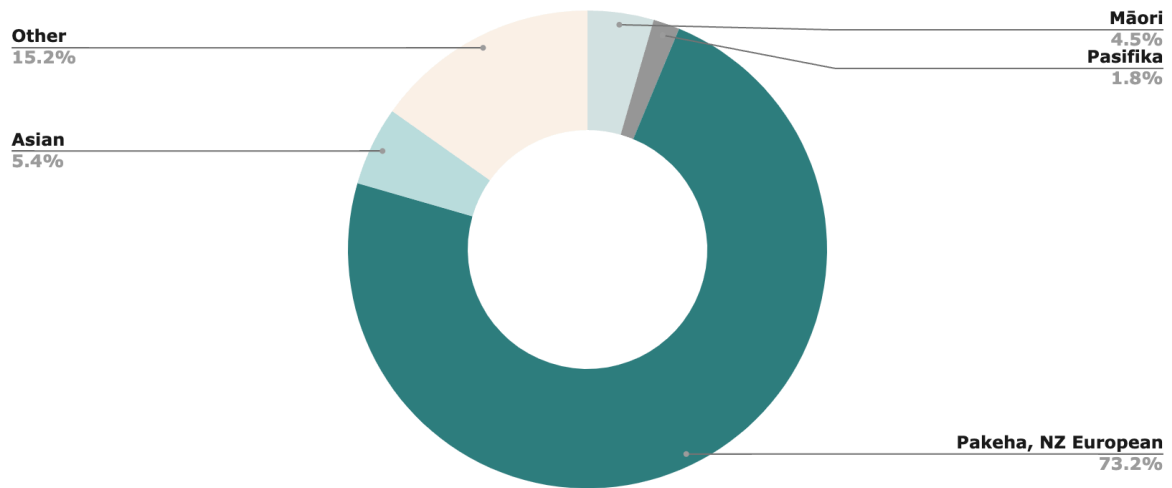




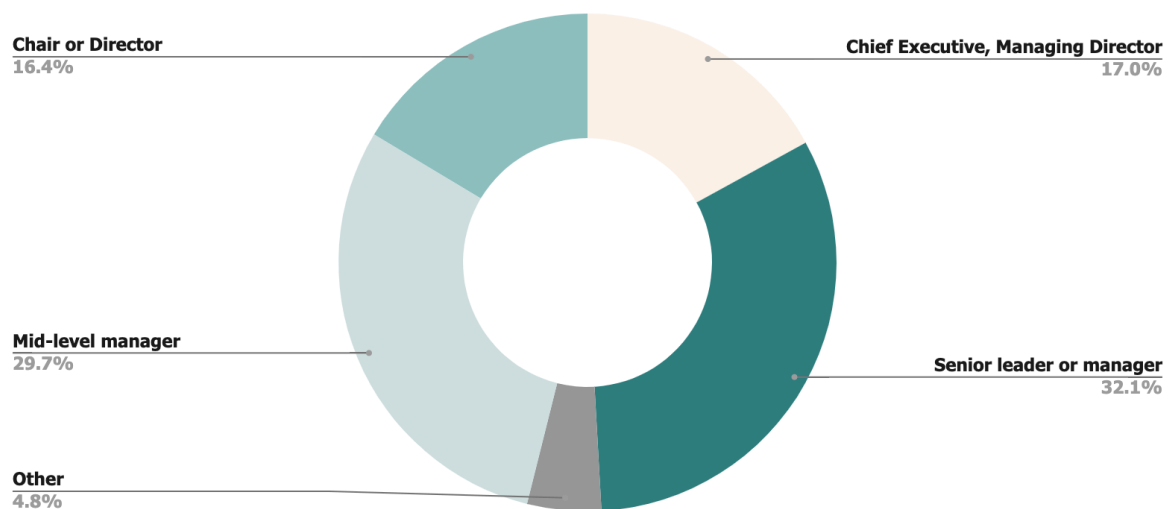
Leadership For Good Issues Facing Women Leaders in Aotearoa

Leadership For Good surveyed 108 women in leadership from Monday 29 July to Tuesday 6 August 2024. The survey was completed by a culturally diverse group of leading women.

