

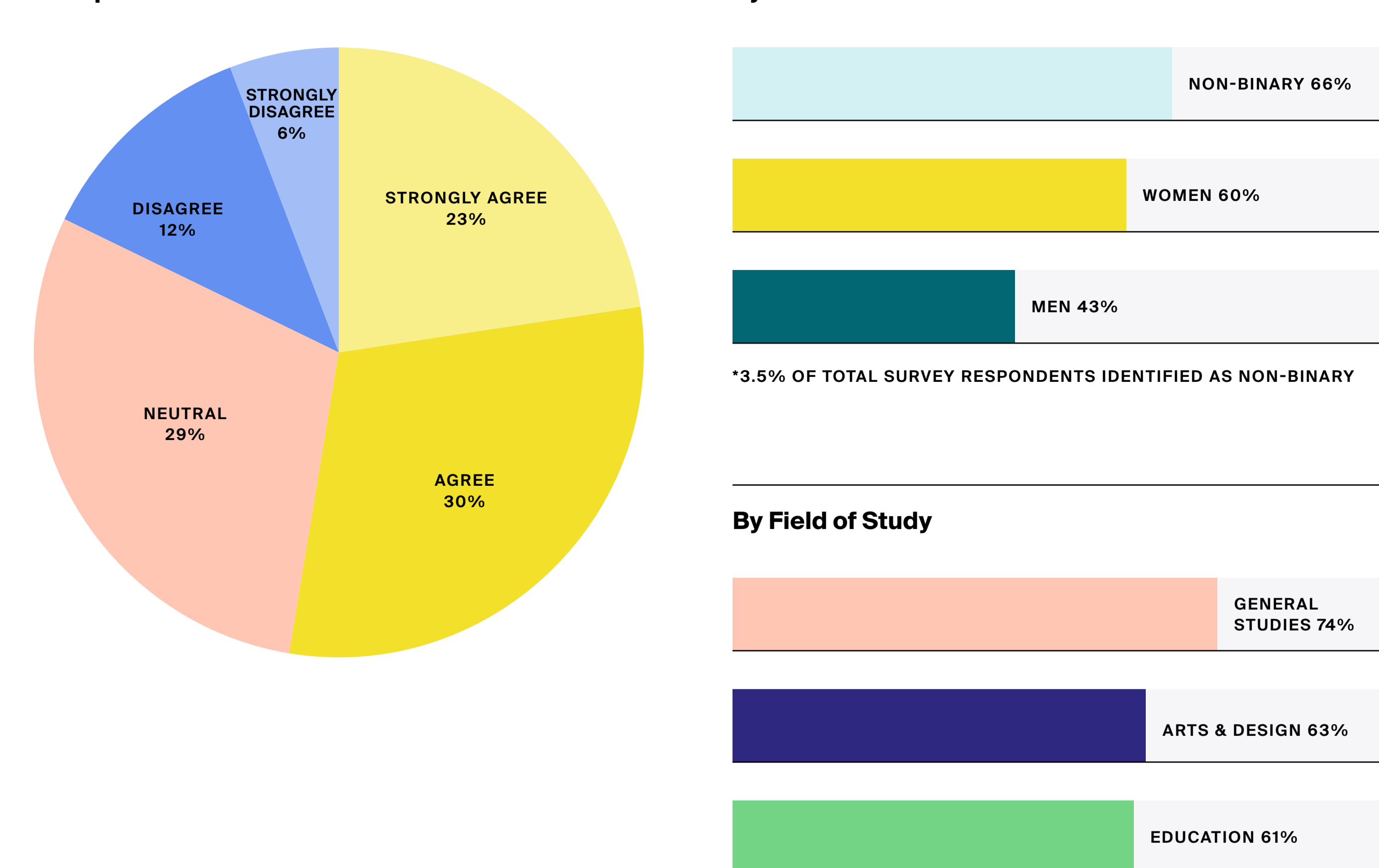
## Gen Z's Role in an Equitable Workforce

COVID-19 provided yet another detour on the path toward workforce equity and inclusion. The newest Handshake Network Trends report, "Gender, Equity, and Gen Z," analyzes survey results from over 1,000 college student job seekers to determine the most sought after characteristics of employers when it comes to hiring the most diverse generation yet. Here's what we found.

