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# Home, Health, Community, & Allyship 2025

Utahns' Awareness, Understanding, and Attitudes

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# Home, Health, Community, & Allyship 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 summaries<sup>1</sup> 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 last of five white papers and are followed by 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 as a whole, and the 18 spokes (areas of focus) 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 (also called Political and Civic Representation)
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 & 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 two spokes in Health and Well-Being (i.e., Home & Family, and Health Across the Lifespan), as well as the Political and Civic Representation Spoke. It concludes with findings from survey items and qualitative responses focused on allyship. Although male allyship is not a BWF spoke, the support of men is critical to create meaningful change that will ensure that more Utah girls and women thrive. Hence, we included four related survey items to track perception changes across time. In that portion of this report, we also present qualitative findings on women supporting each other as allies. After highlighting foundational research methods for the study as a whole, this report shares the findings of these four areas of focus and includes both the applicable quantitative and qualitative results. Throughout, we compare 2025 findings to the data gathered in 2023 and 2024.

## Research Methods

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

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<sup>1</sup> 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, while two open-ended questions 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 17, 2025, and all Utahns aged 18 or older were considered potential participants. The data were collected using two samples: first, we also contracted with 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  $\leq 0.05$  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 dispersion (i.e., how much the data is spread out around the mean or average) in statistics.<sup>2</sup> Smaller SD 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.

The study findings in this white paper are described in the following four sections:

1. Home & Family

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<sup>2</sup> 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>

2. Health Across the Lifespan
3. Political and Civic Representation
4. Male Allyship

## Home & Family

In 2024, the UWLP released a research snapshot titled “Unpaid Care Work Among Utah Women: A 2024 Update.”<sup>3</sup> Yet, even with this report, there is little available data that helps Utahns understand various elements of home and family dynamics in the state, which include, but are not limited to, relational power dynamics, caregiving responsibilities, domestic and emotional labor, communication challenges, differing financial habits, and sexual satisfaction. Few research sources provide Utah data for any of these topics. Four items from this study provide some additional insight that can help guide changes to improve women’s experiences in the home and family domain (focused on healthy relationships) within the state. Findings will be compared to the results of the 2023 study,<sup>4</sup> which used two of the same survey items, and the results of the 2024 study.<sup>5</sup>

Because some survey items in this section did not apply to all respondents, we added the following statement in the survey: “With these remaining four questions in this section, if they are not relevant to your situation, please leave them blank.” For 2025, there were 1,945 participants who responded to the four questions in the representative sample, and 2,358 who responded to at least one of the four questions in the convenience sample, for a combined total of 4,303 participants. There were slightly different numbers, however, for each survey item. For readers who are interested, additional information is available on the Home & Family Spoke.

### 1. Expressing Views

The first survey item in this section was “*In conflicts, my partner and I have an equal opportunity to express our views and influence the outcome.*” This item replaced one from the 2023 survey so that more targeted data could be gathered. Hence, this section does not include any data from 2023 for comparison but does have data from 2024. We ran frequency data separately for women and men because BWF is focused on changing perceptions of women, but the comparison with men provides perspective. For the women participants, the statistical mean was 4.92 (SD 1.56) for the representative sample, 5.84 (SD 1.55) for the convenience sample, and 5.53 (SD 1.61) for the combined samples (see Table 1 for additional details). The statistical means of the two samples for women were significantly different, with the convenience sample being much higher. In fact, 84.3% of women in that sample agreed at some level with the statement, with 44.9% selecting strongly agree (compared to 18.9% of the representative sample doing the same). Yet, in the representative sample, 44.9% either disagreed at some level or selected neither agree nor disagree. Table 2 shows men’s agreement levels as well.

In 2023, the item that was in the survey was “*I have an equal voice in decision making within my home.*” It was changed, as mentioned, but the statistical mean then was 6.23 (SD 1.26) for the convenience sample and 5.78 (SD 1.45) for the representative sample. Although there was a significant difference between samples, 79.9% of all respondents either agreed or strongly agreed with this statement, while 20.1% disagreed, were neutral, or selected somewhat agree. We believe the 2024 item is a more precise representation of what we hoped to measure, with the statistical means from the women’s representative sample being 5.12 (SD 1.60), the convenience sample at 5.91 (SD 1.51), and the combined samples at 5.66 (SD 1.58). Again, see Table 1 to compare these results with the 2025 findings.

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<sup>3</sup> Hodsden, K., Harmer, M., & Madsen, S. R. (2024, July 2). *Unpaid care work among Utah women: A 2024 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/54.pdf>

<sup>4</sup> Madsen, S. R. (2024, March 5). *Home & family: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/home-family-research-summary.pdf>

<sup>5</sup> Madsen, S. R. (2025, March 20). *Home, health, community, and allyship: Utahns’ awareness, understanding, and attitudes*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/wp/no-16.pdf>

**Table 1. Expressing Views – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=4.92; SD=1.56</i>	<b>Convenience</b> <i>M=5.84; SD=1.55</i>	<b>Combined</b> <i>M=5.53; SD=1.61</i>
Strongly disagree	39 (3.7%)	55 (2.6%)	94 (3.0%)
Disagree	39 (3.7%)	84 (4.0%)	123 (3.9%)
Somewhat disagree	60 (5.6%)	97 (4.6%)	157 (4.9%)
Neither agree nor disagree	340 (31.9%)	97 (4.6%)	437 (13.7%)
Somewhat agree	143 (13.4%)	198 (9.4%)	341 (10.7%)
Agree	243 (22.8%)	634 (30.0%)	877 (27.6%)
Strongly agree	201 (18.9%)	949 (44.9%)	1,150 (36.2%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,114</b>	<b>3,179</b>

**Table 2. Expressing Views – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.27; SD=1.44</i>	<b>Convenience</b> <i>M=6.08; SD=1.21</i>	<b>Combined</b> <i>M=5.44; SD=1.44</i>
Strongly disagree	19 (2.2%)	2 (0.9%)	21 (1.9%)
Disagree	22 (2.5%)	4 (1.8%)	26 (2.3%)
Somewhat disagree	40 (4.5%)	7 (3.1%)	47 (4.2%)
Neither agree nor disagree	202 (23.0%)	9 (4.0%)	211 (19.1%)
Somewhat agree	115 (13.1%)	17 (7.5%)	132 (11.9%)
Agree	299 (34.0%)	87 (38.3%)	386 (34.9%)
Strongly agree	183 (20.8%)	101 (44.5%)	284 (25.7%)
<b>Total Participants</b>	<b>880</b>	<b>227</b>	<b>1,107</b>

**Demographic Findings:** The short statements below share findings for *women* respondents in 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  $\leq 0.05$ .

**Age\*:** Although there were statistically significant differences among age range categories and agreement levels, there was not a linear pattern. For example, respondents who had the least agreement were those who were in the 18–24 (4.98), 70 and older (5.36), 45–49 (5.39), and 65–69 (5.40) age ranges. Those with the strongest agreement were in the age ranges of 25–29 (5.85), 30–34 (5.82), 35–39 (5.69), and 60–64 (5.59).

**Children\*:** Mothers (5.59) were more likely to agree with the statement than women who did not have children (5.36).

**Counties/Regions:** There were no significant differences by county, Multi-county Districts (MCD),<sup>6</sup> or Bolder Way Forward<sup>7</sup> regions.

**Education\*:** Women who had graduate degrees (5.89), bachelor’s degrees (5.69), and associate degrees (5.40) were significantly more likely to agree with the statement than those who selected high school graduate or less (4.83) and some college (5.14).

<sup>6</sup> 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).

<sup>7</sup> The 7 Bolder Way Forward 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).

*Employment\**: Women who selected unemployed (looking for work) (4.59) and full-time student (5.13) as their employment status were significantly less likely to agree with the statement, compared to respondents who were full-time employees (5.69), full-time homemakers (5.53), or part-time employees (5.48).

*Income\**: Women with total household incomes before taxes that were less than \$25,000 (4.54), \$25,000–\$34,999 (4.68), or \$35,000–\$49,999 (5.05) were significantly less likely to agree than those with higher incomes. For example, those who selected \$200,000 and above (6.17) and \$150,000–\$199,999 (5.86) had the highest agreement. Thus, the higher the household income, the stronger the agreement.

*Marital Status\**: Not surprisingly, female respondents who selected married but separated (3.50) and divorced (4.10) had the lowest agreement levels, while those who selected married (5.90) and living with partner/cohabiting (5.43) had the highest.

*Race/Ethnicity\**: Women who identified as White (5.57) and American Indian or Alaska Native (5.53) were significantly more likely to agree with the statement than were those who selected Black or African American (4.94) and Native Hawaiian and Other Pacific Islander (5.11).

*Religion\**: The highest levels of agreement came from women who selected Latter-day Saint (5.66), Protestant (5.60), Atheist (5.58), and Agnostic (5.57). Respondents who were significantly less likely to agree included those who selected Other Christian (5.20) and Catholic (5.31). Activity levels were ranked on a 5-point scale (1=lowest to 5=highest), and respondents who selected 5 as their religious activity level had the highest agreement (5.81), which was significantly different from all other levels. The pattern was not linear, though, as the lowest agreement was from those who selected 3 (5.15).

*Residency\**: Women who had lived in Utah fewer than 2 years (4.95) were significantly less likely to agree with the statement than those in all other length of residency categories (5.49 to 5.60).

*Samples\**: There was a statistically significant difference on this survey item between women who participated in the representative sample (4.92), compared to those in the convenience sample (5.84).

## 2. Domestic Labor

The second survey item in this section was “*I feel the load of domestic labor is shared equitably within my home.*” Again, we ran frequency data separately for women and men. For the women participants, the statistical mean was 4.55 (SD 1.71) for the representative sample, 4.65 (SD 2.03) for the convenience sample, and 4.61 (SD 1.93) for the combined samples (see Table 3 for additional details). There were high standard deviations, which indicates more variation or dispersion around the mean—the values spread out over a wider range. Table 4 shows men’s agreement levels.

**Table 3. Domestic Labor – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M</i> =4.55; <i>SD</i> =1.71	<b>Convenience</b> <i>M</i> =4.65; <i>SD</i> =2.03	<b>Combined</b> <i>M</i> =4.61; <i>SD</i> =1.93
Strongly disagree	68 (6.4%)	194 (9.1%)	262 (8.2%)
Disagree	77 (7.2%)	252 (11.9%)	329 (10.3%)
Somewhat disagree	87 (8.2%)	276 (13.0%)	363 (11.4%)
Neither agree nor disagree	329 (30.9%)	111 (5.2%)	440 (13.8%)
Somewhat agree	141 (13.2%)	341 (16.1%)	482 (15.1%)
Agree	200 (18.8%)	451 (21.3%)	651 (20.4%)
Strongly agree	163 (15.3%)	496 (23.4%)	659 (20.7%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,121</b>	<b>3,186</b>

The statistical mean of the representative sample was slightly higher than the convenience sample, with both hovering between neither agree nor disagree and somewhat agree. Overall, 29.9% of women disagreed with the statement, while another 28.9% selected neither agree nor disagree or somewhat agree. With 41.1% of the study participants having selected agree or strongly, it appears that women are

firmly committed to the statement. Not surprisingly, and aligned with national research,<sup>8</sup> men believed there was more equality at home in domestic labor than did women.

**Table 4. Domestic Labor – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.16; SD=1.42</i>	<b>Convenience</b> <i>M=5.43; SD=1.48</i>	<b>Combined</b> <i>M=5.21; SD=1.44</i>
Strongly disagree	19 (2.2%)	2 (0.9%)	21 (1.9%)
Disagree	22 (2.5%)	9 (4.0%)	31 (2.8%)
Somewhat disagree	47 (5.3%)	24 (10.6%)	71 (6.4%)
Neither agree nor disagree	201 (22.8%)	14 (6.2%)	215 (19.4%)
Somewhat agree	181 (20.6%)	43 (18.9%)	224 (20.2%)
Agree	244 (27.7%)	76 (33.5%)	320 (28.9%)
Strongly agree	166 (18.9%)	59 (26.0%)	225 (20.3%)
<b>Total Participants</b>	<b>880</b>	<b>227</b>	<b>1,107</b>

In the 2023 survey results, the statistical mean for all participants was 4.86 (SD 1.72) for the representative sample and 4.88 (SD 1.94) for the convenience sample. The two were nearly identical, with a wide variance in responses. Overall, with both samples combined and all participants included, 43.9% of respondents either disagreed at some level or selected neither agree nor disagree, 13.4% selected somewhat agree, 21.7% agreed, and 26.0% strongly agreed. For 2024, the statistical mean of the representative sample was 4.80 (SD 1.67), the convenience sample was 4.63 (SD 2.04), and the combined samples was 4.68 (SD 1.94). There was a noticeable decrease in the representative sample from a statistical mean of 4.80 to 4.55. Although this drop is unexplained, the demographic findings could provide some clues.

Demographic Findings: The brief statements below share findings for the *women’s* combined samples.

*Age\*:* There were a few statistically significant differences among age range categories and agreement levels. For example, respondents who selected the 25–29 age range (5.01) had significant differences with those in the 18–24 age range (4.31), the 40–44 age range (4.37), and the 45–49 age range (4.35).

*Children\*:* Interestingly, there was not a statistically significant difference in levels of agreement between mothers and women who did not have children. As expected, among mothers, however, those with more children were less likely to agree with the statement than those with fewer children in each of the age range categories.

*Counties/Regions:* There were no statistically significant differences in agreement among counties, MCDs, or BWF regions.

*Education:* There were no statistically significant differences among respondents’ levels of educational attainment.

*Employment:* There were no statistically significant agreement differences among respondents’ employment selections.

*Income\*:* Although no linear pattern emerged, respondents with lower household income ranges had less agreement with the statement. Generally, those who selected less than \$75,000 (4.09 to 4.51) were significantly less likely to agree than those who selected \$100,000 or more (4.70 to 4.89).

*Marital Status\*:* Not surprisingly, women who selected married but separated (2.70) and divorced (3.29) were significantly less likely to agree than those who selected married (4.85) and living with partner/cohabiting (4.67).

*Race/Ethnicity:* There were no statistically significant differences when comparing respondents’ race/ethnicity to agreement levels

<sup>8</sup> Miller, C. C. (2015, November 12). Men do more at home but not as much as they think they do. *New York Times*. <https://www.nytimes.com/2015/11/12/upshot/men-do-more-at-home-but-not-as-much-as-they-think-they-do.html>

*Religion:* There were no statistically significant differences when comparing either religious affiliation or religious activity to agreement levels, but those who selected Atheist (4.24) had the lowest agreement, while the grouping of Hinduism or Buddhism, Islam, Jehovah Witness, and Judaism (4.92) had the highest statistical mean. There was a significant difference in religious activity levels (1=lowest to 5=highest), with 1 (4.48) having the least agreement and 5 (4.78) having the most.

*Residency:* There were no statistically significant differences when comparing respondents' years of residency to agreement levels.

*Samples:* There was not a significant difference between samples with this survey item.

### 3. Caregiving

The third survey item in this section was “*I feel the load of caregiving is shared equitably within my home.*” Again, we ran frequency data separately for women and men. For the women participants, the statistical mean was 4.57 (SD 1.65) for the representative sample, 4.58 (SD 2.01) for the convenience sample, and 4.58 (SD 1.89) for the combined samples (see Table 5 for additional details). Again, this item had high standard deviations, which means there was more variation or dispersion around the mean—the values were spread out over a wider range. Although there was a statistically significant difference between samples, the difference was not as wide as it was in other survey items, with the representative sample having higher agreement for both women and men. Overall, 28.9% of women respondents disagreed at some level, while 17.3% selected neither agree nor disagree, and 53.7% selected a level of agreement. As with the previous item, men’s agreement was significantly higher than women’s (see Table 6 for men’s agreement levels).

**Table 5. Caregiving – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=4.57; SD=1.65</i>	<b>Convenience</b> <i>M=4.58; SD=2.01</i>	<b>Combined</b> <i>M=4.58; SD=1.89</i>
Strongly disagree	54 (5.1%)	171 (9.0%)	225 (7.6%)
Disagree	85 (8.0%)	230 (12.0%)	315 (10.6%)
Somewhat disagree	72 (6.8%)	248 (13.0%)	320 (10.8%)
Neither agree nor disagree	350 (32.9%)	165 (8.6%)	515 (17.3%)
Somewhat agree	152 (14.3%)	277 (14.5%)	429 (14.4%)
Agree	194 (18.2%)	401 (21.0%)	595 (20.0%)
Strongly agree	158 (14.8%)	417 (21.8%)	575 (19.3%)
<b>Total Participants</b>	<b>1,065</b>	<b>1,909</b>	<b>2,974</b>

**Table 6. Caregiving – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.20; SD=1.39</i>	<b>Convenience</b> <i>M=5.51; SD=1.31</i>	<b>Combined</b> <i>M=5.26; SD=1.38</i>
Strongly disagree	15 (1.7%)	0 (0.0%)	15 (1.4%)
Disagree	22 (2.5%)	6 (2.8%)	28 (2.6%)
Somewhat disagree	37 (4.2%)	17 (7.9%)	54 (4.9%)
Neither agree nor disagree	222 (25.2%)	18 (8.3%)	240 (21.9%)
Somewhat agree	151 (17.2%)	47 (21.8%)	198 (18.1%)
Agree	272 (30.9%)	75 (34.7%)	347 (31.7%)
Strongly agree	161 (18.3%)	53 (24.5%)	214 (19.5%)
<b>Total Participants</b>	<b>880</b>	<b>216</b>	<b>1,096</b>

In the 2023 survey results, the statistical mean for all study participants was 4.81 (SD 1.67) for the representative sample and 4.81 (SD 1.86) for the convenience sample, which is nearly identical. The substantial standard deviations also showed significantly differing responses. In the combined samples, 23.8% disagreed at some level, 20.1% neither agreed nor disagreed, and 56.0% agreed (from somewhat to strongly). The statistical means in 2023 were still slightly below somewhat agree. With the combined

samples for 2024, the mean was 4.81 (1.81), the same as in 2023. For women in the 2024 sample, the statistical means for the representative sample was 4.68 (SD 1.68), the convenience sample was 4.57 (SD 2.01), and the combined samples was 4.64 (SD 1.91). For 2025, the mean of the representative sample decreased to 4.57 (1.65).

