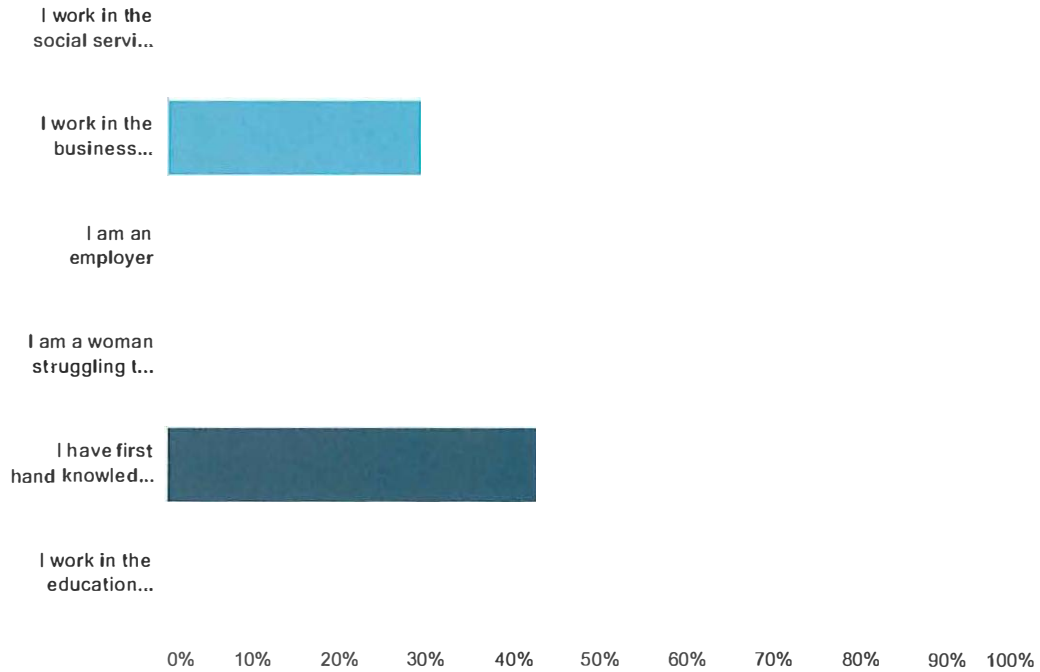


Q1 What is your perspective in answering these questions?

Answered: 352 Skipped: 39



Answer Choices	Responses	Count
I work in the social services industry	19.32%	68
I work in the business community	29.26%	103
I am an employer	8.81%	31
I am a woman struggling to successfully join the workforce and take care of my family	8.81%	31
I have first hand knowledge of the struggles women encounter	42.90%	151
I work in the education industry	30.11%	106

Total Respondents: 352

#	Other (please specify)	Date
	i resently lost my job of 7 years because of my hearing impairment/disability. i've been this way since birth, I'm now 57.	11/13/2016 4:21 PM
2	I work for an advocacy organization representing the 50+ year olds.	11/3/2016 10:40 AM
3	now retired	11/2/2016 5:25 PM
4	I have family members who struggle with work issues.	11/2/2016 12:03 PM
5	Retired attorney	10/19/2016 9:00 AM
6	I work for a progressive advocacy coalition that seeks to improve economic, environmental and social justice policies.	10/18/2016 3:27 PM
7	retired educator	10/15/2016 10:52 AM
8	I am a retired educator.	10/14/2016 12:40 PM

Nevada Commission for Women

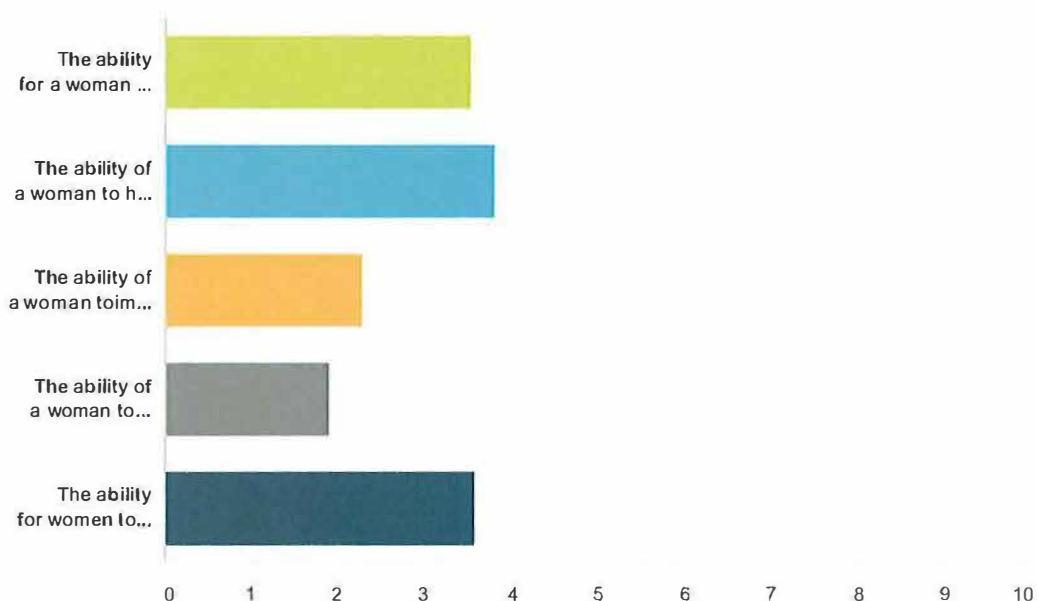
9	Aviation	10/12/2016 9:39 AM
10	Work in government	10/11/2016 12:49 PM
11	Retired	10/11/2016i 11:43 AM
12	Community Advocate for women	10/11/2016 9:12 AM
13	Non profit sector	10/10/2016 11:44 PM
14	Retired	10/10/2016 9:19 PM
15	I am a law student at Boyd, I have a five year old daughter.	10/10/2016 9:18 PM
16	I am self employed and struggle to balance family care and work.	10/10/2016 7:54 PM
17	Administrator in healthcare	10/10/2016 7:14 PM
18	I am retired but worked in social services	10/10/2016 6:38 PM
19	I work in the church	10/10/2016 1:08 PM
20	Retired	10/10/2016 12:23 PM
21	Mother and wife	10/10/2016 9:44 AM
22	I work in the public sector in an administrative and/or technical capacity.	10/10/2016 8:55 AM
23	I am a woman raised in Nevada, working. mother of three.	10/10/2016 7:50 AM
24	Disabled, volunteer and an activist.	10/10/2016 7:29 AM
25	Government compliance	10/10/2016 6:54 AM
26	I am retired, but I can speak about the struggle that I had and the struggle that continues today for women to work.	10/8/2016 3:03 PM
27	I am retired from the education industry	10/8/2016 10:37 AM
28	Non-profit business industry	10/7/2016 8:55 PM
29	I am a medical professional in the healthcare industry	10/7/2016 4:57 PM
30	I am a medical professional in the healthcare industry	10/7/2016 4:48 PM
31	I work in the government and policy industry focused on workforce development	10/7/2016 1:57 PM
32	Retired lawyer	10/7/2016 3:22 AM
33	I work in local government as a scientist.	10/6/2016 11:23 PM
34	I work for myself	10/6/2016 9:21 PM
35	i work in convention	10/6/2016 9:13 PM
36	Nonprofit industry	10/6/2016 6:19 PM
37	Manage a Nevada, community-based quality of life indicators nonprofit, including community indicator data measures that impact all women	10/6/2016 4:55 PM
38	I am the Training Coordinator for the Plumbers/Pipefitters and HVAC Service Tecnicians- UA Local 525	10/6/2016 3:53 PM
39	Government leader	10/6/2016 9:57 AM
40	Self employed business owner	10/6/2016 8:48 AM
41	I work in government.	10/5/2016 8:24 PM
42	I am a psychotherapist.	10/5/2016 7:53 PM
43	I work in the public/government sector	10/5/2016 9:46 AM
44	Retired	10/3/2016 6:10 PM
45	I have granddaughters and grandsons trying to cope with expensive child care.	10/2/2016 9:33 AM
46	Single, retired educator, full time writer specializing in WOMEN OF VALOR	10/1/2016 10:44 PM
47	Business owner in healthcare	9/30/2016 9:12 PM
48	I work in the field of maternal and child health	9/30/2016 3:34 PM

Nevada Commission for Women

49	I need or will need the services of women who care for their families and hold down jobs.	9/30/2016 2:34 PM
50	Professor Emerita. Career (40 years) was in secondary and post-secondary.	9/30/2016 2:31 PM
51	I am a retired educator	9/30/2016 2:20 PM
52	retired	9/29/2016 9:39 PM
53	I am a student too.	9/29/2016 11:50 AM
54	I work multiple jobs to make ends meet	9/29/2016 10:28 AM
55	i was fortunate that my employers allowed me to do professional work part-time for much of my career	9/29/2016 8:07 AM
56	I work in law enforcement	9/29/2016 4:39 AM
57	City government employee	9/28/2016 5:13 PM

Q2 What do you think is the most pressing need facing women to successfully join the workforce and take care of their families? (Please rank in order of importance from 1 - 5, with 1 being the most important need to address)

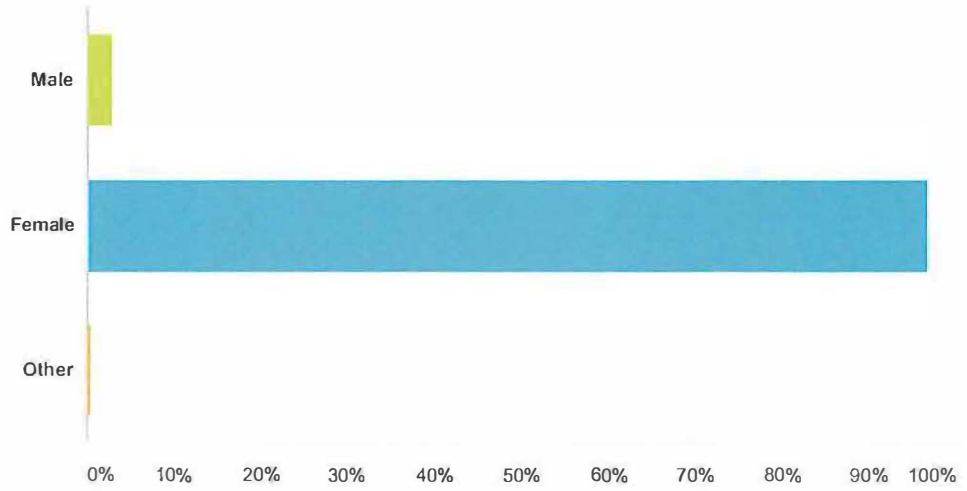
Answered: 389 Skipped: 2



	1	2	3	4	5	Total	Score
The ability for a woman to take time off work to care for herself or her children (i.e. Paid Time Off and Paid Sick Leave)	19.34% 70	37.85% 137	24.31% 88	13.54% 49	4.97% 18	362	3.53
The ability of a woman to have access to affordable, quality child care.	33.70% 121	28.69% 103	25.91% 93	7.80% 28	3.90% 14	359	3.81
The ability of a woman to meet the minimum education requirements of a job posting	8.29% 30	7.18% 26	17.68% 64	37.02% 134	29.83% 108	362	2.27
The ability of a woman to socially network to find out about job openings.	3.78% 14	9.73% 36	9.73% 36	27.57% 102	49.19% 182	370	1.91
The ability for women to receive the same pay as men when they do the same work.	36.72% 141	16.67% 64	23.70% 91	12.50% 48	10.42% 40	384	3.57

Q3 What is your gender?

Answered: 389 Skipped: 2

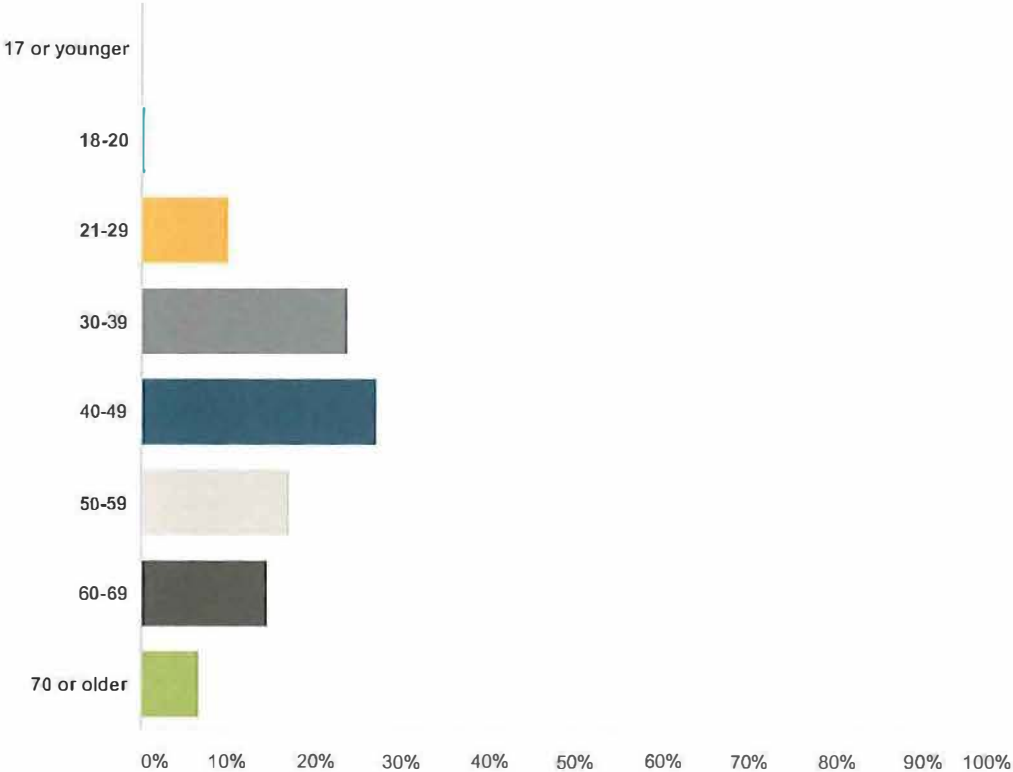


Answer Choices	Responses	
Male	2.83%	11
Female	96.66%	376
Other	0.51%	2
Total		389

#	Other	Date
1	T	10/27/2016 5:08 AM
2	I	10/10/2016 6:53 PM

Q4 What is your age?

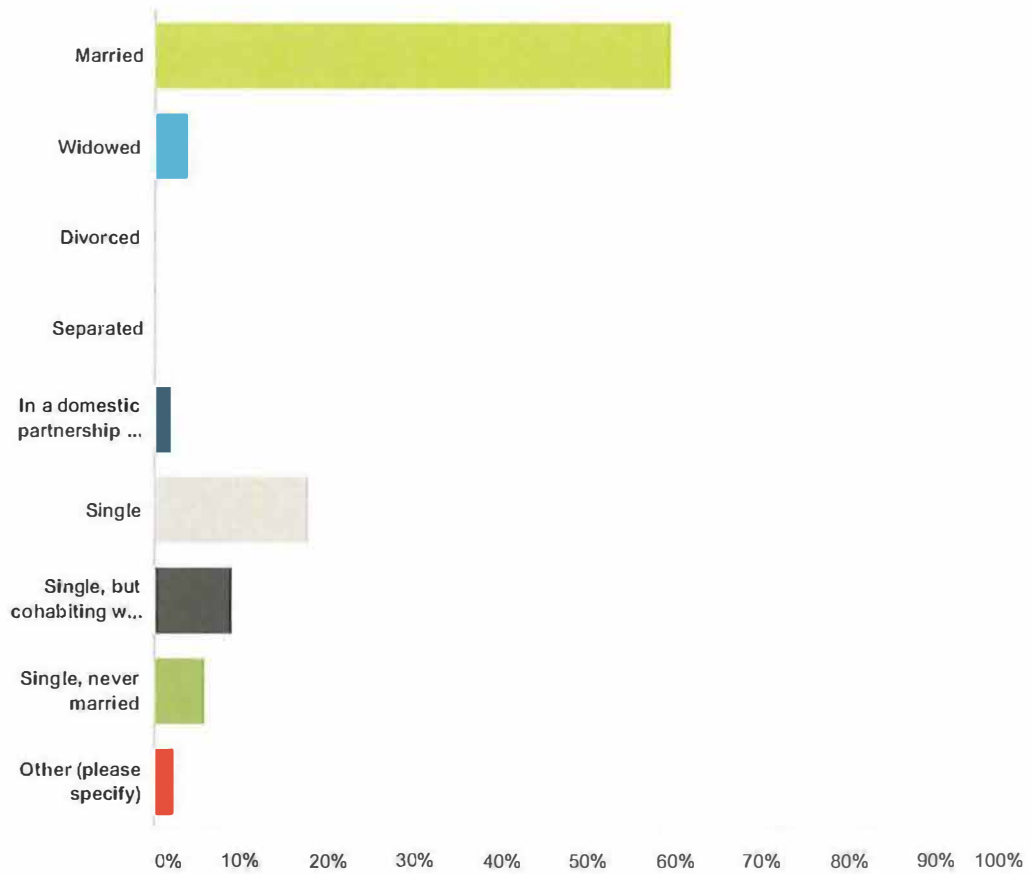
Answered: 391 Skipped: 0



Answer Choices	Responses
17 or younger	0.26% 1
18-20	0.51% 2
21-29	9.97% 39
30-39	23.79% 93
40-49	27.11% 106
50-59	17.14% 67
60-69	14.58% 57
70 or older	6.65% 26
Total	391

Q5 Which of the following best describes your current relationship status?

Answered: 389 Skipped: 2



Answer Choices	Responses
Married	59.38% 231
Widowed	3.86% 15
Divorced	0.00% 0
Separated	0.00% 0
In a domestic partnership or civil union	1.80% 7
Single	17.74% 69
Single, but cohabiting with a significant other	9.00% 35
Single, never married	5.91% 23
Other (please specify)	2.31% 9
Total	389

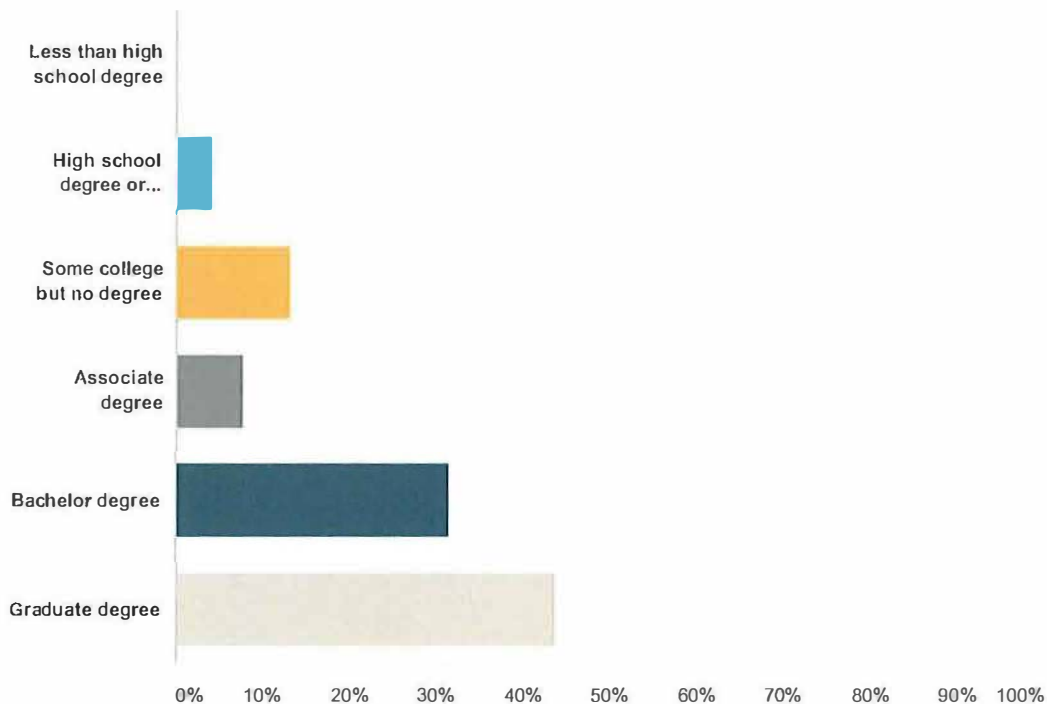
#	Other (please specify)	Date
1	Divorced	10/20/2016 5:53 AM

Nevada Commission for Women

2	divorced	10/15/2016 10:52 AM
3	Divorced	10/11/2016 12:46 AM
4	Divorced	10/11/2016 12:41 AM
5	Seperated	10/10/2016 9:58 PM
6	Divorcedö	10/10/2016 12:23 PM
7	Divorced	10/8/2016 12:37 PM
8	divorced	9/29/2016 12:38 AM
9	divorced	9/28/2016 4:37 PM

Q6 What is the highest level of school you have completed or the highest degree you have received?

