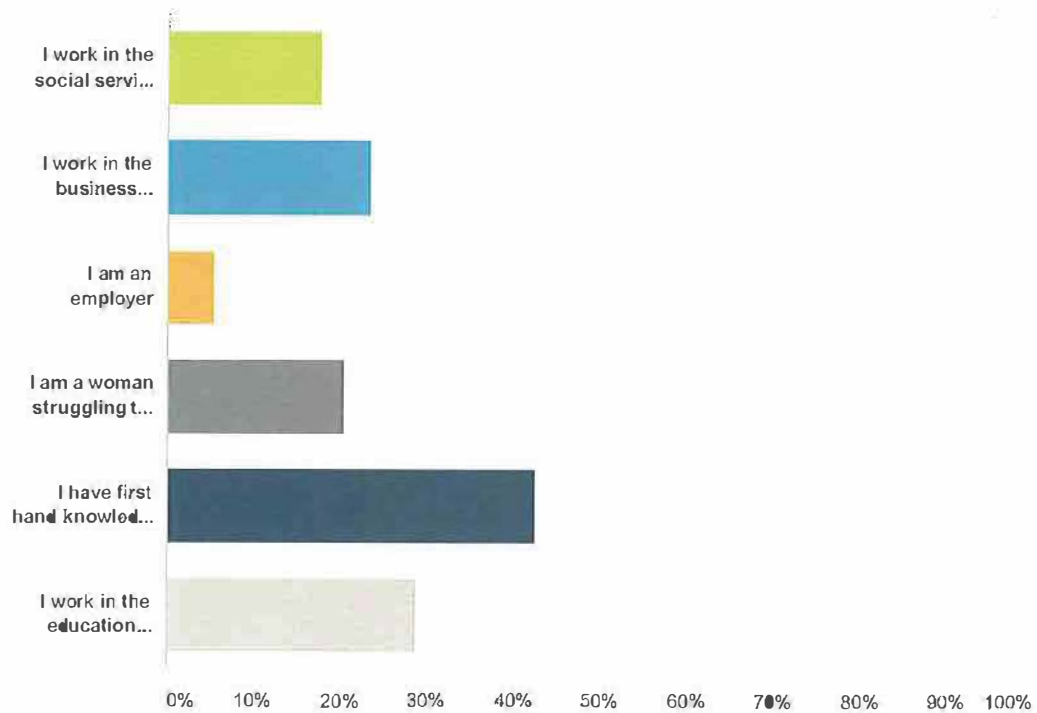


Q1 What is your perspective in answering these questions?

Answered: 73 Skipped: 0



Answer Choices	Responses
I work in the social services industry	17.81% 13
I work in the business community	23.29% 17
I am an employer	5.48% 4
I am a woman struggling to successfully join the workforce and take care of my family	20.55% 15
I have first hand knowledge of the struggles women encounter	42.47% 31
I work in the education industry	28.77% 21
Total Respondents: 73	

#	Other (please specify)	Date
1	I am also a homemaker.	11/10/2016 2:28 PM
2	I am an RN by profession but currently unemployed. Have a daughter 24 who is just entering the workforce after graduating WNC	11/9/2016 1:45 PM
3	I want to start my home based business so I can be more involved with my kids and be able to make a contribution to the household	11/9/2016 12:53 PM
4	Disabled/retired older women trying to survive is a huge issue	11/9/2016 10:31 AM
5	I work as an LOA for a College, but struggle to earn enough money to pay for the expenses associated with my position let alone my family.	10/27/2016 1:24 PM
6	I am a woman successfully in the workforce and successfully taking care of my family	10/26/2016 3:53 PM

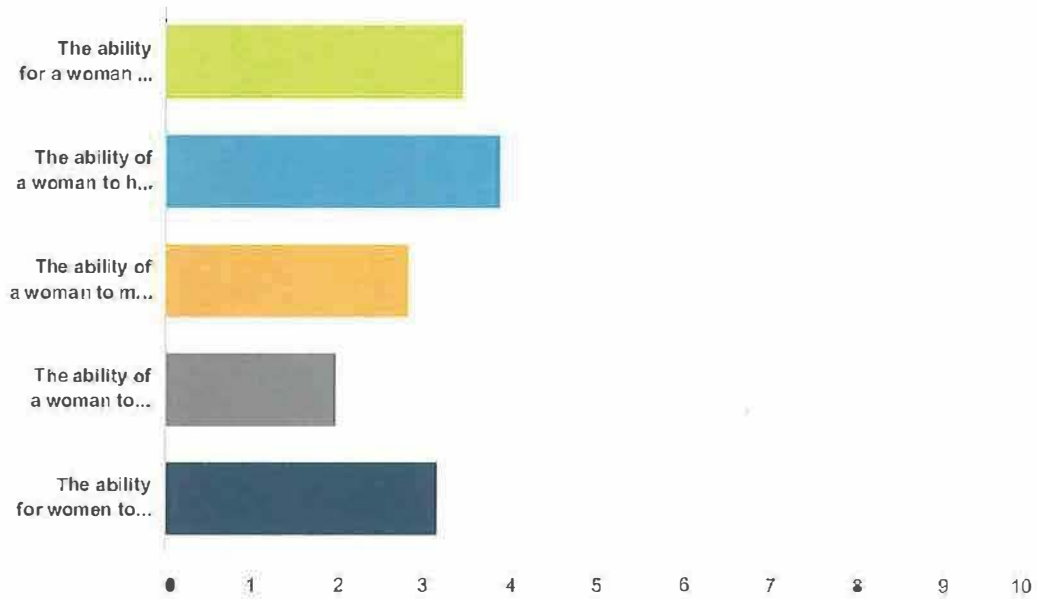
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I am also a commissioned officer in the Military

10/26/2016 3:52 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)

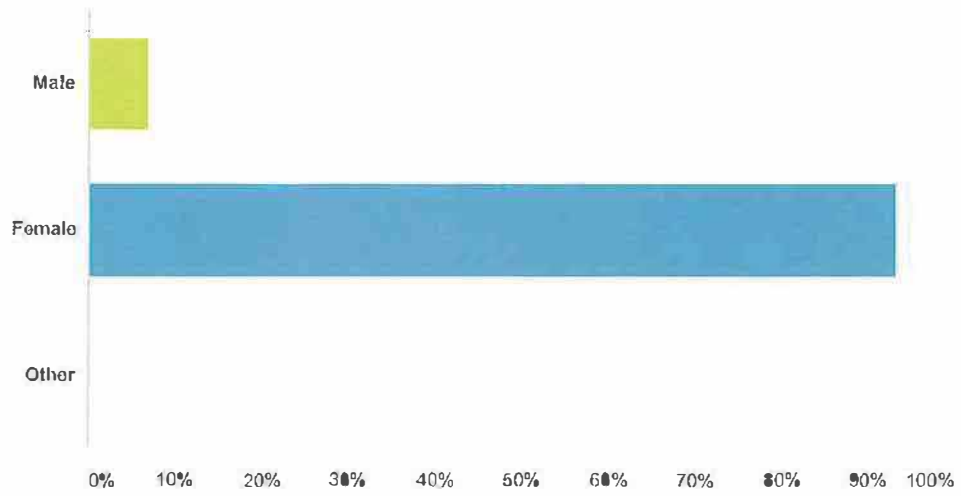
Answered: 73 Skipped: 0



	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)	15.15% 10	42.42% 28	21.21% 14	13.64% 9	7.58% 5	66	3.44
The ability of a woman to have access to affordable, quality child care.	41.54% 27	24.62% 16	16.92% 11	12.31% 8	4.62% 3	65	3.86
The ability of a woman to meet the minimum education requirements of a job posting	12.86% 9	18.57% 13	22.86% 16	28.57% 20	17.14% 12	70	2.81
The ability of a woman to socially network to find out about job openings.	5.71% 4	8.57% 6	12.86% 9	24.29% 17	48.57% 34	70	1.99
The ability for women to receive the same pay as men when they do the same work.	30.99% 22	7.04% 5	28.17% 20	14.08% 10	19.72% 14	71	3.15

Q3 What is your gender?

