Appendix E
Protocols for Interviews and Focus Groups
Achieving Parity Study

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NOTE: These protocols were used in a project conducted by the Institute for Women's Policy Research for the Hunt Alternatives Fund, for which Denise Baer served as consulting project director. This appendix represents pages E1-32 of the final report of study results: *Building Women's Political Careers: Strengthening the Pipeline to Higher Office*, written by Denise L. Baer and Heidi I. Hartmann , which can be downloaded at www.iwpr.org.

Appendix E
Protocols for Interviews and Focus Groups

Long Interview Protocol

Achieving Parity Research Study Interview # ___ ___ ___
Date: _____ Time: _____
Name: _____ Phone Number: _____

[Initial: Verify that this is still a good time for an interview.
Let me start by telling you a bit about the project and see if you have any questions.]

This project is being conducted by the Institute for Women's Policy Research on behalf of the Political Parity Program – a bipartisan program composed of over 100 women's organizations across the political spectrum that is sponsored by the Hunt Alternative Fund. The goal of the Political Parity Program is to double the number of women in elective office by 2022. The Institute for Women's Policy Research or IWPR is a Washington, DC based non-partisan and non-profit think tank that focuses on policy research related to women and girls. IWPR has been funded to conduct research among women who have experience in running for higher political office. We are interested in hearing women's stories and experiences in order to understand why women's progress in holding elective office has slowed since the 1992 "The Year of the Woman." The interview is totally confidential, and your name will not be shared with anyone or used in any kind of report. In addition, we will make sure to remove any information that in combination might identify individuals by state or by office. We will report out aggregate data from those who participate in our study or use a quote attributed to a "type of candidate" and no responses will be identifiable.

The goal is to compare your responses to those of a random sample of state legislators conducted by Celinda Lake and Lake Research and Chesapeake Consulting as part of this project. However, we are seeking to get more background and will ask a lot of follow-up questions, and in some cases, the questions may seem a little repetitive.

Do you have any questions before we start?

Do I have your permission to tape-record? I want to make sure that we get your comments as accurately as possible.

Yes 1
No 2
(don't know) 8

[First we would like to start with some questions about any current or prior office holding and your interests in holding office. Note: some information may be pre-filled in based on what is known prior to the interview. If a respondent has already answered a question in a previous statement that question may be skipped and filled in after the interview is completed.]

1. Do you currently hold an elective office?

Yes 1
No 2
(don't know) 8

IF NO, what is your most recent race? _____
IF YES, what is that office? _____

2. When your term ends, will you seek re-election to your current office? (If yes: Is that definitely, probably or maybe?)
   Definitely or Probably seek re-election 1
   Maybe seek re-election 2
   No..... 3
   Term-limited 4
   (don't know) 8
   Other: [please identify]_____

3. How long have you held your current office?
   Less than five years..... 1
   Six to 10 years..... 2
   11 to 15 years..... 3
   16 to 20 years..... 4
   Over 20 years 5

4. Is your current office your first elected office?
   Yes 1
   No 2
   (don't know) 8
   a. [If NO] what was your first elective office?
   _____

5. Do you currently hold, or have you ever held, an appointed office?
   Yes 1
   No 2
   (don't know) 8
   a. [If YES] what is that office or offices? _____

6. On average, how much time (in hours a week) do you spend on public service associated with your current office?
   [Alternate for non-current officeholders] On average, how much time (in hours a week) do you spend on public service apart from campaigning?
   _____
   a. Is that only during [legislative sessions/campaign season] or nearly all weeks in the year?
   _____

7. Many professional groups – such as doctors and educators – as well as farmers, union members, businesses owners, minorities (such as African-American and Hispanics, and others), and, of course, women are interested in having a say in the selection of candidates for office and in official party positions. In your political work or public service, do you feel that you represent the interests of a particular group?

   Yes 1
   No 2
   (don't know) 8
   a. [If YES], which group or groups do you represent?
   _____

8. [If current office holder or candidate] Do you currently have a job for pay outside of your elected or appointed office OR the office you are running for?

Yes 1
No..... 2
(don't know) 8

a. [If YES] What is your other job?

_____

b. [If no job currently] What was your occupation before you were elected to your current office?

_____

9. Next I am going to read a list of specific elected or appointed public offices. I apologize in advance because it is a long list. In some cases, that office may not exist in your state. We are interested in getting a better picture of how women construct political careers. For each office, can you please let me know if you have held that office, or if you have sought the nomination or run as the party nominee, or if you have some possible interest in holding that office in the future. For many, you may just tell me "No". [Circle highest level for each item or write no on the side as appropriate]

	Held	Sought Nomination	Party Nomine	Possible OR Serious Interest
_Mayor	1	2	3	4
_County Commissioner or Supervisor	1	2	3	4
_County Sheriff	1	2	3	4
_Local or City Council Member	1	2	3	4
_County Executive	1	2	3	4
_School Board	1	2	3	4
_State Senate	1	2	3	4
_State House/Assembly	1	2	3	4
_State Judge	1	2	3	4
_State Treasurer	1	2	3	4
_State Public Service Commissioner	1	2	3	4
_State Auditor	1	2	3	4
_State Agriculture Commissioner	1	2	3	4
_State Secretary of State	1	2	3	4
_State Secretary of Education or Public Instruction	1	2	3	4
_Governor	1	2	3	4
_Lt. Governor	1	2	3	4
_Attorney General	1	2	3	4
_U.S. House	1	2	3	4
_U.S. Senate	1	2	3	4
_Federal Judge	1	2	3	4
_U.S. Attorney	1	2	3	4
Other (please specify)	1	2	3	4

[Next we are interested in how women view and prepare a run for political office including that first office.]

10. Many people say running for office as a candidate is a very different experience than volunteering in a campaign or being politically active. Before you made the initial decision to run for office, did you take any preliminary steps, like taking campaign or candidate training, or did you mostly just learn on the job by going straight to politics because of an issue you cared about or a political opportunity that mattered to you?

    Took campaign training 1
    Learn on the job 2
    Other _____
    (don't know) 8

    a. [If took campaign training or other] Who provided that training and was it critical in helping you make the decision to run for that first office?
        i. Who_____
        ii. Was it critical_____
    b. [If learned on the job for first campaign] What was the major factor that motivated you to run?
    _____

11. Regardless of your first race, have you ever had formal campaign training?
    Yes 1
    No 2
    (don't know) 8
    a. [If YES] Did you get your training from a:
    National Party Seminar 1
    State Party Seminar 2
    Local Party Seminar 3
    University Degree or Certificate 4
    National Women's Organization or Group 5
    Other Women's Organization or Group……..……..…..6
    Commercial Organization 7
    Other Organization or Group..... 8
    [please specify] _____

12. Do you see politics or public service as a career?
    Yes 1
    No 2
    (don't know) 8

13. When you say that, what do you mean by "career"?
    _____

    a. [If answered NO or unsure, probe if necessary] For example, some people say no because they see elective office as a part-time or short-term activity that they will not do for very long – maybe a term or two; yet others view their career as something else; some may view themselves as citizens working to solve a problem, and yet others feel they cannot make a living from office holding. Are these some of the things you have in mind?
    _____

14. Regardless of whether you view yourself as having a career in public service or politics, do you see political careers in your state as having stages?

