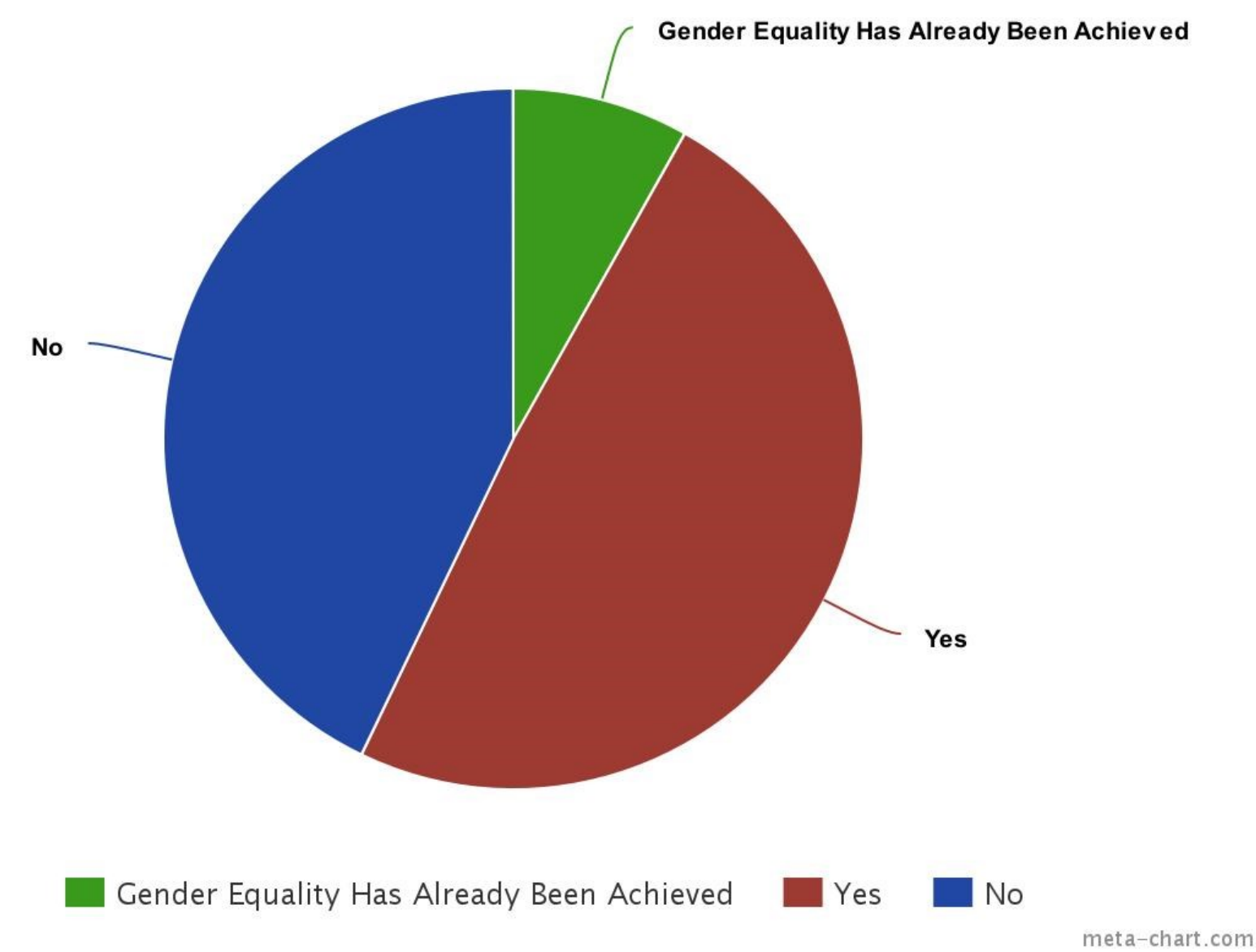


What Do We Mean by Gender Equality?

Olivia Albrecht
Milligan College Advisor: Dr. Jeff Miller

Research Question

How do college students think about gender equality? Has it already been achieved? Will it be achieved in our lifetime (Yes/No)?

