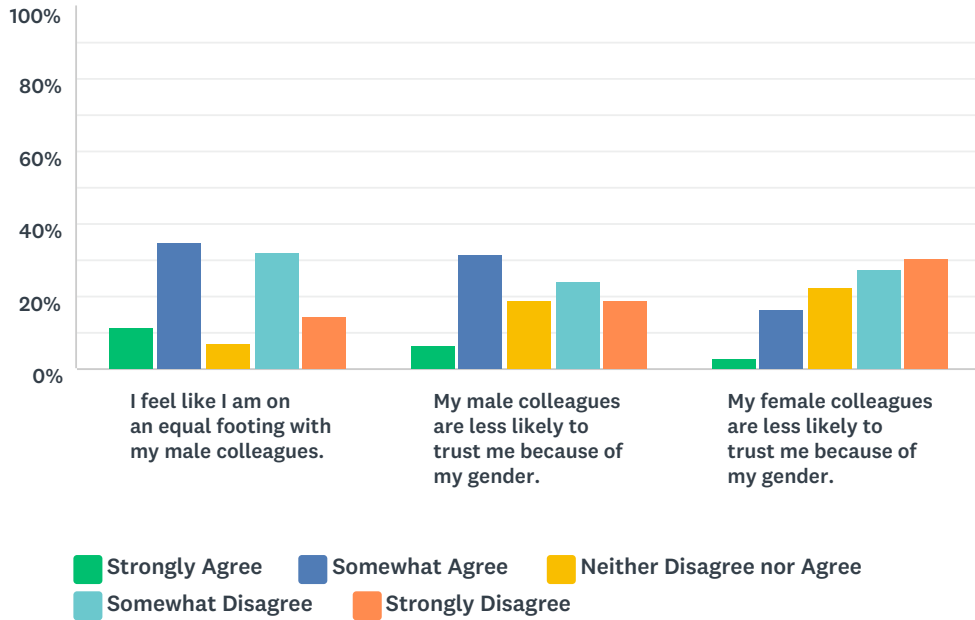


Q3 How much do you agree with the following statements?

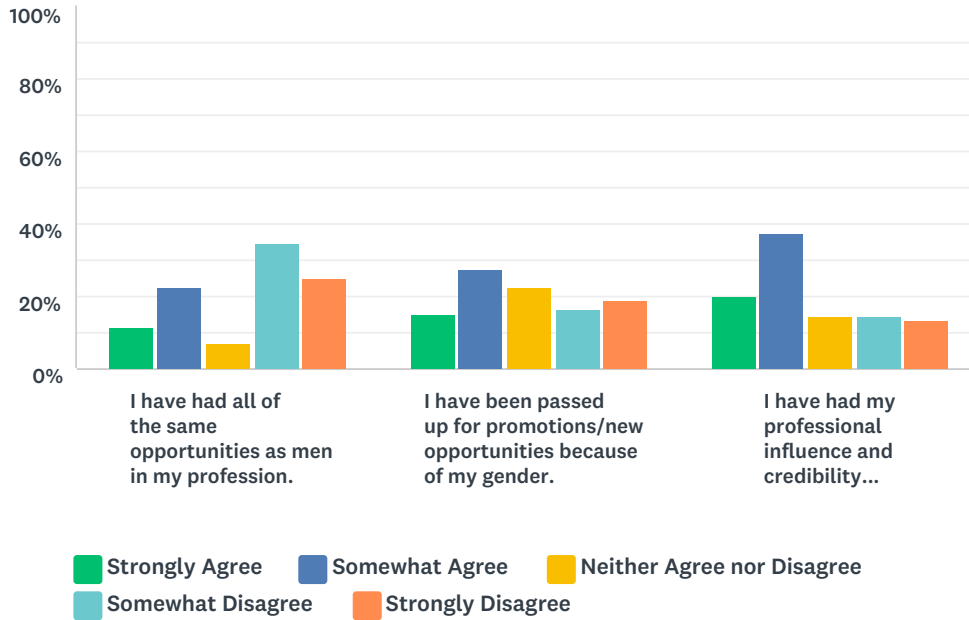
Answered: 871 Skipped: 46



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER DISAGREE NOR AGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
I feel like I am on an equal footing with my male colleagues.	11.62% 101	34.87% 303	6.79% 59	31.99% 278	14.73% 128	869
My male colleagues are less likely to trust me because of my gender.	6.44% 56	31.65% 275	18.76% 163	24.05% 209	19.10% 166	869
My female colleagues are less likely to trust me because of my gender.	2.87% 25	16.44% 143	22.53% 196	27.59% 240	30.57% 266	870

Q4 How much do you agree with the following statements?

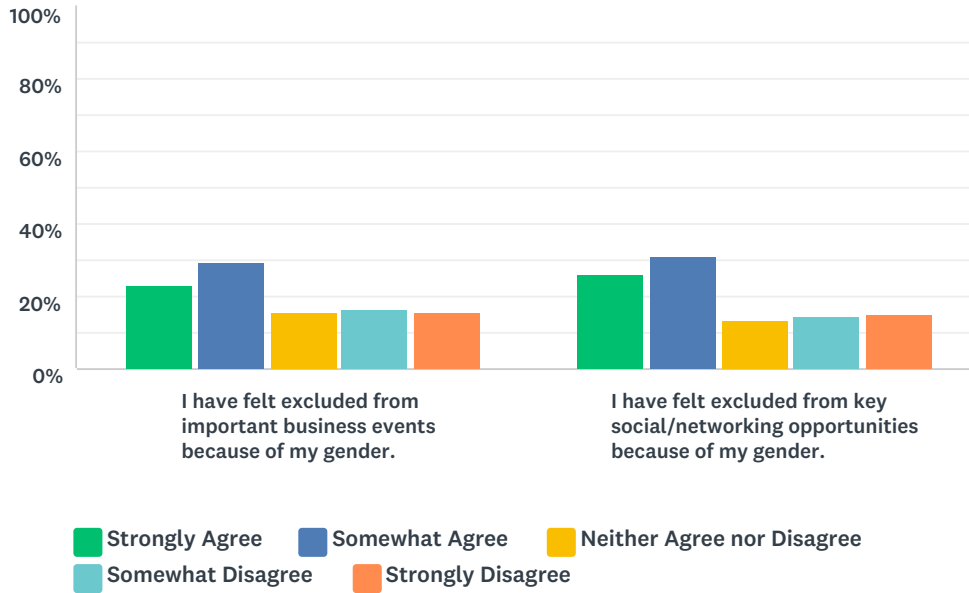
Answered: 868 Skipped: 49



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
I have had all of the same opportunities as men in my profession.	11.42% 99	22.38% 194	6.92% 60	34.26% 297	25.03% 217	867
I have been passed up for promotions/new opportunities because of my gender.	14.91% 129	27.63% 239	22.31% 193	16.30% 141	18.84% 163	865
I have had my professional influence and credibility undermined by colleagues because of my gender.	19.95% 173	37.60% 326	14.65% 127	14.42% 125	13.38% 116	867

Q5 How much do you agree with the following statements?

