



National Tracking Poll #2211226
December 06-11, 2022

Crosstabulation Results

Methodology:

This poll was conducted between December 6-December 11, 2022 among a sample of 800 Employed Parents with Children 0-5. The interviews were conducted online. Results from the full survey have a margin of error of plus or minus 3 percentage points.

Table Index

- 1 **Table BPC1:** *Thinking about your primary job, which of the following best describes your role in your business? Please select the most accurate description.* 9
- 2 **Table BPC2:** *Thinking about your primary job, how many employees does the business you work at have?* 11
- 3 **Table BPC3:** *Which of the following best describes your current work situation?* 14
- 4 **Table BPC4_1:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Paid vacation days* 17
- 5 **Table BPC4_2:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Paid sick days* 20
- 6 **Table BPC4_3:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Paid parental leave (to care for a newborn or adopted child)* 23
- 7 **Table BPC4_4:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Paid family caregiving leave (to care for an elderly, seriously ill, or disabled family member that lasts a few weeks and/or requires more time than sick days)* 26
- 8 **Table BPC4_5:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Reimbursement or funding for professional development* 29
- 9 **Table BPC4_6:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Health insurance benefits* 32
- 10 **Table BPC4_7:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Mental health benefits* 35
- 11 **Table BPC4_8:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Flexible work options and/or ability to work from home* 38
- 12 **Table BPC4_9:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Onsite child care* 41
- 13 **Table BPC4_10:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Financial assistance to pay for child care* 44
- 14 **Table BPC4_11:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Retirement benefits* 47
- 15 **Table BPC4_12:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Emergency savings benefits* 50
- 16 **Table BPC4_13:** *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Short-term disability* 53

17	Table BPC4_14: <i>Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Long-term disability</i>	56
18	Table BPC4_15: <i>Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? Unpaid parental leave</i>	59
19	Table BPC5_1NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. Flexible work hours for parents</i>	62
20	Table BPC5_2NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. Remote work options for parents</i>	65
21	Table BPC5_3NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. Prioritized scheduling for parents to align with school/child care hours</i>	68
22	Table BPC5_4NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. On-site child care services</i>	71
23	Table BPC5_5NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. Benefit to help parents pay for child care</i>	74
24	Table BPC5_6NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service</i>	77
25	Table BPC5_7NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. Back-up child care services, such as a limited amount of days they can access a child care provider when needed</i>	80
26	Table BPC5_8NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. Other, please specify:</i>	83
27	Table BPC5_9NET: <i>Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply. None of the above</i>	86
28	Table BPC6: <i>How responsive or unresponsive is your direct supervisor at your primary job to your child care responsibilities?</i>	89
29	Table BPC7: <i>How comfortable or uncomfortable do you feel talking to your direct supervisor at your primary job about problems with your child care arrangement that impact your ability to work?</i>	92

30	Table BPC10_1: <i>Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify? Direct Supervisor . . .</i>	95
31	Table BPC10_2: <i>Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify? CEO</i>	98
32	Table BPC11_1: <i>To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children? Direct Supervisor</i>	101
33	Table BPC11_2: <i>To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children? CEO</i>	104
34	Table BPC12: <i>How long do you plan to stay employed at your current company?</i>	107
35	Table BPC13_1: <i>Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020? Your work location</i>	110
36	Table BPC13_2: <i>Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020? Where you live</i>	113
37	Table BPC13_3: <i>Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020? Your work schedule</i>	116
38	Table BPC13_4: <i>Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020? Your job</i>	119
39	Table BPC13_5: <i>Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020? Your primary child care arrangement</i>	122
40	Table BPC13_6: <i>Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020? Your spouse/partner's work schedule</i>	125
41	Table BPC13_7: <i>Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020? Your spouse/partner's work location</i>	128
42	Table BPC14: <i>Which of the following best describes the current primary child care arrangement for your youngest child between birth and before starting kindergarten?</i>	131
43	Table BPC15: <i>Which of the following best describes the current primary child care arrangement for your youngest child between kindergarten and 6th grade? This can include the care outside of school hours.</i>	133
44	Table BPC17: <i>How frequently, if ever, do you have to pay a fine for picking up your child late from their child care provider?</i>	134
45	Table BPC19: <i>Do you currently pay your child care provider? If yes, please indicate how much you pay on average for child care on a weekly basis for your youngest child.</i>	137
46	Table BPC20_1: <i>A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours? During traditional work hours (8am-6pm)</i>	140

47	Table BPC20_2: <i>A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours? Outside of traditional work hours (6pm-8am)</i>	143
48	Table BPC20_3: <i>A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours? During the weekends (Saturday & Sunday)</i>	146
49	Table BPC21_1NET: <i>You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 6pm to 8pm</i>	149
50	Table BPC21_2NET: <i>You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 8pm to 10pm</i>	151
51	Table BPC21_3NET: <i>You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 10pm to 12am</i>	153
52	Table BPC21_4NET: <i>You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 12am to 2am</i>	155
53	Table BPC21_5NET: <i>You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 2am to 4am</i>	157
54	Table BPC21_6NET: <i>You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 4am to 6am</i>	159
55	Table BPC21_7NET: <i>You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 6am to 8am</i>	161
56	Table BPC23_1: <i>Are you able to receive the child care you need during the following hours? During traditional work hours (8am-6pm)</i>	163
57	Table BPC23_2: <i>Are you able to receive the child care you need during the following hours? Outside of traditional work hours (6pm-8am)</i>	166

58 **Table BPC23_3:** *Are you able to receive the child care you need during the following hours? During the weekends (Saturday & Sunday)* 168

59 **Table BPC24:** *Thinking about your primary work arrangement, does your supervisor consider your child care needs when making the work schedule?* 170

60 **Table BPC25_1:** *Have child care responsibilities ever been a factor in your decision to take any of the following actions? Quit a job* 173

61 **Table BPC25_2:** *Have child care responsibilities ever been a factor in your decision to take any of the following actions? Accept a job* 176

62 **Table BPC25_3:** *Have child care responsibilities ever been a factor in your decision to take any of the following actions? Reduce hours at work* 179

63 **Table BPC25_4:** *Have child care responsibilities ever been a factor in your decision to take any of the following actions? Leave the labor force* 182

64 **Table BPC26:** *In the past month, have child care responsibilities impacted your ability to work? If yes, how many work hours have you missed due to child care responsibilities?* 185

65 **Table BPC27_1:** *In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules? Schools* 188

66 **Table BPC27_2:** *In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules? Businesses* 191

67 **Table BPC28_1:** *How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible? The faith community* 194

68 **Table BPC28_2:** *How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible? Local government* 197

69 **Table BPC28_3:** *How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible? State government* 200

70 **Table BPC28_4:** *How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible? Federal government* 203

71 **Table BPC28_5:** *How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible? Businesses* 206

72 **Table BPC29_1:** *How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits? Flexible work hours for parent* 209

73 **Table BPC29_2:** *How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits? Remote work options for parents* 212

74	Table BPC29_3: <i>How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits? Prioritized scheduling for parents to align with school/child care hours</i>	215
75	Table BPC29_4: <i>How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits? On-site child care services</i>	218
76	Table BPC29_5: <i>How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits? Benefit to help parents pay for child care</i>	221
77	Table BPC29_6: <i>How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits? Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service .</i>	224
78	Table BPC29_7: <i>How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits? Back-up child care services, such as a limited amount of days they can access a child care provider when needed</i>	227
79	Table BPC30: <i>If you were working at the time, how much time did you take off of work when your youngest child was born?</i>	230
80	Table BPC31: <i>If they were working at the time, how much time did your spouse/partner take off of work when your youngest child was born?</i>	232
81	Table BPCdem1: <i>How many children ages 0-5 do you have?</i>	234
82	Table BPCdem2_1: <i>What are the ages of your children at home? Age of child 1</i>	237
83	Table BPCdem2_2: <i>What are the ages of your children at home? Age of child 2</i>	239
84	Table BPCdem2_3: <i>What are the ages of your children at home? Age of child 3</i>	241
85	Table BPCdem2_4: <i>What are the ages of your children at home? Age of child 4</i>	242
86	Table BPCdem2_5: <i>What are the ages of your children at home? Age of child 5</i>	243
87	Table BPCdem3: <i>Are you currently working for pay?</i>	244
88	Table BPCdem4: <i>And are you currently working multiple jobs for pay, or a single job for pay?</i>	247
89	Table BPCdem5: <i>How would you describe your present employment situation?</i>	250
90	Table BPCdem7_1NET: <i>Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply. Monday-Friday during standard work hours (9am-5pm)</i>	253
91	Table BPCdem7_2NET: <i>Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply. Weekday early evenings (5pm-7pm)</i>	256
92	Table BPCdem7_3NET: <i>Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply. Weekday late evenings (7pm-Midnight)</i>	259

93	Table BPCdem7_4NET: <i>Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply. Weekday overnight (Midnight- 6am)</i>	262
94	Table BPCdem7_5NET: <i>Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply. Weekday early mornings (6am-9am)</i>	265
95	Table BPCdem7_6NET: <i>Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply. Weekends</i>	268
96	Table BPCdem8: <i>And, would you consider your primary job full-time or part-time?</i>	271
97	Table BPCdem9: <i>Previously you indicated you were either married or living with your partner. Which of the following best represents your spouse's or partner's present employment situation?</i>	274
98	Table BPCdem10: <i>And, would you consider your spouse's or partner's present job full-time or part-time?</i>	277
99	Table BPCdem11: <i>Which of the following categories best describes your current job?</i>	280
100	Summary Statistics of Survey Respondent Demographics	287

Crosstabulation Results by Respondent Demographics

Table BPC1: Thinking about your primary job, which of the following best describes your role in your business? Please select the most accurate description.

Demographic	Owner / Co-owner		President / CEO		Managing Director / Vice President		Partner / Principal		Human resources or benefits professional		Supervisor	Administrator	Coordinator	Specialist	Analyst	Hourly employee	Other, please specify							
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)						
Employed Parents with Children 0-5	5%	(34)	2%	(16)	11%	(79)	1%	(9)	3%	(24)	15%	(112)	8%	(59)	2%	(16)	6%	(47)	3%	(24)	39%	(284)	4%	(30)
Gender: Male	5%	(15)	5%	(14)	16%	(48)	1%	(4)	2%	(7)	19%	(55)	5%	(14)	—	(1)	7%	(21)	6%	(18)	30%	(86)	3%	(23)
Gender: Female	4%	(19)	—	(2)	7%	(31)	1%	(5)	4%	(17)	13%	(57)	10%	(45)	3%	(15)	6%	(26)	1%	(6)	44%	(198)	5%	(41)
Age: 18-34	5%	(18)	2%	(7)	10%	(40)	1%	(3)	4%	(14)	15%	(58)	6%	(25)	3%	(10)	4%	(16)	3%	(10)	45%	(177)	4%	(31)
Age: 35-44	5%	(15)	2%	(7)	11%	(34)	2%	(6)	3%	(8)	16%	(50)	10%	(32)	2%	(6)	9%	(29)	4%	(11)	30%	(93)	6%	(46)
GenZers: 1997-2012	3%	(2)	6%	(4)	5%	(3)	—	(0)	5%	(3)	11%	(7)	5%	(3)	—	(0)	5%	(3)	—	(0)	54%	(34)	6%	(4)
Millennials: 1981-1996	4%	(26)	2%	(10)	11%	(62)	1%	(8)	3%	(17)	16%	(90)	8%	(48)	3%	(15)	7%	(39)	3%	(18)	38%	(220)	5%	(35)
GenXers: 1965-1980	7%	(6)	2%	(2)	16%	(14)	1%	(1)	3%	(3)	16%	(14)	9%	(8)	1%	(1)	4%	(4)	7%	(6)	33%	(29)	1%	(1)
PID: Dem (no lean)	6%	(18)	4%	(12)	15%	(42)	3%	(8)	5%	(13)	13%	(38)	8%	(23)	2%	(5)	6%	(18)	3%	(9)	31%	(89)	4%	(30)
PID: Ind (no lean)	3%	(7)	—	(0)	5%	(11)	—	(0)	1%	(2)	14%	(33)	7%	(17)	4%	(8)	7%	(16)	2%	(5)	50%	(115)	6%	(46)
PID: Rep (no lean)	4%	(9)	2%	(4)	12%	(26)	—	(1)	4%	(9)	18%	(41)	9%	(19)	1%	(3)	6%	(13)	5%	(10)	36%	(80)	3%	(23)
PID/Gender: Dem Men	9%	(12)	8%	(11)	20%	(27)	3%	(4)	4%	(5)	13%	(17)	6%	(8)	1%	(1)	5%	(6)	5%	(7)	22%	(29)	4%	(5)
PID/Gender: Dem Women	4%	(6)	1%	(1)	10%	(15)	3%	(4)	5%	(8)	14%	(21)	10%	(15)	3%	(4)	8%	(12)	1%	(2)	39%	(60)	4%	(6)
PID/Gender: Ind Men	3%	(2)	—	(0)	7%	(5)	—	(0)	1%	(1)	21%	(16)	4%	(3)	—	(0)	15%	(11)	7%	(5)	39%	(29)	4%	(3)
PID/Gender: Ind Women	3%	(5)	—	(0)	4%	(6)	—	(0)	1%	(1)	11%	(17)	9%	(14)	5%	(8)	3%	(5)	—	(0)	56%	(86)	7%	(10)
PID/Gender: Rep Men	1%	(1)	4%	(3)	19%	(16)	—	(0)	1%	(1)	26%	(22)	4%	(3)	—	(0)	5%	(4)	7%	(6)	33%	(28)	—	(0)
PID/Gender: Rep Women	6%	(8)	1%	(1)	7%	(10)	1%	(1)	6%	(8)	14%	(19)	12%	(16)	2%	(3)	7%	(9)	3%	(4)	38%	(52)	5%	(7)
Educ: < College	4%	(18)	2%	(8)	7%	(32)	—	(1)	3%	(13)	14%	(65)	8%	(37)	1%	(3)	4%	(20)	2%	(9)	51%	(230)	3%	(13)
Educ: Bachelors degree	6%	(10)	1%	(1)	17%	(30)	2%	(3)	4%	(8)	17%	(31)	9%	(17)	5%	(9)	8%	(14)	6%	(10)	22%	(40)	4%	(7)
Educ: Post-grad	6%	(6)	7%	(7)	16%	(17)	5%	(5)	3%	(3)	15%	(16)	5%	(5)	4%	(4)	12%	(13)	5%	(5)	13%	(14)	11%	(12)
Income: Under 50k	4%	(9)	2%	(5)	7%	(17)	—	(1)	4%	(10)	10%	(26)	5%	(14)	1%	(3)	3%	(8)	—	(1)	60%	(154)	3%	(7)
Income: 50k-100k	5%	(16)	1%	(4)	11%	(36)	1%	(2)	4%	(12)	19%	(60)	11%	(36)	2%	(8)	5%	(17)	5%	(16)	32%	(101)	4%	(13)
Income: 100k+	6%	(9)	4%	(7)	16%	(26)	4%	(6)	1%	(2)	16%	(26)	6%	(9)	3%	(5)	14%	(22)	4%	(7)	18%	(29)	8%	(12)
Ethnicity: White	3%	(19)	2%	(12)	10%	(53)	1%	(7)	3%	(15)	16%	(86)	10%	(53)	3%	(14)	7%	(37)	4%	(21)	38%	(209)	5%	(27)
Ethnicity: Hispanic	5%	(5)	1%	(1)	13%	(14)	1%	(1)	5%	(5)	18%	(19)	7%	(8)	1%	(1)	2%	(2)	2%	(2)	43%	(46)	4%	(4)
Ethnicity: Black	8%	(10)	2%	(3)	16%	(21)	2%	(2)	4%	(5)	12%	(15)	3%	(4)	1%	(1)	5%	(6)	2%	(3)	43%	(55)	2%	(2)
Ethnicity: Other	9%	(5)	2%	(1)	9%	(5)	—	(0)	7%	(4)	20%	(11)	4%	(2)	2%	(1)	7%	(4)	—	(0)	36%	(20)	5%	(3)
All Christian	4%	(11)	2%	(7)	15%	(43)	1%	(4)	3%	(10)	15%	(44)	6%	(18)	2%	(6)	7%	(21)	4%	(12)	35%	(101)	4%	(11)
Agnostic/Nothing in particular	4%	(8)	1%	(2)	9%	(20)	1%	(3)	3%	(7)	13%	(27)	8%	(18)	3%	(6)	5%	(11)	2%	(4)	45%	(96)	6%	(13)
Something Else	7%	(11)	2%	(4)	7%	(11)	—	(0)	4%	(6)	14%	(24)	8%	(13)	2%	(3)	8%	(13)	4%	(6)	42%	(69)	4%	(6)
Evangelical	6%	(13)	4%	(9)	11%	(22)	—	(0)	4%	(8)	16%	(33)	4%	(8)	2%	(4)	4%	(8)	3%	(6)	43%	(89)	3%	(6)
Non-Evangelical	3%	(7)	—	(1)	12%	(28)	2%	(4)	3%	(8)	14%	(33)	9%	(22)	2%	(5)	10%	(24)	5%	(11)	33%	(78)	6%	(14)
Community: Urban	6%	(12)	6%	(13)	14%	(28)	1%	(3)	4%	(8)	17%	(36)	11%	(22)	2%	(4)	4%	(8)	2%	(5)	31%	(64)	2%	(4)
Community: Suburban	4%	(14)	1%	(2)	12%	(44)	1%	(5)	3%	(11)	16%	(57)	7%	(24)	2%	(8)	9%	(31)	4%	(13)	36%	(128)	5%	(18)
Community: Rural	5%	(8)	1%	(1)	4%	(7)	1%	(1)	3%	(5)	11%	(19)	7%	(13)	2%	(4)	5%	(8)	3%	(6)	53%	(92)	6%	(10)

Continued on next page

Table BPC1: Thinking about your primary job, which of the following best describes your role in your business? Please select the most accurate description.

