

# nsc Safety Congress & Expo

New Orleans, LA

2023

## Advocacy, Allies, and Resilience for Female EHS Professionals



[congress.nsc.org](https://congress.nsc.org)

**Session 14**



**Jill James**  
*Chief Safety Officer, HSI*



**Laynnea Myles**  
*Asst. VP of EHS, L'Oréal*



**Monique Parker**  
*Sr. VP of EHS, Piedmont Lithium*



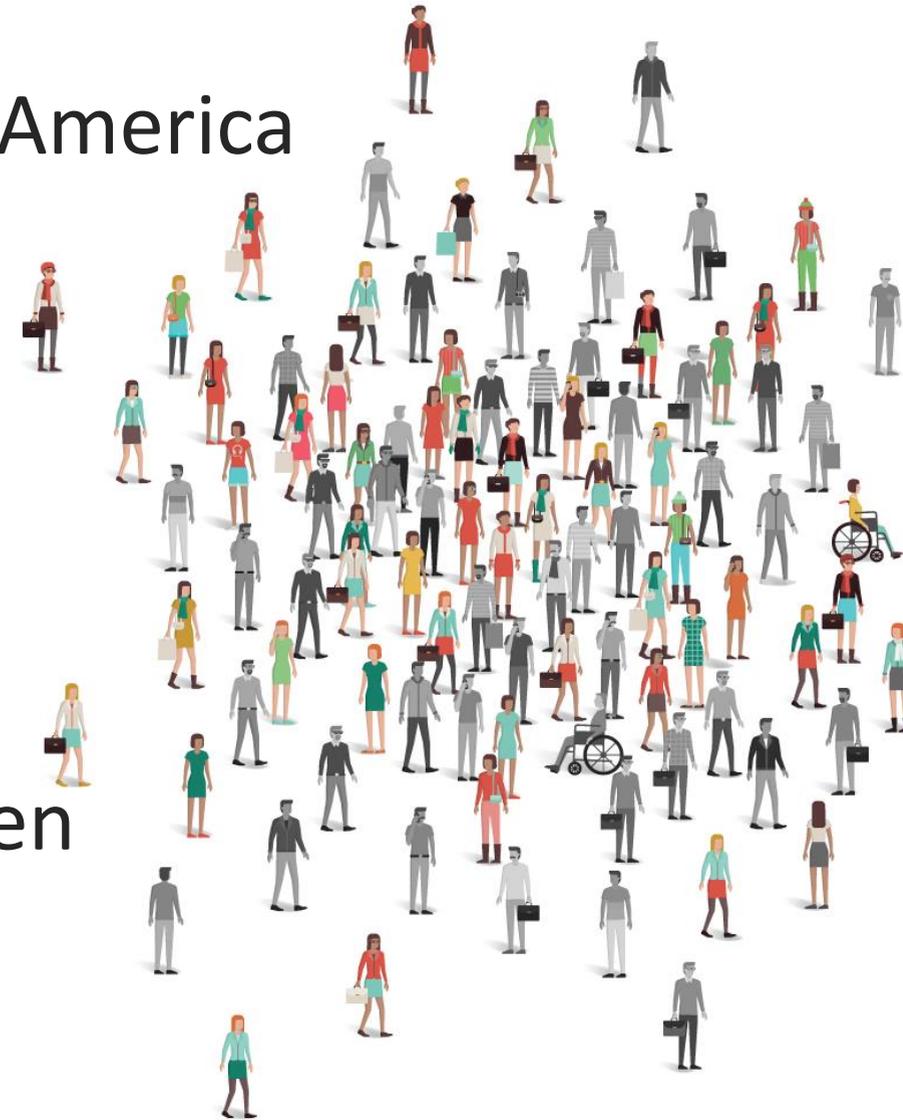
# Session Objectives

- 1 Identify the challenges in being a woman in safety.
- 2 Define resiliency and how to build that in ourselves and others.
- 3 List ways we can overcome challenges
- 4 Identify methods to become an advocate/ally for women



# An Overview of Women in Safety

- Women make up almost 50% of the workforce in America
- Women make up **25-29% of the EHS workforce**
- 22% of all CSP's are women
- Across all occupations, **women are paid 83.7%** of what men are paid
  - Pay inequity is greater for black and Hispanic women
- *(If trends continue as they have since 1967)* Women will not reach **pay parity with men until 2056**



