

IWill MCW Initiative Initial Pledge Period Report

February 12, 2020

In fall of 2019, with the initiation of the MCW IWill campaign, we asked what each of us would do, not just once but consistently, to be a force for gender equity. We are thrilled to say that together we exceeded our initial goal of 1100 pledges! (See our IWill interval report below.)

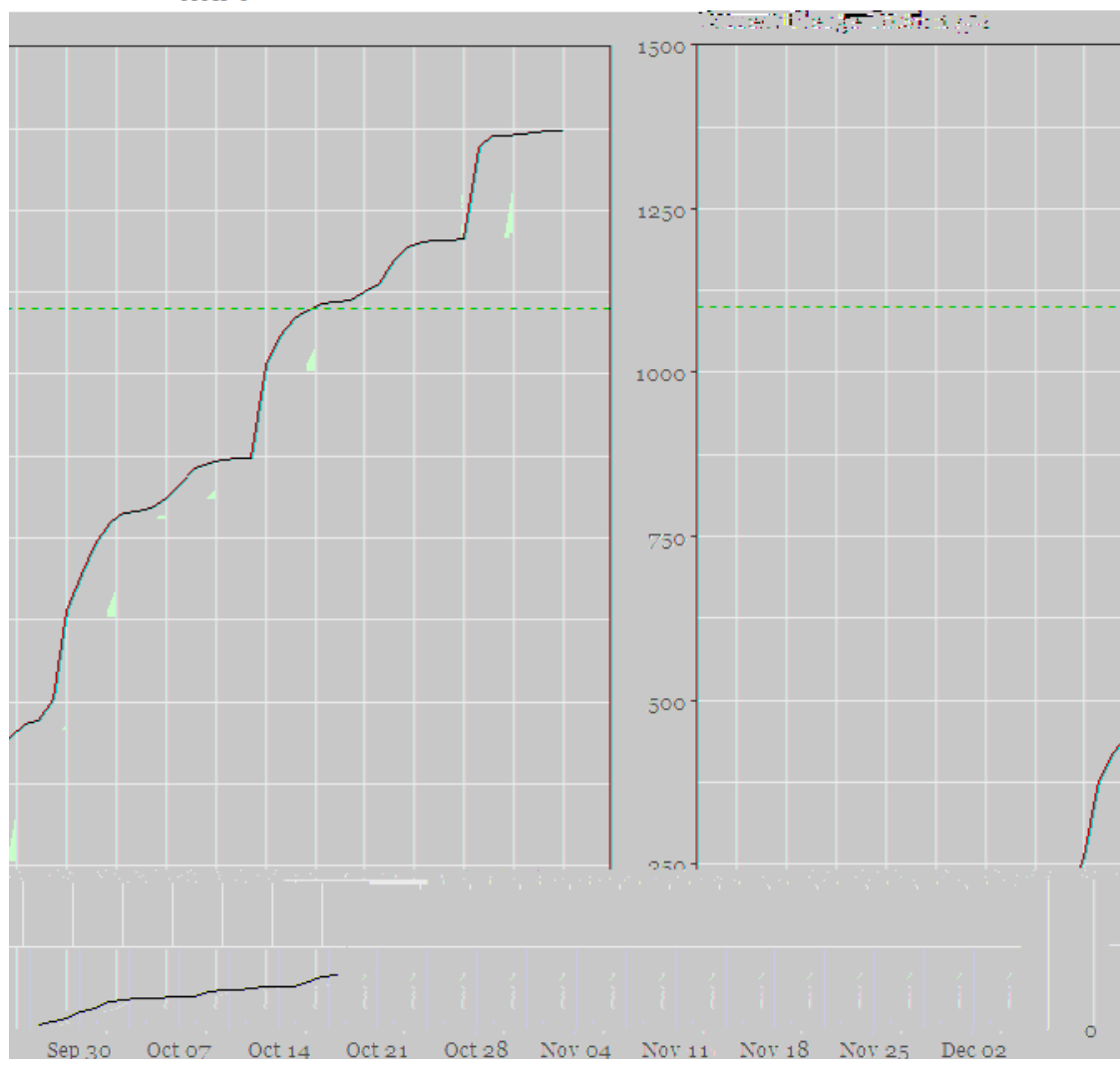
We are happy to report future activities for IWill! IWill is not a one-and-done initiative. The IWill Team and AWSM has reviewed the data from the first iteration and is happy to report the following planned next steps.