Demographic Findings: The short statements below share findings for *women* respondents in the combined samples.

*Age\*:* There were no statistically significant differences among age ranges and agreement levels, except for one, and that was between those in the 25–29 age range (5.01) and the two age ranges with the least agreement: 55–59 (4.29) and 45–49 (4.34).

*Children:* Again, interestingly, there was not a statistically significant difference between mothers and women who did not have children in their agreement or disagreement with the statement. Among mothers, there were also no significant differences based on ages and number of children.

*Counties/Regions\*:* There were no statistically significant differences in agreement among counties, MCDs, or BWF regions. There was, however, a significant difference between those living in rural areas (4.43) versus urban areas (4.62).

*Education:* There were no statistically significant differences among respondents' levels of educational attainment.

*Employment:* There were no statistically significant differences among respondents' agreement and their employment selections.

*Income\*:* Respondents who selected less than \$75,000 (4.11 to 4.46) had significantly lower agreement than women who selected annual household incomes of \$100,000 or more (4.65 to 4.79). However, there was not a linear pattern.

*Marital Status\*:* Of course, women who selected married but separated (2.80) and divorced (3.28) had significantly less agreement than all other categories, particularly with those who selected married (5.60).

*Race/Ethnicity:* There were no statistically significant differences when comparing respondents' race/ethnicity to agreement levels.

*Religion\*:* There were statistically significant differences among religious affiliations. Those who selected Islam (3.88), Atheist (4.20), Jehovah Witness (4.36), and Agnostic (4.43) had the least agreement with the survey item than did those who selected Hinduism or Buddhism (5.35) and Judaism (5.05). Regarding activity levels (1=lowest to 5=highest), respondents who selected 5 (4.77), were more likely to agree than those who selected 2 (4.43) and 1 (4.44).

*Residency:* There were no statistically significant differences when comparing respondents' years of residency to agreement levels.

*Samples:* There was not a statistically significant difference on this survey item between women who responded to the representative sample compared to those in the convenience sample.

#### 4. Sexual Needs

The fourth survey item in this section was “*In our relationship, I feel that my partner’s sexual needs are more important than my own.*” Again, we ran frequency data separately for women and men. The statistical mean for women was 3.88 (SD 1.74) for the representative sample, 3.07 (SD 1.89) for the convenience sample, and 3.35 (SD 1.87) for the combined samples (see Table 7 for additional details).

There were high standard deviations, which meant there was more variation or dispersion around the mean—the values were spread out over a wider range. There was a significant difference between the samples, with the convenience having lower agreement with the statement. Women in that sample were more likely to believe that their sexual needs were as important as their partners' were, with the mean hovering around somewhat disagree. Yet, 27.1% of women strongly disagreed, and 24.4% disagreed. Table 8 shows men's agreement levels. There is a statistically significant difference between women's

responses compared to the men’s in both samples. The percentage of men who selected neither agree nor disagree in both samples was particularly striking.

**Table 7. Sexual Needs – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=3.88; SD=1.74</i>	<b>Convenience</b> <i>M=3.07; SD=1.89</i>	<b>Combined</b> <i>M=3.35; SD=1.87</i>
Strongly disagree	133 (12.5%)	557 (27.1%)	690 (22.1%)
Disagree	134 (12.6%)	503 (24.4%)	637 (20.4%)
Somewhat disagree	87 (8.2%)	140 (6.8%)	227 (7.3%)
Neither agree nor disagree	388 (36.4%)	327 (15.9%)	715 (22.9%)
Somewhat agree	114 (10.7%)	257 (12.5%)	371 (11.9%)
Agree	116 (10.9%)	168 (8.2%)	284 (9.1%)
Strongly agree	93 (8.7%)	106 (5.2%)	199 (6.4%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,058</b>	<b>3,123</b>

**Table 8. Sexual Needs – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=4.76; SD=1.64</i>	<b>Convenience</b> <i>M=4.66; SD=1.75</i>	<b>Combined</b> <i>M=4.74; SD=1.66</i>
Strongly disagree	52 (5.9%)	11 (4.9%)	63 (5.7%)
Disagree	46 (5.2%)	26 (11.7%)	72 (6.5%)
Somewhat disagree	37 (4.2%)	7 (3.1%)	44 (4.0%)
Neither agree nor disagree	274 (31.1%)	64 (28.7%)	338 (30.6%)
Somewhat agree	121 (13.8%)	29 (13.0%)	150 (13.6%)
Agree	220 (25.0%)	48 (21.5%)	268 (24.3%)
Strongly agree	130 (14.8%)	38 (17.0%)	168 (15.2%)
<b>Total Participants</b>	<b>880</b>	<b>223</b>	<b>1,103</b>

In the 2023 study, we offered a different but related item: “I value my own sexual satisfaction as equally important as a partner’s satisfaction.” The statistical mean was 5.95 (SD 1.45) for all participants in the convenience sample and 5.53 (SD 1.52) for the representative sample. For the convenience sample, 16.8% disagreed or were neutral, while 27.5% in the representative sample selected those same choices. With both 2023 samples combined with all genders, 46.4% of respondents strongly agreed with the statement. We cannot accurately compare the results as the question was subsequently reworded, but the data provide some context. In 2024, with the reworked survey item, the statistical mean for the women’s representative sample was 4.05 (SD 1.95), the convenience sample was 3.10 (SD 1.89), and the combined samples was 3.40 (SD 1.96).

Demographic Findings: The brief statements below share findings for the combined samples of *women* participants.

*Age\*:* Women who were 60–64 (3.01) and 70 and older (3.03) were more likely to disagree with the statement, while those who were in the age ranges of 18–24 (3.62), 35–39 (3.60), and 40–44 (3.44) were the least likely to disagree.

*Children:* There were no significant differences between parents and nonparents on agreement levels, and there were no significant differences between parents based on number of children in various age categories and agreement levels.

*Counties/Regions\*:* Women who resided in Rich (2.80), Carbon (3.06), Cache (3.11), Duchesne (3.14), and Summit (3.15) counties were significantly more likely to disagree with the statement than those in Beaver (4.90), Grand (3.97), Uintah (3.90), and Wasatch (3.67) counties. Although there were no significant differences by MCD or BWF regions, there was a significant difference between respondents who lived in more urban (3.30) than rural areas (3.52) of the state.

*Education\**: Women respondents with graduate degrees (3.06), bachelor’s degrees (3.23), and associate degree (3.43) were more likely to disagree than those who selected high school graduate or less (3.88). This means that women with more formal education were less likely to feel that their partner’s sexual needs were more important than their own.

*Employment*: There were no statistically significant differences when comparing the various employment categories to agreement levels.

*Income\**: Although the results were not linear, those who had higher household incomes were generally more likely to have stronger disagreement with the statement. For example, women who selected less than \$25,000 (3.77) and \$25,000–\$34,999 (3.73) disagreed less than those who selected \$200,000 and above (2.88), \$150,000–\$199,999, and \$100,000–\$149,000 (both at 3.20).

*Marital Status\**: Not surprisingly, women participants who selected married (3.20) were significantly more likely to disagree with the statement, compared to those who selected married but separated (4.07) and single (3.81).

*Race/Ethnicity\**: Women respondents who selected American Indian or Alaska Native (3.03) and White (3.31) were significantly less likely to agree with the statement than those who selected Black or African American (3.88).

*Religion\**: Women who selected Spiritual but Not Religious (3.22), Latter-day Saint (3.24), and Agnostic (3.27) were significantly less likely to agree with the statement than were those in the grouping of Hinduism or Buddhism, Islam, Jehovah Witness, and Judaism (4.10).

*Residency\**: Women who had lived in Utah more than 21 years (3.22) and 11–20 years (3.35) were significantly more likely to disagree with the statement than those who selected fewer than 2 years (3.80).

*Samples\**: There was a statistically significant difference on this survey item between women who participated in the representative sample (3.88) and the convenience sample (3.07).

## 5. Qualitative Findings

As noted earlier, we included two open-ended questions inviting respondents to share any thoughts, insights, or ideas related to the challenges and opportunities facing women and girls in Utah, along with space for additional comments. In total, 3,815 participants provided qualitative responses, and 1,425 of them mentioned something that aligned with the “Home & Family” category. Table 9 presents the extrapolated theme categories, followed by characteristic quotations that illustrate key elements of those themes. Some comments appear in multiple categories because individual statements often touched on several interconnected issues. Others simply identified a general area of concern without elaboration. As a result, the theme percentages exceed 100.0%.

**Table 9. Qualitative Themes – Home & Family**

Theme Categories	#	%
A. Religious or Cultural Influence	697	48.9%
B. Balancing Career and Family Responsibilities	507	35.6%
C. Opportunity to be a Mother	203	14.2%
D. Support Systems and Resources	129	9.1%
E. Distribution of Unpaid Care Work	117	8.2%
F. Undervaluing Women and Mothers	72	5.1%

A. *Religious or Cultural Influence*: The dominant theme, mentioned by 697 respondents (48.9%), described the negative impact of Utah’s culture and/or influence of the dominant religion. Many described the cultural pressure and expectation for women to “be in the home.” There were a few who acknowledged the cultural expectation but felt that it was not all bad. Responses included

“Understanding the bias of the culture against women even having dreams to become whatever they want to be and then having dreams that exceed

“For me, this external pressure translates into a relentless internal battle. I am constantly fighting the desire to fulfill the cultural ideal of being a

the cultural traditions and then actually achieving these dreams! I'm shocked to know now of women my age (64) who stayed church faithful and still pursued advanced degrees and experienced challenging careers back in the day when I thought it was more faithful to stay home! How did they know to dare do what they did?"

"One of the greatest challenges for women and girls in Utah is navigating a culture that often reinforces traditional gender roles and limits their sense of agency. The strong religious influence in the state can make it difficult for girls to see themselves as equals in leadership, decision making, or even in their own life choices. Many women spend years undoing the effects of this conditioning, learning to trust their voices, value their ambitions, and define success on their own terms."

'great mother' and giving my children everything, against my personal need for fulfillment outside of my children, and the undeniable financial necessity to help more."

"I feel confined by the expectations that prioritize family duties over my personal ambitions."

"Cultural expectations of women dictate the path that they take from elementary school onwards. As young girls, they are forced into roles that perhaps do not fit their idea of what the future holds for them. Others project onto them what is expected of them and how their lives will progress: get married, have children, be the caregiver and homemaker. There is little room in the subconscious and conscious mind for women who go on to do big things beyond family life."

- B. *Balancing Career and Family Responsibilities*: The second most prevalent theme identified by 507 respondents (35.6%) related to the challenges of balancing work and family. Many shared the challenge of navigating competing expectations of taking care of the home and children, while also being expected to contribute financial support to the family. Stress related to the struggle of finding adequate childcare was frequently mentioned. For some, this contributed to the decision to wait until after children were raised to return to school or work. For instance,

"It is very difficult to balance being a mother and working. I feel that I can't be enough in either capacity when doing both, but I want to do both. I don't want to stay at home full time, and I don't want to work full time and ignore kids or not have them. Balance is tricky. Guilt is huge. I feel pressure to have another kid, and I don't want to, and I don't know how I would with working. It was very difficult the first time."

"The wider cultural sentiment that you have to choose between being a good mother and being a productive leader in the workforce. Even those who do both feel a need to prove themselves to women from both groups: Are they truly present enough in their children's lives? Are they truly reaching their full potential in the workforce? Between women, there is so much tension and judgment as we try to justify our decisions."

"The 'flexibility penalty': When women need flexibility for family responsibilities, they often face career consequences—being passed over for promotions, relegated to less challenging work, or pushed toward part-time positions with fewer benefits. Yet the need for flexibility isn't a personal failing; it's a predictable reality when we don't have adequate parental leave, affordable childcare, or normalized flexibility for all workers."

"It stresses me out a lot to feel I'm not doing enough for my children or spending enough time with them. I'm not the one raising them when they are young. I am lucky to have family in the area who watches them while I work, but not everyone has that. I feel a lot of guilt, shame, and longing. I feel like I am missing out on my kid's life, but I'm in a system where I have to work."

- C. *Opportunity to Be a Mother*: The next most common theme identified by 203 respondents (14.2%) included comments that supported women choosing a family-centered lifestyle and embracing motherhood. Comments included

"Women now have to defend and justify their decision to become mothers and homemakers, which is simply insane."

"I do think that having the responsibility to care for and educate our children is a great thing. We have the capacity to make the future better through that."

"Utah women and girls have a great opportunity to lead by example and help show the world that true womanhood exists when a woman puts family and children first."

"Women have the ultimate opportunity of becoming wives and mothers, which should never be looked down upon or belittled."

- D. *Support Systems and Resources*: There were 129 responses (9.1%) that directly mentioned the value of or need for increased support for women, mothers, and girls. This included support from other family members, particularly fathers. For instance,

“Social isolation/loneliness: It’s hard to connect with others and make friends, especially if you’re a mom of littles. There aren’t many places outside of church where it’s natural to come together, support each other, and connect. Pressure to do and be ‘all the things’ but no way to have the capacity or time to. I feel overlooked and dismissed by men.”

“There is an implicit expectation of stay-at-home motherhood, alongside lack of childcare and lack of a state parental leave policy, that makes it difficult for women to be in spaces of leadership and hold political policy-making power. Supports such as these would give tangible assistance to uplift and better represent the women in our communities, specifically mothers, who are disproportionately affected by challenges such as childcare, poor maternal mental health, and lack of paid maternity leave.”

“Cultural expectations meet inadequate infrastructure: Utah has strong cultural emphasis on family and motherhood, yet the workplace systems, childcare infrastructure, and policy support haven’t kept pace. So, women are caught between genuine desires for family involvement and careers, without the structural support to make both truly feasible.”

“Utah does not do nearly enough to support adequate and high-quality childcare. Families need far more support in this area.”

“Serving in leadership positions in the community and professionally is more difficult for women than men. We do not have infrastructure in the home to allow for women to be ambitious or volunteer in the community.”

- E. *Distribution of Unpaid Care Work*: Among the responses were 117 comments (8.2%) highlighting the balance of unpaid care work related to managing home and family life. For example,

“Our husbands are so used to us taking care of the kids and the household stuff, we don’t feel like we could even handle a job on top of it. It would burn us out. But we are already burned out. At least I am. I hate cooking and cleaning, and it feels like that’s all I do all day. And take care of my kids’ needs, and I’m starting to resent that, too.”

“I worry about the weight that most women who are also mothers and wives are carrying compared to their male counterparts. Women have not gained equality in the home where their husbands are helping with the kids, childcare, and family home life in an equal or balanced way.”

“In Utah, I see burnout happening. Whether you are a mother, sister, daughter, full-time caretaker, employee, provider, financial support for family, supporting a friend, leader, etc., it is demanding. I see many amazing girls and women devoting their time and talents to help, give, and supply others’ needs, but it is not always objectively reciprocated. When you are taking care of everyone, who is taking care of you?”

“Utah has a great economy that is built on the backs of women supporting their families. It could be even greater if women were more valued in the home and in the workplace.”

- F. *Undervaluing Women and Mothers*: Another theme that emerged in 72 comments (5.1%) was the lack of respect or not valuing women’s contributions, specifically in terms of unpaid care work, community volunteering, or even within the workplace. For example,

“The role of being a wife and mother is still a cultural priority in Utah society, which inherently isn’t belittling or demeaning; however, the roles are still equated to subservience and are not valued and given much worth.”

“The many households where men or boys ‘think’ they are treating female persons (parent, spouse/partner, sibling or child) equitably, with dignity and respect, though actually do not; and in far too many cases they view girls and women simply as objects for sex, cooking, cleaning and having/ raising kids. Subsequently, unfortunately, the girls or women believe that to be their ‘lot in life.’”

“I think the idea that a man is the leader of the family leaves women in a position of subservience and leaves them vulnerable. I think that some men’s unwillingness to understand the difficulties women face causes the men to undervalue the women in their lives.”

“The biggest issue is women are not looked at as equals, but as less than, subservient, objects. Women having their own opinions and thoughts, their own feelings, or being independent puts them in category where they get treated badly and are excluded and not welcome or wanted.”

Additional comments mentioned the struggle of single mothers and the impact of technology and social media on the over-emphasis of women's physical appearance. While some felt Utah is a good state to raise a family, another subset lamented the male-centric attitudes and social structures in place in Utah, with comments that reflect the invisibility some women feel.

## Health Across the Lifespan

Although the UWLP has researched many topics related to health through the years (e.g., mammography,<sup>9</sup> maternal mental health,<sup>10</sup> eating disorders,<sup>11</sup> suicide,<sup>12</sup> physical activity,<sup>13</sup> body image,<sup>14</sup> substance use disorders,<sup>15</sup> and mental health<sup>16</sup>), elements of mental, physical, social/ emotional, and/or environmental health have emerged in nearly all UWLP research. The bottom line is that Utah girls and women are experiencing substantial health challenges. Data in many health areas are abundant from a variety of state and national sources, and many are highlighted on the Utah Department of Health & Human Services website. Five survey items from the 2025 study provide additional insight that may be useful in shaping societal change. These will be compared to the results of the 2023<sup>17</sup> and 2024<sup>18</sup> studies, which used the same survey items. There were 1,945 participants who responded to all five questions in the representative sample, and 2,816 who responded to at least one of the five questions in the convenience sample, for a combined total of 4,761 participants.

### 1. Preventive Healthcare

The first survey item in this section was “*It’s likely I will be able to schedule and complete a preventive healthcare visit in the next 12 months.*” We ran frequency data separately for women and men because BWF is focused on changing perceptions of women, but the comparison with men provides perspective. For the women participants, the statistical mean was 5.57 (SD 1.51) for the representative sample, 6.35 (SD 1.19) for the convenience sample, and 6.12 (SD 1.34) for the combined samples (see Table 10 for additional details). The statistical means of the two samples for women were significantly different, with the convenience sample being much higher. In fact, 93.1% of women in that sample agreed at some level with the statement, with a striking 63.2% selecting strongly agree. Only 27.0% of women in the representative sample selected strongly agree, with more participants (11.3%) selecting neither agree nor disagree. Table 11 shows men’s agreement levels as well, with men’s agreement levels being similar to women’s.

