



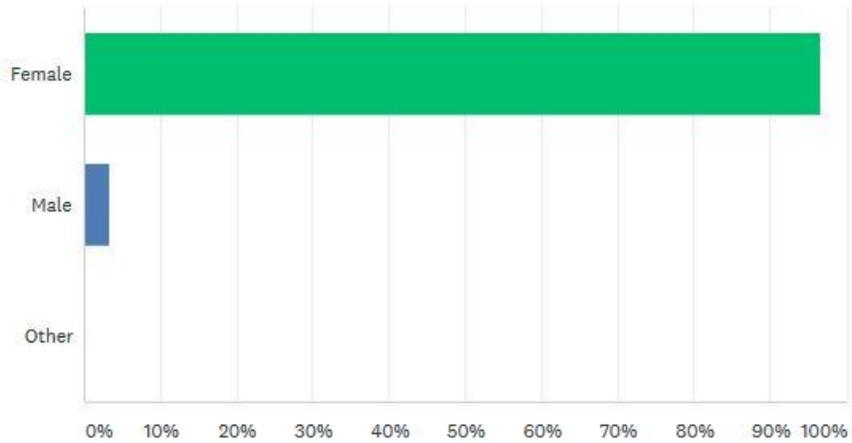
Gender Equality Survey

Nevada Commission for Women

Nevada Commission for Women Gender Equality Survey

Question #1: Gender

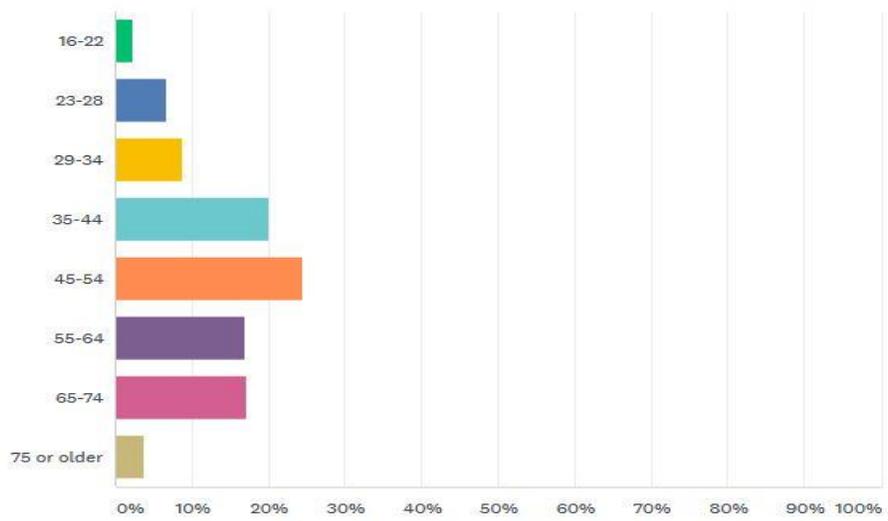
Answered: 273 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|----------------|------------|
| Female | 96.70% 264 |
| Male | 3.30% 9 |
| Other | 0.00% 0 |
| TOTAL | 273 |

Question #2: Age

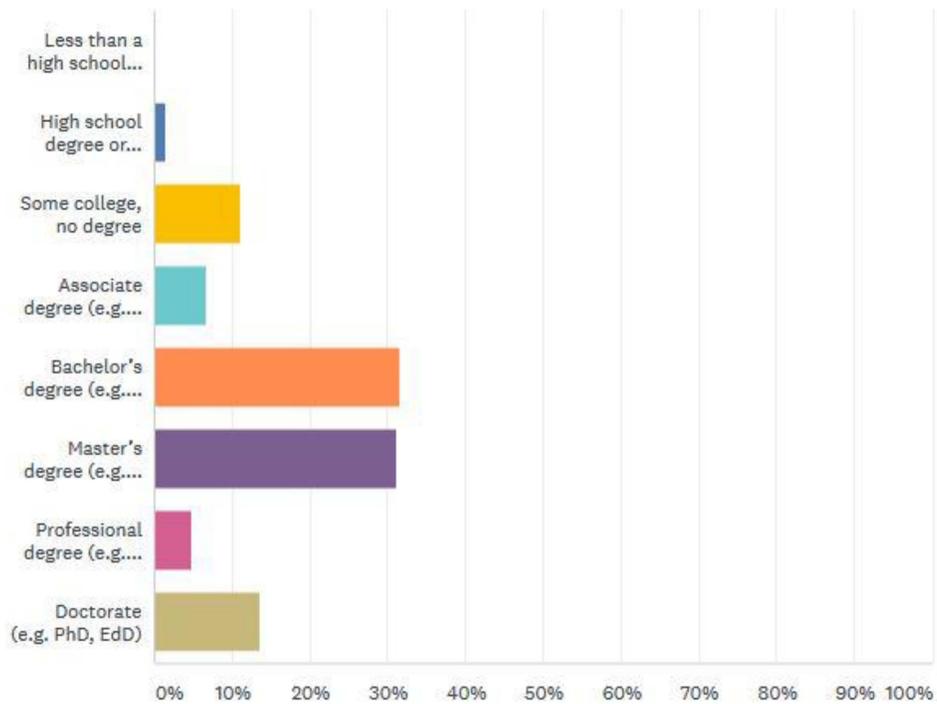
Answered: 273 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|----------------|------------|
| 16-22 | 2.20% 6 |
| 23-28 | 6.59% 18 |
| 29-34 | 8.79% 24 |
| 35-44 | 20.15% 55 |
| 45-54 | 24.54% 67 |
| 55-64 | 16.85% 46 |
| 65-74 | 17.22% 47 |
| 75 or older | 3.66% 10 |
| TOTAL | 273 |

Question #3: Highest Level of Education

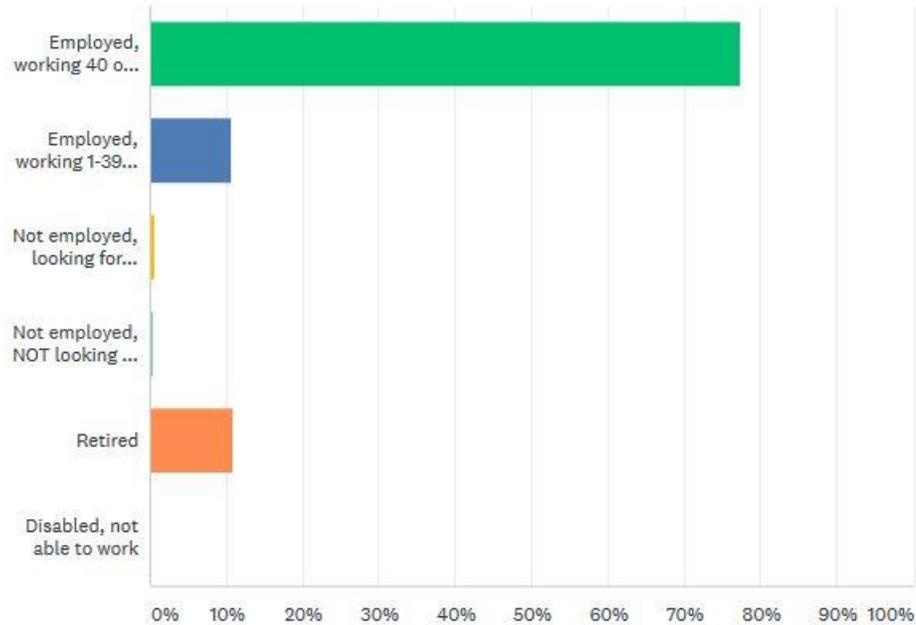
Answered: 273 Skipped: 1



| ANSWER CHOICES | RESPONSES |
|---|------------|
| Less than a high school diploma | 0.00% 0 |
| High school degree or equivalent (e.g. GED) | 1.47% 4 |
| Some college, no degree | 10.99% 30 |
| Associate degree (e.g. AA, AS) | 6.59% 18 |
| Bachelor's degree (e.g. BA, BS) | 31.50% 86 |
| Master's degree (e.g. MA, MS, MEd) | 31.14% 85 |
| Professional degree (e.g. MD, DDS, DVM) | 4.76% 13 |
| Doctorate (e.g. PhD, EdD) | 13.55% 37 |
| TOTAL | 273 |

Question #4: Which of the following categories best describes your employment status?

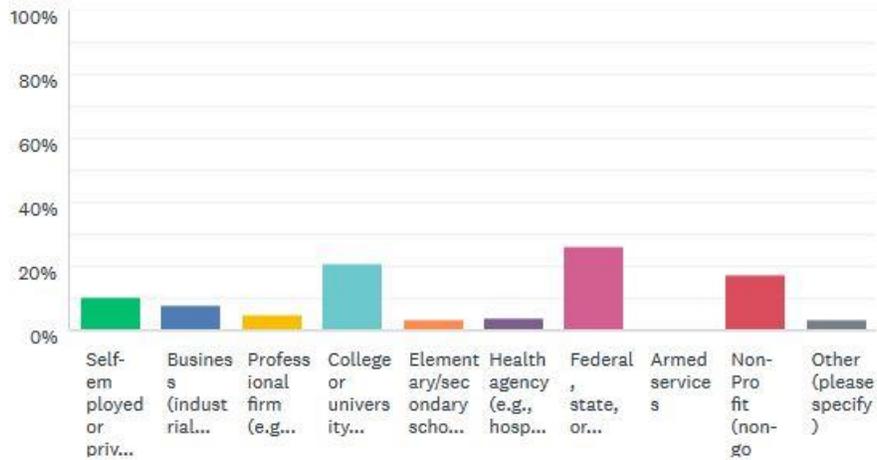
Answered: 274 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|------------|
| ▼ Employed, working 40 or more hours per week | 77.37% | 212 |
| ▼ Employed, working 1-39 hours per week | 10.58% | 29 |
| ▼ Not employed, looking for work | 0.73% | 2 |
| ▼ Not employed, NOT looking for work | 0.36% | 1 |
| ▼ Retired | 10.95% | 30 |
| ▼ Disabled, not able to work | 0.00% | 0 |
| TOTAL | | 274 |

Question #5: How would you classify your primary employer?