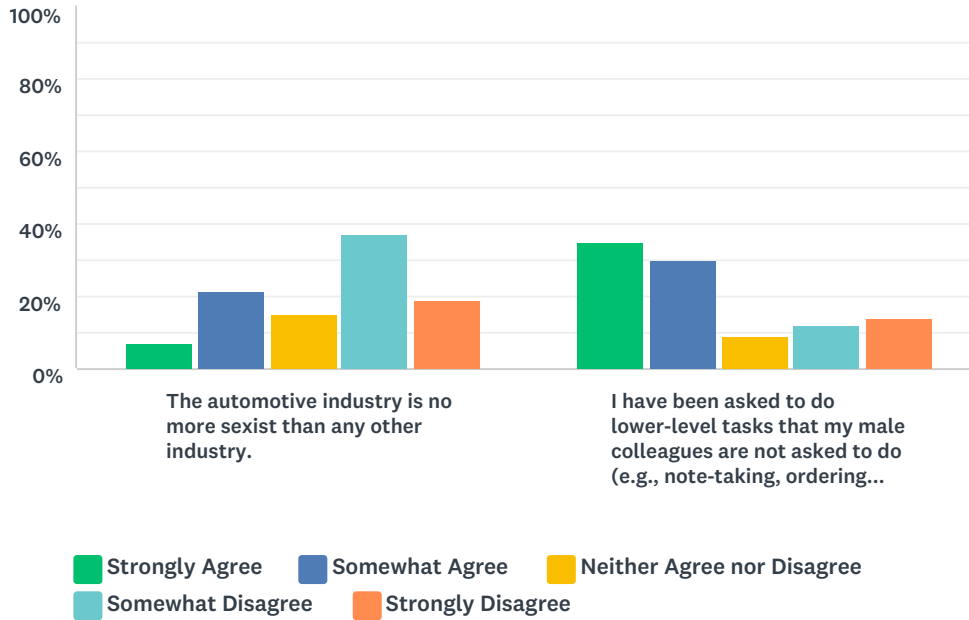
Answered: 872 Skipped: 45



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
I have felt excluded from important business events because of my gender.	22.96% 200	29.51% 257	15.27% 133	16.53% 144	15.73% 137	871
I have felt excluded from key social/networking opportunities because of my gender.	25.80% 225	30.96% 270	13.65% 119	14.56% 127	15.02% 131	872

Q6 How much do you agree with the following statements?

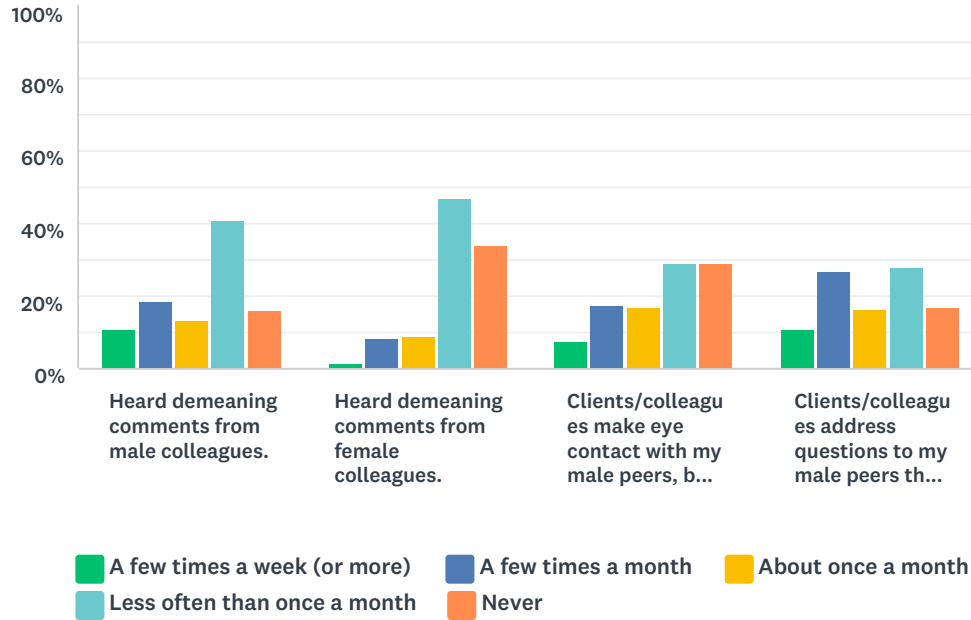
Answered: 871 Skipped: 46



	STRONGLY AGREE	SOMEWHAT AGREE	NEITHER AGREE NOR DISAGREE	SOMEWHAT DISAGREE	STRONGLY DISAGREE	TOTAL
The automotive industry is no more sexist than any other industry.	7.13% 62	21.49% 187	15.06% 131	37.13% 323	19.20% 167	870
I have been asked to do lower-level tasks that my male colleagues are not asked to do (e.g., note-taking, ordering food, etc.).	34.79% 303	30.20% 263	9.18% 80	12.06% 105	13.78% 120	871

Q7 How often have you experienced the following situations in the workplace?