Demographic	Owner / Co-owner		President / CEO		Managing Director / Vice President		Partner / Principal		Human resources or benefits professional		Supervisor	Administrator	Coordinator	Specialist	Analyst	Hourly employee	Other, please specify							
	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)	%	(n)						
Employed Parents with Children 0-5	5%	(34)	2%	(16)	11%	(79)	1%	(9)	3%	(24)	15%	(112)	8%	(59)	2%	(16)	6%	(47)	3%	(24)	39%	(284)	4%	(30)
4-Region: Northeast	3%	(4)	2%	(2)	15%	(19)	3%	(4)	2%	(3)	10%	(12)	9%	(11)	4%	(5)	7%	(9)	2%	(3)	37%	(46)	5%	(6)
4-Region: Midwest	4%	(7)	3%	(5)	8%	(15)	—	(0)	2%	(3)	19%	(36)	7%	(13)	3%	(6)	9%	(17)	3%	(5)	40%	(78)	4%	(5)
4-Region: South	6%	(19)	3%	(9)	10%	(33)	1%	(3)	5%	(16)	16%	(52)	8%	(27)	1%	(4)	6%	(18)	4%	(13)	35%	(112)	4%	(3)
4-Region: West	4%	(4)	—	(0)	12%	(12)	2%	(2)	2%	(2)	12%	(12)	8%	(8)	1%	(1)	3%	(3)	3%	(3)	48%	(48)	5%	(5)
Married/Partnered	4%	(20)	2%	(13)	12%	(63)	2%	(8)	3%	(17)	16%	(85)	8%	(42)	2%	(11)	7%	(38)	4%	(22)	34%	(179)	4%	(2)
Number of Children 0-5: 1	5%	(23)	2%	(9)	12%	(58)	1%	(6)	4%	(17)	14%	(70)	8%	(41)	2%	(10)	6%	(31)	3%	(15)	38%	(185)	4%	(2)
Number of Children 0-5: 2	5%	(10)	3%	(5)	9%	(16)	2%	(3)	3%	(5)	17%	(31)	8%	(15)	2%	(4)	5%	(10)	4%	(7)	38%	(71)	4%	(3)
Number of Children 0-5: 3+	2%	(1)	3%	(2)	8%	(5)	—	(0)	3%	(2)	17%	(11)	5%	(3)	3%	(2)	9%	(6)	3%	(2)	42%	(28)	6%	(5)
Youngest Child under 1 Year	3%	(4)	3%	(3)	7%	(8)	1%	(1)	3%	(3)	14%	(17)	4%	(5)	2%	(2)	8%	(9)	3%	(4)	47%	(55)	6%	(5)
Youngest Child 1 Year Old	6%	(6)	2%	(2)	12%	(12)	3%	(3)	2%	(2)	16%	(17)	9%	(9)	3%	(3)	8%	(8)	4%	(4)	35%	(36)	2%	(2)
Youngest Child 2-3 Years Old	5%	(10)	3%	(6)	11%	(23)	—	(1)	3%	(6)	19%	(41)	7%	(14)	2%	(5)	7%	(14)	2%	(4)	38%	(82)	4%	(3)
Youngest Child 4-5 Years Old	5%	(14)	2%	(5)	12%	(36)	1%	(4)	4%	(13)	12%	(37)	10%	(31)	2%	(6)	5%	(16)	4%	(12)	37%	(111)	5%	(4)
Children Age 6-12	3%	(2)	1%	(1)	10%	(8)	1%	(1)	4%	(3)	18%	(14)	8%	(6)	3%	(2)	9%	(7)	4%	(3)	37%	(29)	4%	(3)
Employed and Salaried	8%	(25)	5%	(15)	18%	(55)	3%	(8)	4%	(13)	18%	(53)	13%	(38)	2%	(6)	10%	(31)	5%	(15)	6%	(17)	7%	(2)
Employed and Hourly	1%	(4)	—	(1)	6%	(24)	—	(1)	3%	(11)	14%	(59)	5%	(20)	2%	(10)	3%	(14)	2%	(8)	62%	(260)	2%	(3)
Multiple Jobs	10%	(12)	3%	(3)	13%	(16)	1%	(1)	3%	(4)	14%	(17)	9%	(11)	1%	(1)	9%	(11)	4%	(5)	27%	(32)	5%	(6)
Single Job	4%	(22)	2%	(13)	10%	(63)	1%	(8)	3%	(20)	15%	(95)	8%	(48)	2%	(15)	6%	(36)	3%	(19)	41%	(252)	4%	(2)
Work Standard Hours	5%	(29)	2%	(14)	11%	(71)	1%	(9)	4%	(23)	16%	(101)	9%	(56)	2%	(15)	7%	(43)	4%	(22)	34%	(208)	5%	(2)
Work Evenings	8%	(14)	2%	(4)	13%	(23)	1%	(2)	4%	(7)	12%	(20)	3%	(6)	1%	(2)	6%	(11)	3%	(5)	42%	(72)	4%	(3)
Work Overnight/Early Mornings	10%	(5)	8%	(4)	10%	(5)	—	(0)	2%	(1)	18%	(9)	—	(0)	—	(0)	4%	(2)	—	(0)	47%	(24)	2%	(1)
Work Weekends	8%	(13)	3%	(4)	7%	(11)	—	(0)	2%	(3)	18%	(28)	1%	(2)	1%	(2)	6%	(9)	3%	(5)	46%	(71)	4%	(3)
Work Full Time	5%	(31)	2%	(14)	12%	(77)	1%	(9)	4%	(23)	17%	(108)	9%	(55)	2%	(13)	6%	(40)	4%	(23)	32%	(201)	4%	(2)
Work Part Time	3%	(3)	2%	(2)	2%	(2)	—	(0)	1%	(1)	3%	(4)	3%	(4)	3%	(3)	6%	(7)	1%	(1)	71%	(83)	6%	(5)
Service/Retail Worker	5%	(8)	2%	(4)	6%	(11)	—	(0)	2%	(4)	14%	(24)	2%	(4)	—	(0)	3%	(5)	1%	(2)	61%	(105)	2%	(1)
Trade/Skill Worker	11%	(12)	—	(0)	11%	(12)	—	(0)	2%	(2)	20%	(22)	4%	(4)	—	(0)	6%	(7)	2%	(2)	44%	(49)	1%	(1)
Admin /Office Worker	3%	(7)	3%	(6)	16%	(34)	2%	(4)	5%	(10)	18%	(38)	18%	(38)	4%	(9)	8%	(17)	7%	(16)	16%	(34)	2%	(2)
Health Care Worker	3%	(3)	—	(0)	12%	(12)	1%	(1)	4%	(4)	10%	(10)	5%	(5)	3%	(3)	9%	(9)	1%	(1)	49%	(50)	4%	(4)
Other Worker	3%	(4)	4%	(6)	7%	(10)	3%	(4)	3%	(4)	13%	(18)	6%	(8)	3%	(4)	7%	(9)	2%	(3)	34%	(46)	14%	(14)
Work Remotely	8%	(12)	5%	(8)	10%	(15)	3%	(4)	4%	(6)	17%	(26)	6%	(9)	1%	(1)	10%	(15)	5%	(8)	27%	(42)	5%	(7)
Work Onsite	2%	(10)	1%	(4)	8%	(34)	1%	(4)	2%	(9)	15%	(59)	9%	(35)	2%	(7)	5%	(19)	2%	(7)	49%	(197)	5%	(6)
Hybrid Worker	6%	(8)	3%	(4)	21%	(30)	1%	(1)	6%	(9)	18%	(26)	10%	(14)	5%	(7)	8%	(12)	6%	(9)	14%	(20)	2%	(2)
Direct Supervisor Female	4%	(13)	1%	(3)	10%	(33)	—	(1)	4%	(12)	13%	(42)	10%	(34)	2%	(7)	7%	(22)	4%	(12)	41%	(135)	5%	(14)
Direct Supervisor Male	4%	(17)	3%	(13)	12%	(46)	2%	(8)	3%	(11)	18%	(69)	7%	(25)	2%	(8)	6%	(24)	3%	(12)	35%	(135)	4%	(11)
CEO Female	6%	(10)	2%	(4)	9%	(15)	—	(0)	1%	(2)	16%	(27)	8%	(14)	2%	(3)	5%	(8)	4%	(7)	44%	(74)	4%	(10)
CEO Male	4%	(20)	2%	(12)	12%	(63)	2%	(9)	4%	(22)	15%	(84)	8%	(45)	2%	(12)	7%	(38)	3%	(17)	36%	(198)	5%	(12)
Direct Supervisor Has Children	4%	(21)	3%	(14)	13%	(69)	1%	(8)	3%	(18)	16%	(86)	9%	(50)	2%	(11)	6%	(34)	3%	(16)	34%	(184)	5%	(12)
Direct Supervisor Does not Have Children	8%	(8)	2%	(2)	6%	(6)	—	(0)	4%	(4)	16%	(16)	5%	(5)	4%	(4)	7%	(7)	6%	(6)	41%	(41)	1%	(1)
CEO Has Children	5%	(24)	3%	(13)	14%	(63)	2%	(8)	3%	(15)	17%	(80)	10%	(44)	3%	(12)	5%	(25)	3%	(14)	32%	(149)	3%	(11)
CEO Does not Have Children	5%	(4)	4%	(3)	15%	(12)	—	(0)	5%	(4)	15%	(12)	5%	(4)	3%	(2)	8%	(6)	4%	(3)	31%	(24)	5%	(4)
Currently Uses Formal Care for Child 0-5	4%	(13)	3%	(9)	13%	(42)	1%	(3)	4%	(12)	17%	(54)	10%	(34)	3%	(11)	7%	(22)	3%	(10)	31%	(101)	4%	(13)
Currently Uses Informal Care for Child 0-5	5%	(21)	2%	(7)	9%	(37)	1%	(6)	3%	(12)	14%	(58)	6%	(25)	1%	(5)	6%	(25)	3%	(14)	44%	(183)	5%	(19)

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC2: Thinking about your primary job, how many employees does the business you work at have?

Demographic	I am the only employee	2-10	11-50	51-100	101-200	201-300	301-500	More than 500 em- ployees	Don't know/unsur-
Employed Parents with Children 0-5	5% (39)	11% (85)	13% (105)	17% (134)	8% (67)	6% (47)	9% (70)	26% (208)	6% (45)
Gender: Male	3% (8)	8% (24)	11% (33)	19% (58)	10% (32)	8% (25)	11% (33)	27% (84)	3% (10)
Gender: Female	6% (31)	12% (61)	15% (72)	15% (76)	7% (35)	4% (22)	8% (37)	25% (124)	7% (35)
Age: 18-34	4% (19)	11% (45)	13% (57)	18% (76)	7% (28)	7% (28)	8% (34)	26% (111)	6% (27)
Age: 35-44	6% (19)	11% (37)	14% (46)	16% (53)	10% (33)	5% (17)	9% (32)	25% (85)	4% (15)
GenZers: 1997-2012	7% (5)	8% (6)	17% (12)	25% (18)	6% (4)	— (0)	6% (4)	25% (18)	6% (4)
Millennials: 1981-1996	5% (30)	12% (73)	13% (81)	17% (105)	8% (48)	7% (43)	8% (53)	26% (163)	6% (35)
GenXers: 1965-1980	4% (4)	5% (5)	13% (12)	12% (11)	15% (14)	4% (4)	13% (12)	28% (26)	6% (6)
PID: Dem (no lean)	4% (11)	6% (18)	12% (37)	19% (57)	12% (37)	7% (20)	9% (28)	27% (83)	5% (14)
PID: Ind (no lean)	7% (19)	11% (28)	15% (39)	15% (40)	4% (11)	3% (9)	8% (21)	27% (71)	8% (22)
PID: Rep (no lean)	4% (9)	17% (39)	12% (29)	16% (37)	8% (19)	8% (18)	9% (21)	23% (54)	4% (9)
PID/Gender: Dem Men	1% (2)	3% (4)	7% (9)	23% (32)	15% (21)	9% (12)	14% (19)	25% (34)	4% (5)
PID/Gender: Dem Women	5% (9)	8% (14)	17% (28)	15% (25)	10% (16)	5% (8)	5% (9)	29% (49)	5% (9)
PID/Gender: Ind Men	4% (3)	9% (7)	16% (13)	15% (12)	4% (3)	5% (4)	7% (6)	36% (29)	5% (4)
PID/Gender: Ind Women	9% (16)	12% (21)	15% (26)	16% (28)	4% (8)	3% (5)	8% (15)	23% (42)	10% (18)
PID/Gender: Rep Men	3% (3)	15% (13)	12% (11)	16% (14)	9% (8)	10% (9)	9% (8)	24% (21)	1% (1)
PID/Gender: Rep Women	4% (6)	18% (26)	12% (18)	16% (23)	7% (11)	6% (9)	9% (13)	22% (33)	5% (8)
Educ: < College	6% (32)	11% (57)	14% (72)	18% (91)	8% (41)	4% (19)	8% (41)	22% (110)	7% (34)
Educ: Bachelors degree	2% (4)	11% (20)	11% (21)	13% (25)	8% (15)	11% (20)	10% (19)	31% (58)	4% (7)
Educ: Post-grad	3% (3)	7% (8)	11% (12)	16% (18)	10% (11)	7% (8)	9% (10)	35% (40)	4% (4)
Income: Under 50k	8% (24)	14% (39)	16% (47)	17% (49)	7% (19)	5% (14)	6% (17)	18% (52)	9% (26)
Income: 50k-100k	3% (12)	9% (30)	11% (38)	20% (69)	11% (39)	5% (18)	11% (38)	26% (88)	3% (11)
Income: 100k+	2% (3)	9% (16)	12% (20)	9% (16)	5% (9)	9% (15)	9% (15)	40% (68)	5% (8)
Ethnicity: White	4% (25)	11% (68)	13% (80)	17% (101)	8% (49)	6% (36)	9% (52)	26% (153)	6% (33)
Ethnicity: Hispanic	9% (11)	11% (14)	16% (20)	18% (23)	6% (7)	2% (2)	6% (8)	25% (31)	7% (9)
Ethnicity: Black	4% (6)	9% (12)	9% (12)	17% (23)	11% (15)	7% (9)	10% (14)	28% (38)	6% (8)
Ethnicity: Other	12% (8)	8% (5)	20% (13)	15% (10)	5% (3)	3% (2)	6% (4)	26% (17)	6% (4)
All Christian	3% (8)	8% (24)	15% (44)	18% (55)	7% (22)	5% (16)	11% (33)	28% (86)	5% (15)
Agnostic/Nothing in particular	6% (14)	14% (32)	15% (35)	17% (41)	8% (20)	6% (14)	6% (13)	23% (55)	5% (12)
Something Else	6% (12)	13% (24)	11% (20)	18% (33)	9% (16)	3% (6)	7% (14)	25% (47)	8% (15)

Continued on next page

Table BPC2: Thinking about your primary job, how many employees does the business you work at have?

Demographic	I am the only employee	2-10	11-50	51-100	101-200	201-300	301-500	More than 500 employees	Don't know/unsure
Employed Parents with Children 0-5	5% (39)	11% (85)	13% (105)	17% (134)	8% (67)	6% (47)	9% (70)	26% (208)	6% (45)
Evangelical	5% (12)	11% (24)	12% (27)	17% (37)	12% (26)	5% (12)	11% (25)	22% (48)	5% (11)
Non-Evangelical	3% (7)	9% (22)	15% (37)	20% (49)	4% (11)	4% (9)	7% (18)	32% (81)	7% (17)
Community: Urban	5% (11)	9% (20)	11% (25)	17% (40)	12% (27)	8% (18)	13% (30)	21% (49)	5% (11)
Community: Suburban	4% (14)	11% (42)	13% (50)	18% (66)	7% (25)	5% (17)	7% (28)	30% (112)	6% (21)
Community: Rural	7% (14)	12% (23)	15% (30)	14% (28)	8% (15)	6% (12)	6% (12)	24% (47)	7% (13)
4-Region: Northeast	4% (5)	10% (14)	16% (22)	19% (25)	5% (7)	4% (6)	9% (12)	28% (37)	4% (6)
4-Region: Midwest	3% (7)	13% (28)	11% (23)	17% (35)	10% (21)	5% (10)	10% (20)	26% (54)	5% (11)
4-Region: South	6% (21)	9% (32)	14% (50)	17% (61)	8% (29)	7% (26)	9% (32)	23% (80)	5% (18)
4-Region: West	6% (6)	10% (11)	9% (10)	12% (13)	9% (10)	5% (5)	6% (6)	34% (37)	9% (10)
Married/Partnered	4% (24)	9% (51)	11% (60)	18% (99)	10% (54)	7% (41)	10% (56)	26% (146)	5% (28)
Number of Children 0-5: 1	5% (24)	11% (56)	14% (74)	18% (94)	9% (47)	6% (29)	9% (45)	24% (125)	6% (29)
Number of Children 0-5: 2	5% (10)	9% (19)	12% (24)	13% (27)	6% (13)	7% (15)	8% (16)	32% (65)	6% (12)
Number of Children 0-5: 3+	7% (5)	13% (10)	9% (7)	17% (13)	9% (7)	4% (3)	12% (9)	24% (18)	5% (4)
Youngest Child under 1 Year	2% (3)	10% (13)	12% (15)	16% (20)	6% (8)	6% (7)	6% (7)	33% (42)	9% (11)
Youngest Child 1 Year Old	7% (8)	12% (14)	13% (15)	21% (24)	7% (8)	4% (4)	4% (5)	27% (30)	4% (4)
Youngest Child 2-3 Years Old	7% (17)	9% (22)	16% (38)	18% (44)	8% (20)	5% (12)	11% (27)	23% (56)	2% (5)
Youngest Child 4-5 Years Old	3% (11)	11% (36)	12% (37)	14% (46)	10% (31)	7% (24)	10% (31)	25% (80)	8% (25)
Children Age 6-12	7% (6)	7% (6)	12% (11)	17% (15)	9% (8)	7% (6)	12% (11)	26% (23)	3% (3)
Employed and Salaried	— (1)	9% (28)	10% (31)	17% (52)	11% (32)	10% (29)	10% (31)	30% (88)	2% (6)
Employed and Hourly	2% (7)	9% (36)	16% (66)	17% (73)	8% (35)	4% (18)	9% (37)	28% (117)	8% (33)
Self Employed	39% (25)	31% (20)	11% (7)	11% (7)	— (0)	— (0)	2% (1)	2% (1)	5% (3)
Multiple Jobs	10% (14)	9% (12)	9% (13)	18% (26)	11% (16)	5% (7)	12% (17)	18% (25)	8% (11)
Single Job	4% (25)	11% (73)	14% (92)	16% (108)	8% (51)	6% (40)	8% (53)	28% (183)	5% (34)
Work Standard Hours	5% (31)	11% (71)	14% (94)	17% (115)	9% (59)	6% (41)	8% (56)	26% (172)	5% (32)
Work Evenings	6% (12)	9% (17)	12% (23)	15% (29)	7% (13)	7% (14)	11% (21)	24% (46)	10% (20)
Work Overnight/Early Mornings	7% (4)	5% (3)	7% (4)	17% (10)	15% (9)	7% (4)	15% (9)	22% (13)	5% (3)
Work Weekends	9% (16)	14% (25)	11% (20)	18% (32)	7% (13)	5% (9)	7% (12)	22% (39)	7% (13)
Work Full Time	3% (18)	9% (61)	12% (81)	16% (107)	10% (63)	7% (45)	10% (69)	28% (186)	4% (28)
Work Part Time	15% (21)	17% (24)	17% (24)	19% (27)	3% (4)	1% (2)	1% (1)	15% (22)	12% (17)

Continued on next page

Table BPC2: Thinking about your primary job, how many employees does the business you work at have?

Demographic	I am the only employee	2-10	11-50	51-100	101-200	201-300	301-500	More than 500 employees	Don't know/unsure
Employed Parents with Children 0-5	5% (39)	11% (85)	13% (105)	17% (134)	8% (67)	6% (47)	9% (70)	26% (208)	6% (45)
Service/Retail Worker	9% (17)	11% (21)	16% (31)	15% (28)	7% (14)	5% (10)	9% (17)	17% (33)	10% (20)
Trade/Skill Worker	7% (8)	13% (16)	12% (14)	18% (22)	9% (11)	5% (6)	9% (11)	23% (28)	4% (5)
Admin /Office Worker	1% (2)	9% (21)	10% (23)	15% (34)	8% (17)	10% (23)	11% (24)	34% (77)	2% (4)
Health Care Worker	1% (1)	6% (6)	8% (8)	17% (18)	10% (10)	3% (3)	9% (9)	38% (39)	9% (9)
Other Worker	7% (11)	13% (21)	18% (29)	20% (32)	9% (15)	3% (5)	6% (9)	19% (31)	4% (7)
Work Remotely	8% (15)	15% (27)	10% (18)	17% (32)	5% (9)	6% (11)	4% (8)	29% (53)	5% (10)
Work Onsite	1% (5)	11% (44)	15% (60)	16% (66)	9% (38)	5% (21)	10% (41)	26% (108)	6% (25)
Hybrid Worker	3% (5)	6% (9)	12% (18)	18% (28)	13% (20)	9% (14)	12% (19)	27% (42)	1% (1)
Direct Supervisor Female	1% (3)	8% (25)	15% (49)	18% (60)	7% (24)	6% (19)	8% (25)	32% (104)	6% (20)
Direct Supervisor Male	1% (5)	10% (39)	12% (48)	17% (67)	11% (42)	7% (26)	11% (42)	26% (100)	4% (15)
CEO Female	2% (3)	11% (18)	15% (26)	18% (31)	11% (18)	8% (13)	8% (13)	24% (41)	4% (7)
CEO Male	1% (6)	8% (46)	13% (71)	18% (96)	9% (49)	6% (32)	10% (54)	30% (162)	5% (29)
Direct Supervisor Has Children	1% (7)	9% (46)	12% (66)	19% (105)	11% (57)	6% (34)	11% (57)	28% (149)	3% (18)
Direct Supervisor Does not Have Children	1% (1)	14% (14)	21% (21)	10% (10)	7% (7)	4% (4)	4% (4)	33% (33)	6% (6)
CEO Has Children	2% (7)	11% (50)	15% (69)	17% (80)	11% (52)	6% (29)	10% (48)	25% (114)	2% (11)
CEO Does not Have Children	— (0)	12% (9)	15% (12)	26% (20)	4% (3)	6% (5)	4% (3)	28% (22)	5% (4)
Currently Uses Formal Care for Child 0-5	3% (12)	9% (31)	13% (44)	14% (50)	11% (38)	8% (26)	8% (28)	30% (105)	3% (12)
Currently Uses Informal Care for Child 0-5	6% (27)	12% (54)	13% (61)	19% (84)	6% (29)	5% (21)	9% (42)	23% (103)	7% (33)
Currently Uses Informal Care for Child 6-12	10% (5)	6% (3)	12% (6)	22% (11)	10% (5)	— (0)	8% (4)	29% (15)	4% (2)

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC3: Which of the following best describes your current work situation?

Demographic	I work remotely full-time		I work onsite or in the office full-time		I work in a 'hybrid' environment, both remotely and on-site		I am a gig worker		Other, please specify		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	
Employed Parents with Children 0-5	23%	(183)	51%	(408)	20%	(156)	4%	(31)	3%	(22)	800
Gender: Male	21%	(63)	50%	(154)	25%	(77)	3%	(8)	2%	(5)	307
Gender: Female	24%	(120)	52%	(254)	16%	(79)	5%	(23)	3%	(17)	493
Age: 18-34	24%	(101)	52%	(221)	16%	(70)	4%	(18)	4%	(15)	425
Age: 35-44	21%	(72)	50%	(168)	23%	(78)	4%	(12)	2%	(7)	337
GenZers: 1997-2012	28%	(20)	55%	(39)	8%	(6)	6%	(4)	3%	(2)	71
Millennials: 1981-1996	23%	(142)	51%	(322)	19%	(122)	4%	(26)	3%	(19)	631
GenXers: 1965-1980	21%	(20)	48%	(45)	29%	(27)	1%	(1)	1%	(1)	94
PID: Dem (no lean)	22%	(68)	50%	(153)	24%	(74)	2%	(7)	1%	(3)	305
PID: Ind (no lean)	22%	(56)	52%	(136)	16%	(41)	6%	(15)	5%	(12)	260
PID: Rep (no lean)	25%	(59)	51%	(119)	17%	(41)	4%	(9)	3%	(7)	235
PID/Gender: Dem Men	20%	(28)	49%	(68)	28%	(39)	2%	(3)	—	(0)	138
PID/Gender: Dem Women	24%	(40)	51%	(85)	21%	(35)	2%	(4)	2%	(3)	167
PID/Gender: Ind Men	21%	(17)	51%	(41)	21%	(17)	5%	(4)	2%	(2)	81
PID/Gender: Ind Women	22%	(39)	53%	(95)	13%	(24)	6%	(11)	6%	(10)	179
PID/Gender: Rep Men	20%	(18)	51%	(45)	24%	(21)	1%	(1)	3%	(3)	88
PID/Gender: Rep Women	28%	(41)	50%	(74)	14%	(20)	5%	(8)	3%	(4)	147
Educ: < College	22%	(108)	56%	(277)	13%	(66)	6%	(29)	3%	(17)	497
Educ: Bachelors degree	26%	(50)	44%	(84)	26%	(49)	1%	(2)	2%	(4)	189
Educ: Post-grad	22%	(25)	41%	(47)	36%	(41)	—	(0)	1%	(1)	114
Income: Under 50k	24%	(70)	54%	(154)	11%	(31)	6%	(18)	5%	(14)	287
Income: 50k-100k	20%	(69)	52%	(179)	23%	(80)	2%	(8)	2%	(7)	343
Income: 100k+	26%	(44)	44%	(75)	26%	(45)	3%	(5)	1%	(1)	170
Ethnicity: White	21%	(127)	53%	(317)	19%	(116)	3%	(19)	3%	(18)	597
Ethnicity: Hispanic	21%	(26)	39%	(49)	27%	(34)	10%	(12)	3%	(4)	125
Ethnicity: Black	28%	(38)	46%	(63)	19%	(26)	5%	(7)	2%	(3)	137
Ethnicity: Other	27%	(18)	42%	(28)	21%	(14)	8%	(5)	2%	(1)	66

Continued on next page

Table BPC3: Which of the following best describes your current work situation?

