

# Why Women Leave Design (and How to Keep Them)

## SURVEY RESPONSES

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**IALD**

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# The Survey Basics

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- Survey conducted for about 1 month in Summer 2018
- Solicited responses from:
  - Current and former lighting designers
  - Current and future mothers
  - Women in the USA \*\*  
*(\*\* Labor laws vary in other countries, so the study was limited to the United States)*
- Built in “Survey Monkey”
- Variety of questions (~70 total) that influence decision-making
- Multiple choice format + write-in answers
- Anonymous responses
- Women were contacted through the IALD, WILD (Women in Lighting Design), and word of mouth



## Notes:

- The women who built and conducted the survey are not researchers; they are lighting designers
- Partners carrying an equal “load” at home have similar challenges
- This is the start of an important discussion...

# Categories of Questions

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## WOMEN WHO ARE NOT MOTHERS

Workplace Factors

Work Benefits

Household  
Responsibilities

## MOTHERS – IN DESIGN

Workplace Factors

Work Benefits

Household & Parenting  
Responsibilities

## MOTHERS – LEFT DESIGN

Workplace Factors

Work Benefits

Household & Parenting  
Responsibilities

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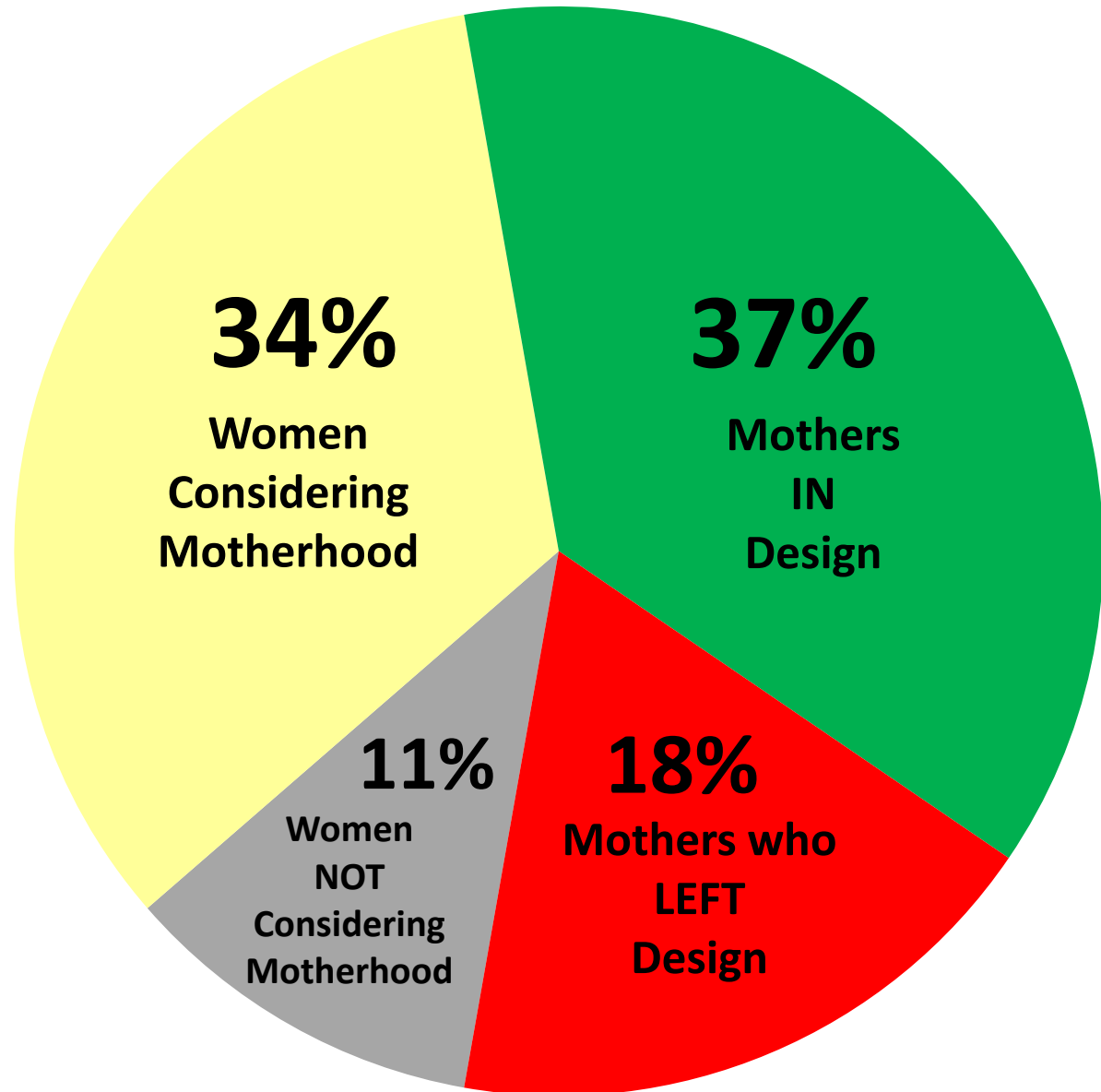
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# Participants

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**435**

**Total Female  
Participants**

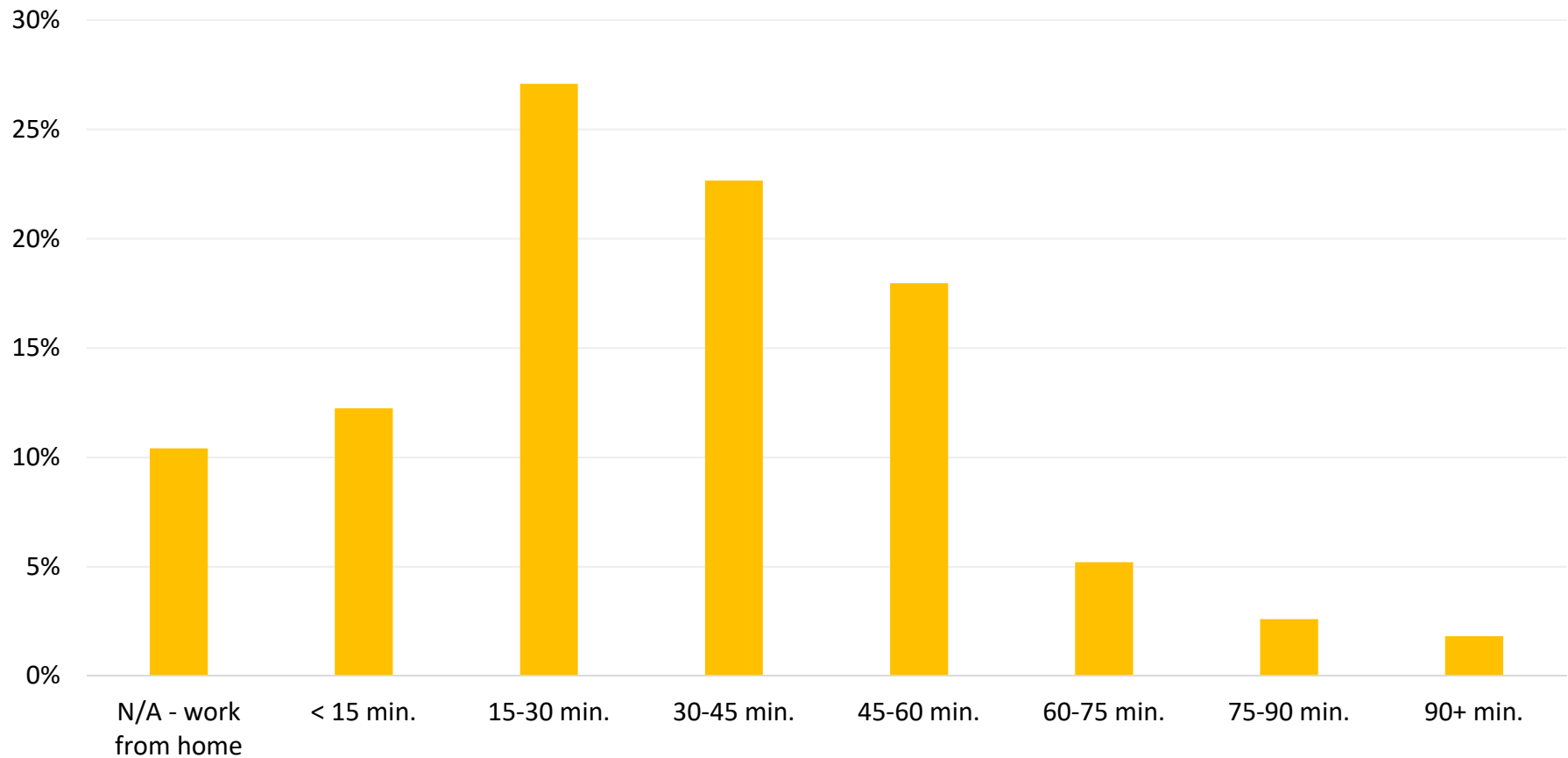


# Workplace Factors Questions

# Workplace Factors

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How long is / was your commute (each way)?

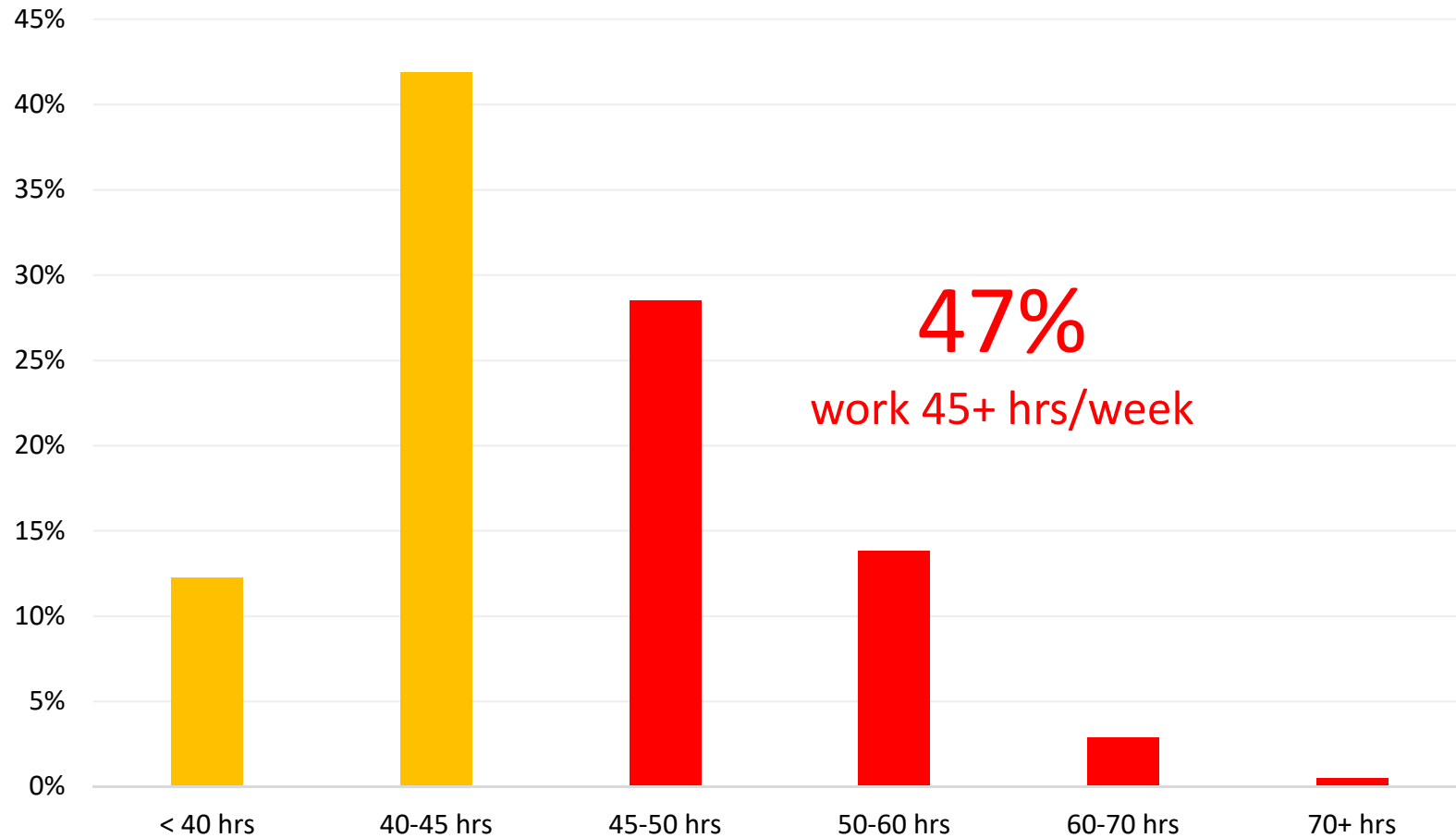


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Workplace Factors

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How many hours do / did you work per week (average)?



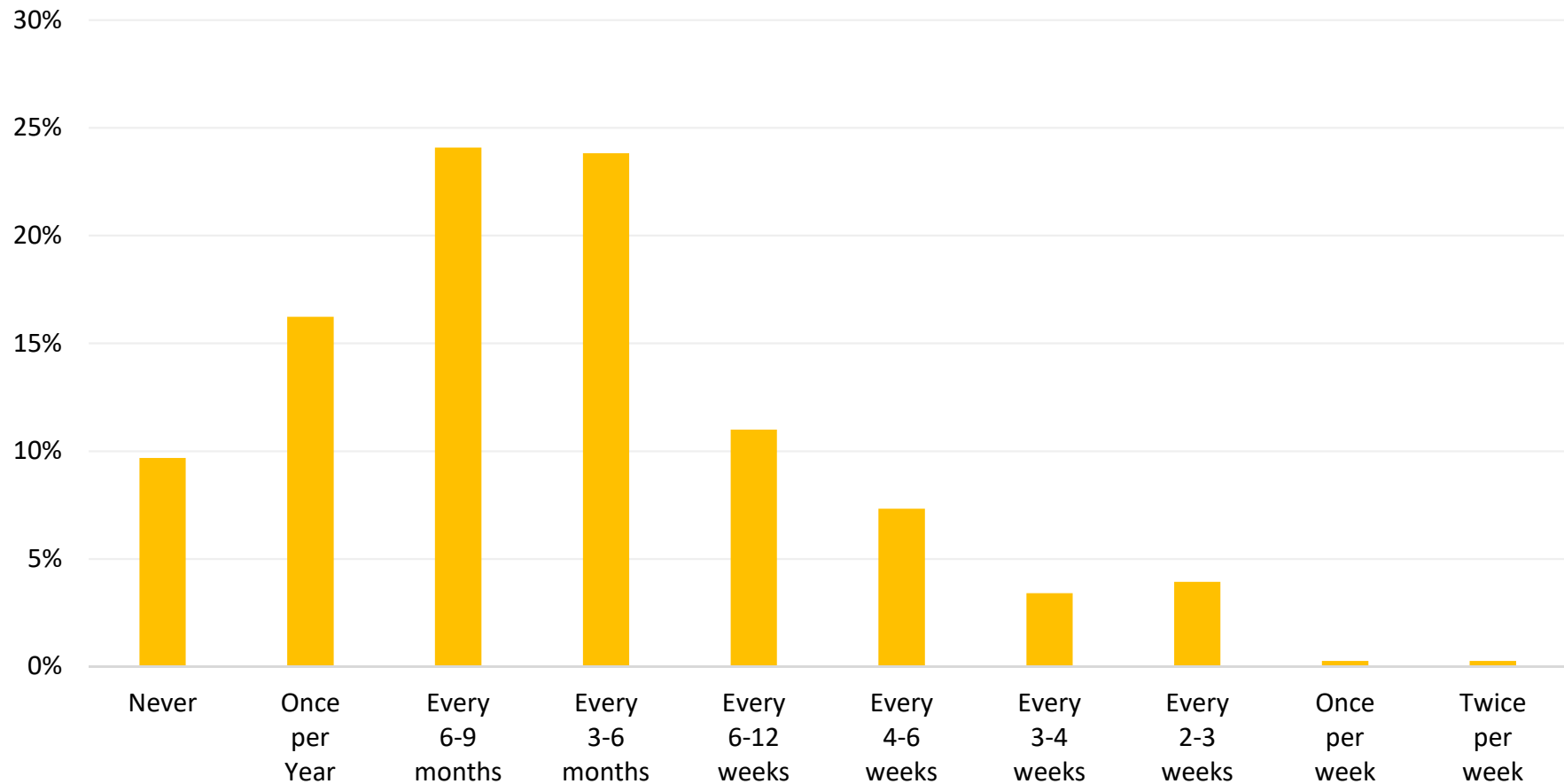
- All women answered this question
- Former designers were asked to respond based on their previous design firm experience



# Workplace Factors

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How often do / did you travel overnight for business?

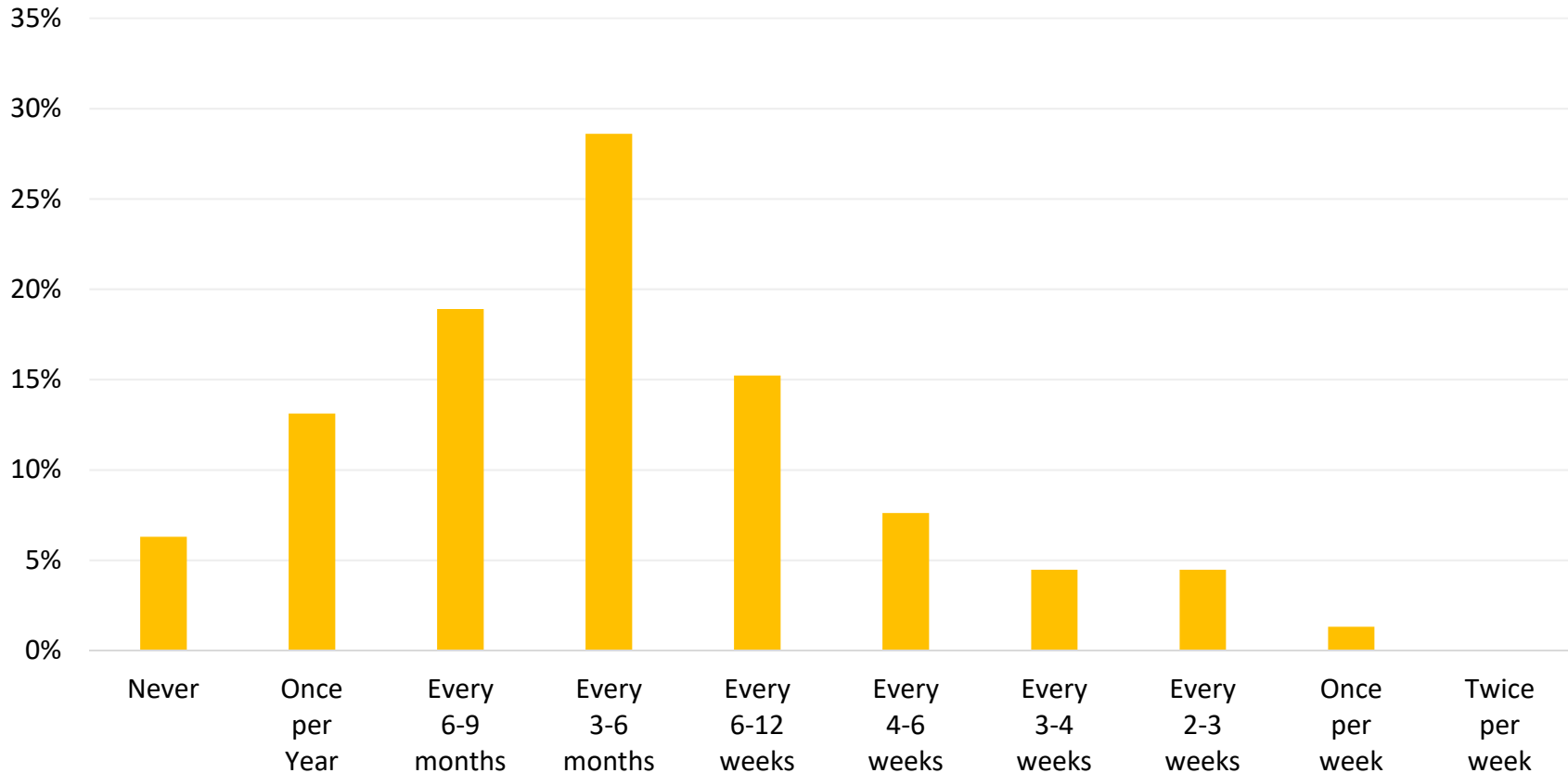


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# Workplace Factors

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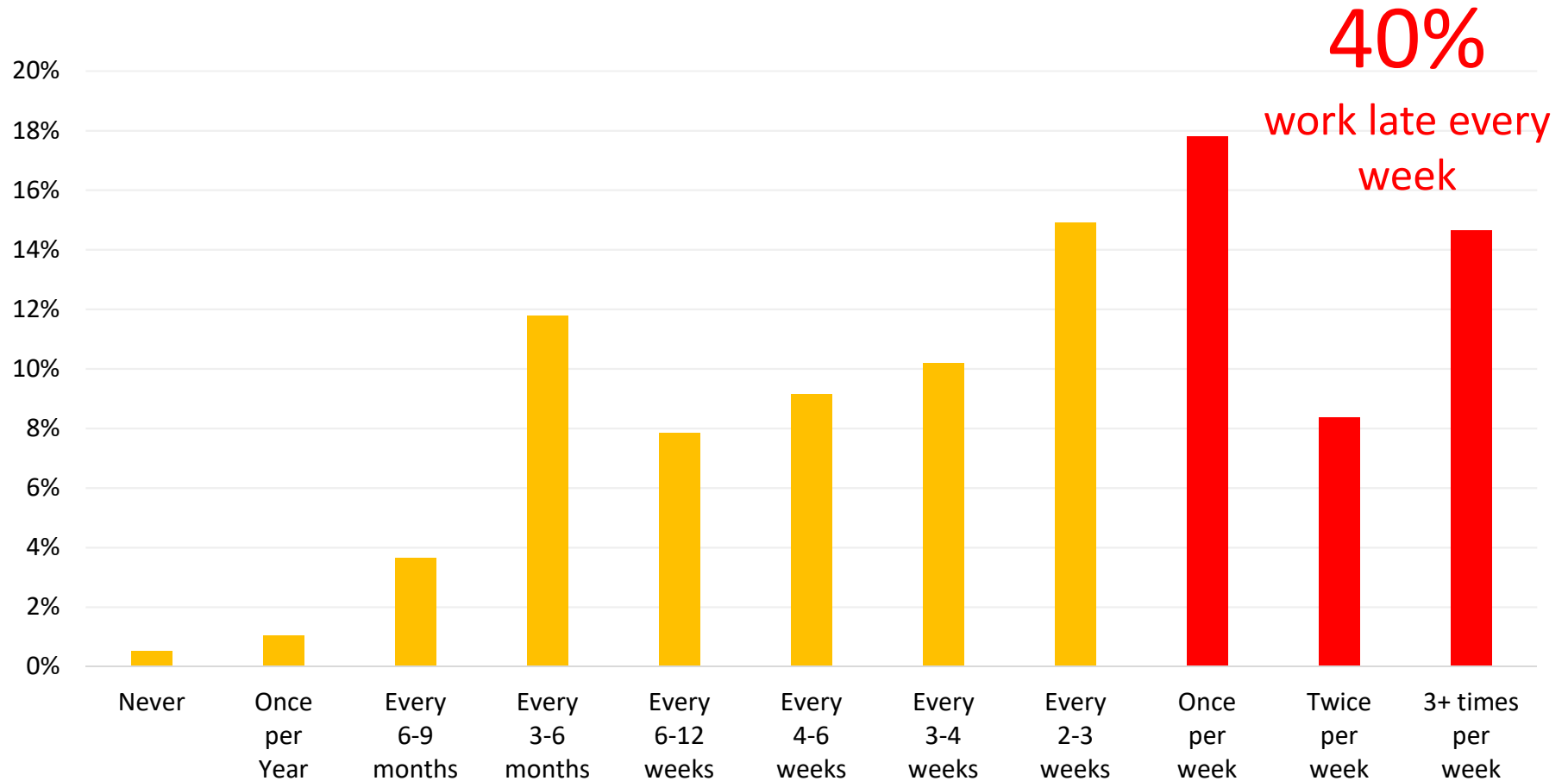
On average, how often do / did you need to participate in nighttime site visits, mock-ups, focusing sessions, control programming sessions, etc.?



- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Workplace Factors

On average, how often do / did you need to work late to meet a project deadline, or to simply keep up with project work?

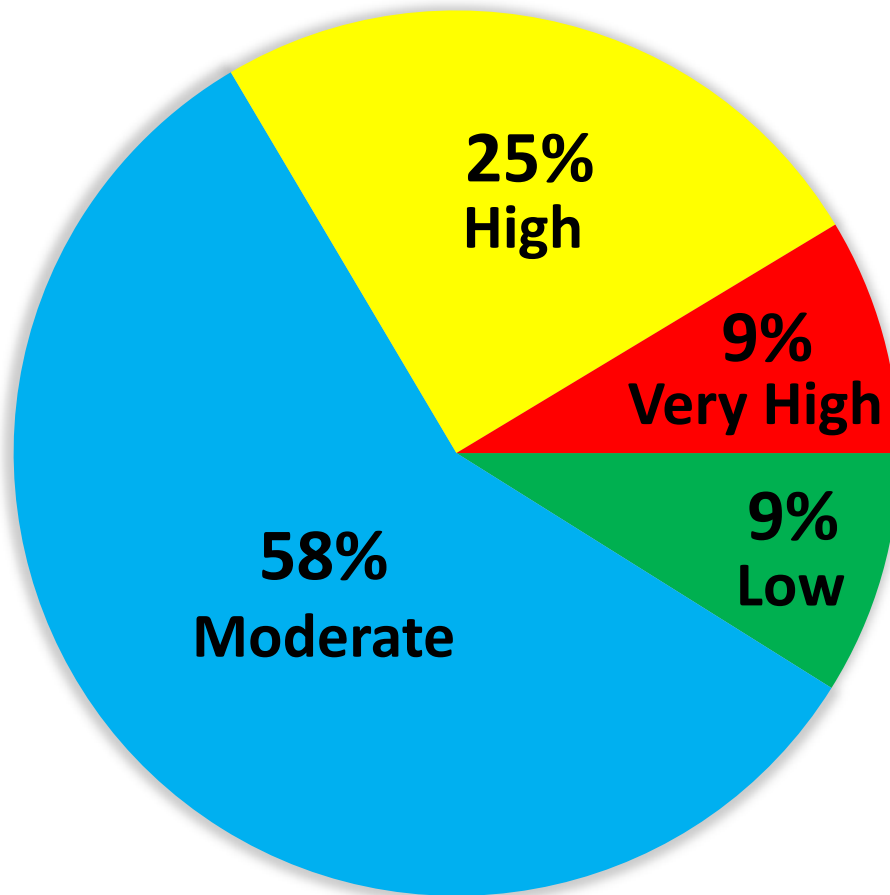


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Workplace Factors

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How do you rate the average stress level at your lighting design firm?



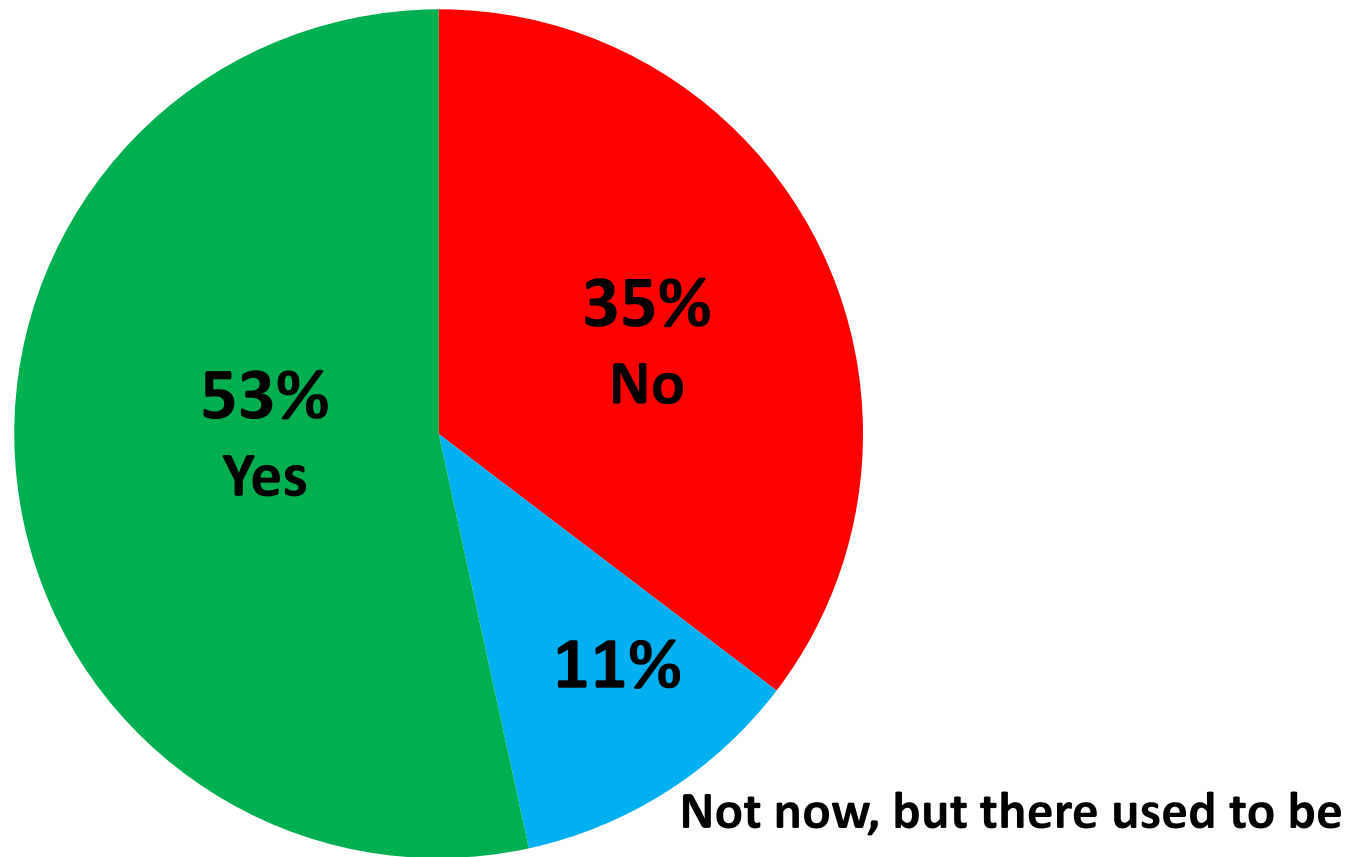
More than 1/3 say the **stress level is high to very high** at their design firm

- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Workplace Factors

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Are there any other mothers who are lighting designers at your firm (NOT including you, if you happen to be a mother)?



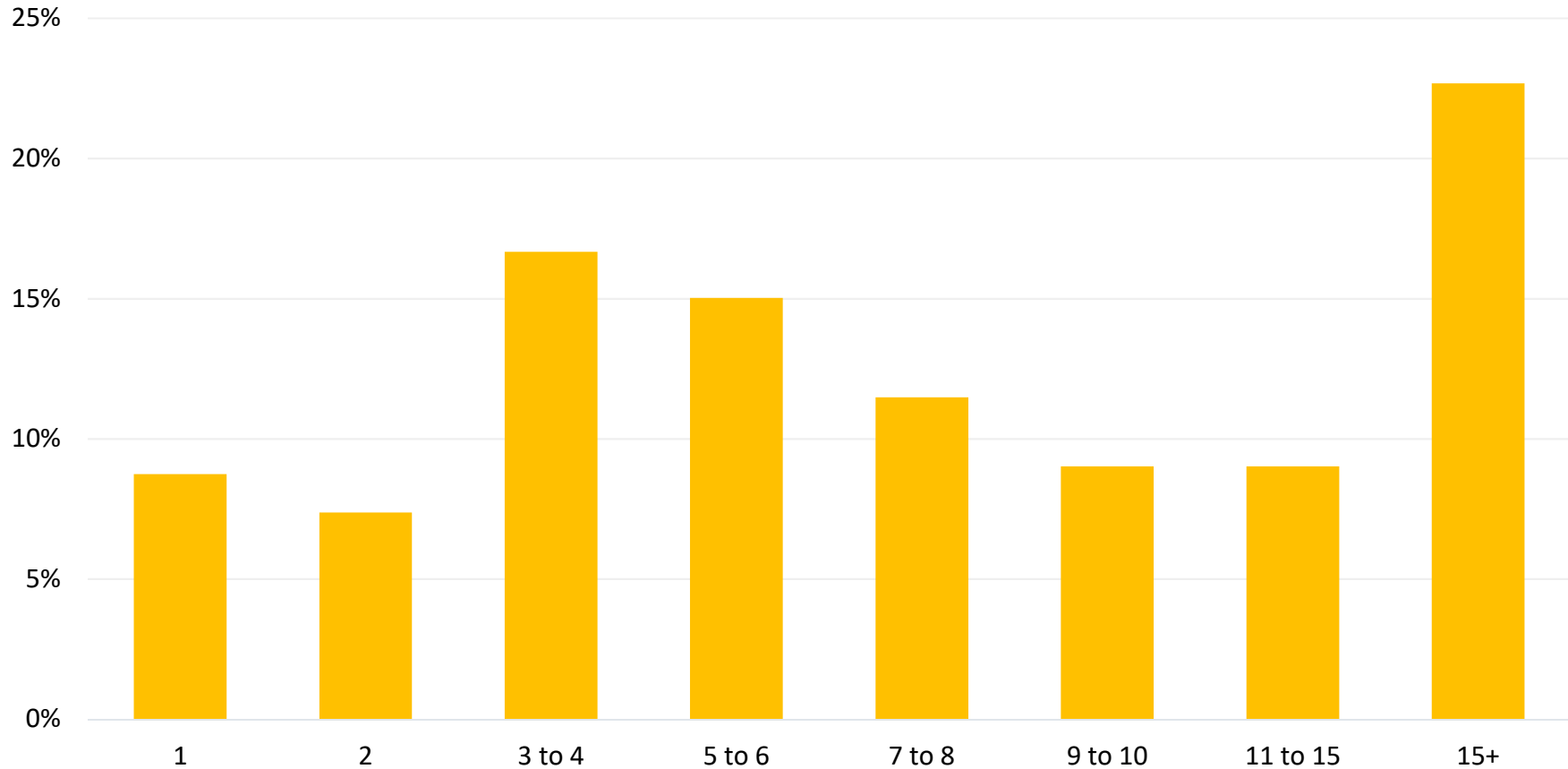
- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits Questions

# Work Benefits

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How many people work full-time for your lighting design firm? If your firm has multiple offices, please provide the number for your office only.