Answered: 73 Skipped: 0

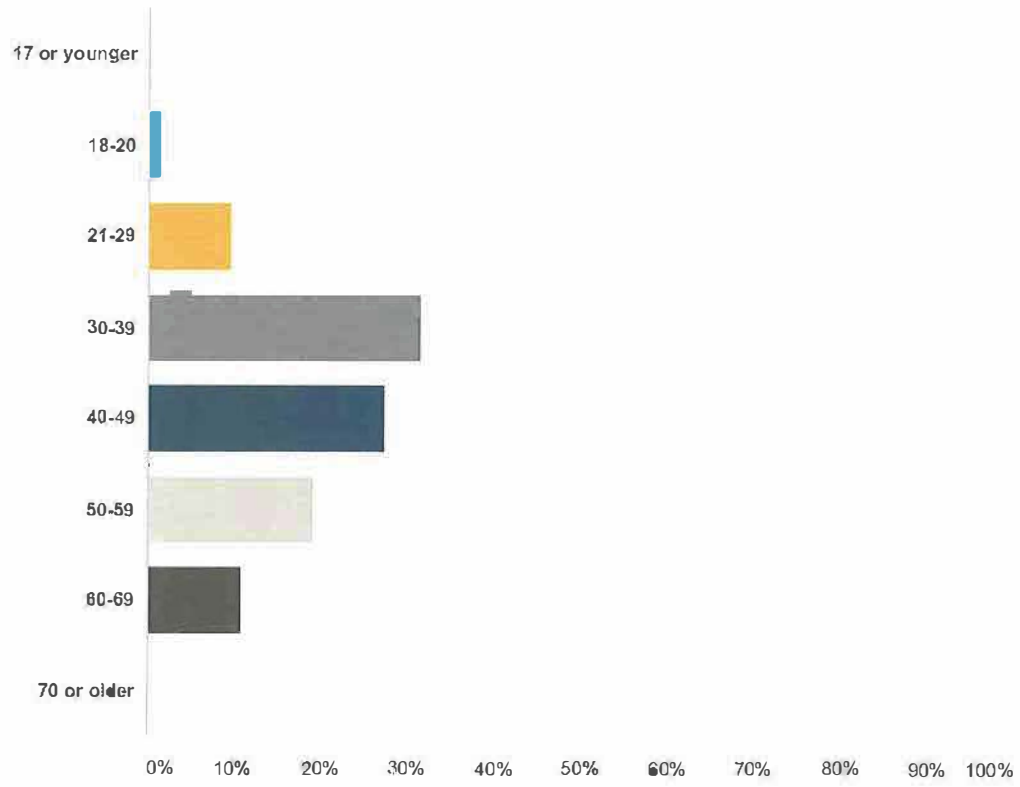


Answer Choices		Responses	
Male		6.85%	5
Female		93.15%	68
Other		0.00%	0
Total			73

#	Other	Date
	There are no responses.	

Q4 What is your age?

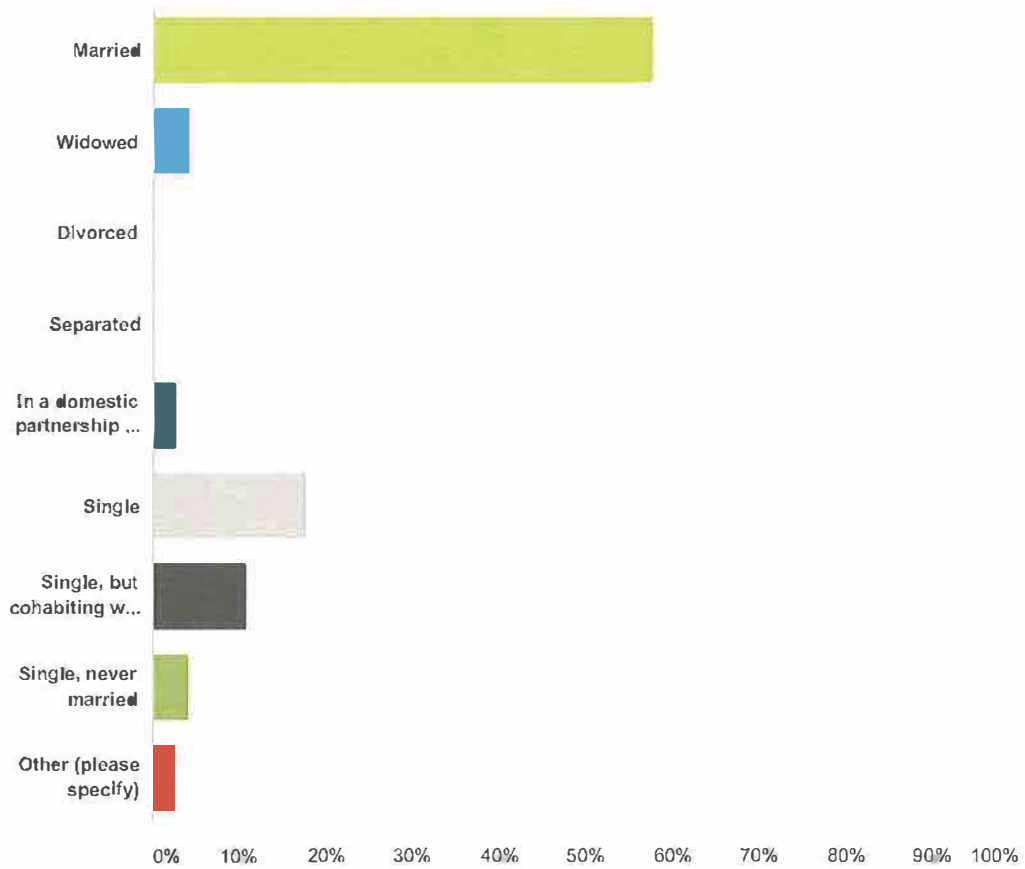
Answered: 73 Skipped: 0



Answer Choices	Responses	Count
17 or younger	0.00%	0
18-20	1.37%	1
21-29	9.59%	7
30-39	31.51%	23
40-49	27.40%	20
50-59	19.18%	14
60-69	10.96%	8
70 or older	0.00%	0
Total		73

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

Answered: 73 Skipped: 0



Answer Choices	Responses
Married	57.53% 42
Widowed	4.11% 3
Divorced	0.00% 0
Separated	0.00% 0
In a domestic partnership or civil union	2.74% 2
Single	17.81% 13
Single, but cohabiting with a significant other	10.96% 8
Other Single, never married	4.11% 3
Other (please specify)	2.74% 2
Total	73