Demographic	I work remotely full-time		I work onsite or in the office full-time		I work in a 'hybrid' environment, both remotely and on-site		I am a gig worker		Other, please specify		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	
Employed Parents with Children 0-5	23%	(183)	51%	(408)	20%	(156)	4%	(31)	3%	(22)	800
All Christian	20%	(62)	50%	(150)	25%	(75)	4%	(11)	2%	(5)	303
Agnostic/Nothing in particular	21%	(50)	55%	(129)	18%	(43)	2%	(5)	4%	(9)	236
Something Else	25%	(47)	56%	(104)	8%	(15)	7%	(14)	4%	(7)	187
Evangelical	19%	(43)	56%	(125)	17%	(37)	5%	(12)	2%	(5)	222
Non-Evangelical	25%	(62)	49%	(124)	19%	(47)	5%	(12)	2%	(6)	251
Community: Urban	26%	(59)	44%	(102)	25%	(57)	3%	(8)	2%	(5)	231
Community: Suburban	22%	(83)	52%	(195)	21%	(77)	3%	(12)	2%	(8)	375
Community: Rural	21%	(41)	57%	(111)	11%	(22)	6%	(11)	5%	(9)	194
4-Region: Northeast	29%	(39)	46%	(61)	19%	(25)	4%	(5)	3%	(4)	134
4-Region: Midwest	22%	(46)	56%	(117)	18%	(38)	2%	(4)	2%	(4)	209
4-Region: South	23%	(79)	50%	(176)	19%	(68)	5%	(18)	2%	(8)	349
4-Region: West	18%	(19)	50%	(54)	23%	(25)	4%	(4)	6%	(6)	108
Married/Partnered	22%	(121)	51%	(287)	21%	(120)	4%	(20)	2%	(11)	559
Number of Children 0-5: 1	22%	(116)	51%	(266)	21%	(109)	3%	(15)	3%	(17)	523
Number of Children 0-5: 2	23%	(46)	53%	(106)	17%	(34)	5%	(11)	2%	(4)	201
Number of Children 0-5: 3+	28%	(21)	47%	(36)	17%	(13)	7%	(5)	1%	(1)	76
Youngest Child under 1 Year	21%	(27)	52%	(66)	18%	(23)	5%	(6)	3%	(4)	126
Youngest Child 1 Year Old	32%	(36)	48%	(54)	12%	(14)	4%	(5)	3%	(3)	112
Youngest Child 2-3 Years Old	22%	(54)	48%	(115)	22%	(53)	5%	(11)	3%	(8)	241
Youngest Child 4-5 Years Old	21%	(66)	54%	(173)	21%	(66)	3%	(9)	2%	(7)	321
Children Age 6-12	20%	(18)	46%	(41)	24%	(21)	7%	(6)	3%	(3)	89
Employed and Salaried	28%	(83)	40%	(120)	31%	(93)	1%	(2)	—	(0)	298
Employed and Hourly	16%	(66)	67%	(284)	11%	(48)	2%	(7)	4%	(17)	422
Self Employed	47%	(30)	6%	(4)	20%	(13)	20%	(13)	6%	(4)	64
Multiple Jobs	28%	(40)	34%	(48)	25%	(35)	11%	(16)	1%	(2)	141
Single Job	22%	(143)	55%	(360)	18%	(121)	2%	(15)	3%	(20)	659
Work Standard Hours	24%	(159)	49%	(332)	21%	(144)	3%	(22)	2%	(14)	671
Work Evenings	23%	(45)	44%	(85)	24%	(47)	6%	(12)	3%	(6)	195

Continued on next page

Table BPC3: Which of the following best describes your current work situation?

Demographic	I work remotely full-time		I work onsite or in the office full-time		I work in a 'hybrid' environment, both remotely and on-site		I am a gig worker		Other, please specify		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	
Employed Parents with Children 0-5	23%	(183)	51%	(408)	20%	(156)	4%	(31)	3%	(22)	800
Work Overnight/Early Mornings	25%	(15)	47%	(28)	24%	(14)	2%	(1)	2%	(1)	59
Work Weekends	18%	(33)	48%	(86)	20%	(36)	9%	(16)	4%	(8)	179
Work Full Time	24%	(158)	52%	(344)	22%	(143)	2%	(10)	—	(3)	658
Work Part Time	18%	(25)	45%	(64)	9%	(13)	15%	(21)	13%	(19)	142
Service/Retail Worker	20%	(38)	57%	(109)	11%	(21)	7%	(14)	5%	(9)	191
Trade/Skill Worker	20%	(24)	55%	(67)	17%	(20)	6%	(7)	2%	(3)	121
Admin /Office Worker	28%	(62)	36%	(80)	35%	(78)	1%	(2)	1%	(3)	225
Health Care Worker	17%	(17)	70%	(72)	11%	(11)	—	(0)	3%	(3)	103
Other Worker	26%	(42)	50%	(80)	16%	(26)	5%	(8)	2%	(4)	160
Work Remotely	100%	(183)	—	(0)	—	(0)	—	(0)	—	(0)	183
Work Onsite	—	(0)	100%	(408)	—	(0)	—	(0)	—	(0)	408
Hybrid Worker	—	(0)	—	(0)	100%	(156)	—	(0)	—	(0)	156
Direct Supervisor Female	22%	(73)	55%	(182)	19%	(62)	—	(0)	4%	(12)	329
Direct Supervisor Male	21%	(79)	57%	(219)	21%	(80)	—	(0)	2%	(6)	384
CEO Female	22%	(38)	55%	(94)	18%	(31)	—	(0)	4%	(7)	170
CEO Male	21%	(115)	57%	(308)	20%	(111)	—	(0)	2%	(11)	545
Direct Supervisor Has Children	20%	(107)	56%	(304)	22%	(118)	—	(0)	2%	(10)	539
Direct Supervisor Does not Have Children	26%	(26)	56%	(56)	16%	(16)	—	(0)	2%	(2)	100
CEO Has Children	21%	(97)	56%	(256)	22%	(101)	—	(0)	1%	(6)	460
CEO Does not Have Children	22%	(17)	55%	(43)	19%	(15)	—	(0)	4%	(3)	78
Currently Uses Formal Care for Child 0-5	22%	(77)	51%	(177)	23%	(80)	3%	(10)	1%	(2)	346
Currently Uses Informal Care for Child 0-5	23%	(106)	51%	(231)	17%	(76)	5%	(21)	4%	(20)	454
Currently Uses Informal Care for Child 6-12	29%	(15)	41%	(21)	18%	(9)	10%	(5)	2%	(1)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit [MorningConsultIntelligence.com](https://www.morningconsult.com/intelligence).

Table BPC4_1: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid vacation days

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	80% (572)	18% (129)	2% (17)	718
Gender: Male	84% (240)	15% (44)	1% (2)	286
Gender: Female	77% (332)	20% (85)	3% (15)	432
Age: 18-34	78% (296)	19% (74)	3% (11)	381
Age: 35-44	81% (246)	17% (50)	2% (6)	302
GenZers: 1997-2012	62% (38)	26% (16)	11% (7)	61
Millennials: 1981-1996	82% (460)	17% (95)	2% (9)	564
GenXers: 1965-1980	80% (71)	19% (17)	1% (1)	89
PID: Dem (no lean)	82% (232)	17% (47)	2% (5)	284
PID: Ind (no lean)	75% (163)	22% (49)	3% (6)	218
PID: Rep (no lean)	82% (177)	15% (33)	3% (6)	216
PID/Gender: Dem Men	85% (112)	15% (19)	— (0)	131
PID/Gender: Dem Women	78% (120)	18% (28)	3% (5)	153
PID/Gender: Ind Men	75% (54)	24% (17)	1% (1)	72
PID/Gender: Ind Women	75% (109)	22% (32)	3% (5)	146
PID/Gender: Rep Men	89% (74)	10% (8)	1% (1)	83
PID/Gender: Rep Women	77% (103)	19% (25)	4% (5)	133
Educ: < College	73% (317)	23% (100)	3% (15)	432
Educ: Bachelors degree	91% (162)	8% (15)	1% (2)	179
Educ: Post-grad	87% (93)	13% (14)	— (0)	107
Income: Under 50k	63% (155)	32% (78)	5% (13)	246
Income: 50k-100k	87% (272)	12% (39)	1% (3)	314
Income: 100k+	92% (145)	8% (12)	1% (1)	158
Ethnicity: White	79% (428)	18% (99)	2% (13)	540
Ethnicity: Hispanic	84% (85)	14% (14)	2% (2)	101
Ethnicity: Black	82% (102)	16% (20)	2% (3)	125
Ethnicity: Other	79% (42)	19% (10)	2% (1)	53
All Christian	85% (243)	14% (40)	1% (2)	285
Agnostic/Nothing in particular	74% (156)	23% (49)	2% (5)	210
Something Else	76% (120)	19% (30)	5% (8)	158
Evangelical	81% (163)	16% (32)	3% (6)	201
Non-Evangelical	83% (188)	15% (34)	2% (4)	226

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Table BPC4_1: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid vacation days

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	80% (572)	18% (129)	2% (17)	718
Community: Urban	82% (166)	17% (34)	1% (3)	203
Community: Suburban	83% (284)	16% (54)	2% (6)	344
Community: Rural	71% (122)	24% (41)	5% (8)	171
4-Region: Northeast	79% (96)	20% (24)	2% (2)	122
4-Region: Midwest	80% (152)	19% (35)	1% (2)	189
4-Region: South	80% (250)	17% (53)	3% (8)	311
4-Region: West	77% (74)	18% (17)	5% (5)	96
Married/Partnered	83% (419)	16% (80)	2% (8)	507
Number of Children 0-5: 1	79% (376)	18% (85)	3% (14)	475
Number of Children 0-5: 2	82% (147)	16% (29)	2% (3)	179
Number of Children 0-5: 3+	77% (49)	23% (15)	— (0)	64
Youngest Child under 1 Year	81% (92)	16% (18)	4% (4)	114
Youngest Child 1 Year Old	87% (88)	12% (12)	1% (1)	101
Youngest Child 2-3 Years Old	77% (161)	20% (41)	3% (6)	208
Youngest Child 4-5 Years Old	78% (231)	20% (58)	2% (6)	295
Children Age 6-12	81% (62)	19% (15)	— (0)	77
Employed and Salaried	88% (261)	11% (32)	1% (3)	296
Employed and Hourly	74% (308)	22% (93)	3% (14)	415
Multiple Jobs	79% (86)	19% (21)	2% (2)	109
Single Job	80% (486)	18% (108)	2% (15)	609
Work Standard Hours	81% (492)	17% (104)	2% (14)	610
Work Evenings	77% (128)	22% (36)	1% (2)	166
Work Overnight/Early Mornings	84% (42)	16% (8)	— (0)	50
Work Weekends	74% (105)	24% (34)	2% (3)	142
Work Full Time	84% (515)	15% (89)	1% (9)	613
Work Part Time	54% (57)	38% (40)	8% (8)	105
Service/Retail Worker	66% (108)	29% (48)	4% (7)	163
Trade/Skill Worker	81% (87)	17% (18)	2% (2)	107
Admin /Office Worker	89% (191)	11% (23)	— (1)	215
Health Care Worker	85% (87)	15% (15)	— (0)	102
Other Worker	76% (99)	19% (25)	5% (7)	131

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Table BPC4_1: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid vacation days

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	80% (572)	18% (129)	2% (17)	718
Work Remotely	78% (120)	19% (29)	3% (4)	153
Work Onsite	79% (321)	18% (73)	2% (10)	404
Hybrid Worker	87% (124)	13% (19)	— (0)	143
Direct Supervisor Female	79% (261)	19% (61)	2% (7)	329
Direct Supervisor Male	80% (308)	17% (66)	3% (10)	384
CEO Female	70% (119)	28% (47)	2% (4)	170
CEO Male	83% (451)	15% (81)	2% (13)	545
Direct Supervisor Has Children	81% (437)	17% (91)	2% (11)	539
Direct Supervisor Does not Have Children	79% (79)	20% (20)	1% (1)	100
CEO Has Children	82% (379)	16% (74)	2% (7)	460
CEO Does not Have Children	71% (55)	29% (23)	— (0)	78
Currently Uses Formal Care for Child 0-5	82% (262)	16% (50)	2% (6)	318
Currently Uses Informal Care for Child 0-5	78% (310)	20% (79)	3% (11)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_2: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid sick days

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	73% (521)	24% (175)	3% (22)	718
Gender: Male	77% (219)	21% (61)	2% (6)	286
Gender: Female	70% (302)	26% (114)	4% (16)	432
Age: 18-34	69% (261)	27% (104)	4% (16)	381
Age: 35-44	77% (232)	22% (65)	2% (5)	302
GenZers: 1997-2012	57% (35)	33% (20)	10% (6)	61
Millennials: 1981-1996	74% (417)	23% (132)	3% (15)	564
GenXers: 1965-1980	74% (66)	25% (22)	1% (1)	89
PID: Dem (no lean)	75% (212)	22% (62)	4% (10)	284
PID: Ind (no lean)	67% (146)	30% (65)	3% (7)	218
PID: Rep (no lean)	75% (163)	22% (48)	2% (5)	216
PID/Gender: Dem Men	79% (103)	18% (24)	3% (4)	131
PID/Gender: Dem Women	71% (109)	25% (38)	4% (6)	153
PID/Gender: Ind Men	69% (50)	28% (20)	3% (2)	72
PID/Gender: Ind Women	66% (96)	31% (45)	3% (5)	146
PID/Gender: Rep Men	80% (66)	20% (17)	— (0)	83
PID/Gender: Rep Women	73% (97)	23% (31)	4% (5)	133
Educ: < College	66% (284)	30% (130)	4% (18)	432
Educ: Bachelors degree	86% (154)	13% (24)	1% (1)	179
Educ: Post-grad	78% (83)	20% (21)	3% (3)	107
Income: Under 50k	57% (140)	37% (92)	6% (14)	246
Income: 50k-100k	78% (244)	20% (63)	2% (7)	314
Income: 100k+	87% (137)	13% (20)	1% (1)	158
Ethnicity: White	73% (395)	24% (132)	2% (13)	540
Ethnicity: Hispanic	80% (81)	15% (15)	5% (5)	101
Ethnicity: Black	72% (90)	23% (29)	5% (6)	125
Ethnicity: Other	68% (36)	26% (14)	6% (3)	53
All Christian	77% (219)	22% (62)	1% (4)	285
Agnostic/Nothing in particular	69% (145)	27% (56)	4% (9)	210
Something Else	68% (107)	29% (46)	3% (5)	158
Evangelical	71% (142)	26% (53)	3% (6)	201
Non-Evangelical	77% (175)	21% (48)	1% (3)	226

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Table BPC4_2: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid sick days

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	73% (521)	24% (175)	3% (22)	718
Community: Urban	72% (146)	24% (49)	4% (8)	203
Community: Suburban	77% (264)	20% (69)	3% (11)	344
Community: Rural	65% (111)	33% (57)	2% (3)	171
4-Region: Northeast	78% (95)	18% (22)	4% (5)	122
4-Region: Midwest	71% (135)	25% (48)	3% (6)	189
4-Region: South	70% (218)	27% (85)	3% (8)	311
4-Region: West	76% (73)	21% (20)	3% (3)	96
Married/Partnered	75% (379)	23% (116)	2% (12)	507
Number of Children 0-5: 1	73% (345)	24% (114)	3% (16)	475
Number of Children 0-5: 2	72% (128)	26% (47)	2% (4)	179
Number of Children 0-5: 3+	75% (48)	22% (14)	3% (2)	64
Youngest Child under 1 Year	75% (85)	21% (24)	4% (5)	114
Youngest Child 1 Year Old	74% (75)	23% (23)	3% (3)	101
Youngest Child 2-3 Years Old	69% (144)	26% (55)	4% (9)	208
Youngest Child 4-5 Years Old	74% (217)	25% (73)	2% (5)	295
Children Age 6-12	77% (59)	23% (18)	— (0)	77
Employed and Salaried	83% (245)	16% (48)	1% (3)	296
Employed and Hourly	66% (274)	29% (122)	5% (19)	415
Multiple Jobs	67% (73)	29% (32)	4% (4)	109
Single Job	74% (448)	23% (143)	3% (18)	609
Work Standard Hours	74% (453)	23% (142)	2% (15)	610
Work Evenings	70% (117)	25% (42)	4% (7)	166
Work Overnight/Early Mornings	74% (37)	24% (12)	2% (1)	50
Work Weekends	65% (93)	32% (45)	3% (4)	142
Work Full Time	77% (469)	22% (132)	2% (12)	613
Work Part Time	50% (52)	41% (43)	10% (10)	105
Service/Retail Worker	61% (100)	33% (54)	6% (9)	163
Trade/Skill Worker	65% (70)	32% (34)	3% (3)	107
Admin /Office Worker	80% (173)	19% (40)	1% (2)	215
Health Care Worker	76% (78)	22% (22)	2% (2)	102
Other Worker	76% (100)	19% (25)	5% (6)	131

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Table BPC4_2: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid sick days

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	73% (521)	24% (175)	3% (22)	718
Work Remotely	71% (108)	25% (38)	5% (7)	153
Work Onsite	72% (291)	25% (101)	3% (12)	404
Hybrid Worker	80% (115)	19% (27)	1% (1)	143
Direct Supervisor Female	74% (244)	23% (76)	3% (9)	329
Direct Supervisor Male	72% (276)	25% (95)	3% (13)	384
CEO Female	66% (113)	30% (51)	4% (6)	170
CEO Male	75% (407)	22% (122)	3% (16)	545
Direct Supervisor Has Children	74% (398)	23% (124)	3% (17)	539
Direct Supervisor Does not Have Children	72% (72)	26% (26)	2% (2)	100
CEO Has Children	76% (348)	22% (101)	2% (11)	460
CEO Does not Have Children	62% (48)	35% (27)	4% (3)	78
Currently Uses Formal Care for Child 0-5	77% (244)	21% (66)	3% (8)	318
Currently Uses Informal Care for Child 0-5	69% (277)	27% (109)	4% (14)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_3: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	53% (380)	39% (283)	8% (55)	718
Gender: Male	57% (162)	38% (109)	5% (15)	286
Gender: Female	50% (218)	40% (174)	9% (40)	432
Age: 18-34	53% (201)	40% (153)	7% (27)	381
Age: 35-44	52% (158)	39% (119)	8% (25)	302
GenZers: 1997-2012	43% (26)	41% (25)	16% (10)	61
Millennials: 1981-1996	53% (301)	40% (225)	7% (38)	564
GenXers: 1965-1980	58% (52)	34% (30)	8% (7)	89
PID: Dem (no lean)	54% (154)	38% (109)	7% (21)	284
PID: Ind (no lean)	55% (120)	38% (83)	7% (15)	218
PID: Rep (no lean)	49% (106)	42% (91)	9% (19)	216
PID/Gender: Dem Men	60% (78)	37% (48)	4% (5)	131
PID/Gender: Dem Women	50% (76)	40% (61)	10% (16)	153
PID/Gender: Ind Men	54% (39)	40% (29)	6% (4)	72
PID/Gender: Ind Women	55% (81)	37% (54)	8% (11)	146
PID/Gender: Rep Men	54% (45)	39% (32)	7% (6)	83
PID/Gender: Rep Women	46% (61)	44% (59)	10% (13)	133
Educ: < College	49% (212)	42% (181)	9% (39)	432
Educ: Bachelors degree	64% (114)	31% (56)	5% (9)	179
Educ: Post-grad	50% (54)	43% (46)	7% (7)	107
Income: Under 50k	45% (111)	43% (105)	12% (30)	246
Income: 50k-100k	54% (171)	39% (121)	7% (22)	314
Income: 100k+	62% (98)	36% (57)	2% (3)	158
Ethnicity: White	52% (279)	41% (224)	7% (37)	540
Ethnicity: Hispanic	55% (56)	32% (32)	13% (13)	101
Ethnicity: Black	58% (73)	31% (39)	10% (13)	125
Ethnicity: Other	53% (28)	38% (20)	9% (5)	53
All Christian	57% (162)	39% (110)	5% (13)	285
Agnostic/Nothing in particular	49% (102)	43% (90)	9% (18)	210
Something Else	47% (74)	40% (63)	13% (21)	158
Evangelical	52% (104)	37% (75)	11% (22)	201
Non-Evangelical	56% (126)	39% (88)	5% (12)	226

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Table BPC4_3: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	53% (380)	39% (283)	8% (55)	718
Community: Urban	60% (121)	34% (70)	6% (12)	203
Community: Suburban	54% (185)	39% (134)	7% (25)	344
Community: Rural	43% (74)	46% (79)	11% (18)	171
4-Region: Northeast	53% (65)	42% (51)	5% (6)	122
4-Region: Midwest	54% (103)	39% (74)	6% (12)	189
4-Region: South	51% (160)	39% (121)	10% (30)	311
4-Region: West	54% (52)	39% (37)	7% (7)	96
Married/Partnered	56% (283)	38% (192)	6% (32)	507
Number of Children 0-5: 1	52% (248)	39% (184)	9% (43)	475
Number of Children 0-5: 2	55% (99)	40% (71)	5% (9)	179
Number of Children 0-5: 3+	52% (33)	44% (28)	5% (3)	64
Youngest Child under 1 Year	55% (63)	38% (43)	7% (8)	114
Youngest Child 1 Year Old	54% (55)	43% (43)	3% (3)	101
Youngest Child 2-3 Years Old	54% (112)	38% (78)	9% (18)	208
Youngest Child 4-5 Years Old	51% (150)	40% (119)	9% (26)	295
Children Age 6-12	48% (37)	48% (37)	4% (3)	77
Employed and Salaried	60% (179)	34% (101)	5% (16)	296
Employed and Hourly	48% (201)	42% (176)	9% (38)	415
Multiple Jobs	53% (58)	38% (41)	9% (10)	109
Single Job	53% (322)	40% (242)	7% (45)	609
Work Standard Hours	53% (325)	39% (240)	7% (45)	610
Work Evenings	56% (93)	39% (64)	5% (9)	166
Work Overnight/Early Mornings	56% (28)	38% (19)	6% (3)	50
Work Weekends	54% (76)	37% (52)	10% (14)	142
Work Full Time	57% (347)	36% (222)	7% (44)	613
Work Part Time	31% (33)	58% (61)	10% (11)	105
Service/Retail Worker	46% (75)	45% (74)	9% (14)	163
Trade/Skill Worker	50% (54)	44% (47)	6% (6)	107
Admin /Office Worker	60% (129)	35% (76)	5% (10)	215
Health Care Worker	59% (60)	32% (33)	9% (9)	102
Other Worker	47% (62)	40% (53)	12% (16)	131

