



Equity and Autonomy: Gender Matters

Figure 1. Feelings of Gender Equity

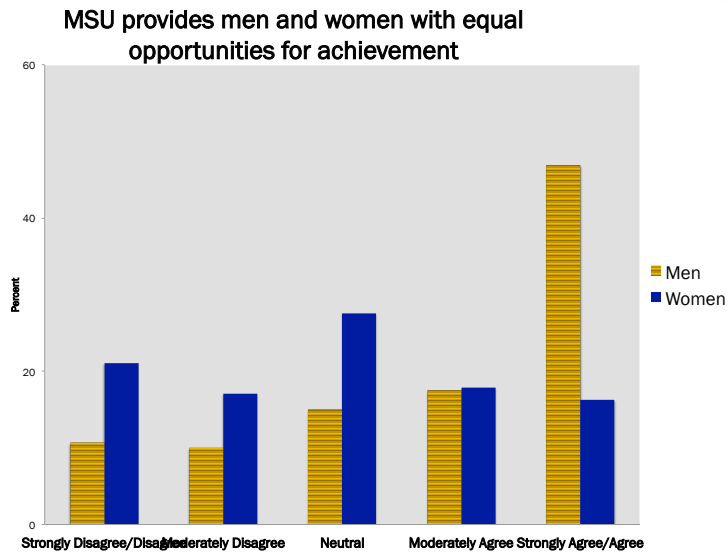
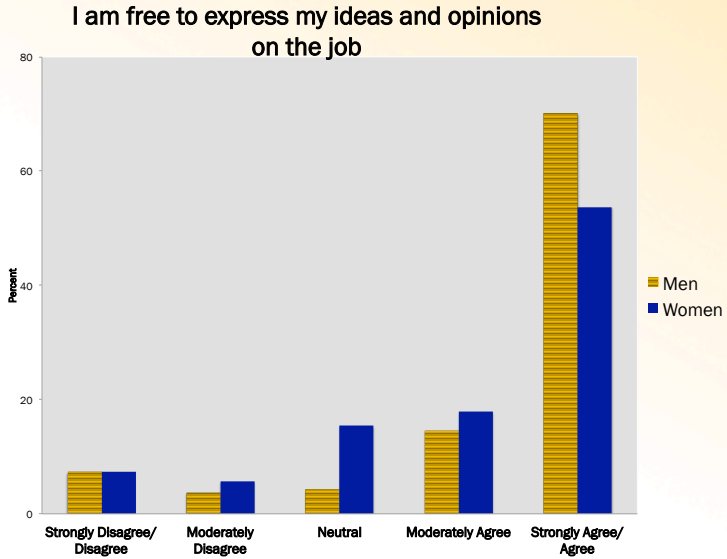


Figure 2. Feelings of Autonomy



To Consider: What does disagreeing with these statements mean?

Figure 1 ANALYSES

- 2(gender) by 2(stem_sbs or not) ANOVA
- Main effect of participant gender on perceptions of gendered treatment ($F(1,274) = 36.07, p < .001$).
- Compared to women, men significantly more likely to agree that MSU provides equal gender opportunities for achievement.
- No reliable differences by type of department

Figure 2 ANALYSES

- 2(gender) by 2(stem_sbs or not) ANOVA
- Main effect of participant gender ($F(1,276) = 3.80, p = .05$) on overall feelings of autonomy support
- Compared to women, men significantly more likely to agree that they feel autonomously supported at work
- Main effect of department type $F(1,276) = 6.43, p < .05$
- Compared to faculty in STEM/SBS Departments, those in non-STEM/SBS departments feel less autonomous.