



2022

Women of Greensboro Report

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About Greensboro's Commission on the Status of Women

The Commission on the Status of Women (CSW) acts as an advisory board for the Greensboro City Council. **Our mission is to improve the quality of life for women in Greensboro.** The CSW is the longest running city commission, beginning in 1973 with a mission to “improve the quality of life for women in Greensboro,” and celebrates its 50th anniversary in 2023. The CSW often organizes and participates in community outreach events, reviewing policies and making recommendations to the City Council for action it deems necessary to improve the quality of life for women in Greensboro. The CSW has four sub-committees, including:

- 1) **Education & Equality:** Identifies and addresses barriers faced by women to pursue and access educational opportunities to maximize their potential.
- 2) **Balance & Health:** Studies topics affecting women's health and develops programs to educate women on health-related issues.
- 3) **Women and Violence:** Seeks and implements strategies to eliminate domestic violence in Greensboro.
- 4) **Leadership Through Service:** Prepares a leadership roster of women engaged in community service to promote the betterment of women in Greensboro.

Outreach activities include the **Women's Equality Day Breakfast**, which is held annually in August to commemorate the 19th Amendment and women's right to vote. Also, the annual **Purple Tree Lighting** event kicks off the month of October in recognition of Domestic Violence Awareness Month.

A representative from each district of Greensboro is appointed to the CSW by their city counselor. Both women and men are invited to apply to be a member of this commission. To learn more about becoming a commissioner or volunteering to support the Commission on the Status of Women, please visit www.greensboro-nc.gov/csw or follow us on Facebook at [Facebook.com/GreensboroHumanRights](https://www.facebook.com/GreensboroHumanRights).

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2022 Women of Greensboro Survey Team & Key Contributors

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Partner Organizations

These organizations supported this survey in a variety of ways, including survey development, design feedback, promoting and sharing the survey, and providing resources to further its reach.

Big Brothers Big Sisters of the Central Piedmont

Combat Female Veterans Families United

FaithAction International House

Glenwood Library

Greensboro Ad-Hoc Committee on African American

Disparity

Greensboro’s Central Library

Greensboro Chamber of Commerce

Greensboro Human Relations Commission

Greensboro Human Rights Department

Greensboro International Advisory Committee

Greensboro Marketing & Communications Department

Greensboro Transgender Taskforce

Greensboro Urban Ministry

Guilford Green Foundation & LGBTQ+ Center

Guilford Nonprofit Consortium

Junior League of Greensboro

Leslie House of West End Ministries

NCCJ

Partners Ending Homelessness

Reading Connections

Senior Resources of Guilford

The Shalonda Poole Foundation

Thrive GSO

UNCG Department of Educational Research

Methodology

UNCG Women’s Gender & Sexuality Studies Department

UNCG Health & Human Science Department

Women’s Resource Center of Greensboro

Executive Summary: The Status of Women in Greensboro

The *2022 Women of Greensboro* report was prepared by the Health and Balance committee of the Greensboro Commission on the Status of Women (CSW). The data from this report was generated from the *Women of Greensboro* survey that was conducted from February 1, 2022 through March 31, 2022. While it was primarily an online survey there were paper copies distributed at Greensboro libraries, through the Meals on Wheels program, and through other partner organizations. The survey was offered to participants in English, Spanish, French, and Arabic. All surveys not done digitally were translated and inputted into the online system.

The intention of this project is to understand and clarify what it is like to be a woman in Greensboro. The CSW is interested in questions like: Which women of Greensboro are succeeding or struggling? Which women feel safe in Greensboro? Are women in Greensboro seen, heard, and recognized? What areas of life are easy or difficult for women in Greensboro? The Greensboro Commission on the Status of Women encourages you to read and share this report as a means to advocate on behalf of women in the city more effectively.

The *2022 Women of Greensboro* survey identifies structural and individual challenges currently facing women in Greensboro. The following section provides a brief synopsis of the top issues facing women in Greensboro collectively, by race/ethnicity, by age, by gender identity, by household income, by sexual orientation, and by city district. By breaking down the data this way, the report depicts the role that social categories can play in shaping the barriers that women face in their daily lives.

Top Issues Facing Women in Greensboro

Top Issues Facing Women in Greensboro Overall

- **Money.** Greensboro women, while largely taking responsibility for family budgets, are worried about money to survive now and/or in retirement. This is combined with issues of fair pay, equal treatment, and opportunities for advancement that impact women in Greensboro
- **Mental Health.** Mental health issues and access to mental health resources are top concerns.
- **Healthcare.** The struggle for medical access (primary care, specialists, dentists) is a top issue.
- **Sentiment.** A concerning datapoint occurs when asked about Greensboro, the sentiments were positive. This is overall a good city to live in. However, when asked what it was like to be a *woman in Greensboro*, this was not seen as favorable. Meaning women like the city, but it is hard to be a woman in Greensboro. The disconnect is jarring.

Top Issues Facing Women in Greensboro by Race/Ethnicity

- **Money.** Across racial demographics money challenges, retirement, and fair pay are top concerns.
- **Discrimination.** Women of Color cite equal treatment and discrimination as top concerns
- **Safety.** Safety concerns are important, including a safe place to exercise

Top Issues Facing Women in Greensboro by Age

- **Money.** Across age demographics, not having enough money to retire and pay equity are top concerns
- **Healthcare.** Affordable healthcare, including mental health care, ranks high in all age ranges.
- **Safety.** Safety outside of the home ranks high, especially for younger women and those who are 80+

Top Issues Facing Women in Greensboro by Gender Identity

- Non-cisgender women have higher rates and number of challenges compare to cisgender women
- **Mental Health.** Non-cisgender women face substantially higher challenges accessing mental health resources and healthcare they can afford
- **Discrimination.** Non-cisgender women face nearly double the challenges of getting equal treatment under the law and discrimination.

- **Safety.** Rates of safety inside their home as well as sexual harassment and assault experiences are higher for non-cisgender women as well

Top Issues Facing Women in Greensboro by Household Income

- **Money.** Across all income levels, women do not believe they get paid what they are worth
- **Mental Health.** Mental health resources access is a top challenge across all income levels
- As income levels are lower, women challenges with safety, transportation, health care access, and food increase

Top Issues Facing Women in Greensboro by Sexual Orientation

- **Healthcare.** Access to health services for women is as a primary issue for women across orientations
- Non-heterosexual women face challenges in categories including health, safety, discrimination, and food access

Top Issues Facing Women in Greensboro by City District

- **Money & Discrimination.** Challenges across all districts are heightened by women experiencing houselessness with top issues encompassing enough money to survive right now, safety, and equal treatment under the law
- Districts 1 and 2 have significant challenges with access to health care, feelings of safety, and food access

Barriers to Resolution & Report Recommendations

In the section that follows, the perceived barriers to resolving the issues indemnified by the women in Greensboro are outlined, followed by the recommendations that emerged from this project. Additionally, there is information about COVID-19 and the survey impact.

Barriers to Resolving the Issues Identified by Women in Greensboro

Women in Greensboro identified the following barriers to resolving the concerns outlined in the Executive Summary:

1. **Money.** Financial concerns regarding current wages and opportunities for advancement as well as money to live on right now or enough money to retire. This includes issues like transportation, access to fresh, healthy foods, education, safe, affordable housing, access to primary medical care as well as specialists like dentists, therapists and more.
2. **Mental Health.** Women of Greensboro are stressed. Work and family issues like childcare and family budgeting are disproportionately the responsibility of women. Issues of safety inside and outside the home, especially have safe spaces to exercise, are concerns as well as the ability to access mental health resources. Women are concerned that their voices are not being heard, respected, or responded to.

Women of Greensboro and COVID-19

As seen in the survey, all women have been affected by the COVID-19 pandemic. As research has shown, this virus has not changed the struggles, rather it has exacerbated existing inequalities. To understand the women of Greensboro, we also must understand how inequities intersect with race, age, sexual orientation, gender identity, household income, and city district. As this pandemic is ongoing, the challenges and barriers that women in Greensboro face in 2022 will continue into 2023 and beyond.

Report Impact

According to City and partner records, there has not been data collection on the women of Greensboro since 1997 when the CSW sponsored the “Wage Earners Survey.” We would have to go back to the 1980s when Dr. Paul Zopf (1980) did a study on “projecting trends for Greensboro women,” additionally in 1980 the CSW and Women of Guilford collaborated on “Palmer Institute: A Case Study in Education and Community Report and Project Grow, an attitudinal study of women in Greensboro, was completed. While these projects are named in the history of the Commission on the Status of Women, the information and results of those projects is lost or unavailable. The CSW was deliberate about the inclusive nature of gathering data about Greensboro’s women. This data offers a unique set of perspectives on the issues facing

women in Greensboro. Therefore, the potential for this data to positively impact the lives of women in Greensboro is profound. Thus, after sharing this information with Greensboro's City Council, the CSW aims to share the findings with community partners and with other community organizations.

Overview of Research

Purpose & Intended Impact

The Commission on the Status of Women would like to understand and clarify what it's like to be a woman in Greensboro. To do this, we collected feedback from women across multiple intersections of the community to assess Greensboro's strengths and weaknesses as it relates to women's experiences.

How the CSW Intends to Use the Information Collected

- Advise the City Council and influence budget allocations
- Inform policy, law updates & proposals
- Provide data and perspectives to community partners
- Guide CSW goals, outcomes, activities, and funds allocation
- Support other city boards and commissions (ex. Human Rights Commission, International Advisory Committee, Transgender Task Force, and the Ad-hoc Committee on African American Disparity (ACAAD))

Survey Goals

The survey goal was to collect responses from at least 400 women, with a stretch goal of 1,000. The survey surpassed its initial goal after the second week of promotion, then passed the stretch goal two weeks before the survey closed. The survey was available from Tuesday, February 1st, 2022 through Thursday, March 31st, 2022.

Process for Obtaining Results

Strategic planning for the 2022 Women of Greensboro Survey began in June 2021. June, July & August 2021 were spent developing the strategy, purpose, and timeline. September & October 2021 involved contact community organizations, communicating the survey purpose and enlisting partners and volunteers. The CSW also prepared marketing & communication strategy, identified which channels to promote the survey and ensure the results encapsulating a wide and diverse audience. In November and December 2021, the CSW partnered with research methodology experts to develop the survey questions and format. The survey questions were shared with partners who provided valuable and insightful feedback, ensuring the information was accessible, understandable, and relevant to multiple intersections of the community. The CSW then prepared printed and digital versions of the survey for launch. In January 2022, the survey marketing collateral and partner communication packet were distributed to community partners. Then in February and March 2022, the CSW and partners across Greensboro promoted the survey.

Disclaimer & Limitations

This survey is designed and developed specifically for improving the status of women in Greensboro. The results, statistics and information provided in this report are to support that purpose and should not be used to cause harm or support discriminative promotions or acts.

In planning, the survey was to be limited to women who had lived in Greensboro for at least one year. 24 surveys of women who self-identified as living in Greensboro for less than one year were not removed. Though they were counted in our data analysis, they did not bear statistical change to any outcomes. For future research, we encourage the inclusion of women who have lived in Greensboro for less than one year as they add more detail to understanding what life is like for all women in Greensboro.

Future Research

This project is to be a starting point for more work in the community. The CSW plans to work with city council, partner organizations, and others in the community to make this data actionable and improve the lives of women in Greensboro. The CSW plans to respond to the issues raised in this data and use this project as a jumping-off opportunity to expand outreach.

In potential future iterations of the survey, the CSW plans to:

- **Expand recruitment of women in Greensboro.** While we exceeded our stretch goal of 1000 completed surveys, we want to continue to assure that all women are given an opportunity to participate.
- **Include questions that capture more experiences.** While this survey asked a broad range of questions, we know that some experiences were not captured in ways that they need to be. Examples include the experiences of women with disabilities and women who are incarcerated. Additionally, the more we expand to include the experiences of all women the better we will understand our city.

CSW Next Steps & Call to Action

This primary mission of the Commission on the Status of Women is to advise the Greensboro City Council. This report and subsequent presentation of this report is the first step in that process. The CSW is committed to working with partner organizations by presenting the data and responding to specific needs and questions as they arise. This survey offers the Commission itself time to reflect on the work that has been done and to make sure that the organization itself, sub-committees, and future projects align with the information and issues that the women of Greensboro are concerned with.

Charts & Data: Reading this Report

This report is divided up into summary and key findings, statistical breakdown of respondents by demographic, and charts that outline the responses provided for select survey questions. Demographics provided, include:

- Women Overall
- Women by Race & Ethnicity
- Women by Age
- Women by Gender Identity
- Women by Household Income
- Women by Sexual Orientation
- Women by Greensboro City District

Summary, Key Findings & Statistical Breakdown

This section outlines key observations made about the data. It specifically outlines areas of note by theme. Themes may include money, health, food, discrimination, safety, and more. This overview of the data is not exhaustive. We encourage city leaders and community members to review that data and identify additional opportunities or statistics of note to support and improve the lives of women in Greensboro. The statistical breakdown section outlines the number of participants and percentage breakdown of participants by demographic.

Reading the Charts

Charts are organized by demographic and survey question. For instance, the below survey question prompted the respondent, “What problems do you face right now?”. Below the question, it shows that the data reflects respondents who answered ‘yes’ on this particular subset of questions.

Survey Question & How Respondent Answered	Demographic Breakdown (Example: Age)						
(answered "yes")	18 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 - 79	80+
Home & Family							
Childcare I can afford		26%	15%	5%	1		0%
Care for an older adult (cost of care, caretaker, medications)			10%	25%	24	16%	19%

Example: 26% of women ages 30 to 39 responded, “Yes, I struggle with childcare I can afford.”

Example: 16% of women ages 70 to 79 responded, “Yes, I struggle with care for an older adult.”

What the Colors Mean

Colors divide number of respondents by quartile to more easily be able to highlight a high percentage of respondents or potentially important trends.

- **White:** Under 25% of women in this demographic breakdown answered affirmatively to this question.
- **Yellow:** 24% to 49% of women in this demographic breakdown answered affirmatively to this question.
- **Pale Red:** 50 to 75% of women in this demographic breakdown answered affirmatively to this question.
- **Dark Red:** 75 to 100% of women in this demographic breakdown answered affirmatively to this question.

Survey Question & How Respondent Answered	Demographic Breakdown (Example: Age)						
	18 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 - 79	80+
Responsibilities (I complete the following responsibilities "most" or "all of the time")							
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care)	6%	5%	10%		15%	11%	7%
Care for children (feeding, cleaning, physical care, playing with, talking to)	8%		58%	26%			0%
Food & meal planning, preparation, clean-up (cooking, serving meals)	73%	75%	73%		67%	59%	76%

Under 25%	6% of women ages 18 to 29 care for elderly, sick, and/or disabled people most or all of the time.
24% - 49%	26% of women ages 50 to 59 care for children most or all of the time.
50% - 74%	59% of women ages 70 to 79 complete food & meal planning, preparation, clean up most or all of the time.
Above 75%	75% of women ages 30 to 39 complete food & meal planning, preparation, clean up most or all of the time.