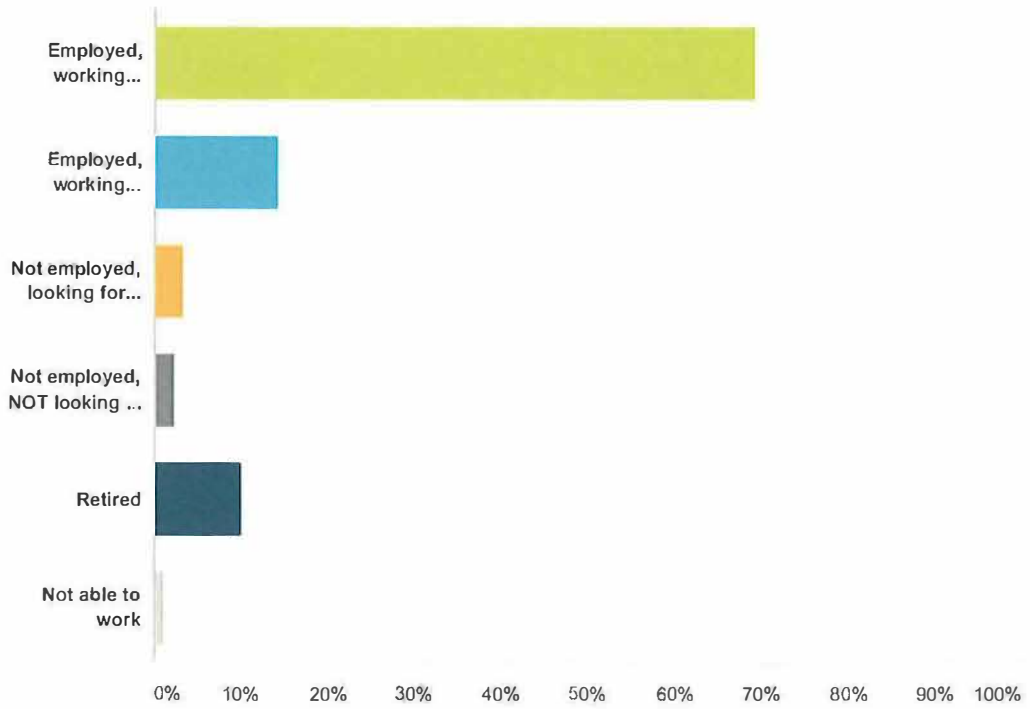
Answered: 390 Skipped: 1



Answer Choices	Responses
Less than high school degree	0.26% 1
High school degree or equivalent (e.g., GED)	4.10% 16
Some college but no degree	13.08% 51
Associate degree	7.69% 30
Bachelor degree	31.28% 122
Graduate degree	43.59% 170
Total	390

Q7 Which of the following categories best describes your employment status?

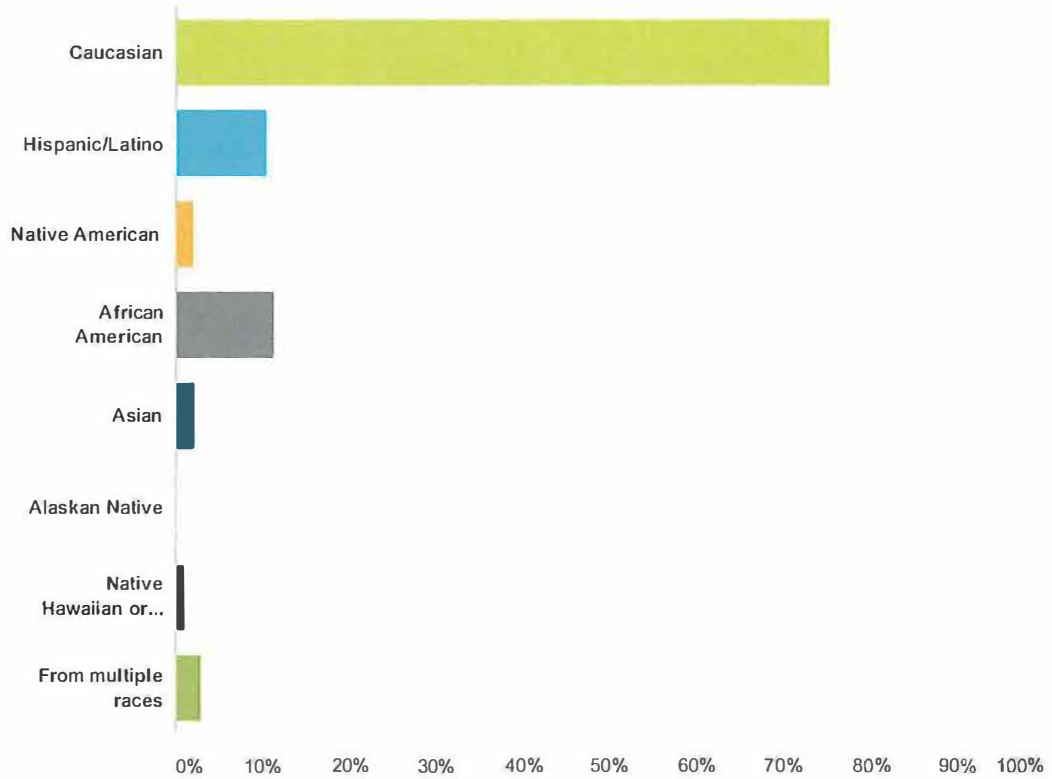
Answered: 388 Skipped: 3



Answer Choices	Responses
Employed, working full-time	69.07% 268
Employed, working part-time	14.18% 55
Not employed, looking for work	3.35% 13
Not employed, NOT looking for work	2.32% 9
Retired	10.05% 39
Not able to work	1.03% 4
Total	388

Q8 What is your ethnicity? (Please check all that apply)

Answered: 389 Skipped: 2



Answer Choices	Responses
Caucasian	75.06% 292
Hispanic/Latino	10.54% 41
Native American	2.06% 8
African American	11.31% 44
Asian	2.31% 9
Alaskan Native	0.00% 0
Native Hawaiian or other Pacific Islander	1.03% 4
From multiple races	2.83% 11
Total Respondents: 389	

#	Other (please specify)	Date
1	I hate this question. I know you're trying to quantify information, but I face discrimination BECAUSE I'M WHITE!	10/11/2016 9:00 AM
2	Middle Eastern	10/4/2016 5:22 PM
3	Eurasian	9/30/2016 5:11 PM
4	Caucasian / Hispanic	9/28/2016 9:54 PM

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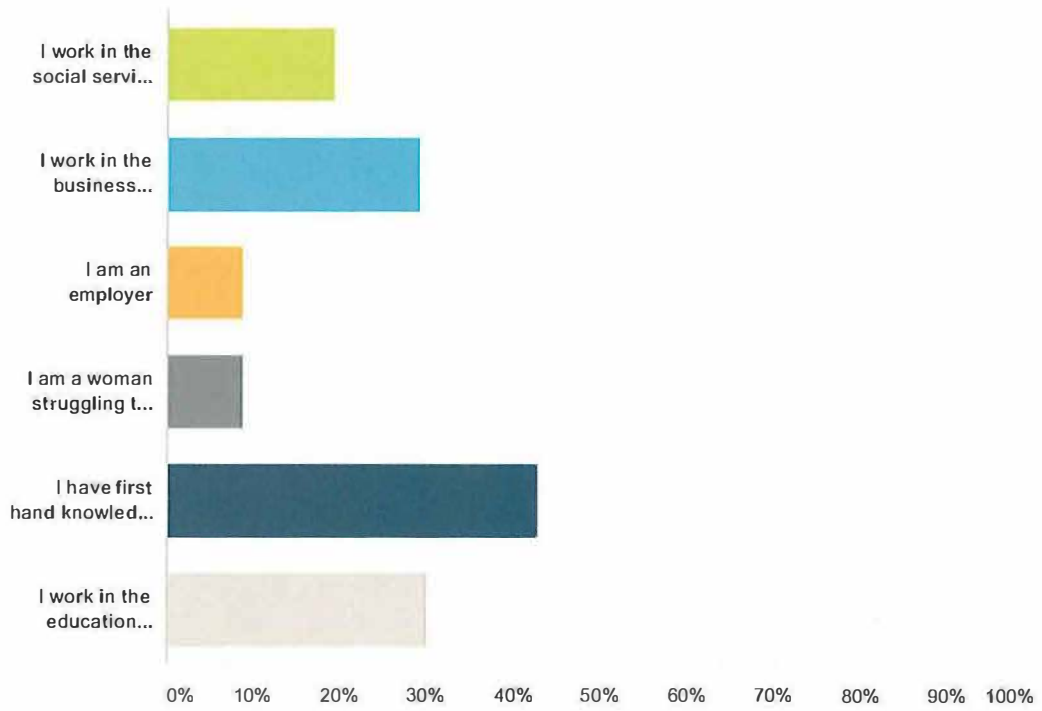
5

I am hispanic and white, with small amount of African heritage.

9/28/2016 5:13 PM

Q1 What is your perspective in answering these questions?

Answered: 352 Skipped: 39



Answer Choices	Responses	
I work in the social services industry	19.32%	68
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2	I work for an advocacy organization representing the 50+ year olds.	11/3/2016 10:40 AM
3	now retired	11/2/2016 5:25 PM
4	I have family members who struggle with work issues.	11/2/2016 12:03 PM
5	Retired attorney	10/19/2016 9:00 AM
6	I work for a progressive advocacy coalition that seeks to improve economic, environmental and social justice policies.	10/18/2016 3:27 PM
7	retired educator	10/15/2016 10:52 AM
8	I am a retired educator.	10/14/2016 12:40 PM

Nevada Commission for Women

36	Las Vegas & NLV	Las Vegas	10/17/2016 12:39 PM
37	Reno Sparks Area	Reno	10/16/2016 3:09 AM
38	Las Vegas & NLV	Las Vegas	10/15/2016 10:28 PM
39	Henderson Area	Henderson	10/15/2016 6:33 PM
40	Las Vegas & NLV	Las Vegas	10/15/2016 4:49 PM
41	Las Vegas & NLV	Las Vegas	10/15/2016 10:52 AM
42	Reno Sparks Area	Reno, NV	10/14/2016 4:14 PM
43	Las Vegas & NLV	Las Vegas	10/14/2016 12:40 PM
44	Henderson Area	Henderson	10/14/2016 8:49 AM
45	Las Vegas & NLV	Las Vegas	10/13/2016 9:16 PM
46	Las Vegas & NLV	Las Vegas	10/13/2016 5:59 PM
47	Las Vegas & NLV	Las Vegas	10/13/2016 3:05 PM
48	Henderson Area	Henderson/Las Vegas	10/13/2016 2:32 PM
49	Las Vegas & NLV	Las Vegas	10/12/2016 10:57 PM
50	Las Vegas & NLV	N Las Vegas	10/12/2016 6:18 PM
51	Reno Sparks Area	Reno	10/12/2016 2:00 PM
52	Henderson Area	Henderson	10/12/2016 2:00 PM
53	Las Vegas & NLV	Las Vegas	10/12/2016 10:13 AM
54	Las Vegas & NLV	Las Vegas	10/12/2016 9:39 AM
55	Las Vegas & NLV	Las Vegas	10/12/2016 9:11 AM
56	Henderson Area	Henderson	10/12/2016 7:20 AM
57	Las Vegas & NLV	Las Vegas	10/12/2016 6:56 AM
58	Carson City - Dayton	Carson City	10/11/2016 8:23 PM
59	Minden Gardnerville Area	Genoa NV	10/11/2016 7:49 PM
60	Reno Sparks Area	Reno	10/11/2016 7:26 PM
61	Las Vegas & NLV	Las Vegas	10/11/2016 6:18 PM
62	Las Vegas & NLV	Las Vegas	10/11/2016 5:55 PM
63	Las Vegas & NLV	Las Vegas	10/11/2016 5:48 PM
64	Las Vegas & NLV	North Las Vegas	10/11/2016 4:45 PM
65	Las Vegas & NLV	Las Vegas	10/11/2016 2:29 PM
66	Other	na	10/11/2016 12:54 PM
67	Las Vegas & NLV	Las Vegas	10/11/2016 12:49 PM
68	Reno Sparks Area	Reno	10/11/2016 12:33 PM
69	Reno Sparks Area	Reno	10/11/2016 11:43 AM
70	Henderson Area	Henderson	10/11/2016 10:48 AM
71	Las Vegas & NLV	North Las Vegas	10/11/2016 9:46 AM
72	Las Vegas & NLV	Las Vegas	10/11/2016 9:12 AM
73	Las Vegas & NLV	Las Vegas	10/11/2016 9:09 AM
74	Henderson Area	Henderson	10/11/2016 9:00 AM
75	Henderson Area	Henderson	10/11/2016 8:47 AM
76	Henderson Area	Henderson NV	10/11/2016 8:09 AM

Nevada Commission for Women

77	Las Vegas & NLV	Las Vegas	10/11/2016 7:26 AM
78	Carson City - Dayton	Carson City	10/11/2016 7:14 AM
79	Las Vegas & NLV	Las Vegas	10/11/2016 6:09 AM
80	Henderson Area	Henderson	10/11/2016 5:47 AM
81	Las Vegas & NLV	Vegas	10/11/2016 4:06 AM
82	Las Vegas & NLV	Las Vegas	10/12/2016 12:46 AM
83	Las Vegas & NLV	Las Vegas	10/11/2016 12:41 AM
84	Reno Sparks Area	Reno	10/10/2016 11:44 PM
85	Las Vegas & NLV	North Las Vegas	10/10/2016 11:37 PM
86	Las Vegas & NLV	Las Vegas	10/10/2016 10:55 PM
87	Las Vegas & NLV	Las Vegas	10/10/2016 10:44 PM
88	Las Vegas & NLV	Las Vegas	10/10/2016 10:33 PM
89	Henderson Area	Henderson	10/10/2016 10:11 PM
90	Las Vegas & NLV	Las Vegas	10/10/2016 9:58 PM
91	Las Vegas & NLV	Las Vegas	10/10/2016 9:56 PM
92	Las Vegas & NLV	Las Vegas, NV	10/10/2016 9:44 PM
93	Las Vegas & NLV	Las Vegas	10/10/2016 9:43 PM
94	Henderson Area	Henderson	10/10/2016 9:38 PM
95	Las Vegas & NLV	Las Vegas	10/10/2016 9:25 PM
96	Las Vegas & NLV	Las Vegas	10/10/2016 9:24 PM
97	Henderson Area	Henderson, Nevada	10/10/2016 9:23 PM
98	Las Vegas & NLV	Las Vegas	10/10/2016 9:19 PM
99	Las Vegas & NLV	Las Vegas	10/10/2016 9:18 PM
100	Las Vegas & NLV	Las Vegas	10/10/2016 8:59 PM
101	Henderson Area	Henderson, NV	10/10/2016 8:26 PM
102	Las Vegas & NLV	North Las Vegas	10/10/2016 8:15 PM
103	Las Vegas & NLV	Las Vegas	10/10/2016 8:01 PM
104	Las Vegas & NLV	Las Vegas	10/10/2016 7:57 PM
105	Henderson Area	Henderson, NV	10/10/2016 7:55 PM
106	Reno Sparks Area	Reno	10/10/2016 7:54 PM
107	Las Vegas & NLV	Las Vegas	10/10/2016 7:41 PM
108	Pahrump	Pahrump	10/10/2016 7:32 PM
109	Las Vegas & NLV	Las Vegas	10/10/2016 7:15 PM
110	Las Vegas & NLV	Las Vegas	10/10/2016 7:14 PM
111	Las Vegas & NLV	Las Vegas	10/10/2016 6:53 PM
112	Henderson Area	Henderson	10/10/2016 6:41 PM
113	Las Vegas & NLV	Las Vegas	10/10/2016 6:38 PM
114	Henderson Area	Henderson	10/10/2016 6:22 PM
115	Las Vegas & NLV	N. Las Vegas	10/10/2016 6:22 PM
116	Other	Casa Grande, AZ	10/10/2016 5:31 PM
117	Las Vegas & NLV	Las Vegas	10/10/2016 5:29 PM

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9	Aviation	10/12/2016 9:39 AM
10	Work in government	10/11/2016 12:49 PM
11	Retired	10/11/2016i 11:43 AM
12	Community Advocate for women	10/11/2016 9:12 AM
13	Non profit sector	10/10/2016 11:44 PM
14	Retired	10/10/2016 9:19 PM
15	I am a law student at Boyd, I have a five year old daughter.	10/10/2016 9:18 PM
16	I am self employed and struggle to balance family care and work.	10/10/2016 7:54 PM
17	Administrator in healthcare	10/10/2016 7:14 PM
18	I am retired but worked in social services	10/10/2016 6:38 PM
19	I work in the church	10/10/2016 1:08 PM
20	Retired	10/10/2016 12:23 PM
21	Mother and wife	10/10/2016 9:44 AM
22	I work in the public sector in an administrative and/or technical capacity.	10/10/2016 8:55 AM
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28	Non-profit business industry	10/7/2016 8:55 PM
29	I am a medical professional in the healthcare industry	10/7/2016 4:57 PM
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43	I work in the public/government sector	10/5/2016 9:46 AM
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45	I have granddaughters and grandsons trying to cope with expensive child care.	10/2/2016 9:33 AM
46	Single, retired educator, full lime writer speciallzing in WOMEN OF VALOR	10/1/2016 10:44 PM
47	Business owner in healthcare	9/30/2016 9:12 PM
48	I work in the field of maternal and child health	9/30/2016 3:34 PM

Nevada Commission for Women

159	Las Vegas & NLV	Las Vegas	10/10/2016 10:53 AM
160	Las Vegas & NLV	Las Vegas	10/10/2016 10:51 AM
161	Las Vegas & NLV	Las Vegas	10/10/2016 10:32 AM
162	Las Vegas & NLV	Las vegas	10/10/2016 10:31 AM
163	Henderson Area	Henderson	10/10/2016 10:28 AM
164	Las Vegas & NLV	Logandale	10/10/2016 10:07 AM
165	Henderson Area	Henderson	10/10/2016 9:55 AM
166	Las Vegas & NLV	Las vegas	10/10/2016 9:44 AM
167	Las Vegas & NLV	Las Vegas	10/10/2016 9:40 AM
168	Carson City - Dayton	Carson City	10/10/2016 9:34 AM
169	Las Vegas & NLV	Las vegas	10/10/2016 9:30 AM
170	Las Vegas & NLV	Las Vegas	10/10/2016 9:05 AM
171	Las Vegas & NLV	Las vegas	10/10/2016 9:01 AM
172	Las Vegas & NLV	Las Vegas	10/10/2016 8:55 AM
173	Las Vegas & NLV	Las Vegas	10/10/2016 8:52 AM
174	Las Vegas & NLV	Las Vegas	10/10/2016 8:49 AM
175	Las Vegas & NLV	Las Vegas	10/10/2016 8:46 AM
176	Las Vegas & NLV	Last Vegas	10/10/2016 8:29 AM
177	Las Vegas & NLV	NLV	10/10/2016 8:26 AM
178	Las Vegas & NLV	Las Vegas	10/10/2016 8:26 AM
179	Reno Sparks Area	Reno	10/10/2016 8:14 AM
180	Henderson Area	Henderson	10/10/2016 8:03 AM
181	Las Vegas & NLV	Las Vegas	10/10/2016 8:00 AM
182	Las Vegas & NLV	Las Vegas	10/10/2016 7:56 AM
183	Minden Gardnerville Area	Gardnerville	10/10/2016 7:56 AM
184	Reno Sparks Area	Sparks, NV	10/10/2016 7:51 AM
185	Las Vegas & NLV	Las Vegas	10/10/2016 7:50 AM
186	Las Vegas & NLV	Las vVegas	10/10/2016 7:37 AM
187	Las Vegas & NLV	Las Vegas	10/10/2016 7:35 AM
188	Las Vegas & NLV	las vegas	10/10/2016 7:34 AM
189	Minden Gardnerville Area	Stateline	10/10/2016 7:29 AM
190	Las Vegas & NLV	las vegas	10/10/2016 7:28 AM
191	Las Vegas & NLV	Las Vegas	10/10/2016 7:14 AM
192	Las Vegas & NLV	Las Vegas	10/10/2016 7:00 AM
193	Las Vegas & NLV	Las Vegas	10/10/2016 7:00 AM
194	Las Vegas & NLV	Las Vegas	10/10/2016 7:00 AM
195	Las Vegas & NLV	Vegas	10/10/2016 6:57 AM
196	Las Vegas & NLV	Las Vegas	10/10/2016 6:54 AM
197	Las Vegas & NLV	Las Vegas	10/10/2016 6:54 AM
198	Las Vegas & NLV	Las Vegas	10/10/2016 6:52 AM
199	Las Vegas & NLV	North Las vegas	10/10/2016 6:43 AM

Nevada Commission for Women

200	Las Vegas & NLV	Las Vegas	10/10/2016 6:40 AM
201	Las Vegas & NLV	Las Vegas	10/10/2016 6:36 AM
202	Las Vegas & NLV	Vegas	10/10/2016 6:36 AM
203	Las Vegas & NLV	Las Vegas	10/9/2016 7:11 PM
204	Henderson Area	Henderson	10/9/2016 8:05 AM
205	Minden Gardnerville Area	Wellington	10/8/2016 6:13 PM
206	Las Vegas & NLV	Las Vegas.Las Vegas, NV	10/8/2016 3:03 PM
207	Las Vegas & NLV	Las Vegas	10/8/2016 12:37 PM
208	Minden Gardnerville Area	Minden, Nevada	10/8/2016 10:37 AM
209	Las Vegas & NLV	Las Vegas	10/8/2016 10:23 AM
210	Las Vegas & NLV	Las Vegas	10/8/2016 8:04 AM
211	Reno Sparks Area	Reno	10/7/2016 8:55 PM
212	Reno Sparks Area	sparks	10/7/2016 7:50 PM
213	Las Vegas & NLV	Las Vegas	10/7/2016 6:18 PM
214	Reno Sparks Area	Reno	10/7/2016 5:45 PM
215	Las Vegas & NLV	Las Vegas	10/7/2016 5:11 PM
216	Carson City - Dayton	Carson City	10/7/2016 4:57 PM
217	Minden Gardnerville Area	Minden	10/7/2016 4:48 PM
218	Reno Sparks Area	Reno	10/7/2016 4:44 PM
219	Carson City - Dayton	Carson City	10/7/2016 3:20 PM
220	Las Vegas & NLV	Las Vegas	10/7/2016 1:57 PM
221	Reno Sparks Area	Reno	10/7/2016 1:09 PM
222	Reno Sparks Area	Reno	10/7/2016 8:47 AM
223	Reno Sparks Area	Reno	10/7/2016 8:03 AM
224	Elko	Tuscarora	10/7/2016 6:59 AM
225	Reno Sparks Area	Reno	10/7/2016 5:25 AM
226	Reno Sparks Area	Reno	10/7/2016 3:22 AM
227	Reno Sparks Area	Reno	10/6/2016 11:23 PM
228	Reno Sparks Area	Sparks	10/6/2016 9:21 PM
229	Las Vegas & NLV	las vegas	10/6/2016 9:13 PM
230	Reno Sparks Area	Sparks	10/6/2016 8:49 PM
231	Reno Sparks Area	Sparks	10/6/2016 8:33 PM
232	Fernley-Fallon	Fallon	10/6/2016 7:43 PM
233	Reno Sparks Area	Sparks	10/6/2016 7:30 PM
234	Reno Sparks Area	Sparks	10/6/2016 7:15 PM
235	Reno Sparks Area	Reno	10/6/2016 7:05 PM
236	Las Vegas & NLV	Las Vegas	10/6/2016 6:58 PM
237	Reno Sparks Area	Sparks	10/6/2016 6:55 PM
238	Reno Sparks Area	Reno	10/6/2016 6:53 PM
239	Reno Sparks Area	Reno	10/6/2016 6:53 PM
240	Reno Sparks Area	Reno	10/6/2016 6:50 PM