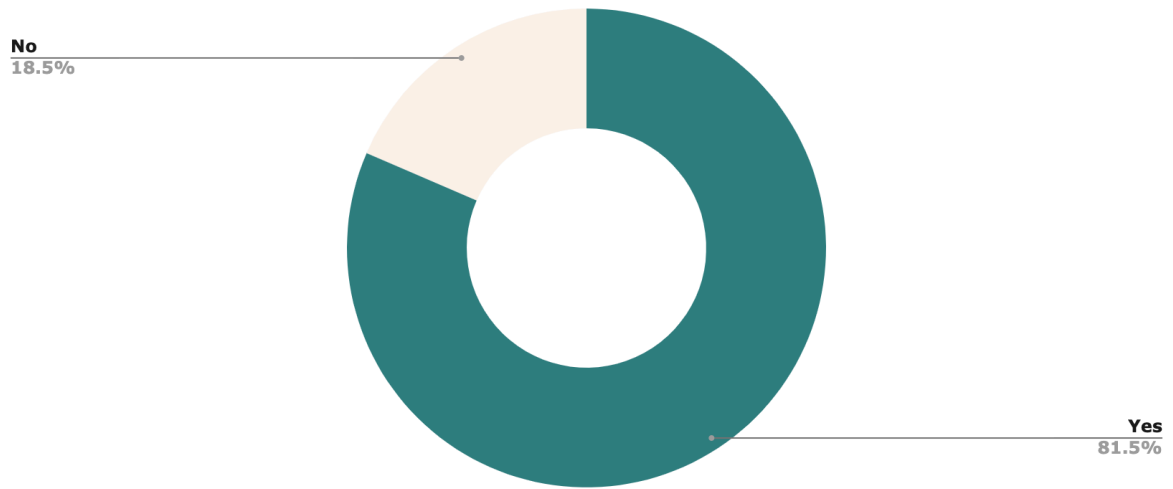
Q1. What ethnicity best describes you?



Q2. What professional role or roles have you had or do you hold?