Please note: The only exception to the color coding is in positive sentiment in phrases to describe Greensboro and Phrases to describe being a woman in Greensboro. Positive sentiment colors are reversed to visualize a lack of positive sentiment. For instance, the darker red shows a significant lack of positive sentiment by women in this demographic.

Sentiment

In the survey, women were asked what phrase they would use to describe Greensboro and what phrase they would use to describe being a woman in Greensboro. There were hundreds of different answers and phrases provided. In order to best visualize this information, the report shows whether the phrases indicated a positive, neutral or negative sentiment towards Greensboro and being a woman in Greensboro. In this case, **sentiment is defined as a view or attitude toward a situation or event**. In the sentiment section of the provided charts if both a positive and negative sentiment were mentioned in the same comment, both the positive and negative sentiment would be tagged. Neutral sentiment was also tagged if it was unclear whether the sentiment was positive or negative.

- **Positive sentiment examples:** Welcoming, beautiful city and love, good opportunities, seen, empowering, emerging.
- **Negative sentiment examples:** Difficult, stressed, lonely, undervalued and unseen, hard as a single female, on your own.
- **Neutral (unlisted) examples:** Bigger than expected, same as it ever was, depends where you are, basic, unsure, ok.

	18 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 - 79	80+
Sentiment in Greensboro							
Phrase to Describe Greensboro: Positive Sentiment	49%	73%	61%	63%	67%	61%	87%
Phrase to Describe Being a Woman in Greensboro: Positive Sentiment	19%	27%	28%	22%	39%	43%	57%
Phrase to Describe Greensboro: Negative Sentiment	38%	16%	22%	25%	24%	26%	7%
Phrase to Describe Being a Woman in Greensboro: Negative Sentiment	46%	39%	44%	40%	34%	29%	14%

Example: 49% of women ages 18 to 29 used a positive phrase to describe Greensboro. 19% of women ages 18 to 29 used a positive phrase to describe being a woman in Greensboro.

Example: 25% of women ages 50 to 59 used a negative phrase to describe Greensboro. 40% of women ages 50 to 59 used a negative phrase to describe being a woman in Greensboro.

Please note: The only exception to the color coding is in positive sentiment in phrases to describe Greensboro and Phrases to describe being a woman in Greensboro. Positive sentiment colors are reversed to visualize a lack of positive sentiment. For instance, the darker red shows a significant lack of positive sentiment by women in this demographic.

**Improving Women's Experiences:
Recommendations for the City of Greensboro**

One of the core responsibilities as a City of Greensboro commission is to advise the City of Greensboro and City Council members on the status of women in Greensboro. The Commission on the Status of Women has compiled five overarching improvement categories with specific action-oriented goals to address and support women in Greensboro. These recommendations are a starting point, and the list is not exhaustive. The CSW encourages partner organization, community members and leaders to review the data and provide additional recommendations and ideas at future CSW meetings which are held each month and open to the public.

1. **Evaluate City Policy:** City Council to lead the way in evaluating how local, state and national policy impacts women in Greensboro, and addressing and ensuring that women's needs are met in Greensboro.
 - **State Policy Relating to Women:** Stay in regular contact with state policy makers and review how state policy relates to women's needs based on the findings of the Women of Greensboro report.
 - **Support or Oppose Policy:** Publicly support or oppose state legislative proposals based on responses from the 2022 Women of Greensboro survey findings and the Commission on the Status of Women.
 - **Review Legislative Policy:** Charge the Intergovernmental Relations representative in reviewing local and legislative policy from the lens of the Women of Greensboro findings and data. This representative will be tasked with ensuring alignment, identifying gaps, and exploring whether women are under-represented or not considered. They will share update the CSW with a report on progress at regular intervals.
 - **Human Rights Department and Diversity Equity & Inclusion Department as Key Stakeholder:** Human Rights Department and Diversity Equity & Inclusion Department to be a key stakeholder, advisor and decision-maker in strategic planning and high-level position interviewing & hiring.
2. **Lead by Example with City Employees:** City Council to lead by example in ensuring women employed by the City of Greensboro are being included in key decisions, well-represented, and treated fairly.
 - **2040 Plan and Women's Needs:** Increase salience of women's needs in the 2040 plan and all other relevant strategic plans. Provide quarterly progress reports or annual update that includes direct deliverables focused on the experience of women employed by the City of Greensboro.
 - **Pay Equity Audit for City Employees:** City of Greensboro to publish a Pay Equity audit and provide pay adjustments for potential gaps that are discovered. Provide this template for and encourage local businesses to complete their own audit and ensure fair pay across Greensboro.
3. **Incorporate Findings in City Commissions:** Commission on the Status of Women & Human Rights Department Commissions incorporate Women of Greensboro survey results in initiative planning and strategic impact.
 - **Update Commission Structure:** CSW and other commissions evaluate their current committee structure based on the data & key findings from the 2022 Women of Greensboro report. Consider alternate or additional sub-committee to address or support key findings related to their commission's mission.
 - **City Accountability for Women:** CSW to serve as an accountability mechanism to ensure women are being considered, and to ensure benchmarks are being met across city structures. CSW to invite other commissions to have a representative for this committee.
 - **Recurring Women of Greensboro Survey:** CSW to ensure there is a sustainable effort to collect data and implement survey every 5 years and evaluate benchmarks and improvement for women in Greensboro.
 - **City Council Contact Campaign:** Increase awareness on how to contact city council members, specifically for women in demographics that rated high in not knowing how to contact their city council member.
 - **Representation with Under-Represented Groups:** Establish outreach efforts to community members of groups and demographics under-represented on commissions and with government bodies.
 - **Leading City for Women:** Partner with City Council to establish a mission to become top or leading city for welcoming, supporting and empowering women. This should include definable examples like national landmarks (ex. Ruth Whicker Center).

4. **Drive Pay Equity:** Create pay equity for all women in Greensboro.
- **Ban Salary History Box:** Pass legislation that bars employers from requiring potential employees to submit previous salary history, which can perpetuate wage inequality. As of February 2018, California, Delaware, Massachusetts, Oregon, and Puerto Rico have enacted such legislation, along with New York City and San Francisco. ([The Status of Women in North Carolina Report: Employment & Earnings](#))
 - **Protections when Discussing Salary:** Review the City of Greensboro’s policy on salary protections and proactively enforce existing legislation regarding fair labor standards. Strengthen protections against retaliation for those who discuss their pay to determine whether they are being underpaid relative to comparable employees. ([The Status of Women in North Carolina Report: Employment & Earnings](#))
 - **Transparency with Hiring, Compensation & Promotion Practices:** City of Greensboro to become a leader increasing transparency in their hiring, compensation, and promotion practices by formalizing the criteria for setting wages upon hiring and the steps necessary for promotion and raises, thereby reducing the likelihood of discrimination based on gender, race, ethnicity, or other factors.
 - **Salary Range Requirements on Job Openings & In Hiring Process:** City to pass ordinance that requires employers to list minimum and maximum salaries on all job openings in Greensboro applying to employers with four or more employees. Greensboro would join California, Colorado, Connecticut, Maryland, Washington, Nevada, New York City, Cincinnati, Toledo, New York City and others in passing this type of legislation. ([States & Cities Where Employers Must State Salary Ranges When Hiring](#))
5. **Increase Mental Health Accessibility:** The City to explore new ways and partner with organization to increase mental health awareness, access, and affordability to women across Greensboro.
- **Partner with Healthcare Leaders:** Partner with local healthcare leaders in continuing and growing the conversation around mental health access for women. Develop options for mental health care access and treatment. Explore policies that address barriers to access for mental health services (insurance coverage, access to community services, private sector initiatives).
 - **Creating Safe & Empowering Public Spaces for Women:** Engage women in all stages of urban planning and public space initiatives to ensure the opportunity for women to enjoy public spaces safely. In addition, incorporate mental health conversations in urban planning by designing these spaces with mental health and wellbeing in mind.
 - **Integrated Care Pilot for Emergency Response:** Partner with local healthcare and first responders to explore a pilot a program which assigns a mental health expert, police officer and paramedic to any 911 call that may include a mental health issue.
 - **Identify Best Practices:** Connect with the City of Durham, NC and other cities with higher rates of mental health access and pay equity to learn best practices on improving pay equity and mental health. Durham, NC is listed as #4 in the nation for US Mental Health and #2 in the nation for cities with the smallest wage gap. ([100 Best & Worst Cities for Mental Health](#), [20 Cities with the Smallest and Largest Gender Pay Gaps](#))

2022 Women of Greensboro Survey Results: Data & Key Findings

Women of Greensboro: Overall

The overall findings show that life in Greensboro is generally good. Life for women in Greensboro, however, is harder. Discrimination touches all parts of women's lives as pay equity continues to be a pressing concern for the women of Greensboro. They are also concerned with having a safe, affordable place to live, affordable health care, and getting around Greensboro. Women are stressed and worried about the future while taking a disproportional amount of responsibility for their families including childcare, food planning and preparation, emotional support and managing the family budget. At the same time, women are concerned about fair pay, equal treatment, opportunities for advancement, and feeling like they are heard and responded to. Key findings include:

Money & Career: Money, in the forms of retirement and pay equity, are a barrier for the women of Greensboro.

- **Retirement.** 53% of women in Greensboro face the challenge of not having enough money to survive when they retire.
- **Financial Management.** 63% of Greensboro women manage the household money and 71% shop for self and family, demonstrating knowledge and experience with managing money. This shows that the issue isn't financial education, it involves fair pay and challenges accumulating wealth.
- **Pay.** 46% of women in this city don't believe they get paid what they're worth and 42% don't believe their pay is fair for the work they do. Additionally, 44% don't believe they are paid what they deserve in their current role.

Health: Access to healthcare, including dentists, therapists, and specialists, are a challenge for Greensboro women

- **Mental Health.** 39% of women across Greensboro need mental health support for themselves or a family member, and 21% would have seen a counselor or therapist in the past year if they could afford it or get to it more easily.
- **Healthcare.** 1 in 3 women (37%) struggle with accessing affordable healthcare.
- **Stress.** Almost two-thirds (63%) of women in Greensboro feel stressed or very stressed most of the time.
- **Self-Care.** Over half of women (53%) spend fewer than 5 hours on personal care for themselves.

Food. 1 in 5 women in Greensboro (22%) do not have access to healthy foods they can afford on a consistent basis.

Discrimination. Women in Greensboro believe at a higher rate that discrimination based on income level is not being addressed by the city and its leaders. Additionally, equal treatment under the law and discrimination are top challenges for women in multiple demographics.

Safety. Women across multiple demographics face challenges in feeling safe outside their home. Accessing a safe place to exercise is also a top challenge for women across multiple demographics.

Greensboro Experience. 63% of phrases that described Greensboro were positive, while only 32% of phrases describing being a woman in Greensboro were positive. Similarly, negative phrases describing Greensboro were at 23%, while negative sentiment on being a woman in Greensboro jumped to 39%. (*Sentiment definition & examples provided with sentiment data.*)

Top Challenges

What problems do you face right now? I struggle with... (answered "yes")	Overall
Home & Family	
Childcare I can afford.	10%
Care for an older adult (cost of care, caretaker, medications).	17%
Living in a safe home I can afford.	24%
Becoming a United States citizen.	2%
Divorce problems I'm having.	4%
Domestic violence or abuse (physical, verbal, emotional).	4%
Getting food for my family to eat.	9%
Being a parent, grandparent to children or grandchildren.	26%
Getting around Greensboro (Safe, reliable public transportation or an affordable car).	17%
Preventing pregnancy & safe sex (birth control and disease prevention).	5%
Health & Support	
Healthcare I can afford.	37%
A handicapped accessible home.	9%
Mental health support for myself or a family member.	39%
Military or veteran support for myself or a family member.	5%
Drugs and addiction for myself or a family member.	8%
Paid Family and Medical Leave (FML).	15%
Getting women's health services (pregnancy and sexual health, mammograms, menopause care).	16%
A safe, affordable place to exercise.	31%
School, Job & Money	
Getting a promotion at my current job.	28%
Getting paid what I deserve at my current job.	44%
Education for myself (any level).	18%
Education for my family members (any level).	19%
Learning English as a second language.	1%
Not having enough money to survive right now.	22%
Not having enough money to survive when I retire.	53%
Problems at work.	20%
Safety	
Feeling safe outside my home (gun violence, assault, rape, vandalism).	33%
Getting equal treatment and rights with the law.	32%
Feeling safe inside my home (living alone, violence or abuse, child safety, fear of break-in, home repair).	20%
Legal services for myself or a family member.	14%
Sexual harassment or assault.	9%
Discrimination (race, gender, sexual orientation, ethnicity, income level, religion, age).	32%

Additional challenges mentioned in the comments include (# of times mentioned): Affordability (36), Medical (32), Housing (31), Discrimination/Bias (28), Safety (28), Money (25), Job (24), Crime (20), COVID-19 (17), Childcare (14), Education (13), Disability (13), Fear (13), Isolation (13), Community (12), Mental Health (10), Neighborhood (8), Abuse/harassment (7), Children (6), Food (6), People (6), Poverty (5), Animals/Pets (5), Addiction (4), Robbery/Break-in (4), Automobile (3), Citizenship (3), Downtown (3), Exploitation (3), Justice (3), Domestic violence (2), Non-English Speaker (2), Reproductive/Birth (2), Environment (1).

Health & Responsibilities

Overall	
Health (answered "yes")	
Most of the time I feel stressed or very stressed.	63%
Most weeks I spend fewer than 5 hours caring for myself (personal time, exercise, relaxing, fulfilling, enjoyable activities).	53%
In the past year, I wasn't able to see the following doctors & clinics and would have if I could afford it or get to it more easily.	None above 25% Therapy/counselor (21%), Doctor specialist (17%)
COVID-19 Pandemic (answered "yes")	
I contracted Covid-19 and recovered.	26%
My family or a household member contracted Covid-19 & recovered.	42%
My family or a household member contracted Covid-19 and died.	6%
Responsibilities (I complete the following responsibilities "most" or "all of the time")	
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care).	11%
Care for children (feeding, cleaning, physical care, playing with, talking to).	30%
Food & meal planning, preparation, clean-up (cooking, serving meals).	61%
Home care (household chores, plumbing problems).	63%
Teaching children (homeschooling).	6%
Emotional support for people in my home.	53%
Shopping for myself and my family (groceries, clothes).	71%
Arrange or take family members to appointments, work, school, other places.	41%
Managing household money (paying bills, taxes, saving money).	63%

Additional responsibilities mentioned in the comments include (# of times mentioned): Help/support others (40), Everything (29), Job (25), Logistics/scheduling (24), Child Care/Education (23), Finances (22), Transportation (21), Entertainment/travel (18), Animals/Pets (16), Yard work/landscaping (16), Cooking/Food (15), Elder care (15), Medical (15), Education (12), Mental health (12), Repair/fix (11), Extended family (9), Self-health/care (8), volunteer (8), Cleaning (6), Disability (6), Small business (6), Vendor management (6), Errands/delivery (5), Auto Maintenance (4), Retirement (4), Ensure safety (3), Poverty (1), Conflict resolution (1), Equal partner (1).

