

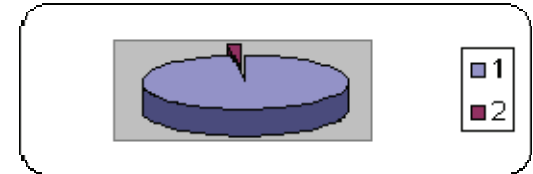
## WIFLE 2008 LEADERSHIP CONFERENCE, SURVEY RESULTS

### 1) What is your gender?

	Responses	
	(Percent)	(Count)
	98%	422
	2%	8
<b>Totals</b>	<b>100%</b>	<b>430</b>

#### Answer Options

Female  
Male

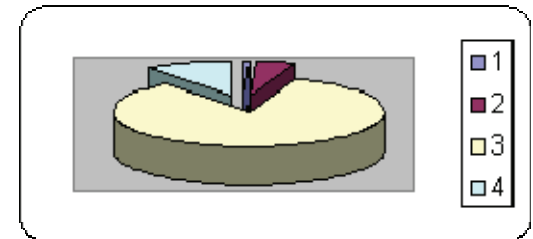


### 2) When were women first hired as GS-1811s?

	Responses	
	(Percent)	(Count)
	1%	3
	5%	19
	84%	327
	11%	41
<b>Totals</b>	<b>101%</b>	<b>390</b>

#### Answer Options

1865  
1960  
1971  
1980

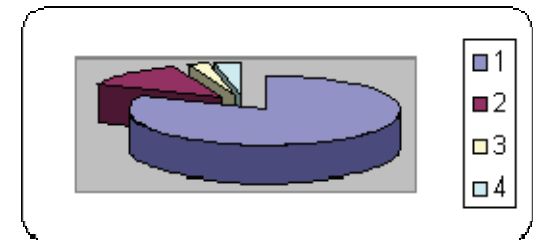


### 3) What is your occupation?

	Responses	
	(Percent)	(Count)
	81%	338
	13%	54
	2%	9
	3%	14
<b>Totals</b>	<b>99%</b>	<b>415</b>

#### Answer Options

Federal law enforcement officer/agent  
Administrative, professional, technical  
State/local law enforcement officer  
Other

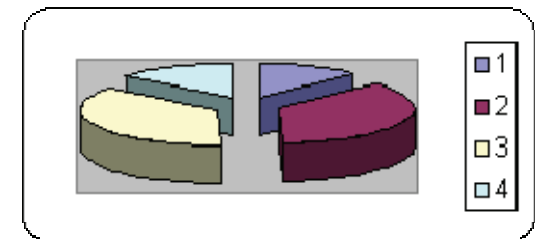


### 4) What is your age?

	Responses	
	(Percent)	(Count)
	12%	47
	37%	144
	36%	140
	14%	56
<b>Totals</b>	<b>99%</b>	<b>387</b>

#### Answer Options

20-29  
30-39  
40-49  
Over 50

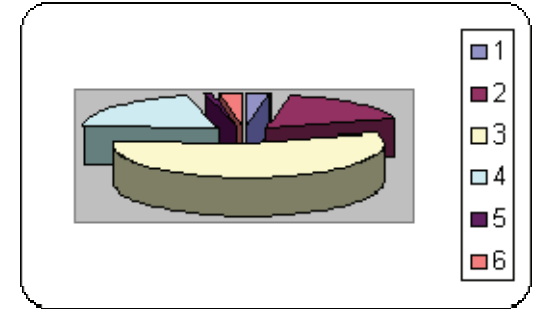


5) What is your highest educational level?

	Responses	
	(Percent)	(Count)
	3%	11
	17%	65
	57%	217
	20%	76
	1%	3
	3%	11
<b>Totals</b>	<b>101%</b>	<b>383</b>

Answer Options

- High school
- Some college
- Bachelor's degree
- Master's degree
- Doctoral degree
- Law degree

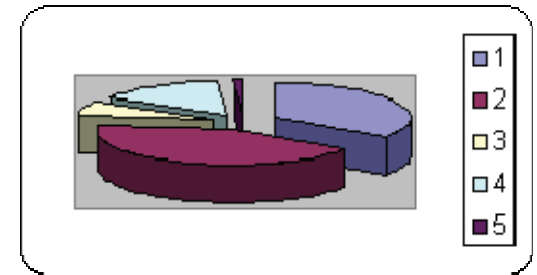


6) What is your current relationship status?