1. Report the data from the first portion of the IWill campaign to the MCW community (this is it!)
2. Build communities with shared interests. Search people with like interests [here](#)
3. Make and share programming with pledge interests as drivers: [AWSM Calendar]
4. Follow up with pledgers - look for the IWill follow up survey in March!

[Building Momentum](#) -

[here!](#) They are now arranged by pledge. If you pledged, and would now like to add your name to a list, please contact the IWill team at IWill@mcw.edu.

Figure 1. Number of IWillMCW Pledges by Date

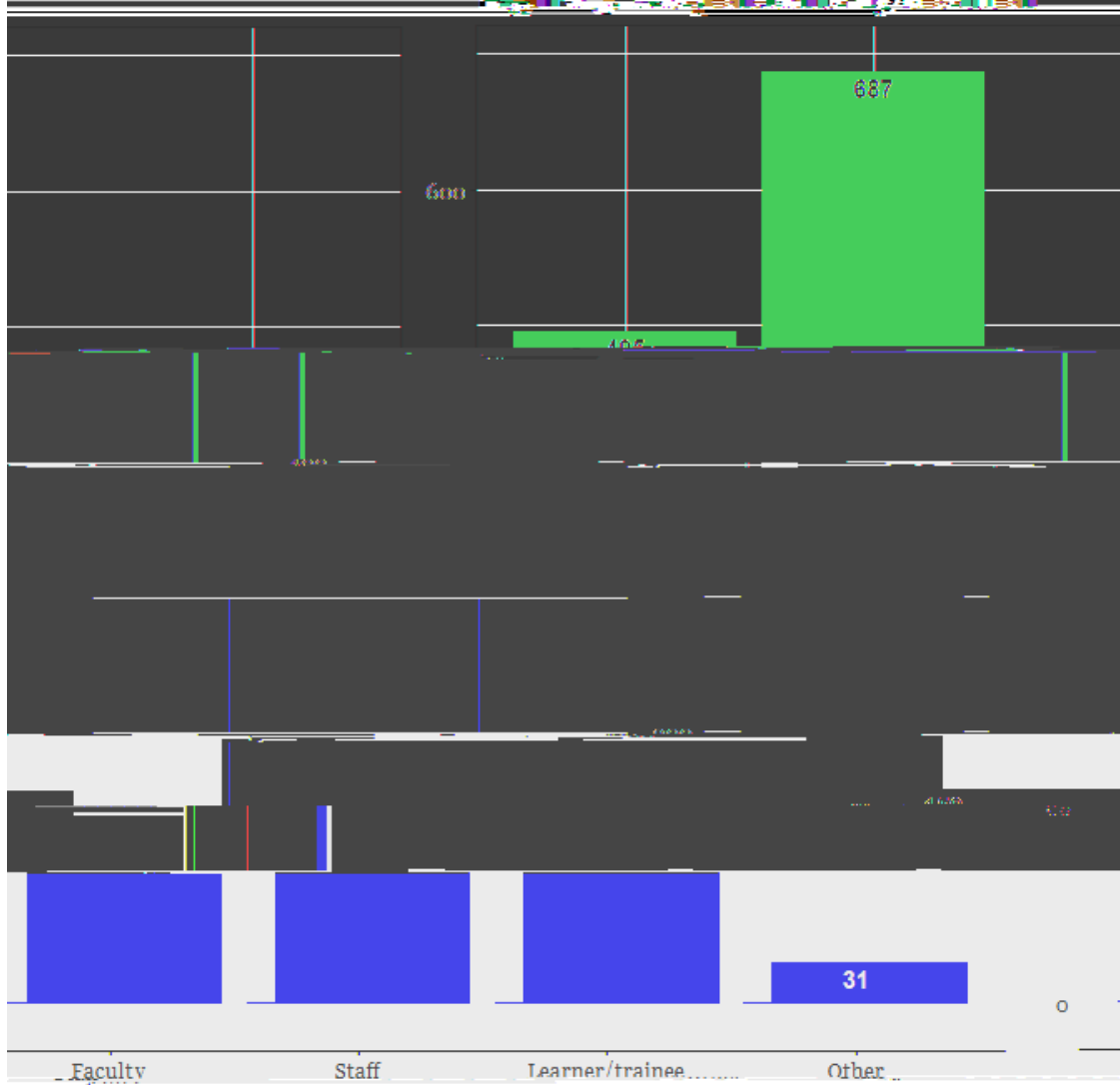