Additional physical or mental health needs not being met (# of times mentioned): Mental (93), Physical (47), Cost/financial (44), Medical – availability (24), Mental – anxiety, depression (23), Insurance (21), Medical Services – access (18), Medicine (6), Disability (3), Quality care (3), Abuse (2), Permanent housing (2), Addiction treatment (1), Health information (1), LGBTQ+ (1).

Food & Transportation

Overall	
Food & Eating	
I have food on the table sometimes or not at all.	8%
I can only get healthy foods that we can afford (fresh meat, fish, vegetables, fruits) sometimes or not at all.	22%
Getting Around Greensboro	
I can get where I need to go in Greensboro sometimes or not at all.	13%
I use city bus, Access GSO, HEAT bus, to get to work, buy groceries, go shopping sometimes or all of the time.	8%
I use my own car to get to work, buy groceries or go shopping sometimes or not at all.	8%

Career, Job & Money

Overall	
Career, Job & Money (answered "no")	
I believe I have the same opportunity for advancement as others where I work.	27%
I believe my perspectives are heard, valued, and make a difference where I work.	22%
I see people like me in leadership positions where I work.	20%
My manager shows me respect and values my contributions.	13%
I get paid what I'm worth.	46%
I believe my pay is fair for the work that I do.	42%

Experience in Greensboro, Relationship with City & Leaders

Overall	
Experience Related to Greensboro (answered "no")	
I believe Greensboro city government and its leaders listen to what I need.	38%
I believe Greensboro city government and its leaders respond to what I need.	47%
I believe the Greensboro city government and its leaders welcomes people like me.	24%
I believe Greensboro city government and its leaders respect people like me.	30%
I know how to contact the Greensboro mayor and city council members.	35%
Does Greensboro city government & leaders address: (answered "no")	
Discrimination based on age.	30%
Discrimination based on disability.	28%
Discrimination based on immigration status.	29%
Discrimination based on religion.	23%
Discrimination based on race.	34%
Discrimination based on sex or gender.	29%
Discrimination based on sexual orientation.	26%
Discrimination based on income level.	37%
Sentiment in Greensboro	
Phrase to Describe Greensboro: Positive Sentiment	63%
Phrase to Describe Being a Woman in Greensboro: Positive Sentiment	32%
Phrase to Describe Greensboro: Negative Sentiment	23%
Phrase to Describe Being a Woman in Greensboro: Negative Sentiment	39%

Final comments (# of times mentioned): Challenges (75), Survey feedback (71), About Greensboro (51), Bias/Discrimination (43), Request (38), Housing (26), Leadership (26), Services (25), Job (23), Children (18), Crime (17), Money (17), Transportation (13) Food (12), Healthcare (14),Diverse (11), Safety (11), Social (11), Poverty (10), Business (8), Education (8), Law enforcement (8), Seniors (8), COVID-19 (6), Disability (5), Environment (3), Single (3).

Women of Greensboro: By Race & Ethnicity

Across racial demographics money issues including retirement and fair pay are leading concerns. Safety is also an issue that bridges different racial demographics, in particular finding a safe place to exercise. Women of Color emphasize equal treatment, rights and discrimination as top challenges. The figures show the survey population was overwhelmingly (67%) white or Caucasian. As the overrepresentation of white or Caucasian women in this sample dominates any data visualization, the next figure below magnifies non-white racial categories to ensure that voices of Women of Color are heard and recognized.

Across Race, Ethnicity & Origin

- **Money.** Across racial demographics, women face challenges with money, retirement, and getting paid what they deserve at their current job.
- **Discrimination.** Women of Color more significantly cite equal treatment and rights and discrimination as a top challenge.
- **Safety.** Across racial demographics, women are in search of a safe place to exercise.

Women who are American Indian or Alaska Native

- American Indian women listed a significant number of challenges, with 19 ranking over 25%, 9 challenges over 50%, higher instances than other identified racial demographics.
- **Education.** Nearly 3 out of 4 American Indian women (71%) face challenges getting education for themselves.
- **Safety.** 63% of American Indian women cite concerns around safety outside their home, with examples including gun violence, assault, rape, and vandalism. American Indian women also have the higher rate of concerns with sexual assault (27%). 68% of American Indian women are in search of a safe, affordable place to exercise and 1 in 2 (52%) are experiencing discrimination in Greensboro.
- **Health.** 68% of American Indian women are struggling to find mental health support for themselves or a family member. 1 in 2 American Indian women were unable to see a dentist in the past year because they could not afford or access it.
- **Food.** 48% of American Indian women don't have consistent access to healthy foods.
- **Transportation.** At 27%, American Indian women rank higher than other racial demographics in not being able to get where they need to go in Greensboro on a consistent basis.
- **Greensboro Experience.** 3 out of 4 (75%) of American Indian women in Greensboro are not aware of how to contact the mayor and city council. American Indian women also have the lowest sentiment ratings in how they both describe Greensboro and being a woman in Greensboro.

Women who are Asian

- **Safety.** Asian women rate higher across multiple safety categories. 42% of Asian women don't feel safe outside their home and 32% struggle with finding a safe affordable place to exercise. 35% of Asian women struggle getting equal treatment with rights.
- **Health.** 32% of Asian women were unable to see a dentist in the past year because they couldn't afford or get to it easily. Almost 1 in 2 Asian women (48%) are unable to get affordable health insurance.
- **Transportation.** Asian women rank higher in challenges with getting around Greensboro.
- **Greensboro Experience.** 56% of Asian women aren't aware of how to contact the mayor and city council. 1 in 2 Asian women (50%) feel that Greensboro leaders aren't addressing discrimination based on immigration status or income level. While only 1 in 4 Asian women (22%) describe Greensboro negatively, half of Asian women (50%) describe being a woman in Greensboro negatively.

Women who are Black or African American Women

- **Money.** Nearly half of African American women (45%) do not have enough money to survive right now, which is the highest among identified racial demographics. These women also rate higher (69%) in being responsible for managing household money most or all the time.
- **Discrimination.** Over half of African American women (58%) in Greensboro face challenges with getting equal rights.
- **Transportation.** African American women use the public transit system more often than other identified racial demographics to get to work, buy groceries, etc.

Women who are Hispanic

- **Health.** Mental health support is one of the top challenges for Hispanic women (60%), and in addition 3 out of 4 Hispanic women (77%) are responsible for emotional support for people in their home.
- **Money.** Hispanic women rate the highest in not getting paid what they are worth (64%), and not receiving fair pay for the work that they do (61%).
- **GSO Experience.** Hispanic women rank higher in not knowing how to contact the mayor and city council members (60%).

Women who are Middle Eastern

- **Family.** A top challenge for Middle Eastern women revolves around being a parent or grandparent (54%).
- **Health.** Affordable healthcare is a top concern for almost 3 out of 4 Middle Eastern women (69%). In addition, over half of these women were unable to see a dentist (54%) or primary care doctor in the past year (46%).
- **Safety and Family.** Middle Eastern women have the highest rate of challenges with domestic violence (15%) as well as divorce problems (23%).
- **Career.** Middle Eastern women rank highest in not having the same opportunity for advancement as others where they work (46%) as well as not seeing people like them in leadership positions where they work (62%).

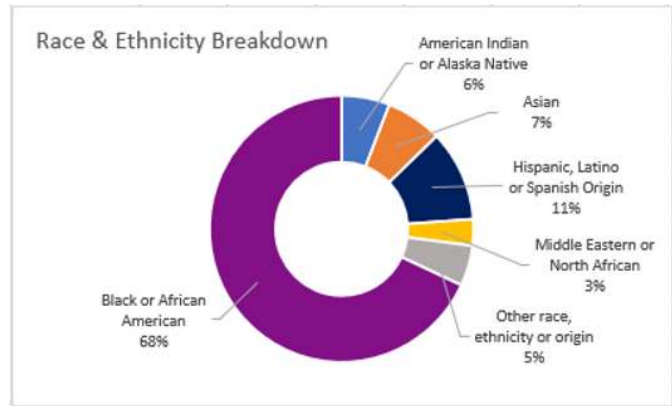
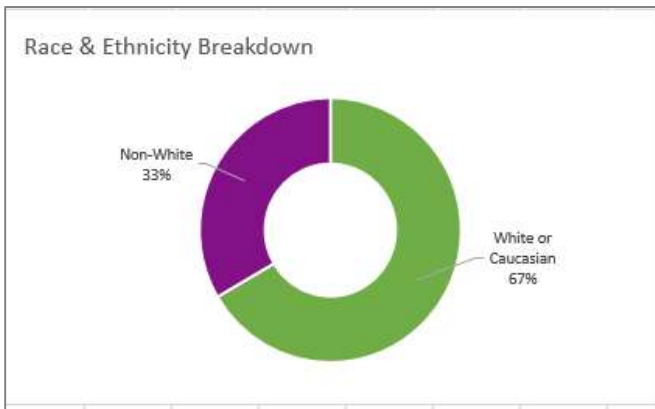
Women who are White or Caucasian

- Caucasian women rank lower than other races in almost all challenge categories, but their top challenges also remain consistent with other race and ethnicities, just to a lesser extent.

Women of Other Races, Ethnicities or Origins

- **Health, Money, and Safety.** Women in this category rate significantly higher than others in challenges with affordable healthcare (79%), having enough money to survive when they retire (84%), and feeling safe outside their home (70%).
- **Food.** These women have a high rate of not being able to access healthy foods on a consistent basis (47%).
- **Greensboro Experience.** Women in this group believe Greensboro leaders are less responsive (83%), less welcoming (78%), and less respectful to them (89%) compared to the other racial demographics.

Statistical Breakdown of Respondents



Respondents	Category
24	American Indian or Alaska Native (Example: Cherokee Nation, Coharie Tribe, Lumbee Tribe, Navajo Nation, others)
28	Asian (Example: Chinese, Filipino, Hmong, Asian Indian, Vietnamese, Korean, Japanese, others)
277	Black or African American (Example: African American, Jamaican, Haitian, Nigerian, Ethiopian, Somalian, others)
45	Hispanic, Latino or Spanish Origin (Example: Mexican or Mexican American, Puerto Rican, Cuban, Salvadoran, Dominican, Colombian, others)
13	Middle Eastern or North African (Example: Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, others)
811	White or Caucasian (Example: German, Irish, English, Italian, Polish, French, others)
20	Some other race, ethnicity or origin
1218	Total Respondents

Please Note: The category Native Hawaiian or Other Pacific Islander (Example: Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, others) was incorporated into 'Some other race, ethnicity or origin,' due to low number of respondents. Some respondents may have selected more than one category.

Top Challenges by Race & Ethnicity

What problems do you face right now? I struggle with... (answered "yes")	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Middle Eastern	White or Caucasian	Other Race, Ethnicity or Origin
Home & Family							
Childcare I can afford.	5%	12%	13%	9%	8%	10%	11%
Care for an older adult (cost of care, caretaker, medications).	19%	12%	20%	12%	0%	15%	21%
Living in a safe home I can afford.	50%	19%	38%	25%	38%	20%	40%
Becoming a United States citizen.	14%	8%	5%	5%	0%	1%	0%
Divorce problems I'm having.	9%	8%	4%	0%	23%	3%	16%
Domestic violence or abuse (physical, verbal, emotional).	9%	7%	6%	5%	15%	4%	21%
Getting food for my family to eat.	14%	12%	17%	12%	8%	6%	17%
Being a parent, grandparent to children or grandchildren.	30%	27%	24%	18%	54%	26%	26%
Getting around Greensboro (Safe, reliable public transportation or an affordable car).	50%	36%	26%	27%	15%	13%	16%
Preventing pregnancy & safe sex (birth control and disease prevention).	33%	15%	9%	16%	0%	4%	11%
Health & Support							
Healthcare I can afford.	43%	48%	40%	45%	69%	36%	79%
A handicapped accessible home.	19%	8%	14%	7%	0%	8%	0%
Mental health support for myself or a family member.	68%	35%	37%	60%	54%	40%	68%
Military or veteran support for myself or a family member.	5%	4%	6%	2%	0%	5%	11%
Drugs and addiction for myself or a family member.	19%	0%	7%	5%	15%	8%	11%
Paid Family and Medical Leave (FML).	18%	15%	16%	9%	31%	15%	20%
Getting women's health services (pregnancy and sexual health, mammograms, menopause care).	43%	23%	20%	23%	23%	15%	42%
A safe, affordable place to exercise.	68%	32%	39%	40%	54%	29%	50%
School, Job & Money							
Getting a promotion at my current job.	35%	38%	36%	34%	31%	25%	50%
Getting paid what I deserve at my current job.	57%	54%	50%	55%	31%	42%	45%
Education for myself (any level).	71%	31%	31%	30%	23%	13%	25%
Education for my family members (any level).	23%	15%	24%	19%	38%	17%	32%
Learning English as a second language.	5%	4%	2%	2%	0%	0%	0%
Not having enough money to survive right now.	42%	23%	45%	32%	38%	14%	50%
Not having enough money to survive when I retire.	74%	65%	63%	64%	69%	49%	84%
Problems at work.	18%	19%	26%	14%	38%	19%	26%
Safety							
Feeling safe outside my home (gun violence, assault, rape, vandalism).	63%	42%	47%	32%	38%	29%	70%
Getting equal treatment and rights with the law.	39%	35%	58%	39%	38%	23%	58%
Feeling safe inside my home (living alone, violence or abuse, child safety, fear of break-in, home repair).	27%	31%	28%	20%	23%	18%	35%
Legal services for myself or a family member.	32%	23%	25%	14%	38%	9%	33%
Sexual harassment or assault.	27%	8%	7%	19%	15%	9%	5%
Discrimination (race, gender, sexual orientation, ethnicity, income level, religion, age).	52%	31%	57%	45%	38%	24%	42%

Health and Responsibilities by Race & Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Middle Eastern	White or Caucasian	Other Race, Ethnicity or Origin
Health							
Most of the time I feel stressed or very stressed.	75%	75%	65%	84%	85%	62%	85%
Most weeks I spend fewer than 5 hours caring for myself (personal time, exercise, relaxing, fulfilling, enjoyable activities).	71%	68%	65%	69%	31%	48%	70%
In the past year, I wasn't able to see the following doctors & clinics and would have if I could afford it or get to it more easily. (Over 25% request rate)	Dentist (52%), Eye doctor (33%), Primary care doctor (29%), Therapy/counseling (29%)	Dentist (32%), Doctor specialist (26%), Primary care doctor (26%), Therapy/counseling (26%)	None at 25%+ Therapy/counseling (22%), Dentist (21%)	Dentist (31%), Therapy/counseling (28%)	Dentist (54%), Primary care doctor (46%), Nutritional counseling (31%)	None 25%+ Therapy/counseling (20%), Dentist (15%)	Doctor specialist (53%), Therapy/counseling (47%), Dentist (42%), Holistic healthcare (26%), Nutritional counseling (26%), Primary care doctor (26%), Therapy/occupational/speech / physical/others (26%)
COVID-19 Pandemic (answered "yes")							
I contracted Covid-19 and recovered.	54%	32%	29%	47%	31%	25%	53%
My family or a household member contracted Covid-19 & recovered.	59%	54%	48%	70%	31%	39%	79%
My family or a household member contracted Covid-19 and died.	22%	8%	10%	10%	0%	3%	17%
Responsibilities (I complete the following responsibilities "most" or "all of the time")							
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care).	17%	12%	16%	12%	23%	9%	21%
Care for children (feeding, cleaning, physical care, playing with, talking to).	22%	33%	31%	40%	8%	29%	26%
Food & meal planning, preparation, clean-up (cooking, serving meals).	70%	74%	71%	77%	54%	71%	79%
Home care (household chores, plumbing problems).	54%	65%	67%	77%	54%	62%	70%
Teaching children (homeschooling).	9%	12%	10%	9%	8%	4%	11%
Emotional support for people in my home.	48%	62%	50%	77%	62%	53%	74%
Shopping for myself and my family (groceries, clothes).	61%	65%	70%	70%	46%	72%	84%
Arrange or take family members to appointments, work, school, other places.	39%	46%	40%	51%	38%	41%	58%
Managing household money (paying bills, taxes, saving money).	65%	58%	69%	60%	15%	62%	74%