# 2023 Women in Safety Survey

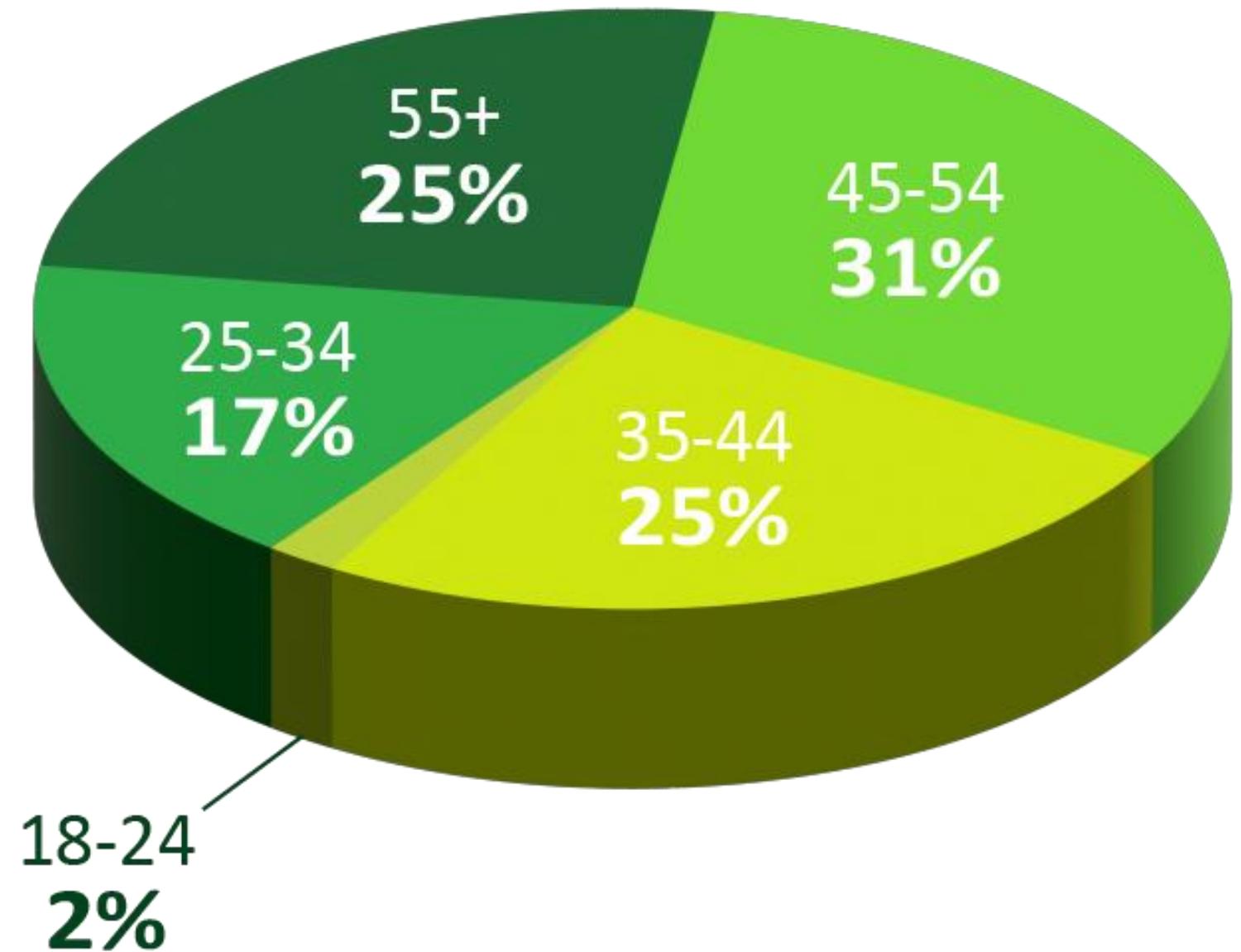
Thank you if you submitted the survey!