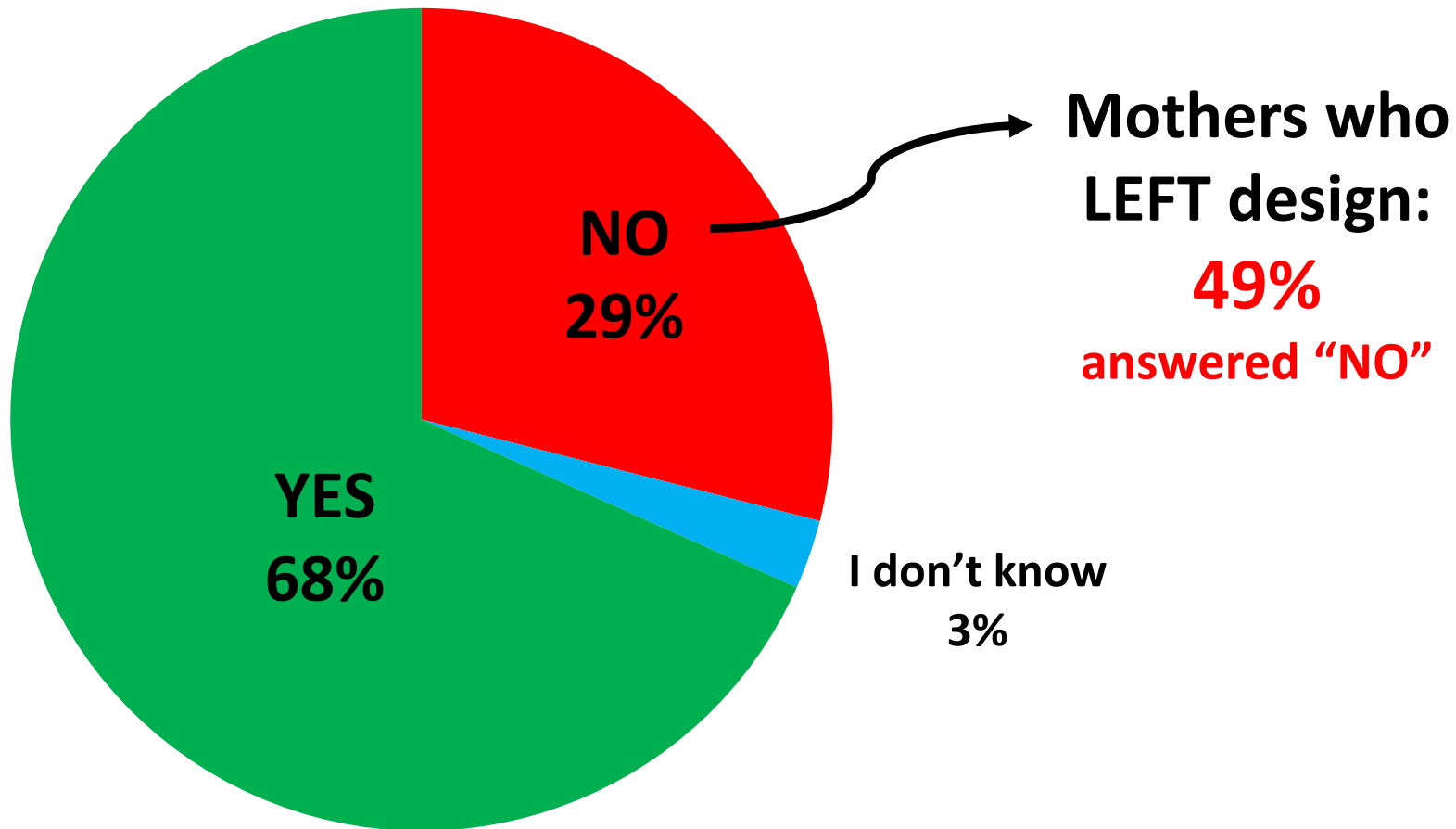


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits

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Does your lighting design firm allow people to have flexible working hours?



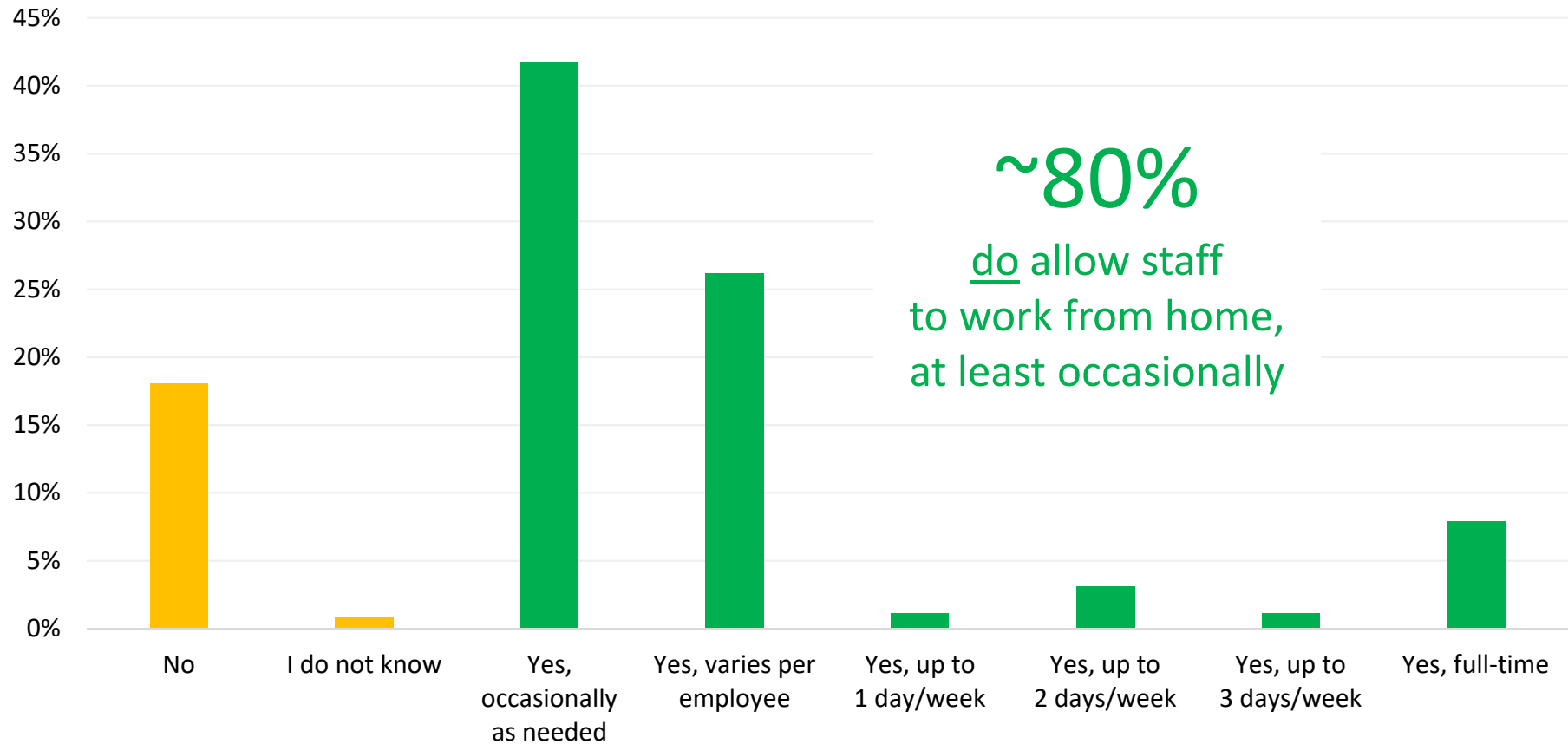
- All women answered this question
- Former designers were asked to respond based on their previous design firm experience



# Work Benefits

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Does your lighting design firm allow people to work from home?

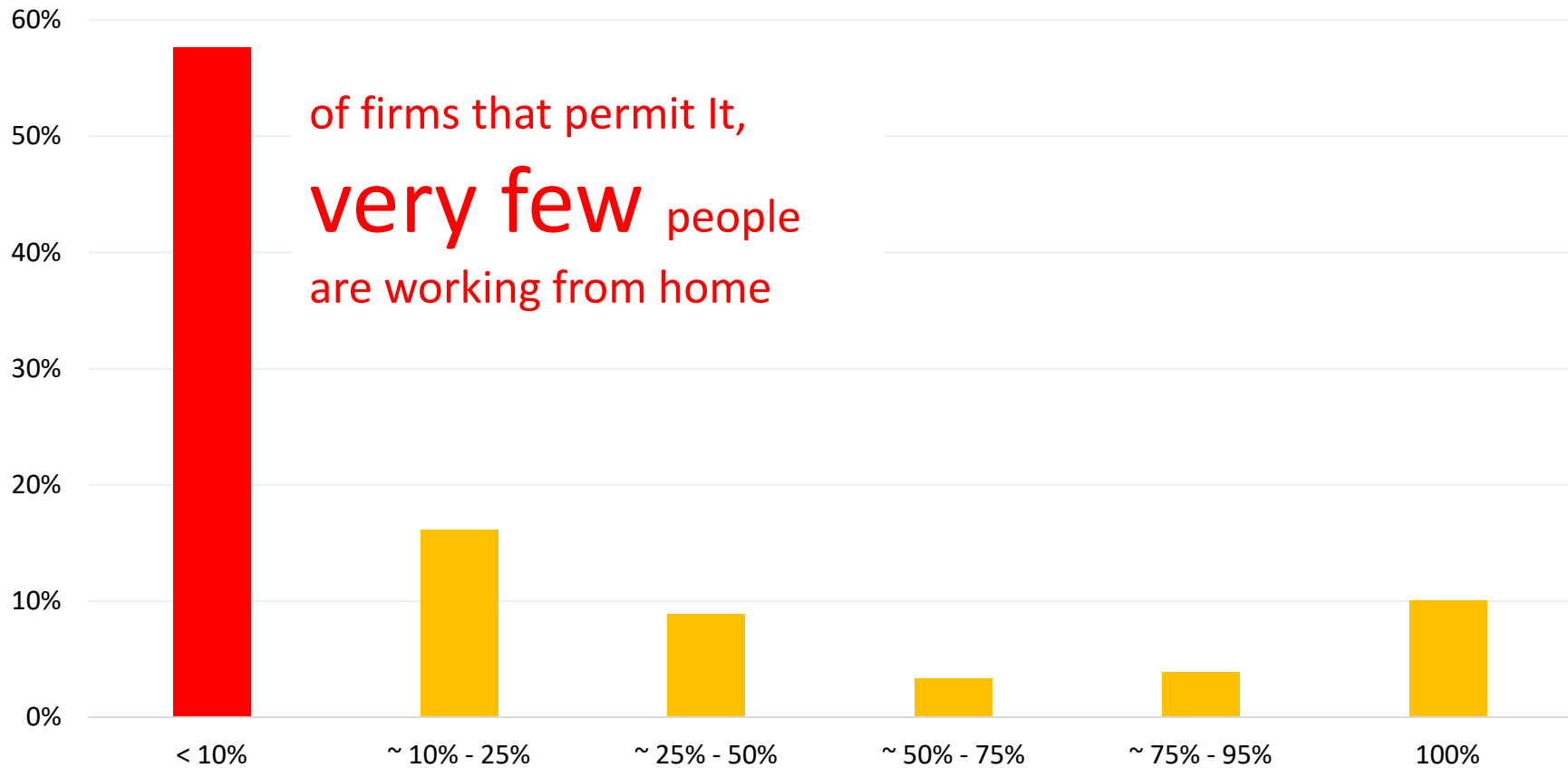


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits

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What percentage of your firm's lighting designers work from home? Include people who work this way both occasionally and full-time.

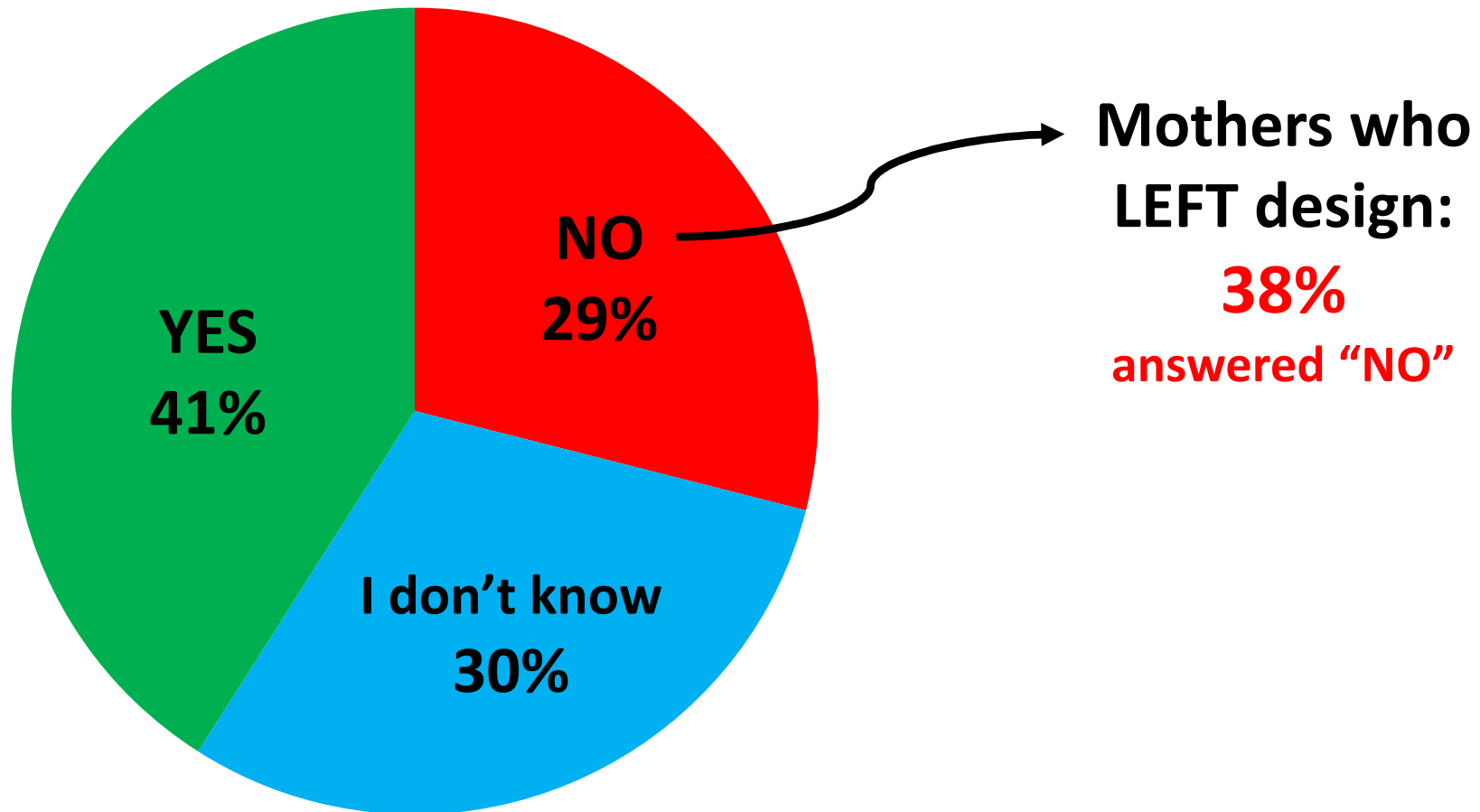


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits

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Is your firm open to lighting designers working part-time?

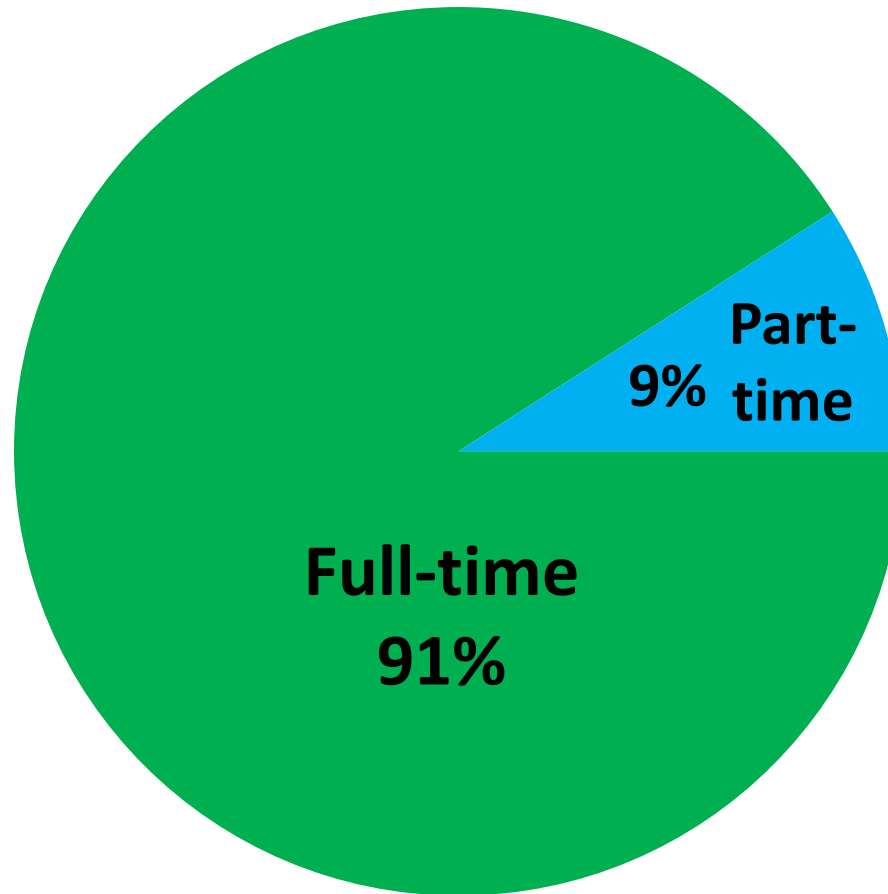


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits

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Are / were you a full-time or part-time employee with your lighting design firm?

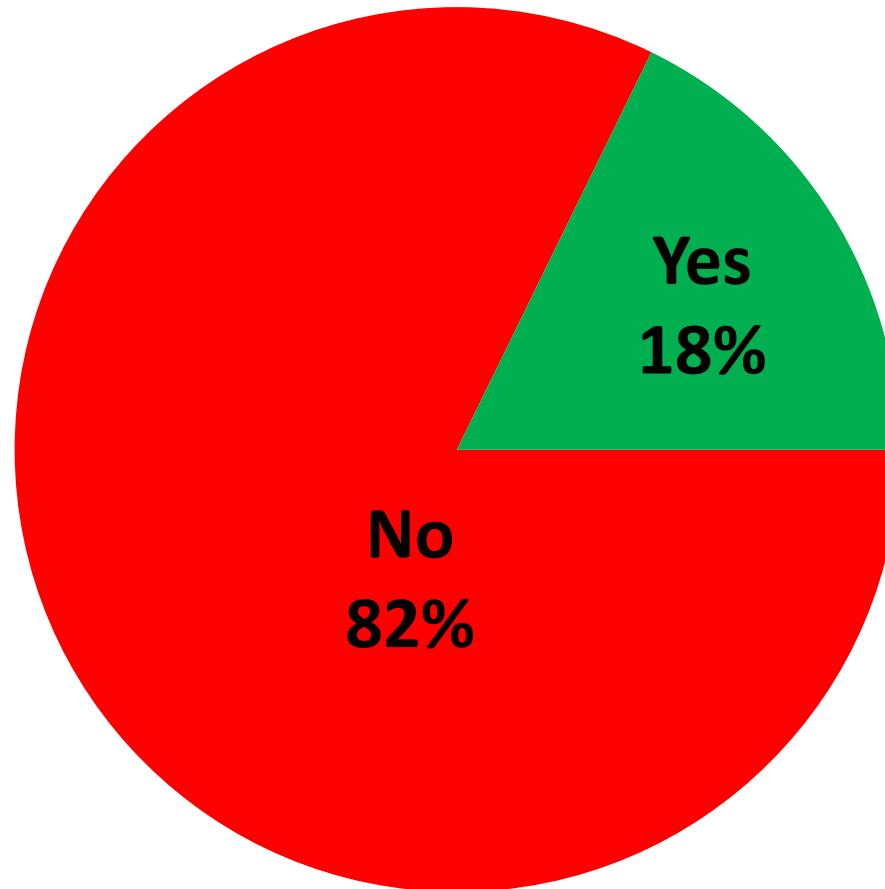


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits

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Does / did your lighting design firm pay you overtime for work beyond 40 hours per week?

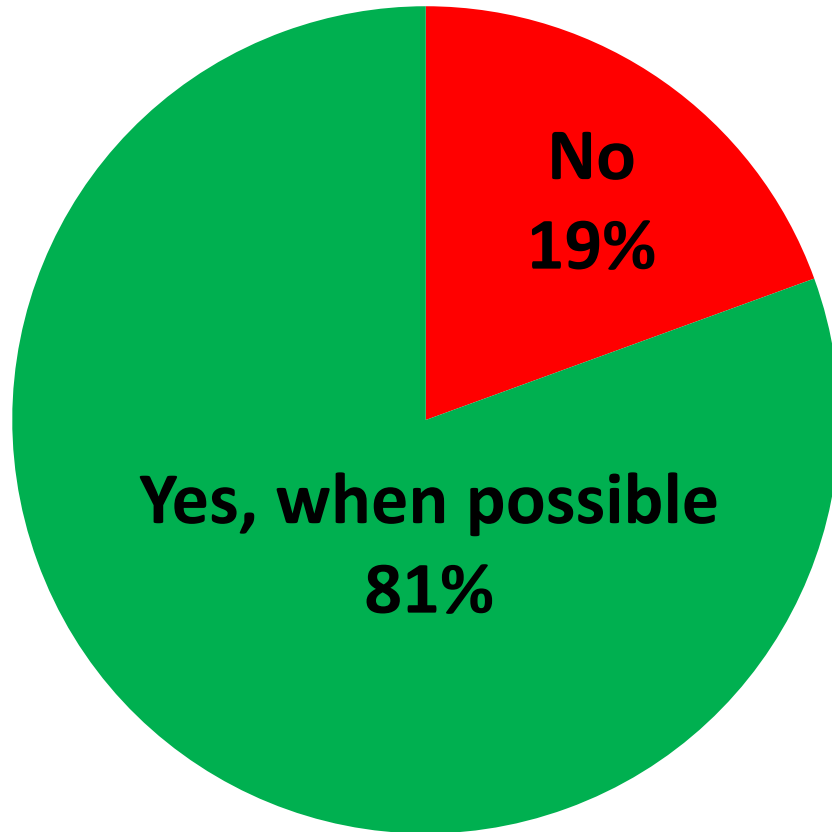


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

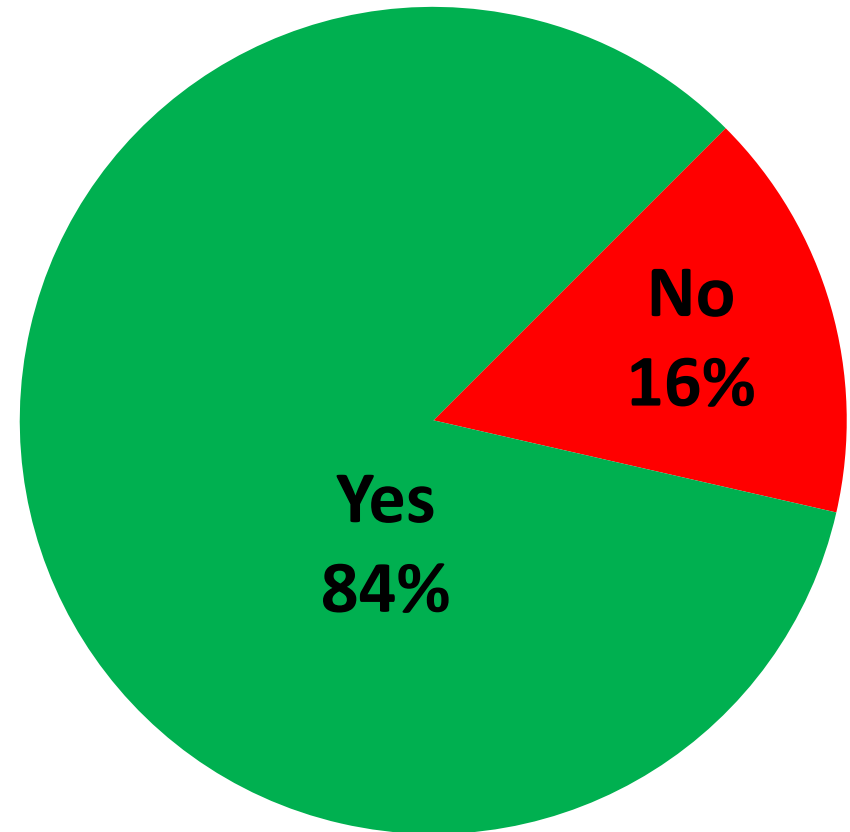
# Work Benefits

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Does / did your lighting design firm pay bonuses?



Does / did your lighting design firm have a 401k / retirement savings program?

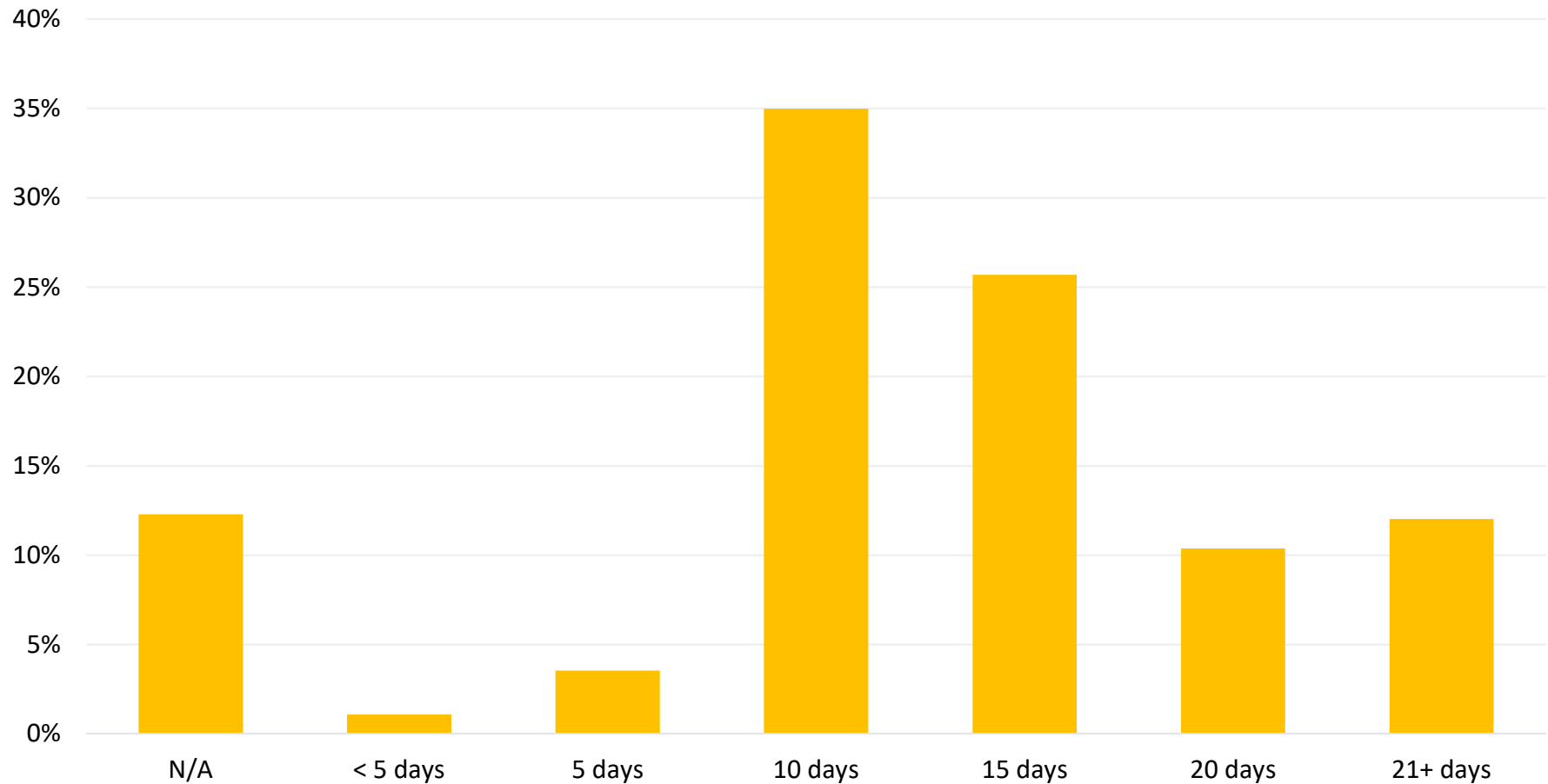


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits

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How many paid vacation days do / did you have per year (NOT including sick/personal days or holidays)?

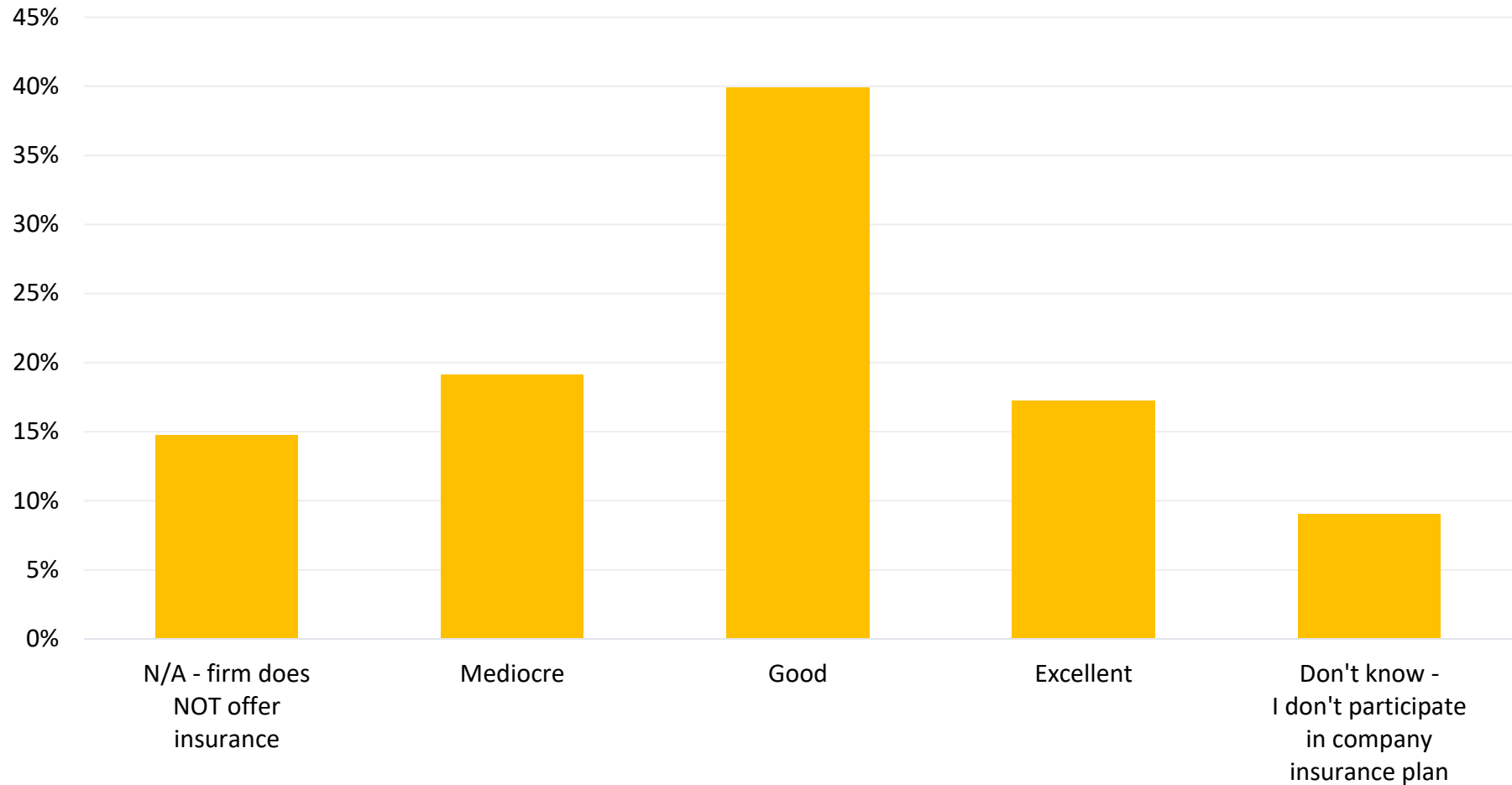


- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits

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How would you rate your lighting design firm's health insurance plan?



