

Table 1: Means and Mean Differences for Prove-It-Again Items Comparing White Males, White Females, Men of Color, and Women of Color

	Means				Mean Differences					
	White Male	White Female	MOC	WOC	WM/WF	WM/MOC	WM/WOC	WF/MOC	WF/WOC	MOC/WOC
Prove More than Others	2.70	3.59	3.54	4.05	-0.887***	-.845***	-1.346***	0.042	-.460***	-.501**
Higher Standards	2.98	3.60	3.67	4.13	-.618***	-.691***	-1.144***	-0.073	-.526***	-.453*
Ideas Valued	4.82	4.38	4.72	4.27	.437***	0.096	.544***	-.341**	0.107	.448**
Stolen Idea	2.72	3.36	2.95	3.47	-.647***	-0.235	-.755***	.412**	-0.108	-.520**
Mistaken for Admin	1.74	3.42	2.54	3.82	-1.682***	-.806***	-2.084***	.876***	-.402**	-1.279***

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 2: Means and Mean Differences for Prove-It-Again Items Comparing White Women, Asian Women, and URM Women

	Means			Mean Differences		
	White	Asian	URM	White/Asian	White/URM	Asian/URM
Prove More than Others	3.59	3.80	4.20	-0.212	-.612***	-0.4
Higher Standards	3.60	4.01	4.20	-.410**	-.599***	-0.189
Ideas Valued	4.38	4.38	4.20	0	0.174	0.174
Stolen Idea	3.36	3.45	3.49	-0.086	-0.122	-0.035
Mistaken for Admin	3.42	3.56	3.99	-0.141	-.573***	-0.432

One-way ANOVAs were conducted for comparison. * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Table 3: Means and Mean Differences for Tightrope Items Comparing White Males, White Females, Men of Color, and Women of Color

	Means				Mean Differences					
	White Male	White Female	MOC	WOC	WM/WF	WM/MOC	WM/WOC	WF/MOC	WF/WOC	MOC/WOC
Interruptions	3.90	3.50	4.04	3.45	.397***	-0.144	.447***	-.541***	0.05	.591***
Assertiveness	3.84	3.42	3.73	3.25	.427***	0.116	.599***	-0.311	0.171	.482**
Accomplishments	3.66	3.48	3.67	3.51	.186*	-0.012	0.153	-0.199	-0.033	0.166
Anger	3.54	3.21	3.18	3.02	.330***	.361*	.523***	0.031	0.193	0.162
Literal Housework	2.31	2.85	2.17	2.76	-.536***	0.142	-.442***	.678***	0.094	-.584**
Administrative Tasks	2.74	3.29	2.53	3.27	-.552***	0.212	-.524***	.765***	0.028	-.737***
Worker Bee	3.08	3.75	3.57	3.89	-.666***	-.487*	-.807***	0.179	-0.142	-0.32
Leader	4.56	4.34	4.36	4.25	.224**	0.204	.310**	-0.02	0.087	0.107

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 4: Means and Mean Differences for Tightrope Items Comparing White Women, Asian Women, and URM Women

	Means			Mean Differences		
	White	Asian	URM	White/Asian	White/URM	Asian/URM
Interruptions	3.50	3.43	3.46	0.067	0.039	-0.028
Assertiveness	3.42	3.43	3.13	-0.01	.286*	0.296
Accomplishments	3.48	3.66	3.41	-0.188	0.065	0.252
Anger	3.21	3.14	2.95	0.079	0.265	0.186
Literal Housework	2.85	3.08	2.55	-0.233	.296*	.529*
Administrative Tasks	3.29	3.67	3.02	-.375*	0.278	.653***
Worker Bee	3.75	3.87	3.91	-0.116	-0.158	-0.041
Leader	4.34	4.15	4.32	0.188	0.022	-0.167

One-way ANOVAs were conducted for comparison. * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Table 5: Means and Mean Differences for Maternal Wall Items Comparing White Males, White Females, Men of Color, and Women of Color

	Means				Mean Differences					
	White Male	White Female	MOC	WOC	WM/WF	WM/MOC	WM/WOC	WF/MOC	WF/WOC	MOC/WOC
Negative Competence	4.72	3.33	4.67	3.66	1.386***	0.049	1.064***	-1.337***	-0.322	1.014***
Leave Harmful	3.23	3.68	3.43	3.50	-.445***	-0.199	-0.271	0.246	0.174	-0.071
Asking About Leave	3.50	2.99	2.98	2.86	.505***	.519**	.640***	0.014	0.135	0.121
More Time Working	2.57	3.28	2.83	3.31	-.709***	-0.254	-.739***	0.456	-0.03	-0.486
Have No Life	2.28	3.03	2.65	3.07	-.746***	-0.369	-.786***	0.378	-0.04	-0.418

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 6: Means and Mean Differences for Maternal Wall Items Comparing White Women, Asian Women, and URM Women

	Means			Mean Differences		
	White	Asian	URM	White/Asian	White/URM	Asian/URM
Negative Competence	3.33	3.82	3.55	-0.484	-0.214	0.269
Leave Harmful	3.68	3.67	3.40	0.011	0.278	0.267
Asking About Leave	2.99	2.74	2.93	0.252	0.06	-0.191
More Time Working	3.28	3.52	3.18	-0.239	0.098	-0.337
Have No Life	3.03	3.14	3.02	-0.112	0.004	0.116

