

Business Forward
National Online Survey of Women

November 19-22, 2017
1500 Total Women (1000 Weighted)
240 African-American Women (129 Weighted)
248 Latina Women (118 Weighted)
370 Women Executives and Leadership (73 Weighted)

Q.1 What is your gender, or the gender with which you identify?

	Total	African Americans	La- tinas	Execu- tives
Male.....	-	-	-	-
Female.....	100	100	100	100
Other	-	-	-	-

(ref:GENDER)

Q.2 What racial or ethnic group best describes you?

	Total	African Americans	La- tinas	Execu- tives
White.....	68	-	-	82
African-American or Black	13	100	-	3
Hispanic or Latino	12	-	100	8
Asian	5	-	-	4
Native American	1	-	-	1
Other	2	-	-	1

(ref:RACETHN)

Q.3 Which of the following best describes your employment status?

	Total	African Americans	La- tinas	Execu- tives
Employed full-time.....	37	30	37	76
Employed part-time	19	24	16	24
Unemployed, but looking for work	4	11	7	-
Student	3	5	7	-
Homemaker	12	11	16	-
Retired.....	21	16	15	-
Other	3	2	1	-
Don't know/refused.....	1	0	0	-
Total Employed	55	54	53	100

(ref:EMPLOY)

Q.4 (EMPLOYED)¹ Which of the following best describes your current position at your job?

	Total	African Americans	Latinas	Executives
Assistant	21	24	19	-
Manager	15	22	24	-
Leadership	6	2	6	47
Executive	7	1	4	53
Something else	50	50	47	-
Total Executive	13	4	10	100

(ref:MANAGE)

Q.5 Generally speaking, do you think that things in the United States are going in the right direction, or do you feel things have gotten pretty seriously off on the wrong track?

	Total	African Americans	Latinas	Executives
Right direction	31	14	30	36
Wrong track	69	86	70	64
Right direction - Wrong track	-39	-73	-41	-27

(ref:DIRECT)

Q.6 What about for you personally, do you think things for you are going in the right direction, or do you feel things have gotten pretty seriously off on the wrong track?

	Total	African Americans	Latinas	Executives
Right direction	63	50	61	77
Wrong track	37	50	39	23
Right direction - Wrong track	27	-1	22	54

(ref:DIRECT2)

Q.7 What best describes your own personal economic situation?

	Total	African Americans	Latinas	Executives
Falling behind	13	10	16	7
Just getting by	61	72	57	53
Getting ahead	26	19	27	40

(ref:PERSECON)

¹ 825 total women (552 Weighted); 118 African-American women (70 Weighted); 131 Latina women (63 Weighted); 370 Executive women (73 Weighted) responded they were employed in Q.7 and were asked questions marked EMPLOYED.

Q.8 Generally speaking, how challenging has it been in your life to pursue the kind of education you would have liked?

	Total	African Americans	Latinas	Executives
Very challenging	14	17	22	14
Somewhat challenging	32	34	34	31
Not much of a challenge	21	20	21	30
Not challenging at all.....	20	16	10	24
I have not had educational goals	8	8	7	2
Don't know	4	5	5	0
Total challenging	46	50	56	44
Total not challenging	42	36	31	54
Challenging – Not challenging	4	14	26	-9

(ref:EDUHARD)

Q.9 (IF VERY/SOMEWHAT/NOT MUCH IN Q.20)² Which of the following TWO challenges have been the biggest obstacles to you pursuing the kind of education you would have liked?

	Total	African Americans	Latinas	Executives
Too expensive	69	61	68	65
Too long to complete	24	29	28	29
Too difficult while juggling parenthood	23	19	23	27
Doesn't lead to good job opportunities.....	15	21	10	17
Too inconvenient to where I live.....	12	16	12	11
Too academically challenging	11	16	14	10
Not welcoming to women	5	6	9	11
Not accepted by my family.....	5	2	3	9
No second choice	13	16	11	11
None of these	11	6	11	5

(ref:EDUWHY)

² 1086 total women (674 Weighted); 184 African-American women (91 Weighted); 200 Latina women (92 Weighted); 280 Executive women (54 Weighted) responded Very challenging, Somewhat challenging or Not much of a challenge to Q.20 and were asked Q.21.

Q.10 Generally speaking, how challenging has it been in your life to achieve the professional goals you've had for yourself?