- All women answered this question
- Former designers were asked to respond based on their previous design firm experience



# Work Benefits

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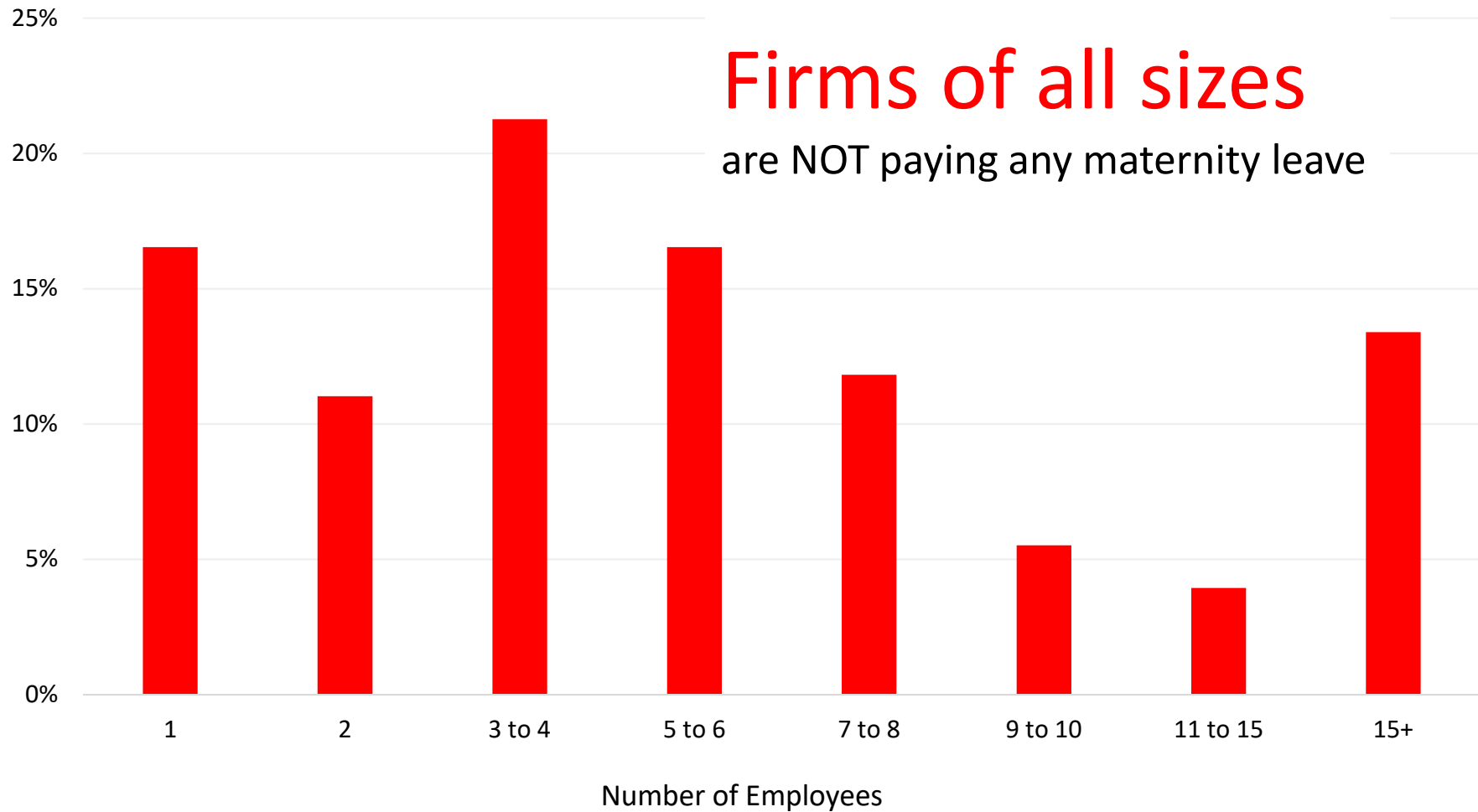
Does your lighting design firm offer PAID maternity leave?



- All women answered this question
- Former designers were asked to respond based on their previous design firm experience

# Work Benefits

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- This graph compares Firm Size with Firms that do NOT provide Paid Maternity Leave

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? Write-in comments:

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- They are family-centric. Are flexible and generous when my child is sick or cannot go to daycare.
- Paid training opportunities to keep up CEU for LC, technology (computer programs, computer)
- Not benefits, but if you needed financial help or time off for medical or elder care they tried to work with you.
- Paid memberships, both professional and personal
- Transit check
- Office closes between Christmas and New Years and is considered comp time
- We have a flexible schedule and can generally choose when to start our day and when to end our day.
- Dependent care FSA, HSA, & health/fitness reimbursement
- Laptop so we have the ability to work from various locations.
- We are a very small firm. We offer tremendous flexibility with schedule. All people who work with us can set there own schedule with in reason and can work from home as necessary.
- Flexibility
- Not really. Being a mom to have a full time job is really difficult and less competitive with others.
- A privacy room, free fruit
- Flexibility to work away from the office if you have doctors appointments, family commitments, etc. Commuter subsidies for taking alternative transportation to/from work.
- Pre-taxed Transitcheck and FSA
- Flexibility and control over time
- Flexible time for personal emergencies.
- They are flexible with my schedule. They allow me to bring my dog to work.
- I'm not sure I specifically value it, but it seems worth noting. We work a non-optional modified work week. 8am-6pm Mon-Thurs, 8am-12pm Fri. If I were a mother, I think this would be a difficult schedule.
- Sometimes the Associate was able to negotiate with the Lighting Design firm owner for us to get comp time for overnight focuses and mock-ups. I really appreciated that. It was also nice not to be expected in the office at 9am the next day when we were up until 1 or 2am focusing (after working a full day as well).
- Commuter fees, pre-tax
- Vision and dental health insurance
- Paternity leave

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- Cell phone for certain employee level, vision and dental insurance
- Flexibility without guilt
- Not really
- Flexible work hours
- Nope
- Fresh Fruit every morning. Free parking pass for building.
- Half-day Fridays
- They are very family oriented. If we need to bring our kiddo in to work because of a day off of school that is alright. We can also work from home when they are sick.
- CEUs, Trade Events, and Organization Fees Covered
- The office itself has a gym, some games, a TV, a shower... even a volleyball/basketball court. Most of us were too busy working to use any of it, though.
- Education time allocated for Conferences, Trade shows, classes, etc.
- They have a Cares program that gives money to employees to fund projects that benefit our communities.
- Health Savings Accounts / Health Incentive Plans
- No
- Our office is in our home. Flexible hours. My partner is my husband. Our kids came on some focus jobs.
- Not that I can remember
- Opportunity for growth
- Summer Fridays
- Short-term disability insurance to pay 60% salary for 6-8 weeks during post-partum recovery.
- No
- Continuing education (internal and external classes); exposure to multiple project types at all phases of design and construction
- Pay for professional organization annual fees but only for one. I have to pay for the others if want to be part of more than one.
- I can work from home while taking care of my daughter. The firm is very flexible with schedule as long as deadlines are met.
- Flexibility, and transparency. They are very willing to discuss concerns/questions/needs and are willing to be flexible to make it the best environment possible.
- Dog-friendly office

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- Pays for parking garage near work.
- Fair and reasonable management.
- Flexible schedule, collaborative work culture, honesty
- Tuition reimbursement
- Week off between Christmas and New Year's Day
- No
- I don't have to be the lead designer for every project.
- They are flexible with taking off for vacation
- Very positive and collaborative environment. Flexible to people's needs, illness etc. Not paid overtime but have comp time within the following month for time over 44 hours.
- I own my firm. I only get paid if I work and I don't have any benefits other than flexibility.
- Having your own business allows you to control your schedule somewhat. As a freelancer you often take on as much work as presents itself, which means you work constantly, fitting work in on weekends and evening when necessary. You don't get the benefit of having a company with benefits, or overtime.
- The main benefits to me are the flexible hours, ability to work from home, 401K match, and they work with employees to have them doing what works for both the company and the employee.
- Flexible hours
- No, maybe only the profile of project types, but the getting credit for it is still not happening too often
- Unlimited PTO
- Wellness benefit towards healthy activities
- 1/2 day fridays, but I ended up working late on those days a lot to keep up with workload, expectations, etc.
- Summer hours with half-day Fridays.
- Flexible schedule allowing time to work the needs of family into daily work schedule.
- None
- Mentoring, educational stipend, internal education, steering committees
- While not paid, our family leave is called "parental leave", not just maternity leave, and extends to adoption and other similar situations.
- Transit checks
- Workspace and job flexibility and non-corporate attitude, casual attire unless at meetings.
- PTO up to 400 hours. If I maxed out my PTO, I could take maternity leave fully paid.

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- Because I own my firm I can be flexible with when I work, so frequently get up at 4am to work before my kids are up. The ability to work from my home and flexible hours is helpful.
- Monthly subway pass which is worth several hundred dollars
- Supporting education and paying for conferences.
- Currently, I am an independent contractor because I wasn't comfortable being away from my child so much of the day, so I finally felt okay with potentially losing work if it meant being at home more. I love this new arrangement, but it was an uphill battle with my boss and I think it would be unlikely to find another firm that would be as accommodating.
- Half day Friday's all year, Friday's off in the summer, PTO for flexibility, bonus offered in cash, 401K or PTO based on preference, holiday bonus days off, Gradify college loan payment assistance, life insurance for individual and family members, vision and dental insurance, corporate discount program, discounted commute cost program, education and professional organization annual stipend, 401K safe harbor contribution by company, home internet stipend, phone stipend
- Professional Development time and money - 40 hours and \$1500 per year, to be used on conferences, books, personal design interests
- 1 personal iPad per designer to be used in meetings, site costs, etc.
- They have been willing to pay for training
- Flex time
- Creative design work. Mostly local projects. Good people. Flexible time for teaching or doctor appointments.
- They have been willing to pay for training
- Flexible PTO. Mentorship.
- Paid health insurance, except deductibles
- Laptops that allow us to do almost anything remotely that we can do from the office. commuter benefits program.
- Week off between Christmas and New Years is paid
- Yes - owning it!
- Bonuses, profit sharing, team building lunches, paid cell phone service with unlimited data, a paid week off between Christmas and the New Year, manufacturer visits.
- Flexibility.
- Flexible schedule
- Start and stop times are flexible as long as you are taking advantage of the flexibility - alway try to make sure it is a special case.
- They pay our health insurance premiums. Can take unpaid time off if requested for additional vacation / sick time.
- Gym membership

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- 1/2 Day Fridays in the summer.
- We're given half day Fridays in the summer (we work an extra hour Monday - Thursday to make up for it) and our office closes for a week at Christmas.
- I have a long commute (90 minutes on the bus each way). My firm allows me to work a compressed schedule in the office (9:15-3:45pm) and then I work on the bus on my laptop. This is great because it allows me to pick up my daughter by 5:30pm and spend a little time with her before bedtime.
- My lighting firm covers 50% of my dependent's health insurance!!
- They created a wellness room for me and thought of little details like a sound machine to mask the sound of the pump.
- Office is closed between Christmas and New Year's Day.
- Half of professional development fees (rideshares, membership fees, meals, parking, etc)
- Flexibility
- Woman owned, small business
- Willingness to work with employees when personal life needs it. They try to do activities as a company to promote a good relationship between employees. The principals are available to discuss ideas that improve the company and actually implement them when it benefits the company.
- Gym membership discount
- Flexible with people's time - they understand that there are things that need to happen outside of the office. If you are out for less than 1/2 a day, you are not docked any sort of time off.
- If you work over 45 hours you are compensated with additional vacation time. If you work a weekend day or holiday you are compensated with a vacation day.
- Flexibility, as required, for longtime employees
- My boss is extremely flexible, and understanding if I have to get in late or leave early, as long as I get all my work done
- Applying for Visas for international designers
- No, that's why I left. :)
- I am self-employed and therefore make my own schedule. I work as much or as little as my family circumstances allow for.
- Vacation days for overtime hours
- Travel Expenses
- They paid part of the work Visa fee when applying for work permit. We still had to pay the lawyer fee and some additional fees (expenses are up to \$5000). This was true for 2 leading firms in the industry in NYC.
- Flexible work schedule

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- Comp time for hours over 45 per week
- Allowing me to leave early if necessary to pick up kids or to attend a child-related activity.
- Subsidizes childcare.
- My direct bosses were not in my office so as long as I met my deadlines and accounted my billable hours to get the job done, if I can in a little late or had to leave a little early this was acceptable.
- Commuting benefits, dependant care & healthcare FSAs, health , open PTO policy, principals are both mothers, culture is accepting of parents and all that goes with the unpredictability of being a working parent.
- I have worked in a variety of locations. I was fortunate to be with a smaller firm when children were young so I could work 3 days/week. My boss was great about only scheduling meetings on days that I could be there. Because this was before the internet and Skype and cell phones I didn't have to be as connected as people do now. I did spend many hours at home doing redlines late at night however. Once I moved to a larger firm (lighting within an MEP firm) my 3/days week that I wanted quickly went out the window because people scheduled meetings whenever. I was still fortunate to have flex hours so was able to leave work early and pick up kids from school. Not all the time but some times. Now there are no kids and lots more work. So thankful for the boss and the setup that I had. I know I was very lucky.
- Flexibility and opportunities for lighting research in addition to project based work.
- Use of company credit card for business related expenses.
- Flexible hours
- My firm allowed me to work 4 days a week (used my day off for Gymboree Class, Drs appts - and Fun Summer outings). Later when kids were older, I had adjustable hours to accommodate school bus schedule. As long as I put in min. 32 hours, I was considered Full-Time.
- Allows us to record steps using fitbit type device that helps in reducing our monthly insurance plan for individuals or entire family.
- Shortened work week - 1/2 day Fridays. Lots of holidays.
- Half-days on Fridays, Summer Fridays off. Wellness seminars, weekly office lunch, regular performance evaluations.
- It's an ESOP (employee stock ownership plan)
- They pay a portion of our transit or parking per month. Dental, vision, etc.
- Nursing mother's room. Shower.
- (Limited but still appreciated) professional development fund and time budget for conferences and stipend for association dues and accreditation/test fees.
- Ability to pitch extra interest (lighting related) projects that may not be billable for a time allowance in the regular work week.



# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- Wellness benefits, such as programs and seminars
- I get exposure to working with theme parks, casinos, hospitality and water parks all over the world. We are involved with TEA, IES, IALD.
- Payment for Professional Organization Memberships and Conferences
- Education stipend. Pay for certification tests upon completion (WELL, LEED, etc.).
- It's my business, and just me so...
- My supervisor has been a champion for working mothers... from allowing flexible scheduling, to not pressuring us on travel, to encouraging pumping at work for nursing babies. It isn't obviously a corporate "benefit" per se, but rather the attitude of my supervisor that has been so precious to me as I juggle family and career.
- Mentorship and experience
- We have a kitchen that is fully stocked with food for breakfast and lunch. Catered lunch is also provided for any of our internal lunch and learns. They also provide an education fund to pay for any conferences we would like to attend and the flights and hotel rooms.
- Yes. There are a lot of HR initiatives that are great. Like reflexology, massage at work. There are additional benefits for senior staff.
- Yearly stipend for education opportunities.
- 401K, Student Loan repayment help, life insurance, dinner/uber when working late
- Flexible hour is the best.
- Work 9 hours M-Thurs and only 4 hours Friday - every week. This allows for time to make dr. appointments, run errands, clean the house, mow the lawn, and get things done for life so the weekends can actually be enjoyed and allow an opportunity to recharge for the work week. It also allows only 1/2 day PTO on Fridays if you want to take a long weekend. Occasionally, they will let you leave for vacation Thursday night, work remotely for 4 hours Friday, and not take any PTO for a long weekend. This is single handedly the best benefit I have. We are also allowed unpaid time off for short or extended periods of time if we want to do a month long or 2-3 month trip.
- Bus pass
- They have always been very understanding about people needing to take time off for family issues.
- Health and wellness
- We get an extra 5 days of vacation after you've been with the firm for 3 years.
- We have a wellness program with cash incentives that can equal several hundred dollars at the end of the year plus a stipend of \$100 toward wellness supplies
- Wellness benefits

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- Long term disability and an increase in vacation days after 5 years.
- 3 weeks unpaid maternity leave. Match 3 weeks paid and 3 weeks unpaid paternity leave also.
- Summer Fridays - if you work 45hours, you can take off half of Friday.
- Commuter Benefits - Full Transit monthly coverage
- No
- They are very open to knowing what it will take to keep you involved and around. They have a bit of a ways to go but they are constantly listening to critiques from our working parents and constantly adjusting to better suit all employees at the firm.
- Help with commuting costs. Flexible hours.
- My bosses value the work I do for our firm and value my decision to be a mother - they allow me to include my hour in and out of the city towards my overall time in the office each day.
- Summer hours (4-10 hr days and Fridays off)
- Type of projects (entertainment, hospitality), the people, other related disciplines under the same roof.
- Teleworking and flexible work hours are a really great benefit
- Very flexible hours and reasonable workloads
- Educational stipends, professional society membership, pregnancy leave can be longer than what the state offers - up to 4 months leave, we offer other leave of absences if needed, paid jury duty, paid training time off, certification reimbursements, opportunities for conference attendance, FSA for child care and other health items.
- Working from home; flexible hours; control over travel; great employees
- They didn't at the time.
- Company trip. Free lunch from rep visits.
- Got comp hours for overtime. Better than nothing.
- Nothing that other firms don't offer.
- Complete flexibility; child-friendly workplace; dog-friendly workplace
- Reimbursement for attending lighting events, incentives for project referrals, etc.
- Flexibility in scheduling and in culture
- I am the sole-proprietor and enjoy owning my own business
- As an office leader there are unstated flexible working hour benefits but they are not widely available across the designers. They also provide paid insurance thru maternity leave thru 13 weeks.

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- The opportunity to learn from and work with two, well known lighting designers.
- Our team will support attending lighting related conference every other year/every year - depends on your experience.
- We're very flexible
- About 1/3 of the employees are mothers, and they allow flexible work schedules.
- Lactation rooms at all offices. When I travel to visit that's important. Very supportive of me breastfeeding and pumping on the road or in-between client meetings etc.
- Independence, Autonomy, Interesting Projects
- Covering professional license and membership fees. Health and wellness benefit. Note: my company only covers 80% health insurance.
- Flexible work hours (not necessarily 9-5, m-f), remote working capabilities
- Flexibility. Comraderie. Enjoyment of design, and new trends.
- Flexibility, reasonable work hours, small size allows for personalized time off if needed to attend to family matters, small size allows for more responsibility earlier in career.
- Multicultural environment, fun social activities, free snacks twice a week
- Bonuses / Continuing Education
- When family issues / illness / personal matters arise, the firm is VERY flexible and accommodating.
- Respect of work-life balance. Everything can be discussed and get to an agreement. Non-paid vacation time.
- They pay for your membership to one lighting organization (example: IALD or IES or SWE)
- 9 hour workdays + Friday off every other week
- Emergency child care services
- Flexible working based on workload
- 12 personal sick days per year which may also be used to care for any family member
- Gradify - Tuition assistance through our Bank \$50/month. Great for entry level and parents. HSA and FSA accounts, disability insurance, life insurance, TTO (training time off), PTO, Wellness benefits, (massage, reflexology, classes on stress, food and sleep issues).
- We can shift hours from a long week to cover an adjacent lighter week. Not officially flex time but it's something.
- I am full time now, but was part-time when my children were little
- We have summer Fridays.

# Work Benefits

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Are there other benefits that your lighting design firm provides that you really value? (continued)

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- Mother's room, paid memberships, paid factory trips, lunch on Fridays, 1x per month wine and cheese party
- Industry association fees and meeting fees are covered, communit service hours are covered
- Flexibility to choose projects
- Parking Pass for downtown parking
- Set monthly fee for public transit card; normal bus ride is 2.75 each way, but we only pay \$14/month.
- Safety at night - if you work over a certain time the company reimburses for the taxi ride home making sure the employee gets home safe and flex hours for custom start and stop times
- Yes, health incentive program to reduce future health premiums. Subsidized parking/commuting costs.
- Annual \$200 allowance for athletic activities such as working out, YMCA, etc.

# Work Benefits

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Are there other benefits your design firm **does NOT provide** that you wish they did? Write-in comments:

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- Family leave, more vacation, some FAIR and EQUAL way of getting pay raises
- Paid maternity leave, in-office daycare
- Work more from home where there are less distractions from other team members as I work better in my own environment rather than in a cubicle.
- Maternity leave
- Work from home more often as I get more done with less office distractions
- Paid maternity leave. Paid sick days. More vacation time.
- Additional paid maternity leave additional PTO volunteer time off
- Flexibility to work from home will be very important to me in the months/years to come. We will see if our office can adapt.
- Summer hours, childcare corporate rates
- Our firm allows us to work from home occasionally but I would like to work from home at least 50% of the time
- Equal job opportunities
- 529 payment plan before taxes, compensation for extra hours worked
- I wish benefits were not so expensive so that we could provide them. As a small employer we are subject to very high health care costs. I wish there was a group that we could belong to that would help decrease the cost because there was a large pool. I wonder if IALD or other organizations could poll the lighting design / architectural community so we could afford reasonable health plans and maybe even retirement packages.
- Paid maternity leave, flexible work from home schedule
- More flexibility and regularity in working from home
- Paid maternity leave, Part-time / reduced hour options, Overtime pay
- 401k
- Paid maternity leave, the ability to work from home sometimes and a company policy for comp time.
- Gym/ wellness program benefits
- Limitless vacation days
- Transit passes
- Profit sharing and/or equity
- Ability to work from home more than only in emergencies. Ability to have flexible hours. Overtime pay.
- Health insurance, commute costs, overtime
- More open to attending industry conferences

# Work Benefits

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Are there other benefits your design firm **does NOT provide** that you wish they did? (continued)

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- Being able to take 2 weeks vacation
- There is no reward for loyalty or recognition for people that have stayed at the firm a long time. Women are highly disrespected for having to attend to their families, while men who do the same are not.
- Full vision coverage! Our health insurance has limited vision coverage and we SEE for a living!!
- No, not really
- Flex hours, Summer Hours, working from home
- 401K/retirement savings matching from my firm Increase in number of vacation days with years of experience
- No
- Pet insurance
- Incentives for new lighting designs
- Full paid maternity leave
- More paid maternity leave, the ability to opt into a higher paying short term disability policy, child care discounted rate
- Flex hours
- They don't pay for expenses for conferences, continuing ed, IES courses, or exam fees (LC , LEED, etc.)
- Paid maternity would be great and 401K matching
- Paid vacation time
- Gym membership and full commute budget
- More people to help share the work
- Health insurance, but it is a small firm so it's understandable
- I am the owner of the company, and I work full time for myself. I don't provide benefits because technically I don't have any employees, although I do have a few part-time contract workers
- Mentoring program
- Flexible time and work location. They didn't offer these which is one reason I left design.
- No.
- 401k. The company is working to hopefully provide this soon but because we are a smaller company we do not currently have 401k.
- Regular, predictable hours
- On-site childcare would be nice. My engineering firm has 600+ people so they could consider it. We only have 4 lighting designers on staff though in this larger umbrella of a company.

# Work Benefits

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Are there other benefits your design firm **does NOT provide** that you wish they did? (continued)

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- 401K, more holidays, overtime compensation, flexibility in work time and location
- Full paid maternity leave
- My insurance is being cut off during my maternity leave
- Part-time options would have been nice, that is part of why I left design, in addition to the frequent travel, I took a job in sales for the flexibility.
- More flexibility with working from home firm-wide.
- Paid maternity leave
- I wish that we did not have vacation time and sick time in the same group. It does not encourage people to stay home when they are sick.
- Paid maternity leave, 401k, paid extra hours
- Paid maternity leave
- Flexible and/or Summer hours
- Paid maternity leave and being more flexible with working hours
- Because I am the owner I don't have health insurance or benefits other than what I am able to save and contribute to a SEP for retirement. If I am not working, I am not making \$\$ so time away from the office is difficult!
- 401k
- Maternity leave, allow people to work from home. Honestly, it's a cultural thing and the office needs more trust of its employees at a fundamental level.
- Healthcare!!!
- Longer maternity leave, paternity leave, work from home program
- SALARY RISE
- Insurance premium covered for spouse and children
- Paid family / injury leave. Profit sharing or shares.
- Health insurance if it were cheaper than the exchanges.
- Overtime pay.
- Full paid maternity leave.
- Paid maternity and paternity leave
- Paid training. Allow me to conduct site visits. Meet with clients in person.
- Flexible hours or summer hours.
- 401k
- Actual maternity leave, paid overtime or flexible hours

# Work Benefits

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Are there other benefits your design firm **does NOT provide** that you wish they did? (continued)

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- Work from home
- Health / child care savings accounts. Vision insurance. Better health and dental insurance. More vacation. Half-day Fridays.
- More personal time. Our sick leave and vacation are the same.
- Health insurance and paid maternity leave.
- No
- Flexible hours
- My salary was extremely low.
- Health insurance, flexible hours, potential to work from home
- Childcare at the office? Just kidding – that would be super distracting. Honestly, can't think of anything. I specifically left my previous lighting design firm (not family friendly) to work where I do now knowing I wanted to have a family and needed the firm's support and understanding.
- Flex time and working from home / remotely.
- To earn more vacation time after being with the firm for an extended period of time. To be more flexible with hours and offer work from home more consistently between employees. To not create a culture where long hours or overtime is expected and considered the norm.
- Overtime pay.
- Opportunities to work from home when needed
- Additional sick leave and roll. Allowance was 3 days per calendar year. Also rolling over sick leave in order to accumulate time.
- Paid maternity leave
- Vacation, help
- More flexibility to work from home, understanding of children's varying demands.
- More benefits in regards to maternity leave. They only provide the benefits if FLA did not, so it did not apply to me.
- Paid or partial paid maternity leave would be nice but I understand we are a small company and that would be a financial burden. Our company does cover the cost of health insurance during maternity leave.
- Our health insurance is crappy and we only get a small stipend from the firm. They also close the week between Christmas and NYE, but make us use vacation time for it.
- Public transit discount
- Overtime
- I wish they had a daycare!
- Bonuses, work from home



# Work Benefits

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Are there other benefits your design firm **does NOT provide** that you wish they did? (continued)

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- Bonus, comp time after 40 hours, paid over-time
- Dental insurance
- Maternity leaves and flexible work from home
- Working from home
- A longer maternity leave policy. An area for nursing that is not a restroom. A flexible schedule and/or work from home occasionally. 4-day work week.
- Better pay, health insurance, more vacation time, consistent paid holidays, summer hours
- Reasonably priced health insurance, retirement benefits, receiving paychecks on time, confidence that my deductions were being done correctly, pre-tax dependent care deductions. Flexible work hours with a laptop to be able to work from home sometimes.
- Paid maternity leave would have been amazing. Truly being able to work from home (without being guilty about being out of the office) would be amazing. Scheduling social things during lunch or even breakfast, instead of always in the evening (always conflicting with family stuff) would be amazing.
- I'm one of the Principals so I think we're doing everything we can at the moment, but would love to hear more about benefits that are out there that we don't currently offer yet.
- Paid overtime! The culture of the office, and what seems like the industry in general, is high stress and non stop work. Nobody gets paid for overtime and small bonuses were only rewarded when the team was feeling extra desperate and exhausted.
- We currently cannot offer all the benefits we would like but are working towards providing more options.
- Company provided cell phone or bill credits since we respond to clients when out of the office as well.
- They did not provided guilt free time off when kids were sick. Always had to explain why time off was necessary. Although clients never had problem as long as there was communication when deliverables would be ready.
- Being a mom myself, I would love to get back to the weight I used to be before having kids so it would be awesome if there was a gym to work out during lunch or immediately after work. Even if it isn't provided by office, it would be nice to have in same building.
- I'm the owner so I'm probably not the best to speak on that one :)
- Part-time work. I took a 20% pay cut to go to 4 days a week. They were not open to me working 3 days a week.
- More paid time off, more flexibility to work from home, equitable salary practices, longer maternity leave.

# Work Benefits

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Are there other benefits your design firm **does NOT provide** that you wish they did? (continued)

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- Flexible work schedule to accommodate family issues, bonuses after the completion of large projects, small internal rewards for hard work, more team building events.
- They should consider paying overtime or have a comp time policy
- Flexible work hours. A way to measure productivity instead of only hours that would allow me more freedom and reward based on productivity.
- More teleworking opportunities, and part time work, especially for mothers
- Better health insurance and better pay
- Summer hours
- Option for four (4) 10-hour work days
- Paid maternity leave
- Work flexibility. OT pay.
- I would love to work from home 1 day per week.
- Child care benefit (on-site childcare option)
- Paid Maternity Leave or just the opportunity to work on less projects overall, so the demand for time/deadlines isn't so high. I have decided not to have kids because I can't pay for them with my salary and think that my career/project work would suffer, or I would suffer due to trying to juggle work with kids.
- More flexibility to work from home
- The ability to work from home 1-2 days per week
- Ability to work from home, especially on snow days when the city transportation closes
- Flexibility and working remote
- More flexible hours, work from home
- Access to attorneys
- Full-time working from home
- Gym membership, vision coverage, percentage match on 401k
- I no longer require maternity leave but think that it should be a benefit
- More work from home
- Work from home, or work part-time
- More paid maternity
- Some sort of compensation during leave would be nice, but I get this is a statewide / nationwide development for smaller firms.
- Work remotely full-time. Better healthcare.
- More women in upper management positions.

# Work Benefits

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Are there other benefits your design firm **does NOT provide** that you wish they did? (continued)

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- Allow Part-time or work Full-time remotely.
- Summer hours
- Not that I'm aware
- Flexible schedule, paid overtime, earned time off / vacation time to offset work trips and late night aiming, profit sharing
- Work from home, healthcare
- Flexible work schedule / working from home
- Flexible work schedule, ability to work from home (I believe they do offer more flexible working now, but before I left they did not allow me to do so although I asked)
- Paid overtime and work from home opportunities
- Health insurance
- Health insurance, though understandable since providing company health insurance is rather expensive
- Maternity leave, flexible work time (beyond current offering), more opportunity to work from home, more opportunity / support for professional development and education
- I'm a small firm. I would like to offer standard benefits.
- PAID maternity leave and part-time during first year of baby
- Dental
- 401k or IRA retirement savings and matching
- Bonus
- Bonuses, more flexibility with work from home
- Professional development, training, subsidized transportation
- Part-time work should be made available as much as possible. Flex hours and work from home are key to work-life balance.
- Full health insurance coverage. Paid maternity leave (although it's not an issue for me personally). More PTO.
- We are working on health / medical insurance.
- Better pay.
- I'm the owner so it doesn't really apply.
- Personal days / sick days
- Half-day Fridays
- Paid overtime
- Paid OT
- Ability to work from home.
- Childcare space in the office
- Paid maternity leave would be wonderful

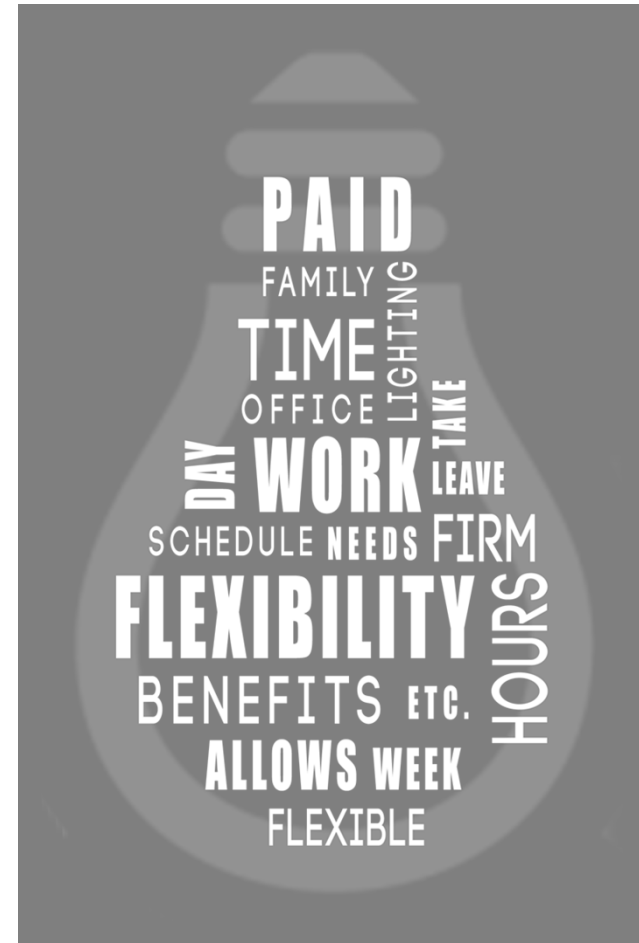
# Work Benefits

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Are there other benefits your design firm **does NOT provide** that you wish they did? (continued)

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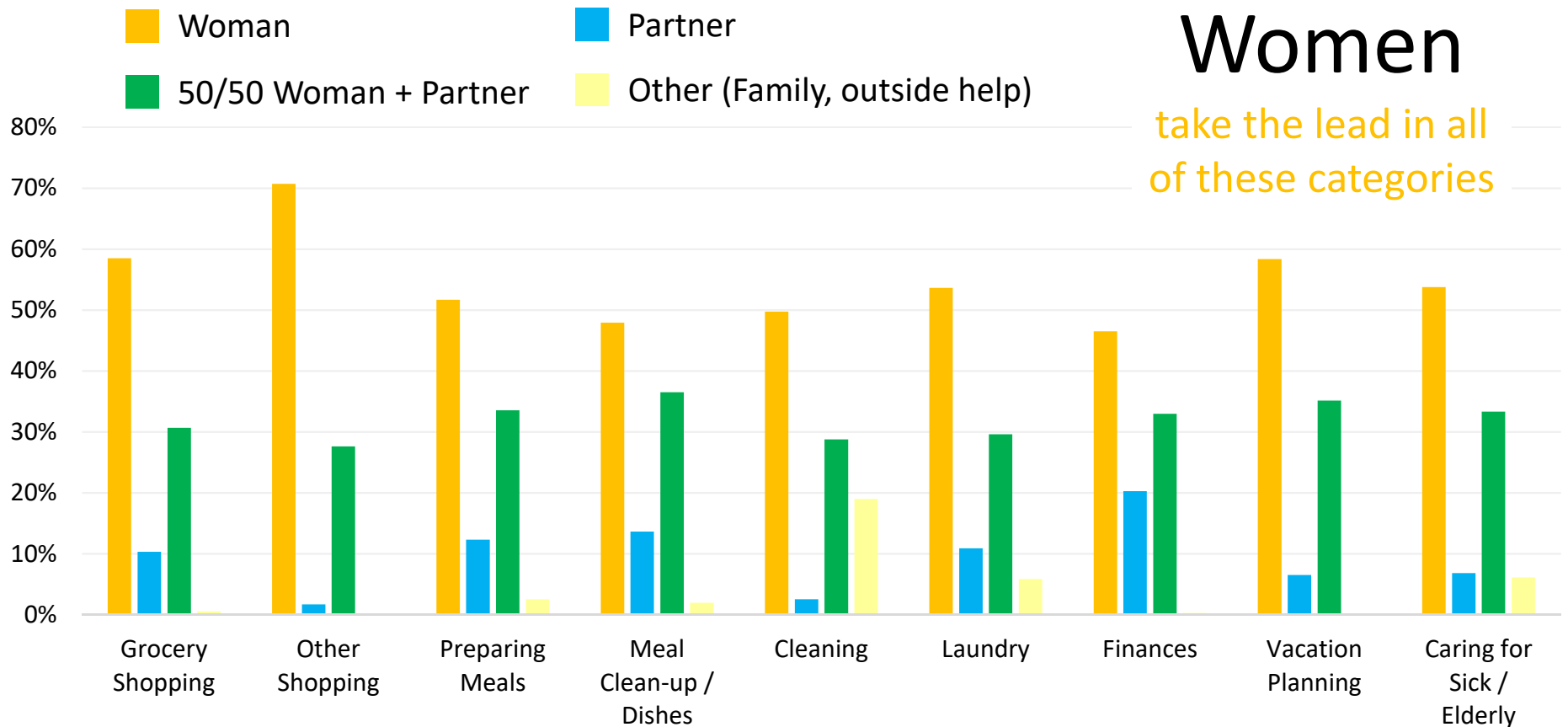
- Ability to work remotely; paid maternity leave, paid overtime, cover 100% insurance cost, ability to take unpaid time off
- I think we are good at keeping pace with corporate offerings
- Our health insurance is pretty good except it doesn't offer dental and vision. Offering these would be much better.
- Work from home, PAID maternity leave
- Matching 401k
- Constant income for projects
- More work from home, telework
- Paid holidays are very minimal
- Longer paid maternity leave and better health insurance plans for people with families
- Pay for overtime or a flex hour system, certain aspects of healthcare (massage, etc.)