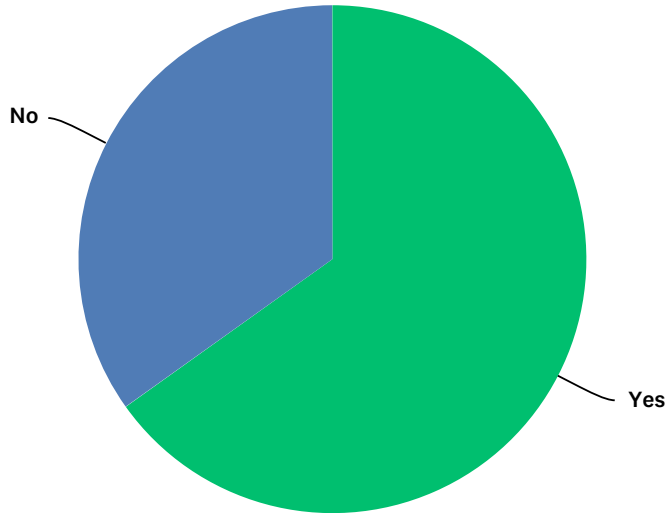
Answered: 871 Skipped: 46



	A FEW TIMES A WEEK (OR MORE)	A FEW TIMES A MONTH	ABOUT ONCE A MONTH	LESS OFTEN THAN ONCE A MONTH	NEVER	TOTAL
Heard demeaning comments from male colleagues.	11.02% 96	18.25% 159	13.66% 119	40.87% 356	16.19% 141	871
Heard demeaning comments from female colleagues.	1.61% 14	8.74% 76	8.97% 78	46.90% 408	33.79% 294	870
Clients/colleagues make eye contact with my male peers, but not me.	7.40% 64	17.46% 151	16.99% 147	29.02% 251	29.13% 252	865
Clients/colleagues address questions to my male peers that should be addressed to me.	11.15% 97	27.01% 235	16.55% 144	28.05% 244	17.24% 150	870

Q8 During the span of your career, have you ever been subjected to unwanted sexual advances?

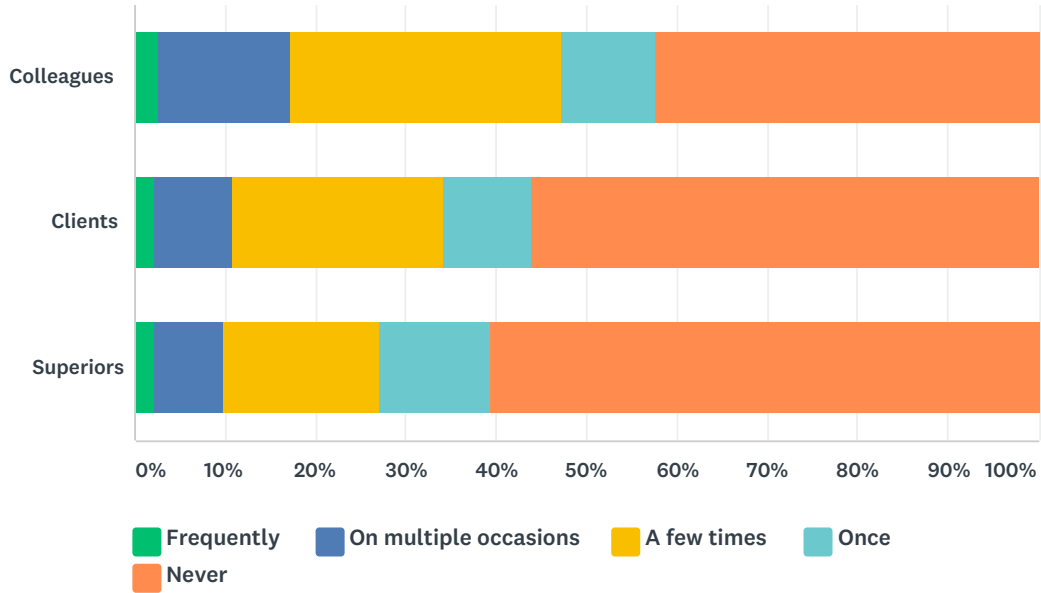
Answered: 869 Skipped: 48



ANSWER CHOICES	RESPONSES	
Yes	65.13%	566
No	34.87%	303
TOTAL		869

Q9 By whom and how frequently have you ever been subjected to unwanted sexual advances?

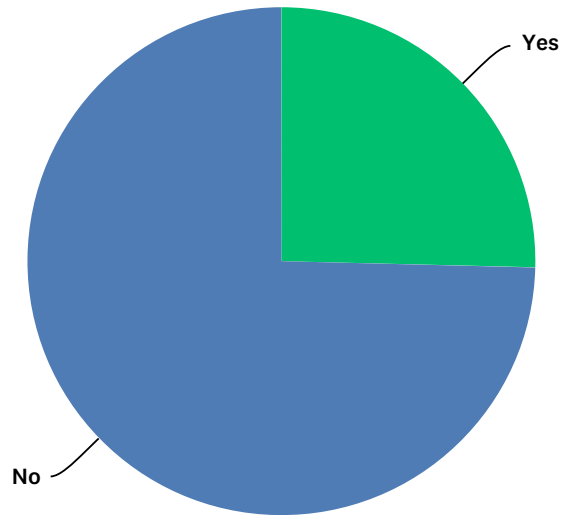
Answered: 846 Skipped: 71



	FREQUENTLY	ON MULTIPLE OCCASIONS	A FEW TIMES	ONCE	NEVER	TOTAL
Colleagues	2.52% 21	14.75% 123	29.86% 249	10.43% 87	42.45% 354	834
Clients	2.31% 19	8.51% 70	23.33% 192	9.84% 81	56.01% 461	823
Superiors	2.17% 18	7.60% 63	17.37% 144	12.18% 101	60.68% 503	829

Q10 Have you ever felt afraid for your personal safety because of any work-related circumstances?