	Total	African Americans	Latinas	Executives
Very challenging	21	25	21	18
Somewhat challenging	38	40	42	45
Not much of a challenge	14	12	13	20
Not challenging at all	12	9	7	17
I have not had professional goals	11	10	12	0
Don't know	4	4	6	0
Total challenging	59	65	62	63
Total not challenging	27	21	19	37
Challenging – Not challenging	32	44	43	26

(ref:PROFHARD)

Q.11 Generally speaking, do you think it's harder or easier for women to complete the level of education they would like than it is for men?

	Total	African Americans	Latinas	Executives
Harder	34	35	43	36
Easier	8	14	12	9
About the same.....	52	43	40	51
Don't know	6	8	4	5

(ref:EDUGOAL)

Q.12 Generally speaking, do you think it's harder or easier for women to achieve professional goals than it is for men?

	Total	African Americans	Latinas	Executives
Harder	61	62	59	61
Easier	4	6	7	12
About the same.....	30	24	29	25
Don't know	5	8	5	2

(ref:PROFGOAL)

Below is a series of items some people have said are their personal goals. Thinking about each item below, how important of a goal is it for you personally?

	One of the Most	Very Impt	Smwt Impt	Not Too Impt	Not At all Impt	Most/ Very Impt	Total Impt	Total Not Impt	Impt -
13 (SPLIT A) ³ Having a job that you enjoy	54	34	10	0	2	88	98	2	96
African-Americans	56	32	11	0	0	89	99	1	99
Latinas	54	28	17	0	1	82	99	1	97
Executives	62	28	8	1	-	91	99	1	97
14 (SPLIT B) ⁴ Having a career that you enjoy	41	37	17	2	3	78	95	5	89
African-Americans	45	38	8	2	7	83	92	8	83
Latinas	52	24	22	0	1	76	99	1	98
Executives	48	38	12	1	0	87	98	2	97
15 (SPLIT A) Achieving a level of advancement in your job that you feel you deserve	42	40	14	1	4	82	95	5	90
African-Americans	40	48	9	-	3	87	97	3	94
Latinas	48	31	18	0	2	79	98	2	95
Executives	44	34	19	1	1	79	98	2	95
16 (SPLIT B) Achieving a level of advancement in your career that you feel you deserve	36	35	20	6	4	71	91	9	82
African-Americans	40	41	10	3	6	81	91	9	82
Latinas	51	31	14	1	2	83	97	3	94
Executives	37	44	15	4	-	81	96	4	91
17 Achieving the level of education that you want.....	39	39	17	3	3	77	94	6	88
African-Americans	41	33	18	5	4	73	91	9	81
Latinas	54	27	14	3	2	81	95	5	89
Executives	42	40	13	5	0	82	95	5	89

³ 745 total women (500 Weighted); 124 African-American women (64 Weighted); 115 Latina women (59 Weighted); 168 Executive women (37 Weighted) were asked questions marked as SPLIT A.

⁴ 755 total women (500 Weighted); 116 African-American women (64 Weighted); 133 Latina women (59 Weighted); 202 Executive women (36 Weighted) were asked questions marked as SPLIT B.

	One of the Most	Very Impt	Smwt Impt	Not Too Impt	Not At all Impt	Most/ Very Impt	Total Impt	Total Not Impt	Impt - Not
18 Finding happiness in a relationship with a husband, wife, or partner	56	24	14	2	3	81	95	5	90
African-Americans	44	33	15	6	3	76	92	8	83
Latinas	57	23	17	2	1	80	97	3	95
Executives	63	21	11	2	3	84	95	5	89
19 Having the number of children that you want	35	29	20	7	10	63	83	17	67
African-Americans	29	20	19	15	16	49	69	31	37
Latinas	32	29	24	7	8	61	85	15	69
Executives	33	31	23	4	8	65	87	13	75
20 Choosing not to have children.....	25	21	22	10	22	45	67	33	35
African-Americans	24	19	23	10	24	44	66	34	32
Latinas	30	18	24	13	14	48	73	27	45
Executives	25	23	23	9	20	47	70	30	41
21 Being paid fairly at work	60	30	8	1	2	90	98	2	95
African-Americans	61	26	9	0	3	88	96	4	92
Latinas	61	28	10	0	-	90	100	0	100
Executives	62	29	6	2	0	91	98	2	96
22 Having enough money to afford things you want like clothes, meals out, or vacations	48	34	15	3	1	82	97	3	93
African-Americans	55	27	15	3	-	82	97	3	94
Latinas	50	30	16	3	-	80	97	3	93
Executives	45	35	16	3	0	80	96	4	93
23 (SPLIT A) Being able to take time out of the workforce to care for your family	52	29	11	4	4	82	92	8	84
African-Americans	47	28	15	7	4	75	89	11	79
Latinas	49	28	16	2	4	77	93	7	87
Executives	43	40	9	6	2	83	92	8	84
24 (SPLIT B) Being able to take time away from working to take care of your family	42	31	16	5	7	72	88	12	77
African-Americans	32	34	13	9	12	67	79	21	59
Latinas	57	21	14	2	5	78	92	8	84
Executives	34	41	19	2	4	75	94	6	88