	Responses	
	(Percent)	(Count)
	35%	138
	43%	172
	6%	24
	16%	62
	1%	4
<b>Totals</b>	<b>101%</b>	<b>400</b>

Answer Options

- Single
- Married
- Domestic partner
- Separated/divorced
- Widowed

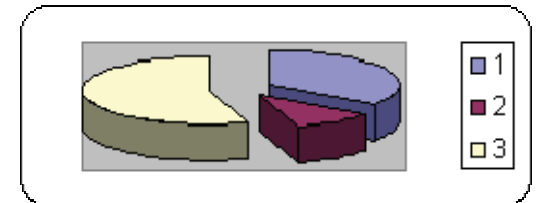


7) Does your spouse or partner work in law enforcement?

	Responses	
	(Percent)	(Count)
	35%	107
	10%	32
	55%	168
<b>Totals</b>	<b>100%</b>	<b>307</b>

Answer Options

- Yes, federal law enforcement
- Yes, state/local law enforcement
- No

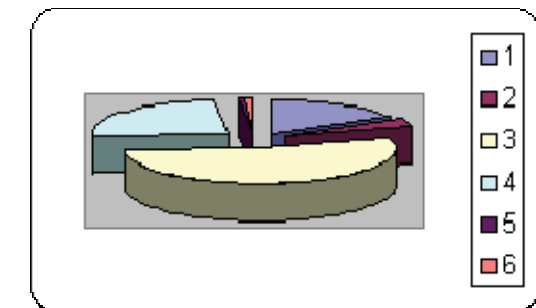


8) What is your race/ethnicity?

	Responses	
	(Percent)	(Count)
	17%	52
	3%	9
	55%	171

Answer Options

- African American
- Asian/Pacific Islander
- Caucasian



	24%	73
	1%	2
	1%	3
<b>Totals</b>	<b>101%</b>	<b>310</b>

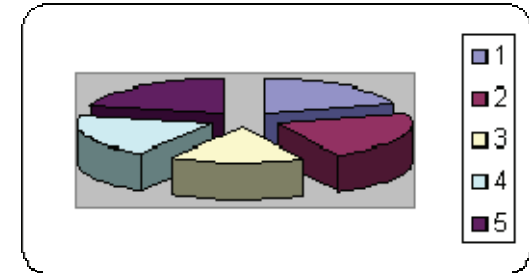
Hispanic/Latino  
Native American  
Other

**9) What is your tenure in federal law enforcement?**

	Responses	
	(Percent)	(Count)
	20%	71
	23%	80
	16%	57
	20%	70
	21%	76
<b>Totals</b>	<b>100%</b>	<b>354</b>

**Answer Options**

0-5 years  
6-10 years  
11-15 years  
16-20 years  
Over 20 years

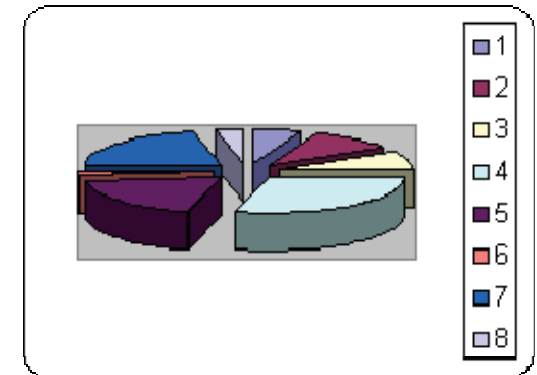


**10) What was your previous job?**

	Responses	
	(Percent)	(Count)
	6%	23
	10%	38
	9%	34
	29%	114
	19%	74
	2%	7
	22%	84
	3%	13
<b>Totals</b>	<b>100%</b>	<b>387</b>

**Answer Options**

State law enforcement  
Local law enforcement  
Military  
Private sector  
Federal government  
Non-profit sector  
College  
Graduate school/law school

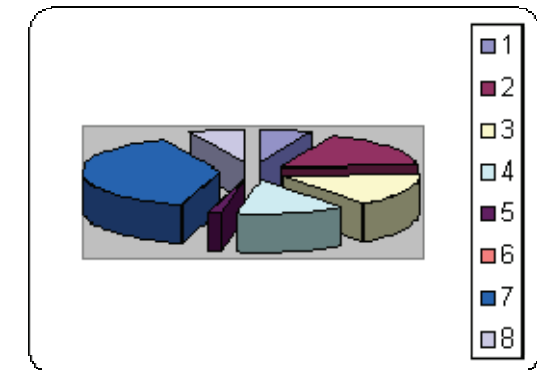


**11) What attracted you to a career in federal law enforcement?**

	Responses	
	(Percent)	(Count)
	6%	26
	18%	75
	16%	65
	13%	54
	1%	6

**Answer Options**

Public service  
Enforce the law/fight crime  
Salary/benefits  
Job security  
Travel