Who's Pledging?

The demographics of the faculty and staff that pledged matched the MCW population fairly well (Table 1). There was, however, a slight under-sampling of men and Asian for both faculty and staff, and a slight oversampling of staff between the ages of 40-49. Overall, the group of participants in the IWill campaign was more diverse than of those that typically show up to events/programs related to gender equity. We thank everyone involved for

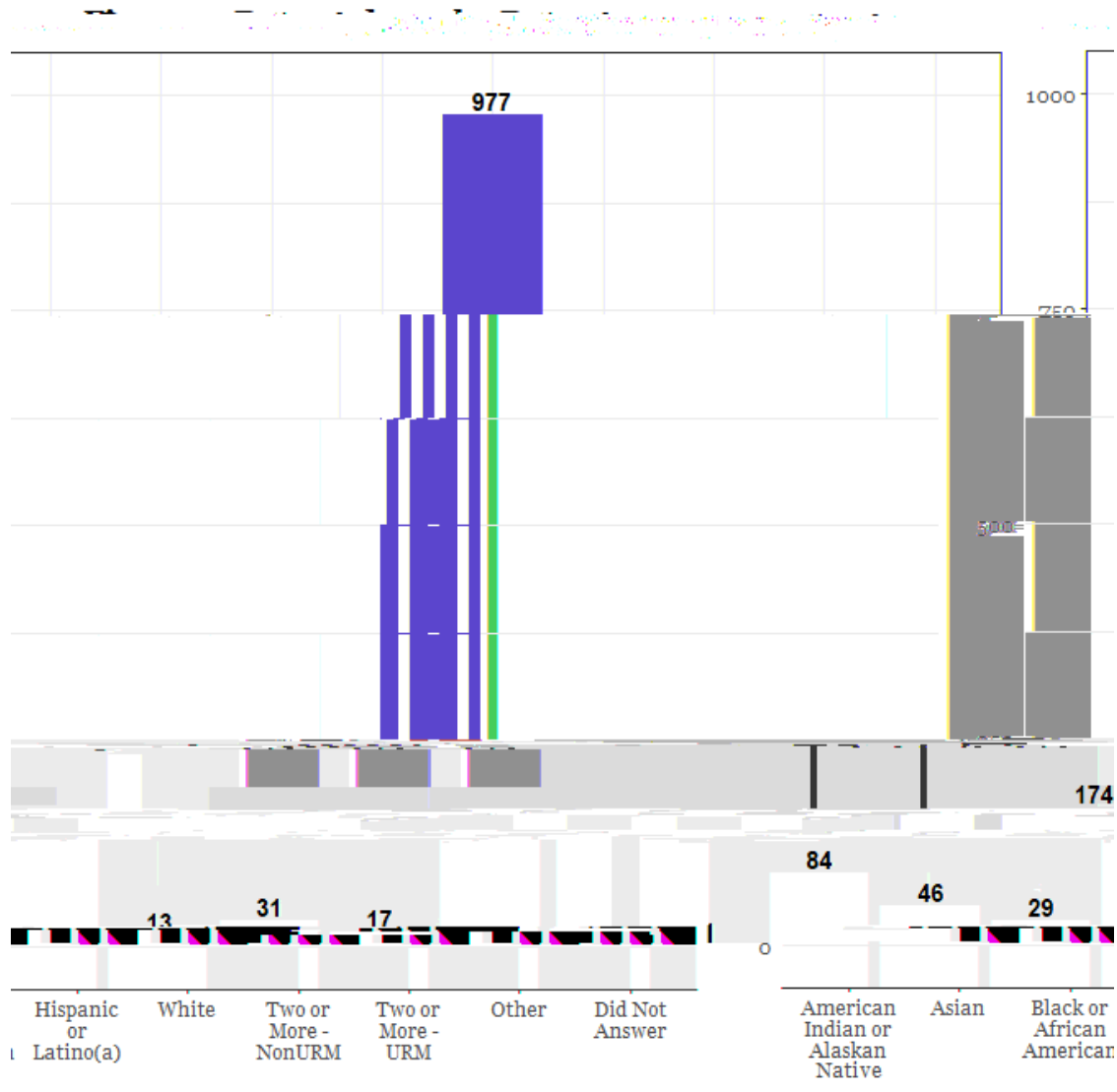
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Figure 4. Degree levels by Position



