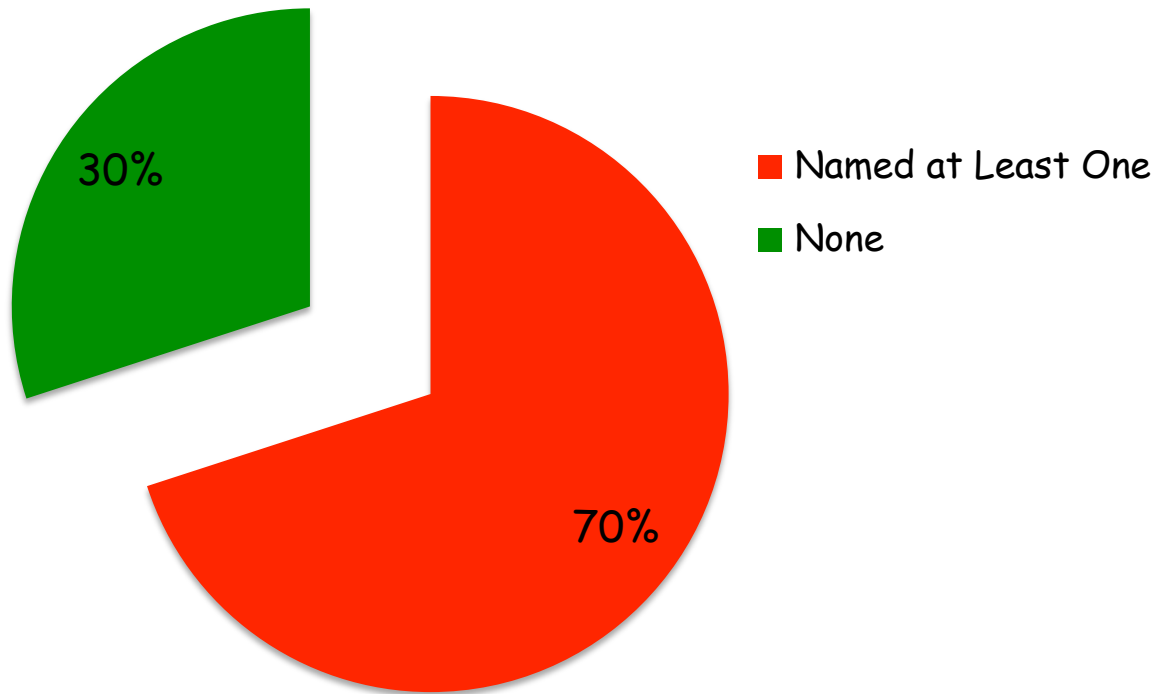


Women's Health Council of RI Healthy Work, Healthy Women Survey Results

Survey Response Collection: 9/23/13-10/4/13 (2 weeks)
Survey Response Rate: 40% (263 respondents)