	0%	1
	39%	161
	7%	28
<b>Totals</b>	100%	416

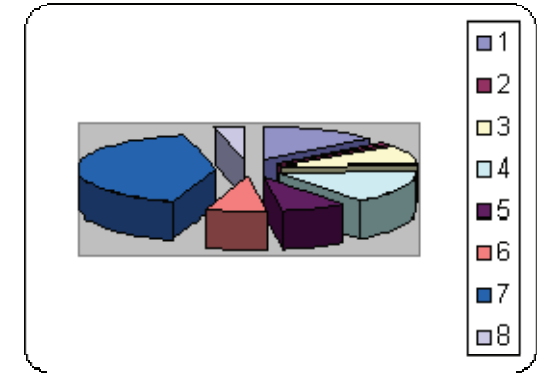
- Work/life balance
- All of the above
- Other

12) Were you apprehensive about any of these aspects of the job?

	Responses	
	(Percent)	(Count)
	14%	57
	1%	4
	9%	34
	16%	63
	7%	29
	8%	30
	41%	163
	4%	14
<b>Totals</b>	100%	394

Answer Options

- Physical fitness requirements
- Travel
- Shift work/schedule
- Demands on family life
- Nature of the work
- Non-traditional career choice
- None
- Other

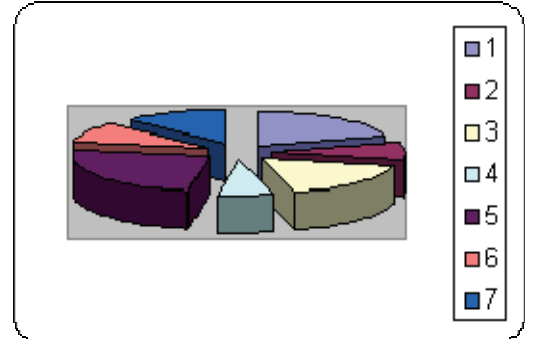


13) What job would you have if you were not in federal law enforcement?

	Responses	
	(Percent)	(Count)
	20%	74
	8%	31
	18%	66
	7%	25
	25%	95
	10%	37
	12%	46
<b>Totals</b>	100%	374

Answer Options

- Chef
- President of the United States
- Television reporter
- Astronaut
- Beach umbrella attendant
- Florist
- Miss America

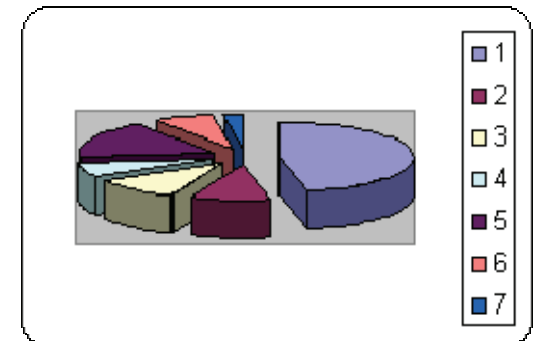


14) How did you learn about a career in federal law enforcement?

	Responses	
	(Percent)	(Count)
	47%	179
	9%	36
	11%	41

Answer Options

- Networking
- Print advertisement
- Professor



	7%	26
	17%	66
	7%	27
	2%	9
<b>Totals</b>	100%	384

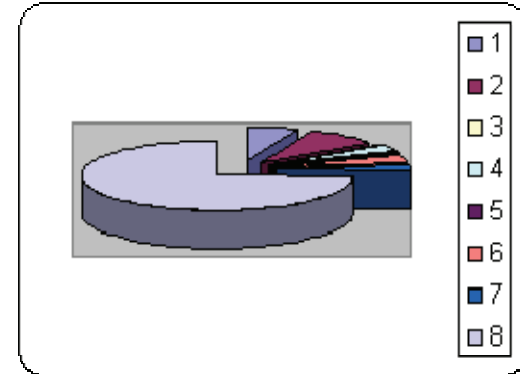
- Federal agency website
- Career/job fair
- USAjobs website
- Television/movies

**15) What qualities or skills do women bring to the job?**

	Responses	
	(Percent)	(Count)
	6%	24
	9%	34
	1%	3
	3%	11
	1%	2
	5%	18
	3%	11
	74%	291
<b>Totals</b>	102%	394