- Collected August/September 2023
- Emailed to EHS professionals, social media promotion
- Anonymous, assume safety professional and female
- 12 Multiple Choice, 1 Open Comment, 1 word submission
- Real people submitting real answers
- Number of responses: over 865



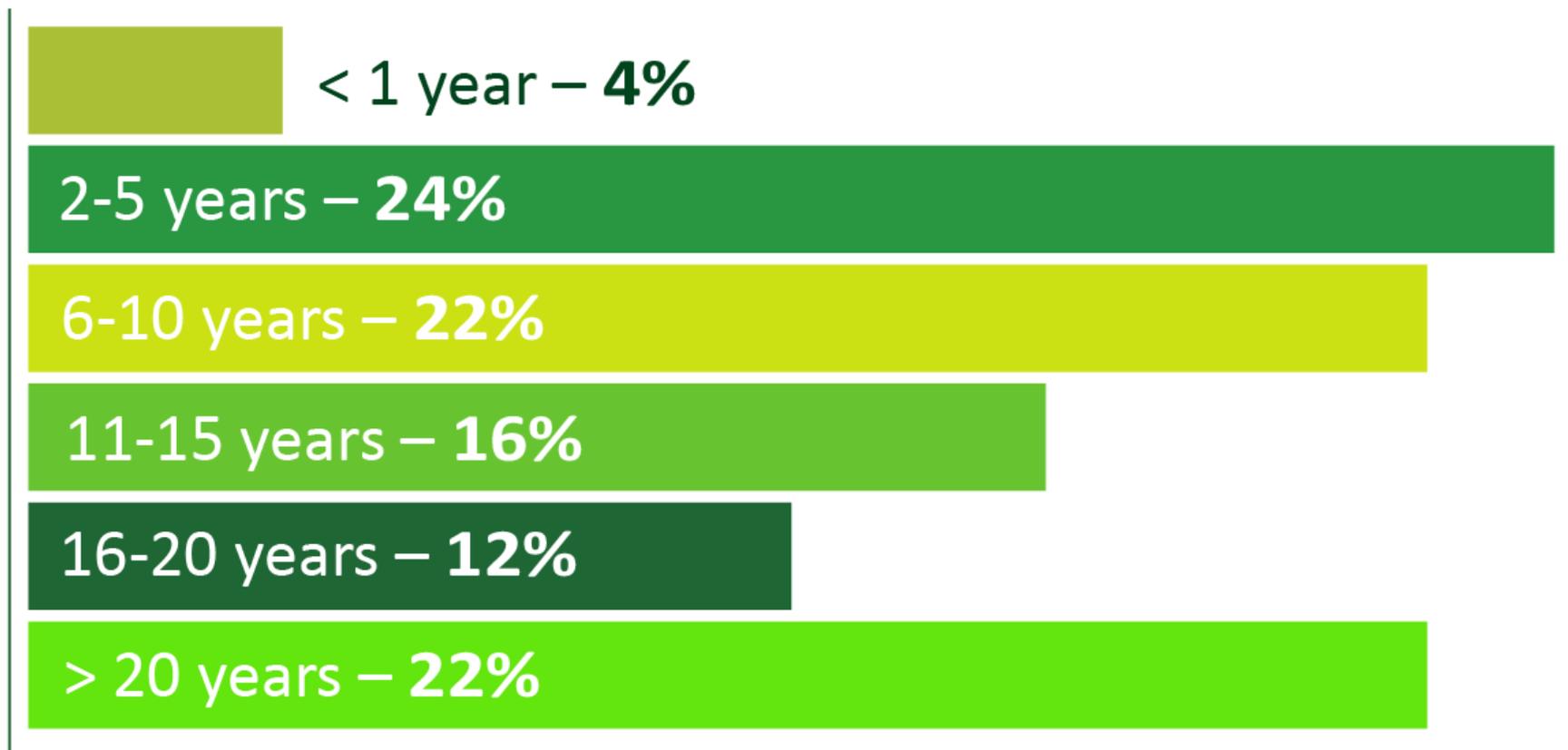
## Survey Demographics

# What is your age?



## Survey Demographics

How many years have you been in the EHS/Safety profession?