Nevada Commission for Women

241	Reno Sparks Area	Reno	10/6/2016 6:43 PM
242	Reno Sparks Area	Reno	10/6/2016 6:19 PM
243	Reno Sparks Area	Reno	10/6/2016 6:13 PM
244	Reno Sparks Area	Reno	10/6/2016 4:55 PM
245	Reno Sparks Area	Reno	10/6/2016 4:43 PM
246	Las Vegas & NLV	Las Vegas	10/6/2016 3:53 PM
247	Reno Sparks Area	reno	10/6/2016 3:35 PM
248	Reno Sparks Area	Reno	10/6/2016 2:11 PM
249	Las Vegas & NLV	Las Vegas	10/6/2016 1:18 PM
250	Las Vegas & NLV	Las Vegas	10/6/2016 12:40 PM
251	Reno Sparks Area	Reno	10/6/2016 12:22 PM
252	Reno Sparks Area	Reno	10/6/2016 11:21 AM
253	Reno Sparks Area	Reno	10/6/2016 9:57 AM
254	Reno Sparks Area	Reno, Nevada	10/6/2016 9:55 AM
255	Reno Sparks Area	Reno	10/6/2016 9:52 AM
256	Reno Sparks Area	Reno	10/6/2016 9:50 AM
257	Reno Sparks Area	Reno, NV	10/6/2016 9:37 AM
258	Las Vegas & NLV	Las Vegas	10/6/2016 9:31 AM
259	Reno Sparks Area	Sparks	10/6/2016 9:25 AM
260	Elko	Elko	10/6/2016 9:05 AM
261	Reno Sparks Area	Reno, Nevada	10/6/2016 8:58 AM
262	Reno Sparks Area	Reno	10/6/2016 8:48 AM
263	Reno Sparks Area	Sparks	10/6/2016 6:11 AM
264	Reno Sparks Area	Reno	10/6/2016 1:01 AM
265	Reno Sparks Area	Spanish Springs, NV	10/5/2016 11:35 PM
266	Las Vegas & NLV	Las Vegas	10/5/2016 10:17 PM
267	Reno Sparks Area	Reno	10/5/2016 10:17 PM
268	Reno Sparks Area	Reno	10/5/2016 8:43 PM
269	Reno Sparks Area	Reno	10/5/2016 8:32 PM
270	Reno Sparks Area	Reno	10/5/2016 8:24 PM
271	Reno Sparks Area	Verdi NV	10/5/2016 8:23 PM
272	Reno Sparks Area	Sparks, NV	10/5/2016 8:02 PM
273	Reno Sparks Area	Reno	10/5/2016 7:58 PM
274	Minden Gardnerville Area	Minden	10/5/2016 7:53 PM
275	Reno Sparks Area	reno	10/5/2016 3:38 PM
276	Reno Sparks Area	Reno	10/5/2016 2:43 PM
277	Las Vegas & NLV	Las Vegas	10/5/2016 2:10 PM
278	Fernley-Fallon	Fallon	10/5/2016 2:03 PM
279	Las Vegas & NLV	Las Vegas	10/5/2016 1:02 PM
280	Reno Sparks Area	Sparks, NV	10/5/2016 12:13 PM
281	Las Vegas & NLV	Las Vegas	10/5/2016 10:30 AM

Nevada Commission for Women

282	Las Vegas & NLV	Las Vegas	10/5/2016 9:46 AM
283	Reno Sparks Area	Reno	10/5/2016 9:08 AM
284	Reno Sparks Area	Reno	10/5/2016 8:40 AM
285	Carson City - Dayton	Carson City, NV	10/5/2016 8:33 AM
286	Reno Sparks Area	Reno	10/5/2016 8:28 AM
287	Reno Sparks Area	Reno	10/5/2016 8:01 AM
288	Reno Sparks Area	Reno	10/5/2016 7:56 AM
289	Reno Sparks Area	Reno	10/5/2016 7:03 AM
290	Las Vegas & NLV	Las Vegas	10/5/2016 5:56 AM
291	Reno Sparks Area	Reno	10/5/2016 5:48 AM
292	Minden Gardnerville Area	Gardnerville	10/5/2016 5:47 AM
293	Reno Sparks Area	Reno	10/4/2016 5:22 PM
294	Reno Sparks Area	Reno	10/4/2016 4:50 PM
295	Reno Sparks Area	Reno	10/4/2016 3:31 PM
296	Elko	ELKO	10/4/2016 2:06 PM
297	Elko	Elko	10/4/2016 10:52 AM
298	Henderson Area	Henderson, NV	10/4/2016 10:13 AM
299	Elko	Elko	10/4/2016 10:11 AM
300	Reno Sparks Area	Spring Creek	10/4/2016 9:46 AM
301	Elko	Elko	10/4/2016 9:25 AM
302	Elko	Elko	10/4/2016 8:21 AM
303	Elko	elko	10/4/2016 8:11 AM
304	Henderson Area	Henderson nv	10/3/2016 8:27 PM
305	Elko	Elko	10/3/2016 6:55 PM
306	Minden Gardnerville Area	Wellington	10/3/2016 6:10 PM
307	Las Vegas & NLV	Las Vegas	10/3/2016 3:32 PM
308	Las Vegas & NLV	Las Vegas	10/3/2016 2:51 PM
309	Las Vegas & NLV	Las Vegas	10/3/2016 2:14 PM
310	Henderson Area	Henderson	10/3/2016 12:06 PM
311	Henderson Area	Henderson	10/3/2016 11:09 AM
312	Las Vegas & NLV	Las Vegas	10/3/2016 9:39 AM
313	Henderson Area	Henderson	10/3/2016 9:19 AM
314	Las Vegas & NLV	Las Vegas	10/3/2016 9:16 AM
315	Las Vegas & NLV	Las Vegas	10/3/2016 9:02 AM
316	Reno Sparks Area	Sparks, NV	10/3/2016 8:24 AM
317	Las Vegas & NLV	Las Vegas	10/3/2016 7:06 AM
318	Las Vegas & NLV	Las Vegas	10/2/2016 11:53 AM
319	Reno Sparks Area	Reno	10/2/2016 9:33 AM
320	Reno Sparks Area	Reno	10/2/2016 8:57 AM
321	Reno Sparks Area	Reno	10/1/2016 3:24 PM
322	Reno Sparks Area	Reno	10/1/2016 8:17 AM

Nevada Commission for Women

323	Reno Sparks Area	Reno	9/30/2016 9:22 PM
324	Reno Sparks Area	Reno	9/30/2016 9:12 PM
325	Reno Sparks Area	Reno	9/30/2016 9:06 PM
326	Minden Gardnerville Area	Gardnerville	9/30/2016 6:21 PM
327	Minden Gardnerville Area	Gardnerville	9/30/2016 5:11 PM
328	Reno Sparks Area	Sparks	9/30/2016 3:52 PM
329	Reno Sparks Area	Reno, NV	9/30/2016 3:34 PM
330	Carson City - Dayton	Carson City	9/30/2016 2:34 PM
331	Las Vegas & NLV	Las Vegas	9/30/2016 2:31 PM
332	Henderson Area	Henderson	9/30/2016 2:29 PM
333	Reno Sparks Area	Reno	9/30/2016 2:20 PM
334	Reno Sparks Area	Reno	9/30/2016 11:23 AM
335	Reno Sparks Area	Reno	9/30/2016 11:08 AM
336	Reno Sparks Area	Reno	9/30/2016 9:34 AM
337	Reno Sparks Area	Reno	9/30/2016 9:28 AM
338	Las Vegas & NLV	las vegas	9/29/2016 9:39 PM
339	Las Vegas & NLV	Las Vegas, NV	9/29/2016 7:42 PM
340	Las Vegas & NLV	Las Vegas, NV	9/29/2016 4:46 PM
341	Las Vegas & NLV	Las Vegas	9/29/2016 4:30 PM
342	Henderson Area	Henderson	9/29/2016 4:14 PM
343	Las Vegas & NLV	Las Vegas	9/29/2016 3:58 PM
344	Reno Sparks Area	Reno, NV	9/29/2016 3:42 PM
345	Reno Sparks Area	Reno	9/29/2016 3:33 PM
346	Las Vegas & NLV	Las Vegas	9/29/2016 3:18 PM
347	Reno Sparks Area	Reno	9/29/2016 2:52 PM
348	Reno Sparks Area	Reno, NV	9/29/2016 2:47 PM
349	Reno Sparks Area	Sparks, Nevada	9/29/2016 2:47 PM
350	Reno Sparks Area	Reno	9/29/2016 2:45 PM
351	Henderson Area	Henderson	9/29/2016 2:39 PM
352	Las Vegas & NLV	Las Vegas	9/29/2016 2:01 PM
353	Las Vegas & NLV	Las Vegas	9/29/2016 12:08 PM
354	Reno Sparks Area	Reno	9/29/2016 12:05 PM
355	Reno Sparks Area	Reno	9/29/2016 11:55 AM
356	Las Vegas & NLV	Las Vegas	9/29/2016 11:52 AM
357	Reno Sparks Area	Reno	9/29/2016 11:50 AM
358	Las Vegas & NLV	Las Vegas	9/29/2016 10:51 AM
359	Henderson Area	Henderson, nv	9/29/2016 10:28 AM
360	Henderson Area	Henderson, NV	9/29/2016 10:26 AM
361	Carson City - Dayton	Carson City, NV	9/29/2016 9:38 AM
362	Las Vegas & NLV	Las vegas	9/29/2016 9:35 AM
363	Reno Sparks Area	Reno	9/29/2016 9:14 AM

Nevada Commission for Women

364	Henderson Area Boulder City	9/29/2016 9:13 AM
365	Las Vegas & NLV Las Vegas	9/29/2016 8:23 AM
366	Carson City - Dayton Dayton	9/29/2016 8:09 AM
367	Carson City - Dayton Carson City	9/29/2016 8:07 AM
368	Las Vegas & NLV Las Vegas	9/29/2016 7:59 AM
369	Las Vegas & NLV Las Vegas	9/29/2016 7:53 AM
370	Henderson Area Henderson, NV	9/29/2016 7:45 AM
371	Las Vegas & NLV Las Vegas	9/29/2016 7:34 AM
372	Minden Gardnerville Area Minden, NV	9/29/2016 5:18 AM
373	Las Vegas & NLV Las Vegas	9/29/2016 4:39 AM
374	Las Vegas & NLV Las Vegas	9/29/2016 12:38 AM
375	Reno Sparks Area Reno	9/28/2016 11:20 PM
376	Reno Sparks Area Reno	9/28/2016 10:36 PM
377	Henderson Area Henderson, NV	9/28/2016 9:54 PM
378	Las Vegas & NLV Las Vegas	9/28/2016 7:30 PM
379	Reno Sparks Area Sparks	9/28/2016 7:24 PM
380	Reno Sparks Area Reno	9/28/2016 6:15 PM
381	Reno Sparks Area Sparks	9/28/2016 6:11 PM
382	Las Vegas & NLV Las Vegas	9/28/2016 6:02 PM
383	Las Vegas & NLV Las Vegas	9/28/2016 5:13 PM
384	Las Vegas & NLV Las Vegas	9/28/2016 5:13 PM
385	Henderson Area Henderson NV	9/28/2016 5:09 PM
386	Las Vegas & NLV Las Vegas	9/28/2016 5:06 PM
387	Las Vegas & NLV Las Vegas	9/28/2016 4:57 PM
388	Reno Sparks Area Reno	9/28/2016 4:43 PM
389	Reno Sparks Area Reno	9/28/2016 4:37 PM
390	Reno Sparks Area Reno	9/28/2016 4:12 PM

Q10 How many people currently live in your household?










































Answered: 390 Skipped: 1

#	Responses	Date
1	3 3	11/15/2016 7:41 AM
2	1 1	11/13/2016 4:21 PM
3	4 4	11/7/2016 9:50 AM
4	2 2	11/4/2016 11:26 AM
5	3 3	11/3/2016 10:40 AM
6	5 5	11/2/2016 9:52 PM
7	1 1	11/2/2016 5:25 PM
8	2 2	11/2/2016 12:03 PM
9	3 3	11/2/2016 10:44 AM
10	2 2	11/1/2016 6:50 PM
11	4 4	10/29/2016 9:10 AM
12	2 2	10/28/2016 10:46 PM
13	4 4	10/27/2016 5:42 AM
14	3 3	10/27/2016 5:28 AM
15	3 3	10/27/2016 5:08 AM
16	1 1	10/25/2016 3:59 PM
17	2 2	10/24/2016 12:16 PM
18	2 2	10/23/2016 3:51 PM
19	1 1	10/23/2016 10:40 AM
20	4 4	10/22/2016 7:59 AM
21	2 2	10/21/2016 2:12 PM
22	1 1	10/21/2016 8:21 AM
23	2 2	10/20/2016 7:22 AM
24	2 2	10/20/2016 5:53 AM
25	2 2	10/19/2016 6:51 PM
26	1 1	10/19/2016 11:26 AM
27	2 2	10/19/2016 9:00 AM
28	1 1	10/18/2016 9:21 PM
29	1 1	10/18/2016 3:27 PM
30	2 2	10/18/2016 8:26 AM
31	6 6	10/18/2016 7:37 AM
32	3 3	10/17/2016 11:05 PM
33	4 4	10/17/2016 3:35 PM
34	1 1	10/17/2016 1:39 PM

Nevada Commission for Women

35	3 3	10/17/2016 12:47 PM
36	4 4	10/17/2016 12:39 PM
37	2 2	10/16/2016 3:09 AM
38	3 3	10/15/2016 10:28 PM
39	2 2	10/15/2016 6:33 PM
40	4 4	10/15/2016 4:49 PM
41	1 1	10/15/2016 10:52 AM
42	1 1	10/14/2016 4:14 PM
43	2 2	10/14/2016 12:40 PM
44	4 4	10/14/2016 8:49 AM
45	1 1	10/13/2016 9:16 PM
46	3 3	10/13/2016 5:59 PM
47	3 3	10/13/2016 3:05 PM
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54	3 3	10/12/2016 9:39 AM
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56	4 4	10/12/2016 7:20 AM
57	3 3	10/12/2016 6:56 AM
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59	2 2	10/11/2016 7:49 PM
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61	4 4	10/11/2016 6:18 PM
62	2 2	10/11/2016 5:55 PM
63	4 4	10/11/2016 5:48 PM
64	2 2	10/11/2016 4:45 PM
65	1 1	10/11/2016 2:29 PM
66	2 2	10/11/2016 12:54 PM
67	2 2	10/11/2016 12:49 PM
68	2 2	10/11/2016 12:33 PM
69	2 2	10/11/2016 11:43 AM
70	2 2	10/11/2016 10:48 AM
71	2 2	10/11/2016 9:46 AM
72	2 2	10/11/2016 9:12 AM
73	5 5	10/11/2016 9:09 AM
74	3 3	10/11/2016 9:00 AM
75	2 2	10/11/2016 8:47 AM

Nevada Commission for Women

76	 2	10/11/2016 8:09 AM
77	 4	10/11/2016 7:26 AM
78	 4	10/11/2016 7:14 AM
79	 3	10/11/2016 6:09 AM
80	 4	10/11/2016 5:47 AM
81	 2	10/11/2016 4:06 AM
82	 8	10/11/2016 2:46 AM
83	 1	10/11/2016 12:41 AM
84	 2	10/10/2016 11:44 PM
85	 6	10/10/2016 11:37 PM
86	 5	10/10/2016 10:55 PM
87	 5	10/10/2016 10:44 PM
88	 1	10/10/2016 10:33 PM
89	 3	10/10/2016 10:11 PM
90	 2	10/10/2016 9:58 PM
91	 6	10/10/2016 9:56 PM
92	 1	10/10/2016 9:44 PM
93	 4	10/10/2016 9:43 PM
94	 4	10/10/2016 9:38 PM
95	 1	10/10/2016 9:25 PM
96	 6	10/10/2016 9:24 PM
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108	 8	10/10/2016 7:32 PM
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110	 1	10/10/2016 7:14 PM
111	 3	10/10/2016 6:53 PM
112	 5	10/10/2016 6:41 PM
113	 2	10/10/2016 6:38 PM
114	 3	10/10/2016 6:22 PM
115	 2	10/10/2016 6:22 PM
116	 1	10/10/2016 5:31 PM

Nevada Commission for Women

117	5 5	10/10/2016 5:29 PM
118	4 4	10/10/2016 5:25 PM
119	1 1	10/10/2016 5:23 PM
120	3 3	10/10/2016 5:13 PM
121	4 4	10/10/2016 5:10 PM
122	2 2	10/10/2016 4:47 PM
123	4 4	10/10/2016 4:46 PM
124	4 4	10/10/2016 4:43 PM
125	6 _e 6	10/10/2016 4:36 PM
126	2 2	10/10/2016 4:30 PM
127	2 2	10/10/2016 3:59 PM
128	2 2	10/10/2016 3:58 PM
129	4 4	10/10/2016 3:04 PM
130	3 3	10/10/2016 2:58 PM
131	3 3	10/10/2016 2:16 PM
132	1 1	10/10/2016 2:10 PM
133	2 2	10/10/2016 2:09 PM
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150	3 3	10/10/2016 11:41 AM
151	1 1	10/10/2016 11:36 AM
152	3 3	10/10/2016 11:30 AM
153	3 3	10/10/2016 11:27 AM
154	2 2	10/10/2016 11:26 AM
155	2 2	10/10/2016 11:16 AM
156	4 4	10/10/2016 11:16 AM
157	2 2	10/10/2016 10:54 AM

Nevada Commission for Women

158	4 4	10/10/2016 10:53 AM
159	3 3	10/10/2016 10:51 AM
160	2 2	10/10/2016 10:32 AM
161	2 2	10/10/2016 10:31 AM
162	5 5	10/10/2016 10:28 AM
163	4 4	10/10/2016 10:07 AM
164	4 4	10/10/2016 9:55 AM
165	6 6	10/10/2016 9:44 AM
166	2 2	10/10/2016 9:40 AM
167	4 4	10/10/2016 9:34 AM
168	2 2	10/10/2016 9:30 AM
169	4 4	10/10/2016 9:05 AM
170	4 4	10/10/2016 9:01 AM
171	3 3	10/10/2016 8:55 AM
172	3 3	10/10/2016 8:52 AM
173	2 2	10/10/2016 8:49 AM
174	4 4	10/10/2016 8:46 AM
175	2 2	10/10/2016 8:29 AM
176	5 5	10/10/2016 8:26 AM
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185	3 3	10/10/2016 7:37 AM
186	3 3	10/10/2016 7:35 AM
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188	3 3	10/10/2016 7:29 AM
189	5 5	10/10/2016 7:28 AM
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191	4 4	10/10/2016 7:00 AM
192	2 2	10/10/2016 7:00 AM
193	4 4	10/10/2016 7:00 AM
194	2 2	10/10/2016 6:57 AM
195	5 5	10/10/2016 6:54 AM
196	4 4	10/10/2016 6:54 AM
197	4 4	10/10/2016 6:52 AM
198	5 5	10/10/2016 6:43 AM

Nevada Commission for Women

199	3 3	10/10/2016 6:40 AM
200	2 2	10/10/2016 6:36 AM
201	5 5	10/10/2016 6:36 AM
202	5 5	10/9/2016 7:11 PM
203	2 2	10/9/2016 8:05 AM
204	2 2	10/8/2016 6:13 PM
205	1 1	10/8/2016 3:03 PM
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208	2 2	10/8/2016 10:23 AM
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235	2 2	10/6/2016 6:58 PM
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237	2 2	10/6/2016 6:53 PM
238	4 4	10/6/2016 6:53 PM
239	4 4	10/6/2016 6:50 PM

Nevada Commission for Women

240	3 3	10/6/2016 6:43 PM
241	2 2	10/6/2016 6:19 PM
242	2 2	10/6/2016 6:13 PM
243	2 2	10/6/2016 4:55 PM
244	2 2	10/6/2016 4:43 PM
245	4 5	10/6/2016 3:53 PM
246	4 4	10/6/2016 3:35 PM
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252	2 2	10/6/2016 9:57 AM
253	1 1	10/6/2016 9:55 AM
254	4 4	10/6/2016 9:52 AM
255	3 3	10/6/2016 9:50 AM
256	1 1	10/6/2016 9:37 AM
257	4 4	10/6/2016 9:31 AM
258	4 5	10/6/2016 9:25 AM
259	3 3	10/6/2016 9:05 AM
260	2 2	10/6/2016 8:58 AM
261	6 6	10/6/2016 8:48 AM
262	4 4	10/6/2016 6:11 AM
263	2 2	10/6/2016 3:01 AM
264	4 5	10/5/2016 11:35 PM
265	4 4	10/5/2016 10:17 PM
266	3 3	10/5/2016 10:17 PM
267	2 2	10/5/2016 8:43 PM
268	3 3	10/5/2016 8:32 PM
269	2 2	10/5/2016 8:24 PM
270	2 2	10/5/2016 8:23 PM
271	3 3	10/5/2016 8:02 PM
272	4 4	10/5/2016 7:58 PM
273	2 2	10/5/2016 7:53 PM
274	1 1	10/5/2016 3:38 PM
275	3 3	10/5/2016 2:43 PM
276	4 4	10/5/2016 2:10 PM
277	2 2	10/5/2016 2:03 PM
278	2 2	10/5/2016 1:02 PM
279	2 2	10/5/2016 12:13 PM
280	3 3	10/5/2016 10:30 AM