# Household Responsibilities Questions

# Household Responsibilities

Who primarily “manages” the following items for your household? Select ONE option for each category.

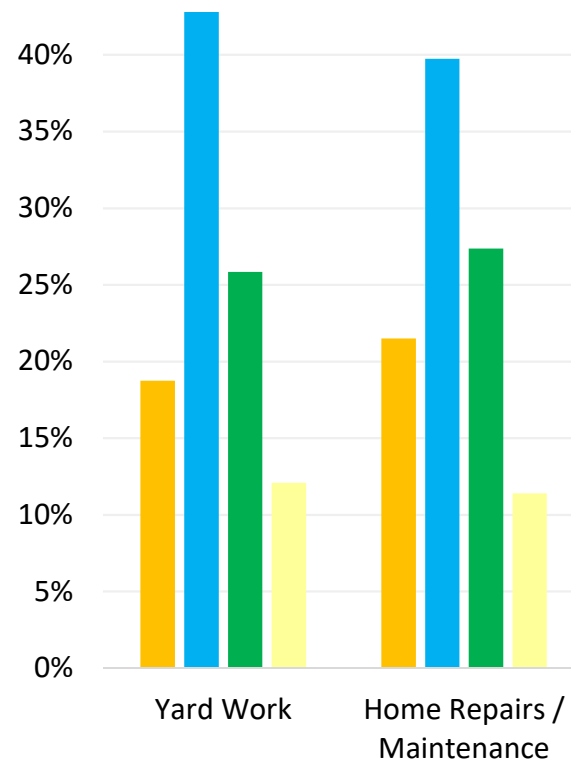


- All women answered these questions

# Household Responsibilities

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Who primarily “manages” the following items for your household? Select ONE option for each category.



**Partners**  
take the lead in  
these categories

- All women answered these questions

# Household Responsibilities

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Is there anything you'd like to add? Write-in comments:

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- Kids extracurricular activities (afterschool, music, sports, dance, clubs, etc.) sign-ups, tuition, and transportation; Volunteering for kids' schools and PTA activities; Doctor's appointments/dentist/physicals for all family members (planning and transportation)
- To care for elderly mother left job 4 years ago. Good luck to the poor Moms. Hope your study helps change minds.
- 50/50 share is kind of limiting. I'd say my husband's help varies at times and it's often less than 50%, but he does still help a reasonable amount.
- There is a high rate of foreigners in the industry and they are tied to a Visa; so this is a big topic. The ability to travel home or Visa renewal / greencard sponsorship. This should be considered, too, as this plays part of the added extra responsibilities of the person and why many have to stick with a firm even with bad work conditions. They have to ride out the time til the greencard or O-Visa comes through. Another big item is as we are typically fairly underpaid, many have roommates or have to rotate housing, so there is a lot of energy going into that as I basically don't know any lighting designer who can afford living alone in NYC.
- Take care of pets – 50% / 50%.
- I also handle bedtime routine, coordinating after school activities, summer camps, doctor visits.
- Leaving work if we have sick children or well child doctor, ortho, eye appointments, is all on me, mother.
- I take on bath and bedtime for our child every night.
- I book all kid related appointments and take them to all appointments.
- We have a cleaning lady and a dogwalker to help, but I do laundry and he does yard work ourselves.
- Child carting around 50/50, child medical 50/50
- I do all of the running around with the kids to their activities and appointments, unless we have to go in separate directions, in which case my spouse will chip in.
- My spouse primarily takes care of feeding our 2 dogs, and I primarily and routinely wake up in the middle of the night or early morning to take them out. My spouse primarily takes care of logistics for our roommate, and our social calendar.
- Children's after-school activities split 50/50
- Child care, school interface, sports scheduling, family doctor support, church activities, family and friend social calendar, pet care
- My spouse helps often, I just indicated "I do" if I do it more than 75% of the time
- I am responsible for getting the kids to school and picking them up at the end of the day
- This list makes me feel really lucky – I couldn't do this without my husband!



# Household Responsibilities

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Is there anything you'd like to add? (continued)

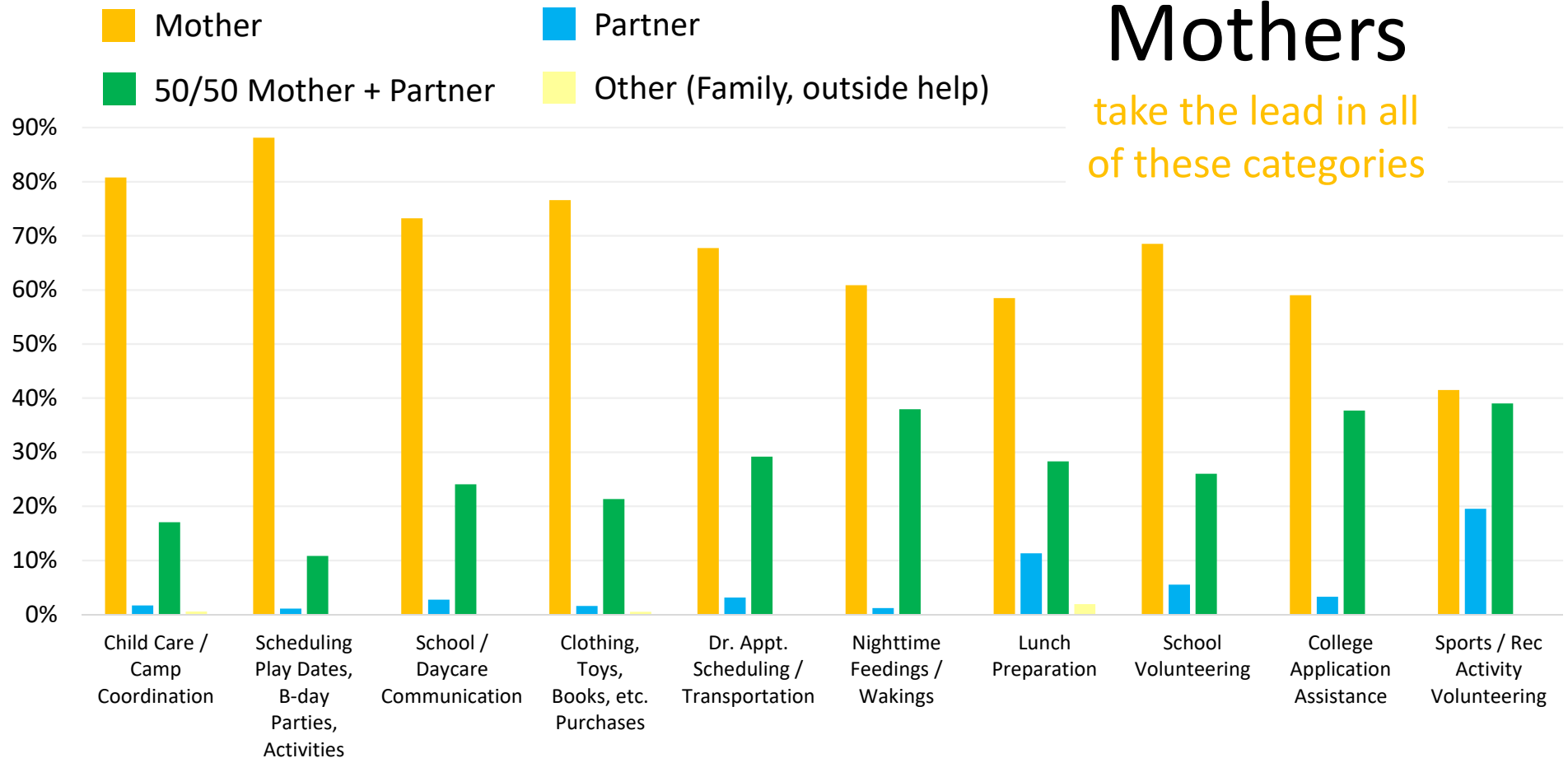
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- Childcare – 50/50
- Mandatory school volunteer hours for children (I do). Transporting children to and from sports practices / lessons (spouse and I share 50/50). Dropping off and picking up children at school or daycare (spouse and I share 50/50).
- I take care of our daughter's laundry, diapers, feedings, and more. She's about a year old.
- Childcare – I do!!
- Managing kids' schedules and transportation.
- Management of insurance, healthcare proxies, wills, and other legal matters – my husband typically oversees for me as well.

# Parenting Responsibilities Questions

# Parenting Responsibilities

Who primarily “manages” or “managed” the following parenting responsibilities for your family? If your child(ren) are adults, please answer based on when they were living at home? Select ONE option for each category.



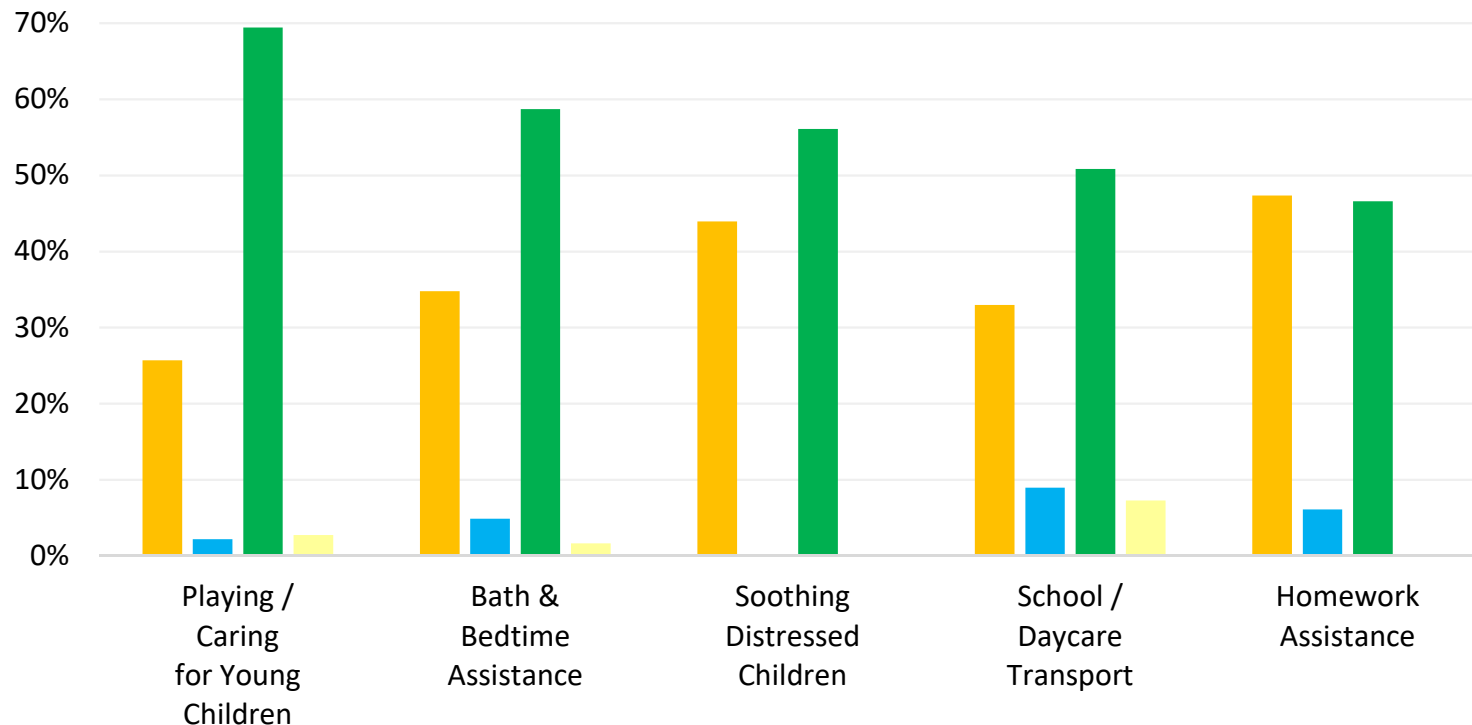
- All mothers answered these questions

# Parenting Responsibilities

Who primarily “manages” or “managed” the following parenting responsibilities for your family? If your child(ren) are adults, please answer based on when they were living at home? Select ONE option for each category.

- Mother
- Partner
- 50/50 Mother + Partner
- Other (Family, outside help)

50/50  
in these categories



- All mothers answered these questions

# Parenting Responsibilities

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Is there anything you'd like to add? Write-in comments:

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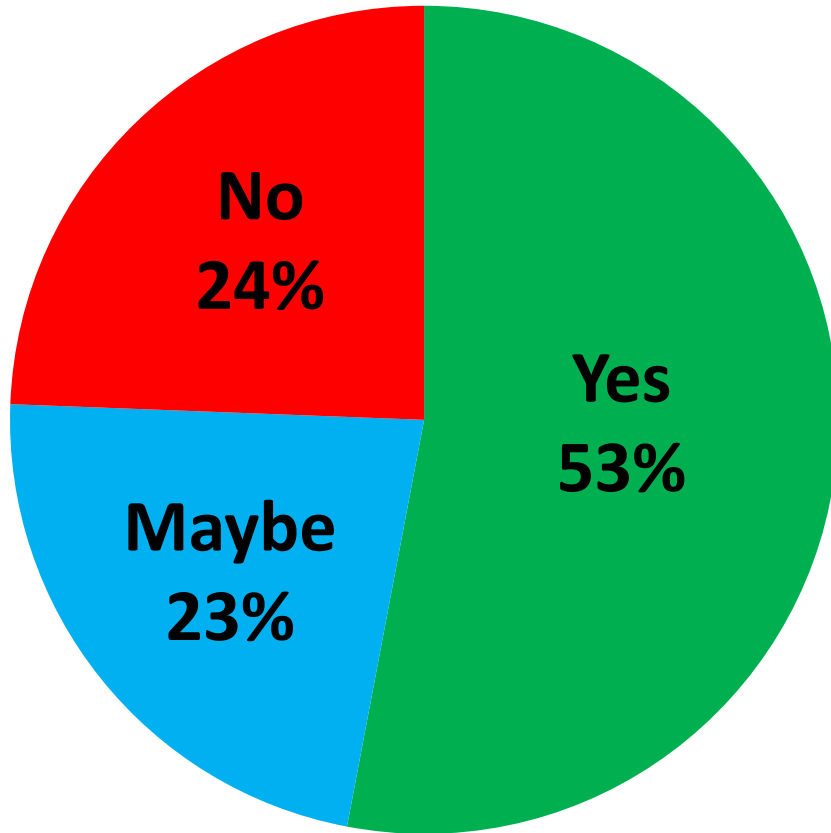
- This list is biased towards two parent households and not single mothers / fathers. There are several items where my extended family and I share responsibilities, but you've included extended family and outside help as a separate answer.
- When I was raising my children I was a full-time single parent.
- Again, it isn't 50/50, but he does help
- We had our daughter pack her lunch
- I did not work full-time until my children were about 12, so the majority of responsibilities were mine.
- My mother-in-law cared for my children when I worked and cared for them mostly at home (no outings). We and kids were very lucky to have a patient, loving grandparent – we paid her a decent weekly fee. The situation is now reversed as we care for her with her Alzheimers but eventually found her a memory care home.
- I indicated N/A for volunteering at school or sports because neither of us are able to do this as much as other parents (at least we feel that way). However we do some / what we can and my husband is a den leader for Cub Scouts as the timing is convenient. Our kids are still able to be fairly involved in township sports, but we are just cheering on the sidelines.
- My 1-year old daughter goes to daycare during the day.
- Spouse helps more than indicated by responses above, but 10/90 (spouse/self) would be more accurate than the 50/50 answer, so "I do" was the more often selected answer.
- I'm newly divorced and most things for our daughter are shared evenly except for volunteering, organizing things for school and birthday parties, and doctor's appointment / health issues – these things are largely (almost entirely) my responsibility.

# **Women Considering Motherhood Questions**

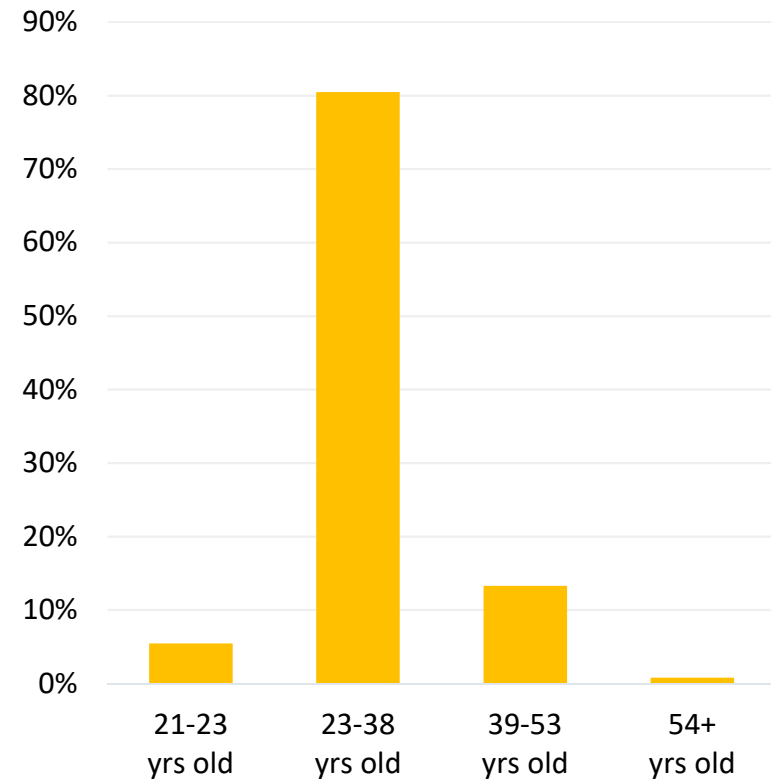
# Women Considering Motherhood

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Are you considering / did you consider motherhood at some point?



Of those who answered "Yes" or "Maybe", what is your current age?

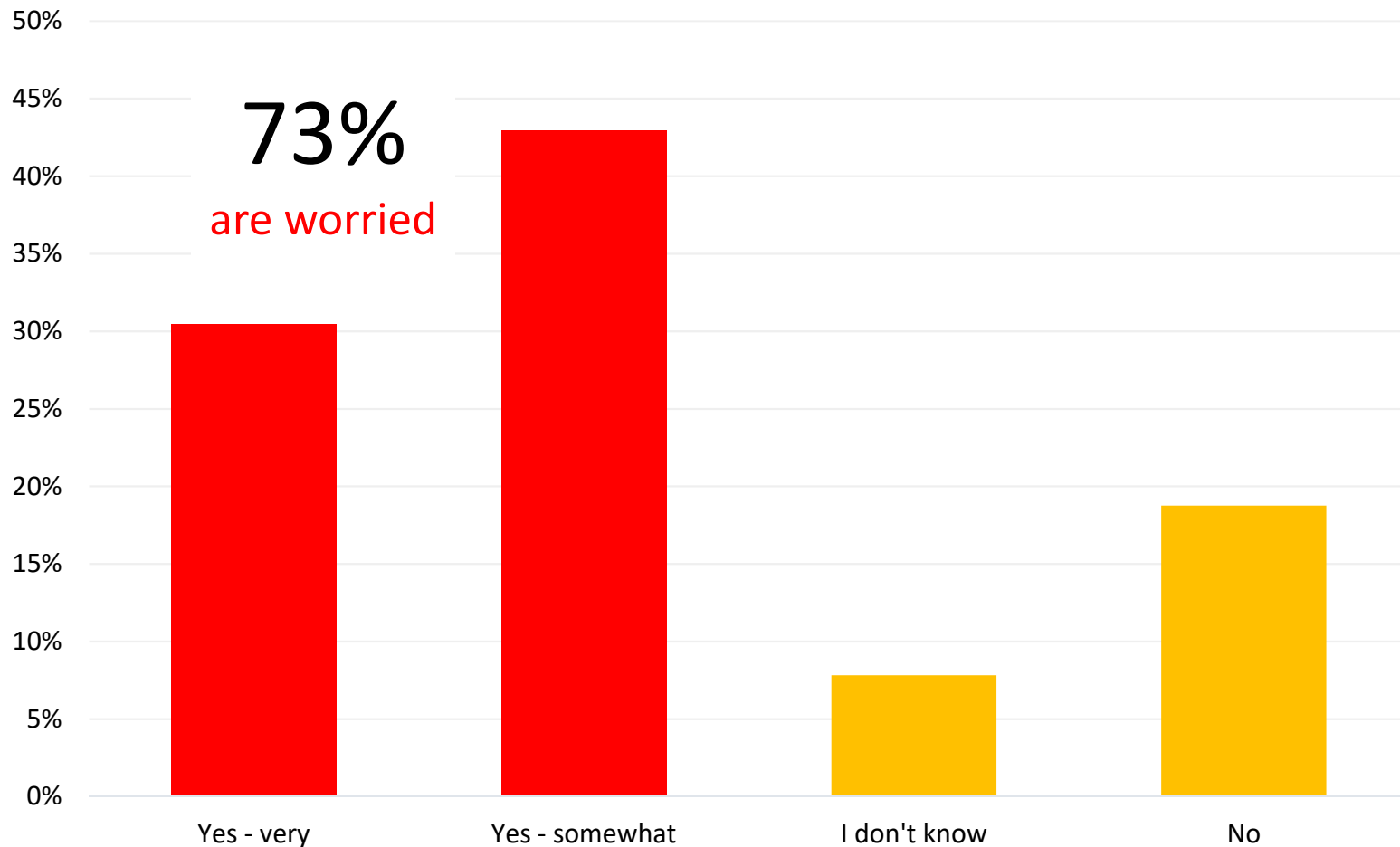


- Women who are not currently mothers, but are considering motherhood, answered these questions.

# Women Considering Motherhood

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Are you worried about continuing a career in lighting DESIGN after becoming a mother?



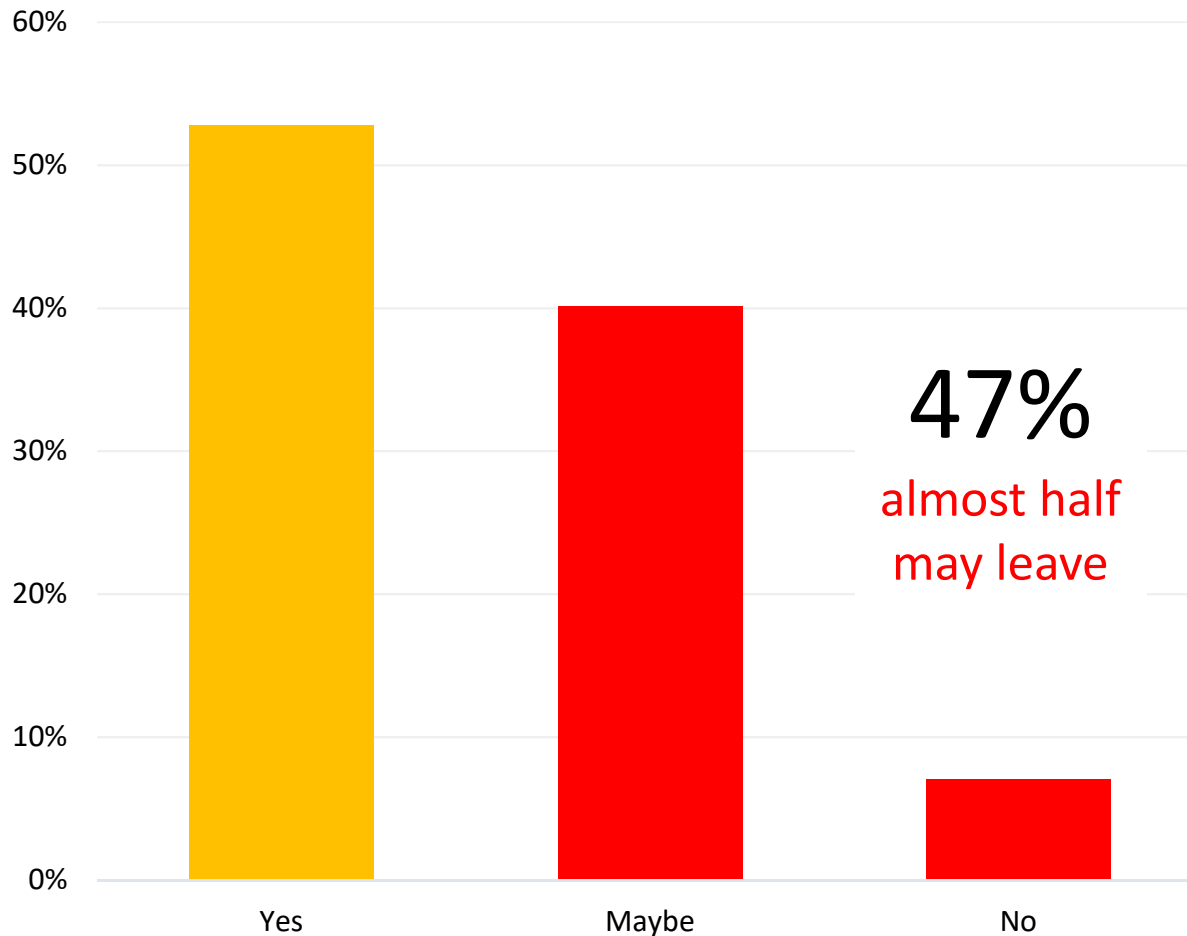
- Women who are not currently mothers, but are considering motherhood, answered this question.



# Women Considering Motherhood

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Do you think you will work as a lighting DESIGNER after becoming a mother?

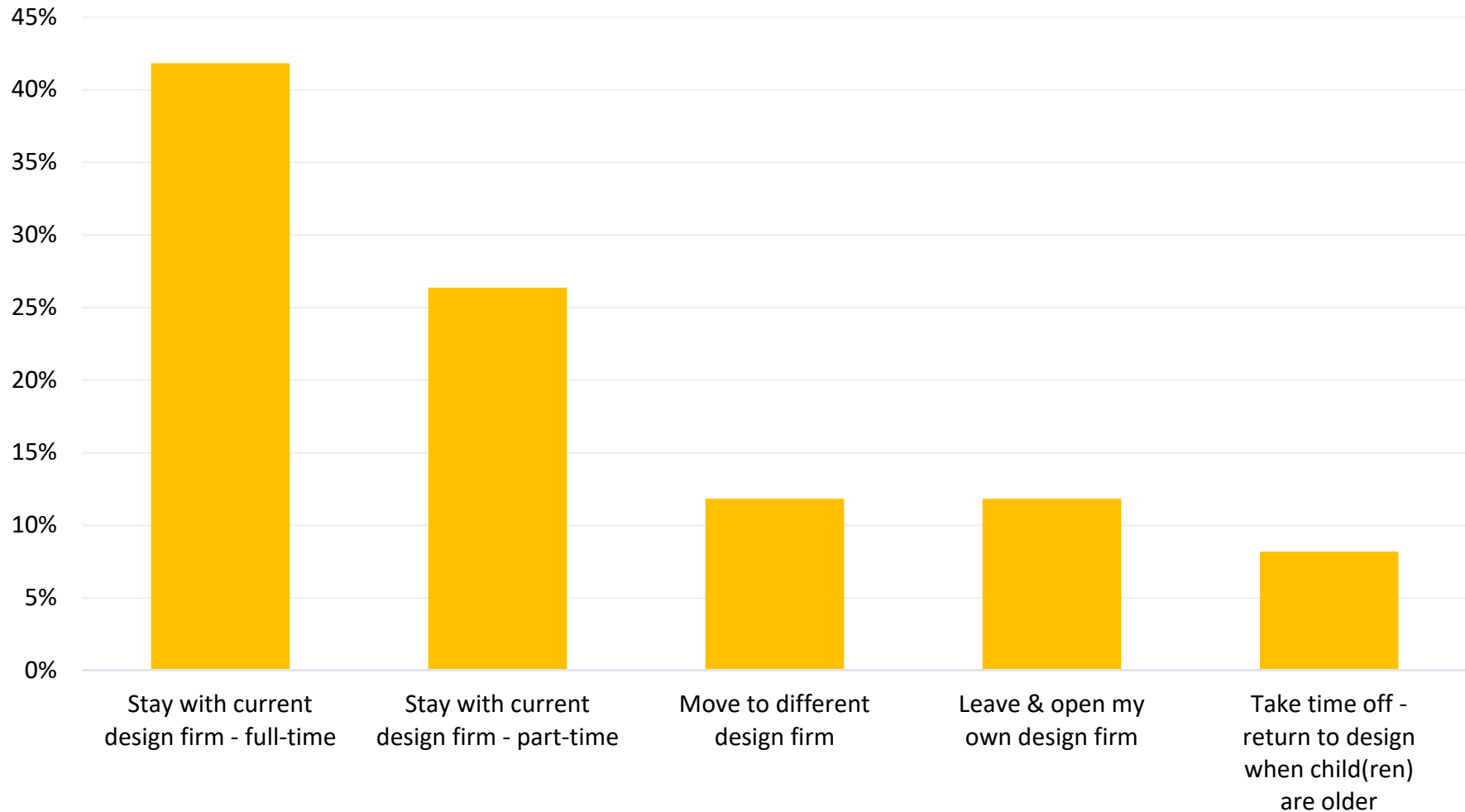


- Women who are not currently mothers, but are considering motherhood, answered this question.

# Women Considering Motherhood

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Women who indicated they may STAY in design: What path do you think you might take?



- Women who are not currently mothers, but are considering motherhood, answered this question.

# Women Considering Motherhood

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Women who indicated they may STAY in design: What path do you think you might take? Write-in comments:

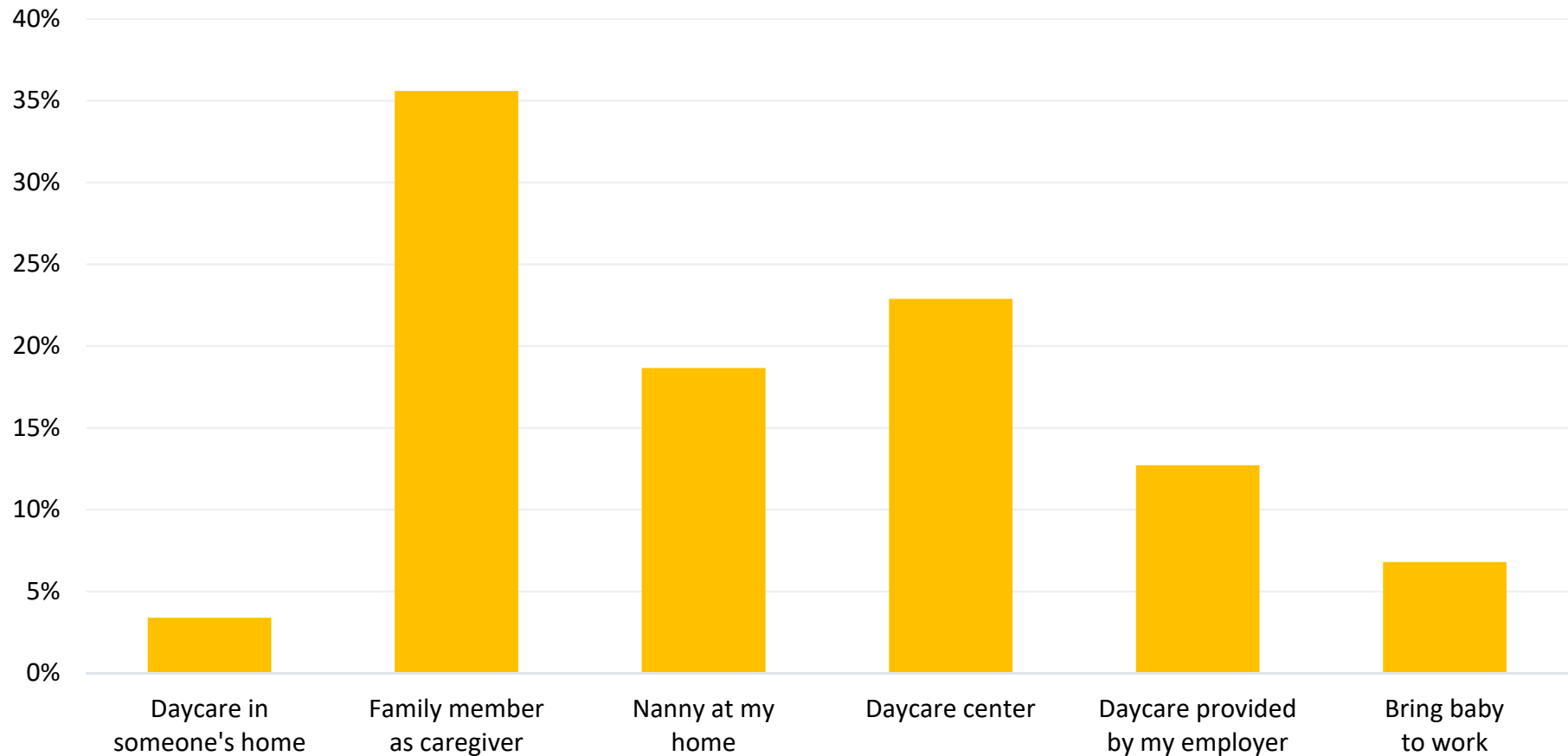
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- This is contingent upon my firm becoming more flexible about working from home (sick child, parent-teacher conferences, etc.)
- Unsure
- Consider moving out of the city to raise children and start a new career path
- I'm speculating with my answer. But I really don't know what I would do. There are no other mothers or even parents currently working at my office. This is a fear of mine and something I'm thinking about regularly.
- My inability to answer this question is the reason I did not decide to become a mother but only have considered it. I did not think I could continue to do my job and have a child.
- I have my own firm so I think the above selection is the best.
- I was a former lighting designer. I became very ill and was laid off. I am working part-time for a distributor now. They let me work from home most of the time (almost all of them do because of their children).
- May reduce hours to part-time for a short-term, but return to full-time after too long.
- I have no idea what the reality will be. Most likely my decision will reflect the need for a higher salary and a flexible schedule (change to a different firm or move to manufacturing).
- A current mother in our firm has reduced hours, but still has enough hours to be full-time. This seems like a good path to me.
- I think there is a financial pressure that the questions above don't really apply to. Most can't afford to be a mother or can afford to stay home unless they married rich. You can't sustain a family from the salary you make as a lighting design unless your husband carries a big financial aspect. I wanted to be a mother, but couldn't really afford it nor had enough time and bandwidth to date as the project pressure was too high and the time I worked.
- Unsure if part-time is an option where I am now.
- Work from home. No matter what it takes (even if it's a career change, opening online business, etc.)
- I opened my own firm with a friend who was a mother and plan to support other employees with their parenting needs.
- This is really hard. I've considered 3 of these options and haven't made a decision. Either stay with my current lighting design firm full-time, leave and open my own lighting design firm, or stop working for a period of time, then resume lighting design work when my child is older.
- I am looking to move to architecture
- Change careers possibly
- Either stay with my current lighting design firm and not work as much overtime or become a rep.
- Possibly discuss options to work from home part of the time but maintain full-time hours.
- There's a chance that I would go part-time.

