



Women in the Workplace in 2025:

Utahns' Awareness, Understanding, and Attitudes

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Introduction

During the fall of 2023, Utah Women & Leadership Project (UWLP) researchers conducted a statewide study to establish a baseline for public perceptions related to the awareness, understanding, and attitudes about challenges that Utah women and girls face. In early 2024, we published 20 short research summaries¹ that shared the results of this comprehensive study (see Nos. 9–28). Next, in the fall of 2024, we administered this survey, with slight changes, around the state of Utah for the second time. Six comprehensive research white papers were then published on the results (see Nos. 11, 12, 13, 14, 16, and 17). Then, in the fall of 2025, we administered this survey again for a third time, again with only a few slight adjustments. This is the first of five white papers and two research and policy briefs to share the results of the new data.

Overall, this comprehensive study was designed to support the efforts of A Bolder Way Forward (BWF), which is a statewide initiative focused on ensuring that more Utah girls, women, and their families thrive. Each area of focus (imagine the areas as spokes on a wheel) has bold goals with data-driven metrics to measure progress on shifts in public awareness, understanding, and/or attitudes related to each spoke.

The following lists the five overarching categories within BWF and the 18 spokes included in this research:

1. **Education:** Finance, Higher Education Attainment, and K–12 Initiatives
2. **Community Engagement:** Political Representation, Boards and Commissions, and Civic Engagement/Advocacy
3. **Safety and Security:** Child Sexual Abuse, Domestic Violence, Poverty and Homelessness, Sexual Assault, and Sexual Harassment and Gender-Based Discrimination
4. **Health and Well-being:** Health Across the Lifespan, and Home and Family
5. **Workplace:** Childcare & Pre-K Programs, Entrepreneurship, Gender Pay Gap, Leadership Development, Organizational Strategies and Workplace Culture, STEM Fields, and Workforce Development

This report covers elements of three spokes in the Workplace category (i.e., Organizational Strategies and Workplace Culture, Childcare & Pre-K Programs, and Gender Pay Gap), as well as one spoke in the Safety and Security category (i.e., Sexual Harassment and Gender-Based Discrimination), which also applies to the workplace. The results of the other Workplace spokes are included in the second white paper in this 2026 series. We first discuss foundational research methods for the study as a whole, then share the 2025 findings of the four areas of focus mentioned above and include both the applicable quantitative and qualitative results. Throughout, we compare 2025 findings to the data gatherings in 2023 and 2024.

Research Methods

The primary research questions for the full research study are as follows:

¹ Madsen, S. R. (2024, January 17). *Background & methods: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/research-summary-backgrounds-methods.pdf>. Research summaries for the 2023 study range from No. 9 to No. 28 on this webpage: <https://www.usu.edu/uwlp/research/research-summaries>.

1. What are the levels of awareness, understanding, and concern related to issues and challenges that Utah women and girls face?
2. What are the attitudes of Utahns regarding various topics that influence the experiences of women and girls in the state?
3. What are the differences among genders and other demographic variables related to attitudes, perceptions, and understandings of a variety of related topic areas?

An 83-item survey was created based on existing literature and survey instruments, guidance from experts, and the baseline data needed by BWF leaders in each of the 18 areas of focus. In addition, 13 demographic questions were included, as well as two open-ended questions that asked what respondents thought were the greatest challenges for Utah women and girls and what they thought were the greatest opportunities. Participants responded to each of the 83 items using a 7-point Likert scale (1=strongly disagree, 2=disagree, 3=somewhat disagree, 4=neither disagree nor agree, 5=somewhat agree, 6=agree, 7=strongly agree). The survey took approximately 10–20 minutes for participants to complete. Approval from Utah State University’s Institutional Review Board was secured before distribution.

Data were collected for this research study from October 1 to November 19, 2025, and all Utahns aged 18 or older were considered potential participants. The data were collected using two samples: first, we contracted Qualtrics to distribute and collect data to ensure we had a *representative sample* of Utahns, which we knew may not have occurred with our convenience sample. Second, the online survey instrument was also administered to a *convenience sample* (non-probability) of Utah residents representing different settings, backgrounds, and situations. A call for participants was announced through the UWLP monthly newsletter, social media platforms, and website. In addition, UWLP staff, BWF leaders and coordinators, county coalition leaders and members, and advocates/volunteers around the state helped distribute it, as did nonprofit organizations, chambers of commerce, government agencies, municipalities and counties, women’s networks and associations, multicultural groups, businesses, universities, churches, and volunteers. In addition, targeted recruitment efforts were launched throughout the state to improve representation from individuals representing a broad range of demographics and geography; the survey was provided in both English and Spanish.

The representative sample was fully completed by 1,945 respondents (see Appendix A for a demographic overview). The convenience sample had 3,267 respondents, but not all completed the entire instrument (see Appendix B for a demographic overview). As is common with a convenience sample, it is not fully representative of the state in several respects. For example, when compared to overall state demographics, this study undersampled people of color, individuals with less formal education, and residents in lower income ranges. With the samples combined, 5,212 Utahns participated in the research study.

In terms of data analysis, the Statistical Package for the Social Sciences (SPSS) was utilized to run statistics. These statistical tests included descriptives, frequencies, one-way ANOVAs, T tests, bivariate correlations, crosstabs, and other tests as needed. A p-value helps determine the significance of a result in relation to the null hypothesis. In this research, as is typical, the p-value ≤ 0.05 was used to consider statistical significance. In the sections below, an asterisk (*) was used for the demographic variables to identify those connections that reached this level of significance. It is important to note that this white paper reports statistical means (i.e., a single number that represents the center point or typical value of the dataset) and shifts through the years, which we report with standard deviations (SD). A SD is a measure of dispersment (i.e., how much the data is spread out around the mean or average) in statistics.² Smaller values indicate that the data points cluster closer to the statistical mean, which signifies that the values in the dataset are relatively consistent. On the other hand, higher values mean that the values spread out further from the mean.

² Martínez-Mesa, J., González-Chica, D. A., Bastos, J. L., Bonamigo, R. R., & Duquia, R. P. (2014). Sample size: How many participants do I need in my research? *Epidemiology and Biostatistics Applied To Dermatology*, 89(4), 609–615. <https://doi.org/10.1590/abd1806-4841.20143705>.

The results are described in the following four sections:

1. Organizational Strategies & Workplace Culture
2. Childcare & Pre-Kindergarten Programs
3. Gender Pay Gap
4. Sexual Harassment & Gender-Based Discrimination

Organizational Strategies & Workplace Culture

According to a 2025 UWLP report titled “100 Companies Championing Women in 2025: An Analysis of Best Practices for Utah Companies,”³ many forward-thinking companies are implementing flexible and family-friendly policies, programs, and practices in workplaces around the state. Yet, tens of thousands of companies have not done so. Although there are many efforts to help motivate and educate Utah employers, data that measure progress toward the goal of improving workplaces has been difficult to obtain and track. Fortunately, four survey items from this study provide helpful insights. Although the items focus on Utahns’ understanding and perceptions, the findings may also guide far-reaching strategies for societal change. Additional resources can be found on the Organizational Strategies section of the UWLP Toolkits, including a 2020 report on the same topic titled “Flexible and Family-Friendly Policies at Utah’s ‘Best Places to Work.’”⁴ In addition, readers can explore how leaders, advocates, and partners within the Organizational Strategies & Workplace Culture Spoke are leading change in Utah in this area. Such change is essential to maintain a robust state economy, to attract and retain a high-quality workforce, and to meet the needs of Utah families—especially since affordable housing and cost of living are top of mind.

Each of the four items is compared to the same item from the 2023⁵ and 2024 UWLP studies.⁶ Since some respondents do not work for pay, not all participants answered these survey items. We introduce this set of items with the following statement: “With these remaining four questions in this section, if they are not relevant to your situation, please leave them blank.” Hence, for the convenience sample, 2,520 Utahns responded to at least one of four items, and the representative sample drew 1,945 responses, for a combined total of 4,465 respondents.

1. Organizational Offerings

The first survey item was “*My organization offers family-friendly policies to meet my needs.*” There was a statistically significant difference between the statistical means of the two samples. The mean was 4.78 (SD 1.51) for the representative sample, 5.26 (SD 1.61) for the convenience sample, and 5.05 (SD 1.58) for the combined samples. Even with the difference between samples, 20.2% strongly agreed with the statement, while another 42.8% either somewhat agreed or agreed. Significantly fewer Utahns agreed in the representative sample (see Table 1 for more details). This tells us that even though many Utahns work for employers who have at least some family-friendly policies that meet their needs, many still are either unsure or disagree at some level.

³ Clarkson, C., & Madsen, S. R. (2025, December 4). *100 companies championing women in 2025: Best practices for Utah companies*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/68-100-ccw-2025.pdf>

⁴ Scribner, R. T., Vargas, M., & Madsen, S. R. (2020, December 2). *Flexible and family-friendly policies at Utah’s ‘Best Places to Work.’* Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/27-flexible-family-friendly-policies-utah-best-places-to-work.pdf>

⁵ Madsen, S. R. (2024, March 19). *Organizational strategies & workplace culture: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/org-strategies-workplace-culture-research-summary.pdf>

⁶ Madsen, S. R., & Anderson, K. (2025, January 7). *Women in the workplace: Part 1 – Utahn’s awareness, understanding, and attitudes*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/wp/no-11.pdf>

Table 1. Organizational Offerings – Agreement Levels

Levels of Agreement	Representative <i>M=4.78; SD=1.51</i>	Convenience <i>M=5.26; SD=1.61</i>	Combined <i>M=5.05; SD=1.58</i>
Strongly disagree	89 (4.6%)	85 (3.4%)	174 (3.9%)
Disagree	63 (3.2%)	123 (4.9%)	186 (4.2%)
Somewhat disagree	68 (3.5%)	152 (6.0%)	220 (4.9%)
Neither agree nor disagree	727 (37.4%)	343 (13.6%)	1,070 (24.0%)
Somewhat agree	273 (14.0%)	452 (17.9%)	725 (16.2%)
Agree	465 (23.9%)	722 (28.7%)	1,187 (26.6%)
Strongly agree	260 (13.4%)	643 (25.5%)	903 (20.2%)
Total Participants	1,945	2,520	4,465

In the 2023 survey results, the statistical mean for this item in the representative sample was 4.77 (SD 1.58) and 5.31 (SD 1.59) for the convenience sample. For the representative sample, 46.7% of respondents selected either unsure or that they disagreed at some level, while 53.3% agreed (somewhat agree, agree, or strongly agree). In the 2024 representative sample, only 37.0% selected a level of disagreement or neither agree nor disagree. The statistical mean did rise from 4.77 in 2023 to 4.98 in 2024, while in this year’s sample the mean settled in close to 2023’s findings at 4.78. The findings across years tell us that, although many Utahns believe that their organization’s offerings do meet their needs, more than one-third of Utah’s employees are either unsure or disagree.

Demographic Findings: The brief statements below share findings for the combined samples. The statistical means are based on a 7-point Likert scale (1=strongly disagree, 4=neither agree nor disagree, and 7=strongly agree). The “*” refers to demographic variables that met the statistical significance p-value threshold of ≤ 0.05 .

*Age**: Respondents in the 65–69 (4.58) and the 70 and older (4.22) age ranges were significantly less likely to agree with the statement, compared to all other age ranges (4.92 to 5.26).

*Children**: Parents had significantly higher agreement levels than nonparents, with both hovering around somewhat agree (5.14 and 4.85, resp.).

*Counties/Regions**: Interestingly, those from several small counties had the highest statistical means (Piute, Millard, Kane, Grand, Sevier, San Juan), while participants from Garfield, Beaver, Weber, Emery, Uinta, and Duchesne counties had significantly lower agreement levels. There were no significant differences by multi-county districts (MCDs)⁷ or BWF regions.⁸

*Education**: Respondents with graduate degrees (5.22) and bachelor’s degrees (5.26) had the strongest agreement with the statement. Participants with high school diplomas or less (4.62), some college (4.75), and associate degrees (4.99) had significantly less agreement.

*Employment**: Not surprisingly, full-time (5.36) and part-time employees (5.12) had the strongest agreement, while full-time homemakers (4.15) and the unemployed (4.16) had the least.

Gender: Although men’s (5.13) agreement level on this survey item was slightly higher than women’s (5.03), the difference was not statistically significant.

⁷ Multi-county districts (MCDs) include Bear River (Box Elder, Cache, and Rich counties), Central (Juab, Millard, Piute, Sanpete, Sevier, and Wayne counties), Mountainland (Summit, Utah, and Wasatch counties), Southeastern (Carbon, Emery, Grand, and San Juan counties), Southwestern (Beaver, Garfield, Iron, Kane, and Washington counties), Uintah Basin (Daggett, Duchesne, and Uintah counties), and Wasatch Front (Davis, Morgan, Salt Lake, Tooele, and Weber counties).

⁸ The 7 BWF regions: 5-County Region (Washington, Iron, Kane, Garfield, and Beaver counties), 6-County Region (Wayne, Piute, Sevier, Millard, Juab, and Sanpete counties), East Central Region (Uintah, Duchesne, Daggett, Wasatch, and Summit counties), North & West Region (Box Elder, Cache, Rich, and Tooele counties), Southeast Region (Grand, San Juan, Carbon, and Emery counties), Wasatch Front–North Region (Davis, Weber, and Morgan counties), and Wasatch Front–South Region (Salt Lake and Utah counties).

*Income**: The higher the household income level, the stronger the agreement with this survey item. The lowest agreement came from less than \$25,000 (4.27), while the highest income levels, \$150,000–\$199,999 and \$200,000 and above were at 5.42 and 5.58, respectively.

*Marital Status**: Respondents who reported being married (5.20) were significantly more likely to agree with the statement than those who selected widowed (4.48), divorced (4.72), and single (4.85).

Race/Ethnicity: There were no statistically significant differences among race/ethnicity categories.

*Religion**: There were no statistically significant differences among religious affiliation categories, except for the difference between Latter-day Saints (5.18) and Atheists (4.69). However, those with the highest religious activity levels agreed more firmly with this statement.

*Residency**: Respondents who had lived in Utah fewer than 2 years (4.73) had significantly lower agreement levels than those who had lived in Utah for 11–20 years (5.10) and more than 21 years (5.10).

*Samples**: Participants in the representative sample (4.78) were significantly less likely to agree with the survey item, compared to those who took the survey as part of the convenience sample (5.26).

2. Opportunities for Advancement

The second survey item in this section was “*In my organization, I have opportunities for advancement.*” For this item we provide details in two tables so readers can view the women’s agreement levels (Table 2) separately from the men’s (Table 3). Data show a statistically significant difference between men’s and women’s perceptions related to their belief that they have opportunities for advancement in their current organization. Although many women who participated in the study did agree that they had opportunities for advancement, it is interesting to see the agreement breakdown in Table 2. For the convenience sample, which has more participants with higher educational levels, it is possible that respondents agreed because their education provided more advancement opportunities. Although this report does not have space to provide a full discussion of the findings—including a comparison with the current literature—the findings provide initial results that can be discussed in organizations and compared in future studies.

Table 2. Opportunities for Advancement – Women’s Agreement Levels

Levels of Agreement	Representative <i>M</i> =4.50; <i>SD</i> =1.55	Convenience <i>M</i> =4.94; <i>SD</i> =1.74	Combined <i>M</i> =4.80; <i>SD</i> =1.70
Strongly disagree	60 (5.6%)	115 (5.1%)	175 (5.3%)
Disagree	54 (5.1%)	183 (8.1%)	237 (7.1%)
Somewhat disagree	73 (6.9%)	171 (7.6%)	244 (7.3%)
Neither agree nor disagree	412 (38.7%)	282 (12.5%)	694 (20.9%)
Somewhat agree	159 (14.9%)	476 (21.1%)	635 (19.1%)
Agree	190 (17.8%)	567 (25.1%)	757 (22.8%)
Strongly agree	117 (11.0%)	462 (20.5%)	579 (17.4%)
Total Participants	1,065	2,256	3,321

Table 3. Opportunities for Advancement – Men’s Agreement Levels

Levels of Agreement	Representative <i>M</i> =5.21; <i>SD</i> =1.36	Convenience <i>M</i> =5.47; <i>SD</i> =1.46	Combined <i>M</i> =5.26; <i>SD</i> =1.39
Strongly disagree	32 (3.6%)	6 (2.6%)	38 (3.4%)
Disagree	31 (3.5%)	5 (2.1%)	36 (3.2%)
Somewhat disagree	33 (3.8%)	7 (3.0%)	40 (3.6%)
Neither agree nor disagree	225 (25.6%)	35 (14.9%)	260 (23.3%)
Somewhat agree	155 (17.6%)	44 (18.7%)	199 (17.8%)
Agree	235 (26.7%)	79 (33.6%)	314 (28.2%)
Strongly agree	169 (19.2%)	59 (25.1%)	228 (20.4%)
Total Participants	880	235	1,115

The 2023 survey report did not separate results from men and women as we did in this report via Tables 2 and 3. However, the overall statistical mean for the representative sample was 4.82 (SD 1.65), and the convenience sample was 5.13 (SD 1.66). For the representative sample, 56.7% of respondents agreed at some level, while 43.3% were unsure or disagreed. Interestingly, in the 2023 research, 47.4% somewhat agreed, disagreed, or were unsure. Comparing the 2023 results to the 2024 numbers, the statistical mean decreased for the representative sample and increased for the convenience sample. For women in 2025, the statistical mean significantly decreased for the representative sample and slightly decreased for the convenience sample. Compared to the last few years, then, in 2025 Utah women are less likely to feel they have opportunities for advancement. For men in 2025, the mean significantly decreased in the representative sample but remained the same in the convenience sample. Men were significantly more likely in 2025 to agree that they have opportunities for advancement. In general, for the representative sample (both men and women), 52.7% agreed at some level, while 47.3% were unsure or disagreed.