#	Other (please specify)	Date
1	Separated but living as a family	11/9/2016 2:18 PM

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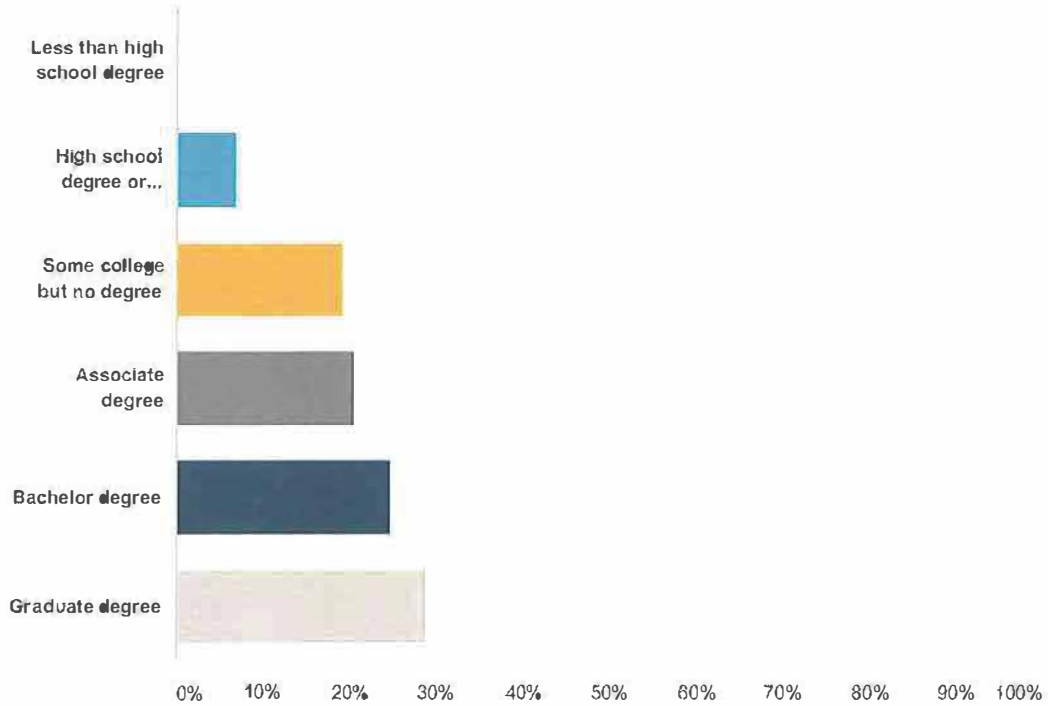
2

Divorced/Single 15 years

11/9/20 6 11:29 AM

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

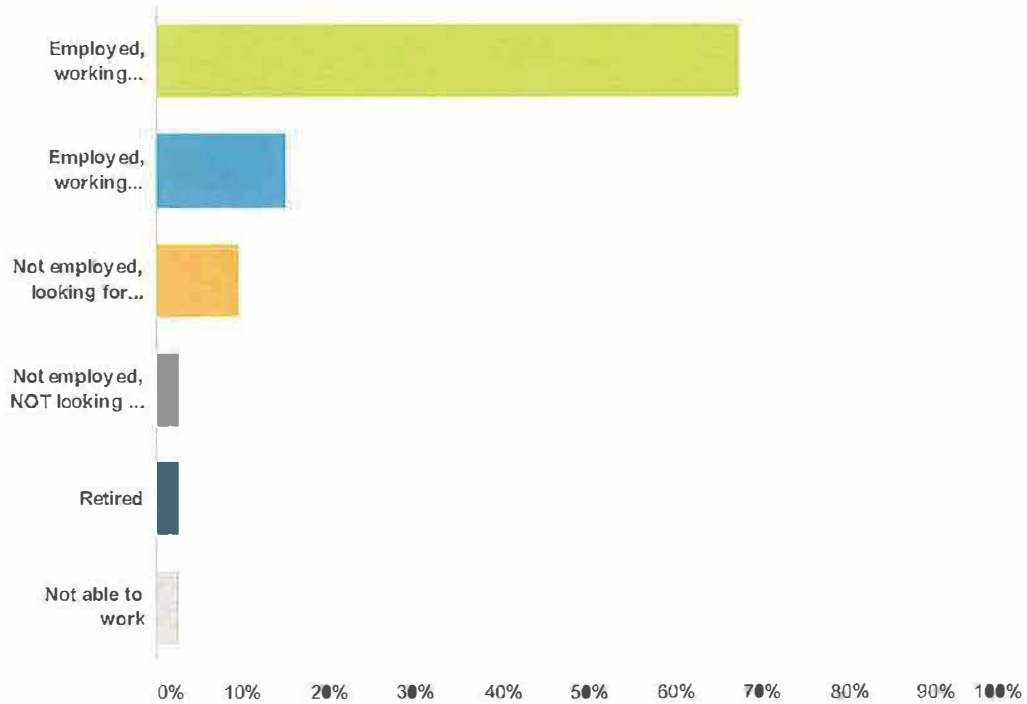
Answered: 73 Skipped: 0



Answer Choices	Responses
Less than high school degree	0.00% 0
High school degree or equivalent (e.g., GED)	6.85% 5
Some college but no degree	19.18% 14
Associate degree	20.55% 15
Bachelor degree	24.66% 18
Graduate degree	28.77% 21
Total	73

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

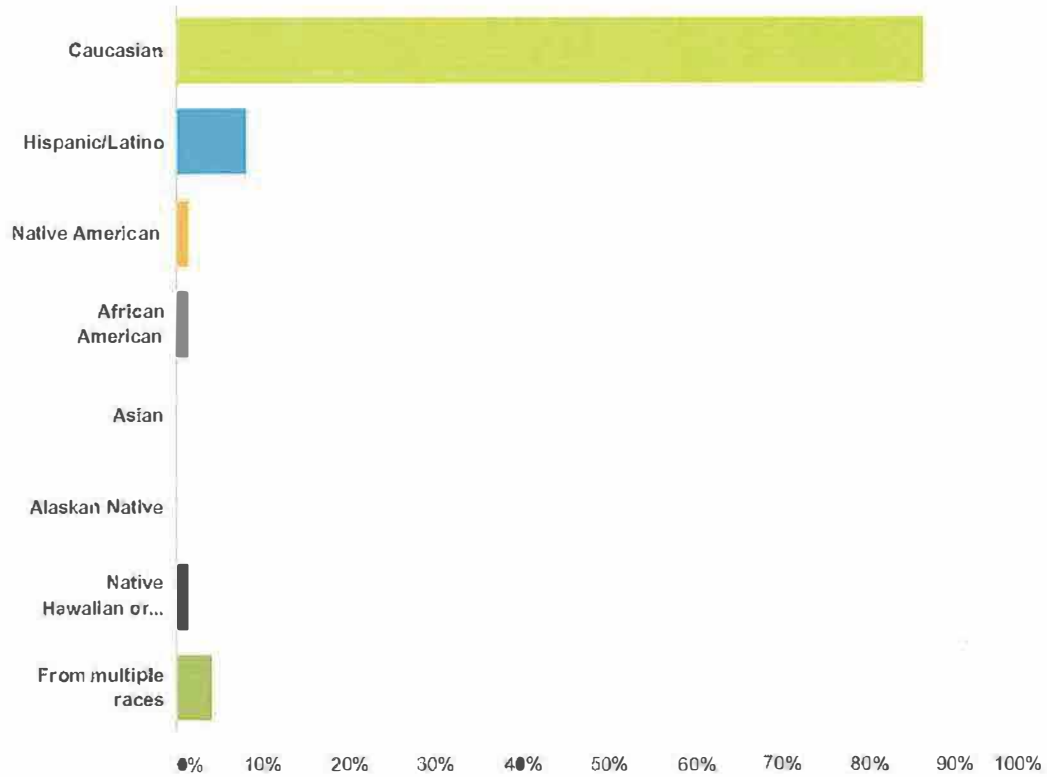
Answered: 73 Skipped: 0



Answer Choices	Responses
Employed, working full-time	67.12% 49
Employed, working parttime	15.07% 11
Not employed, looking for work	9.59% 7
Not employed, NOT looking for work	2.74% 2
Retired	2.74% 2
Not able to work	2.74% 2
Total	73