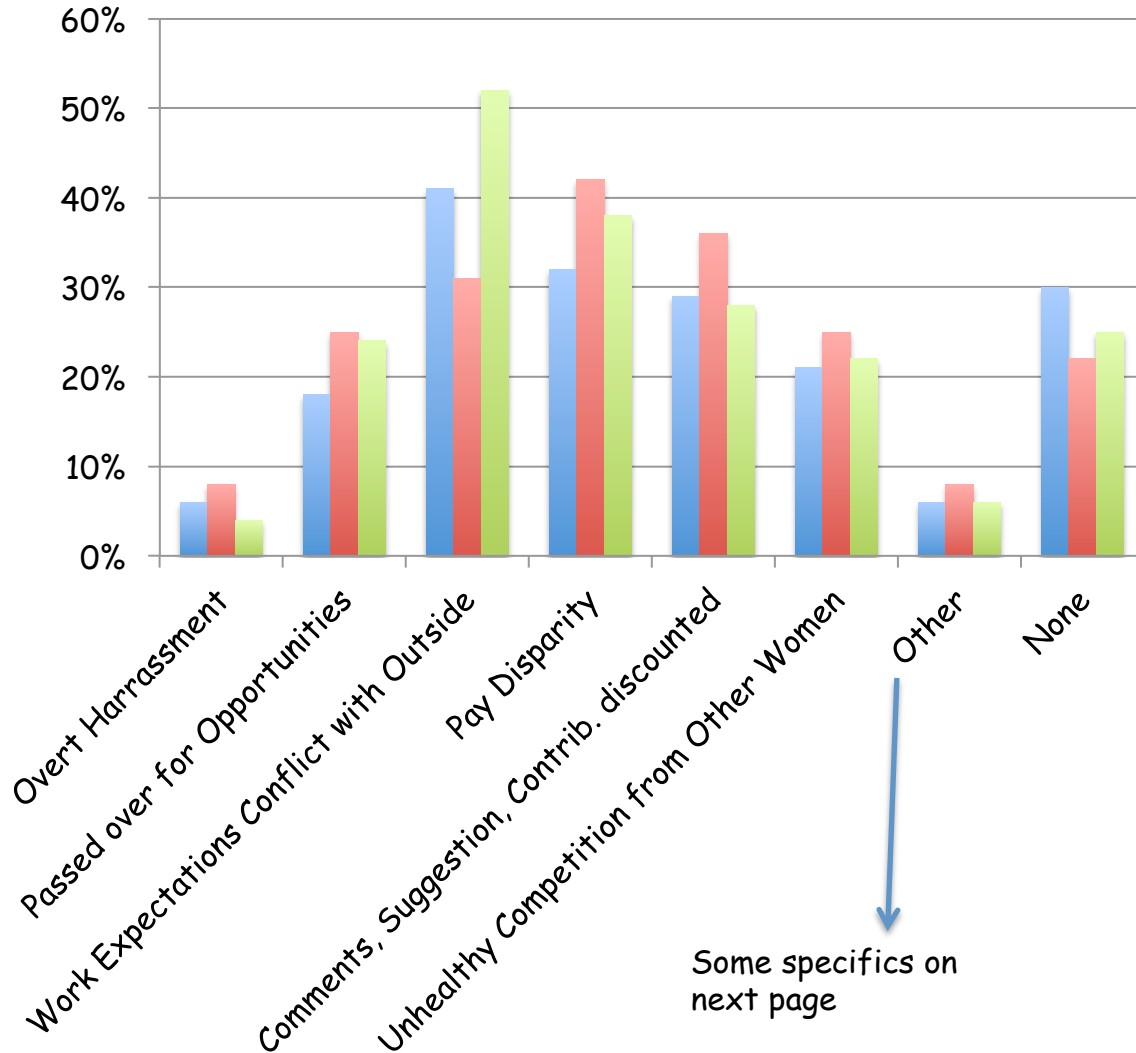
Thank you for your participation!

What, if any, Challenges do you face as a Woman in the Workplace?



263 Respondents

What, if any Challenges do you face as a Woman in the Workplace?



The challenges are fairly similar for both senior managers and others with the exception of conflict with non-work obligations. Does this mean senior managers have more resources for outside support?

Some specifics on next page

Note: Not all respondents answered the senior manager question

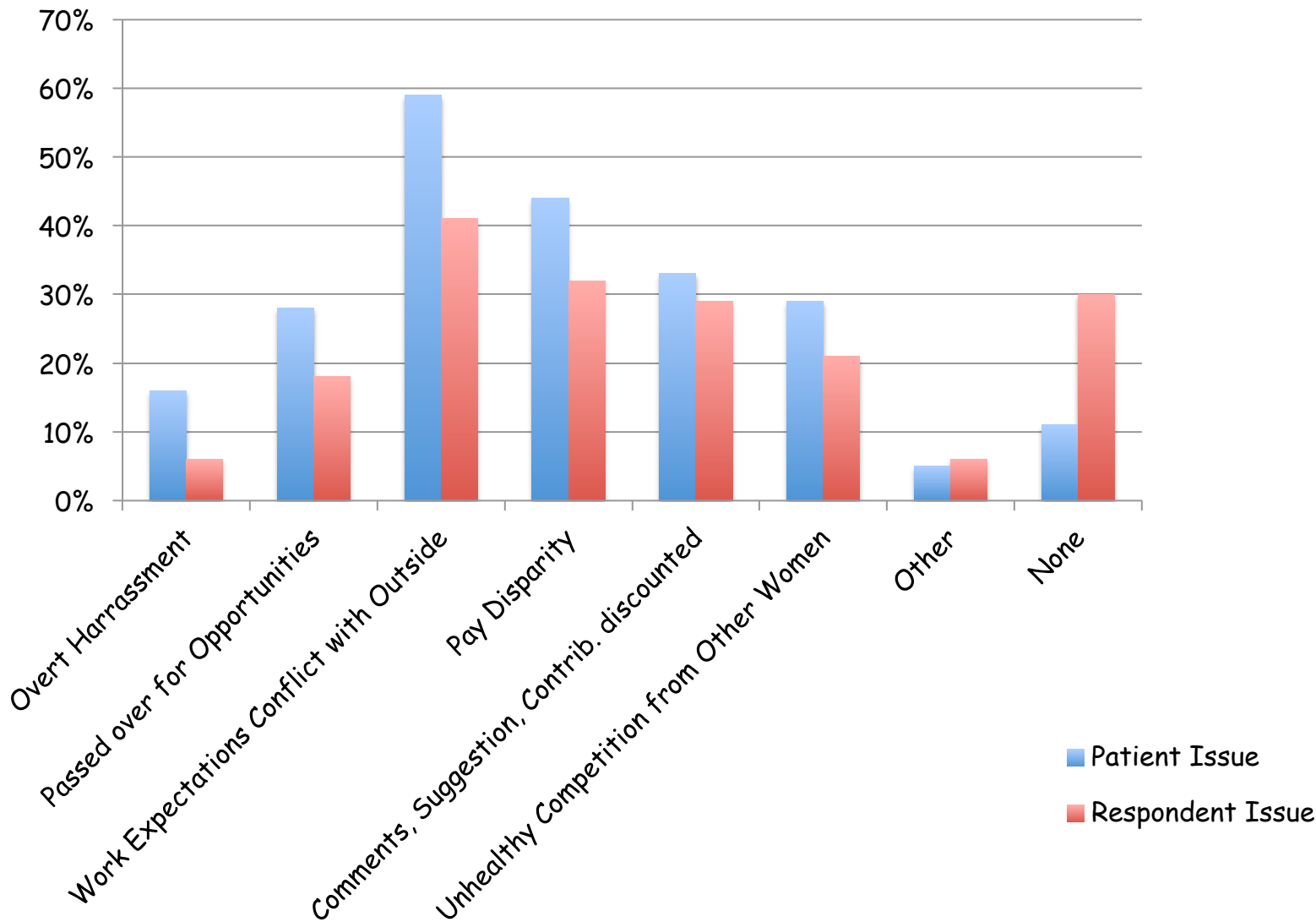
What, if any Challenges do you face as a Woman in the Workplace?