Disruptive Business Models and Gender Inequality



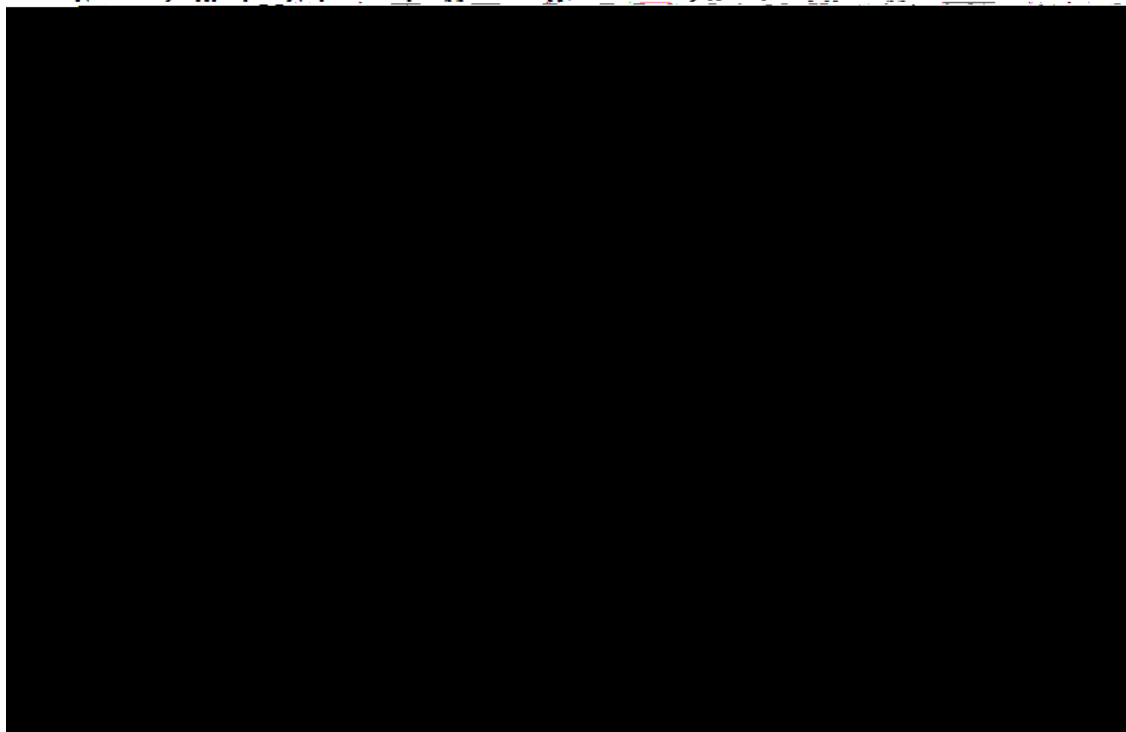


[INSERT TABLE 1]

What Did We Pledge?

Men and women faculty had a similar distribution across their pledge categories. Women staff, however, were more likely to pledge to be a Workplace Ally, while men staff were more likely to make a pledge around Harassment.

Staff were more likely than faculty to make a pledge to Create Belonging, while faculty were more likely than staff to make a pledge related to Unconscious Bias. Men faculty were also more likely than men staff to pledge to be a Workplace Ally.