## Diversity Matters

### 01

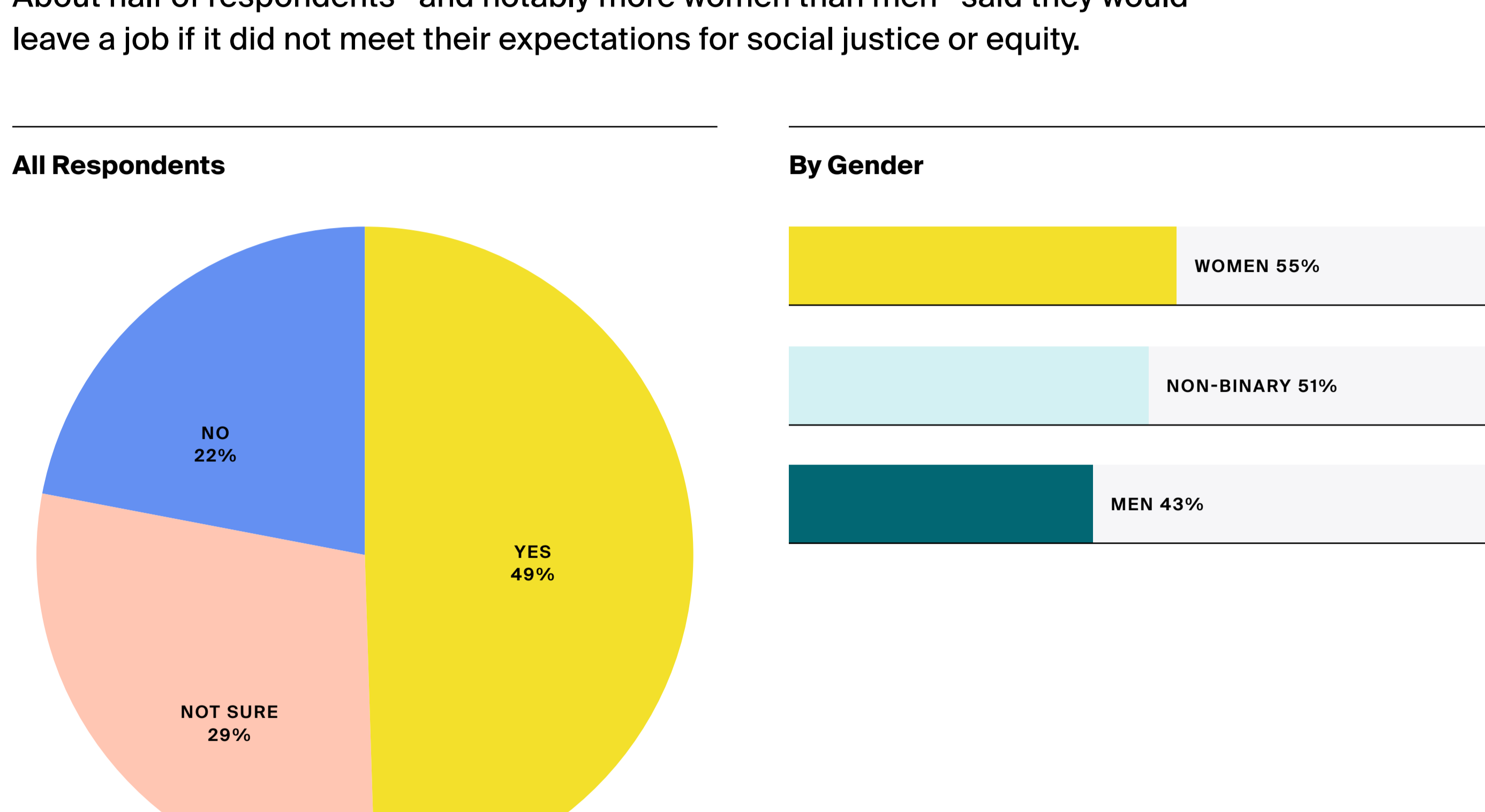
More than half of respondents would not apply to a job or internship where there exists a lack of gender diversity among the workforce.



The majority of students agree that they would choose a company with a demonstrated commitment to a diverse, inclusive, and/or equitable workforce.