Yes 1
No 2
(don't know) 8

a. [If YES] What are those stages? Is it moving on to higher office, getting elected to a committee or party leadership position in your current office, or something else?

_____

b. [If NO or unsure probe if necessary] For example, some people might say that some offices are stepping stones to other offices. Do you see that in your state running for higher office like U.S. House, U.S. Senate or Governor:

_____

15. There are a variety of reasons that women become involved in politics initially. Some women want to address a particular policy area or issue, others get recruited to run for office by either a political party leader or influential person in their area or state, others are inspired through the influence of family or friends, and yet others seek to change the way government works or have a desire to see more women in higher office. FOR YOU, what was the major issue that motivated you to get involved in politics initially? That is – even before you were interested in running for office.

Wanting to address a particular policy area or issue 1
A political party leader or elected official asks you to run 2
Your family or friends encourage you to run 3
A desire to be involved in politics 4
A desire to change the way government works 5
Dissatisfaction with who is currently in office 6
A desire to see more women in higher office 7
To represent women's groups and issues 8
Other:_____
(don't know) 9

a. If "issue" or "change": what was that issue or change?

_____

16. Beyond an initial interest in politics, what specifically motivated or would motivate you to make a decision to run for your first elective office?

_____

17. Beyond your own experiences, if you were to advise a young woman, say in her 20s, about running for higher office, like US Congress, US Senate, or Governor in your state, what would be the first step that you would advise her to take to prepare herself as a credible candidate?

_____

18. In your state, is there a benchmark office or first office that you would suggest a young woman run for before running for a higher political office such as US Congress, US Senate, or Governor?

Yes 1
No 2
(don't know) 8

a. [If YES] What office is that?

_____

b. [If NO or don't know] Why do you say that? Is it because, for example, there is no pipeline in your state, or is it because there is no pipeline for women, or is it because in your experience

women take different kinds of career paths to office in your state, or is it something else?

_____

19. For men who run for office, some observers talk about a political pipeline that leads to higher political office. Do you see a pipeline like this for men in your state? If so, what is this pipeline?

_____

[Now we would like to talk about any interest you might have in personally running for higher political office.]

20. [Refer back to question 11] Earlier you indicated that you [did/did not] have [some/any] interest in running for higher office, like US Congress, US Senate, or Governor. In making this decision, what kinds of factors have been or would be important to you as a woman candidate?

_____

21. In races for higher elected offices, other factors being equal, do you think that women candidates usually have an electoral advantage over men, that men have an electoral advantage over women, or that neither has an advantage?

Women have advantage 1
Men have advantage 2
Neither has an advantage 3
(don't know) 8

a. [Probe all] Why do you say that? Can you give an example?

_____

22. How do you think it is different for you as a woman compared to the experiences of men at similar political levels of experience? Or do you think candidate experiences are similar?

_____

23. In addition to anything we have talked about thus far, in your life before politics would you say that there has ever been a time when you have encountered discrimination or fewer resources because you are a woman?

Yes 1
No 2
(don't know) 8

a. [IF YES] Can you provide an example?

_____

b. [IF NO] Are there some personal strategies you have used that have helped you avoid the kinds of discrimination that other women say they have encountered?

_____

24. How about in your political life? Would you say that there has ever been a time when you have encountered discrimination or fewer resources because you are a woman considering running, a woman candidate, or a woman in public office?

Yes 1
No 2
(don't know) 8

a. [IF YES] Can you provide an example?

_____

b. [If NO] Are there some personal strategies you have used that have helped you avoid the kinds of discrimination that other women say they have encountered?

_____

25. Since there are so few women in elective office, especially in higher political office, what would you say is your most effective strategy to be taken seriously in political and public service? What makes you successful?

_____

26. As a woman interested in politics and public service, what would you say is/are your major personal asset/s or strength/s in running for and holding office?
    [Probe: This could include personal strengths such as confidence or public speaking ability, community, political or professional networks, family and friends, experience, vision, or whatever you feel is important.]

_____

27. What would you say are your major challenges personally as a woman running for and holding elective office?
    [Probe: For example, some people say that women have less confidence or raw ambition while others might disagree and say that the barriers are not women, but rather the parties, media, etc. What do you think?]

_____

[Now let's compare local or state offices to higher offices, such as congress or governor.]

28. For this project, we are interested in seeing how different women make the decision to stay in state legislative or local offices or decide to run for higher offices, such as U.S. House, U.S. Senate, or Governor. From your perspective, what are the major differences in running and holding office at the state or local levels compared to running or holding higher office such as U.S. House, U.S. Senate, or Governor?
    [Probe: For example, what would be different in your choosing to run for one of these offices? How would it affect you?]

_____

[Now we would like to talk a bit about some factors that have been identified as possibly important for candidates.]

29. What you personally say your role is in your own political party in your state? Would you say that you are an insider or would you say you tend to work primarily outside of your political party, or a little bit of both?
    Insider……..1
    Works more as an outsider 2
    A little bit of both 3
    (don't know) 8
    a. [If insider] Can you give some examples of your role/s?

    _____

    b. [If outsider] Do you feel your own party leaders or power brokers are part of the problem in terms of electing women to office in your state?

    _____

30. Have you held a party office of any type?
    Yes.....1
    No.....2
    (don't know).....8

31. What is the highest party office you have ever held?
    _____

32. In your view, does your political party overall tend to encourage men more to become candidates for higher office, like US Congress, US Senate, or Governor, or encourage women more? Or are men and women equally likely to be encouraged by your political party to become candidates for higher office?
    Encourage men more.....1
    Encourage women more.....2
    Equally likely to encourage both men and women.....3
    (don't know).....8
    a. [All responses] Can you give some examples of that?
    _____

33. Has anyone prominent in your political party ever suggested you run for higher or other elective office?
    Yes……...1
    No……2
    (don't know)……8
    a. [If YES] Was this a suggestion or did this party leader also offer you other kinds of support?
    _____
    b. [If YES] What kind of race was this – was it an open seat or a safe seat held by the opposing party or what?
    _____
    c. [If YES] Have you ever been recruited to run as a "sacrificial lamb" -- for example to run in a race that everyone widely expected your party to lose?
    Yes.....1
    No.....2
    (don't know).....8
    i. [If YES to c] What office or offices was that? Did you run and what was the result? _____

[Some say politics is a team sport- Let's talk a bit about other types of support you might receive from others in considering a run for higher office.]