Food and Transportation by Race & Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Middle Eastern	White or Caucasian	Other Race, Ethnicity or Origin
Food & Eating							
I have food on the table sometimes or not at all.	35%	11%	19%	16%	0%	4%	21%
I can only get healthy foods that we can afford (fresh meat, fish, vegetables, fruits) sometimes or not at all.	48%	33%	34%	36%	31%	17%	47%
Getting Around Greensboro							
I can get where I need to go in Greensboro sometimes or not at all.	27%	23%	20%	23%	8%	9%	22%
I use city bus, Access GSO, HEAT bus, to get to work, buy groceries, go shopping sometimes or all of the time.	10%	15%	16%	2%	8%	6%	12%
I use my own car to get to work, buy groceries or go shopping sometimes or not at all.	17%	7%	14%	11%	15%	6%	11%

Career, Job & Money by Race & Ethnicity

	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Middle Eastern	White or Caucasian	Other Race, Ethnicity or Origin
Career, Job & Money (answered "no")							
I believe I have the same opportunity for advancement as others where I work.	39%	36%	35%	36%	46%	24%	45%
I believe my perspectives are heard, valued, and make a difference where I work.	35%	18%	29%	25%	23%	20%	30%
I see people like me in leadership positions where I work.	30%	48%	23%	45%	62%	17%	30%
My manager shows me respect and values my contributions.	9%	7%	18%	14%	15%	11%	20%
I get paid what I'm worth.	57%	52%	54%	64%	46%	44%	50%
I believe my pay is fair for the work that I do.	61%	44%	49%	61%	38%	40%	50%

Experience in Greensboro & Relationship with the City Government and Leaders

	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Middle Eastern	White or Caucasian	Other Race, Ethnicity or Origin
Experience Related to Greensboro (answered "no")							
I believe Greensboro city government and its leaders listen to what I need.	61%	38%	45%	39%	50%	34%	67%
I believe Greensboro city government and its leaders respond to what I need.	74%	46%	56%	49%	50%	43%	83%
I believe the Greensboro city government and its leaders welcomes people like me.	43%	23%	35%	46%	33%	19%	78%
I believe Greensboro city government and its leaders respect people like me.	52%	30%	42%	41%	42%	25%	89%
I know how to contact the Greensboro mayor and city council members.	75%	56%	42%	60%	50%	32%	32%
Does Greensboro city government & leaders address: (answered "no")							
Discrimination based on age.	59%	23%	35%	42%	38%	29%	72%
Discrimination based on disability.	52%	27%	28%	35%	31%	28%	44%
Discrimination based on immigration status.	39%	50%	26%	44%	38%	30%	50%
Discrimination based on religion.	43%	37%	25%	21%	38%	23%	50%
Discrimination based on race.	57%	37%	41%	44%	38%	31%	61%
Discrimination based on sex or gender.	52%	33%	31%	37%	38%	28%	50%
Discrimination based on sexual orientation.	48%	27%	27%	36%	31%	25%	39%
Discrimination based on income level.	65%	46%	41%	51%	38%	36%	50%
Sentiment in Greensboro							
Phrase to Describe Greensboro: Positive Sentiment	53%	72%	51%	61%	64%	69%	35%
Phrase to Describe Being a Woman in Greensboro: Positive Sentiment	6%	21%	25%	33%	40%	35%	6%
Phrase to Describe Greensboro: Negative Sentiment	12%	22%	28%	26%	18%	20%	48%
Phrase to Describe Being a Woman in Greensboro: Negative Sentiment	78%	50%	42%	42%	20%	37%	73%

Women of Greensboro: By Age

Women in Greensboro across age demographics are concerned with retirement and pay equity as well as the affordability and accessibility of healthcare. Women of all ages are also concerned about safety. While issues change across age ranges, there are underlying challenges that affect women of all ages in Greensboro.

Women Across Age Ranges

- **Money.** Across all age ranges, not having enough money when I retire, and getting paid what I deserve rank among the top challenges for women in working age ranges.
- **Health.** Healthcare I can afford ranks higher in all age ranges. Therapy/counseling ranks as a top unmet need across all age ranges up to 70+.
- **Safety.** Safety outside my home ranks high among all age ranges, in particular 18-29 and 80+.

Women Aged 18-29

- **Health.** 18–29-year-old women have the highest needs for both healthcare (49%) and mental health support (57%) of all age ranges. Access to women’s health services (31%) is also a challenge for this age group.
- **Safety.** These women have the highest rate of challenges facing sexual harassment or assault (26%), as well as the second highest challenge feeling safe outside their home (41%) among age groups.
- **Food.** 18–29-year-old women have the highest rates of food insecurity (17%) and lack of access to healthy foods of all age ranges (37%) of all age ranges.
- **GSO Experience.** 18–29-year-old women cite that the city government and its leaders are not listening to what they need at a higher rate than other age groups (52%). They also have the highest rate (65%) of not knowing how to contact the mayor and city council members.

Women Aged 30 - 49

- **Family.** 30–39-year-old women experience the highest rate of challenges with childcare they can afford (26%) as well as Paid Family and Medical Leave (31%).
- **Safety.** 30–39-year-old women rate highest among age groups facing challenges finding a safe, affordable place to exercise (39%).
- **Money.** 30–39-year-old women rate highest in challenges getting paid what they deserve at their current job (59%).
- **Education.** 40–49-year-old women rank highest in challenges for education for family members (28%).

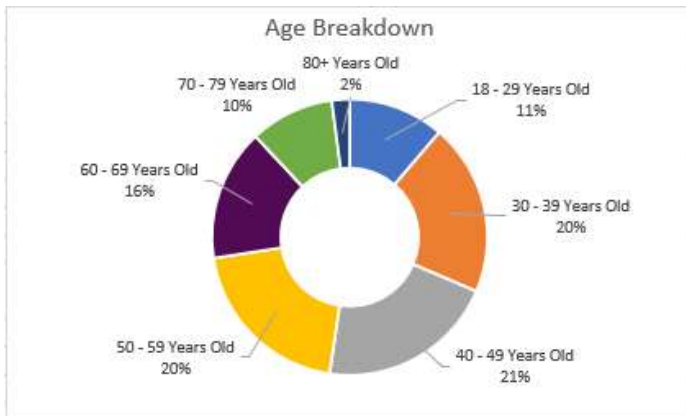
Women Aged 50 -79

- **Family.** 50–59-year-old women rank highest in caring for an older adult (25%).
- **Money.** 50–59-year-old and 60 – 69 year old women ranks highest among those concerned with challenges about having enough money when they retire.

Women Aged 80+

- **Transportation.** A top challenge for 41% of women who are over 80 years old is getting around Greensboro.
- **Food.** 30% of women who are over 80 years old in Greensboro find it more difficult to get food for their family.
- **Safety.** Women over 80 years old have the highest rate of concern feeling safe both inside (50%) and outside (47%) their home of all age groups.

Statistical Breakdown of Respondents



Respondents	Age Ranges
130	18 - 29 Years Old
232	30 - 39 Years Old
241	40 - 49 Years Old
233	50 - 59 Years Old
178	60 - 69 Years Old
114	70 - 79 Years Old
24	80+ Years Old
1152	Total Respondents

Top Challenges by Age Range

What problems do you face right now? I struggle with... (answered "yes")	18 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 - 79	80+
Home & Family							
Childcare I can afford.	6%	26%	15%	5%	1%	0%	0%
Care for an older adult (cost of care, caretaker, medications).	6%	10%	16%	25%	24%	16%	19%
Living in a safe home I can afford.	38%	21%	23%	27%	20%	17%	35%
Becoming a United States citizen.	4%	4%	2%	1%	2%	0%	0%
Divorce problems I'm having.	2%	4%	6%	6%	1%	1%	0%
Domestic violence or abuse (physical, verbal, emotional).	8%	5%	6%	5%	3%	0%	0%
Getting food for my family to eat.	11%	7%	13%	9%	6%	3%	30%
Being a parent, grandparent to children or grandchildren.	9%	33%	35%	33%	19%	11%	7%
Getting around Greensboro (Safe, reliable public transportation or an affordable alternative).	37%	13%	15%	12%	12%	21%	41%
Preventing pregnancy & safe sex (birth control and disease prevention).	16%	6%	5%	3%	2%	0%	0%
Health & Support							
Healthcare I can afford.	49%	42%	41%	36%	29%	19%	38%
A handicapped accessible home.	10%	3%	5%	11%	13%	18%	37%
Mental health support for myself or a family member.	57%	46%	41%	40%	18%	15%	7%
Military or veteran support for myself or a family member.	6%	4%	4%	4%	6%	6%	0%
Drugs and addiction for myself or a family member.	13%	8%	7%	7%	7%	7%	7%
Paid Family and Medical Leave (FML).	16%	31%	14%	13%	7%	2%	0%
Getting women's health services (pregnancy and sexual health, mammograms, menopause care).	31%	19%	19%	15%	7%	4%	7%
A safe, affordable place to exercise.	37%	39%	33%	33%	21%	18%	13%
School, Job & Money							
Getting a promotion at my current job.	34%	39%	32%	36%	13%	2%	6%
Getting paid what I deserve at my current job.	57%	59%	53%	48%	26%	4%	7%
Education for myself (any level).	29%	18%	23%	21%	7%	3%	6%
Education for my family members (any level).	10%	18%	28%	24%	13%	9%	7%
Learning English as a second language.	1%	1%	1%	0%	1%	1%	0%
Not having enough money to survive right now.	40%	23%	25%	21%	17%	8%	7%
Not having enough money to survive when I retire.	62%	61%	59%	63%	42%	16%	0%
Problems at work.	28%	30%	22%	24%	10%	1%	0%
Safety							
Feeling safe outside my home (gun violence, assault, rape, vandalism).	41%	26%	26%	37%	37%	36%	47%
Getting equal treatment and rights with the law.	40%	33%	36%	31%	26%	20%	8%
Feeling safe inside my home (living alone, violence or abuse, child safety, fear of break-in, home repair).	29%	12%	14%	19%	27%	29%	50%
Legal services for myself or a family member.	12%	11%	15%	16%	13%	15%	7%
Sexual harassment or assault.	26%	9%	7%	6%	4%	4%	0%
Discrimination (race, gender, sexual orientation, ethnicity, income level, religion, age)	37%	34%	34%	34%	30%	24%	7%

Health and Responsibilities by Age Range

	18 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 - 79	80+
Health							
Most of the time I feel stressed or very stressed.	75%	74%	71%	61%	51%	32%	39%
Most weeks I spend fewer than 5 hours caring for myself (personal time, exercise, relaxing, fulfilling, enjoyable activities).	52%	64%	64%	60%	34%	25%	50%
In the past year, I wasn't able to see the following doctors & clinics and would have if I could afford it or get to it more easily.	Therapy/counseling (42%), Doctor specialist (34%), Nutritionist (25%)	Therapy/counseling (27%), Doctor specialist (20%)	Therapy/counseling (26%), Doctor specialist (20%)	None over 25% Therapy/counseling (16%), Doctor specialist (14%)	None over 25% Therapy/counseling (10%), Nutritionist (9%)	None over 25% Dentist (12%), Eye doctor (8%)	None over 25% Eye doctor (18%), Nutritionist (9%)
COVID-19 Pandemic (answered "yes")							
I contracted Covid-19 and recovered.	36%	29%	33%	26%	15%	14%	6%
My family or a household member contracted Covid-19 & recovered.	56%	38%	45%	48%	38%	22%	27%
My family or a household member contracted Covid-19 and died.	8%	5%	7%	6%	6%	1%	0%
Responsibilities (I complete the following responsibilities "most" or "all of the time")							
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care).	6%	5%	10%	18%	15%	11%	7%
Care for children (feeding, cleaning, physical care, playing with, talking to).	8%	52%	58%	26%	4%	2%	0%
Food & meal planning, preparation, clean-up (cooking, serving meals).	73%	75%	73%	73%	67%	59%	76%
Home care (household chores, plumbing problems).	62%	71%	67%	65%	58%	46%	79%
Teaching children (homeschooling).	4%	9%	9%	5%	2%	2%	0%
Emotional support for people in my home.	41%	71%	68%	53%	38%	22%	7%
Shopping for myself and my family (groceries, clothes).	68%	74%	78%	69%	69%	63%	75%
Arrange or take family members to appointments, work, school, other places.	25%	54%	63%	41%	25%	17%	7%
Managing household money (paying bills, taxes, saving money).	56%	62%	67%	68%	66%	55%	83%

Food and Transportation by Age Range

	18 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 - 79	80+
Food & Eating							
I have food on the table sometimes or not at all.	17%	7%	8%	7%	6%	7%	5%
I can only get healthy foods that we can afford (fresh meat, fish, vegetables, fruits) sometimes or not at all.	37%	28%	23%	20%	18%	7%	5%
Getting Around Greensboro							
I can get where I need to go in Greensboro sometimes or not at all.	21%	11%	11%	11%	8%	14%	45%
I use city bus, Access GSO, HEAT bus, to get to work, buy groceries, go shopping sometimes or all of the time.	16%	7%	6%	8%	8%	3%	15%
I use my own car to get to work, buy groceries or go shopping sometimes or not at all.	17%	6%	6%	7%	5%	12%	38%

Career and Work by Age Range

	18 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 - 79	80+
Career, Job & Money (answered "no")							
I believe I have the same opportunity for advancement as others where I work.	33%	32%	37%	28%	18%	7%	0%
I believe my perspectives are heard, valued, and make a difference where I work.	29%	27%	25%	24%	16%	5%	0%
I see people like me in leadership positions where I work.	29%	29%	25%	16%	12%	6%	0%
My manager shows me respect and values my contributions.	16%	17%	14%	16%	6%	5%	0%
I get paid what I'm worth.	59%	60%	55%	52%	27%	13%	0%
I believe my pay is fair for the work that I do.	54%	53%	50%	48%	26%	10%	0%