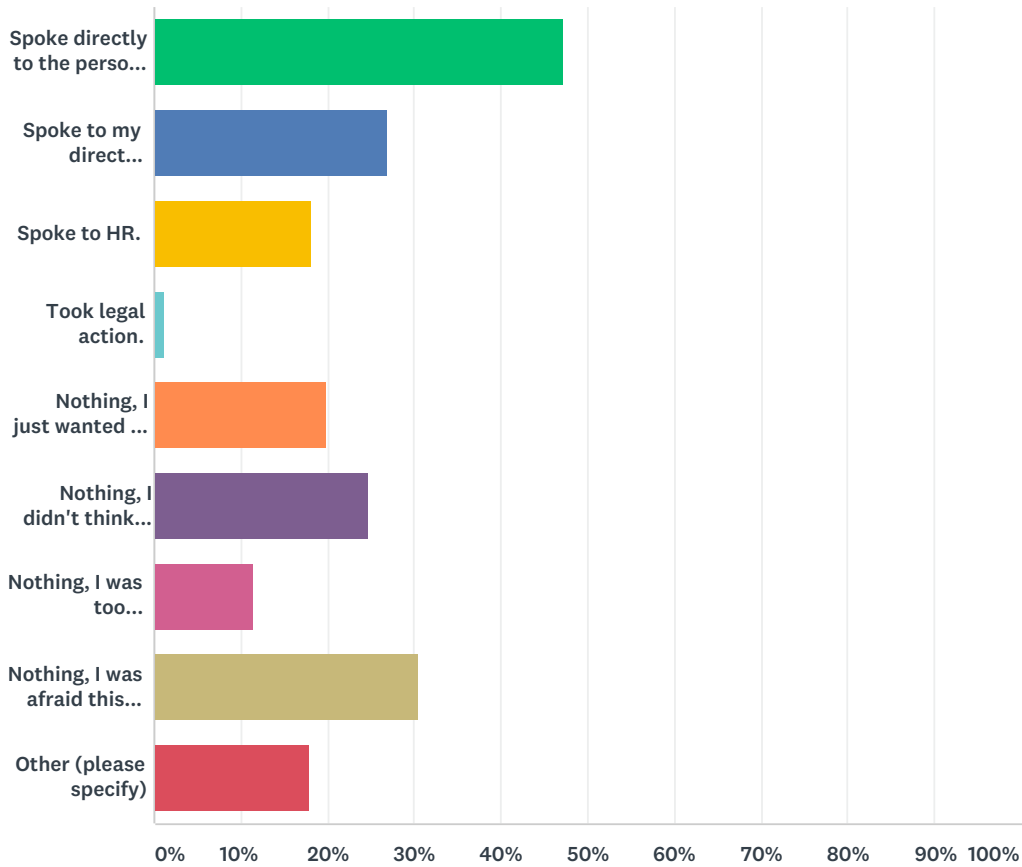
Answered: 870 Skipped: 47



ANSWER CHOICES	RESPONSES	
Yes	25.40%	221
No	74.60%	649
TOTAL		870

Q11 If you have experienced unwanted advances from colleagues, which of the following action did you take? (select all that apply)

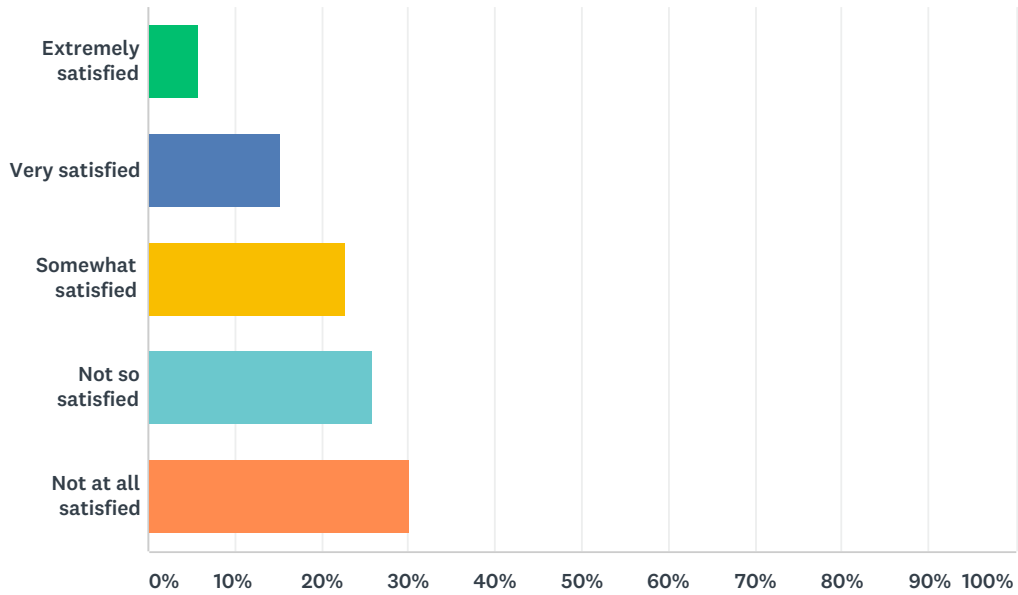
Answered: 587 Skipped: 330



ANSWER CHOICES	RESPONSES	
Spoke directly to the person who was harassing me to address the issue.	47.36%	278
Spoke to my direct supervisor.	27.09%	159
Spoke to HR.	18.23%	107
Took legal action.	1.19%	7
Nothing, I just wanted to forget about it.	19.93%	117
Nothing, I didn't think that reporting this would make a difference.	24.70%	145
Nothing, I was too embarrassed.	11.41%	67
Nothing, I was afraid this would negatively impact my career.	30.49%	179
Other (please specify)	17.89%	105
Total Respondents: 587		

Q12 If you filed a complaint, were you satisfied with the course of action that your company took as a result?