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

Answered: 73 Skipped: 0

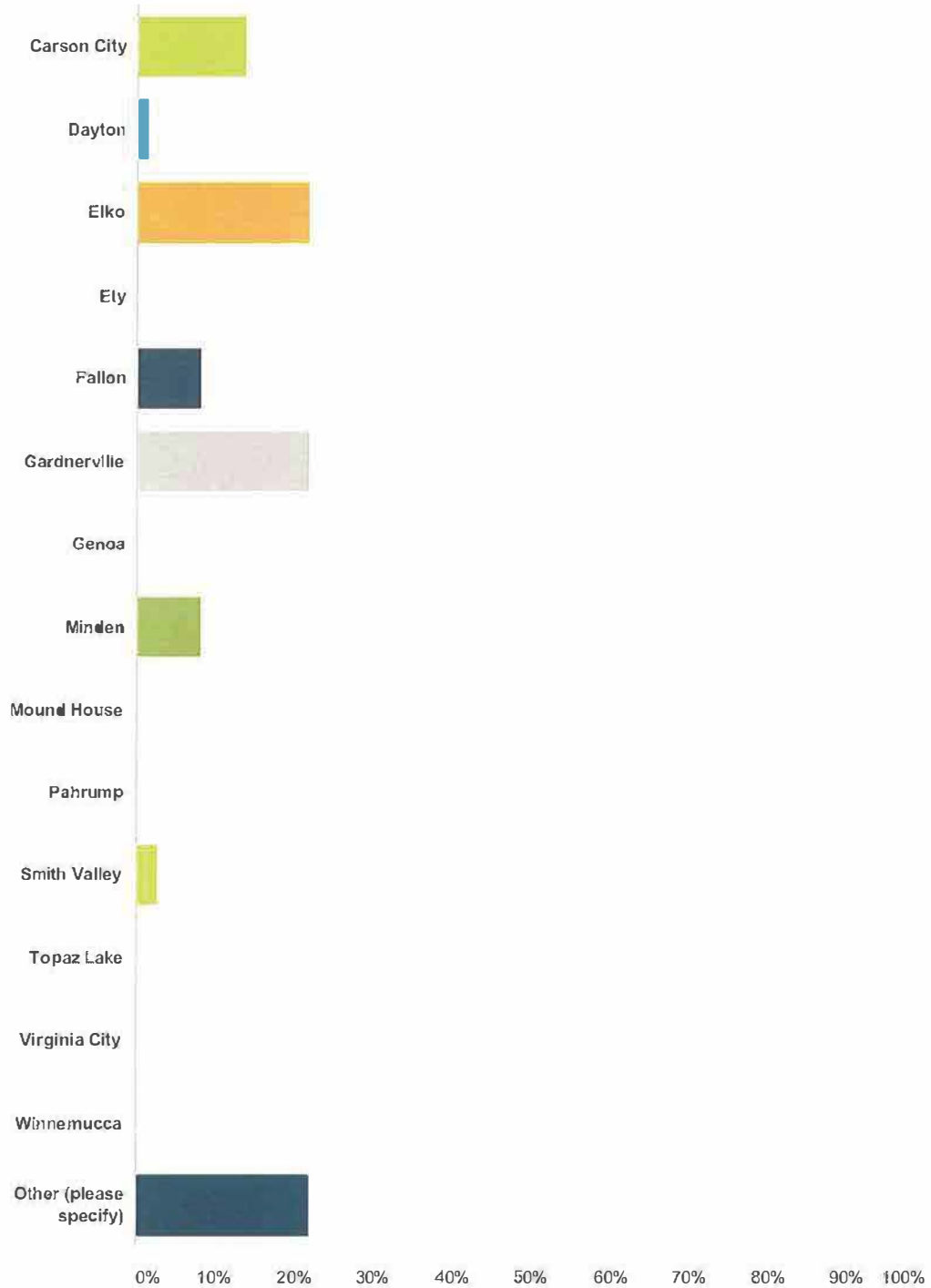


Answer Choices	Responses
Caucasian	86.30% 63
Hispanic/Latino	8.22% 6
Native American	1.37% 1
African American	1.37% 1
Asian	0.00% 0
Alaskan Native	0.00% 0
Native Hawaiian or other Pacific Islander	1.37% 1
From multiple races	4.11% 3
Total Respondents: 73	

#	Other (please specify)	Date
	There are no responses.	

Q9 What city/town do you live in?

Answered: 73 Skipped: 0



Answer Choices

Carson City

Dayton

Elko

Responses

13.70% 10

1.37% 1

21.92% 16

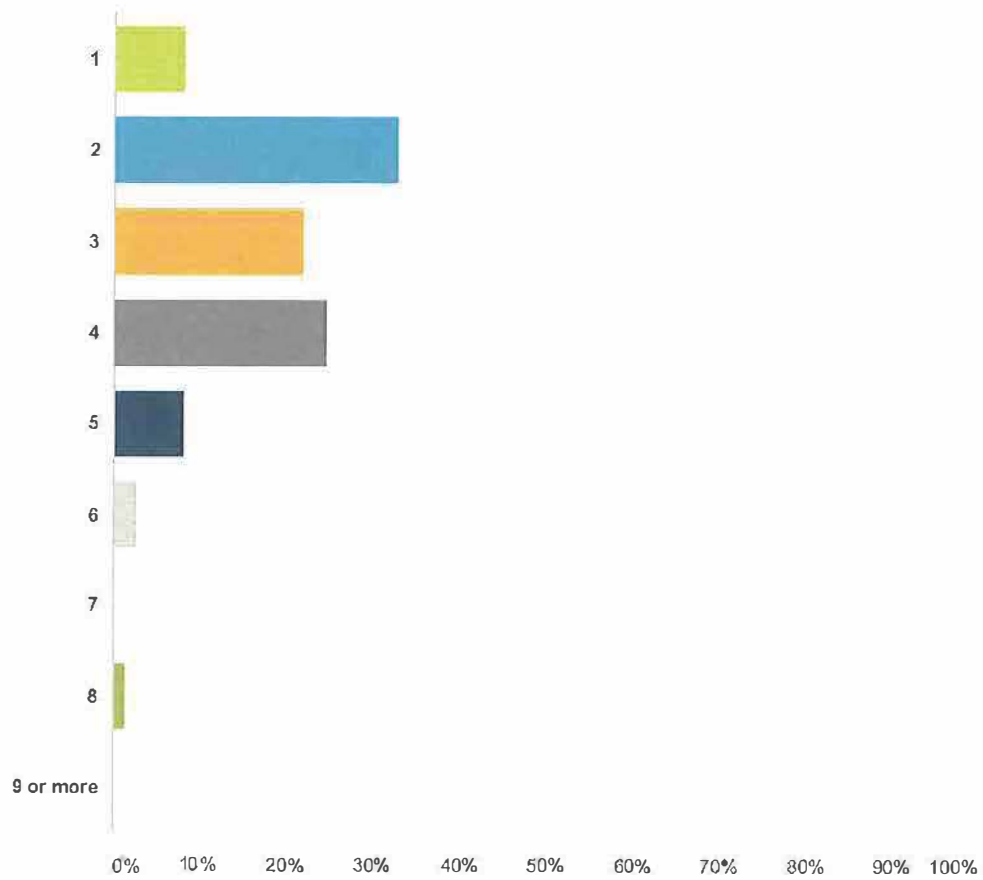
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Ely	0.00%	0
Fallon	8.22%	6
Gardnerville	21.92%	16
Genoa	0.00%	0
Minden	8.22%	6
Mound House	0.00%	0
Pahrump	0.00%	0
Smith Valley	2.74%	2
Topaz Lake	0.00%	0
Virginia City	0.00%	0
Winnemucca	0.00%	0
Other (please specify)	21.92%	16
Total		73

