

Rural Nevada Commission for Women Survey

Q19 Here's the final "Big Question" - In your opinion, what do women need to successfully join the workforce and take care of their families? (If you need more space to respond, please email your response to mwoods@admin.nv.gov)

Answered: 55 Skipped: 18

#	Responses	Date
1	CulturalSppt&Encrgmnt Other A change in social attitudes and serious prosecution of men who intentionally impede a woman's progress on the job either through intimidation or behind the scenes maneuvers. People who observe these behaviors need to be willing to come forward and call them out without their receive retaliation.	11/19/2016 1:55 PM
2	Other They need to stop complaining and trying make things "fair"! What is fair to one person is unfair to someone else.	11/10/2016 2:39 PM
3	Child Care Affordable , trustworthy childcare	11/10/2016 1:47 PM
4	Child Care Family Leave Flexible Hours Good, reliable daycare and the understanding from their employers should they need to take off work due to child care needs.	11/10/2016 8:24 AM
5	CulturalSppt&Encrgmnt Education Equal Pay Other Education and better pay. Although I think this is not a women issue but a society issue. Also father's should be equally involved in child care, health care, and support for their children	11/9/2016 10:54 PM
6	CulturalSppt&Encrgmnt Family Leave Flexible Hours Medical Benefits Other We need employers that make family the top priority. Understanding children get sick and there are events that parents need to attend. Work places that have flexible schedules and offer benefits day one. Even Douglas county makes their new employees wait 60 days+ for insurance benefits. For a single parent like myself with a medically complex child that means not being able to take a job. The pay for jobs in and around this area are not living wages. So again I say that these programs do not assist families that want to work. If they had covered my insurance for the 60+ days I would be working. But it came down to insurance for my child or a job.	11/9/2016 10:48 PM
7	Child Care Access to affordable child care!	11/9/2016 7:13 PM
8	Family Leave Flexible Hours Understanding employers to allow for time off work for children's needs. i.e. School functions, dr appts, sickness, sports, etc. Also, paid maternity leave like California. Right now, woman can take 6 was off but with zero pay....so who can afford to not get a paycheck for a month and a half?	11/9/2016 3:38 PM
9	Child Care Affordable, quality child care	11/9/2016 2:19 PM
10	Child Care child care that is reasonably priced. if I did not watch my grandchildren for my daughter she would not be able to work if she had to pay for outside child care...too expensive	11/9/2016 1:47 PM
11	Child Care Equal Pay Medical Benefits Other Although I work 40+ hours a week, I do not have access to health insurance as I am a contracted employee for the state. I would have to buy private health coverage through the health care exchange which is average \$300 a month not including dental plan. This is only for myself. I cannot access my boyfriends insurance as we are not married (by have been together, co-habiting for 6 years). The Medicaid options are not available because I barely make too much money, but if I get insurance then I won't be able to pay my rent and car note. This is insane and we have to review our child care and pay laws to be beneficial for more then just men.	11/9/2016 11:48 AM
12	CulturalSppt&Encrgmnt Women need our culture to shift the messages we teach our children in relation to the equal value of a woman's mind.	11/9/2016 11:34 AM
13	Child Care Good low cost child care. Child care is way too pricey.	11/9/2016 10:59 AM
14	Child Care Flexible Hours Medical Benefits Other Employers that understand parenting and allow for the extra time off when kids are sick, your sick, emergencies, no child care, etc. Cost of childcare to be cheaper, you work to pay for childcare Cost of medical insurance to je cheaper Grants for moms to return to school, no matter their income	11/9/2016 10:55 AM

