isolated	2.94	2.78	3.09	0.163	-0.151	-0.314
Good Mentor	3.87	3.80	3.51	0.076	.366**	0.29
Networking	3.77	3.92	3.57	-0.145	0.201	0.346
Sponsor Influence	3.40	3.50	3.07	-0.093	.328*	0.421
Business Development	3.76	3.88	3.39	-0.122	.372**	.494*
Fair Evaluations	4.24	4.04	3.86	0.198	.377**	0.179
Less Honest Evaluations	2.78	2.98	3.03	-0.2	-.248*	-0.048
Advancement Opportunities	3.70	3.50	3.31	0.192	.383**	0.19
Paid Fairly	3.28	3.42	2.61	-0.145	.670***	.816***
Paid Less	3.81	3.83	4.20	-0.027	-.389**	-0.362

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 11: Means and Standard Deviations

	Prove Myself		Ask for Promotion		Higher Standards		Ideas Respected		Stolen Idea		Rarely Interrupted		Behaving Assertively		Accomplishments		Justified Anger		Female Support			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Men	2.83	1.44	4.31	1.23	3.19	1.30	5.04	0.83	2.63	1.17	4.09	1.26	4.08	1.16	3.98	1.16	3.37	1.38				
Asian Women	3.81	1.32	4.38	1.24	4.02	1.29	4.37	1.07	3.46	1.22	3.42	1.38	3.41	1.34	3.66	1.18	3.12	1.42	3.97	1.33		
Black Men	4.49	1.45	4.63	1.16	4.25	1.46	4.22	1.26	3.30	1.26	3.85	1.42	3.15	1.39	3.37	1.26	2.80	1.50				
Black Women	4.35	1.62	4.42	1.38	4.30	1.51	4.12	1.30	3.47	1.40	3.49	1.42	3.07	1.36	3.31	1.28	2.79	1.48	3.68	1.20		
Latina Women	3.89	1.63	4.61	1.26	4.02	1.34	4.35	1.25	3.54	1.24	3.38	1.52	3.25	1.53	3.58	1.41	3.25	1.60	3.77	1.54		
Latino Men	3.52	1.82	4.31	1.47	3.79	1.63	4.86	0.92	3.03	1.55	4.29	1.44	3.97	1.50	3.55	1.21	3.41	1.70				
White Men	2.69	1.36	4.47	1.27	2.97	1.44	4.81	1.07	2.71	1.30	3.91	1.33	3.84	1.25	3.66	1.18	3.54	1.34				
White Women	3.58	1.53	4.50	1.21	3.60	1.42	4.38	1.19	3.36	1.37	3.50	1.41	3.42	1.34	3.48	1.29	3.22	1.39	4.09	1.32		
	Turn into Men		Understand Commitment		Admin Personnel		Children Perceptions		Long Hours		Flex Arrangements		Family Leave		More Work		No Life		Step Back			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Men					2.15	1.06	4.94	1.07	3.19	1.47	3.11	1.31	3.30	1.25	2.41	1.25	2.07	1.13	11.54%	32.58%		
Asian Women	3.47	1.43	2.77	1.36	2.99	1.57	3.85	1.57	3.60	1.50	2.75	1.30	3.66	1.39	2.86	1.43	2.71	1.37	18.60%	39.14%		
Black Men					2.70	1.35	4.76	1.20	3.32	1.49	2.88	1.57	3.35	1.69	2.49	1.21	2.32	1.17	8.33%	28.23%		
Black Women	3.26	1.49	2.57	1.40	2.80	1.61	3.82	1.60	3.11	1.52	2.96	1.50	3.30	1.48	2.52	1.31	2.52	1.24	14.71%	35.68%		