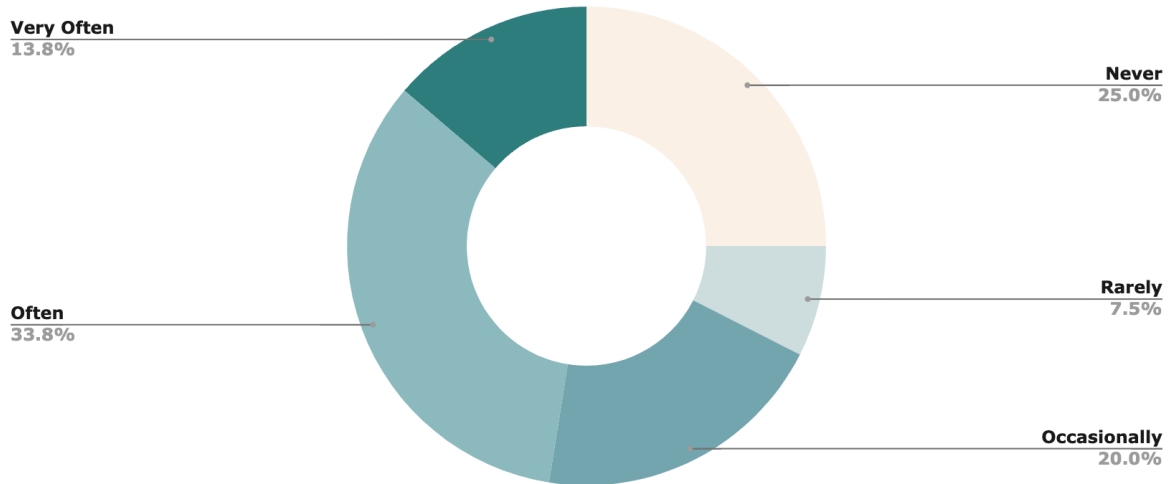


Q3. Have you faced any challenges or barriers that have impacted your career

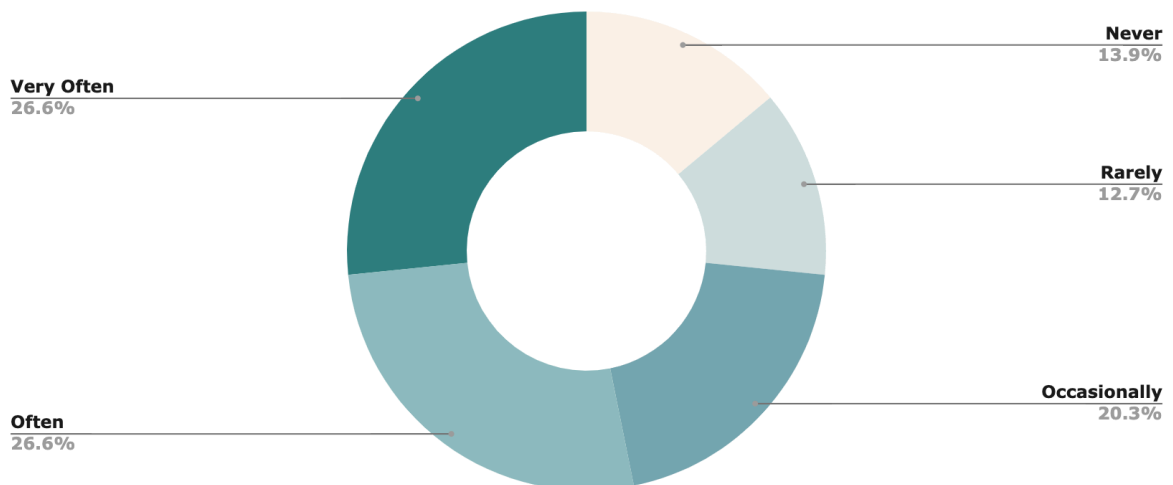


Q4. The respondents experienced the following scenarios within the past 12 months?

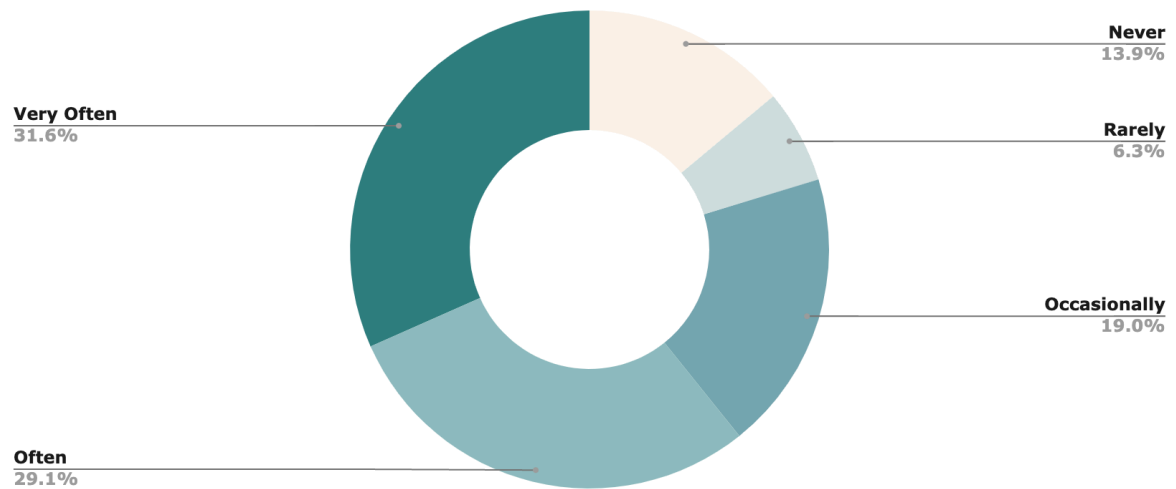
Q4.1 Gender bias in favour of men in promotion decisions



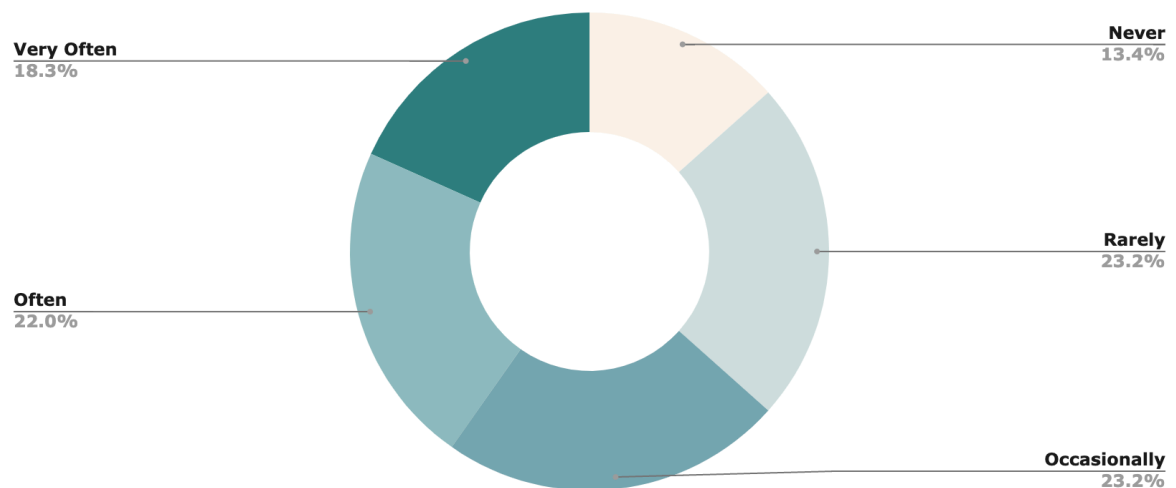
Q4.2 Lack of mentorship or sponsorship opportunities