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15	[REDACTED] Flexible work schedules. We live in a world where not many of us need to sit at a desk for eight hours to do our jobs. We check our email 24/7, we are always on. There are many of us who can excel in our careers while taking care of our families and unfortunately there are too many employers who believe you need to be sitting in a chair to do your job.	11/9/2016 10:45 AM
16	[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] Affordable healthcare, jobs that are while kids are in school so no day care needs, affordable day care, technical training as an alternative to college. Men to man up & do their share. Affordable housing	11/9/2016 10:34 AM
17	[REDACTED] [REDACTED] [REDACTED] Community support, educational opportunities, affordable child care	11/4/2016 4:35 PM
18	[REDACTED] [REDACTED] [REDACTED] [REDACTED] [REDACTED] I feel women need equal pay, more free or low cost quality child care, and more opportunities to continue higher education such as scholarships for women in any stage of their life, (single, married, or widows). Another would be flexibility if a mother had to attend a child's matter.	11/4/2016 3:18 PM
19	[REDACTED] [REDACTED] In my opinion, I feel women would benefit in the workforce if they had help with childcare. I would also like to add salary.	11/4/2016 12:46 PM
20	[REDACTED] Affordable Daycare	11/4/2016 12:35 PM
21	[REDACTED] Widespread affordable or free child care	11/4/2016 9:03 AM
22	[REDACTED] More options for flexible work hours. For example, if employers offered 6 hour a day plans, many women who are currently overwhelmed with an 8-10 hour work day would have an easier time balancing work and home responsibilities.	11/3/2016 12:45 PM
23	[REDACTED] [REDACTED] [REDACTED] Good paying jobs with the flexibility to ensure proper childcare and education is provided. Women need to have the flexibility to take kids to school, or be at home if they are sick. An option would be to be able to work from home on those occasions if the job had that option. Mothers also need to be not treated like they cannot be committed to the job because they have children. It should be a credit that they have the drive to do more.	11/3/2016 12:36 PM
24	[REDACTED] [REDACTED] [REDACTED] [REDACTED] They need support in all areas, from child care to finding employment/training that can help them succeed. Too often the programs out there fall just short of the support that a single woman needs. They need mentors within employment agencies, free/affordable training, they need someone to take the time throughout these processes to help them along not just leave them to figure it out on their own.	11/3/2016 10:13 AM
25	[REDACTED] Immediate, low or no cost child care.	11/3/2016 6:24 AM
26	[REDACTED] [REDACTED] [REDACTED] [REDACTED] Assess family and self needs - emotionally, financially. Determine self ability to give the workforce the requirements needed for business to be successful while giving the family the requirements needed for them to be successful. Improve education to improve pay level Improve knowledge to be highly marketable Be flexible	11/2/2016 12:28 PM
27	[REDACTED] affordable and reliable day care	11/2/2016 9:14 AM
28	[REDACTED] Paid Maternity Leave so caring for an infant is not a financial burden on the family.	11/1/2016 7:57 PM
29	[REDACTED] [REDACTED] [REDACTED] [REDACTED] Confidence, opportunity, decent pay for a starting position, affordable benefits, a vehicle, appropriate dress for the position, a good work ethic.	11/1/2016 3:10 PM
30	[REDACTED] Most important is quality Childcare so that worrisome burden is eliminated.	11/1/2016 11:48 AM
31	[REDACTED] [REDACTED] [REDACTED] Women need counseling, training and mentoring to move successfully into work. Employers need to create jobs and work environments that support women and that have incentives for up-ward mobility and economic stability.	11/1/2016 10:56 AM
32	Family Leave Family leave. You did not mention caring for a disabled child, spouse or elderly parents. As you get older this is as important or more important than child care.	11/1/2016 10:16 AM
33	CulturalSppt&Encrgmnt Other Support, help, not so many limitations on the help that is available	11/1/2016 7:25 AM
34	CulturalSppt&Encrgmnt Other I think mental health should priority #1 as young as possible, in schools, and put money back into the schools and educators. Strengthen morals and values in our children so they can break the cycle and notice the warning signs of an unhealthy relationship before they find themselves in an abusive relationship they end up of escaping from, if they are lucky and left with no education and struggling to get back on their feet and trying to get out from spouse's credit card debt he left us with when he chose drugs over his family.	10/31/2016 3:28 PM