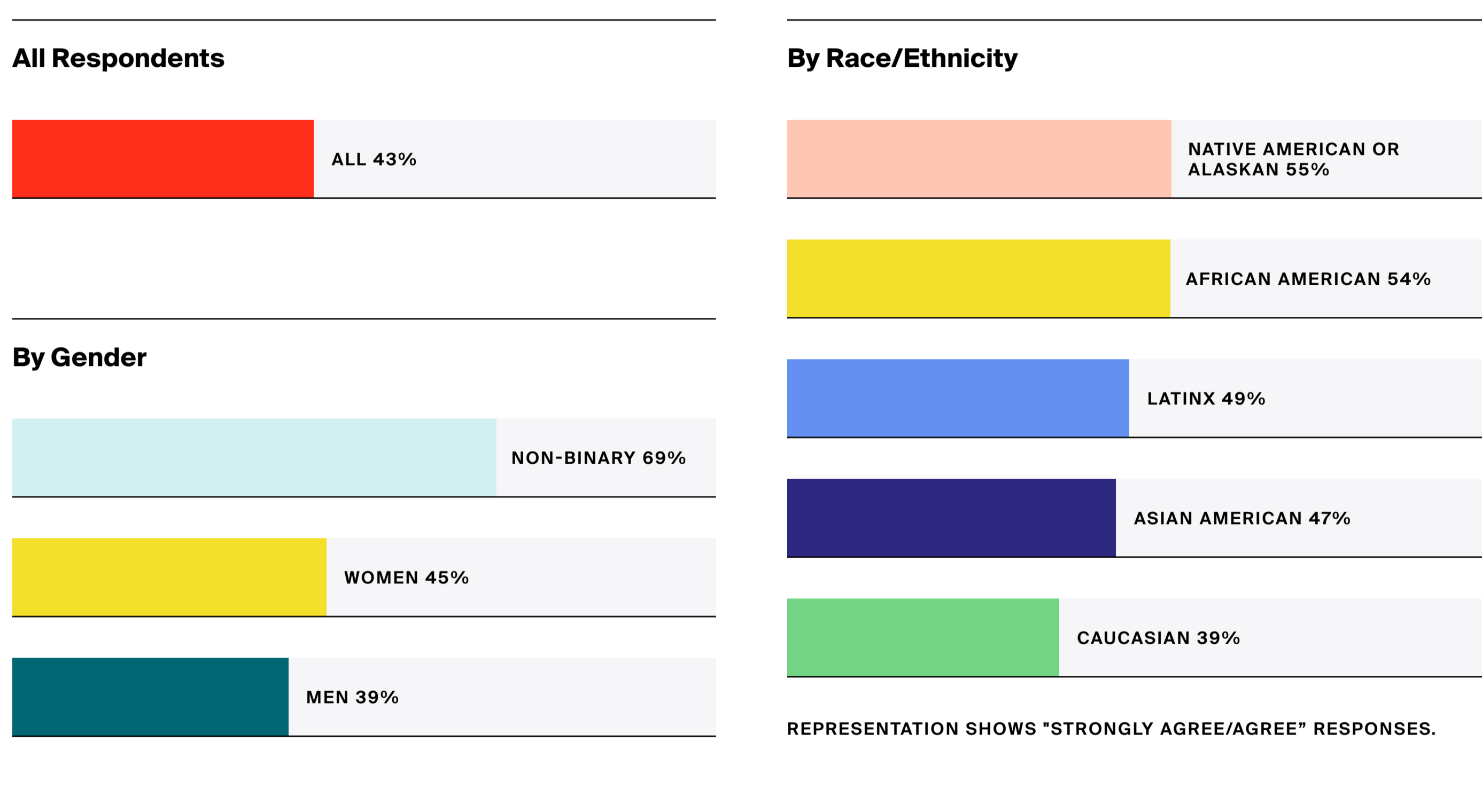
About half of respondents—and notably more women than men—said they would leave a job if it did not meet their expectations for social justice or equity.



Visibility of women in leadership roles is a driving factor for the majority of women and non-binary early talent job seekers.

65% of women along with 66% of non-binary individuals look for women in leadership roles before applying for a job, compared with 34% of men.