Latina Women	3.56	1.48	2.57	1.34	2.83	1.69	3.10	1.32	3.28	1.62	2.93	1.55	3.56	1.63	2.72	1.47	2.65	1.40	27.91%	45.39%		
Latino Men					2.42	1.36	4.24	1.45	3.28	1.58	2.90	1.52	3.79	1.72	2.62	1.29	2.41	1.38	20.00%	41.40%		
White Men					2.35	1.27	4.74	1.41	3.01	1.45	3.51	1.49	3.22	1.49	2.56	1.36	2.30	1.21	5.45%	22.72%		
White Women	3.38	1.41	2.87	1.44	2.88	1.53	3.35	1.68	3.48	1.50	3.00	1.49	3.67	1.50	2.63	1.46	2.54	1.36	19.75%	39.84%		
	Fewer Hours		More Hours		Good Mentors		Sponsor Influence		Networking Opportunities		Assignments		Literal Housework		Admin Work		Glamour Work		Socially Isolated			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Men					3.80	1.48	3.40	1.54	4.25	1.21	4.47	1.19	2.24	1.21	2.59	1.20	2.92	1.25	2.47	1.32		
Asian Women	25.93%	44.23%	11.11%	31.72%	3.78	1.51	3.47	1.64	3.90	1.48	3.74	1.51	3.09	1.57	3.69	1.37	3.12	1.35	2.79	1.41		
Black Men					3.32	1.51	2.79	1.42	3.45	1.46	3.34	1.44	2.08	1.28	2.53	1.08	3.42	1.48	3.08	1.32		
Black Women	13.95%	35.06%	6.98%	25.78%	3.35	1.63	2.93	1.66	3.39	1.53	3.21	1.50	2.40	1.38	2.93	1.48	3.11	1.60	3.31	1.58		
Latina Women	34.48%	48.37%	10.71%	31.50%	3.81	1.66	3.36	1.88	3.90	1.52	3.61	1.56	2.83	1.63	3.15	1.56	3.21	1.58	2.74	1.52		
Latino Men					4.12	1.53	2.58	1.36	3.96	1.54	3.64	1.60	2.12	1.33	2.35	1.20	2.77	1.73	2.96	1.61		
White Men	5.66%	23.15%	3.04%	17.21%	3.99	1.45	3.01	1.50	4.49	1.20	4.46	1.21	2.30	1.31	2.73	1.25	3.16	1.33	2.63	1.35		
White Women	17.87%	38.34%	8.04%	35.92%	3.88	1.53	3.40	1.65	3.77	1.52	3.95	1.47	2.85	1.52	3.29	1.48	3.01	1.39	2.95	1.47		
	Satisfied Assignments		Equal Access		Comparable Pay		Paid Less		Woman's Slot		Common Gender		Equal Hiring		Speak Openly		Significant Other		Fair Evals		Honest Feedback	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Asian Men	4.40	1.39	4.20	1.21	4.24	1.48	2.86	1.43			4.26	1.03	4.64	1.15	4.61	1.23	4.78	1.14	4.47	1.22	2.76	1.26
Asian Women	3.95	1.37	3.87	1.37	3.41	1.48	3.83	1.37	2.55	1.26	4.23	1.04	4.15	1.28	4.53	1.31	4.89	1.12	4.04	1.33	2.99	1.18
Black Men	3.22	1.18	3.24	1.28	3.24	1.48	3.82	1.41			3.89	1.23	3.11	1.52	3.79	1.66	4.84	1.37	3.86	1.25	3.66	1.40
Black Women	3.38	1.50	3.31	1.37	2.47	1.52	4.31	1.58	2.60	1.33	3.82	1.16	3.28	1.44	4.11	1.30	4.93	1.12	3.82	1.38	3.15	1.38
Latina Women	3.80	1.57	3.48	1.60	2.87	1.61	3.93	1.56	2.94	1.66	4.19	1.12	3.93	1.50	4.33	1.51	4.79	1.53	3.88	1.51	2.81	1.42