34. Has anyone that is a power broker in your state, other than a party leader, ever suggested you run for higher or other elective office?
    Yes.....1
    No.....2
    (don't know).....8

35. If you were to run for higher office, do you think you would have party support? Is that national, state or local party support? (Mark all that apply)
    Yes, national party support.....1
    Yes, state party support.....2

Yes, local party support 3
No party support at all 4
(depends)..... 5
(don't know) 8

a. [If YES] What kind of specific party support do you think would be helpful?

_____

36. How about mentors? Have you had political mentors or not really?

Yes 1
No 2
(don't know) 8

a. [If YES] Who would you say are your political mentors? [If you give names, please specify the relationship to you – for example, co-worker, family, neighbor, etc. Please specify the gender of your mentors]

_____

37. In your political work or in your public service, do you have a kitchen cabinet you regularly turned to for advice and counsel?

Yes, had 1
No, did not have..... 2
(don't know) 8

a. [If YES] Who would you say is in your kitchen cabinet? [If you give names, please specify relationship to you – for example, co-worker, family, neighbor, etc. Please specify the gender of the members of your kitchen cabinet].

_____

38. If you were attacked in the media, how many people do you think you could count on to publicly defend you? _____ [write in number]

39. Let's talk about some specific things that your party could do. Would an endorsement, staying out and not opposing you, giving or helping you raise money, or discouraging others from running or carving out a particular district for you be most useful? Of these, what one or two kinds of party support would be most helpful in getting you to decide to run for higher office? [list all]

Carve out a particular district for you 1
Endorse you 2
Not oppose you 3
Give you money..... 4
Help you raise money 5
Discourage others from running 6
Other _____ 7

[Now let's talk about raising money for office and political campaigns.]

40. Have you ever solicited or discussed financial contributions with potential supporters?

Yes 1
No 2
(don't know) 8

41. Thinking about a race for higher office, like U.S. Congress, U.S. Senate, or Governor, how many people do you think you could count on to raise big money for you? _____ [write in number]

42. What amount constitutes big money for a run for higher office in your state? _____ [write in amount]

43. What is the most amount of money you have ever raised in any capacity?_____ [write in number]

44. What, for you, is the biggest barrier to raising money in a political campaign?
_____

[Now let's talk about women's organizations.]

45. Is there a particular point in developing a political or public service career that you think women's organizations could be most helpful? Is it before you decide to run for office, during a campaign, or after you are elected?
Before a candidacy 1
During a campaign 2
After you are elected…….3
(don't know) 8
Other: _____
a. [For all] Can you give an example of the kind of support you would find helpful?
_____

[Let's now talk about some specifics during the exploratory or campaign stages.]

In thinking about a run for higher office, we are interested in learning what specific things women's organizations could do to assist women candidates. Earlier, you had told me that would be helpful. Now, I am going to read you a list of things that women's organizations could do. Of these, could you tell which ones are the top one, two, or three things that you would find helpful?

46. Of these, which three would be most helpful for local and national women's organizations to do to support you and women candidates like you?
Encourage or recruit you to run for office 1
Campaign training for you as a candidate 2
Campaign training for your staff 3
Mentoring one-on-one from a woman elected official 4
Introduction to PAC leaders or large donors 5
Introduction to power brokers 6
Early financial support 7
Candidate campaign or media surrogates 8
Strategy advice or polling data 9
Help in managing personal life trade-offs 10
Other _____ 11

[Now thinking more broadly about women and political office.]

47. What is the biggest barrier you think you would face in running for higher office?

[Probe if necessary: For example, is it personal (such as family), relocating, or issues such as how to put together a national campaign, raise money, or other?]

_____

48. If you had to drop out of political activity or public service tomorrow, what things would you miss the most from such work?

_____

49. The goal of the Political Parity Program is to double the number of women in elective office by 2022. What do you think is the single most important factor that we need to do in order to accomplish this goal?

_____

[Finally, we would like to ask a few questions for statistical purposes only.]

50. Thinking about your general approach to issues, do you consider yourself very liberal, somewhat liberal, moderate, somewhat conservative, or very conservative?

Very liberal 1
Somewhat liberal 2
Moderate 3
Somewhat conservative 4
Very conservative 5
(don't know) 8
(refused) 9

51. What is your age? _____

If refused: Please indicate into which age range you fall.

18-24 years..... 1
25-29 2
30-34 3
35-39 4
40-44 5
45-49 6
50-54 7
55-59 8
60-64 9
65-69 10
70-74 11
over 74 12
(refused) 99

52. What was your age when you ran for your first elected public office?_____

53. What is the last year of schooling that you have completed?

1 - 11th grade 1
high school graduate 2
non-college post H.S. 3
some college 4
college graduate 5
post-graduate school 6
Other (e.g., law school, PhD…….....7
(don't know) 8

54. Are you married, unmarried with a partner, single, separated, widowed, or divorced?
Married..... 1
Unmarried with partner..... 2
Single 3
Separated/divorced..... 4
Widowed..... 5
(don't know) 8

55. How many children, if any, do you have? _____

56. What is the age of your youngest child? _____

57. Do you think of yourself as a born again or evangelical Christian, or would you not describe yourself that way?
Born-again/Evangelical Christian..... 1
Not Born-again/Evangelical..... 2
(other (vole):…….3
(don't know) 8
(refused)..... 9

58. Do you consider yourself to be a strong feminist, feminist, not a feminist, or anti-feminist?
Strong feminist..... 1
Feminist 2
Not a feminist..... 3
Anti-feminist..... 4
(don't know/refuse) 8

59. What is your race or ethnicity?
White/Caucasian 1
Black/African American 2
Hispanic/Latino..... 3
Asian/Pacific Islander 4
Native American/American Indian 5
Other 6
(don't know/refuse) 8

60. Do you have anything else you would like to add that we have not covered in our discussion? Something we should have asked and did not?
_____

[This completes our interview. Thank you very much for your time. We really appreciate your contribution to our research. We will be back in touch concerning the results.]