Answered: 274 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|--|------------|
| Self-employed or private employer | 10.58% 29 |
| Business (industrial, commercial or services) | 8.03% 22 |
| Professional firm (e.g., engineering, law) | 5.11% 14 |
| College or university | 21.17% 58 |
| Elementary/secondary school | 3.65% 10 |
| Health agency (e.g., hospital, clinic) | 4.01% 11 |
| Federal, state, or local government | 26.28% 72 |
| Armed services | 0.36% 1 |
| Non-Profit (non-government) | 17.52% 48 |
| Other (please specify) Responses | 3.28% 9 |
| TOTAL | 274 |

Other (please specify):

| | | |
|---|---------------------------|--|
| • Volunteer in church office and political office | • Political | • Active volunteer after recent retirement |
| • Elected Official-County Commissioner | • Retiree from University | • Private public health |
| • Retired Attorney | • Do volunteer work | |

Question #6: If employed, which best describes our current role?

Answered: 258 Skipped: 16



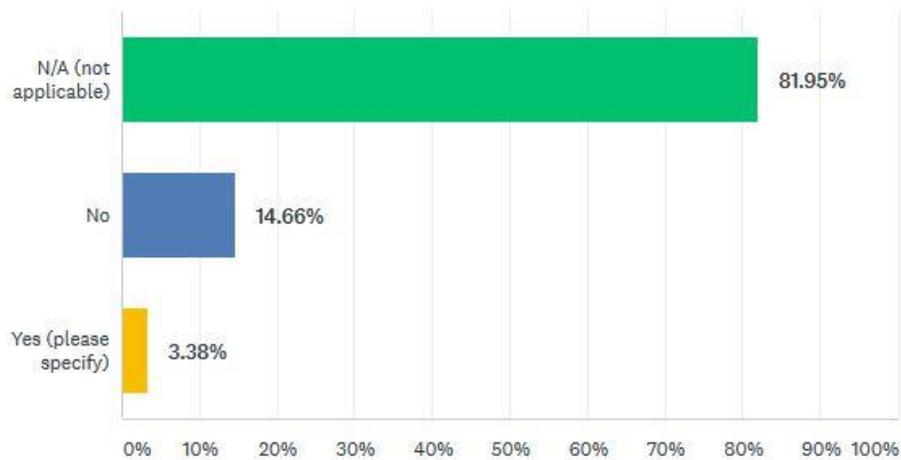
| ANSWER CHOICES | RESPONSES |
|---|---------------------|
| Field employee (e.g. Cashier, Teller, Driver, Customer Service Rep., includes Shift Managers) (1) | 7.75% 20 |
| Administrator (e.g. Office Manager, Executive Assistant, Paralegal) (2) | 6.59% 17 |
| Individual contributor (e.g., Analyst, Associate, Engineer) (3) | 14.73% 38 |
| Senior individual contributor (e.g., Senior Analyst, Senior Engineer) (4) | 9.30% 24 |
| Manager (e.g., Store Manager, Product Manager, Lead Engineer) (5) | 9.30% 24 |
| Senior Manager (e.g., Regional Manager, Chief Scientist, Division Manager) (6) | 10.85% 28 |
| Vice President (e.g., Senior Director, General Manager) (7) | 3.88% 10 |
| Senior Vice President (8) | 0.78% 2 |
| C-Level/President (e.g., CEO, CFO) (9) | 12.79% 33 |
| Other (please specify) (10) | Responses 24.03% 62 |
| TOTAL | 258 |

Other (please specify):

| | | |
|--|--|--|
| • Graduate Student on Research Assistantship | • Consultant | • Director |
| • Professor | • Mid-Level Management | • Department Director |
| • Faculty | • Department Head | • Self Employed |
| • Sole Proprietor | • Owner | • Sales Professional |
| • Assistant Professor | • Organizer in Public Affairs Department | • Community Outreach |
| • Executive Director | • Researcher | • Retired |
| • Law Professor CSN/Lawyer-David Phillips Law Office | • Realtor | • Grant Writer |
| • Elected Official-County Commissioner | • Teacher | • Consultant but taking direction from local government leadership |
| • School Nurse | • Assistant Dean | • RN |
| • STEAM Director | • Educator/consultant | • Mobile Notary |
| • Social Worker | • Tax Examiner | • Call Center |
| • Administrative Assistant | • Director/Apprenticeship | • Not Employed |

Question #7: If not employed, are there obstacles keeping you from working?

Answered: 266 Skipped: 8



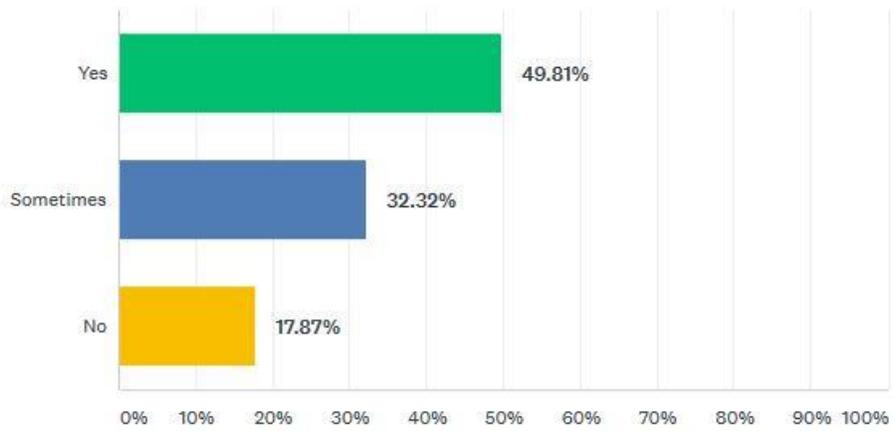
| ANSWER CHOICES | RESPONSES | |
|----------------------------|---------------------------------|------------|
| ▼ N/A (not applicable) (1) | 81.95% | 218 |
| ▼ No (2) | 14.66% | 39 |
| ▼ Yes (please specify) (3) | Responses 3.38% | 9 |
| TOTAL | | 266 |

Yes (please specify)

| | | |
|----------------------|--|--|
| • Work volunteering | • Over 70 years of age | • Now Disabled |
| • Children | • Age and illness | • Age Discrimination |
| • Health care access | • While I am working now, there were a few years during which I feel that I was a victim of ageism | • I stopped working full time 8-5 30 years ago because I needed a flex schedule and more control of my work environment. |

Question #8: In your current workplace, do you feel that men and women are treated equally?

Answered: 263 Skipped: 11



| ANSWER CHOICES | RESPONSES |
|----------------|------------|
| Yes | 49.81% 131 |
| Sometimes | 32.32% 85 |
| No | 17.87% 47 |
| TOTAL | 263 |

Question #9: Are there any specific fields in which you feel that men and women are not treated equally? Please list them.

| | |
|---|--|
| · Still equal pay in many areas as well as still sexual harassment | · IT |
| · Casinos, Construction | · I don't know that men and women are routinely treated differently in particular fields. |
| · I used to work for multiple casinos in town and noticed that women are less "valuable" than men and get treated accordingly | · Salary |
| · Upper level management, engineering, STEM, retail, fast food, etc. | · Business, government, education, science, technology |
| · I am concerned that women are not encouraged to get STEM jobs. | · I am in engineering and leadership treats men and women equally |
| · Wages and promotions | · The sciences/STEM fields, including teaching in those fields |
| · No | · Any depends on company culture |
| · promotions for men are processed more readily | · Medical, automotive, education, food service, government, legislature |
| · prosecution | · commercial real estate, banking, casino industry, construction |
| · All of them | · Women's ideas and contributions are subtly devalued. For instance, I get my objectives achieved in meetings by using a male ally who is my proxy. It's 2018 and I work for DHHS. |
| · Most professions | · All |
| · Pilots, CEOs, Board Members | · promotion opportunities |
| · Upper Management | · In other offices I am aware of pay inequalities. |
| · Full professor status | · nearly all. |
| · Construction, government/politics, film | · Traditional Engineering Fields |
| · Information Technology, Information Security | · Just about every one that is in the private sector. I'm lucky that I work for a municipality that is very sensitive about these types of issues. |
| · I am not in a position to speculate about other fields | · Private businesses. Traditional male enterprises such as the automotive field. |
| · Law, Sciences, Politics, Construction, Military, Firefighting | · Service jobs |
| · Pay rate | · All of them. |
| · Engineering, Computer Programming STEM based jobs | · MAYBE Construction |
| · All fields. | · Court |
| · I still believe that in this environment, the 'man' is the one that is looked at first and if you have the same qualifications, the 'man' gets first consideration. | · Medical |

| | |
|--|---|
| · Pay scales, access to management roles, access to grants and publishing opportunities are lower for women vs men | · different areas, not getting equal pay, raises, advancement, sexually harassed |
| · Men receive higher pay in nearly all academic fields | · In my environment, there is little discrimination (I say little because I have not experienced it directly but believe it occurs). I work in an IT department and feel that my particular organization does a wonderful job of treating women fairly and equitably despite the fact that STEM fields are typically known to be rife with discriminatory practices based in their male-dominated cultures. |
| · STEM, medicine | · positions of authority |
| · Politics | · No allowance for having to juggle the job and being a mom |
| · MANY! Politics, sales, leadership positions in business, sports, caregiving, domestic work | · Far too many to list |
| · I think there are many fields that men and women are not treated equally. | · Software engineering. Medicine. Philosophy. |
| · Athletics, Military, probably others | · Engineering |
| · The video game industry; I used to be in that industry years ago. Also, POLITICS. | · not across the board, but I do see it at my level by some in the development community, but I notice it more in the labor force in field positions. |
| · We have a higher percentage of male managers compared to the number of male employees. It feels as though we have to placate men more (they get upset about something, complain, and we cave to what they want). | · Nonprofits |
| · I have only worked in academia and research (and retail and service earlier in life) so can only speak for these | · Women-Law, doctors, c-level corporate, construction, security. Men-nursing, teaching, stay-at-Home parenting |
| · The Legal Profession | · Engineering, Technical/Field Services |
| · Library management | · I think there is the potential for almost all fields for this to happen. It takes a progressive attitude on the part of management to ensure that it doesn't happen. |
| · Most fields apply | · STEM! Higher Ed! |
| · STEM | · Casinos, Construction |
| · Pay, greater percentage of men in executive positions than women, | · Technology |
| · Law, corporate senior management | · Sciences |
| · Tech | · Where not?! |
| · Professorships | · Finance, medicine, law enforcement, fire fighters, homemaking, transportation/logistics, STEM.... |
| · University, medical, first responders, politics, and on and on | · salary, promotion, benefits |
| · Senior management | · Healthcare |
| · All. I think some are worse than others but it's subtle. | · Management, Engineering, Business, Government, etc. |