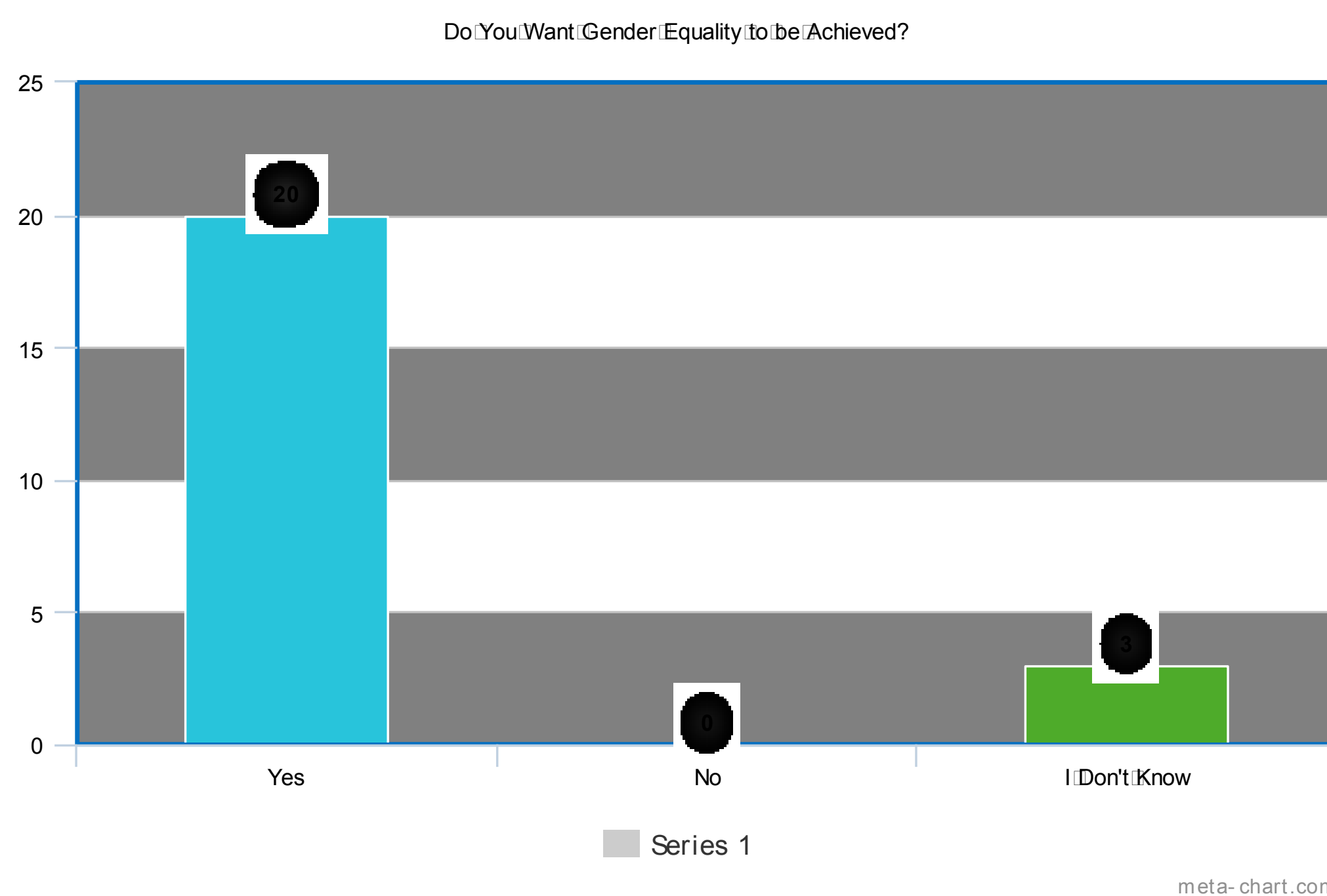


Method and Measures

Participants took a short tiered survey that was based on how they answered the first question: **Do you think women will ever reach full equality with men?**

Through a mixture of open ended and multiple choice questions participants defined gender equality and exposed what they saw as the hindrances and supporters of women reaching equality with men.

We surveyed 53 Milligan students, 29 of them having taken a Milligan course and/or attended a campus conversation that extensively discussed gender equality.



Literature Consulted

Susan Howell and Cameron Schatt, "Will Gender Equality Be Achieved? A Survey of Adult Perspectives." *Priscilla Papers* 29, no. 3 (2015): 7-10.

What is Gender Equality?

"Gender equality is the mutual respect between both genders, and the belief that men and women are both equally important in today's society."

"Acknowledging the differences between men and women without negating or restricting either one from various opportunities."

"Gender equality means that women and men are held to the same moral standards and treated with equal respect. **Each gender should be allowed equal power, control of their lives, and emotional freedom.**"

"Gender equality will be achieved when someone can look at a person and notice them for their strengths as an individual."

"For most gender means equal opportunity and equal capability of both men and women. For me, gender equality is the respect between genders; **the acknowledgement of areas where the two can be similar and competitive, but also the understanding of their differences and complements to one another.**"

"Gender equality is where men and women are considered equal in all realms--social, economic, religious, educational and spiritual realm."