Latino Men	3.92	1.65	3.65	1.67	3.96	1.84	3.08	1.65			3.79	1.59	4.15	1.59	4.73	1.08	4.96	1.11	4.04	1.40	3.08	1.44
White Men	4.42	1.21	4.37	1.31	4.11	1.47	2.96	1.48			4.14	1.07	4.51	1.26	4.70	1.12	5.00	1.10	4.44	1.17	2.63	1.17
White Women	3.96	1.43	3.76	1.47	3.28	1.66	3.81	1.59	2.63	1.47	4.14	1.12	4.29	1.32	4.53	1.27	4.96	1.17	4.24	1.33	2.78	1.23
	Advancement Opportunities		Minority Slot		Mistaken for Admin		Worker Bee		Leadership		Less Respect		Fit In		Rebuffed Advances		Sexist Comments		Unwanted Touching		Quid Pro Quo	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Asian Men	4.12	1.48	2.34	1.51	1.98	1.31	3.28	1.39	4.60	1.04	2.74	1.36	4.17	1.13	1.10	0.32	78.26%	41.70%	6.52%	24.96%	2.17%	14.74%
Asian Women	3.49	1.55	2.65	1.38	3.58	1.72	3.88	1.50	4.14	1.20	4.00	1.38	4.56	1.12	1.77	1.11	77.88%	41.70%	25.00%	43.51%	1.92%	13.80%
Black Men	3.37	1.38	3.14	1.64	3.24	1.59	3.95	1.49	4.14	1.17	2.73	1.41	4.59	1.12	1.63	1.20	78.38%	41.73%	18.92%	39.71%	5.41%	22.92%
Black Women	3.20	1.57	2.99	1.58	3.83	1.88	3.99	1.59	4.26	1.33	3.10	1.64	4.56	1.34	1.61	1.05	68.57%	46.65%	21.90%	41.56%	2.88%	16.82%
Latina Women	3.51	1.56	2.57	1.53	4.26	1.58	3.78	1.53	4.39	1.23	3.65	1.48	4.22	1.41	1.90	1.30	86.79%	34.18%	32.08%	47.12%		
Latino Men	3.77	1.68	2.71	1.60	2.46	1.61	3.54	1.82	4.27	1.43	2.69	1.46	4.00	1.67	1.18	0.40	76.92%	42.97%	3.85%	19.61%	3.85%	19.61%
White Men	4.26	1.31			1.73	1.01	3.08	1.49	4.57	1.05	2.23	1.23	3.53	1.41	1.33	0.83	73.41%	44.22%	7.03%	25.59%	1.37%	11.64%
White Women	3.70	1.52			3.41	1.76	3.75	1.56	4.34	1.18	3.09	1.52	4.23	1.30	1.95	1.29	83.70%	36.96%	26.33%	44.06%	5.88%	23.53%