	One of the Most	Very Impt	Smwt Impt	Not Too Impt	Not At all Impt	Most/ Very Impt	Total Impt	Total Not Impt	Impt - Not
25 Giving back to your community	26	37	29	7	2	62	91	9	82
African-Americans.....	28	35	30	5	1	64	93	7	87
Latinas.....	32	34	30	3	3	65	95	5	89
Executives	27	43	22	6	2	70	92	8	84

(ref:IMPT)

Q.26 Thinking about yourself, how deliberate have you been in planning whether and when to have children?

	Total	African Americans	La- tinas	Execu- tives
Very deliberate.....	36	27	28	43
Somewhat deliberate.....	27	28	28	30
Not very deliberate	18	18	25	15
Not at all deliberate.....	10	13	8	6
Have never thought about having children.....	10	14	11	7
Total Deliberate	62	55	56	73
Total Not deliberate.....	28	31	33	20
Deliberate - Not deliberate.....	35	24	22	53

(ref:PLANKID)

Q.27 How important has access to birth control been in your ability to plan the size of your family?

	Total	African Americans	La- tinas	Execu- tives
Very important	39	34	42	48
Important	21	22	29	27
Somewhat important.....	12	12	11	16
Not important at all.....	28	32	19	10
Total Important.....	72	68	81	90

(ref:BCPLAN)

Q.28 How important has the ability to plan if and when to have children been for your ability to pursue your personal educational goals?

	Total	African Americans	Latinas	Executives
Very important	29	29	43	34
Important	25	30	29	34
Somewhat important	16	13	9	14
Not important at all.....	29	27	19	18
Total Important	71	73	81	82

(ref:BCEDU)

Q.29 How important has the ability to plan if and when to have children been for your ability to pursue your personal professional or career goals?

	Total	African Americans	Latinas	Executives
Very important	29	29	42	38
Important	29	29	32	29
Somewhat important	17	17	7	18
Not important at all.....	25	25	19	14
Total Important	75	75	81	86

(ref:BCPROF)

Q.30 Generally speaking, how challenging do you think it would be for a woman to achieve her educational goals if she became a parent unexpectedly?

	Total	African Americans	Latinas	Executives
Very challenging	50	41	47	52
Somewhat challenging	42	50	39	41
Not much of a challenge	6	6	11	6
Not challenging at all.....	3	3	3	2
Total Challenging	91	91	86	92
Total Not challenging.....	9	9	14	8
Challenging - Not challenging	82	83	72	85

(ref:OBSEDU)

Q.31 Generally speaking, how challenging do you think it would be for a woman to achieve her professional goals if she became a parent unexpectedly?

	Total	African Americans	Latinas	Executives
Very challenging	47	39	45	47
Somewhat challenging	43	49	42	45
Not much of a challenge	8	8	13	7
Not challenging at all.....	2	3	1	1
Total Challenging	90	89	86	92
Total Not challenging.....	10	11	14	8
Challenging - Not challenging	80	77	72	84

(ref:OBSPRO)

Q.32 In relation to women, how much consideration do you think men give to the timing of when to have children and the impact on their job or career?

	Total	African Americans	Latinas	Executives
Not as much as women	75	75	65	72
As much as women.....	19	21	23	22
More than women.....	5	4	12	6

(ref:MANCHILD)

Q.33 Which of the following best describes you?