**Answer Options**

- Compassion/empathy
- Communication
- Firearms proficiency
- Creativity
- Physical fitness
- Investigative mindset
- Collaborative spirit
- All of the above

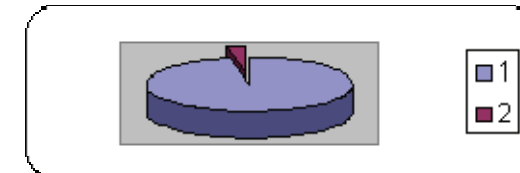


**16) Have you witnessed inappropriate behavior related to gender?**

	Responses	
	(Percent)	(Count)
	97%	310
	3%	10
<b>Totals</b>	100%	320

**Answer Options**

- Yes
- No

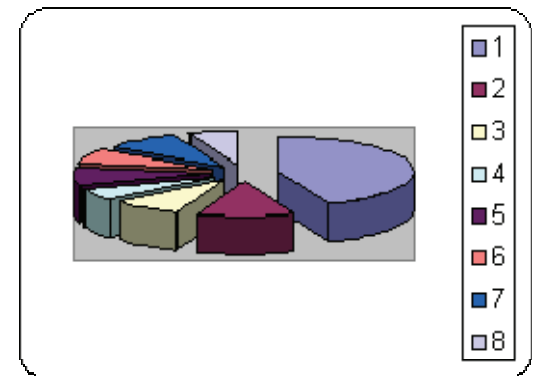


**17) Enter your question.....**

	Responses	
	(Percent)	(Count)
	44%	175
	12%	47
	9%	34
	6%	24
	8%	33
	7%	27
	9%	37

**Answer Options**

- Enter your answer options.....
- Lack of access to informal networks
- Difficulty fulfilling family responsibilities
- Lack of female role models
- Negative attitudes
- Improperly sized equipment
- Underutilization of skills



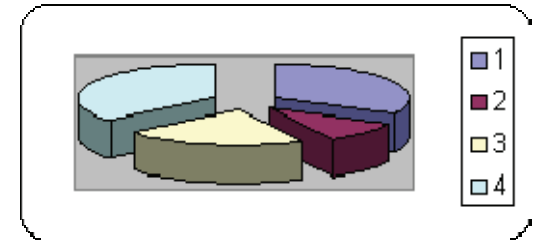
	6%	23
<b>Totals</b>	101%	400

Other

18) Have you ever had a mentor?

	Responses	
	(Percent)	(Count)
	33%	102
	9%	29
	22%	67
	36%	112
<b>Totals</b>	100%	310

- Answer Options**
- Yes, male mentor
  - Yes, female mentor
  - Yes, both male and female mentors
  - No

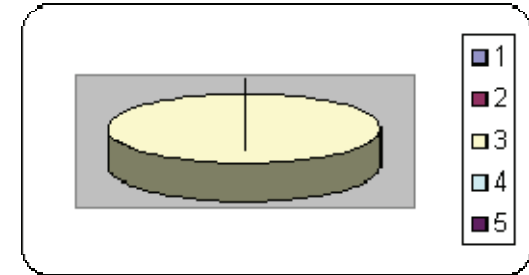


19) What should we serve at the awards dinner?

	Responses	
	(Percent)	(Count)
	0%	0
	0%	0
	100%	7
	0%	0
	0%	0
<b>Totals</b>	100%	7

**Answer Options**

- Chicken
- Soup and salad
- Lobster
- Beef Wellington
- Vegetable lasagna

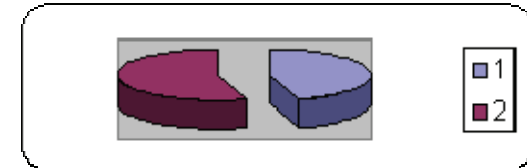


20) Do you feel pressure to act like one of the guys?

	Responses	
	(Percent)	(Count)
	45%	173
	55%	208
<b>Totals</b>	100%	381

**Answer Options**

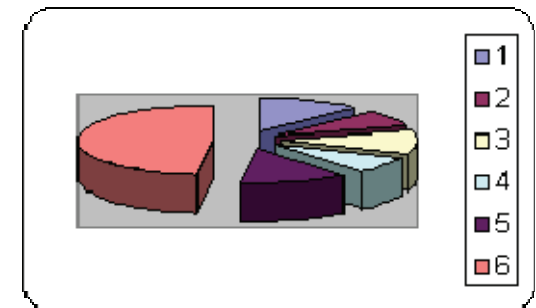
- Yes
- No



21) If yes, what have you done?