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<sup>9</sup> Bhowmick, C., & Wilde, S. (2023, May 18). *Mammography among Utah women: A 2023 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/49.pdf>

<sup>10</sup> Denton, R., Wilde, S., & Harmer, M. (2023, May 4). *Maternal mental health among Utah women*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/48.pdf>

<sup>11</sup> Miyairi, M., Boghosian, S., & Wilde, S. (2023, January 5). *Eating disorders among Utah women*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/45.pdf>

<sup>12</sup> Hodson, K., Bhowmick, C., Jenkins, C., & Madsen, S. R. (2022, September 7). *Suicide among Utah girls and women*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/43.pdf>

<sup>13</sup> Buesser, K., Myrer, R., & Madsen, S. R. (2021, August 2). *Utah girls, young women, and physical activity*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/30.pdf>

<sup>14</sup> Clarkson, C., Anderson, K., & Madsen, S. R. (2025, October 23). *Cosmetic surgery and body image among Utah women: A 2025 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/63.pdf>

<sup>15</sup> Denton, R., Clarkson, C., Denton, S., Anderson, K., & Madsen, S. R. (2025, November 6). *Substance use disorders among Utah women: A 2025 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/64.pdf>

<sup>16</sup> Wilde, S., Bhowmick, C., Anderson, K., & Madsen, S. R. (2025, July 1). *Utah women and mental health: A 2025 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/60.pdf>

<sup>17</sup> Madsen, S. R. (2024, April 4). *Health across the lifespan: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/health-research-summary.pdf>

<sup>18</sup> Madsen, S. R. (2025, March 20).

**Table 10. Preventive Healthcare – Women’s Agreement Levels**

Levels of Agreement	Representative <i>M=5.57; SD=1.51</i>	Convenience <i>M=6.35; SD=1.19</i>	Combined <i>M=6.12; SD=1.34</i>
Strongly disagree	27 (2.5%)	31 (1.2%)	58 (1.6%)
Disagree	29 (2.7%)	48 (1.9%)	77 (2.1%)
Somewhat disagree	36 (3.4%)	43 (1.7%)	79 (2.2%)
Neither agree nor disagree	163 (15.3%)	53 (2.1%)	216 (6.0%)
Somewhat agree	146 (13.7%)	143 (5.6%)	289 (8.0%)
Agree	295 (27.7%)	607 (23.9%)	902 (25.0%)
Strongly agree	369 (34.6%)	1,615 (63.6%)	1,984 (55.0%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,540</b>	<b>3,605</b>

**Table 11. Preventive Healthcare – Men’s Agreement Levels**

Levels of Agreement	Representative <i>M=5.53; SD=1.42</i>	Convenience <i>M=6.25; SD=1.28</i>	Combined <i>M=5.69; SD=1.42</i>
Strongly disagree	23 (2.6%)	2 (0.8%)	25 (2.2%)
Disagree	21 (2.4%)	7 (2.8%)	28 (2.5%)
Somewhat disagree	25 (2.8%)	4 (1.6%)	29 (2.6%)
Neither agree nor disagree	104 (11.8%)	15 (5.9%)	119 (10.5%)
Somewhat agree	175 (19.9%)	14 (5.5%)	189 (16.7%)
Agree	291 (33.1%)	54 (21.3%)	345 (30.4%)
Strongly agree	241 (27.4%)	158 (62.2%)	399 (35.2%)
<b>Total Participants</b>	<b>880</b>	<b>254</b>	<b>1,134</b>

In the 2023 survey results,<sup>19</sup> the statistical mean for all study participants was 5.66 (SD 1.57) for the representative sample and 6.40 (SD 1.12) for the convenience sample. The means for 2024 were similar. For the 2023 representative sample, 21.5% of respondents either disagreed or selected neither agree nor disagree, with 39.4% strongly agreeing. In the convenience sample, 65.0% of respondents strongly agreed. For the 2024 sample,<sup>20</sup> the statistical means for the women were 5.52 (SD 1.46) for the representative sample, 6.37 (SD 1.12) for the convenience sample, and 6.10 (SD 1.30) for the combined samples. The results are consistent throughout the three years of this survey.

**Demographic Findings:** The short statements below share findings for *women* respondents in 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  $\leq 0.05$ .

**Age\*:** Women respondents over 60 had the highest agreement levels (6.32 to 6.54), while those who were in the following age range categories had the lowest agreement: 18–24 (5.24), 25–29 (5.90), and 30–34 (6.01).

**Children\*:** Mothers (6.20) were more likely to agree with the statement than women who do not have children (5.92). However, not surprisingly, mothers with only one or two children within an age range were more likely to agree with the statement than those who had more children.

**Counties/Regions\*:** Women who lived in Wayne (6.35), Washington (6.24), Davis (6.24), Wasatch (6.24), Salt Lake (6.24), Carbon (6.23), and Cache (6.17) counties were more likely to agree with this statement than those in Rich (4.30), Juab (5.43), Sanpete (5.54), Emery (5.57), Beaver (5.59), and Uintah (5.67) counties. Among MCDs, women who resided within the Wasatch Front (6.17) and Mountainland (6.16) MCDs were more likely to agree, while those in the Uintah MCD (5.75) had significantly less agreement. Residents of the 6-County BWF region had significantly less

<sup>19</sup> Madsen, S. R. (2024, April 4).

<sup>20</sup> Madsen, S. R. (2025, March 20).

agreement (5.86) than those in the Wasatch Front–South (6.20) region. There is also a difference between respondents who lived in rural (5.99) versus urban counties (6.16).

*Education\**: Women who had graduate degrees (6.52), bachelor’s degrees (6.28), associate degrees (5.87), and some college (5.77) were significantly more likely to agree with the statement, compared to those who selected high school graduate or less (5.2).

*Employment\**: Women who selected unemployed (looking for work) (5.31), full-time homemaker (5.74), and full-time student (5.86) as their employment status were significantly less likely to agree with the statement, compared to respondents who were retired (6.31) and employed full time (6.26).

*Income\**: Women with total household incomes before taxes that were less than \$25,000 (5.21), \$25,000–\$34,999 (5.36), and \$35,000–\$49,999 (5.78) were less likely to agree than those with higher incomes. For example, those with \$200,00 and above (6.59), \$150,000–\$199,999 (6.48), and \$100,000–\$149,999 (6.25) had the highest agreement.

*Marital Status\**: Female respondents who selected married but separated (5.68) and living with partner/cohabiting (5.80) had the lowest agreement levels, while those who selected married (6.29) and widowed (6.14) had the highest.

*Race/Ethnicity\**: Women who identified as White (6.18) and American Indian or Alaska Native (6.04) were significantly more likely to agree with the statement than were those who selected Black or African American (5.55).

*Religion\**: The highest levels of agreement came from women who selected Protestant (6.32), Latter-day Saint (6.28), and Agnostic (6.25). Respondents who were significantly less likely to agree included those who selected Jehovah Witness (4.64) and Islam (5.50). Activity levels were ranked on a 5-point scale (1=lowest to 5=highest), and respondents who selected 5 as their religious activity level had the highest agreement (6.39), which was significantly different from all other levels, including those who selected 3 (5.66) who had the least agreement.

*Residency\**: Women who had lived in Utah more than 21 years (6.29) and 11–20 years (6.03) were significantly more likely to agree with the statement than those who selected fewer than 2 years (5.52). The longer one had lived in Utah, the higher the agreement.

*Samples\**: There was a significant difference between the responses from women who participated in the representative sample (5.57) and the convenience sample (6.35).

## 2. Reproductive Health

The second survey item in this section was “*I feel empowered to make informed decisions regarding reproductive health that fit my needs and/or the needs of my family.*” Again, we ran frequency data separately for women and men. For the women participants, the statistical mean was 5.35 (SD 1.51) for the representative sample, 5.92 (SD 1.49) for the convenience sample, and 5.75 (SD 1.52) for the combined samples (see Table 12 for additional details).

**Table 12. Reproductive Health – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M</i> =5.35; <i>SD</i> =1.51	<b>Convenience</b> <i>M</i> =5.92; <i>SD</i> =1.49	<b>Combined</b> <i>M</i> =5.75; <i>SD</i> =1.52
Strongly disagree	32 (3.0%)	52 (2.1%)	84 (2.3%)
Disagree	25 (2.3%)	84 (3.3%)	109 (3.0%)
Somewhat disagree	40 (3.8%)	104 (4.1%)	144 (4.0%)
Neither agree nor disagree	224 (21.0%)	151 (6.0%)	375 (10.4%)
Somewhat agree	146 (13.7%)	226 (8.9%)	372 (10.4%)
Agree	315 (29.6%)	678 (26.8%)	993 (27.7%)
Strongly agree	283 (26.6%)	1,231 (48.7%)	1,514 (42.2%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,526</b>	<b>3,591</b>

In the women’s representative sample, 30.1% of respondents selected either a level of disagreement or neither agree nor disagree, compared with 15.5% in the convenience sample. In the latter, significantly fewer women selected neither agree nor disagree, and significantly more (48.7%) selected strongly agree. Table 13 shows men’s agreement levels. The means for women and men were similar.

**Table 13. Reproductive Health – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.39; SD=1.36</i>	<b>Convenience</b> <i>M=5.97; SD=1.27</i>	<b>Combined</b> <i>M=5.52; SD=1.36</i>
Strongly disagree	12 (1.4%)	0 (0.0%)	12 (1.1%)
Disagree	21 (2.4%)	6 (2.4%)	27 (2.4%)
Somewhat disagree	26 (3.0%)	6 (2.4%)	32 (2.8%)
Neither agree nor disagree	179 (20.3%)	33 (13.0%)	212 (18.7%)
Somewhat agree	165 (18.8%)	13 (5.1%)	178 (15.7%)
Agree	271 (30.8%)	81 (32.0%)	352 (31.1%)
Strongly agree	206 (23.4%)	114 (45.1%)	320 (28.2%)
<b>Total Participants</b>	<b>880</b>	<b>253</b>	<b>1,133</b>

In the 2023 survey results, the statistical mean for all participants was 5.32 (SD 1.67) for the representative sample and 5.89 (SD 1.56) for the convenience sample, compared to the 2024 results of 5.36 (1.38) for the representative sample and 5.75 (1.64) for the convenience sample. In fact, the statistical means for men and women in both years were similar. In the 2023 data, 31.1% of the representative sample disagreed at some level or selected neither agree nor disagree, while 15.5% of the convenience sample did the same. For 2024, we focused primarily on the women’s results; the statistical mean for the representative sample was 5.38 (SD 1.43), the convenience sample was 5.75 (SD 1.65), and the combined samples was 5.64 (SD 1.59). The 2024 and 2025 findings were similar.

Demographic Findings: The short statements below share findings for the *women’s* combined samples.

*Age\*:* There were statistically significant differences when comparing the various age range categories to agreement levels; however, this difference was only between those who selected 18–24 (5.07) and all other options (5.64 to 5.99).

*Children\*:* There were statistically significant differences between mothers (5.88) and women who did not have children (5.44), but there were no differences among agreement levels of mothers based on various numbers of children in a variety of age categories.

*Counties/Regions:* There were no statistically significant differences in agreement among county or regional residents.

*Education\*:* Women who had graduate (6.03) and bachelor’s degrees (5.89) were significantly more likely to agree with the statement than those who selected high school graduate or less (5.08), some college (5.45), and associate degrees (5.67). The only significant difference, however, was between the highest two attainment levels and the lowest.

*Employment\*:* Women who were full-time employees (5.84) and full-time homemakers (5.82) were significantly more likely to agree with the statement than those who selected unemployed (looking for work) (5.21) and full-time students (5.55).

*Income\*:* The more the household income women reported, the more highly they agreed with the statement. For example, women who reported having incomes less than \$50,000 were significantly less likely to agree (5.12 to 5.53), while those in the highest three income levels were significantly more likely to agree (5.80 to 6.17).

*Marital Status\*:* Women who were married (5.96) were significantly more likely to agree with the statement than any other marital status option, including widowed (5.24) and single (5.35), who had the least agreement.

*Race/Ethnicity\*:* Asian women (5.81) were significantly more likely to agree with the statement than Black or African American women (5.31).

*Religion\**: Women who selected Atheist (5.32) had significantly less agreement than those who selected Latter-day Saint (6.01). There was also a linear relationship between agreement levels with this statement and religious activity levels (1=lowest to 5=highest). Those who selected 5 (6.15) had the strongest agreement, while those who selected 2 had the lowest (5.41).

*Residency\**: Women residents of fewer than 2 years (5.44) had significantly less agreement than those who had lived in Utah more than 21 years (5.86). The other statistical means ranged from 5.56 to 5.62.

*Samples\**: There was a significant difference between the responses from women who participated in the representative sample (5.35), compared to the convenience sample (5.92).

### 3. Perimenopause

The third survey item in this section was “*I am knowledgeable about perimenopause for women.*” Again, we ran frequency data separately for women and men. For the women participants, the statistical mean was 5.05 (SD 1.64) for the representative sample, 4.87 (SD 1.83) for the convenience sample, and 4.92 (SD 1.78) for the combined samples (see Table 14 for additional details). The most interesting result to us is that the representative sample had a significantly higher statistical mean than the convenience sample, which was not what we expected. Although women in the convenience sample had fewer participants who selected neither agree nor disagree, women in the convenience sample had higher disagreement. Table 15 shows men’s agreement levels. As expected, women’s agreement levels on an item about perimenopause were significantly higher than men’s. Significantly more men also chose neither agree nor disagree as their response.

**Table 14. Perimenopause – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.05; SD=1.64</i>	<b>Convenience</b> <i>M=4.87; SD=1.83</i>	<b>Combined</b> <i>M=4.92; SD=1.78</i>
Strongly disagree	43 (4.0%)	127 (5.0%)	170 (4.7%)
Disagree	55 (5.2%)	245 (9.6%)	300 (8.3%)
Somewhat disagree	75 (7.0%)	333 (13.1%)	408 (11.3%)
Neither agree nor disagree	187 (17.6%)	132 (5.2%)	319 (8.9%)
Somewhat agree	205 (19.2%)	555 (21.9%)	760 (21.1%)
Agree	272 (25.5%)	584 (23.0%)	856 (23.8%)
Strongly agree	228 (21.4%)	563 (22.2%)	791 (21.9%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,539</b>	<b>3,604</b>

**Table 15. Perimenopause – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=4.66; SD=1.67</i>	<b>Convenience</b> <i>M=4.19; SD=1.78</i>	<b>Combined</b> <i>M=4.56; SD=1.71</i>
Strongly disagree	55 (6.3%)	17 (6.7%)	72 (6.3%)
Disagree	60 (6.8%)	44 (17.3%)	104 (9.2%)
Somewhat disagree	67 (7.6%)	30 (11.8%)	97 (8.6%)
Neither agree nor disagree	191 (21.7%)	40 (15.7%)	231 (20.4%)
Somewhat agree	200 (22.7%)	54 (21.3%)	254 (22.4%)
Agree	185 (21.0%)	44 (17.3%)	229 (20.2%)
Strongly agree	122 (13.9%)	25 (9.8%)	147 (13.0%)
<b>Total Participants</b>	<b>880</b>	<b>254</b>	<b>1,134</b>

In the 2023 survey results, the statistical mean for all study participants was 4.30 (SD 1.89) for the representative sample and 4.44 (SD 2.00) for the convenience sample—the substantial standard deviations show significantly differing responses. With the current dataset, the statistical mean was 4.89 (1.65) for the representative sample and 4.63 (1.93) for the convenience sample, which is a shift upward. In the combined dataset for 2023, 45.0% either disagreed at some level or selected neither

agree nor disagree, while 18.6% somewhat agreed, 18.9% agreed, and 17.5% strongly agreed. In 2024, we analyzed the data separately for women and men. For women, the statistical mean for the representative sample was 5.28 (SD 1.51), for the convenience sample it was 4.70 (SD 1.93), and for the combined samples it was 4.89 (SD 1.83). For 2025, we were surprised to see that the representative sample for women decreased from 5.28 to 5.05. With the increase in discussion around the topic, we had expected an increase. However, the statistical mean of the convenience sample did increase from 4.70 in 2024 to 4.87 in 2025.

Demographic Findings: The brief statements below share findings for *women* respondents in the combined samples.

*Age\**: Not surprisingly, women who were in the youngest categories—18–24 (4.03), 25–29 (4.00), and 30–34 (4.17)—were most likely to disagree with the statement, while those in the oldest categories had the highest agreement. For these respondents, as age range rose, agreement increased.

*Children\**: Mothers had significantly higher agreement levels than women who did not have children (5.07 and 4.57, resp.). Although there was some statistical significance in the number of children within various age ranges, there was no consistent pattern.

*Counties/Regions\**: The highest agreement came from women who lived in Wayne (5.65), Morgan (5.57), Garfield (5.55), Millard (5.44), Tooele (5.43), and Washington (5.35) counties, while the lowest agreement came from residents of Carbon (4.23), San Juan (4.38), Juab (4.43), Duchesne (4.47), and Rich (4.50) counties. Women who lived in the Southeastern (4.56) and Uintah (4.67) MCDs were significantly less likely to agree than those who lived in Southwestern (5.26) MCD. Respondents who lived in the Southeast BWF regions were significantly less likely to agree than those in the 5-County Region (5.26).

*Education\**: The only statistically significant agreement difference was among respondents who had a high school diploma or less (4.66) and those who had obtained a graduate degree (5.10). All other options had statistical means between 4.86 and 4.88.

*Employment\**: As expected, women who selected full-time student (4.09) had significantly less agreement than those who selected retired (5.81), while unemployed (looking for work) (4.64), full-time homemaker (4.71), employed full time (4.84), and employed part time (4.93) were in the middle.

*Income\**: Although there was a significant difference among household income categories and agreement, the response pattern was not linear. The statistical differences appeared only between those who selected less than \$25,000 (4.58) and those who selected \$200,000 and above (5.23). More generally, though, those who had higher incomes had higher agreement.

*Marital Status\**: Women who selected widowed (5.40) and married (5.04) were significantly more likely to agree with the statement than those who selected married but separated (4.19).

*Race/Ethnicity*: There were no statistically significant differences when comparing the various race/ethnicity categories to agreement levels.