Nevada Commission for Women

281	1 1	10/5/2016 9:46 AM
282	4 4	10/5/2016 9:08 AM
283	2 2	10/5/2016 8:40 AM
284	2 2	10/5/2016 8:33 AM
285	2 2	10/5/2016 8:28 AM
286	4 4	10/5/2016 8:01 AM
287	6 6	10/5/2016 7:56 AM
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291	2 2	10/5/2016 5:47 AM
292	2 2	10/4/2016 5:22 PM
293	1 1	10/4/2016 4:50 PM
294	3 3	10/4/2016 3:31 PM
295	2 2	10/4/2016 2:06 PM
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297	4 4	10/4/2016 10:13 AM
298	3 3	10/4/2016 10:11 AM
299	2 2	10/4/2016 9:46 AM
300	2 2	10/4/2016 9:25 AM
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306	2 2	10/3/2016 3:32 PM
307	1 1	10/3/2016 2:51 PM
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310	4 4	10/3/2016 11:09 AM
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312	3 3	10/3/2016 9:19 AM
313	3 3	10/3/2016 9:16 AM
314	6 6	10/3/2016 9:02 AM
315	1 1	10/3/2016 8:24 AM
316	4 4	10/3/2016 7:06 AM
317	2 2	10/2/2016 11:53 AM
318	2 2	10/2/2016 9:33 AM
319	1 1	10/2/2016 8:57 AM
320	1 1	10/1/2016 10:44 PM
321	2 2	10/1/2016 3:24 PM

Nevada Commission for Women

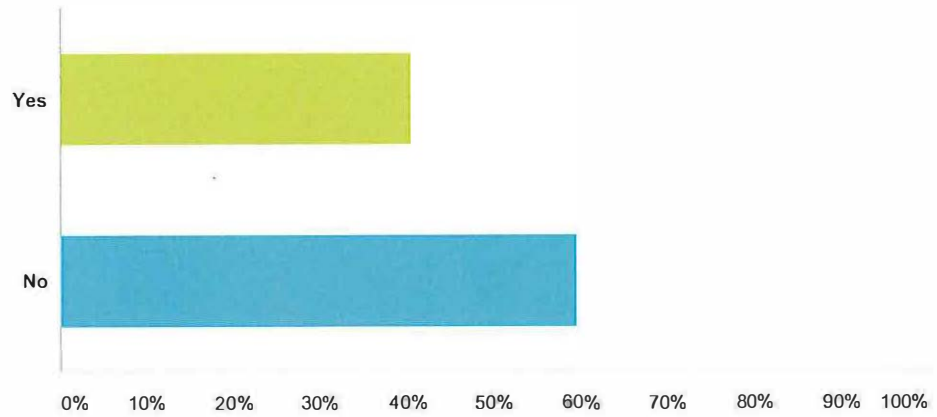
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326	2	2	9/30/2016 6:21 PM
327	2	2	9/30/2016 5:11 PM
328	2	2	9/30/2016 3:52 PM
329	4	4	9/30/2016 3:34 PM
330	1	1	9/30/2016 2:34 PM
331	2	2	9/30/2016 2:31 PM
332	4	4	9/30/2016 2:29 PM
333	2	2	9/30/2016 2:20 PM
334	3	3	9/30/2016 11:23 AM
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336	1	1	9/30/2016 9:34 AM
337	2	2	9/30/2016 9:28 AM
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349	3	3	9/29/2016 2:47 PM
350	3	3	9/29/2016 2:45 PM
351	3	3	9/29/2016 2:39 PM
352	6	6	9/29/2016 2:01 PM
353	3	3	9/29/2016 12:08 PM
354	4	4	9/29/2016 12:05 PM
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357	3	3	9/29/2016 11:50 AM
358	1	1	9/29/2016 10:51 AM
359	4	4	9/29/2016 10:28 AM
360	3	3	9/29/2016 10:26 AM
361	2	2	9/29/2016 9:38 AM
362	5	5	9/29/2016 9:35 AM

Nevada Commission for Women

363	2 2	9/29/2016 9:14 AM
364	3 3	9/29/2016 9:13 AM
365	4 4	9/29/2016 8:23 AM
366	2 2	9/29/2016 8:09 AM
367	2 2	9/29/2016 8:07 AM
368	2 2	9/29/2016 7:59 AM
369	4 4	9/29/2016 7:53 AM
370	4 4	9/29/2016 7:45 AM
371	2 2	9/29/2016 7:34 AM
372	1 1	9/29/2016 5:18 AM
373	2 2	9/29/2016 4:39 AM
374	5 5	9/29/2016 12:38 AM
375	1 1	9/28/2016 11:20 PM
376	2 2	9/28/2016 10:36 PM
377	4 4	9/28/2016 9:54 PM
378	3 3	9/28/2016 7:30 PM
379	5 5	9/28/2016 7:24 PM
380	3 3	9/28/2016 6:15 PM
381	4 4	9/28/2016 6:11 PM
382	2 2	9/28/2016 6:02 PM
383	2 2	9/28/2016 5:13 PM
384	4 4	9/28/2016 5:13 PM
385	2 2	9/28/2016 5:09 PM
386	2 2	9/28/2016 5:06 PM
387	2 2	9/28/2016 4:57 PM
388	4 4	9/28/2016 4:43 PM
389	1 1	9/28/2016 4:37 PM
390	3 3	9/28/2016 4:12 PM

Q11 Do you have any children under 18?

Answered: 391 Skipped: 0



Answer Choices	Responses	
Yes	40.41%	158
No	59.59%	233
Total		391

Nevada Commission for Women

Q12 How many children, by age, currently live in your household?

Answered: 156 Skipped: 235

Answer Choices	Responses	
Less than 1 year old	10.90%	17
1 year old	9.62%	15
2 years old	13.46%	21
3 years old	14.10%	22
4 years old	7.69%	12
5 years old	10.26%	16
6 years old	14.74%	23
7 years old	10.26%	16
8 years old	10.26%	16
9 years old	10.90%	17
10 years old	15.38%	24
11 years old	12.18%	19
12 years old	10.26%	16
13 years old	16.67%	26
14 years old	8.97%	14
15 years old	11.54%	18
16 years old	10.90%	17
17 years old	12.18%	19
18 years old or older	11.54%	18

#	Less than 1 year old	Date
1	1	11/7/2016 9:50 AM
2	1	10/27/2016 5:29 AM
3	1	10/27/2016 5:09 AM
4	1	10/13/2016 6:00 PM
5	0	10/10/2016 9:25 PM
6	0	10/10/2016 4:47 PM
7	1	10/10/2016 8:53 AM
8	1	10/10/2016 8:03 AM
9	0	10/6/2016 8:50 PM
10	0	10/6/2016 8:49 AM
11	1	10/5/2016 8:02 PM

Nevada Commission for Women

12	1	10/4/2016 8:21 AM
13	1	10/3/2016 7:07 AM
14	1	9/29/2016 2:01 PM
15	1	9/28/2016 9:55 PM
16	1	9/28/2016 7:30 PM
17	1	9/28/2016 4:44 PM
#	1 year old	Date
1	1	10/27/2016 5:42 AM
2	0	10/10/2016 9:25 PM
3	1	10/10/2016 3:05 PM
4	0	10/10/2016 8:53 AM
5	1	10/7/2016 8:48 AM
6	1	10/6/2016 9:13 PM
7	0	10/6/2016 8:50 PM
8	0	10/6/2016 8:49 AM
9	1	10/5/2016 11:36 PM
10	1	10/5/2016 8:32 PM
11	1	10/3/2016 9:39 AM
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5	1	10/10/2016 10:55 PM
6	0	10/10/2016 9:25 PM
7	1	10/10/2016 6:41 PM
8	1	10/10/2016 6:22 PM
9	1	10/10/2016 5:29 PM
10	1	10/10/2016 5:25 PM
11	1	10/10/2016 3:05 PM
12	0	10/10/2016 8:53 AM
13	1	10/7/2016 4:57 PM
14	1	10/7/2016 1:10 PM
15	0	10/6/2016 8:50 PM
16	0	10/6/2016 8:49 AM
17	1	10/5/2016 2:10 PM
18	2	10/3/2016 9:02 AM

Nevada Commission for Women

	1	9/29/2016 2:01 PM
	1	9/28/2016 9:55 PM
	1	9/28/2016 7:24 PM
	3 years old	Date
1	1	10/11/2016 5:48 AM
	2	10/10/2016 10:45 PM
	1	10/10/2016 9:39 PM
	0	10/10/2016 9:25 PM
	1	10/10/2016 3:05 PM
	0	10/10/2016 8:53 AM
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	1	10/10/2016 6:53 AM
	0	10/6/2016 8:50 PM
	1	10/6/2016 3:35 PM
	1	10/6/2016 12:22 PM
	0	10/6/2016 8:49 AM
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	1	10/3/2016 9:39 AM
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	4 years old	Date
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	0	10/6/2016 8:49 AM
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7	0	10/10/2016 9:25 PM
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13	1	10/10/2016 7:00 AM
14	1	10/10/2016 7:00 AM
15	1	10/10/2016 6:36 AM
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18	0	10/6/2016 8:49 AM
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Nevada Commission for Women

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#	9 years old	Date
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16	1	10/6/2016 9:32 AM
17	1	10/6/2016 8:49 AM
18	1	10/5/2016 2:43 PM
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13	1	10/5/2016 7:57 AM
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15	1	9/28/2016 6:15 PM
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9	1	10/10/2016 4:57 PM
10	1	10/10/2016 2:58 PM

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9	1	10/10/2016 1:09 PM
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16	1	10/6/2016 9:32 AM
17	1	10/6/2016 8:49 AM
18	1	10/5/2016 2:43 PM
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13	1	10/5/2016 7:57 AM
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3	1	10/11/2016 6:19 PM
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6	1	10/10/2016 9:43 PM
7	1	10/10/2016 9:25 PM
8	1	10/10/2016 7:33 PM
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0	10/6/2016 8:49 AM
1	10/3/2016 11:10 AM
1	9/29/2016 3:18 PM
1	9/29/2016 9:13 AM
1	9/29/2016 7:46 AM
1	9/29/2016 4:39 AM

16 years old

1

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1	10/6/2016 6:53 PM
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17 years old

1

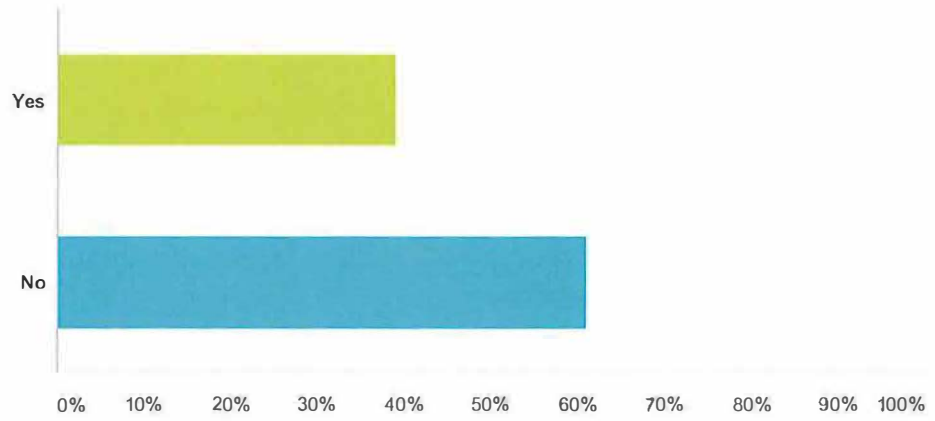
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14	1	10/6 /2016 6:11 AM
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17	1	9/29/2016 9:20 AM
18	1	9/29/2016 9:13 AM
19	1	9/29/2016 12:39 AM
#	18 years old or older	Date
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15	1	10/6 /2016 2:11 PM
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Q13 Do you currently pay for child care?

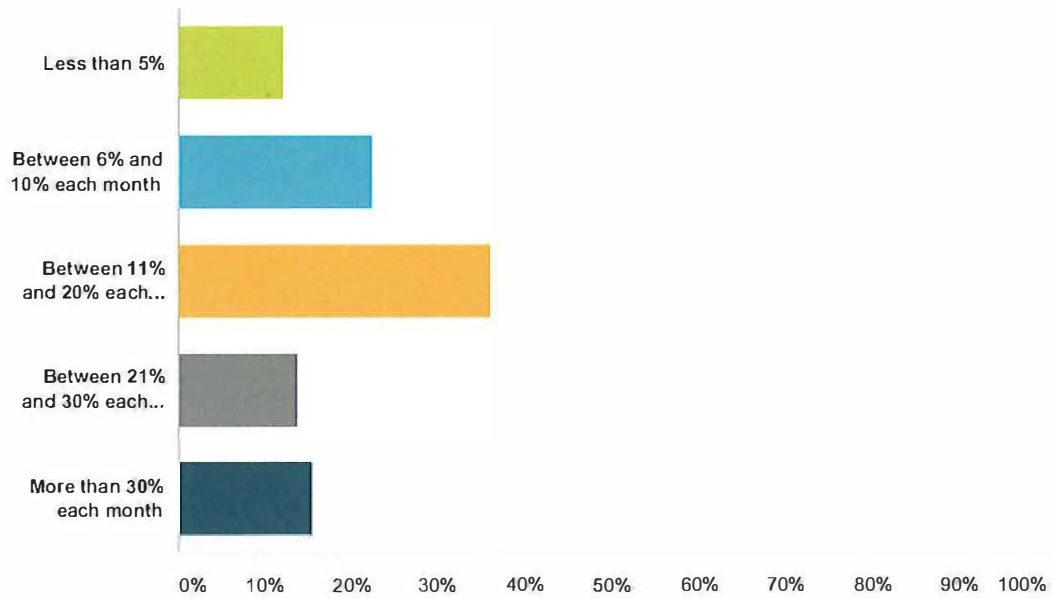
Answered: 156 Skipped: 235



Answer Choices	Responses	
Yes	39.10%	61
No	60.90%	95
Total		156

Q14 What percentage of your monthly income goes to pay for child care?

Answered: 58 Skipped: 333



Answer Choices	Responses
Less than 5%	12.07% 7
Between 6% and 10% each month	22.41% 13
Between 11% and 20% each month	36.21% 21
Between 21% and 30% each month	13.79% 8
More than 30% each month	15.52% 9
Total	58

Nevada Commission for Women

49	I need or will need the services of women who care for their families and hold down jobs.	9/30/2016 2:34 PM
50	Professor Emerita. Career (40 years) was in secondary and post-secondary.	9/30/2016 2:31 PM
51	I am a retired educator	9/30/2016 2:20 PM
52	retired	9/29/2016 9:39 PM
53	I am a student too.	9/29/2016 11:50 AM
54	I work multiple jobs to make ends meet	9/29/2016 10:28 AM
55	I was fortunate that my employers allowed me to do professional work part-time for much of my career	9/29/2016 8:07 AM
56	I work in law enforcement	9/29/2016 4:39 AM
57	City government employee	9/28/2016 5:13 PM

Nevada Commission for Women

35	None 0	10/17/2016 12:41 PM
36	None 0	10/16/2016 3:10 AM
37	None 0	10/15/2016 10:55 PM
38	None 0	10/15/2016 6:35 PM
39	None 0	10/15/2016 4:50 PM
40	1 1	10/15/2016 10:53 AM
41	None 0	10/14/2016 4:19 PM
42	1 1	10/14/2016 12:41 PM
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44	None 0	10/13/2016 9:17 PM
45	None 0	10/13/2016 6:07 PM
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51	None 0	10/12/2016 2:01 PM
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74	1 1	10/11/2016 8:14 AM
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Nevada Commission for Women

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Nevada Commission for Women

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Nevada Commission for Women

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Nevada Commission for Women

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Nevada Commission for Women

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Nevada Commission for Women

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Nevada Commission for Women

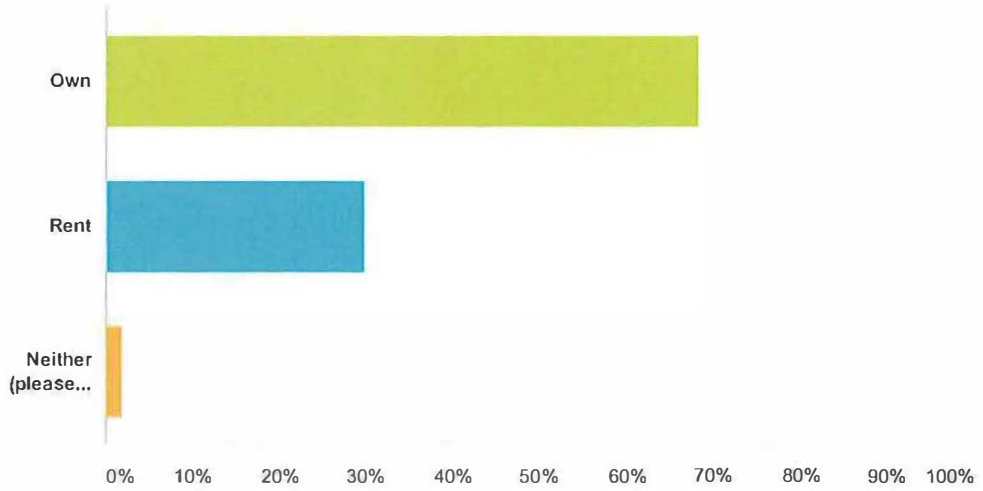
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359	None 0	9/29/2016 12:41 AM
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361	None 0	9/28/2016 10:37 PM
362	None 0	9/28/2016 10:04 PM

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363	None 0	9/28/2016 7:31 PM
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372	1 1	9/28/2016 4:58 PM
373	None 0	9/28/2016 4:49 PM
374	None 0	9/28/2016 4:38 PM
375	None 0	9/28/2016 4:14 PM

Q16 Do you rent or own the place where you live?

Answered: 381 Skipped: 10

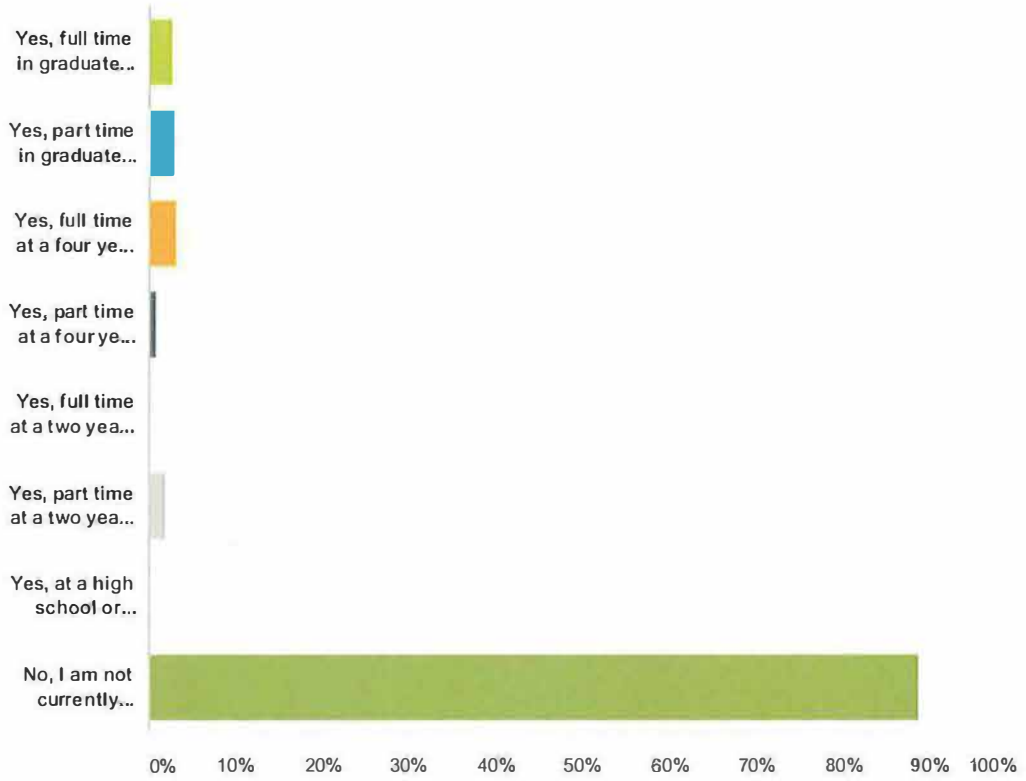


Answer Choices	Responses	
Own	68.24%	260
Rent	29.92%	114
Neither (please specify)	1.84%	7
Total		381

#	Neither (please specify)	Date
1	Live with a friend due to health issues	10/19/2016 11:34 AM
2	Living with my parents temporarily	10/13/2016 6:07 PM
3	E	10/11/2016 6:24 PM
4	Not my house	10/11/2016 12:52 AM
5	My fathers home, had to move in to care for him. I help physical as a care giver and fnancially	10/10/2016 5:19 PM
6	Currently living with parents while married	9/29/2016 10:30 AM
7	Fiance pays bills to house he owns.	9/28/2016 5:20 PM

Q17 Are you currently enrolled as a student?