	Total	African Americans	Latinas	Executives
I have children or step children under 18 living at home.....	26	29	36	30
I have children or step children under 18 not living at home	2	2	1	5
I have children or step children over 18 living at home.....	10	12	16	12
I have children or step children over 18 not living at home	27	18	15	23
I do not have children	34	40	32	30
Total have children or step children living at home	36	40	52	42
Total have children or step children not living at home	29	20	16	28
Total have children or step children under 18.....	28	30	37	36
Total have children or step children over 18	38	29	31	35
Total have children or step children	66	60	68	70

(ref:PARENT)

Below are some obstacles people say they have faced in their lives. After each, please tell me how much of an obstacle it has been in your own life.

	Big Obst	Smwt Of Obst	Not Too Much	Not At all	NA	Total Obst	Total Not	Obst -Not
34 A lack of respect for women like you in the workplace.....	18	24	20	24	14	43	44	-1
African-Americans.....	21	26	23	18	12	47	42	5
Latinas.....	22	28	21	18	11	50	40	10
Executives	22	29	21	20	7	51	41	10
35 A lack of respect for minorities and people of color in the workplace.....	15	16	18	24	27	31	42	-11
African-Americans.....	33	32	12	13	10	65	25	40
Latinas.....	28	23	17	19	12	51	36	15
Executives	11	19	24	22	24	29	46	-17
36 (SPLIT A) Not being treated fairly in the workplace.....	23	23	22	19	12	47	41	6
African-Americans.....	43	18	14	12	12	62	26	36
Latinas.....	28	19	23	18	12	47	41	6
Executives	25	21	24	20	9	47	44	3
37 (SPLIT B) Not being treated equally in the workplace.....	19	20	22	23	15	40	45	-5
African-Americans.....	19	26	23	19	13	45	42	3
Latinas.....	24	20	21	27	8	45	48	-3
Executives	17	33	24	19	8	49	42	7
38 The difficulty of balancing your work commitments and parenthood.....	19	23	20	15	23	42	35	7
African-Americans.....	18	21	20	18	23	39	39	0
Latinas.....	28	27	13	14	17	55	28	28
Executives	20	27	22	15	16	47	37	11
39 Finding quality child care that is also affordable	24	21	13	14	27	45	28	17
African-Americans.....	26	16	16	15	27	42	31	11
Latinas.....	30	28	11	11	20	58	23	35
Executives	24	25	19	11	20	49	30	19

	Big Obst	Smwt Of Obst	Not Too Much	Not At all	NA	Total Obst	Total Not	Obst -
40 Being paid less than men for doing the same job	25	23	19	19	14	48	38	10
African-Americans	31	20	20	15	15	51	34	16
Latinas	28	30	15	17	11	58	32	26
Executives	29	26	19	18	9	54	37	18
41 Having the ability to take time off of work to take care of your children when needed	22	22	16	16	24	44	32	12
African-Americans	28	18	16	16	23	46	31	15
Latinas	25	26	14	17	18	51	31	20
Executives	20	25	21	16	18	45	37	8
42 Having the ability to take time out of the workforce to raise your children	19	21	18	17	24	41	35	6
African-Americans	19	16	19	19	27	35	38	-3
Latinas	25	27	17	11	20	52	27	25
Executives	18	28	20	16	18	46	36	10
43 The demands of caring for others-such as children, partners, or elderly parents-at the expense of your own personal or career goals.....	21	26	18	18	17	48	35	12
African-Americans	21	26	19	16	18	47	35	12
Latinas	30	27	13	17	13	57	30	28
Executives	23	30	21	15	11	53	36	17
44 Sexual harassment in the workplace	16	17	21	26	20	33	47	-14
African-Americans	20	19	20	21	19	39	42	-2
Latinas	21	23	16	24	16	44	40	4
Executives	16	20	27	25	12	36	52	-16
45 A lack of flexible work schedule	23	25	20	20	13	48	40	8
African-Americans	23	27	19	21	10	50	40	10
Latinas	33	28	16	13	10	61	29	32
Executives	19	27	26	20	8	46	46	.

Q.46 Which comes closest to your own view?