# Women Considering Motherhood

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Women who indicated they may STAY in design: What kind of childcare arrangement would you prefer (assuming anything were possible) after becoming a mother?



- Women who are not currently mothers, but are considering motherhood, answered this question.

# Women Considering Motherhood

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Women who indicated they may STAY in design: Are there any other concerns or thoughts you'd like to share about balancing motherhood with a career in lighting DESIGN? Write-in comments:

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- I am afraid if I stop working for a period of time, then resume lighting design work when my child/children is older, I will never be employed as a lighting designer and engineer again.
- Time management
- Late nights at mock-ups / site visits and not being able to spend time with them during the week
- I worry about the re-integration process after maternity leave since our line of work is entirely project based. Who will take on the projects while I am away and will I be able to take them back when I return?
- How in the world would breast feeding be managed? I work in an open office.
- Until my current firm, it looked like having kids and staying in the industry would be impossible. I have a couple good role models to learn from here.
- Long hours, travel, nursing
- Where do I begin... haha. Deadlines get moved or new backgrounds get sent a few days before a project is due and I will have limited time to meet deadlines with kids.
- The hours are terrible and the stress is too high
- Time management
- Daycare costs
- Trust your employees. If the clients are happy and they are getting their work done, it shouldn't matter that mothers have other responsibilities and require flexibility (stay at home dads, like mine, too).
- Even as just having a pete, I find it difficult to get home and give them enough attention. Sometimes I fail to give myself enough attention.
- Balancing motherhood with any design career is tricky because the ours required can be very unpredictable.
- I think it's not a really feasible concept; the pay is too little for someone to barely sustain themselves in NYC. How can they afford to care for someone else? Also, the work hours are typically around 50-60 hours per week. How does that work?
- I am an owner and it's always concerning how to balance running the business with motherhood – but I have a great team!
- If the above question had an option for me to stay-at-home parent as much as possible, I would have selected that option. That would be the goal as a part-time employee, to be able to spend as much time with my child as possible.
- Meeting deadlines with the unexpected events that happen with having a child. Also, by working less hours, my status at work may be reduced if I can't take the lead on projects.
- I don't get paid a lot. I don't even know how I'd afford a child in my current job and position.

# Women Considering Motherhood

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Women who indicated they may STAY in design: Are there any other concerns or thoughts you'd like to share about balancing motherhood with a career in lighting DESIGN? (continued)

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- My main concern is the very short leave, babies and new mothers need more than a month before being separated. Min. 3 months, ideal 6 months. About balancing the career after, my concern is trying to have a more fixed routine to coordinate with daycare, baby needs, etc. Plus dealing with the unexpected work that ends up in extra hours without notice!
- Not sure.
- I'm extremely concerned about the perception of my abilities, professionalism, and dedication to my career. I really do not think that my company values my personal life or how it has helped shape who I am and how it makes me better at what I do in lighting. I've worked hard and for a long time to make a name for myself and am worried that I will step away and not be seen as valuable.
- My male boss assumed women just left design / work after having a baby til he had one himself. In general, American society and workforce punishes women for pregnancy. Lighting design seems better, but I have not had a child yet, so we'll see. I plan for the worst case. I am mostly concerned about pregnancy and child care costs in a major city. The false perception that people who stay late at work are better employees (they might just waste time during the day).
- More and more lighting design firms should explore work from home arrangements.
- That all parenting and caregiving options need to be supported.
- My mom was able to work part-time in her career and leave right at noon every day so that she could be with us after school. That would be my ideal, but in this industry, I rarely know for sure when I'll be able to leave on time. I'm not even sure part-time will be available at my company. We've never had a pregnant employee at my company, so it is an unknown.
- Assuming that I'll be employed full-time, a concern is how my employer will respond to taking time off to care for family matters or when children get sick.
- Even though many lighting design firms are relatively small and depend on their staff to be in the office and meeting deadlines every day, there needs to be an option for flexible hours for employees who have families. I recently left my former firm and started my own because of just this. I could not imagine spending 9+ hours at the office plus a 45-min commute each way away from my family and wanted to establish my own firm to be able to take on the number of projects I wanted based on my life / family situation in the future.
- The perception of people who spend a lot of time in the office as more committed and/or productive and the glorification (even subliminally) of putting in long hours is backward and frustrating and demotivating, I'd give anything to be able to change that and switch our focus from time to productivity. There doesn't seem to be much framework for making that change though, and I'm well aware that architects have it far worse.
- Having flexible hours would be my biggest concern.

# Women Considering Motherhood

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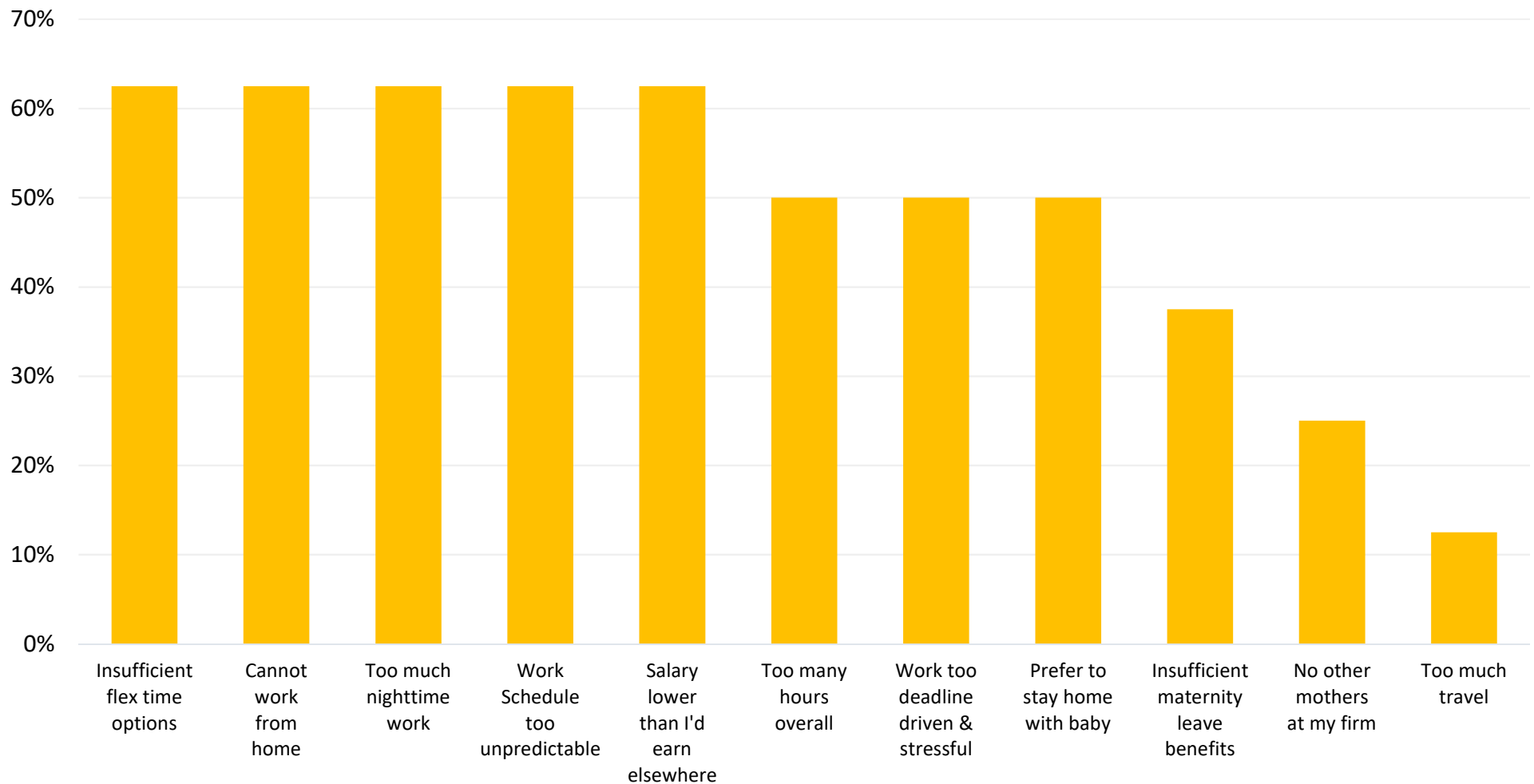
Women who indicated they may STAY in design: Are there any other concerns or thoughts you'd like to share about balancing motherhood with a career in lighting DESIGN? (continued)

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- Being there for my children
- I think my ultimate path also depends on the capability and career of my future spouse. My concern would be that I wouldn't be able to give my kids the experiences growing up I'd like them to have if I am still working.
- I don't see motherhood happening in my office, except for the ladies in Admin. I see fathers who get special treatment and do actually leave early (4pm) and then work later at night. Mostly they are in manager positions so they are not counted on for production work. It's frustrating to see them get special treatment, especially when I feel that having a child would be biting off more than I can chew in terms of my career. My work would suffer, I would suffer, and my child would suffer. Because of that, since I've entered the workforce, I've pretty much just accepted that having a child is not an option for me.
- I just don't think I mentally could balance demanding clients and children. Some clients are downright inhumane with what they ask of us.
- My biggest concern – feeling like I am sacrificing for both my career and my family and am not doing your best at either.
- No.
- Balancing home life and work life
- Currently no facilities for breastpumping in the office (small office).
- I think it's not only about lighting design industry. It's the US do not have mother protecting law to allow paid or longer maternity leave. A lot of other countries provide much better benefits.
- While I think the bosses at my current firm are very open and accommodating to designers who enter into motherhood, I have worked in the past at firms who did not seem like they would be as accommodating.
- Being able to balance personal life and deadlines

# Women Considering Motherhood

Women who indicated they will probably LEAVE design: Why do you think you will LEAVE lighting design?  
Check all that apply.



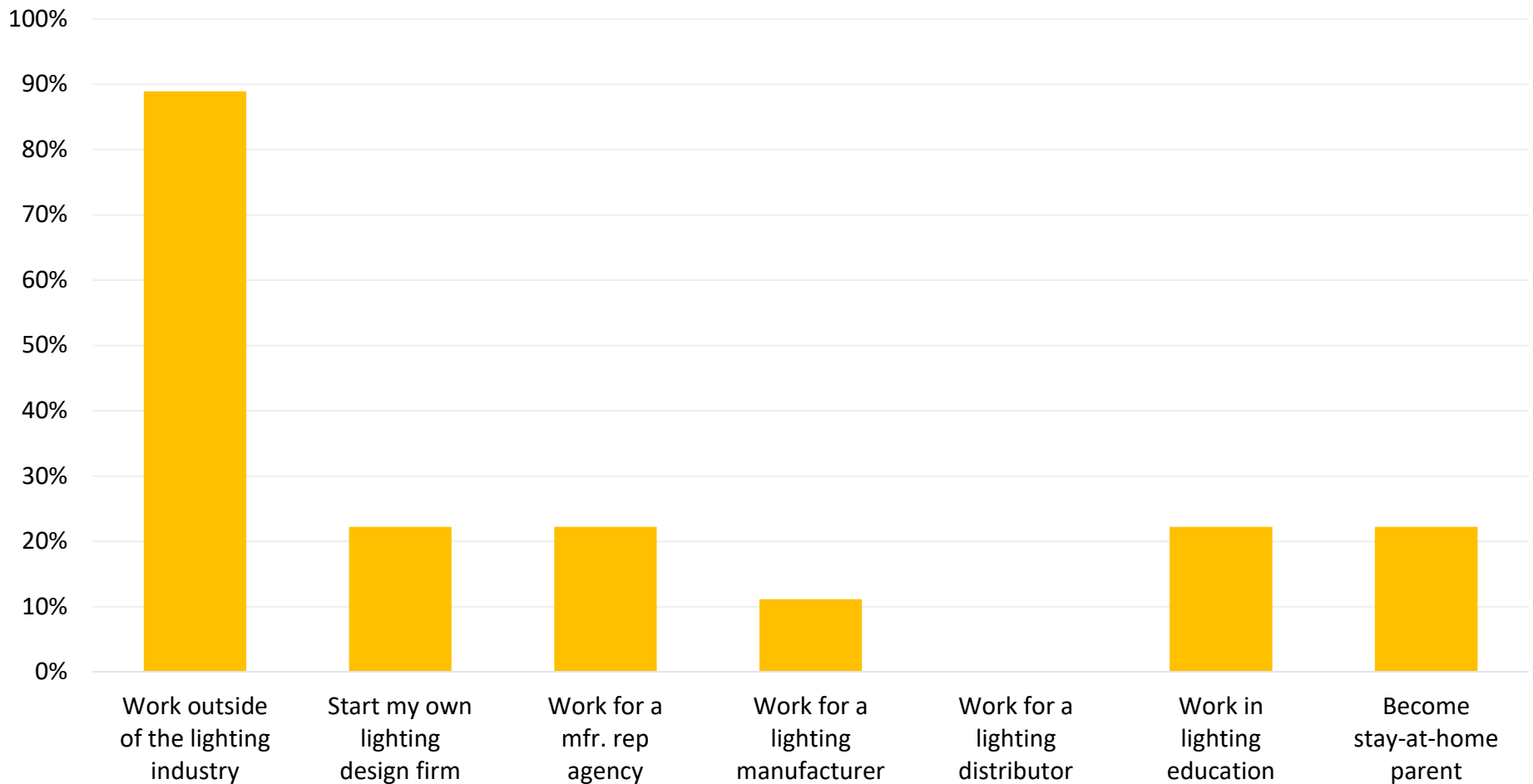
- Women who are not currently mothers, but are considering motherhood, answered this question.



# Women Considering Motherhood

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Women who indicated they will probably LEAVE design: What kind of employment do you think will better meet your needs once you become a mother? Check all that might interest you.



- Women who are not currently mothers, but are considering motherhood, answered this question.

# Women Considering Motherhood

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Women who indicated they will probably LEAVE design: Are there any other concerns or thoughts you'd like to share about balancing motherhood with a career in lighting DESIGN? Write-in comments:

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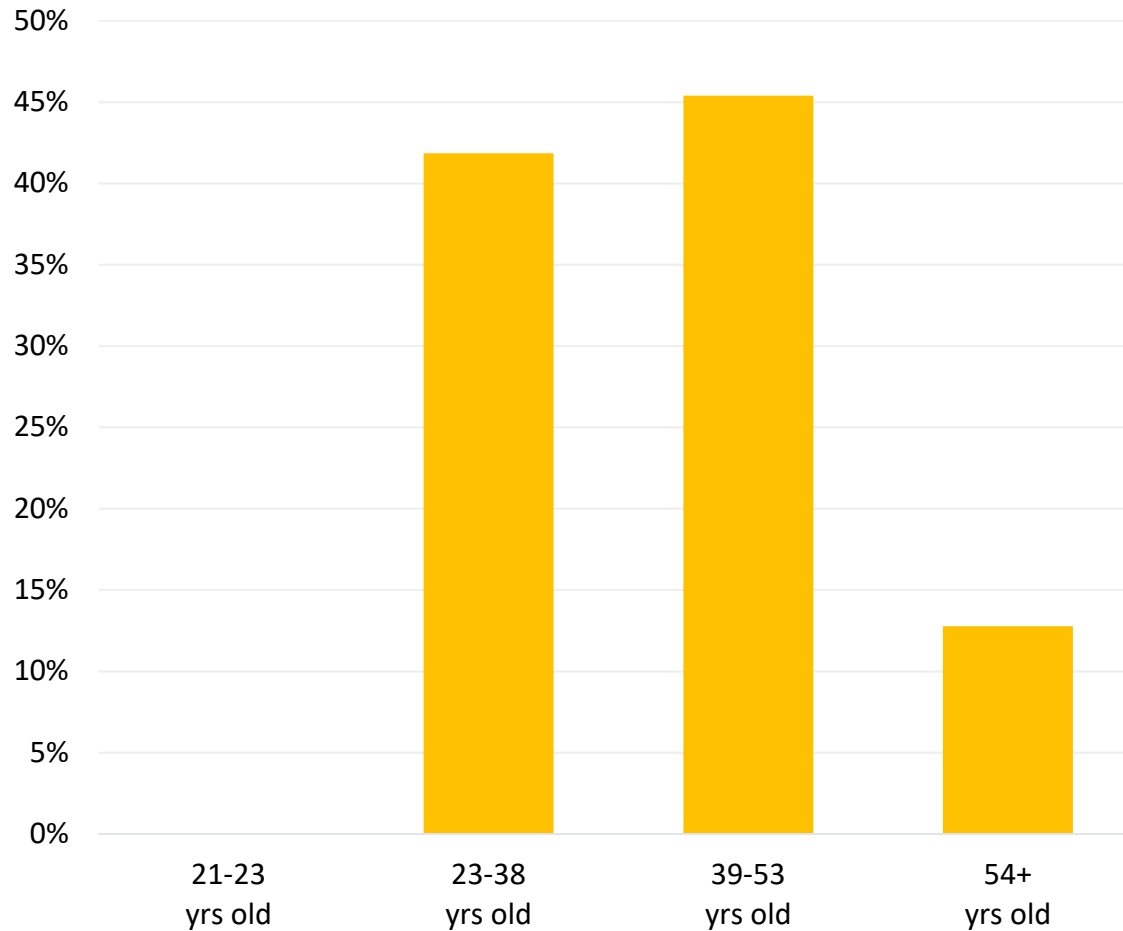
- I just don't make enough money in this career to support a spouse (currently starting own business) and a child. I barely have the time to devote to pets.
- No.
- I've worked for an employer (male) before who felt it was a positive that I was single and did not yet have a family. That is a terrible position to be in as it doesn't allow for my own personal growth or fulfillment without feeling like I am going to compromise, or even lose, my job.

# **Mothers IN Lighting Design Questions**

# Mothers IN Lighting Design

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What is your current age?

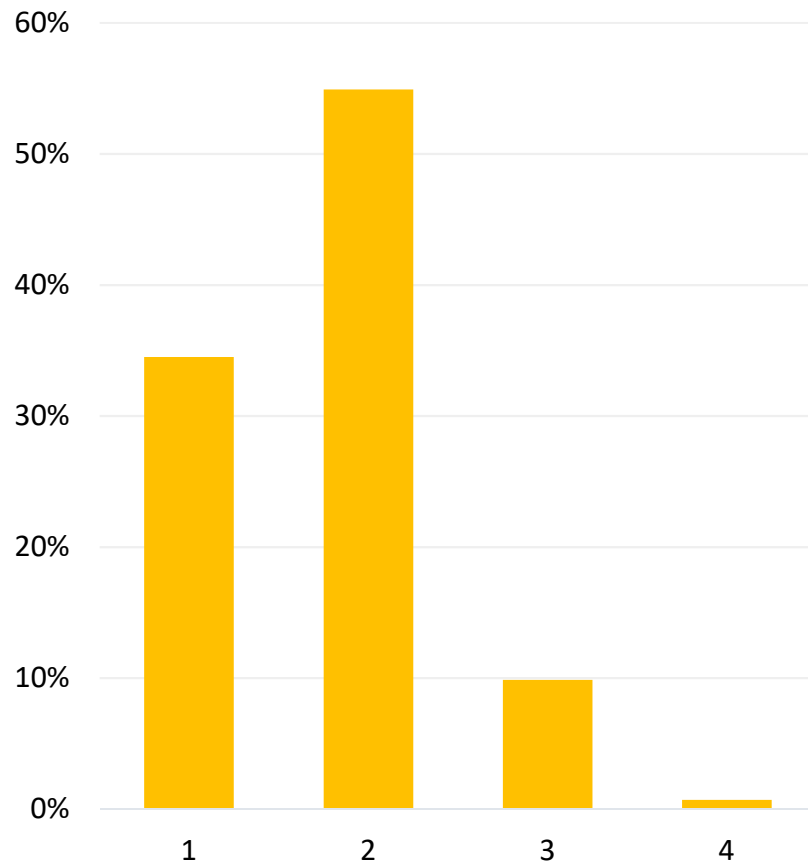


- Mothers who are still lighting designers answered this question.

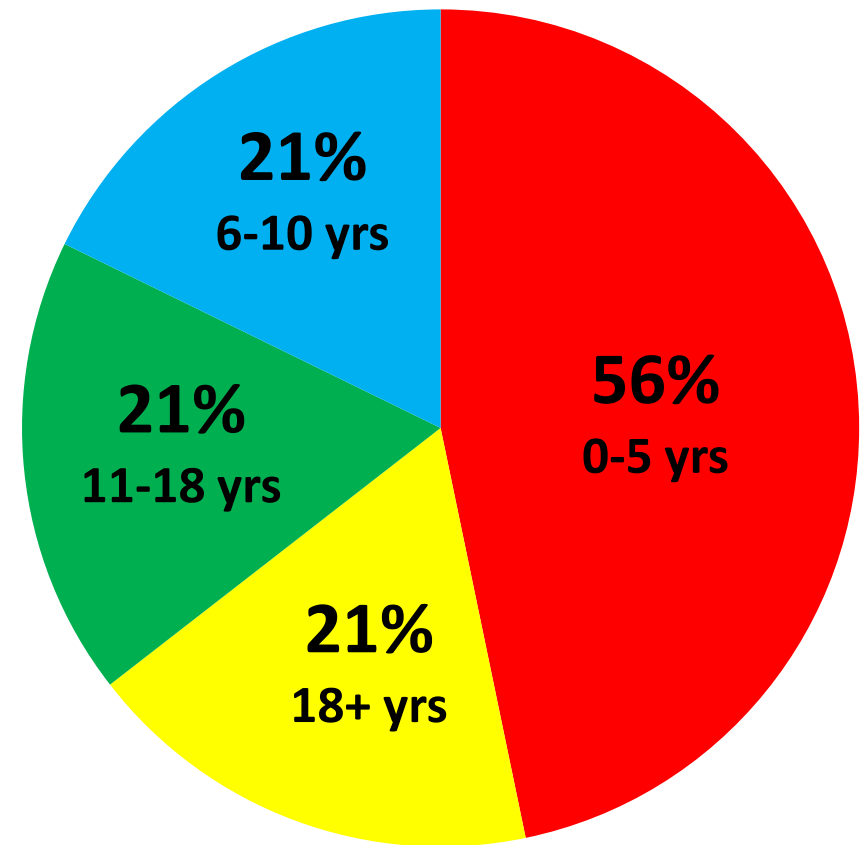
# Mothers IN Lighting Design

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How many children do you have?



How old are your children? Check all that apply.

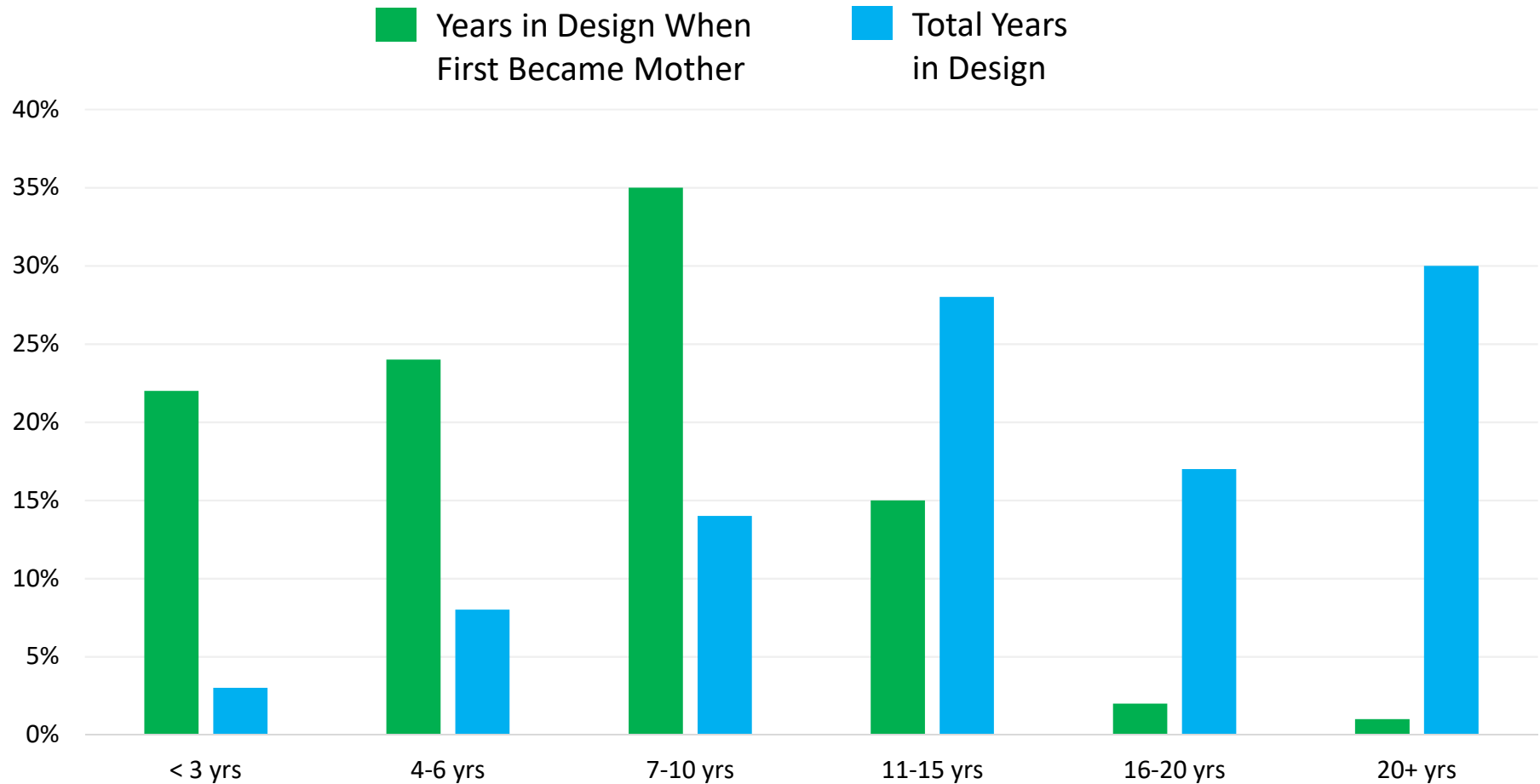


- Mothers who are still lighting designers answered these questions.

# Mothers IN Lighting Design

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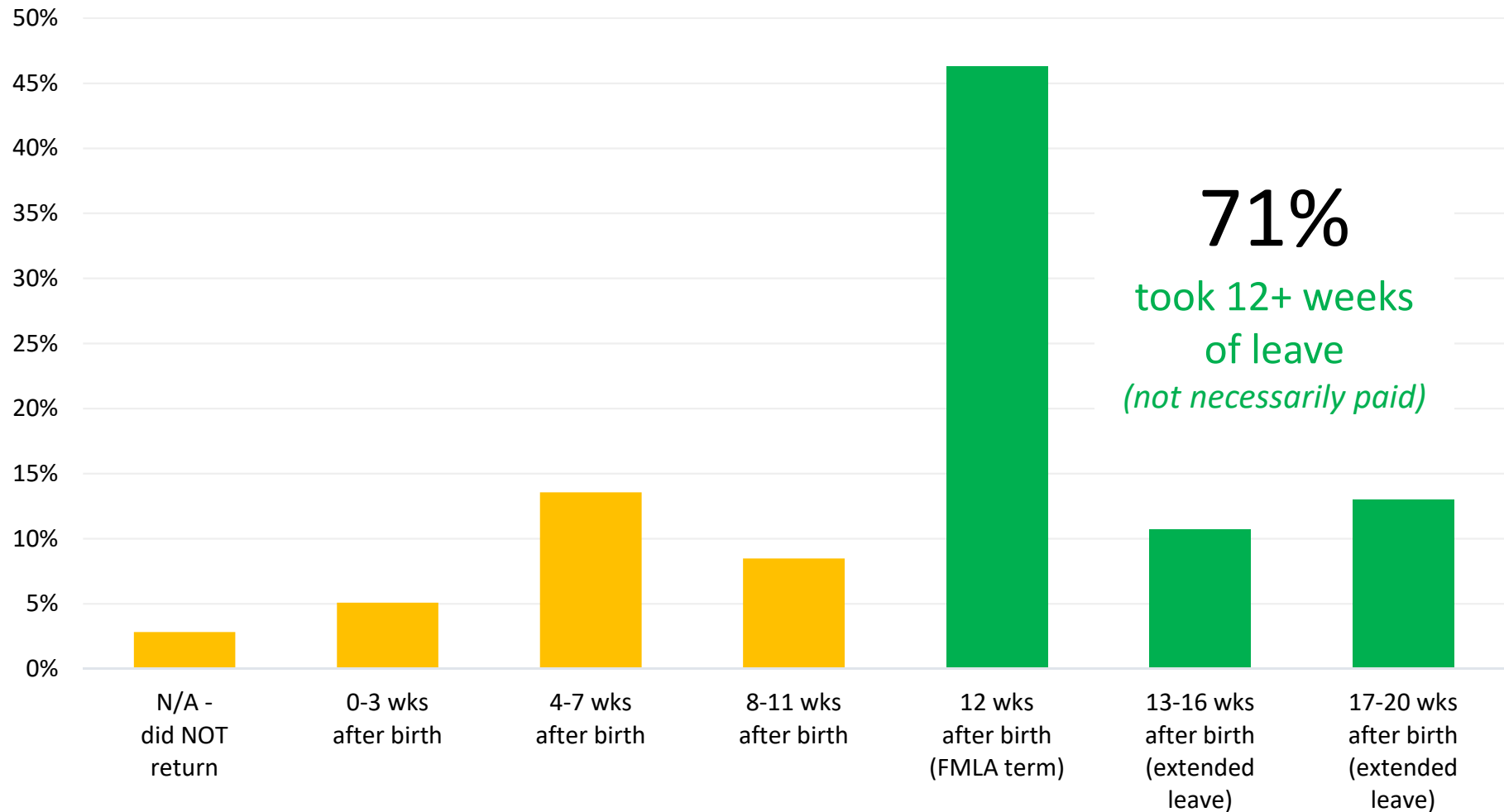
How many years did you work as a lighting designer when you **first became a mother**? How many **total years** have you worked as a lighting designer?



- Mothers who are still lighting designers answered these questions.

# Mothers IN Lighting Design

How soon did you return to work after your child(ren) was born?



- Mothers who are still lighting designers answered this question.

# Mothers IN Lighting Design

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How soon did you return to work after your child(ren) was born? Write-in comments:

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- My child was in the hospital for 6 months after birth
- After adoptions
- All unpaid
- I was able to take 6 months – 3 months paid, 3 months unpaid
- I took an 8-year leave from full-time work, but did the accounting.
- With my first child I returned at 10 weeks, with my second I returned after 13 weeks.
- FMLA wasn't around back then, I had 6 weeks of paid disability and 6 weeks of time off without pay.
- 9 years
- I work for myself, so I started working again part-time from home when I could.
- I did not count my first 5 years of lighting work, which was when I got my training and developed the skills to begin lighting design work. I began doing lighting consultation work in 1999. My oldest child was 15 at the time. Working full-time when the children were young was difficult.
- Moved from out-of-state to be closer to family and started new position 6 months after first baby.
- 5 weeks after birth. I was WAY too soon... I definitely regret that.
- With my first child I worked at a large firm and I took 12 weeks and then the economy wasn't good so I was asked to take an additional 2 months where I did not receive a salary, but the firm paid for my family's health insurance. With my second child I had my own firm and I had my laptop in the hospital and was answering emails within 6 hours of giving birth.
- I started my own firm while I was pregnant with my first daughter. I was working part-time her first 6 months then I hired a nanny and was working more.
- I owned my own business with employee, but worked out of my home so that I could be there for my child until she left for college.
- With my first child I worked at a firm and returned after 12 weeks. With my second, I ran my own business and started working part-time again after 3 weeks at home.
- 14 months to a part-time position. Put in a few hours as needed starting at about 6 months.
- 1 year and switched jobs.
- Not until they were in school.
- 12 weeks for child #1. We started our company when #2 was four weeks old.
- First one after 2 months and second one after 3 months leave.