Demographic Findings: The brief statements below share findings of the combined samples. Since the BWF is focused on ensuring that women thrive, these demographic statements are focused on an analysis of the data collected from *women only*, reflecting the combined samples. We will say, however, that there was a significant difference between men (5.15, SD 1.51) and women (4.80, SD 1.70), with men feeling a stronger sense of belonging.

Age:* Although the data did not show a specific trend, women who were 70 and older (3.83) had significantly lower agreement than all others. We assume that many were not in the workforce, so they would not have felt belonging, but further analysis could determine more details. Even those in the 65–69 age group were significantly more likely to agree (4.52). The strongest agreement appeared in the 25–29 age group (5.11).

Children: There were no statistically significant differences between mothers and those who were not mothers. Among mothers, there were no significant agreement differences in the number of children in the three age range categories.

Counties/Regions: There was no statistical significance between the highest and lowest counties or county groupings in terms of women’s agreement responses.

Education:* The only statistically significant finding was that women with bachelor’s degrees (4.91) and graduate degrees (4.98) had much stronger agreement than those who had some college (4.37).

Employment:* Not surprisingly, full-time employees (5.04) and full-time students (5.03) had significantly higher agreement with the survey item than full-time homemakers (4.21), the unemployed (4.07), and retired people (3.85). Participants employed part time (4.71) had a mean in the middle.

Income:* Respondents with higher income levels had higher agreement levels, with women who reported household incomes of over \$200,000 (5.53) and \$150,000–\$199,999 (5.07) having significantly higher agreement than those at the other end of the spectrum: \$25,000–\$34,999 (4.14) and \$35,000–\$49,999 (4.53).

Marital Status:* Women respondents who were divorced (4.37) had significantly less agreement than those who were married (4.92). Other statistical means included single (4.71), living with partner/cohabiting (4.89), married but separated (4.02), and widowed (4.31).

Race/Ethnicity: There were no significant differences among race/ethnicity categories.

Religion:* There was no statistically significant difference between the women respondents’ agreement responses and religious affiliation. However, on a five-point scale (ranging from 1=not at all to 5=very active), women who reported that they were 1, 2, or 3 (4.62–4.66) had significantly lower agreement with this statement than women who selected 4 or 5 (4.96 and 4.94, respectively).

Residency: Women’s years of residency in Utah produced no statistically significant differences.

Samples:* Women in the convenience sample were significantly more likely to agree with the statement (4.93) than those who participated in the representative sample (4.50).

3. Advancing Women

The third survey item in this section was “*My organization has strategies that advance women in the workplace.*” The statistical mean was 4.72 (SD 1.50) for the representative sample, 4.66 (SD 1.82) for the convenience sample, and 4.69 (SD 1.69) for the combined samples. There was a high standard deviation, which means there was an even wider distribution of agreement (people had differing perspectives) than in most survey items. We were particularly struck to learn that a substantial number of respondents selected neither agree nor disagree, which could mean they were unsure, did not know, or had not thought about it. Yet more respondents do believe—at least somewhat—that their organizations have strategies that advance women. On the other hand, because of bias, people may believe things are equal and equitable when they are not. It is difficult to pinpoint precise data without further research and analysis. See Table 4 for more details.

Table 4. Strategies to Advance Women – Agreement Levels

Levels of Agreement	Representative <i>M=4.72; SD=1.50</i>	Convenience <i>M=4.66; SD=1.82</i>	Combined <i>M=4.69; SD=1.69</i>
Strongly disagree	87 (4.5%)	173 (6.9%)	260 (5.8%)
Disagree	73 (3.8%)	233 (9.3%)	306 (6.9%)
Somewhat disagree	83 (4.3%)	194 (7.8%)	277 (6.2%)
Neither agree nor disagree	727 (37.4%)	536 (21.4%)	1,263 (28.4%)
Somewhat agree	308 (15.8%)	394 (15.8%)	702 (15.8%)
Agree	411 (21.1%)	486 (19.4%)	897 (20.2%)
Strongly agree	256 (13.2%)	485 (19.4%)	741 (16.7%)
Total Participants	1,945	2,501	4,446

In the 2023 survey, the statistical mean was 4.71 (SD 1.65) for the representative sample and 4.85 (SD 1.81) for the convenience sample. For this question, 32.1% of respondents in the 2023 representative sample neither agreed nor disagreed, another 21.2% somewhat agreed or disagreed, and only 17.0% strongly agreed. In the 2024 data the representative sample mean increased, and slightly fewer respondents neither agreed nor disagreed. Similar patterns appear more broadly over time as well. As mentioned, in 2025, the statistical mean significantly decreased for the representative sample. This means that Utahns are less likely to believe that their organization has strategies that advance women in their workplace than they did a year or two ago. Sadly, this makes sense based on the political environment.

Demographic Findings: The brief statements provide a summary of findings for the combined samples.

Age*: Statistical significance in the age demographic emerged from comparing the 70 and older (4.03) age range with nearly all other categories, with statistical means that ranged from 4.45 to 4.98.

Children: There was not a statistically significant difference among the agreement levels of parents (4.73) and nonparents (4.59), and no significant differences appeared among parents who had greater numbers of children in different age categories.

Counties/Regions*: The counties with respondents who had the highest levels of agreement included Summit (5.00), San Juan (4.94), Utah (4.91), Grand (4.90), and Wasatch (4.84). The lowest agreement came from residents of Beaver (4.09), Duchesne (4.12), Emery (4.21), Juab (4.21), and Sanpete (4.34) counties, which hovered around somewhat agree. There were no significant differences among MCDs and BWF regions.

Education*: Participants who had obtained a college degree at any level (4.70 to 4.84) were significantly more likely to agree with the statement than those who had not (4.45 to 4.52).

Employment*: Not surprisingly, the statistical means for respondents who were retired (3.92) and unemployed (4.05) were significantly lower than those of full-time students (5.24) and full-time employees (4.86), while full-time homemakers (4.18) and part-time employees (4.71) were in between.

*Gender**: Women’s agreement levels were significantly lower than men’s (4.56 and 5.06, resp.).

*Income**: Although not a predictable pattern, participants in the top two categories—\$150,000–\$199,999 (4.80), and \$200,000 and above (5.15)—had the highest agreement, particularly when compared to less than \$25,000 (4.35) and \$25,000–\$34,999 (4.37). The statistical means in the other income groups ranged from 4.55 to 4.64.

*Marital Status**: Respondents who were married (4.79) were significantly more likely to agree with the statement when compared to those who were divorced (4.35). Other means included widowed (4.21), married but separated (4.41), single (4.58), and living with partner/cohabiting (4.73).

*Race/Ethnicity**: There was no statistically significant difference for respondents who selected various race/ethnicity groups.

*Religion**: The only significant difference was between Atheists (4.30) and Agnostics (4.46), and the group that included Hinduism, Buddhism, Islam, Jehovah Witness, and Judaism (5.12). Respondents who were less active in their religious affiliation had lower levels of agreement than those who selected active or very active on a five-point scale.

*Residency**: There were no statistical differences among length of residency categories.

*Samples**: The responses from participants in both samples were similar.

4. Sense of Belonging

The final survey item in this section was “*I feel a sense of belonging at work.*” The statistical mean was 4.95 (SD 1.61) for the representative sample, 5.57 (SD 1.54) for the convenience sample, and 5.30 (SD 1.60) for the combined samples. Despite the difference among samples, Utahns agreed—with nearly over a quarter of respondents (1,226) strongly agreeing and nearly 43.0% (1,914) either agreeing or somewhat agreeing—with the statement. Yet, we have seen decreases in the sample that represents Utahns as a whole. In addition, nearly 11.1% of participants disagreed, which, if extrapolated to the general population, is a significant number of Utahns. Many Utahns were also unsure (neither agree nor disagree), with 30.5% of the representative sample (a dramatic increase from 2024) and 9.6% of the convenience sample selecting this option. See Table 5 for additional information.

Table 5. Sense of Belonging – Agreement Levels

Levels of Agreement	Representative <i>M=4.95; SD=1.61</i>	Convenience <i>M=5.57; SD=1.54</i>	Combined <i>M=5.30; SD=1.60</i>
Strongly disagree	105 (5.4%)	80 (3.2%)	185 (4.1%)
Disagree	50 (2.6%)	84 (3.3%)	134 (3.0%)
Somewhat disagree	76 (3.9%)	105 (4.1%)	181 (4.0%)
Neither agree nor disagree	593 (30.5%)	244 (9.6%)	837 (18.7%)
Somewhat agree	299 (15.4%)	384 (15.2%)	683 (15.3%)
Agree	432 (22.2%)	799 (31.6%)	1,231 (27.5%)
Strongly agree	390 (20.1%)	836 (33.0%)	1,226 (27.4%)
Total Participants	1,945	2,532	4,477

In the 2023 survey findings, the statistical mean was 4.96 (SD 1.67) for the representative sample and 5.63 (SD 1.59) for the convenience sample. In the representative sample, 45.1% agreed or strongly agreed, while 39.4% were unsure or disagreed. In the convenience sample, 66.3% agreed or strongly agreed. In the 2024 survey results, the mean increased to 5.26 (SD 1.43) for the representative sample and was similar for the convenience sample at 5.54 (SD 1.51). In 2025, there was a sharp decrease in the mean of the representative sample to 4.95 (SD 1.61). Also, participants still somewhat agreed that more Utahns are not feeling a sense of belonging at work (see demographics for details).

Demographic Findings: The following brief statements provide findings for the combined samples. Again, the statistical means highlighted are based on the Likert scale of 1 being strongly disagree, 4 neither agree nor disagree, and 7 being strongly agree.

*Age**: Although all statistical means showed agreement, those 70 and older (4.46) and 65–69 (4.70) had the lowest agreement, while respondents in the 25–29 (5.58), 35–39 (5.53), and 30–34 (5.49) age ranges had the highest agreement levels.

Children: There was no statistically significant difference between the agreement levels of parents (5.38) and nonparents (5.13).

*Counties/Regions**: The respondents who lived in the follow counties more strongly agreed they had a sense of belonging at work: Kane (5.76), Wasatch (5.63), Millard (5.59), San Juan (5.57), Utah (5.54), and Iron (5.51) counties. The lowest agreement came from participants in Beaver (4.43), Morgan (4.63), Sanpete (4.71), and Emery (4.74) counties.

*Education**: Those who selected high school diploma or less (4.81) and some college (4.92) had significantly less agreement with the statement than those who selected graduate degree (5.58) and bachelor's degree (5.48).

*Employment**: Not surprisingly, respondents who were retired (4.05), unemployed (4.19), or full-time homemakers (4.20) were significantly less likely to agree with the statement than those who were full-time employees (5.61), part-time employees (5.50), or full-time students (5.42).

Gender: Women's agreement levels were similar to men's (5.30 and 5.31, resp.). A small sample of individuals identified as non-binary (16), and their agreement levels were significantly lower (3.50) than those of the others.

*Income**: Respondents with higher income levels had significantly higher agreement levels, and those who had lower income levels had lower agreement levels.

*Marital Status**: Respondents who selected widowed (4.73), married but separated (4.82), divorced (4.91), and single (5.13) had significantly lower levels of agreement, compared to those who selected married (5.46).

Race/Ethnicity: Although there were no statistically significant differences among race/ethnicity categories, respondents who selected American Indian or Alaska Native (5.03) and Asian (5.17) had the lowest agreement, while those who selected Native Hawaiian and Other Pacific Islander (5.63) had higher levels of agreement.

*Religion**: There was a statistically significant difference among religious categories in terms of level of agreement. Those who selected Atheist (4.94), Protestant (5.08), and Spiritual but Not Religious (5.13) had the lowest agreement, while those who selected Islam (5.91), Jehovah Witness (5.52), Hinduism or Buddhism (5.50), and Latter-day Saint (5.45) had the highest agreement. Respondents who were more active in their religions felt a stronger sense of belonging in their places of employment.

*Residency**: Respondents who selected fewer than 2 years (4.96) were significantly less likely to agree with the statement than those who had lived in Utah 6–10 years (5.39) and more than 21 years (5.37).

*Samples**: Respondents who participated in the representative sample had a significantly lower statistical mean (4.95) than those who participated in the convenience sample (5.57).

5. Qualitative Findings

As mentioned, we offered two open-ended questions inviting responses regarding any thoughts, insights, or ideas respondents may have related to the challenges and opportunities that women and girls face in Utah, as well as space to offer any additional thoughts or comments. Overall, 3,815 study participants provided qualitative responses, with 632 mentioning something that fell within the “Organizational Strategies and Workplace Culture” category. Table 6 lists the extrapolated theme categories, followed by characteristic quotations that illuminate aspects of those themes. Note that some comments were included in several categories, as individual statements were often related to a variety of themes and topics. Others simply identified the general category as an issue of concern but did not provide additional commentary. Consequently, theme percentages do not total 100.0%.

Table 6. Qualitative Themes – Organizational Strategies & Workplace Culture

Theme Categories	#	%
A. Opportunities for Advancement	286	45.3%
B. Family-Friendly Policies	177	28.0%
C. Valuing Women	142	22.5%
D. Religious Culture’s Impact	135	21.4%
E. General Workplace Concerns	75	11.9%

A. *Opportunities for Advancement*: The most frequent theme (286 respondents, 45.3%) that surfaced was a concern regarding the lack of opportunities for advancement, or expressing the sentiment that respondents want increases in equal opportunity for advancement, regardless of gender. Statements regarding opportunity were often intertwined with concerns regarding the gender pay gap, cultural influences, and leadership. Representative responses included

“Women face fewer opportunities for employment, advancement, and have a lack of workplace support.”

“Women aren’t encouraged or supported in their individual efforts to advance in their career for fear of retaliation or being perceived as threatening to a male supervisor or employer.”

“I’ve worked with several companies that say they support gender equality then completely skip women for promotions and advancement opportunities.”

B. *Family-Friendly Policies*: The second most frequently mentioned issue was related to the need for family-friendly policies, practices, and cultures that better support Utah families, with 177 respondents (28.0%) offering comments. Many of the comments specifically called out the need for flexibility. For example,

“The ‘flexibility penalty.’ When women need flexibility for family responsibilities, they often face career consequences, such as being passed over for promotions, relegated to less challenging work, or pushed toward part-time positions with fewer benefits.”

“Cultural expectations here meet inadequate infrastructure. Utah has a strong cultural emphasis on family and motherhood, yet the workplace systems, childcare infrastructure, and policy support haven’t kept pace.”

“I feel a lot of employers here subtly force mothers out of the workforce by their policies or benefits. It really often comes down to who your boss is.”

“There is a strong call for more employers to adopt policies like flexible work hours, remote work options, paid parental leave, and on-site childcare to help women balance professional careers and family responsibilities.”

C. *Valuing Women*: Although most respondents implied that they felt less valued than their male colleagues, 142 (22.5%) directly named it as a significant concern. For instance,

“I believe there are still many negative beliefs toward women not being as competent or capable as men in academic and professional settings. Women don’t have that unconditional sense of worth in the workplace like men do—they have to essentially fight for it and prove themselves constantly to be taken seriously.”

“Women are told they are valuable, but their input isn’t solicited at the same rate as that of their male counterparts. Women must prove they are competent and needed before they are taken seriously, where men are intrinsically valued for their opinions just because they are men.”