Young Elected Officials Brief Interview Protocol

Achieving Parity Research Study Interview # ___ ___ ___
Date: _____ Time: _____
Name: _____ Phone Number: _____

[Initial: Verify that this is still a good time for an interview. Great- let me start by telling you a bit about the project and see if you have any questions.]
As we have discussed, this is a short pre-interview and we are seeking to hold a virtual focus group with women young elected officials that we hope that you will be able to participate in the next few weeks. The project is being conducted by the Institute for Women's Policy Research on behalf of the Political Parity Program – a bipartisan program composed of over 100 women's organizations across the political spectrum that is sponsored by the Hunt Alternative Fund. The goal of the Political Parity Program is to double the number of women in elective office by 2022. The Institute for Women's Policy Research or IWPR is a Washington, DC based non-partisan and non-profit think tank that focuses on policy research related to women and girls. IWPR has been funded to conduct research among women who have experience in running for higher political office. We are interested in hearing women's stories and experiences in order to understand why women's progress in holding elective office has slowed since the 1992 "The Year of the Woman." We are particularly interested in speaking with young women elected officials like yourself in order to better understand the challenges you face and how you come to politics and public service. The interview is totally confidential, and your name will not be shared with anyone or used in any kind of report. In addition, we will make sure to remove any information that in combination might identify individuals by state or by office. We will report out aggregate data from those who participate in our study or use a quote attributed to a "type of candidate" and no responses will be identifiable.

Do you have any questions before we start?
[Do I have your permission to tape-record? I want to make sure that we get your comments as accurately as possible]

Yes 1
No 2
(don't know) 8

[First we would like to start with some questions about any current or prior office holding and your interests in holding office. Note: some information may be pre-filled in based on what is known prior to the interview. If a respondent has already answered a question in a previous statement that question may be skipped and filled in after the interview is completed.]

1. Do you currently hold an elective office?

   Yes 1
   No 2
   (don't know) 8

   IF NO, what is your most recent race? _____
   IF YES, what is that office? _____

2. When your term ends will you seek re-election to your current office? (If yes: Is that definitely, probably or maybe?)

   Definitely or Probably seek re-election 1
   Maybe seek re-election 2

No.....3
Term-limited.....4
(don't know).....8
Other: [please identify]_____

3. How long have you held your current office?
   Less than five years.....1
   Six to 10 years.....2
   11 to 15 years.....3
   16 to 20 years.....4
   Over 20 years.....5

4. Is your current office your first elected office?
   Yes.....1
   No.....2
   (don't know).....8
   a. [If NO] what was your first elective office?
   _____

5. Do you currently hold, or have you ever held, an appointed office?
   Yes.....1
   No.....2
   (don't know).....8
   a. [If YES] What is that office or offices? _____

6. Do you hold a political party office?
   _____

7. On average, how much time (in hours per week) do you spend on public service associated with your current office?
   [Alternate for non-current officeholders] On average, how much time (in hours per week) do you spend on public service apart from campaigning?
   _____

   a. Is that only during [legislative sessions/campaign season or nearly all weeks in the year?
   _____

8. Many professional groups – such as doctors and educators – as well as farmers, union members, businesses owners, minorities (such as African-Americans and Hispanics, and others), and, of course, women are interested in having a say in the selection of candidates for office and in official party positions. In your political work or public service, do you feel that you represent the interests of a particular group?
   Yes.....1
   No.....2
   (don't know).....8

   a.[If YES] Which group or groups do you represent?
   _____

9. [If current office holder or candidate] Do you currently have a job for pay outside of your elected or appointed office? OR the office you are running for?

Yes 1
No..... 2
(don't know) 8

a. [If YES] What is your other job?

_____

10. [If no job currently] What was your occupation before you were elected to your current office?

_____

11. Thinking about the future, what is the highest political office (or offices) you can envision yourself running for or serving in – in years to come?

_____

12. In running for that office, what kinds of resources do you need to be successful?

_____

13. In thinking about political parties (your party) or women's organizations, what kinds of things do you think that your party or women's organizations could provide or do to make you more successful?

_____

[Next I am going to read a list of specific elected or appointed public offices.] I apologize in advance because it is a long list. In some cases, that office may not exist in your state. We are interested in getting a better picture of how women construct political careers. For each office, can you please let me know if you have held that office, or if you have sought the nomination or run as the party nominee, or if you have some possible interest in holding that office in the future. For many, you may just tell me "No". [Circle highest level for each item or write no on the side as appropriate]

	Held	Sought Nomination	Party Nomine	Possible OR Serious Interest
_Mayor	1	2	3	4
_County Commissioner or Supervisor	1	2	3	4
_County Sheriff	1	2	3	4
_Local or City Council Member	1	2	3	4
_County Executive	1	2	3	4
_School Board	1	2	3	4
_State Senate	1	2	3	4
_State House/Assembly	1	2	3	4
_State Judge	1	2	3	4
_State Treasurer	1	2	3	4
_State Public Service Commissioner	1	2	3	4
_State Auditor	1	2	3	4
_State Agriculture Commissioner	1	2	3	4
_State Secretary of State	1	2	3	4
_State Secretary of Education or Public Instruction	1	2	3	4
_Governor	1	2	3	4
_Lt. Governor	1	2	3	4
_Attorney General	1	2	3	4
_US House	1	2	3	4
_US Senate	1	2	3	4

_Federal Judge 1 2 3 4
_U.S. Attorney 1 2 3 4
Other (please specify) 1 2 3 4

[Next we are interested in how women view and prepare a run for political office including that first office.]

14. Many people say running for office as a candidate is a very different experience than volunteering in a campaign or being politically active. Before you made the initial decision to run for office, did you take any preliminary steps like taking campaign or candidate training, or did you mostly just learn on the job by going straight to politics because of an issue you cared about or a political opportunity that mattered to you?

    Took campaign training 1
    Learn on the job 2
    Other _____
    (don't know) 8

    c. [If took campaign training or other] Who provided that training and was it critical in helping you make the decision to run for that first office?
        i. Who_____
        ii. Was it critical_____
    d. [If learned on the job for first campaign] What was the major factor that motivated you to run?
    _____

15. Regardless of your first race, have you ever had formal campaign training?

    Yes 1
    No 2
    (don't know) 8

    b. [If YES] Did you get your training from a:

    National Party Seminar 1
    State Party Seminar 2
    Local Party Seminar 3
    University Degree or Certificate 4
    National Women's Organization or Group 5
    Other Women's Organization or Group……..……..…..6
    Commercial Organization 7
    Other Organization or Group..... 8
    [please specify] _____

16. Do you see politics or public service as a career?

    Yes 1
    No 2
    (don't know) 8

17. When you say that, what do you mean by "career"?
    _____

18. As a Young Elected Official, what do you think the major challenges are that someone your age faces and needs to consider in order to be successful as a candidate or an elected official?
    _____

19. What about being a young woman elected official – are there any specific advantages or disadvantages?

_____

20. There are a variety of reasons that women become involved in politics initially. Some women want to address a particular policy area or issue, others get recruited to run for office by either a political party leader or influential person in their area or state, others are inspired through the influence of family or friends, and yet others seek to change the way government works or have a desire to see more women in higher office. For you, what was the major issue that motivated you to get involved in politics initially? That is – even before you were interested in running for office.