# Mothers IN Lighting Design

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How soon did you return to work after your child(ren) was born? (continued)

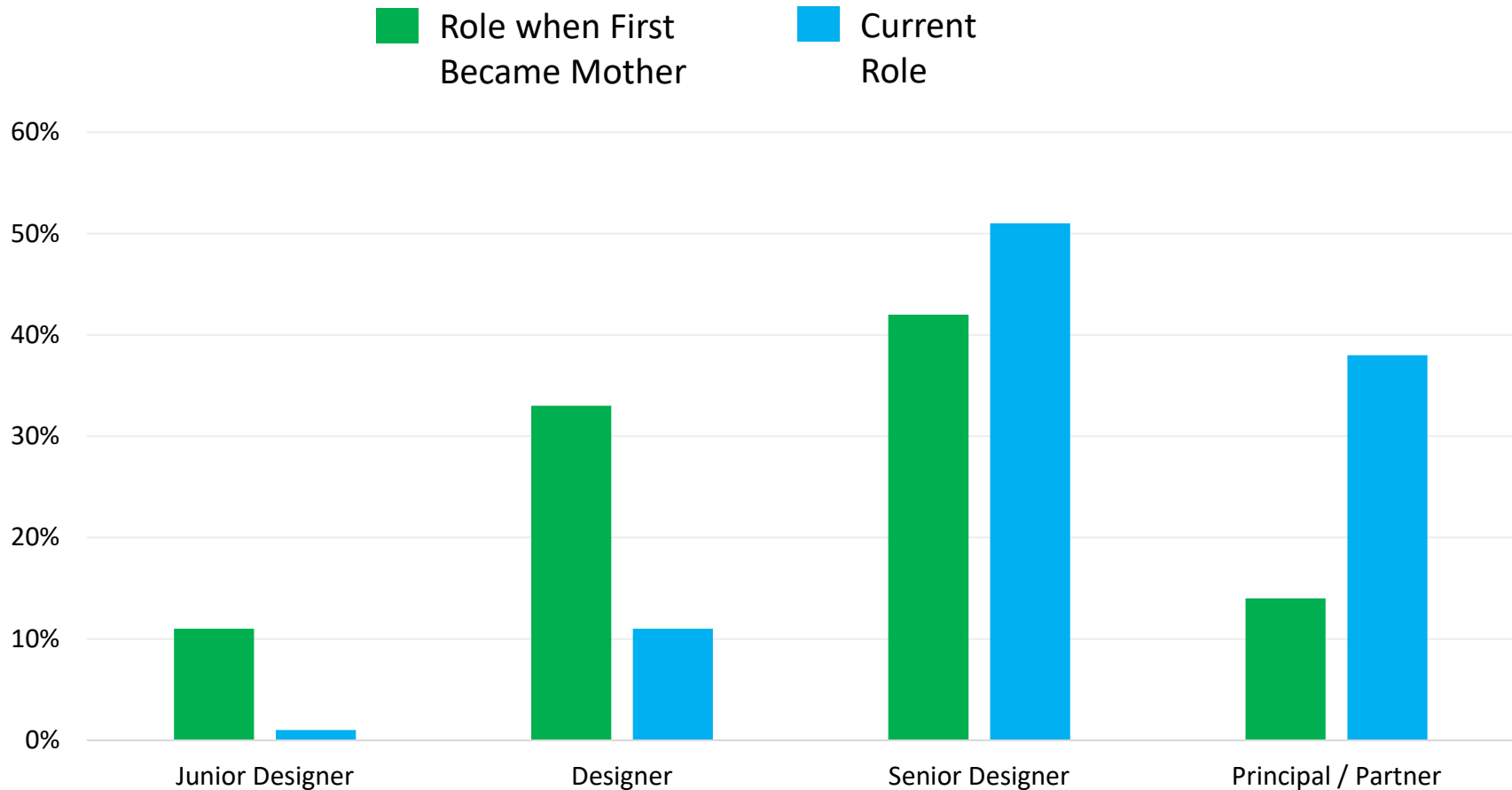
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- Worked on the day I gave birth, and everyday since then
- My child was born 8-1/2 weeks premature and stayed in the NICU for 5 weeks. I had a C-section, and as soon as I was released by my doctor to drive (1.5 weeks after delivery), I began working so I could take off full-time once she was released from the hospital. At that point, I stayed home for 6 weeks before returning to work full-time.
- No paid maternity leave at that time
- We had saved money so that I could stay home for the first 5 months
- Stepchild – got involved when she was 8. Now raising grandchild.
- Was able to work from home with my daughter in the beginning; however, left my previous employer because that was not supported long-term. Breastfeeding / pumping on the road was not supported either. My current firm supports everything 100%. I've been with them 3 months.
- 7 months.
- I started my own firm after baby was born. That allowed me to work at my own pace.
- I left the LD practice I worked for after I had my kid because it did not allow me to come back on a part-time basis for a temporary time (after I had taken 12 weeks leave, 8 of which were paid in full by the company). When my kid was 6 months old I started freelancing and when my kid was about 10 months old I launched my own LD practice with one other female business partner.
- Child #1 – returned part-time after 8 months, Child #2 – started my own firm after 6 months
- I took 2+ years off
- I returned at nearly full-time, (4) 8-9 hr days per week. We were on reduced hours across our lighting design team due to the economic downturn.
- Very part-time after birth and increasing in hours over a few months

# Mothers IN Lighting Design

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What was your role in the lighting design firm when you **first became a mother**? What is your **current role** in a lighting design firm?

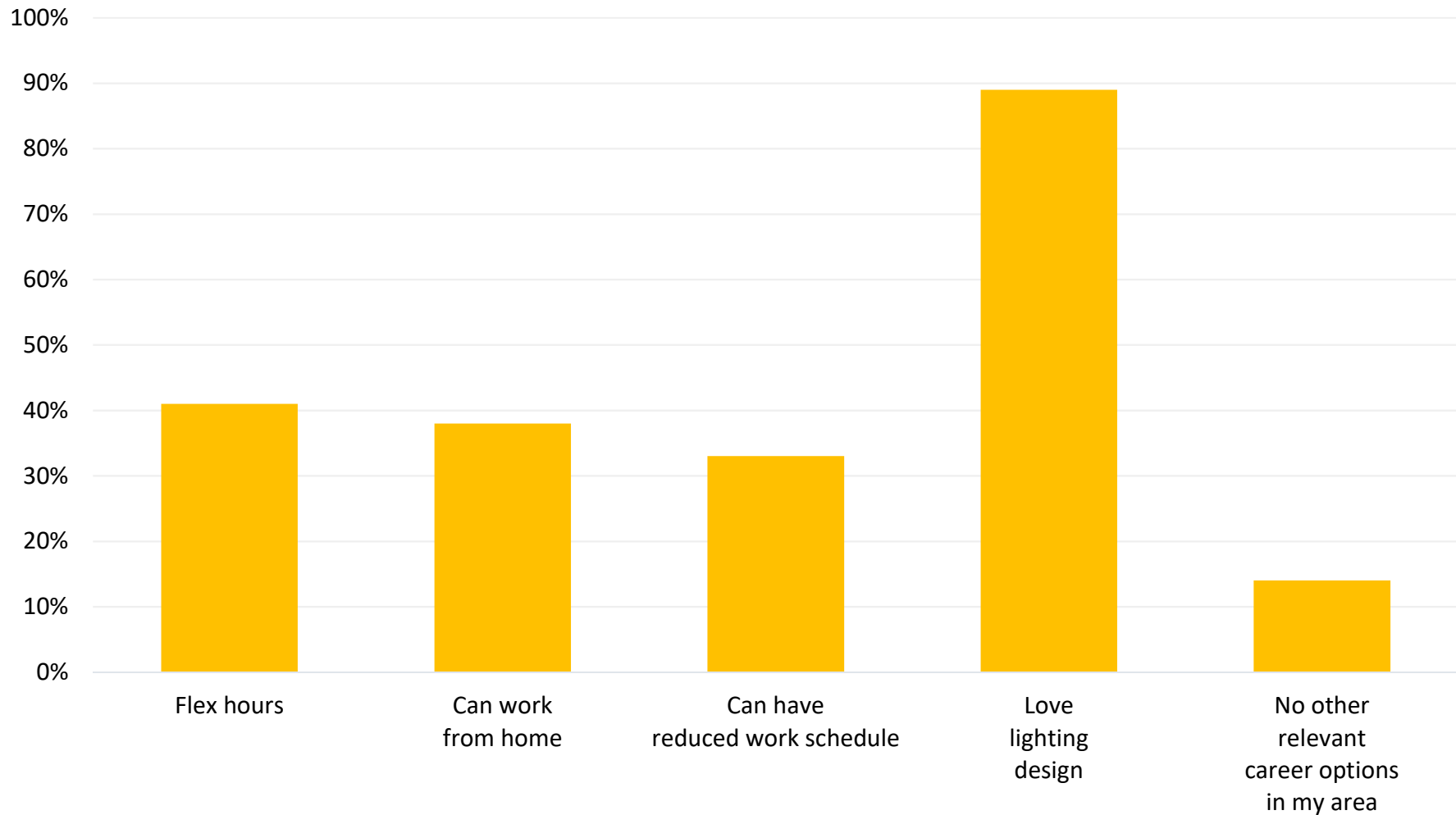


- Mothers who are still lighting designers answered these questions.

# Mothers IN Lighting Design

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What made you decide to continue a career in lighting DESIGN once you became a mother? Check all that apply.



- Mothers who are still lighting designers answered these questions.

# Mothers IN Lighting Design

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What made you decide to continue a career in lighting DESIGN once you became a mother? Write-in comments:

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- Needed 2 parent income. I HAD to work.
- Healthcare and retirement benefits
- I like my job but due to finances and the cost of living, I am unable to stay home. Today's society / economy revolves around a double salary. I would prefer to work 30 hours a week where I could be home before and after school with my kids. I believe this would provide work/life balance not only to me, but also for my family. It isn't fair to have to get my kids up at the crack of dawn to drop them off at daycare so I can be to work by 7:30am and then not get home until 5pm. It's a long day for them.
- But contemplating other fields that would allow more flex time
- Need for my own identity as a professional
- When my son was 2 I left the firm I worked at and became a partner which allowed for greater flexibility. Could not have continued at the previous firm due to hours, travel, and policies.
- It's what I've always done. I wasn't about to change careers. We need my income.
- Again I was already a mother when I started doing lighting design. I was much higher pay and I enjoyed it.
- When my first child was born, I worked for someone else. When my second child was born, I had my own lighting design firm and a business partner that shared responsibilities. That was the most flexible situation, and worked really well for us for over 10 years.
- This is my career for 14 years, and I love it.
- My career is / was very important to me. I did not want to be a stay-at-home mom and I was committed to my career in lighting design and believed it was possible to be a good mom and continue in my career. Being able to reduce my working hours to 3 days then 4 days/week allowed me to balance my responsibilities and make it work for my family.
- I would not have had these options with my previous firm. I left them before going on maternity leave.
- I started my own lighting design firm after my second child was born because I needed the flexibility.
- Financial should be listed here as an option, too. I also kept working because at my firm they understand I don't want to travel very often.
- I am the primary breadwinner. I needed the health insurance for the family. I love lighting... my current job works well for what I need now... will probably change companies later.
- With my second child I owned my own firm and hired a nanny to come to my house which allowed me to work flexible hours from home and work as much as I could which was reduced for awhile. My nanny started part-time when my child was 2 weeks old.
- I needed to work to support my family, not working was not an option. I like lighting design, had a good career, and was able to have some flex hours.
- I almost left lighting, but negotiated all of the above in order to stay.

# Mothers IN Lighting Design

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What made you decide to continue a career in lighting DESIGN once you became a mother? (continued)

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- I was able to run my own business with (somewhat) flexible hours.
- Financial reasons. Didn't want to be a stay-at-home mom.
- I work part-time as a senior lighting designer currently. I also have a second job teaching lighting design at the university level. My second job has full health benefits and paid maternity leave for 6 months. I have worked in both roles for 3 years now.
- I worked hard to get where I am and I would NEVER become a stay-at-home mother.
- I am able to come in every day at 9am and leave almost every night by 5:30pm. If I need to do additional work at home I can but it doesn't happen too often. I am lucky because of my position that I am not responsible for task based items that keep junior staff here. Although before I gave birth, I was at work every night to 7/8pm.
- I started my own consulting company to be able to give myself flexible hours. My previous employer did not offer as much flexibility as I needed and the commute was long. Now I work from home.
- I can get paid more for my expertise in this field based on my education and experience than another option at this time. I would have to take a pay cut to switch field.
- ...I do "like" what I do (I can't check the "love" box above)...and I continued my career as a lighting designer because I need the income.
- It's my business so this may not apply
- We started our firm because being mothers in our last firm was really challenging. We aimed to reinvent the lighting design firm to meet our family needs and the responsibilities we had as parents and partners.
- I left my firm of 12 years and started my own company for flexible work hours.
- I actually left the profession was I was pregnant with my second child because I could not work out a work/family life balance. I came back two years later when financial circumstances required it and eventually my husband and I worked out a system where he worked part-time while the kids were small which allowed me to work full-time. I did very little traveling during that time and also was able (at a new firm) to control overtime.
- My pediatrician said, "some mothers are better mothers when they work. Do not feel guilty." :)
- Husband and I have our own firm, so was able to work from home and come back as able
- Necessity to work
- I have the greatest and most understanding boss
- Need two incomes
- I had a reduced work schedule (30 hours a week) until each child turned 1. I returned to full-time after that.

# Mothers IN Lighting Design

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What made you decide to continue a career in lighting DESIGN once you became a mother? (continued)

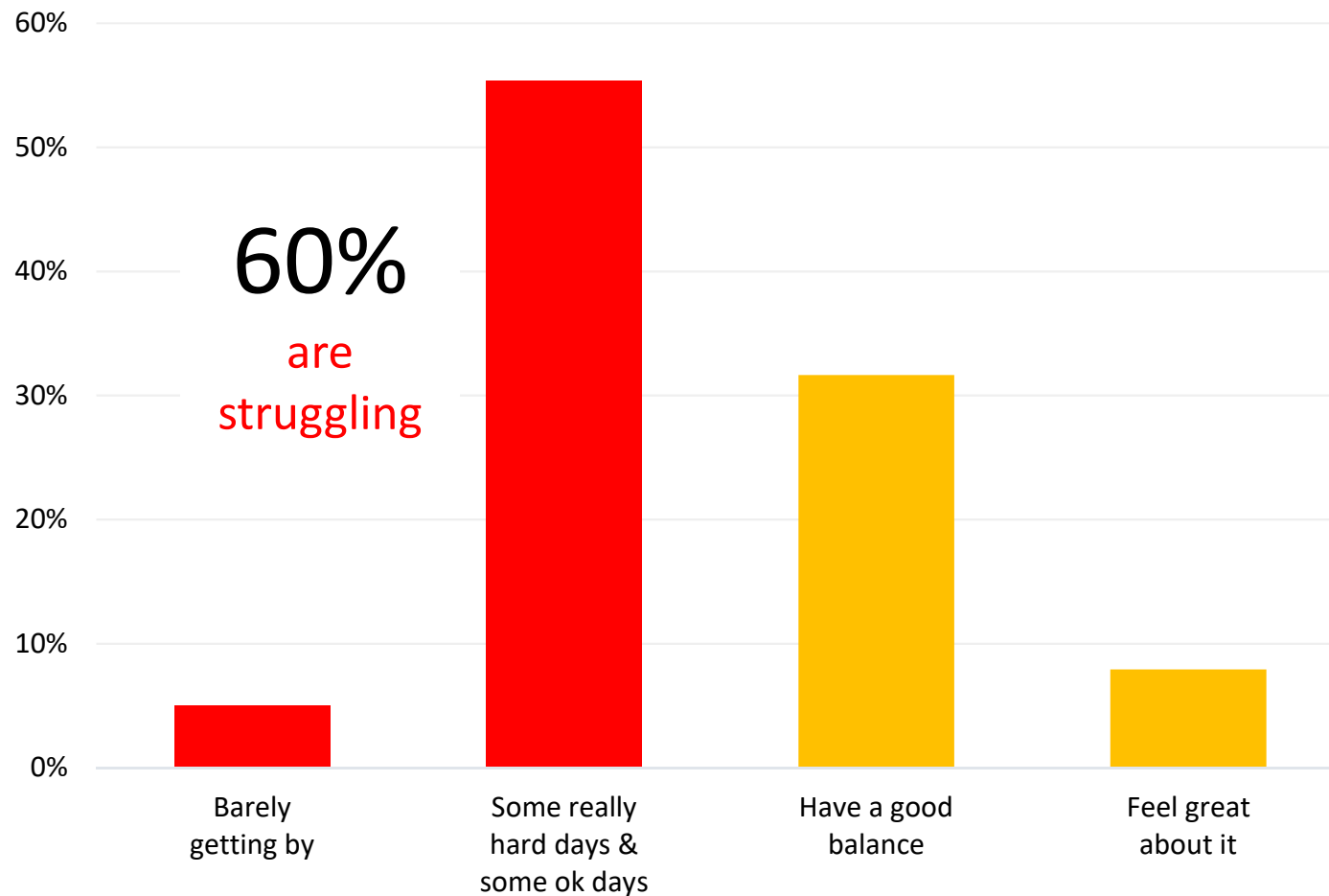
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- I was not in a position to not work, and I like what I do
- I was not able to stay at the same firm. They could not provide the flexibility or reduced work schedule I needed at that time.
- As I was gaining work responsibilities, my husband and extended family became more available and could help carry some of my load.
- and I needed the money!
- I left my old firm and started my own so that I could have all of the benefits checked above. My old firm did not offer part-time or flexible work, for when I first came back as a mom.
- It's what I do / did! Motherhood did not cause me to diverge from my career path
- I own the company, cannot afford to not work, and am not qualified for careers with equivalent income.
- When I became a mother, I was based at a lighting design studio within a large engineering firm that had a poor regard for our services. So even though I was a senior lighting designer, I had zero flexibility – no working from home, flex days, etc. I was in the office working – weekdays or weekends (whatever was required to meet my deadlines) or using a PTO day if my daughter was sick.
- It's my career and I can't easily change career for equal earnings. Plus I have a fairly understanding and flexible firm.
- The support and motivation from my boss

# Mothers IN Lighting Design

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How do you feel about balancing motherhood with lighting design?



- Mothers who are still lighting designers answered this question.

# Mothers IN Lighting Design

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How do you feel about balancing motherhood with lighting design? Write-in comments:

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- Working part-time in the construction industry is not an option and I wish I was. A 30-hour work week would be much more balanced than a 40-50 hour work week.
- Much better now that I have my own firm, but clients are always demanding so it can be very hard to balance everything.
- I feel judged when I have to leave work for family responsibilities.
- It's difficult to manage the baby, and work, even with childcare help. The nanny is the only reason I can keep it working.
- I had some really hard days and many very good days.
- I don't feel like this is unique to lighting design. Raising children in America is ridiculously hard.
- Currently I have a reasonable balance with 12 and 14 year-old daughters. The first 10 years of parenting and running a lighting design firm, I am surprised I survived. It was REALLY hard!
- You have to accept that sometimes you're going to make sacrifices in either area. It's never perfect but it's amazingly fulfilling to have both in your life. My kids respect me and my professional life and appreciate what a good mom I've been while simultaneously running a firm. You have to be willing to work very hard in both areas, plus find a way to nurture yourself in small but meaningful ways.
- Depends on the amount of deadlines each week.
- It's not really a balance so much as a juggle! It's very stressful and demanding, but I am glad I still have a career and need to make money and still have time to volunteer and play with my children.
- Typically I have a good 'balance' but some days are really hard – especially when it's impossible to stay late to push a deadline out the door since I have to pick-up my child from daycare.
- I'm glad I waited until my children were grown. I never could have worked here with a family at home.
- Depending on workload I am pretty much always juggling but see no other way to get to spend time with my family, manage the household, and have a career. It would be nice to have a job that 'ended' at 5pm but I don't think I am cut out for that type of work. In order for me to have balance I would have to take on less work and say 'no' to projects.
- The above answer implies to lighting design – "I'm barely getting by" – because I cannot put in all the extra hours, and the time away from home for work and social for this career. As for the motherhood thing the answer would be "I feel great about it"... my boys are amazing, we have a clean + safe home, we eat good food, we're involved in our community...
- It has taken 9 damn hard years to figure out how to do this well :)
- Ok when they are in school or camp! Then there's the household, laundry, cooking, shopping, etc.
- I have a good balance on the overall, but there are some really, really tough times.



# Mothers IN Lighting Design

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## How do you feel about balancing motherhood with lighting design? (continued)

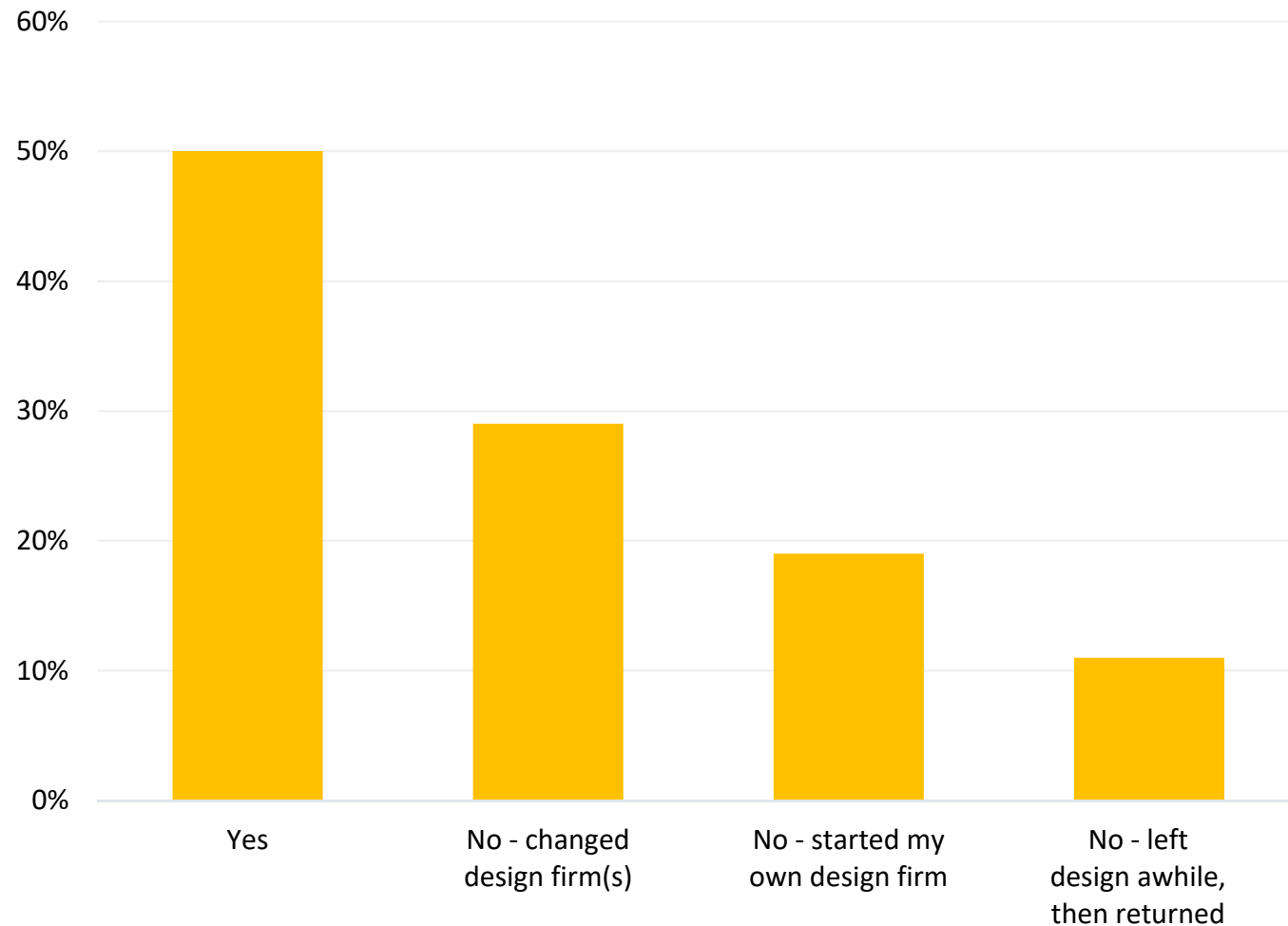
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- It is better now that my kids are older (12 and adult), but I've found that the feeling of balance has a lot to do with attitudinal approach as well. I accepted long ago that my work life and the rest of it were just going to run into/overlap each other and trying to keep them separated would be like trying to keep cooked spaghetti straight.
- My children are adults now, although one of my children has a disability, so I have a pretty good balance. When they were small and I was working full-time and a single parent and caring for an elderly parent it was incredibly challenging.
- It was difficult and there were some easy years and some hard years. Having a supportive employer is critical to making it work. This not an easy field to work in and be a mother, too.
- It's becoming more difficult as my daughter gets older and participates in more after-school activities.
- I can say that now because my son is 19. When he was younger I worked at a different job and it was much easier than it would be with my current job. Women have left my current firm for work-life balance.
- Now – because my grandson is in college. Before it was pretty challenging.
- So far it's a good balance because I have flexible hours and not a huge workload... but that will change the longer I'm with the company. More responsibility.
- I don't think lighting design has anything to do with the juggling act mothers perform. Working mothers in many fields face the same challenges. Granted night focus sessions and mockups make it more challenging but no different from other working mothers who travel.
- Some hard days, some good days. More good than bad. Good enough that we decided to have another kid! But I am in a unique position because I started my own firm so I set my own rules and policies. My spouse also owns his own business and has flexibility to help me a lot at home.
- When they were young – once they were teenagers, it goes easier.
- Clients are unpredictable so it makes it hard to plan head. This is a common problem across all design professions.
- It's hard but also very fulfilling to both the designer and mother in me. Some periods are tough – when there are multiple deadlines or extensive travel or when our daughter / and us get sick. But other periods are relaxed and fun, too. Finding the balance is a continuous effort.
- I want both my boys to see that women work, women can be the primary breadwinners, and our time together is precious.
- The time spent with my children is priceless, the ability to have flex hours made it all possible.

# Mothers IN Lighting Design

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Have you stayed with the SAME lighting design firm since becoming a mother? Check all that apply.



- Mothers who are still lighting designers answered this question.

# Mothers IN Lighting Design

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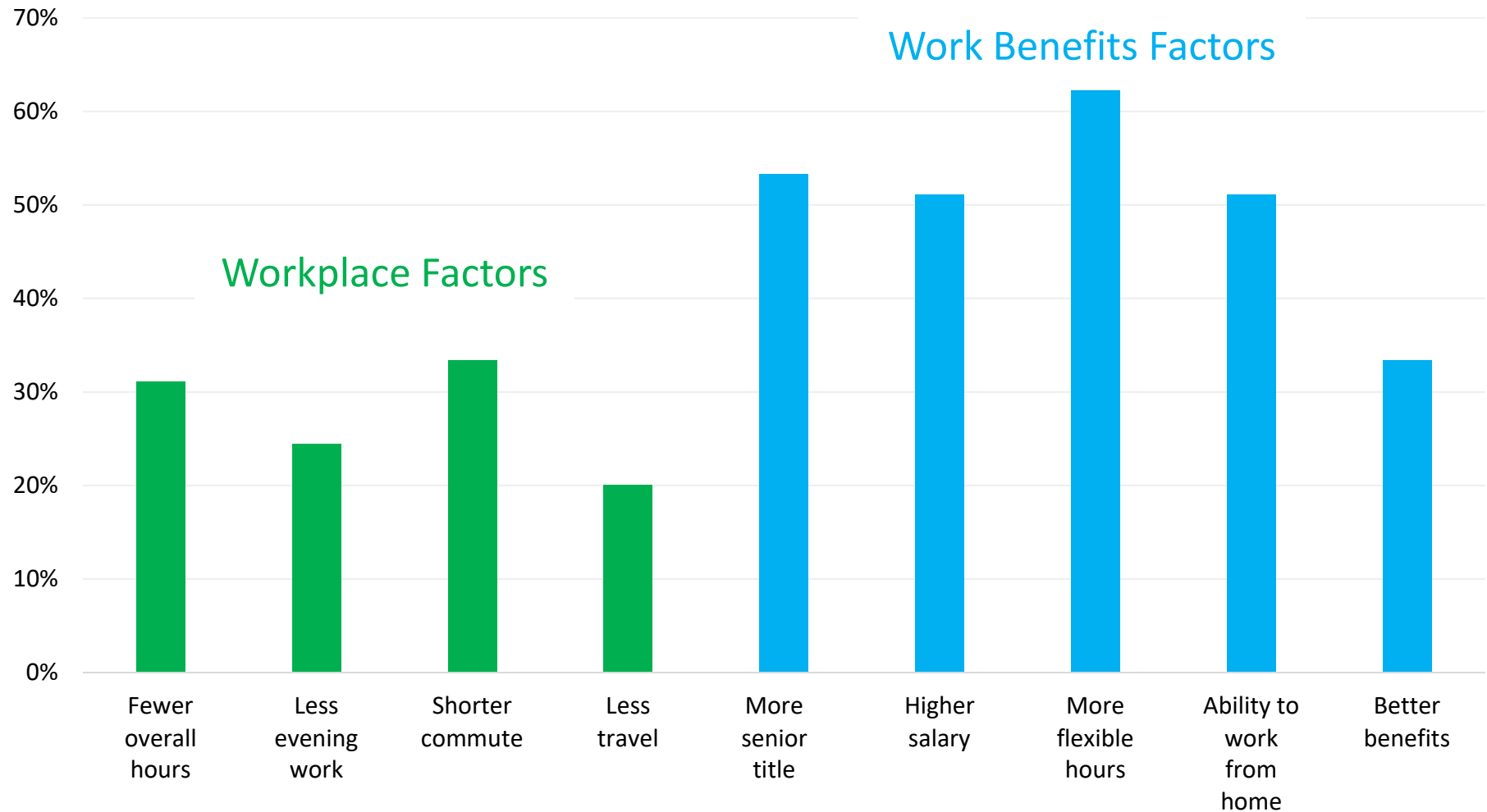
Have you stayed with the SAME lighting design firm since becoming a mother? Write-in comments:

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- When my youngest was 6 months old, I left a firm to work for a contractor which helped to decrease my stress level as a full-time working mother.
- Started my own lighting design company to work as a contract lighting designer for other firms.
- I was a mother before I entered the field of lighting design
- With my first child I was with a firm and then started my own firm when he was 18 months old.
- I became independent, but mostly do work for my previous firm
- I was with a firm that wasn't very supportive of my pregnancy and time off, then moved to the firm where I've worked for the bulk of my career
- I stayed in the same company with my 1<sup>st</sup> child, then when the 2<sup>nd</sup> one came along I just needed to leave NY for a better quality of life
- I stayed with the same firm for several years after becoming a mother and changed firms later for non-family issues
- I had my own firm when the kids were small. I went to work for a design-build contractor, this did not work out. Started at a lighting design firm, seems okay but long commute.
- I worked for a manufacturer then went back to lighting design 4 months ago.
- I started my own practice when my child started kindergarten

# Mothers IN Lighting Design

Mothers who changed design firms: Why did you move to a different design firm(s)? Check all that apply.



- Mothers who are still lighting designers answered this question.