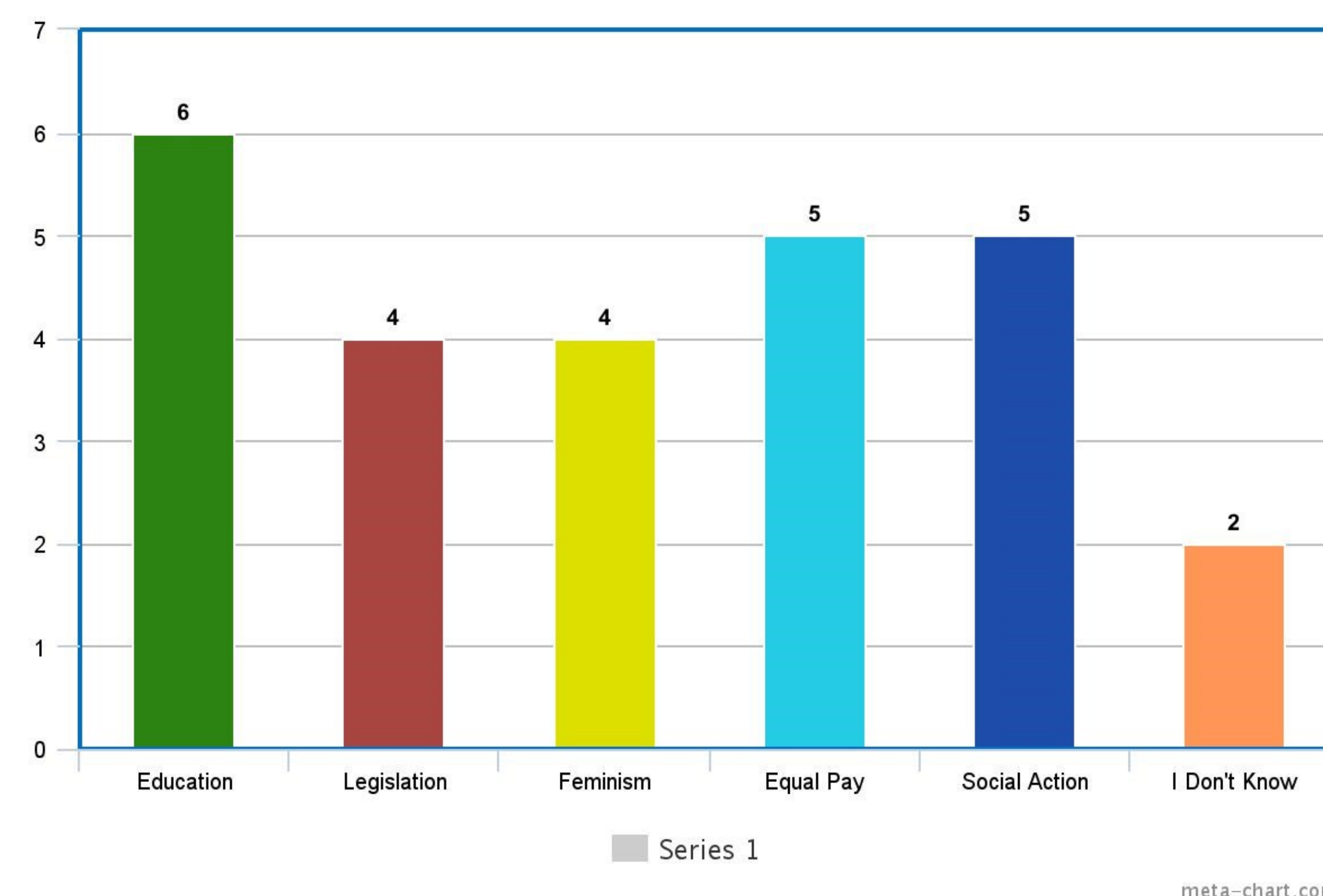
"**Gender equality is treating women as equally skilled and gifted in the secular realm and recognizing that women are equally saved and equally called to the work of God in the spiritual realm.**"

"Gender equality allows males and females equal access to all opportunities and does not discriminate based on sex or gender. Only biological differences are taken into consideration."