Experience in Greensboro & Relationship with the City Government and Leaders

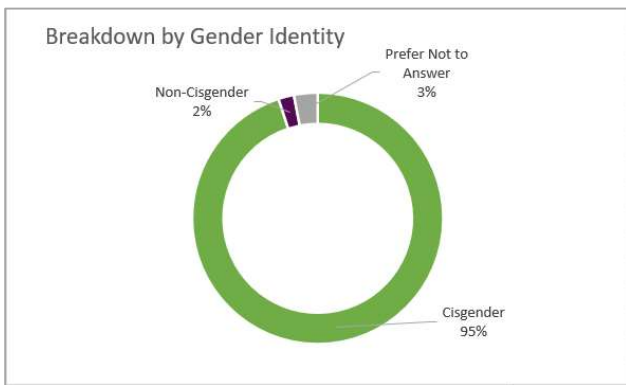
	18 - 29	30 - 39	40 - 49	50 - 59	60 - 69	70 - 79	80+
Experience Related to Greensboro (answered "no")							
I believe Greensboro city government and its leaders listen to what I need.	52%	37%	35%	36%	39%	27%	50%
I believe Greensboro city government and its leaders respond to what I need.	58%	46%	47%	48%	45%	34%	50%
I believe the Greensboro city government and its leaders welcomes people like me.	29%	20%	26%	25%	22%	21%	9%
I believe Greensboro city government and its leaders respect people like me.	39%	28%	30%	33%	27%	27%	17%
I know how to contact the Greensboro mayor and city council members.	65%	45%	36%	28%	20%	15%	17%
Does Greensboro city government & leaders address: (answered "no")							
Discrimination based on age.	36%	30%	28%	32%	31%	28%	0%
Discrimination based on disability.	42%	29%	28%	23%	23%	27%	0%
Discrimination based on immigration status.	42%	33%	32%	25%	21%	26%	0%
Discrimination based on religion.	33%	25%	23%	22%	19%	20%	20%
Discrimination based on race.	47%	36%	35%	29%	27%	34%	20%
Discrimination based on sex or gender.	40%	33%	29%	28%	21%	27%	7%
Discrimination based on sexual orientation.	37%	30%	26%	24%	18%	21%	7%
Discrimination based on income level.	53%	39%	39%	34%	33%	32%	13%
Sentiment in Greensboro							
Phrase to Describe Greensboro: Positive Sentiment	49%	73%	61%	63%	67%	61%	87%
Phrase to Describe Being a Woman in Greensboro: Positive Sentiment	19%	27%	26%	35%	39%	43%	57%
Phrase to Describe Greensboro: Negative Sentiment	30%	16%	22%	25%	24%	26%	7%
Phrase to Describe Being a Woman in Greensboro: Negative Sentiment	46%	39%	44%	40%	34%	29%	14%

Women of Greensboro: By Gender Identity

Cisgender women were the overwhelming majority (95%) of participants who completed this survey. In order to better understand the needs by this demographic, the identifiers cisgender, non-cisgender, and prefer not to answer are used to better discern the voices of those who do not identify as cisgender. This brought to the fore challenges accessing mental health resources, healthcare affordability, safety, and discrimination. There are many gender identities encompassed by the Women of Greensboro survey and this is just the beginning of work to better serve women in all the ways they identify.

- Women who are non-cisgender have higher rates and number of challenges in most categories compared to women who are cisgender.
- **Health.** 82% of non-cisgender women face challenges getting mental health support and 71% of these women are unable to get healthcare they can afford. Nearly 5 out of 5 non-cisgender women feel stressed or very stressed most of the time, which rates these women second highest of any demographic group for this category.
- **Money.** 1 out of 5 cisgender women (20%) have challenges with not having enough money to survive right now, while almost 4 out of 5 non-cisgender women (73%) have that same challenge. Non-cisgender women also rank significantly higher in not having enough money to retire (86%). Also, significantly higher were challenges getting a promotion at their current job (52%) and getting paid what they deserve at their current job (73%).
- **Safety.** Nearly double non-cisgender women (59%) compared to cisgender women (31%) face challenges with getting equal treatment and rights with the law and discrimination. Nearly double non-cisgender women (53%) compared to cisgender women (19%) have challenges feeling safe inside their home. Challenges with sexual harassment and assault are significantly higher among non-cisgender women (38%), compared to cisgender women (8%).
- **GSO Experience.** Non-cisgender women at a higher rate (over 20% difference), believe that they are not listened to, welcomed, respected, and needs are responded to.

Statistical Breakdown of Respondents



Respondents	Category
1090	Cisgender
23	Non-Cisgender
35	Prefer Not to Answer
1148	Total Respondents

Top Challenges by Gender Identity

What problems do you face right now? I struggle with... (answered "yes")	Cisgender	Non-Cisgender	Prefer Not to Answer
Home & Family			
Childcare I can afford.	10%	14%	9%
Care for an older adult (cost of care, caretaker, medications).	16%	18%	32%
Living in a safe home I can afford.	23%	57%	31%
Becoming a United States citizen.	2%	0%	0%
Divorce problems I'm having.	4%	5%	3%
Domestic violence or abuse (physical, verbal, emotional).	4%	10%	6%
Getting food for my family to eat.	8%	29%	14%
Being a parent, grandparent to children or grandchildren.	27%	14%	12%
Getting around Greensboro (Safe, reliable public transportation or an affordable car).	17%	43%	9%
Preventing pregnancy & safe sex (birth control and disease prevention)	5%	9%	6%
Health & Support			
Healthcare I can afford.	36%	71%	43%
A handicapped accessible home.	9%	29%	9%
Mental health support for myself or a family member.	39%	82%	21%
Military or veteran support for myself or a family member.	5%	10%	6%
Drugs and addiction for myself or a family member.	8%	19%	12%
Paid Family and Medical Leave (FML).	14%	33%	15%
Getting women's health services (pregnancy and sexual health, mammograms, menopause care).	16%	38%	6%
A safe, affordable place to exercise.	31%	41%	23%
School, Job & Money			
Getting a promotion at my current job.	27%	52%	32%
Getting paid what I deserve at my current job.	43%	73%	44%
Education for myself (any level).	18%	43%	6%
Education for my family members (any level).	19%	27%	12%
Learning English as a second language.	1%	5%	0%
Not having enough money to survive right now.	20%	73%	35%
Not having enough money to survive when I retire.	52%	86%	59%
Problems at work.	20%	33%	26%
Safety			
Feeling safe outside my home (gun violence, assault, rape, vandalism).	32%	33%	54%
Getting equal treatment and rights with the law.	31%	59%	37%
Feeling safe inside my home (living alone, violence or abuse, child safety, fear of break-in, home repair).	19%	43%	37%
Legal services for myself or a family member.	13%	14%	17%
Sexual harassment or assault.	8%	38%	9%
Discrimination (race, gender, sexual orientation, ethnicity, income level, religion, age).	31%	59%	43%

Health and Responsibilities by Gender Identity

	Cisgender	Non-Cisgender	Prefer Not to Answer
Health			
Most of the time I feel stressed or very stressed.	62%	91%	56%
Most weeks I spend fewer than 5 hours caring for myself (personal time, exercise, relaxing, fulfilling, enjoyable activities).	53%	39%	64%
In the past year, I wasn't able to see the following doctors & clinics and would have if I could afford it or get to it more easily. (Over 25% request rate)	None over 25%+ Therapy/counseling (21%), Dentist (16%)	Dentist (50%), Doctor specialist (50%), Therapy/counseling (35%), Support Group (30%)	None over 25%+ Dentist (19%), Therapy/counseling (13%)
COVID-19 Pandemic (answered "yes")			
I contracted Covid-19 and recovered.	26%	33%	43%
My family or a household member contracted Covid-19 & recovered.	41%	62%	51%
My family or a household member contracted Covid-19 and died.	5%	10%	15%
Responsibilities (I complete the following responsibilities "most" or "all of the time")			
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care)	10%	14%	26%
Care for children (feeding, cleaning, physical care, playing with, talking to)	30%	23%	24%
Food & meal planning, preparation, clean-up (cooking, serving meals)	71%	77%	71%
Home care (household chores, plumbing problems)	63%	64%	69%
Teaching children (homeschooling)	5%	9%	9%
Emotional support for people in my home	52%	68%	51%
Shopping for myself and my family (groceries, clothes)	71%	68%	71%
Arrange or take family members to appointments, work, school, other places.	40%	50%	43%
Managing household money (paying bills, taxes, saving money)	64%	68%	60%

Food and Transportation by Gender Identity

	Cisgender	Non-Cisgender	Prefer Not to Answer
Food & Eating			
I have food on the table sometimes or not at all.	8%	22%	13%
I can only get healthy foods that we can afford (fresh meat, fish, vegetables, fruits) sometimes or not at all.	21%	36%	36%
Getting Around Greensboro			
I can get where I need to go in Greensboro sometimes or not at all.	12%	43%	16%
I use city bus, Access GSO, HEAT bus, to get to work, buy groceries, go shopping sometimes or all of the time.	8%	23%	3%
I use my own car to get to work, buy groceries or go shopping sometimes or not at all.	0%	15%	8%

Career and Work by Gender Identity

	Cisgender	Non-Cisgender	Prefer Not to Answer
Career, Job & Money (answered "no")			
I believe I have the same opportunity for advancement as others where I work.	27%	41%	38%
I believe my perspectives are heard, valued, and make a difference where I work.	21%	29%	40%
I see people like me in leadership positions where I work.	19%	38%	26%
My manager shows me respect and values my contributions.	12%	18%	20%
I get paid what I'm worth.	46%	67%	53%
I believe my pay is fair for the work that I do.	42%	52%	44%

Experience in GSO & Relationship with City and its Leaders

	Cisgender	Non-Cisgender	Prefer Not to Answer
Experience Related to Greensboro (answered "no")			
I believe Greensboro city government and its leaders listen to what I need.	37%	55%	60%
I believe Greensboro city government and its leaders respond to what I need.	46%	62%	63%
I believe the Greensboro city government and its leaders welcomes people like me.	23%	43%	45%
I believe Greensboro city government and its leaders respect people like me.	29%	62%	60%
I know how to contact the Greensboro mayor and city council members.	35%	64%	28%
Does Greensboro city government & leaders address: (answered "no")			
Discrimination based on age.	30%	36%	46%
Discrimination based on disability.	27%	52%	34%
Discrimination based on immigration status.	29%	47%	34%
Discrimination based on religion.	22%	42%	37%
Discrimination based on race.	33%	37%	43%
Discrimination based on sex or gender.	29%	38%	34%
Discrimination based on sexual orientation.	25%	43%	24%
Discrimination based on income level.	37%	52%	44%
Sentiment in Greensboro			
Phrase to Describe Greensboro: Positive Sentiment	64%	60%	60%
Phrase to Describe Being a Woman in Greensboro: Positive Sentiment	33%	14%	33%
Phrase to Describe Greensboro: Negative Sentiment	23%	40%	35%
Phrase to Describe Being a Woman in Greensboro: Negative Sentiment	38%	86%	52%

Women of Greensboro: By Household Income (HHI)

Women across all income levels do not believe they are paid what they are work for the work they do. As this report continues to show, money and mental health challenges affect women across income levels. There are corresponding challenges around safety, transportation, health care access, and food increase as income levels decrease.

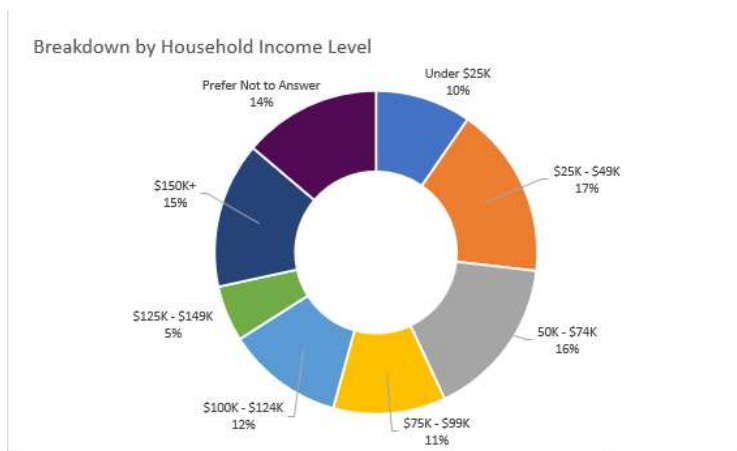
Women Across Household Income Levels

- **Money.** No matter what HHI group, a significantly higher number of women do not believe they get paid what they are worth or get paid fair for the work they do.
- **Health.** No matter what income level, mental health support is a top challenge.

Women whose Household Income is Under \$75,000

- Individuals who make under \$25K HHI have significantly more challenges at a higher rate than other HHI levels.
- **Safety.** Living in an affordable and safe home (65%) and accessing an affordable and safe place to exercise (51%) are challenges for women making a HHI of under \$25K.
- **Transportation.** Those with HHI under \$25K have significantly higher challenges getting around Greensboro.
- **Health.** Over 1 in 4 women with under \$50K in HHI find access to women’s health services a challenge. Almost 1 in 2 women with a HHI under \$50K struggle with affordable healthcare. In addition, the need for accessible and affordable dentists and therapists/counselors is significantly higher for those making under \$50K.
- **Money.** Over half of women in Greensboro who have a HHI of under \$50K have significant concerns being able to survive right now.
- **Safety.** Around half of women who make under \$50K have challenges feeling safe outside their home and 1 in 3 of these women have concerns around being safe inside their home.
- **Food.** Those with HHI under \$75K have a significantly higher rate of not being able to access healthy foods.