Wanting to address a particular policy area or issue..... 1
A political party leader or elected official asks you to run 2
Your family or friends encourage you to run..... 3
A desire to be involved in politics 4
A desire to change the way government works 5
Dissatisfaction with who is currently in office 6
A desire to see more women in higher office 7
To represent women's groups and issues..... 8
Other:_____
(don't know) 9

b. If "issue" or "change": what was that issue or change?

_____

21. In races for higher elected offices, other factors being equal, do you think that women candidates usually have an electoral advantage over men, that men have an electoral advantage over women, or that neither has an advantage?

Women have advantage 1
Men have advantage 2
Neither has an advantage 3
(don't know) 8

a. [Probe all] Why do you say that? Can you give an example?

_____

22. What do you think is the single most important factor needed in order to double the number of women in higher elected office by 2022?

_____

[Finally, we would like to ask a few questions for statistical purposes only.]

23. Thinking about your general approach to issues, do you consider yourself very liberal, somewhat liberal, moderate, somewhat conservative, or very conservative?

Very liberal 1
Somewhat liberal 2
Moderate 3
Somewhat conservative 4
Very conservative 5
(don't know) 8
(refused) 9

24. What is your age? _____

[If refused] Please indicate into which age range you fall.

18-24 years 1
25-29 2
30-34 3
35-39 4
40-44 5
45-49 6
50-54 7
55-59 8
60-64 9
65-69 10
70-74 11
over 74 12
(refused) 99

25. What was your age when you ran for your first elected public office? _____

26. What is the last year of schooling that you have completed?

1 - 11th grade 1
high school graduate 2
non-college post H.S. 3
some college 4
college graduate 5
post-graduate school 6
Other (e.g., law school, Ph.D)..... 7
(don't know) 8

27. Are you married, unmarried with a partner, single, separated, widowed, or divorced?

Married 1
Unmarried with partner 2
Single 3
Separated/divorced 4
Widowed 5
(don't know) 8

28. How many children, if any, do you have? _____

29. What is the age of your youngest child? _____

30. Do you think of yourself as a born again or evangelical Christian, or would you not describe yourself that way?

Born-again/Evangelical Christian 1
Not Born-again/Evangelical 2
(don't know) 8
(refused) 9

31. Do you consider yourself to be a strong feminist, feminist, not a feminist, or anti-feminist?

Strong feminist 1
Feminist 2

Not a feminist 3
Anti-feminist 4
(don't know/refuse) 8

32. What is your race or ethnicity?
White/Caucasian 1
Black/African American 2
Hispanic/Latino 3
Asian/Pacific Islander 4
Native American/American Indian 5
Other 6
(don't know/refuse) 8

[Do you have anything else you would like to add that we have not covered in our discussion? Something we should have asked and did not?]

[This completes our interview. Thank you very much for your time. We really appreciate your contribution to our research. We will be back in touch concerning the results.]

Young Elected Officials Focus Group Protocol

[Introduction and welcome! We are waiting for a few others to call in to our "virtual" focus group. Before we start and while we are waiting, could you please think about someone or a few people male or female whose career you might wish to emulate? At the end we'll share the list.]

Thank you for participating in this virtual focus group. You were invited as a young elected official and we wanted to have a national group participate. Before we start, let's review the purpose and procedures of this focus group.

[Purpose and procedures of this focus group.]
The purpose of this focus group is to examine aspects of women's pathways to elective office and public service, especially to higher office. This project is funded by the Hunt Alternatives Fund as part of the nonpartisan Political Parity Leadership Team initiative to double the number of women in office by 2022. The Institute for Women's Policy Research (or IWPR) is a leading nonpartisan research organization focused on women. We are interested in speaking with young women elected officials like you because your experiences are critical to understanding why women's progress in holding office has slowed since the 1992 Year of the Woman. Thus we are interested in gaining new answers to old questions. We know that you are considered leaders in your own right and have a lot of knowledge about what works and what does not. In fact, you have probably been asked a number of times what you think and may have done candidate recruitment and training yourself. Here we ask you to speak primarily from your own experience rather than what you think the research says about electing women. Actually, there are some conflicting findings in the research, and what we are hoping to be able to do here today is to gain some new insights. In addition, there have been many recent changes in the political landscape over the past twenty years and some of the research may not speak to the challenges you face today or those a first-time woman candidate might encounter. So sometimes I might say something that you disagree with or is a new way of looking at things – but the purpose is to find out what your experiences tells us, and to see how things might be different today than what existed 20 or even 10 years ago.

[I'd like to first go over the rules and procedures of the focus group. Discuss confidentiality, speaking one at a time, listening, that we expect people to have different views and experiences, etc.]

RULES AND PROCEDURES OF THE FOCUS GROUP

- The fundamental rules of the process are respect and confidentiality.
- Respect means.....no personal judgments or statements and only one person speaks at a time
- Confidentiality means....
  For me – no names will be mentioned in the report
  For you – we ask that each of you also keep the confidence
  – this is especially important if you know each other
- Confidentiality applies to all of us in the room.
- This is a conversation and sometimes you will want to respond to something someone else says.
- There are no right or wrong answers, only your opinion.
- The focus group will last about 1 ½ hours.
- I will question you in order to get you to think – the facilitator role is not to judge
- Sometimes I will interrupt you to ensure we understand what you are saying or to ensure that we stay within the promised timeframe, or to follow up on a new point that you have introduced.
- Anything you say is ok. We expect people to have different experiences.
- You can discuss your experiences – you can also discuss an experience of a friend or someone close to you or someone else whose experience you are aware of that is relevant.
- You can get a copy of the results - if we got something wrong or misunderstood you, let us know.
- We will set up a parking lot for other issues that come up.
- I will stay after for any questions you might have about what we discussed or anything else that you would like to bring to my attention about the project.

[Do you all agree to these rules and procedures in terms of confidentiality? Thank you. We will move through a number of questions in order to stay within the 90 minutes. We will be recording in order to make sure that we get your comments accurately.] Do I have your permission to tape-record? Please remember – it is ok to disagree with each other and to redefine the question so that we can better learn from your experiences. Any questions before we start?