One-way ANOVAs were conducted for comparison. * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Table 7: Means and Mean Differences for Tug of War Items Comparing White Males, White Females, Men of Color, and Women of Color

	Means				Mean Differences					
	White Male	White Female	MOC	WOC	WM/WF	WM/MOC	WM/WOC	WF/MOC	WF/WOC	MOC/WOC
Woman's Slot		2.63		2.64					-0.008	
Minority Slot			2.75	2.77					-0.024	
Female Support		4.08		3.83					.255**	
Don't Know What it Takes		2.87		2.66					.213*	
Turned Into Men		3.39		3.41					-0.018	
Pushback from Admin Staff	2.34	2.89	2.43	2.88	-.545***	-0.086	-.532***	.459**	0.013	-.446*

Items only given to specific sub-groups left blank for those who did not fill them out. T-Tests and One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 8: Means and Mean Differences for Tug of War Comparing White Women, Asian Women, and URM Women

	Means			Mean Differences		
	White	Asian	URM	White/Asian	White/URM	Asian/URM
Woman's Slot	2.63	2.53	2.71	0.1	-0.081	-0.182
Minority Slot		2.63	2.86			-0.231
Female Support	4.08	3.97	3.73	0.109	.349**	0.24
Don't Know What it Takes	2.87	2.76	2.59	0.111	0.28	0.168
Turned Into Men	3.39	3.45	3.38	-0.061	0.01	0.071
Pushback from Admin Staff	2.89	2.98	2.81	-0.093	0.081	0.175

Items only given to specific sub-groups left blank for those who did not fill them out. T-Test and One-way ANOVAs were conducted for comparison. * $p < 0.05$; ** $p < 0.01$; *** $p < 0.001$

Table 9: Means and Mean Differences for Workplace Process Items Comparing White Males, White Females, Men of Color, and Women of Color

	Means				Mean Differences					
	White Male	White Female	MOC	WOC	WM/WF	WM/MOC	WM/WOC	WF/MOC	WF/WOC	MOC/WOC
Hiring	4.50	4.29	4.00	3.76	.211*	.502***	.738***	0.291	.527***	0.236
Assignments	4.47	3.95	3.89	3.51	.516***	.579***	.959***	0.064	.443***	0.379
Satisfied with Assignments	4.42	3.96	3.87	3.71	.457***	.553***	.711***	0.096	.254*	0.158
Isolated	2.63	2.94	2.80	2.97	-.314***	-0.176	-.342**	0.138	-0.028	-0.166
Good Mentor	4.00	3.87	3.71	3.62	0.125	0.291	.380**	0.165	0.255	0.09
Networking	4.48	3.77	3.89	3.70	.711***	.595***	.779***	-0.116	0.068	0.185
Sponsor Influence	3.03	3.40	3.02	3.24	-.375***	0.011	-0.209	0.386	0.166	-0.22
Business Development	4.38	3.76	3.72	3.58	.615***	.660***	.792***	0.045	0.177	0.133
Fair Evaluations	4.44	4.24	4.17	3.93	.207**	0.278	.515***	0.071	.308**	0.237
Less Honest Evaluations	2.63	2.78	3.13	3.01	-0.153	-.500***	-.383***	-.347*	-.229*	0.117
Advancement Opportunities	4.26	3.70	3.78	3.39	.559***	.478**	.869***	-0.081	.310**	0.39
Paid Fairly	4.11	3.28	3.81	2.95	.829***	0.295	1.159***	-.535**	.330*	.864***
Paid Less	2.96	3.81	3.23	4.06	-.846***	-0.269	-1.095***	.577***	-0.249	-.826***

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001

Table 10: Means and Mean Differences for Workplace Process Items Comparing White Women, Asian Women, and URM Women

	Means			Mean Differences		
	White	Asian	URM	White/Asian	White/URM	Asian/URM
Hiring	4.29	4.16	3.51	0.129	.785***	.656***
Assignments	3.95	3.76	3.35	0.19	.601***	0.411
Satisfied with Assignments	3.96	3.96	3.54	0.001	.418**	0.418
Isolated	2.94	2.78	3.09	0.163	-0.151	-0.314
Good Mentor	3.87	3.80	3.51	0.076	.366**	0.29
Networking	3.77	3.92	3.57	-0.145	0.201	0.346
Sponsor Influence	3.40	3.50	3.07	-0.093	.328*	0.421
Business Development	3.76	3.88	3.39	-0.122	.372**	.494*
Fair Evaluations	4.24	4.04	3.86	0.198	.377**	0.179
Less Honest Evaluations	2.78	2.98	3.03	-0.2	-.248*	-0.048
Advancement Opportunities	3.70	3.50	3.31	0.192	.383**	0.19
Paid Fairly	3.28	3.42	2.61	-0.145	.670***	.816***
Paid Less	3.81	3.83	4.20	-0.027	-.389**	-0.362

One-way ANOVAs were conducted for comparison. *p<0.05; **p<0.01; ***p<0.001