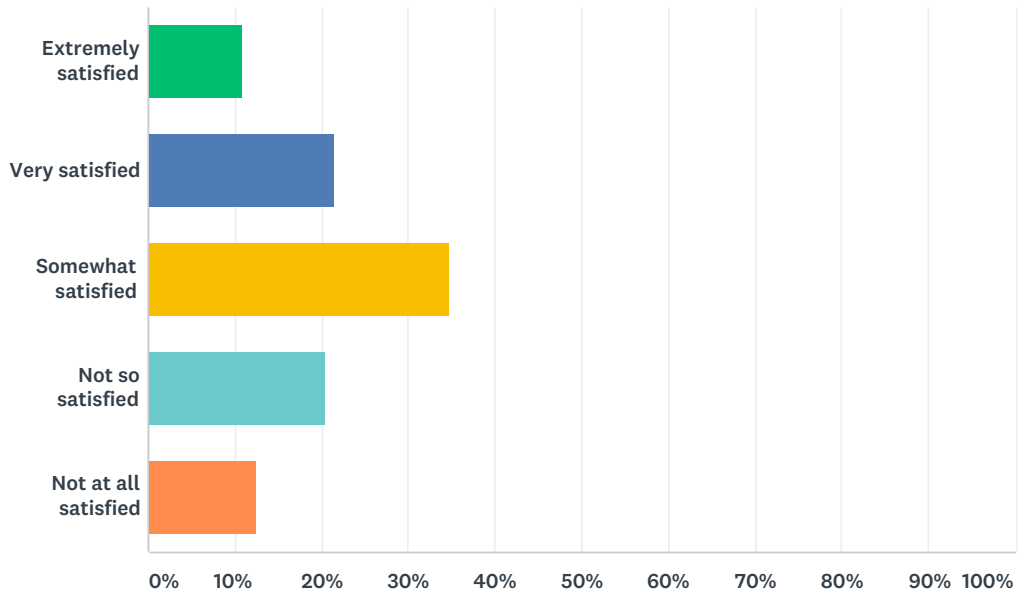
Answered: 223 Skipped: 694



ANSWER CHOICES	RESPONSES	
Extremely satisfied	5.83%	13
Very satisfied	15.25%	34
Somewhat satisfied	22.87%	51
Not so satisfied	26.01%	58
Not at all satisfied	30.04%	67
TOTAL		223

Q13 Were you satisfied with the course of action that you took?

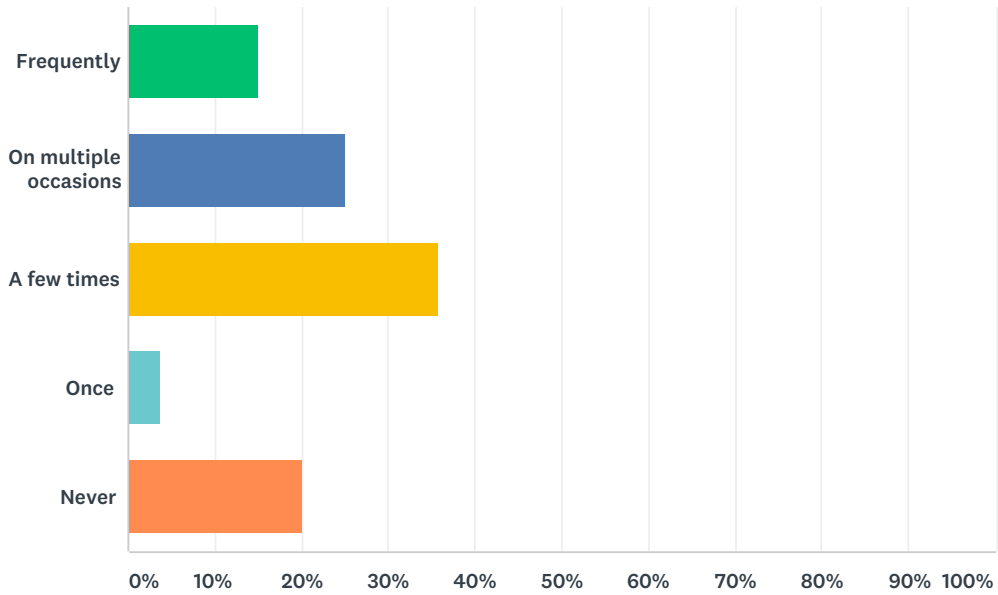
Answered: 473 Skipped: 444



ANSWER CHOICES	RESPONSES	
Extremely satisfied	10.78%	51
Very satisfied	21.56%	102
Somewhat satisfied	34.67%	164
Not so satisfied	20.51%	97
Not at all satisfied	12.47%	59
TOTAL		473

Q15 Have you ever witnessed any sexist behavior at company off-sites or industry conferences? (from colleagues of either gender)

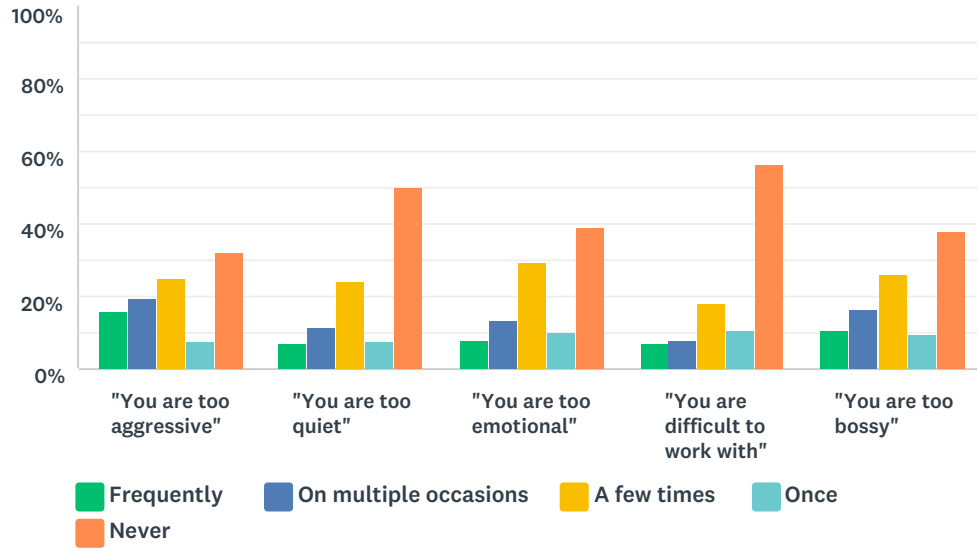
Answered: 857 Skipped: 60



ANSWER CHOICES	RESPONSES	
Frequently	15.05%	129
On multiple occasions	25.20%	216
A few times	35.82%	307
Once	3.85%	33
Never	20.07%	172
TOTAL		857

Q16 Have you ever received the following feedback?