*Religion\**: The lowest agreement levels were from participants who selected Spiritual but Not Religious (4.78), Agnostic (4.82), and Latter-day Saint (4.87), compared to women who selected Protestant (5.58), Hinduism or Buddhism (5.55), and Judaism (5.54). In terms of religious activity (1=lowest to 5=highest), there was a linear pattern of findings: those who selected 1 and 2 (both at 4.78) were significantly less likely to agree with the statement compared to women who selected 5 (5.13).

*Residency*: There were no significant differences when comparing agreement with the statement and years a respondent had lived in Utah.

*Samples\**: There was a significant difference between the responses of women who participated in the representative sample (5.05) and the convenience sample (4.87).

#### 4. Safety in Healthcare Settings

The fourth survey item in this section was “*I feel physically, mentally, and emotionally safe in healthcare settings.*” Again, we ran frequency data separately for women and men. The statistical mean was 5.12 (SD 1.60) for women respondents in the representative sample, 5.43 (SD 1.55) for women in the convenience sample, and 5.34 (SD 1.57) for those in the combined samples (see Table 16 for additional details). Although the statistical means were slightly above somewhat agree, there were still 23.9% respondents who selected either a level of disagreement or neither agree nor disagree. An additional 18.1% selected somewhat agree. Future research would clarify women’s sense of safety in these settings. The statistical mean for the men’s combined samples had a similar mean (5.50), which also merits exploration. Table 17 shows men’s agreement levels.

**Table 16. Safety in Healthcare Settings – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M</i> =5.12; <i>SD</i> =1.60	<b>Convenience</b> <i>M</i> =5.43; <i>SD</i> =1.55	<b>Combined</b> <i>M</i> =5.34; <i>SD</i> =1.57
Strongly disagree	34 (3.2%)	63 (2.5%)	97 (2.7%)
Disagree	59 (5.5%)	113 (4.4%)	172 (4.8%)
Somewhat disagree	70 (6.6%)	201 (7.9%)	271 (7.5%)
Neither agree nor disagree	169 (15.9%)	153 (6.0%)	322 (8.9%)
Somewhat agree	203 (19.1%)	450 (17.7%)	653 (18.1%)
Agree	306 (28.7%)	878 (34.6%)	1,184 (32.8%)
Strongly agree	224 (21.0%)	682 (26.9%)	906 (25.1%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,540</b>	<b>3,605</b>

**Table 17. Safety in Healthcare Settings – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M</i> =5.46; <i>SD</i> =1.30	<b>Convenience</b> <i>M</i> =5.66; <i>SD</i> =1.34	<b>Combined</b> <i>M</i> =5.50; <i>SD</i> =1.31
Strongly disagree	9 (1.0%)	4 (1.6%)	13 (1.1%)
Disagree	21 (2.4%)	6 (2.4%)	27 (2.4%)
Somewhat disagree	33 (3.8%)	11 (4.3%)	44 (3.9%)
Neither agree nor disagree	131 (14.9%)	21 (8.3%)	152 (13.4%)
Somewhat agree	177 (20.1%)	35 (13.8%)	212 (18.7%)
Agree	320 (36.4%)	110 (43.3%)	430 (37.9%)
Strongly agree	189 (21.5%)	67 (26.4%)	256 (22.6%)
<b>Total Participants</b>	<b>880</b>	<b>254</b>	<b>1,134</b>

In the 2023 survey results, the statistical mean for all study participants was 5.01 (SD 1.64) for the representative sample and 5.43 (SD 1.54) for the convenience sample. In the representative sample, 33.1% either disagreed or selected neither agree nor disagree, while 47.4% agreed or strongly agreed. In the combined dataset, about one-quarter of respondents were either unsure or did not feel safe at some level, with only 2.8% strongly disagreeing. Although there are some slight differences with the 2024 data, there are many similarities. In 2024, for the women’s representative sample, the mean was 5.31 (SD 1.49), for the convenience sample it was 5.36 (SD 1.57), and for the combined samples it was 5.34 (SD 1.55). For 2025, the statistical mean for all participants in the representative sample was 5.27 (SD 1.48), 5.44 in the convenience sample (SD 1.54), and 5.37 (SD 1.52) in the combined samples.

Demographic Findings: The brief statements below share findings for the combined samples of *women* participants.

*Age\*:* Women who were most likely to agree with the statement were from the following age ranges: 70 and older (6.04), 65–69 (5.84), 60–64 (5.79), and 55–59 (5.64). Essentially, the older the participant, the more likely she agreed with the statement. Young women who selected the 18–24 age range had significantly less agreement (4.61).

*Children\**: Mothers (5.45) were significantly more likely to agree with the statement than women who had no children (5.08), with mothers having higher agreement. There were no significant differences among mothers regarding various numbers of children in the age range categories.

*Counties/Regions\**: Women who lived in the following counties had significantly higher agreement levels: Wayne (5.92), Morgan (5.86), Wasatch (5.82), and Box Elder (5.62). On the other hand, respondents who lived in Rich (4.20), Emery (4.55), Uintah (4.55), Duchesne (4.72), and Juab (4.74) had significantly less agreement. Women who resided in the Uintah (4.82) and the Southeastern MCDs (4.99) had significantly less agreement with the statement than did those who lived in the Mountainland MCD (5.66). There were no significant differences with agreement among the BWF regions.

*Education\**: Women respondents with graduate degrees (5.63), bachelor's degrees (5.44), and associate degrees (5.39) were more likely to agree with the statement, compared with those who selected high school graduate or less (4.73) and some college (4.98).

*Employment\**: There were statistically significant agreement differences among respondents' employment selections. Women who selected retired (5.78) were significantly more likely to agree with the statement than those who selected unemployed (looking for work) (4.75), while those in between had these statistical means: full-time student (5.00), full-time homemaker (5.18), employed part time (5.23), and employed full time (5.37).

*Income\**: The higher the household income, the stronger the agreement with this survey item. For example, women who selected less than \$25,000 (4.73) and \$25,000–\$34,999 (4.82) had the least agreement, and those who selected \$200,000 and above (5.77) and \$150,000–\$199,000 (5.64) were the most likely to agree with the statement.

*Marital Status\**: Women who selected married but separated (4.67) and single (4.86) were significantly less likely to agree than those who selected married (5.55) and widowed (5.50).

*Race/Ethnicity\**: Women who selected White (5.39) and Asian (5.27) had the highest agreement to this statement, while those who selected Native Hawaiian and Other Pacific Islander (4.67) and American Indian or Alaska Native (4.73) had less agreement.

*Religion\**: Women who selected Protestant (5.82) and Latter-day Saint (5.52) had significantly higher agreement than those who selected Atheist (4.97) and Spiritual but Not Religious (5.02). In terms of religious activity level (1=lowest to 5=highest), the respondents who were more active in their religious affiliations had higher levels of agreement.

*Residency\**: There were no statistically significant differences when comparing the respondents' years of residency to agreement levels.

*Samples\**: There was a significant difference between the responses from women who participated in the representative sample (5.12) and the convenience sample (5.43).

## 5. Intimate Partner Violence Screening

The final survey item in this section was “*It is likely one of my healthcare providers will effectively screen me for intimate partner violence (and connect me with resources if needed) in the next year.*” Again, we ran frequency data separately for women and men. The statistical mean for women respondents was 3.96 (SD 1.93) for the representative sample, 3.70 (SD 1.99) for the convenience sample, and 3.78 (SD 1.98) for the combined samples (see Table 18 for additional details). The statistical means were around neutral or, in the case of the convenience sample, toward somewhat disagree. Many Utahns (23.3%) were unsure. The survey item had a high standard deviation, which indicated a large difference in the ways people responded to the item. There is a great deal of work to ensure healthcare providers screen for intimate partner violence. Table 19 shows men's agreement levels.

In the 2023 survey results, the statistical mean for all study participants was 3.60 (SD 1.92) for the representative sample and 3.45 (SD 1.92) for the convenience sample. In the combined dataset, 47.1%

disagreed at some level, while 24.1% neither agreed nor disagreed, and 28.9% selected any level of agreement. The two-year findings indicate that intimate partner violence screenings do not happen widely in Utah. The statistical mean of the representative sample in 2024 was higher than it was in 2023. It is unclear, however, whether there indicates progress or whether the much larger representative sample in 2024 shifted the baseline. In 2024, the statistical mean for the women’s representative sample was 4.35 (SD 1.82), the convenience sample was 3.55 (SD 1.98), and the combined samples was 3.81 (SD 1.97). The findings have somewhat shifted (see Table 18).

**Table 18. Intimate Partner Violence Screening – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=3.96 SD=1.93</i>	<b>Convenience</b> <i>M=3.70; SD=1.99</i>	<b>Combined</b> <i>M=3.78; SD=1.98</i>
Strongly disagree	175 (16.4%)	499 (19.7%)	674 (18.8%)
Disagree	121 (11.4%)	385 (15.2%)	506 (14.1%)
Somewhat disagree	75 (7.0%)	233 (9.2%)	308 (8.6%)
Neither agree nor disagree	295 (27.7%)	543 (21.5%)	838 (23.3%)
Somewhat agree	108 (10.1%)	249 (9.8%)	357 (9.9%)
Agree	180 (16.9%)	364 (14.4%)	544 (15.1%)
Strongly agree	111 (10.4%)	256 (10.1%)	367 (10.2%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,529</b>	<b>3,598</b>

**Table 19. Intimate Partner Violence Screening – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=4.44; SD=1.85</i>	<b>Convenience</b> <i>M=3.28; SD=1.76</i>	<b>Combined</b> <i>M=4.18; SD=1.89</i>
Strongly disagree	93 (10.6%)	54 (21.8%)	147 (13.0%)
Disagree	73 (8.3%)	44 (17.7%)	117 (10.4%)
Somewhat disagree	58 (6.6%)	27 (10.9%)	85 (7.5%)
Neither agree nor disagree	225 (25.6%)	69 (27.8%)	294 (26.1%)
Somewhat agree	113 (12.8%)	17 (6.9%)	130 (11.5%)
Agree	198 (22.5%)	29 (11.7%)	227 (20.1%)
Strongly agree	120 (13.6%)	8 (3.2%)	128 (11.3%)
<b>Total Participants</b>	<b>880</b>	<b>248</b>	<b>1,128</b>

Demographic Findings: The brief statements below share findings for the combined samples of *women* participants.

*Age\*:* The lowest agreement levels came from respondents in the following age ranges: 50–54 (3.49) and 18–24 (3.56). Respondents who were most likely to agree with this statement were those in the 35–39 and 30–34 (both at 4.05) age ranges. There was not a linear pattern.

*Children:* There were no statistically significant differences between the agreement levels of parents and nonparents to agreement levels, nor were there significant differences among parents with different numbers of children in the three age range categories.

*Counties/Regions\*:* The counties that had female residents who were more likely to agree with the statement included Wasatch (4.12), Cache (3.97), Salt Lake (3.90), Weber (3.89), Wayne (3.88), Washington (3.87), Morgan (3.86), and Davis (3.82). Women who lived in the Central MCD (3.40) were significantly less likely to agree than those who resided in the Mountainland (3.97) MCD. The 6-County BWF Region had residents who were less likely to agree than those who lived in the Wasatch Front–North (3.85), Wasatch Front–South (3.84), and East Central (3.83) regions. There was a significant difference between the responses of women who lived in rural counties (3.56) and those who lived in urban counties (3.84).

*Education\*:* The education level responses did not result in a linear pattern, as has been found in many other survey items. Women respondents with graduate degrees (3.93) had the highest agreement with the statement, but the next highest were from participants who had a high school diploma or less

(3.89). The only significant finding, however, was between those who selected some college and those who selected graduate or bachelor’s degrees.

*Employment:* There were no statistically significant differences among respondents’ employment selections and agreement levels.

*Income:* There were no statistically significant differences when comparing the various annual household income categories to agreement levels.

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

*Race/Ethnicity\*:* Women who identified as American Indian or Alaska Native (3.40) were the most likely to disagree with this statement, while those who selected Asian (4.24) and Hispanic/Latino (4.09) were significantly more likely to agree.

*Religion:* There were statistically significant differences when comparing the various religious affiliation categories to agreement levels. Specifically, women who selected Atheist (3.56), Spiritual but Not Religious (3.61), and Latter-day Saint (3.65) had the least agreement, while those who selected Islam (4.63), Jehovah Witness (4.45), Hinduism or Buddhism (4.35), and Other Christian (4.31) were the most likely to agree. There were no differences in activity levels and agreement levels.

*Residency\*:* Women who had lived in Utah the longest—more than 21 years (4.09) and 11–20 years (3.85)—were significantly less likely to agree with the statement, while those who had lived in Utah fewer than 2 years (4.09) were more likely to agree. The results did not have a linear pattern.

*Samples\*:* There was a significant difference between the responses from women who participated in the representative sample (3.96) and the convenience sample (3.70).

## 6. Qualitative Findings

As noted earlier, we included two open-ended questions inviting respondents to share any thoughts, insights, or ideas related to the challenges and opportunities facing women and girls in Utah, along with space for additional comments. In total, 3,815 participants provided qualitative responses, and 611 referenced issues that aligned with the Health Across the Lifespan category. Table 20 presents the extrapolated theme categories, followed by characteristic quotations that illustrate key elements of those themes. Some comments appear in multiple categories because individual statements often touched on several interconnected issues, while others simply identified a general area of concern without elaboration. Consequently, the theme percentages exceed 100%.

**Table 20. Qualitative Themes – Health Across the Lifespan**

<b>Theme Categories</b>	<b>#</b>	<b>%</b>
A. Self-Esteem and Confidence	236	38.6%
B. Reproductive Health	157	25.7%
C. Mental Health	155	25.4%
D. Overall Health	112	18.3%
E. Access	49	8.0%

A. *Self-Esteem and Confidence:* The theme that emerged most frequently was the importance for girls and women being confident and having a healthy self-esteem. There were 236 comments (38.6%) related to this issue. For example,

“I think that the girls and women in Utah have the lowest self-esteem and confidence of anywhere else I have experienced in the United States.”

“The greatest challenge for women in Utah is to be able to stand up and change gender bias and to know they can do any job a man can do. Women are made to feel inferior and stay at home and raise

“I think the greatest challenge for women and girls in Utah are the prejudices and beliefs they internalize about themselves that are instilled in them by society and their peers.”

“Women and girls are only limited by their own doubts and insecurities. Unfortunately, self-confidence is often shaped by the people around

a family. Women are so much more than that and should be treated as such.”

“Low self-esteem perpetuated by their communities, environment, and social media. Limitations they place upon themselves because they don’t think they’re capable.”

you. If a woman or girl has been told all her life that she is not cut out for leadership, that would be her self-perception.”

“I believe the greatest challenges come from lack of self-esteem. Women and girls must believe they are as competent as men.”

- B. *Reproductive Health*: The second most frequently mentioned issue related to the reproductive health of women, particularly restriction of abortion access, and 157 respondents (25.7%) commented. In fact, many believed this lack of access limits women’s autonomy over their bodies and that Utah is not doing enough to protect women’s health. There was also concern regarding other reproductive health issues, including a lack of information and a lack of knowledgeable physicians in diagnosing and treating endometriosis, perimenopause, and menopause. Responses included the following:

“I am appalled by the stories I hear from women and their suffering. Whether it’s from sexual shame and pain, permanent effects of childbirth, bewildering symptoms of menopause, etc. We are all alone together. Pretending our bodies don’t matter. Relying on men for our medical needs. Relying on men to teach us about our sexuality.”

“Access to women’s health care and reproductive health services (including contraception, abortion, and maternal care) is more constrained due to state laws, fewer providers, or barriers in rural areas. Restrictions on abortion and gestational limits add complexity and risk to women’s reproductive choices.”

“The lack of bodily autonomy and access to reproductive healthcare, including abortion, are a great challenge.”

“As a 46-year-old married woman who doesn’t have or want children and has uterine fibroids that affect my daily life, I have to get permission from my husband before my OB/GYN will perform a medically necessary hysterectomy.”

“Perimenopause and menopause need to be talked about more; drop the stigma and taboo and start teaching community classes about it. We need to empower more GYNs to get proper training on it and more women in the field!”

- C. *Mental Health*: Closely following reproductive health was the issue of mental health, mentioned by 155 respondents (25.4%). Some expressed concern about inadequate resources and high rates of anxiety and depression, while others emphasized the importance of reducing the stigma around receiving mental health support. The high frequency of body image issues experienced by Utah girls and women was also mentioned. Responses included the following:

“Cultural stigma around seeking therapy or discussing emotional struggles can prevent women from getting the support they need.”

“Increased mental health issues like anxiety and depression are frequently connected to the pressures society puts on people.”

“There are struggles with self-confidence, body image, perfectionism, internalized expectations, and mental health challenges. Utah has relatively high rates of mental health conditions among women, including depression.”

“Mental health is another issue. Postpartum depression rates are high, and access to mental health care isn’t equal across all areas, especially in rural parts of the state.”

“I think mental health stigmas tend to be stronger in Utah for women than for men, and there is often shame around seeking mental health treatments or talking about mental health.”

“The expectations everyone puts on us is soul crushing.”

- D. *Overall Health*: There were 112 respondents (18.3%) who expressed concern about sexism from doctors and insufficient funding for women’s health programs. For instance,

“Healthcare for women in Utah is awful. We are taught to endure unnecessary pain because we aren’t educated on what is ‘normal.’ Doctors in our area are hard to find, and when we find them, they are booked out 6+ months. We need more doctors in our area, and we need doctors that won’t gaslight

“Access to general healthcare is lacking. Respect and consideration are harder to come by. Often concerns are dismissed as ‘in our head.’”

“Education on women’s health is terrible in Utah. Both women and men should be educated on women’s health, including periods, diseases like

us into thinking chronic pain and irregular periods are normal.”

“It is genuinely roulette going to the doctor in this state. The number of physicians I have seen who do not take me seriously and talk to me like I’m dumb or ask if I have spoken with my husband about an issue is WILD. I was so frustrated with my primary care physician I wound up taking my husband with me and my doctor (also a woman) only spoke to him. (For the record he was incensed on my behalf as well).”

endometriosis, PCOS, and pregnancy. There is too much shame in our community around being a woman that girls are too afraid to stand up for themselves when it comes to their health because they think their symptoms are normal.”

“Doctors need to take women’s health more seriously. They love to push things aside and not help problem solve.”