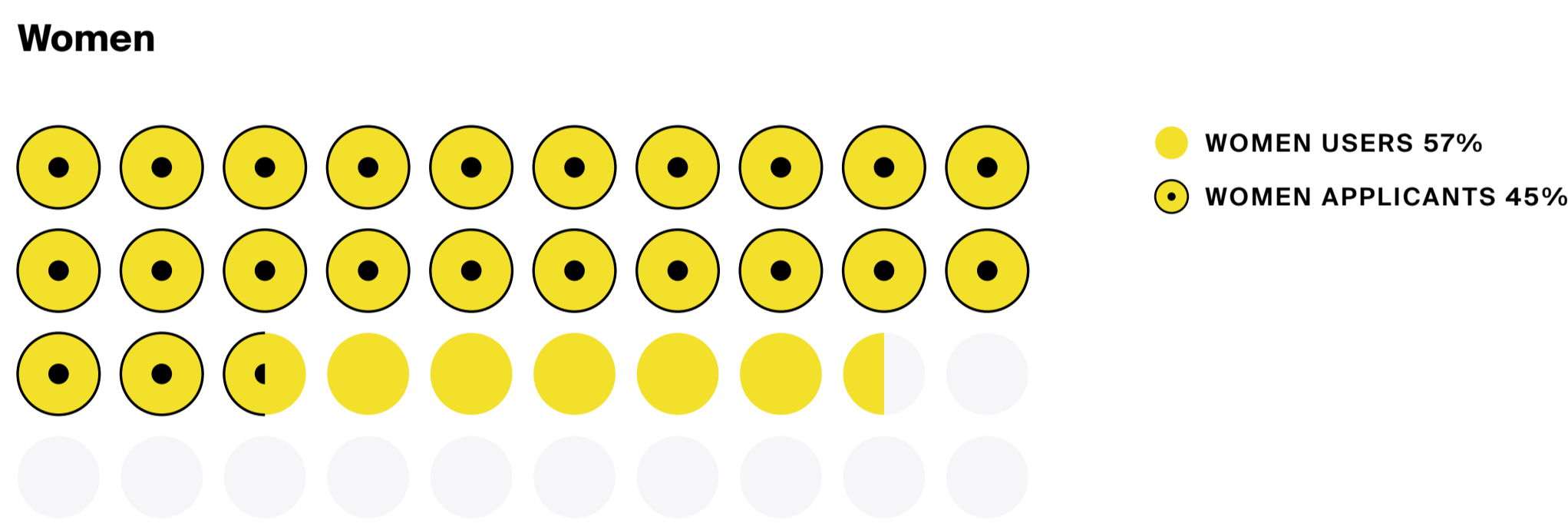
Non-binary individuals and racial/ethnic minorities feel strongly they might face discrimination in pursuing career opportunities.



## Closing the Confidence Gap

### 02

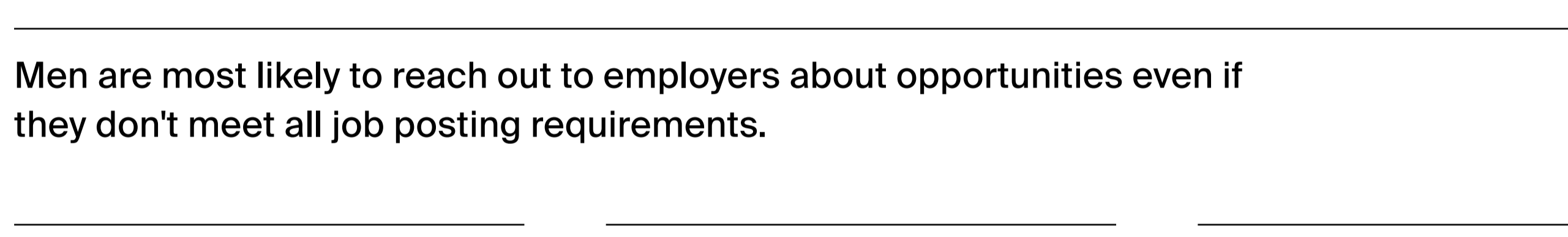
Only 45% of total applications submitted on Handshake are from women—they represent 57% of undergraduate students on the platform.



