

Introduction: What is Gender Equity?

From interpersonal relationships to domestic and international policies, our everyday actions and value systems are informed by messages we receive while living in a patriarchal society. This results in the systematic oppression of women, transgender people, and gender non-conforming people (see **Glossary** for definitions). Workplace harassment, lack of mentorship opportunities, wage gaps, and gender stereotypes are some of the areas that this discrimination manifests in organizations, and that impact the work. These kinds of discrimination are disproportionately harmful and, in some cases, violent, towards women and trans/gender nonconforming people. Committing to gender equity means that organizations provide resources, support, and an inclusive environment for people of marginalized genders to participate and engage in their work without experiencing discrimination due to their identities. By committing to gender equity, organizations are aiming to respect the dignity of their employees and their work.

By the Numbers: A Fact Sheet

Total Number of Women Holding Leadership Positions in U.S. Nuclear Policy (1970s - 2019)



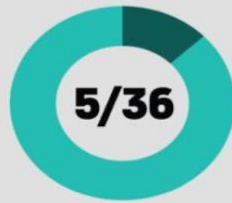
Total number of women at the Department of State

2 Women of color at the Department of State



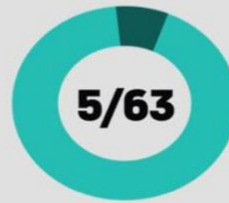
Total number of female National Security Advisors

2 National Security Advisors were women of color



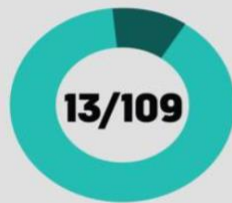
Total number of women at the Department of Energy

1 Woman of color at the Department of Energy



Total number of women at the Department of Defense

0 Women of color at the Department of Defense



Total number of women at the Arms Control Disarmament Agency (1961-1999)

***** No racial data

Source: Data from archived government websites, United States Government Manuals, individual biographies, and departments' historical records. For this study, "senior positions" includes assistant, under, deputy, and cabinet secretaries, and those who held the positions in an acting capacity.

- As of 2013, there were about 100 female senior-level officials in the US Departments of State and Defense and 49 female US ambassadors (Women Foreign Policy Group).
- Women are systematically cited less than men in international relations publications (Maliniak et al, 2012).
- 26 percent of active-duty women, compared to 7 percent of active-duty men, experienced sexual harassment or gender discrimination (RAND corporation, 2014)
- 3 of 22 major think tanks that work on foreign policy and national and international security issues in the DC area have an equal number of men and women on staff (WIIS Gender Scorecard, 2018)
- 1 out of the 22 major D.C. think tanks had significant gender programming. (WIIS Gender Scorecard, 2018)
- 33% of the National Nuclear Security Administration's workforce are women, as of March 2018 (Inkstick Media, 2018)
- 31% of the delegates at the 2017 talks on the Treaty on the Prohibition of Nuclear Weapons were women (Arms Control Association, 2017)
- There was a 35 percent greater likelihood that peace accords lasted at least 15 years when women were included in peace processes—yet women were only two percent of mediators, eight percent of negotiator and five percent of the witnesses and signatories to major peace accords between 1990 and 2017. (International Peace Institute)
- In a 2017 survey, 62% of the women interviewed who work in male-dominated industries in the United States reported that sexual harassment is a problem in their industry, compared to 46% of women working in female-dominated industries (Pew Research Center, 2018)
- In the United States, many of the best-paying occupations are in male-dominated industries, yet women made less than men in median weekly earnings in every male-dominated occupation in 2017 (Institute for Women's Policy Research, 2018)
- 71% of women of color engineers said they had to “prove themselves repeatedly” at work, versus 59% of white women engineers (Society of Women Engineers, 2016)
- 15 to 43% of gay and transgender workers have experienced some form of discrimination on the job (Williams Institute on Sexual Orientation Law and Public Policy show, 2011)
- 90% of transgender individuals have encountered some form of harassment or mistreatment on the job (National Center for Transgender Equality and the National Gay and Lesbian Task Force, 2011)