- E. *Access*: Of the total responses, 49 respondents (8.0%) commented on the need for access to quality providers, especially in rural communities, where girls and women frequently face challenges related to extended wait times, affordability, and an overall lack of women’s health resources. For example,

“Concerns exist regarding limited access to quality healthcare, especially in rural areas, and experiencing discrimination when seeking medical care.”

“For many women, especially those in rural areas, obtaining quality healthcare is still a major challenge.”

“Access to healthcare outside of the Wasatch Front.”

“Rural women often lack nearby access to health care, mental health services, public transit, or support networks.”

Additional comments expressed concern about not being taught what is appropriate and inappropriate for doctors to do to girl’s and women’s bodies, putting them at risk for sexual abuse in doctor’s offices. Others shared how air quality issues are impacting their health.

## Political and Civic Representation

According to the latest UWLP report titled “The Status of Women in Utah Politics: A 2025 Update,”<sup>21</sup> there has been some progress the past decade, with women being elected to and serving in elective offices at the local and state levels. Yet, Utah continues to lag behind the nation. Although Utah has always ranked high in volunteerism,<sup>22</sup> evidence shows that Utah women have not been represented well in decision-making roles at the municipal, county, and state levels. Although change is happening, more is needed in terms of increasing the number of women in political roles, growing the number of women on state and local public and nonprofit boards and commission, and enhancing the number of women who are activity engaged in civic and advocacy roles. For those who are interested, additional information is available on the Political and Civic Representation Spoke webpage (also called the Political Representation, Boards and Commissions, & Civic Engagement/Advocacy Spoke). The four political and civic representation survey items in the study provide additional insight that will guide decisions to increase the percentage of women in these roles and activities. Although the items focus on Utahns’ understanding and perceptions, the findings are important to generate societal change.

### 1. Impact on Family

The first survey item in this section was “*If a woman were to serve in a political role, it would negatively impact her family.*” We ran frequency data separately for women and men because BFW is focused on changing perceptions of women, but the comparison with men provides perspective. For the women participants, the statistical mean was 3.15 (SD 1.91) for the representative sample, 2.48 (SD

<sup>21</sup> Clarkson, C., & Madsen, S. R. (2025, February 6). *The status of women in Utah politics: A 2025 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/64-status-women-utah-politics-2025.pdf>

<sup>22</sup> Clarkson, C., Madsen, S. R., & Anderson, K. (2025, June 18). *Voting and civic engagement among Utah women: A 2025 update*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/snapshot/59.pdf>

1.66) for the convenience sample, and 2.67 (SD 1.76) for the combined samples (see Table 21 for additional details). The statistical mean of the two samples for women were significantly different, with the convenience sample respondents being significantly more likely to disagree with the statement. The representative samples had a high standard deviation, which means the values were dispersed over a wider range.

**Table 21. Impact on Family – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=3.15; SD=1.91</i>	<b>Convenience</b> <i>M=2.48; SD=1.66</i>	<b>Combined</b> <i>M=2.67; SD=1.76</i>
Strongly disagree	297 (27.9%)	1,067 (38.9%)	1,364 (35.8%)
Disagree	199 (18.7%)	706 (25.7%)	905 (23.8%)
Somewhat disagree	93 (8.7%)	195 (7.1%)	288 (7.6%)
Neither agree nor disagree	226 (21.2%)	370 (13.5%)	596 (15.7%)
Somewhat agree	91 (8.5%)	230 (8.4%)	321 (8.4%)
Agree	90 (8.5%)	110 (4.0%)	200 (5.3%)
Strongly agree	69 (6.5%)	64 (2.3%)	133 (3.5%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,742</b>	<b>3,807</b>

For women, 38.9% of respondents strongly disagreed in the convenience sample, and 27.9% did the same in the representative sample. Overall, 67.2% of women in the combined samples disagreed at some level with the statement. Table 22 shows men’s agreement levels. Although trends were similar between men and women, men were significantly less likely to disagree than women.

**Table 22. Impact on Family – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=3.79; SD=2.00</i>	<b>Convenience</b> <i>M=2.71; SD=1.58</i>	<b>Combined</b> <i>M=3.52; SD=1.96</i>
Strongly disagree	161 (18.3%)	88 (30.0%)	249 (21.2%)
Disagree	140 (15.9%)	74 (25.3%)	214 (18.2%)
Somewhat disagree	84 (9.5%)	24 (8.2%)	108 (9.2%)
Neither agree nor disagree	147 (16.7%)	67 (22.9%)	214 (18.2%)
Somewhat agree	125 (14.2%)	24 (8.2%)	149 (12.7%)
Agree	136 (15.5%)	13 (4.4%)	149 (12.7%)
Strongly agree	87 (9.9%)	3 (1.0%)	90 (7.7%)
<b>Total Participants</b>	<b>880</b>	<b>293</b>	<b>1,173</b>

In 2023,<sup>23</sup> the statistical mean of the representative sample was 3.02 (SD 1.70) and 2.61 (SD 1.68) for the convenience sample. Counting all participants in the 2024 dataset,<sup>24</sup> the statistical mean of the representative sample was 3.51 (SD 1.96), and the convenience sample mean was 2.42 (SD 1.63). There were some year-over-year shifts. In the combined results for 2023, although 66.7% of respondents disagreed at some level, 531 people (16.0%) agreed, while 569 (17.2%) were neutral. In the 2024 findings, the statistical mean of the women’s representative sample was 3.38 (SD 1.96), of the convenience sample it was 2.39 (SD 1.64), and for the combined samples it was 2.69 (SD 1.80).

**Demographic Findings:** The short statements below share findings for *women* respondents in the combined samples. As a reminder, the statistical means mentioned below 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  $\leq 0.05$ .

<sup>23</sup> Madsen, S. R. (2024, February 15). *Political & civic engagement: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/political-civic-engagement-research-summary.pdf>

<sup>24</sup> Madsen, S. R. (2025, March 20).

*Age\**: Women in the 65–69 (2.43) and 70 and older (2.45) age ranges were significantly more likely to disagree with the statement; the least disagreement was among those in the 18–24 (3.02), 35–39 (2.92), and 40–44 (2.73) age ranges. Obviously, a linear pattern was not found.

*Children*: There was not a statistical difference in agreement between mothers and women who did not have children.

*Counties/Regions\**: Women who lived in Juab (2.04), Tooele (2.09), Garfield (2.32), and Wayne (2.45) counties had significantly stronger disagreement than those who resided in Rich (3.90), Millard (3.56), Beaver (3.50), and Grand (3.32) counties. There were no significant differences of statistical means by MCDs or BWF regions.

*Education\**: Women who had graduate degrees (2.43), bachelor’s degrees (2.61), and some college (2.74) were significantly more likely to disagree with the statement than those who selected high school graduate or less (3.26).

*Employment\**: There were statistically significant agreement differences among respondents’ employment selections. Those who selected retired (2.51) and employed full time (2.57) had the strongest disagreement, while those who selected unemployed (looking for work) (3.04) and full-time homemaker (2.98) had significantly less disagreement.

*Income\**: Although there were significant differences among household income levels, the findings were not linear. They did, however, lean toward those with higher incomes having less agreement. For example, respondents who most strongly disagreed selected \$200,000 and above (2.42) and \$150,000–\$199,999 (2.52), while those who selected less than \$25,000 (3.22) and \$25,000–\$34,999 (3.09) had the least disagreement.

*Marital Status*: There were no statistically significant differences when comparing marital status to agreement levels.

*Race/Ethnicity\**: Women who selected American Indian or Alaska Native (2.30) and Native Hawaiian and Other Pacific Islander (2.45) were significantly more likely to disagree with the statement than those who selected Black or African American (3.12).

*Religion\**: Respondents who were most likely to disagree selected Atheist (2.17), Agnostic (2.43), Islam (2.50), and Spiritual but Not Religious (2.56). Study participants who were significantly less likely to disagree included those who selected Jehovah Witness (4.25). Activity levels were ranked on a 5-point scale (1=lowest to 5=highest), and respondents who selected 1 as their religious activity level had the strongest disagreement (2.47), compared to all other levels of agreement.

*Residency\**: Women who had lived in Utah more than 21 years (2.58) were significantly more likely to disagree with the statement, compared with those who selected fewer than 2 years (3.04). However, there was not a linear pattern.

*Samples\**: There was a significant difference in agreement between women who participated in the representative sample (3.15) and the convenience sample (2.48).

## 2. Well Suited

The second survey item in this section was “*Women are well suited for elected political positions.*” Again, we ran frequency data separately for women and men. For the women participants, the statistical mean was 5.65 (SD 1.43) for the representative sample, 6.48 (SD 1.01) for the convenience sample, and 6.25 (SD 1.20) for the combined samples (see Table 23 for additional details). Note that the agreement level of the convenience sample was significantly higher than that of the representative sample. In fact, 93.6% of the convenience sample agreed at some level, with 68.5% selecting strongly agree. In the representative sample, significantly fewer women selected strongly agree (35.9%), but more choose agree (28.2%) and somewhat agree (12.8%). In men’s and women’s responses, there was a significant difference, particularly between men’s and women’s responses in the convenience samples, with women being more likely to agree than men. Table 24 shows men’s agreement levels.

**Table 23. Well Suited – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.65; SD=1.43</i>	<b>Convenience</b> <i>M=6.48; SD=1.01</i>	<b>Combined</b> <i>M=6.25; SD=1.20</i>
Strongly disagree	24 (2.3%)	26 (0.9%)	50 (1.3%)
Disagree	15 (1.4%)	8 (0.3%)	23 (0.6%)
Somewhat disagree	25 (2.3%)	17 (0.6%)	42 (1.1%)
Neither agree nor disagree	183 (17.2%)	124 (4.5%)	307 (8.1%)
Somewhat agree	136 (12.8%)	106 (3.9%)	242 (6.4%)
Agree	300 (28.2%)	582 (21.2%)	882 (23.2%)
Strongly agree	382 (35.9%)	1,881 (68.5%)	2,263 (59.4%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,744</b>	<b>3,809</b>

**Table 24. Well Suited – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.47; SD=1.45</i>	<b>Convenience</b> <i>M=6.16; SD=1.20</i>	<b>Combined</b> <i>M=5.64; SD=1.42</i>
Strongly disagree	25 (2.8%)	3 (1.0%)	28 (2.4%)
Disagree	17 (1.9%)	3 (1.0%)	20 (1.7%)
Somewhat disagree	23 (2.6%)	4 (1.4%)	27 (2.3%)
Neither agree nor disagree	148 (16.8%)	21 (7.2%)	169 (14.4%)
Somewhat agree	151 (17.2%)	28 (9.6%)	179 (15.3%)
Agree	276 (31.4%)	76 (26.0%)	352 (30.0%)
Strongly agree	240 (27.3%)	157 (53.8%)	397 (33.9%)
<b>Total Participants</b>	<b>880</b>	<b>292</b>	<b>1,172</b>

In the 2023 survey results, the statistical mean for all participants was 5.62 (SD 1.37) for the representative sample and 6.44 (SD 1.03) for the convenience sample. With both samples combined, 1,981 (59.9%) participants selected strongly agree, and another 994 (30.1%) chose agree or somewhat agree. There was overwhelming agreement that women are well suited for political roles, and this is the case for the 2024 results as well. In 2024, the statistical mean of the representative sample of women was 5.67 (SD 1.39), the convenience sample was 6.44 (SD 1.08), and the combined samples was 6.21 (SD 1.24). The 2025 results were similar.

Demographic Findings: The short statements below share findings for the *women* respondents in the combined samples.

*Age\**: There were statistically significant differences when comparing age ranges to agreement levels, but the significance was only comparing women who selected the 18–24 age range (5.79) to all other age ranges (6.21 to 6.33).

*Children\**: There was not a statistically significant difference between mothers and women who did not have children in their agreement or disagreement with this statement. There were also no differences among mothers who had different numbers of children within various age categories.

*Counties/Regions\**: Women who resided in the following counties had the highest agreement: Garfield (6.74), Wayne (6.58), Wasatch (6.43), Grand (6.42), Davis (6.38), Cache (6.36), Salt Lake (6.35), and Washington (6.31). Women who resided in Millard (5.68) and Sanpete (5.73) counties were less likely to agree. Those who lived in the Mountainland MCD (6.37) were significantly more likely to agree than those who lived in the Uintah (5.98) and Central (5.99) MCDs. There were no differences among BWF regions and agreement levels.

*Education\**: Respondents who selected graduate degree (6.51), bachelor’s degree (6.42), and associate degree (6.13) were significantly more likely to agree with the statement than those who selected high school graduate or less (5.48).

*Employment\**: Women who were full-time employees (6.38) had significantly stronger agreement than those who selected unemployed (looking for work) (5.73) and full-time homemaker (5.93).

*Income\**: The higher the household income, the stronger the agreement. Those who selected an income category of less than \$50,000 (5.68 to 6.05) were significantly less likely to agree with the statement, compared to all categories, including those who selected \$200,000 and above (6.55), \$150,000–\$199,999 (6.44), and \$100,000–\$149,999 (6.34).

*Marital Status\**: Women who selected married (6.33) were significantly more likely to agree than those who selected widowed (6.01) and single (6.09).

*Race/Ethnicity\**: Women participants who were significantly more likely to agree with the statement selected White (6.27) and American Indian or Alaska Native (6.20), while those who were significantly less likely to agree selected Black or African American (5.74).

*Religion\**: The highest agreement levels came from women who selected Agnostic (6.66), Atheist (6.66), and Judaism (6.44), while those who selected Jehovah Witness (4.67) had significantly lower agreement. In terms of religious activity (1=lowest to 5=highest), those who selected 1 (6.32) and 5 (6.27) were significantly more likely to agree than those who selected 2 and 3 (both at 5.97).

*Residency\**: Residents of fewer than 2 years (5.65) were more likely to have lower agreement than those who selected more than 21 years (6.36) and 11–20 years (6.18).

*Samples\**: There was a significant difference in agreement between women who participated in the representative sample (5.65) and those in the convenience sample (6.48).

### 3. Civic Activities

The third survey item in this section was “*I understand how to get involved in civic activities.*” Again, we ran frequency data separately for women and men. For the women participants, the statistical mean was 4.71 (SD 1.63) for the representative sample, 5.24 (SD 1.54) for the convenience sample, and 5.09 (SD 1.59) for the combined samples (see Table 25 for additional details). Overall, although there was a statistically significant difference between samples, the difference was not as wide as that in other survey items, with the convenience sample having higher agreement for both women and men. The means were around somewhat agree, with 42.8% of the representative sample selecting a level of disagreement or neither agree nor disagree and another 20.0% selecting somewhat agree. There was higher agreement in the convenience sample, but plenty of room for improvement remains. Table 26 shows men’s agreement levels. Utah men—compared to women—in both samples more strongly agreed that they do understand how to become involved in civic activities.

**Table 25. Civic Activities – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative <i>M</i>=4.71; <i>SD</i>=1.63</b>	<b>Convenience <i>M</i>=5.24; <i>SD</i>=1.54</b>	<b>Combined <i>M</i>=5.09; <i>SD</i>=1.59</b>
Strongly disagree	57 (5.4%)	54 (2.0%)	111 (2.9%)
Disagree	62 (5.8%)	164 (6.0%)	226 (5.9%)
Somewhat disagree	96 (9.0%)	219 (8.0%)	315 (8.3%)
Neither agree nor disagree	241 (22.6%)	226 (8.2%)	467 (12.3%)
Somewhat agree	213 (20.0%)	654 (23.8%)	867 (22.8%)
Agree	253 (23.8%)	820 (29.9%)	1,073 (28.2%)
Strongly agree	143 (13.4%)	608 (22.1%)	751 (19.7%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,745</b>	<b>3,810</b>

In the 2023 survey results,<sup>25</sup> the statistical mean for all study participants was 4.57 (SD 1.59) for the representative sample and 5.17 (SD 1.63) for the convenience sample. For this question, 51.4% in the convenience and 32.1% in the representative sample selected agree or strongly agree, indicating a significant difference between the samples in 2023. In the 2023 research summary we mentioned that if the results were generalized to the broader Utah population, at least one-third of residents did not know how to become involved in their communities. The statistical means rose for both samples from 2023 to

<sup>25</sup> Madsen, S. R. (2024, February 15).

2024. The statistical means for the women’s responses in the representative sample was 5.01 (SD 1.49), for the convenience sample it was 5.25 (SD 1.53), and for the combined samples it was 5.18 (SD 1.52). The mean in the representative sample shifted downward slightly in the past year, but the convenience sample’s mean was nearly identical.

**Table 26. Civic Activities – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.24; SD=1.44</i>	<b>Convenience</b> <i>M=5.48; SD=1.47</i>	<b>Combined</b> <i>M=5.30; SD=1.45</i>
Strongly disagree	22 (2.5%)	3 (1.0%)	25 (2.1%)
Disagree	26 (3.0%)	14 (4.8%)	40 (3.4%)
Somewhat disagree	49 (5.6%)	18 (6.1%)	67 (5.7%)
Neither agree nor disagree	134 (15.2%)	26 (8.9%)	160 (13.6%)
Somewhat agree	206 (23.4%)	61 (20.8%)	267 (22.8%)
Agree	274 (31.1%)	86 (29.4%)	360 (30.7%)
Strongly agree	169 (19.2%)	85 (29.0%)	254 (21.7%)
<b>Total Participants</b>	<b>880</b>	<b>293</b>	<b>1,173</b>

Demographic Findings: The short statements below share findings for *women* respondents in the combined samples.

*Age\*:* Generally, older participants were more likely to agree with this statement; those who selected 65–69 (5.58), 70 and older (5.55), and 60–64 (5.49) had stronger agreement. Women who were the least likely to agree were in the following age ranges: 18–24 (4.70), 25–29 (4.71), 40–44 (4.90) and 30–34 (4.90).

*Children\*:* There was a significant difference in agreement levels between mothers (5.13) and women who did not have children (5.00). Among mothers, those with more than three children in the 0–5 age ranges were less likely to agree than those with fewer children in that age range category.

*Counties/Regions\*:* There were statistically significant differences in agreement among women who resided in Garfield (5.87) Grand (5.76), Rich (5.70), and Morgan (5.50) counties having the highest agreement, while and those who selected Duchesne (4.40), Carbon (4.57), and Uintah (4.62) had the least. Women in the Uintah MCD (4.63) had significantly less agreement than all other MCDs. The Wasatch Front–North (4.89) had significantly less agreement than all other BWF regions as well.