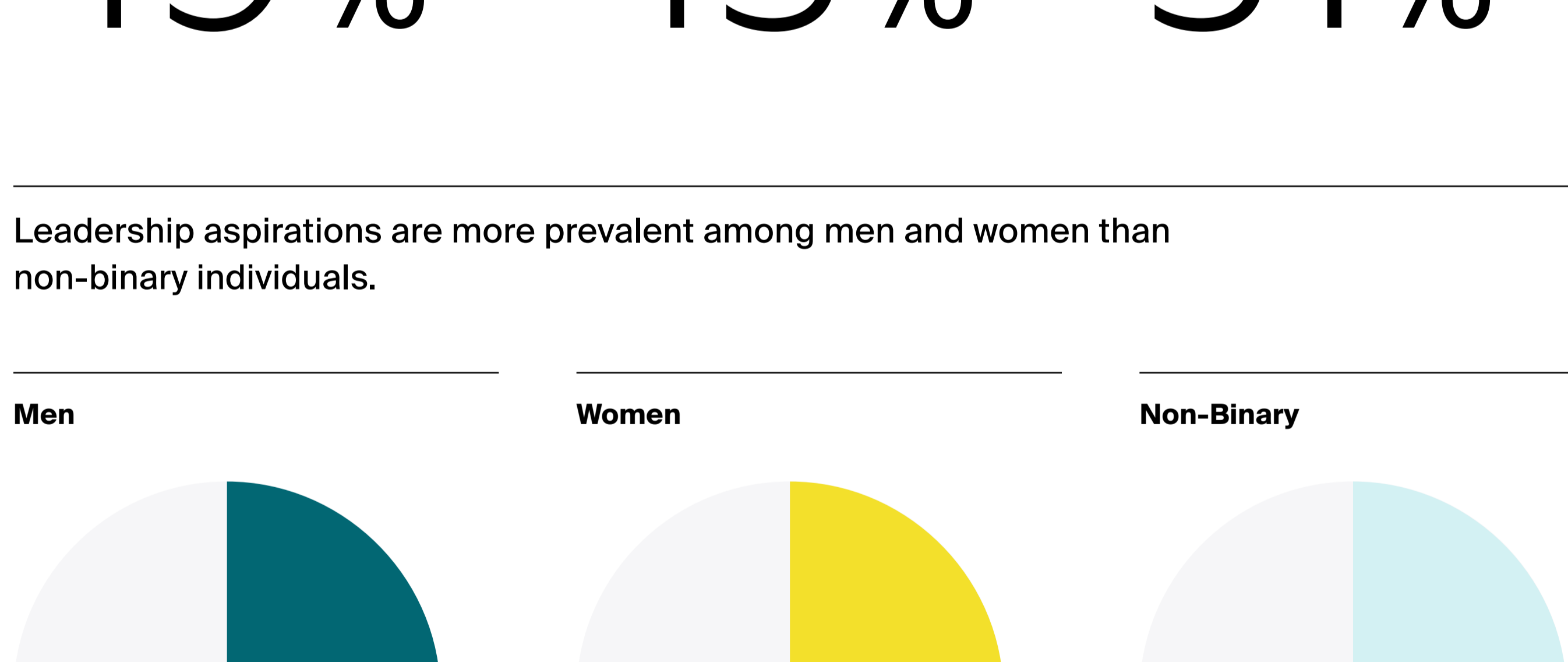
Women with STEM or business-related majors tend to submit fewer applications than men, relative to their representation on the platform.

- Business, Entrepreneurship, & Human Resources
- Math & Physical Sciences
- Engineering
- Computer Science, Information Systems & Technology
- Technologies & Technicians
- General Studies

Men are most likely to reach out to employers about opportunities even if they don't meet all job posting requirements.



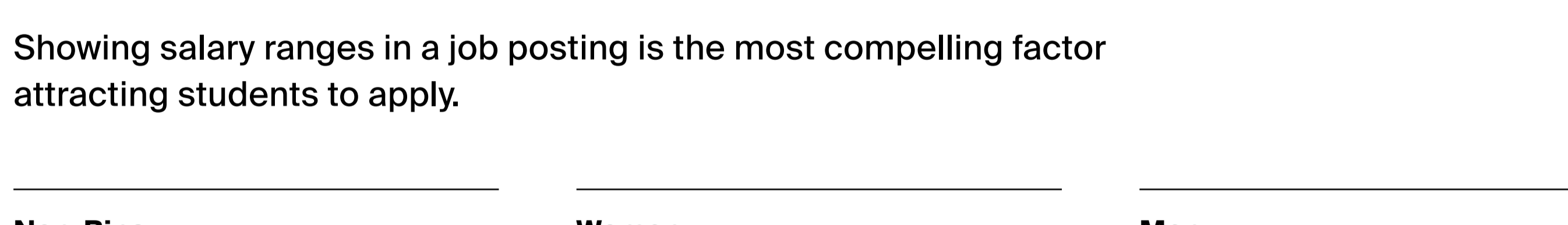
Leadership aspirations are more prevalent among men and women than non-binary individuals.