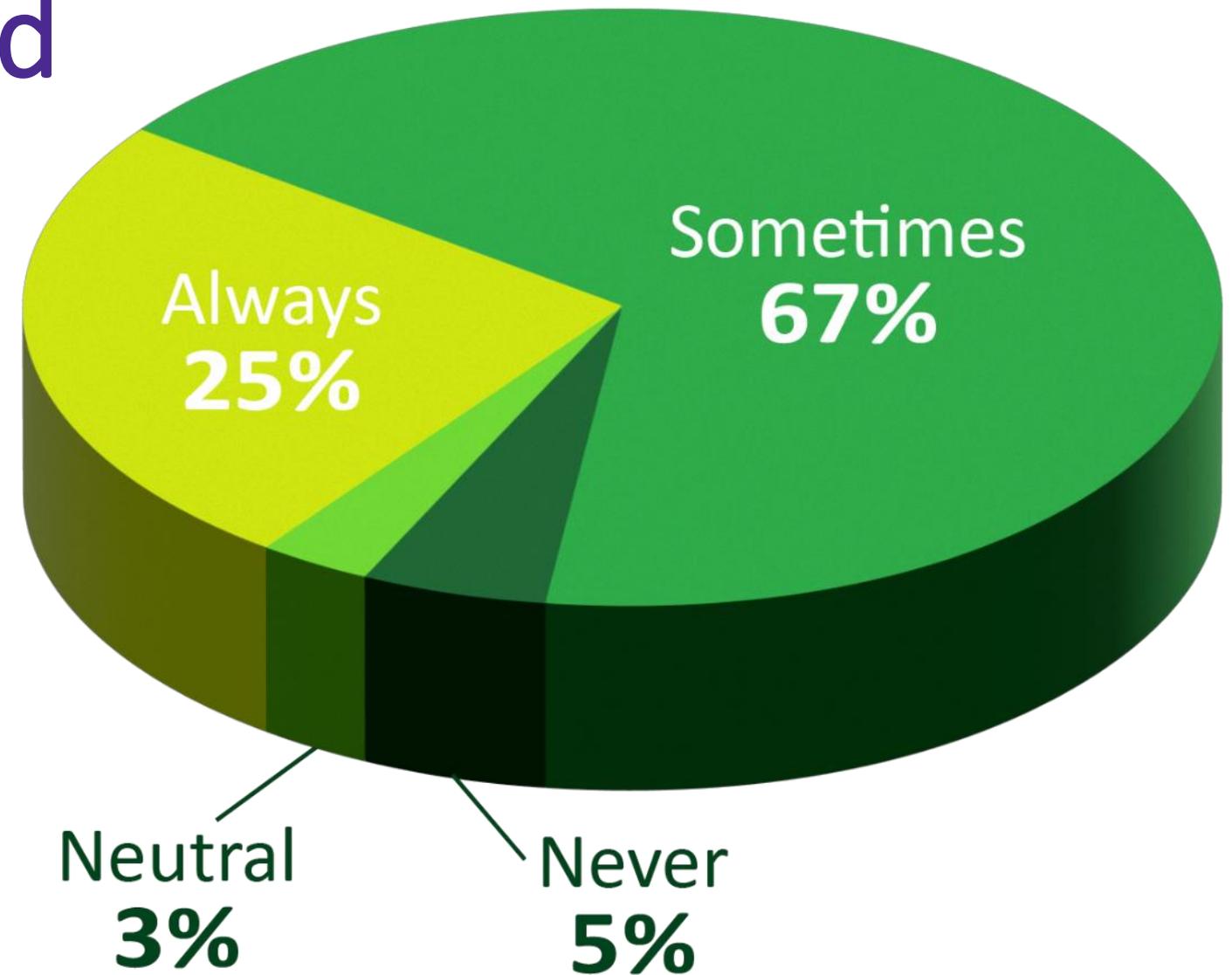
# Top 5 Challenges:

- 1 Pay Equity
- 2 Stereotyping abilities/job tasks based on gender
- 3 Others taking credit for your work
- 4 Glass ceiling/difficult promoted or moving up the ranks
- 5 Inappropriate behavior from others (sexual harassment or otherwise)



## Survey Demographics Being Heard/Respected

**Do you feel as if your voice is heard in meetings?**



“Women **have to work twice as hard** as men in safety to achieve the same respect”

“You shouldn’t **have to pay your dues...** to finally reach your happy place”

“Manager openly scoffs in meetings at women’s input. **Frustrating and infuriating.**”

“I’ve been underestimated my entire career. I have to work harder, I am questioned too often, and I’m not given the authority that a man in my position would. **It’s a fight everyday just to be heard.**”