#	Other (please specify)	Date
	Douglas County/Carson City	11/9/2016 10:39 AM
2	Overtown	11/7/2016 10:56 AM
3	Spring Creek	11/4/2016 4:32 PM
4	North Las Vegas	11/4/2016 2:23 PM
5	Clark County	11/4/2016 12:41 PM
6	Las Vegas	11/4/2016 12:34 PM
7	Las Vegas	11/4/2016 9:01 AM
8	West Wendover	11/3/2016 12:40 PM
9	Las Vegas	11/3/2016 8:34 AM
10	Henderson	11/3/2016 6:23 AM
11	Carlin	10/31/2016 2:36 PM
12	Carlin	10/31/2016 12:31 PM
13	Spring Creek	10/31/2016 11:59 AM
14	Fernley	10/31/2016 10:23 AM
15	Washoe Valley	10/26/2016 3:53 PM
16	Reno, NV	10/26/2016 2:28 PM

Q10 How many people live in your household?

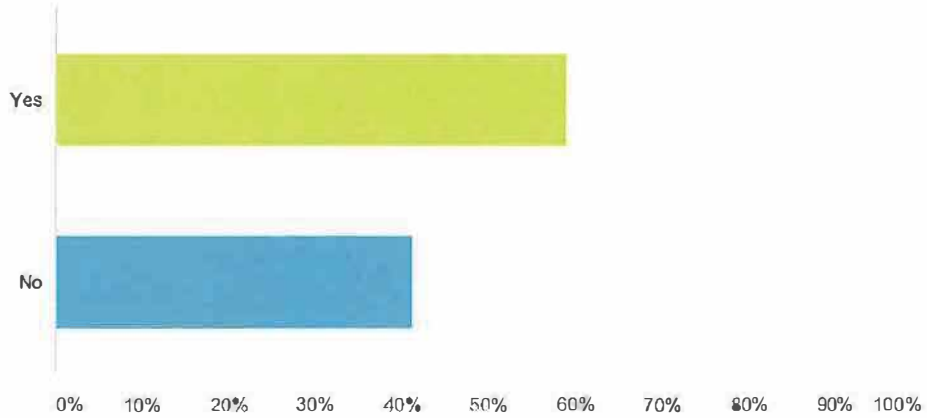
Answered: 73 Skipped: 0



Answer Choices	Responses	Count
1	8.22%	6
2	32.88%	24
3	21.92%	16
4	24.66%	18
5	8.22%	6
6	2.74%	2
7	0.00%	0
8	1.37%	1
9 or more	0.00%	0
Total		73

Q11 Do you have any children under 18?

Answered: 73 Skipped: 0



Answer Choices	Responses	Count
Yes	58.90%	43
No	41.10%	30
Total		73

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

Answered: 42 Skipped: 31

Answer Choices	Responses	
Less than 1 year old	19.05%	8
1 year old	11.90%	5
2 years old	9.52%	4
3 years old	9.52%	4
4 years old	7.14%	3
5 years old	19.05%	8
6 years old	9.52%	4
7 years old	14.29%	6
8 years old	23.81%	10
9 years old	11.90%	5
10 years old	23.81%	10
11 years old	21.43%	9
12 years old	14.29%	6
13 years old	11.90%	5
14 years old	19.05%	8
15 years old	11.90%	5
16 years old	9.52%	4
17 years old	11.90%	5
18 years old or older	7.14%	3

#	Less than 1 year old	Date
		11/9/2016 2:18 PM
2	0	11/3/2016 12:32 PM
3	0	11/3/2016 10:08 AM
4	1	11/2/2016 1:41 PM
5		11/2/2016 9:29 AM
6		11/2/2016 9:13 AM
7		10/26/2016 6:28 PM
8		10/26/2016 3:53 PM
#	1 year old	Date
		11/3/2016 12:40 PM
2	0	11/3/2016 12:32 PM

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3	0	11/3/2016 10:08 AM
4		10/26/2016 3:53 PM
5		10/26/2016 3:47 PM
#	2 years old	Date
		11/10/2016 1:46 PM
2	0	11/3/2016 12:32 PM
3	0	11/3/2016 10:08 AM
4	1	10/27/2016 1:24 PM
#	3 years old	Date
		11/9/2016 2:18 PM
2		11/9/2016 1:45 PM
3	0	11/3/2016 12:32 PM
4	0	11/3/2016 10:08 AM
#	4 years old	Date
		11/9/2016 5:32 PM
2	0	11/3/2016 12:32 PM
3	0	11/3/2016 10:08 AM
#	5 years old	Date
		11/9/2016 3:53 PM
2		11/9/2016 11:43 AM
3		11/4/2016 2:24 PM
4		11/3/2016 12:32 PM
5	0	11/3/2016 10:08 AM
6		11/2/2016 9:13 AM
7		10/31/2016 12:46 PM
8		10/26/2016 3:53 PM
#	6 years old	Date
		11/9/2016 10:39 PM
2	0	11/3/2016 12:32 PM
3	0	11/3/2016 10:08 AM
4		10/26/2016 3:53 PM
#	7 years old	Date
		11/9/2016 3:53 PM
2		11/9/2016 10:57 AM
3	0	11/3/2016 12:32 PM
4	0	11/3/2016 10:08 AM
5	2	10/31/2016 12:46 PM
6		10/27/2016 1:24 PM
#	8 years old	Date
		11/9/2016 6:21 PM
2		11/9/2016 5:32 PM