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Table BPC4_3: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	53% (380)	39% (283)	8% (55)	718
Work Remotely	54% (82)	39% (59)	8% (12)	153
Work Onsite	50% (202)	42% (169)	8% (33)	404
Hybrid Worker	64% (91)	31% (44)	6% (8)	143
Direct Supervisor Female	52% (171)	41% (135)	7% (23)	329
Direct Supervisor Male	54% (207)	38% (145)	8% (32)	384
CEO Female	48% (82)	45% (76)	7% (12)	170
CEO Male	54% (296)	38% (206)	8% (43)	545
Direct Supervisor Has Children	54% (291)	39% (210)	7% (38)	539
Direct Supervisor Does not Have Children	47% (47)	47% (47)	6% (6)	100
CEO Has Children	56% (256)	38% (177)	6% (27)	460
CEO Does not Have Children	50% (39)	44% (34)	6% (5)	78
Currently Uses Formal Care for Child 0-5	56% (178)	36% (115)	8% (25)	318
Currently Uses Informal Care for Child 0-5	50% (202)	42% (168)	8% (30)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_4: *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid family caregiving leave (to care for an elderly, seriously ill, or disabled family member that lasts a few weeks and/or requires more time than sick days)*

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	39% (282)	49% (352)	12% (84)	718
Gender: Male	43% (124)	45% (129)	12% (33)	286
Gender: Female	37% (158)	52% (223)	12% (51)	432
Age: 18-34	38% (144)	51% (195)	11% (42)	381
Age: 35-44	40% (122)	47% (142)	13% (38)	302
GenZers: 1997-2012	34% (21)	46% (28)	20% (12)	61
Millennials: 1981-1996	39% (222)	50% (281)	11% (61)	564
GenXers: 1965-1980	43% (38)	45% (40)	12% (11)	89
PID: Dem (no lean)	45% (127)	45% (129)	10% (28)	284
PID: Ind (no lean)	36% (79)	49% (107)	15% (32)	218
PID: Rep (no lean)	35% (76)	54% (116)	11% (24)	216
PID/Gender: Dem Men	55% (72)	37% (48)	8% (11)	131
PID/Gender: Dem Women	36% (55)	53% (81)	11% (17)	153
PID/Gender: Ind Men	33% (24)	47% (34)	19% (14)	72
PID/Gender: Ind Women	38% (55)	50% (73)	12% (18)	146
PID/Gender: Rep Men	34% (28)	57% (47)	10% (8)	83
PID/Gender: Rep Women	36% (48)	52% (69)	12% (16)	133
Educ: < College	35% (150)	53% (229)	12% (53)	432
Educ: Bachelors degree	51% (91)	39% (69)	11% (19)	179
Educ: Post-grad	38% (41)	50% (54)	11% (12)	107
Income: Under 50k	30% (73)	54% (132)	17% (41)	246
Income: 50k-100k	42% (131)	47% (149)	11% (34)	314
Income: 100k+	49% (78)	45% (71)	6% (9)	158
Ethnicity: White	37% (201)	52% (279)	11% (60)	540
Ethnicity: Hispanic	50% (51)	35% (35)	15% (15)	101
Ethnicity: Black	49% (61)	39% (49)	12% (15)	125
Ethnicity: Other	38% (20)	45% (24)	17% (9)	53
All Christian	39% (112)	49% (139)	12% (34)	285
Agnostic/Nothing in particular	35% (73)	54% (114)	11% (23)	210
Something Else	39% (61)	49% (77)	13% (20)	158

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Table BPC4_4: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid family caregiving leave (to care for an elderly, seriously ill, or disabled family member that lasts a few weeks and/or requires more time than sick days)

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	39% (282)	49% (352)	12% (84)	718
Evangelical	37% (75)	50% (100)	13% (26)	201
Non-Evangelical	41% (92)	47% (106)	12% (28)	226
Community: Urban	47% (95)	44% (89)	9% (19)	203
Community: Suburban	40% (136)	48% (166)	12% (42)	344
Community: Rural	30% (51)	57% (97)	13% (23)	171
4-Region: Northeast	42% (51)	46% (56)	12% (15)	122
4-Region: Midwest	39% (73)	52% (99)	9% (17)	189
4-Region: South	38% (117)	50% (154)	13% (40)	311
4-Region: West	43% (41)	45% (43)	12% (12)	96
Married/Partnered	42% (211)	48% (241)	11% (55)	507
Number of Children 0-5: 1	37% (177)	50% (236)	13% (62)	475
Number of Children 0-5: 2	46% (82)	46% (83)	8% (14)	179
Number of Children 0-5: 3+	36% (23)	52% (33)	12% (8)	64
Youngest Child under 1 Year	32% (37)	53% (60)	15% (17)	114
Youngest Child 1 Year Old	38% (38)	54% (55)	8% (8)	101
Youngest Child 2-3 Years Old	44% (91)	45% (94)	11% (23)	208
Youngest Child 4-5 Years Old	39% (116)	48% (143)	12% (36)	295
Children Age 6-12	45% (35)	47% (36)	8% (6)	77
Employed and Salaried	48% (142)	42% (123)	10% (31)	296
Employed and Hourly	34% (140)	54% (223)	13% (52)	415
Multiple Jobs	39% (43)	49% (53)	12% (13)	109
Single Job	39% (239)	49% (299)	12% (71)	609
Work Standard Hours	40% (243)	48% (295)	12% (72)	610
Work Evenings	41% (68)	49% (81)	10% (17)	166
Work Overnight/Early Mornings	52% (26)	34% (17)	14% (7)	50
Work Weekends	35% (50)	54% (77)	11% (15)	142
Work Full Time	43% (262)	46% (285)	11% (66)	613
Work Part Time	19% (20)	64% (67)	17% (18)	105

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Table BPC4_4: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Paid family caregiving leave (to care for an elderly, seriously ill, or disabled family member that lasts a few weeks and/or requires more time than sick days)

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	39% (282)	49% (352)	12% (84)	718
Service/Retail Worker	31% (50)	57% (93)	12% (20)	163
Trade/Skill Worker	35% (37)	52% (56)	13% (14)	107
Admin /Office Worker	48% (103)	43% (93)	9% (19)	215
Health Care Worker	46% (47)	45% (46)	9% (9)	102
Other Worker	34% (45)	49% (64)	17% (22)	131
Work Remotely	40% (61)	48% (74)	12% (18)	153
Work Onsite	37% (150)	51% (207)	12% (47)	404
Hybrid Worker	48% (68)	42% (60)	10% (15)	143
Direct Supervisor Female	42% (139)	48% (158)	10% (32)	329
Direct Supervisor Male	37% (141)	50% (191)	14% (52)	384
CEO Female	34% (57)	57% (97)	9% (16)	170
CEO Male	41% (223)	47% (254)	12% (68)	545
Direct Supervisor Has Children	39% (212)	49% (264)	12% (63)	539
Direct Supervisor Does not Have Children	39% (39)	52% (52)	9% (9)	100
CEO Has Children	40% (186)	48% (223)	11% (51)	460
CEO Does not Have Children	35% (27)	58% (45)	8% (6)	78
Currently Uses Formal Care for Child 0-5	41% (130)	47% (151)	12% (37)	318
Currently Uses Informal Care for Child 0-5	38% (152)	50% (201)	12% (47)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_5: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Reimbursement or funding for professional development

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	42% (305)	45% (321)	13% (92)	718
Gender: Male	51% (145)	40% (115)	9% (26)	286
Gender: Female	37% (160)	48% (206)	15% (66)	432
Age: 18-34	42% (160)	43% (164)	15% (57)	381
Age: 35-44	44% (133)	45% (137)	11% (32)	302
GenZers: 1997-2012	41% (25)	39% (24)	20% (12)	61
Millennials: 1981-1996	43% (240)	44% (250)	13% (74)	564
GenXers: 1965-1980	43% (38)	51% (45)	7% (6)	89
PID: Dem (no lean)	49% (139)	40% (115)	11% (30)	284
PID: Ind (no lean)	34% (75)	48% (105)	17% (38)	218
PID: Rep (no lean)	42% (91)	47% (101)	11% (24)	216
PID/Gender: Dem Men	56% (73)	37% (48)	8% (10)	131
PID/Gender: Dem Women	43% (66)	44% (67)	13% (20)	153
PID/Gender: Ind Men	44% (32)	43% (31)	12% (9)	72
PID/Gender: Ind Women	29% (43)	51% (74)	20% (29)	146
PID/Gender: Rep Men	48% (40)	43% (36)	8% (7)	83
PID/Gender: Rep Women	38% (51)	49% (65)	13% (17)	133
Educ: < College	32% (139)	52% (224)	16% (69)	432
Educ: Bachelors degree	54% (97)	39% (69)	7% (13)	179
Educ: Post-grad	64% (69)	26% (28)	9% (10)	107
Income: Under 50k	24% (58)	54% (132)	23% (56)	246
Income: 50k-100k	47% (147)	46% (144)	7% (23)	314
Income: 100k+	63% (100)	28% (45)	8% (13)	158
Ethnicity: White	43% (234)	45% (244)	11% (62)	540
Ethnicity: Hispanic	45% (45)	34% (34)	22% (22)	101
Ethnicity: Black	42% (52)	41% (51)	18% (22)	125
Ethnicity: Other	36% (19)	49% (26)	15% (8)	53
All Christian	48% (136)	44% (125)	8% (24)	285
Agnostic/Nothing in particular	34% (72)	50% (106)	15% (32)	210
Something Else	41% (65)	41% (64)	18% (29)	158
Evangelical	45% (90)	44% (88)	11% (23)	201
Non-Evangelical	45% (101)	42% (95)	13% (30)	226

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**Table BPC4_5: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Reimbursement or funding for professional development**

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	42% (305)	45% (321)	13% (92)	718
Community: Urban	51% (103)	37% (76)	12% (24)	203
Community: Suburban	42% (146)	45% (156)	12% (42)	344
Community: Rural	33% (56)	52% (89)	15% (26)	171
4-Region: Northeast	39% (48)	48% (59)	12% (15)	122
4-Region: Midwest	42% (79)	48% (90)	11% (20)	189
4-Region: South	42% (131)	43% (135)	14% (45)	311
4-Region: West	49% (47)	39% (37)	12% (12)	96
Married/Partnered	48% (242)	43% (218)	9% (47)	507
Number of Children 0-5: 1	41% (197)	46% (219)	12% (59)	475
Number of Children 0-5: 2	47% (85)	40% (71)	13% (23)	179
Number of Children 0-5: 3+	36% (23)	48% (31)	16% (10)	64
Youngest Child under 1 Year	36% (41)	47% (54)	17% (19)	114
Youngest Child 1 Year Old	41% (41)	46% (46)	14% (14)	101
Youngest Child 2-3 Years Old	46% (96)	40% (83)	14% (29)	208
Youngest Child 4-5 Years Old	43% (127)	47% (138)	10% (30)	295
Children Age 6-12	48% (37)	42% (32)	10% (8)	77
Employed and Salaried	57% (170)	37% (109)	6% (17)	296
Employed and Hourly	32% (134)	50% (207)	18% (74)	415
Multiple Jobs	54% (59)	38% (41)	8% (9)	109
Single Job	40% (246)	46% (280)	14% (83)	609
Work Standard Hours	45% (273)	42% (258)	13% (79)	610
Work Evenings	47% (78)	43% (72)	10% (16)	166
Work Overnight/Early Mornings	48% (24)	38% (19)	14% (7)	50
Work Weekends	40% (57)	45% (64)	15% (21)	142
Work Full Time	46% (284)	43% (261)	11% (68)	613
Work Part Time	20% (21)	57% (60)	23% (24)	105
Service/Retail Worker	29% (47)	55% (89)	17% (27)	163
Trade/Skill Worker	38% (41)	50% (53)	12% (13)	107
Admin /Office Worker	50% (107)	42% (90)	8% (18)	215
Health Care Worker	43% (44)	39% (40)	18% (18)	102
Other Worker	50% (66)	37% (49)	12% (16)	131

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Table BPC4_5: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Reimbursement or funding for professional development

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	42% (305)	45% (321)	13% (92)	718
Work Remotely	44% (68)	43% (66)	12% (19)	153
Work Onsite	37% (150)	48% (195)	15% (59)	404
Hybrid Worker	59% (85)	34% (48)	7% (10)	143
Direct Supervisor Female	40% (131)	47% (155)	13% (43)	329
Direct Supervisor Male	45% (172)	43% (164)	12% (48)	384
CEO Female	45% (77)	42% (71)	13% (22)	170
CEO Male	42% (227)	46% (249)	13% (69)	545
Direct Supervisor Has Children	46% (247)	43% (233)	11% (59)	539
Direct Supervisor Does not Have Children	33% (33)	54% (54)	13% (13)	100
CEO Has Children	47% (218)	44% (203)	8% (39)	460
CEO Does not Have Children	41% (32)	49% (38)	10% (8)	78
Currently Uses Formal Care for Child 0-5	49% (155)	41% (129)	11% (34)	318
Currently Uses Informal Care for Child 0-5	38% (150)	48% (192)	14% (58)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_6: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Health insurance benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	81% (579)	18% (128)	2% (11)	718
Gender: Male	85% (242)	15% (44)	— (0)	286
Gender: Female	78% (337)	19% (84)	3% (11)	432
Age: 18-34	78% (299)	20% (77)	1% (5)	381
Age: 35-44	82% (249)	16% (47)	2% (6)	302
GenZers: 1997-2012	74% (45)	23% (14)	3% (2)	61
Millennials: 1981-1996	80% (453)	18% (102)	2% (9)	564
GenXers: 1965-1980	87% (77)	13% (12)	— (0)	89
PID: Dem (no lean)	87% (246)	13% (36)	1% (2)	284
PID: Ind (no lean)	78% (171)	19% (42)	2% (5)	218
PID: Rep (no lean)	75% (162)	23% (50)	2% (4)	216
PID/Gender: Dem Men	92% (120)	8% (11)	— (0)	131
PID/Gender: Dem Women	82% (126)	16% (25)	1% (2)	153
PID/Gender: Ind Men	76% (55)	24% (17)	— (0)	72
PID/Gender: Ind Women	79% (116)	17% (25)	3% (5)	146
PID/Gender: Rep Men	81% (67)	19% (16)	— (0)	83
PID/Gender: Rep Women	71% (95)	26% (34)	3% (4)	133
Educ: < College	75% (325)	22% (96)	3% (11)	432
Educ: Bachelors degree	89% (159)	11% (20)	— (0)	179
Educ: Post-grad	89% (95)	11% (12)	— (0)	107
Income: Under 50k	66% (163)	30% (75)	3% (8)	246
Income: 50k-100k	86% (270)	13% (42)	1% (2)	314
Income: 100k+	92% (146)	7% (11)	1% (1)	158
Ethnicity: White	79% (428)	19% (104)	1% (8)	540
Ethnicity: Hispanic	84% (85)	15% (15)	1% (1)	101
Ethnicity: Black	87% (109)	11% (14)	2% (2)	125
Ethnicity: Other	79% (42)	19% (10)	2% (1)	53
All Christian	85% (243)	14% (41)	— (1)	285
Agnostic/Nothing in particular	76% (160)	22% (47)	1% (3)	210
Something Else	78% (124)	18% (29)	3% (5)	158
Evangelical	82% (164)	16% (32)	2% (5)	201
Non-Evangelical	85% (192)	15% (33)	— (1)	226

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Table BPC4_6: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Health insurance benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	81% (579)	18% (128)	2% (11)	718
Community: Urban	81% (165)	17% (35)	1% (3)	203
Community: Suburban	84% (289)	15% (50)	1% (5)	344
Community: Rural	73% (125)	25% (43)	2% (3)	171
4-Region: Northeast	78% (95)	20% (25)	2% (2)	122
4-Region: Midwest	83% (157)	16% (31)	1% (1)	189
4-Region: South	81% (252)	17% (52)	2% (7)	311
4-Region: West	78% (75)	21% (20)	1% (1)	96
Married/Partnered	84% (425)	15% (78)	1% (4)	507
Number of Children 0-5: 1	81% (386)	17% (82)	1% (7)	475
Number of Children 0-5: 2	80% (144)	17% (31)	2% (4)	179
Number of Children 0-5: 3+	77% (49)	23% (15)	— (0)	64
Youngest Child under 1 Year	79% (90)	18% (20)	4% (4)	114
Youngest Child 1 Year Old	86% (87)	13% (13)	1% (1)	101
Youngest Child 2-3 Years Old	78% (162)	21% (43)	1% (3)	208
Youngest Child 4-5 Years Old	81% (240)	18% (52)	1% (3)	295
Children Age 6-12	79% (61)	21% (16)	— (0)	77
Employed and Salaried	88% (259)	12% (36)	— (1)	296
Employed and Hourly	77% (318)	21% (87)	2% (10)	415
Multiple Jobs	80% (87)	17% (19)	3% (3)	109
Single Job	81% (492)	18% (109)	1% (8)	609
Work Standard Hours	82% (499)	17% (103)	1% (8)	610
Work Evenings	79% (131)	19% (32)	2% (3)	166
Work Overnight/Early Mornings	86% (43)	14% (7)	— (0)	50
Work Weekends	76% (108)	23% (32)	1% (2)	142
Work Full Time	85% (519)	14% (86)	1% (8)	613
Work Part Time	57% (60)	40% (42)	3% (3)	105
Service/Retail Worker	72% (118)	25% (40)	3% (5)	163
Trade/Skill Worker	74% (79)	24% (26)	2% (2)	107
Admin /Office Worker	87% (186)	13% (28)	— (1)	215
Health Care Worker	88% (90)	12% (12)	— (0)	102
Other Worker	81% (106)	17% (22)	2% (3)	131

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Table BPC4_6: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Health insurance benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	81% (579)	18% (128)	2% (11)	718
Work Remotely	76% (116)	21% (32)	3% (5)	153
Work Onsite	83% (337)	16% (63)	1% (4)	404
Hybrid Worker	84% (120)	16% (23)	— (0)	143
Direct Supervisor Female	81% (265)	18% (59)	2% (5)	329
Direct Supervisor Male	81% (312)	17% (67)	1% (5)	384
CEO Female	72% (123)	26% (44)	2% (3)	170
CEO Male	83% (454)	15% (83)	1% (8)	545
Direct Supervisor Has Children	82% (442)	17% (90)	1% (7)	539
Direct Supervisor Does not Have Children	76% (76)	23% (23)	1% (1)	100
CEO Has Children	81% (373)	17% (80)	2% (7)	460
CEO Does not Have Children	76% (59)	24% (19)	— (0)	78
Currently Uses Formal Care for Child 0-5	83% (265)	16% (50)	1% (3)	318
Currently Uses Informal Care for Child 0-5	78% (314)	20% (78)	2% (8)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_7: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Mental health benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	45% (325)	41% (296)	14% (97)	718
Gender: Male	55% (156)	35% (101)	10% (29)	286
Gender: Female	39% (169)	45% (195)	16% (68)	432
Age: 18-34	43% (165)	41% (155)	16% (61)	381
Age: 35-44	47% (143)	42% (126)	11% (33)	302
GenZers: 1997-2012	31% (19)	39% (24)	30% (18)	61
Millennials: 1981-1996	46% (260)	41% (232)	13% (72)	564
GenXers: 1965-1980	49% (44)	43% (38)	8% (7)	89
PID: Dem (no lean)	50% (142)	39% (111)	11% (31)	284
PID: Ind (no lean)	43% (94)	42% (91)	15% (33)	218
PID: Rep (no lean)	41% (89)	44% (94)	15% (33)	216
PID/Gender: Dem Men	62% (81)	31% (41)	7% (9)	131
PID/Gender: Dem Women	40% (61)	46% (70)	14% (22)	153
PID/Gender: Ind Men	51% (37)	35% (25)	14% (10)	72
PID/Gender: Ind Women	39% (57)	45% (66)	16% (23)	146
PID/Gender: Rep Men	46% (38)	42% (35)	12% (10)	83
PID/Gender: Rep Women	38% (51)	44% (59)	17% (23)	133
Educ: < College	37% (159)	47% (204)	16% (69)	432
Educ: Bachelors degree	59% (106)	32% (57)	9% (16)	179
Educ: Post-grad	56% (60)	33% (35)	11% (12)	107
Income: Under 50k	26% (63)	54% (133)	20% (50)	246
Income: 50k-100k	52% (162)	37% (115)	12% (37)	314
Income: 100k+	63% (100)	30% (48)	6% (10)	158
Ethnicity: White	44% (237)	43% (232)	13% (71)	540
Ethnicity: Hispanic	48% (48)	36% (36)	17% (17)	101
Ethnicity: Black	53% (66)	33% (41)	14% (18)	125
Ethnicity: Other	42% (22)	43% (23)	15% (8)	53
All Christian	49% (139)	39% (110)	13% (36)	285
Agnostic/Nothing in particular	42% (89)	43% (91)	14% (30)	210
Something Else	37% (59)	46% (73)	16% (26)	158
Evangelical	40% (81)	43% (87)	16% (33)	201
Non-Evangelical	49% (111)	38% (86)	13% (29)	226

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**Table BPC4_7: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Mental health benefits**