“In the field I work in, I have to assert myself and push past stereotypes and biases. I was just seen as not capable, until I talked with people and showed them I could do it. I don’t think that would have happened if I were a man.”

“Women need to be seen and valued as capable individuals, especially in professional settings that remain male dominated. Despite our experience, education, and proven results, women often have to work twice as hard to be recognized for what we already bring to the table.”

- D. *Religious Culture's Impact*: Many respondents commented that Utah's religious culture negatively influences various aspects of the workplace, with 135 respondents (21.4%) providing input.

Examples included

"I am LDS, but the culture overwhelming favors men over women. I am expected to assume a subservient or less-than-knowledgeable role, and men are assumed to be superior based on their gender. It's frustrating and insulting to be addressed in a condescending manner. It is still a man's world in Utah."

"Men in Utah, especially conservative and religious, view their role as providers entitling them to having priority in the job market."

"Men use their 'revelation' to make business decisions regarding pay and advancement just because it 'feels right' to them."

- E. *General Workplace Concerns*: There were 75 respondents (11.9%) who included statements that expressed an overall concern with girls and women successfully finding or maintaining work.

Observations included

"I have been in meetings where a man has told me he cannot work with me because I am a woman."

"There is an attitude that women are uppity if they are educated and even that they are 'stealing' jobs from men."

"During a women's leadership conference, I was told that getting Botox was a 'small price to pay to make men feel more comfortable around you.'"

"I have observed situations where male leaders have used their authority in ways that create an imbalance of power and psychological distress for women. For example, being ambushed in meetings by multiple male supervisors without prior notice or context, creating situations that felt intimidating, silencing, and undermining rather than developmental."

Additional comments described Utah workplaces with male-centric environments, practices, and policies, including the challenge of not being involved in various social activities with male leaders outside of the work setting that may lead to promotions. Others described an environment in Utah that puts motherhood at odds with work and career, with some women describing being called "selfish," or accused of not loving their children as much as mothers who are not in the workforce. Respondents also mentioned being passed up for promotions and/or pay increases because a male "breadwinner" needed it more to "support his family." The majority of comments brought up multiple issues, highlighting the intersection between home, family, and community, as well as Utahns' increasing desire for their employers to be aware of and responsive to the variety of goals and challenges they have. For additional information and comparison with the data from last year's study, see the two 2025 white papers: "Women in the Workplace: Part 1: Utahns' Awareness, Understanding, and Attitudes" and "Utah Women, Discrimination, and Sexism: Experiences and Perceptions." Also see two 2024 research and policy briefs titled "Eleven Major Challenges Utah Women Face" and "Seven Top Opportunities for Utah Girls and Women."

Childcare & Pre-Kindergarten Programs

On November 1, 2023, the UWLP released a research snapshot titled "Childcare—What Utahns Need to Know Now: A 2023 Update." This report captured the limited available data on childcare from various sources. We know that Utah is considered to be a "childcare desert" and that there are significant challenges with affordability, access, and quality, and that childcare is considered to be a "market failure." However, it has been difficult to track the status and progress in Utah, given the available data sources. Other resources can be found on the Childcare & Pre-K section of the UWLP Toolkits, including a white paper titled "The Complex Childcare Landscape: Public Policy Solutions."⁹

While Utah has some unique characteristics in its labor force, specifically among women, data show similar trends to national labor force participation, including the fact that the majority of Utah women (71.6%)

⁹ Jemison, E., Christensen, M., & Johnson, E. (2024, October 7). *The complex childcare landscape: Public policy solutions for Utah*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/wp/no-5.pdf>

participate in the workforce (includes full-time, part-time, seasonal, or other types of employment).¹⁰ While the lack of childcare impacts families with two working parents, it disproportionately affects those who are already economically vulnerable, such as single-parent households (the majority of which are women led), full-time students, or those without education beyond high school. Also, high quality childcare and pre-K programs have proven benefits in terms of early childhood education and kindergarten readiness. All are worthwhile reasons to support re-envisioning the childcare and early learning landscape. Learn more about the work of the [Childcare & Pre-K Programs Spoke](#) to engage in making positive change for Utah families.

The study’s four childcare and pre-K program survey items provide additional insight that can guide changes to improve support for more Utah families. The items are then compared with identical items in the 2023¹¹ and 2024¹² results. In the convenience sample, 2,875 Utahns responded to at least one of the four items, and the representative sample included 1,945 participants; thus, the combined total was 4,820 respondents.

1. Access

The first survey item was “*Access to childcare is an issue that families face in Utah.*” There was a striking difference among the statistical means of the samples. The mean was 5.13 (SD 1.46) for the representative sample, 6.21 (SD 1.05) for the convenience sample, and 5.77 (SD 1.34) for the combined samples. Even considering the differences among samples, Utahns agreed—with 1,835 strongly agreeing and another 2,096 either agreeing or somewhat agreeing—with the statement. The numbers tell us that most Utahns believe that access to childcare is a serious challenge. See Table 7 for more details.

Table 7. Childcare Access – Agreement Levels

Levels of Agreement	Representative <i>M=5.13; SD=1.46</i>	Convenience <i>M=6.21; SD=1.05</i>	Combined <i>M=5.77; SD=1.34</i>
Strongly disagree	45 (2.3%)	10 (0.3%)	55 (1.1%)
Disagree	76 (3.9%)	17 (0.6%)	93 (1.9%)
Somewhat disagree	87 (4.5%)	31 (1.1%)	118 (2.4%)
Neither agree nor disagree	436 (22.4%)	193 (6.7%)	629 (13.0%)
Somewhat agree	388 (19.9%)	275 (9.5%)	663 (13.7%)
Agree	559 (28.7%)	874 (30.3%)	1,433 (29.7%)
Strongly agree	354 (18.2%)	1,481 (51.4%)	1,835 (38.0%)
Total Participants	1,945	2,881	4,826

The 2023 survey found the statistical mean was 5.19 (SD 1.45) for the representative sample and 6.19 (SD 1.08) for the convenience sample, with a similar pattern in numbers and percentages within the levels of agreement. There was a slight shift downward in the statistical mean for the 2024 representative sample (4.97, SD 1.33), and a slight increase in the mean for the convenience sampling (6.23, SD 1.06). The findings from 2025 show that the mean for the representative sample is close to 2023 (5.13, SD 1.46), and it is similar for the convenience sample (6.21, SD 1.05). As a general population, Utahns somewhat agree, and individuals with more education and income (convenience sample) are keenly aware there is a problem.

Demographic Findings: The brief statements below share findings for the combined samples. The statistical means are based on a 7-point Likert scale (1=strongly disagree, 4=neither agree nor disagree, and 7=strongly agree). The “*” refers to demographic variables that met the statistical significance p-value threshold of ≤ 0.05 .

¹⁰ Blackburn, R. C., Townsend, A., & Madsen, S. R. (2023, December 6). *Labor force participation among Utah women: A 2023 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/52.pdf>

¹¹ Madsen, S. R. (2024, January 17). *Childcare & pre-K programs: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/childcare-research-summary.pdf>

¹² Madsen, S. R., & Anderson, K. (2025, January 7).

*Age**: Although all agreed, those in the 18–24 age range (4.97) had lower levels of agreement than those in other age ranges. Respondents in the 35–39 (5.98) and 60–64 (5.94) age ranges had the highest agreement. This could be for two reasons: these are the ages when Utah parents may be affected the most by childcare costs and the ages when grandparents might be asked to be caregivers.

*Children**: Parents (5.88) had statistically higher agreement levels than nonparents (5.54).

*Counties/Regions**: The highest statistical means came from respondents in the following counties: Garfield (6.21), San Juan (6.09), Grand (6.06), Kane (6.03), Cache (6.00), Wasatch (5.95), and Summit (5.89). The lowest agreement came from participants in Beaver (4.89), Piute (4.90), Rich (4.94), Morgan (5.26), Tooele (5.42), and Daggett (5.45) counties. Statistically significant differences were only among the highest and lowest counties. There were no significant differences among regions.

*Education**: The more years of education, the stronger the agreement, with respondents holding graduate degrees having a statistical mean of 6.25, compared to those with bachelor’s degrees (5.85), associate degrees (5.49), some college (5.48), and high school diploma or less (5.04).

*Employment**: Not surprisingly, full-time employees had the highest levels of agreement (5.91), followed by respondents who were part-time employees (5.79). Those who were unemployed (5.22), full-time students (5.35), and full-time homemakers (5.48) had significantly lower levels of agreement.

*Gender**: Women’s agreement levels were significantly higher than men’s (5.96 and 5.18, resp.), and non-binary participants had a mean of 6.55.

*Income**: Respondents with higher income levels had higher agreement levels, with those at the highest income levels having a statistical mean above 6.00, and those at the lowest two income levels at 5.11 and 5.38, respectively.

*Marital Status**: Married respondents had the highest levels of agreement (6.00), which was statistically higher than those who were single (5.38), widowed (5.53), or living with partner/cohabiting (5.58).

*Race/Ethnicity**: The statistical means ranged widely, with Black or African American respondents having the lowest agreement (5.09)—but still close to somewhat agree—with White (5.85) and American Indian or Alaska Native (5.80) having the highest agreement. Native Hawaiian and Other Pacific Islander (5.44), Hispanic/Latino (5.45), and Asian (5.49) were in the middle.

*Religion**: The highest levels of agreement came from respondents who selected Agnostic (6.21), Atheist (5.98), Spiritual but Not Religious (5.91), and Latter-day Saint (5.84). Other Christians (5.23) and Catholics (5.35) had the lowest agreement. Interestingly, those who selected 5=very active for their religious activity level (five-point scale) had the highest levels of agreement (5.84) with the statement, while 1=not at all active were second highest with a statistical mean of 5.77. The lowest awareness was from those who selected the middle activity level of 3 (5.37). This is the second year in a row we have seen this pattern.

*Residency**: Respondents who had lived in Utah longer had higher agreement levels: fewer than 2 years (4.74), 2–5 years (5.31), 6–10 years (5.67), 11–20 years (5.72), and more than 21 years (6.05). The more years of Utah residency, the higher the agreement. However, the 6– 10– and 11–20-year groups were not significantly different from each other.

*Samples**: Respondents in the representative sample (5.13) were significantly less likely to agree with the statement than participants in the convenience sample (6.21).

2. Childcare Providers as Professionals

The second survey item for this area of focus was “*Childcare providers are professionals.*” The statistical mean was 4.99 (SD 1.48) for the representative sample, 5.42 (SD 1.49) for the convenience sample, and 5.25 (SD 1.50) for the combined samples. Even with the difference in statistical means among samples, Utahns agreed with the statement, with many (1,180) strongly agreeing and another 2,149 either agreeing or somewhat agreeing. Only 13.3% of study participants selected a disagreement

option. Most respondents acknowledged that childcare providers are professionals, but many participants chose only somewhat agree. See Table 8 for more details.

Table 8. Childcare Professionals – Agreement Levels

Levels of Agreement	Representative <i>M=4.99; SD=1.48</i>	Convenience <i>M=5.42; SD=1.49</i>	Combined <i>M=5.25; SD=1.50</i>
Strongly disagree	47 (2.4%)	25 (0.9%)	72 (1.5%)
Disagree	68 (3.5%)	110 (3.8%)	178 (3.7%)
Somewhat disagree	156 (8.0%)	235 (8.2%)	391 (8.1%)
Neither agree nor disagree	467 (24.0%)	383 (13.3%)	850 (17.6%)
Somewhat agree	397 (20.4%)	468 (16.3%)	865 (17.9%)
Agree	473 (24.3%)	811 (28.2%)	1,284 (26.6%)
Strongly agree	337 (17.3%)	843 (29.3%)	1,180 (24.5%)
Total Participants	1,945	2,875	4,820

In the 2023 survey, the statistical mean was 4.73 (SD 1.45) for the representative sample and 5.43 (SD 1.51) for the convenience sample, with similar patterns in numbers and percentages of agreement levels with the 2024 and 2025 results. The statistical mean slightly increased for the representative sample, while the convenience sample held steady.

Demographic Findings: The following short statements provide a summary for the combined samples; the means are presented on a 7-point Likert scale.

Age*: Although all statistical means leaned toward agreement, the older the respondents were, the less likely they were to agree with the statement. For example, 70 and older (4.63) and 65–69 (4.84) age ranges had the lowest agreement, while 25–29 (5.65) and 30–34 (5.50) had the highest agreement.

Children: There was no statistically significant difference among the agreement levels of parents and nonparents and no significant differences among parents based on those who had greater numbers of children in different age categories.

Counties/Regions*: The highest statistical means came from respondents in the following counties: Morgan (5.64), Piute (5.50), San Juan (5.49), Utah (5.39), and Summit (5.38). The lowest means were from Juab (4.50), Sevier (4.50), Sanpete (4.71), Duchesne (4.84), Wayne (4.87), and Beaver (4.88) counties. In terms of multi-county districts (MCDs), Central, Uintah, and Mountainland had significantly lower agreement (4.78 to 5.17), compared to Wasatch Front (5.31) and Southwestern (5.26). In terms of the seven regional areas within BWF, the 6-County Region had a significantly lower statistical mean (4.78) than all other regions in the state. Finally, urban counties (5.30) had significantly higher means than rural counties (5.06) although they are both hovered around somewhat agree.

Education*: Respondents with graduate (5.57) and bachelor’s degrees (5.39) were statistically more likely to agree with the statement than those with a high school diploma or less (4.86), some college (4.87), or an associate degree (4.88).

Employment*: Surprisingly, full-time students had the second-highest level of agreement (5.32), with full-time employees (5.45) at the top and part-time employees third (5.12). Retired participants (4.68), full-time homemakers (4.85), and the unemployed (4.94) had significantly lower levels of agreement.

Gender: Women’s agreement levels (5.28) were similar to men’s (5.14), with non-binary participants having a mean of 5.94.

Income*: Respondents with higher income levels had higher agreement levels, with those at the highest income levels having statistical means above 5.42 and those at the lowest two income levels at 4.69 and 4.86, respectively. The only significant findings, however, were between participants who had household incomes over \$75,000 and those with incomes below \$34,999.

*Marital Status**: Interestingly, respondents who were married but separated (4.56) and widowed (4.65) were significantly more likely to have responded with a lower agreement level than those who were married (5.35) and single (5.21).

Race/Ethnicity: There were no statistically significant differences among the agreement levels and race/ethnicity categories.

*Religion**: Respondents who selected Agnostic (5.54) and Atheist (5.51) had statistically higher agreement levels than those who selected Spiritual but Not Religious (5.11), Other Christian (5.122), and Protestant (5.18). In terms of religious activity (1=lowest to 5=highest), those who selected 2 (5.00) and 3 (5.08) had the lowest agreement, and those who selected 4 (5.28) and 5 (5.27) had the highest.

Residency: There were no statistical differences among length of residency categories.

*Samples**: Respondents in the convenience sample were significantly more likely to agree with the statement than those in the representative sample (5.42 and 4.99, respectively).

3. Early Childhood Education

The third survey item was “*Childcare and Pre-K programs play an important role in early childhood education.*” The statistical mean was 5.61 (SD 1.35) for the representative sample, 6.33 (SD 1.10) for the convenience sample, and 6.04 (SD 1.23) for the combined samples. Despite the significant difference among samples, Utahns agreed—with 2,266 strongly agreeing and another 1,988 either agreeing or somewhat agreeing—with the statement. Overall, only 4.5% of study participants disagreed with the statement on some level. Although there were similar percentages in each sample in terms of disagreement (small percentages), there was a striking difference between the samples in terms of respondents who selected strongly agree, with 58.0% selecting it in the convenience sample versus 30.6% in the representative sample. Most respondents clearly believe that childcare and pre-K programs play an important role in early childhood education. See Table 9 for more details.

Table 9. Early Childhood Education – Agreement Levels

Levels of Agreement	Representative <i>M</i> =5.61; <i>SD</i> =1.35	Convenience <i>M</i> =6.33; <i>SD</i> =1.06	Combined <i>M</i> =6.04; <i>SD</i> =1.23
Strongly disagree	26 (1.3%)	19 (0.7%)	45 (0.9%)
Disagree	33 (1.7%)	22 (0.8%)	55 (1.1%)
Somewhat disagree	74 (3.8%)	46 (1.6%)	120 (2.5%)
Neither agree nor disagree	254 (13.1%)	99 (3.4%)	353 (7.3%)
Somewhat agree	358 (18.4%)	215 (7.5%)	573 (11.9%)
Agree	605 (31.1%)	810 (28.1%)	1,415 (29.3%)
Strongly agree	595 (30.6%)	1,671 (58.0%)	2,266 (46.9%)
Total Participants	1,920	2,438	4,358

In the 2023 survey, the statistical mean was 5.19 (SD 1.23) for the representative sample and 6.33 (SD 1.04) for the convenience sample. For 2024’s larger representative sample, the mean for the representative sample rose to 5.73 (SD 1.21), with a similar mean (6.29, SD 1.08) for the convenience sample. For 2025, the representative sample was slightly lower (5.61, SD 1.35) but not significantly different, while the convenience sample stayed steady at 6.33 (SD 1.06).