## Money Drives Student Motivations

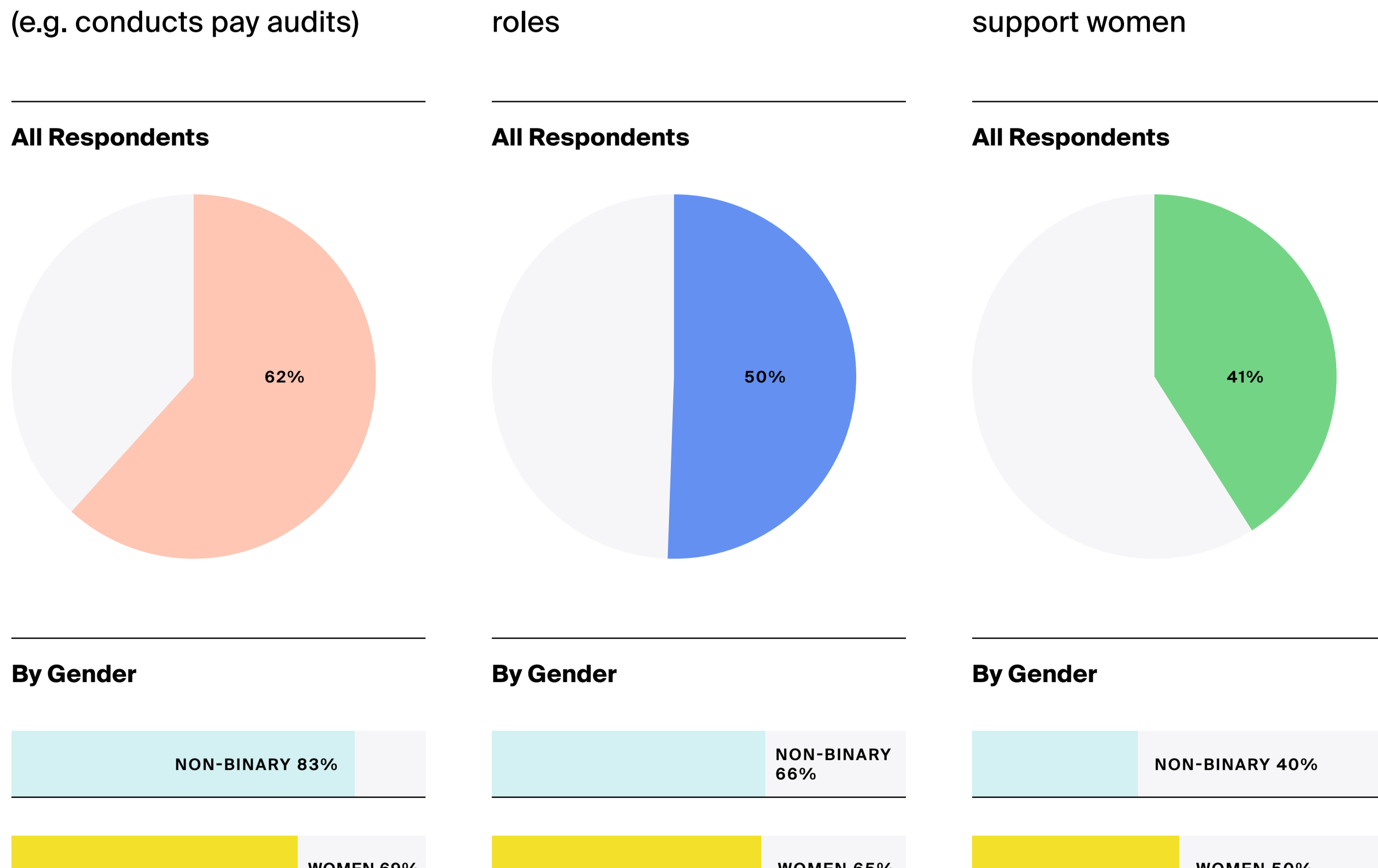
### 03

Showing salary ranges in a job posting is the most compelling factor attracting students to apply.



Top 3 factors related to gender diversity that would compel students to apply to a company:

- |  |   |  |
|--|---|--|
| <p><b>01.</b> Commitment to equal pay (e.g. conducts pay audits)</p> | <p><b>02.</b> Women visible in leadership roles</p> | <p><b>03.</b> Programs and networks to support women</p> |
|--|---|--|



Women and men both say salary is the top motivator for choosing an employer and staying in a job.