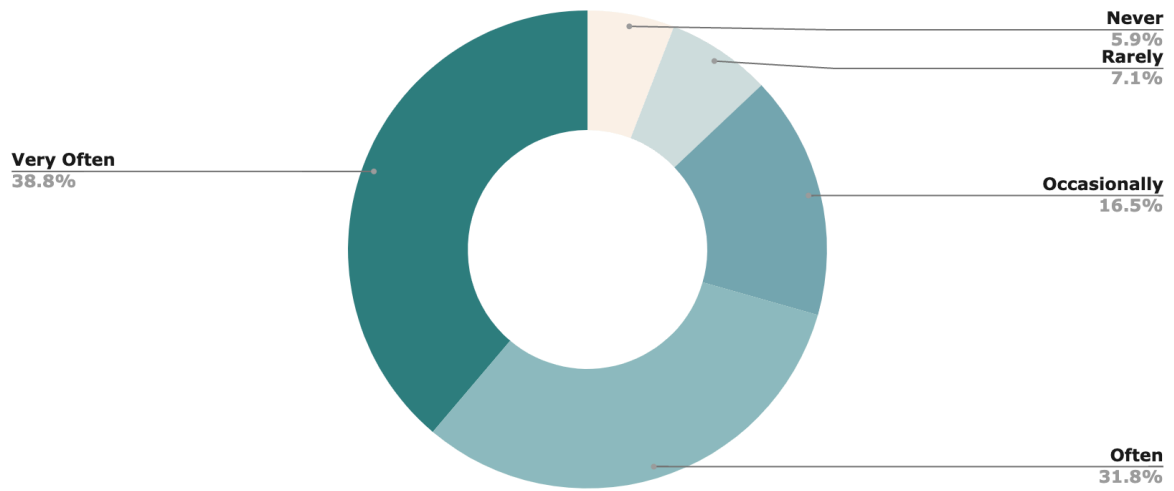
Q4.3 Unequal pay for equal work



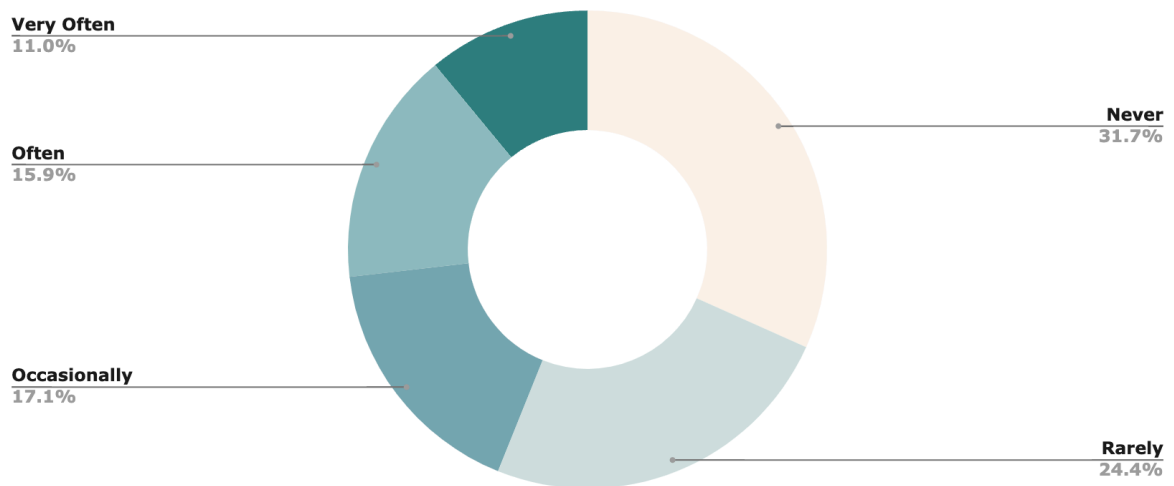
Q4.4 Limited access to networking opportunities