Demographic Findings: The following brief statements provide a summary of findings for the combined samples. The statistical means highlighted are based on the Likert scale of 1 being strongly disagree, 4 neither agree nor disagree, and 7 being strongly agree. The “*” refers to those demographic variables that met the statistical significance p-value threshold of ≤ 0.05 .

*Age**: Although there was a statistically significant difference between the responses by participants in the 18–24 age range (5.51) and all other range categories with agreement levels (5.98 to 6.25), all agreed at some level.

*Children**: There was a statistically significant difference between the agreement levels of parents (6.08) and nonparents (5.94). Parents with 1 (6.01) or 2 children (6.10) in the 12–17 age range had the highest agreement with the statement.

*Counties/Regions**: The following counties had the highest statistical means: San Juan (6.30), Grand (6.29), Garfield (6.23), Wayne (6.19), Salt Lake (6.17), Kane (6.17), Cache (6.16), Iron (6.14), and Washington (6.13). There were no significant differences based on regions, but there were some significant differences between urban (6.07) and rural (5.74) counties.

*Education**: The higher the respondents' education, the stronger the agreement. Respondents with a graduate degree (6.35) had the highest strategic mean, compared to those with a bachelor's degree (6.11), associate degree (5.86), some college (5.85), and high school diploma or less (5.47).

*Employment**: The statistical means for the unemployed (5.58) and full-time homemakers (5.81) were significantly lower than those of full-time students (6.10) and full-time employees (6.14) in terms of their agreement with this statement.

*Gender**: Women's agreement levels were significantly higher than men's (6.19 and 5.56, resp.), while non-binary respondents more strongly agreed with the statement (6.19).

*Income**: Generally, although not a perfect rise, as income level increased, agreement with this statement also rose. The statistical means for these categories were as follows: less than \$25,000 (5.60), \$25,000–\$34,999 (5.53), \$35,000–\$49,999 (5.85), \$50,000–\$74,999 (6.01), \$75,000–\$99,999 (6.00), \$100,000–\$149,999 (6.10), \$150,000–\$199,999 (6.28), and \$200,000 and above (6.33). The significant differences were specifically between the highest and lowest income ranges.

*Marital Status**: Married (6.10), divorced (6.07), and living with partner/cohabiting (6.07) respondents were significantly more likely to agree with the statement than were those who selected married but separated (5.68) or single (5.83).

*Race/Ethnicity**: Respondents who were Native Hawaiian and Other Pacific Islander (6.11) and White (6.09) were more likely to have higher agreement with the statement than were Black or African American (5.44) and Hispanic/Latino (5.85) respondents. However, there was still some level of agreement with the statement within all race/ethnic categories.

*Religion**: Respondents who selected Agnostic (6.33), Spiritual but Not Religious (6.19), Atheist (6.16), and Latter-day Saint (6.03) had the highest agreement levels, while those who selected Other Christian (5.71) has significantly lower agreement. Yet, all agreed strongly with the survey item. Although there were statistically significant findings for religious activity (1=lowest to 5=highest), no pattern emerged, as those who selected 1 had the highest agreement with a mean of 6.10, followed by 5 (6.00) and 2 (5.97).

*Residency**: The longer a respondent had lived in Utah, the more likely that individual strongly agreed with this statement, with the lowest agreement being for residents of fewer than two years (5.61) and the highest for residents of more than 21 years (6.20).

*Samples**: There was a significant difference between participants who responded as part of the representative sample (5.61) and the convenience sample (6.33), with respondents in the latter having higher agreement.

4. The Role of Government

The final survey item was “*Government has a role in addressing childcare in Utah.*” The statistical mean was 5.21 (SD 1.44) for the representative sample, 5.76 (SD 1.45) for the convenience sample, and 5.54 (SD 1.47) for the combined samples. The standard deviations are wider for this item, meaning that there is a broader difference in agreement among study participants. Despite the difference among samples, Utahns agreed—with 1,573 strongly agreeing and another 2,166 either agreeing or somewhat agreeing—with the statement. Overall, only 9.1% of study participants disagreed at any level. Significant differences arose between the samples in terms of the percentage of respondents who selected strongly agree, with 41.0% of those in the convenience sample versus 20.2% in the representative sample. Overall, most respondents believe that government has a role in addressing

childcare in Utah, with 13.4% selecting neither agreeing nor disagreeing, an option that often reflects being unsure. See Table 10 for additional information.

Table 10. Role of Government in Childcare – Agreement Levels

Levels of Agreement	Representative <i>M=5.21; SD=1.44</i>	Convenience <i>M=5.76; SD=1.45</i>	Combined <i>M=5.54; SD=1.47</i>
Strongly disagree	44 (2.3%)	48 (1.7%)	92 (1.9%)
Disagree	55 (2.8%)	83 (2.9%)	138 (2.9%)
Somewhat disagree	99 (5.1%)	109 (3.8%)	208 (4.3%)
Neither agree nor disagree	379 (19.5%)	268 (9.3%)	647 (13.4%)
Somewhat agree	425 (21.9%)	445 (15.5%)	870 (18.0%)
Agree	550 (28.3%)	746 (25.9%)	1,296 (26.9%)
Strongly agree	393 (20.2%)	1,180 (41.0%)	1,573 (32.6%)
Total Participants	1,945	2,879	4,824

In the 2023 survey, the statistical mean was 5.18 (SD 1.43) for the representative sample and 5.75 (SD 1.49) for the convenience sample. In 2023, 82.7% of the convenience sample agreed at some level, 8.4% neither agreed or disagreed, and only 8.8% had any level of disagreement. For the representative sample, 70.1% agreed at some level, while 20.0% were neutral, and 9.8% disagreed. The wide standard deviation also tells us that most survey participants in both samples believe that government has a role in addressing childcare challenges in Utah. Results for the 2024 and 2025 samples are similar.

Demographic Findings: The following brief statements summarize findings for the combined samples. As a reminder, the statistical means presented are based on the Likert scale of 1 being strongly disagree, 4 neither agree nor disagree, and 7 being strongly agree. The “*” refers to demographic variables that met the statistical significance p-value threshold of ≤ 0.05 .

Age*: Although all statistical means were on the agreement side of the scale, those in the 35–39 (5.72) and 25–29 (5.71) age ranges had the highest agreement, while those who selected 18–24 (5.31) and 65–69 (5.34) had the lowest agreement. Although the difference between the highest and lowest was significant, there was not a linear pattern.

Children: There was no significant difference among the agreement levels of parents (5.53) and nonparents (5.56).

Counties/Regions*: The following counties had the highest statistical means: Garfield (5.98), San Juan (5.85), Salt Lake (5.79), Summit (5.75), and Iron (5.71). The lowest means were found in the following counties: Beaver (4.43), Juab (4.91), Box Elder (4.95), Sevier (4.97), Daggett (5.00), Emery (5.06), Sanpete (5.06), and Uintah (5.07). In terms of regional differences, there was a significant difference between the means of the Uintah (5.11) and Central (5.12) MCDs with the lowest agreement levels, compared with Wasatch Front (5.63) and Mountainland (5.53) MCDs with the highest. There was not a difference between urban and rural counties. In the BWF regional designations, the Wasatch Front–South participants had the highest agreement (5.68), while the 6-County Region had the lowest (5.12).

Education*: The more education the participant reported, the stronger the agreement, with those selecting the graduate degree option having the highest statistical mean (5.92), compared to those with bachelor’s degrees (5.64), associate degrees (5.22), some college (5.17), or high school diploma/equivalent or less (5.06).

Employment*: Full-time homemakers (5.02) and those who were unemployed (5.29) or retired (5.32) had significantly lower agreement levels than full-time students (5.76) and full-time employees (5.67).

Gender*: Women’s agreement levels were significantly higher than men’s (5.62 and 5.28, resp.), with non-binary participants having the highest agreement (6.38).

*Income**: Respondents with higher income levels had higher agreement levels, and those who had lower income levels had lower agreement with the statement. However, all had statistical means between somewhat agree to agree.

Marital Status: There were no significant differences among the various marital status categories and the agreement levels with this statement.

Race/Ethnicity: There were no significant differences among the various race/ethnic categories and the agreement levels with this statement.

*Religion**: There was a statistically significant difference among religious categories in terms of level of agreement. Those who selected Agnostic (5.98), Atheist (5.96), and Spiritual but Not Religious (5.72) had the strongest agreement, while those who selected Other Christian (5.28) and Latter-day Saint (5.36) had significantly lower agreement levels. On the five-point activity level scale (1=lowest to 5=highest), those who were not at all (5.64) or who selected 2 (5.47) had the highest means, while those who selected 3 had the lowest agreement. Hence, there was no clear religious activity pattern regarding agreement.

*Residency**: Generally, the more years a respondent had lived in Utah, the more likely that individual had stronger agreement with the statement: fewer than 2 years (5.19), 2–5 years (5.41), 11–20 years (5.55), 6–10 years (5.56), and more than 21 years (5.61). The main statistical difference, however, was between those who had lived in Utah fewer than 2 years and all others.

*Samples**: There was a significant difference between agreement levels of those who responded in the representative sample (5.21) and the convenience sample (5.76), with the first leaning toward somewhat agree and the latter to agree.

5. Qualitative Findings

As mentioned earlier, we offered two open-ended questions inviting responses regarding any thoughts, insights, or ideas respondents may have related to the challenges and opportunities that women and girls face in Utah, as well as space to offer any additional thoughts or comments. Overall, 3,815 study participants provided qualitative responses, with 370 mentioning something that fell within the “Childcare & Pre-Kindergarten Programs” themes. Table 11 lists the extrapolated theme categories, followed by characteristic quotations that highlight elements of those themes. Note that some comments were included in several categories, as individual statements were often related to a variety of themes and topics. Others simply identified the general category as an issue of concern but did not provide additional commentary. Consequently, theme percentages do not total 100.0%.

Table 11. Qualitative Themes – Childcare & Pre-K Programs

Theme Categories	#	%
A. Affordability of Childcare	168	45.4%
B. Access and Availability of Childcare	137	37.0%
C. Quality of Childcare	47	12.7%

A. *Affordability of Childcare & Pre-K Programs*: The most frequent issue surfaced by 168 respondents was affordability of childcare (45.4%). Responses included

“Balancing work and family is especially difficult due to limited access to affordable childcare.”

“Nothing makes me angrier than the lack of paid maternity leave for women and the lack of affordable childcare. Something must be done about this.”

“There is a lot of lip service about supporting girls and women in Utah, but when push comes to shove, women get shoved. Reduced work flexibility combined with a real lack of affordable childcare makes it much harder for women to contribute in the workforce or to step into leadership roles.”

B. *Access and Availability of Childcare & Pre-K Programs*: The second most frequently mentioned issue was related to access and availability of childcare and pre-K programs (37.0%). For example,

“Utah claims to be a family-friendly state but does little or nothing about available and affordable childcare.”

“Balancing career and family expectations while facing limited childcare options remains tough for many women in Utah today.”

“Finding childcare is difficult, and there is a lot of judgment.”

“We live in a childcare desert.”

- C. *Quality of Childcare & Pre-K Programs*: While less frequently mentioned (12.7%), quality of childcare, especially as it related to affordability, was a significant concern for 47 respondents. Comments included

“High-quality childcare is one of the greatest challenges for everyone in the state. Without high-quality early education, we are ensuring that Utah students remain less competitive.”

“The biggest place I feel women need help is with childcare. It feels nearly impossible to find quality, licensed childcare that is also affordable.”

“I’d be willing to pay taxes to help with high-quality childcare.”

“We need more childcare that is affordable and meets the standard of quality care and learning.”

In addition, 89 survey respondents shared comments that did not directly reference availability, affordability, or quality, but still highlighted the barrier that the childcare crisis creates for women and families. Many expressed frustration that coordinating childcare typically falls to women, in large part because of societal expectations that women should be responsible for all caregiving. This places additional mental and emotional pressure on women to individually solve something that is a collective problem. In terms of possible solutions, many pointed out the role that organizations could play in addressing childcare issues by offering employer-sponsored or on-site childcare. For additional information and comparison with the data from last year’s study, see the two 2025 white papers: “Women in the Workplace: Part 1: Utahns’ Awareness, Understanding, and Attitudes” and “Utah Women, Discrimination, and Sexism: Experiences and Perceptions.” Also see two 2024 research and policy briefs titled “Eleven Major Challenges Utah Women Face” and “Seven Top Opportunities for Utah Girls and Women.”

Gender Pay Gap

In 2025, the UWLP published a report titled “Utah Gender Pay Gap: A 2025 Update,”¹³ which updated the 2021 report titled “Addressing the Gender Pay Gap in Utah with State Equal Pay Laws.”¹⁴ Each provides insight into the status of women and outlines recommendations on how Utah can improve. Although the nation has made progress in narrowing the gap, Utah has not. In fact, in 2025 Utah ranked 49th as the state with largest income gap.¹⁵ However, it has been difficult to track the status and progress in Utah, given the available data sources. To help leaders and employers and the state population better understand the perspectives of Utahns on this issue, four gender pay gap survey items were included in the study. For each item, we compare this year’s results with the 2023¹⁶ and 2024¹⁷ fall studies, which used identical survey items. For the convenience sample, 2,883 Utahns responded to at least one of four items, and the representative sample drew 1,945 participants, for a combined total of 4,828 respondents. These data

¹³ Blackburn, R. C., Anderson, K., & Madsen, S. R. (2025, September 4). *Utah gender pay gap: A 2025 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/61.pdf>

¹⁴ Gould, L. J. (2021, June 29). *Addressing the gender pay gap in Utah with state equal pay laws*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/wp/no-2.pdf>

¹⁵ McCann, A. (2025, August 18). Best & worst states for women’s equality (2025). *WalletHub*. <https://wallethub.com/edu/best-and-worst-states-for-women-equality/5835>

¹⁶ Madsen, S. R. (2024, January 17). *Gender pay gap: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/gender-pay-gap-research-summary.pdf>

¹⁷ Madsen, S. R., & Anderson, K. (2025, January 7).

provide additional insight that will guide changes to improve support for more Utah women and families. To engage in making changes, learn more about the work of the [Gender Pay Gap Spoke](#) in the BWF.

1. Existence

The first survey item was “*I believe a gender pay gap exists in Utah.*” There was a striking difference between the statistical means of the two samples. The mean was 5.13 (SD 1.56) for the representative sample, 6.21 (SD 1.30) for the convenience sample, and 5.78 (SD 1.50) for the samples combined. Despite the difference between means, Utahns agree—with 2,174 strongly agreeing and another 1,685 either agreeing or somewhat agreeing—with the statement. This tells us that most Utahns believe that the gender pay gap exists in Utah. Only 7.6% of Utahns in the combined samples disagreed at any level. The difference between the percentage of participants who selected strongly agree for the samples was quite striking (representative=22.5%; convenience=60.2%). See Table 12 for more details.

Table 12. Existence of the Gender Pay Gap – Agreement Levels

Levels of Agreement	Representative <i>M=5.13; SD=1.56</i>	Convenience <i>M=6.21; SD=1.30</i>	Combined <i>M=5.78; SD=1.50</i>
Strongly disagree	71 (3.7%)	43 (1.5%)	114 (2.4%)
Disagree	68 (3.5%)	51 (1.8%)	119 (2.5%)
Somewhat disagree	78 (4.0%)	54 (1.9%)	132 (2.7%)
Neither agree nor disagree	451 (23.2%)	153 (5.3%)	604 (12.5%)
Somewhat agree	362 (18.6%)	248 (8.6%)	610 (12.6%)
Agree	477 (24.5%)	598 (20.7%)	1,075 (22.3%)
Strongly agree	438 (22.5%)	1,736 (60.2%)	2,174 (45.0%)
Total Participants	1,945	2,883	4,828

In the 2023 survey results, the statistical mean was 5.02 (SD 1.67) for the representative sample and 6.22 (SD 1.29) for the convenience sample, with only 15.9% disagreeing at any level. The results for 2023 and 2024 were similar. In 2025, the representative sample showed a slight rise in the statistical mean, which is significant because it is a large sample. Again, most Utahns understand there is a gap, at least somewhat, although 23.2% of participants in the representative sample selected neither agree nor disagree.