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	45% (325)	41% (296)	14% (97)	718
Community: Urban	55% (112)	36% (73)	9% (18)	203
Community: Suburban	46% (158)	39% (135)	15% (51)	344
Community: Rural	32% (55)	51% (88)	16% (28)	171
4-Region: Northeast	43% (53)	44% (54)	12% (15)	122
4-Region: Midwest	47% (88)	39% (74)	14% (27)	189
4-Region: South	44% (137)	42% (130)	14% (44)	311
4-Region: West	49% (47)	40% (38)	11% (11)	96
Married/Partnered	50% (253)	39% (198)	11% (56)	507
Number of Children 0-5: 1	46% (217)	41% (197)	13% (61)	475
Number of Children 0-5: 2	45% (81)	40% (71)	15% (27)	179
Number of Children 0-5: 3+	42% (27)	44% (28)	14% (9)	64
Youngest Child under 1 Year	38% (43)	42% (48)	20% (23)	114
Youngest Child 1 Year Old	51% (52)	41% (41)	8% (8)	101
Youngest Child 2-3 Years Old	47% (98)	36% (75)	17% (35)	208
Youngest Child 4-5 Years Old	45% (132)	45% (132)	11% (31)	295
Children Age 6-12	45% (35)	42% (32)	13% (10)	77
Employed and Salaried	57% (170)	32% (96)	10% (30)	296
Employed and Hourly	37% (154)	47% (196)	16% (65)	415
Multiple Jobs	53% (58)	35% (38)	12% (13)	109
Single Job	44% (267)	42% (258)	14% (84)	609
Work Standard Hours	47% (285)	39% (240)	14% (85)	610
Work Evenings	54% (89)	39% (65)	7% (12)	166
Work Overnight/Early Mornings	50% (25)	34% (17)	16% (8)	50
Work Weekends	42% (59)	46% (66)	12% (17)	142
Work Full Time	49% (301)	38% (233)	13% (79)	613
Work Part Time	23% (24)	60% (63)	17% (18)	105
Service/Retail Worker	34% (56)	52% (85)	13% (22)	163
Trade/Skill Worker	42% (45)	46% (49)	12% (13)	107
Admin /Office Worker	56% (121)	33% (70)	11% (24)	215
Health Care Worker	45% (46)	39% (40)	16% (16)	102
Other Worker	44% (57)	40% (52)	17% (22)	131

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Table BPC4_7: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Mental health benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	45% (325)	41% (296)	14% (97)	718
Work Remotely	44% (67)	44% (67)	12% (19)	153
Work Onsite	41% (164)	44% (177)	16% (63)	404
Hybrid Worker	64% (92)	29% (41)	7% (10)	143
Direct Supervisor Female	47% (153)	39% (129)	14% (47)	329
Direct Supervisor Male	45% (171)	43% (164)	13% (49)	384
CEO Female	45% (77)	46% (78)	9% (15)	170
CEO Male	46% (248)	40% (216)	15% (81)	545
Direct Supervisor Has Children	48% (261)	39% (208)	13% (70)	539
Direct Supervisor Does not Have Children	33% (33)	56% (56)	11% (11)	100
CEO Has Children	48% (222)	41% (189)	11% (49)	460
CEO Does not Have Children	45% (35)	46% (36)	9% (7)	78
Currently Uses Formal Care for Child 0-5	51% (162)	36% (115)	13% (41)	318
Currently Uses Informal Care for Child 0-5	41% (163)	45% (181)	14% (56)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_8: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Flexible work options and/or ability to work from home

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	53% (378)	44% (318)	3% (22)	718
Gender: Male	55% (156)	43% (122)	3% (8)	286
Gender: Female	51% (222)	45% (196)	3% (14)	432
Age: 18-34	51% (196)	44% (169)	4% (16)	381
Age: 35-44	55% (166)	43% (130)	2% (6)	302
GenZers: 1997-2012	48% (29)	48% (29)	5% (3)	61
Millennials: 1981-1996	52% (293)	45% (252)	3% (19)	564
GenXers: 1965-1980	62% (55)	38% (34)	— (0)	89
PID: Dem (no lean)	57% (161)	41% (117)	2% (6)	284
PID: Ind (no lean)	45% (98)	51% (112)	4% (8)	218
PID: Rep (no lean)	55% (119)	41% (89)	4% (8)	216
PID/Gender: Dem Men	63% (82)	35% (46)	2% (3)	131
PID/Gender: Dem Women	52% (79)	46% (71)	2% (3)	153
PID/Gender: Ind Men	46% (33)	49% (35)	6% (4)	72
PID/Gender: Ind Women	45% (65)	53% (77)	3% (4)	146
PID/Gender: Rep Men	49% (41)	49% (41)	1% (1)	83
PID/Gender: Rep Women	59% (78)	36% (48)	5% (7)	133
Educ: < College	43% (186)	53% (229)	4% (17)	432
Educ: Bachelors degree	68% (121)	30% (54)	2% (4)	179
Educ: Post-grad	66% (71)	33% (35)	1% (1)	107
Income: Under 50k	44% (109)	51% (126)	4% (11)	246
Income: 50k-100k	53% (167)	44% (138)	3% (9)	314
Income: 100k+	65% (102)	34% (54)	1% (2)	158
Ethnicity: White	51% (275)	46% (251)	3% (14)	540
Ethnicity: Hispanic	66% (67)	32% (32)	2% (2)	101
Ethnicity: Black	55% (69)	41% (51)	4% (5)	125
Ethnicity: Other	64% (34)	30% (16)	6% (3)	53
All Christian	56% (160)	42% (119)	2% (6)	285
Agnostic/Nothing in particular	48% (100)	49% (103)	3% (7)	210
Something Else	46% (73)	49% (77)	5% (8)	158
Evangelical	55% (110)	42% (84)	3% (7)	201
Non-Evangelical	50% (113)	47% (106)	3% (7)	226

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Table BPC4_8: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Flexible work options and/or ability to work from home

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	53% (378)	44% (318)	3% (22)	718
Community: Urban	62% (125)	35% (72)	3% (6)	203
Community: Suburban	52% (180)	44% (153)	3% (11)	344
Community: Rural	43% (73)	54% (93)	3% (5)	171
4-Region: Northeast	52% (64)	44% (54)	3% (4)	122
4-Region: Midwest	49% (93)	47% (89)	4% (7)	189
4-Region: South	53% (164)	44% (136)	4% (11)	311
4-Region: West	59% (57)	41% (39)	— (0)	96
Married/Partnered	55% (277)	42% (215)	3% (15)	507
Number of Children 0-5: 1	51% (242)	46% (220)	3% (13)	475
Number of Children 0-5: 2	56% (100)	41% (73)	3% (6)	179
Number of Children 0-5: 3+	56% (36)	39% (25)	5% (3)	64
Youngest Child under 1 Year	49% (56)	47% (54)	4% (4)	114
Youngest Child 1 Year Old	50% (50)	46% (46)	5% (5)	101
Youngest Child 2-3 Years Old	55% (114)	41% (85)	4% (9)	208
Youngest Child 4-5 Years Old	54% (158)	45% (133)	1% (4)	295
Children Age 6-12	64% (49)	34% (26)	3% (2)	77
Employed and Salaried	68% (200)	29% (87)	3% (9)	296
Employed and Hourly	41% (172)	55% (230)	3% (13)	415
Multiple Jobs	56% (61)	43% (47)	1% (1)	109
Single Job	52% (317)	44% (271)	3% (21)	609
Work Standard Hours	56% (340)	42% (254)	3% (16)	610
Work Evenings	52% (87)	45% (74)	3% (5)	166
Work Overnight/Early Mornings	50% (25)	46% (23)	4% (2)	50
Work Weekends	47% (67)	49% (69)	4% (6)	142
Work Full Time	55% (337)	42% (257)	3% (19)	613
Work Part Time	39% (41)	58% (61)	3% (3)	105
Service/Retail Worker	45% (73)	52% (85)	3% (5)	163
Trade/Skill Worker	41% (44)	53% (57)	6% (6)	107
Admin /Office Worker	73% (157)	25% (54)	2% (4)	215
Health Care Worker	42% (43)	55% (56)	3% (3)	102
Other Worker	47% (61)	50% (66)	3% (4)	131

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Table BPC4_8: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Flexible work options and/or ability to work from home

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	53% (378)	44% (318)	3% (22)	718
Work Remotely	75% (115)	23% (35)	2% (3)	153
Work Onsite	33% (133)	63% (255)	4% (16)	404
Hybrid Worker	87% (125)	12% (17)	1% (1)	143
Direct Supervisor Female	52% (171)	44% (146)	4% (12)	329
Direct Supervisor Male	53% (204)	44% (170)	3% (10)	384
CEO Female	53% (90)	44% (75)	3% (5)	170
CEO Male	53% (287)	44% (241)	3% (17)	545
Direct Supervisor Has Children	53% (288)	44% (238)	2% (13)	539
Direct Supervisor Does not Have Children	49% (49)	47% (47)	4% (4)	100
CEO Has Children	58% (265)	40% (184)	2% (11)	460
CEO Does not Have Children	37% (29)	55% (43)	8% (6)	78
Currently Uses Formal Care for Child 0-5	54% (172)	44% (140)	2% (6)	318
Currently Uses Informal Care for Child 0-5	52% (206)	44% (178)	4% (16)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_9: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Onsite child care

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	14% (104)	81% (585)	4% (29)	718
Gender: Male	18% (51)	78% (223)	4% (12)	286
Gender: Female	12% (53)	84% (362)	4% (17)	432
Age: 18-34	14% (52)	83% (315)	4% (14)	381
Age: 35-44	15% (45)	80% (242)	5% (15)	302
GenZers: 1997-2012	20% (12)	74% (45)	7% (4)	61
Millennials: 1981-1996	13% (72)	83% (469)	4% (23)	564
GenXers: 1965-1980	22% (20)	75% (67)	2% (2)	89
PID: Dem (no lean)	19% (55)	77% (219)	4% (10)	284
PID: Ind (no lean)	12% (27)	83% (181)	5% (10)	218
PID: Rep (no lean)	10% (22)	86% (185)	4% (9)	216
PID/Gender: Dem Men	25% (33)	70% (92)	5% (6)	131
PID/Gender: Dem Women	14% (22)	83% (127)	3% (4)	153
PID/Gender: Ind Men	15% (11)	81% (58)	4% (3)	72
PID/Gender: Ind Women	11% (16)	84% (123)	5% (7)	146
PID/Gender: Rep Men	8% (7)	88% (73)	4% (3)	83
PID/Gender: Rep Women	11% (15)	84% (112)	5% (6)	133
Educ: < College	14% (61)	81% (351)	5% (20)	432
Educ: Bachelors degree	16% (28)	82% (146)	3% (5)	179
Educ: Post-grad	14% (15)	82% (88)	4% (4)	107
Income: Under 50k	11% (28)	81% (200)	7% (18)	246
Income: 50k-100k	15% (48)	82% (259)	2% (7)	314
Income: 100k+	18% (28)	80% (126)	3% (4)	158
Ethnicity: White	14% (76)	83% (448)	3% (16)	540
Ethnicity: Hispanic	19% (19)	75% (76)	6% (6)	101
Ethnicity: Black	16% (20)	76% (95)	8% (10)	125
Ethnicity: Other	15% (8)	79% (42)	6% (3)	53
All Christian	13% (37)	84% (239)	3% (9)	285
Agnostic/Nothing in particular	16% (33)	82% (172)	2% (5)	210
Something Else	9% (15)	82% (130)	8% (13)	158
Evangelical	13% (27)	82% (164)	5% (10)	201
Non-Evangelical	11% (24)	85% (191)	5% (11)	226

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Table BPC4_9: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Onsite child care

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	14% (104)	81% (585)	4% (29)	718
Community: Urban	24% (48)	71% (145)	5% (10)	203
Community: Suburban	12% (41)	85% (291)	3% (12)	344
Community: Rural	9% (15)	87% (149)	4% (7)	171
4-Region: Northeast	12% (15)	84% (102)	4% (5)	122
4-Region: Midwest	12% (22)	86% (162)	3% (5)	189
4-Region: South	16% (51)	78% (242)	6% (18)	311
4-Region: West	17% (16)	82% (79)	1% (1)	96
Married/Partnered	16% (79)	81% (409)	4% (19)	507
Number of Children 0-5: 1	16% (76)	80% (379)	4% (20)	475
Number of Children 0-5: 2	11% (20)	85% (152)	4% (7)	179
Number of Children 0-5: 3+	12% (8)	84% (54)	3% (2)	64
Youngest Child under 1 Year	11% (12)	84% (96)	5% (6)	114
Youngest Child 1 Year Old	12% (12)	84% (85)	4% (4)	101
Youngest Child 2-3 Years Old	14% (29)	80% (167)	6% (12)	208
Youngest Child 4-5 Years Old	17% (51)	80% (237)	2% (7)	295
Children Age 6-12	17% (13)	78% (60)	5% (4)	77
Employed and Salaried	21% (62)	76% (224)	3% (10)	296
Employed and Hourly	10% (42)	85% (354)	5% (19)	415
Multiple Jobs	22% (24)	75% (82)	3% (3)	109
Single Job	13% (80)	83% (503)	4% (26)	609
Work Standard Hours	15% (93)	81% (494)	4% (23)	610
Work Evenings	17% (29)	80% (133)	2% (4)	166
Work Overnight/Early Mornings	20% (10)	78% (39)	2% (1)	50
Work Weekends	12% (17)	85% (120)	4% (5)	142
Work Full Time	15% (92)	81% (497)	4% (24)	613
Work Part Time	11% (12)	84% (88)	5% (5)	105
Service/Retail Worker	12% (19)	83% (136)	5% (8)	163
Trade/Skill Worker	11% (12)	85% (91)	4% (4)	107
Admin /Office Worker	19% (40)	78% (168)	3% (7)	215
Health Care Worker	10% (10)	87% (89)	3% (3)	102
Other Worker	18% (23)	77% (101)	5% (7)	131

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Table BPC4_9: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Onsite child care

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	14% (104)	81% (585)	4% (29)	718
Work Remotely	20% (30)	77% (118)	3% (5)	153
Work Onsite	10% (42)	85% (345)	4% (17)	404
Hybrid Worker	21% (30)	76% (109)	3% (4)	143
Direct Supervisor Female	14% (46)	83% (272)	3% (11)	329
Direct Supervisor Male	15% (56)	81% (310)	5% (18)	384
CEO Female	19% (33)	76% (130)	4% (7)	170
CEO Male	13% (71)	83% (453)	4% (21)	545
Direct Supervisor Has Children	15% (83)	81% (436)	4% (20)	539
Direct Supervisor Does not Have Children	9% (9)	88% (88)	3% (3)	100
CEO Has Children	17% (77)	80% (367)	3% (16)	460
CEO Does not Have Children	10% (8)	83% (65)	6% (5)	78
Currently Uses Formal Care for Child 0-5	19% (60)	78% (247)	3% (11)	318
Currently Uses Informal Care for Child 0-5	11% (44)	84% (338)	4% (18)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_10: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Financial assistance to pay for child care

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	19% (140)	72% (514)	9% (64)	718
Gender: Male	27% (76)	65% (187)	8% (23)	286
Gender: Female	15% (64)	76% (327)	9% (41)	432
Age: 18-34	19% (74)	71% (269)	10% (38)	381
Age: 35-44	20% (59)	73% (220)	8% (23)	302
GenZers: 1997-2012	25% (15)	57% (35)	18% (11)	61
Millennials: 1981-1996	18% (101)	74% (415)	9% (48)	564
GenXers: 1965-1980	27% (24)	67% (60)	6% (5)	89
PID: Dem (no lean)	24% (68)	69% (197)	7% (19)	284
PID: Ind (no lean)	17% (37)	74% (161)	9% (20)	218
PID: Rep (no lean)	16% (35)	72% (156)	12% (25)	216
PID/Gender: Dem Men	34% (44)	62% (81)	5% (6)	131
PID/Gender: Dem Women	16% (24)	76% (116)	8% (13)	153
PID/Gender: Ind Men	22% (16)	65% (47)	12% (9)	72
PID/Gender: Ind Women	14% (21)	78% (114)	8% (11)	146
PID/Gender: Rep Men	19% (16)	71% (59)	10% (8)	83
PID/Gender: Rep Women	14% (19)	73% (97)	13% (17)	133
Educ: < College	18% (76)	73% (314)	10% (42)	432
Educ: Bachelors degree	26% (46)	67% (120)	7% (13)	179
Educ: Post-grad	17% (18)	75% (80)	8% (9)	107
Income: Under 50k	15% (37)	71% (175)	14% (34)	246
Income: 50k-100k	20% (63)	73% (230)	7% (21)	314
Income: 100k+	25% (40)	69% (109)	6% (9)	158
Ethnicity: White	17% (92)	75% (406)	8% (42)	540
Ethnicity: Hispanic	31% (31)	58% (59)	11% (11)	101
Ethnicity: Black	26% (33)	59% (74)	14% (18)	125
Ethnicity: Other	28% (15)	64% (34)	8% (4)	53
All Christian	20% (58)	73% (209)	6% (18)	285
Agnostic/Nothing in particular	16% (33)	75% (158)	9% (19)	210
Something Else	15% (23)	70% (111)	15% (24)	158
Evangelical	22% (44)	68% (137)	10% (20)	201
Non-Evangelical	15% (34)	75% (170)	10% (22)	226

Continued on next page

Table BPC4_10: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Financial assistance to pay for child care

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	19% (140)	72% (514)	9% (64)	718
Community: Urban	33% (66)	61% (123)	7% (14)	203
Community: Suburban	18% (62)	73% (250)	9% (32)	344
Community: Rural	7% (12)	82% (141)	11% (18)	171
4-Region: Northeast	19% (23)	74% (90)	7% (9)	122
4-Region: Midwest	16% (31)	79% (149)	5% (9)	189
4-Region: South	20% (62)	68% (210)	13% (39)	311
4-Region: West	25% (24)	68% (65)	7% (7)	96
Married/Partnered	21% (107)	72% (364)	7% (36)	507
Number of Children 0-5: 1	20% (95)	71% (336)	9% (44)	475
Number of Children 0-5: 2	20% (35)	74% (132)	7% (12)	179
Number of Children 0-5: 3+	16% (10)	72% (46)	12% (8)	64
Youngest Child under 1 Year	17% (19)	73% (83)	11% (12)	114
Youngest Child 1 Year Old	18% (18)	73% (74)	9% (9)	101
Youngest Child 2-3 Years Old	22% (45)	68% (141)	11% (22)	208
Youngest Child 4-5 Years Old	20% (58)	73% (216)	7% (21)	295
Children Age 6-12	17% (13)	74% (57)	9% (7)	77
Employed and Salaried	27% (80)	67% (197)	6% (19)	296
Employed and Hourly	14% (60)	75% (311)	11% (44)	415
Multiple Jobs	21% (23)	68% (74)	11% (12)	109
Single Job	19% (117)	72% (440)	9% (52)	609
Work Standard Hours	20% (119)	72% (439)	9% (52)	610
Work Evenings	25% (41)	67% (112)	8% (13)	166
Work Overnight/Early Mornings	38% (19)	52% (26)	10% (5)	50
Work Weekends	18% (25)	71% (101)	11% (16)	142
Work Full Time	22% (134)	70% (430)	8% (49)	613
Work Part Time	6% (6)	80% (84)	14% (15)	105
Service/Retail Worker	19% (31)	71% (116)	10% (16)	163
Trade/Skill Worker	14% (15)	77% (82)	9% (10)	107
Admin /Office Worker	24% (52)	70% (151)	6% (12)	215
Health Care Worker	18% (18)	70% (71)	13% (13)	102
Other Worker	18% (24)	72% (94)	10% (13)	131

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Table BPC4_10: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Financial assistance to pay for child care

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	19% (140)	72% (514)	9% (64)	718
Work Remotely	24% (36)	65% (99)	12% (18)	153
Work Onsite	16% (64)	75% (305)	9% (35)	404
Hybrid Worker	27% (39)	68% (97)	5% (7)	143
Direct Supervisor Female	18% (60)	71% (235)	10% (34)	329
Direct Supervisor Male	21% (80)	71% (274)	8% (30)	384
CEO Female	19% (32)	75% (128)	6% (10)	170
CEO Male	20% (108)	70% (383)	10% (54)	545
Direct Supervisor Has Children	21% (111)	71% (381)	9% (47)	539
Direct Supervisor Does not Have Children	13% (13)	82% (82)	5% (5)	100
CEO Has Children	23% (107)	70% (323)	7% (30)	460
CEO Does not Have Children	14% (11)	74% (58)	12% (9)	78
Currently Uses Formal Care for Child 0-5	24% (75)	68% (216)	8% (27)	318
Currently Uses Informal Care for Child 0-5	16% (65)	74% (298)	9% (37)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_11: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Retirement benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	71% (511)	23% (168)	5% (39)	718
Gender: Male	76% (216)	21% (61)	3% (9)	286
Gender: Female	68% (295)	25% (107)	7% (30)	432
Age: 18-34	66% (253)	28% (107)	6% (21)	381
Age: 35-44	77% (234)	17% (51)	6% (17)	302
GenZers: 1997-2012	57% (35)	34% (21)	8% (5)	61
Millennials: 1981-1996	71% (403)	23% (132)	5% (29)	564
GenXers: 1965-1980	80% (71)	15% (13)	6% (5)	89
PID: Dem (no lean)	74% (211)	21% (61)	4% (12)	284
PID: Ind (no lean)	70% (152)	25% (54)	6% (12)	218
PID: Rep (no lean)	69% (148)	25% (53)	7% (15)	216
PID/Gender: Dem Men	80% (105)	18% (23)	2% (3)	131
PID/Gender: Dem Women	69% (106)	25% (38)	6% (9)	153
PID/Gender: Ind Men	71% (51)	25% (18)	4% (3)	72
PID/Gender: Ind Women	69% (101)	25% (36)	6% (9)	146
PID/Gender: Rep Men	72% (60)	24% (20)	4% (3)	83
PID/Gender: Rep Women	66% (88)	25% (33)	9% (12)	133
Educ: < College	64% (276)	30% (130)	6% (26)	432
Educ: Bachelors degree	81% (145)	15% (26)	4% (8)	179
Educ: Post-grad	84% (90)	11% (12)	5% (5)	107
Income: Under 50k	51% (126)	39% (96)	10% (24)	246
Income: 50k-100k	78% (244)	19% (59)	4% (11)	314
Income: 100k+	89% (141)	8% (13)	3% (4)	158
Ethnicity: White	71% (386)	23% (125)	5% (29)	540
Ethnicity: Hispanic	69% (70)	20% (20)	11% (11)	101
Ethnicity: Black	73% (91)	23% (29)	4% (5)	125
Ethnicity: Other	64% (34)	26% (14)	9% (5)	53
All Christian	78% (223)	18% (52)	4% (10)	285
Agnostic/Nothing in particular	63% (133)	30% (63)	7% (14)	210
Something Else	68% (107)	26% (41)	6% (10)	158
Evangelical	70% (140)	24% (48)	6% (13)	201
Non-Evangelical	80% (181)	17% (38)	3% (7)	226

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Table BPC4_11: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?