→ Selected Other Responses

- Feeling that my job is not as important as others
- No training available for lower level employees
- Being delegated responsibilities below my level of expertise
- Comments made to me as "funny" but really aren't
- Hard to work in a hierarchical, not collaborative, environment
- Problems arose when I was younger, prettier and less assertive
- Even women in superior positions don't see the challenges we face
- My reviews always seem below my actual performance
- Gossip

Comparison of Patient and Respondent Distribution of Workplace Issues

Overall, Respondents feel the situation is worse for their patients/clients than for themselves but the relative distribution is similar. The outside conflict difference between the two is largest.



What are the top three strategies your workplace has taken to address challenges women often face in the workplace? Highest Responses

Strategy Identified	% Resp.*	% Success*
Flexible schedule & hours, acknowledgement and sensitivity to family obligations, job sharing, work from home, promote work/life balance, extended maternity care, flexible use of sick time	51%	76%
Civility, respect, empowerment, teamwork, team building, spirit, everyone has a voice	16%	76%
Hire women in Sr. Mgmt., develop women as leaders	14%	73%
Fair and equal pay, pay standards	12%	69%
Strict sexual harrassment policy, anonymous reporting, training	9%	78%
Mentoring, support programs	9%	56%
Faculty development for women, education	7%	57%
Affordable child care near by, lactation rooms	7%	86%

* % Respondents includes any responses in top three. 105 respondents started this question.

% Success includes those rated Very Successful or Successful.

% Less successfully implemented

What are the top three strategies your workplace has taken to address challenges women often face in the workplace?

Other Selected Comments

"Helps to provide opportunities to address workplace stress and gender issues in a non-confrontational open dialogue"