| | |
|---|--|
| · Almost all fields have unequal treatment | · Upper management |
| · Information Technology | · I've previously worked for the City of Reno and I feel men are treated better than women and are supported more than women in their jobs. |
| · Information Technology | · High tech |
| · access to resources is limited for females teaching physical education. | · Women aren't treated equally in any field and it becomes more obvious when we start our families. There are individual employers who are great, but no field in general treats women equally |
| · all | · I'm sure there are but I'm not familiar with them. |
| · business | · cannot think of any of top of my head but I know there are many. |
| · Middle management. Upper management | · All of them |
| · Men often appointed to serve on committees of higher importance, the use of screening committees. | · STEM and Administration |
| · Not specifically, it's across the board | · Any STEM field, the arts, journalism, photography |
| · Any field that does not pay the same for female and male employees | · Education, Tech, Law Enforcement, Marketing |
| · The hard sciences | · Law, Manufacturing, Corrections, Business, Government, Mining, Trucking, etc. |
| · Law, Business, Venture Capital, Technology, STEM | · Law Enforcement, Medicine, Fire Protection, Legal, Government, Armed Forces, Banking, Media |
| · Construction; Real estate development; technology; gaming | · Just the lack of female representation in the sciences and engineering fields in general. |
| · Construction | · Tech companies |
| · Hours worked | · Financial services |
| · Technical | · Business, law, politics, medical |
| · All of academia is plagued by inequitable treatment of men and women. | · All of them. |
| · Higher Education | · Executive branch staff are mostly men |
| · Agriculture | · Women of color at the University seem to not be promoted as much as white women and men. |
| · Construction | · Engineering and all other fields not traditionally performed by women |
| · Management, decision makers | · teachers vs. administrators |
| · None that I am familiar with. | · Most corporate settings |
| · I think in areas where women have typically worked such as clerical, nursing and education it is a challenge. But it is really hard for women in sciences, engineering too. | · State and Federal jobs |
| · Construction, warehouse, white collar workers, upper and top management | · Medicine |
| · Medical, Government, Legal, Religion | · computer science related, engineering, sales, upper level management (C-level) |

| | |
|--|--|
| · Yes, in statistics, public administration, engineering | · None. Females must be paid equally according to the 1963 federal act |
| · Tech, management, Finance, Marketing | · pretty much everywhere |
| · Computer programming, engineering, law, politics, police and public safety, teaching, careers (day care, elder care), accounting, housekeeping, AV and IT work, auto work, construction and related industries, service industry | · Military, Civil Service, Policy, Nonprofit, health care, trial attorneys, construction workers, teachers, nurses pay, opportunities to lead |
| · Performance: Men are allowed to set and blow deadlines, women apologize for calling attention to this. | · All |
| · male dominated fields like science, construction, banking, real estate | · The sciences/STEM fields, including teaching in those fields |
| · I worked in the technology industry and one of the main reasons why I left to start my own business was because of inequality. | · I don't know what you mean by "fields" in general the women's ideas are ignored and the men are in the leadership positions |
| · engineering, veterinary, college - Women don't always know the salary of men and don't ask for the highest salary when starting a position | · Construction, trade jobs, business |
| · police department, fire department, construction, etc. | · Without confirmed research will answer NA |
| · science, technology, management | · In higher education, men are more likely to be in positions that qualify for extra compensation; such as administration. |
| · Access to knowledge that helps one advance. It is communicated privately and selectively. | · Not that I am aware of |
| · medicine, engineering, computers, academia | · Gaming industry |
| · the hard sciences, esp. engineering | · male administrators favor male faculty; they go out for drinks and make deals outside of the workplace; 'special' opportunities arise for the male faculty |
| · yes, retail, healthcare | · health care |
| · Politics | · All |
| · Some women are not strong enough to do certain manual labor. | · all fields |
| · Construction, Commercial Real Estate, | · Military |
| · Most corporate settings. Spent 32 years in a Fortune 100 company. Also interfaced with many others. | · Construction |
| · public safety (fire, police, medical) | · Education, medicine, government, technology, labor |
| · All fields | · Most fields |
| · Politics | · Sciences, agriculture, engineering |
| · Casinos, financial Services | · Yes, engineering and politics |
| · salary, empathy | · education, technology, business |
| · Engineering and science | · Military |
| · Legal, medicine, consulting | · Politics |
| · Fortune 500, Government | · Nursing, teaching, education administration, |

| | |
|--|---|
| | mechanical, engineering |
| · Medicine, Law, Politics, Armed Forces | · Business, engineering, tech, and probably many more |
| · Executive level of businesses & institutions, engineering & politics, professional athletes. | · Law Enforcement, Construction, Gaming, Tech, |
| · construction and laborers | |

Question #10: If no or sometimes, give an example of how men and women have not been treated equally?

| | |
|---|---|
| · private industry salary, higher education, sexual harassment in food/restaurants | · pay and consideration for advancement |
| · When I used to work for one of the casinos in town, the manager would often value the opinion of a male bartender more than a female bartender. It would often be said that while men worked hard, women were simply there to look pretty and make money for the team | · men get promoted while qualified women do not |
| · I work mainly with the pay gap which reflects biases in men's and women's life roles. | · Name recondition & tracking. |
| · promotions given more easily to men | · Pay mostly, but women are also penalized for their family commitments. |
| · higher pay and promotions for men over women; male sexual misconduct condoned; female "whistle blowers" disregarded, labeled liars, and suffer retaliation | · unequal pay, unequal promotion opportunities, unequal access to resources, limited access to paid leave affects women more, etc. |
| · Pay gaps, Men are looked at for leader positions and women tend to be doers, women in leadership roles often report to male supervisors. Women are expected to "act" like men in the workplace | · opportunities and roles |
| · Better Pay, faster to promote | · women didn't get equal pay for equal work |
| · There are more men as senior managers. | · Women are not considered seriously for mechanical types of jobs. |
| · When working toward full professor status, it is difficult for working mothers to accomplish the requirements within the time limitation | · Pay |
| · Men paid more for the same work. | · 1. Men's opinions and insights are more likely to be supported. 2. Women experience sexual harassment in the workplace at alarming rates making the workplace unsafe for all women (though men may also experience this) it is something that women have to constantly be aware of and deal with on top of their tasks. Being afraid to be alone in a room with a man makes doing your job a little difficult. 3. Any emotions women show are taken as hostile, moody or bossy, especially women of color. 4. Pay gap. 5. Women tend to have to do free emotional labor for other employees, comforting and supporting them so they're able to do their best work. 6. Just look at the studies on how women have to work twice as hard, deal with |

| | |
|--|--|
| | harassment and condescending attitudes. |
| · Having an unequal number of men and women in high leadership positions. | · Good old boy's county and court |
| · My field in general skews heavily female, though men tend to earn more money and make up a larger portion of the senior levels than is simply representative. | · Advancement |
| · Salary, leadership positions, job duties/assignments | · Salary gaps persist; though I believe decisionmakers attempt to narrow them more can be done to eliminate them all together. |
| · I am paid significantly less than my male counterpart and do more work and have more experience | · lesser pay; lesser responsibility |
| · Pay, Opportunity, mentorship Even when on the same level, women are consistently asked to take notes in meetings or do other "administrative" or "clerical" work (i.e. sending calendar invitations for meetings, sending meeting minutes, etc.) | · I have worked mostly for male bosses, they have no concept of the juggle of the job and being a mom |
| · Females in scientific research do not have the same opportunities as their male counterparts, and there is little consideration of other gender-related pressures such as family pressures. | · Women are often paid less than men and tend to be passed over for promotions |
| · Pay Discrimination. My male colleague has an MA and I have a PhD. We have the same position. He makes \$15,000/year more than me. He also has a much nicer office and other additional symbols of higher prestige. | · I've seen men given promotions or projects for which they were less qualified than women. |
| · Gender-biased language in letters of recommendation and tenure letters | · men advance more quickly. after 25 years at this company, i am the ONLY senior level female engineer. when i started, equal number of women & men. |
| · Salaries | · For example, there is a developer that blatantly ignores women in negotiations for his planned development. When he doesn't agree with the direction or decision made by a woman in any department, he goes to another male director to try and get the decision overturned. |
| · No equal pay. Women looked at to take notes in meetings and other administrative tasks over men with same qualifications. | · Nonprofit female management are not paid the attention or salary of equivalent males by boards of directors |
| · Insufficient recognition of female athletes as role models and entertainers who've come a long way in many sports. Good old boy treatment of women in the services. | · Pay gap, expectations, type of work |
| · Women are often low-balled on salaries, are less likely to be promoted to full professor, face derisive comments and even sexual harassment, etc. | · In my field, women are assumed to be admin and men are assumed to be decision makers. |
| · Different pay and responsibilities for men vs women | · Mansplaining, talking over women, and always emphasizing that they are WOMEN--why can't it just be an award not mentioning the gender. |
| · Women seem to be expected to go the extra mile in being "helpful" around the office and with writing/grammar, whereas men are not held to the same | · Preferential treatment toward men in professional settings |