# Mothers IN Lighting Design

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Mothers who changed design firms: Why did you move to a different design firm(s)? Write-in comments:

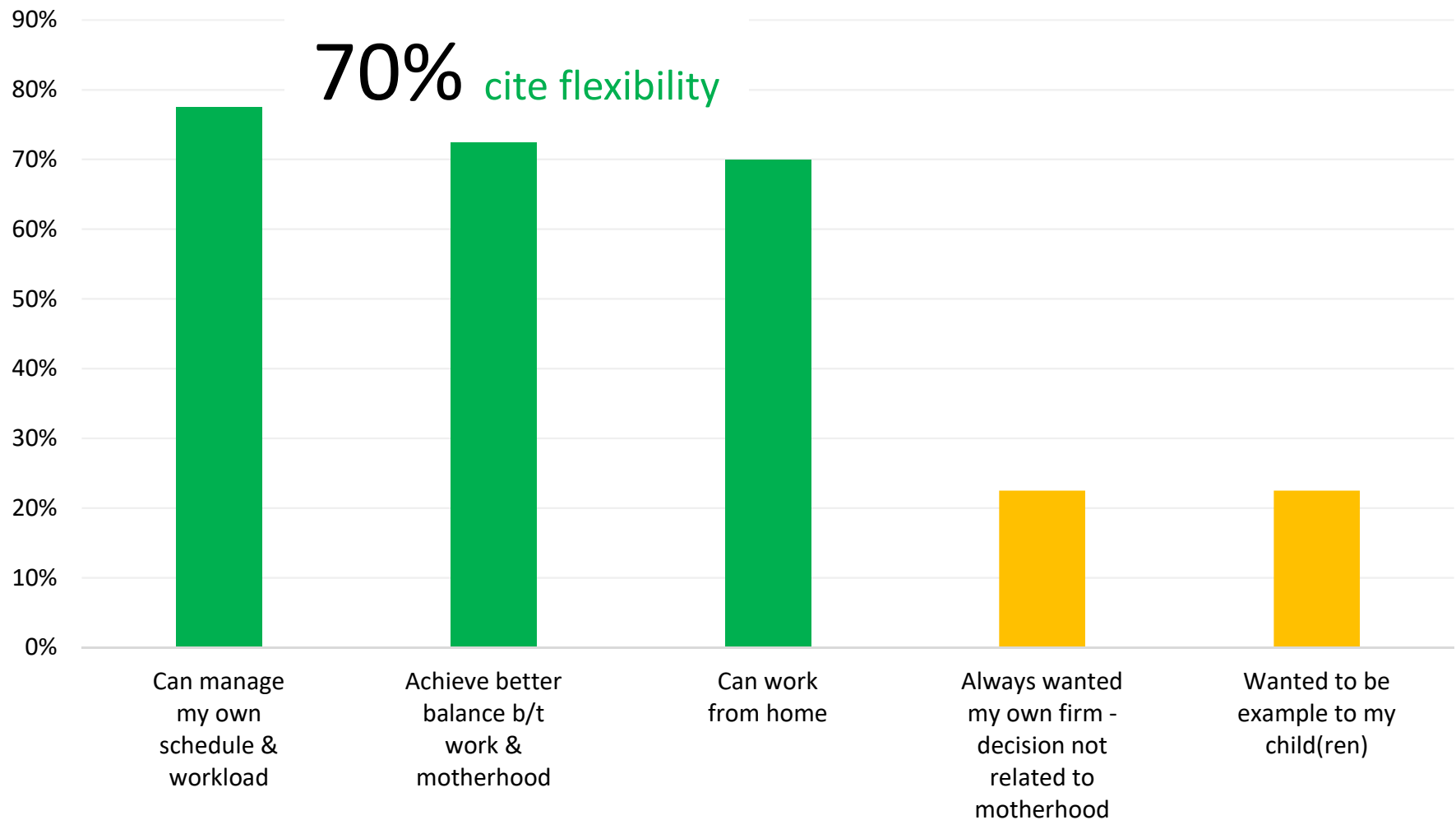
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- I was laid off from my previous firm
- I was let go because the firm was closing
- Issues with management at first firm
- Moved to a new city between the time I had the first child and the second – so I needed to find another position with a new firm
- Better working environment
- The office I worked for was a satellite office from the main office and they decided to close the remote office so I started my own firm after determining that going to work for another firm was not going to be a family-friendly option.
- The previous firm didn't fundamentally support motherhood and balance.
- Better life in the Southeast
- We moved stated to be able to own a home and have more space for our child
- The kind of flexibility I needed seemed unreasonable to ask for in my previous firm
- Husband moved jobs / cities so I did, too
- I didn't move from one firm to another – with first child, I moved to less supervisory position in same firm. When second child, I changed firms – to my own firm!
- Moved to a new city for spouse's job
- It was time to leave the firm I was at due to company direction
- I took time off from the profession when my kids were small, moved to a different city and then went back to work for a new firm. The work was similar and so were the hours and commute but I was able to control overtime better and my husband's work situation changed so he could be home more.
- Better firm with better design opportunities
- Better projects
- Family relocation
- My previous firm made it very apparent that my having two babies put me on the "mommy track". I was denied promotions due to this.
- I was laid off; had no choice
- It's complicated. I was freelancing when I got pregnant and turned down a full-time offer because I was ready to go on maternity leave. Then, 9/11. My partner was laid off in January, and it was easier for me to get work quickly.
- Raising my stepdaughter, I worked for someone else. After she was in college, I started my own firm. Then got my grandson to do it all over again.
- Moved to a different city.

# Mothers IN Lighting Design

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Mothers who started their own lighting design firms: Why did you choose to do this? Check all that apply.



- Mothers who are still lighting designers answered this question.

# Mothers IN Lighting Design

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Mothers who started their own lighting design firms: Why did you choose to do this? Write-in comments:

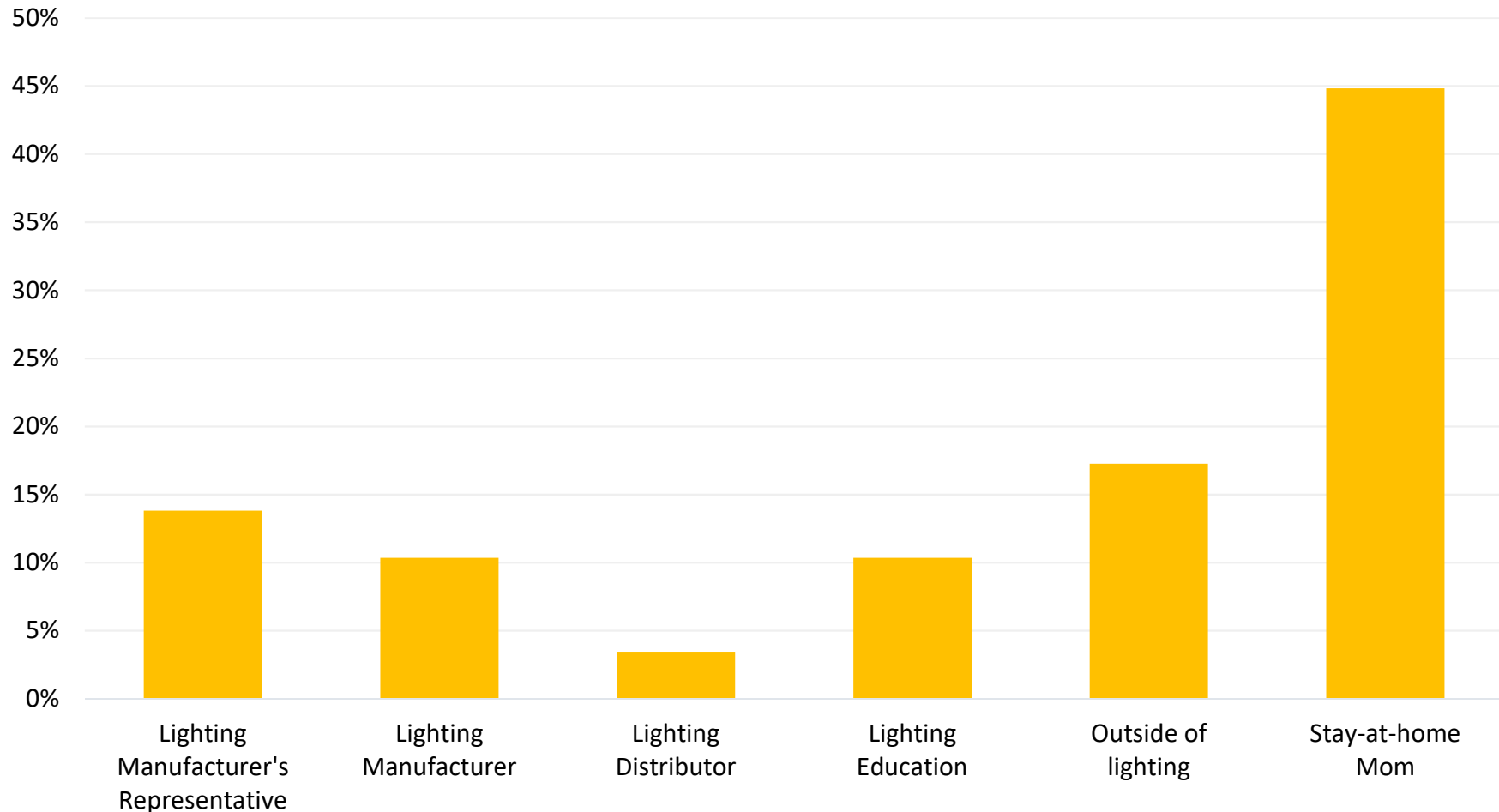
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- I started my own firm after hitting the glass ceiling at my previous office. I also started my own firm for flexibility in my schedule for my children.
- I started my firm before becoming a mother.
- I needed to be able to represent the complete spectrum of lighting projects, and the company I worked for was limiting my ability to create good designs.
- Because an opportunity arose and I took it.
- I WISH!
- There was a lot of pressure at my last firm to work long hours (or say you work long hours) even if you could get the work done in less time.
- I also had always wanted my own firm.
- I started the firm out of necessity based on the market I was in for work-related reasons only.
- I wanted to be accessible to my family on a more rapid timeline when needed.
- I made a family-centric decision not to go on a business trip. 6 months later, I was laid off. I started my own firm because I wanted other options as a parent and as a professional.
- Also, got laid off. :)
- I chose to start my own firm for the flexibility and to achieve better balance.
- I did always want to start my own firm – but being a parent gave me the final push I needed to do it.
- It seemed like the right time for the above reasons to do something I always wanted to do – have my own firm. So I always wanted to have my own firm AND It was related to motherhood.

# Mothers IN Lighting Design

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Mothers who temporarily LEFT design, then returned: Where did you work after you left? Check all that apply.



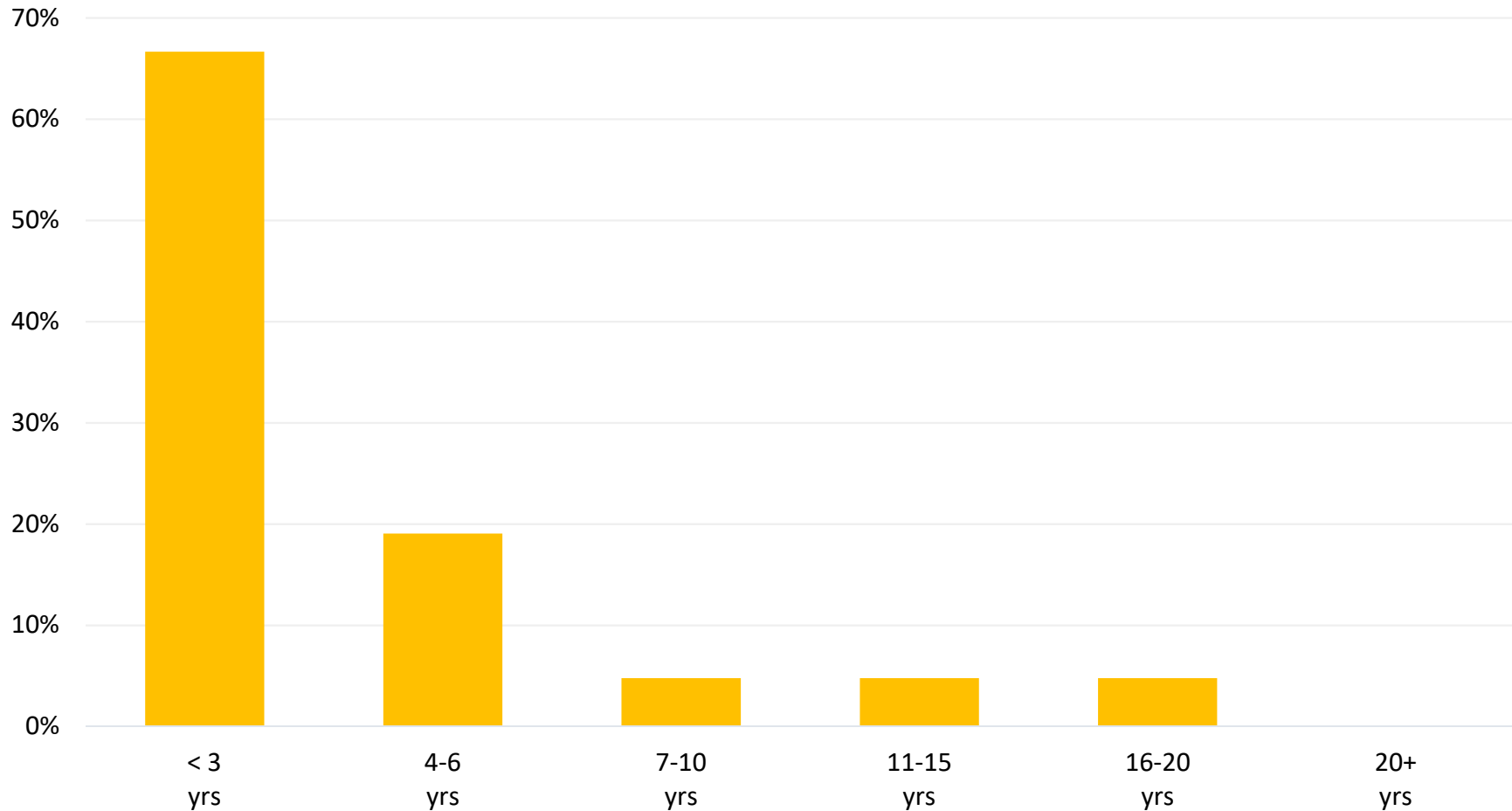
- Mothers who are still lighting designers answered this question.



# Mothers IN Lighting Design

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Mothers who temporarily LEFT design, then returned: How long were you doing something OTHER THAN design?

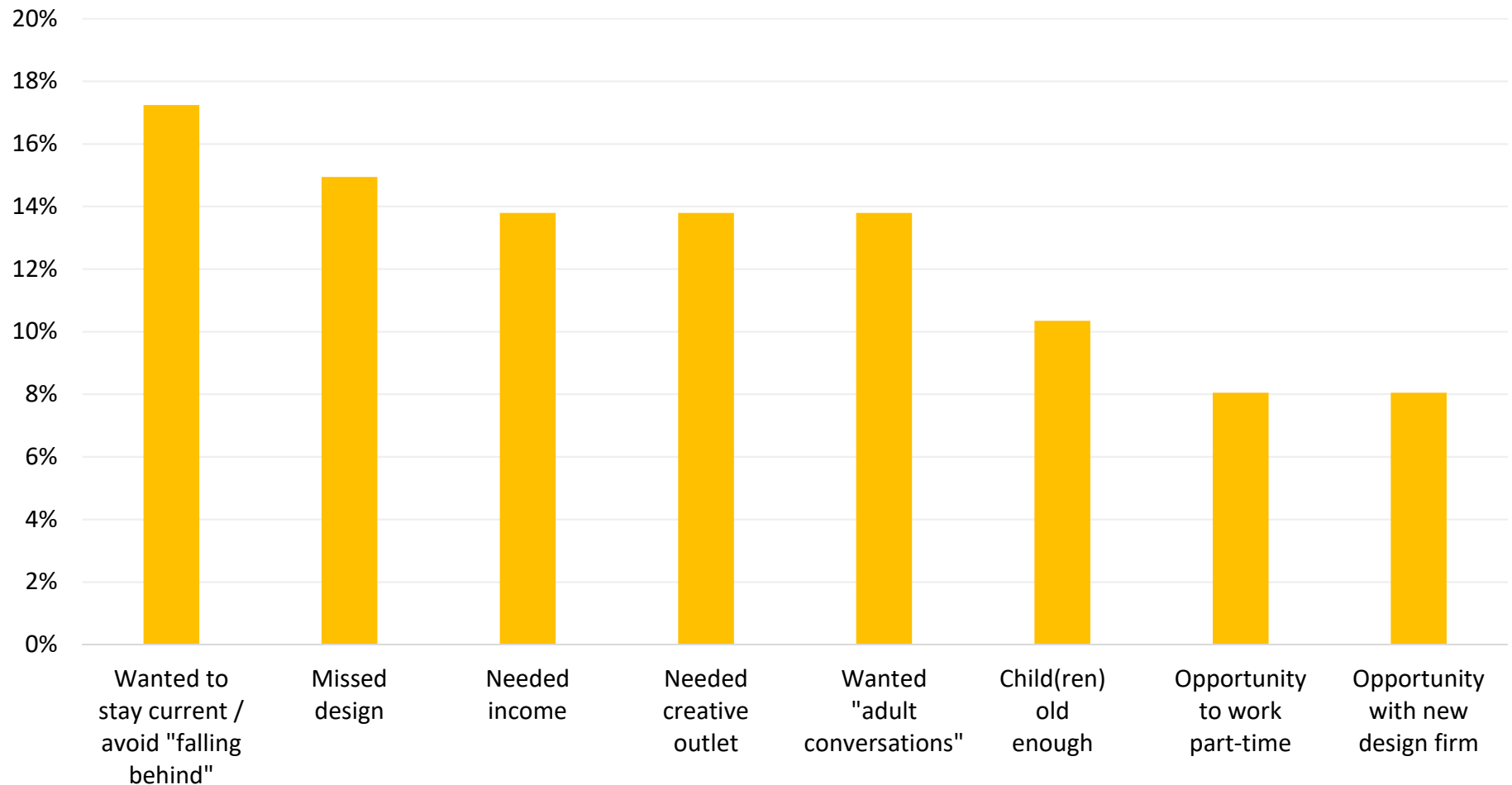


- Mothers who are still lighting designers answered this question.

# Mothers IN Lighting Design

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Mothers who temporarily LEFT design, then returned: What brought you back to lighting design? Check all that apply.



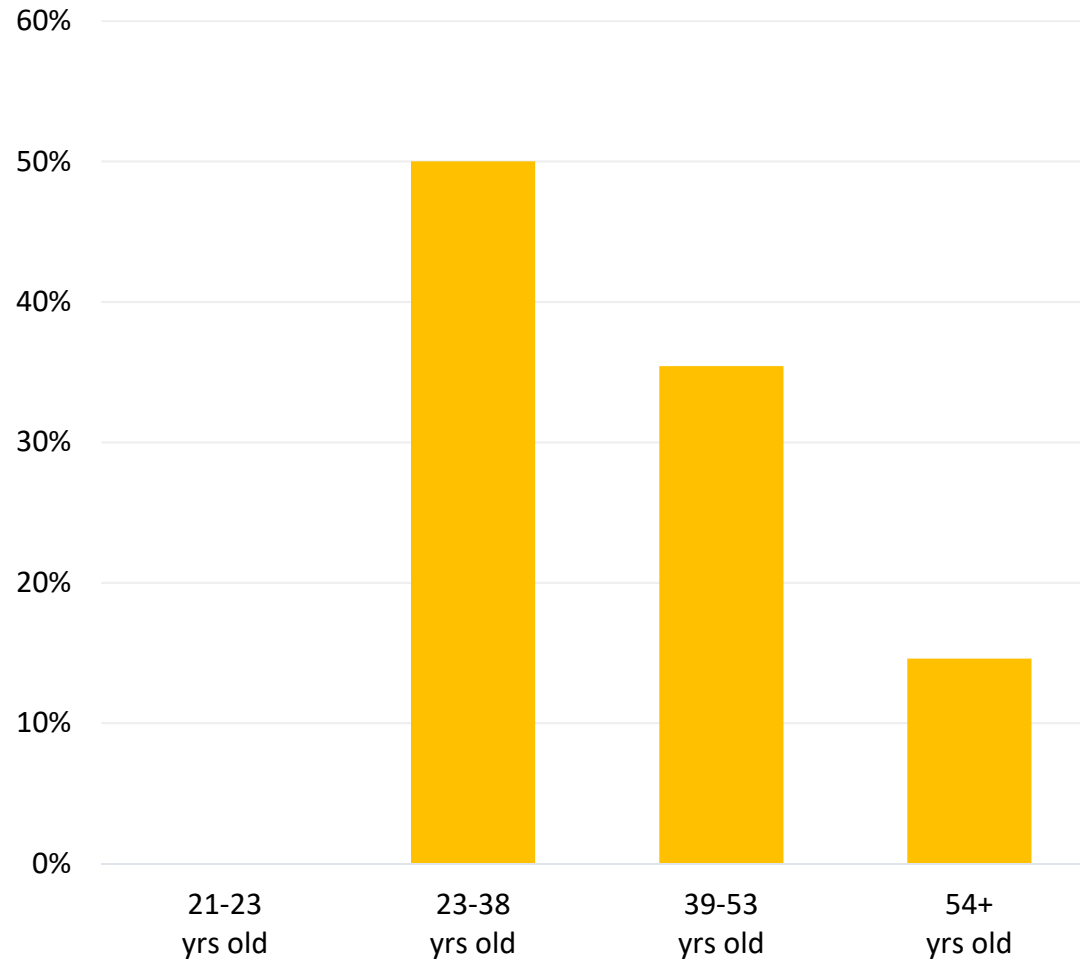
- Mothers who are still lighting designers answered this question.

# Mothers who LEFT Lighting Design Questions

# Mothers who LEFT Lighting Design

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What is your current age?

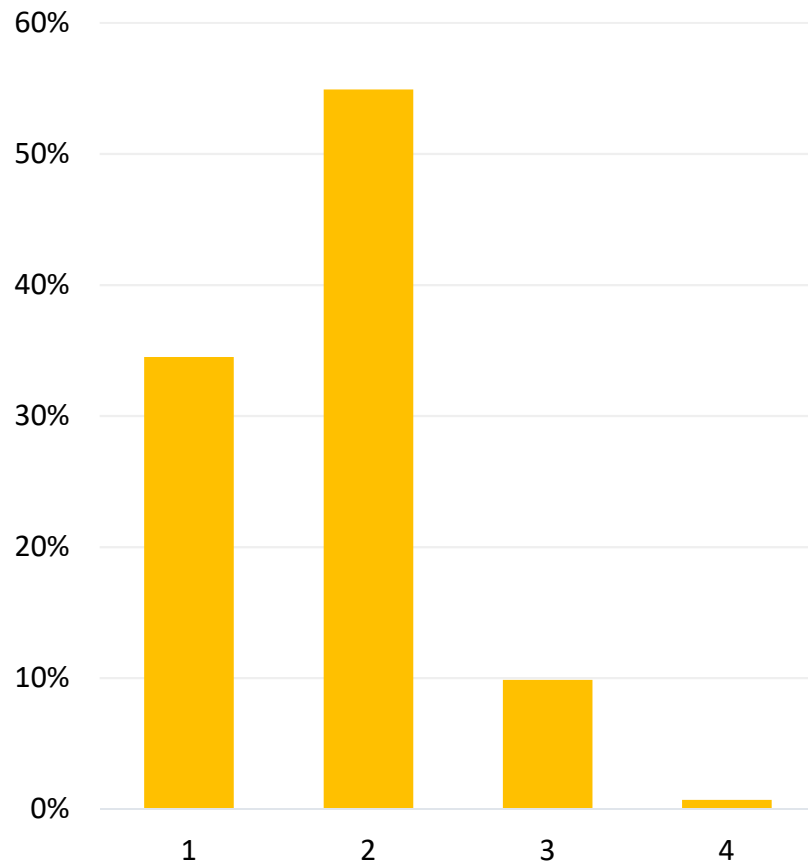


- Mothers who LEFT lighting design answered this question.

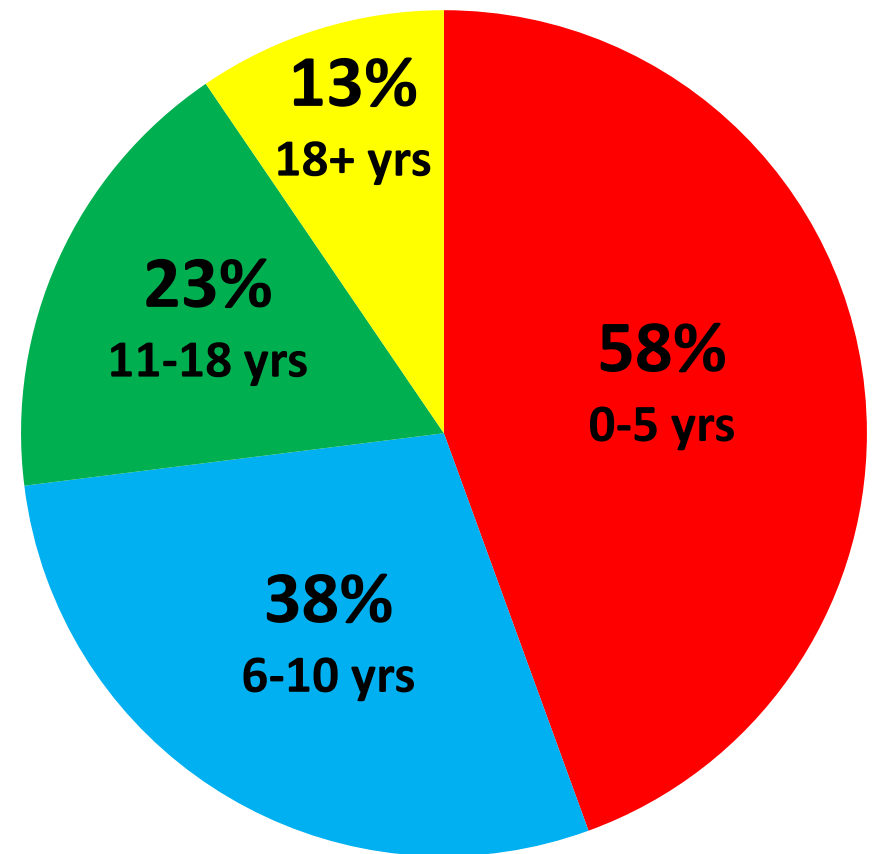
# Mothers who LEFT Lighting Design

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How many children do you have?



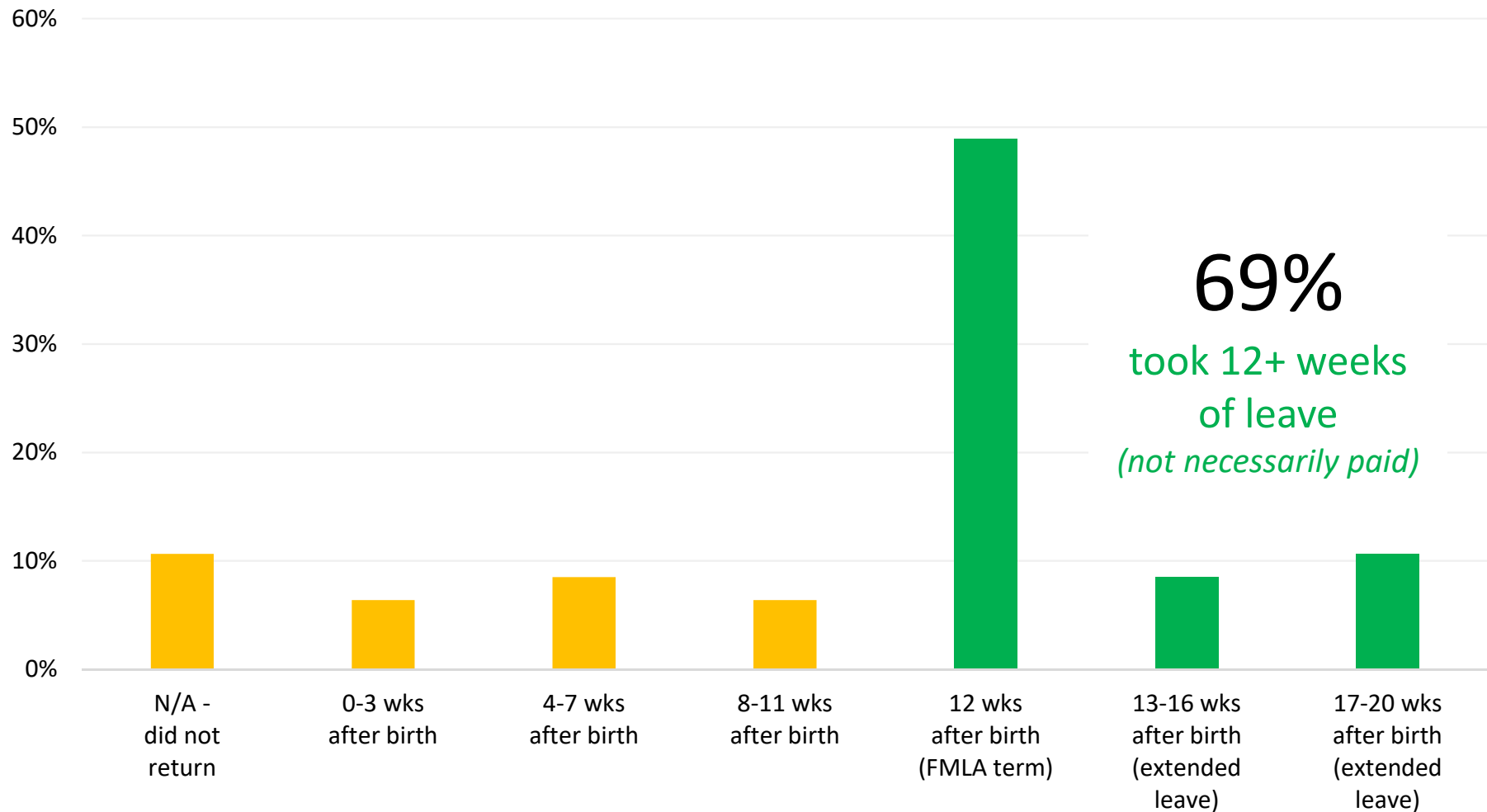
How old are your children? Check all that apply.



- Mothers who LEFT lighting design answered these questions.

# Mothers who LEFT Lighting Design

How soon did you return to work after your child(ren) was born?



- Mothers who LEFT lighting design answered this question.

# Mothers who LEFT Lighting Design

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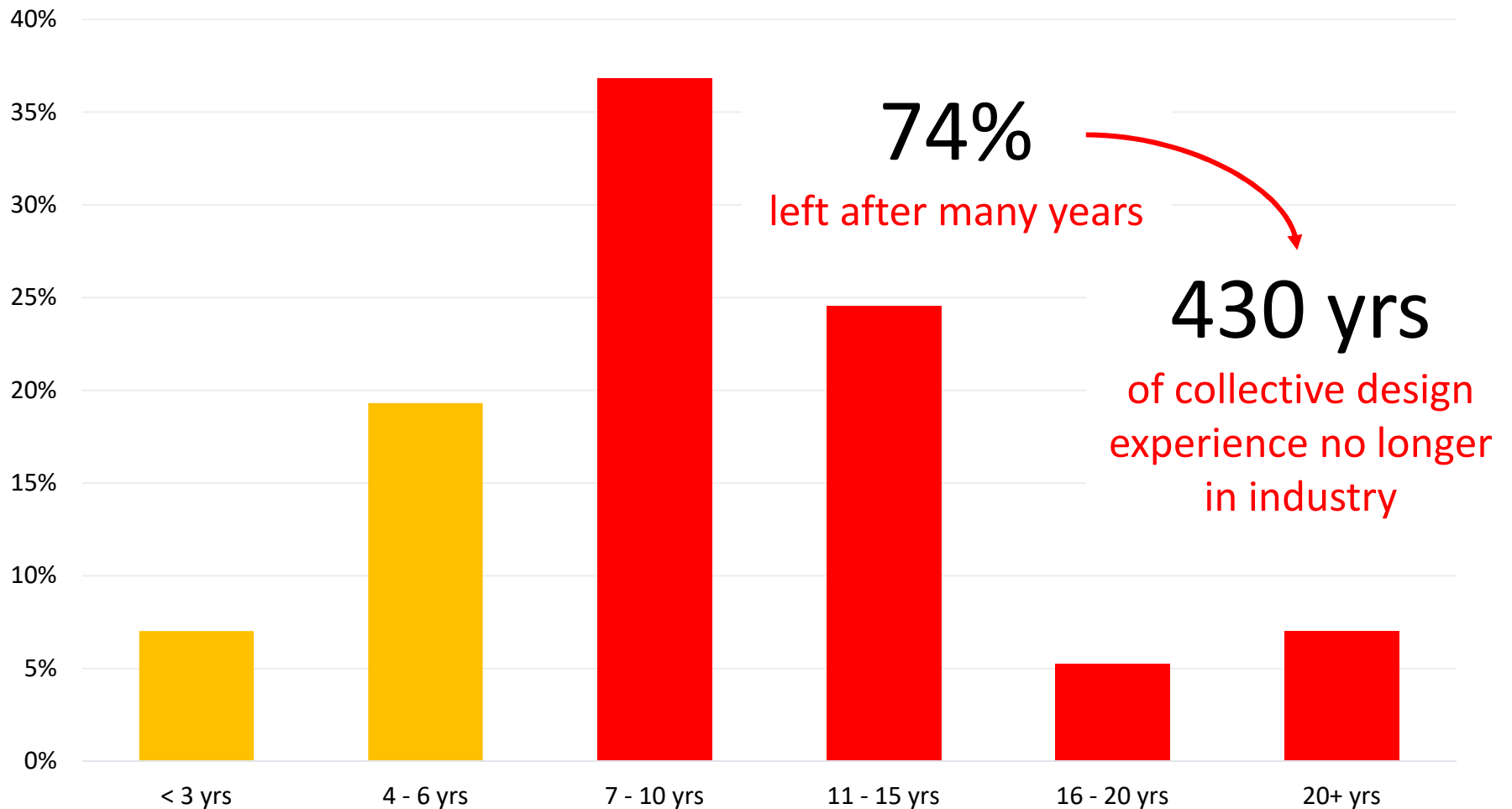
How soon did you return to work after your child(ren) was born? Write-in comments:

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- I had my child after I worked as a lighting designer – I returned to work 16 weeks after birth.
- Child 1 – 2 days  
Child 2 – 2 weeks  
Child 3 – 2 months  
Child 4 – 6 months
- In my previous job, I got 8 weeks paid. I took 2 weeks of vacation and 2 weeks unpaid. I then went back to work half-time at half-pay for 3 more months. In my new firm, they paid for 12 weeks and allowed me flexible hours the first 4 weeks back.
- Planning to return now that my children are school age.
- 8 weeks
- With my first after 6 weeks, with my second after 12 weeks.
- With baby #2, 8 weeks
- Part-time student and lighting researcher after birth of 3<sup>rd</sup>. Wasn't a lighting designer until youngest was about 10.

# Mothers who LEFT Lighting Design

How many years TOTAL had you worked as a lighting designer when you LEFT the profession?