Retirement benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	71% (511)	23% (168)	5% (39)	718
Community: Urban	74% (151)	22% (45)	3% (7)	203
Community: Suburban	73% (251)	21% (72)	6% (21)	344
Community: Rural	64% (109)	30% (51)	6% (11)	171
4-Region: Northeast	68% (83)	25% (30)	7% (9)	122
4-Region: Midwest	74% (140)	23% (43)	3% (6)	189
4-Region: South	70% (217)	23% (72)	7% (22)	311
4-Region: West	74% (71)	24% (23)	2% (2)	96
Married/Partnered	76% (383)	20% (102)	4% (22)	507
Number of Children 0-5: 1	72% (343)	22% (104)	6% (28)	475
Number of Children 0-5: 2	70% (125)	25% (45)	5% (9)	179
Number of Children 0-5: 3+	67% (43)	30% (19)	3% (2)	64
Youngest Child under 1 Year	69% (79)	25% (28)	6% (7)	114
Youngest Child 1 Year Old	70% (71)	23% (23)	7% (7)	101
Youngest Child 2-3 Years Old	67% (140)	26% (54)	7% (14)	208
Youngest Child 4-5 Years Old	75% (221)	21% (63)	4% (11)	295
Children Age 6-12	75% (58)	23% (18)	1% (1)	77
Employed and Salaried	82% (244)	16% (46)	2% (6)	296
Employed and Hourly	64% (264)	28% (118)	8% (33)	415
Multiple Jobs	73% (80)	23% (25)	4% (4)	109
Single Job	71% (431)	23% (143)	6% (35)	609
Work Standard Hours	74% (449)	22% (132)	5% (29)	610
Work Evenings	72% (119)	25% (42)	3% (5)	166
Work Overnight/Early Mornings	76% (38)	18% (9)	6% (3)	50
Work Weekends	68% (96)	27% (39)	5% (7)	142
Work Full Time	77% (470)	20% (120)	4% (23)	613
Work Part Time	39% (41)	46% (48)	15% (16)	105
Service/Retail Worker	55% (90)	39% (64)	6% (9)	163
Trade/Skill Worker	71% (76)	22% (24)	7% (7)	107
Admin /Office Worker	80% (172)	16% (34)	4% (9)	215
Health Care Worker	75% (77)	19% (19)	6% (6)	102
Other Worker	73% (96)	21% (27)	6% (8)	131

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Table BPC4_11: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Retirement benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	71% (511)	23% (168)	5% (39)	718
Work Remotely	67% (102)	28% (43)	5% (8)	153
Work Onsite	72% (290)	22% (90)	6% (24)	404
Hybrid Worker	81% (116)	17% (24)	2% (3)	143
Direct Supervisor Female	71% (232)	23% (76)	6% (21)	329
Direct Supervisor Male	72% (276)	23% (90)	5% (18)	384
CEO Female	62% (105)	31% (53)	7% (12)	170
CEO Male	74% (404)	21% (114)	5% (27)	545
Direct Supervisor Has Children	75% (404)	21% (114)	4% (21)	539
Direct Supervisor Does not Have Children	60% (60)	29% (29)	11% (11)	100
CEO Has Children	75% (345)	21% (97)	4% (18)	460
CEO Does not Have Children	58% (45)	33% (26)	9% (7)	78
Currently Uses Formal Care for Child 0-5	76% (242)	19% (60)	5% (16)	318
Currently Uses Informal Care for Child 0-5	67% (269)	27% (108)	6% (23)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_12: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Emergency savings benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	26% (185)	63% (454)	11% (79)	718
Gender: Male	36% (102)	58% (166)	6% (18)	286
Gender: Female	19% (83)	67% (288)	14% (61)	432
Age: 18-34	27% (103)	61% (232)	12% (46)	381
Age: 35-44	24% (71)	67% (201)	10% (30)	302
GenZers: 1997-2012	36% (22)	49% (30)	15% (9)	61
Millennials: 1981-1996	24% (136)	65% (365)	11% (63)	564
GenXers: 1965-1980	29% (26)	63% (56)	8% (7)	89
PID: Dem (no lean)	30% (84)	61% (173)	10% (27)	284
PID: Ind (no lean)	19% (42)	67% (145)	14% (31)	218
PID: Rep (no lean)	27% (59)	63% (136)	10% (21)	216
PID/Gender: Dem Men	42% (55)	53% (70)	5% (6)	131
PID/Gender: Dem Women	19% (29)	67% (103)	14% (21)	153
PID/Gender: Ind Men	26% (19)	61% (44)	12% (9)	72
PID/Gender: Ind Women	16% (23)	69% (101)	15% (22)	146
PID/Gender: Rep Men	34% (28)	63% (52)	4% (3)	83
PID/Gender: Rep Women	23% (31)	63% (84)	14% (18)	133
Educ: < College	24% (104)	65% (282)	11% (46)	432
Educ: Bachelors degree	31% (55)	57% (102)	12% (22)	179
Educ: Post-grad	24% (26)	65% (70)	10% (11)	107
Income: Under 50k	18% (44)	68% (168)	14% (34)	246
Income: 50k-100k	31% (96)	61% (190)	9% (28)	314
Income: 100k+	28% (45)	61% (96)	11% (17)	158
Ethnicity: White	23% (124)	66% (359)	11% (57)	540
Ethnicity: Hispanic	34% (34)	52% (53)	14% (14)	101
Ethnicity: Black	33% (41)	54% (68)	13% (16)	125
Ethnicity: Other	38% (20)	51% (27)	11% (6)	53
All Christian	27% (77)	63% (180)	10% (28)	285
Agnostic/Nothing in particular	21% (45)	69% (144)	10% (21)	210
Something Else	23% (36)	61% (97)	16% (25)	158
Evangelical	27% (55)	60% (120)	13% (26)	201
Non-Evangelical	23% (53)	65% (146)	12% (27)	226

Continued on next page

Table BPC4_12: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
 Emergency savings benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	26% (185)	63% (454)	11% (79)	718
Community: Urban	36% (73)	57% (116)	7% (14)	203
Community: Suburban	25% (86)	63% (216)	12% (42)	344
Community: Rural	15% (26)	71% (122)	13% (23)	171
4-Region: Northeast	26% (32)	64% (78)	10% (12)	122
4-Region: Midwest	22% (42)	69% (130)	9% (17)	189
4-Region: South	29% (89)	60% (187)	11% (35)	311
4-Region: West	23% (22)	61% (59)	16% (15)	96
Married/Partnered	27% (137)	62% (314)	11% (56)	507
Number of Children 0-5: 1	27% (127)	63% (299)	10% (49)	475
Number of Children 0-5: 2	23% (42)	63% (113)	13% (24)	179
Number of Children 0-5: 3+	25% (16)	66% (42)	9% (6)	64
Youngest Child under 1 Year	20% (23)	63% (72)	17% (19)	114
Youngest Child 1 Year Old	25% (25)	68% (69)	7% (7)	101
Youngest Child 2-3 Years Old	31% (65)	58% (120)	11% (23)	208
Youngest Child 4-5 Years Old	24% (72)	65% (193)	10% (30)	295
Children Age 6-12	25% (19)	62% (48)	13% (10)	77
Employed and Salaried	32% (96)	59% (175)	8% (25)	296
Employed and Hourly	21% (89)	66% (273)	13% (53)	415
Multiple Jobs	26% (28)	62% (68)	12% (13)	109
Single Job	26% (157)	63% (386)	11% (66)	609
Work Standard Hours	26% (160)	63% (383)	11% (67)	610
Work Evenings	26% (43)	65% (108)	9% (15)	166
Work Overnight/Early Mornings	36% (18)	50% (25)	14% (7)	50
Work Weekends	23% (32)	65% (92)	13% (18)	142
Work Full Time	29% (177)	61% (373)	10% (63)	613
Work Part Time	8% (8)	77% (81)	15% (16)	105
Service/Retail Worker	21% (35)	67% (110)	11% (18)	163
Trade/Skill Worker	30% (32)	65% (70)	5% (5)	107
Admin /Office Worker	29% (62)	60% (128)	12% (25)	215
Health Care Worker	29% (30)	58% (59)	13% (13)	102
Other Worker	20% (26)	66% (87)	14% (18)	131

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Table BPC4_12: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Emergency savings benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	26% (185)	63% (454)	11% (79)	718
Work Remotely	35% (54)	56% (86)	8% (13)	153
Work Onsite	22% (87)	67% (269)	12% (48)	404
Hybrid Worker	29% (42)	61% (87)	10% (14)	143
Direct Supervisor Female	25% (81)	64% (210)	12% (38)	329
Direct Supervisor Male	27% (103)	63% (241)	10% (40)	384
CEO Female	25% (42)	65% (111)	10% (17)	170
CEO Male	26% (143)	63% (341)	11% (61)	545
Direct Supervisor Has Children	29% (154)	62% (336)	9% (49)	539
Direct Supervisor Does not Have Children	13% (13)	73% (73)	14% (14)	100
CEO Has Children	30% (138)	61% (281)	9% (41)	460
CEO Does not Have Children	22% (17)	71% (55)	8% (6)	78
Currently Uses Formal Care for Child 0-5	28% (88)	61% (195)	11% (35)	318
Currently Uses Informal Care for Child 0-5	24% (97)	65% (259)	11% (44)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_13: *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?*
Short-term disability

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	57% (410)	33% (239)	10% (69)	718
Gender: Male	63% (179)	29% (84)	8% (23)	286
Gender: Female	53% (231)	36% (155)	11% (46)	432
Age: 18-34	53% (201)	36% (138)	11% (42)	381
Age: 35-44	61% (185)	31% (93)	8% (24)	302
GenZers: 1997-2012	41% (25)	36% (22)	23% (14)	61
Millennials: 1981-1996	57% (324)	34% (194)	8% (46)	564
GenXers: 1965-1980	64% (57)	26% (23)	10% (9)	89
PID: Dem (no lean)	61% (172)	31% (88)	8% (24)	284
PID: Ind (no lean)	53% (115)	34% (75)	13% (28)	218
PID: Rep (no lean)	57% (123)	35% (76)	8% (17)	216
PID/Gender: Dem Men	67% (88)	26% (34)	7% (9)	131
PID/Gender: Dem Women	55% (84)	35% (54)	10% (15)	153
PID/Gender: Ind Men	54% (39)	32% (23)	14% (10)	72
PID/Gender: Ind Women	52% (76)	36% (52)	12% (18)	146
PID/Gender: Rep Men	63% (52)	33% (27)	5% (4)	83
PID/Gender: Rep Women	53% (71)	37% (49)	10% (13)	133
Educ: < College	50% (214)	39% (168)	12% (50)	432
Educ: Bachelors degree	68% (121)	28% (50)	4% (8)	179
Educ: Post-grad	70% (75)	20% (21)	10% (11)	107
Income: Under 50k	40% (99)	44% (108)	16% (39)	246
Income: 50k-100k	63% (198)	31% (96)	6% (20)	314
Income: 100k+	72% (113)	22% (35)	6% (10)	158
Ethnicity: White	57% (310)	35% (187)	8% (43)	540
Ethnicity: Hispanic	57% (58)	30% (30)	13% (13)	101
Ethnicity: Black	59% (74)	26% (32)	15% (19)	125
Ethnicity: Other	49% (26)	38% (20)	13% (7)	53
All Christian	62% (177)	30% (86)	8% (22)	285
Agnostic/Nothing in particular	53% (111)	36% (75)	11% (24)	210
Something Else	54% (86)	35% (56)	10% (16)	158
Evangelical	60% (120)	31% (63)	9% (18)	201
Non-Evangelical	61% (137)	31% (69)	9% (20)	226

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Table BPC4_13: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Short-term disability

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	57% (410)	33% (239)	10% (69)	718
Community: Urban	54% (110)	36% (74)	9% (19)	203
Community: Suburban	61% (210)	30% (104)	9% (30)	344
Community: Rural	53% (90)	36% (61)	12% (20)	171
4-Region: Northeast	62% (76)	30% (36)	8% (10)	122
4-Region: Midwest	59% (111)	33% (63)	8% (15)	189
4-Region: South	55% (171)	35% (108)	10% (32)	311
4-Region: West	54% (52)	33% (32)	12% (12)	96
Married/Partnered	60% (305)	31% (158)	9% (44)	507
Number of Children 0-5: 1	54% (258)	36% (171)	10% (46)	475
Number of Children 0-5: 2	63% (112)	27% (49)	10% (18)	179
Number of Children 0-5: 3+	62% (40)	30% (19)	8% (5)	64
Youngest Child under 1 Year	59% (67)	31% (35)	11% (12)	114
Youngest Child 1 Year Old	58% (59)	32% (32)	10% (10)	101
Youngest Child 2-3 Years Old	59% (123)	29% (61)	12% (24)	208
Youngest Child 4-5 Years Old	55% (161)	38% (111)	8% (23)	295
Children Age 6-12	68% (52)	29% (22)	4% (3)	77
Employed and Salaried	66% (195)	27% (81)	7% (20)	296
Employed and Hourly	52% (215)	37% (152)	12% (48)	415
Multiple Jobs	61% (67)	32% (35)	6% (7)	109
Single Job	56% (343)	33% (204)	10% (62)	609
Work Standard Hours	59% (357)	32% (198)	9% (55)	610
Work Evenings	58% (96)	34% (56)	8% (14)	166
Work Overnight/Early Mornings	62% (31)	26% (13)	12% (6)	50
Work Weekends	54% (77)	34% (48)	12% (17)	142
Work Full Time	62% (379)	30% (185)	8% (49)	613
Work Part Time	30% (31)	51% (54)	19% (20)	105
Service/Retail Worker	42% (68)	45% (73)	13% (22)	163
Trade/Skill Worker	58% (62)	36% (38)	7% (7)	107
Admin /Office Worker	63% (136)	29% (63)	7% (16)	215
Health Care Worker	69% (70)	23% (23)	9% (9)	102
Other Worker	56% (74)	32% (42)	11% (15)	131

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Table BPC4_13: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Short-term disability

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	57% (410)	33% (239)	10% (69)	718
Work Remotely	52% (79)	38% (58)	10% (16)	153
Work Onsite	57% (229)	33% (133)	10% (42)	404
Hybrid Worker	68% (97)	27% (38)	6% (8)	143
Direct Supervisor Female	60% (199)	31% (101)	9% (29)	329
Direct Supervisor Male	54% (209)	35% (135)	10% (40)	384
CEO Female	56% (95)	38% (64)	6% (11)	170
CEO Male	57% (313)	32% (174)	11% (58)	545
Direct Supervisor Has Children	59% (318)	32% (175)	9% (46)	539
Direct Supervisor Does not Have Children	51% (51)	38% (38)	11% (11)	100
CEO Has Children	59% (271)	34% (155)	7% (34)	460
CEO Does not Have Children	50% (39)	44% (34)	6% (5)	78
Currently Uses Formal Care for Child 0-5	61% (195)	29% (92)	10% (31)	318
Currently Uses Informal Care for Child 0-5	54% (215)	37% (147)	10% (38)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_14: *Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?*
Long-term disability

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	48% (342)	40% (285)	13% (91)	718
Gender: Male	51% (146)	39% (111)	10% (29)	286
Gender: Female	45% (196)	40% (174)	14% (62)	432
Age: 18-34	45% (170)	42% (160)	13% (51)	381
Age: 35-44	53% (161)	35% (105)	12% (36)	302
GenZers: 1997-2012	38% (23)	41% (25)	21% (13)	61
Millennials: 1981-1996	49% (277)	39% (220)	12% (67)	564
GenXers: 1965-1980	45% (40)	44% (39)	11% (10)	89
PID: Dem (no lean)	53% (150)	38% (108)	9% (26)	284
PID: Ind (no lean)	43% (94)	42% (91)	15% (33)	218
PID: Rep (no lean)	45% (98)	40% (86)	15% (32)	216
PID/Gender: Dem Men	56% (73)	39% (51)	5% (7)	131
PID/Gender: Dem Women	50% (77)	37% (57)	12% (19)	153
PID/Gender: Ind Men	51% (37)	36% (26)	12% (9)	72
PID/Gender: Ind Women	39% (57)	45% (65)	16% (24)	146
PID/Gender: Rep Men	43% (36)	41% (34)	16% (13)	83
PID/Gender: Rep Women	47% (62)	39% (52)	14% (19)	133
Educ: < College	39% (169)	47% (204)	14% (59)	432
Educ: Bachelors degree	60% (108)	29% (52)	11% (19)	179
Educ: Post-grad	61% (65)	27% (29)	12% (13)	107
Income: Under 50k	30% (75)	49% (121)	20% (50)	246
Income: 50k-100k	53% (167)	38% (120)	9% (27)	314
Income: 100k+	63% (100)	28% (44)	9% (14)	158
Ethnicity: White	47% (256)	41% (219)	12% (65)	540
Ethnicity: Hispanic	48% (48)	39% (39)	14% (14)	101
Ethnicity: Black	50% (62)	36% (45)	14% (18)	125
Ethnicity: Other	45% (24)	40% (21)	15% (8)	53
All Christian	53% (152)	36% (103)	11% (30)	285
Agnostic/Nothing in particular	42% (89)	44% (93)	13% (28)	210
Something Else	42% (67)	42% (66)	16% (25)	158
Evangelical	45% (90)	41% (83)	14% (28)	201
Non-Evangelical	54% (122)	35% (78)	12% (26)	226

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Table BPC4_14: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
 Long-term disability

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	48% (342)	40% (285)	13% (91)	718
Community: Urban	52% (106)	38% (77)	10% (20)	203
Community: Suburban	50% (171)	38% (131)	12% (42)	344
Community: Rural	38% (65)	45% (77)	17% (29)	171
4-Region: Northeast	47% (57)	39% (48)	14% (17)	122
4-Region: Midwest	48% (91)	42% (80)	10% (18)	189
4-Region: South	49% (151)	37% (115)	14% (45)	311
4-Region: West	45% (43)	44% (42)	11% (11)	96
Married/Partnered	51% (259)	39% (196)	10% (52)	507
Number of Children 0-5: 1	47% (225)	41% (194)	12% (56)	475
Number of Children 0-5: 2	47% (85)	37% (66)	16% (28)	179
Number of Children 0-5: 3+	50% (32)	39% (25)	11% (7)	64
Youngest Child under 1 Year	51% (58)	36% (41)	13% (15)	114
Youngest Child 1 Year Old	50% (50)	40% (40)	11% (11)	101
Youngest Child 2-3 Years Old	48% (100)	36% (74)	16% (34)	208
Youngest Child 4-5 Years Old	45% (134)	44% (130)	11% (31)	295
Children Age 6-12	48% (37)	39% (30)	13% (10)	77
Employed and Salaried	58% (172)	33% (98)	9% (26)	296
Employed and Hourly	41% (169)	44% (182)	15% (64)	415
Multiple Jobs	54% (59)	37% (40)	9% (10)	109
Single Job	46% (283)	40% (245)	13% (81)	609
Work Standard Hours	50% (303)	39% (237)	11% (70)	610
Work Evenings	51% (85)	37% (62)	11% (19)	166
Work Overnight/Early Mornings	48% (24)	36% (18)	16% (8)	50
Work Weekends	44% (63)	40% (57)	15% (22)	142
Work Full Time	53% (325)	37% (225)	10% (63)	613
Work Part Time	16% (17)	57% (60)	27% (28)	105
Service/Retail Worker	31% (51)	52% (85)	17% (27)	163
Trade/Skill Worker	40% (43)	50% (53)	10% (11)	107
Admin /Office Worker	58% (124)	33% (70)	10% (21)	215
Health Care Worker	60% (61)	27% (28)	13% (13)	102
Other Worker	48% (63)	37% (49)	15% (19)	131

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Table BPC4_14: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Long-term disability

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	48% (342)	40% (285)	13% (91)	718
Work Remotely	47% (72)	40% (61)	13% (20)	153
Work Onsite	45% (180)	42% (170)	13% (54)	404
Hybrid Worker	61% (87)	31% (45)	8% (11)	143
Direct Supervisor Female	51% (169)	36% (117)	13% (43)	329
Direct Supervisor Male	45% (172)	43% (164)	12% (48)	384
CEO Female	46% (78)	44% (75)	10% (17)	170
CEO Male	48% (262)	38% (209)	14% (74)	545
Direct Supervisor Has Children	50% (268)	39% (210)	11% (61)	539
Direct Supervisor Does not Have Children	37% (37)	47% (47)	16% (16)	100
CEO Has Children	49% (225)	40% (186)	11% (49)	460
CEO Does not Have Children	38% (30)	51% (40)	10% (8)	78
Currently Uses Formal Care for Child 0-5	53% (167)	35% (110)	13% (41)	318
Currently Uses Informal Care for Child 0-5	44% (175)	44% (175)	12% (50)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4_15: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Unpaid parental leave

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	50% (360)	36% (261)	14% (97)	718
Gender: Male	53% (153)	39% (111)	8% (22)	286
Gender: Female	48% (207)	35% (150)	17% (75)	432
Age: 18-34	49% (185)	39% (147)	13% (49)	381
Age: 35-44	51% (155)	34% (104)	14% (43)	302
GenZers: 1997-2012	48% (29)	30% (18)	23% (14)	61
Millennials: 1981-1996	50% (280)	38% (215)	12% (69)	564
GenXers: 1965-1980	56% (50)	28% (25)	16% (14)	89
PID: Dem (no lean)	52% (148)	36% (102)	12% (34)	284
PID: Ind (no lean)	46% (101)	41% (89)	13% (28)	218
PID: Rep (no lean)	51% (111)	32% (70)	16% (35)	216
PID/Gender: Dem Men	55% (72)	40% (52)	5% (7)	131
PID/Gender: Dem Women	50% (76)	33% (50)	18% (27)	153
PID/Gender: Ind Men	50% (36)	43% (31)	7% (5)	72
PID/Gender: Ind Women	45% (65)	40% (58)	16% (23)	146
PID/Gender: Rep Men	54% (45)	34% (28)	12% (10)	83
PID/Gender: Rep Women	50% (66)	32% (42)	19% (25)	133
Educ: < College	46% (198)	39% (169)	15% (65)	432
Educ: Bachelors degree	52% (93)	36% (64)	12% (22)	179
Educ: Post-grad	64% (69)	26% (28)	9% (10)	107
Income: Under 50k	39% (97)	41% (100)	20% (49)	246
Income: 50k-100k	50% (158)	38% (118)	12% (38)	314
Income: 100k+	66% (105)	27% (43)	6% (10)	158
Ethnicity: White	51% (276)	36% (193)	13% (71)	540
Ethnicity: Hispanic	43% (43)	36% (36)	22% (22)	101
Ethnicity: Black	45% (56)	40% (50)	15% (19)	125
Ethnicity: Other	53% (28)	34% (18)	13% (7)	53
All Christian	53% (152)	36% (104)	10% (29)	285
Agnostic/Nothing in particular	50% (104)	38% (80)	12% (26)	210
Something Else	41% (64)	40% (63)	20% (31)	158
Evangelical	43% (87)	39% (78)	18% (36)	201
Non-Evangelical	54% (122)	35% (80)	11% (24)	226