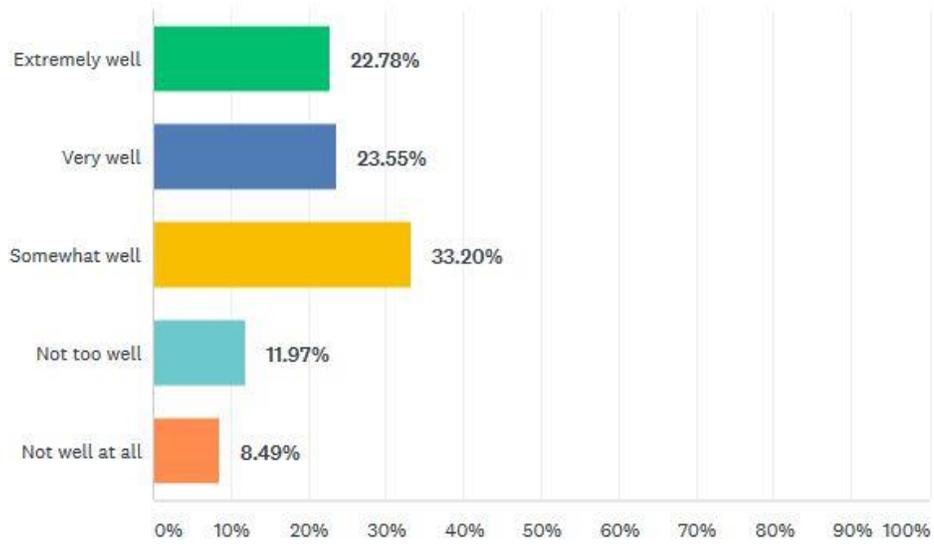
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| standard. | |
| · men are paid more for lesser positions and (in my opinion) given more slack in terms of responsibilities | · pay, promotion & tenure |
| · Education, pay rate, promotion | · Men are seen as qualified while I'm always being questioned. |
| · No example. I feel that our company is fair | · Pay, all of my life I have been the only female in management. I was paid 20 to 30% less. |
| · less pay, more promotions because of gender, | · General respect of women, whether overt or not |
| · It's very insidious (below the radar) but sometimes women are not promoted equally since there can still be a perception that 'a man need the job more to support his family' | · Pay, promotions, women usually have to prove themselves. Men usually start with an expectation of competence. |
| · Men promoted with less experience, credentials | · barriers to entry and promotion; treated differently |
| · Pay and opportunities | · Pay, being heard, recognized or taken seriously so |
| · less pay for equal work, passed over for promotions | · Shifts, ability to move up, not taken seriously, |
| · Disregard in meetings, lack of promotions | · Men are more likely to be promoted. Men often underestimate my knowledge and skills. |
| · I have clients that I've worked with for more than 20 years. If I have the 26 yr old male advisor who I am training sit in, more than a few will "listen" to him - he can say the same thing. We've both noticed. It makes me sad. | · a few white women have opportunities but almost no women of color; fewer advancement opportunities; once promoted, expected to exhibit aggressive "masculine" behaviors |
| · Compensation is less. Women in Leadership roles are less. Women in entry level roles are increasing. though still less. Women in middle management is also increasing. though less | · Pay, raises, promotions, listen to whites more, esp. White men, white women are beginning to treat minority contributions like white men treated theirs at one time. |
| · Women are not listened too, ideas are not taken seriously, are not hired, are not paid equally, are not given the same opportunities, and generally treated 'less than' man | · women are often not included in the informal meetings, i.e. lunches, after work drinks. Often this is when important issues are discussed, or decisions are made, and relationships are built. |
| · Needs of males have been met consistently before needs of females | · Women not being given opportunities to command/lead |
| · woman's ideas frequently ignored until a man voices the idea she just voiced | · If a woman is in construction she may not be able to do the same workload |
| · City officials wouldn't try to intimidate or bully a man as they do me. | · Men are seen as achievers, given opportunities for leadership whether deserved or not |
| · Equal pay | · less pay for same job |
| · Pay equity on hire; allocation of course loads | · Salary disparity and obstacles in promotions |
| · Unequal Pay, Harassment | · Advancement commensurate with number of men who advance to highest levels in their field |
| · In my personal experience, there are very few female high-level executives. this creates a disparity. | · Clinton vs. Trump |

| | |
|---|---|
| <ul style="list-style-type: none"> · Certain tasks always assigned to women. Coffee, dishes, etc. the way women are talked to | <ul style="list-style-type: none"> · Pay, promotion, tenure |
| <ul style="list-style-type: none"> · Hours worked | <ul style="list-style-type: none"> · Level of deference. Respect in meetings. |
| <ul style="list-style-type: none"> · Takes women much longer to be promoted | <ul style="list-style-type: none"> · Pay |
| <ul style="list-style-type: none"> · Men are much more likely to hold administrative positions in academia. | <ul style="list-style-type: none"> · Less pay for same job, sexual harassment |
| <ul style="list-style-type: none"> · Comments made by some | <ul style="list-style-type: none"> · In the military, I was asked to work in the office, although I was trained to work on weapon systems. I have spoken to younger women who have had similar experiences. |
| <ul style="list-style-type: none"> · Starting pay, advancement, qualifications | <ul style="list-style-type: none"> · Women get paid less, less promotions, less recognition. |
| <ul style="list-style-type: none"> · Not given high profile assignments | <ul style="list-style-type: none"> · Pay rates, hiring, promotions |
| <ul style="list-style-type: none"> · Pay equity | <ul style="list-style-type: none"> · We currently have no men in the workplace |
| <ul style="list-style-type: none"> · Stories from teacher friends about male teachers doing the absolute minimum and female teachers working many extra hours to get the job done. | <ul style="list-style-type: none"> · It isn't inside the company, it's whenever we deal with peers at conferences or business meetings. Forget about fund raising if you are female |
| <ul style="list-style-type: none"> · Start with Lilly Ledbetter and keep going | <ul style="list-style-type: none"> · Women do most of the service work |
| <ul style="list-style-type: none"> · The informal passage of information, opportunities, general news often takes place in a male to male space rather than in an open dialogue with the entire staff. | <ul style="list-style-type: none"> · Women are assumed to be the lesser of the two. Women work in the care giving fields and are too "weak" or not emotionally stable enough to handle the "hard work" |
| <ul style="list-style-type: none"> · Creating boys' clubs within an organization; promotion ahead of well qualified women; | <ul style="list-style-type: none"> · different standards appear to be accepted rather than challenged |
| <ul style="list-style-type: none"> · pay, opportunity | <ul style="list-style-type: none"> · Unequal pay, men are taken more seriously |
| <ul style="list-style-type: none"> · You have a man with no emotional intelligence teaching a class to social workers in a (still) predominantly female field emotional intelligence. With boldface impunity. | <ul style="list-style-type: none"> · Women do not usually get equal pay or opportunities |
| <ul style="list-style-type: none"> · lack of women being promoted to management | <ul style="list-style-type: none"> · Women are frequently more questioned about duties and have to demonstrate their knowledge base far more than men do. |
| <ul style="list-style-type: none"> · Performance standards are higher for women | <ul style="list-style-type: none"> · Pay equity |
| <ul style="list-style-type: none"> · In relationship to my answer above, an example might be the pink ghetto--how many more adjuncts are women vs. tenured, male profs? How many times are male attorneys mistaken for court reporters vs. female attorneys? etc. | <ul style="list-style-type: none"> · Women are expected to continue to be moderators of their family life, but not let that impact their work life. When it does it is a big deal and shows women can't cut it. Men do not have this same expectation. When life gets in the way of work it's excused. |
| <ul style="list-style-type: none"> · Pay scales; credit for work and ideas | <ul style="list-style-type: none"> · pay... respect |
| <ul style="list-style-type: none"> · During the interview process, female applicants are often critiqued by the hiring committees on their choice of attire, while that discussion never comes up when discussing the male applicants. My annual salary is also lower than male colleagues with the same education and number of years of service. | <ul style="list-style-type: none"> · Men get listened to more at meetings, there are more men in positions of authority, men get paid more |

| | |
|--|--|
| · Depends on company culture | · Unequal pay, women have less of a voice... |
| · men give other men the first opportunity to speak | · Pay |
| · equal pay, ability to contribute without being diminished | · Pay inequality |
| · disrespected because a female, sexual harassment, young women in particular are sexually harassed, men are sexually harassed also, when a woman stops to think before speaking, | · Consequences. Pay. Positions |
| · Men are paid more than women for the same jobs/positions; I've seen men who are less qualified promoted over women | · Men speak more in meetings and are paid more. |
| · Way less women division presidents in home building than men | · salaries, networking, incentives, you name it, disparity is abounding |
| · Culture of male privilege as managers, women as support | · I cannot think of a specific example. |
| · The men get to go home for issues with their families and it is normal and they are coddled and they have no questions asked but if a woman has a family issue come up, she is told to handle her job better and her qualifications and abilities are questioned and have financial consequences (they have to use their paid leave but the men don't) | · Unequal consideration in salary and advancement opportunities |
| · CCSD has never had a female superintendent despite education being predominantly women. I'm a business owner and was looking for new office space. The leasing agents would talk to my 25-year-old new hire as if I worked for him. | · Return from Maternity, Pay, Promotion into management |
| · My educated recommendations are dismissed because of my age and gender | · I am currently paid approximately \$500 less per year than males in my same role/position in the same college/department at my university. I know this because the information is widely accessible. Despite multiple requests for this to be resolved, I have been ignored. |
| · among teachers (the lower paying field) there is a lower ratio of men to women, vs. administrators (higher paying) where there is a higher ratio of men to women. | · Pay, respect, promotions, expectations |
| · Men are more likely to be administrators or to hold positions that receive extra compensation. | · women's ideas are ignored, we are made fun of, and the macho men make all the decisions regardless of what we say |
| · Promotional opportunities | · men seem to be most decision makers in any employment setting. |

Question #11: How well does the following statement describe your organization: promotions are based only on individual employee performance?

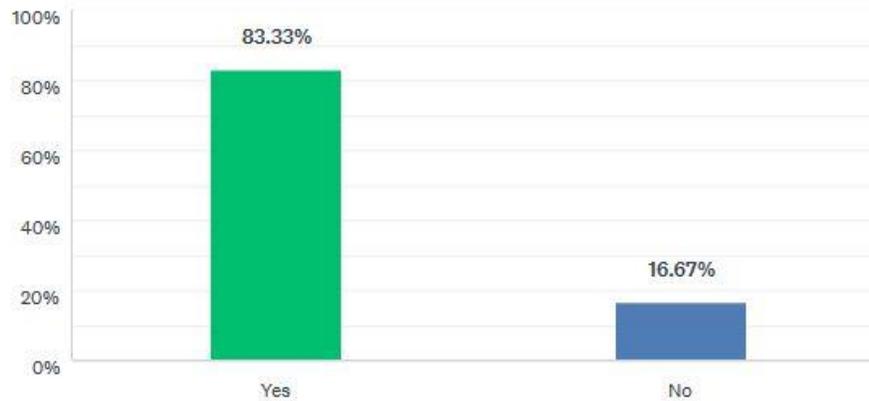
Answered: 259 Skipped: 15



| ANSWER CHOICES | RESPONSES | |
|-----------------|-----------|------------|
| Extremely well | 22.78% | 59 |
| Very well | 23.55% | 61 |
| Somewhat well | 33.20% | 86 |
| Not too well | 11.97% | 31 |
| Not well at all | 8.49% | 22 |
| TOTAL | | 259 |

Question #12: Would you like to someday have the opportunity for advancement?