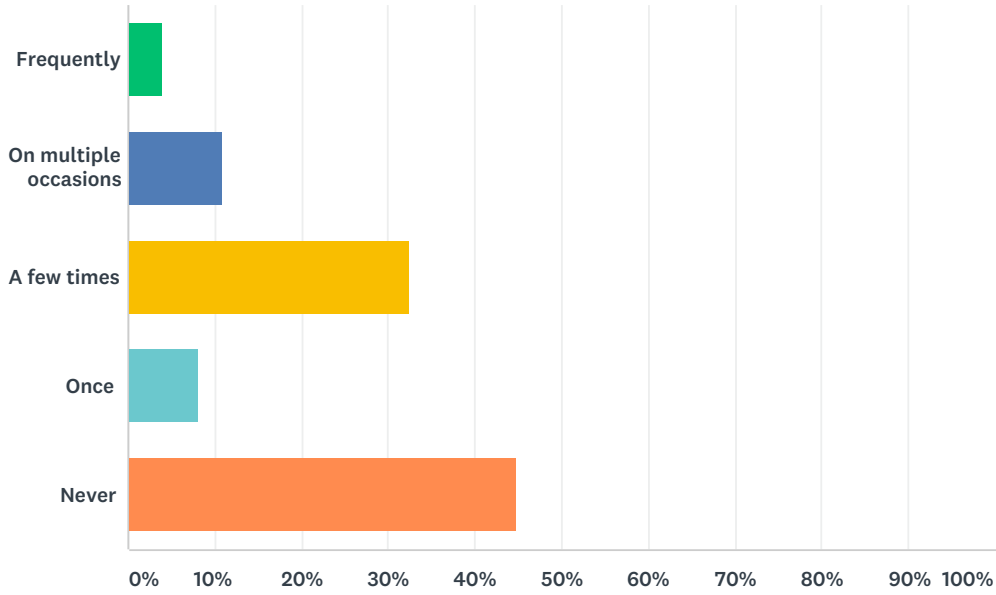
Answered: 865 Skipped: 52



	FREQUENTLY	ON MULTIPLE OCCASIONS	A FEW TIMES	ONCE	NEVER	TOTAL	WEIGHTED AVERAGE
"You are too aggressive"	16.24% 139	19.51% 167	25.00% 214	7.36% 63	31.89% 273	856	3.19
"You are too quiet"	7.09% 61	11.51% 99	24.19% 208	7.33% 63	49.88% 429	860	3.81
"You are too emotional"	8.17% 70	13.30% 114	29.64% 254	9.92% 85	38.97% 334	857	3.58
"You are difficult to work with"	6.89% 59	8.18% 70	18.11% 155	10.28% 88	56.54% 484	856	4.01
"You are too bossy"	10.72% 92	16.43% 141	25.76% 221	9.32% 80	37.76% 324	858	3.47

Q17 How often do you receive inappropriate comments on your attire or appearance from male colleagues?

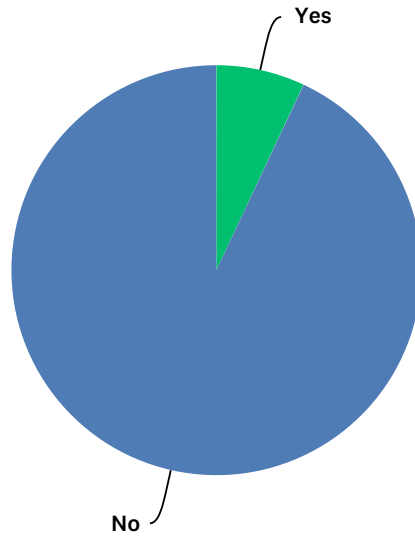
Answered: 863 Skipped: 54



ANSWER CHOICES	RESPONSES
Frequently	3.94% 34
On multiple occasions	10.89% 94
A few times	32.33% 279
Once	8.11% 70
Never	44.73% 386
TOTAL	863

Q18 Have you ever signed a non-disparagement clause from one of your employers?

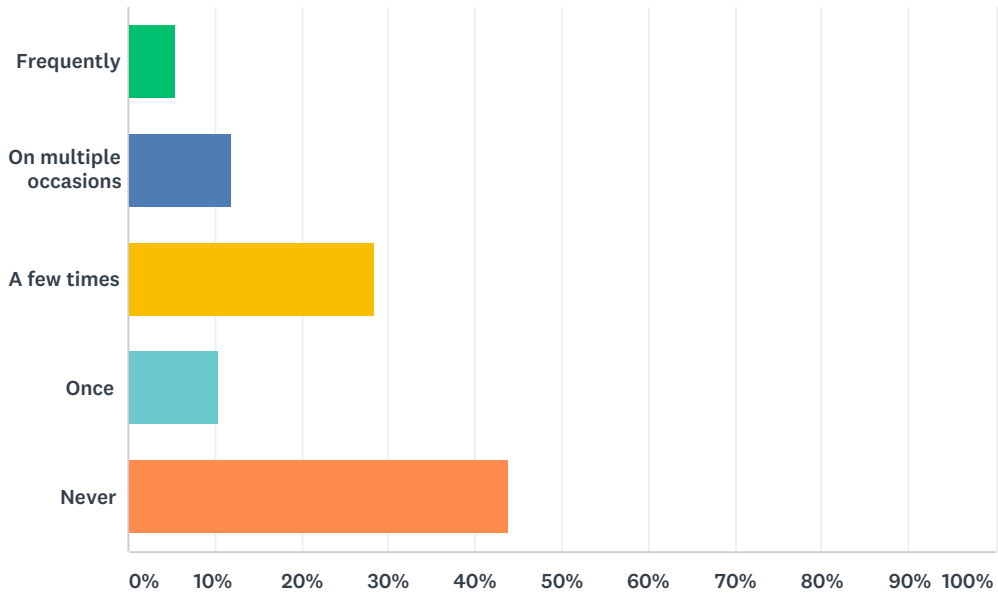
Answered: 843 Skipped: 74



ANSWER CHOICES	RESPONSES	
Yes	7.00%	59
No	93.00%	784
TOTAL		843

Q20 Have you ever been asked questions during interviews about your family life, marital status, or children?