[Brief introductions: your first name only, your type of office (e.g., school board, city council, etc.), and whether you envision yourself holding a higher office in the future (for Hunt Alternatives Fund, this means U.S. Congress, U.S. Senate or Governor). Each time you speak, we ask that you please say your first name and preface your remarks by saying, for example, this is "Denise"]

[We'd like to start by examining how you got your start in politics and how you understand your work in public service.]
I am going to start with the hard question – a lot of research says women have less ambition for public office or public service – something which we will work to see how you define later. You as a group give the lie to this assumption. Obviously, you have found yourself running for and holding offices at a – in political terms – young or very young age. Traditionally, women run for office after their children have grown and sometimes find themselves elected to office in their 50s or 60s.

1. My first question is what made you interested in public service or politics INITIALLY?
   [PROBE] What role did Family play?
   [PROBE] How about volunteering in Political Parties and Campaigns?
   [PROBE] Did you have any Mentors in your political work or public service?
   [PROBE] Was there a Specific Issue or Event that motivated you?

2. One of the things that motivates some individuals to run is an interest in giving voice to issues and concerns that government is not addressing. In this group, we have a diverse group of individuals who share in common being both – in political terms – young and female. Thinking about both your political identity, and any challenges or barriers that you have faced, what is the largest? How do you identify yourself? Is it being young, being female, or something else?
   [PROBE] Being young does not last forever – how does this relate to being a woman?
   [PROBE]Have you found how others perceive you to be an asset or a challenge in terms of being taken seriously?

3. Let's talk a bit about the "ambition" issue vs. being asked or being recruited to run. Some research suggests that women tend to need to be asked to run while other research suggests that most candidates – men or women – tend to run on their own even if they wait to make that run until others seek them out as a credible candidate. How about you – how many were asked to run and how many ran on their own?
   [PROBE] When you were asked to run – did you already think you had the ability?
   [PROBE] What were you doing when you were recruited?
   [PROBE] If you ran on your own, what kinds of things were in your mind as you prepared to run?

4. Now let's consider the level of office. You have all started at the local level of office. How did you pick your first office?
   [PROBE] How is school board as a starter office?
   [PROBE] Can you compare this to city council or county council?

5. Let's go back to that ambition question. Some of you may be interested in running for higher office– such as U.S. Congress, Senate or Governor. How many of you are interested in doing so?
   [PROBE] How did you develop that interest – was it always there or did it develop after you had held office?
   [PROBE] Were women's organizations or mentors helpful in this?

6. Let's talk about the life tradeoffs in terms of when you start in politics. Women sometimes come to politics later in life after their children are grown, or after they had some major life experience. You have all run for office at a younger political age. Do you have any regrets in terms of starting at a young age or do you see it as an advantage?
   [PROBE] what do you think that might have meant for your future in politics?
   [PROBE] What are the reasons you started earlier?
   [PROBE] If you got into politics at an older age, what are the advantages or disadvantages of this?
   [PROBE] Are there some things that are harder with you being an officeholder at the age you are now?

7. Let's think about this a different way – who do you regard as your peers?
   [PROBE] How would you compare yourself to comparable women your age ?
   [PROBE] How would you compare yourself to comparable men your age?

[Now we'd like to look at how political parties can help or hinder women running for office.]

8. Let's talk first about your relationship to your political party. How active are you in your political party now – do you view yourself as an outsider or insider in your party – a backbencher or a leader?
   [PROBE] Were you active in your party prior to running for office?
   [PROBE] Is this activity at the local or the national levels?

9. Some say there that men receive an advantage in terms of party support in running for office, while there are others who say men and women are treated equally. What do you think?
   [PROBE] If you think men and women are treated the same in your state, why do you think this occurs? Can you give me an example?
   [PROBE] If you see differences, what form does it take?

[Ok, now let's look at women's groups and the women's community.]

10. First, what do you understand by the "women's community" or the "women's movement"?
    [PROBE] Are there women's groups or organizations that you work with?
    [PROBE] Are these local or national groups?

11. Has the women's community been helpful to you in your political and public service work?
    [PROBE] Can you give some examples?

[Now, let's go back to those who you admire or whose career you wish to emulate.]

12. Who do you admire or see as a role model in politics or public service?
    [PROBE] What is it about these leaders that you admire?
    [Make list and obtain quotes]
    [PROBE] Based on our discussion – do you have other thoughts or anything you wish to add?

[Close, thank participants and remind participants of confidentiality and how the data will be used and released.]

Congressional Staff Focus Group Protocol

[Introduction and welcome! Before we start, could you please think about some role models in politics and public service – male or female – that you admire or someone whose career you might wish to emulate? Thank you for coming – you were invited as someone who is potentially interested in running for office. Before we start, let's review the purpose and procedures of the focus group.]

[Purpose and procedures of this focus group.]
The purpose of this focus group is to examine aspects of women's pathways to elective office and public service, especially to higher office. This project is funded by the Hunt Alternatives Fund as part of the nonpartisan Political Parity Leadership Team initiative to double the number of women in office by 2022. The Institute for Women's Policy Research (or IWPR) is a leading nonpartisan research organization focused on women. We are interested in speaking with those who have had experience in working on Capitol Hill or in DC because we know that being a congressional aide or intern is one of the most common experiences for those who later run for Congress.

[Share handout on occupations for congress]

As you know, since the Year of the Woman in 1992, women's progress in holding office has slowed. We know that you are leaders in your own right and have a lot of knowledge about what works and what does not. In fact, you have probably been asked a number of times what you think and may have done candidate recruitment and training yourself. Here we ask you to speak primarily from your own experience rather than what you think the research says about electing women. Actually, there are some conflicting findings in the research, and what we are hoping to be able to do here today is to gain some new insights. In addition, there have been many recent changes in the political landscape over the past twenty years and some of the research may not speak to the challenges you face today or those a first-time woman candidate might encounter. So sometimes I might say something that you disagree with or is a new way of looking at things – but the purpose is to find out what your experiences tells us, and to see how things might be different today than what existed 20 or even 10 years ago.

I'd like to first go over the rules and procedures of the focus group. [discuss confidentiality, speaking one at a time, listening, that we expect people to have different views and experiences, etc.]