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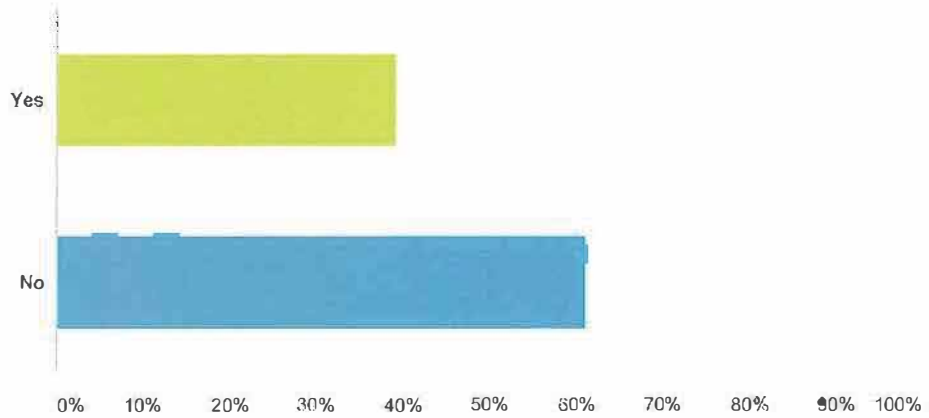
3		11/9/2016 1:45 PM
4		11/9/2016 11:24 AM
5		11/4/2016 2:24 PM
6	0	11/3/2016 12:32 PM
7	0	11/3/2016 10:08 AM
9	1	11/1/2016 7:22 AM
10	1	10/27/2016 1:24 PM
#	9 years old	Date
		11/9/2016 10:39 AM
2		11/4/2016 12:35 PM
3	0	11/3/2016 12:32 PM
4	0	11/3/2016 10:08 AM
5		10/31/2016 12:42 PM
	10 years old	Date
		11/9/2016 6:21 PM
2		11/9/2016 3:34 PM
3		11/9/2016 11:24 AM
#		11/9/2016 10:39 AM
5	0	11/3/2016 12:32 PM
6	0	11/3/2016 10:08 AM
7		10/27/2016 2:03 PM
8		10/27/2016 1:24 PM
9		10/26/2016 3:54 PM
10		10/26/2016 3:50 PM
#	11 years old	Date
		11/9/2016 3:34 PM
2		11/9/2016 12:53 PM
3		11/9/2016 10:57 AM
4		11/9/2016 10:51 AM
5		11/4/2016 2:24 PM
6	0	11/3/2016 12:32 PM
7	0	11/3/2016 10:08 AM
8		11/3/2016 8:34 AM
9		10/26/2016 3:53 PM
#	12 years old	Date
		11/9/2016 11:24 AM
2		11/9/2016 10:57 AM
3	0	11/3/2016 12:32 PM
4	0	11/3/2016 10:08 AM
5		10/31/2016 11:59 AM

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6	1	10/26/2016 8:01 PM
#	13 years old	Date
1	1	11/10/2016 2:28 PM
2	1	11/9/2016 3:34 PM
3	0	11/3/2016 12:32 PM
4	0	11/3/2016 10:08 AM
5	1	11/1/2016 7:22 AM
#	14 years old	Date
1	1	11/9/2016 7:11 PM
2	1	11/9/2016 12:32 PM
3	0	11/3/2016 12:32 PM
4	0	11/3/2016 10:08 AM
5	1	10/31/2016 3:21 PM
6	1	10/31/2016 12:42 PM
7	1	10/26/2016 8:01 PM
8	1	10/26/2016 3:54 PM
#	15 years old	Date
1	1	11/10/2016 2:28 PM
2	0	11/3/2016 12:32 PM
3	0	11/3/2016 10:08 AM
4	1	10/31/2016 3:21 PM
5	1	10/27/2016 4:14 PM
#	16 years old	Date
1	1	11/9/2016 10:52 PM
2	1	11/9/2016 7:11 PM
3	0	11/3/2016 12:32 PM
4	0	11/3/2016 10:08 AM
#	17 years old	Date
1	1	11/9/2016 2:26 PM
2	1	11/9/2016 12:53 PM
3	0	11/3/2016 12:32 PM
4	1	11/3/2016 10:08 AM
5	1	10/31/2016 3:21 PM
#	18 years old or older	Date
1	2	11/10/2016 2:28 PM
2	0	11/3/2016 12:32 PM
3	1	11/3/2016 10:08 AM

Q13 Do you currently pay for child care?

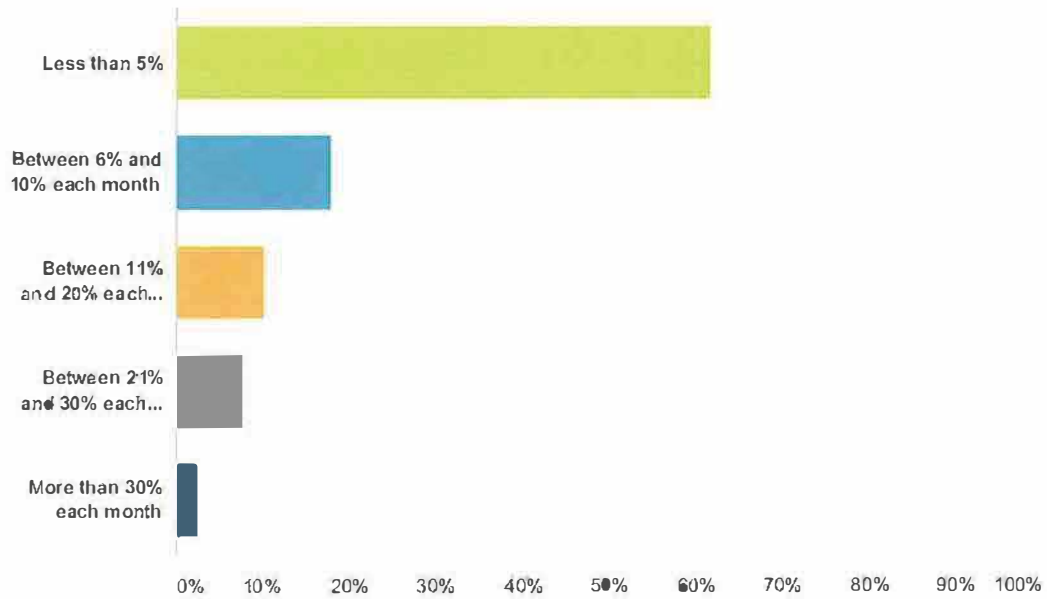
Answered: 41 Skipped: 32



Answer Choices	Responses	
Yes	39.02%	16
No	60.98%	25
Total		41

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

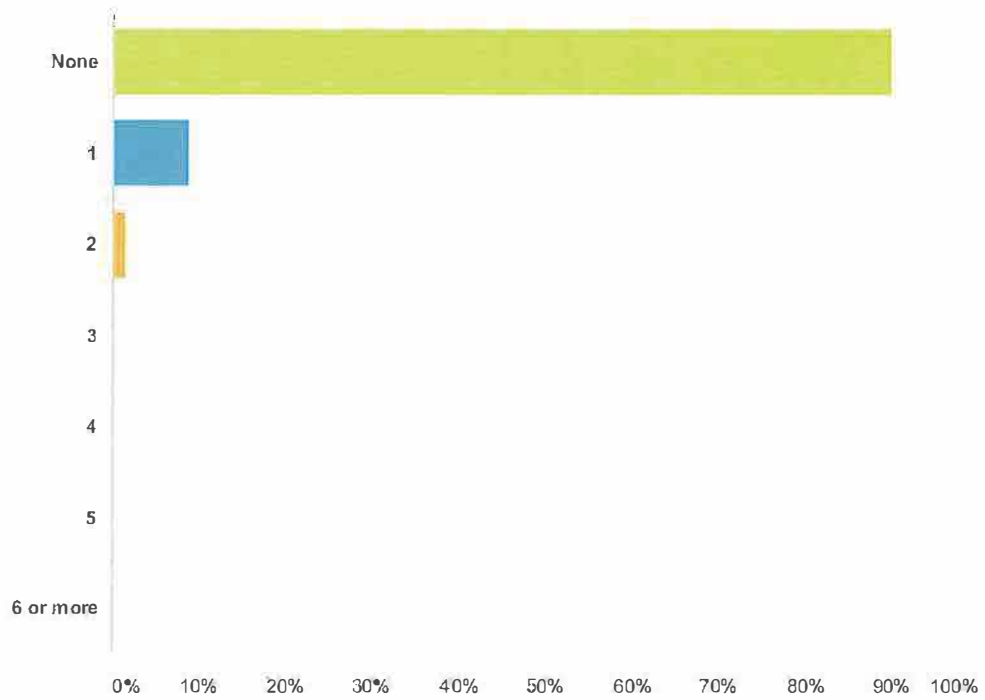
Answered: 39 Skipped: 34



Answer Choices	Responses
Less than 5%	61.54% 24
Between 6% and 10% each month	17.95% 7
Between 11% and 20% each month	10.26% 4
Between 21% and 30% each month	7.69% 3
More than 30% each month	2.56% 1
Total	39

Q15 How many 65 years or older live in your household?