	Total	African Americans	Latinas	Executives
Sexual harassment is something that happens mostly with men in powerful positions, like politics, media, or big business	12	14	13	18
Sexual harassment is something that happens in most workplaces. We're just more likely to hear about the high-profile incidents	69	66	61	71
I'm not sure about this	19	20	26	11

(ref:HARASS)

Now we're going to shift gears again. Below is a list of different proposals. After each, please indicate whether you support or oppose that proposal

	Strng Sup	Smwt Sup	Smwt Opp	Strng Opp	DK/Need Info	Total Sup	Total Opp	Sup - Opp
47 Require insurance plans to include coverage for birth control	52	22	10	7	10	73	17	56
African-Americans	54	19	11	6	11	73	16	57
Latinas	52	23	7	2	16	75	9	66
Executives	50	24	13	7	5	75	20	54
48 Make sure all women have coverage for routine medical care like well-women check-ups, mammograms, pap smears and birth control, even if they don't have health insurance	64	18	7	3	8	82	10	73
African-Americans	64	17	4	5	9	81	10	72
Latinas	63	23	3	3	8	86	6	80
Executives	60	25	8	3	4	84	11	73
49 Allow any company or employer to deny employees insurance coverage for birth control	15	12	13	45	16	27	57	-30
African-Americans	12	17	16	41	14	29	57	-28
Latinas	21	14	12	34	18	36	46	-11
Executives	20	17	13	41	8	37	54	-17

	Strng Sup	Smwt Sup	Smwt Opp	Strng Opp	DK/ Need Info	Total Sup	Total Opp	Sup -
50 Maintain affordable health care coverage options for people who need it, regardless of pre-existing conditions, income, or job status.....	67	19	5	2	7	86	6	80
African-Americans.....	67	22	3	2	5	90	5	84
Latinas.....	64	20	5	1	10	84	6	79
Executives	59	25	9	3	3	85	12	73
51 Require men and women be paid the same wage or salary for the same job.....	71	17	5	1	6	88	6	81
African-Americans.....	76	11	3	3	7	87	6	80
Latinas.....	63	23	6	0	8	86	6	80
Executives	62	25	6	3	4	87	9	78
52 Make college more affordable for middle class families	62	22	6	3	7	84	9	75
African-Americans.....	73	15	7	1	5	87	8	80
Latinas.....	64	20	8	1	8	83	9	74
Executives	57	28	7	5	4	84	12	73
53 Require paid family and medical leave so people can take care of a newborn, sick child, or relative	56	27	7	3	7	83	10	73
African-Americans.....	60	25	4	1	8	86	6	80
Latinas.....	54	25	7	3	11	79	10	70
Executives	55	27	10	4	4	82	14	68
54 Create a national child care policy to help families afford quality child care.....	50	26	9	4	11	76	13	63
African-Americans.....	66	24	2	1	7	90	3	87
Latinas.....	59	19	9	3	11	78	12	66
Executives	39	35	13	6	7	74	19	55
55 Increase the tax credit for child care expenses	41	29	11	5	14	69	16	53
African-Americans.....	48	17	11	7	16	65	19	46
Latinas.....	40	32	8	6	13	73	14	59
Executives	36	33	13	9	9	69	22	47
56 Make it easier for women to safely report sexual harassment in the workplace.....	68	20	4	2	7	87	6	81
African-Americans.....	74	15	3	1	7	89	4	85
Latinas.....	61	21	3	6	9	82	9	73
Executives	65	21	6	2	6	86	8	79

	Strng Sup	Smwt Sup	Smwt Opp	Strng Opp	DK/ Need Info	Total Sup	Total Opp	Sup -
57 Fining companies that don't have strong policies against sexual harassment								
	48	26	8	8	11	74	15	58
African-Americans	56	21	6	8	9	77	14	63
Latinas	55	18	5	7	14	74	12	62
Executives	43	24	12	11	10	67	23	43
58 Fining companies that don't offer paid family leave								
	35	26	14	11	14	61	25	37
African-Americans	32	28	11	12	17	61	23	38
Latinas	39	27	7	6	21	66	13	53
Executives	36	23	12	17	12	59	29	31
59 Fining companies that don't offer maternity care and birth control coverage.....								
	38	23	13	11	15	60	25	36
African-Americans	37	22	13	8	19	60	21	39
Latinas	42	21	15	5	17	63	19	44
Executives	37	26	12	14	11	63	25	38
60 (SPLIT A) Provide tax breaks to companies that provide more opportunities for women's empowerment and advancement								
	37	30	13	7	14	67	20	47
African-Americans	44	30	10	0	17	73	10	63
Latinas	33	36	9	4	17	69	14	56
Executives	34	38	12	8	8	72	20	52
61 (SPLIT B) Provide tax breaks to companies that provide more opportunities for women's advancement								
	31	29	18	5	17	60	22	38
African-Americans	29	31	10	4	26	60	14	46
Latinas	38	39	11	2	10	77	13	63
Executives	36	38	13	8	6	74	20	53

(ref:FAVPROP)

Finally, a few questions for statistical purposes.