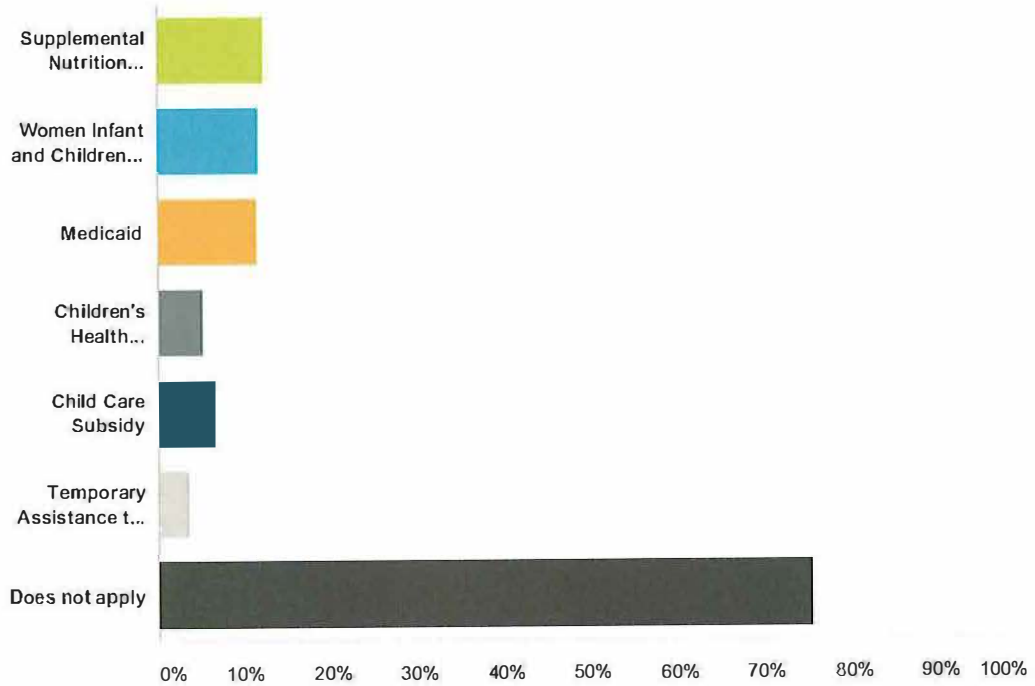
Answered: 382 Skipped: 9



Answer Choices	Responses	
Yes, full time in graduate school	2.62%	10
Yes, part time in graduate school	2.88%	11
Yes, full time at a four year undergraduate college/university	3.14%	12
Yes, part time at a four year undergraduate college/university	0.79%	3
Yes, full time at a two year undergraduate college/university	0.26%	1
Yes, part time at a two year undergraduate college/university	1.83%	7
Yes, at a high school or equivalent	0.00%	0
No, I am not currently enrolled as a student	88.48%	338
Total		382

Q18 There are many government programs designed to help women successfully join the workforce and take care of their families. Please check any government programs you have used that helped you be successful.

Answered: 341 Skipped: 50



Answer Choices	Responses
Supplemental Nutrition Assistance Program (SNAP - formerly known as Food Stamps)	12.32% 42
Women Infant and Children (WIC)	11.73% 40
Medicaid	11.44% 39
Children's Health Insurance (CHIP) known as "Nevada Check Up"	5.28% 18
Child Care Subsidy	6.74% 23
Temporary Assistance to Needy Families (TANF)	3.52% 12
Does not apply	75.37% 257
Total Respondents: 341	

#	Please provide any additional information about your experience with government welfare programs and your suggestions for improvement.	Date
1	That was all I was qualified for. There are very few resources for women in my age group. Men have more options.	11/13/2016 4:30 PM
2	I don't qualify	10/27/2016 5:14 AM
3	The wage requirement should change.	10/20/2016 5:57 AM

Nevada Commission for Women

4	women over 50 who find themselves unemployed due to unexpected illness or illnesses has little to no assistant in their age group. Particularly if you don't have a child.	10/19/2016 11:34 AM
5	United Way Preschool Scholarship Program- Because I make too much to qualify for any assistance, I didn't qualify for the child care subsidy programs, but I don't make enough to be able to afford 100+ a week for preschool. United Way has a scholarship program and the income requirements were higher and I was able to qualify. My son was able to attend a pre-k program because of this program. It was a matter of preventing me from working, thankfully, but it stressed me out everyday knowing that I could not afford to put my son in preschool. With iut the program at United Way, it would have never happened. There needs to be more programs like this for working parents that make more than minimum wage and don't qualify for child care subsidy programs.	10/15/2016 10:55 PM
6	Sec. 8 housing assistance	10/12/2016 6:21 PM
7	Very familiar - in higher education, but I have found that certain groups are not familiar with programs or feel guilty using them. The above list is not exhaustive, by any means.	10/12/2016 9:17 AM
8	None of the above have helped me successfully join the workforce. "Survival" is a better description.	10/11/2016 4:55 PM
9	My mother was on welfare and raising 2-3 kids at a time. We used food stamps for many years.	10/11/2016 2:36 PM
10	Even though WIC helped me as a teen mom, at that time in the '70s, I was made to feel as if I was not deserving of the assistance. Thus, after 3-4 visits, I preferred to go without WIC instead of feeling humiliated everytime I went in for help. The staff in the 70's were tough. I hear similar stories from mothers now about the SN AP program and they tell me they have no choice because they are in need, unfortunately, their morale is bruised and they seem a bit depressed, humiliated and embarrassed. I see their dignity being chipped away and it's unnecessary. Not all SN AP employees mistreat clients. I've heard of some mothers who receive wonderful service and they fill uplifted by SN AP workers. I understand how overwhelmed workers must be with the overload of clients - supervisors must support them and increase good staff support.	10/11/2016i 11:09 AM
11	We make just enough not to qualify for aid, but I can't afford health insurance and still eat and pay bills.	10/11/2016 9:10 AM
12	See below	10/11/2016 4:16 AM
13	More accessible	10/10/2016 10:00 PM
14	I was working as a teacher (with a bachelors degree!) and relaying on WIC. Teaching is not as family friendly as it used to be.	10/10/2016 9:32 PM
15	Sncl	10/10/2016 6:57 PM
16	I worked in DWSS and think all of the above help women.	10/10/2016 6:48 PM
17	I had my first daughter at 17. Government programs such as WIC, food stamps and Medicaid were supports that helped me provide for my child. While it was only a brief period I received services, I'm grateful the services were available at the time.	10/10/2016 6:47 PM
18	Was on it for two years, going threw being homeless, and right as I finish school they cut me off. Can barely find a job while I was on it. I feel there should be at leastpre resources to better assist a job hunt in such a very hard town.	10/10/2016 6:26 PM
19	Even with little income I do not qualify for these programs	10/10/2016 12:33 PM
20	Its some bullcrap.....i make too much apparently but I can barely make ends meet. Its silly..we never habe food in the house. I am barley surviing and its just us.	10/10/2016 12:08 PM
21	Book assistance	10/10/2016 11:53 AM
22	Only extremely poor people qualify, tidies others the low-middle class	10/10/2016 11:51 AM
23	Birth control should be provided free for women on WIC so that they don't dig deeper holes to try and get out of. I remember asking about it and saying it wasn't covered - I would have to pay for it extra. At the time, I didn't have the money to pay for it - that's why I needed the support.	10/10/2016 10:57 AM
24	My daughter gets Food stamps for her and her 2 kids. When she started working FT getting less than\$11 he. her stamps were cut drastically.	10/10/2016 8:33 AM
25	Used programs when my oldest was under five	10/10/2016 7:02 AM
26	Hard limits are detrimental to those trying to improve their situation	10/10/2016 6:55 AM

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27	I would have never been able to obtain my Bachelor's Degree if I did not have access to govt welfare programs. The most important program that is directly responsible for my success in college and the workforce; is the CHILD CARE SUBSIDY. This program is imperative to women's success. I used these programs in the beginning and was able to get a Bachelor's Degree as well as start my career. The huge cuts in funding of the Child Care Subsidy are destroying women's chances of successfully joining the workforce. The waiting lists due to no funding are preventing women from even starting the steps to change their lives. It is crucial to appropriate massive funding to this program!	10/9/2016 7:32 PM
28	Unemployment during recession	10/7/2016 8:59 PM
29	make it easier access for struggling mothers	10/6/2016 9:15 PM
30	I have received unemployment	10/6/2016 6:51 PM
31	I personally have used none but my daughter who is a single mother has used WIC, SNAP & Medicaid.	10/6/2016 9:46 AM
32	I have a daughter with special needs, she has developmental delays because of brain damage and she is a lot of work. If i pay a babysitter soii can do anything without children screaming mom, momma or mommy, i have to post a babysitter \$15-20 an hour	10/5/2016i 11:54 PM
33	Have "social worker" be a social worker-Help with budgeting,finance education,Postivie role models. Not just another "case" or number.	10/5/2016 2:19 PM
34	Help with child care costs for my daughter 20 years ago, I believe, was instrumental in allowing me to join the workforce and gain the experience I need to continue to grow into my current management position. Child care costs are so high, it can be easier to stay home then join the workforce.	10/5/2016 8:01 AM
35	I work for WIC and feel it is great for giving out information on how to take care of your family nutritionally.	10/4/2016 10:55 AM
36	I received financial assistance while a college student	10/4/2016 10:12 AM
37	I have grandchildren who have used various govt programs that have helped them, but no enough.	10/2/2016 9:35 AM
38	When I went back to work after having children, my salary was just above the cutoff point for getting assistance. It was impossible to pay daycare, school and living expenses so my family helped me out.	9/29/2016i 12:12 PM
39	Make easier to apply. Train employees to not make people feel as their being given handouts. We all need a little help.	9/29/2016 9:27 AM
40	I received aid so I could return to work and support my family. It changed my life and Thiers for the better!	9/29/2016 9:19 AM
41	Denied all the time for different excuses.	9/28/2016 7:25 PM
42	None	9/28/2016 4:49 PM

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: 318 Skipped: 73

#	Responses	Date
1	Medical Benefits Other That's a hard question to answer. There's no one size fits all solution to fixing that problem. For me I need full time work with health insurance with an employer that doesn't view my impairment or age as a liability. In my opinion, it would be better if we still had to apply for jobs in person. For me, at least you get an opportunity to sell yourself in a face to face meeting. I have excellent references, work ethic, and have won numerous awards, but on-line, that amounts to squat.	11/13/2016 4:30 PM
2	Family Leave Medical Benefits Other Proper paid leave to care for their child(ren) after giving birth, the option to bring the child with them to work for a limited time and cost-effective health insurance for the whole family that will allow proper coverage.	11/7/2016 9:59 AM
3	Cultural Sup&Encgmt Other Women need a workplace that doesn't punish them for being female or having a family.	11/4/2016 11:27 AM
4	Child Care Equal Pay Free or affordable childcare Equal pay	11/2/2016 9:55 PM
5	Child Care affordable childcare	11/2/2016 5:26 PM
6	Cultural Sup&Encgmt They need state, local and national support without a guilt trip being placed on them.	11/2/2016 12:04 PM
7	Other I've emailed summaries of the top two issues I find most important to the aforementioned email address.	11/2/2016 10:46 AM
8	Child Care Family Leave I think families need opportunity to affordable childcare. I also think women need to opportunity to take an appropriate time off of work to be with their children after birth. Women deserve to not be financially burdened if they work full time and then have a child and want to take time off.	10/27/2016 5:32 AM
9	Child Care Flexible Hours Flexibility in the workplace - policies that are pro-family for both parents so it doesn't always fall in Mom to be the care giver. Also affordable childcare with flexible hours.	10/27/2016 5:14 AM
10	Other Equal opportunities in all aspects of the workforce. less discrimination, recognition of their ability and capabilities to perform, and to be given the job where qualifications prevail. Less "good ole boy" network.	10/25/2016 4:02 PM

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11	<p>Child Care Other There are many injustices women face that need to be changed for women to successfully join the workforce and simultaneously take care of their families. Two important issues to me are domestic worker's rights and a fair minimum wage. Why do we need a domestic workers bill of rights? Historically domestic workers including nannies, childcare providers, caregivers to people with disabilities or seniors, house cleaners or other household workers have been excluded from basic state and federal labor rights. In the early 1900's the Fair Labor Standards Act (FLSA) intentionally excluded domestic workers as a privilege to Southern politicians. Bad public policy continues to oppress domestic workers. This problem has been compounded by isolation from the workforce and exposure to discrimination, unsafe working conditions and harassment. Many domestic workers have been forced to work long hours below minimum wage, denied overtime pay and benefits. According to a Study done by Dr. Appelbaum and the UCLA Institute for Research on Labor and Employment, 93% of domestic workers are women. The vast majority of these women are the primary bread winners for their families. Katie Joaquin said, "This is part of the entrenched undervaluing of women's work." We need to combat this discrimination by improving working conditions for women in Nevada including domestic workers by implementing basic labor protections that are afforded to other workers. What can we do to change this? We must correct this historic wrong in Nevada. We need to enact and enforce a policy in Nevada that removes the exclusion of domestic workers from fair labor laws. These protections should include the right to earn the minimum wage, get paid for overtime, take regular breaks, claim workers' compensation and unemployment insurance, have healthy and safe work environments and have a solution for addressing discrimination, abuse, and harassment. Seven states have passed a domestic workers bill of rights thus far and given the dignity back to these women who so deserve it. It is time to end modern day slavery. Why do we need a fair minimum wage in Nevada? In order to have equal pay for women, we need to have a fair minimum wage in place. According to the Bureau of Labor Statistics two thirds of minimum wage workers are women and Fifty-four percent of female minimum wage workers are 25 or older. These women are attempting to provide for their families on \$7.25/hour. Minimum wage workers, whom are primarily women, struggle to make ends meet on a low income. This makes it incredibly difficult for women to join the workforce and simultaneously take care of their families. Since women are the majority of minimum wage workers, increasing the minimum wage could help close the wage gap. What can we do to change this? We need to increase Nevada's minimum wage to improve women's pay outcomes and increase job growth for women. According to data from the Department of Labor in regard to several states raising their minimum wage in 2014, the Associated Press reported, "In the 13 states that boosted their minimums at the beginning of the year, the number of jobs grew an average of 0.85 percent from January through June. The average for the other 37 states was 0.61 percent." We need to maximize women's economic security by ending the stagnation in wages through fair public policy in Nevada. Advocating for a bill to raise the minimum wage for all employees will benefit women and help begin the fight for equal pay. Enacting a fair minimum wage in Nevada is a key step to creating equal pay for women.</p>	10/24/2016 1:00 PM
12	<p>Skills Training Important to provide an "update skills track" at university level to aid professional women return to workforce after taking time off for family responsibilities.</p>	10/23/2016 10:47 AM
13	<p>Other A path to re-entering the workforce. I have a bachelors and a decade of experience and can't even get an interview for a low-level job. It's very frustrating!</p>	10/22/2016 8:01 AM
14	<p>Child Care Equal Pay Affordable childcare, equal pay</p>	10/21/2016 2:14 PM
15	<p>Child Care Education One of the biggest problems I see besides child care, has to do with women and education. Not enough programs that are affordable for young women. I also believe we don't provide adequate education in high school. Far too many young women leave high school inadequately prepared for a successful life. So they have nothing for to pass on to their successors.</p>	10/21/2016 8:31 AM
16	<p>Child Care Cultural Sup&Encgmt Equal Pay Family Leave Flexible Hours Medical Benefits Support, fair child care cost, equal pay, great medical and time off benefits, flexible work hours</p>	10/20/2016 7:25 AM
17	<p>Education Equal Pay Medical Benefits Wage equality. But, I also think health care and education are major factors.</p>	10/20/2016 5:57 AM
18	<p>Skills Training I find that the greatest need for women to successfully join the workforce is the opportunity to learn a skill outside of the educational system. They are more available for men.</p>	10/19/2016 11:34 AM
19	<p>Cultural Sup&Encgmt Support from the community in the same ways men and boys are supported and encouraged.</p>	10/19/2016 9:03 AM
20	<p>Child Care Skills Training skills and good child care</p>	10/18/2016 9:22 PM
21	<p>Child Care Equal Pay Family Leave Medical Benefits Other Women need & deserve equal pay, paid leave for maternity, paternity, illness of self or family member & domestic violence situations, affordable childcare, access to healthcare & reproductive freedom, living wage (increasing the minimum wage) and a domestic workers' bill of rights.</p>	10/18/2016 3:47 PM
22	<p>Child Care Equal Pay Medical Benefits On premise child care, good health insurance, the best pay for the specific job</p>	10/18/2016 8:29 AM
23	<p>Child Care Equal Pay A job paying at \$13 per hour and child care if they have children.</p>	10/18/2016 7:53 AM
24	<p>Child Care Family Leave Other Responsible caregivers, children health, work ethics, and passion.</p>	10/17/2016 3:37 PM

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25	Equal Pay Other Skills Training A full-time position that offers more than minimum wage. On Job Training will warrant a higher hourly wage after a probationary period of three months in order for a person to maintain their household.	10/17/2016 1:41 PM
26	Child Care Equal Pay Skills Training Good quality and affordable child care; able to make the same pay as male counterparts and to get job training from employer's.	10/17/2016 12:52 PM
27	Other 1. A government not completely run by white men who have never been in their situations.	10/16/2016 3:10 AM
28	Child Care Other Childcare. Absolutely childcare. With the cost of childcare so high, for some mothers in two parent households it is cheaper for mom to stay home. For single mothers, we can't work without childcare. That becomes problematic when we make just enough to not qualify for a subsidy, leaving less money for food, clothes, etc. As I stated above, luckily I didn't need childcare for my youngest child, but I also couldn't afford to put him in preschool. Preschool is extremely important and I was only able to provide that experience for my child because of a program at United Way, TAPS (I am not sure that it still exists) The income guidelines made it for working parents that made more than minimum wage. If I remember correctly it was up to 45k for a family of 3. There needs to definitely be programs for families and moms that are making minimum wage, but those of us that make a little more are still unable to afford childcare. And at least for me, did not qualify for any assistance, that means less money for food and other essentials. TAPS, I believe was a privately funded scholarship made up of private donations. More of programs like this would make such a huge difference to working mom's and mom's trying to get back into the workforce.	10/15/2016 10:55 PM
29	Child Care Many things but I think affordable child care is important because how can you work at any job if you can't afford the child care	10/15/2016 6:35 PM
30	Other It's hard to say...confidence of a man.	10/15/2016 4:50 PM
31	Child Care Family Leave Skills Training First off, you assume that family care is the responsibility of the woman- it's the responsibility of BOTH PARTNERS, so the things that women need, men generally need too. If you provided quality affordable daycare you'd see a lot more women working; as a single woman I'd be more likely to have a child on my own if there were any sort of daycare assistance at all. Second, parents (and all workers) need to have adequate leave to take care of sick family members and themselves, and they need to feel empowered to actually take that leave. Third- the government programs you list that are designed to help women join the workforce and take care of their families are poverty oriented. Why not consider an education initiative to train women in tech jobs, coding, IT, to both bring more Nevada women into those very male fields and to offer women an educational path out of poverty?	10/14/2016 4:19 PM
32	Cultural Sup&Encgmt Education Encouragement and financial help to complete college and graduate degrees.	10/14/2016 12:41 PM
33	Equal Pay Flexible Hours More flexibility in the work force and to be able to make the same income as a male employee. Single parents should not have to rely on government assistance to provide for their children.	10/13/2016 6:07 PM
34	Child Care Education First and foremost, they need a quality education so they can access high paying, permanent jobs. Child care struggles, whether it is access to affordable child care or paid leave, are the main barrier for women.	10/13/2016 3:08 PM
35	Child Care Flexible Hours More flexibility and understanding for family issues that arise and better daycare options.	10/13/2016 2:35 PM
36	Cultural Sup&Encgmt Education Skills Training Women must gain the skills and qualifications necessary to be competitive in the job market. They must have the education, experience and ability to interview well. It is important that women have a coach or mentor to help them navigate the workforce.	10/12/2016 10:59 PM
37	Child Care Support financial & otherwise while they train/retrain and/or become self-sufficient. It is not enough to just train or provide work.	10/12/2016 6:21 PM
38	Child Care Affordable quality child care.	10/12/2016 2:01 PM
39	Child Care Affordable child care.	10/12/2016 2:01 PM
40	Other To be able to work in places where sexual harassment is not ignored nor encouraged.	10/12/2016 10:16 AM
41	Child Care Education Equal Pay Skills Training Women need opportunity for education & retraining - access to affordable childcare & equal pay for equal work	10/12/2016 9:42 AM
42	Cultural Sup&Encgmt The answer to this questions starts early on ... in elementary school ... but it requires a vision of women being successful and empowered. It requires knowledge and access of/to community resources and a spirit of compassion and collaboration.	10/12/2016 9:17 AM
43	Child Care Cultural Sup&Encgmt Education Other They need education, opportunity, support system for their children, good nutrition, encouragement and a healthy sense of self and their ability to provide for their children and be successful in the workplace	10/12/2016 7:23 AM

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44	Flexible Hours Medical Benefits Flexibility in their jobs, their benefits.	10/12/2016 6:58 AM
45	Other Gumption. Get out and do it and stop complaining about being held back. Life is not easy, and it should not be. Those who succeed take challenges head on and do what must be done to reach the top.	10/11/2016 8:34 PM
46	Child Care Education Skills Training Women need affordable and dependable childcare. They also need help to be able to have access to education so they can retrain in fields that need employees.	10/11/2016 7:53 PM
47	Cultural Sup&Encgmt Other Fair treatment and recognition for the job we do as women before we get into the workplace as small business owners. Every woman with a family is running a small business. We have to maintain a successful balance of all the duties of running a home and budget. Those things should be at least considered before turning a woman down for a job due to lack of experience in an office.	10/11/2016 6:24 PM
48	Medical Benefits Other We need adorable healthcare and we need the DA's office to enforce dead beat dad's to do their part or go to jail.	10/11/2016 5:54 PM
49	Child Care Education Other 1. Childcare help. 2. Tuition assistance. 3. Tutoring. 4. Internet access. 5. Reliable transportation.	10/11/2016 4:55 PM
50	Child Care Education Equal Pay Equal pay, affordable quality child care, paid maternity leave	10/11/2016 4:47 PM
51	Equal Pay Other Equal pay. I am a negotiator and know how to get what I feel I'm worth. Most women don't speak up. They take the first offer. More education on ratcheting up pay...before you get hired, because subsequent raises are few and far between. For some childless women, their pets are their kids. I still pay gobs of \$ into the system for education, and I'm ok with it. But how about we offer similar benefits to people who need a bereavement day to deal with the loss of an animal, or sick time for vet care, or heck, how about offering up pet insurance? That may seem frivolous, but I believe life choices, like NOT having kids, should be respected, and since I don't have to use family health benefits, that should be compensated in some way.	10/11/2016 2:36 PM
52	Cultural Sup&Encgmt Other Skills Training Women, who may qualify, self-eliminate from assistance programs. Either because they do not believe they qualify for assistance or believe it is too cumbersome. In addition, they do not know where to go for the assistance they need. There needs to be one central website where women can go to see ALL programs/organizations offering services and what is needed to qualify for assistance. The survey also did not address the topic of financial literacy which is very important in a successful workforce engagement. Our own research has found that if paying women the same as men is not enough because many women will be making the choices that keep them in a poverty lifestyle - just at a higher income level. We are happy to work with the Commission on Women. So glad there is finally one in Nevada! Best, Gina Robison-Billups President and Founder Women's Money WomensMoney.org	10/11/2016 1:05 PM
53	Child Care Medical Benefits Adequate child care assistance and health coverage, which are provided in other western countries throughout the globe, but not in the United States.	10/11/2016 12:51 PM
54	Cultural Sup&Encgmt stability and supportive environment	10/11/2016 12:34 PM
55	Child Care Education Equal Pay Family Leave Other Women need equal opportunities, equal pay, affordable child care, parental leave and education as to resources available to them .	10/11/2016 11:48 AM
56	Cultural Sup&Encgmt Education Other Skills Training Women need to be surrounded with an abundance of support programs that can uplift them and guide them to receive an education and work-skills as well as a support group to think through having children at a young age or having additional children when she has not yet recovered or nurtured herself after having previous children. Women deserve time to take care of themselves first and be independent. They deserve to have a career, a business, an education. If a young woman has had her first child at 16, intervention programs with compassionate and empathetic staff need to move quickly to prevent a second pregnancy and instead guide her towards self-independence connecting her to mentors, job opportunities with potential to grow, childcare services while she learns and programs for fathers to become more engaged with raising a child. Strong relationships need to be built to build a web of support allowing the young woman to flourish. Referring a woman to one program, and another, and another and yet another without linking her to a strong compassionate mentor to guide her through her journey, can be exhausting and devastating. The link to a mentor for years is key. Unfortunately, in Nevada, we have great people doing great support work but the demand is too much.	10/11/2016 11:09 AM
57	Education Skills Training Education and training plus opportunity .	10/11/2016 9:14 AM
58	Child Care Family Leave Flexible Hours Skills Training Women with children need reliable affordable childcare to be able to go to work. Once employed, they need flexibility and paid time off to care for their children if they get sick. They need training and skills to help them get good paying jobs.	10/11/2016 9:13 AM