Demographic Findings: The following short statements provide a summary of findings for the combined samples. As a reminder, the statistical means highlighted are based on the Likert scale of 1 being strongly disagree, 4 neither agree nor disagree, and 7 being strongly agree. The “*” refers to those demographic variables that met the statistical significance p-value threshold of ≤ 0.05 .

Age*: The only statistically significant difference for agreement in the age ranges was between the 18–24-year-olds (5.04) and all other age categories (5.64 to 5.95).

Children*: Parents (5.83) had significantly higher agreement levels than nonparents (5.66), but there were no significant differences among parents with various numbers of children in different age groups.

Counties/Regions*: The highest statistical means came from respondents in the following counties: Garfield (6.15), Daggett (6.09), Summit (5.97), Salt Lake (5.94), Grand (5.92), Cache (5.92), and Kane and Iron (5.91). The lowest agreement came from residents in Beaver (4.54), Sevier (4.75), Box Elder (5.21), and Sanpete (5.34) counties. In terms of regions, the Central MCD (5.31) came in with significantly less agreement than the Mountainland (5.89), Southwestern (5.83), and Wasatch Front (5.83) MCDs. In BWF regional areas, the 6-County Region came in at the low end (5.31), while the Wasatch Front–South (5.85) and the East Central Region (5.83) had residents with the most agreement. Urban counties had higher agreement (5.85) than rural counties (5.57).

Education*: The more education respondents had, the stronger the agreement levels. Those with graduate degrees had significantly higher agreement (6.19) than those with bachelor’s degrees (5.93), some college (5.53), associate degrees (5.44), and high school diploma or less (4.96).

*Employment**: The strongest agreement with this statement came from individuals who were full-time employees (5.92), part-time employees (5.71), and retired (5.68). The unemployed (5.15) and full-time homemaker (5.33) respondents had the lowest agreement levels.

*Gender**: Not surprisingly, women’s agreement levels were significantly higher than men’s (6.01 and 5.03, resp.), while non-binary respondents had the strongest agreement level (6.81).

*Income**: Respondents with higher household incomes were the ones who most strongly agreed with this statement, while the ones with the lowest incomes had significantly less agreement. For example, the statistical means for those who had household incomes over \$100,000 ranged from 5.92 to 6.17, while respondents who selected one of the lowest three income levels had statistical means ranging from 4.99 to 5.48.

*Marital Status**: There was a significant difference between participants who were widowed (5.50), single (5.55), and living with partner/cohabiting (5.57) when compared with those who selected married (5.86), married but separated (5.88), and divorced (5.91).

*Race/Ethnicity**: Those who selected American Indian or Alaska Native (5.92) and White (5.85) most strongly agreed with the statement, followed by Native Hawaiian and Other Pacific Islanders (5.63), Asian (5.65), Hispanic/Latino (5.44), and Black or African American (5.05) participants.

*Religion**: Respondents who agreed the most included Agnostic (6.29), Atheist (6.23), Spiritual but Not Religious (6.03), with Latter-day Saint (5.69) and Protestant (5.63) following. Again, although there were significant differences among religious activity levels (1=lowest to 5=highest), there was not a pattern. Those who selected 1 (5.90) and 2 (5.71) had the strongest agreement, while those who selected 3 (5.44) had the least agreement.

*Residency**: Respondents who had lived in Utah less time had lower levels of agreement: fewer than 2 years (4.86), 2–5 years (5.32), 6–10 years (5.78), 11–20 (5.69), and more than 21 years (6.02). Although not a linear relationship, it does appear that the longer a respondent had been a Utah resident, the more that individual agreed that a gender pay gap exists in the state.

*Samples**: There is a statistically significant difference between the mean of the representative sample (5.13) and the convenience sample (6.21).

2. Less Money

The second survey item was “*Utah women make less money than their male counterparts even when they have the same/similar experience, education, and position.*” There was a significant difference between the statistical means of the two samples, with the mean for the representative sample being significantly lower (5.08, SD 1.55) than that of the convenience sample (6.07, SD 1.34); the statistical mean of the combined samples fell in between (5.67, SD 1.51). Notably, however, even despite the differences among the samples, Utahns agree—with 1,936 strongly agreeing and another 1,829 either agreeing or somewhat agreeing—with the statement. Most Utahns believe that the women make less money than men even when experience, education, and positions are the same or similar. In fact, only 8.5% of Utahns in the combined samples disagreed with the statement at any level. See Table 13 for more details.

Table 13. Same/Similar Experience, Education, and Position – Agreement Levels

Levels of Agreement	Representative <i>M</i>=5.08; <i>SD</i>=1.55	Convenience <i>M</i>=6.07; <i>SD</i>=1.34	Combined <i>M</i>=5.67; <i>SD</i>=1.51
Strongly disagree	67 (3.4%)	44 (1.5%)	111 (2.3%)
Disagree	71 (3.7%)	53 (1.8%)	124 (2.6%)
Somewhat disagree	102 (5.2%)	70 (2.4%)	172 (3.6%)
Neither agree nor disagree	449 (23.1%)	203 (7.1%)	652 (13.5%)
Somewhat agree	365 (18.8%)	290 (10.1%)	655 (13.6%)
Agree	491 (25.2%)	683 (23.7%)	1,174 (24.3%)
Strongly agree	400 (20.6%)	1,536 (53.4%)	1,936 (40.1%)
Total Participants	1,945	2,879	4,824

In the 2023 survey results, the statistical mean was 4.98 (SD 1.70) for the representative sample and 6.09 (SD 1.35) for the convenience sample, with 62.1% of those samples agreeing with the statement at some level and 18.1% disagreeing. Although the results for 2023 are similar to 2024 results in some respects, in 2024 significantly more respondents agreed with the statement (77.2% versus 62.1%), and fewer Utahns disagreed (7.6% versus 18.1%). In 2025, 78.0% agreed while 8.5% disagreed at some level. Hence, most Utahns agree and understand that women in the state make less money than their male counterparts even when they have the same/similar experience, education, and position.

Demographic Findings: The brief statements below share findings for the combined samples.

*Age**: Although there was a statistically significant difference in agreement levels in the analysis by age, it emerged only between participants who selected the 18–24 age range option (4.98) and all other age range categories (5.51 to 5.85).

*Children**: Parents (5.72) had higher agreement levels than nonparents (5.56), but both were between somewhat agree to agree.

*Counties/Regions**: The highest statistical means came from residents in the following counties: Garfield (5.96), Salt Lake (5.84), Summit (4.84), Kane (5.83), Cache (5.82), Washington (5.80), Davis (5.78), and Wasatch (5.76). The lowest agreement came from residents in Piute (4.30), Sevier (4.34), Rich (4.81), Beaver (4.91), and Box Elder (5.07) counties. In addition, residents within the Central MCD region (5.17) had significantly less agreement than respondents who lived in the Mountainland MCD (5.78), the Southeastern MCD (5.73), and the Wasatch Front MCD (5.73). Among the BWF regions, the 6-County Region had significantly less agreement (5.17) than all others (5.55–5.75).

*Education**: The more years of education reported, the stronger the agreement levels. Those with graduate degrees had significantly higher agreement (6.05) than those with bachelor’s degrees (5.83), some college (5.45), associate degrees (5.36), and high school diploma or less (4.90).

*Employment**: The strongest agreement came from full-time employees (5.79), part-time employees (5.66), and those who were retired (5.62). The unemployed (5.03) and full-time homemakers (5.29) had significantly lower agreement.

*Gender**: Not surprisingly, women’s agreement levels were significantly higher than men’s (5.90 and 4.92, resp.), while non-binary respondents had the strongest agreement level at 6.69.

*Income**: Respondents with the highest household incomes were the ones who most strongly agreed with this statement, while the ones with the lowest incomes had significantly less agreement. For example, those who had household incomes over \$100,000 were significantly more likely to agree, compared to those who made less, but particularly less than \$50,000.

*Marital Status**: There were statistically significant differences between those who selected divorced (5.84) and married (5.75), compared to those who selected widowed (5.40) and single (5.42).

*Race/Ethnicity**: There was a statistically significant difference between those with the highest agreement—American Indian or Alaska Native (5.85), White (5.74), and Native Hawaiian and Other Pacific Islanders (5.70)—compared to those who selected Black or African American (4.97).

*Religion**: Respondents who agreed with the statement most included Agnostic (6.19), Atheist (6.15), and Spiritual but Not Religious (5.92). Respondents who had significantly lower agreement levels selected Other Christian (5.14) and Catholic (5.44). Again, although there were significant differences among religious activity levels (1=lowest to 5=highest), there was not a pattern. Those who selected 1 (5.85) and 2 (5.59) had the strongest agreement, while those who selected 3 (5.38) had the least agreement.

*Residency**: Those who had lived in Utah fewer than 2 years (4.83) had significantly less agreement than those who had been residents for 2–5 years (5.19), 11–20 years (5.62), 6–10 years (5.65), and more than 21 years (5.90).

*Samples**: Statistics reveal a significant difference between participants in the representative sample (5.08) and the convenience sample (6.07).

3. Women’s Choices

The third survey item on the gender pay gap was “Utah’s pay gap exists because of women’s own choices (e.g., career breaks, educational choices, lack of experience, job industry).” A significant difference arose between the statistical means of the two samples: the mean for the representative sample (3.71, SD 1.86) was significantly higher than that of the convenience sample (2.32, SD 1.59). This survey item was reversed, so the lower agreement is linked with an understanding that the pay gap does not exist exclusively because of women’s own choices. The high standard deviations demonstrate a broader variety of opinions on this matter. Overall, most respondents (62.7%) disagreed with this statement; yet one-fifth (20.9%) of Utahns who participated in this study believe that women’s own choices are the cause of the gap, with 33.1% of the representative sample and far fewer in the convenience sample (12.7%). See Table 14 for more details.

Table 14. Women’s Choices – Agreement Levels

Levels of Agreement	Representative <i>M=3.71; SD=1.86</i>	Convenience <i>M=2.32; SD=1.59</i>	Combined <i>M=2.88; SD=1.83</i>
Strongly disagree	338 (17.4%)	1,253 (43.5%)	1,591 (33.0%)
Disagree	270 (13.9%)	671 (23.3%)	941 (19.5%)
Somewhat disagree	195 (10.0%)	296 (10.3%)	491 (10.2%)
Neither agree nor disagree	499 (25.7%)	294 (10.2%)	793 (16.4%)
Somewhat agree	262 (13.5%)	221 (7.7%)	483 (10.0%)
Agree	228 (11.7%)	86 (3.0%)	314 (6.5%)
Strongly agree	153 (7.9%)	58 (2.0%)	211 (4.4%)
Total Participants	1,945	2,879	4,824

The statistical mean for this survey item from the 2023 survey distribution was 3.10 (SD 1.78) for the representative sample and 2.35 (SD 1.61) for the convenience sample, with 72.7% in the combined samples disagreeing with the statement at some level and 40.2% strongly disagreeing. Only 12.6% selected neither agree nor disagree, and 15.6% chose any of the agree options. The respondents in the 2024 sample had less disagreement (60.0% versus 72.7%), and slightly more Utahns agreed (23.6% versus 15.6%). The difference between the first two years may have reflected the larger 2024 representative sample, which may have been more accurate than the 2023 Qualtrics sample. In the 2024 representative sample, 36.6% of respondents agreed with the statement, while only 13.1% of the convenience sample agreed. In 2025, there is a slight decrease—from 3.89 to 3.71—in the statistical mean, so awareness may be slowly increasing, but the SD continues to increase as well so there are even greater differences of opinions. These changes are slight, so caution should be used in asserting firm conclusions.

Demographic Findings: The following details summarize findings for the combined samples:

*Age**: Although there was not a pattern, there were significant differences between participants’ selections in the age range categories, with those who selected 45–49 (2.67), 65–69 (2.67), 60–64 (2.71), 50–54 (2.76), and 55–59 (2.76) having the strongest disagreement, and those in the 40–44 (3.11), 18–24 (3.11), and 30–34 (3.09) having significantly less disagreement.

*Children**: The agreement levels of parents and nonparents were similar, yet among parents, those with 5 or more children had significantly less disagreement.

*Counties/Regions**: The weakest disagreement with the statement came from respondents who lived in the following counties: Piute (5.10), Beaver (3.66), Daggett (3.64), and Morgan (3.63). All other counties had stronger disagreement levels. Garfield (2.43), Summit (2.44), Cache (2.54), Duchesne (2.60), Salt Lake (2.61), and Davis (2.61) counties most strongly disagreed with the statement. There were no significant differences among MCDs, BWF regions, or urban/rural areas.

*Education**: The more education the respondent had, the stronger the disagreement. Those with graduate degrees had significantly less agreement (2.58) than those with bachelor’s degrees (2.78), some college (2.92), associate degrees (3.27), and high school diploma or less (3.52). It is important

to note that the statistical means for all these options are either neutral or toward the disagreement end of the 7-point Likert scale.

*Employment**: The only significant difference with this variable was between those employed full time (2.83) and the unemployed (3.19). All others fell in between.

*Gender**: Not surprisingly, women’s agreement levels were significantly lower than men’s (2.62 and 3.73, resp.), while non-binary respondents had the strongest disagreement (1.13).

*Income**: Respondents with the highest household incomes most strongly disagreed with the statement, while the ones with the lowest incomes had significantly less disagreement. For example, less than \$25,000 (3.28) and \$25,000–\$34,999 (3.22) had significantly less disagreement than \$200,000 and above (2.60) and \$150,000–\$199,000 (2.73).

*Marital Status**: Divorced respondents were significantly more likely to disagree (2.60) with the statement than those who were single (3.00), married (2.91), or widowed (2.87).

*Race/Ethnicity**: There was a statistically significant difference between those who selected Black or African American (4.01) and participants in all other race categories (2.62 to 3.15). The results were similar to the 2024 findings.

*Religion**: Respondents who selected Atheist (2.14), Agnostic (2.21), and Spiritual but not Religious (2.33) were the most likely to disagree with the statement, compared to those who were lumped into a variable (limited by sample size) of Hinduism, Buddhism, Islam, Judaism, and Jehovah Witness (4.01). Respondents with the lowest activity level (1=lowest to 5=highest) (2.52) agreed most strongly, followed by those who selected 2 (2.94). These two selections were significantly different from those who responded that they were 4 (active) in their religion (3.35).

*Residency**: Although there was a pattern of years in Utah and stronger disagreement, the only significant difference was between residents of more than 21 years (2.58) and residents who had lived in Utah fewer than 2 years (3.68).

*Samples**: Statistics reveal a significant difference between participants within the representative sample (3.71) and the convenience sample (2.32). Respondents in the latter had stronger disagreement than those in the former.

4. Leaders Should Act

The fourth survey item was “*Utah leaders should take action to close the gender pay gap.*” The representative sample had a statistical mean of 5.39 (SD 1.50), while the convenience sample’s mean was 6.15 (SD 1.30), and the mean of the combined samples was 5.84 (SD 1.43). The same patterns were present in both samples, however, significantly fewer respondents selected a level of disagreement (8.3% for the representative and 4.4% for the convenience sample). Strikingly, 56.8% of the respondents in the convenience sample and 45.5% overall selected strongly agree, which means that nearly 2,200 Utahns strongly agreed that Utah leaders should take action to close the gender pay gap. See Table 15 for more details.

Table 15. Leaders Should Act – Agreement Levels

Levels of Agreement	Representative <i>M</i>=5.39; <i>SD</i>=1.50	Convenience <i>M</i>=6.15; <i>SD</i>=1.30	Combined <i>M</i>=5.84; <i>SD</i>=1.43
Strongly disagree	54 (2.8%)	50 (1.7%)	104 (2.2%)
Disagree	53 (2.7%)	35 (1.2%)	88 (1.8%)
Somewhat disagree	54 (2.8%)	43 (1.5%)	97 (2.0%)
Neither agree nor disagree	377 (19.4%)	212 (7.4%)	589 (12.2%)
Somewhat agree	354 (18.2%)	259 (9.0%)	613 (12.7%)
Agree	493 (25.3%)	647 (22.5%)	1,140 (23.6%)
Strongly agree	560 (28.8%)	1,635 (56.8%)	2,195 (45.5%)
Total Participants	1,945	2,881	4,826

The statistical mean for this item in the 2023 survey was 5.39 (SD 1.78) for the representative sample and 6.14 (SD 1.34) for the convenience sample, with 52.3% of the combined samples selecting strongly agree. Another 32.3% of the 2023 sample chose either agree or somewhat agree. The 2025 results are very similar to the 2024 findings. Again, the differences between the first two years may have come from the larger representative sample. Overall, Utahns share a strong consensus that a gender pay gap exists and that Utah leaders need to take action to narrow it.