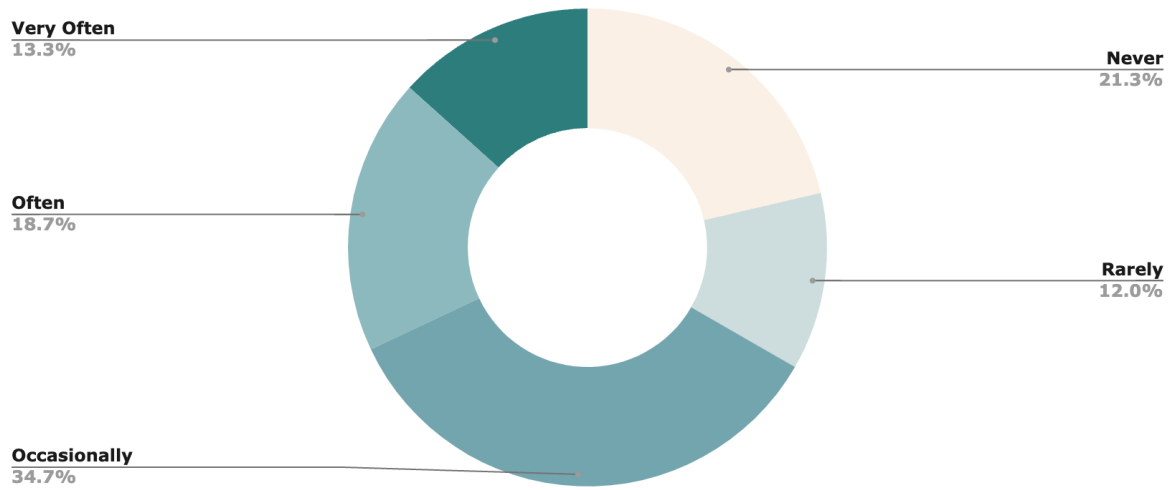
Q4.5 Work / life balance challenges



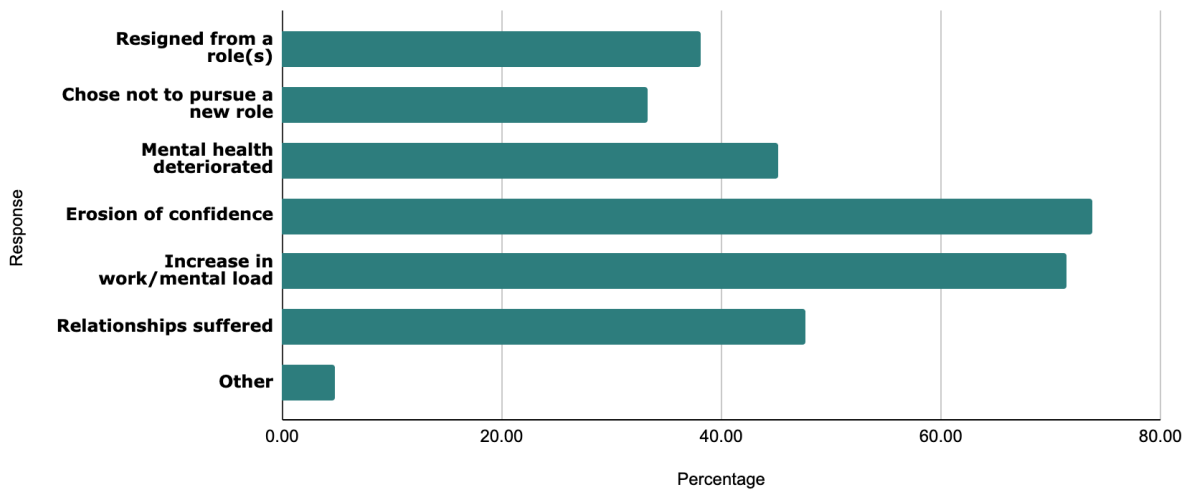
Q4.6 Harassment or bullying



Q4.7 Microaggressions (brief everyday exchanges that are denigrating to certain individuals or demographics)



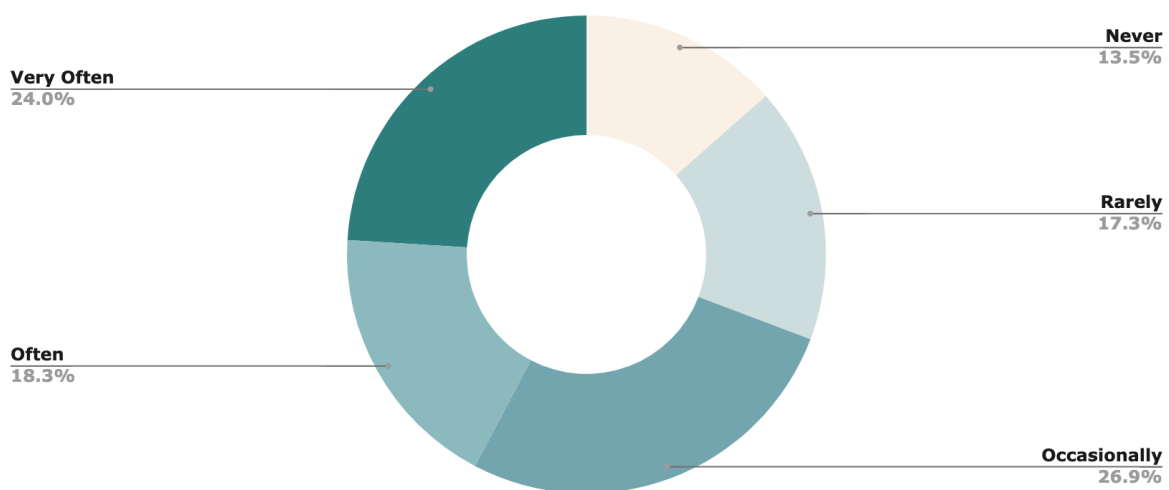
Q5. How have these issues impacted you?