RULES AND PROCEDURES OF THE FOCUS GROUP

- The fundamental rules of the process are respect and confidentiality.
- Respect means.....no personal judgments or statements and only one person speaks at a time
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  For me – no names will be mentioned in the report
  For you – we ask that each of you also keep the confidence
  – this is especially important if you know each other
- Confidentiality applies to all of us in the room.
- This is a conversation and sometimes you will want to respond to something someone else says.
- There are no right or wrong answers, only your opinion.
- The focus group will last about 1 ½ hours.
- I will question you in order to get you to think – the facilitator role is not to judge
- Sometimes I will interrupt you to ensure we understand what you are saying or to ensure that we stay within the promised timeframe, or to follow up on a new point that you have introduced.
- Anything you say is ok. We expect people to have different experiences.
- You can discuss your experiences – you can also discuss an experience of a friend or someone close to you or someone else whose experience you are aware of that is relevant.
- You can get a copy of the results - if we got something wrong or misunderstood you, let us know.
- We will set up a parking lot for other issues that come up.
- I will stay after for any questions you might have about what we discussed or anything else that you would like to bring to my attention about the project.

[Do you all agree to these rules and procedures in terms of confidentiality? Thank you. We will move through a number of questions in order to stay within the 90 minutes. We will be recording in order to make sure that we get your comments accurately.] Do I have your permission to tape-record? [At a few points during our discussion, I will ask you to vote by placing dots on some of the ideas you have shared with the group so that we can see what you think are more important.] Please remember – it is ok to disagree with each other and to redefine the question so that we can better learn from your experiences. Any questions before we start?

[Brief introductions]
Let's go around the room and introduce ourselves. Please let us know: your FIRST NAME ONLY, how you got interested in politics or public service (i.e., before you came to DC) – was it through family or friends, volunteering in campaigns, mentors or a specific issue or event, what state you spent most of your life in, and where you envision yourself later running for office as an elected official.

[We'd like to start by first looking at some role models.]

1. Using the list you made before, can you tell us some names of some role models in politics and public service – male or female – that your admire, or someone whose public service career that you might wish to emulate?
   [Make LIST role models]

2. OK, let's now consider the attributes that makes these role models noteworthy or admirable. What makes these individuals special or noteworthy?
   [Make list of attributes]

3. Now, let's talk about the job of being an elected official. I'm interested in whether you think the job of being an elected official is a career or not:

4. OK, now let's compare men versus women as elected officials. We're interested in the degree to which you see differences between how women do this job compared to men.
   [PROBE] What about leadership?
   [PROBE] What about campaigning?
   [PROBE] What about lifestyle and family vs. career tradeoffs?

5. OK, now let's talk about the ideal candidate to run for Congress – what are the attributes that you would expect to see in a credible and competitive candidate?
   [Make list of ideal candidate attributes]

6. Now let's talk about your interest in running for office. What office or offices are you interested in running for? Let's talk about both a starter office vs. the highest office you envision yourself holding.
   [PROBE] Are there differences between state and local offices as compared to higher offices?
   [PROBE] When did you start thinking of yourself as interested in running for office?
   [PROBE] What is it about being a congressional aide or intern that inspires you to consider running?
   [PROBE] What other things inspire you to run for office?
   [PROBE] Are there gaps between the ideal candidate attributes and what you see yourself as having?

7. Let's turn to specific assets and disadvantages of someone like yourself running for and holding office. For each, I'll ask you to consider whether it was different for female vs. male staff members or interns. [Assets can include knowing you can do this work, gaining knowledge of policy issues, development of leadership skills or portfolio, access to political networks, and campaign skills among others.]

   Let's go through each in turn and I'll also ask you to add to the list
   [Make list of advantages]

8. Let's start first with knowing you could do this work. Did you feel that your experience on Capitol Hill helped you do this?
   [PROBE] When did you start seeing this as something you could do? Was it before your work on Capitol Hill or after?
   [PROBE] How about gaining knowledge of the legislative process?
   [PROBE] Was this different for male vs. female staff members or interns?

9. How about gaining knowledge about specific policy issues?
   [PROBE] What kinds of issues are you passionate or knowledgeable about?
   [PROBE] Was this different for male vs. female staff members or interns?

10. How about developing a leadership portfolio or experience? Is this necessary or critical and something that you felt you accomplished while working on Capitol Hill?

[PROBE] Was this different for male vs. female staff members or interns?

11. How about developing your own political networks? What kind of political networks have you developed? For example, are they: Policy or political? Constituent or leadership? Community or national? Or have you not felt able to develop your own networks.
    [PROBE] Policy or political? Constituent or leadership? Community or national?
    [PROBE] Can these networks be transformed into a campaign donor list or resource?
    [PROBE] Are these more local or national in nature?
    [PROBE] Was this different for male vs. female staff members or interns?

12. How about campaign skills?
    [PROBE] Have you worked in campaigns? Or taken campaign training?
    [PROBE] Was this on a volunteer basis or were you encouraged to take paid vacation time to do this?
    [PROBE] Was this different for male vs. female staff members or interns?

13. Are there some other advantages that you see that we have not mentioned yet?
    [Add to list of advantages]
    [PROBE] Was this different for male vs. female staff members or interns?

14. Next, we'd like to consider the disadvantages of being a congressional staff member or intern. Could you tell us what you think these disadvantages are?
    [Make list of disadvantages]

15. OK, let's discuss [these or a few others]
    How about education? A lot of Capitol Hill staff members are in the process of being in school or getting an additional degree. Do you feel this is a disadvantage?
    [PROBE] Was this different for male vs. female staff members or interns?

16. Let's consider the "Beltway Bubble" – the challenge of either being mentored by a member to "take over his or her district" or a nearby district OR leaving one's staff position to relocate to a district prior to running for office. Is this a disadvantage in your view.
    [PROBE] Have you given thought to any concrete steps to how you might take the next step?
    [PROBE] Was this different for male vs. female staff members or interns?

17. Are there some other disadvantages?
    [Add to list of disadvantages]

[Take a break and then vote – please vote once on each of the lists and use 3 dots for each list 1-5 however you may bullet vote.]

18. Now let's consider what we need to do to increase the number of women in elective office. First, let's talk about women's organizations – do you see them as a resource?
    [PROBE] What do you think that women's organizations could do to help women? Is it campaign training, recruiting women, providing early money or introductions to power brokers, or what?
    [PROBE] How about your political party? Do you think your party promotes women more, men more or both about the same?
    [PROBE] What does your political party need to do differently or more of to support women?

[PROBE] What is the single thing that is most important to do to double the number of women in elective office by 2022?
[PROBE] Who should do this?

[Make list of what to do. Can you vote on these lists – use 5 dots total and distribute them any way you wish]

That concludes our focus group – thank you!

[Close, thank participants and remind them of confidentiality and how the data will be used and released.]