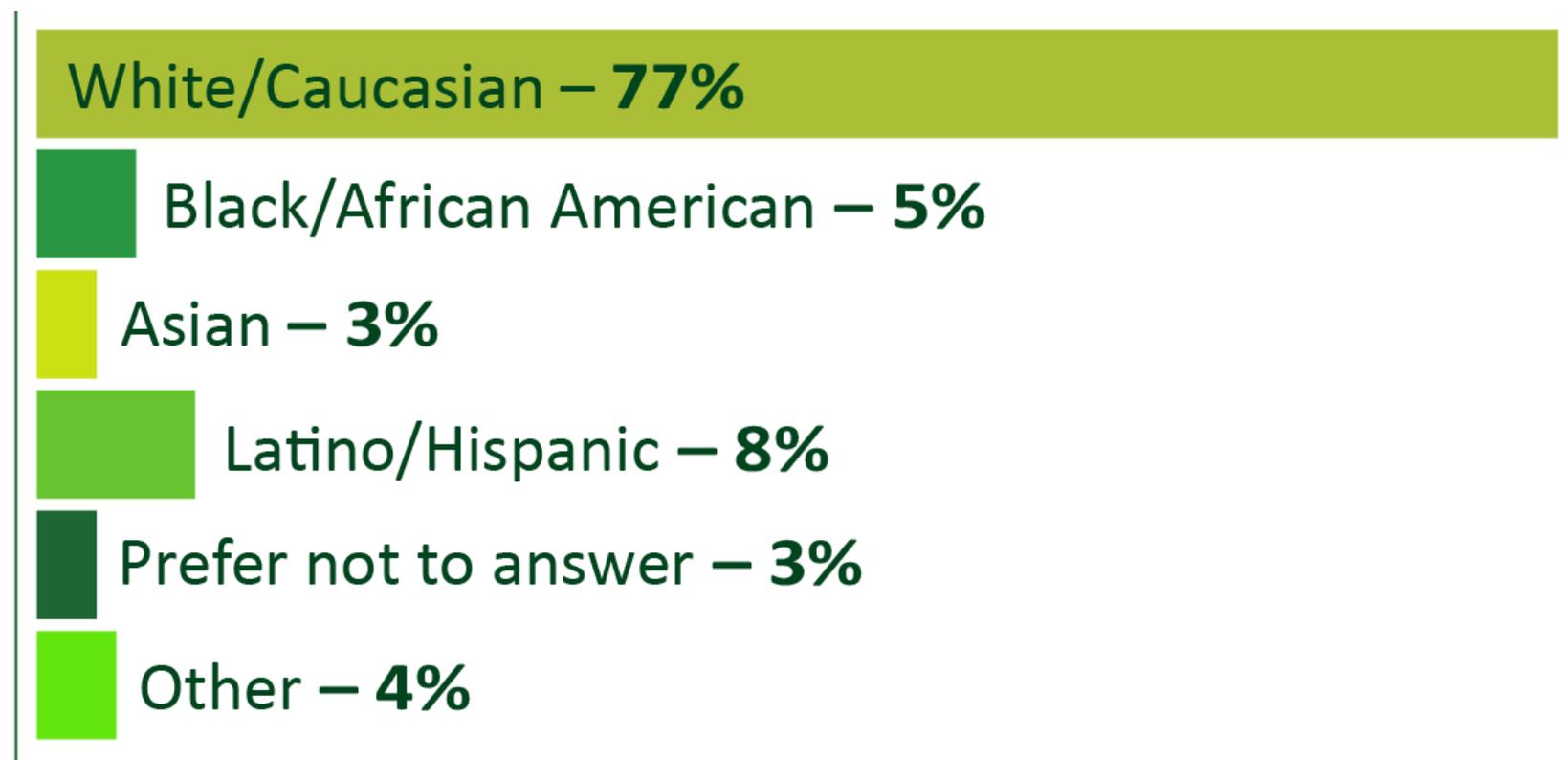
## Being Heard/Respected



## Survey Demographics

# Race and Gender

### What is your ethnicity?



“As a woman of color,  
I am often the  
**ONLY** one in the room.  
**It makes me feel  
isolated.”**