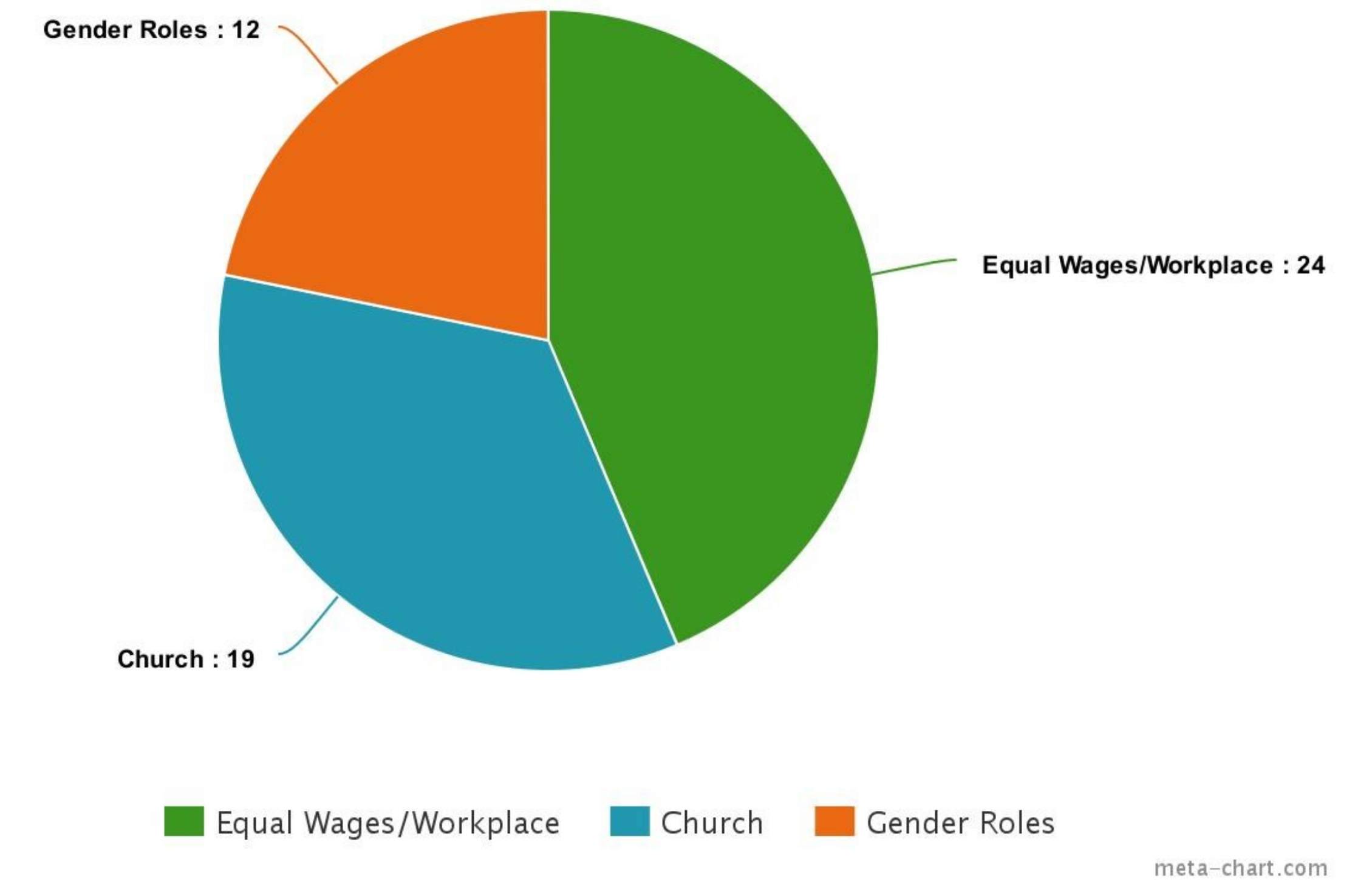
"Gender equality is the same rights but also obligations in society. So women would also be drafted in wars if we had gender equality."

"When the world does not see a difference in women's and men's rights. **They will just see a human being.**"

What will Bring About Gender Equality?



Where has it not Been Reached? What are Some Hindrances?



How Long Will it Take?

If participants answered that they thought gender equality will be achieved, they were later asked for a timeframe. Following are some frequent responses:

"I don't foresee it in this lifetime."

"It depends on the culture and demographics of the area."

"We are working on it, but it will take a few years."

"It depends on the next generation."

"30 years."

"100-150 years."

"Hopefully, within my lifetime."

Conclusions

Gender equality is a major issue that is complex and subjective, representing something different to everyone. Throughout this survey we were able to see a broadened perspective of what gender equality means through the eyes of college students from various backgrounds and experiences. The survey did reveal where students saw or experienced the most inequality and what they thought would bring about lasting change.