

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the left and right sides of the slide, framing the central text. The shapes include triangles and polygons of varying sizes and orientations, creating a modern, layered effect.

Gender Ratios by Occupation

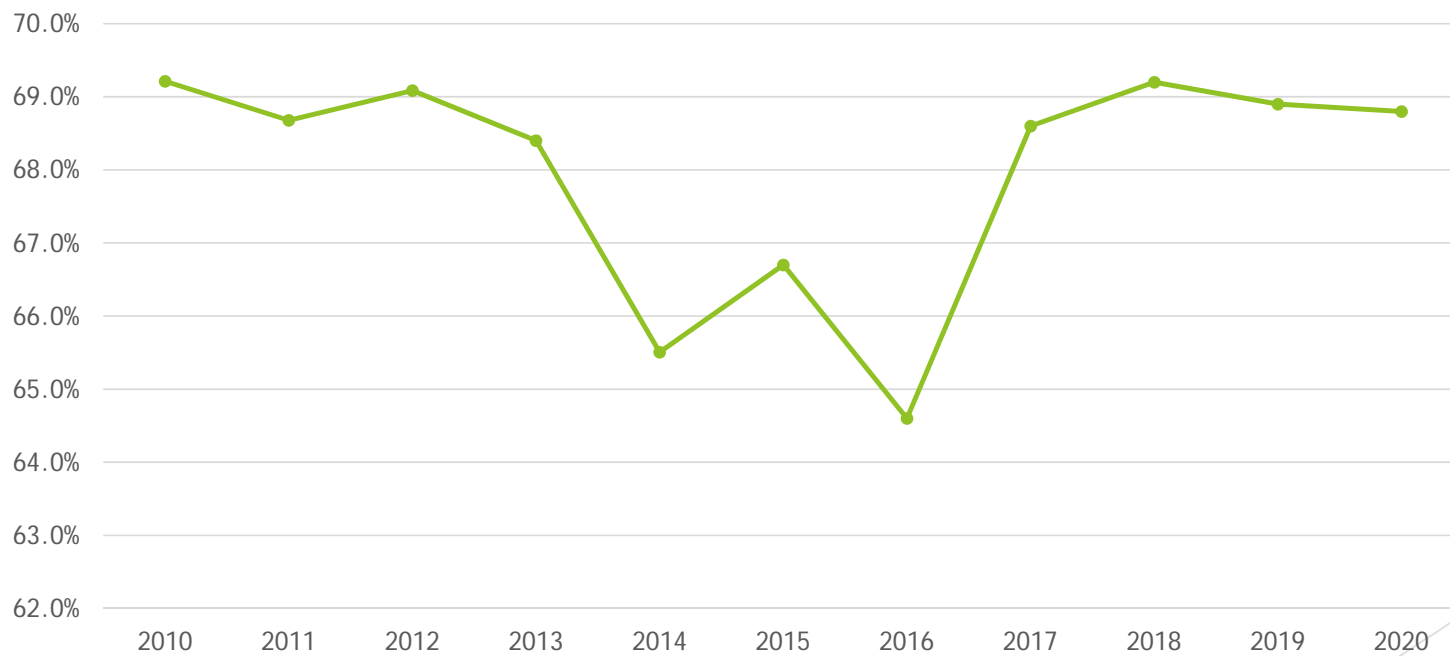
Top Five Occupations by Gender

Top 5 Female Occupations	No. of Employees	Top Five Male Occupations	No. of Employees
Social Services	6,880	Protective Services	4,776
Financial Services	5,946	Science & Engineering	3,552
Administrative Services	5,436	Social Services	3,360
Health Care	2,752	Maintenance Trades & Labor	2,862
WMS	2,400	Information Technology	2,284