*Education\*:* Respondents who selected graduate degree (5.38), bachelor’s degree (5.23), and associate degree (5.03) were significantly more likely to agree with the statement than women who selected high school graduate or less (4.36).

*Employment\*:* There were statistically significant agreement differences among respondents’ employment selections. The primary difference, however, was only between those who selected unemployed (looking for work) (4.34), with the lowest agreement, and women who selected retired (5.36).

*Income\*:* Respondents who selected less than \$25,000 (4.48), \$25,000–\$34,999 (4.53), and \$35,000–\$49,999 (4.84) were significantly less likely to agree than those who selected \$200,000 and above (5.45), \$150,000–\$199,999 (5.44), and \$100,000–\$149,999 (5.18). The higher the annual household income, the more the agreement.

*Marital Status:* There were statistically significant differences among marital status and agreement levels; the only difference was between respondents who selected married but separated (4.42) and married (5.24), with the latter having higher agreement.

*Race/Ethnicity\*:* Women who selected White (5.14) were more likely to agree with this statement, while those who selected American Indian or Alaska Native (4.70) and Hispanic/Latino (4.79) were significantly less likely to agree.

*Religion\*:* Respondents who were most likely to agree with the statement included those who selected Judaism (5.54), Protestant (5.25), Atheist (5.23), Latter-day Saint (5.16), and Agnostic (5.12). Women who selected 5 (5.43) and 4 (5.18) for her religious activity (1=lowest to 5=highest) had the

strongest agreement, but there was not a linear pattern. Those who selected 2 (5.65) and 3 (4.77) had the lowest agreement, with those who selected 1 (4.88) being at the mid-point.

*Residency\**: Women who selected fewer than 2 years (4.76) had significantly lower agreement with the statement than all others, including those who selected more than 21 years (5.15). There was a general trend of respondents who had resided more years in Utah having higher agreement.

*Samples\**: There was a significant difference in agreement with this survey item between women who participated in the representative sample (4.71), compared with those in the convenience sample (5.24).

#### 4. Engagement

The fourth survey item in this section was “*I engage in efforts important to the well-being of my community.*” Again, we ran frequency data separately for women and men. The statistical mean for women was 4.75 (SD 1.60) for the representative sample, 5.49 (SD 1.30) for the convenience sample, and 5.36 (SD 1.44) for the combined samples (see Table 27 for additional details). The third survey item focused on whether respondents knew of opportunities, and this one centered on whether they engaged in those opportunities. However, the third survey item used the term “civic activities,” which may mean different things for different people. The means for this survey item were significantly higher than the last, hovering around agree and the midpoint between somewhat agree and agree. Many Utahns at least somewhat agree they do engage in efforts important to the well-being of their communities. Table 28 shows men’s agreement levels. The means and standard deviations were similar between women and men.

**Table 27. Engagement – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M</i> =4.75; <i>SD</i> =1.60	<b>Convenience</b> <i>M</i> =5.49; <i>SD</i> =1.30	<b>Combined</b> <i>M</i> =5.36; <i>SD</i> =1.44
Strongly disagree	46 (4.3%)	14 (0.5%)	60 (1.6%)
Disagree	74 (6.9%)	74 (2.7%)	148 (3.9%)
Somewhat disagree	65 (6.1%)	121 (4.4%)	186 (4.9%)
Neither agree nor disagree	268 (25.2%)	269 (9.8%)	537 (14.1%)
Somewhat agree	220 (20.7%)	653 (23.8%)	873 (22.9%)
Agree	241 (22.6%)	830 (30.2%)	1,071 (28.1%)
Strongly agree	151 (14.2%)	787 (28.6%)	938 (24.6%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,748</b>	<b>3,813</b>

**Table 28. Engagement – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M</i> =5.15; <i>SD</i> =1.45	<b>Convenience</b> <i>M</i> =5.51; <i>SD</i> =1.32	<b>Combined</b> <i>M</i> =5.24; <i>SD</i> =1.43
Strongly disagree	18 (2.0%)	1 (0.3%)	19 (1.6%)
Disagree	34 (3.9%)	11 (3.8%)	45 (3.8%)
Somewhat disagree	50 (5.7%)	11 (3.8%)	61 (5.2%)
Neither agree nor disagree	171 (19.4%)	34 (11.6%)	205 (17.5%)
Somewhat agree	200 (22.7%)	70 (23.9%)	270 (23.0%)
Agree	238 (27.0%)	91 (31.1%)	329 (28.0%)
Strongly agree	169 (19.2%)	75 (25.6%)	244 (20.8%)
<b>Total Participants</b>	<b>880</b>	<b>293</b>	<b>1,173</b>

In the 2023 study, the statistical mean was 4.59 (SD 1.50) for all participants in the representative sample and 5.50 (SD 1.37) for all in the convenience sample. In the convenience sample, 80.1% of respondents agreed at some level with the statement, while in the representative sample, the percentage was lower (55.8%), and 24.8% neither agreed nor disagreed. For 2024, the statistical mean was 5.14 (SD 1.42) for the representative sample—which was significantly higher than in 2023—and 5.48 (1.37)

for the convenience sample, which was nearly the same. Specifically for the women respondents, in 2025 the statistical mean of the representative sample was 5.11 (SD 1.44), the convenience sample was 5.48 (SD 1.38), and the combined samples 5.37 (SD 1.41).

Demographic Findings: The brief statements below share findings for the combined samples of *women* participants.

*Age\**: Although there were significant differences between age ranges and agreement, the findings were not linear. For example, the age ranges with the most agreement included 60–65 (5.52), 40–44 (5.49), and 50–54 (5.42). Those with significantly less agreement included respondents in the 18–24 (5.07), 25–29 (5.21), and 30–34 (5.23) age ranges.

*Children\**: Mothers (5.42) were significantly more likely to agree with the statement than women who did not have children (5.19). Among parents, there were no differences in agreement based on number and ages of their children.

*Counties/Regions\**: Female residents of Grand (6.08), Garfield (6.03), Millard (5.85), Wasatch (5.77), Uintah (5.76), and Kane (5.68) counties had the highest agreement. Also, women who resided in the Central and Wasatch Front MCDs (both at 5.31) had significantly less agreement than those who lived in the Mountainland (5.66) and Southeastern (5.65) MCDs. Women who lived in the Wasatch Front–North (5.18) BWF region had significantly lower agreement than all other regions. There were also differences in agreement between women who resided in rural counties (5.51) versus urban counties (5.33), with rural individuals having significantly higher agreement.

*Education\**: The higher the level of educational attainment, the stronger the agreement with the statement. Those who selected graduate degree (5.67), bachelor’s degree (5.51), and associate degree (5.25) were significantly more likely to agree than those who selected high school graduate or less (4.58).

*Employment\**: Women participants who were unemployed (looking for work) (4.71) were significantly less likely to agree with the statement, compared to those employed part-time (5.49) and employed full-time (5.44).

*Income\**: Women who had higher household income levels were more likely to agree with the statement. For example, women who selected less than \$25,000 (4.66) and \$25,000–\$34,999 (4.73) were less likely to agree, compared with those who selected \$200,000 and above (5.70), \$150,000–\$199,999 (5.66), and \$100,000–\$149,999 (5.49).

*Marital Status\**: Women participants who selected married (5.53) were significantly more likely to agree with the statement than those who selected married but separated (4.54), widowed (4.91), and divorced (4.97).

*Race/Ethnicity*: There were no statistically significant differences when comparing race/ethnicity categories with levels to agreement, but those who selected White (5.39) had the highest agreement, and those who selected Black or African American (5.00) had the least.

*Religion\**: Respondents who selected Judaism (5.61) and Latter-day Saint (5.45) had the strongest agreement levels, compared with those who selected Jehovah Witness (4.92). There was not a linear trend for religious activity in the 2025 dataset (1=lowest to 5=highest), although those who selected 5 (5.73) and 4 (5.44) had significantly higher agreement than the others.

*Residency\**: The longer a woman had lived in Utah, the more likely she was to agree with the statement. Women who had lived in Utah more than 21 years (5.43) had the strongest agreement, while those who selected fewer than 2 years (4.77) had significantly less agreement.

*Samples\**: There was a significant difference in agreement between women who participated in the representative sample (4.75), compared with those in the convenience sample (5.59).

## 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 460 mentioning something that fell within the “Political and Civic Representation” category. Table 29 lists the extrapolated theme categories, followed by several 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. As such, the theme percentages exceed 100.0%.

**Table 29. Qualitative Themes – Political and Civic Representation**

<b>Theme Categories</b>	<b>#</b>	<b>%</b>
A. Opportunities for Women	193	42.0%
B. Recommendations for Government	106	23.0%
C. Importance of Representation	80	17.4%
D. Religious Influence	74	16.1%

A. *Opportunities for Women*: The most frequent observations focused on opportunities for women to make a difference in the community, with 193 respondents (42.0%) commenting on themes that included running for office, assuming public leadership roles, and influencing policy changes. Comments included the following:

“I think there are so many opportunities, and they begin at the local level. I have noticed how many female mayors are currently serving the cities of Utah, and I love that! If we can get more women in local public service roles, I hope that can translate into more women into leadership roles at the state and federal level as well.”

“I hope there can be more platforms and resources to amplify women’s voices in Utah, especially in policymaking and community development. It would be great to see more collaborative efforts to turn discussions about challenges and opportunities into real, impactful changes for women and girls.”

“I have seen an increase in female candidates in local elections over the years, which is very encouraging, but we need even more women making decisions at all levels.”

“Some of the greatest opportunities for women and girls in Utah include the growing support for female leadership and more women running for public office.”

“I believe women and girls in Utah need to be socialized to aspire to major leadership positions, including in politics and public policy. If we are not happy with the way the situation appears to be, we need to become empowered to be the changemakers.”

“The future depends on younger generations stepping into leadership, especially political and civic roles. When young women are empowered to take part in shaping policy and governance, they ensure that the voices and experiences of women are reflected in the decisions that impact us all.”

B. *Recommendations for Government*: The second most frequent theme focused on state and local government, with 106 respondents (23.0%) suggesting the need for either policy reform or noting how government policies and programs could have a greater impact by making opportunities more accessible. In conjunction with policy reform, respondents noted a bias against women from government and political leaders who intentionally stifle women’s advancement. Examples included the following:

“I would be interested in more discussion about the role of government in fixing (gender) inequality and other social issues. I hope that we can have an honest conversation about how sometimes the government makes problems worse and/or enables inefficient systems that prolong social problems.”

“It’s important to keep listening to women and girl’s directly, especially those from under-represented communities. Policies and programs

“Our legislature has shown their lack of fiscal support in women by using state resources to argue against women’s health choices, not funding universal pre-K or additional resources to support the rising cost of childcare, and refusing to fund valuable resources that would support women in the workplace.”

“Legislation enacted by legislators that continue to serve the ‘good-old-boys’ club and do little to nothing to advocate for or advance positive forward

should reflect their lived experiences, not just broad assumptions.”

movement on any policies that assist women and girls.”

- C. *Importance of Representation*: The next most frequent observation from 80 respondents (17.4%) related to the importance of women serving in government in Utah or pointing out the current lack of representation. For instance,

“I think another challenge is that most of the leadership in education and government in Utah is male. I think it is a challenge when men are raised and groomed for leadership or being the final say on things over women/girls in the home and in society, and it can hamper the strengths, growth, and contributions of everyone involved. Anytime people feel they cannot express themselves or be different, I think this is very sad and a disadvantage for them, especially young people.”

“There aren’t enough female role models for girls—not enough community and government leaders who are women. Representation matters, and there is not enough female representation for girls to look to.”

“It’s one thing to say, ‘we need women’s voices,’ and ‘we hear you,’ and another thing to listen to whether women and girls actually say they feel needed or say they are heard.”

“Working toward gender parity in the Utah legislature is a great opportunity. If my quick Google search is correct, Utah is surrounded by states with legislatures that are majority women, or close to parity. It’s time for Utah to catch up.”

“Change starts with inclusion. When women’s voices shape policy, business, and education, everyone benefits.”

- D. *Religious Influence*: The fourth most common theme was the political influence of the Church of Jesus Christ of Latter-day Saints or the lack of separation of church and state, which was mentioned by 74 individuals (16.1%). Several respondents also shared their concerns that many current male leaders are sexist. For example,

“When political and cultural norms align so closely, it can be difficult for women who diverge from those norms to be taken seriously or to find belonging. I think the greatest challenge in Utah is in navigating a society where gender expectations are defined by a single, dominant narrative.”

“Utah presents a unique intersection between culture, religion, and politics. The LDS church holds a stronger influence over political and social outcomes here than anywhere else I have lived (and as a former military brat, I’ve lived in a lot of places). Because of this, I find that traditionally defined gender norms often extend far beyond church walls, shaping expectations in a majorly cultural way in Utah.”

“I think the predominate church in the state is a challenge. Their core values and beliefs spill over into our state government, and even though diversity amongst the state is growing, it still feels overwhelmingly restrictive.”

Additional comments included concerns over the current political climate, which was often viewed as setting women back both locally and nationally. Others expressed an interest in learning how to become more politically and civically involved.

## Male Allyship

In 2019, the UWLP conducted primary research and published “[Strategies that Male Allies Use to Advance Women in the Workplace](#),”<sup>26</sup> and the findings are applicable to all settings, including religious and community spheres. At that time, we found that Utah women and men had significant differences in their perceptions of male allyship, with gaps between women’s and men’s beliefs that “men care about advancing women” and “men are supportive of women in workplace settings.” New data have been critical to

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<sup>26</sup> Madsen, S. R., Townsend, A., & Scribner, R. T. (2019, January 8). *Strategies that male allies use to advance women in the workplace*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/briefs/18-male-ally-strategies.pdf>

enhancing our understanding. The current survey’s four related items—the same as in the 2023<sup>27</sup> and 2024<sup>28</sup> surveys— provide insight that can guide changes and highlight opportunities for men to embrace their role as allies more actively. This is the only section included in these reports that is not a spoke (area of focus) in the BWF. Yet, male allyship is critical to the work of all spokes within the framework, so it is called an “impact team”—one of the areas that permeate the BWF space and influence each spoke. For those who are interested, additional information is available on the [Male Allyship Impact Team webpage](#).

After a discussion of the four survey items, two qualitative analysis sections will follow. Not surprisingly, male allyship appeared in the open-ended question themes, and a general summary follows the themes. However, a second qualitative analysis theme emerged from the open-ended question because a substantial number of comments underscored the importance of women supporting each other, so that analysis concludes this section.

## 1. Men Are Supportive

The first survey item in this section was “*Men in Utah are supportive of women becoming leaders.*” We ran frequency data separately for women and men. Specifically, in the allyship category, it is important for Utahns to understand men’s perceptions, which can be compared to women’s perceptions of how supportive men are of women. For the study participants in the representative sample, the statistical mean for women was 4.02 (SD 1.70), and for men it was 4.97 (SD 1.53). For respondents in the convenience sample, the mean for women was 3.31 (SD 1.64) and 4.33 (SD 1.63) for men. Finally, for the combined samples, women had a mean of 3.52 (SD 1.69) and men had 4.83 (SD 1.57). See Tables 30 and 31 for details. When comparing data from men and women, the means are significantly different: men were more likely to agree that Utah men are supportive of women becoming leaders. For women, the statistical mean of each sample was significantly different for one another, and the same is true for men. Respondents in the convenience sample were more likely to disagree with the statement.

**Table 30. Men Are Supportive – Women’s Agreement Levels**

Levels of Agreement	Representative <i>M</i> =4.02; <i>SD</i> =1.70	Convenience <i>M</i> =3.31; <i>SD</i> =1.64	Combined <i>M</i> =3.52; <i>SD</i> =1.69
Strongly disagree	109 (10.2%)	379 (14.9%)	488 (13.5%)
Disagree	118 (11.1%)	557 (21.9%)	675 (18.7%)
Somewhat disagree	117 (11.0%)	548 (21.6%)	665 (18.4%)
Neither agree nor disagree	331 (31.1%)	344 (13.5%)	675 (18.7%)
Somewhat agree	159 (14.9%)	423 (16.7%)	582 (16.1%)
Agree	146 (13.7%)	231 (9.1%)	377 (10.5%)
Strongly agree	85 (8.0%)	58 (2.3%)	143 (4.0%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,540</b>	<b>3,605</b>

**Table 31. Men Are Supportive – Men’s Agreement Levels**

Levels of Agreement	Representative <i>M</i> =4.97; <i>SD</i> =1.53	Convenience <i>M</i> =4.33; <i>SD</i> =1.63	Combined <i>M</i> =4.83; <i>SD</i> =1.57
Strongly disagree	29 (3.3%)	12 (4.7%)	41 (3.6%)
Disagree	37 (4.2%)	34 (13.4%)	71 (6.3%)
Somewhat disagree	71 (8.1%)	33 (13.0%)	104 (9.2%)
Neither agree nor disagree	178 (20.2%)	38 (15.0%)	216 (19.1%)
Somewhat agree	174 (19.8%)	68 (26.9%)	242 (21.4%)
Agree	259 (29.4%)	52 (20.6%)	311 (27.4%)
Strongly agree	132 (15.0%)	16 (6.3%)	148 (13.1%)
<b>Total Participants</b>	<b>880</b>	<b>253</b>	<b>1,133</b>

<sup>27</sup> Madsen, S. R. (2024, April 18). *Male allyship: Research summary*. Utah Women & Leadership Project. <https://www.usu.edu/uwlp/files/male-allyship-research-summary.pdf>

<sup>28</sup> Madsen, S. R. (2025, March 20).

In 2023, the statistical mean for all participants in the representative sample was 4.23 (SD 1.68), and for the convenience sample it was 3.53 (SD 1.75). There was a significant difference between the statistical means of the samples. Overall, 62.9% of respondents disagreed at some level or were neutral. For 2024, the statistical mean for all genders was 4.57 (SD 1.56) for the representative sample and 3.33 (1.69) for the convenience sample. The statistical mean of the representative sample slightly increased, which could be a new baseline because of the large Qualtrics representative sample, and the convenience sample slightly decreased. In 2024, we decided it was more important to separate the results by men and women. The statistical mean for the women in the representative sample was 4.32 (SD 1.60), in the convenience sample it was 3.27 (SD 1.66), and in the combined samples it was 3.60 (SD 1.71). For the men, the mean of the representative sample was 4.86 (SD 1.46), 4.16 (SD 1.79) for the convenience sample, and 4.73 (SD 1.55) for the combined samples.