Demographic Findings: The following brief statements summarize the findings of the combined samples. As a reminder, the statistical means are based on a 7-point Likert scale (1=strongly disagree, 4=neither agree nor disagree, and 7=strongly agree). The “*” refers to demographic variables that met the statistical significance p-value threshold of ≤ 0.05 .

Age:* The statistically significant difference in age ranges was between those who selected 18–24 (5.48) and 40–44 (5.77) with all other groupings, which ranged from 5.81 to 5.96.

Children: The agreement levels of parents versus nonparents were similar. In addition, there were no significant differences among parents for number and age ranges of children.

Counties/Regions:* The lowest agreement levels (even though they were still in the agreement range) came from respondents in Beaver (4.74), Millard (5.11), Rich (5.13), Box Elder (5.26), Sevier (5.28), and Daggett (5.36) counties. The highest agreement came from participants in the following counties: Garfield (6.15), Kane (6.14), Cache (6.03), Summit (5.99), Grand (5.98), and Salt Lake (5.97). There were no significant differences by MCDs, BWF regions, or urban/rural designations.

Education:* The more education the respondent reported, the stronger the agreement with the statement. Those with graduate degrees more strongly agreed (5.14), compared to those with bachelor’s degrees (5.92), some college (5.67), associate degrees (5.56), and high school diploma or less (5.35).

Employment:* Respondents who selected full-time homemaker (5.47) and unemployed (looking for work, 5.50) were significantly more likely to have the lowest agreement levels, compared to full-time students (5.97) and full-time employees (5.94).

Gender:* Not surprisingly, women’s agreement levels were significantly higher than men’s (6.03) and 5.23, resp.), while non-binary participants had a mean of 6.81.

Income:* Respondents with the highest household incomes had stronger agreement with this statement, while those with the lowest incomes had significantly less agreement. For example, \$200,000 and above (6.08) and \$150,000–\$199,999 (6.06), compared to less than \$25,000 (5.38), \$25,000–\$34,999 (5.60), and \$35,000–\$49,999 (5.62).

Marital Status: There were no statistically significant differences when comparing the various marital status categories to the respondents’ agreement levels.

Race/Ethnicity:* There was a statistically significant difference between those who selected Native Hawaiian and Other Pacific Islander (6.11) and American Indian or Alaska Native (5.93), and those who selected Black or African American (5.32).

Religion:* Respondents who selected Agnostic (6.30), Atheist (6.28), and Spiritual but Not Religious (6.10) were more likely to agree with the statement than those who selected Other Christian (5.41), Latter-day Saint (5.69), and Catholic (5.72). The only statistically significant difference that emerged with religious activity rate (1=lowest to 5=highest) was with participants who selected 1 (6.03) and all the others (5.64–5.77).

Residency:* Respondents who had been residents of Utah for fewer than two years were significantly more likely to have lower agreement (5.31) than all other resident-year categories. Respondents who selected more than 21 years had the highest statistical mean (5.95).

Samples:* Statistics reveal a significant difference between responses from participants in the representative sample (5.39) and in the convenience sample (6.15). Respondents in the latter had higher agreement than those in the former.

5. Qualitative Findings

As mentioned, we offered two open-ended questions inviting responses regarding any thoughts, insights, or ideas respondents may have related to the challenges and opportunities that women and girls face in Utah, as well as space to offer any additional thoughts or comments. Overall, 3,815 study participants provided qualitative responses, with 517 mentioning something that fell within the “Gender Pay Gap” category. Table 16 lists the extrapolated theme categories, followed by characteristic quotations that illuminate aspects of those themes. Note that some comments were included in several categories, as individual statements were often related to a variety of themes and topics. Others simply identify the general category as an issue of concern, but do not provide additional commentary. Therefore, themes do not total 100.0%.

Table 16. Qualitative Themes – Gender Pay Gap

Theme Categories	#	%
A. Concern or Lack of Concern	509	98.5%
B. Religious Culture Impacts the Gap	17	3.3%
C. Negative Financial Impacts	13	2.5%
D. Need For Change	11	2.1%

- A. *Concern or Lack of Concern*: The most frequent theme that surfaced from *all* respondents was a concern or lack of concern about the gender pay gap in Utah. In fact, 509 of the 517 respondents (98.5%) believed the gap was concerning, while 14 stated that it was a myth or was not a problem because there were justifications for women to be paid less. A representative range included the following:

“Regarding pay, men in Utah think they don’t have to pay as much to a woman because they’ll just get married, pregnant, and leave. I’ve heard that several times as the reason I wasn’t promoted or paid as well as my male counterparts.”

“Highly educated women receive less pay and advancement than male counterparts, often forcing reliance on male partners for financial stability.”

“Utah has one of the worst gender pay gaps in the nation, with women earning significantly less than men, even when their educational levels are higher.”

“I have been paid less than my male colleagues while doing similar or more complex jobs. But it’s the good-ol’ boys’ network that haunts me to this day with their secret deals, winks, handshakes, and disrespect that takes a toll.”

- B. *Religious Culture Impacts the Gap*: The second most frequently mentioned issue was related to how Utah’s religious culture negatively impacts the gender pay gap, with 17 respondents (3.3%) providing input. For instance,

“The greatest challenge in Utah for women and girls is the societal view of where they should be focusing their time. This is influenced by the very misogynistic views of the predominant religion here in Utah. I believe these views are a huge factor in the gender pay gap we see amongst women, even though they are just as educated and qualified as their male counterparts.”

“If I’m brutally honest, I genuinely believe the predominant religion’s beliefs about women and gender hold women back on a systemic level. It is no surprise to me that a state that is predominantly LDS has a large gender pay gap.”

“I think it stems from the LDS religion. The man-centric thoughts of the religion do not help women have equal pay or opportunities.”

- C. *Negative Financial Impacts*: Although most respondents implied that the gender pay gap had a negative financial impact on women and families, 13 (2.5%) called it out directly as a significant concern. Comments included the following:

“Pay equity is a huge issue in Utah. Women have the same bills as men, and this approach makes it much easier to keep women in poverty or impacts their ability to save for retirement, spend on future

“While Utah has a relatively high standard of living, because of the traditional gender roles that exist in Utah, it has a strong hold on women. Because of the large pay gap that exists here,

education, etc., when the cost of living is continually increasing.”

“Gender wage gaps continue to limit economic opportunities and financial independence for women.”

women often have a difficult time being financially self-sufficient.”

“The gender pay gap creates a system that continues to oppress women and force them into a subservient role within society.”

- D. *Need for Change*: Although most respondents who commented about the gender pay gap alluded to the need for change, 11 (2.1%) directly mentioned it, including a couple who felt that legislation was needed to address the issue. For example,

“Women in Utah often earn much less money than men doing the same job, which is a significant disparity that should be addressed.”

“There seems to be little concern from state government leaders to ensure gender equity with educational and pay opportunities.”

“Utah is ranked last in women’s rights. This is mostly due, I believe, from the influence of heavily patriarchal ideologies. Because of this, opportunities for equal pay are just one of the hurdles needed to overcome to make Utah more female friendly.”

Additional comments noted how the culture of Utah teaches women to be submissive and supportive of men so they do not need equal pay; that women are being “punished” for the perception they may at some point take a break to raise children; and the negative impact of the pay gap on single mothers, widows, and women who never married. For additional information and comparison with the data from last year’s study, see the two 2025 white papers: “[Women in the Workplace: Part 1: Utahns’ Awareness, Understanding, and Attitudes](#)” and “[Utah Women, Discrimination, and Sexism: Experiences and Perceptions](#).” Also see two 2024 research and policy briefs titled “[Eleven Major Challenges Utah Women Face](#)” and “[Seven Top Opportunities for Utah Girls and Women](#).”

Sexual Harassment & Gender–Based Discrimination

The UWLP published a research snapshot titled “[Sexual Harassment: What Utahns Need to Know](#)”¹⁸ in 2024 and a research white paper titled “[Addressing Workplace Sexual Harassment: Public Policy Solutions for Utah](#)”¹⁹ in 2022. Other reports, such as the UWLP series of [five sexist comments publications](#)²⁰ and the [Utah Women, Discrimination, and Sexism: Experiences and Perceptions](#) report²¹ added insight into the status and experiences of Utah women related to both sexual harassment and gender-based discrimination. Yet, it has been difficult to track current trends or to measure any progress regarding these issues. To help leaders and employers better understand the perspectives of Utahns, four survey items focusing on sexual

¹⁸ Blevins, M., Hardy, A., & Madsen, S. R. (2024, June 18). *Sexual harassment in Utah: A 2024 update*. Utah Women and Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/53.pdf>

¹⁹ Hudman, K., Hatch, T., & Johnson, E. (2022, August 11). *Addressing workplace sexual harassment: Public policy solutions for Utah*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/wp/no-6.pdf>

²⁰ Scribner, R. T., Madsen, S. R., & Townsend, A. (2021, November 4). *Sexist comments & responses: Study introduction and overview*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/38-sexist-comments-study-introduction-overview.pdf>; Scribner, R. T., Townsend, A., & Madsen, S. R. (2021, December 15). *Sexist comments & responses: Inequity and bias*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/39-sexist-comments-inequity-bias.pdf>; Scribner, R. T., Townsend, A., & Madsen, S. R. (2022, January 6). *Sexist comments & responses: Objectification*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/40-sexist-comments-responses-objectification.pdf>; Scribner, R. T., Townsend, A., & Madsen, S. R. (2022, March 2). *Sexist comments & responses: Stereotypes*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/42-sexist-comments-responses-stereotypes.pdf>; Scribner, R. T., Townsend, A., & Madsen, S. R. (2022, March 2). *Sexist comments & responses: Undervaluing women*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/43-sexist-comments-responses-undervaluing-women.pdf>

²¹ Townsend, A., & Madsen, S. R. (2025, April 17). *Utah women, discrimination, and sexism: Experiences and perceptions*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/wp/no-17.pdf>

harassment and gender-based discrimination were included in the study to provide additional insight that can guide changes that will improve women’s experiences in Utah workplace settings.

We compare each item’s results to those in the 2023²² and 2024²³ UWLP fall studies. There were 1,942 participants in the representative sample, 2,965 in the convenience sample (non-probability), and 4,907 total respondents. The data provide additional insights that can guide the changes needed to improve support for more Utah women and families. To engage in making changes, readers can learn more about the work of the Sexual Harassment & Gender-Based Discrimination Spoke in the BWF initiative.

1. Problem Awareness

The first survey item was “*Sexual harassment and gender-based discrimination are problems in the state of Utah.*” There was a striking difference among the statistical means of the two samples. The mean for the representative sample was 5.01 (SD 1.46), 6.04 (SD 1.17) for the convenience sample, and 5.63 (SD 1.40) for the combined samples. Even with the statistically significant difference between the samples, Utahns agree—with 1,709 strongly agreeing and another 2,103 either agreeing or somewhat agreeing—with the statement. This tells us that most Utahns believe that their state has a problem with sexual harassment and gender-based discrimination. In fact, only 6.2% of participants in the combined samples disagree at any level with the statement. Of note is the substantial difference between the representative (27.5%) and convenience (7.8%) samples in terms of respondents who selected neither agree nor disagree. One explanation could be that those in the convenience sample (see Appendix B for demographic details) are more aware of these issues. See Table 17 for more details.

Table 17. Problem Awareness – Agreement Levels

Levels of Agreement	Representative <i>M</i> =5.01; <i>SD</i> =1.46	Convenience <i>M</i> =6.04; <i>SD</i> =1.17	Combined <i>M</i> =5.63; <i>SD</i> =1.40
Strongly disagree	53 (2.7%)	20 (0.7%)	73 (1.5%)
Disagree	57 (2.9%)	24 (0.8%)	81 (1.7%)
Somewhat disagree	107 (5.5%)	44 (1.5%)	151 (3.1%)
Neither agree nor disagree	535 (27.5%)	255 (8.6%)	790 (16.1%)
Somewhat agree	380 (19.6%)	412 (13.9%)	792 (16.1%)
Agree	468 (24.1%)	843 (28.4%)	1,311 (26.7%)
Strongly agree	342 (17.6%)	1,367 (46.1%)	1,709 (34.8%)
Total Participants	1,942	2,965	4,907

In the 2023 survey results, the statistical mean was 5.09 (SD 1.42) for the representative sample and 6.06 (SD 1.18) for the convenience sample. Although there was a significant difference between samples, 2,649 (83.5%) of respondents combined agreed at some level, with 1,303 strongly agreeing. Although the statistical mean of the representative sample decreased, the patterns are similar to those of the 2024 study results. In 2025, the mean increased slightly at 5.01 (SD 1.46) and held steady with the convenience sample at 6.04 (SD 1.17).

Demographic Findings: The short statements are provided below share findings for the combined samples. The statistical means highlighted are based on the Likert scale of 1 being strongly disagree, 4 neither agree nor disagree, and 7 being strongly agree. The “*” refers to those demographic variables that met the statistical significance p-value threshold of ≤ 0.05.

Age*: Full-time students (5.23) and older respondents (70 and older, 5.44; 65–69, 5.51) were significantly less likely to agree with the statement than those in the 30–35 (5.77), 35–39 (5.65), and 50–54 (5.74) age ranges. There was not a linear pattern of age ranges with agreement levels.

²² Madsen, S. R. (2024, February 1). *Sexual harassment & gender-based discrimination: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/sexual-harassment-gender-based-discrimination-research-summary.pdf>

²³ Madsen, S. R., & Anderson, K. (2025, January 7).

*Children**: There was not a significant difference in responses between parents (5.67) and nonparents (5.55). Parents who had more children in the 0–5 and 12–17 age ranges had less agreement with the statement.

*Counties/Regions**: There was a statistically significant difference between counties in terms of agreement or disagreement. The counties that had highest agreement were Garfield (6.09), Grand (6.06), Cache (5.82), Uintah (5.79), Summit (5.77), Salt Lake (5.76), and Iron (5.69). The lowest agreement came from respondents in Piute (4.60), Rich (4.65), Millard (4.89), and Daggett (4.91) counties. There were no significant differences among MCDs. In terms of the BWF regions, participants in the 6-County Region agreed the least (5.31), while the Wasatch Front–South Region (5.71) and the Southeast Region (5.70) agreed the most.

*Education**: The more education respondents reported, the stronger the agreement levels. Those with graduate degrees had significantly higher agreement (6.03) than those with bachelor’s degrees (5.77), associate degrees (5.34), some college (5.26), and high school diploma or less (5.01).

*Employment**: The strongest agreement came from individuals who were full-time employees (5.78), part-time employees (5.64), and full-time students (5.56). The unemployed (5.10) and retired (5.31) respondents had the lowest agreement levels.

*Gender**: Not surprisingly, women’s agreement levels were significantly higher than men’s (5.81 and 5.06, resp.), while non-binary respondents had the strongest agreement (6.35).

*Income**: Respondents with the highest household incomes most strongly agreed with this statement, while the ones with the lowest incomes had significantly less agreement. For example, participants who selected \$200,000 and above (5.98) or \$150,000–\$199,000 (6.00) had higher agreement than those who selected \$25,000–\$34,999 (5.13) and less than \$25,000 (5.13).

*Marital Status**: Respondents who selected widowed (5.16), married but separated (5.32), and single (5.43) had significantly lower agreement levels than those who selected divorced (5.78) and married (5.71).

*Race/Ethnicity**: Respondents who selected White (5.70) and American Indian or Alaska Native (5.64) were significantly more likely to agree than those who selected or Black or African American (4.95).

*Religion**: Respondents with the highest agreement levels included those who selected Agnostic (6.16), Atheist (6.03), and Spiritual but Not Religious (5.88). Those who selected Other Christian (5.07) and Catholic (5.24) had significantly lower agreement levels. Respondents who selected the religious activity level of 1 (not at all, 5.75) and 5 (very active, 5.57) had the highest agreement.

*Residency**: The more years a respondent had lived in Utah, the stronger the agreement with this statement. For example, participants selecting more than 21 years (5.84) agreed more strongly than those who selected less than 2 years (4.76).

*Samples**: There was a significant difference between the statistical mean for the representative sample (5.01) and the convenience sample (6.04). This means that those who tend to be more educated and have higher household incomes tend to agree that sexual harassment and gender-based discrimination are problems in Utah.