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59	Child Care Cultural Sup&Encgmt Equal Pay Other Women need access to quality child care so they know their children are SAFE. Women need better, safer public transportation so we can earn enough and save to buy a car. Women need employers to comprehend that we can juggle many responsibilities well, and let us get our work done rather than just counting the hours of attendance. (More work would get done if the people in the office actually did their work.) Women need access to a network that promotes us and our unique abilities just like men have had for years. Men often get hired because of who they know. Women must be three times as qualified to get the same job. WOMEN NEED EQUAL PAY FOR THE SAME WORK AS MEN!	10/11/2016 9:10 AM
60	Flexible Hours Other Flexible work hours and the availability to work from home if needed.i	10/11/2016 8:48 AM
61	Flexible Hours Other Skills Training Flexible schedules to work around kids school; reliable public transportation; childcare options for mildly sick kids (i.e. Colds etc) who get bumped out of regular group care settings; and opportunities to gain job skills that do not cost a fortune and do not require full time attendance	10/11/2016 8:14 AM
62	Child Care Flexible Hours Access to child care and the hours that are needed aren't normal 7 to 4 or 8 to 5 much larger range	10/11/2016 7:28 AM
63	Other Your questions covered issues.	10/11/2016 7:15 AM
64	Other We need employers to be willing to pay us for our education as experience. Most jobs I am qualified for educationally I don't have experience because I was raising my kids while I was in college. So I find myself with a Master's degree and if I can get a job offer it is only 30k and I can't live off that. I have student loan debt and 30k would be just loan payments and my house payment. If my hubby died or got sick I would be homeless on 30k and those are State or NV jobs! Shame on state!	10/11/2016 6:14 AM
65	Flexible Hours flexible work hours	10/11/2016 5:48 AM
66	Other Not deal with regressive, short-sited surveys like this. Women are more than baby-makers and mommas. Women without children struggle too. Women whose kids are grown, women who never have kids, women who are in the workforce but don't have kids (yet? Never? Doesn't matter.). Women's struggles for equity and equality are not just because we have to "overcome" this "obstacle" of childrearing, due to our pesky gender. If Nevada were serious about gender inequity in the state, they'd have reached out to feminist scholars at UNR and UNLV before making this shitty survey that forces one to RANK the very interconnected issues offered on page 1. Women with children must be supported in multiple ways, and quickly, for NV to attempt to provide gender equity in the workforce. Further, "Families" can be an encompassing, inclusive term but not as you've used it here. I'm an educator, and I give this survey a D.	10/11/2016 4:16 AM
67	Cultural Sup&Encgmt Family Leave I think women need more self confidence to get in the workforce. Made to feel worthy and capable of the positions out there. They also need to feel reassured that they will still be able to take care of their children without fear of losing their job.	10/11/2016 12:52 AM
68	Child Care Medical Benefits Skills Training Dependable and affordable Child Care - while searching for a job, taking needed training, attending classes in addition to while employed; healthcare options;	10/11/2016 12:44 AM
69	Child Care Equal Pay Family Leave Flexible Hours Medical Benefits Equal pay with equal raises. Affordable daycare. Paid time off for maternity leave with a minimum of six weeks off. Affordable health insurance coverage. Flexibility for taking care of sick children.	10/10/2016 11:49 PM
70	Child Care CHILD CARE!!!	10/10/2016 10:56 PM
71	Child Care Other Affordable child care if she has children.... if not a stable environment	10/10/2016 10:13 PM
72	Cultural Sup&Encgmt Education Equal Pay Women need more support to care for their children while working, more access to education and equal pay.	10/10/2016 10:00 PM
73	Education Education is essential.	10/10/2016 9:44 PM
74	Child Care Other The incentive to work (i.e. Salary, benefits, family friendly schedule) needs to be greater than the benefits of welfare. I have teacher friends who have quit to care for disabled children because their welfare benefits were greater than their salary. Many teachers- Including myself- struggle to teach or leave teaching altogether because daycare costs equal their salaries.	10/10/2016 9:32 PM
75	Child Care Flexible Hours Other Quality daycare, financial ability to provide, and flexibility/support from an employer for leave necessary to meet work place demands due to providing for children.	10/10/2016 9:32 PM

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76	Other We need high paying jobs - we need to be able to support our families on a SINGLE INCOME because this economy is so uncertain I need to be able, or my partner needs to be able to, take care of our family in case one of us is unemployed or under-employed; I needed to split up my family, my significant other is up in Carson with our daughter because he couldn't find a job in vegas, and i need to be in Vegas to get my law degree so that we can have at least one of us earning a functioning living wage. In this day and age, we need a minimum of \$100k between two people to have a house, pay our bills and feed a family. That may sound high, but that's the number i have crunched to make me feel comfortable. Finally, in Nevada we need universal pre-k.	10/10/2016 9:29 PM
77	Child Care Cultural Sup&Encgmt Equal Pay Other Our society needs to value working moms and families by making childcare more affordable. Women need to be paid the same as men, and we need more women in leadership positions.	10/10/2016 9:27 PM
78	Equal Pay Other Respect as equals	10/10/2016 9:20 PM
79	Child Care Flexible Hours Other Access to affordable, flexible childcare and flexible work hours.	10/10/2016 9:00 PM
80	Child Care Cultural Sup&Encgmt Equal Pay Flexible Hours Other Women need a lot of support from partners and employers when it comes to taking care of their young children. This can come in the form of getting paid better, having a more flexible schedule, having access to child care at all times of the day, splitting responsibilities with a spouse etc.	10/10/2016 8:08 PM
81	Other Space and opportunity	10/10/2016 8:02 PM
82	Cultural Sup&Encgmt Family Leave Other One year of paid maternity leave. Every other industrialized nation does this. We are SO far behind because our society is asking women to do it all and on the backs of women. This is not okay or remotely doable. Women are doing it because they have no choice but there is most definitely a cost to families and individuals trying to make things work. Women need recovery time from birth, they need time to learn how to breastfeed and the time and appropriate space to breastfeed their babies and time to bond. The need for such intense daycare would decrease if mother's could stay home and care for their babies. And those babies would get sick much less in that first year of life.	10/10/2016 8:00 PM
83	Cultural Sup&Encgmt Other Before women can care for their families they have to care for themselves. The impact of multiple sources of stress result in mortality.	10/10/2016 7:56 PM
84	Child Care Other Quality childcare while earning an income that lets a family have money to live on,	10/10/2016 7:46 PM
85	Child Care Equal Pay Other Equal pay for equal work; more affordable childcare or subsidized childcare.	10/10/2016 7:34 PM
86	Education Equal Pay Medical Benefits Other Skills Training Great schools from preschool to affordable college - with STEM programs aimed at young girls Access to healthcare especially birth control, including abortion Equal pay for equal work affordable day care Affordable career and technical education for adults	10/10/2016 7:19 PM
87	Other They need the drive.	10/10/2016 7:16 PM
88	Child Care Other They need reliable transportation daycare and a stable home in order to work to be reliable for that company	10/10/2016 6:57 PM
89	Education Other Skills Training I think women need to have access to affordable education to learn skills that will enable them to find employment to be able support their families	10/10/2016 6:48 PM
90	Child Care Cultural Sup&Encgmt Equal Pay Women need support from the community, employers, and society as a whole. First comma we need to receive equal pay and affordable childcare. Without either one of those, women will not be able to have progressive careers.	10/10/2016 6:47 PM
91	Other The desire, the patience, and the dedication.	10/10/2016 6:26 PM
92	Child Care Other Skills Training Affordable childcare. It's so expensive it's cost prohibitive for mothers to work. Their paycheck goes to day care. Also a lot of the education requirements for decent paying positions are really not vital to the position or necessary to do the job well. Many women are great at their jobs with just their innate skills, informal education, experience or on-site training. My graduate degree would do me no good in a school clerk position for example. Plus, women typically do not get paid as much as men, or get raises or advance in their job as quickly as men do.	10/10/2016 5:41 PM
93	Family Leave Flexible Hours Skills Training Not only do we need the skill set to join the workforce but we need jobs that are flexible so that we can take our children or elderly parents we care for to appointments and such.	10/10/2016 5:37 PM
94	Child Care Other Free early childhood education	10/10/2016 5:26 PM
95	Child Care Education Childcare and Education	10/10/2016 5:24 PM

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96	Child Care Cultural Sup&Encgmt Equal Pay Other This is complex. We need better jobs that provide a living wage, affordable day care, affordable care for our parents, equality in the workplace and equality in society. We still carry the majority of the responsibilities and are expected to do so. In the meantime female oppression still dominates the world we live in. Violence in the lives of women is also a crucial part of balancing our lives. As long as it exists, we are and always will be at a disadvantage.	10/10/2016 5:19 PM
97	Education Other Access to affordable education to get work that they can support themselves and their family.	10/10/2016 5:12 PM
98	Cultural Sup&Encgmt Equal Pay Other Equal pay & high quality affordable child care. We also need to change the narrative that it's not about "having it all" it's about finding the right balance as an individual for what's right for your family. Collaborative resources to help women find the balance between home and work; how can we work together to know we're not alone. I have found my balance by leveraging the resources around me of friends and services to not take it all on alone.	10/10/2016 4:52 PM
99	Family Leave Ability and understanding to take time off work for sick kids, parent teacher conferences, etc. a lot of the time employers are not forgiving even with a doctor's note and that makes it hard for mothers who need to attend to their children.	10/10/2016 4:48 PM
100	Equal Pay Equal pay	10/10/2016 4:44 PM
101	Education Skills Training Educational & technical preparation	10/10/2016 4:01 PM
102	Child Care Other help with daycare and transportation if they dont have any.	10/10/2016 3:06 PM
103	Child Care Family Leave Medical Benefits Other We need affordable healthcare, help with child care, family sick leave and descent pay. Also, opportunity to move up	10/10/2016 3:00 PM
104	Child Care Access to and quality affordable child care.	10/10/2016 2:44 PM
105	Child Care Flexible Hours Other Flexibility from employers (to work around kids' school schedules or to take time off for kid needs) or a little help from employers (on-site child care, better pay).	10/10/2016 2:12 PM
106	Child Care Equal Pay Family Leave Other Access to affordable child and elder care. Equal pay. And paid family and medical leave for all jobs.	10/10/2016 2:10 PM
107	Education Other ACCESS TO QUALITY EDUCATION. The lack of funding for quality education is a crime.	10/10/2016 1:21 PM
108	Equal Pay Family Leave Other Equal pay, a living wage, paid sick leave, reliable public transportation, end to institutional racism	10/10/2016 1:14 PM
109	Child Care Skills Training Skills and adequate daycare	10/10/2016 1:10 PM
110	Child Care Other Childcare, preschool programs, and opportunities	10/10/2016 12:55 PM
111	Equal Pay Other We need to be able to qualify for programs as needed and have the opportunity for better and more equal pay rates, as it has been studied and determined that women make better or equal leaders overall than their male counterparts.	10/10/2016 12:33 PM
112	Child Care Cultural Sup&Encgmt Education Family Leave Skills Training I think that women need specialized education and training that would empower them to earn higher wages. We need networks of services that can assist with childcare and we need legislative policies that make it easier to access paid time off for illness, maternity leave.	10/10/2016 12:26 PM
113	Child Care Skills Training Internships if they don't have the experience in the work force. Subsidized childcare.	10/10/2016 12:25 PM
114	Equal Pay Other We need to be paid just as much as the men that sit beside us. I get paid the least in the building in certain. We also don't need to be harassed daily. Men talk dirty daily around me and never get in trouble for it.	10/10/2016 12:08 PM
115	Child Care Equal Pay Family Leave Flexible Hours To know they they can work and have affordable child care. And to be paid the same as a male in the same job as well as better entry level salaries whether private sector or state jobs! Employers must accept that women are the primary caretakers for their families and as such should not have to choose between their children and their employer. And having experience with state of Nevada employment, I can honestly say that the governor's cuts to state workers have left so many employees, particularly women in lower paying jobs, in near poverty situations. That is shameful	10/10/2016 12:03 PM
116	Child Care Equal Pay Other To pay minimum wage for women who have experience and some education - \$17 - \$22. Raise wages when women complete their education. Financial assistance with daycare for working families.	10/10/2016 11:58 AM
117	Child Care Cultural Sup&Encgmt Skills Training Network, train and affordable childcare	10/10/2016 11:53 AM
118	Child Care Other More help with daycare & for their hours NOT to correspond with banking hours	10/10/2016 11:51 AM
119	Other Women need a level playing field with equal access to opportunities	10/10/2016 11:47 AM

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120	Education Equal Pay Flexible Hours Flexible schedules, equal pay, high quality schools	10/10/2016 11:43 AM
121	Child Care Flexible Hours Access to quality child care and flexible schedules.	10/10/2016 11:43 AM
122	Education Other Short-term and low-cost educational opportunities that can be reasonably achieved. Long-term degrees can seem unattainable. As a mom, if I could "hunker down" for 6 months knowing that there was a light at the end of the tunnel, well, I can do that! The light at the end of the tunnel being some sort of academic achievement that opens new doors to jobs that recognize an educational path being followed. In other words, 6 months gets you into these jobs with a career path, but another 6 months opens the door for even better jobs/promotions along the same career path. Another 6 months leads to even more, etc., etc.	10/10/2016 11:38 AM
123	Child Care Access to affordable child care	10/10/2016 11:37 AM
124	Flexible Hours Other Jobs that allow flexible work schedules and understand work/life balance. Employers who have reasonable expectations for the demands of their employees and do not expect them to work 80 hours a week, when the same job could be completed in less hours.	10/10/2016 11:30 AM
125	Family Leave Flexible Hours Other Skills Training On-site child care would be beneficial. Large corporations should be required to offer on-site day care. If I had on-site available I wouldn't have quit working when I had my first child. With no family living here and my job offering a set number of "personal days off" we felt like we were better off having one parent stay at home. I loved my job and hated to leave but at the same time knew I could never do it all (parent and work) on the schedule I was given. Plus, my husband's work schedule is never on a fixed schedule and sometimes it requires him to work from 9 a.m. to sometimes 10 p.m. at night so I was going to always be the parent on call for picking up children from daycare, taking off for sick leave for the children, etc. It just didn't make sense but now that my children are older I miss working. And since I've been out of the workforce for 13 years there is no way I'll be considered for the caliber of job I once had. I am blessed to be able to stay home with my children and I wouldn't change it but at the same time I think about the working parents out there who have to work and what options they are offered? If I had been offered a part-time position or the ability to work from home part of the week I would have taken it. Job sharing and a flexible schedule would be beneficial to working parents plus the ability to build in extra time off to stay home with a sick child.	10/10/2016 11:25 AM
126	Cultural Sup&Encgmt Other a change in attitude by old school managers across the country that values time spent with family instead of valuing working 40+ hours in a week. As a whole, our society places value on work, which is good, but now there is too much emphasis on work over family. People brag about how long they worked that week instead of how much time they spent with their kids, etc. We need to change the values of our society to focus on the importance of raising the next generation, good manners, common courtesy over personal freedom-of-speech, etc. Teachers need to make more money and be valued for what they can do. Funding should be given to schools FIRST when we parcel out the budget, then to other programs - not asking for a raise in taxes because we funded everything else and now don't have enough for schools.	10/10/2016 10:57 AM
127	Cultural Sup&Encgmt Family Leave Flexible Hours Other Women need to know that they are supported in their jobs just like anyone else. They need time off to care for children, parents, sick partners (as do men) and shouldn't have to worry that if they get pregnant they'll lose their position or be passed over for a promotion. Women need equality to be successful.	10/10/2016 10:55 AM
128	Child Care Cultural Sup&Encgmt Flexible Hours Other Skills Training They need to understand their own value, then demand a compensation accordingly. Their employers need to accommodate women's family needs, allow for projects that can be done remotely, from home, on a different range of schedules (3 days/12 hours, 4/10's/ different days) and/or have care/ school centers inside their premises.	10/10/2016 10:44 AM
129	Equal Pay Other In addition to the most important job of taking care of one's family, a woman should also have the option to a fulfilling work experience where she feels that she is contributing to society in a way that meaningful way and be paid equitably.	10/10/2016 10:37 AM
130	Child Care Equal Pay Equal pay and childcare are very important for woman to be able to join the workforce successfully.	10/10/2016 10:31 AM
131	Education Education. I have been able to earn my degree online which makes earning a degree so much easier.	10/10/2016 10:10 AM
132	Child Care Cultural Sup&Encgmt Equal Pay Family Leave Other We need to recognize the value of family life as a necessary investment in the future of our great state and nation. Strong families achieve more educationally, economically, and civically. If we want that future, we need labor policies that facilitate family life and respect familial responsibilities, including paid earned leave, affordable childcare, and strong anti discrimination policies to protect family rights in the workplace. If we fail, we have no one else to blame when our economy falters because there are fewer qualified workers, fewer consumers of goods and services, and rising costs of maintaining the social safety net to fund welfare programs and our criminal justice system.	10/10/2016 9:47 AM
133	Child Care Education Women need education that provides the skills to take them into the workforce with confidence and childcare that us both safe and affordable.	10/10/2016 9:36 AM

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134	Child Care Education Medical Benefits Other A quality education, easily accessible healthcare, life-work balanced employers, viable transportation and affordable childcare and housing options.	10/10/2016 8:58 AM
135	Family Leave Flexible Hours Flexible scheduling, paid maternity and paternity leave, sufficient paid sick/vacation time.	10/10/2016 8:55 AM
136	Child Care Equal Pay Family Leave Supports must built into the system - equal pay, affordable childcare, paid sick/family leave.	10/10/2016 8:53 AM
137	Child Care Affordable Childcare	10/10/2016 8:47 AM
138	Child Care Family Leave Flexible Hours Skills Training Skills and training to get hired and then mentors and support in the workplace to move up the ladder. Sick leave to take care of children. support with daycare issues. Flexible work schedules.	10/10/2016 8:34 AM
139	Equal Pay Family Leave Medical Benefits Other Great Jobs with descent pay, and benefits.	10/10/2016 8:33 AM
140	Child Care Cultural Sup&Encgmt Family Leave Flexible Hours Women and men alike could use a stronger safety net. As for women joining the workforce, assuming they already meet the qualifications for a job, they will need to know a prospective employer will facilitate an environment that is flexible and responsive enough to allow them to take care of their families, they will also need to have access to affordable, dependable child care.	10/10/2016 8:21 AM
141	Other Student loan reform	10/10/2016 8:15 AM
142	Child Care Equal Pay Family Leave Child care and equal pay. So many women would like to work outside of the home but the price of childcare is about what they will make. And then time off for sick children.	10/10/2016 7:59 AM
143	Equal Pay Equal pay	10/10/2016 7:56 AM
144	Flexible Hours Other Find an employer who promotes work/life balance. This has been gaining ground not only for women, but recently for millennials who are demanding it. Many employers are embracing better policies and paid time off to accommodate this trend.	10/10/2016 7:55 AM
145	Education A good education. Education is the key to escaping poverty.	10/10/2016 7:52 AM
146	Education Other Education, education, education. And they need to be able to keep or get assistance while obtaining that education.	10/10/2016 7:50 AM
147	Cultural Sup&Encgmt Education Other To be seen as a complete person and a part of a community along with men, not as outside of it. That parenting should not be an inconvenience for an employer, and especially not seen as a women's only issue. Support from the state and the community, especially through education and temporary funding, is needed for Nevada to reach its potential.	10/10/2016 7:42 AM
148	Flexible Hours Flexibility!	10/10/2016 7:37 AM
149	Child Care Education Equal Pay Even though i'm single, with no children, the biggest obstacle I see for other women is that, oftentimes, the wages/salaries women can garner do not offset the costs of child care, making it more cost-effective to stay home and thus out of the workforce. Better education, pay, and affordable child care would make a difference.	10/10/2016 7:18 AM
150	Child Care Education Other Affordable child care and educational support programs that incentivize single and working mothers to obtain advanced degrees, thereby achieving independence.	10/10/2016 7:04 AM
151	Other Safety in their homes, communities, schools, and places of work must come first.	10/10/2016 7:02 AM
152	Child Care Flexible Hours Affordable childcare and flexible work schedules	10/10/2016 7:02 AM
153	Equal Pay Family Leave Equal pay and pto for family leave	10/10/2016 6:58 AM
154	Child Care Family Leave Paid maternity leave and affordable quality childcare.	10/10/2016 6:54 AM
155	Family Leave Other Reliable work schedules and paid time off to care for family members.	10/10/2016 6:41 AM
156	Equal Pay Flexible Hours Equitable wages and flexible schedules	10/10/2016 6:37 AM
157	Child Care Family Leave Flexible Hours a) AFFORDABLE, high quality child care b) Paid Leave c) Flexible working arrangements	10/10/2016 6:37 AM

