

Women in Meetings & Incentives

prevue
meetings + incentives



Sponsored by



CARIBE ROYALE
ORLANDO



Women in Meetings & Incentives

BY LISA SIMUNDSON

What do women want? Sigmund Freud famously asked that question nearly a hundred years ago. And though the now-debunked psychologist never found an answer for himself, we have some answers about what women in the meeting and incentive planning industries want—to be paid equally, to have better life/work balance, to have a place and a voice at the table, and most of all, to keep doing what they love.

You don't need a degree in psychology, just basic math, to see that in the business world, more men than women ascend to the C-suite. McKinsey's "Women in the Workplace" studies, for instance, show a persistent "broken rung" issue: women face lower promotion rates to management, hindering their career advancement.

In Prevue's survey, 57% of respondents agreed that women in the planning profession had a harder time getting promoted; while about that same number (56%) reported that less than half of C-level

management positions in their companies were women. As one planner commented, "diversity is still needed in the industry" while another cited "glass ceiling barriers."

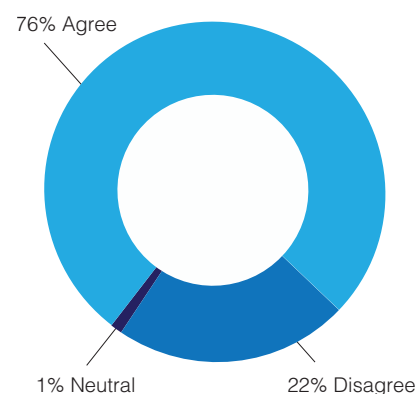
CHALLENGES FOR WOMEN IN THE INDUSTRY

When it comes to paychecks, the gender gap appears to be widening. In Prevue's 2025 survey 63% of respondents say men earn more than their female counterparts in identical roles, a jump from the 50% who felt this way last year.

Three-quarters of survey respondents also said that women struggle with work/life balance more than their male colleagues do. However on the plus side, 68% felt supported by their coworkers and/or bosses when they needed to take care of personal matters.

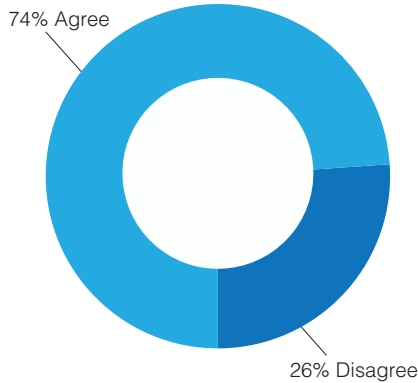
Something that comes up frequently with women in professional settings—sexual harassment—is still alive and unwell, though this year's survey was more evenly split

I feel competent and confident about my professional skills

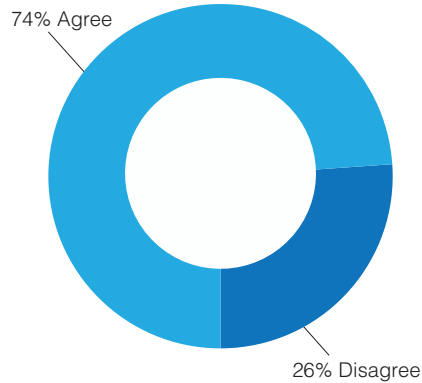


Prevue's Women in Meeting + Incentives survey was conducted among our readership in July 2025.

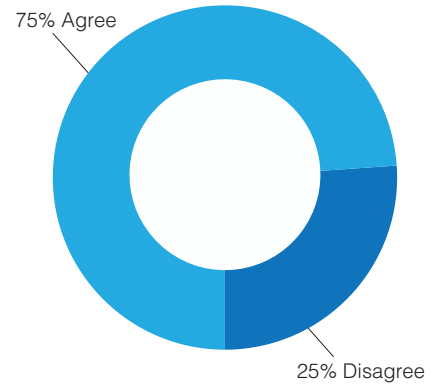
A quality like “assertiveness” is perceived differently for women than for men



Women struggle more with work/life balance than men in our industry



I love what I do



between those who have been sexually harassed (52%) with those who haven't (47%). In addition, 47% think that occurrences of sexual harassment in the workplace have decreased, although one planner said “harassment is out there loud and clear” while another concluded that “harassment hasn't decreased, but it has become less tolerated.”

While it's possible that overt harassment is declining, a high number of respondents (73%) have reported microaggressions in the

workplace or professional settings. Described as “death by a thousand paper cuts,” microaggressions often aren't easy to pinpoint but in a nutshell are those seemingly minor yet harmful verbal, nonverbal and environmental slights directed at targeted individuals.

Dealing with any of these situations can be especially difficult for women because, as they noted in the survey, 74% agreed that assertiveness is perceived differently for women than men. Not that it's stopping them

from speaking up—68% said that they push back when they have to while 58% don't allow anyone to talk over them in meetings.

LOVING WHAT THEY DO

The real bright spot? A striking 76% of respondents feel competent and confident in their professional skills, with three-quarters loving what they do. Moreover, many were mentored on the way up (65%) and are now mentoring others in return (60%).