Demographic Findings: The following brief statements share findings for *men* respondents in the combined samples. As a reminder, the statistical means mentioned 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  $\leq 0.05$ .

*Age\**: Men who were in the 40–44 (5.27), 35–39 (5.21), and 30–34 (5.18) age ranges had the highest agreement, while those who were in the 65–69 (4.09), 55–59 (4.24), and 70 and older (4.48) age ranges had the least agreement with the statement.

*Children\**: Fathers (4.95) were more likely to agree with the statement than men who did not have children (4.61).

*Counties/Regions\**: Men who lived in Sevier (5.60), Utah (5.35), Uintah (5.15), Washington (5.04), Carbon (4.95), and Weber (4.94) counties were more likely to agree than those who resided in Juab (3.88), Iron (4.21), Duchesne (4.25), Beaver (4.31), Garfield (4.33), and Summit (4.38) counties. There were no significant differences among MCDs or BWF regions.

*Education\**: There were statistically significant agreement differences among respondents’ levels of educational attainment; however, there was not a linear pattern. Men with bachelor’s degrees (5.02) had the highest agreement, while those with some college (4.59) had the lowest.

*Employment\**: Men who selected being a full-time homemaker (5.22) were significantly more likely to agree with the statement, compared to those who selected retired (4.26) and unemployed (looking for work) (4.44).

*Income\**: There was not a linear pattern even though there were significant findings. Those with the least disagreement selected less than \$25,000 (4.39), which was the only selection with a significant difference; the difference was with those who selected \$100,000–\$149,999 (5.01) and \$50,000–\$74,999 (4.99).

*Marital Status\**: There were statistically significant differences when comparing the marital status to agreement levels, but it was only between married but separated (4.27), which had the lowest agreement, and married (4.95), which had the highest.

*Race/Ethnicity*: There were no statistically significant differences when comparing race/ethnicity categories with agreement levels.

*Religion\**: Men who selected Islam (5.92), Hinduism or Buddhism (5.83), Catholic (5.18), and Other Christian (5.10) were the most likely to agree with this statement, compared to those who selected Agnostic (4.00), Atheist (4.02), and Spiritual but Not Religious (4.10). Activity levels were ranked on a 5-point scale (1=lowest to 5=highest), and respondents who selected 1 as their religious activity level had the strongest disagreement (4.12), followed by those who selected 2 (4.64). The more the religious activity, the more the agreement, with 5 having a mean of 5.30.

*Residency\**: Although there was not a linear pattern, there was a significant difference between those who selected more than 21 years (4.63) and those who selected 6–10 years (5.21), when comparing respondents’ years of residency to agreement levels.

*Samples\**: There was a significant difference in agreement between men who participated in the representative sample (4.97) and the convenience sample (4.33).

## 2. Men Are Engaged

The second survey item in this section was “*Men in Utah are engaged in efforts to have more women in leadership roles.*” Again, we ran frequency data separately for women and men because it is important for Utahns to understand men’s perceptions of men’s engagement so that results can be compared to women’s perceptions of how engaged men are in supporting women in leadership roles. For participants in the representative sample, the statistical mean for women was 3.99 (SD 1.67), and for men it was 4.85 (SD 1.51). For respondents in the convenience sample, the mean for women was 3.06 (SD 1.57) and 4.08 (SD 1.59) for men. Finally, in the combined samples, women participants had a mean of 3.33 (SD 1.65), while men had a mean of 4.67 (SD 1.56). See Tables 32 and 33 for additional details.

**Table 32. Men Are Engaged – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=3.99; SD=1.67</i>	<b>Convenience</b> <i>M=3.06; SD=1.57</i>	<b>Combined</b> <i>M=3.33; SD=1.65</i>
Strongly disagree	105 (9.9%)	488 (19.2%)	593 (16.4%)
Disagree	118 (11.1%)	590 (23.2%)	708 (19.6%)
Somewhat disagree	118 (11.1%)	504 (19.8%)	622 (17.2%)
Neither agree nor disagree	357 (33.5%)	432 (17.0%)	789 (21.9%)
Somewhat agree	166 (15.6%)	348 (13.7%)	514 (14.3%)
Agree	111 (10.4%)	138 (5.4%)	249 (6.9%)
Strongly agree	90 (8.5%)	41 (1.6%)	131 (3.6%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,541</b>	<b>3,606</b>

The means of men and women’s responses were significantly different: men were more likely to agree that Utah men are engaged in efforts to have more women in leadership roles. For women and men, the statistical mean of the representative and convenience samples was also significantly different. Respondents in the convenience samples were significantly more likely to disagree with the statement.

**Table 33. Men Are Engaged – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=4.85; SD=1.51</i>	<b>Convenience</b> <i>M=4.08; SD=1.59</i>	<b>Combined</b> <i>M=4.67; SD=1.56</i>
Strongly disagree	31 (3.5%)	16 (6.3%)	47 (4.1%)
Disagree	39 (4.4%)	33 (13.0%)	72 (6.3%)
Somewhat disagree	67 (7.6%)	39 (15.4%)	106 (9.3%)
Neither agree nor disagree	217 (24.7%)	57 (22.4%)	274 (24.2%)
Somewhat agree	191 (21.7%)	58 (22.8%)	249 (22.0%)
Agree	214 (24.3%)	38 (15.0%)	252 (22.2%)
Strongly agree	121 (13.8%)	13 (5.1%)	134 (11.8%)
<b>Total Participants</b>	<b>880</b>	<b>254</b>	<b>1,134</b>

In the 2023 survey results, the statistical mean for all participants was 4.03 (SD 1.63) for the representative sample and 3.26 (SD 1.63) for the convenience sample. With both samples combined, only 28.5% agreed at any level with this statement, and only 9.9% of the convenience sample agreed or strongly agreed. Overall, more participants agreed in the 2024 samples, particularly men. In the 2024 results, the statistical mean for women in the representative sample was 4.27 (SD 1.60), for the convenience sample it was 3.04 (SD 1.58), and for the combined samples it was 3.43 (SD 1.69). For men, the statistical mean of the representative sample was 4.75 (SD 1.46), for the convenience sample it was 3.93 (SD 1.73), and for the combined samples it was 4.61 (SD 1.55).

Demographic Findings: The short statements below share findings for the *men’s* combined samples.

*Age\**: Although no linear pattern emerged, men who were more likely to agree with the statement were in the 35–39 (5.07), 30–34 (5.06), 40–44 (4.89), and 25–29 (4.85) age ranges. Older respondents—65–69 (3.87), 55–59 (4.23), and 70 and older (4.34)—had the least agreement.

*Children\**: Fathers (4.80) were more likely to agree with the statement than men who did not have children (4.44). Among fathers, there were no significant differences between agreement with the statement and the number of children in various age ranges.

*Counties/Regions\**: Men who resided in the following counties had the least agreement: Juab (3.38), Summit (3.88), Cache (4.00), San Juan (4.00), Grand (4.07), and Duchesne (4.08) counties. Those who lived in Sevier (5.50), Utah (5.21), Washington (4.90), Carbon (4.84), and Weber (4.81) counties had the highest agreement. Those who lived in the Mountainland (4.18) and Bear River (4.20) MCDs were significantly less likely to agree; in contrast, those who lived in the Central (4.85) and the Wasatch Front (4.78) MCDs had the highest agreement. Men who lived in the North & West (4.23) and East Central (4.28) BWF regions had the least agreement, while those who lived in the 6-County (4.85) and Wasatch Front–South (4.83) had the most agreement.

*Education\**: There were statistically significant differences among respondents' levels of educational attainment; however, there was not a linear pattern in the dataset. Men with bachelor's degrees (4.82) had the highest agreement, while those with some college (4.37) had the lowest.

*Employment\**: Men who were employed full time (4.85) and full-time students (4.82) were more likely to agree with the statement, while those who selected retired (4.08) and unemployed (looking for work) (4.30) were less likely to agree.

*Income\**: Although responses were statistically significant, there was no linear pattern. For example, the men who agreed the least had annual household incomes of less than \$25,000 (4.34), \$35,000–\$49,999 (4.35), and \$200,000 and above (4.50). Those who selected \$100,000–\$149,999 (4.83), \$150,000–\$199,999 (4.81), \$50,000–\$74,999 (4.81), and \$75,000–\$99,999 (4.80) were significantly more likely to agree with the statement.

*Marital Status*: There were no statistically significant differences when comparing marital status categories to agreement levels.

*Race/Ethnicity\**: Men who were significantly more likely to agree with the statement selected Black or African American (5.14), while those who were significantly less likely selected American Indian or Alaska Native (3.69) and Asian (4.38).

*Religion\**: There were statistically significant differences when comparing religious affiliation to agreement levels, with Atheist (3.80), Agnostic (3.90), and Spiritual but Not Religious (4.01) having the least agreement, and men who selected Islam (5.81), Hinduism or Buddhism (5.56), Jehovah Witness (5.36), and Catholic (5.11) having the highest agreement. Activity levels were ranked on a 5-point scale (1=lowest to 5=highest), and respondents who selected 1 as their religious activity level had the least agreement (4.16), followed by those who selected 2 (4.49). The more the religious activity, the more the agreement, with 5 having a statistical mean of 4.97.

*Residency\**: There were statistically significant differences when comparing respondents' years of residency to agreement levels, but only between men who selected more than 21 years (4.50), being the option with the least agree, with all other categories. Men who had been in Utah 6–10 years (4.96) had the strongest agreement.

*Samples\**: There was a significant difference in agreement between men who participated in the representative sample (4.85) and the convenience sample (4.08).

### 3. Men's Interest

The third survey item in this section was “*Utah men are interested in supporting women.*” Again, we ran frequency data separately for women and men because it is important for Utahns to understand men's perceptions of men's interest that can be compared to women's perceptions of men's interest in supporting women. For participants in the representative sample, the statistical mean for women was 4.13 (SD 1.68), and for men it was 5.10 (SD 1.46). For respondents in the convenience sample, the

mean for women was 3.51 (SD 1.69) and 4.68 (SD 1.61) for men. Finally, for the combined samples, the mean for women was 3.69 (SD 1.71) and 5.01 (SD 1.51) for men. See Tables 34 and 35 for additional details.

**Table 34. Men’s Interest – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=4.13; SD=1.68</i>	<b>Convenience</b> <i>M=3.51; SD=1.69</i>	<b>Combined</b> <i>M=3.69; SD=1.71</i>
Strongly disagree	102 (9.6%)	359 (14.1%)	461 (12.8%)
Disagree	97 (9.1%)	477 (18.8%)	574 (15.9%)
Somewhat disagree	118 (11.1%)	469 (18.5%)	587 (16.3%)
Neither agree nor disagree	323 (30.3%)	409 (16.1%)	732 (20.3%)
Somewhat agree	189 (17.7%)	482 (19.0%)	671 (18.6%)
Agree	145 (13.6%)	273 (10.7%)	418 (11.6%)
Strongly agree	91 (8.5%)	73 (2.9%)	164 (4.5%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,542</b>	<b>3,607</b>

**Table 35. Men’s Interest – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.10; SD=1.46</i>	<b>Convenience</b> <i>M=4.68; SD=1.61</i>	<b>Combined</b> <i>M=5.01; SD=1.51</i>
Strongly disagree	22 (2.5%)	8 (3.1%)	30 (2.6%)
Disagree	31 (3.5%)	22 (8.7%)	53 (4.7%)
Somewhat disagree	63 (7.2%)	33 (13.0%)	96 (8.5%)
Neither agree nor disagree	162 (18.4%)	38 (15.0%)	200 (17.6%)
Somewhat agree	182 (20.7%)	63 (24.8%)	245 (21.6%)
Agree	279 (31.7%)	59 (23.2%)	338 (29.8%)
Strongly agree	141 (16.0%)	31 (12.2%)	172 (15.2%)
<b>Total Participants</b>	<b>880</b>	<b>254</b>	<b>1,134</b>

There was both a significant difference between men’s and women’s representative and convenience samples, as well as a significant difference between the representative and convenience samples within the women’s data and within the men’s data. As with the previous survey items in this section, the statistical mean of the convenience samples was lower. The bottom line is that men believe that Utah men are interested in supporting women significantly more than women believe that Utah men are interested in supporting women.

In the 2023 survey results, the statistical mean for all study participants was 4.29 (SD 1.65) for the representative sample and 3.66 (SD 1.73) for the convenience sample. In 2024, the statistical mean for all study participants was 4.64 (SD 1.55) for the representative sample and 3.54 (1.72) for the convenience sample. The 2024 means were slightly higher, which could have been a positive step, but it could also be due to Utah residents having a clearer understanding of what allyship looks like. With the combined samples, 61.1% were neutral, while 20.4% somewhat agreed, 13.1% agreed, and 5.4% strongly agreed. By contrast, in the representative sample, 54.2% were neutral, while 45.9% agreed. In addition, for the 2024 dataset, the statistical mean for the women in the representative sample was 4.37 (SD 1.59), for the convenience sample it was 3.46 (SD 1.69), and for the combined samples it was 3.75 (SD 1.71). In terms of the men, the statistical mean of the representative sample was 4.97 (SD 1.44), for the convenience sample it was 4.52 (SD 1.76), and for the combined samples it was 4.89 (SD 1.51).

**Demographic Findings:** The brief statements below share findings for the *men’s* combined samples.

*Age\*:* Generally, older participants were less likely to agree with this statement. For example, those who selected 65–69 (4.12) and 55–59 (4.47) had significantly less agreement than men who were in the age range categories of 35–39 (5.39), 30–34 (5.38), and 40–44 (5.33).

*Children\**: Fathers (5.16) had a higher agreement level than men who did not have children (4.73).

Among fathers, there were no significant differences between agreement and number of children in various age categories.

*Counties/Regions\**: Residents of Juab (3.75), Summit (4.13), Grand (4.47), Cache (4.53), Beaver (4.62), Tooele (4.63), and Iron (4.64) counties were significantly less likely to agree than men who lived in Sevier (6.00), Utah (5.51), Uintah (5.15), Washington (5.06), Weber (5.00), or Box Elder (5.00) counties, whose residents had the highest agreement. There were no statistically significant findings among the MCDs and BWF regions related to agreement levels.

*Education\**: There were statistically significant differences among respondents' levels of educational attainment; however, there was not a linear pattern in the dataset. Men with bachelor's degrees (5.15) had the highest agreement, while those with some college (4.77) had the lowest. Men with graduate degrees were at 5.12.

*Employment\**: Men who were full-time students (5.27) and employed full time (5.23) were significantly more likely to agree with the statement than those who were retired (4.28) and unemployed (4.60).

*Income\**: Again, there was statistical significance without a linear pattern in terms of income level and agreement. For example, respondents who selected less than \$25,000 (4.58), \$35,000–\$49,999 (4.63), \$25,000–\$34,999 (4.76), and then \$200,000 and above (5.03) had the least agreement, while those who selected \$75,000–\$99,999 (5.19) and \$150,000–\$199,999 (5.14) had the highest agreement. Although this seems random, the same pattern was found in the 2024 dataset as well.

*Marital Status*: There were no statistically significant differences among respondents' marital status and agreement levels.

*Race/Ethnicity\**: Men who selected American Indian or Alaska Native (4.38) had significantly less agreement than those who selected Native Hawaiian and Other Pacific Islander (5.50).

*Religion\**: There were statistically significant differences when comparing religious affiliation to agreement levels. Men who selected Spiritual but Not Religious (4.22), Agnostic (4.23), and Atheist (4.30) were significantly less likely to agree, compared to those who selected Hinduism or Buddhism (5.94), Islam (5.73), and Jehovah Witness (5.71). Activity levels were ranked on a 5-point scale (1=lowest to 5=highest), and respondents who selected 1 as their religious activity level had the least agreement (4.34), followed by those who selected 2 (4.75), 3 (4.97), 4 (5.19), and 5 (5.56). The more the religious activity, the stronger the agreement.

*Residency*: There were no statistically significant differences when comparing men's years of residency in Utah to agreement levels.

*Samples\**: There was a significant difference in agreement between men who participated in the representative sample (5.10) and the convenience sample (4.68).

#### **4. Male Allyship Resources**

The fourth survey item in this section was “*There are opportunities and resources available to help Utah men become better allies for women.*” Again, we ran frequency data separately for women and men, but with this item it was even more important to understand men's responses. The statistical mean for women was 4.38 (SD 1.47) for the representative sample, 3.77 (SD 1.59) for the convenience sample, and 3.95 (SD 1.58) for the combined samples (see Table 36 for additional details). The statistical mean for men was 5.07 (SD 1.34) for the representative sample, 4.51 (SD 1.43) for the convenience sample, and 4.94 (SD 1.38) for the combined samples (see Table 37 for additional details).

Interestingly, respondents in the convenience sample for both men and women selected lower agreement than did those in the representative sample. Based on demographics, it seems that those in the convenience sample would know where there might be resources, but respondents in that sample may also be more aware that few opportunities and resources are currently available to help men learn how to become better allies. Strikingly, both samples had a substantial percentage of respondents who selected neither agree nor disagree (representative=26.0%, convenience=32.0%). There is clearly a need for creating and disseminating male allyship resources. Fortunately, the UWLP has recently released a

video series—Male Allyship – A New Conversation—that uses an innovative group-learning approach in which meaningful conversation drives transformation.