Q.62 In what year were you born?

	Total	African Americans	Latinas	Executives
18 - 24	12	14	21	12
25 - 29	8	10	15	8
30 - 34	8	9	7	15
35 - 39	10	11	10	10
40 - 44	6	7	6	8
45 - 49	7	7	7	8
50 - 54	9	12	5	9
55 - 59	10	7	9	9
60 - 64	7	7	7	6
Over 64.....	22	16	12	16

(ref:AGE)

Q.63 Generally speaking, do you think of yourself as...

	Total	African Americans	Latinas	Executives
Strong Democrat	21	47	29	20
Weak Democrat.....	16	24	19	15
Independent-lean Democrat.....	8	6	10	9
Independent	24	15	31	22
Independent-lean Republican	6	2	2	7
Weak Republican	12	3	5	12
Strong Republican	12	3	4	15

(ref:PTYID1)

Q.64 Thinking in political terms, would you say that you are liberal, moderate, or conservative?

	Total	African Americans	Latinas	Executives
Liberal	24	29	35	29
Moderate	51	56	53	48
Conservative	25	15	13	23

(ref:IDEO1)

Q.65 What is the last year of schooling that you have completed?

	Total	African Americans	Latinas	Executives
1 - 11th grade	3	1	7	2
High School graduate.....	33	42	40	16
Some college, but no degree	20	21	19	14
Associates degree	11	13	14	10
College graduate.....	21	16	14	30
Post-graduate school.....	11	8	7	28

(ref:EDUC)

Q.66 What is your present religion, if any?

	Total	African Americans	Latinas	Executives
Protestant or other non-Catholic Christian	53	69	33	55
Roman Catholic.....	21	3	48	19
Agnostic	3	2	1	3
Atheist	2	1	2	2
Jewish.....	2	-	3	4
Buddhist	0	-	0	0
Hindu	0	-	-	0
Muslim	0	0	0	0
Something else	3	6	2	2
No religious affiliation	15	18	11	14

(ref:RELIG1)

Q.67 (IF PROTESTANT IN Q.140)⁵ Do you consider yourself to be a born-again Christian?

	Total	African Americans	Latinas	Executives
Yes.....	49	64	57	34
No	51	36	43	66

(ref:RELIG2)

⁵ 569 total women (530 Weighted); 134 African-American women (89 Weighted); 67 Latina women (39 Weighted); 129 Executive women (40 Weighted) responded Protestant or other non-Catholic Christian to Q.140 and were asked Q.141.

Q.68 How often do you attend religious services -- more than once a week, every week, once or twice a month, several times a year, or hardly ever?

	Total	African Americans	Latinas	Executives
More than once a week	5	10	7	9
Every week	20	24	18	21
Once or twice a month	11	15	17	15
Several times a year	17	7	18	20
Hardly ever	47	44	40	35

(ref:RELIG3)

Q.69 What is your current marital status?

	Total	African Americans	Latinas	Executives
Married.....	41	20	36	50
In a relationship and living with partner	10	8	10	10
In a relationship and not living with partner.....	4	8	6	5
Divorced.....	12	13	9	12
Separated	2	3	5	6
Widowed	10	8	4	3
Single (never married)	20	41	31	14

(ref:MARITAL)

Q.70 (MOTHERS) How many children or step-children do you have, of any age?

	Total	African Americans	Latinas	Executives
1.....	23	33	22	22
2.....	38	36	32	34
3.....	17	10	17	28
4.....	11	10	20	8
5 or more	11	11	9	8

(ref:KIDNUM)

Q.71 (MOTHERS) How old is your oldest child or step child?

	Total	African Americans	Latinas	Executives
Under 2.....	4	9	3	7
2-4.....	5	4	6	8
5-9.....	10	10	17	13
10-12	5	5	7	3
13-17	11	14	15	17
18-20	4	4	8	2
21+.....	60	53	43	49

(ref:OLDKID)

Q.72 (MOTHERS) How old is your youngest child or step child?