Statistical Breakdown of Respondents



Respondents	Category
110	Under \$25K
197	\$25K - \$49K
185	50K - \$74K
129	\$75K - \$99K
134	\$100K - \$124K
64	\$125K - \$149K
167	\$150K+
158	Prefer Not to Answer
1144	Total Respondents

Top Challenges by Household Income Level

What problems do you face right now? I struggle with... (answered "yes")	Under \$25K	\$25K - 49K	\$50K - \$74K	\$75K - 99K	\$100K - \$124K	\$125K - \$149K	\$150K+	Prefer Not to Answer
Home & Family								
Childcare I can afford.	7%	18%	10%	16%	11%	6%	5%	5%
Care for an older adult (cost of care, caretaker, medications).	17%	14%	18%	16%	18%	8%	15%	20%
Living in a safe home I can afford.	65%	47%	27%	9%	11%	0%	6%	17%
Becoming a United States citizen.	4%	5%	3%	2%	1%	2%	1%	1%
Divorce problems I'm having.	10%	7%	5%	2%	2%	0%	1%	1%
Domestic violence or abuse (physical, verbal, emotional).	12%	9%	6%	2%	2%	0%	1%	3%
Getting food for my family to eat.	30%	18%	7%	2%	6%	2%	0%	7%
Being a parent, grandparent to children or grandchildren.	24%	24%	25%	28%	29%	32%	28%	21%
Getting around Greensboro (Safe, reliable public transportation or an affordable car).	55%	27%	16%	7%	10%	5%	2%	16%
Preventing pregnancy & safe sex (birth control and disease prevention)	16%	7%	8%	0%	5%	3%	1%	3%
Health & Support								
Healthcare I can afford.	67%	52%	42%	30%	27%	35%	17%	32%
A handicapped accessible home.	25%	15%	7%	8%	9%	2%	1%	9%
Mental health support for myself or a family member.	56%	46%	46%	38%	35%	42%	30%	26%
Military or veteran support for myself or a family member.	2%	6%	7%	4%	6%	2%	2%	7%
Drugs and addiction for myself or a family member.	11%	8%	11%	6%	7%	7%	8%	4%
Paid Family and Medical Leave (FML).	15%	20%	14%	11%	18%	16%	13%	10%
Getting women's health services (pregnancy and sexual health, mammograms, menopause care).	38%	25%	20%	10%	14%	7%	5%	10%
A safe, affordable place to exercise.	51%	42%	38%	33%	21%	29%	14%	24%
School, Job & Money								
Getting a promotion at my current job.	33%	42%	31%	31%	29%	21%	15%	17%
Getting paid what I deserve at my current job.	41%	57%	51%	48%	47%	38%	32%	28%
Education for myself (any level).	48%	30%	20%	16%	9%	5%	2%	13%
Education for my family members (any level).	22%	25%	23%	21%	21%	15%	10%	13%
Learning English as a second language.	1%	3%	1%	0%	1%	0%	0%	0%
Not having enough money to survive right now.	68%	48%	23%	9%	8%	8%	1%	12%
Not having enough money to survive when I retire.	67%	80%	66%	52%	45%	43%	21%	40%
Problems at work.	26%	29%	29%	19%	24%	17%	8%	10%
Safety								
Feeling safe outside my home (gun violence, assault, rape, vandalism).	60%	42%	33%	29%	22%	27%	18%	36%
Getting equal treatment and rights with the law.	45%	43%	40%	29%	27%	21%	14%	28%
Feeling safe inside my home (living alone, violence or abuse, child safety, fear of break-in, home repair).	39%	32%	25%	14%	8%	8%	5%	25%
Legal services for myself or a family member.	39%	22%	14%	8%	4%	11%	4%	11%
Sexual harassment or assault.	22%	13%	8%	8%	8%	5%	2%	8%
Discrimination (race, gender, sexual orientation, ethnicity, income level, religion, age).	48%	43%	38%	26%	31%	16%	20%	28%

Health and Responsibilities by Household Income

	Under \$25K	\$25K - 49K	\$50K - \$74K	\$75K - 99K	\$100K - \$124K	\$125K - \$149K	\$150K+	Prefer Not to Answer
Health								
Most of the time I feel stressed or very stressed.	79%	72%	63%	60%	59%	69%	51%	57%
Most weeks I spend fewer than 5 hours caring for myself (personal time, exercise, relaxing, fulfilling, enjoyable activities).	65%	62%	51%	62%	60%	55%	41%	37%
In the past year, I wasn't able to see the following doctors & clinics and would have if I could afford it or get to it more easily. (Over 25% request rate).	Dentist (45%), Eye doctor (32%), Therapy/counseling (26%)	Therapy/counseling (30%), Dentist (29%), Doctor specialist (26%), Nutritionist (26%)	Therapy/counseling (31%), Doctor Specialist (24%)	None above 25%+ Therapy/counseling (17%), Nutritionist (12%)	None above 25%+ Therapy/counseling (21%), doctor specialist (16%)	None above 25%+ Therapy/counseling (11%), Dentist (9%)	None above 25%+ Doctor specialist (10%), Therapy/counseling (9%)	None above 25%+ Therapy/counseling (21%), Dentist (17%)
COVID-19 Pandemic (answered "yes")								
I contracted Covid-19 and recovered.	27%	32%	28%	24%	19%	29%	32%	19%
My family or a household member contracted Covid-19 & recovered.	38%	50%	42%	39%	44%	44%	38%	37%
My family or a household member contracted Covid-19 and died.	9%	11%	6%	3%	6%	2%	1%	4%
Responsibilities (I complete the following responsibilities "most" or "all of the time")								
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care).	9%	18%	11%	13%	7%	5%	5%	13%
Care for children (feeding, cleaning, physical care, playing with, talking to).	16%	29%	27%	36%	37%	32%	37%	23%
Food & meal planning, preparation, clean-up (cooking, serving meals).	72%	78%	77%	67%	69%	62%	63%	72%
Home care (household chores, plumbing problems).	64%	71%	76%	60%	53%	68%	51%	60%
Teaching children (homeschooling).	8%	8%	7%	6%	4%	3%	4%	4%
Emotional support for people in my home.	47%	54%	49%	54%	56%	60%	56%	47%
Shopping for myself and my family (groceries, clothes).	70%	78%	74%	68%	70%	59%	71%	66%
Arrange or take family members to appointments, work, school, other places.	28%	44%	43%	42%	45%	30%	45%	36%
Managing household money (paying bills, taxes, saving money).	74%	81%	73%	65%	58%	48%	42%	58%

Food and Transportation by Household Income

	Under \$25K	\$25K - 49K	\$50K - \$74K	\$75K - 99K	\$100K - \$124K	\$125K - \$149K	\$150K+	Prefer Not to Answer
Food & Eating								
I have food on the table sometimes or not at all.	28%	17%	6%	3%	3%	3%	0%	8%
I can only get healthy foods that we can afford (fresh meat, fish, vegetables, fruits) sometimes or not at all.	43%	41%	29%	17%	10%	6%	2%	19%
Getting Around Greensboro								
I can get where I need to go in Greensboro sometimes or not at all.	47%	19%	11%	2%	5%	3%	2%	14%
I use city bus, Access GSO, HEAT bus, to get to work, buy groceries, go shopping sometimes or all of the time.	32%	10%	11%	4%	7%	2%	1%	1%
I use my own car to get to work, buy groceries or go shopping sometimes or not at all.	31%	12%	8%	2%	5%	2%	1%	9%

Career, Job & Money by Household Income

	Under \$25K	\$25K - 49K	\$50K - \$74K	\$75K - 99K	\$100K - \$124K	\$125K - \$149K	\$150K+	Prefer Not to Answer
Career, Job & Money (answered "no")								
I believe I have the same opportunity for advancement as others where I work.	31%	35%	33%	30%	30%	19%	16%	20%
I believe my perspectives are heard, valued, and make a difference where I work.	26%	32%	25%	22%	21%	17%	13%	17%
I see people like me in leadership positions where I work.	22%	29%	23%	19%	17%	14%	15%	16%
My manager shows me respect and values my contributions.	16%	19%	19%	9%	11%	8%	5%	10%
I get paid what I'm worth.	39%	61%	54%	53%	52%	44%	30%	33%
I believe my pay is fair for the work that I do.	39%	58%	47%	47%	46%	38%	27%	30%

Experience in GSO & Relationship with City and its Leaders

	Under \$25K	\$25K - 49K	\$50K - \$74K	\$75K - 99K	\$100K - \$124K	\$125K - \$149K	\$150K+	Prefer Not to Answer
Experience Related to Greensboro (answered "no")								
I believe Greensboro city government and its leaders listen to what I need.	54%	49%	43%	36%	27%	32%	20%	39%
I believe Greensboro city government and its leaders respond to what I need.	64%	55%	51%	44%	40%	51%	27%	48%
I believe the Greensboro city government and its leaders welcomes people like me.	39%	35%	25%	21%	12%	21%	9%	27%
I believe Greensboro city government and its leaders respect people like me.	48%	41%	36%	25%	18%	24%	12%	34%
I know how to contact the Greensboro mayor and city council members.	60%	42%	33%	40%	30%	29%	24%	30%
Does Greensboro city government & leaders address: (answered "no")								
Discrimination based on age.	36%	41%	33%	26%	29%	30%	16%	30%
Discrimination based on disability.	39%	37%	32%	26%	27%	19%	18%	21%
Discrimination based on immigration status.	41%	36%	30%	28%	29%	20%	27%	22%
Discrimination based on religion.	31%	29%	26%	25%	18%	8%	16%	26%
Discrimination based on race.	42%	46%	38%	29%	26%	25%	28%	30%
Discrimination based on sex or gender.	37%	39%	35%	29%	23%	17%	20%	23%
Discrimination based on sexual orientation.	41%	33%	30%	23%	21%	17%	19%	17%
Discrimination based on income level.	45%	47%	46%	37%	31%	33%	28%	29%
Sentiment in Greensboro								
Phrase to Describe Greensboro: Positive Sentiment	45%	51%	59%	77%	67%	65%	81%	64%
Phrase to Describe Being a Woman in Greensboro: Positive Sentiment	21%	22%	28%	38%	39%	33%	44%	36%
Phrase to Describe Greensboro: Negative Sentiment	44%	33%	23%	15%	17%	27%	9%	23%
Phrase to Describe Being a Woman in Greensboro: Negative Sentiment	58%	48%	42%	31%	27%	33%	27%	38%

Women of Greensboro: By Sexual Orientation

Heterosexual/straight women make up the bulk of survey respondents (81%), and could affect data visualization, so the second figure of non- heterosexual orientation is included to better discern the challenges of Greensboro women of all sexual orientations. Healthcare access affects women of all sexual orientations. Women’s health care has become a national issue with the overturn of Roe v. Wade by the Supreme Court in June of 2022 (the survey was administered before this occurred). While women’s choices should be made by women, their families, and their doctors, we see the politicization of women’s healthcare reflected in the concern for healthcare access found in this survey.

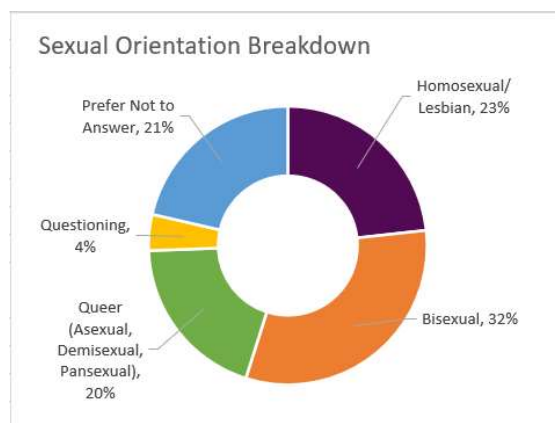
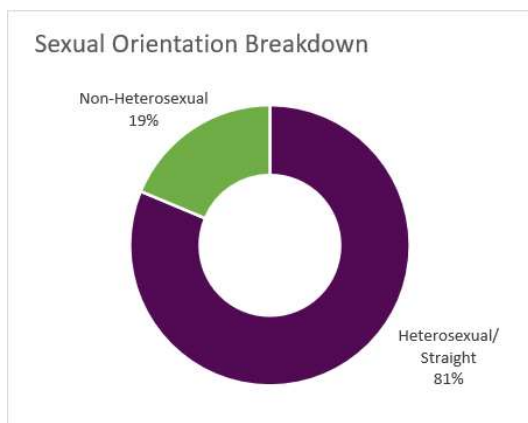
Women Across All Sexual Orientations

- **Health.** Therapy/counseling are the top health services that all women across orientations weren’t able to see and would have if they could afford it or get to it more easily.

Women who are Non-Heterosexual

- **Health.** Mental health challenges and getting affordable healthcare are significantly higher for bisexual, queer, and questioning individuals.
- **Money.** Getting a promotion, paid what they deserve, having enough money to survive for retirement, and receiving fair pay are challenges across all sexual orientations, but more significantly for lesbian, bisexual, queer, and questioning women.
- **Safety.** Challenges with sexual harassment or assault are higher with bisexual, queer, and questioning women.
- **Discrimination.** Equal treatment and rights with the law and discrimination are top challenges across all orientations, and to a higher extent with lesbian, bisexual, queer, and questioning women.
- **Food.** Women who are lesbian, bisexual, queer and questioning are more likely not to have access to healthy foods they can afford.
- **GSO Experience.** Women who are queer or questioning have a higher rate of not being aware how to contact the Greensboro mayor and city council, with women who are lesbian and bisexual close behind. In addition, bisexual and queer women feel, at a higher rate, that they are not listened to or responded to by Greensboro city government and its leaders.

Statistical Breakdown of Respondents



Respondents	Category
934	Heterosexual/Straight
50	Homosexual/Lesbian
68	Bisexual
42	Queer (Asexual, Demisexual, Pansexual)
9	Questioning
46	Prefer Not to Answer
1149	Total Respondents

Top Challenges by Sexual Orientation

What problems do you face right now? I struggle with... (answered "yes")	Heterosexual/ Straight	Homosexual/ Lesbian	Bisexual	Queer (Asexual, Demisexual, Pansexual)	Questioning	Prefer Not to Answer
Home & Family						
Childcare I can afford.	10%	8%	16%	7%	13%	7%
Care for an older adult (cost of care, caretaker, medications).	17%	10%	11%	14%	22%	32%
Living in a safe home I can afford.	21%	24%	42%	31%	50%	43%
Becoming a United States citizen.	2%	2%	2%	5%	0%	5%
Divorce problems I'm having.	3%	2%	9%	5%	0%	7%
Domestic violence or abuse (physical, verbal, emotional).	3%	4%	13%	10%	13%	10%
Getting food for my family to eat.	8%	8%	11%	12%	13%	21%
Being a parent, grandparent to children or grandchildren.	27%	19%	20%	15%	44%	24%
Getting around Greensboro (Safe, reliable public transportation or an affordable car).	15%	20%	33%	33%	13%	19%
Preventing pregnancy & safe sex (birth control and disease prevention).	4%	0%	11%	20%	11%	5%
Health & Support						
Healthcare I can afford.	34%	35%	58%	66%	50%	45%
A handicapped accessible home.	9%	6%	17%	17%	0%	12%
Mental health support for myself or a family member.	35%	43%	73%	71%	67%	29%
Military or veteran support for myself or a family member.	4%	2%	13%	10%	0%	5%
Drugs and addiction for myself or a family member.	7%	8%	17%	8%	13%	12%
Paid Family and Medical Leave (FML).	13%	8%	31%	28%	25%	24%
Getting women's health services (pregnancy and sexual health, mammograms, menopause care).	14%	16%	32%	37%	13%	17%
A safe, affordable place to exercise.	28%	37%	48%	49%	56%	40%
School, Job & Money						
Getting a promotion at my current job.	25%	37%	42%	48%	38%	38%
Getting paid what I deserve at my current job.	40%	55%	68%	67%	56%	48%
Education for myself (any level).	15%	22%	29%	40%	50%	29%
Education for my family members (any level).	18%	14%	22%	22%	33%	29%
Learning English as a second language.	1%	0%	2%	0%	13%	5%
Not having enough money to survive right now.	19%	25%	34%	33%	56%	39%
Not having enough money to survive when I retire.	49%	63%	75%	71%	67%	70%
Problems at work.	17%	39%	37%	34%	25%	33%
Safety						
Feeling safe outside my home (gun violence, assault, rape, vandalism).	32%	35%	42%	24%	25%	49%
Getting equal treatment and rights with the law.	29%	43%	45%	48%	44%	38%
Feeling safe inside my home (living alone, violence or abuse, child safety, fear of break-in, home repair).	18%	22%	28%	24%	25%	40%
Legal services for myself or a family member.	13%	8%	20%	12%	25%	23%
Sexual harassment or assault.	6%	12%	28%	29%	25%	9%
Discrimination (race, gender, sexual orientation, ethnicity, income level, religion, age).	28%	45%	48%	55%	38%	45%