Group means and standard deviations reported for all groups with N > 20. Some cells left blank to protect confidentiality.

Table 12: Means and Standard Deviations for In-House Lawyers

			Ask for Promotion		Higher Standards		Ideas Respected		Stolen Idea		Rarely Interrupted		Behaving Assertively		Accomplishments		Justified Anger		Female Support			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Women	3.96	1.20	4.61	1.16	3.96	1.19	4.26	0.97	3.37	1.19	3.42	1.29	3.42	1.34	3.54	1.06	3.07	1.41	4.09	1.32		
Black Men	4.71	1.42	4.76	1.18	4.55	1.39	4.10	1.18	3.70	1.22	3.71	1.45	3.43	1.43	3.14	1.31	2.67	1.35				
Black Women	4.33	1.73	4.63	1.35	4.44	1.50	3.92	1.32	3.54	1.44	3.58	1.43	2.93	1.39	3.15	1.43	2.54	1.44	3.67	1.14		
Latina Women	4.10	1.57	4.52	1.18	4.14	1.22	4.24	1.27	3.72	1.19	3.59	1.38	3.34	1.49	3.90	1.37	3.28	1.51	3.93	1.49		
Latino Men	3.36	1.81	4.50	1.41	3.68	1.67	4.91	1.02	2.95	1.50	4.27	1.45	4.23	1.41	3.64	1.05	3.45	1.63				
White Men	2.70	1.36	4.55	1.23	2.94	1.45	4.85	1.01	2.63	1.24	3.93	1.32	3.88	1.24	3.70	1.15	3.63	1.32				
White Women	3.62	1.50	4.52	1.21	3.55	1.41	4.38	1.16	3.31	1.34	3.55	1.40	3.49	1.32	3.57	1.29	3.26	1.37	4.09	1.31		
	Turn into Men		Understand Commitment		Admin Personnel		Children Perceptions		Long Hours		Flex Arrangements		Family Leave		More Work		No Life		Step Back			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Women	3.61	1.46	2.80	1.51	3.12	1.67	3.57	1.79	3.89	1.55	2.63	1.38	3.75	1.43	2.79	1.37	2.81	1.46	30.43%	46.52%		
Black Men					2.86	1.53	4.62	1.33	3.57	1.69	2.71	1.62	3.71	1.74	2.62	1.24	2.43	1.36	13.33%	35.19%		
Black Women	3.47	1.53	2.67	1.52	2.83	1.67	3.39	1.56	3.42	1.60	2.67	1.43	3.50	1.49	2.57	1.35	2.53	1.38	13.33%	34.57%		
Latina Women	3.45	1.35	2.62	1.42	2.86	1.60	3.42	1.31	3.28	1.62	2.76	1.43	3.79	1.34	2.69	1.44	2.52	1.43	24.00%	43.59%		
Latino Men					2.32	1.25	4.33	1.50	3.32	1.62	3.00	1.57	3.86	1.81	2.77	1.45	2.50	1.54	23.08%	43.85%		
White Men					2.33	1.24	4.71	1.41	3.05	1.45	3.52	1.49	3.31	1.49	2.56	1.34	2.30	1.16	5.97%	23.74%		
White Women	3.41	1.42	2.93	1.46	2.95	1.53	3.24	1.70	3.55	1.50	2.91	1.47	3.76	1.49	2.67	1.46	2.57	1.38	22.43%	41.74%		
	Fewer Hours		More Hours		Good Mentors		Sponsor Influence		Networking Opportunities		Assignments		Literal Housework		Admin Work		Glamour Work		Socially Isolated			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Women					4.07	1.46	3.59	1.73	3.93	1.49	3.68	1.59	3.13	1.54	3.82	1.40	2.91	1.43	2.75	1.50		
Black Men					3.19	1.47	2.76	1.26	3.05	1.36	3.14	1.46	1.76	1.04	2.57	0.98	3.29	1.38	3.38	1.36		
Black Women					3.58	1.60	3.19	1.69	3.27	1.61	3.00	1.61	2.54	1.37	3.00	1.47	3.21	1.70	3.65	1.78		
Latina Women					3.79	1.68	3.17	1.98	3.66	1.70	3.41	1.64	3.31	1.61	3.69	1.61	2.97	1.59	2.76	1.60		
Latino Men					4.27	1.45	2.64	1.14	4.00	1.54	3.71	1.55	2.00	1.26	2.36	1.29	2.82	1.76	2.82	1.50		
White Men					4.06	1.45	3.02	1.50	4.50	1.21	4.50	1.19	2.25	1.31	2.73	1.27	3.21	1.35	2.59	1.33		
White Women					3.98	1.52	3.53	1.64	3.75	1.51	3.96	1.47	2.90	1.51	3.38	1.46	3.07	1.40	2.96	1.46		
	Satisfied Assignments		Equal Access		Comparable Pay		Paid Less		Woman's Slot		Common Gender		Equal Hiring		Speak Openly		Significant Other		Fair Evals		Honest Feedback	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Asian Women	3.89	1.27	3.82	1.50	3.72	1.55	3.52	1.31	2.65	1.32	4.21	1.01	4.07	1.28	4.44	1.37	5.04	1.02	4.00	1.37	2.94	1.14
Black Men	3.19	1.08	3.05	1.43	2.72	1.32	4.14	1.24			3.79	1.40	2.95	1.20	3.52	1.69	5.05	0.97	3.63	1.21	4.05	1.40
Black Women	3.30	1.49	3.42	1.49	2.47	1.62	4.47	1.63	2.61	1.15	3.83	1.14	3.31	1.46	3.98	1.33	4.83	1.29	3.62	1.27	3.09	1.33
Latina Women	3.48	1.64	3.38	1.61	2.72	1.74	4.03	1.64	2.85	1.54	4.00	1.16	3.79	1.35	4.45	1.55	4.97	1.55	3.86	1.46	2.86	1.19
Latino Men	4.05	1.62	3.73	1.67	4.09	1.82	2.86	1.58			3.90	1.65	4.36	1.47	4.91	1.02	5.09	1.06	4.23	1.27	2.82	1.37
White Men	4.45	1.20	4.47	1.30	4.13	1.46	2.99	1.46			4.17	1.06	4.53	1.25	4.72	1.11	5.06	1.03	4.48	1.16	2.60	1.17
White Women	3.96	1.42	3.80	1.47	3.32	1.67	3.84	1.61	2.68	1.45	4.11	1.11	4.34	1.30	4.59	1.25	5.00	1.13	4.27	1.29	2.80	1.22