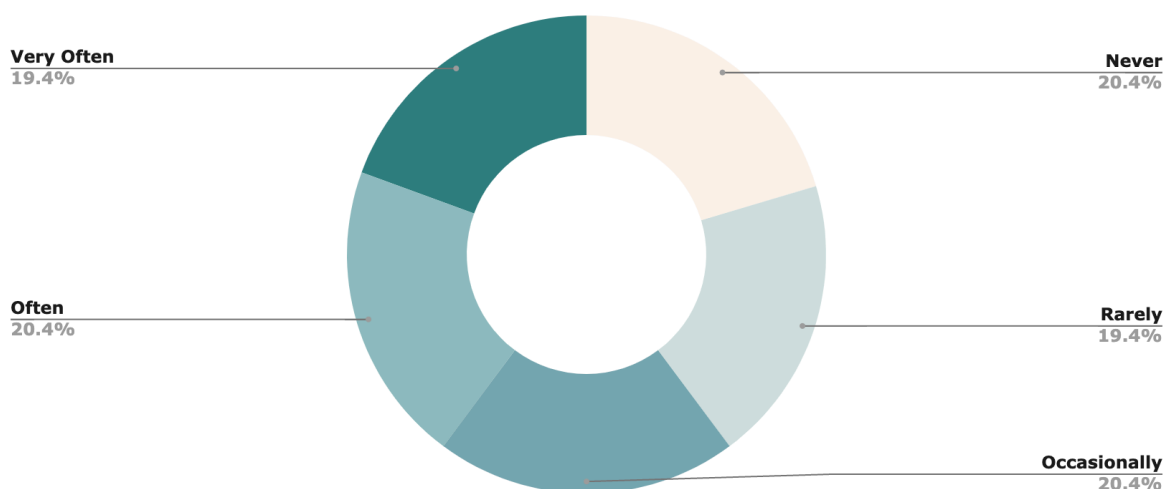
Response	Result
Resigned from a role(s)	38.10%
Chose not to pursue a new role	33.33%
Mental health deteriorated	45.24%
Erosion of confidence	73.81%
Increase in work/mental load	71.43%
Relationships suffered	47.62%
Other	4.76%

Q6. Recent studies have shown women face microaggressions at a significantly higher rate than men in the workplace. Which of the following microaggressions have you experienced in your workplace within the last 12 months?

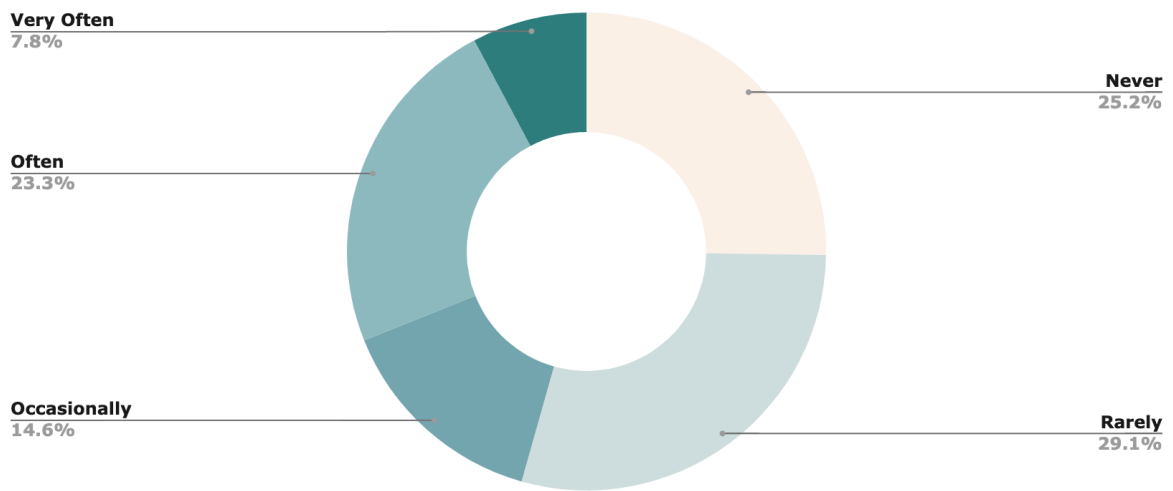
Q6.1 Having your ideas or contributions been dismissed, claimed or “elevated” by male colleagues.