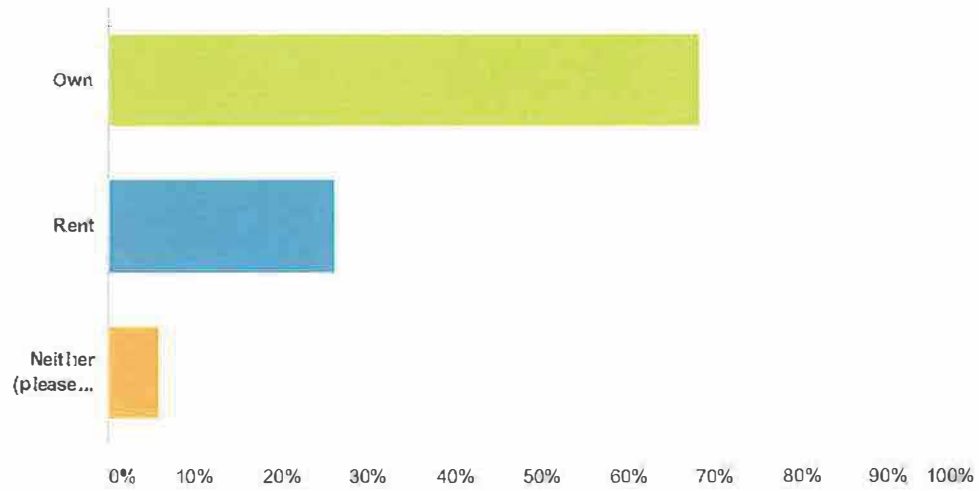
Answered: 68 Skipped: 5



Answer Choices	Responses	Count
None	89.71%	61
1	8.82%	6
2	1.47%	1
3	0.00%	0
4	0.00%	0
5	0.00%	0
6 or more	0.00%	0
Total		68

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

Answered: 69 Skipped: 4

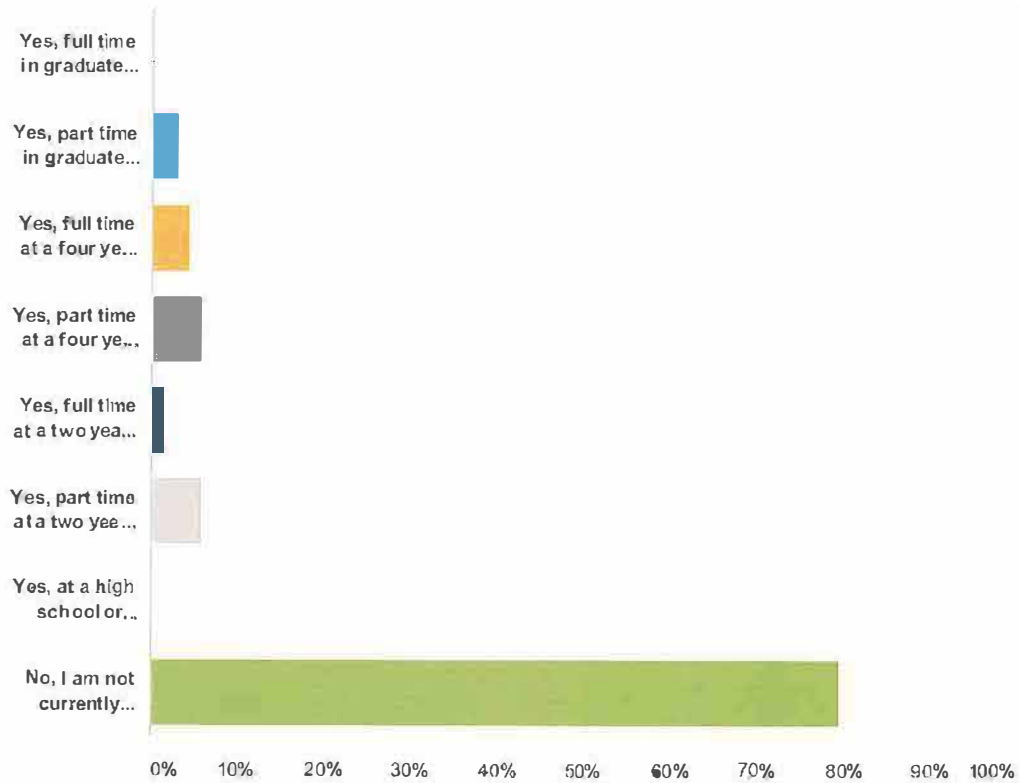


Answer Choices	Responses	
Own	68.12%	47
Rent	26.09%	18
Neither (please specify)	5.80%	4
Total		69

#	Neither (please specify)	Date
1	Rent land but own home	11/9/2016 7:13 PM
2	Living on family property	11/9/2016 2:19 PM
3	My significant other owns the home.	11/2/2016 1:42 PM
4	We live in a travel trailer that we own, but rent a space to park it in.	10/27/2016 1:31 PM

Q17 Are you currently enrolled as a student?