	Advancement Opportunities		Minority Slot		Mistaken for Admin		Worker Bee		Leadership		Less Respect		Fit In		Rebuffed Advances		Sexist Comments		Unwanted Touching		Quid Pro Quo	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Asian Women	3.55	1.49	2.84	1.50	3.91	1.69	4.11	1.44	3.96	1.21	4.21	1.39	4.49	1.21	1.85	1.23	82.46%	38.37%	21.05%	41.13%		
Black Men	3.05	1.40	3.24	1.58	3.48	1.81	3.95	1.50	4.00	1.30	2.90	1.58	4.48	1.25	1.50	0.97	71.43%	46.29%	14.29%	35.86%		
Black Women	3.21	1.47	3.00	1.45	4.26	1.89	4.04	1.49	3.85	1.50	3.35	1.64	4.58	1.53	1.45	1.14	79.17%	41.04%	27.08%	44.91%		
Latina Women	3.45	1.55	2.44	1.42	4.45	1.68	3.83	1.61	4.28	1.07	3.79	1.47	4.31	1.34	1.73	1.22	82.76%	38.44%	31.03%	47.08%		
Latino Men	3.91	1.66	2.60	1.57	2.36	1.59	3.36	1.81	4.32	1.46	2.59	1.40	3.82	1.68	1.13	0.35	77.27%	42.89%	4.55%	21.32%		
White Men	4.31	1.27			1.71	0.99	3.03	1.46	4.57	1.04	2.20	1.21	3.46	1.40	1.22	0.54	72.03%	44.94%	5.95%	23.68%	0.88%	9.36%
White Women	3.75	1.50			3.58	1.76	3.75	1.55	4.29	1.17	3.19	1.51	4.18	1.31	1.97	1.32	84.86%	35.87%	27.90%	44.88%	5.87%	23.53%

Group means and standard deviations reported for all groups with N > 20. Some cells left blank to protect confidentiality.