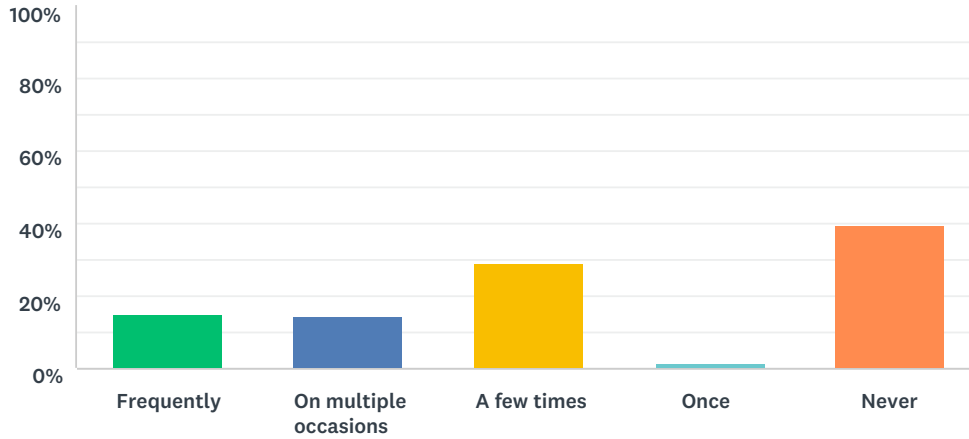
Answered: 849 Skipped: 68



ANSWER CHOICES	RESPONSES	
Frequently	5.42%	46
On multiple occasions	11.90%	101
A few times	28.39%	241
Once	10.37%	88
Never	43.93%	373
TOTAL		849

Q22 Have you ever felt the need to speak less about your family life in the office so that you would be taken more seriously?

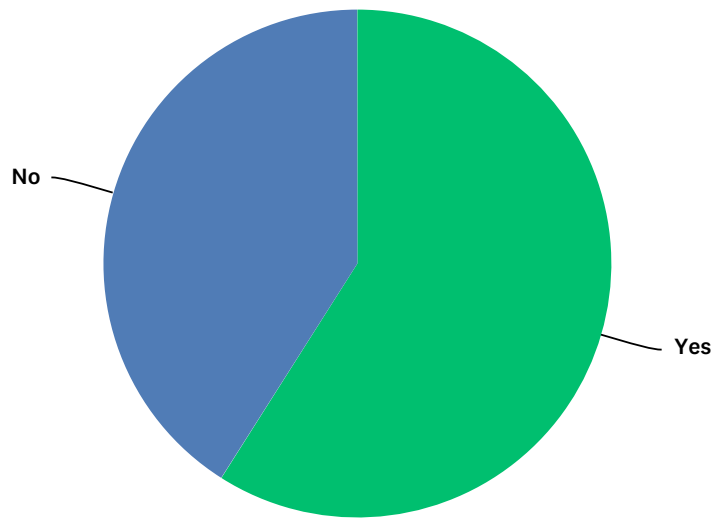
Answered: 846 Skipped: 71



ANSWER CHOICES	RESPONSES	
Frequently	15.13%	128
On multiple occasions	14.66%	124
A few times	29.08%	246
Once	1.65%	14
Never	39.48%	334
TOTAL		846

Q23 Do you have children?

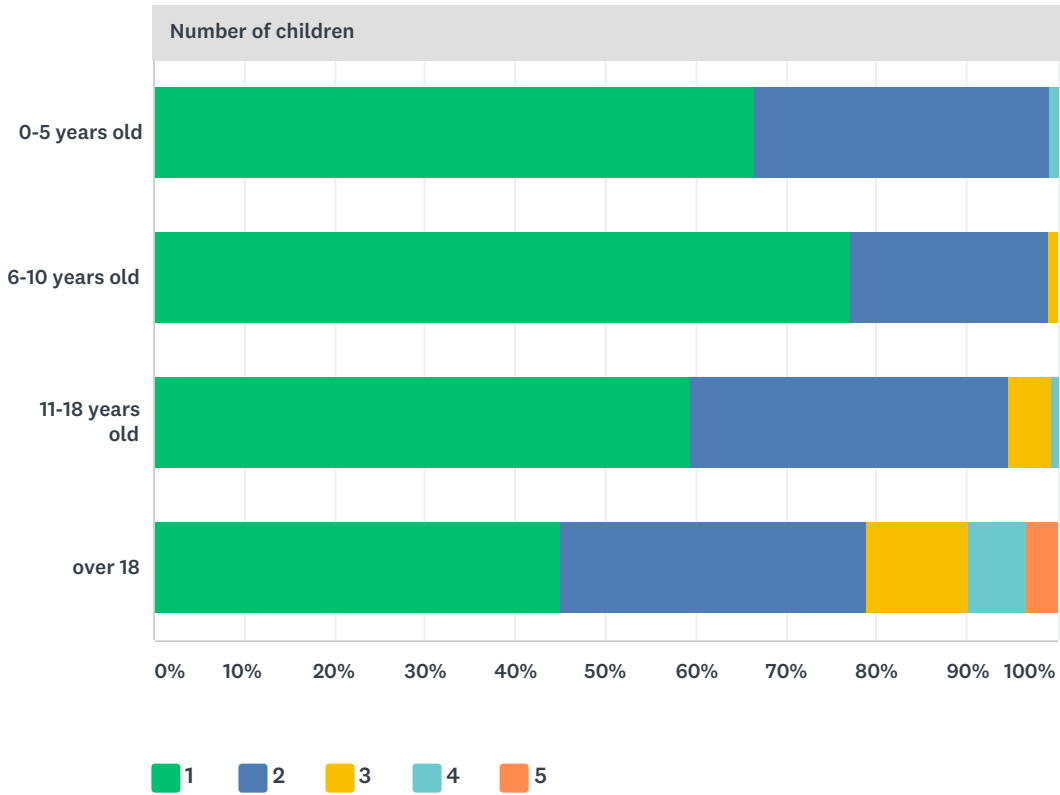
Answered: 849 Skipped: 68



ANSWER CHOICES	RESPONSES	
Yes	59.01%	501
No	40.99%	348
TOTAL		849

Q24 How many children do you have in the following age ranges?