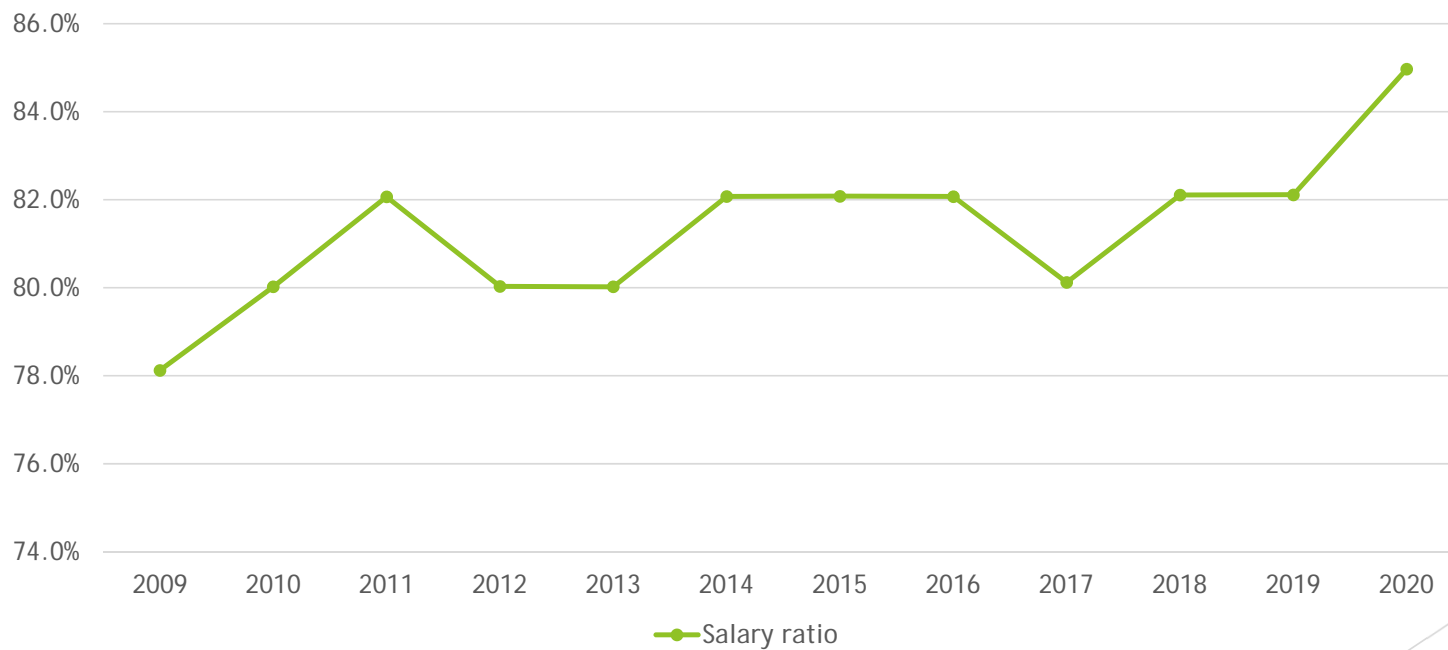
Top Five Occupations by Percent

Top Five Female Occupations	% of female employees	Top Five Male Occupations	% of male employees
Administrative Services	78.7%	Maintenance Trades & Labor	91.5%
Health Care	76.5%	Non-Classified Covered (WSP, Ferries)	82.0%
Financial Services	73.7%	Protective Services	75.4%
Retail Operations & Marketing	73.2%	Information Technology	66.9%
Education	72.6%	Science & Engineering	63.4%

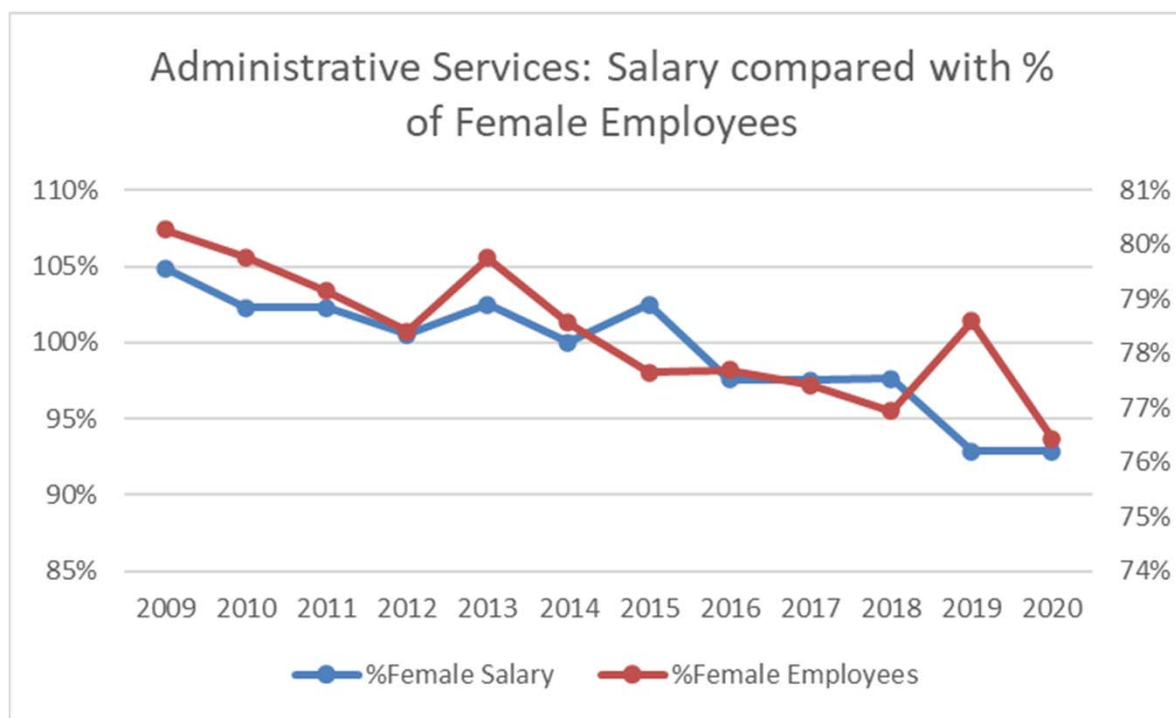
Gender Ratios in Washington ACS Occupations



Median Salary of Women by % of Male Median Salary by Occupation Class



Case Study: Administrative Services and Inverse Correlation of Salary & % of Male employees



Take-Aways

- ▶ State government salaries are more equal than Washington State as whole
- ▶ There is still room for improvement
- ▶ More specific data is needed to fully assess pay equality

Future Areas of Research

- ▶ Investigate whether there are any hotspots of inequality for job classes and agencies
- ▶ Whether trends for certain occupations continue (e.g., administrative services)
- ▶ Isolate confounding variables (e.g., years of experience, education)
- ▶ Continue advocating for a pay equality study that is comprehensive but also celeritous