	Responses	
	(Percent)	(Count)
	12%	33
	8%	22
	11%	30

- Answer Options**
- Used inappropriate language
  - Changed the way you dress or look
  - Attended 'social activities' at the local bar



	8%	22
	13%	35
	48%	131
<b>Totals</b>	100%	273

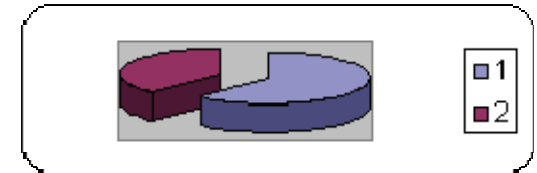
Avoided talking about family issues  
Other  
Not applicable

**22) Have you ever experienced sexual harassment?**

	Responses	
	(Percent)	(Count)
	62%	216
	38%	132
<b>Totals</b>	100%	348

**Answer Options**

Yes  
No

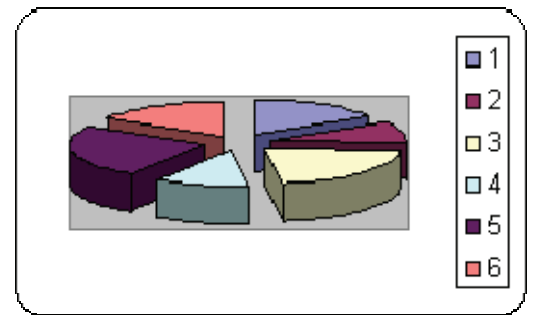


**23) What was the most challenging part of training?**

	Responses	
	(Percent)	(Count)
	16%	57
	9%	34
	22%	81
	12%	42
	25%	89
	16%	58
<b>Totals</b>	100%	361

**Answer Options**

Physical fitness  
Control tactics  
Firearms  
Being the only or one of a few women  
Extra scrutiny or attention  
Not applicable, I'm not a sworn officer.

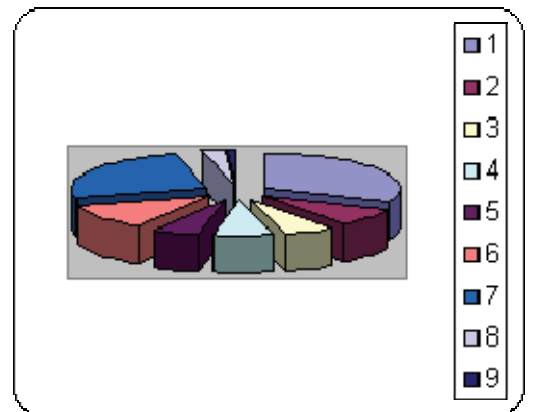


**24) What skill would you like to develop or improve?**

	Responses	
	(Percent)	(Count)
	31%	69
	9%	19
	6%	13
	7%	16
	5%	12
	12%	27
	25%	56
	3%	6
	1%	2
<b>Totals</b>	99%	220

**Answer Options**

Managerial/leadership  
Technology  
Control tactics  
Communication  
Specialized skill related to position  
Firearms proficiency  
Foreign language  
Analytical  
Other

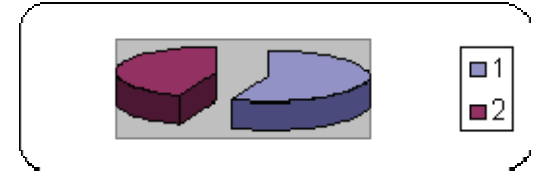


25) Have you applied for promotion?

	Responses	
	(Percent)	(Count)
	56%	125
	44%	99
<b>Totals</b>	100%	224

Answer Options

- Yes
- No

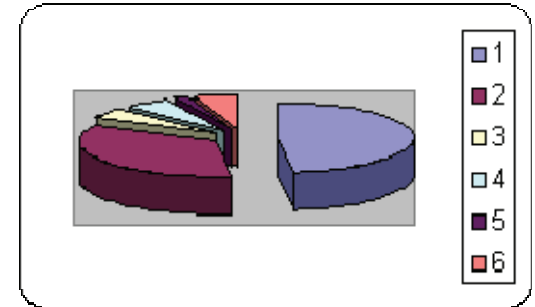


26) Why not?