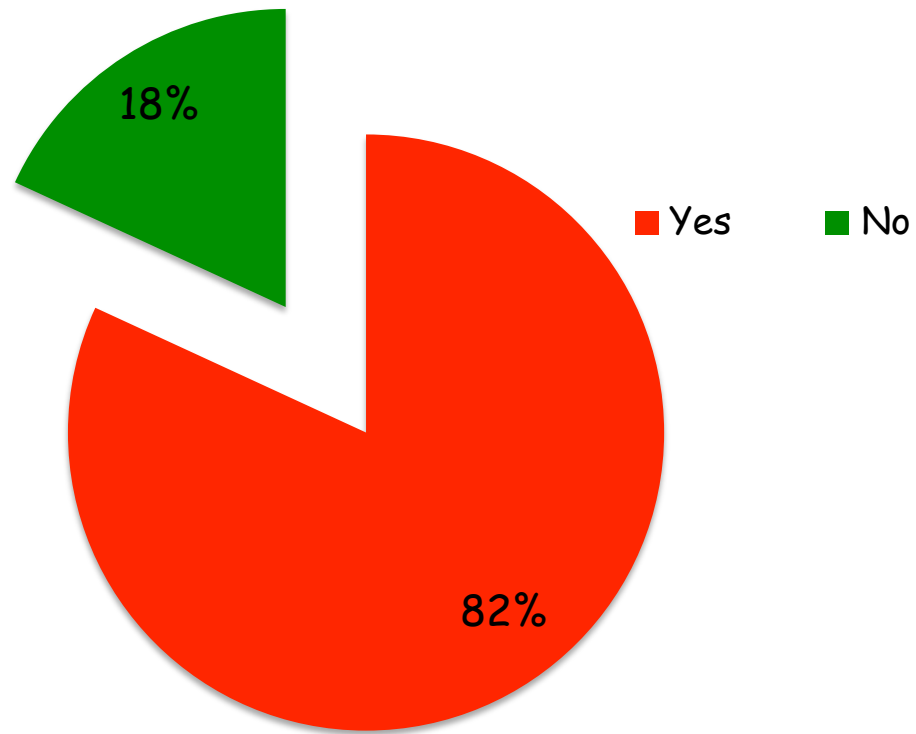
"Women's Leadership Resource Network and Women's Group are moderately successful"

"Where I work is predominantly female and the culture is supportive"

"My company superficially offers leadership roles to women but aren't real leadership positions"

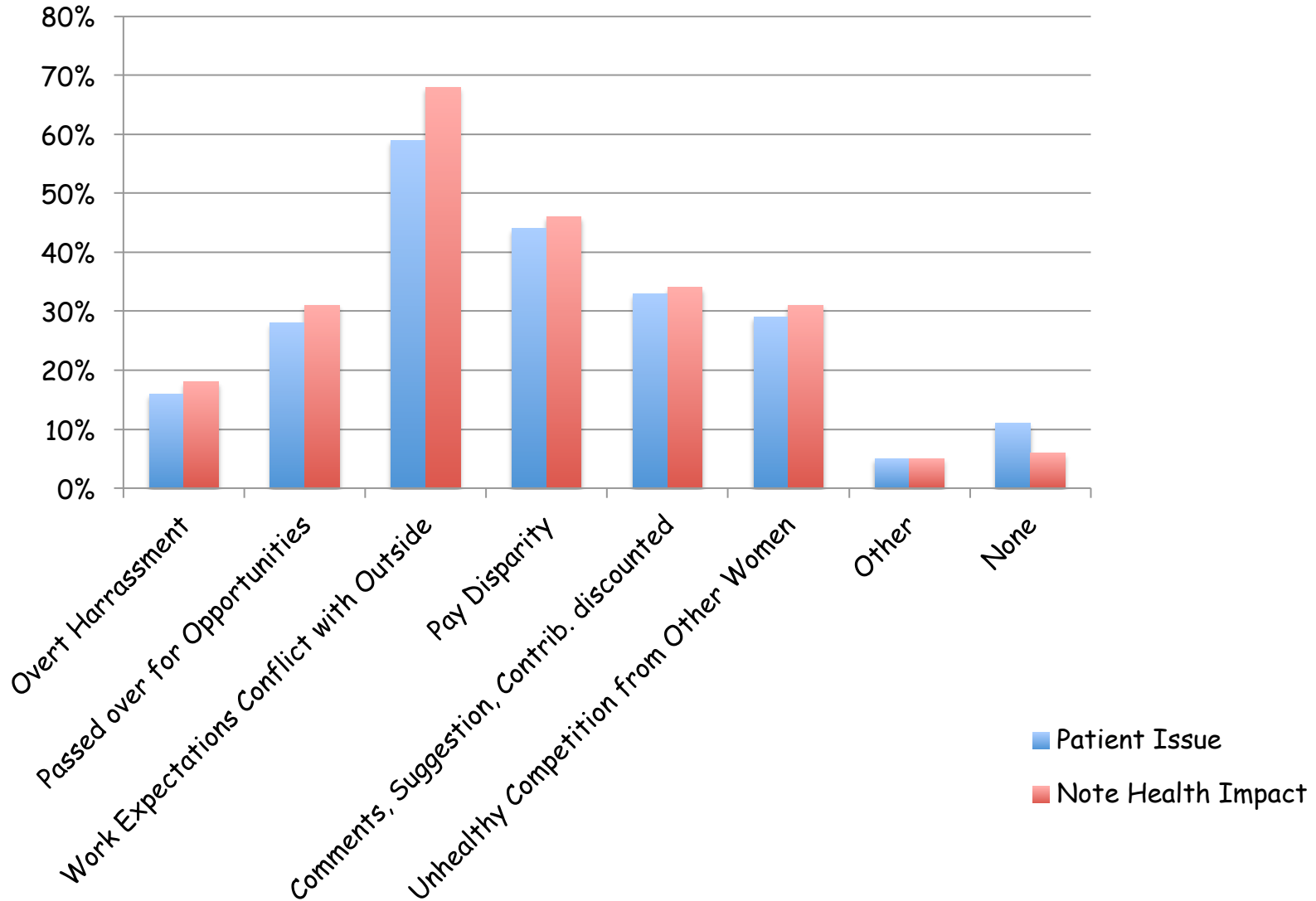
"Getting out of work on time and having meeting and training during work hours is extremely helpful"