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35	Flexible Hours Part-time work for professionals. Many career-oriented women leave the workforce due to meeting the needs of their families. Employers would get more out of part-time employees for 30 or less hours a week, and RETAIN their employees, if hours that worked closer to school times could be met. Even if it were at a lesser pay rate, and no insurance - women could still work effectively and keep a strong home and family life. This would create stronger marriages, better involvement with their children's lives, better nutrition (time to actually have family meals), and additional, welcome income while still proving to be assets to their employers.	10/31/2016 12:55 PM
36	CulturalSppt&Encrgmnt Equal Pay Flexible Hours Women need employers who will partner with them to allow for flexibility and still pay them a fair amount for the work that they do. I have never looked for a handout in trying to balance my work and personal life, but I have found that in rural Nevada there are few employers who treat their employees as valued partners and understand that children in particular require flexibility in scheduling. I have no issues working from home, but need enough time and flexibility to be able to get my children to doctor's appointments, student/teacher conferences, etc. Employers are missing out on employing capable and intelligent women because they aren't offering flexibility. In this area, it appears that to be able to meet family obligations women often either opt-out of the workforce or take lower skilled, but flexible jobs. This is unfortunate. Nevada and specifically the rural areas in Nevada business need to keep up with areas (some neighboring states) that have higher tech business in their area. Infrastructure upgrades may be required to lure businesses like this into our state.	10/31/2016 12:49 PM
37	Child Care Equal Pay Other Equal pay for equal work, free childcare while in school as long as academic standards are maintained, loan forgiveness and stipend programs so costs are not prohibitive when pursuing higher education.	10/31/2016 12:41 PM
38	CulturalSppt&Encrgmnt Equal Pay They need to make as much as a man. If they did, their jobs would be more of a priority to the family, they would be more valued, and taking care of children when they were sick, etc...would fall to both parents - not just the woman with her low paid secondary job. This mindset holds women back - the difference between a job and a career.	10/31/2016 12:05 PM
39	Child Care Flexible Hours Other affordable and available Childcare, schedule flexibility, appropriate transportation for children while Mom is at work, some stress relief regarding making ends meet and home vs. work balance.	10/31/2016 12:02 PM
40	CulturalSppt&Encrgmnt Other Network of support; family, friends, service providers, community ...	10/31/2016 10:25 AM
41	Education Other Motivation and know-how. Education isn't too far behind.	10/28/2016 2:21 PM
42	Child Care They need affordable quality child care.	10/27/2016 4:15 PM
43	Child Care Other Skills Training Help in valuing themselves and their skills and communicating those skills to employers upon interviews. Help with daycare costs for a month or a quarter of a year.	10/27/2016 2:10 PM
44	Child Care Other Skills Training They need financial assistance in caring for children while "in training" and in transition. It took every cent of my school loans to pay for day care for my kids when I was in my Teaching internship for 6 months. Also, there needs to free immunizations when required to be up to date for employment (like teachers), as well as reduced fees for licensure, certification for social positions like teaching, law enforcement, social workers or waivers if individuals are providing for a family.	10/27/2016 1:31 PM
45	Child Care Equal Pay Equal pay combined with affordable, quality child care.	10/27/2016 11:44 AM
46	Other The ability to only work when their children are in school. Companies should set up a school schedule option with the possibility of shared schedules.	10/26/2016 8:03 PM
47	Other The ability to work and care for children simultaneously	10/26/2016 6:30 PM
48	Other Hard to say. In my field and my significant other's field, it's not an issue, nor was it with previous spouses.	10/26/2016 5:01 PM
49	CulturalSppt&Encrgmnt Flexible Hours Other You are asking the wrong questions. These are biased questions. Read the Harvard Business review: https://www.summer.harvard.edu/inside-summer/gender-inequality-women-workplace . Here's a direct quote: "The problem arises when young adults try to balance work and family, and women end up carrying nearly all of the caregiving responsibilities. If women put many more hours into these household activities than men, this greatly disadvantages women in the workplace. It is unrealistic to expect gender equality if workplaces demand that women be available all the time" Additionally, attitudes by coworkers and superiors are full of double standards. A female attorney once coached a group of women to change positions following major life changes like childbirth and marriage because women are perceived to be less committed to work following these events (leading to demotions and instability) while men are perceived to be more committed (leading to raises and promotions). Until work loads (home and work) are balanced between genders and attitudes are no longer biased, this problem will persist. What women need most is support, flexibility and the same expectation afforded to men that they can be successful.	10/26/2016 4:38 PM
50	Other They don't need a job, they need a man to support them financially. There should be a movement to get men to own up to they're duties as Husbands and Fathers!	10/26/2016 3:58 PM

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51	Equal Pay Equal pay for equal work.	10/26/2016 3:54 PM
52	Child Care Education Equal Pay Other Women need affordable daycare, affordable housing, education, reliable transportation, and competitive wages.	10/26/2016 3:54 PM
53	CulturalSppt&Encrgmnt Other Women need companies and organizations that are fully committed to hiring and promoting women in ALL job types, not only those traditionally assigned to women.	10/26/2016 3:52 PM
54	CulturalSppt&Encrgmnt Other For men to stay with their homes and be dedicated fathers	10/26/2016 3:50 PM
55	Equal pay that reflects work ethic and workload. People with higher work ethic get the bulk of the work and the less efficient/motivated people skate by. Women seem to be the ones the work falls to when someone can't do their part.	10/26/2016 3:48 PM