	Responses	
	(Percent)	(Count)
	48%	82
	35%	59
	5%	9
	5%	9
	2%	3
	5%	9
<b>Totals</b>	100%	171

Answer Options

- Mandatory transfer
- Too much responsibility
- Not ready professionally
- Family issues
- Not encouraged to apply
- Other

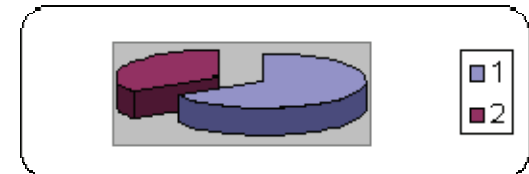


27) Have you had female role models?

	Responses	
	(Percent)	(Count)
	66%	47
	34%	24
<b>Totals</b>	100%	71

Answer Options

- Yes
- No

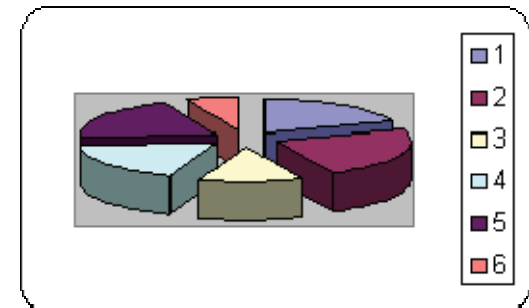


28) What is of most interest in your professional development?

	Responses	
	(Percent)	(Count)
	19%	34
	24%	42
	13%	22
	19%	33
	19%	34
	6%	11

Answer Options

- Training
- Career plan/career track
- Mentoring
- Developmental assignment
- Graduate education
- Other



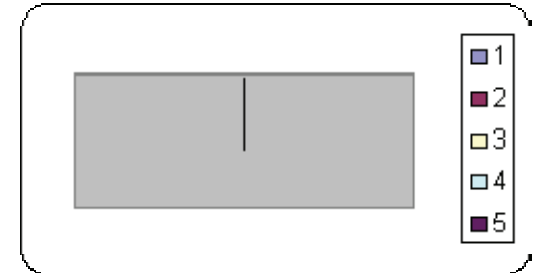
Totals 100% 176

29) How can women best help other women in this career?

Responses	
(Percent)	(Count)
0%	0
0%	0
0%	0
0%	0
0%	0
0%	0
<b>Totals</b>	<b>0%</b>

Answer Options

- Have a strong work ethic
- Be a mentor
- Recruit more women
- Advocate for policy changes
- All of the above

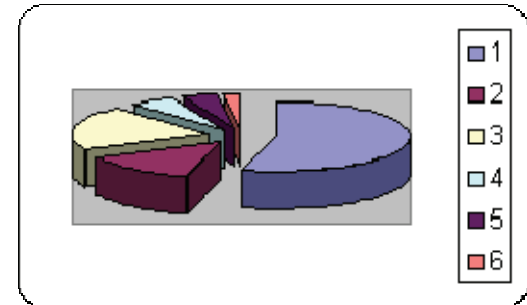


30) How many children do you have?

Responses	
(Percent)	(Count)
54%	161
14%	42
20%	60
6%	17
4%	12
2%	6
<b>Totals</b>	<b>100%</b>

Answer Options

- 0
- 1
- 2
- 3
- 4
- More than 4

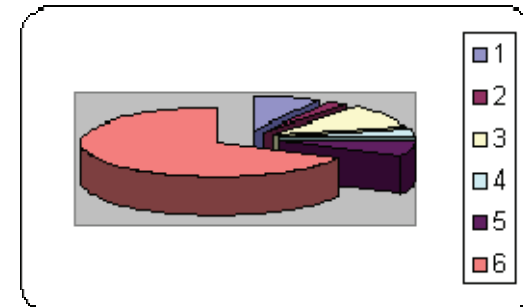


31) What was the biggest challenge during a pregnancy?

Responses	
(Percent)	(Count)
8%	13
3%	4
11%	17
3%	5
8%	12
68%	109
<b>Totals</b>	<b>101%</b>

Answer Options

- Shift work
- Travel
- Lack of information, policies, procedures
- Duties that may pose a risk
- Lack of managerial support
- Not applicable