Do you see any health impacts of workplace stress on your patients or clients?



161 Respondents

Primary Areas of Workplace Stress for Female Patients or Clients and Health Impact



Most Often Stated Changes that Must be Made To Improve the Work Environment for Women?

Place Greater Value on Family/Outside Issues and Make Flexibility a Reality

Workplace: 64%*

Society: 41%*

-
- Encourage work from home and job sharing
 - Schedule meetings during regular work hours
 - Enable women who stay home for a time to get back into workforce
 - Have flexibility for senior positions
 - Improve maternity/paternity leave policies
 - Allow family sick time
 - Increase vacation time policies

"Put more value on family obligations so everyone wants to work at it"

"Work Life Balance is an oxymoron"

"Make meaningful part time positions and allow for sequential careers"

"Evaluate performance on quality of work, not time spent in office"

"Evaluate systems similar to Scandinavia"

* Percent of respondents who mentioned this change, respondents mentioned up to 3 change

Most Often Stated Changes that Must be Made To Improve the Work Environment for Women?

Acknowledge and Eliminate Pay Disparity

Workplace: 38%*

Society: 40%*

-
- Mandatory policy on equal pay for equal work
 - Transparency on pay rates
 - Increase minimum wage
 - Eliminate pay disparity
 - Equal opportunity for advancement

“Remove gender stigma from all jobs”

“Single mothers need to be able to make a living to support their children”

“Don’t look at married women as only second wage earner”

“Admit gender issues exist and bring data to inform discussions”

“Identify specific to resolve the gender inequality gap”

* Percent of respondents who mentioned this change; respondents mentioned up to 3 changes

Most Often Stated Changes that Must be Made To Improve the Work Environment for Women?

Recognize the Value and Invest in Women

Workplace: 54%*

Society: 17%*

-
- Career development and mentorship programs
 - Value the specific strengths of women
 - Place more women in senior positions
 - Involve women in the discussions at all levels and more gender diverse Boards
 - Value the importance of the caring profession
 - Promote leadership training of women and girls

“Weave mentorship into new female roles in senior leadership with formal outcomes of the mentorship discussed and tracked”

“Invest in leadership training for all types of employees”

“Make education and career advancement a priority for everyone”

“Address the vestiges of gender stereotyping”

“ Have stress reduction classes/training on site or pay for classes off site”

* Percent of respondents who mentioned this change, respondents mentioned more than one change

Most Often Stated Changes that Must be Made To Improve the Work Environment for Women?

Strict Stand on Sexual Harassment

Workplace: 5%*

Society: 10%*

- No tolerance policies
- Advocate against silent acceptance of sexism

"Recognize that toxic environments are a real workplace issue"

"Foster an environment where it is safe to speak up"

"Increase atmosphere of respect for everyone on all sides"

"Expect women to treat other women with respect"

* Percent of respondents who mentioned this change, respondents mentioned more than one change

Most Often Stated Changes that Must be Made To Improve the Work Environment for Women?