	Total	African Americans	Latinas	Executives
Under 2.....	12	20	20	18
2-4.....	8	6	15	14
5-9.....	8	14	10	10
10-12.....	7	5	7	6
13-17.....	9	9	9	10
18-20.....	4	4	6	4
21+.....	51	42	34	38

(ref:YNGKID)

Q.73 (EMPLOYED) What is your current job title?

	Total	African Americans	Latinas	Executives
EMPLOYMENT TYPE.....	49	45	46	25
Education (Teacher/Position in school)	11	8	7	6
Administrative assistant/administration/ Receptionist/Secretary	11	15	4	2
Retail/Sales/Cashier.....	7	4	15	5
Bartender/Restaurant worker/Food services.....	4	5	0	2
Customer Service/CSR	3	2	-	-
Accountant/Auditor/CPA	2	0	4	1
Childcare owner/provider/Daycare	2	5	5	1
HR	2	0	-	1
Law enforcement/security	2	2	3	0
Maintenance and Repair.....	1	1	2	2
Financial/Financial specialist.....	1	1	0	1
Driver/Delivery Man/Letter Carrier	1	-	3	-
Engineer	1	1	-	1
Attorney/Lawyer	0	-	2	2
IT/Software/Technology	0	0	2	1
LEADERSHIP.....	15	10	17	50
Manager	5	6	9	3
Owner	4	0	2	21
Supervisor.....	2	3	2	5
Director/President.....	2	-	1	9
CEO/CFO/CIO/COO/Executive	1	1	2	9
Vice President.....	0	-	0	2
MEDICINE	10	18	7	4
Medical assistant/dental hygienist/CNA	7	14	5	1
Nurse/RN.....	2	2	0	3
Home health.....	1	2	2	1
Doctor/Surgeon	0	-	0	0
GENERIC TITLE	7	11	10	3
Assistant	2	3	6	1
Associate	2	3	0	-
Analyst.....	2	4	1	0
Coordinator.....	1	0	2	0
Consultant.....	1	1	0	1
OTHER	17	15	19	18
Self-employed.....	1	0	-	4
None/Not Applicable/Refused.....	2	-	9	3
Other	14	14	10	11

(ref:TITLE)

Q.74 (EMPLOYED) In which of the following industries do you work?

	Total	African Americans	Latinas	Executives
Education.....	17	13	11	12
Retail.....	15	11	16	13
Medicine.....	14	20	12	8
Government	6	8	7	1
Food service.....	5	6	5	4
Non-profit.....	5	7	2	9
Finance/ Banking.....	4	3	7	4
Manufacturing.....	4	4	1	3
Childcare	3	7	5	3
Insurance	2	3	-	1
Law	2	2	5	3
Travel/Tourism/Hospitality	2	0	1	1
Technology	2	1	3	4
Consulting	2	2	2	5
Freelance	2	1	3	3
Building/Landscaping	2	1	4	4
Arts/Entertainment	2	1	1	6
Media/ Marketing/ Advertising.....	1	-	9	1
Transportation.....	1	-	1	1
Beauty/Cosmetics	1	-	-	1
Engineering.....	1	-	1	1
Law enforcement.....	1	2	-	1
Real estate.....	1	-	0	2
Design	1	-	1	1
Research.....	0	1	1	1
Not listed	4	6	2	6

(ref:INDUSTRY)

Q.75 (EMPLOYED) How many employees work in your organization?

	Total	African Americans	Latinas	Executives
One	7	5	14	21
2 to 5	9	7	10	19
6 to 20	11	7	11	13
21 to 49.....	10	7	17	11
50 to 100.....	9	6	9	9
101 to 250.....	8	8	7	8
251 or more.....	34	48	19	19
I'm not sure	12	12	12	-

(ref:JOBSIZE)

Q.76 In the 2016 presidential election, did you vote for Democrat Hillary Clinton, Republican Donald Trump, Libertarian Gary Johnson, or Green Party candidate Jill Stein?

	Total	African Americans	Latinas	Executives
Hillary Clinton	36	60	51	33
Donald Trump	28	3	8	36
Gary Johnson	2	1	2	1
Jill Stein.....	1	0	3	1
Other candidate	1	0	1	1
I Did not vote in Presidential election	33	36	35	27
Hillary Clinton - Donald Trump	9	57	44	-3
(ref:PREZ)				