Pledge Details

Figures 7 and 8 represent counts of each pledges. A summary of the pledge is listed on the left and the count is provided on the right. The first figure shows that the most popular (Create Belonging) represent a diverse range of pledge categories, with four out of the five pledge categories represented.

The second figure shows the same data broken down by gender. Here we see areas where men and women align in their desire to work on a pledge. In the Workplace Ally Category, men and women aligned.

Figure 1: Blended Gender Role Attitudes

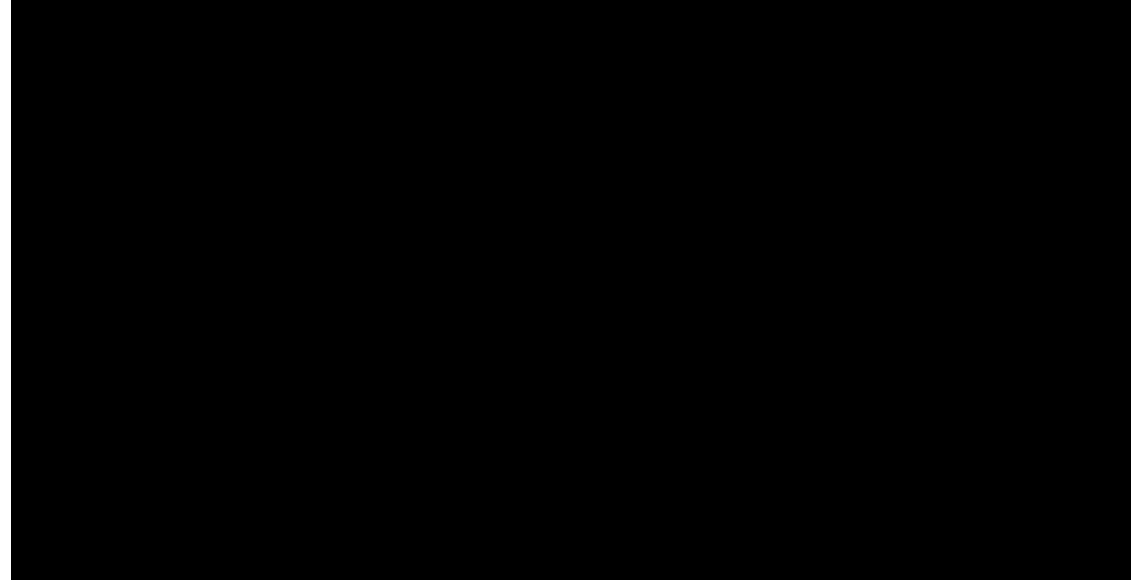
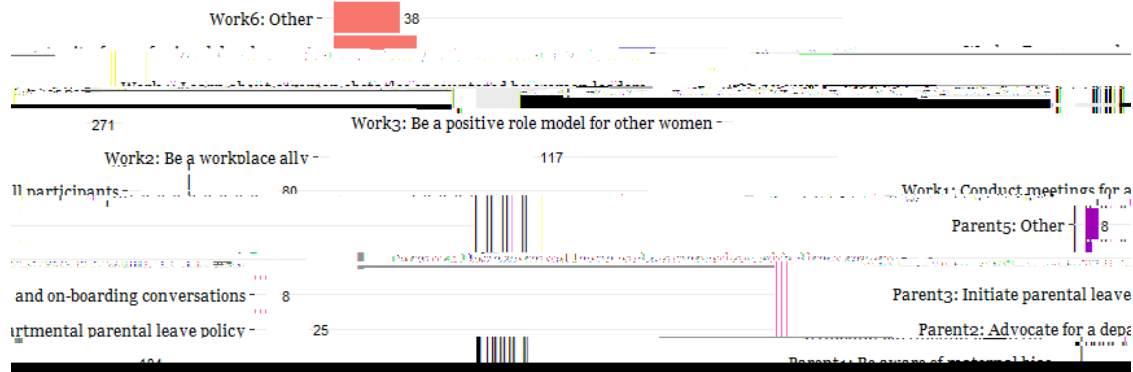


Figure 8. Pledge Count by Men vs. Women