Improved Child and Elder Care Options

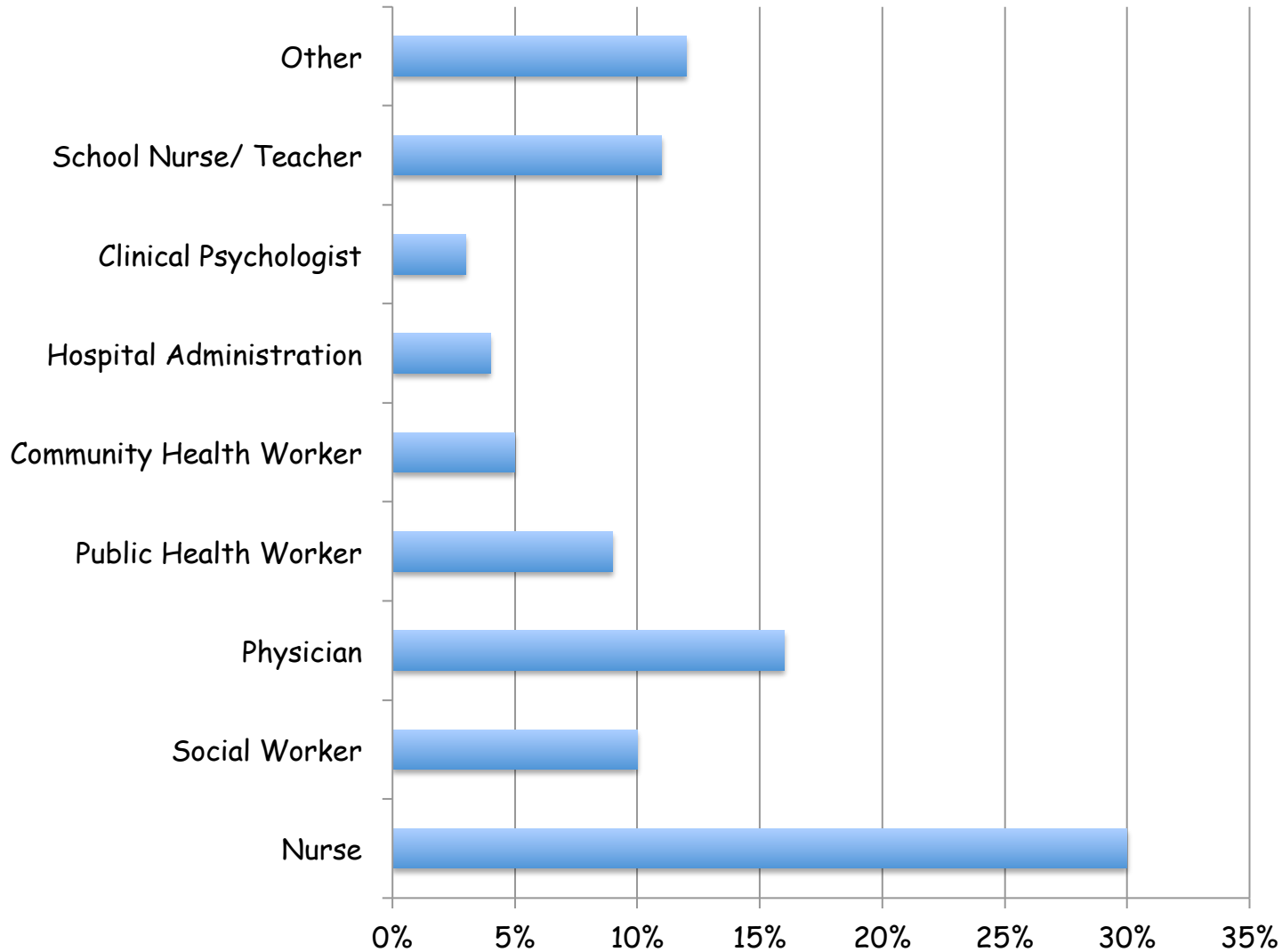
Workplace: 12%*

Society: 17%*

-
- More affordable
 - More flexible

* Percent of respondents who mentioned this change, respondents mentioned more than one change