2. Not a Big Deal

The second survey item was “*People make a bigger deal out of sexual harassment and gender-based discrimination than is warranted.*” A significant difference emerged between the statistical means of the two samples, with the mean for the representative sample being significantly higher (3.44, SD 1.95) than the convenience sample (2.00, SD 1.30); the mean of the combined samples was 2.57 (SD 1.74). Despite the difference between samples, most Utahns disagree that people make a digger deal out of these issues than is warranted, with 1,844 strongly disagreeing and another 1,687 either disagreeing or somewhat disagreeing. The representative sample had significantly more respondents who agreed at some level (30.2%) with the statement, while only 6.3% in the convenience sample agreed. See Table 18 for more details.

Table 18. Not a Big Deal – Agreement Levels

Levels of Agreement	Representative <i>M=3.44; SD=1.95</i>	Convenience <i>M=2.00; SD=1.30</i>	Combined <i>M=2.57; SD=1.74</i>
Strongly disagree	445 (22.9%)	1,399 (47.2%)	1,844 (37.6%)
Disagree	323 (16.6%)	876 (29.5%)	1,199 (24.4%)
Somewhat disagree	215 (11.1%)	273 (9.2%)	488 (9.9%)
Neither agree nor disagree	372 (19.2%)	230 (7.8%)	602 (12.3%)
Somewhat agree	208 (10.7%)	117 (3.9%)	325 (6.6%)
Agree	235 (12.1%)	47 (1.6%)	282 (5.7%)
Strongly agree	143 (7.4%)	25 (0.8%)	168 (3.4%)
Total Participants	1,941	2,967	4,908

In the 2023 survey results, the statistical mean was 2.85 (SD 1.67) for the representative sample and 2.05 (SD 1.34) for the convenience sample. The combined results of both 2023 samples found that 82.3% of respondents disagreed at some level with the statement (42.0% strongly disagreed). Another 10.0% neither agreed nor disagreed, and only 8.9% agreed. Thus, the consensus was that there was a problem and that it was a “big deal.” In the 2024 data, the statistical mean in the representative sample increased substantially and significantly, meaning that respondents in 2024 did not believe as strongly that there was a problem around these issues. Although the mean of the convenience sample slightly decreased—meaning that a higher percentage of people agreed it is a problem—it was not statistically significant. The 2025 results were similar, with no specific progress in changing perceptions, but most Utahns continue to acknowledge that challenges exist in this area.

Demographic Findings: The following brief statements share findings for the combined samples:

*Age**: Although it was not a perfect correlation, older respondents—65–69 (2.21), 50–54 (2.22), and 70 and older (2.28), and 60–64 (2.35)—selected lower agreement choices than the younger survey participants did: 18–24 (3.05), 30–34 (2.91), and 40–44 (2.77).

*Children**: The responses of parents and nonparents were similar. Among parents, those with the most children had less disagreement.

*Counties/Regions**: The strongest disagreement came from respondents in Garfield (2.11), Cache (2.15), Salt Lake (2.30), Davis (2.31), Summit (2.38), Wayne (2.39), Tooele (2.51), and Iron (2.52) counties. The weakest disagreement came from Daggett (4.55), Piute (4.40), Beaver (3.71), Juab (3.57), Sevier (3.41), Rich (3.12), and Utah (2.92) counties. In terms of MCDs, Bear River (2.43) and Wasatch Front (2.52) had stronger disagreement, while Central (3.02) and Uintah (2.83) had statistically weaker disagreement.

*Education**: The more education the respondent reported, the stronger the disagreement. Those with graduate degrees (2.13) had significantly stronger disagreement than those with bachelor’s degrees (2.52) and some college (2.65). Respondents with associate degrees (2.90) and high school diploma or less (3.41) showed increasingly more agreement.

*Employment**: Respondents who were retired had significantly more disagreement (2.42) than the unemployed (2.84) or full-time students (2.81).

*Gender**: Not surprisingly, women’s agreement levels were significantly lower than men’s (2.27 and 3.55, resp.), while non-binary participants had a mean of 1.59.

*Income**: Respondents with higher household incomes disagreed most strongly with the statement. For example, the mean of those with household incomes over \$200,000 (2.12) was significantly lower than that of households reporting less than \$25,000 (2.96) and \$25,000–\$34,999 (2.89).

*Marital Status**: Respondents who were single (2.72) and living with partner/cohabitating (2.70) disagreed less than those who were divorced (2.24).

*Race/Ethnicity**: Native Hawaiian and Other Pacific Islander (2.32) and American Indian or Alaska Native (2.34) respondents disagreed significantly more than those who selected and Black or African American (3.50).

*Religion**: Respondents who disagreed the most included those who selected Agnostic (1.94), Atheist (2.02), Spiritual but Not Religious (2.13), and Latter-day Saint (2.49). There were no significant differences based on religious activity levels, but the religious activity data produced an interesting result: 1=not at all (2.31), 2 (2.68), 5=very active (2.69), 3 (2.86), and 4 (3.13). Interestingly, this is the same order of agreement that we found with our 2024 data. Hence, those who were most active in their religious affiliation were aligned with those least active in their level of disagreement.

*Residency**: Respondents who had lived in Utah fewer than 2 years (3.33) and 6–10 years (3.05) had significantly less disagreement with the statement than those who had been residents for more than 21 years (2.26) and 11–20 years (2.74).

*Samples**: Respondents in the convenience sample (2.00) were significantly more likely to disagree with the statement than those who participated as part of the representative sample (3.44).

3. Steps to Take

The third survey item was “*I know what steps to take or what resources are available if me or a friend experienced sexual harassment.*” About 50.0% of the combined samples either somewhat agreed or agreed with the statement, while only 15.0% strongly agreed. There was not a significant difference between the statistical means of the two samples, and the mean of the representative and convenience samples was similar (4.85 and 4.87, resp.). This means that Utahns somewhat agree they know what steps to take if they or someone they know has experienced sexual harassment. Yet, 35.2% of respondents disagree or are unsure. More respondents in the representative sample were unsure, while more Utahns in the convenience sample selected options that implied they were not aware of steps to take or resources that are available. See Table 19 for more details.

Table 19. Steps to Take – Agreement Levels

Levels of Agreement	Representative M=4.85; SD=1.51	Convenience M=4.87; SD=1.63	Combined M=4.86; SD=1.58
Strongly disagree	64 (3.3%)	65 (2.2%)	129 (2.6%)
Disagree	97 (5.0%)	263 (8.9%)	360 (7.3%)
Somewhat disagree	170 (8.8%)	389 (13.1%)	559 (11.4%)
Neither agree nor disagree	393 (20.2%)	289 (9.7%)	682 (13.9%)
Somewhat agree	489 (25.2%)	719 (24.2%)	1,208 (24.6%)
Agree	465 (24.0%)	769 (25.9%)	1,234 (25.1%)
Strongly agree	263 (13.5%)	474 (16.0%)	737 (15.0%)
Total Participants	1,941	2,968	4,909

The statistical mean for this 2023 survey item was 4.61 (SD 1.61) for the representative sample and 4.78 (SD 1.67) for the convenience sample; both were around somewhat agree. In the 2023 representative sample, 44.5% either disagreed or were not sure, while another 20.6% selected somewhat agree. When compared with the 2024 results, the statistical mean slightly increased with the representative sample and was exactly the same for the convenience sample. However, only 31.5% of that year’s representative sample either disagreed or were not sure, compared to 44.5% last year. For this year’s findings, the statistical mean shifted slightly downward again for the representative sample, while holding steady with the convenience sample’s mean as last year.

Demographic Findings: The brief statements below share findings for the combined samples. As a reminder, the statistical means are based on a 7-point Likert scale (1=strongly disagree, 4=neither agree nor disagree, and 7=strongly agree). The “*” refers to demographic variables that met the statistical significance p-value threshold of ≤ 0.05 .

Age: There were no statistically significant differences between age ranges and the levels of agreement with this survey item.

Children: There were no significant differences between parents and nonparents, nor were there differences among parents who had varying numbers of children in the three age range categories (0–5, 6–11, and 12–17).

*Counties/Regions**: The strongest agreement with the statement came from respondents who lived in the following counties: Grand (5.51), San Juan (5.32), Cache (5.28), Duchesne (5.26), and Iron (5.24). The lowest agreement means came from Emery (4.27), Carbon (4.40), Garfield (4.54), Summit (4.62), Weber (4.69), and Davis (4.69) counties. In terms of MCDs, Mountainland had the lowest agreement (4.78), while Bear River (5.08) and Central (5.08) had the highest. In terms of the BWF regions, Wasatch Front–North (4.71) and Wasatch Front–South (4.82) had significantly less agreement compared with the North & West (5.07) and 6-County regions (5.06).

*Education**: Respondents who held graduate degrees (5.05) were significantly more likely to agree than those who selected some college (4.62). However, there was no clear pattern among the categories and the survey item agreement.

*Employment**: Not surprisingly, the unemployed respondents (4.40) and full-time homemakers (4.41) had the lowest agreement levels, while full-time employees (5.01) and full-time students (4.89) had the highest agreement.

Gender: There was no statistically significant difference between the women (4.82) and men (4.98) in the combined samples for this survey item.

*Income**: Generally speaking, participants who reported higher household incomes—\$150,000–\$199,999 (4.96) and \$200,000 and above (4.96)—had stronger agreement with the statement when compared to those who reported lower income levels. Although the trend is not perfect, the higher the income, the stronger the agreement.

*Marital Status**: Respondents who selected married but separated (4.38) were significantly more likely to disagree with the statement, compared to those who were married (4.95). All the other categories were in between.

Race/Ethnicity: There were no significant differences among race/ethnic categories and agreement with this statement.

*Religion**: Respondents who selected Islam (5.45), Hinduism or Buddhism (5.24), Jehovah Witness (5.32), and Judaism (5.22) had the highest agreement with this statement, while those with the lowest agreement included Atheist (4.62) and Latter-day Saint (4.78). Also, respondents who selected an activity level of 3 (1=lowest to 5=highest) had the lowest agreement level (4.69), which was significantly different from all other levels, including the highest category, which was 4 (5.06).

Residency: There was little difference between length of residency categories and agreement with this statement.

Samples: There was no statistically significant difference between the representative (4.85) and convenience (4.87) samples for this survey item.

4. Trust in Organizations

The fourth survey item was “*I trust that most organizations in Utah would appropriately handle a sexual harassment report.*” The representative sample had a statistical mean of 4.69 (SD 1.62), while the convenience sample’s mean was 3.31 (SD 1.67), which is a significant difference, and the combined samples had a mean of 3.85 (SD 1.78). See Table 20 for more details.

Interestingly, even though the representative sample included significantly more men, only 20.9% disagreed at any level, with 22.2% neither agreeing nor disagreeing. In digging deeper, however, we found that the statistical mean in the representative sample for women was 4.43 (SD 1.68) and 5.01 (SD 1.48) for men. On the other hand, in the convenience sample, 58.5% of respondents disagreed, with 12.6% neither agreeing nor disagreeing and only 28.8% agreeing at any level (with 16.4% only somewhat agreeing). In digging even more deeply, we found that the statistical mean for the convenience sample for women was 3.26 (SD 1.67) and 3.81 (SD 1.62) for men—both were lower than numbers for the women and men in the representative sample. Both men and women with more

education and income—and probably more leadership roles in workplaces—are more likely not to believe that “most organizations in Utah would appropriately handle a sexual harassment report.”

Table 20. Trust in Organizations – Agreement Levels

Levels of Agreement	Representative <i>M=4.69; SD=1.62</i>	Convenience <i>M=3.31; SD=1.67</i>	Combined <i>M=3.85; SD=1.78</i>
Strongly disagree	90 (4.6%)	455 (15.3%)	545 (11.1%)
Disagree	129 (6.6%)	701 (23.6%)	830 (16.9%)
Somewhat disagree	187 (9.6%)	580 (19.5%)	767 (15.6%)
Neither agree nor disagree	431 (22.2%)	375 (12.6%)	806 (16.4%)
Somewhat agree	408 (21.0%)	488 (16.4%)	896 (18.2%)
Agree	437 (22.5%)	313 (10.5%)	750 (15.3%)
Strongly agree	259 (13.3%)	57 (1.9%)	316 (6.4%)
Total Participants	1,941	2,969	4,910

The statistical mean for this item in the 2023 survey was 4.26 (SD 1.64) for the representative sample and 3.25 (SD 1.66) for the convenience sample. In the convenience sample, 59.8% of respondents disagreed at some level. In fact, only 11.1% selected agree or strongly agree. Although the representative sample had a higher mean, it was still neutral (neither agree nor disagree). In 2024, the representative sample’s statistical mean was 4.90 (SD 1.48), while the mean for the convenience sample was 3.24 (SD 1.64), and the combined mean was 3.96 (SD 1.78). And, in 2025, the representative sample’s mean was 4.69 (SD 1.62), the convenience sample was 3.31 (SD 1.67), and the combined was 3.85 (1.78). As we reported in 2023 and 2024, there remains low trust that Utah organizations will handle sexual harassment reports appropriately.

Demographic Findings: The following brief statements share findings for the combined samples. The statistical means are based on 7-point Likert scale (1=strongly disagree, 4=neither agree nor disagree, and 7=strongly agree), and the “*” refers to demographic variables that met the statistical significance p-value threshold of ≤ 0.05 .

Age*: Although there was not a direct correlation in the data between age ranges and agreement, there was a significant difference between the 45–49 (3.63) and 50–54 (3.65) age ranges and the 18–24 (4.18) and the 30–34 (4.07) age ranges. The latter had less disagreement with the statement.

Children*: The agreement levels of parents and nonparents were similar. Interestingly, however, among parents with children 0–5 years of age, those who had more children in this age range were more likely to disagree with the statement than parents having fewer children in this age range.

Counties/Regions*: The strongest disagreement came from respondents in the following counties: Garfield (2.81), Summit (3.30), Wayne (3.58), Juab (3.66), Davis (3.69), and Salt Lake (3.71). The counties with the lowest levels of disagreement included Daggett (5.00), Piute (4.70), Sevier (4.34), Millard (4.19), Box Elder (4.16), Morgan (4.15), and Utah (4.14). There were no significant findings between categories in the Utah MCDs or BWF regions.

Education*: Those with graduate degrees more strongly disagreed (3.49) with the statement, compared to those in all other educational attainment categories, which ranged from 3.81 to 4.49. There tended to be more disagreement with increased education.

Employment: There were no significant differences in agreement or disagreement with the statement when comparing employment status.

Gender*: Not surprisingly, women’s disagreement levels were significantly stronger than men’s (3.59 and 4.72, resp.).

Income*: Generally, respondents with the highest household incomes more strongly disagreed with this statement, while the ones with the lowest incomes reported significantly less disagreement. Statistical means for the top three income categories ranged from 3.58 to 3.75, while the means for the lowest three income categories ranged from 4.02 to 4.16.

*Marital Status**: Respondents who were divorced (3.36) and living with partner/cohabiting were more likely to disagree with the statement, compared to those who were widowed (4.02), single (3.95), and married (3.91).

*Race/Ethnicity**: There was a statistically significant difference between those who selected White (3.77), compared to those who selected Black or African American (4.50) and Hispanic/Latino (4.37). Individuals who selected White disagreed significantly more.

*Religion**: The strongest disagreement came from respondents who selected Agnostic (2.90), Atheist (3.02), Spiritual but Not Religious (3.29), and Latter-day Saint (3.98). Survey participants who selected all other religious affiliation categories were neutral, but trended toward somewhat agree, with statistical means between 4.31 and 4.81. In activity level reports, respondents who selected 1=not at all disagreed the most with the statement (3.45), while 5=very active had a mean of 4.22; those who selected 4 (4.40) had the strongest agreement.

*Residency**: The longer respondents had resided in Utah, the more they were likely to disagree with the statement, with those having residencies of more than 21 years having a mean of 3.59, and residents of fewer than 2 years having a mean of 4.63.

*Samples**: There was a significant difference between the representative sample’s mean (4.69) and the convenience sample’s mean (3.31).

5. Qualitative Findings

As mentioned, we offered two open-ended questions inviting responses regarding any thoughts, insights, or ideas respondents may have related to the challenges and opportunities that women and girls face in Utah, as well as space to offer any additional thoughts or comments. For the 2025 report of 2024 findings, responses that focused on sexism and gender-based discrimination were carved out and became the subject of a separate white paper, while responses that specifically mentioned sexual harassment were included in this report. This year, instead of separating those responses out, we have combined them in the “Sexual Harassment & Gender-Based Discrimination” section. Overall, 3,815 study participants provided qualitative responses, with 979 mentioning something that fell within the “Sexual Harassment & Gender-Based Discrimination” category. Table 21 lists the extrapolated theme categories, followed by characteristic quotations that identify aspects of those themes. Note that some comments were included in several categories, as individual statements were often related to a variety of themes and topics. Others simply identified the general category as an issue of concern but did not provide additional commentary. Consequently, the qualitative themes do not total a precise 100.0%.