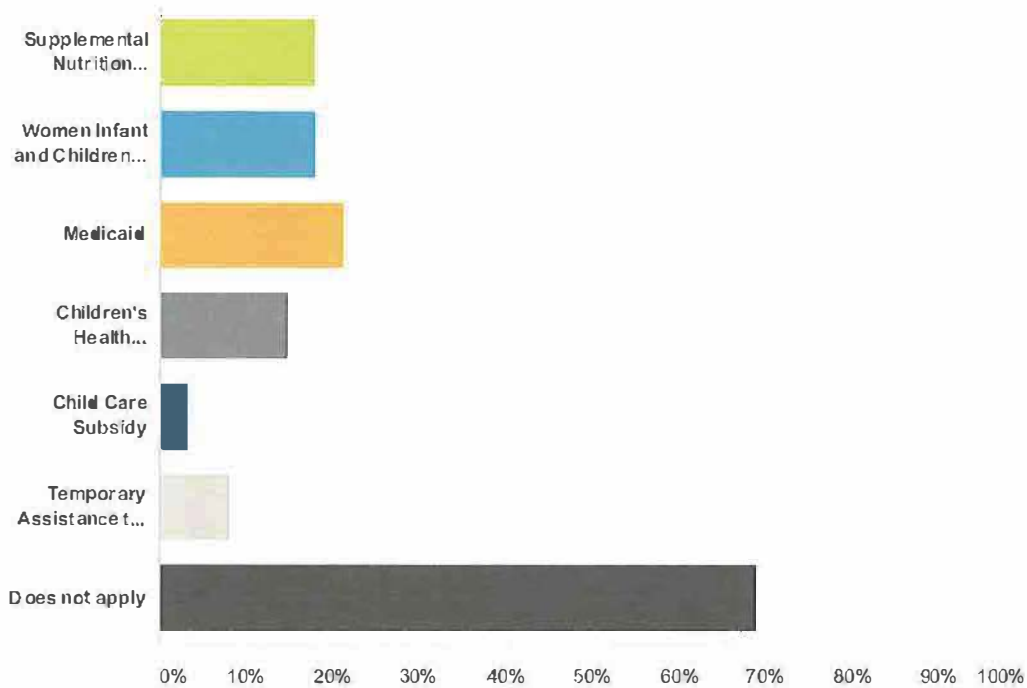
Answered: 68 Skipped: 5



Answer Choices	Responses
Yes, full time in graduate school	0.00% 0
Yes, part time in graduate school	2.94% 2
Yes, full time at a four year undergraduate college/university	4.41% 3
Yes, part time at a four year undergraduate college/university	5.88% 4
Yes, full time at a two year undergraduate college/university	1.47% 1
Yes, part time at a two year undergraduate college/university	5.88% 4
Yes, at a high school or equivalent	0.00% 0
No, I am not currently enrolled as a student	79.41% 54
Total	68

Q12 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: 61 Skipped: 12



Answer Choices	Responses
Supplemental Nutrition Assistance Program (SNAP - formerly known as Food Stamps)	18.03% 11
Women Infant and Children (WIC)	18.03% 11
Medicaid	21.31% 13
Children's Health Insurance (CHIP) known as "Nevada Check Up"	14.75% 9
Child Care Subsidy	3.28% 2
Temporary Assistance to Needy Families (TANF)	8.20% 5
Does not apply	68.85% 42
Total Respondents: 61	

#	Please provide any additional information about your experience with government welfare programs and your suggestions for improvement.	Date
1	At one time in my life I had to use government assistance it was for a short time but I was glad it was there. It did the job it was designed for - short term assistance until I could get on my feet.	11/10/2016 8:24 AM
2	These programs are not designed to help families get off them. If you take a job and benefits do not start the day you do, you will be left with out insurance for your children and yourself.	11/9/2016 10:48 PM

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3	above programs checked were "used" by my daughter in the past, not myself	11/9/2016 1:47 PM
4	They were a big help when I needed them	11/9/2016 10:55 AM
5	I make \$60 too much to qualify for any programs	11/9/2016 10:34 AM
6	I used it in the past it was very helpful. I don't qualify for anything now.	11/4/2016 3:18 PM
7	don't qualify I make 1200 a month and make too much money	11/2/2016 9:14 AM
8	As soon as you find a good job they take every benefit away, almost instantly instead of transitioning us to a "Nevada check up" type program and you lose head start and low income status.	10/31/2016 3:28 PM
9	I could not have gone back to school at the age of 30 after a divorce if it were not for those safety net programs and would not have been able to support my children or be a good life example of the need for continuing education to better themselves.	10/31/2016 12:41 PM
10	Many years ago ... no recent experience with receiving services.	10/31/2016 10:25 AM
11	We were only able to use and qualify for this during the recession. It did not help when it came to going to school, during my internship, or at any other time once we became students we were reliant on our church and state programs no longer assisted us.	10/27/2016 1:31 PM
12	Women should not have to join the workforce like this. Equal pay and equal responsibility for childcare between women and men would be a much more meaningful way to join the workforce. No one wants to feel like a charity case.	10/26/2016 4:38 PM
13	Gov't Welfare programs are abused contently, and are not managed properly; therefore, I have extreme ill feelings towards them	10/26/2016 3:58 PM
14	Section 8 housing. More affordable housing is desperately needed.	10/26/2016 3:54 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: 55 Skipped: 1

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

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

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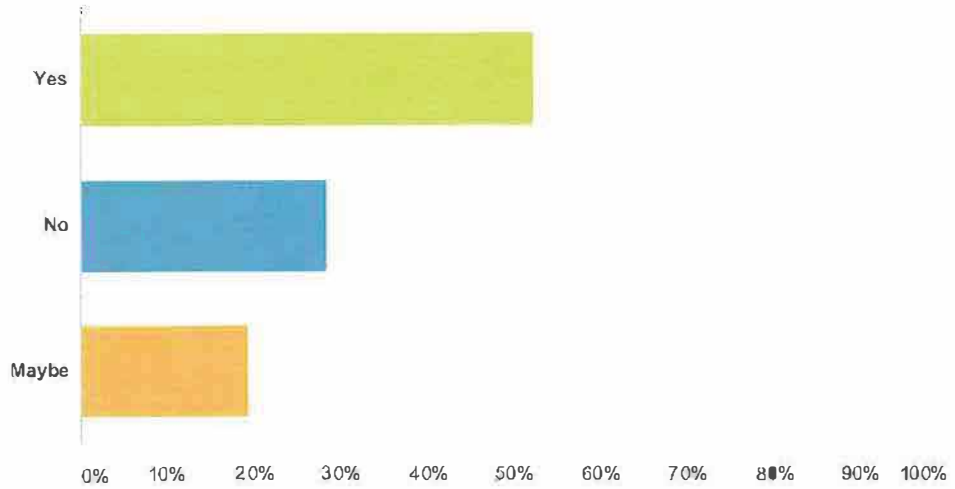
35	Flexible Hours Part-time work for professionals. Many career-oriented women leave the workforce due to meeting the needs of their families. Employers would get more out of part-time employees for 30 or less hours a week, and RETAIN their employees, if hours that worked closer to school times could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

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

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

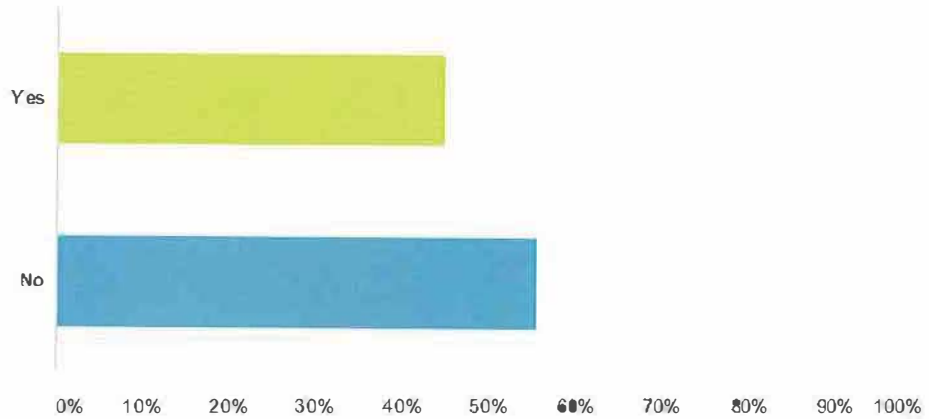
Answered: 67 Skipped: 6



Answer Choices	Responses	Count
Yes	52.24%	35
No	28.36%	19
Maybe	19.40%	13
Total		67

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

Answered: 65 Skipped: 8



Answer Choices	Responses	
Yes	44.62%	29
No	55.38%	36
Total		65