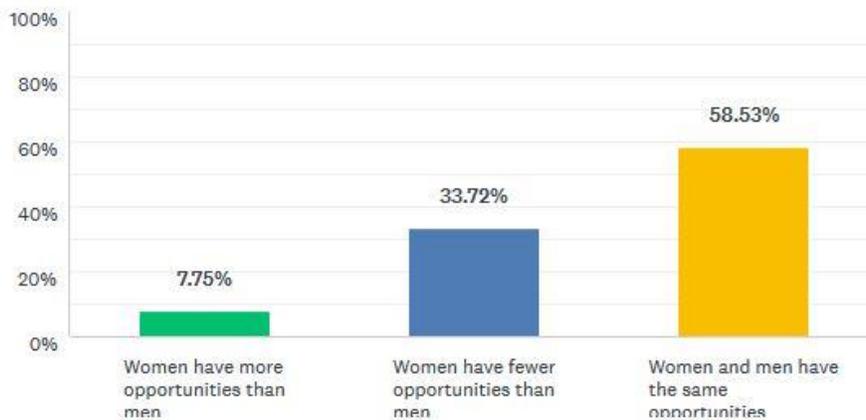
Answered: 258 Skipped: 16



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------------|
| ▼ Yes | 83.33% | 215 |
| ▼ No | 16.67% | 43 |
| TOTAL | | 258 |

Question #13: In your organization, do you think that women have more, fewer or the same opportunities to advance as men?

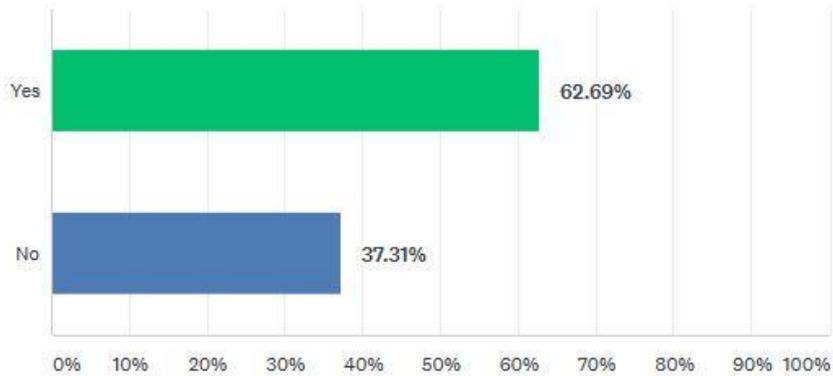
Answered: 258 Skipped: 16



| ANSWER CHOICES | RESPONSES | |
|---|-----------|------------|
| ▼ Women have more opportunities than men | 7.75% | 20 |
| ▼ Women have fewer opportunities than men | 33.72% | 87 |
| ▼ Women and men have the same opportunities | 58.53% | 151 |
| TOTAL | | 258 |

Question #14: Have you ever thought your gender has played a role in your missing out on a raise, promotion, key assignment, or chance to get ahead?

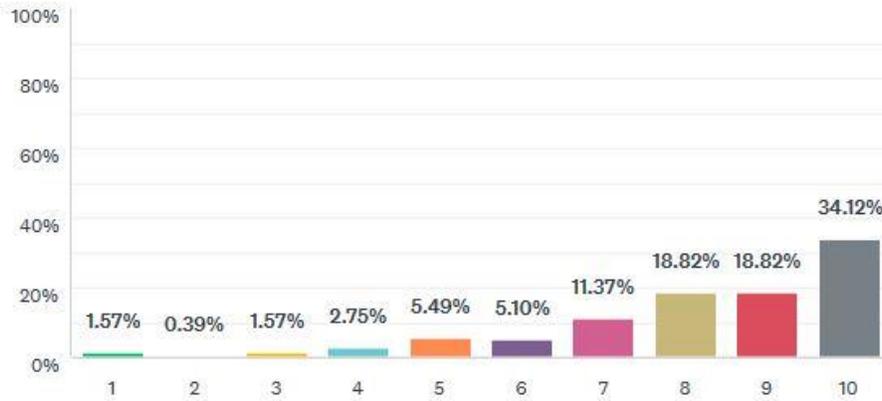
Answered: 268 Skipped: 6



| ANSWER CHOICES | RESPONSES |
|----------------|------------|
| Yes | 62.69% 168 |
| No | 37.31% 100 |
| TOTAL | 268 |

Question #15: On a scale of 1 to 10 (1 being not secure and 10 being very secure), are you with your current role at your job?

Answered: 255 Skipped: 19



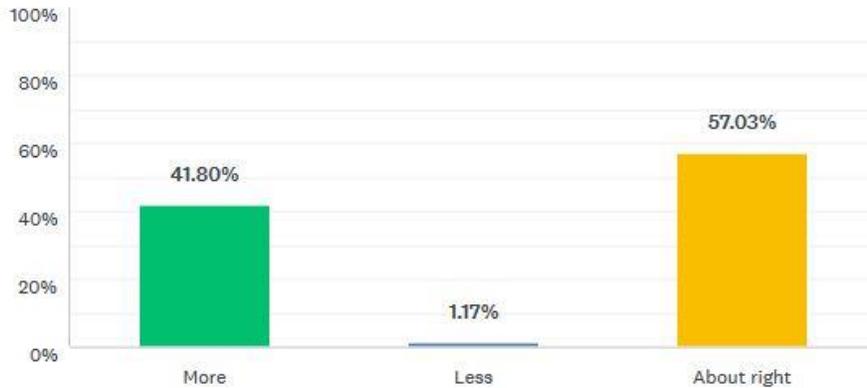
| ANSWER CHOICES | RESPONSES |
|----------------|------------|
| 1 | 1.57% 4 |
| 2 | 0.39% 1 |
| 3 | 1.57% 4 |
| 4 | 2.75% 7 |
| 5 | 5.49% 14 |
| 6 | 5.10% 13 |
| 7 | 11.37% 29 |
| 8 | 18.82% 48 |
| 9 | 18.82% 48 |
| 10 | 34.12% 87 |
| TOTAL | 255 |

Question #16: About how many years have you been in your current position?

| Less than 1 year | 1-5 years | 6-10 years | 11-15 years | 16-20 years | More than 20 years |
|------------------|-----------|------------|-------------|-------------|--------------------|
| 16 | 132 | 38 | 31 | 17 | 20 |

Question #17: Do you think your organization should be doing more to increase gender diversity at your workplace, doing less, or is the amount of effort currently being used to increase gender diversity about correct?

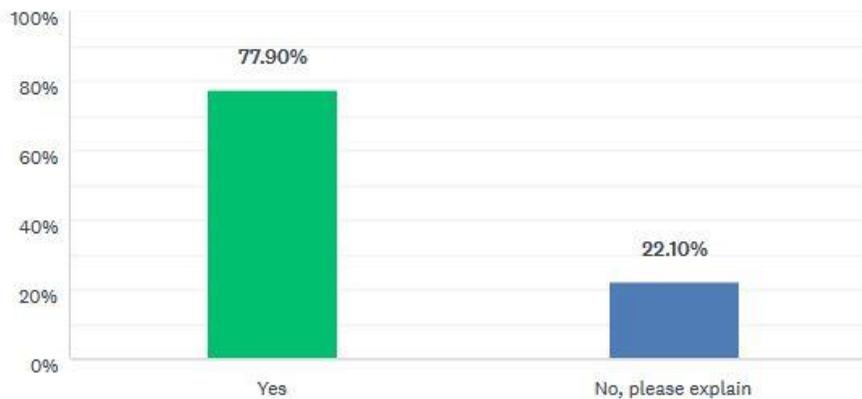
Answered: 256 Skipped: 18



| ANSWER CHOICES | RESPONSES |
|----------------|------------|
| More | 41.80% 107 |
| Less | 1.17% 3 |
| About right | 57.03% 146 |
| TOTAL | 256 |

Question #18: Are you financially independent?

Answered: 267 Skipped: 7



| ANSWER CHOICES | RESPONSES | |
|--------------------|-----------|------------|
| Yes | 77.90% | 208 |
| No, please explain | 22.10% | 59 |
| TOTAL | | 267 |

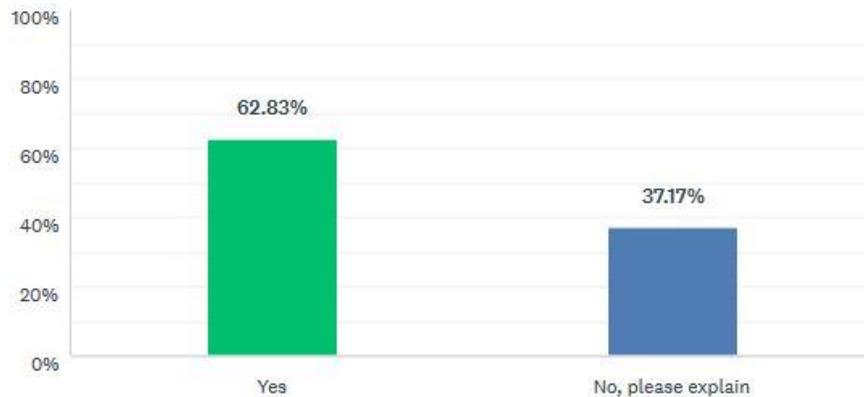
No (please explain)

| | | |
|---|--|--|
| <ul style="list-style-type: none"> No trust fund | <ul style="list-style-type: none"> Got kids to feed | <ul style="list-style-type: none"> Lower salary than male counterparts |
| <ul style="list-style-type: none"> My family needs my income to pay our mortgage | <ul style="list-style-type: none"> Paycheck to paycheck | <ul style="list-style-type: none"> I wouldn't be able to survive without my child support payments. My income alone is not enough to live on. |
| <ul style="list-style-type: none"> We still require our income to maintain our lifestyle | <ul style="list-style-type: none"> Will need to work past retirement | <ul style="list-style-type: none"> What does this even mean? I'm able to pay my bills, but still have to work. |
| <ul style="list-style-type: none"> In our 2-earner family, both wages are needed to support the family. | <ul style="list-style-type: none"> I have to be gainfully employed to pay my bills and provide for my and my spouse's needs | <ul style="list-style-type: none"> I am nearing retirement and am focusing on completing the necessary savings to provide for a comfortable retirement of 30 years. |
| <ul style="list-style-type: none"> In our 2-earner family, both wages are needed to support the family. | <ul style="list-style-type: none"> Wages are too low, nothing is left at the end of the month and I don't live fancy, (no boat, no RV, renter, used car, no vacation get-aways, etc.) | <ul style="list-style-type: none"> Not a Blue Blood |
| <ul style="list-style-type: none"> Married and not the "bread winner" | <ul style="list-style-type: none"> Married | <ul style="list-style-type: none"> I still need employment |
| <ul style="list-style-type: none"> I don't make a living wage and I am dependent on a partner to survive | <ul style="list-style-type: none"> My income is not sufficient to live on my own without my spouse at this time. | <ul style="list-style-type: none"> Worked hard for all of my life but was never paid the same salary as the male managers |
| <ul style="list-style-type: none"> Husband is the breadwinner | <ul style="list-style-type: none"> My family is dependent on our | <ul style="list-style-type: none"> I'm only working part time. |