Health and Responsibilities by Sexual Orientation

	Heterosexual/ Straight	Homosexual/ Lesbian	Bisexual	Queer (Asexual, Demisexual, Pansexual)	Questioning	Prefer Not to Answer
Health						
Most of the time I feel stressed or very stressed.	60%	72%	76%	88%	78%	64%
Most weeks I spend fewer than 5 hours caring for myself (personal time, exercise, relaxing, fulfilling, enjoyable activities).	53%	44%	63%	45%	56%	64%
In the past year, I wasn't able to see the following doctors & clinics and would have if I could afford it or get to it more easily. (Over 25% request rate).	None over 25%+ Therapy/counseling (18%), Dentist (15%)	Therapy/counseling (26%), Doctor specialist (23%)	Therapy/counseling (46%), Doctor specialist (36%), Dentist (31%)	Therapy/counseling (45%), Dentist (38%), Doctor specialist (35%), Holistic health provider (25%), Nutritionist (25%)	Therapy/counseling (33%), Doctor specialist (22%)	None over 25%+ Therapy/counseling (18%), Dentist (18%)
COVID-19 Pandemic (answered "yes")						
I contracted Covid-19 and recovered.	26%	21%	30%	24%	22%	36%
My family or a household member contracted Covid-19 & recovered.	41%	42%	45%	39%	44%	44%
My family or a household member contracted Covid-19 and died.	5%	2%	8%	5%	0%	10%
Responsibilities (I complete the following responsibilities "most" or "all of the time")						
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care)	12%	6%	6%	7%	0%	16%
Care for children (feeding, cleaning, physical care, playing with, talking to)	31%	26%	18%	17%	44%	40%
Food & meal planning, preparation, clean-up (cooking, serving meals)	72%	66%	73%	64%	56%	67%
Home care (household chores, plumbing problems)	64%	65%	57%	60%	67%	61%
Teaching children (homeschooling)	5%	4%	6%	2%	22%	15%
Emotional support for people in my home	51%	47%	58%	64%	67%	63%
Shopping for myself and my family (groceries, clothes)	72%	59%	69%	62%	67%	67%
Arrange or take family members to appointments, work, school, other places.	41%	39%	40%	33%	33%	48%
Managing household money (paying bills, taxes, saving money)	65%	61%	60%	56%	78%	58%

Food and Transportation by Sexual Orientation

	Heterosexual/ Straight	Homosexual/ Lesbian	Bisexual	Queer (Asexual, Demisexual, Pansexual)	Questioning	Prefer Not to Answer
Food & Eating						
I have food on the table sometimes or not at all.	8%	12%	6%	17%	11%	7%
I can only get healthy foods that we can afford (fresh meat, fish, vegetables, fruits) sometimes or not at all.	19%	26%	34%	40%	44%	44%
Getting Around Greensboro						
I can get where I need to go in Greensboro sometimes or not at all.	11%	15%	24%	19%	11%	19%
I use city bus, Access GSO, HEAT bus, to get to work, buy groceries, go shopping sometimes or all of the time.	7%	10%	10%	22%	0%	3%
I use my own car to get to work, buy groceries or go shopping sometimes or not at all.	7%	10%	20%	17%	0%	9%

Career, Job & Money by Sexual Orientation

	Heterosexual/ Straight	Homosexual/ Lesbian	Bisexual	Queer (Asexual, Demisexual, Pansexual)	Questioning	Prefer Not to Answer
Career, Job & Money (answered "no")						
I believe I have the same opportunity for advancement as others where I work.	24%	24%	48%	45%	63%	44%
I believe my perspectives are heard, valued, and make a difference where I work.	19%	32%	35%	31%	38%	44%
I see people like me in leadership positions where I work.	17%	33%	38%	37%	33%	32%
My manager shows me respect and values my contributions.	11%	29%	17%	17%	22%	22%
I get paid what I'm worth.	42%	59%	68%	71%	75%	53%
I believe my pay is fair for the work that I do.	38%	49%	71%	67%	75%	53%

Experience in GSO & Relationship with City and its Leaders by Sexual Orientation

	Heterosexual/ Straight	Homosexual/ Lesbian	Bisexual	Queer (Asexual, Demisexual, Pansexual)	Questioning	Prefer Not to Answer
Experience Related to Greensboro (answered "no")						
I believe Greensboro city government and its leaders listen to what I need.	35%	35%	61%	52%	38%	55%
I believe Greensboro city government and its leaders respond to what I need.	44%	46%	68%	62%	38%	63%
I believe the Greensboro city government and its leaders welcomes people like me.	21%	33%	36%	33%	13%	41%
I believe Greensboro city government and its leaders respect people like me.	26%	33%	54%	43%	25%	51%
I know how to contact the Greensboro mayor and city council members.	32%	44%	48%	64%	67%	34%
Does Greensboro city government & leaders address: (answered "no")						
Discrimination based on age.	28%	29%	42%	41%	38%	41%
Discrimination based on disability.	24%	37%	41%	59%	38%	36%
Discrimination based on immigration status.	28%	30%	35%	51%	38%	36%
Discrimination based on religion.	22%	17%	35%	32%	25%	30%
Discrimination based on race.	31%	34%	47%	57%	38%	47%
Discrimination based on sex or gender.	27%	27%	48%	46%	25%	29%
Discrimination based on sexual orientation.	23%	31%	42%	46%	25%	27%
Discrimination based on income level.	35%	43%	50%	66%	38%	44%
Sentiment in Greensboro						
Phrase to Describe Greensboro: Positive Sentiment	64%	63%	56%	56%	57%	67%
Phrase to Describe Being a Woman in Greensboro: Positive Sentiment	34%	38%	12%	13%	33%	33%
Phrase to Describe Greensboro: Negative Sentiment	22%	30%	27%	20%	43%	26%
Phrase to Describe Being a Woman in Greensboro: Negative Sentiment	36%	38%	63%	45%	50%	41%

Women of Greensboro: By District

By looking at issue affect women across Greensboro’s city districts, the goal is that those elected by district or working with women in specific parts of Greensboro will have access to information about women in that section of the city. The data recognizes issues of money, safety, equal treatment under the law, and access to food and healthcare by those women experiencing houselessness and in Districts 1 and 2.

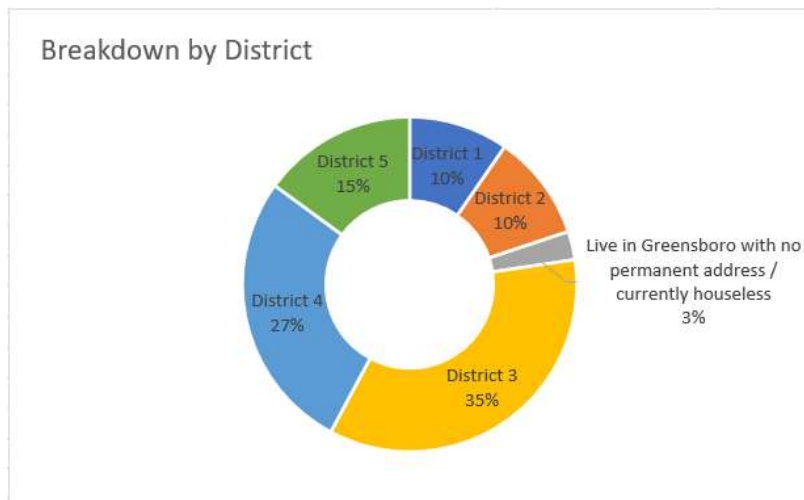
Women Across Greensboro Districts

- Challenges across all areas are most frequent by those who are houseless, with top challenges in having money to survive right now (88%), feeling safe outside my home (77%) and getting equal treatment and rights with the law (85%).

Women who Live in District 1, 2, and Women Experiencing Houselessness

- Heath.** District 1 reports higher need for women’s health services (26%).
- Safety.** Challenges across all districts with safety outside the home, houseless women and women in district 1 and 2 have higher challenge rates with safety outside the home.
- Discrimination.** Women in district 1 and women experiencing houselessness also face more challenges with equal treatment and rights with the law and discrimination.
- Health.** Houseless women rank the highest (93%) of any other category in this study of feeling stressed or very stressed most of the time.
- Food.** Houseless women, and women in district 1 are experiencing food insecurity. Women experiencing houselessness, and women in district 1 and 2 face challenges with access to healthy foods.
- Transportation.** Getting around Greensboro is difficult for women experiencing houselessness, and these women rate highest in using public transportation some or all of the time.

Statistical Breakdown of Respondents



Respondents Category	
109	District 1
116	District 2
398	District 3
308	District 4
169	District 5
31	Live in Greensboro with no permanent address / currently houseless
1131	Total Respondents

Top Challenges by District

What problems do you face right now? I struggle with... (answered "yes")	District 1	District 2	District 3	District 4	District 5	Live in GSO with no permanent address/ currently houseless
Home & Family						
Childcare I can afford.	12%	11%	11%	10%	11%	5%
Care for an older adult (cost of care, caretaker, medications).	22%	17%	14%	18%	14%	19%
Living in a safe home I can afford.	36%	32%	21%	19%	23%	69%
Becoming a United States citizen.	5%	4%	1%	2%	1%	10%
Divorce problems I'm having.	4%	8%	2%	4%	2%	10%
Domestic violence or abuse (physical, verbal, emotional).	4%	6%	4%	4%	4%	22%
Getting food for my family to eat.	17%	12%	6%	7%	7%	43%
Being a parent, grandparent to children or grandchildren.	29%	24%	23%	29%	25%	30%
Getting around Greensboro (Safe, reliable public transportation or an affordable car)	22%	25%	14%	16%	12%	69%
Preventing pregnancy & safe sex (birth control and disease prevention)	10%	1%	5%	5%	5%	18%
Health & Support						
Healthcare I can afford.	42%	43%	35%	35%	33%	71%
A handicapped accessible home.	14%	12%	8%	10%	6%	28%
Mental health support for myself or a family member.	32%	39%	39%	40%	41%	59%
Military or veteran support for myself or a family member.	6%	5%	5%	4%	5%	0%
Drugs and addiction for myself or a family member.	9%	7%	9%	8%	6%	25%
Paid Family and Medical Leave (FML).	13%	21%	17%	13%	13%	10%
Getting women's health services (pregnancy and sexual health, mammograms, menopause care).	26%	14%	16%	15%	12%	45%
A safe, affordable place to exercise.	44%	37%	31%	27%	28%	33%
School, Job & Money						
Getting a promotion at my current job.	35%	31%	26%	28%	29%	7%
Getting paid what I deserve at my current job.	44%	49%	45%	41%	45%	31%
Education for myself (any level).	31%	23%	16%	14%	17%	33%
Education for my family members (any level).	27%	21%	17%	16%	20%	24%
Learning English as a second language.	3%	1%	1%	0%	0%	7%
Not having enough money to survive right now.	41%	28%	16%	17%	23%	88%
Not having enough money to survive when I retire.	71%	56%	51%	46%	57%	65%
Problems at work.	24%	30%	18%	21%	19%	0%
Safety						
Feeling safe outside my home (gun violence, assault, rape, vandalism).	49%	48%	29%	27%	29%	77%
Getting equal treatment and rights with the law.	48%	44%	28%	26%	28%	85%
Feeling safe inside my home (living alone, violence or abuse, child safety, fear of break-in, home repair).	32%	23%	20%	18%	15%	38%
Legal services for myself or a family member.	26%	16%	10%	11%	15%	37%
Sexual harassment or assault.	7%	7%	10%	8%	9%	39%
Discrimination (race, gender, sexual orientation, ethnicity, income level, religion, age)	52%	32%	32%	24%	34%	67%

Health and Responsibilities by District

	District 1	District 2	District 3	District 4	District 5	Live in GSO with no permanent address/ currently houseless
Health						
Most of the time I feel stressed or very stressed.	64%	69%	59%	65%	60%	93%
Most weeks I spend fewer than 5 hours caring for myself (personal time, exercise, relaxing, fulfilling, enjoyable activities).	64%	59%	48%	48%	57%	80%
In the past year, I wasn't able to see the following doctors & clinics and would have if I could afford it or get to it more easily. (Over 25% request rate)	None at 25%+ Dentist (23%), Nutritionist (18%)	Therapy/counseling (25%), Nutritionist (18%)	None at 25%+ Therapy/counseling (20%), Nutritionist (17%)	Therapy/counseling (26%), Doctor specialist (20%)	None at 25%+ Therapy/counseling (23%), Dentist (17%)	Dentist (62%), Eye doctor (31%), Primary care doctor (31%)
COVID-19 Pandemic (answered "yes")						
I contracted Covid-19 and recovered.	29%	25%	25%	26%	29%	26%
My family or a household member contracted Covid-19 & recovered.	50%	39%	39%	41%	44%	70%
My family or a household member contracted Covid-19 and died.	12%	6%	4%	4%	8%	5%
Responsibilities (I complete the following responsibilities "most" or "all of the time")						
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care)	25%	17%	8%	8%	7%	20%
Care for children (feeding, cleaning, physical care, playing with, talking to)	31%	34%	28%	31%	29%	15%
Food & meal planning, preparation, clean-up (cooking, serving meals)	78%	64%	71%	75%	70%	40%
Home care (household chores, plumbing problems)	67%	68%	63%	62%	68%	30%
Teaching children (homeschooling)	15%	9%	5%	4%	2%	5%
Emotional support for people in my home	53%	53%	54%	53%	51%	43%
Shopping for myself and my family (groceries, clothes)	77%	70%	73%	75%	64%	36%
Arrange or take family members to appointments, work, school, other places.	48%	41%	38%	45%	37%	24%
Managing household money (paying bills, taxes, saving money)	76%	68%	60%	64%	64%	45%

Food and Transportation by District

	District 1	District 2	District 3	District 4	District 5	Live in GSO with no permanent address/ currently houseless
Food & Eating						
I have food on the table sometimes or not at all.	20%	7%	6%	6%	4%	48%
I can only get healthy foods that we can afford (fresh meat, fish, vegetables, fruits) sometimes or not at all.	46%	25%	18%	16%	21%	63%
Getting Around Greensboro						
I can get where I need to go in Greensboro sometimes or not at all.	24%	20%	10%	10%	6%	56%
I use city bus, Access GSO, HEAT bus, to get to work, buy groceries, go shopping sometimes or all of the time.	14%	12%	4%	8%	5%	58%
I use my own car to get to work, buy groceries or go shopping sometimes or not at all.	13%	13%	7%	8%	4%	35%