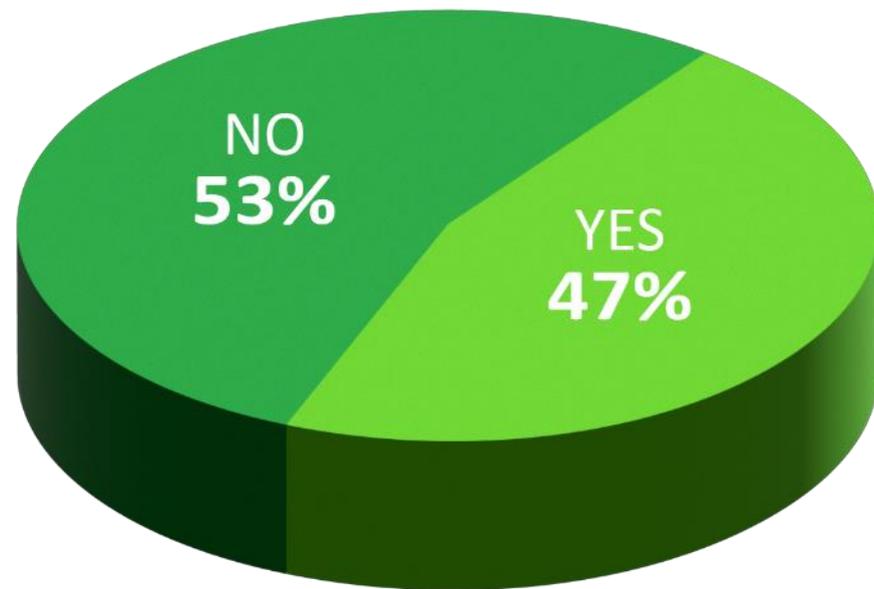
“Being a minority  
woman is even  
more **exhausting**”

## Race and Gender

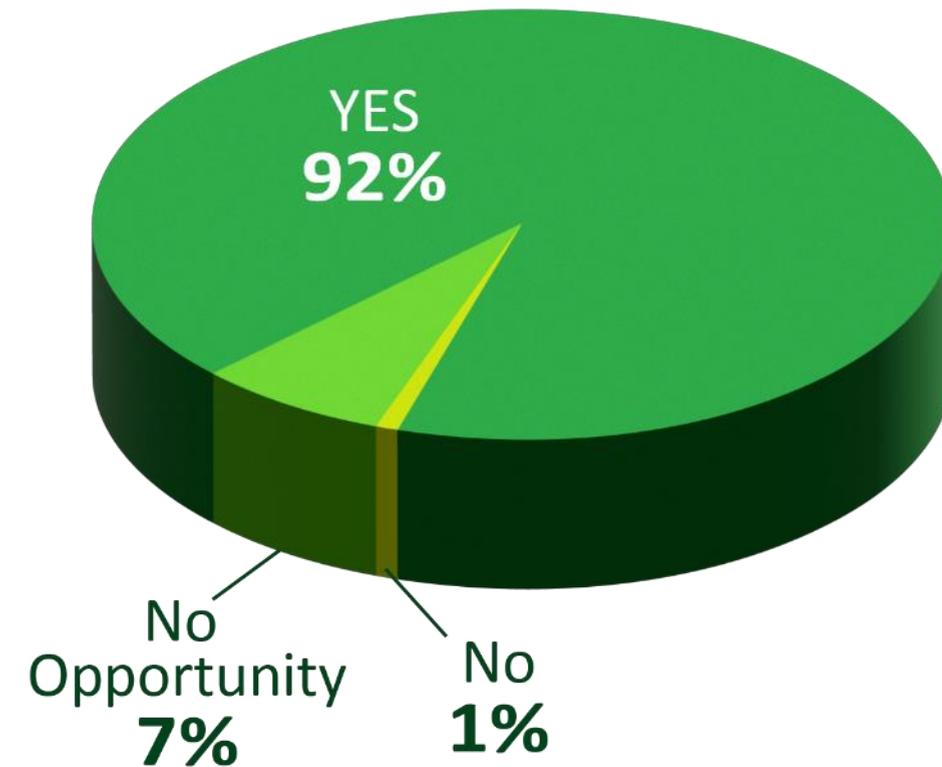


# Advocacy supporting or undermining?

Have you felt undermined or unsupported by females at work?



Do you support the growth of other women (informal, formal mentor, etc.)



## Resiliency:

- Toughness
- Ability to withstand and/or recover from difficulties
- Mental, emotional, behavioral flexibility

“It's important to openly discuss any issues you may face, as this can provide valuable perspective and help you overcome obstacles.”

“This job is not for the faint of heart.”

“As women, we face challenges head on every day and overcome them. The safety profession is no different.”



## Call to Action:

- If you see something, say something
- Men: ask how to be an ally
- Understand Pay/Salaries
- Learn to Negotiate
- Wield your Power
- Self-awareness
- Build resiliency



# Results and Resources

- Copy of presentation
- Full survey report
- Resources and additional information

Continue the conversation  
at **BOOTH 4339** (3-4pm)



SCAN OR VISIT:  
<https://goto.hsi.com/nsc2023-women-in-safety>