Types of Providers Responding

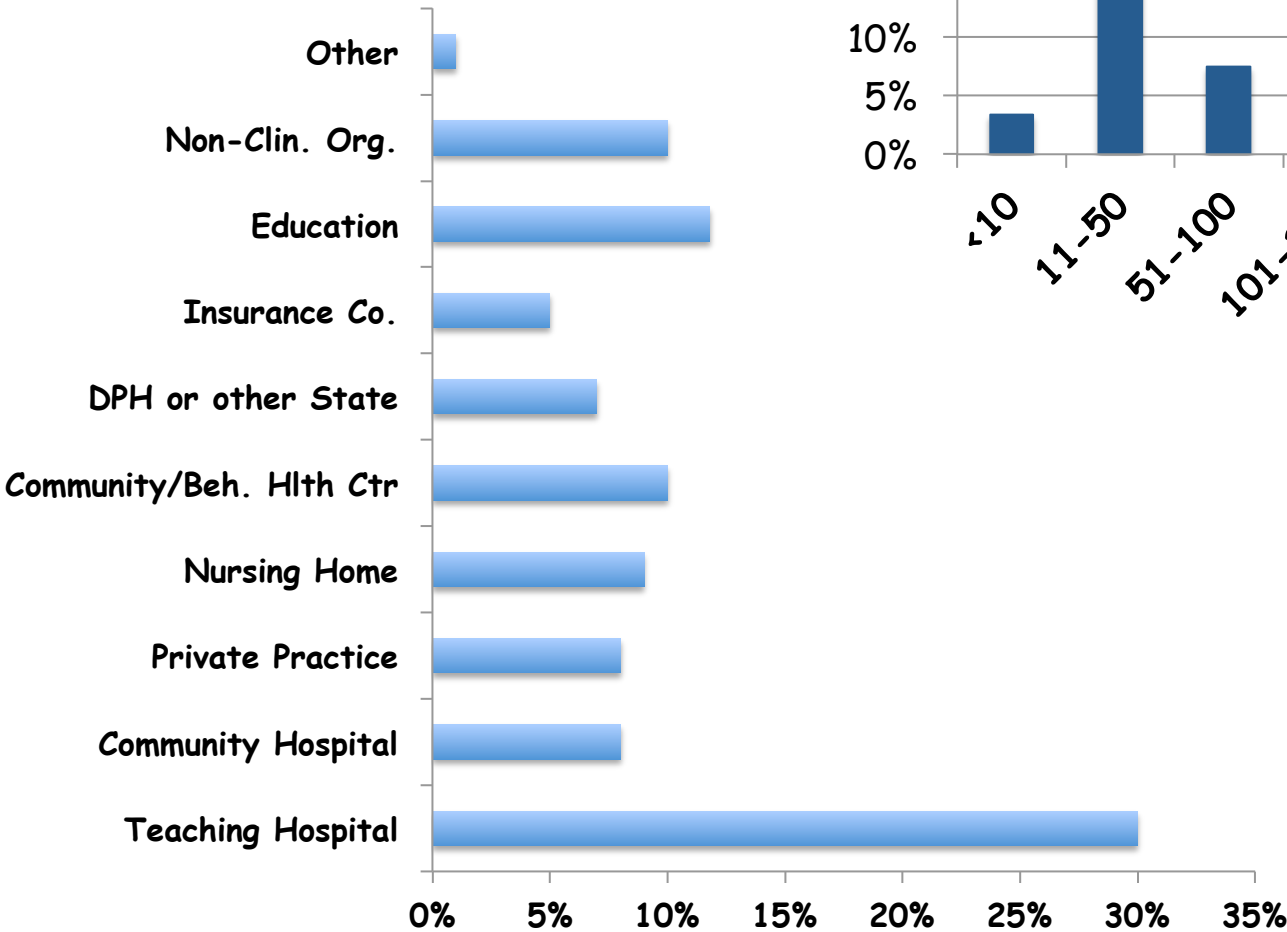


NOTE:

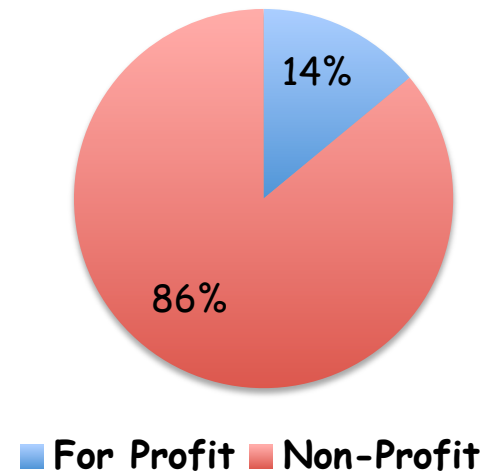
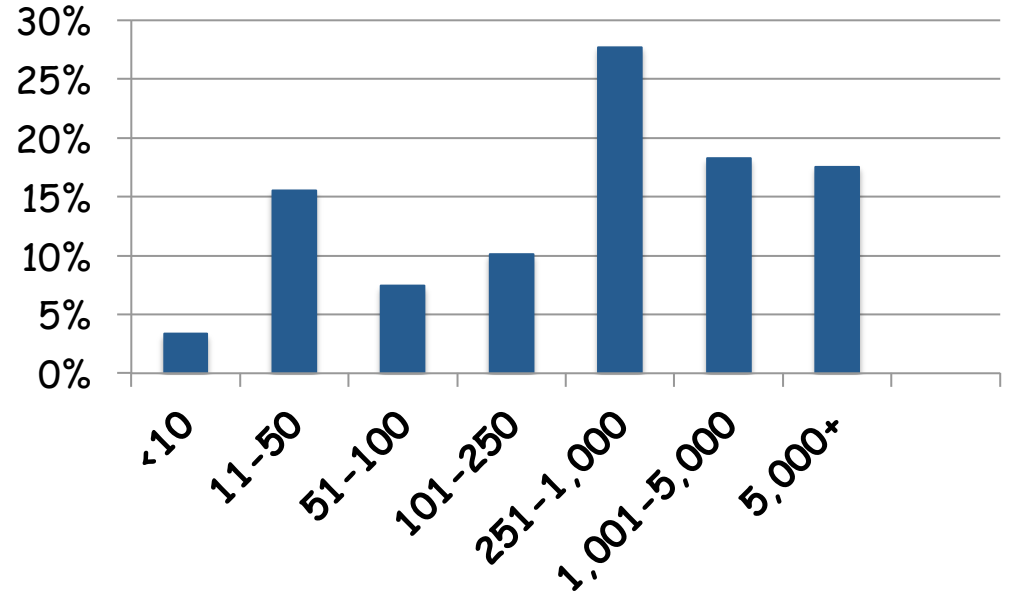
- Some respondents filled in more specific positions whereas others may not; where entered it was counted