Table 21. Qualitative Themes – Sexual Harassment & Gender-Based Discrimination

Theme Categories	#	%
A. Examples of Gender Bias or Sexism	425	43.4%
B. Cultural/Religious Influence	272	27.8%
C. Not Taken Seriously	257	26.3%
D. Considered Inferior	209	21.3%
E. Need to Be Treated Equally	160	16.3%
F. Sexual Harassment	29	3.0%

A. *Examples of Gender Bias or Sexism*: The most frequent response (43.4%) from 425 respondents was the mention of gender bias or sexism. This included comments that reflected others’ ideas of how women should behave or what roles they should have. Responses included

“Being able to go into construction jobs or home building without someone saying you can’t do that.”

“Bias in terms of the role of women in society—who they should be and thus what they can do.”

“I think there are still a lot of gendered expectations placed on women in Utah. It puts unfortunate personal tension on them, where their ambitions maybe don’t match cultural norms. It’s really heartbreaking to me the way others diminish

“Sexism at every level. The daily microaggressions and treating grown women as if they don’t know their own minds or are incapable of making decisions.”

women in the state of Utah for the sake of men and meeting the norm.”

- B. *Cultural/Religious Influence*: The second most frequent response (27.8%) from 272 respondents involved comments that stated or implied that gender-based discrimination or gender bias was connected to cultural attitudes or religious beliefs. For example,

“Entrenched patriarchy due to the pervasive nature of religion in the state which seeps into corporate culture.”

“Utah is a male-dominated society. I believe it’s because of the predominant religion. I feel it daily with the way I am treated by men in this state. I often feel spoken down to and treated condescendingly.”

“There is a strong belief by the predominant LDS faith that women are worth less than men. That perspective spills into the culture of Utah, impacting our politics, laws, and businesses.”

“The LDS religion is patriarchal, and most men feel they are entitled to decide what they feel is best for females.”

- C. *Not Taken Seriously*: Many respondents (26.3%) commented that women and girls in Utah are often not taken seriously, not treated with respect, or feel that their voices are not heard or valued.

“We are often not taken seriously. I’ve had men roll their eyes right at me as I was speaking in a professional setting.”

“I believe the greatest challenge for women and girls in Utah is how men and boys are constantly undermining them.”

“Many women and girls in Utah still face challenges like being undervalued or not taken seriously in their work or education.”

“I think in general men have little true respect for women.”

- D. *Considered Inferior*: There were 209 survey respondents (21.3%) who specifically stated that women and girls in Utah are perceived as being inferior to men and that they are expected to be subservient or submissive to men. For instance,

“Women are undermined and seen as inherently less valuable or intelligent than men.”

“Cultural and religious traditions that relegate women to ‘second-class’ status.”

“All males of any age think that women are inferior and incapable of making good decisions. They ‘take over,’ thinking they’re helping or that they will do a better job. Men act like they are automatically in charge or above us rather than equal.”

“I am looked down on and made to feel ‘less than’ by the men in power in my place of work.”

“The voices and ideas of a woman are treated as significantly less important than that of a man in Utah.”

- E. *Need to Be Treated Equally*: While not a majority, there were still many respondents (16.3%) who specifically commented on the need for girls and women to be treated the same as boys and men. For instance,

“Being taken seriously and treated equitably in all aspects of life is a great challenge for women and girls in Utah. It frequently does not happen.”

“A traditional patriarchal system prevents my daughters from feeling they are equally seen. They are not given leadership roles, they are not listened to, they are not treated as important to the community.”

“Women have a long way to go to become equals with men. We don’t need to be superior, just equals in things we want to accomplish and not looked down on.”

“One of the biggest challenges is being seen as equal.”

- F. *Sexual Harassment*: When asked about the challenges facing Utah girls and women, 29 respondents (3.0%) specifically mentioned sexual harassment. For example,

“Many women report experiencing sexual harassment, abuse, or assault. These events have both immediate harm and lasting mental/physical health effects.”

“I have yet to meet a woman who has not faced sexual harassment or blatant disrespect in the workplace.”

“Women have to negotiate and maneuver within a culture that still has difficulty ‘seeing’ sexual harassment.”

“The predominant faith sets up women and girls for abuse and harassment because of the notion that men are superior.”

In addition to the categories above, many comments noted how outdated traditional expectations contributed to gender discrimination and inequality. Some respondents felt that because girls and women experience pressure to conform to stereotypical gender roles, they often downplay their own talents and abilities. This pressure can discourage them from pursuing their full potential, leading them to set aside their own personal and professional aspirations. For additional information and comparison with the data from the last year’s study, see the two 2025 white papers: “[Women in the Workplace: Part 1: Utahns’ Awareness, Understanding, and Attitudes](#)” and “[Utah Women, Discrimination, and Sexism: Experiences and Perceptions](#).” Also see two 2024 research and policy briefs titled “[Eleven Major Challenges Utah Women Face](#)” and “[Seven Top Opportunities for Utah Girls and Women](#).”

Conclusion

This white paper highlights key findings related to data collected on four key areas (spokes) in the BWF initiative: Organizational Strategies & Workplace Culture, Childcare & Pre-Kindergarten Programs, Gender Pay Gap, and Sexual Harassment & Gender-Based Discrimination. Respondents from across the state participated in the 2025 comprehensive study, which focused on understanding residents’ perceptions and attitudes on a variety of related topics. Both quantitative and qualitative findings are shared in this report, which is the first of five white papers and two research and policy briefs crafted to present the findings of the full 2025 study.

Rather than detailing recommendations here, we direct readers to the webpages for each of the four spoke areas addressed in this report: [Organizational Strategies & Workplace Culture](#), [Childcare & Pre-Kindergarten Programs](#), [Gender Pay Gap](#), and [Sexual Harassment & Gender-Based Discrimination](#). Each webpage includes a description of the spoke, as well as targeted goals and calls to action for individuals, communities, and the state. The goals—linked to metrics that are updated annually—serve as our recommendations for what must be done to improve Utah in each area so that more women can thrive in their workplace settings.

Utah must do better to ensure everyone thrives. As Melinda Gates once stated, “If you want to lift up humanity, empower women. It is the most comprehensive, pervasive, high-leverage investment you can make in human beings.”²⁴ The vision of BWF is not to lift girls and women at the expense of boys and men—that is a fallacious scarcity mentality. Instead, we believe in the abundance mentality: there is enough for everyone through cooperation and collaboration. As Utah decision makers and residents join to find ways to strengthen the impact of girls and women more effectively, more Utah women and families will feel connected to our state’s well-known mantra: “This Is the Place.” And, in fact, when more women can feel like “This is Her Place,” too, we will know Utah is finally becoming a place where women believe they are truly valued.

Author: [Dr. Susan R. Madsen](#) is considered one of the top global scholars and thought leaders on the topic of women’s leadership, has authored or edited nine books, and has published hundreds of articles, chapters, and reports. Her research has been cited in the *U.S. News and World Report*, *Newsweek*, *The Atlantic*, *The New York Times*, *Parenting Magazine*, *The Chronicle of Higher Education*, and *The*

²⁴ Gates, M. (2021). *The moment of lift: How empowering women changes the world*. Flatiron Books.

Washington Post. She is also a regular contributor to Forbes and other local and state newspapers. Professor Madsen is a Professor of Organizational Leadership in the Jon M. Huntsman School of Business at Utah State University and serves on many nonprofit and community boards. She is also the Founding Director of the Utah Women & Leadership Project and the visionary behind Utah's A Bolder Way Forward. Her passion is to strengthen the impact of girls and women in Utah and worldwide.

Author: Dr. April Townsend is a Research Fellow with the Utah Women & Leadership Project. Her primary research interests are women's career and leadership development. She is a scholar-practitioner with over 30 years of public sector expertise in organizational and team effectiveness, strategic leadership, and change management. She belongs to the International City/County Managers Association and the American Society for Public Administration, where she is a regular contributor on leadership topics. She is a certified coach credentialed with the International Coaching Federation. Her academic degrees include a doctorate in educational leadership and a master's in organizational management.

Organization: The Utah Women & Leadership Project (UWLP) is housed in the Jon M. Huntsman School of Business at Utah State University (USU) and works in partnership with USU Extension. UWLP's mission is to strengthen the impact of Utah girls and women. The UWLP serves Utah and its residents by, first, producing relevant, trustworthy, and applicable research; second, creating and gathering valuable resources; and third, convening trainings and events that inform, inspire, and ignite growth and change for all Utahns. The UWLP is also the backbone organization for A Bolder Way Forward (www.abolderwayforward.org).

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Appendix A. Study Demographics – Representative Sample (N=1,945)

<p>Gender Man (45.2%) Woman (54.8%)</p> <p>Age 18–24 (12.1%) 25–29 (9.8%) 30–34 (11.1%) 35–39 (11.1%) 40–44 (10.7%) 45–49 (9.3%) 50–54 (7.1%) 55–59 (6.6%) 60–64 (6.1%) 65–69 (6.7%) 70 and older (9.5%)</p> <p>Education Less than high school (1.4%) Some high school (4.3%) High school grad/eq. (22.6%) Some college (23.7%) Associate (11.4%) Bachelor’s (23.9%) Graduate (12.6%)</p> <p>Marital Status Single (28.7%) Married (49.7%) Living with partner (6.5%) Married but separated (1.9%) Widowed (4.3%) Divorced (8.8%) Other (0.2%)</p> <p>Years in Utah Fewer than 2 years (19.9%) 2–5 years (13.2%) 6–10 years (14.9%) 11–20 years (22.5%) More than 21 years (29.5%)</p> <p>Employment Status Employed full time (48.4%) Employed part time (12.7%) Full-time student (4.0%) Full-time homemaker (6.8%) Unemployed, looking (10.4%) Retired (17.6%)</p> <p>Children Yes (60.5%) No (39.5%)</p>	<p>Children’s Ages 0–5 (0=76.4%, 1=15.5%, 2=5.2%, 3+=3.0%) 6–11 (0=76.8%, 1=16.8%, 2=4.0%, 3+=2.5%) 12–17 (0=77.0%, 1=15.0%, 2=5.7%, 3+=2.4%)</p> <p>Income Less than \$25,000 (16.7%) \$25,000–\$34,999 (12.0%) \$35,000–\$49,999 (11.6%) \$50,000–\$74,999 (17.7%) \$75,000–\$99,999 (16.2%) \$100,000–\$149,999 (15.8%) \$150,000–\$199,999 (5.7%) \$200,000 and above (4.3%)</p> <p>Race/Ethnicity American Indian or Alaska Native (1.4%) Asian (3.5%) Black or African American (8.2%) Hispanic/Latina (12.6%) Native Hawaiian and Other Pacific Islander (0.4%) White (73.6%) Other (0.2%)</p> <p>Religion Agnostic (6.7%) Atheist (4.9%) Catholic (16.1%) Latter-day Saints (28.2%) Hinduism or Buddhism (1.4%) Islam (1.6%) Jehovah Witness (1.3%) Judaism (2.7%) Protestant (10.2%) Other/General Christian (12.6%) Spiritual/Not Religious (14.1%) Other (0.2%)</p> <p>Religious Activity 1=Not at all (23.2%) 2=A little (14.6%) 3=Somewhat (20.8%) 4=Active (18.5%) 5=Very active (22.9%)</p>	<p>County Beaver (1.2%) Box Elder (1.9%) Cache (3.3%) Carbon (1.3%) Daggett (0.3%) Davis (7.4%) Duchesne (0.5%) Emery (0.6%) Garfield (0.6%) Grand (0.8%) Iron (1.4%) Juab (0.2%) Kane (0.6%) Millard (0.6%) Morgan (1.1%) Piute (0.3%) Rich (0.6%) Salt Lake (32.2%) San Juan (0.8%) Sanpete (0.8%) Sevier (0.7%) Summit (1.0%) Tooele (2.3%) Uintah (1.3%) Utah (22.4%) Wasatch (1.2%) Washington (6.7%) Wayne (0.7%) Weber (7.4%)</p> <p>Region – MCD Bear River (5.8%) Central (3.4%) Mountainland (2.2%) Southeastern (3.5%) Southwestern (10.5%) Uintah Basin (2.0%) Wasatch Front (72.7%)</p> <p>Region – BWF 5-County (10.5%) 6-County (3.4%) East Central (4.2%) North & West (8.1%) Southeast (3.5%) Wasatch Front–North (15.8%) Wasatch Front–South (54.6%)</p>
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Appendix B. Study Demographics – Convenience Sample (N=3,267)

<p>Gender Man (9.8%) Woman (89.4%) Non-binary (0.6%) Prefer not to say (0.2%)</p> <p>Age 18–24 (4.4%) 25–29 (8.7%) 30–34 (9.8%) 35–39 (11.1%) 40–44 (13.4%) 45–49 (14.1%) 50–54 (12.7%) 55–59 (8.8%) 60–64 (6.7%) 65–69 (4.1%) 70 and older (6.3%)</p> <p>Education Less than high school (0.1%) Some high school (0.3%) High school grad/eq. (3.1%) Some college (13.0%) Associate (6.2%) Bachelor's (34.6%) Graduate (42.8%)</p> <p>Marital Status Single (13.5%) Married (70.9%) Living with partner (4.7%) Married but separated (0.8%) Widowed (2.0%) Divorced (7.9%) Other (0.2%)</p> <p>Years in Utah Fewer than 2 years (1.3%) 2–5 years (5.7%) 6–10 years (7.2%) 11–20 years (15.0%) More than 21 years (70.8%)</p> <p>Employment Status Employed full time (67.6%) Employed part time (14.3%) Full-time student (3.0%) Full-time homemaker (4.3%) Unemployed, looking (2.0%) Retired (8.7%) Other (0.2%)</p>	<p>Children Yes (73.9%) No (26.1%)</p> <p>Children's Ages 0–5 (0=73.9%, 1=14.5%, 2=7.7%, 3+=3.9%) 6–11 (0=74.6%, 1=14.9%, 2=8.6%, 3+=1.9%) 12–17 (0=67.5%, 1=17.7%, 2=11.0%, 3+=3.9%)</p> <p>Income Less than \$25,000 (3.6%) \$25,000–\$34,999 (2.2%) \$35,000–\$49,999 (4.3%) \$50,000–\$74,999 (11.7%) \$75,000–\$99,999 (13.1%) \$100,000–\$149,999 (25.3%) \$150,000–\$199,999 (17.0%) \$200,000 and above (22.7%)</p> <p>Race/Ethnicity American Indian or Alaska Native (1.2%) Asian (2.2%) Black or African American (0.8%) Hispanic/Latina (5.8%) Native Hawaiian and Other Pacific Islander (0.7%) White (88.9%) Missing (0.4%)</p> <p>Religion Agnostic (13.2%) Atheist (5.3%) Catholic (3.8%) Latter-day Saints (50.7%) Hinduism or Buddhism (0.3%) Islam (0.1%) Jehovah Witness (0.1%) Judaism (1.0%) Protestant (2.8%) Other/General Christian (4.8%) Spiritual/Not Religious (17.3%) Missing (0.5)</p> <p>Religious Activity 1=Not at all (20.8%) 2=A little (11.4%) 3=Somewhat (10.9%) 4=Active (12.7%) 5=Very active (44.3%)</p>	<p>County Beaver (0.4%) Box Elder (4.4%) Cache (8.3%) Carbon (1.5%) Daggett (0.2%) Davis (8.1%) Duchesne (1.2%) Emery (1.0%) Garfield (1.5%) Grand (1.2%) Iron (2.0%) Juab (1.0%) Kane (0.8%) Millard (0.8%) Morgan (0.2%) Piute (0.2%) Rich (0.2%) Salt Lake (28.9%) San Juan (1.0%) Sanpete (0.6%) Sevier (0.6%) Summit (1.8%) Tooele (1.3%) Uintah (1.1%) Utah (17.0%) Wasatch (5.1%) Washington (5.1%) Wayne (0.7%) Weber (3.7%)</p> <p>Region Bear River (12.9%) Central (4.0%) Mountainland (6.9%) Southeastern (4.6%) Southwestern (9.8%) Uintah Basin (2.5%) Wasatch Front (59.3%)</p> <p>Region – BWF 5-County (9.8%) 6-County (4.0%) East Central (9.4%) North & West (14.2%) Southeast (4.6%) Wasatch Front–North (12.1%) Wasatch Front–South (45.9%)</p>
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