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| | salaries. I do make substantially less than my husband (he is a vice-president at a large company; I am the ED for a non-profit). I would be able to take care of myself if anything happened but would do so with a different (lesser) quality of life. | I have been a victim of sex discrimination in the past at (on at least 3 jobs in agriculture). I was even working in a federal agency (I was an affirmative action hire in the late 1970's early 1980's). They were so nasty to me I was afraid to seek work for any agency or business. |
| <ul style="list-style-type: none"> Married and share income/expenses - I have enough to be independent, but share financial resources/responsibility with my spouse | <ul style="list-style-type: none"> I make less now than I did 5 years ago, I depend on my husband's income to make ends meet and to give us a little cushion | <ul style="list-style-type: none"> I still live paycheck to paycheck even with a good salary. I could use programs and guidance for wealth advancement. |
| <ul style="list-style-type: none"> to some degree social security | <ul style="list-style-type: none"> Disabled Short of funds | <ul style="list-style-type: none"> I have to work for a living In debt |
| <ul style="list-style-type: none"> My job is only part time. I rely on my husband's income. | <ul style="list-style-type: none"> This is a temporary job. As of now, my husband is the family's financial support. | <ul style="list-style-type: none"> I'm married and depend on spouse's income |
| <ul style="list-style-type: none"> I have multiple jobs, live with my parents and am a student I have to work | <ul style="list-style-type: none"> I need to work to meet my financial obligations. Married, so we share expenses | <ul style="list-style-type: none"> I do not live on a trust, we work to pay our bills Minimal savings |
| <ul style="list-style-type: none"> Still needs LOTS of improvements | <ul style="list-style-type: none"> I'm disabled, and medical expenses are very high | <ul style="list-style-type: none"> I don't currently earn enough to be independent |
| <ul style="list-style-type: none"> I rely on my husband's money as well | <ul style="list-style-type: none"> I depend on my spouse for help financially | <ul style="list-style-type: none"> Both my partner's and my incomes are needed |
| <ul style="list-style-type: none"> Single | <ul style="list-style-type: none"> I have to work to survive | <ul style="list-style-type: none"> I live at home with my parents |
| <ul style="list-style-type: none"> No, I have to work to raise my family. I live paycheck to paycheck | <ul style="list-style-type: none"> I would not need a job if I was financially independent Spouse income | <ul style="list-style-type: none"> My paycheck barely supports me husband has better pay |

Question #19: Will you be financially secure to retire at 67 years of age?

Answered: 269 Skipped: 5



| ANSWER CHOICES | RESPONSES |
|--------------------|----------------------|
| Yes | 62.83% 169 |
| No, please explain | Responses 37.17% 100 |
| TOTAL | 269 |

No (please explain)

| | | |
|--|--|---|
| · Need to build up a significant retirement savings. | · I have younger children. | · Not enough saving. Started working later in life after staying home with children |
| · No idea. Probably not. | · Not sure. Depends on federal programs, such as SS and Medicare--if they are no longer solvent, then maybe not. | · Need to work until I die |
| · paid college education through refinancing my house | · I have not evaluated that yet | · Already retired |
| · I can't save because I am struggling to keep afloat | · With student loans at a high, inflation, and the probability of social security being dissolved probably not. | · I need to start saving more to make that happen. |
| · Need to save more money. | · I will need to continue working after age 67. | · I have passed that date a long time ago. |
| · Unsure | · already retired | · not enough money in my 401K account |
| · Single mom with 3 kids, one still in the house. It has been difficult being the only breadwinner and also the person that is accepting all of the responsibility | · Secure only because I am married, and husband has good insurance policy | · I had a major medical event that took most of my savings. |

| | | |
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| <ul style="list-style-type: none"> Starting salary was very low (lower than most newly-employed staff) and there are few changes for merit-related increases. There are other limitations on income that result in an effective salary cap (e.g., cannot receive monetary awards once 'overload' days are fully committed) that are not dealt with effectively. | <ul style="list-style-type: none"> I was not able to afford to put away any money for retirement until a few years ago. With my current job, I should be able retire at 67, but I don't know how securely. | <ul style="list-style-type: none"> depends on my health care costs. |
| <ul style="list-style-type: none"> Student Loans; Child | <ul style="list-style-type: none"> I don't have enough in retirement | <ul style="list-style-type: none"> early status as widow without long range planning |
| <ul style="list-style-type: none"> Student loan debt | <ul style="list-style-type: none"> Not enough savings | <ul style="list-style-type: none"> We don't have very much retirement money saved and I won't have much Social Security coming. |
| <ul style="list-style-type: none"> Will need to work | <ul style="list-style-type: none"> no one will with the rising costs of living. people out live benefits, cost of food and living expenses rise, medical is too expensive. it is impossible to save enough money to retire while working and trying to survive in the economic situation that exists now. A woman working full time raising children, especially a single parent, cannot even afford a savings so how can she be expected to save for retirement. | <ul style="list-style-type: none"> started retirement planning late |
| <ul style="list-style-type: none"> I'm not sure. | <ul style="list-style-type: none"> not sure | <ul style="list-style-type: none"> I started late when it came to be investing for retirement. |
| <ul style="list-style-type: none"> Not sure right now. Trying to, but because of lack of savings when I was younger plus unknowns of the future, hard to say. | <ul style="list-style-type: none"> Not enough retirement | <ul style="list-style-type: none"> MY property investments were destroyed when the county rezoned our community for strip mining. |
| <ul style="list-style-type: none"> I have no idea. | <ul style="list-style-type: none"> Not sure yet. Possibly | <ul style="list-style-type: none"> I have to get their kids through college first. My husband doesn't work. He has no retirement. The outlook is bleak |
| <ul style="list-style-type: none"> My savings depleted due to familial circumstances. Had to start over. | <ul style="list-style-type: none"> Probably not, as providing for my 3 kids and their future as well as my husband who works in the private sector has not had the same opportunity for retirement savings. | <ul style="list-style-type: none"> I just started earning a decent wage. I was a stay at home mom for seven years and went through a divorce. |
| <ul style="list-style-type: none"> Not yet just started working | <ul style="list-style-type: none"> 67 but still working | <ul style="list-style-type: none"> Working part time doesn't afford many savings opportunities. |

- not really. I wasn't allowed to save for retirement as a stay at home mom. also underemployed for many years as a single mom.
- Divorce and 2008 were destructive to finances
- social security will not be enough and retirement savings is limited due to the cost of living
- Need to save more for retirement
- Retirement will equal a 25% salary reduction in addition to added cost of benefits previously paid
- Non-profit dies not have retirement plan.
- Didn't do anything for retirement
- This is a yes and a no. My husband and I have been saving together towards retirement, but with the market, and the economy there are so many variables that can put this at risk.
- I have never earned a living wage.
- I will have to work until I am at least 70 years old.
- I hope so!
- Not sure given the fact I'm a DACA recipient
- Idk
- I was a stay-at-home mom. restrictions in saving during those years has left me with little or no retirement funds to look forward to.
- I don't know
- No, was divorced with two small children. The court did not consider how much child care cost is by yourself and working. Women always get the short end of the stick especially when we maintain our jobs. It seems to be our problem if we decide to divorce. Especially when there is no choice but to divorce, addiction, abuse, and the long list of reasons why a woman would divorce man when she really would like to maintain a two-parent home.
- We had to cash out from a previous 401k to overcome some financial hardships
- I cashed in my IRA a few years ago to buy a home, had some financial hardships during the economic downturn, helping to pay off my husband's professional school student loans while raising children.
- Not enough money, so work part time to make ends meet
- I have plans to do so.
- I would've been secure... until my husband liquidated our retirement without my knowledge.
- Not with the way the world is going
- many reasons probably work until I simply can't anymore
- After 31 years of work, my pension will be roughly \$2,200 a month BEFORE insurance and taxes come out and all the years I paid Social Security before becoming a public employee won't matter because it will be reduced since I am in a civil service pension plan. I don't think I will be able to make it on what is left after all the deductions each month. I have thought a lot about it and plan to buy a very small travel trailer and live on public land, so I won't be a burden to my children. You know, I even went back to college to get a degree, so I could make more money over the next two decades and I am glad I did it for my own sense of accomplishment, but it won't pay for itself with the time I have left on this earth.

| | | |
|---|---|---|
| <ul style="list-style-type: none"> 62 years | <ul style="list-style-type: none"> depends on kid's college loan debt that I will have | <ul style="list-style-type: none"> My children and ex-husbands have used up my savings for retirement. I am starting over. |
| <ul style="list-style-type: none"> Nevada froze salaries for higher education professors in 2009, so apart from COLA raises, my salary and retirement contributions have been flat for almost ten years. | <ul style="list-style-type: none"> Already there | <ul style="list-style-type: none"> pay gap = less 401K contributions |
| <ul style="list-style-type: none"> Lack of retirement plans | <ul style="list-style-type: none"> not enough put away | <ul style="list-style-type: none"> As a state employee my salary has been frozen for 9 years. That freeze translates into less money saved for retirement. |
| <ul style="list-style-type: none"> I have no retirement. Every time I got a job the men actively worked by hard to have me dismiss before I could put in more than 1.5 years. | <ul style="list-style-type: none"> Not enough savings | <ul style="list-style-type: none"> 75 % less pay in the pass-Reflex retirement income |
| <ul style="list-style-type: none"> Planning to hold off until I'm 70 | <ul style="list-style-type: none"> I do not have a retirement account and my husband owns a small business that just barely gets by. We have no retirement. His retirement is Social Security and whatever he can get from sale of his business. I will have to rely on an inheritance from my parents and whatever my husband can leave me. | <ul style="list-style-type: none"> I will have to work into my seventies due to being unable to secure a long-term job situation and career adequate advancement guidance. |
| <ul style="list-style-type: none"> I honestly have no idea if I will be | <ul style="list-style-type: none"> Uncertain | <ul style="list-style-type: none"> As a baby boomer have not planned as should have |
| <ul style="list-style-type: none"> no raises | <ul style="list-style-type: none"> The women we serve live paycheck to paycheck. Personally, our household is still recovering from major losses from the recession. | <ul style="list-style-type: none"> Unknown given the new tax structures and age in the workplace issues |
| <ul style="list-style-type: none"> Student loan debt, medical debt, and supporting a large family who live in poverty | <ul style="list-style-type: none"> I will have to work until I die because I don't have retirement through PERS that is at a high enough level to live on and forfeited social security as a state employee years ago. | <ul style="list-style-type: none"> I don't see my retirement covering my expenses. |
| <ul style="list-style-type: none"> I will have to work full-time until at least 70 and part-time after. | | |