**Table 36. Male Allyship Resources – Women’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=4.38; SD=1.47</i>	<b>Convenience</b> <i>M=3.77; SD=1.59</i>	<b>Combined</b> <i>M=3.95; SD=1.58</i>
Strongly disagree	50 (4.7%)	259 (10.2%)	309 (8.6%)
Disagree	65 (6.1%)	376 (14.9%)	441 (12.3%)
Somewhat disagree	92 (8.6%)	314 (12.4%)	406 (11.3%)
Neither agree nor disagree	417 (39.2%)	798 (31.5%)	1,215 (33.8%)
Somewhat agree	190 (17.8%)	404 (16.0%)	594 (16.5%)
Agree	161 (15.1%)	281 (11.1%)	442 (12.3%)
Strongly agree	90 (8.5%)	98 (3.9%)	188 (5.2%)
<b>Total Participants</b>	<b>1,065</b>	<b>2,530</b>	<b>3,595</b>

**Table 37. Male Allyship Resources – Men’s Agreement Levels**

<b>Levels of Agreement</b>	<b>Representative</b> <i>M=5.07; SD=1.34</i>	<b>Convenience</b> <i>M=4.51; SD=1.43</i>	<b>Combined</b> <i>M=4.95; SD=1.38</i>
Strongly disagree	16 (1.8%)	7 (2.8%)	23 (2.0%)
Disagree	15 (1.7%)	14 (5.5%)	29 (2.6%)
Somewhat disagree	52 (5.9%)	31 (12.3%)	83 (7.3%)
Neither agree nor disagree	229 (26.0%)	81 (32.0%)	310 (27.4%)
Somewhat agree	185 (21.0%)	52 (20.6%)	237 (20.9%)
Agree	261 (29.7%)	46 (18.2%)	307 (27.1%)
Strongly agree	122 (13.9%)	22 (8.7%)	144 (12.7%)
<b>Total Participants</b>	<b>880</b>	<b>253</b>	<b>1,133</b>

In the 2023 study, the statistical mean was 4.45 (SD 1.47) for all participants in the representative sample and 3.76 (SD 1.73) for the convenience sample. Also, in 2023, 69.2% of respondents in the convenience sample either disagreed at some level or selected neither agree nor disagree, while only 4.1% strongly agreed. In the 2024 findings, the combined means for all genders for the representative sample was 4.83 (1.38) and 3.74 (1.57) for the convenience sample. While the statistical means of the convenience sample were nearly identical, the mean was higher for the representative sample.

For ease of comparison with Table 36, the statistical mean for women in the 2024 dataset included the following: the representative sample was 4.67 (SD 1.42), the convenience sample was 3.67 (SD 1.55), and the combined samples was 3.99 (SD 1.58). For ease of comparison with Tables 37, the statistical mean for men in the 2024 dataset included the following: the representative sample was 5.01 (SD 1.31), the convenience sample was 4.61 (SD 1.48), and the combined samples was 4.94 (SD 1.35).

Demographic Findings: The brief statements below share findings for the combined samples of *men* participants.

*Age\*:* There were statistically significant differences when comparing age ranges to agreement levels with those in the oldest age ranges—65–69 (4.38), 70 and older (4.60), and 60–64 (4.61)—having significantly less agreement than those in the following age ranges: 40–44 (5.34), 35–39 (5.21), 30–34 (5.16), and 25–29 (5.14).

*Children\*:* Fathers (5.05) were significantly more likely to agree with the statement than men who were not fathers (4.76). Among parents, although there were several significant findings, no clear patterns emerged.

*Counties/Regions\*:* Men who resided in San Juan (4.20), Box Elder (4.21), and Wasatch (4.34) counties had significantly lower agreement than did men who lived in Utah (5.41), Uintah (5.31), Tooele (5.19), and Washington (5.10) counties. In addition, those who lived in the Mountainland (4.33) and

Bear River (4.39) MCDs were less likely to agree than men who lived in the Wasatch Front (5.09) MCD. Men who resided in the Wasatch Front–South (5.16) BWF region had significantly higher agreement than men who lived in the East Central (4.53) and North & West (4.54) BWF regions. Finally, men who lived in rural counties (4.63) had significantly less agreement than those who resided in urban counties (5.05).

*Education\**: Men with graduate degrees (5.14) and bachelor’s degrees (5.06) had the highest agreement, while those with some college (4.59) had the least agreement. There is not a linear pattern with this survey item.

*Employment\**: Men who selected retired (4.47) had significantly less agreement than those who selected full-time student (5.12), full-time employee (5.11), and full-time homemaker (5.11).

*Income\**: Although there was some significant differences among the statistical data, there is no pattern other than men who had household income levels less than \$50,000 (4.48 to 4.78) were more likely to disagree with the statement.

*Marital Status\**: Men who selected divorced (4.36) had significantly less agreement than those who selected married but separated (5.18) and married (5.04).

*Race/Ethnicity*: There were no statistically significant differences when comparing race/ethnicity categories with levels of agreement.

*Religion\**: Men who selected Spiritual but Not Religious (4.57), Agnostic (4.60), Atheist (4.69), and Latter-day Saint (4.84) had the least agreement with this survey item. Further, on the 5-point activity scale (1=not at all; 5=very active), the more active a man was in his religion, the higher the agreement. Respondents who selected 1 (4.58) were significantly less likely to agree than those who selected 5 (5.23).

*Residency\**: Although there were statistically significant differences when comparing respondents’ years of residency in Utah to agreement levels, there was not a linear pattern. For example, those with the least agreement included men who selected more than 21 years (4.78) and fewer than 2 years (4.86).

*Samples\**: There was a significant difference in agreement between men who participated in the representative sample (5.07) and the convenience sample (4.51).

## 5. Qualitative Findings – Male Allyship

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 149 mentioning something that fell within the “Male Allyship” category. Table 38 lists the extrapolated theme categories, followed by several respondent quotations that highlight aspects of the themes. Note that some comments pertained to more than one theme and were sorted into more than one category. Others simply identified the general category as an issue of concern but did not provide additional commentary. Consequently, the theme percentages vastly exceed 100%.

**Table 38. Qualitative Themes – Male Allyship**

Theme Categories	#	%
A. Men Should Support Women	59	40.0%
B. Men Need Education	50	33.6%
C. Men Are Not Supportive	35	23.5%

A. *Men Should Support Women*: The most frequent theme identified was the importance of men supporting women in the home, in the workplace, and in political settings. In fact, 59 of the 149 respondents (40.0%) believed there is a need in Utah for men to be better allies for girls and women. Some respondents felt that the culture is changing in places where more men are supporting

women to address gender bias but that more visibility is needed to truly create change. Responses included the following:

“I am grateful that I have mostly been surrounded by men who are allies and supportive of me in my pursuits. I credit my dad for setting a high standard of respect for women and girls and he taught me to pursue my dreams. Dads can play a pivotal role in their daughters’ lives if they model respect to women and encourage their daughters.”

“I think that every organization should have ‘Men as Allies’ groups so that men who do support women can get together and continue to uplift women.”

“When I was raising small children, I had a (male) mentor and supervisor who worked hard to keep me in the workforce by accommodating a non-traditional schedule (part-time/summers off). It made all the difference in the world for me, allowing me to maintain a professional network and continue building skills during those intense caregiving years. I wish there were more flexibility in different career tracks to allow that for primary caregivers and investing in them long term.”

- B. *Men Need Education:* The second most frequently mentioned theme was the need for men to be educated on how to become allies. Of the total responses, 50 (33.6%) underscored the need for more education and male allyship resources. For instance,

“I think a lot of men don’t recognize that there are, in fact, barriers for women and girls. I’ve had conversations with men (mostly single men) who are shocked that Utah ranks 50th for women’s equality (and they don’t really believe it). It seems they feel they are ‘protecting’ women. But from my perspective, that ‘protection’ can feel like I’m not being treated as an equal or capable person. Many of the men say, ‘But I love [woman] in my life,’ not understanding that loving someone doesn’t necessarily equate to supporting, empowering, or making space for them as an equal.”

“I think we haven’t focused quality efforts on raising our boys to be confident enough in themselves to be supportive companions to confident, successful women.”

“Women and girls have an important role in helping men and boys understand equity, respect, and shared responsibility. Change happens when we educate—and stop enabling—patterns that limit growth for anyone.”

“Focus also needs to be placed on helping men, especially boys, understand that women are partners not subordinates.”

- C. *Men Are Not Supportive:* Of note were the 35 (23.5%) responses that cited how men are outright unsupportive of women or only give lip service to being an ally, supporting girls and women only when it benefits them. Responses included

“Misogyny is incredibly rampant in Utah, and even men who are considered ‘nice’ or ‘allies’ to women do not have any understanding of women’s equality beyond, ‘It’s okay if my wife has a job while she raises the kids’ and ‘They can vote, so what’s the problem?’ They do not grasp or care to understand any of women’s struggles, and the idea of a woman’s purpose is far too wrapped up in the idea of a Mormon nuclear family.”

“There still seems to be an ‘illusion of inclusion’ when it comes to women and girls. In my experience, many men and boys understand, at least on a surface level, that they are expected to treat women as equals. However, this awareness often doesn’t translate into consistent behavior. As a result, many of the gender-based challenges we face today closely mirror those encountered by previous generations. In some ways, the situation feels even more complicated now because there’s a perception that progress has been made. While certain attitudes

“Men truly believe they want to support women, but they just don’t understand the challenges we face, and they seem to have little interest in really listening to us because I think it would be hard for them to admit the role they play in it. So instead, they talk highly of us and pat us on the shoulder and tell us we are doing a great job but don’t do anything to support us in a meaningful way.”

“There are a lot of men who do not actively discriminate against women, but I find that they do not affirmatively act to address discrimination by others, and it feels it will never change until they do.”

“I also think that there are a lot of well-intentioned but deeply ineffective or even counterproductive men who want to be supportive and egalitarian but who don’t actually like the inconvenience of being equal partners with women.”

have shifted, deeply ingrained habits and biases continue.”

Additional comments mentioned how religious overtones of Utah’s culture impact male allyship. Some felt that male legislators should be better allies, with one respondent pointing out that “women refer to men in authority positions as allies. But just because men are in leadership positions does not mean they are allies for us.”

## 6. Qualitative Findings – Women Supporting Women

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 840 mentioning something that fell within a theme we have titled, “Women Supporting Women.” Table 39 lists the extrapolated theme categories, followed by several 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. As such, the theme percentages exceed 100.0%.

**Table 39. Qualitative Themes – Women Supporting Women**

Theme Categories	#	%
A. Community Support Systems and Networks	485	58.0%
B. Women Need to Work Together	202	24.0%
C. Women Leaders Are Essential	86	10.2%
D. Women Don’t Support Each Other	82	9.8%
E. Education and Resources Are Needed for Change	68	8.1%
F. Women’s Voices	50	6.0%

- A. *Community Support Systems and Networks*: The most frequent theme that surfaced related to how Utah girls and women need or benefit from community support systems and networks. This includes mentorship and leadership programs for girls and women, advocacy groups, and religious groups. There were 485 respondents (58.0%) who directly mentioned the value of this type of support. For example,

“I do see large pockets of community for women here in Utah. There are some very powerful communities of women who have built their own support networks and shared those with others. I see strong women’s sports communities, women in tech communities, and mothers’ groups everywhere here.”

“Community becomes the bridge, where collaboration replaces competition and women use their influence to open doors for others. Real progress will come when success isn’t about proximity to existing hierarchies but about reimagining them, where women stand with, not above, one another, and the strength of one uplifts the whole.”

“I think the greatest opportunities for women and girls in Utah come from the incredible momentum building around connection, education, mentorship, and sponsorship. There’s a growing movement of women who are stepping up, supporting each other, and breaking barriers.”

“I’ve realized that every connection we make matters. By starting at a young age to teach girls to support instead of compete, we can change the culture before it starts. When girls grow up seeing collaboration as strength, they become women who build others up rather than feeling they have to fight for the chair at the table.”

- B. *Women Need to Work Together*: The second most frequent theme that surfaced focused on women needing to work together to empower, support, and mentor one another, with 202 respondents (24.0%) directly mentioning the theme. Responses included,

“I have experienced so much support from other women in Utah. Every female-identifying mentor, teacher, leader, boss, and co-worker I’ve had has been concerned about ‘holding the door’ for the people behind them. Women in Utah care for and support one another’s success. We help each other get more opportunities and realize there is strength in building each other up.”

“When women support one another, share knowledge, and mentor the next generation, it strengthens everyone and creates lasting progress.”

“Women and girls in Utah have the strength to support one another and foster community. If we come together for a common goal, then we have the opportunity to make great changes and improvements in many areas.”

“Women and girls have bonded together to create clubs, organizations, and other gathering spaces that help to give them a space to be themselves and to uplift them and make advances in many aspects of their lives. Because of this, women and girls can rely on each other to help each other with opportunities.”

“There’s a strong sense of collaboration, with women uplifting other women through local networks, entrepreneurship, and service. With increasing awareness around emotional well-being and empowerment, girls today have more models of resilience, leadership, and confidence than ever before.”

- C. *Women Leaders Are Essential*: The next most frequent theme was that women leaders are essential role models by helping women succeed, feel supported, and make progress, with 86 respondents (10.2%) directly mentioning the theme. Many comments called for more intention in celebrating women’s achievements and sharing their success stories. Comments included,

“The need for diverse, innovative leadership has never been greater. Women and girls here have the opportunity to step into spaces that once felt out of reach, and to know that they are not alone when they do.”

“By sharing success stories of Utah women who have overcome barriers, it could inspire others to boldly pursue their ambitions.”

“Become more aware of female trailblazers and mentors in Utah within all aspects of life. And have more female role models. Provide the opportunity for girls to interact and hear from these women.”

“We need mentors and leaders who look like us to lead the way.”

- D. *Women Don’t Support Each Other*: There were 82 respondents (9.8%) who expressed concern that some women do not support each other, which ultimately hurts progress for all women. For example,

“I think it sometimes cuts deeper when girls and women devalue other girls and women. Unfortunately, it is not often a surprise if boys or men devalue girls and women, so it’s just expected. Yet, when it’s other females, it feels as though we should ‘get it,’ so it can feel more close to home. So, the continued efforts for girls and women supporting other girls and women are essential to continuing to positively change the trajectories for all females.”

“Women judging other women for their choices, either in work, family, or religion.”

“Women often don’t support or stick up for one another enough, and I have never understood this behavior. It stems from insecurity, internalized sexism, and competition, and it serves no one well.”

- E. *Education and Resources Are Needed for Change*: There were 68 respondents (8.1%) who mentioned the importance of education about available resources as a way for girls and women to succeed and overcome the barriers they face. This included education that increased awareness of issues facing women. Comments included,

“In our general communities, knowing where to turn for support is a large part of the challenge. Much of the knowledge of opportunities or resources is not there because of the ability to ‘get the word out’ that such programs exist. I was shocked personally when I heard of such programs in my area. There are so many great ones, and they

“Despite the gender roles, and patriarchy, Utah still manages to have an immense community of support. If women can be linked to said support resources, I feel that gives them opportunities they wouldn’t otherwise have here.”

are vastly underused due to awareness. I feel that unless people are in a government or community program already, they are not aware of community resources.”

“I know resources exist, but I don’t know what they are or how to find them.”

“Lack of awareness about available community resources makes it hard for women to get help when facing challenges.”

“By increasing awareness of the resources and programs available, even those that are currently underutilized, we can help more women access education, training, and leadership opportunities.”

- F. *Women’s Voices*: The final theme was the importance of women’s voices being heard, often referenced as essential for influencing needed change, with 50 respondents (6.0%) directly mentioning the theme. Comments included,

“There’s a real sense of momentum right now around women finding their voice and influence, not just in traditional family and church settings, but in leadership, entrepreneurship, and community involvement.”

“It’s important to keep listening to diverse voices, especially women of color, rural residents, and young girls, when shaping policy and programs.”

“Women and girls have an opportunity to influence change by using their voice and standing up for fair and equitable treatment at work, in the home, and in public.”

“Women have many wonderful perspectives and guidance to offer in public discourse that our country and communities are in high need of currently.”

Additional comments included the potential for women to make their own opportunities and to drive positive change. Other comments emphasized the role women often play in creating and maintaining community relationships.

## Conclusion

This white paper highlights key findings related to data collected on three key areas (spokes) in the BWF initiative: Home & Family, Health Across the Lifespan, and Political and Civic Representation. In addition, we included data on Male Allyship, which also comprised a subsection on Women Supporting Women. Respondents from across the state participated in this comprehensive study of 2025, which focused on understanding the perceptions and attitudes of Utahns on a variety of topics. Both quantitative and qualitative findings were shared in this report. This is the fifth of five white papers that share the findings of the full study; two research and policy briefs also share additional qualitative results.

Rather than detailing recommendations here, we direct readers to the webpages for each of the spoke areas addressed in this report: [Home & Family](#), [Health Across the Lifespan](#), and [Political and Civic Representation](#). Each webpage includes targeted goals for Utah and related calls to action for individuals, groups, organizations, communities, and the state. The goals—linked to metrics that are updated annually—serve as our recommendations for what must be done in each area so that more girls, women, and families can thrive in all life 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.”<sup>29</sup> 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 are truly valued.

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<sup>29</sup> Gates, M. (2021). *The moment of lift: How empowering women changes the world*. Flatiron Books.

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*Organization:* The Utah Women & Leadership Project (UWLP) is housed in Extension at Utah State University (USU). 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](http://www.abolderwayforward.org)).

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

<p><b>Gender</b> Man (45.2%) Woman (54.8%)</p> <p><b>Age</b> 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><b>Education</b> 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><b>Marital Status</b> 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><b>Years in Utah</b> 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><b>Employment Status</b> 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><b>Children</b> Yes (60.5%) No (39.5%)</p>	<p><b>Children’s Ages</b> 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><b>Income</b> 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><b>Race/Ethnicity</b> 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><b>Religion</b> 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><b>Religious Activity</b> 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><b>County</b> 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><b>Region – MCD</b> 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><b>Region – BWF</b> 5-County (10.5%) 6-County (3.4%) East Central (4.2%) North &amp; 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><b>Gender</b>            Man (9.8%)            Woman (89.4%)            Non-binary (0.6%)            Prefer not to say (0.2%)</p> <p><b>Age</b>            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><b>Education</b>            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><b>Marital Status</b>            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><b>Years in Utah</b>            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><b>Employment Status</b>            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><b>Children</b>            Yes (73.9%)            No (26.1%)</p> <p><b>Children's Ages</b>            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><b>Income</b>            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><b>Race/Ethnicity</b>            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><b>Religion</b>            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><b>Religious Activity</b>            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><b>County</b>            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><b>Region</b>            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><b>Region – BWF</b>            5-County (9.8%)            6-County (4.0%)            East Central (9.4%)            North &amp; West (14.2%)            Southeast (4.6%)            Wasatch Front–North (12.1%)            Wasatch Front–South (45.9%)</p>
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