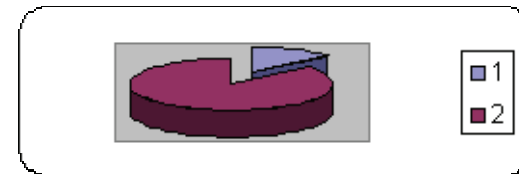


**32) Did you choose your current agency to avoid a mandatory transfer policy?**

Responses	
(Percent)	(Count)
14%	24
86%	148
<b>Totals</b>	<b>100% 172</b>

**Answer Options**

- Yes
- No

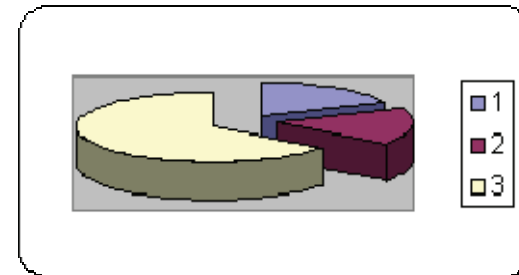


**33) Did you limit the number of kids you have because of this job?**

Responses	
(Percent)	(Count)
19%	28
17%	25
65%	98
<b>Totals</b>	<b>101% 151</b>

**Answer Options**

- Yes, I chose not to have children.
- Yes, I knew that I could only handle a certain number.
- No, my profession has no impact on my ability to raise children.

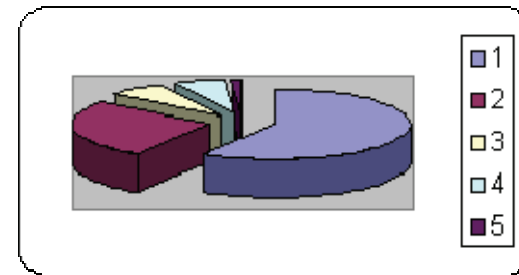


**34) How supportive of your career is your family?**

Responses	
(Percent)	(Count)
59%	106
27%	48
7%	13
6%	11
1%	2
<b>Totals</b>	<b>100% 180</b>

**Answer Options**

- Very supportive
- Supportive
- Neutral
- Unsupportive
- Very unsupportive

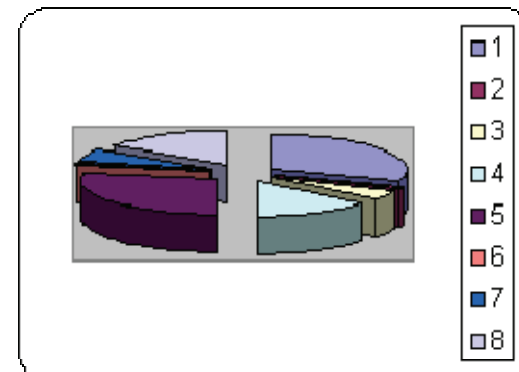


**35) What program would help you to balance work and life?**

Responses	
(Percent)	(Count)
30%	54
2%	3
4%	8
14%	25
28%	51

**Answer Options**

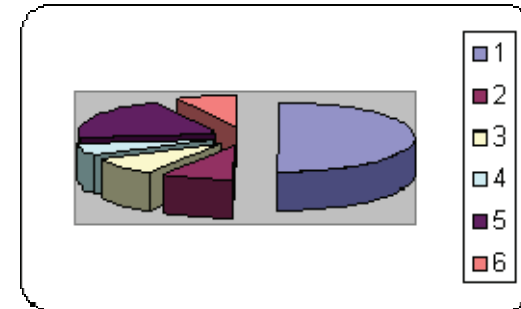
- Compressed schedule
- Shift work
- Part time
- Flex time
- Telework



	1%	1	Job sharing
	6%	10	A new job
	16%	28	None of the above
<b>Totals</b>	<b>101%</b>	<b>180</b>	

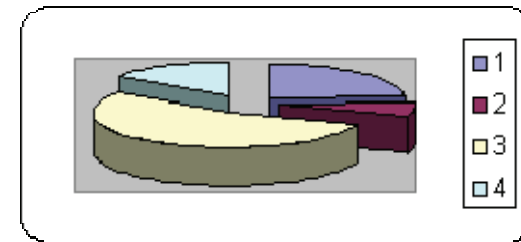
**36) What is your favorite aspect of the job?**

<b>Responses</b>		<b>Answer Options</b>
<b>(Percent)</b>	<b>(Count)</b>	
50%	83	Nature of the work
8%	14	Travel
8%	14	Use of specialized skills
6%	10	Colleagues
19%	32	Public service/patriotism
7%	12	Other
<b>Totals</b>	<b>98%</b>	<b>165</b>