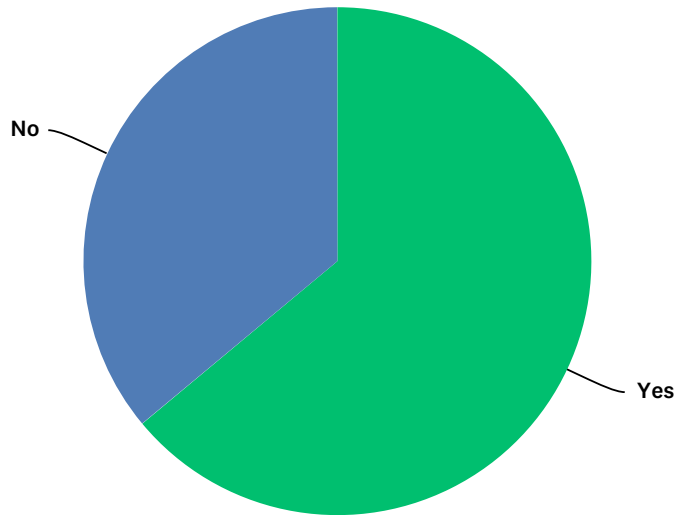
Answered: 497 Skipped: 420



Number of children						
	1	2	3	4	5	TOTAL
0-5 years old	66.37%	32.74%	0.00%	0.88%	0.00%	113
	75	37	0	1	0	
6-10 years old	77.06%	22.02%	0.92%	0.00%	0.00%	109
	84	24	1	0	0	
11-18 years old	59.34%	35.16%	4.95%	0.55%	0.00%	182
	108	64	9	1	0	
over 18	45.06%	33.91%	11.16%	6.44%	3.43%	233
	105	79	26	15	8	

Q25 Have you taken maternity leave while you were employed in the auto industry?

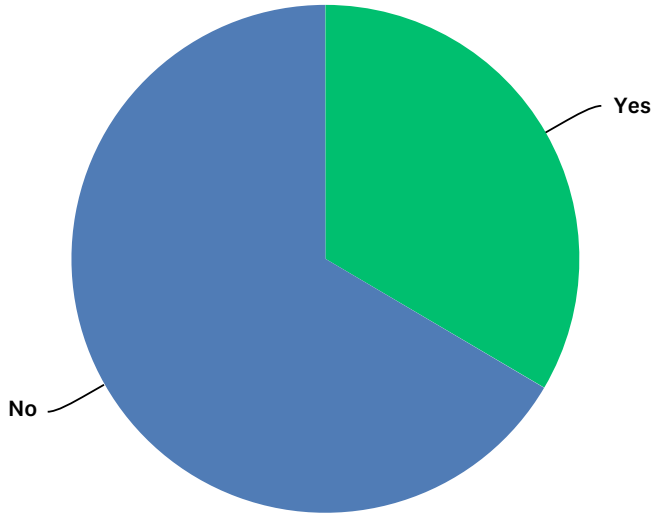
Answered: 530 Skipped: 387



ANSWER CHOICES	RESPONSES	
Yes	63.96%	339
No	36.04%	191
TOTAL		530

Q26 Did you purposefully take a shorter maternity leave than you were entitled to because you thought that being out of the office for a longer time would have a negative impact on your career?

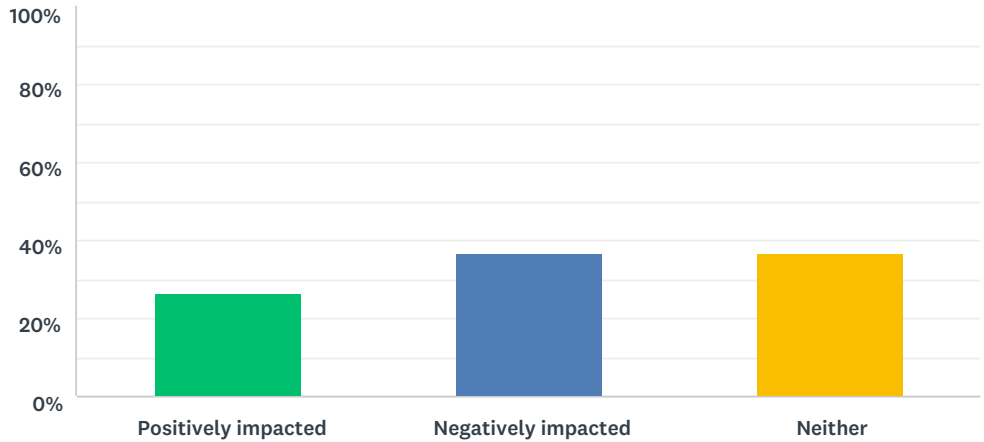
Answered: 451 Skipped: 466



ANSWER CHOICES	RESPONSES	
Yes	33.48%	151
No	66.52%	300
TOTAL		451

Q27 Generally speaking, do you think being a parent has had a positive impact on your career, a negative impact on your career, or no impact at all?

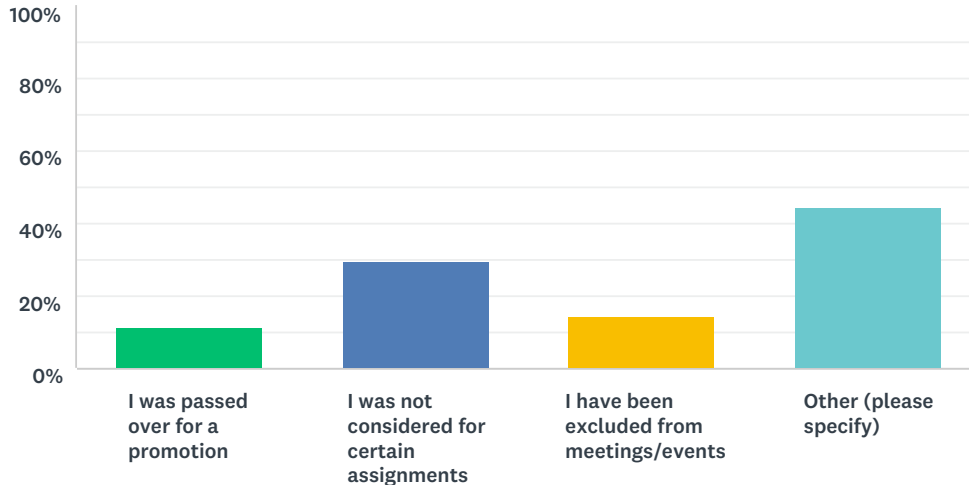
Answered: 497 Skipped: 420



ANSWER CHOICES	RESPONSES	
Positively impacted	26.56%	132
Negatively impacted	36.82%	183
Neither	36.62%	182
TOTAL		497

Q28 How do you think that being a parent and/or taking maternity leave has impacted your career? (select all that apply)

Answered: 330 Skipped: 587



ANSWER CHOICES	RESPONSES	
I was passed over for a promotion	11.52%	38
I was not considered for certain assignments	29.39%	97
I have been excluded from meetings/events	14.55%	48
Other (please specify)	44.55%	147
TOTAL		330