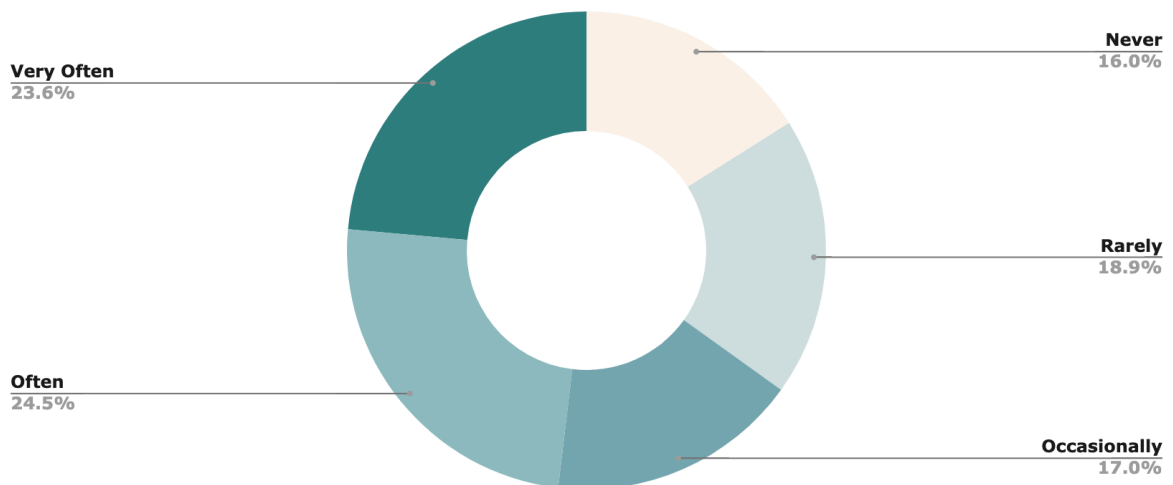
Q6.2 Being excluded from important meetings or decision-making processes.



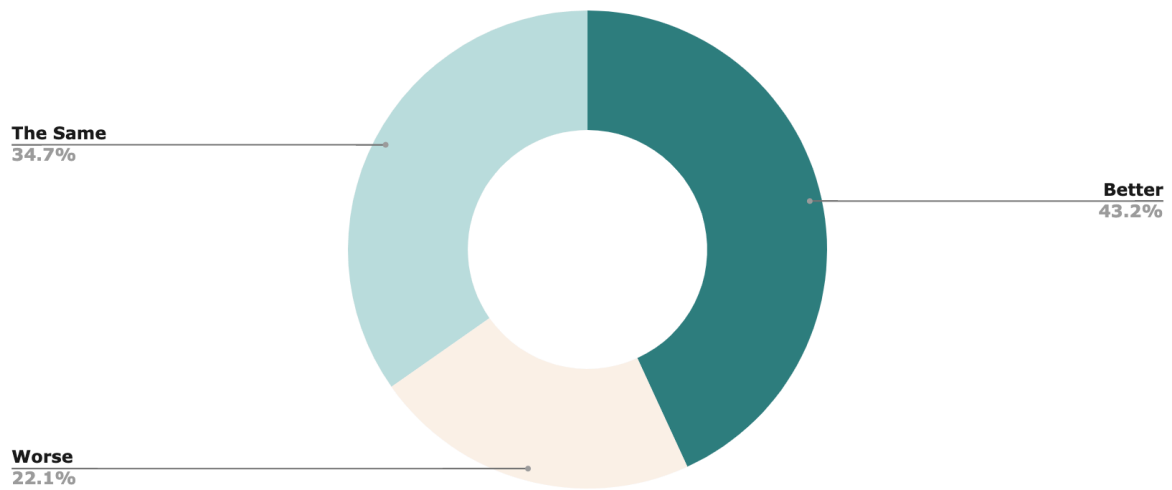
Q6.3 Experiencing jokes or comments that stereotype or belittle women