Question #20: What else do you want us to know about women in the workplace and financial security?

| | |
|---|---|
| <ul style="list-style-type: none"> The examples I gave above are NOT in reference to my current job. I am very happy to say that I left the casinos and service industry for exactly that reason. Since I have become a graduate student and research assistant at the University, I am very happy to say that my level of security in my job has gone up, as well as my feeling of respect from my colleagues | <ul style="list-style-type: none"> More education for both women and men on financial literacy and the importance of budget and savings early in career. |
| <ul style="list-style-type: none"> If the financial status of women does not improve toward equity, the status of families cannot improve as well. | <ul style="list-style-type: none"> Pay us more. |
| <ul style="list-style-type: none"> I am a woman and there are many reasons for pay differences, most are due to personal choices not gender inequality. I think it's BS. | <ul style="list-style-type: none"> Many times, childbearing and raising means loss of income and also missing out on promotion (e.g. promoted to full professor, which can also be delayed or prevented by women being expected to take on more service roles/departs admin, leaving less time for research which is valued more highly) |
| <ul style="list-style-type: none"> I feel less capable today of addressing women in the workplace issues (despite a 30-year stellar track record of promoting women to amazing positions) because the penalty for a nuanced misstep or misunderstanding can result in severe penalty in the "social courts". While the current #metoo climate has a lot of positive, it's creating a shadow as well and sidelining past champions. | <ul style="list-style-type: none"> Women are moving up. |
| <ul style="list-style-type: none"> I'm happy to be working | <ul style="list-style-type: none"> Sometimes there is worry about getting pregnant in the workplace. Being pregnant should not keep women from getting promotion. |
| <ul style="list-style-type: none"> Although I see women get promoted, overall if you look at our pay bands, we have more women in the lower paying jobs and you see fewer and fewer of them as you move up into the higher levels of management. | <ul style="list-style-type: none"> allow a catchup for years lost as a woman at home or underemployed. |
| <ul style="list-style-type: none"> Women take a huge risk to their financial security by challenging the status quo. The federal discrimination laws currently in place certainly provide an avenue of legal recourse, however, this sort of litigation, in reality, is for the "rich." For example, if I filed a lawsuit over pay equality or retaliation, I would lose my job, and my family would lose our home. Also, women don't support each other in the workplace, and are quick to side w/ the male perpetrator because that is where the power lies w/in the office. Any female "whistleblower" faces serious, painful retaliation. I reported an incident at work, and I WILL NEVER do so again. It's for this sad reason that women never get ahead. | <ul style="list-style-type: none"> The nonprofit world is heavy on women. |
| <ul style="list-style-type: none"> More opportunities are needed | <ul style="list-style-type: none"> Women who don't make it to top jobs will make less pension |
| <ul style="list-style-type: none"> What percentage of women are on track to retire compared to men at the same age? | <ul style="list-style-type: none"> women are more likely to be single parents and will lack financial security as they age due to less |

| | |
|---|---|
| | ability to save, lower wages overall, increased costs |
| · I wish more employers were more transparent about this side of the business. | · Lack of early financial education for women |
| · I think that paid family leave is a huge issue. And childcare costs. If women are placed in a position to choose between unpaid leave to care for a newborn or returning to work immediately, the burden on them and their family is considerable. Childcare costs are also staggering, and it may be seeming cost effective for women to step out of the workplace for a time, thereby missing opportunities to advance or save for retirement. | · Since this is my field of expertise- everything. |
| · While I feel I have equal opportunities, I know I am paid significantly less than my male counterparts | · Pay inequity is a major issue that dramatically impacts financial security for retirement |
| · There are still misconceptions about women and childcare, new mothers and breastfeeding, and many other pieces directly relating to women. I find that many of the women are still considered "mother" figures and are stereotyped in that way while men are still more respected. I see this a lot working with parents - I am not taken as seriously as my male colleagues because many of the parents don't believe or assume I am as well educated or in a position of power as the males in my office. | · Inequality in the workplace is not the root of the problem |
| · I think in my world other cultures also is an issue - if I go into a room with a male counterpart to talk about an issue, if the recipient is from India, Egypt, Pakistan, they will talk to the man first, even if I am higher in the organization. | · Women being paid less means their retirements are lower paid. Women work for government frequently, but then are penalized by having the social security they worked for reduced by government pension, though both were earned. |
| · I would like to see more targeted efforts, such as actively raising base salaries, and improving access to resources, for women in the workplace, especially in areas such as STEM research and education, where women (and other minorities) are severely under-represented. | · women need to be paid more, equal to men, no 80 cents on the dollar. |
| · Women would be more financially secure if we were paid equally for our merit and skills | · We usually don't do what we do for financial security. We do what we do to make the world better. |
| · Negotiation tactics for a raise. | · Equal pay |
| · If women are blocked from advancing into management and administration, they will never earn the salaries needed to influence politics; which is where the power lies to create an equitable system. | · I am fortunate to be able to structure our workplace. We are committed to quality of life. We help staff balance the challenges of raising children and home-related activities. But this is not the case for many. The absence of paid leave after birth (for both men and women) is a problem. And the high cost of childcare is a barrier to many. |
| · Your social security check will reflect your 75% less earnings. | · More flexibility for women as caretakers |

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| <ul style="list-style-type: none"> · Unequal pay, much resulting from years as primary caregivers causes the maternal wall and lower pay throughout a lifetime. I am 67 years old. I took off 1 year when I had my first child, got back into the market, and worked part-time 4 years when I had my second and third children. My husband and I were equally paid when I started. Because of my primary responsibility for our children, in the same job, I was making more than \$25,000 less per year than my husband. (same employer, same job). Only when I went to the administration (for the second time) did they do anything about it and only when a new Dean stepped up to support me. Now, our salaries are roughly equivalent. But I will never make back the penalty based on mothering. For this reason, my pension is lower and so is my social security. And, this is in a place where I believe that women are valued and generally treated equally. | <ul style="list-style-type: none"> · Not all the men who get a professional job have the minimum stated qualifications for the job they in. When I woman who does have those minimum qualifications (or more) and strives to do a good job ends up doing a better job than her male peers she often loses her job. The men create a narrative that she is doing something wrong. Then they stuff her records with bad evaluations. |
| <ul style="list-style-type: none"> · I could only start my consulting in 1990 because I was covered under my husband's health insurance. Please consider health insurance when looking at equality. Maybe men and women are treated equally at Amazon but if it is a single mom can she afford the health insurance? | <ul style="list-style-type: none"> · Women are still expected to do it all work, home and for less. |
| <ul style="list-style-type: none"> · Women with children are at a huge disadvantage in the workplace. They frequently have to settle for low-paying jobs which will accommodate their child care needs if they are lucky enough to find them. Single mothers not receiving child support living at a huge disadvantage supplying diapers, food, finding time, money, and transportation to wash and dry clothes when they don't have laundry facilities in their apartment. Saving a little money ahead is near impossible even when making \$10/hour. The other side of this treachery is that as women begin to make a little more money, their safety net benefits decrease to the point where the woman is no better off. We pay \$15 - \$16/hour and I have had coworkers ask to cut their hours or not give them a raise because they can't afford it. | <ul style="list-style-type: none"> · The problem I see at my workplace is that if you look at the lower level management positions there are more women than men. As you move up the management scale the women seem to drop off. As a result, as they retire they're not bringing in the same income as the men. |
| <ul style="list-style-type: none"> · more should be done to ensure women can have children without sacrificing health or bonding, or the status or seniority within the workplace | <ul style="list-style-type: none"> · Child care is one of the issues that takes the forefront of financial security. This can apply to single fathers as well but is more often a female issue. |
| <ul style="list-style-type: none"> · In meetings, I have noticed that some men, especially white men, tend to not value opinions of women of color until I as a woman of color demonstrate my competency in what I do. Yet, I know for a fact that men are paid attention to as they speak in meetings even though they may have not done thorough homework on their subject area. But one who has done extensive work on a subject area, will be overlooked; therefore, it forces me as a woman of color, competent, to constantly rise up, speak up more than usual, to simply be seen. It still feels | <ul style="list-style-type: none"> · There needs to be more diversity at senior levels |

like a "good ole' boy" network and it's very difficult to be paid what one is truly worth.

- 401K based on lifetime earning

- Was question 14 referring to current employment or ever? I wish men and women could work in whatever field they desire. I hate when I am assumed to be the secretary in a professional meeting if I am the only woman and I hate that men who want to be childcare providers or other nurturing careers are looked down on or considered creepy. For financial security, I think it is hugely important for all genders (though the burden falls heavily on women) to be able to leave work and attend a parent teacher conference, take care of a sick relative, work from home to help with household emergencies like when the heater goes out and you need to wait for the repair person. If people could deal with these things as they come up in life without fear of losing their job then they would be less reliant on potentially abusive partners, payday lending scams, illicit or illegal means of making a living, and other typical poverty traps. Job security is intricately linked to financial security which is linked with health care. If people, but especially women, were not scared to lose health benefits they could choose better jobs, change jobs, take time off and not worry about possible medical debt hurting their chances of buying a car or renting a home.

- Check your wording on 12. "Someday". That says it all, don't it? :)

- Positions occupied by women

- Women earn less; have less access to promotion and training; have less access to financial planning.

- Men are still making the decisions about whether or not women should even have the "opportunity" to advance and/or apply for promotion in my current job. The committees that decide promotion guidelines are made up of men who have been appointed by other men to those positions. Even to apply for a promotion, I have to go through the committee first to get their approval to even apply for promotion. Equal opportunity? I think not.

- There's a lot more to do and there's also a lot of studies, data and information out there already on how to address this.

- In my position and at my agency, equality is not a concern, however, in past positions I have had it has been. Women in the workplace require a support system that recognizes their multi-responsible life, i.e. mother, sole provider and needs for quality affordable childcare when they are the sole parent in the family. This would also apply to men that are sole provider and single parent. As a society we could improve support systems to men and women recognizing that they also have personal lives that often create barriers to promotions or employment opportunity.