Table 13: Means and Standard Deviations for Law Firm Lawyers

	Prove Myself		Ask for Promotion		Higher Standards		Ideas Respected		Stolen Idea		Rarely Interrupted		Behaving Assertively		Accomplishments		Justified Anger		Female Support			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Men	2.81	1.36	4.19	1.18	3.19	1.18	4.96	0.59	2.44	1.01	4.19	1.21	4.23	1.11	3.78	1.31	3.04	1.29				
Asian Women	3.58	1.38	4.26	1.18	3.93	1.33	4.56	1.18	3.65	1.25	3.42	1.48	3.40	1.33	3.86	1.17	3.35	1.40	3.88	1.33		
Black Women	4.30	1.47	4.18	1.39	4.26	1.35	4.29	1.19	3.45	1.28	3.46	1.45	3.16	1.25	3.49	0.98	2.96	1.48	3.82	1.18		
Latina Women	3.57	1.62	4.96	0.98	3.87	1.36	4.52	1.24	3.39	1.20	3.36	1.50	3.35	1.40	3.17	1.34	3.39	1.59	3.55	1.68		
White Men	2.84	1.28	4.34	1.19	3.25	1.38	4.65	1.15	3.03	1.37	3.81	1.24	3.74	1.26	3.49	1.18	3.27	1.24				
White Women	3.56	1.66	4.46	1.21	3.71	1.44	4.31	1.31	3.48	1.44	3.39	1.44	3.19	1.40	3.21	1.32	3.06	1.46	4.06	1.37		
	Turn into Men		Understand Commitment		Admin Personnel		Children Perceptions		Long Hours		Flex Arrangements		Family Leave		More Work		No Life		Step Back			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Men					1.96	0.94	5.29	0.78	3.07	1.38	3.19	1.11	3.44	1.15	2.11	0.93	1.85	0.72	7.14%	26.73%		
Asian Women	3.21	1.35	2.79	1.15	2.88	1.47	4.22	1.20	3.02	1.33	2.93	1.16	3.40	1.29	2.79	1.37	2.47	1.12	5.26%	22.63%		
Black Women	3.13	1.45	2.46	1.31	2.69	1.57	4.20	1.55	2.94	1.48	3.15	1.50	3.14	1.44	2.52	1.27	2.62	1.07	17.14%	38.24%		
Latina Women	3.70	1.64	2.26	0.92	2.78	1.81	2.88	1.36	3.35	1.61	3.13	1.63	3.18	1.79	2.57	1.27	2.57	1.20	33.33%	48.51%		
White Men					2.49	1.37	4.74	1.51	2.96	1.36	3.50	1.45	3.04	1.48	2.68	1.39	2.29	1.32	4.17%	20.12%		
White Women	3.30	1.40	2.63	1.37	2.70	1.53	3.62	1.62	3.23	1.50	3.15	1.53	3.40	1.52	2.45	1.46	2.40	1.25	13.00%	33.71%		
	Fewer Hours		More Hours		Good Mentors		Sponsor Influence		Networking Opportunities		Assignments		Literal Housework		Admin Work		Glamour Work		Socially Isolated			
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD		
Asian Men					3.74	1.29	3.50	1.30	4.41	1.05	4.52	1.01	2.11	1.28	2.33	1.04	2.81	1.18	2.41	1.25		
Asian Women	8.33%	28.23%	4.17%	20.41%	3.51	1.47	3.49	1.49	3.84	1.51	3.95	1.34	3.02	1.65	3.60	1.29	3.45	1.17	2.84	1.34		
Black Women	18.18%	39.48%	4.55%	21.32%	3.06	1.56	2.72	1.62	3.38	1.34	3.28	1.28	2.08	1.29	2.78	1.40	3.18	1.56	2.96	1.35		
Latina Women	37.50%	50.00%	6.25%	25.00%	3.70	1.77	3.30	1.66	4.09	1.35	3.74	1.45	2.26	1.29	2.65	1.34	3.36	1.56	2.65	1.50		
White Men	8.51%	28.21%	4.35%	20.62%	3.66	1.32	2.99	1.48	4.40	1.18	4.28	1.27	2.52	1.35	2.80	1.21	2.93	1.24	2.85	1.42		
White Women	11.02%	31.44%	3.25%	17.81%	3.47	1.56	2.94	1.61	3.77	1.58	3.89	1.50	2.66	1.54	2.98	1.50	2.87	1.33	2.95	1.55		
	Satisfied Assignments		Equal Access		Comparable Pay		Paid Less		Woman's Slot		Common Gender		Equal Hiring		Speak Openly		Significant Other		Fair Evals		Honest Feedback	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Asian Men	4.44	1.31	4.29	1.08	4.25	1.42	2.89	1.40			4.37	1.11	4.74	0.98	4.52	1.09	4.85	0.86	4.52	1.22	2.63	1.15
Asian Women	4.05	1.45	3.93	1.17	3.07	1.31	4.07	1.33	2.51	1.17	4.37	1.02	4.28	1.16	4.77	1.04	4.90	0.85	4.24	1.08	2.93	1.20
Black Women	3.63	1.44	3.30	1.21	2.58	1.48	4.43	1.40	2.55	1.52	3.79	1.20	3.24	1.44	4.12	1.29	5.02	0.93	4.02	1.33	3.23	1.32
Latina Women	4.17	1.47	3.65	1.56	3.15	1.42	4.09	1.28	2.95	1.83	4.39	1.08	4.22	1.68	4.17	1.44	4.57	1.50	3.95	1.53	2.86	1.67
White Men	4.21	1.20	3.93	1.26	3.97	1.54	2.92	1.52			4.00	1.10	4.44	1.33	4.50	1.19	4.69	1.28	4.35	1.18	2.75	1.13
White Women	3.94	1.49	3.58	1.47	3.19	1.63	3.77	1.57	2.45	1.52	4.18	1.11	4.22	1.41	4.41	1.28	4.85	1.22	4.12	1.44	2.79	1.31
	Advancement Opportunities		Minority Slot		Mistaken for Admin		Worker Bee		Leadership		Less Respect		Fit In		Rebuffed Advances		Sexist Comments		Unwanted Touching		Quid Pro Quo	
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD
Asian Men	3.85	1.46	2.16	1.34	1.78	1.09	3.22	1.45	4.78	0.93	2.58	1.33	4.26	1.13			70.37%	46.53%				
Asian Women	3.47	1.50	2.47	1.18	3.05	1.63	3.53	1.56	4.40	1.20	3.63	1.29	4.53	0.98	1.55	0.60	74.42%	44.15%	27.91%	45.39%		

Black Women	3.08	1.56	3.02	1.71	3.41	1.77	3.88	1.73	4.58	1.09	2.83	1.67	4.56	1.18	1.67	0.96	60.00%	49.49%	18.00%	38.81%		
Latina Women	3.48	1.62	2.76	1.70	3.96	1.46	3.65	1.50	4.48	1.44	3.43	1.44	4.00	1.51	2.14	1.41	91.30%	28.81%	30.43%	47.05%		
White Men	4.00	1.39			1.82	1.04	3.38	1.54	4.52	1.07	2.45	1.36	3.90	1.39	1.73	1.40	77.78%	41.77%	12.04%	32.69%	3.70%	18.97%
White Women	3.46	1.56			2.89	1.69	3.78	1.61	4.48	1.20	2.83	1.53	4.41	1.26	1.90	1.28	78.51%	41.16%	21.49%	41.16%	5.37%	22.59%

Group means and standard deviations reported for all groups with N > 20. Some cells left blank to protect confidentiality.