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Table BPC4_15: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?
Unpaid parental leave

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	50% (360)	36% (261)	14% (97)	718
Community: Urban	55% (111)	34% (69)	11% (23)	203
Community: Suburban	51% (177)	37% (126)	12% (41)	344
Community: Rural	42% (72)	39% (66)	19% (33)	171
4-Region: Northeast	51% (62)	37% (45)	12% (15)	122
4-Region: Midwest	53% (100)	37% (70)	10% (19)	189
4-Region: South	47% (147)	38% (117)	15% (47)	311
4-Region: West	53% (51)	30% (29)	17% (16)	96
Married/Partnered	53% (267)	35% (179)	12% (61)	507
Number of Children 0-5: 1	49% (232)	37% (174)	15% (69)	475
Number of Children 0-5: 2	53% (95)	35% (63)	12% (21)	179
Number of Children 0-5: 3+	52% (33)	38% (24)	11% (7)	64
Youngest Child under 1 Year	51% (58)	36% (41)	13% (15)	114
Youngest Child 1 Year Old	53% (54)	37% (37)	10% (10)	101
Youngest Child 2-3 Years Old	51% (106)	37% (77)	12% (25)	208
Youngest Child 4-5 Years Old	48% (142)	36% (106)	16% (47)	295
Children Age 6-12	47% (36)	38% (29)	16% (12)	77
Employed and Salaried	57% (169)	34% (100)	9% (27)	296
Employed and Hourly	45% (188)	38% (158)	17% (69)	415
Multiple Jobs	45% (49)	43% (47)	12% (13)	109
Single Job	51% (311)	35% (214)	14% (84)	609
Work Standard Hours	52% (315)	35% (215)	13% (80)	610
Work Evenings	48% (80)	42% (70)	10% (16)	166
Work Overnight/Early Mornings	48% (24)	34% (17)	18% (9)	50
Work Weekends	46% (65)	40% (57)	14% (20)	142
Work Full Time	53% (324)	35% (215)	12% (74)	613
Work Part Time	34% (36)	44% (46)	22% (23)	105
Service/Retail Worker	37% (60)	47% (77)	16% (26)	163
Trade/Skill Worker	50% (53)	41% (44)	9% (10)	107
Admin /Office Worker	59% (126)	29% (63)	12% (26)	215
Health Care Worker	48% (49)	35% (36)	17% (17)	102
Other Worker	55% (72)	31% (41)	14% (18)	131

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Table BPC4_15: Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?*Unpaid parental leave*

Demographic	Yes	No	Don't know/Unsure	Total N
Employed Parents with Children 0-5	50% (360)	36% (261)	14% (97)	718
Work Remotely	48% (73)	39% (59)	14% (21)	153
Work Onsite	49% (199)	35% (143)	15% (62)	404
Hybrid Worker	59% (84)	34% (49)	7% (10)	143
Direct Supervisor Female	49% (162)	37% (122)	14% (45)	329
Direct Supervisor Male	51% (196)	36% (137)	13% (51)	384
CEO Female	51% (86)	39% (67)	10% (17)	170
CEO Male	50% (274)	35% (192)	14% (79)	545
Direct Supervisor Has Children	52% (279)	36% (193)	12% (67)	539
Direct Supervisor Does not Have Children	44% (44)	40% (40)	16% (16)	100
CEO Has Children	52% (237)	37% (168)	12% (55)	460
CEO Does not Have Children	38% (30)	47% (37)	14% (11)	78
Currently Uses Formal Care for Child 0-5	54% (171)	32% (103)	14% (44)	318
Currently Uses Informal Care for Child 0-5	47% (189)	40% (158)	13% (53)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_1NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
Flexible work hours for parents

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	46%	(330)	54%	(388)	718
Gender: Male	48%	(136)	52%	(150)	286
Gender: Female	45%	(194)	55%	(238)	432
Age: 18-34	47%	(179)	53%	(202)	381
Age: 35-44	45%	(136)	55%	(166)	302
GenZers: 1997-2012	51%	(31)	49%	(30)	61
Millennials: 1981-1996	44%	(250)	56%	(314)	564
GenXers: 1965-1980	55%	(49)	45%	(40)	89
PID: Dem (no lean)	49%	(140)	51%	(144)	284
PID: Ind (no lean)	43%	(93)	57%	(125)	218
PID: Rep (no lean)	45%	(97)	55%	(119)	216
PID/Gender: Dem Men	53%	(69)	47%	(62)	131
PID/Gender: Dem Women	46%	(71)	54%	(82)	153
PID/Gender: Ind Men	40%	(29)	60%	(43)	72
PID/Gender: Ind Women	44%	(64)	56%	(82)	146
PID/Gender: Rep Men	46%	(38)	54%	(45)	83
PID/Gender: Rep Women	44%	(59)	56%	(74)	133
Educ: < College	46%	(199)	54%	(233)	432
Educ: Bachelors degree	46%	(83)	54%	(96)	179
Educ: Post-grad	45%	(48)	55%	(59)	107
Income: Under 50k	47%	(116)	53%	(130)	246
Income: 50k-100k	44%	(137)	56%	(177)	314
Income: 100k+	49%	(77)	51%	(81)	158
Ethnicity: White	46%	(248)	54%	(292)	540
Ethnicity: Hispanic	54%	(55)	46%	(46)	101
Ethnicity: Black	47%	(59)	53%	(66)	125
Ethnicity: Other	43%	(23)	57%	(30)	53
All Christian	44%	(126)	56%	(159)	285
Agnostic/Nothing in particular	49%	(103)	51%	(107)	210
Something Else	42%	(67)	58%	(91)	158

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Table BPC5_1NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Flexible work hours for parents

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	46%	(330)	54%	(388)	718
Evangelical	44%	(89)	56%	(112)	201
Non-Evangelical	42%	(94)	58%	(132)	226
Community: Urban	51%	(103)	49%	(100)	203
Community: Suburban	46%	(158)	54%	(186)	344
Community: Rural	40%	(69)	60%	(102)	171
4-Region: Northeast	40%	(49)	60%	(73)	122
4-Region: Midwest	42%	(80)	58%	(109)	189
4-Region: South	48%	(149)	52%	(162)	311
4-Region: West	54%	(52)	46%	(44)	96
Married/Partnered	47%	(237)	53%	(270)	507
Number of Children 0-5: 1	45%	(215)	55%	(260)	475
Number of Children 0-5: 2	48%	(86)	52%	(93)	179
Number of Children 0-5: 3+	45%	(29)	55%	(35)	64
Youngest Child under 1 Year	46%	(52)	54%	(62)	114
Youngest Child 1 Year Old	49%	(49)	51%	(52)	101
Youngest Child 2-3 Years Old	49%	(101)	51%	(107)	208
Youngest Child 4-5 Years Old	43%	(128)	57%	(167)	295
Children Age 6-12	49%	(38)	51%	(39)	77
Employed and Salaried	48%	(141)	52%	(155)	296
Employed and Hourly	45%	(186)	55%	(229)	415
Multiple Jobs	51%	(56)	49%	(53)	109
Single Job	45%	(274)	55%	(335)	609
Work Standard Hours	46%	(282)	54%	(328)	610
Work Evenings	52%	(86)	48%	(80)	166
Work Overnight/Early Mornings	44%	(22)	56%	(28)	50
Work Weekends	55%	(78)	45%	(64)	142
Work Full Time	45%	(274)	55%	(339)	613
Work Part Time	53%	(56)	47%	(49)	105

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Table BPC5_1NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Flexible work hours for parents

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	46%	(330)	54%	(388)	718
Service/Retail Worker	57%	(93)	43%	(70)	163
Trade/Skill Worker	37%	(40)	63%	(67)	107
Admin /Office Worker	51%	(110)	49%	(105)	215
Health Care Worker	34%	(35)	66%	(67)	102
Other Worker	40%	(52)	60%	(79)	131
Work Remotely	47%	(72)	53%	(81)	153
Work Onsite	41%	(165)	59%	(239)	404
Hybrid Worker	58%	(83)	42%	(60)	143
Direct Supervisor Female	46%	(152)	54%	(177)	329
Direct Supervisor Male	46%	(176)	54%	(208)	384
CEO Female	51%	(86)	49%	(84)	170
CEO Male	45%	(243)	55%	(302)	545
Direct Supervisor Has Children	47%	(254)	53%	(285)	539
Direct Supervisor Does not Have Children	47%	(47)	53%	(53)	100
CEO Has Children	49%	(226)	51%	(234)	460
CEO Does not Have Children	44%	(34)	56%	(44)	78
Currently Uses Formal Care for Child 0-5	42%	(135)	58%	(183)	318
Currently Uses Informal Care for Child 0-5	49%	(195)	51%	(205)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_2NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Remote work options for parents

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	29%	(210)	71%	(508)	718
Gender: Male	33%	(93)	67%	(193)	286
Gender: Female	27%	(117)	73%	(315)	432
Age: 18-34	27%	(101)	73%	(280)	381
Age: 35-44	34%	(102)	66%	(200)	302
GenZers: 1997-2012	20%	(12)	80%	(49)	61
Millennials: 1981-1996	30%	(167)	70%	(397)	564
GenXers: 1965-1980	34%	(30)	66%	(59)	89
PID: Dem (no lean)	36%	(101)	64%	(183)	284
PID: Ind (no lean)	24%	(52)	76%	(166)	218
PID: Rep (no lean)	26%	(57)	74%	(159)	216
PID/Gender: Dem Men	41%	(54)	59%	(77)	131
PID/Gender: Dem Women	31%	(47)	69%	(106)	153
PID/Gender: Ind Men	25%	(18)	75%	(54)	72
PID/Gender: Ind Women	23%	(34)	77%	(112)	146
PID/Gender: Rep Men	25%	(21)	75%	(62)	83
PID/Gender: Rep Women	27%	(36)	73%	(97)	133
Educ: < College	20%	(87)	80%	(345)	432
Educ: Bachelors degree	46%	(82)	54%	(97)	179
Educ: Post-grad	38%	(41)	62%	(66)	107
Income: Under 50k	17%	(42)	83%	(204)	246
Income: 50k-100k	34%	(107)	66%	(207)	314
Income: 100k+	39%	(61)	61%	(97)	158
Ethnicity: White	29%	(157)	71%	(383)	540
Ethnicity: Hispanic	35%	(35)	65%	(66)	101
Ethnicity: Black	29%	(36)	71%	(89)	125
Ethnicity: Other	32%	(17)	68%	(36)	53
All Christian	34%	(96)	66%	(189)	285
Agnostic/Nothing in particular	25%	(53)	75%	(157)	210
Something Else	23%	(36)	77%	(122)	158

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Table BPC5_2NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Remote work options for parents

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	29%	(210)	71%	(508)	718
Evangelical	28%	(56)	72%	(145)	201
Non-Evangelical	30%	(67)	70%	(159)	226
Community: Urban	34%	(70)	66%	(133)	203
Community: Suburban	31%	(105)	69%	(239)	344
Community: Rural	20%	(35)	80%	(136)	171
4-Region: Northeast	31%	(38)	69%	(84)	122
4-Region: Midwest	28%	(52)	72%	(137)	189
4-Region: South	30%	(93)	70%	(218)	311
4-Region: West	28%	(27)	72%	(69)	96
Married/Partnered	32%	(161)	68%	(346)	507
Number of Children 0-5: 1	28%	(134)	72%	(341)	475
Number of Children 0-5: 2	31%	(56)	69%	(123)	179
Number of Children 0-5: 3+	31%	(20)	69%	(44)	64
Youngest Child under 1 Year	27%	(31)	73%	(83)	114
Youngest Child 1 Year Old	30%	(30)	70%	(71)	101
Youngest Child 2-3 Years Old	32%	(66)	68%	(142)	208
Youngest Child 4-5 Years Old	28%	(83)	72%	(212)	295
Children Age 6-12	27%	(21)	73%	(56)	77
Employed and Salaried	47%	(138)	53%	(158)	296
Employed and Hourly	17%	(69)	83%	(346)	415
Multiple Jobs	38%	(41)	62%	(68)	109
Single Job	28%	(169)	72%	(440)	609
Work Standard Hours	32%	(197)	68%	(413)	610
Work Evenings	29%	(48)	71%	(118)	166
Work Overnight/Early Mornings	20%	(10)	80%	(40)	50
Work Weekends	24%	(34)	76%	(108)	142
Work Full Time	32%	(198)	68%	(415)	613
Work Part Time	11%	(12)	89%	(93)	105

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Table BPC5_2NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Remote work options for parents

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	29%	(210)	71%	(508)	718
Service/Retail Worker	18%	(30)	82%	(133)	163
Trade/Skill Worker	20%	(21)	80%	(86)	107
Admin /Office Worker	49%	(106)	51%	(109)	215
Health Care Worker	16%	(16)	84%	(86)	102
Other Worker	28%	(37)	72%	(94)	131
Work Remotely	48%	(74)	52%	(79)	153
Work Onsite	13%	(52)	87%	(352)	404
Hybrid Worker	59%	(84)	41%	(59)	143
Direct Supervisor Female	29%	(94)	71%	(235)	329
Direct Supervisor Male	30%	(114)	70%	(270)	384
CEO Female	29%	(50)	71%	(120)	170
CEO Male	29%	(160)	71%	(385)	545
Direct Supervisor Has Children	31%	(169)	69%	(370)	539
Direct Supervisor Does not Have Children	25%	(25)	75%	(75)	100
CEO Has Children	34%	(157)	66%	(303)	460
CEO Does not Have Children	24%	(19)	76%	(59)	78
Currently Uses Formal Care for Child 0-5	32%	(103)	68%	(215)	318
Currently Uses Informal Care for Child 0-5	27%	(107)	73%	(293)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_3NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
Prioritized scheduling for parents to align with school/child care hours

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	26%	(189)	74%	(529)	718
Gender: Male	26%	(74)	74%	(212)	286
Gender: Female	27%	(115)	73%	(317)	432
Age: 18-34	26%	(98)	74%	(283)	381
Age: 35-44	29%	(87)	71%	(215)	302
GenZers: 1997-2012	31%	(19)	69%	(42)	61
Millennials: 1981-1996	26%	(145)	74%	(419)	564
GenXers: 1965-1980	28%	(25)	72%	(64)	89
PID: Dem (no lean)	25%	(72)	75%	(212)	284
PID: Ind (no lean)	27%	(58)	73%	(160)	218
PID: Rep (no lean)	27%	(59)	73%	(157)	216
PID/Gender: Dem Men	27%	(35)	73%	(96)	131
PID/Gender: Dem Women	24%	(37)	76%	(116)	153
PID/Gender: Ind Men	24%	(17)	76%	(55)	72
PID/Gender: Ind Women	28%	(41)	72%	(105)	146
PID/Gender: Rep Men	27%	(22)	73%	(61)	83
PID/Gender: Rep Women	28%	(37)	72%	(96)	133
Educ: < College	26%	(111)	74%	(321)	432
Educ: Bachelors degree	27%	(49)	73%	(130)	179
Educ: Post-grad	27%	(29)	73%	(78)	107
Income: Under 50k	29%	(71)	71%	(175)	246
Income: 50k-100k	25%	(79)	75%	(235)	314
Income: 100k+	25%	(39)	75%	(119)	158
Ethnicity: White	28%	(150)	72%	(390)	540
Ethnicity: Hispanic	27%	(27)	73%	(74)	101
Ethnicity: Black	26%	(33)	74%	(92)	125
Ethnicity: Other	11%	(6)	89%	(47)	53
All Christian	28%	(80)	72%	(205)	285
Agnostic/Nothing in particular	25%	(53)	75%	(157)	210
Something Else	22%	(35)	78%	(123)	158

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Table BPC5_3NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
 Prioritized scheduling for parents to align with school/child care hours

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	26%	(189)	74%	(529)	718
Evangelical	29%	(58)	71%	(143)	201
Non-Evangelical	23%	(52)	77%	(174)	226
Community: Urban	34%	(70)	66%	(133)	203
Community: Suburban	23%	(80)	77%	(264)	344
Community: Rural	23%	(39)	77%	(132)	171
4-Region: Northeast	27%	(33)	73%	(89)	122
4-Region: Midwest	26%	(50)	74%	(139)	189
4-Region: South	26%	(82)	74%	(229)	311
4-Region: West	25%	(24)	75%	(72)	96
Married/Partnered	26%	(134)	74%	(373)	507
Number of Children 0-5: 1	24%	(114)	76%	(361)	475
Number of Children 0-5: 2	31%	(56)	69%	(123)	179
Number of Children 0-5: 3+	30%	(19)	70%	(45)	64
Youngest Child under 1 Year	28%	(32)	72%	(82)	114
Youngest Child 1 Year Old	24%	(24)	76%	(77)	101
Youngest Child 2-3 Years Old	27%	(56)	73%	(152)	208
Youngest Child 4-5 Years Old	26%	(77)	74%	(218)	295
Children Age 6-12	27%	(21)	73%	(56)	77
Employed and Salaried	31%	(93)	69%	(203)	296
Employed and Hourly	22%	(93)	78%	(322)	415
Multiple Jobs	37%	(40)	63%	(69)	109
Single Job	24%	(149)	76%	(460)	609
Work Standard Hours	26%	(161)	74%	(449)	610
Work Evenings	30%	(50)	70%	(116)	166
Work Overnight/Early Mornings	24%	(12)	76%	(38)	50
Work Weekends	27%	(38)	73%	(104)	142
Work Full Time	26%	(161)	74%	(452)	613
Work Part Time	27%	(28)	73%	(77)	105

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Table BPC5_3NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
Prioritized scheduling for parents to align with school/child care hours

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	26%	(189)	74%	(529)	718
Service/Retail Worker	33%	(54)	67%	(109)	163
Trade/Skill Worker	23%	(25)	77%	(82)	107
Admin /Office Worker	28%	(60)	72%	(155)	215
Health Care Worker	17%	(17)	83%	(85)	102
Other Worker	25%	(33)	75%	(98)	131
Work Remotely	25%	(38)	75%	(115)	153
Work Onsite	25%	(102)	75%	(302)	404
Hybrid Worker	32%	(46)	68%	(97)	143
Direct Supervisor Female	25%	(83)	75%	(246)	329
Direct Supervisor Male	27%	(103)	73%	(281)	384
CEO Female	27%	(46)	73%	(124)	170
CEO Male	26%	(143)	74%	(402)	545
Direct Supervisor Has Children	27%	(148)	73%	(391)	539
Direct Supervisor Does not Have Children	19%	(19)	81%	(81)	100
CEO Has Children	30%	(139)	70%	(321)	460
CEO Does not Have Children	17%	(13)	83%	(65)	78
Currently Uses Formal Care for Child 0-5	28%	(88)	72%	(230)	318
Currently Uses Informal Care for Child 0-5	25%	(101)	75%	(299)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_4NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

On-site child care services

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	10%	(73)	90%	(645)	718
Gender: Male	12%	(35)	88%	(251)	286
Gender: Female	9%	(38)	91%	(394)	432
Age: 18-34	9%	(35)	91%	(346)	381
Age: 35-44	12%	(35)	88%	(267)	302
GenZers: 1997-2012	8%	(5)	92%	(56)	61
Millennials: 1981-1996	10%	(55)	90%	(509)	564
GenXers: 1965-1980	15%	(13)	85%	(76)	89
PID: Dem (no lean)	10%	(28)	90%	(256)	284
PID: Ind (no lean)	10%	(21)	90%	(197)	218
PID: Rep (no lean)	11%	(24)	89%	(192)	216
PID/Gender: Dem Men	13%	(17)	87%	(114)	131
PID/Gender: Dem Women	7%	(11)	93%	(142)	153
PID/Gender: Ind Men	11%	(8)	89%	(64)	72
PID/Gender: Ind Women	9%	(13)	91%	(133)	146
PID/Gender: Rep Men	12%	(10)	88%	(73)	83
PID/Gender: Rep Women	11%	(14)	89%	(119)	133
Educ: < College	8%	(35)	92%	(397)	432
Educ: Bachelors degree	13%	(24)	87%	(155)	179
Educ: Post-grad	13%	(14)	87%	(93)	107
Income: Under 50k	7%	(18)	93%	(228)	246
Income: 50k-100k	10%	(30)	90%	(284)	314
Income: 100k+	16%	(25)	84%	(133)	158
Ethnicity: White	10%	(56)	90%	(484)	540
Ethnicity: Hispanic	12%	(12)	88%	(89)	101
Ethnicity: Black	9%	(11)	91%	(114)	125
Ethnicity: Other	11%	(6)	89%	(47)	53
All Christian	10%	(29)	90%	(256)	285
Agnostic/Nothing in particular	10%	(21)	90%	(189)	210
Something Else	8%	(12)	92%	(146)	158

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Table BPC5_4NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