- I have ALWAYS felt equal. I give 100% to my employer and I am rewarded for my efforts.

- time lost after childbirth includes non-accrual of benefits/retirement during maternity leave

- Many older women barely get by in retirement even if they are well. If sick in some way they have very little hope.

- #13 requires greater explanation. I believe that my organization is doing all it can through policy and advancing an agenda to improve our culture to advance women -- but do think that it remains difficult to ensure promotion of women to the highest positions of authority. I say this knowing that over the past 10+ years we've seen a significant increase in gender diversity in leadership roles, and I myself was promoted to a leadership role as a young woman under 30. The number of male executives and managers in my organizations still greatly surpasses

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| | the number of women, and I know of many able women who qualify for and aspire to such roles that have not/are not actively considered for such opportunities. |
| · Still needs lots of improvements for equity and equality | · My current job is a government job, so currently I feel that men and women are treated pretty fairly. However, private sector workplaces are completely different. in my experience. Men were always, if not the only one considered for promotions. That almost always made more than their female counterparts. |
| · The state HR process is a joke. There is no EEOC, so you may want to start there. | · women have to work, and no one, either male or female can afford a savings account or a retirement. That is reality. How about you stop asking silly questions that you already have the answers for and find the solutions? this survey was probably formed by a Democrat sponsored organization and that explains the obvious silly questions that offer no real solutions. |
| · More needs to be done for those already in the workforce as well as those looking to join the workforce. | · Child care is still a huge problem for the working women |
| · Please do more to address IPV/DV | · Giving us the financial and emotional support to do great in the workplace and in parenthood |
| · Management cannot reward mediocre performance at the same level as superior performance. | · having advanced degrees in a specialty do not ensure you will be treated well. boys get better toys (and money) |
| · This survey was not designed for the self-employed woman. I tried to answer, but most questions are not applicable to my situation. | · Regardless of gender, I feel education and options for retirement financial security are slim and geared towards those who have a strong financial or mathematic IQ, and that, the options available for people who find this financial task challenging, are essentially zero. It's all set up for those who can take financial advantage of others, can do so and are financially rewarded for taking from those who find financial planning difficult. |
| · I believe a lot of my personal success was due to me being financially savvy at a young age. I was a single mother, did not receive my college degree until recently, but made every effort during that time to minimize debt. I believe debt (and paying high interest) is the biggest culprit in financial disadvantage. | · I think it's good at the management level, but not with entry level or blue-collar labor positions. |
| · Jobs where collective bargaining or union representation seem to have the most fair and equal pay. | · Pre-K thru 12 education needs to change gender + cultural stereotypes before you'll see generational change & social justice |
| · Personally, I feel women need more training to develop the leadership and business skills to demand their equality. Often, they are too soft-spoken to be heard in a male dominate arena. | · Women need more opportunities for advancement. I think men are taken more seriously and therefore are offered promotions |

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| · Lack of advancement=less money to retire | · Women are still expected to take care of most of the household and parenting responsibilities. This may be one reason they are looked over for advancement. |
| · Nothing is sure | · Men typically are hired on at a higher wage. Women not treated as fairly or given the same respect for someone that is their equal. |
| · Male managers feel more confident with a male under them. The thought of a woman being promoted over them is too hard to swallow. | · People still justify paying women less than men because they don't view women as bread winners, so to speak. Men are frequently paid enough to support a whole household. Women are not. I know several women who have worked for government agencies that didn't realize they were getting paid less than males in the same field (many of whom had far less superiority than the women did). This is still happening in 2018. This is important. Attitudes need to be adjusted. We aren't giving women in our communities a fair chance at a strong, healthy, and happy life. |
| · I think some men often undermine women or consider them not as credible of an expert | · In my industry women are payed less than men. I am a software developer. I have worked with many qualified women and all of them were paid less than the men. |
| · All too often young women still do not have full understanding of economic realities. | · Financial security can only be accomplished by early savings & investments. |
| · equality in earnings across the board in every discipline | · In my life and various careers, I have not had to deal with gender inequality but i have female friends a family that have |
| · I support equality in the workplace | · I would love for employers to be as flexible and understanding as my current employer. Hopefully someday there will be equality across the board everywhere. God willing |
| · There is no voice | · my financial security has nothing to do with my job/workplace. It has to do with how I have managed my money well over the years |
| · Began with lower pay, smaller increases | · Women need to know how and have the confidence to negotiate for salary. |
| · it is important to realize that women will accept less pay for the same job because we fear that if we don't, the opportunity will go to the next person that will. How do we stand together as a gender and say no, we aren't accepting less...without the risk of missing the opportunity before us? | · If we don't continue to empower women to be independent and speak up for themselves and their employees, they won't ever be equal. |
| · Education +work = independent! | · Single mothers are heroes. |
| · Long term financial security of women is impacted by regulations and policies that punish women for having children, but don't punish men in the same way. No one asks men how they balance work and family, and no one expects them to do so or reflects on them negatively for having both children and employment. | · We are not paid equally as men and we seem to be more giving of our money, time and selves to help others. We need equal pay. Look at what Iceland has done with closing the gender pay gap " we need to follow suit. |

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| <ul style="list-style-type: none"> · Paid family leave and affordable childcare are critical issues for equality in the workplace | <ul style="list-style-type: none"> · Our business is unique. I believe that financial security and equality continue not discriminate against women. |
| <ul style="list-style-type: none"> · We need a safety net. | <ul style="list-style-type: none"> · This survey is an example of bias. There wasn't even an option for me to be the owner. C level is still an employee. And it assumed I wasn't the boss. |
| <ul style="list-style-type: none"> · At the non-profit I work for, women are the majority. I feel that If I worked at a place where there were more men, then i would perceive the gender equality differently. | <ul style="list-style-type: none"> · Although volunteers do not "earn" a salary - their comments about workplace they observe could be relevant. Also, when asked about employment - had to choose only one - I had careers in Education and then Nonprofit sector. Just a thought. |
| <ul style="list-style-type: none"> · More emphasis on preparing for a secure retirement | <ul style="list-style-type: none"> · Women's voice should be heard at meetings. A man can say exactly the same thing as a woman and will be heard whereas a woman's suggestions, ideas are many times ignored or not given credit. The credit goes to men. |
| <ul style="list-style-type: none"> · Not possible without family leave/child care/equitable distribution of family responsibilities. | <ul style="list-style-type: none"> · This article, although lengthy, sums up all my financial insecurities as a woman. http://www.oprah.com/sp/new-midlife-crisis.html#ixzz4uk2eIJvk |
| <ul style="list-style-type: none"> · Availability or access to childcare and it's correlation to opportunities for advancement. | <ul style="list-style-type: none"> · This survey will not reach marginalized communities where women's voices are often not heard |
| <ul style="list-style-type: none"> · Women in my career make on average \$20,000 less than their counterparts | <ul style="list-style-type: none"> · Men are threatened when put in their place. |
| <ul style="list-style-type: none"> · Still not balanced. In my organization it's fine, but others are not. | <ul style="list-style-type: none"> · need better federal and state oversight of employers to ensure that sexism and (even more important right now) AGEISM are not occurring. There is much attention to race/ethnicity, some attention to sex, and almost NO attention to age. I must also mention, on behalf of friends and family, size discrimination. |
| <ul style="list-style-type: none"> · Please structure your questions so they can be answered by retirees as they experienced when they were employed | <ul style="list-style-type: none"> · Women still earn less than men doing the same job with the same credentials. |
| <ul style="list-style-type: none"> · My answers are probably not the norm | <ul style="list-style-type: none"> · The women here are strong and working toward gender equality significantly. It is a work in process. |
| <ul style="list-style-type: none"> · Raising capital for female entrepreneurs is difficult. | <ul style="list-style-type: none"> · you have to shed everything feminine in order to obtain comparable financial security to men. C-Suite says they care about gender yet are not proactive to invest in training. C-Suite does not hold their senior leaders accountable or set KPI's to accomplish gender equality. All Talk - No Action. |

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| <ul style="list-style-type: none"> · all women if capable of doing the job the same as a man should be equal in pay and positions | <ul style="list-style-type: none"> · I feel guilty complaining about my own situation because I have it way better than many. I think about the younger women who have small children and wonder how they can afford quality daycare so they can work; my solution way back when was to stay with a man who beat me so I could afford decent childcare for my kids while I worked; I really hope there are better options for the up-and-coming generation of women who want to have families and careers, otherwise I would recommend making a choice between the two because it just isn't possible to have both and survive unless you started out privileged to begin with. I also wish elected officials would work to get rid of the Social Security Windfall punishment. I don't think I should have to take less of the money I paid in to Social Security just because I later decided to be a civil servant in a system that doesn't pay in. To be clear, I am not advocating for getting Social Security that I did not pay into; simply advocating for the full benefit based on what I did pay in rather than having it reduced because of what I did after all those years of paying. Really irritating... |
| <ul style="list-style-type: none"> · We need equal pay and comprehensive health coverage that includes women's health. | <ul style="list-style-type: none"> · Men are still making the decisions about whether or not women should even have the "opportunity" to advance and/or apply for promotion in my current job. The committees that decide promotion guidelines are made up of men who have been appointed by other men to those positions. Even to apply for a promotion, I have to go through the committee first to get their approval to even apply for promotion. Equal opportunity? I think not. |
| <ul style="list-style-type: none"> · It is disgraceful how women get treated. The take pay cuts when they have children, they lose out on benefits and retirement savings, and their earning potentials are arbitrarily stifled. Women don't | <ul style="list-style-type: none"> · The majority of the women we serve is single mothers. There is much work to be done on educating women on the importance of financial planning. Women struggle so much with the day to day needs of their family that they neglect their own security and future. This cycle of poverty needs to end. |
| <ul style="list-style-type: none"> · get jobs because we are too young, and they think we aren't serious and are going to run off and have kids the first chance we get. My current employer made comments about how hard it is in my career to have a family and used that as a talking point to deter me, assuming that because i am younger, my only goal is to work until i have kids. | <ul style="list-style-type: none"> · Parental leave can put a huge financial burden on women and delay retirement. |
| <ul style="list-style-type: none"> · Just putting women into mid-level positions does not ensure equity in the workplace if male power structures stay in place. | <ul style="list-style-type: none"> · Financially, I think women can do well, but they don't generally make what the men make. So, there are roles for women, and they're compensated for them, but won't reach |