Career, Job & Money by District

	District 1	District 2	District 3	District 4	District 5	Live in GSO with no permanent address/ currently houseless
Career, Job & Money (answered "no")						
I believe I have the same opportunity for advancement as others where I work.	32%	37%	25%	25%	29%	16%
I believe my perspectives are heard, valued, and make a difference where I work.	31%	31%	19%	21%	23%	15%
I see people like me in leadership positions where I work.	15%	30%	19%	20%	22%	5%
My manager shows me respect and values my contributions.	12%	19%	11%	13%	13%	16%
I get paid what I'm worth.	50%	49%	46%	44%	48%	42%
I believe my pay is fair for the work that I do.	46%	45%	42%	41%	43%	37%

Experience in GSO & Relationship with City and its Leaders

	District 1	District 2	District 3	District 4	District 5	Live in GSO with no permanent address/ currently houseless
Experience Related to Greensboro (answered "no")						
I believe Greensboro city government and its leaders listen to what I need.	47%	50%	35%	33%	38%	53%
I believe Greensboro city government and its leaders respond to what I need.	57%	59%	43%	42%	47%	57%
I believe the Greensboro city government and its leaders welcomes people like me.	36%	33%	21%	19%	26%	18%
I believe Greensboro city government and its leaders respect people like me.	44%	38%	28%	24%	33%	24%
I know how to contact the Greensboro mayor and city council members.	39%	36%	32%	34%	36%	74%
Does Greensboro city government & leaders address: (answered "no")						
Discrimination based on age.	40%	38%	31%	25%	29%	26%
Discrimination based on disability.	33%	35%	29%	24%	25%	45%
Discrimination based on immigration status.	31%	36%	31%	26%	26%	47%
Discrimination based on religion.	28%	28%	24%	19%	22%	44%
Discrimination based on race.	43%	39%	34%	30%	32%	42%
Discrimination based on sex or gender.	33%	30%	30%	26%	32%	24%
Discrimination based on sexual orientation.	31%	30%	27%	21%	26%	42%
Discrimination based on income level.	48%	44%	38%	33%	36%	45%
Sentiment in Greensboro						
Phrase to Describe Greensboro: Positive Sentiment	61%	62%	68%	63%	59%	27%
Phrase to Describe Being a Woman in Greensboro: Positive Sentiment	29%	29%	36%	37%	23%	20%
Phrase to Describe Greensboro: Negative Sentiment	30%	24%	19%	22%	23%	73%
Phrase to Describe Being a Woman in Greensboro: Negative Sentiment	43%	39%	36%	38%	43%	40%

Copy of 2022 Women of Greensboro Survey

2022 Women of Greensboro Community Survey

On behalf of the Greensboro Commission on the Status of Women, thank you for participating. We are conducting this study to gain a deeper understanding of the experiences and challenges women, transgender, non-binary, gender fluid, and gender non-conforming persons face in our city today, especially those who present on the feminine spectrum. Also, survey participants must currently live in Greensboro, and have lived in Greensboro for at least one year.

This survey is anonymous. The results will be compiled and shared with the Greensboro City Council and local community partners to enhance and improve the lives of women in Greensboro. We appreciate your time, honesty, and support in this survey. You are making a difference in our community.

1. How many years have you lived in Greensboro? (Answer required, circle one)

- A. Less than one year
- B. 1 – 4 years
- C. 5 – 9 years
- D. 10 – 14 years
- E. 15 – 19 years
- F. 20+ years

2. What Greensboro city district you live in? (Answer required, circle one, use map below)

- A. District 1
- B. District 2
- C. District 3
- D. District 4
- E. District 5
- F. I live in Greensboro, but do not have a permanent address
- G. I do not live in Greensboro



3. What is your age range? (Answer required, circle one)

- A. Under 18
- B. 18 – 29
- C. 30 – 39
- D. 40 – 49
- E. 50 – 59
- F. 60 – 69
- G. 70 – 79
- H. 80+

4. Home & Family Help:

What problems do you or your family face right now?

<i>I struggle with...</i>	Yes	No	Not Applicable
Childcare I can afford.			
Care for an older adult (cost of care, caretaker, medications).			
Living in a safe home I can afford.			
Becoming a United States citizen.			
Divorce problems I'm having.			
Domestic violence or abuse (physical, verbal, emotional).			
Getting food for my family to eat.			
Being a parent, grandparent to children or grandchildren.			
Getting around Greensboro (Safe, reliable public transportation or an affordable car)			
Preventing pregnancy & safe sex (birth control and disease prevention)			

5. Health & Support:

What problems do you or your family face right now?

<i>I struggle with...</i>	Yes	No	Not Applicable
Healthcare I can afford.			
A handicapped accessible home.			
Mental health support for myself or a family member.			
Military or veteran support for myself or a family member.			
Drugs and addiction for myself or a family member.			
Paid Family and Medical Leave (FML).			
Getting women's health services (pregnancy and sexual health, mammograms, menopause care).			
A safe, affordable place to exercise.			

Please go to the next page to continue...

6. School, Job & Money:

What problems do you or your family face right now?

<i>I struggle with...</i>	Yes	No	Not Applicable
Getting a promotion at my current job.			
Getting paid what I deserve at my current job.			
Education for myself (any level).			
Education for my family members (any level).			
Learning English as a second language.			
Not having enough money to survive right now.			
Not having enough money to survive when I retire.			
Problems at work.			

7. Safety:

What problems do you or your family face right now?

<i>I struggle with...</i>	Yes	No	Not Applicable
Feeling safe outside my home (gun violence, assault, rape, vandalism).			
Getting equal treatment and rights with the law.			
Feeling safe inside my home (living alone, violence or abuse, child safety, fear of break-in, home repair).			
Legal services for myself or a family member.			
Sexual harassment or assault.			
Discrimination (race, gender, sexual orientation, ethnicity, income level, religion, age).			

8. Please share other problems you face.

9. Where do you live? (Circle one)

- A. I own my home
- B. I rent or lease my home
- C. I live with roommates or family, but don't pay the mortgage or rent
- D. I have temporary shelter, live in a shelter, or live in a homeless camp
- E. I am homeless and without shelter
- F. I am in jail or prison
- G. I am in student housing
- H. Other, please specify _____

Please go to the next page to continue...

10. How much do you help with the following?

	I take care of all of it.	I take care of most of it.	I take care of some of it.	I don't take care of any of it.	Not Applicable
Care for elderly, sick, and/or disabled people (bills, medical care, feeding, cleaning, physical care)					
Care for children (feeding, cleaning, physical care, playing with, talking to)					
Food & meal planning, preparation, clean-up (cooking, serving meals)					
Home care (household chores, plumbing problems)					
Teaching children (homeschooling)					
Emotional support for people in my home					
Shopping for myself and my family (groceries, clothes)					
Arrange or take family members to appointments, work, school, other places.					
Managing household money (paying bills, taxes, saving money)					

11. What other things do you do for yourself and your family?

12. Since COVID-19 was declared a worldwide pandemic in March 2020, have you, personally, experienced any of the following:

	Yes	No	Not Sure	Prefer Not to Answer
I contracted COVID and recovered.				
A family/household member contracted COVID and recovered.				
A family/household member contracted COVID and died.				

13. Most of the time, how stressed do you feel? (Circle one)

- A. Very stressed
- B. Stressed
- C. Neither stressed nor calm
- D. Calm
- E. Very calm

14. Most weeks, how much time do you take to care for yourself (including personal time, exercise, relaxing and other fulfilling, and enjoyable activities)? (Circle one)

- A. Less than one hour per week
- B. 1 – 4 hours per week
- C. 5 – 9 hours per week
- D. 10 – 14 hours per week
- E. 15+ hours per week

15. In the past year from today, which types of doctors & clinics have you been to? (Check all that apply)

- Community clinic
- Church congregational nurse
- Dentist
- Doctor Specialist (dermatologist, neurologist, psychiatrist, endocrinologist, others)
- Emergency room
- Eye doctor
- Holistic health provider
- Hospital (admitted to stay in hospital)
- Nutritionist
- Primary care doctor
- Public health department
- Pregnancy care (doctor or midwife)
- Reproductive care (IVF, birth control, mammogram, pap smear, STI screening, abortion)
- Outpatient/urgent care facility
- Therapy (counselor, mental health provider)
- Therapy (occupational, speech, physical, others)
- Support group
- None of the above

16. In the past year from today, which of the following types of doctors & clinics were you unable to see, but would have if you could afford it or get to it more easily? (Check all that apply)

- Community clinic
- Church congregational nurse
- Dentist
- Doctor Specialist (dermatologist, neurologist, psychiatrist, endocrinologist, others)
- Emergency room
- Eye doctor
- Holistic health provider
- Hospital (admitted to stay in hospital)
- Nutritionist
- Primary care doctor
- Public health department
- Pregnancy care (doctor or midwife)
- Reproductive care (IVF, birth control, mammogram, pap smear, STI screening, abortion)
- Outpatient/urgent care facility
- Therapy (counselor, mental health provider)
- Therapy (occupational, speech, physical, others)
- Support group
- None of the above

17. Where did you receive care from doctors & clinics most of the time? (Circle one)

- A. In Greensboro
- B. Outside of Greensboro, but in North Carolina
- C. Outside of North Carolina
- D. Virtual doctors

18. Do you have a physical or mental health need that is not being met? If yes, please explain.

19. Food & Eating

Tell us how you and your family eat.

My family and I...

	All of the Time	Some of the Time	None of the Time
Have food on the table every day.			
Can get healthy foods that we can afford (fresh meat, fish, vegetables, fruits).			

20. Getting Around Greensboro

Tell us how you and your family get around Greensboro.

My family and I...

	All of the Time	Some of the Time	None of the Time
Can get where I need to go easily.			
Use the city bus, Access GSO, HEAT bus to get to work, buy groceries, go shopping.			
Use my own car to get to work, buy groceries, go shopping.			

21. Please share your experience related to Greensboro.

	Yes	No
I believe Greensboro city government and its leaders listen to what I need.		
I believe Greensboro city government and its leaders respond to what I need.		
I believe the Greensboro city government and its leaders welcomes people like me.		
I believe Greensboro city government and its leaders respect people like me.		
I know how to contact the Greensboro mavor and city council members.		

22. What is your gender identity? (Circle one)

- A. Female (cisgender, biological)
- B. Female (transgender)
- C. Non-Binary
- D. Alternate (Gender Nonconforming, Gender Fluid, Two Spirited)
- E. Prefer not to answer

23. What is your sexual orientation? (Circle one)

- A. Heterosexual/Straight
- B. Homosexual/Lesbian
- C. Bisexual
- D. Queer (Asexual, Demisexual, Pansexual)
- E. Questioning
- F. Prefer not to answer

24. Please share your experience in your current job.

	Yes	No	Not Applicable
I believe I have the same opportunity for advancement as others where I work.			
I believe my perspectives are heard, valued, and make a difference where I work.			
I see people like me in leadership positions where I work.			
My manager shows me respect and values my contributions.			
I get paid what I'm worth.			
I believe my pay is fair for the work that I do.			
Where I work knows I am a military veteran.			

25. Do you think that Greensboro city government and its leaders are addressing the following?

Type of Discrimination	Yes	No	Don't Know
Discrimination based on age			
Discrimination based on disability			
Discrimination based on immigration status			
Discrimination based on religion			
Discrimination based on race			
Discrimination based on sex or gender			
Discrimination based on sexual orientation			
Discrimination based on income level			

26. What is your highest level of education? (Circle one)

- A. Less than a high school diploma
- B. High school diploma or GED
- C. Some college
- D. Associate's degree
- E. Bachelor's degree
- F. Advanced degree (Master's, JD, PhD)

27. What is your household income range? (Circle one)

- A. Less than \$25,000
- B. \$25,001 - 49,999
- C. \$50,000 - 74,999
- D. \$75,000 - 99,999
- E. \$100,000 - 124,999
- F. \$125,000 - 149,999
- G. \$150,000+
- H. Prefer not to answer

28. How many hours do you work at a job in a normal week? (Circle one)

- A. I am not currently working, and not looking for a job
- B. I am not currently working, but am looking for a job
- C. Less than 25 hours per week
- D. 25 – 34 hours per week
- E. 35 – 44 hours per week
- F. 45 – 54 hours per week
- G. 55+ hours per week

29. Which of the following most closely matches your job role? (Circle one)

- A. I am not currently working
- B. Hourly
- C. Intern (paid, unpaid)
- D. Gig worker, freelance, contract work
- E. Entry level
- F. Regular staff/employee
- G. Professional/specialist
- H. Manager
- I. Director
- J. Executive or top-level business decision maker
- K. Small business owner
- L. Volunteer

30. What is your relationship status right now? (Circle one)

- A. Divorced
- B. Living with partner
- C. Married
- D. Separated
- E. Single
- F. Widowed
- G. Non-monogamous relationship *(where partners agree that they want to be together and are open and honest about the fact that they have other partners.)*

31. What category best describes you? (Check all that apply)

- American Indian or Alaska Native *(Example: Cherokee Nation, ~~Coharie~~ Coharie Tribe, Lumbee Tribe, Navajo Nation, others)*
- Asian *(Example: Chinese, Filipino, Hmong, Asian Indian, Vietnamese, Korean, Japanese, others)*
- Black or African American *(Example: African American, Jamaican, Haitian, Nigerian, Ethiopian, Somalian, others)*
- Hispanic, Latino or Spanish Origin *(Example: Mexican or Mexican American, Puerto Rican, Cuban, Salvadoran, Dominican, Colombian, others)*
- Middle Eastern or North African *(Example: Lebanese, Iranian, Egyptian, Syrian, Moroccan, Algerian, others)*
- Native Hawaiian or Other Pacific Islander *(Example: Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, others)*
- White or Caucasian *(Example: German, Irish, English, Italian, Polish, French, others)*
- Some other race, ethnicity or origin

Please go to the next page to continue...

32. How would you describe your faith? (Circle one)

- A. Agnostic
- B. Atheist
- C. Baha'i
- D. Buddhist
- E. Catholic
- F. Protestant Christian
- G. Jewish
- H. Hindu
- I. Muslim
- J. Shinto
- K. Sikh
- L. Spiritual (not tied to a particular faith)
- M. Unitarian Universalist
- N. Wiccan/Pagan
- O. None of the above
- P. Prefer not to answer

33. Have you ever served in the United States Military? (Circle one)

- A. Yes
- B. No

34. Are you a parent or guardian? (Circle one)

- A. Yes
- B. No

35. How many people currently live with you? (Circle one)

- A. I live alone and have a home
- B. 1 – 2 people, including me
- C. 3 – 5 people, including me
- D. 6 – 9 people, including me
- E. 10+ people including me
- F. I don't have a home

36. Who lives with you? (Please check all that apply)

- None, I live alone
- Spouse or partner
- Child(ren) under 18
- Child(ren) over 18
- Parent(s)
- Relative (other than spouse, children, or parent)
- Friend(s), roommate(s)
- Caregiver, nanny
- I don't have a home

37. What word or phrase would you use to describe Greensboro?

38. What word or phrase would you use to describe what it's like to be a woman in Greensboro?

39. Please share any final comments.

Thank you for your participation in the 2022 Women of Greensboro survey! We appreciate your time, honesty, and support. You are making a difference in our community.

To volunteer or learn more about the Commission on the Status of Women (CSW), visit www.greensboro-nc.gov/CSW.