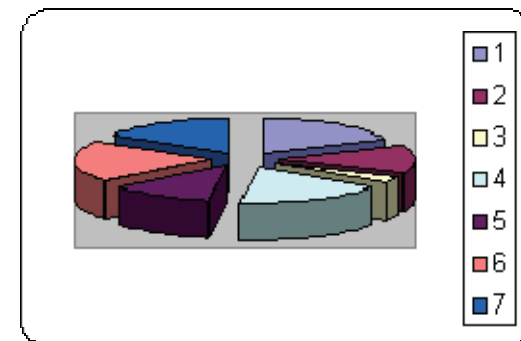
**37) How do you characterize the challenges you face?**

<b>Responses</b>		<b>Answer Options</b>
<b>(Percent)</b>	<b>(Count)</b>	
24%	42	Motivation to stay—I have to prove them wrong.
6%	10	Good reasons to quit.
55%	96	Annoyances that I have to live with.
15%	26	What challenges?
<b>Totals</b>	<b>100%</b>	<b>174</b>



**38) What would make you leave federal law enforcement?**

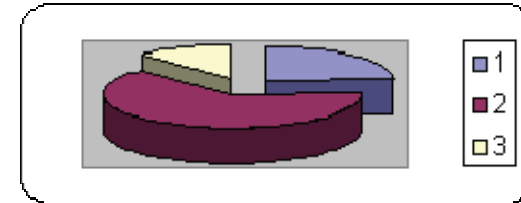
<b>Responses</b>		<b>Answer Options</b>
<b>(Percent)</b>	<b>(Count)</b>	
18%	31	Mandatory transfer
14%	24	Lack of opportunities for advancement
3%	5	Reached limit for pay grade
18%	31	Inability to balance work & life
12%	21	Career change
20%	34	Hostile work environment
16%	28	Other
<b>Totals</b>	<b>101%</b>	<b>174</b>



**39) Are you considering leaving your agency or federal law enforcement?**

Responses	
(Percent)	(Count)
24%	44
63%	116
13%	23
<b>Totals</b>	<b>183</b>

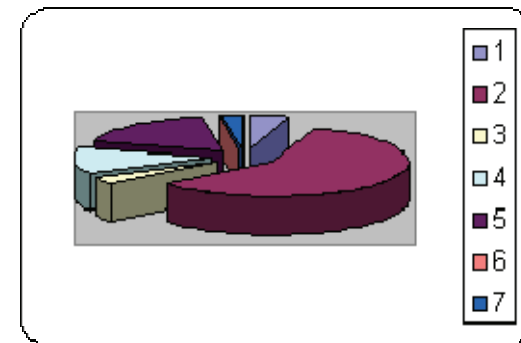
**Answer Options**  
 Yes  
 No  
 Maybe



**40) Why do you stay?**

Responses	
(Percent)	(Count)
5%	4
60%	50
4%	3
12%	10
18%	15
0%	0
2%	2
<b>Totals</b>	<b>84</b>

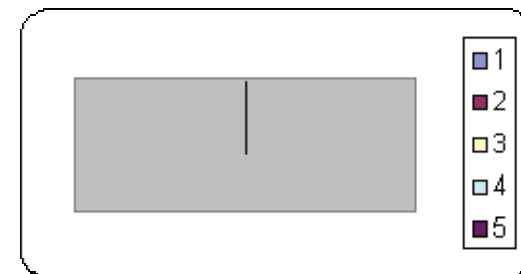
**Answer Options**  
 Public service/patriotism  
 Salary/benefits  
 Work ethic  
 Challenging work  
 Job satisfaction  
 To improve things for future generations of women  
 Other



**41) How do you rate your job satisfaction?**

Responses	
(Percent)	(Count)
0%	0
0%	0
0%	0
0%	0
0%	0
0%	0
<b>Totals</b>	<b>0</b>

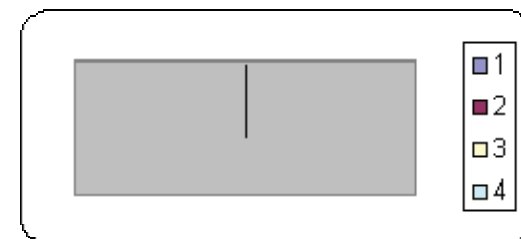
**Answer Options**  
 Very satisfied  
 Satisfied  
 Neutral  
 Dissatisfied  
 Very dissatisfied



**42) Where should the 2009 WIFLE conference be held?**

Responses	
(Percent)	(Count)
0%	0

**Answer Options**  
 Washington, DC



	0%	0	Muncie, IN
	0%	0	Buffalo, NY
	0%	0	Westin La Paloma Hotel-Tucson, AZ
<b>Totals</b>	0%	0	