Types of Organizations Represented

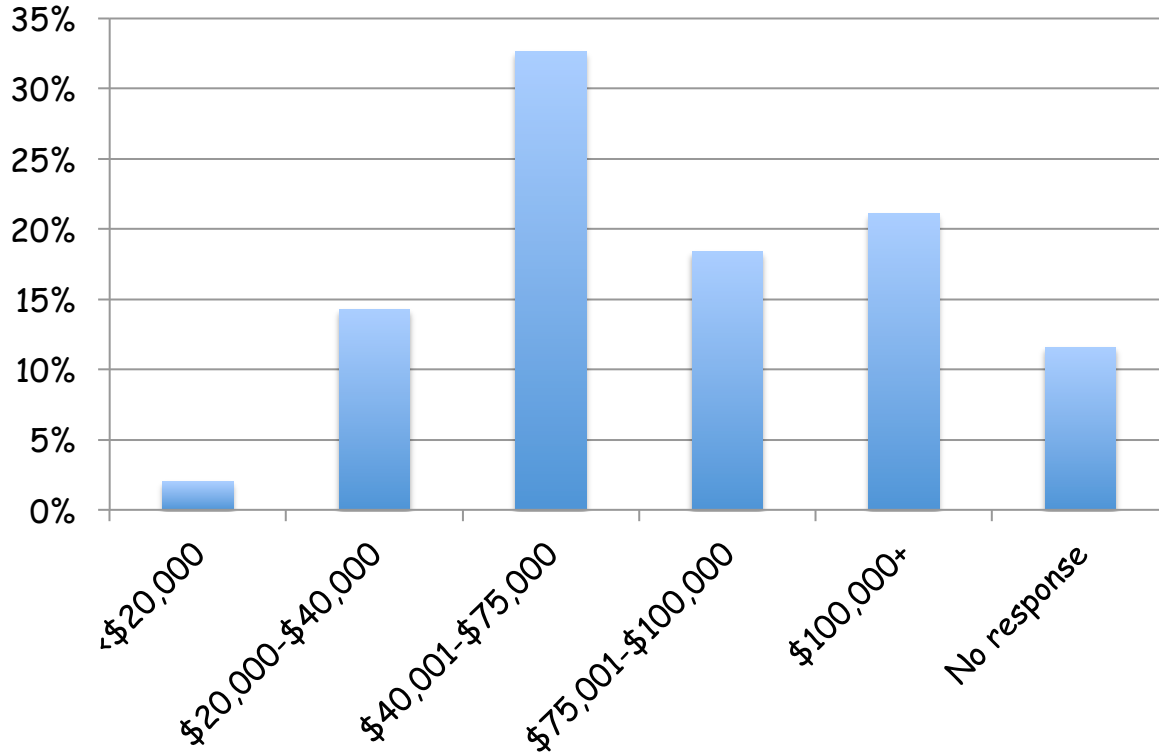
Type of Employer



Size: # Employees



Salary Range of Respondents



Differences in Workplace Issues based on Salary?

Overt Harrassment	Smaller issue but issue for all
Passed over for Opportunities	Issue for all but larger issue for \$100,000+
Work Expectations Conflict with Outside	Issue for all but highest for lower earners
Pay Disparity	Issue for all but larger issue for higher earners
Comments, Suggestion, Contrib. discounted	All salary ranges similar except \$40-\$75K less
Unhealthy Competition from Other Women	All salary ranges similar responses