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158	Child Care Other I would have never been able to obtain my Bachelor's Degree if I did not have access to government welfare programs. The most important program that is directly responsible for my success in college and the workforce; is the CHILD CARE SUBSIDY. This program is imperative to women's success. I used these programs in the beginning and was able to get a Bachelor's Degree as well as start my career. The huge cuts in funding of the Child Care Subsidy are destroying women's chances of successfully joining the workforce. The waiting lists due to no funding are preventing women from even starting the steps to change their lives. It is crucial to appropriate massive funding to this program! I would not be where I am today without the Child Care Subsidy to help with a fabulous and safe daycare for my daughter. That program gave me the ability to be a role model for my child and community! -Nicole Worzella	10/9/2016 7:32 PM
159	Child Care Other Child care and wages that support all of the needs of the family.	10/9/2016 8:06 AM
160	Child Care Other Skills Training We need to start in high school with better training for workplace jobs, affordable/sharing of child care responsibilities and continue the high school and college tracks, and supply FREE birth control	10/8/2016 6:15 PM
161	Child Care Cultural Sup&Encgmt Equal Pay Family Leave Women are in need of all the help mentioned. In order for women to work, they need access to affordable child care, they need help caring for elderly parents, equal pay and equal opportunities for advancement, and respect for their contributions to the work force and their social contributions the United States of America.	10/8/2016 3:15 PM
162	Child Care Equal Pay Family Leave Other Equal pay, on site daycare, paid time off for pregnancy .	10/8/2016 12:39 PM
163	Child Care Other The biggie would be affordable good childcare. That and someone, either themselves or family or friend, to take care of the kids when they are sick.	10/8/2016 10:38 AM
164	Child Care Cultural Sup&Encgmt Education Other Education and connections to good paying careers and help with affordable and reliable childcare and compassion on the employer's part when they hire single parents.	10/8/2016 10:25 AM
165	Child Care Other The confidence that there is good child care and it is convenient either in the workplace or close to home. Companies should subsidize for this to encourage women to work that have children. This is a win win for both sides. It should not be based on family income either. All women should benefit.	10/8/2016 8:07 AM
166	Cultural Sup&Encgmt Family Leave Other A corporate culture that embraces employees who have healthy families (family time, reasonable hours, reasonable amount of sick time, flexible schedule) as ideal and contributing members of the workforce	10/7/2016 8:59 PM
167	Cultural Sup&Encgmt Equal Pay Other Women deserve equal pay rate as men because we are able to do the same type of work why is they a difference in pay. Balancing between being a mother student and also maintaining a job puts a lot on our plate. We need more assistance from the government to live a sustainable comfortable life.	10/7/2016 6:21 PM
168	Family Leave I'm currently pregnant with my third child, and working part time. My family responsibilities make it impossible to work more to get benefits, so I'm currently working as a per diem employee 2-3 days per week. This is a huge challenge for me as my maternity leave is completely unpaid (leaving a huge hole in our budget and limiting how much time I'll be able to take off with my new baby), and I don't have access to PTO, sick leave, retirement contributions, etc. I'm a master's degree holding professional, but the cost of childcare is a huge barrier to me finding full time employment.	10/7/2016 5:01 PM
169	Child Care Family Leave affordable options for quality child care or paid leave for maternity care	10/7/2016 4:53 PM
170	Cultural Sup&Encgmt Flexible Hours Other I think they need flexible hours and understanding leadership. They need to be able to not only have access to childcare but have the flexibility to attend a child's school event without feeling like they have to sacrifice one or the other.	10/7/2016 2:46 PM
171	Child Care Equal Pay Other Minimum wage needs to be a living wage so that having a full time job is at least close to enough to take care of your family without having to give up spending time with them. And reliable standardized childcare at low or no cost would help many women take that initial step to get back into the workforce. And I'm not just talking for "low income" families, because technically my family doesn't count as low income, but I can't justify working just to pay for childcare, even though we could really use more than one income.	10/7/2016 1:15 PM
172	Family Leave Other Paid maternity leave for 12 weeks	10/7/2016 8:48 AM
173	Flexible Hours More flexibility from employers so they can care for children and parents	10/7/2016 8:05 AM
174	Cultural Sup&Encgmt This is a Rights issue just like LGBT and racial rights. More women in politics, and men trained by their parents to view women as equals would be an amazing improvement.	10/7/2016 7:03 AM
175	Cultural Sup&Encgmt Women shouldn't feel guilty about being a working mom.	10/7/2016 5:27 AM
176	Cultural Sup&Encgmt A cooperative husband.	10/7/2016 3:24 AM

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177	Cultural Sup&Encgmt Family Leave Flexible Hours More time off after giving birth to bond to the child, more assistance in care as we move back into the workforce, and an ability to take a very abbreviated work schedule before the child is 8 years old.	10/7/2016 12:00 AM
178	Child Care Equal Pay They need equal pay and affordable child care	10/6/2016 9:24 PM
179	Equal Pay Other more job opportunities and equal pay with men.	10/6/2016 9:15 PM
180	Child Care Equal Pay Flexible Hours Support for childcare, fair wages, flexible schedules to balance caring for their family.	10/6/2016 8:51 PM
181	Other Starting Own Business	10/6/2016 8:28 PM
182	Child Care Cultural Sup&Encgmt Education Skills Training Affordable child care. Support of friends, family or both. Education or training.	10/6/2016 7:46 PM
183	Child Care Cultural Sup&Encgmt Equal Pay Family Leave Flexible Hours Support from community & family. We need to be paid the same as men for the same job. We need goo, quality affordable childcare options. We need flextime and not have to worry if we need to take time off if our children are sick or need Togo to the doctor. We need paid maternity leave like other countries.	10/6/2016 7:19 PM
184	Cultural Sup&Encgmt Education Other Nevada needs to focus on funding public health, education and supporting small business. Women disproportionately make up the majority of employees in these areas. We do not need a football stadium.	10/6/2016 6:56 PM
185	Cultural Sup&Encgmt Family Leave Men to help - parental leave	10/6/2016 6:54 PM
186	Flexible Hours Access to flexible jobs and part time jobs that pay well.	10/6/2016 6:51 PM
187	Flexible Hours A willingness by employers to be somewhat flexible so we can be mothers when we need to be. Kid stuff doesn't always happen from 5 to 9 and on weekends.	10/6/2016 6:45 PM
188	Equal Pay Other Employers need to include the salary when posting about jobs and quit asking for salary histories. It's a sexist, predatory practice that leaves women at an acute disadvantage.	10/6/2016 6:20 PM
189	Education Equal Pay Medical Benefits Other Education, equal pay for equal work, access to affordable high quality healthcare and family planning	10/6/2016 6:15 PM
190	Cultural Sup&Encgmt Education Equal Pay Other Equal educational opportunity and equal pay at all levels. Bringing services to the women/families or consolidating services in one location, so women don't have to travel to multiple locations (requiring extra cost, childcare, etc). Elimination of cultural bias against women.	10/6/2016 5:00 PM
191	Skills Training Need more exposure from apprenticeship programs that offer careers to them.	10/6/2016 3:55 PM
192	Child Care Flexible Hours flexible workplaces (work from home options, flex hrs, flex times), and safe, affordable childcare.	10/6/2016 3:36 PM
193	Medical Benefits Access to affordable health insurance. Unfortunately, this is my current driver. I will most likely take a job well below my ability level simply to secure health insurance.	10/6/2016 2:12 PM
194	Other For employers to recognize that a combination of training, education and work experience is equally valuable in the workplace as having a 4 year college degree for a seasoned employee.	10/6/2016 1:23 PM
195	Child Care Family Leave Affordable child care, paid time off work after birth of baby	10/6/2016 12:41 PM
196	Child Care Cultural Sup&Encgmt Flexible Hours Other Affordable child care and flexible schedules. Reliable transportation. Support system of friends and family to assist when needed.	10/6/2016 12:25 PM
197	Child Care affordable childcare	10/6/2016 11:22 AM
198	Cultural Sup&Encgmt Women need to feel supported by their communities and employers to succeed. It is difficult to aspire to something when there aren't many people in leaderships positions that look like you. I am a white upper educated woman with no children. I am lucky because I do see women that look like me in leadership, but everyday I think about what it would feel like to be a minority- especially in Nevada and see very few women that look like me at the top. I think women are moving in the right direction as far as supporting one another, but I have had first hand experience of feeling unwelcome in my line of work by other women (in a female dominated industry). I am younger than the women who made my life difficult, and I am more educated. I feel as though they felt I thought I knew better than them and was trying to replace them, when in actuality I wanted mentor ship and to learn from their years of experience and expertise. I realize that older women have dealt with more difficult barriers than women my age (30s), but I really didn't expect the backlash I received from other women. I think there is an element of competition within women- because it seems as though there is only so much room for us at the table. If we can move past that and have women support other women I think we can do wonderful things.	10/6/2016 10:07 AM

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199	Cultural Sup&Encgmt Equal Pay Other Equality across the board and more "he for she" philosophy from government leaders.	10/6/2016 9:58 AM
200	Equal Pay Flexible Hours Other Flexible hours, time off to handle all the responsibilities of a family. Wages that allow her and her family to live above the poverty level!	10/6/2016 9:57 AM
201	Child Care The ability to access affordable childcare!	10/6/2016 9:51 AM
202	Child Care Cultural Sup&Encgmt Family Leave Flexible Hours Other I believe that women need to have affordable day care so that they can make a reasonable living. Once you have paid for daycare, you do not have a lot of money left to pay for your monthly expenses. Then comes the issue of taking off time should your child be sick. I believe that most women feel guilty for taking time off to care for their children. They fear if they do take too much time off, it could jeopardize their job or a possible promotion. Most employers do not offer flexible schedules for women to care for sick children or attend school functions.	10/6/2016 9:46 AM
203	Child Care Cultural Sup&Encgmt Family Leave Other This is a tough question - as the needs differ for each woman. In my case, it was Quality /Affordable Child Care, and secondarily, paid time off to care for my sick children when needed with out fearing repercussions from my direct supervisor or manager. When my daughter's were young and in day care, I was told by my manager and director that I was only to take time off to care for my children if my children were so sick that they needed medical attention. If they simply were running a fever or had a cold, then I should find a day care that will take sick children. I refused, filed a complaint with our HR Department and the Director and Manager were reprimanded and told they could not implement such policies. Within 6 months I was let go from my position with this company after 12 years of service for unrelated causes; but after 12 years of exceptional service and several promotions, I can't help but feel my one-time complaint to HR that resulted in both the Director and Manager being reprimanded had a great deal to do with my termination.	10/6/2016 9:40 AM
204	Equal Pay Family Leave Other Equal pay! Mandatory paid maternity AND paternity leave!	10/6/2016 9:38 AM
205	Cultural Sup&Encgmt Other network	10/6/2016 9:06 AM
206	Child Care Equal Pay Other Affordable, best quality child care is what can help women join and stay in their workforce. If they have a safe place they can afford to leave the kids while they work, the rest is a bit easier. This includes child care that goes 24/7. Making decent money is high priority, too. Women need a salary that can pay the basic bills but still afford them to pay child care and take care of themselves.	10/6/2016 9:02 AM
207	Child Care Cultural Sup&Encgmt Family Leave Flexible Hours Women need institutional support (Eg affordable child care), flexible work hours, paid leave, and support in the home.	10/6/2016 8:51 AM
208	Education Equal Pay Family Leave A quality education. Equal pay for equal work. Full Affordable,benefits for the family-Paid extended leave for family issues. Finally, an employer that will do just that.	10/6/2016 6:15 AM
209	Child Care Cultural Sup&Encgmt Other 1. Grocery stores to have a service where mommas can order online and pick up at a drive through window. (Says the mom who had her 3 children at the store at 9PM last night looking for chapstick) 2. Child care professionals that are trained to take care of children with a wide range of needs. 3. That would lead to QUALITY childcare. 4. I'm not sure eat would lead to affordable or convenient childcare. 5. Husbands that understand that they can help out at home with the children and that fact doesn't make them any less of a man. (When i get home from work, i get to work at home. Nothing is done. I get to do all the cooking,cleaning,dishes,vacuuuming, laundry,bathing children, fixing toys, snacks,lunches, brushing teeth,pajamas and i read all of the stories and usual pass out next to my 7 year old for a30 minute nap before i have to get up and"service" my husband where i feel unattractive because i have no time to work out. My husband gets home, ignores our children and any mess, plays with his phone then goes in our bedroom to wait for me.	10/5/2016 11:54 PM
210	Education Other Diversity in education fields. I believe there needs to be a larger push to get women interested in the technology fields and other male dominated industries where lucrative opportunities await. Too often society tells women that specific degree fields and industries are for them while there are many fields where high paying jobs available and short on candidates. Especially qualified women candidates.	10/5/2016 10:22 PM
211	Flexible Hours Flexibility. In my experience women are masters at being both great employees and great mothers when they have options...flexible schedule, ability to work from home, ability to adjust workflow, etc.	10/5/2016 10:20 PM
212	Family Leave Flexible Hours Equal recognition by employers of men's needs to be caregivers as well...paternity leave and being flexible so that dads can go pick up a sick kid and spend the rest of the day with him, not just moms	10/5/2016 8:45 PM
213	Child Care Family Leave Other Paid maternity leave, regardless of pto accrual policies. Affordable child care.i	10/5/2016 8:26 PM
214	Child Care Equal Pay Medical Benefits Other living wage, safe and dependable childcare, insurance to cover health expenses, housing in safe neighborhood!	10/5/2016 8:26 PM
215	Child Care Cultural Sup&Encgmt Flexible Hours In addition to affordable child care, and flexibility to be able to leave work and take care of their children if necessary, women need to feel empowered that they are just as valued in the work force as men.	10/5/2016 8:06 PM

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216	Child Care Other More professional level jobs in the community with salaries that cover living expenses, including childcare.	10/5/2016 8:00 PM
217	Child Care Education Equal Pay Other Financial aid to go to college or further their education in some way; reasonable childcare; equal pay.	10/5/2016 7:55 PM
218	Education Other Delay having children until they have their education and some financial security.	10/5/2016 3:39 PM
219	Child Care Other Access to safe quality childcare is number 1 - without that often mother's cannot go to work and then when they do go to work, their wages have to be significantly higher than their childcare costs. Otherwise, all their earnings go to pay for childcare.	10/5/2016 2:46 PM
220	Cultural Sup&Encgmt There are many elements that construct a "ideal" family model. I believe its not just an action plan-baby step goals but to help create the "support" system that needs to be in place. There is a phrase that all mothers have-if mommy is upset, baby is upset. Mothers in the workforce/At Home mothers wear many hats and order to transition to another hat the "system" of support needs to be in place. An example of this system can be found in Switzerland.	10/5/2016 2:19 PM
221	Child Care Education Other Skills Training Priority assistance with obtaining affordable child care and assistance with upgrading education skills to earn higher wage.	10/5/2016 1:04 PM
222	Child Care Cultural Sup&Encgmt Other First and foremost women need to have the ability to put their children into a child care solution with someone competent, that they trust, at a price that they can afford. Many times that price should be "free" to get the proper incentive to take a job vs. stay at home. It's scary to leave your kids with someone, if most of your pay is going toward child care then the incentive is not there to leave the house to work. Once a woman has a job, she is usually fiercely loyal and hard-working if her employer is lenient and understanding about her child care issues. In turn, women need to be willing to make up for lost work if child care issues result in too many days/hours away from the job. Once a woman has a good and compassionate employer, and she is willing to be a good partner with her employer, she can work her way up in that job through education and time on the job for better pay. But women need a hand up to get started in the first place. Unless there's a man in her life (or other relative) willing to stay home with the kids the choice between child care and a job is often a tough one. Most times there is not family assistance and child care falls only to the woman. She feels trapped and abandoned in a cycle of no progress. It's a daunting task that only few survive and thrive to accomplish a career given the overwhelming issues and odds.	10/5/2016 10:39 AM
223	Child Care Cultural Sup&Encgmt The biggest thing I hear about is quality child care that is affordable. Also "respect".	10/5/2016 9:48 AM
224	Flexible Hours Job opportunities with flexible schedules. I love my job and the work I do, most of the time I wish I could work a different work schedule than the typical 8-5.	10/5/2016 9:10 AM
225	Child Care Cultural Sup&Encgmt Family Leave Other Quality child care at or near work AND paid maternity leave. Last year, our son was still attending preschool. We paid +750/mo for preschool while our older son attended a before/after school program (\$400/mo, excluding WUSD hot lunch at \$51/mo). Granted \$1200/mo is a steal compared to the \$1,500 we were paying when they were both in preschool. Thus said, the preschool was supposedly one of the better ones in town, but the turnover rate was super high. My son had +6 different teachers in one year and the class was overcrowded. Additionally, the preschool was not near our work or home. How can families continue to provide top work performance while being concerned that their children are receiving quality care and education? Additionally, with preschools open from 7:00AM-6:00PM and a charge of \$20 every 10 minutes you are late, a long meeting or traffic jam could hurt your budget while causing anxiety to mother and child. For women to continue to meet their professional and parenthood goals, our communities need to be better at providing safe and affordable childcare, work forces that encourage family-work life balance, and 100% paid maternity (and paternity) leave (>12 weeks).	10/5/2016 8:50 AM
226	Education Other Education and increased opportunities to use their abilities.	10/5/2016 8:34 AM
227	Cultural Sup&Encgmt Flexible Hours Time, consideration, flexibility, understanding	10/5/2016 8:29 AM
228	Child Care Family Leave Other Support for her children. When a child is sick, I feel it is still up to the mother to miss work to stay home with them. Help with daycare costs. Information on Pell Grants for schooling.	10/5/2016 8:01 AM
229	Child Care Flexible Hours Convenient affordable childcare. As an employer, I am very flexible when employees need to tend to their children--I recognize their children as their number 1 priority and as a mother/grandmother, it is mine as well	10/5/2016 7:06 AM
230	Cultural Sup&Encgmt Other Women need to have access to resources that will help them compete for good jobs, they need help preparing for the selection process and then they need ongoing support to deal with issues unique to women in the workplace (i.e., support group.)	10/5/2016 5:58 AM
231	Cultural Sup&Encgmt Other Women need greater opportunities to reconnect to the workforce if they have taken time away to raise a family	10/5/2016 5:50 AM

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232	Child Care Education Equal Pay Family Leave Affordable and accessible year round child care or education. Paid time off to care for their family and EQUAL PAY!	10/5/2016 5:48 AM
233	Cultural Sup&Encgmt Education Equal Pay Other In my opinion, women need quality education and access to challenging and fulfilling careers in order to join the workforce and take care of their families. It is a failure of seismic proportions that women make less than men in 2016. Women are underrepresented in leadership opportunities. In my own industry, advertising and Public Relations, women make up a large portion of the workforce yet a small percentage of the leadership within the industry. It has been proven again and again that women in leadership makes companies more successful as women bring a dynamic aspect to leadership. Women must also be paid equal to men for equal amount of work done. It is more than unfair, it's unethical to pay women less than a man purely based on her gender. We must remove barriers to education and career growth for women, especially women of color, in order to break the gender divide that exists in this country.	10/4/2016 5:33 PM
234	Child Care Cultural Sup&Encgmt Education First of all, they need to be told from a younger age that their worth is so much more than just the number of kids they have. They also need to be given a shot at education, and affordable childcare.	10/4/2016 3:34 PM
235	Child Care Equal Pay Other Have a descent paying job to be able to support her family and not have to stress doing it. Affordable child care, because in Elko what parents have to pay is ridiculous.	10/4/2016 2:10 PM
236	Child Care Education Women need more education. Higher education means higher paying jobs, more knowledge of resources for childcare, and more knowledge of how to care for your family.	10/4/2016 10:55 AM
237	Child Care Equal Pay Family Leave Other I think, in addition to equal pay for equal work, I think there should be a focus on what a family needs to be successful. It's not just a "woman's" issue. it's a family issue. Whether you have a stay at home dad, single parent, dual parents of any gender, it should be about how can "we" as parents/guardians successfully join the workforce and take care of "our" families. Better, more affordable child care, equal pay, equal benefits (paternity leave), better maternity/paternity/adoption leave, flexible work schedules. Early years are the most formative for children, let's not start them off with gender barriers.	10/4/2016 10:20 AM
238	Child Care Family Leave Flexible Hours Affordable child care and time off without penalty to care for sick children and sick parents.	10/4/2016 10:12 AM
239	Child Care Education Equal Pay Medical Benefits Equal pay and opportunities, access to affordable child care, access to affordable education, access to affordable healthcare/health insurance	10/4/2016 9:48 AM
240	Child Care Flexible Hours Other Lower cost of housing. Flexible work hours. Daycare facilities in work places. Better public transportation, regular routes and regular times.	10/4/2016 9:28 AM
241	Child Care Family Leave Paid maternity leave and have affordable child care	10/4/2016 8:24 AM
242	Child Care Child care.	10/4/2016 8:12 AM
243	Child Care Equal Pay Same pay as men and quality child care!	10/3/2016 8:30 PM
244	Other Women need to understand that the reason their live looks the way it does is because of the choices they make. Once they realize they have the power to choose, they will gain the motivation they need to make the changes they need to make so they can be a productive and successful member of society.	10/3/2016 6:57 PM
245	Cultural Sup&Encgmt Other First empowerment, belief in their own abilities. Second Encouragement. Women need to believe in themselves and realize that they do not have to be dependent on a man.	10/3/2016 6:11 PM
246	Child Care Cultural Sup&Encgmt Women need a support team. If they do not have family who can cover, day care or the lack of it, is far and away the biggest issue facing women who can be valuable resources.	10/3/2016 3:36 PM
247	Child Care Cultural Sup&Encgmt Equal Pay A professional culture that does not see a woman as a lesser being. An environment where getting the job done doesn't scar a woman with a title such as "bitch." A community that provides childcare at an affordable rate and fair pay for the staff who work in these spaces (mainly women).	10/3/2016 2:53 PM
248	Child Care Cultural Sup&Encgmt Education Equal Pay Family Leave please see my rankings to prior questions	10/3/2016 2:15 PM
249	Child Care Flexible Hours Quality, affordable, accessible childcare followed by flexible time off, as needed	10/3/2016 12:07 PM
250	Child Care Family Leave Flexible Hours There needs to be paid maternity leave, access to quality and affordable childcare, time available for sick leave. The double standard for women as primary caregivers needs to end.	10/3/2016 11:42 AM
251	Child Care Flexible Hours Other On-site affordable childcare AND flexible sick days.	10/3/2016 11:11 AM
252	Cultural Sup&Encgmt Equal Pay Other They need to be taken seriously. They need to be paid and/or compensated the same. I have seen men being compensated more than me for the same role. I am not taken seriously in my role, and seen as a hysterical woman when I assert a point. Such attitudes threaten my desire to even be in the workforce anymore. I might as well stay at home. Everyone expects me to be there, anyway.	10/3/2016 9:21 AM