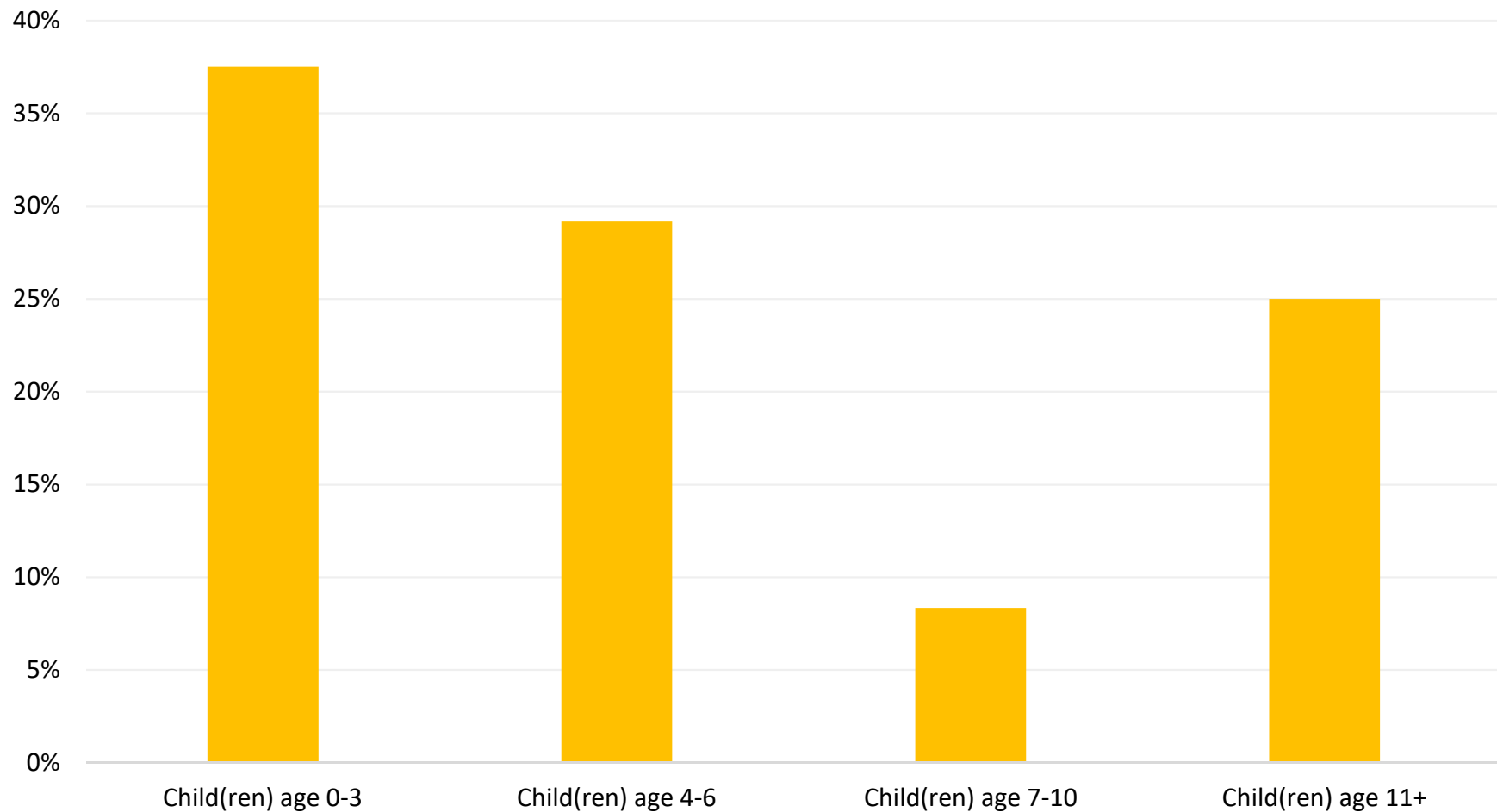
- Mothers who LEFT lighting design answered this question.



# Mothers who LEFT Lighting Design

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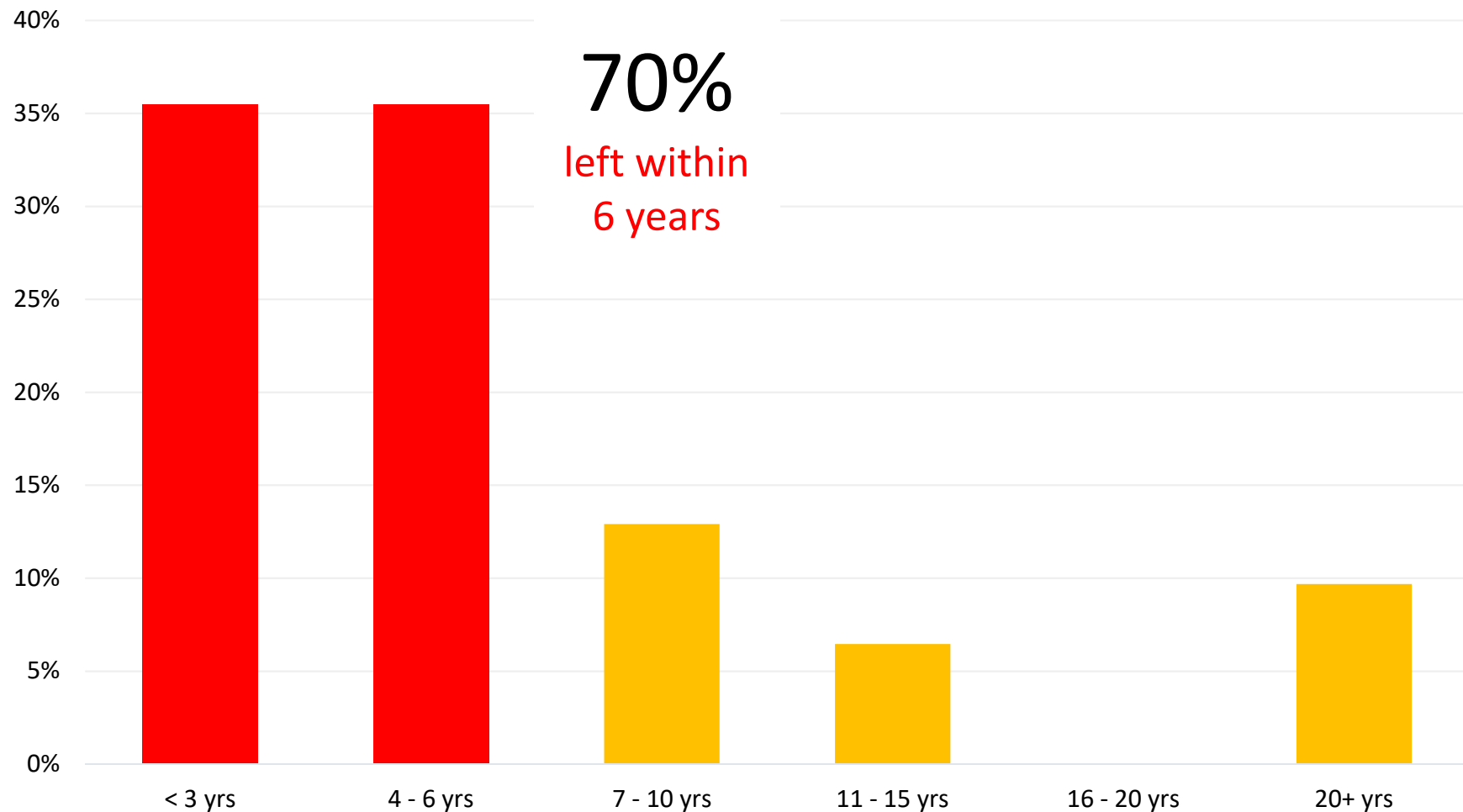
When did you LEAVE lighting design? Check all that apply.



- Mothers who LEFT lighting design answered this question.

# Mothers who LEFT Lighting Design

How many years did you work as a MOTHER in lighting design before you left the profession?  
(How long did you make it?)

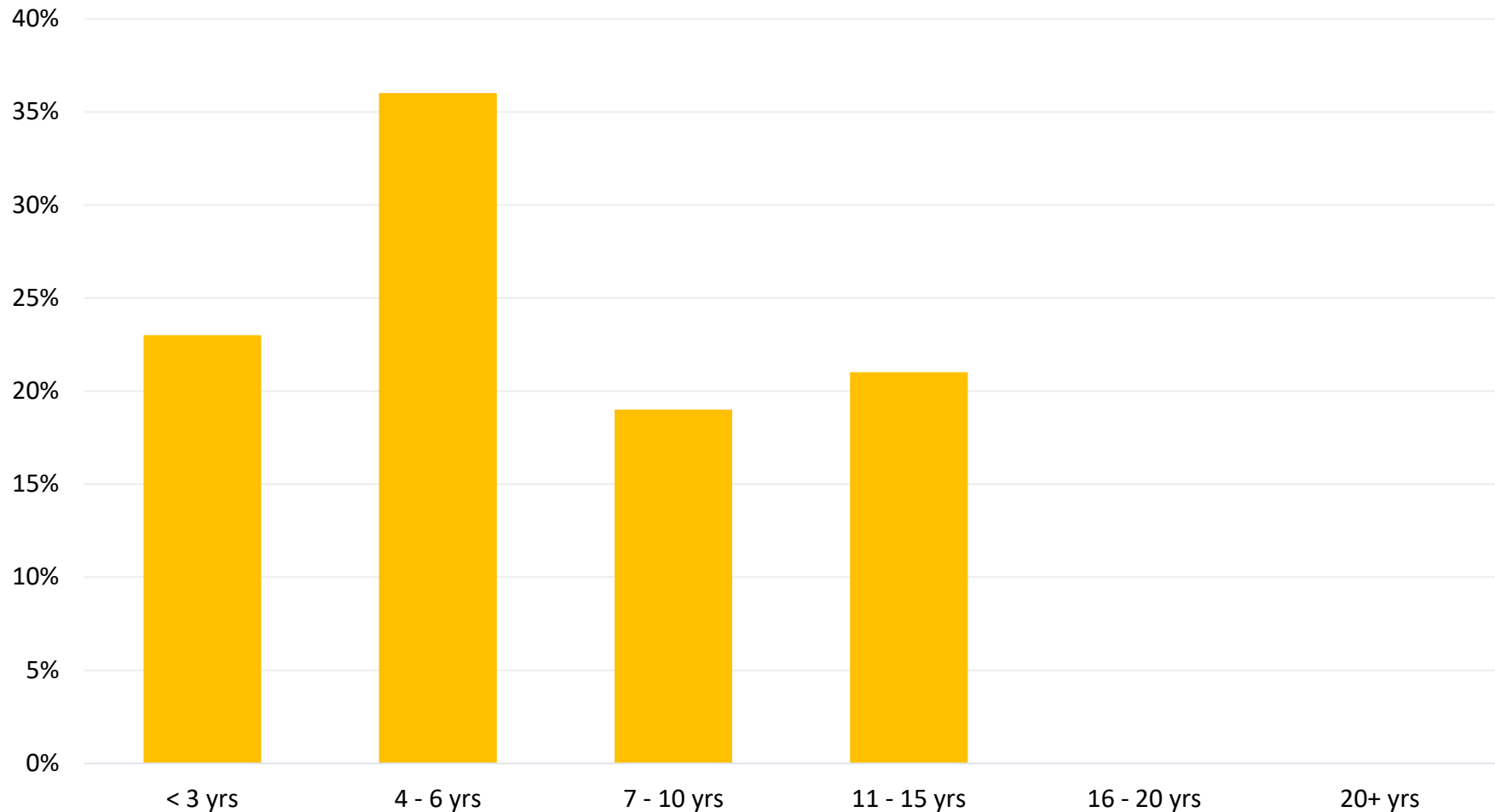


- Mothers who LEFT lighting design answered this question.

# Mothers who LEFT Lighting Design

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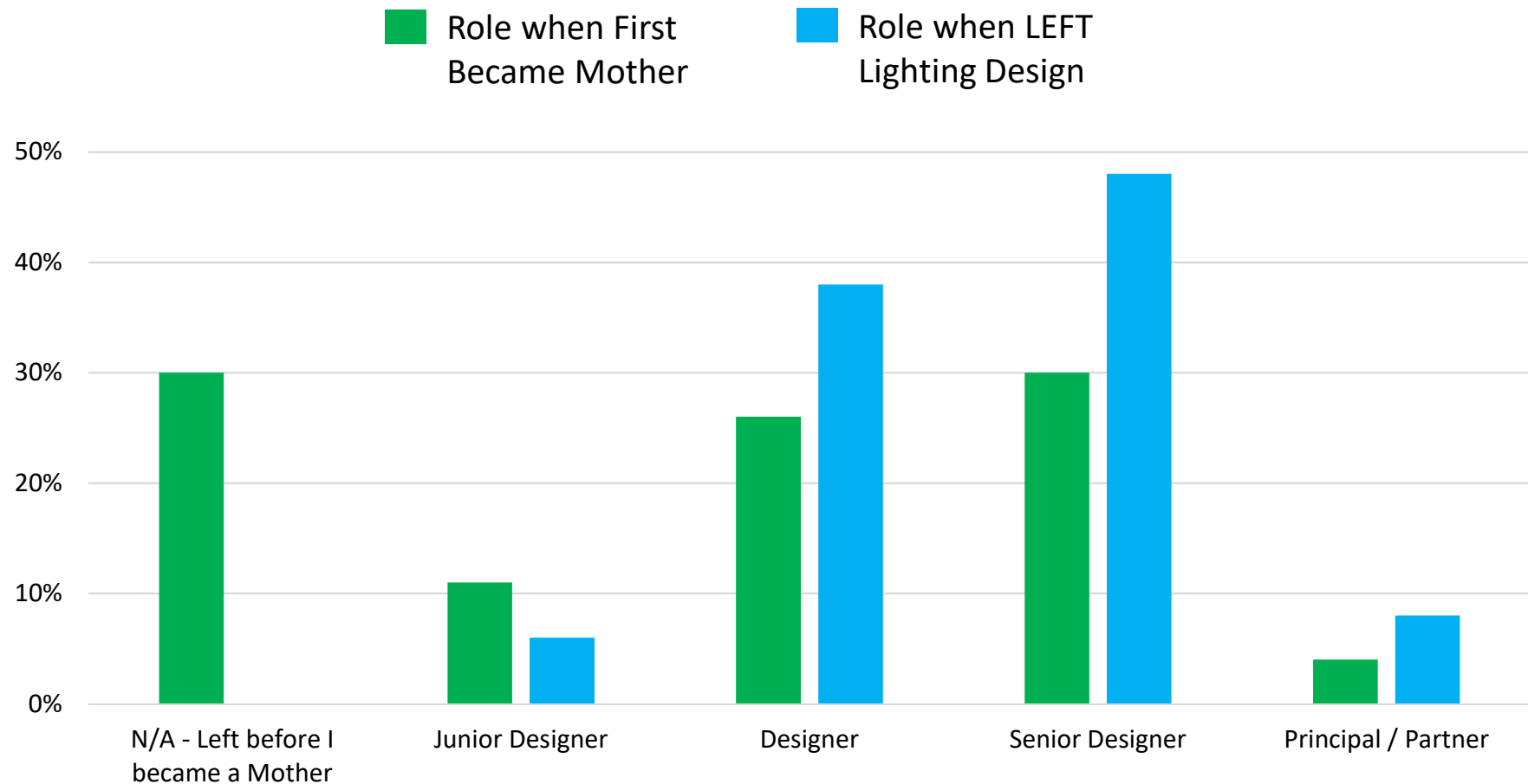
How many years ago did you leave lighting design?



- Mothers who LEFT lighting design answered this question.

# Mothers who LEFT Lighting Design

What was your role in the lighting design firm when you **first became a mother**? What was your **role when you LEFT** lighting design?

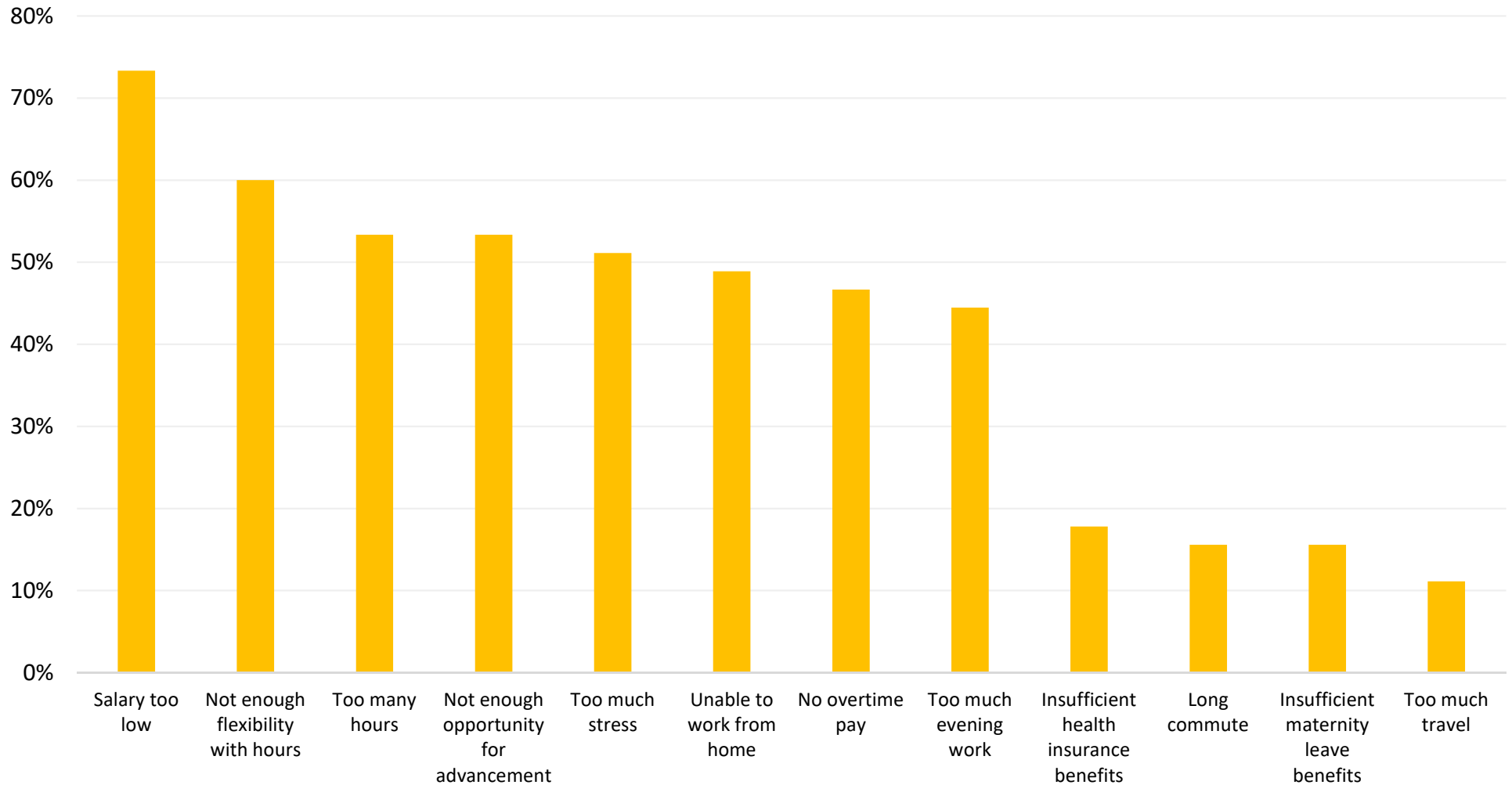


- Mothers who LEFT lighting design answered these questions.

# Mothers who LEFT Lighting Design

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Why did you leave a career in lighting DESIGN? Check all that apply.



- Mothers who LEFT lighting design answered these questions.

# Mothers who LEFT Lighting Design

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Why did you leave a career in lighting DESIGN? Write-in comments:

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- The hours I had to work did not match the design team's so I had no opportunity to advance in projects and the work became monotonous and boring; no opportunities for job-site work / focusing on travel; no sign of my future at the firm
- Not my dream job
- Retired after 47 years in lighting design
- I thought working in a sales position would allow for more flexibility to spend more time with my family. And I liked the idea of working from home.
- Not fair treatment from my manager
- I saw the writing on the wall. There were no working mothers in our firm at the that time. I aspired to work less, make more, and have a family down the road so I left before I got too invested.
- I only made enough money to pay for childcare really so after my children were born it wasn't worth the stress and long hours involved anymore.
- I was laid off due to economic downturn – then found work as a consultant but left due to lack of healthcare and stability
- Wanted to scale back to part-time as I approached retirement. Not an option for a project manager. Firm owners unwilling to consider other roles.
- Salary was the biggest factor, hours a close second
- Work to family time was not balanced.
- Not enough work at the firm
- Poor management by company

# Mothers who LEFT Lighting Design

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What could your design firm have DONE DIFFERENTLY to prevent you from leaving? Write-in comments:

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- Sat down with me to discuss my future / potential if any existed; worked with me to develop a way I could work from home 2 days a week.
- Promotion
- Provide more flexible hours. Help with some benefits while working part-time.
- Valued employees more (projects were always valued more than company morale or employees well-being), allowed more flexible work hours, followed company's own structure regarding positions and roles, understood the meaning of work/life balance
- I felt stuck, like there was no room for growth, personally or professionally. The hours were long and late and when I spoke up I felt no one was listening.
- Flexibility in hours and working from home would have helped.
- Nothing
- Flexible hours, part-time work without losing advancement opportunities, more pay, remote work
- Higher salary + flex hours
- Provide flexibility
- Well I'm not sure but a job sharing scenario might work
- Create a better work/life balance demonstration from more senior employees. They worked a ton so we felt we needed to work as much to keep up.
- Not gone out of business. :) I may have left after awhile as the work was getting stagnant. But closing their doors gave me the chance to try something new.
- Paid more
- Allowed me more flexible hours and to work from home.
- Bring down the stress level, hours
- Hired another person that I could delegate to. More pay to cover daycare.
- Treated me fairly with project work and advancement.
- Had they been more open to flexibility and allowing me to try out an option of working from home and/or working flex hours it would have made the choice of leaving a lot harder.
- Nothing. With the uncertainty of parenthood, I wanted freedom to focus on that.
- Made part-time work more feasible. I switched to part-time for awhile. It did reduce my work hours, but not nearly to the level that was intended. Basically, I ended up working roughly 38 hours instead of my usual 50 hours, but I was now being paid for the agreed upon 32 hours instead of the previous pay cap at 40 hours.

# Mothers who LEFT Lighting Design

What could your design firm have DONE DIFFERENTLY to prevent you from leaving? (continued)

- Increase salary by 25%, healthcare, more vacation, flexibility in schedule, provide a healthy work atmosphere with respect and appreciation
- Nothing they were not great employers. The issue is there were not other firms that could afford my salary or increased salary opportunities or could offer advancement.
- The commute was the largest factor in my decision to leave. Paying me more would have helped but I still would have ultimately left.
- Small design firms have difficult time providing affordable healthcare and income stability.
- Consider how others (besides themselves) would like to approach retirement.
- Increase growth potential as lighting designer within A/E firm. Increase salary and bonus structure. Increase flexibility in work hours and ability to work from home (now in place at my last place of employment as a designer!)
- Provided more flexibility and pay.
- More opportunities for advancement.
- Pay more, except less projects
- Pay and future flexibility for family planning was key. Wasn't a family-friendly environment where I felt a role as a Mother would be supported.
- Maybe working part-time would have worked, but the compensation for part-time work would be too low.
- Had more understanding of the difficulties of being a working mother and dealing with daycare
- o there were more people to take on responsibilities. Alone, with a changing set of assistants, it wasn't profitable and there were too many competing demands.
- Provide more independence to complete tasks on my own and coordinate with outside customers to schedule deadlines.
- Increased salary.
- Allowed me to be more flexible with my schedule
- Allowed working from home part-time
- Treat their employees as if they are adults, and assets to the company
- Provide more independence to complete tasks on my own and coordinate with outside customers to schedule deadlines.

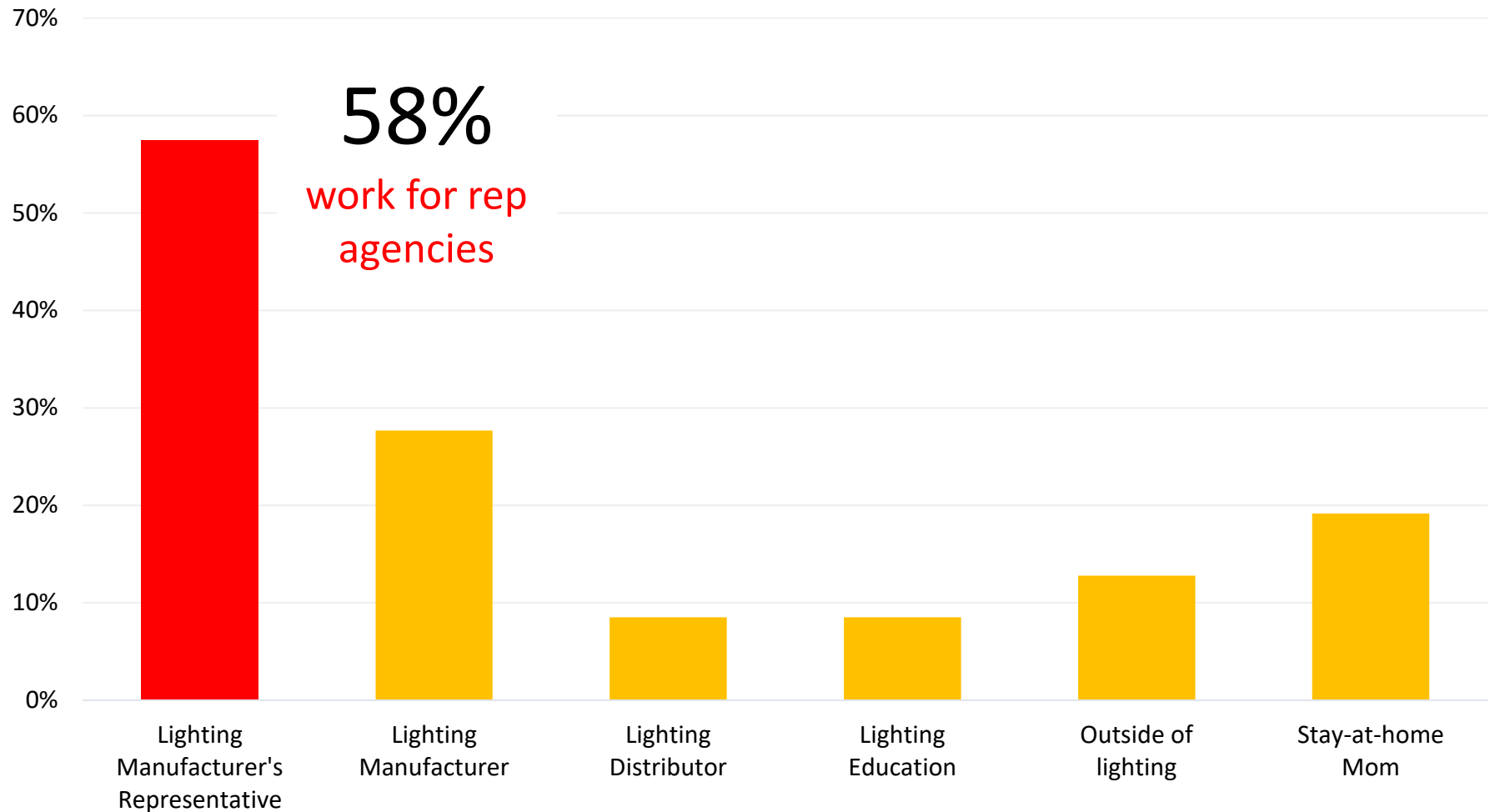




# Mothers who LEFT Lighting Design

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What kind of work did you do after leaving lighting design? Check all that apply.

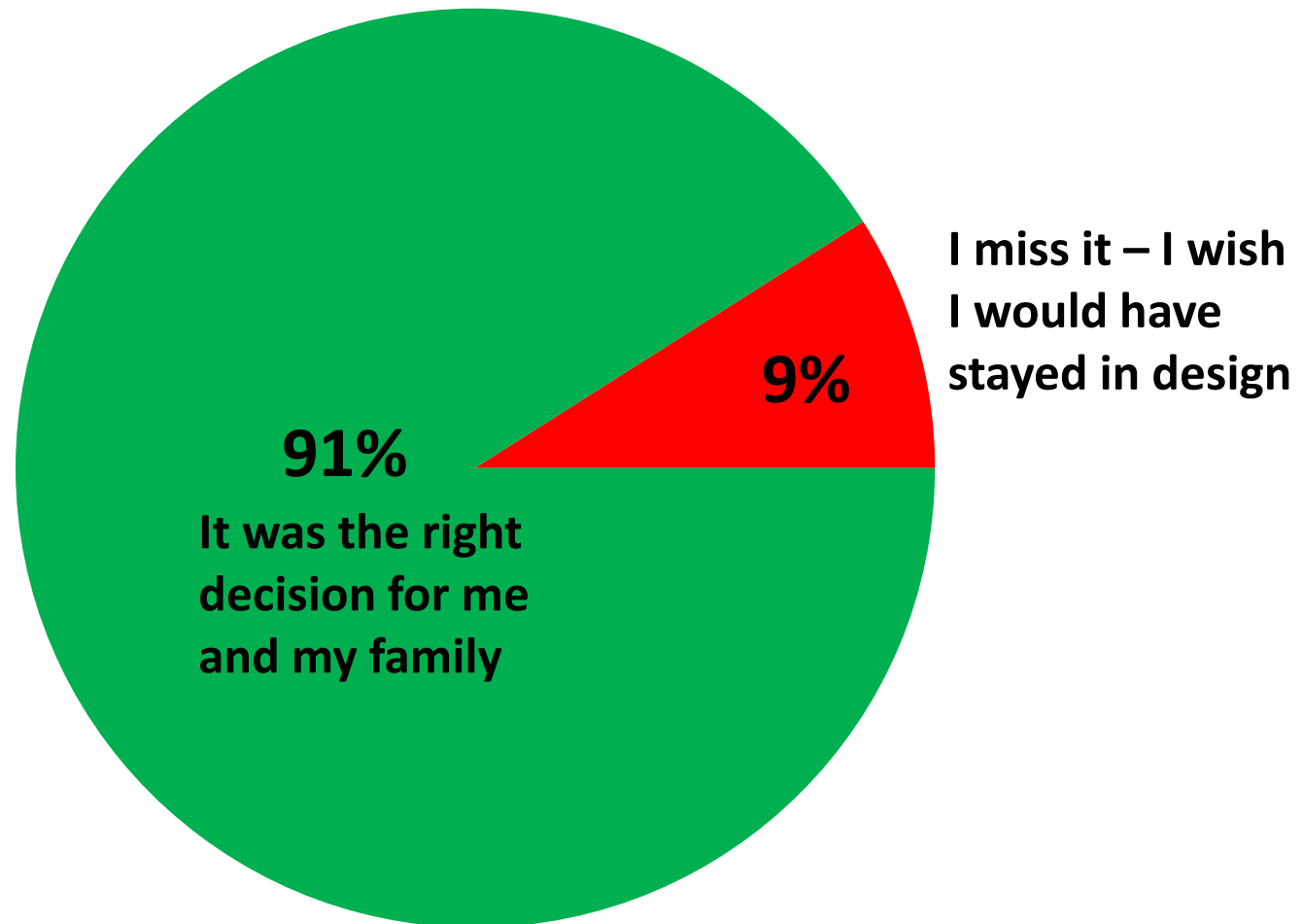


- Mothers who LEFT lighting design answered these questions.

# Mothers who LEFT Lighting Design

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How do you feel now about leaving lighting design?



- Mothers who LEFT lighting design answered these questions.

# Mothers who LEFT Lighting Design

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How do you feel now about leaving lighting design? Write-in comments:

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- I'm still in lighting and occasionally do design work so I don't feel I've left it. Currently the demands of being a regional manager and a new mom are quite stressful.
- Flexible hours are a plus. Financial opportunities are a plus. Miss some of the design aspect.
- I haven't decided yet if I'll be returning to lighting design, but it was the right decision for myself and my family to leave the firm I was working for.
- I slowed down the practice by turning down projects as I got older, then retired.
- But I wonder if I had started at a different firm if I would still be in design now.
- I was a theater lighting designer as well as architectural. I really hope that when my youngest is in high school I can go back to doing theater which I really miss.
- I want to check both. I miss the design community and people that really care about quality of light. But I don't regret my decision.
- Best decision I ever made!
- I think now that my children are older, I'm ready to return.
- I miss designing but not all the work around it. The project management, the budgeting, the timesheets and proposal writing.
- Never plan to go back to working long hours and keeping track of a time card
- I am doing much of what I was doing as a lighting designer with the Sales Agency I work for at twice my previous salary. I have flexible hours, opportunity for advancement, and regular opportunity for bonus money.
- Insufficient options in question above. Needed another category. I'm teaching lighting design and volunteering at various organizations.
- It was the right decision and I am in the right role in my current employment to be able to use my full skill set. I do miss the ability to have the ownership of a lighting design but do not wish I would have stayed. I wish the design process was valued more highly and believe that the employees of firms should be compensated more for their work.
- I enjoyed the job – but I just needed flexibility as a mother and more opportunities for advancement and bonuses.
- It's a mix of feelings. I miss the design work but I cannot see how it would work with my current family needs and financial needs to support and care for my family.
- I needed a job that was less location dependent, paid more, and allowed for more autonomy, so it was the right choice, but I still miss it nonetheless.
- Have had the opportunity to work with another lighting designer here and there when she needs help. Not consistent work but allows me to still keep up a bit.
- Both of the above decisions are true. I like doing more educationally based lighting, and I like the slower pace, but I miss some design.

# END of Survey Responses

We believe this is a relevant topic that deserves further study. We hope that others will take up the mantle and conduct additional research. For instance, a similar study of men and fathers in lighting design could yield interesting comparative results.

# Resources

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- Some comments reported in the survey are concerning.
  - There are Federal and State laws pertaining to pregnancy and parenthood. State laws vary.
  - HR-related links:
    - <https://www.eeoc.gov/laws/types/pregnancy.cfm>
    - <https://www.womenshealth.gov/breastfeeding/employer-solutions/laws.html>
    - [https://www.dol.gov/wb/overview\\_14.htm](https://www.dol.gov/wb/overview_14.htm)
  - Consult with a labor law attorney or HR department for additional information
- 
- The AIA and other organizations have conducted related studies that may be of interest.
  - Reference links:
    - <http://eqxdesign.com>
    - [https://www.architectmagazine.com/practice/gender-equity-lacking-in-design-finds-the-architectural-reviews-2017-women-in-architecture-survey\\_o](https://www.architectmagazine.com/practice/gender-equity-lacking-in-design-finds-the-architectural-reviews-2017-women-in-architecture-survey_o)
    - <http://www.bdcnetworkwidc.com/index.html>
    - <https://nonagon.style/women-in-interior-design/>
    - <https://www.nawic.org/nawic/statistics.asp>
    - <https://www.nytimes.com/2017/02/15/us/remote-workers-work-from-home.html>
    - <https://www.upwork.com/press/2018/02/28/future-workforce-report-2018/>
    - <https://www.inc.com/scott-mautz/a-2-year-stanford-study-shows-astonishing-productivity-boost-of-working-from-home.html>