

# OUR PAY GAP.

Why do Haas women MBAs earn less than their male peers?

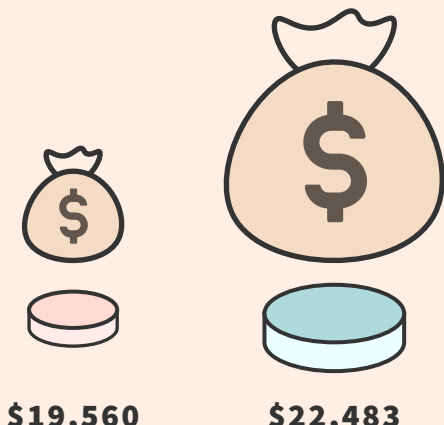
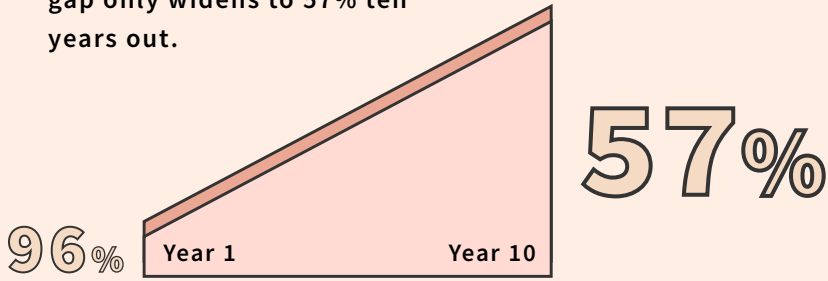


## NEGOTIATIONS

One-third of the surveyed business students believed that women had the advantage in negotiations, while **48 percent** said men had the edge.

## Haas-specific Data

One year out of an MBA females earn 96% of what their male peers earn. Over time, the wage gap only widens to 57% ten years out.

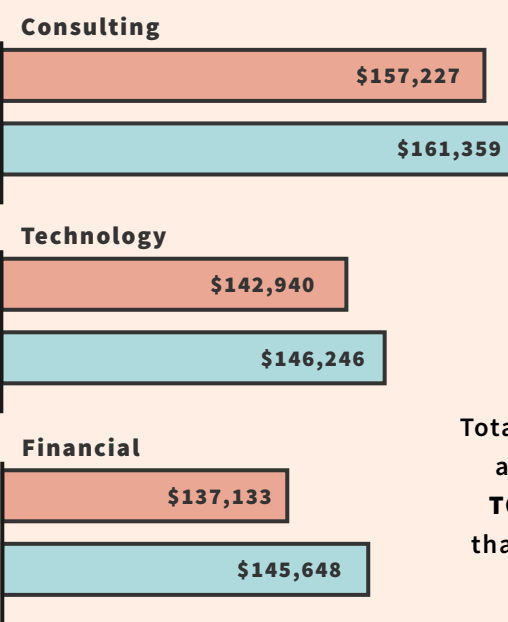


Average **SIGNING BONUSES** amongst Haas Graduates from 2015 - 2018

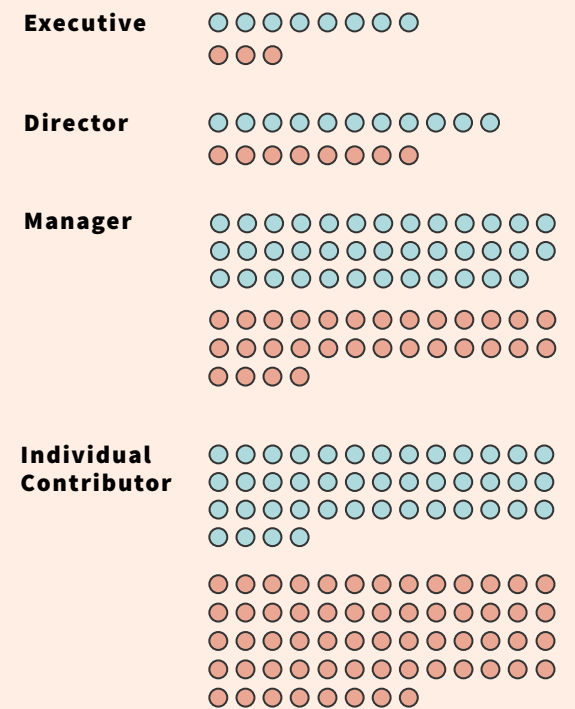


## PAY RAISE

When the genders were compared, men were **25% more likely** than women to get a pay raise when they asked.



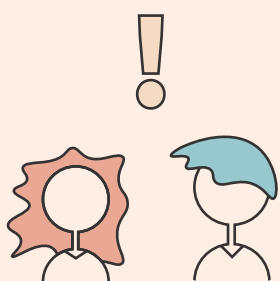
Total offers for males and females in the **TOP 3 INDUSTRIES** that Haas Graduates go into.



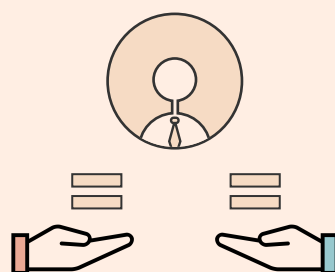
## LATE CAREER REPRESENTATION

Women are poorly represented at the higher levels of the talent pipeline. Each dot represents 1% of that age group's working population.

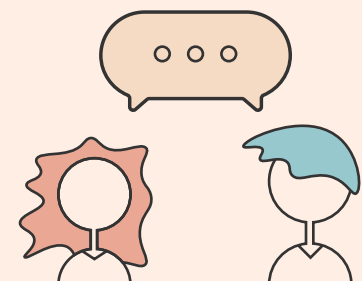
## WANT to CHANGE this?



Recognize and callout biases and inequalities



Ensure that you, as an employer, are paying equally



Share data and information