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253	Cultural Sup&Encgmt Equal Pay Family Leave Equal pay for women is still the central issue. It is an ongoing problem, and one that is not adequately addressed in our state. Also, women need time off to care for their sick children without being penalized for taking it. Women are often criticized or penalized by their bosses for taking off time for this reason.	10/3/2016 9:20 AMi
254	Child Care Other We need quality affordable child care. We need to know our children are being taken care of by highly trained individuals. My wife has stayed home for the past two and a half years because we could not afford child care for our twins until now. It is not affordable and even though we barely make it on one income it's the best we can do.	10/3/2016 9:05 AM
255	Child Care Other Assurances that their children will be well-cared for while they work. Also, being able to afford child care can be a deal-breaker. If a woman can't afford child care, she can't work, and if she can't work, she has to get public assistance to survive, and SNAP isn't enough to assure adequate nutrition, so reliance on food banks becomes necessary. Also, transportation is a big issue. Will the job pay enough to pay for child care and transportation, and food and housing?	10/3/2016 8:28 AM
256	Child Care Equal Pay Childcare and equal pay for equal work	10/3/2016 7:08 AM
257	Child Care Cultural Sup&Encgmt A society that actually values families. There is no reason families should lack good, affordable (free) child care.	10/2/2016 11:55 AM
258	Child Care Cultural Sup&Encgmt Equal Pay Other More social support: good child care, welfare that continues while being educated and starting to join the work force, equal pay.	10/2/2016 9:35 AM
259	Child Care Cultural Sup&Encgmt Equal Pay Family Leave Other An effective political advocacy group that supports their efforts to get equity in the work-force, family leave, and quality child care.	10/1/2016 10:45 PM
260	Child Care Need affordable child care	10/1/2016 3:30 PM
261	Other Realistic Pathways to Economic Empowerment	10/1/2016 8:19 AM
262	Other Balance. The opportunity to work part time and still make a decent Waite with benefits.	9/30/2016 9:25 PM
263	Child Care Flexible Hours Partnership/ relationships that allow for the children to be well cared for. Flexibility in a job to be able to work varying hours to be able to be participatory with the children's activities and lives	9/30/2016 9:15 PM
264	Equal Pay Family Leave Flexible Hours Other 1. Women friendly work places, for example, flexible work schedules. 2. Support nursing mothers by providing lactating rooms (not bathrooms) and breast pumps at work places. 3. Equal pay for women for the same work done by their male counterparts. 4. Paid time off and sick leave.	9/30/2016 9:11 PM
265	Child Care Education Equal Pay Other Skills Training Women need equal pay, have access to education, be able to work while affordable child care is available, have to skills and knowledge to hold down a job.	9/30/2016 5:13 PM
266	Child Care Equal Pay Family Leave Flexible Hours Other paid family leave for AT LEAST 12 weeks, preferably up to a year; job protection for extended maternity/family leave, affordable quality child care, better support for breastfeeding in the work place, workplaces that support flexible and reduced schedules, mandated equal pay.	9/30/2016 3:38 PM
267	Child Care Cultural Sup&Encgmt Education Equal Pay Family Leave Flexible Hours Medical Benefits Skills Training Internet access, child care, workforce development, mentors and coaches, interface between public school, after school, health care and family involvement, flextime, better pay for workers including child care, increase minimum wage, support systems.	9/30/2016 2:37 PM
268	Child Care Cultural Sup&Encgmt Education Other Strong mentors. financial aid for schooling, child care, awareness of social agencies which are designed and staffed to handle most needs in one location (best example I can think of is East Valley Family Services in Las Vegas), transportation, equity.	9/30/2016 2:35 PM
269	Cultural Sup&Encgmt Family Leave Flexible Hours Other We need the ability to take paid maternity leave and be able to return in the same position and same pay. We need nursing rooms at the office and ability to have flex schedule to take care of the infant when we get back to work. We need social norms to change when it is not seen as the women took "time off" and now is less flexible because a child is involved. Making certain requirements a laws for employers would allow to change this	9/30/2016 2:32 PM
270	Child Care Equal Pay Medical Benefits Other Equal pay for equal work. Access to affordable and high quality healthcare for themselves and their families. Affordable high quality childcare.	9/30/2016 2:24 PM
271	Cultural Sup&Encgmt Equal Pay Flexible Hours Other A supportive workplace or home care system that allows flexibility in scheduling and the ability to have a salary that can support a family.	9/30/2016 11:29 AM
272	Cultural Sup&Encgmt Equal Pay Flexible Hours Other Women need a support system that includes safe and affordable child care, flexibility in their work schedules and the work schedules of their partners, equal pay, and a non-discriminatory work place.	9/30/2016i 11:10AMi

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273	Child Care Cultural Sup&Encgmt Equal Pay Flexible Hours Other They need equal pay for equal work and overall higher wages in our society. We also need to tackle the gender bias in all aspects of our society. Studies show that men saying the same thing as women are taken more seriously and that employers promote men over equally or better qualified women, and this needs to be addressed and stopped. Affordable childcare and flexibility in hours is a must as well. Stop punishing women for being caretakers as well as excellent employees.	9/30/2016 9:31 AM
274	Education Other Get a good education and target a career path.	9/29/2016 9:41 PM
275	Child Care Equal Pay Other Affordable childcare and the money to buy diapers to leave with the baby; transportation; better pay	9/29/2016 7:44 PM
276	Child Care Family Leave Flexible Hours Other Women need affordable, quality childcare; flexibility in schedules; sick/personal leave; paid maternity medical leave; and flexible breaks for breastfeeding or pumping. Finding childcare that covers both affordability and quality is very difficult. Recovering from childbirth is difficult from a medical standpoint, especially if one has a c-section, and FMLA is not sufficient. FMLA is unpaid leave and also forces a person to use all their sick leave first, then annual leave, so once they return to work there is no sick leave left for sick babies or dr. appointments. Flexibility in schedules so they can drop off or pick up their kids from school or childcare. Flexibility in breaks so new mothers can pump or breastfeed. Provide sick and personal leave so that parents have time to attend appointments and complete errands that can't be done after business hours (banks, etc.)	9/29/2016 4:56 PM
277	Child Care Flexible Hours Other Skills Training They need the training or opportunity to train to earn the job; need affordable but consistent childcare to keep the job; and need flexibility in schedules to thrive in their job.	9/29/2016 4:48 PM
278	Cultural Sup&Encgmt Other Personal responsibility and community support, not government programs.	9/29/2016 4:31 PM
279	Child Care Cultural Sup&Encgmt Education Other Skills Training They need the skills and ambition to get the job done. That means going back to school, get on-the-job-training, or intern in order to learn new skills or enhance the ones they have. They will need a support system of family and friends to help them with this. If they have children, family needs to step up and help with childcare/making sure the children get to school and get their homework done. This alone will help the stress level of women who want successfully join the workforce.	9/29/2016 4:19 PM
280	Child Care Equal Pay Family Leave Medical Benefits Other To be treated equally and fairly in the interviewing process, affordable child care, reasonable length of maternity leave with guarantee of keeping one's job, health care, and decent wage for work. Also, if a woman works two or three part time jobs they should be considered cumulatively so that benefits apply in the same way as one full time job.	9/29/2016 4:06 PM
281	Equal Pay Other Women need to be paid equal wages with their male counter parts. There is still the thought that if a women is working full-time and is married, she does not need to make the same wage as her male counter part, who may doing the same or less work than her. This perception the income a women makes is just "extra" money and should not receive appropriate wages is antiquated. A wife and a mother in the work force is not for 'fun money' anymore. It is needed so we can live.	9/29/2016 3:22 PM
282	Family Leave Paid Maternity leave	9/29/2016 2:54 PM
283	Child Care Family Leave Other Women need to feel secure in their employment. They need paid maternity leave so that they can take the necessary time to heal after delivery and bond with their child without worrying about paying for their basic needs. They need access to safe, affordable child care that can be flexible in terms of hours of operation, especially given the awful state of education in this state (weekly half days, random breaks-- how are parents supposed to work when their children are constantly out of school, time off to take care of kids often means unpaid time and available resources for after-school care can be costly). Guaranteed, paid maternity leave at least brings us into the realm of other first-world countries; that along with more affordable childcare would go a long way to making women more successful in the workplace.	9/29/2016 2:54 PM
284	Family Leave Flexible Hours Other Paid maternity AND paternity leave. Flexible work schedules. Competitive salaries. Enough sick leave to be able to take care of children when they are sick.	9/29/2016 2:49 PM
285	Cultural Sup&Encgmt Other A employer committed to employing qualified women and understanding that the support needed will be different than for their male counterparts.	9/29/2016 2:49 PM
286	Family Leave Other In my opinion, women need more incentives and encouragement to stay home with their children and take care of their families, at least in the early years. There is too much pressure, both economically and socially for women to go to work while they have infants, toddlers and preschoolers. And even when they do take time off to have a baby they often rush back when both child and mother would benefit greatly from her taking time to be the child's primary care taker.	9/29/2016 2:07 PM
287	Child Care Safe high quality day care is vital so women can work or go to school. It is very difficult to find and is unaffordable for many women who then settle for poor quality care which causes stress and affects families. Getting work experience or education can help women to provide for their families but isn't possible if child care isn't readily available during the hours they need it.	9/29/2016 12:12 PM

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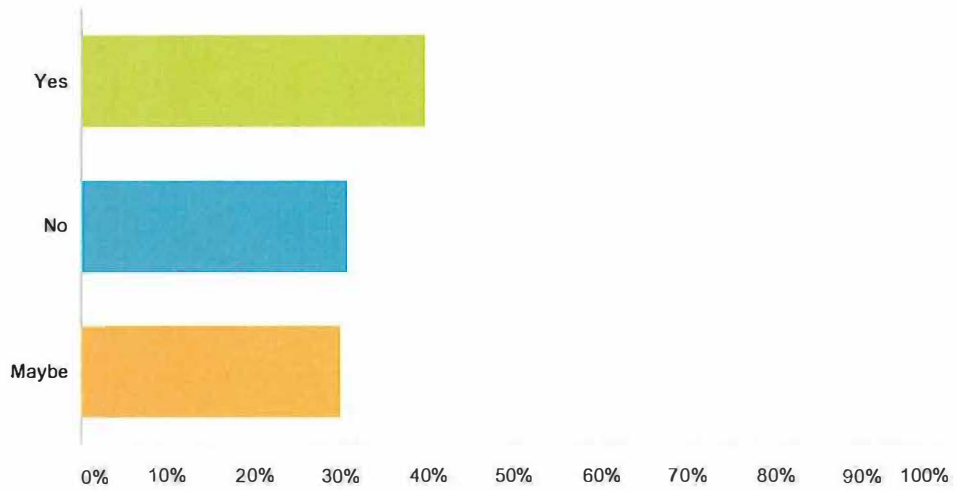
288	Flexible Hours Other They need flexible schedules WITH the ability to flex without stigma from their supervisors or other co-workers.	9/29/2016 12:07 PM
289	Equal Pay Other Skills Training Better salaries, less sexism in the hiring processes, control over their reproduction, negotiating skills	9/29/2016 11:56 AM
290	Child Care Family Leave Paid leave, and affordable childcare.	9/29/2016 11:54 AM
291	Other A Woman President.	9/29/2016 10:55 AM
292	Child Care Cultural Sup&Encgmt Family Leave Flexible Hours Other Women need to have more options for both childcare and flexible scheduling in order to have a balanced life that includes both a career and a family. Society expects today's women to both work and care for their children, but it is becoming increasingly difficult to do both. I do not have children yet, but when I do I will be forced to decide if I want to continue with my career or quit to be able to care for them while they are young (a critical bonding time). I currently make more money than my significant other, so if I were to quit, it would be a significant loss to our household income and I would be denied the opportunity to continue advancing in my field. If I knew I could rely on longer periods of maternity leave and flexible scheduling then I would be less worried.	9/29/2016 10:50 AM
293	Family Leave Maternity care. Some women won't even get jobs because of an issue of having children and the misconception that they are unreliable if they are building a family.	9/29/2016 10:30 AM
294	Family Leave Flexible Hours They need flexibility. This is a mindset/ attitude that has to come from employers who understand that allowing for flexibility increases an employee's loyalty and commitment to the company. When women are able to have more flexible schedules that allow for kids' illnesses, school schedules, etc., and make up the hours on weekends or by working from homes, everyone wins.	9/29/2016 9:40 AM
295	Child Care Cultural Sup&Encgmt Affordable and reliable child care, those who can help when a child is sick.	9/29/2016 9:37 AM
296	Flexible Hours Medical Benefits Other Shorter work hours. Flexible schedules. Salaries that can allow a woman to care for her family without having to have two jobs or ask for government assistance for child care or to feed her family. A non-employed person should not be living better than a person who maintains a full time job to care for her family. Also, less expensive health insurance. I paid a lot of money for premiums to cover my family. That money, could be used for my daily living expenses.	9/29/2016 9:27 AM
297	Child Care Cultural Sup&Encgmt Education Equal Pay Family Leave Flexible Hours Other Legislation and resources! Women are more likely than men to be the primary caregivers of their children and elders. Policies which reflect this, such as protection of their jobs when time off is needed and employer mandates that require accommodating needs for time off to be a caregiver are needed. Affordable childcare options, incentives for employers to offer employer-sponsored childcare options, etc., would be a good start. Nevada has a higher-than-average "women-head-of-household" base; the minimum wage needs to be raised to a level that realistically allows a woman to raise her children in a safe neighborhood and provide food, clothing, and shelter. Affordable and flexible higher education options need to be available. NSC, for example, offers the ability for a working mom to obtain a degree almost exclusively online. Many of the other institutions are lagging behind in this area. A working mother cannot go to school, provide for her family, and be physically available to her family while going to school if going to school requires physical attendance. If more online degree options were available at an affordable price, more women would be able to better themselves by obtaining a four-year degree. Or, perhaps legislation which provides incentives to employers in our state who allow working moms to take paid time off to attend class would accomplish the same thing. Childcare, wages, education, and policies that support getting women where they need/want to be our needed in Nevada!	9/29/2016 9:22 AM
298	Child Care Education Other Financial help , education and childcare. One without the others is futile.	9/29/2016 9:19 AM
299	Child Care Other Skills Training Affordable childcare; employable skills; transportation from rural areas to employment	9/29/2016 8:12 AM
300	Child Care Equal Pay Women need access to affordable and trustworthy childcare and access to jobs that pay equal to men.	9/29/2016 8:01 AM
301	Child Care Family Leave Flexible Hours Childcare support, paid maternity leave, flexible work schedules so time can be taken off for personal and childcare responsibilities, removal of stigma about women in workforce not being equal because they need time for children.	9/29/2016 7:57 AM
302	Child Care Equal Pay Quality, affordable child care, and better pay for today's cost of living.	9/29/2016 7:50 AM
303	Education Other I am a College of Southern Nevada professor, so I see many low-income women each semester in my classes who are struggling to work and finish a degree. Without childcare and services to remediate academic deficits, it is very difficult for them to acquire the skills needed for good-paying jobs. Regents and legislators need to focus making our community colleges more accessible and provide support services that will encourage academic success.	9/29/2016 7:39 AM

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304	Cultural Sup&Encgmt Equal Pay Women need to increasingly build confidence, based on understanding that they deserve to earn equally to males doing the same jobs, as well as that they deserve full recognition and credit for being tremendous corner posts of society. The paradigm of households with only one working male and stay-at-home mom has been completely displaced by the necessity, in many cases, of generating two incomes. As income needs have established a foundation for women to become significantly integrated into the workforce, it has opened doors for great opportunities, as well as revealing challenges stemming from the combined burdens of managing career and family. So many women step up to the plate, managing all with strength, dignity and grace, that it's high time for not only society to recognize the tremendous values that women contribute, but for women to recognize and accept their significant, demonstrable capabilities themselves.	9/29/2016 5:35 AM
305	Education Skills Training Equal opportunities in all jobs. Women are often excluded from typically male occupations. Given the education and support, there are many good paying jobs that would be available in fields not usually considered by women.	9/29/2016 4:48 AM
306	Cultural Sup&Encgmt Education 1. Access to resources to obtain a college degree without having to amass large amounts of student loan debt. 2. Resources to help with living expenses when trying to finish a degree.	9/29/2016 12:41 AM
307	Cultural Sup&Encgmt Other Mentors and programs to help them learn how to apply for jobs. Practicing interviewing and asking for raises - how to do that without upsetting people.	9/28/2016 11:22 PM
308	Family Leave Medical Benefits Access to benefits like paid sick and family leave as well as health care.	9/28/2016 10:37 PM
309	Education Family Leave Flexible Hours Women need education, but more than that, need to better manage their time, in order to successfully join the workforce and take care of their families. Paid leave and the ability to earn a degree or be employed from home, would allow mothers to be present for their children, while making time manageable. If employers allowed greater flexibility, in terms of work hours and work from home, women could truly flourish, better able to juggle responsibilities at home and work. Of course, family time-parental leave, will also enable women to manage their priorities well. Finding time and energy remains the biggest obstacles for mothers. I believe this greatly affects the numbers of successful working women.	9/28/2016 10:04 PM
310	Child Care High-quality, affordable child care	9/28/2016 7:31 PM
311	Family Leave Paid maternity leave and compassionate leave.	9/28/2016 7:25 PM
312	Child Care Education Skills Training Affordable child care and access to education and training	9/28/2016 6:12 PM
313	Child Care Equal Pay This question assumes that there are systemic obstacles to women joining the workforce. I don't view these as blatantly discriminatory, but there are barriers that are subtle and there are obvious limitations such as pay inequity which inhibit women from being able to fully support their families similarly to a male counterpart. The cost of childcare affects families by making it (in many cases) more cost effective for women that are skilled and qualified to stay home than work. Childcare must become more affordable to create more incentive for women to work instead of staying home. When childcare costs more than a job pays after taxes, it makes logical sense that families are opting not to go after a second income, especially when men tend to be higher earners due to other subtle discriminatory acts that result in women being paid less. These problems interact with each other, and must be addressed simultaneously.	9/28/2016 5:20 PM
314	Child Care Other Affordable childcare and transportation. No one ever discusses how awful public transportation is in Nevada, but it's terrible. Insurance is outrageous. If a woman's car is out of service and she has to get kids to childcare and to work... She's out of work. And affordable, quality childcare is huge. It may be expanding and encouraging in home centers rather than tax incentives.	9/28/2016 5:18 PM
315	Other Men who are not intimidated by women and can appreciate and know that a woman does the job well the first time. We are just as important as the man on the job.	9/28/2016 5:10 PM
316	Child Care Education Equal Pay education/training, well-paying jobs, quality child-care.	9/28/2016 4:58 PM
317	Child Care Family Leave 1. Paid maternity leave so when we do re-enter the workforce we are prepared and don't have to take lots of breaks to pump at work and other time off the first year when babies immune systems are still maturing and they get sick a lot from daycare. We still have to pay for the month even if the child misses a day so we are hit twice-a day off from work to care for the child and also have to pay for that day of daycare even though the child didn't attend. Which leads me to.. 2. More affordable daycare	9/28/2016 4:49 PM
318	Child Care Affordable Child Care is a primary concern!	9/28/2016 4:38 PM

Q20 Are you interested in providing additional information on this topic, or participating in follow-up surveys on this topic?

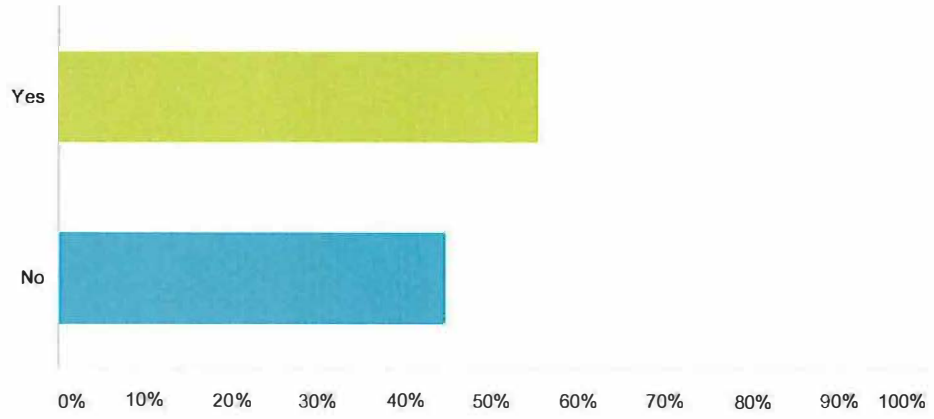
Answered: 379 Skipped: 12



Answer Choices	Responses
Yes	39.58% 150
No	30.61% 116
Maybe	29.82% 113
Total	379

Q22 Would you like your email address added to the Nevada Commission for Women information distribution list?

Answered: 364 Skipped: 27



Answer Choices	Responses	
Yes	55.22%	201
No	44.78%	163
Total		364