State Legislators Focus Groups

[Introduction and welcome!]
FIRST, we'd like you to take a piece of paper out, and write down 3 tips you would offer to a young woman who came to you for advice on how to construct a political career for higher office. Once you have written down your tips, we're going to ask you to hold onto that piece of paper, and we will then discuss it at the end of the focus group – at which time I will ask you to please give us your tips.
[*If you were to advise a young woman of say 20 or so what it would take to run for U.S. Congress, U.S. Senate, or for Governor, what would be your best advice for her over the next 1 to 10 years?]*

[While you are doing this, I will go over the purpose and procedures of this focus group.]
The purpose of this focus group is to examine aspects of women's pathways to elective office and public service, especially to higher office. This project is funded by the Hunt Alternatives Fund as part of the nonpartisan Political Parity Leadership Team initiative to double the number of women in office by 2022. The Institute for Women's Policy Research (or IWPR) is a leading nonpartisan research organization focused on women. We are interested in speaking with women state legislators like you because legislative service is often regarded as a critical stepping stone to higher office. As you know, since the Year of the Woman in 1992, women's progress in holding office has slowed. We know that you are leaders in your own right and have a lot of knowledge about what works and what does not. In fact, you have probably been asked a number of times what you think and may have done candidate recruitment and training yourself. Here we ask you to speak primarily from your OWN experience rather than what you think the research says about electing women. Actually, there are some conflicting findings in the research, and what we are hoping to be able to do here today is to gain some new insights. In addition, there have been many recent changes in the political landscape over the past twenty years and some of the research may not speak to the challenges you face today or those a first-time woman candidate might encounter. So sometimes I might say something that you disagree with or is a new way of looking at things – but the purpose is to find out what your experiences tells us, and to see how things might be different today than what existed 20 or even 10 years ago.

[I'd like to first go over the rules and procedures of the focus group. Discuss confidentiality, speaking one at a time, listening, that we expect people to have different views and experiences, etc.]

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- Confidentiality applies to all of us in the room.
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- The focus group will last about 1 ½ hours.
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- Sometimes I will interrupt you to ensure we understand what you are saying or to ensure that we stay within the promised timeframe, or to follow up on a new point that you have introduced.
- Anything you say is ok. We expect people to have different experiences.
- You can discuss your experiences – you can also discuss an experience of a friend or someone close to you or someone else whose experience you are aware of that is relevant.
- You can get a copy of the results - if we got something wrong or misunderstood you, let us know.
- We will set up a parking lot for other issues that come up.
- I will stay after for any questions you might have about what we discussed or anything else that you would like to bring to my attention about the project.

[Do you all agree to these rules and procedures in terms of confidentiality? Thank you.
We will move through a number of questions in order to stay within the 90 minutes. We will be recording in order to make sure that we get your comments accurately.]

Do I have your permission to tape-record?

[Please remember – it is ok to disagree with each other and to redefine the question so that we can better learn from your experiences. Any questions before we start?]

[We'd like to start by examining how you understand your work in public service.]

1. What brought you to politics or public service – was it something you were always wired to do and you just waited until the time was right, or was it something specific that changed things?

2. Right now, do you consider yourself as having a career in politics or public service?
   [PROBE] Would it surprise you to hear that some women – even elected women – say that they do not have a career in politics?
   [PROBE] What do you understand by the term "political career"?

3. Have you ever considered a run for higher office such as U.S. House, U.S. Senate or Governor?
   [PROBE] If YES, what would be important in making that decision?
   [PROBE] If NO, why would you say that is – is it because you plan to stay where you are and rise up through the leadership ranks or is it something else?

4. Let's examine this from another perspective. Some people run for office in part because they want to make a difference on particular issues. Some run because they want to change the way government works. Of course, there may be different reasons as well. How about you?

   [PROBE] What kinds of issues motivated you to run for office?
   [PROBE] How do you think women legislators can change the way government works?
   [PROBE] What other kinds of things motivated your to run for office?

5. Let's talk a bit about the "ambition" issue vs. being asked or being recruited to run. Some research suggests that women tend to need to be asked to run while other research suggests that most candidates – men or women – tend to run on their own, even if they wait to make that run until others seek them out as a credible candidate. How about you – how many were asked to run and how many ran on their own?

   [PROBE] When you were asked to run – did you already think you had the ability?
   [PROBE] What were you doing when you were recruited?
   [PROBE] If you ran on your own, what kinds of things were in your mind as you prepared to run?

6. Women sometimes come to politics later in life after their children are grown, or after they had some major life experience. Others run for office younger. How about you? Do you wish you'd gotten into politics earlier?

   [PROBE] If yes, what do you think that might have meant for your future in politics?
   [PROBE] If not, what were the reasons you waited?
   [PROBE] If you got into politics at a young age, what are the advantages or disadvantages of this?

[One thing a lot of folks talk about is money in politics. Of course, in a democracy, candidates have to raise their own funds to mount a competitive campaign. We'd like to consider how women approach fundraising.]

7. Successful campaigns for elective office vary a lot in how much money is needed based on the state, the media market, and the level of office. Of course, campaigns can use a variety of approaches to raise big money, but one part of running for office is the ability of the candidate to actively participate in fundraising. Can you think about what it would take for you to raise large amounts of money – if you were to do so, what would you need?

   [PROBE] Would you need more contacts, networking, introductions to key people? If yes, how do you think you could get those?

8. Do you feel that you have the fundraising skills you would need to succeed in higher office?

   [PROBE] If not, what do you need? More mentoring, training?
   [PROBE] If yes, how did you develop those skills?

[Now we'd like to look at how political parties can help or hinder women running for office.]

9. Let's talk first about your relationship to your political party. Parties can differ quite a bit at different levels and there are many different ways one can relate to their party. How active are

you in your political party now – do you view yourself as an outsider or insider in your party – a backbencher or a leader?

[PROBE] Were you active in your party prior to running for office?
[PROBE] Is this activity at the local or the national levels?
[PROBE] Is it an advantage to be a party insider in your party?

10. Some say there that men receive an advantage in terms of party support in running for office, while there are others who say men and women are treated equally. What do you think?

[PROBE] Do you think men and women are treated the same in your state?
[PROBE] If you see differences, what form does it take?

[Ok, now let's look at women's groups and the women's community]

11. First, what do you understand by the "women's community" or the "women's movement"?

12. Has the women's community been helpful to you in your political and public service work?

[PROBE] Can you give some examples?

13. Now we'd like to ask you the fifty million dollar question – what do you think we need to do to double the number of women in office by 2022? [Make list and obtain quotes. Nominal voting can also be used to obtain priorities for young women.]

14. Now, let's go back to what you would advice a young woman of 20 or so what it takes to run for office. What did you say? [Make list and obtain quotes. Nominal voting can also be used to obtain priorities for young women.]
[PROBE] Based on our discussion – do you have other thoughts?

[Close, thank participants and remind participants of confidentiality and how the data will be used and released.]