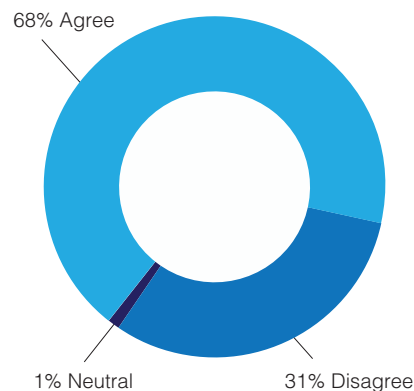




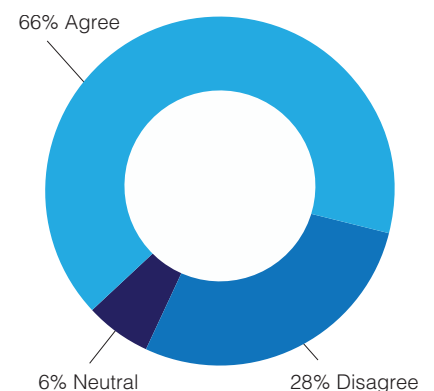
"Finding a strong female mentor was incredibly helpful to me," one planner said. "I encourage all women more junior in their careers to actively seek this out."

Prevue's findings paint a portrait of professionals who aren't just capable—they're outspoken and self-assured, even while acknowledging the gender-based hurdles affecting perception and work-life balance. They recognize the biases at play yet refuse to be intimidated in meetings and professional encounters. In short, industry women are a workforce both clear-eyed about systemic challenges and willing to face them head-on.

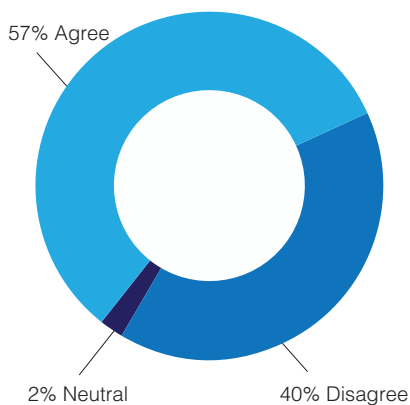
If I have to "push back" or disagree with a client, I do



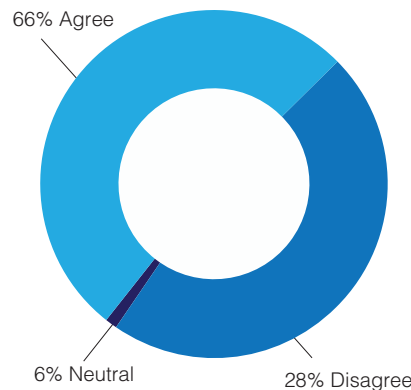
There is income disparity between men and women in our industry



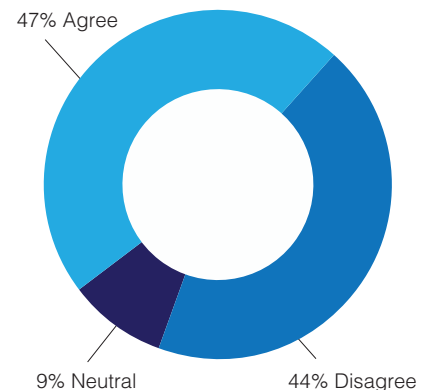
Women in our profession have a hard time getting promoted



I have been sexually harassed in the workplace or in a professional setting



I think occurrences of sexual harassment in the workplace have decreased





CARIBE ROYALE O R L A N D O

At Caribe Royale Orlando we're proud to stand alongside the remarkable women shaping the meetings and events industry. As one of the premiere convention resorts in Orlando, the top US domestic destination for meetings and conventions, we see every day how women lead with creativity, connection and collaboration —qualities that make this industry thrive.

Our own story reflects that same strength. Nearly half of our executive committee is comprised of accomplished women, and our leadership ranks include female directors across key disciplines from sales, events and marketing to culinary and food and beverage. We're equally proud to have a female general manager leading one of our sister hotels, Buena Vista Suites, continuing to open doors and inspire others.

Success in meetings, and in leadership, comes down to relationships, listening and creativity. These are the same principles that guide our team as we support our clients, anticipate their needs, and build partnerships that result in shared success.

This conversation is not only about empowerment, it's about elevating voices, encouraging mentorship and ensuring the next generation of women leaders continues to innovate and influence the future of our industry. Caribe Royale Orlando is honored to support this dialogue and celebrate the talent, tenacity and trailblazing spirit of women in meetings everywhere.

About Caribe Royale

Color Outside the Lines—and Discover a New Standard at Caribe Royale Orlando. Leave tried, true and traditional where they belong...and discover an exceptional new standard for meetings and conventions at Caribe Royale Orlando. Here innovation is only the beginning, with an incomparable resort experience, exceptional indoor and outdoor venues, and luxurious all-suite accommodations. Designed for the disruptors and rule-benders among us, Caribe Royale Orlando is a groundbreaking AAA Four Diamond destination where inspiration reigns and a new standard is set.

cariberoyalemeetings.com



@caribe-royale-orlando



@cariberoyaleorlando



@cariberoyaleorlando



@cariberoyaleevents