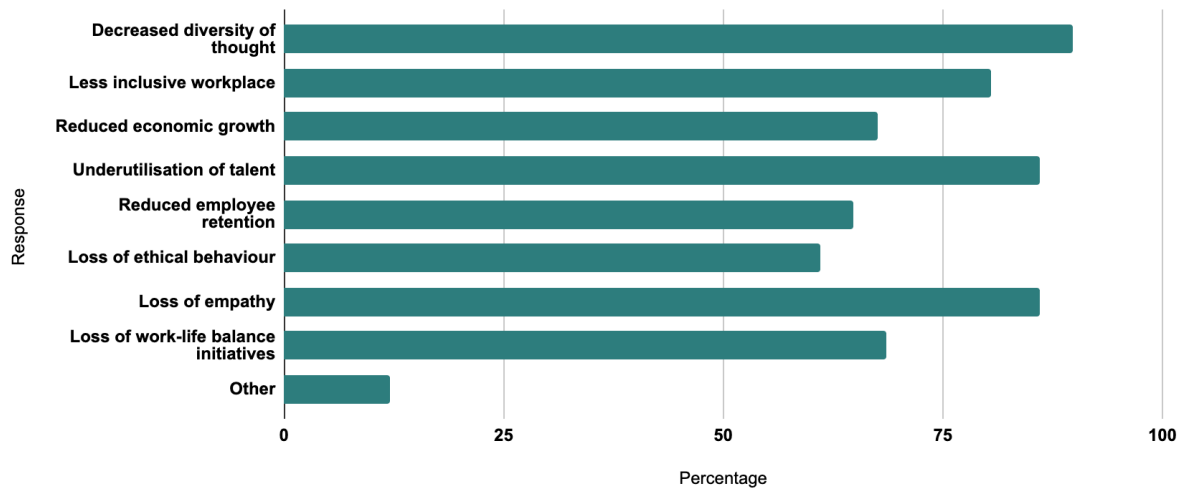
Q6.4 Having something explained to you in a condescending manner



Q7. Do you feel gender equality and equity in the workplace is better, worse, or the same, as it was five years ago, in 2019?

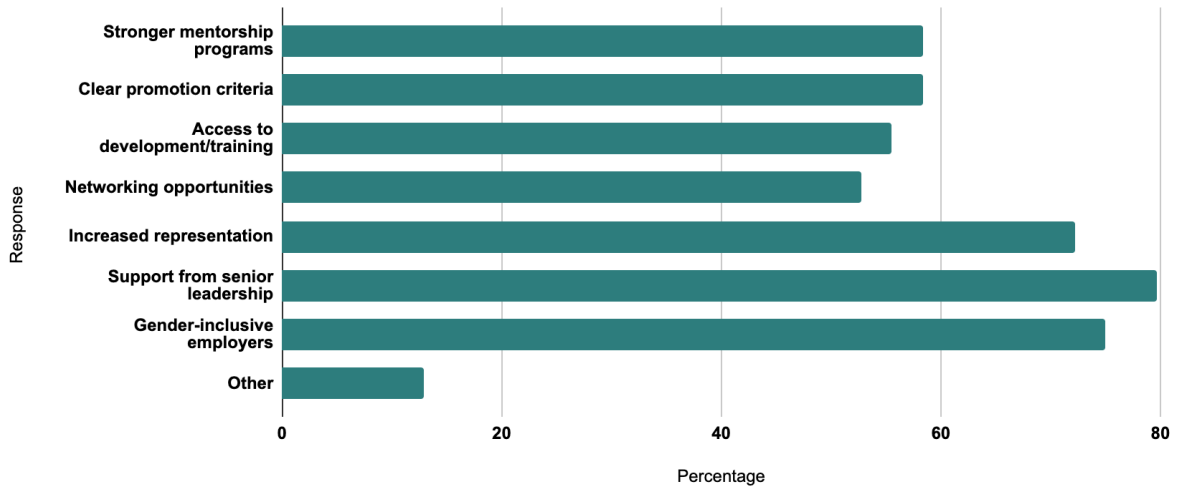


Q8. Which of the following would you consider as a negative impact of women not reaching, or dropping out of, leadership roles?



Response	Result
Decreased diversity of thought	89.81%
Less inclusive workplace	80.56%
Reduced economic growth	67.59%
Underutilisation of talent	86.11%
Reduced employee retention	64.81%
Loss of ethical behaviour	61.11%
Loss of empathy	86.11%
Loss of work-life balance initiatives	68.52%
Other	12.04%

Q9. Which of the following factors would enable you or other women you know to overcome gender-based career advancement challenges or barriers?



Response	Result
Stronger mentorship programs	58.33%
Clear promotion criteria	58.33%
Access to development/training	55.56%
Networking opportunities	52.78%
Increased representation	72.22%
Support from senior leadership	79.63%
Gender-inclusive employers	75%
Other	12.96%