On-site child care services

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	10%	(73)	90%	(645)	718
Evangelical	11%	(22)	89%	(179)	201
Non-Evangelical	8%	(19)	92%	(207)	226
Community: Urban	13%	(27)	87%	(176)	203
Community: Suburban	10%	(36)	90%	(308)	344
Community: Rural	6%	(10)	94%	(161)	171
4-Region: Northeast	12%	(15)	88%	(107)	122
4-Region: Midwest	7%	(13)	93%	(176)	189
4-Region: South	12%	(36)	88%	(275)	311
4-Region: West	9%	(9)	91%	(87)	96
Married/Partnered	10%	(52)	90%	(455)	507
Number of Children 0-5: 1	11%	(51)	89%	(424)	475
Number of Children 0-5: 2	9%	(17)	91%	(162)	179
Number of Children 0-5: 3+	8%	(5)	92%	(59)	64
Youngest Child under 1 Year	10%	(11)	90%	(103)	114
Youngest Child 1 Year Old	8%	(8)	92%	(93)	101
Youngest Child 2-3 Years Old	10%	(21)	90%	(187)	208
Youngest Child 4-5 Years Old	11%	(33)	89%	(262)	295
Children Age 6-12	9%	(7)	91%	(70)	77
Employed and Salaried	14%	(42)	86%	(254)	296
Employed and Hourly	7%	(31)	93%	(384)	415
Multiple Jobs	10%	(11)	90%	(98)	109
Single Job	10%	(62)	90%	(547)	609
Work Standard Hours	10%	(64)	90%	(546)	610
Work Evenings	11%	(18)	89%	(148)	166
Work Overnight/Early Mornings	12%	(6)	88%	(44)	50
Work Weekends	7%	(10)	93%	(132)	142
Work Full Time	11%	(65)	89%	(548)	613
Work Part Time	8%	(8)	92%	(97)	105

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Table BPC5_4NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

On-site child care services

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	10%	(73)	90%	(645)	718
Service/Retail Worker	9%	(15)	91%	(148)	163
Trade/Skill Worker	7%	(7)	93%	(100)	107
Admin /Office Worker	13%	(29)	87%	(186)	215
Health Care Worker	4%	(4)	96%	(98)	102
Other Worker	14%	(18)	86%	(113)	131
Work Remotely	10%	(15)	90%	(138)	153
Work Onsite	10%	(40)	90%	(364)	404
Hybrid Worker	12%	(17)	88%	(126)	143
Direct Supervisor Female	12%	(40)	88%	(289)	329
Direct Supervisor Male	9%	(33)	91%	(351)	384
CEO Female	13%	(22)	87%	(148)	170
CEO Male	9%	(51)	91%	(494)	545
Direct Supervisor Has Children	9%	(51)	91%	(488)	539
Direct Supervisor Does not Have Children	14%	(14)	86%	(86)	100
CEO Has Children	12%	(53)	88%	(407)	460
CEO Does not Have Children	6%	(5)	94%	(73)	78
Currently Uses Formal Care for Child 0-5	14%	(45)	86%	(273)	318
Currently Uses Informal Care for Child 0-5	7%	(28)	93%	(372)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_5NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
Benefit to help parents pay for child care

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	17%	(124)	83%	(594)	718
Gender: Male	24%	(69)	76%	(217)	286
Gender: Female	13%	(55)	87%	(377)	432
Age: 18-34	17%	(63)	83%	(318)	381
Age: 35-44	19%	(57)	81%	(245)	302
GenZers: 1997-2012	23%	(14)	77%	(47)	61
Millennials: 1981-1996	16%	(92)	84%	(472)	564
GenXers: 1965-1980	20%	(18)	80%	(71)	89
PID: Dem (no lean)	24%	(69)	76%	(215)	284
PID: Ind (no lean)	12%	(27)	88%	(191)	218
PID: Rep (no lean)	13%	(28)	87%	(188)	216
PID/Gender: Dem Men	33%	(43)	67%	(88)	131
PID/Gender: Dem Women	17%	(26)	83%	(127)	153
PID/Gender: Ind Men	12%	(9)	88%	(63)	72
PID/Gender: Ind Women	12%	(18)	88%	(128)	146
PID/Gender: Rep Men	20%	(17)	80%	(66)	83
PID/Gender: Rep Women	8%	(11)	92%	(122)	133
Educ: < College	16%	(67)	84%	(365)	432
Educ: Bachelors degree	21%	(37)	79%	(142)	179
Educ: Post-grad	19%	(20)	81%	(87)	107
Income: Under 50k	13%	(33)	87%	(213)	246
Income: 50k-100k	19%	(61)	81%	(253)	314
Income: 100k+	19%	(30)	81%	(128)	158
Ethnicity: White	14%	(77)	86%	(463)	540
Ethnicity: Hispanic	21%	(21)	79%	(80)	101
Ethnicity: Black	29%	(36)	71%	(89)	125
Ethnicity: Other	21%	(11)	79%	(42)	53
All Christian	16%	(46)	84%	(239)	285
Agnostic/Nothing in particular	17%	(36)	83%	(174)	210
Something Else	12%	(19)	88%	(139)	158

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Table BPC5_5NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
 Benefit to help parents pay for child care

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	17%	(124)	83%	(594)	718
Evangelical	15%	(30)	85%	(171)	201
Non-Evangelical	13%	(29)	87%	(197)	226
Community: Urban	27%	(55)	73%	(148)	203
Community: Suburban	16%	(55)	84%	(289)	344
Community: Rural	8%	(14)	92%	(157)	171
4-Region: Northeast	16%	(19)	84%	(103)	122
4-Region: Midwest	14%	(27)	86%	(162)	189
4-Region: South	19%	(60)	81%	(251)	311
4-Region: West	19%	(18)	81%	(78)	96
Married/Partnered	18%	(90)	82%	(417)	507
Number of Children 0-5: 1	17%	(81)	83%	(394)	475
Number of Children 0-5: 2	20%	(36)	80%	(143)	179
Number of Children 0-5: 3+	11%	(7)	89%	(57)	64
Youngest Child under 1 Year	12%	(14)	88%	(100)	114
Youngest Child 1 Year Old	19%	(19)	81%	(82)	101
Youngest Child 2-3 Years Old	18%	(38)	82%	(170)	208
Youngest Child 4-5 Years Old	18%	(53)	82%	(242)	295
Children Age 6-12	12%	(9)	88%	(68)	77
Employed and Salaried	24%	(71)	76%	(225)	296
Employed and Hourly	13%	(52)	87%	(363)	415
Multiple Jobs	19%	(21)	81%	(88)	109
Single Job	17%	(103)	83%	(506)	609
Work Standard Hours	17%	(106)	83%	(504)	610
Work Evenings	23%	(38)	77%	(128)	166
Work Overnight/Early Mornings	24%	(12)	76%	(38)	50
Work Weekends	18%	(26)	82%	(116)	142
Work Full Time	20%	(121)	80%	(492)	613
Work Part Time	3%	(3)	97%	(102)	105

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Table BPC5_5NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
Benefit to help parents pay for child care

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	17%	(124)	83%	(594)	718
Service/Retail Worker	17%	(27)	83%	(136)	163
Trade/Skill Worker	19%	(20)	81%	(87)	107
Admin /Office Worker	22%	(48)	78%	(167)	215
Health Care Worker	10%	(10)	90%	(92)	102
Other Worker	15%	(19)	85%	(112)	131
Work Remotely	19%	(29)	81%	(124)	153
Work Onsite	13%	(53)	87%	(351)	404
Hybrid Worker	28%	(40)	72%	(103)	143
Direct Supervisor Female	14%	(45)	86%	(284)	329
Direct Supervisor Male	21%	(79)	79%	(305)	384
CEO Female	15%	(25)	85%	(145)	170
CEO Male	18%	(99)	82%	(446)	545
Direct Supervisor Has Children	19%	(101)	81%	(438)	539
Direct Supervisor Does not Have Children	11%	(11)	89%	(89)	100
CEO Has Children	20%	(90)	80%	(370)	460
CEO Does not Have Children	21%	(16)	79%	(62)	78
Currently Uses Formal Care for Child 0-5	21%	(68)	79%	(250)	318
Currently Uses Informal Care for Child 0-5	14%	(56)	86%	(344)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_6NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	16%	(116)	84%	(602)	718
Gender: Male	21%	(61)	79%	(225)	286
Gender: Female	13%	(55)	87%	(377)	432
Age: 18-34	16%	(62)	84%	(319)	381
Age: 35-44	16%	(47)	84%	(255)	302
GenZers: 1997-2012	26%	(16)	74%	(45)	61
Millennials: 1981-1996	15%	(82)	85%	(482)	564
GenXers: 1965-1980	20%	(18)	80%	(71)	89
PID: Dem (no lean)	22%	(63)	78%	(221)	284
PID: Ind (no lean)	11%	(24)	89%	(194)	218
PID: Rep (no lean)	13%	(29)	87%	(187)	216
PID/Gender: Dem Men	28%	(37)	72%	(94)	131
PID/Gender: Dem Women	17%	(26)	83%	(127)	153
PID/Gender: Ind Men	17%	(12)	83%	(60)	72
PID/Gender: Ind Women	8%	(12)	92%	(134)	146
PID/Gender: Rep Men	14%	(12)	86%	(71)	83
PID/Gender: Rep Women	13%	(17)	87%	(116)	133
Educ: < College	15%	(66)	85%	(366)	432
Educ: Bachelors degree	18%	(32)	82%	(147)	179
Educ: Post-grad	17%	(18)	83%	(89)	107
Income: Under 50k	14%	(35)	86%	(211)	246
Income: 50k-100k	18%	(55)	82%	(259)	314
Income: 100k+	16%	(26)	84%	(132)	158
Ethnicity: White	14%	(74)	86%	(466)	540
Ethnicity: Hispanic	21%	(21)	79%	(80)	101
Ethnicity: Black	26%	(32)	74%	(93)	125
Ethnicity: Other	19%	(10)	81%	(43)	53
All Christian	18%	(50)	82%	(235)	285
Agnostic/Nothing in particular	12%	(25)	88%	(185)	210
Something Else	13%	(21)	87%	(137)	158

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Table BPC5_6NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	16%	(116)	84%	(602)	718
Evangelical	19%	(38)	81%	(163)	201
Non-Evangelical	13%	(29)	87%	(197)	226
Community: Urban	28%	(56)	72%	(147)	203
Community: Suburban	15%	(50)	85%	(294)	344
Community: Rural	6%	(10)	94%	(161)	171
4-Region: Northeast	12%	(15)	88%	(107)	122
4-Region: Midwest	12%	(23)	88%	(166)	189
4-Region: South	18%	(57)	82%	(254)	311
4-Region: West	22%	(21)	78%	(75)	96
Married/Partnered	17%	(87)	83%	(420)	507
Number of Children 0-5: 1	16%	(76)	84%	(399)	475
Number of Children 0-5: 2	18%	(33)	82%	(146)	179
Number of Children 0-5: 3+	11%	(7)	89%	(57)	64
Youngest Child under 1 Year	14%	(16)	86%	(98)	114
Youngest Child 1 Year Old	16%	(16)	84%	(85)	101
Youngest Child 2-3 Years Old	21%	(43)	79%	(165)	208
Youngest Child 4-5 Years Old	14%	(41)	86%	(254)	295
Children Age 6-12	8%	(6)	92%	(71)	77
Employed and Salaried	22%	(64)	78%	(232)	296
Employed and Hourly	12%	(51)	88%	(364)	415
Multiple Jobs	21%	(23)	79%	(86)	109
Single Job	15%	(93)	85%	(516)	609
Work Standard Hours	16%	(98)	84%	(512)	610
Work Evenings	21%	(35)	79%	(131)	166
Work Overnight/Early Mornings	22%	(11)	78%	(39)	50
Work Weekends	15%	(22)	85%	(120)	142
Work Full Time	18%	(110)	82%	(503)	613
Work Part Time	6%	(6)	94%	(99)	105

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Table BPC5_6NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	16%	(116)	84%	(602)	718
Service/Retail Worker	14%	(23)	86%	(140)	163
Trade/Skill Worker	21%	(22)	79%	(85)	107
Admin /Office Worker	17%	(37)	83%	(178)	215
Health Care Worker	14%	(14)	86%	(88)	102
Other Worker	15%	(20)	85%	(111)	131
Work Remotely	16%	(24)	84%	(129)	153
Work Onsite	13%	(54)	87%	(350)	404
Hybrid Worker	27%	(38)	73%	(105)	143
Direct Supervisor Female	14%	(45)	86%	(284)	329
Direct Supervisor Male	18%	(71)	82%	(313)	384
CEO Female	16%	(28)	84%	(142)	170
CEO Male	16%	(88)	84%	(457)	545
Direct Supervisor Has Children	18%	(98)	82%	(441)	539
Direct Supervisor Does not Have Children	7%	(7)	93%	(93)	100
CEO Has Children	19%	(89)	81%	(371)	460
CEO Does not Have Children	14%	(11)	86%	(67)	78
Currently Uses Formal Care for Child 0-5	20%	(64)	80%	(254)	318
Currently Uses Informal Care for Child 0-5	13%	(52)	87%	(348)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_7NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.
Back-up child care services, such as a limited amount of days they can access a child care provider when needed

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	10%	(74)	90%	(644)	718
Gender: Male	16%	(45)	84%	(241)	286
Gender: Female	7%	(29)	93%	(403)	432
Age: 18-34	9%	(33)	91%	(348)	381
Age: 35-44	12%	(36)	88%	(266)	302
GenZers: 1997-2012	18%	(11)	82%	(50)	61
Millennials: 1981-1996	9%	(50)	91%	(514)	564
GenXers: 1965-1980	15%	(13)	85%	(76)	89
PID: Dem (no lean)	14%	(39)	86%	(245)	284
PID: Ind (no lean)	8%	(17)	92%	(201)	218
PID: Rep (no lean)	8%	(18)	92%	(198)	216
PID/Gender: Dem Men	18%	(23)	82%	(108)	131
PID/Gender: Dem Women	10%	(16)	90%	(137)	153
PID/Gender: Ind Men	15%	(11)	85%	(61)	72
PID/Gender: Ind Women	4%	(6)	96%	(140)	146
PID/Gender: Rep Men	13%	(11)	87%	(72)	83
PID/Gender: Rep Women	5%	(7)	95%	(126)	133
Educ: < College	9%	(38)	91%	(394)	432
Educ: Bachelors degree	11%	(19)	89%	(160)	179
Educ: Post-grad	16%	(17)	84%	(90)	107
Income: Under 50k	8%	(20)	92%	(226)	246
Income: 50k-100k	10%	(31)	90%	(283)	314
Income: 100k+	15%	(23)	85%	(135)	158
Ethnicity: White	9%	(51)	91%	(489)	540
Ethnicity: Hispanic	12%	(12)	88%	(89)	101
Ethnicity: Black	14%	(17)	86%	(108)	125
Ethnicity: Other	11%	(6)	89%	(47)	53
All Christian	10%	(29)	90%	(256)	285
Agnostic/Nothing in particular	9%	(19)	91%	(191)	210
Something Else	7%	(11)	93%	(147)	158

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Table BPC5_7NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Back-up child care services, such as a limited amount of days they can access a child care provider when needed

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	10%	(74)	90%	(644)	718
Evangelical	12%	(25)	88%	(176)	201
Non-Evangelical	6%	(14)	94%	(212)	226
Community: Urban	17%	(35)	83%	(168)	203
Community: Suburban	9%	(32)	91%	(312)	344
Community: Rural	4%	(7)	96%	(164)	171
4-Region: Northeast	11%	(14)	89%	(108)	122
4-Region: Midwest	10%	(19)	90%	(170)	189
4-Region: South	10%	(30)	90%	(281)	311
4-Region: West	11%	(11)	89%	(85)	96
Married/Partnered	12%	(60)	88%	(447)	507
Number of Children 0-5: 1	10%	(48)	90%	(427)	475
Number of Children 0-5: 2	11%	(20)	89%	(159)	179
Number of Children 0-5: 3+	9%	(6)	91%	(58)	64
Youngest Child under 1 Year	7%	(8)	93%	(106)	114
Youngest Child 1 Year Old	13%	(13)	87%	(88)	101
Youngest Child 2-3 Years Old	12%	(24)	88%	(184)	208
Youngest Child 4-5 Years Old	10%	(29)	90%	(266)	295
Children Age 6-12	10%	(8)	90%	(69)	77
Employed and Salaried	16%	(48)	84%	(248)	296
Employed and Hourly	6%	(26)	94%	(389)	415
Multiple Jobs	19%	(21)	81%	(88)	109
Single Job	9%	(53)	91%	(556)	609
Work Standard Hours	10%	(63)	90%	(547)	610
Work Evenings	13%	(22)	87%	(144)	166
Work Overnight/Early Mornings	30%	(15)	70%	(35)	50
Work Weekends	8%	(12)	92%	(130)	142
Work Full Time	11%	(70)	89%	(543)	613
Work Part Time	4%	(4)	96%	(101)	105

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Table BPC5_7NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Back-up child care services, such as a limited amount of days they can access a child care provider when needed

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	10%	(74)	90%	(644)	718
Service/Retail Worker	10%	(16)	90%	(147)	163
Trade/Skill Worker	6%	(6)	94%	(101)	107
Admin /Office Worker	14%	(31)	86%	(184)	215
Health Care Worker	7%	(7)	93%	(95)	102
Other Worker	11%	(14)	89%	(117)	131
Work Remotely	14%	(22)	86%	(131)	153
Work Onsite	7%	(28)	93%	(376)	404
Hybrid Worker	17%	(24)	83%	(119)	143
Direct Supervisor Female	8%	(27)	92%	(302)	329
Direct Supervisor Male	12%	(47)	88%	(337)	384
CEO Female	10%	(17)	90%	(153)	170
CEO Male	10%	(57)	90%	(488)	545
Direct Supervisor Has Children	11%	(61)	89%	(478)	539
Direct Supervisor Does not Have Children	8%	(8)	92%	(92)	100
CEO Has Children	12%	(55)	88%	(405)	460
CEO Does not Have Children	14%	(11)	86%	(67)	78
Currently Uses Formal Care for Child 0-5	15%	(47)	85%	(271)	318
Currently Uses Informal Care for Child 0-5	7%	(27)	93%	(373)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_8NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Other, please specify:

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	1%	(4)	99%	(714)	718
Gender: Male	1%	(2)	99%	(284)	286
Gender: Female	—	(2)	100%	(430)	432
Age: 18-34	1%	(2)	99%	(379)	381
Age: 35-44	1%	(2)	99%	(300)	302
GenZers: 1997-2012	—	(0)	100%	(61)	61
Millennials: 1981-1996	1%	(3)	99%	(561)	564
GenXers: 1965-1980	1%	(1)	99%	(88)	89
PID: Dem (no lean)	1%	(2)	99%	(282)	284
PID: Ind (no lean)	—	(0)	100%	(218)	218
PID: Rep (no lean)	1%	(2)	99%	(214)	216
PID/Gender: Dem Men	1%	(1)	99%	(130)	131
PID/Gender: Dem Women	1%	(1)	99%	(152)	153
PID/Gender: Ind Men	—	(0)	100%	(72)	72
PID/Gender: Ind Women	—	(0)	100%	(146)	146
PID/Gender: Rep Men	1%	(1)	99%	(82)	83
PID/Gender: Rep Women	1%	(1)	99%	(132)	133
Educ: < College	1%	(4)	99%	(428)	432
Educ: Bachelors degree	—	(0)	100%	(179)	179
Educ: Post-grad	—	(0)	100%	(107)	107
Income: Under 50k	1%	(3)	99%	(243)	246
Income: 50k-100k	—	(1)	100%	(313)	314
Income: 100k+	—	(0)	100%	(158)	158
Ethnicity: White	—	(2)	100%	(538)	540
Ethnicity: Hispanic	1%	(1)	99%	(100)	101
Ethnicity: Black	2%	(2)	98%	(123)	125
Ethnicity: Other	—	(0)	100%	(53)	53
All Christian	—	(1)	100%	(284)	285
Agnostic/Nothing in particular	—	(1)	100%	(209)	210
Something Else	1%	(2)	99%	(156)	158

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Table BPC5_8NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Other, please specify:

Demographic	Selected	Not Selected	Total N
Employed Parents with Children 0-5	1% (4)	99% (714)	718
Evangelical	— (0)	100% (201)	201
Non-Evangelical	1% (3)	99% (223)	226
Community: Urban	1% (2)	99% (201)	203
Community: Suburban	— (0)	100% (344)	344
Community: Rural	1% (2)	99% (169)	171
4-Region: Northeast	— (0)	100% (122)	122
4-Region: Midwest	1% (1)	99% (188)	189
4-Region: South	1% (3)	99% (308)	311
4-Region: West	— (0)	100% (96)	96
Married/Partnered	— (2)	100% (505)	507
Number of Children 0-5: 1	— (1)	100% (474)	475
Number of Children 0-5: 2	1% (1)	99% (178)	179
Number of Children 0-5: 3+	3% (2)	97% (62)	64
Youngest Child under 1 Year	1% (1)	99% (113)	114
Youngest Child 1 Year Old	1% (1)	99% (100)	101
Youngest Child 2-3 Years Old	1% (2)	99% (206)	208
Youngest Child 4-5 Years Old	— (0)	100% (295)	295
Children Age 6-12	3% (2)	97% (75)	77
Employed and Salaried	— (1)	100% (295)	296
Employed and Hourly	1% (3)	99% (412)	415
Multiple Jobs	1% (1)	99% (108)	109
Single Job	— (3)	100% (606)	609
Work Standard Hours	1% (4)	99% (606)	610
Work Evenings	— (0)	100% (166)	166
Work Overnight/Early Mornings	— (0)	100% (50)	50
Work Weekends	1% (1)	99% (141)	142
Work Full Time	1% (4)	99% (609)	613
Work Part Time	— (0)	100% (105)	105

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Table BPC5_8NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Other, please specify:

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	1%	(4)	99%	(714)	718
Service/Retail Worker	—	(0)	100%	(163)	163
Trade/Skill Worker	—	(0)	100%	(107)	107
Admin /Office Worker	1%	(3)	99%	(212)	215
Health Care Worker	1%	(1)	99%	(101)	102
Other Worker	—	(0)	100%	(131)	131
Work Remotely	—	(0)	100%	(153)	153
Work Onsite	1%	(3)	99%	(401)	404
Hybrid Worker	1%	(1)	99%	(142)	143
Direct Supervisor Female	1%	(3)	99%	(326)	329
Direct Supervisor Male	—	(1)	100%	(383)	384
CEO Female	—	(0)	100%	(170)	170
CEO Male	1%	(4)	99%	(541)	545
Direct Supervisor Has Children	—	(2)	100%	(537)	539
Direct Supervisor Does not Have Children	1%	(1)	99%	(99)	100
CEO Has Children	—	(2)	100%	(458)	460
CEO Does not Have Children	1%	(1)	99%	(77)	78
Currently Uses Formal Care for Child 0-5	1%	(3)	99%	(315)	318
Currently Uses Informal Care for Child 0-5	—	(1)	100%	(399)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC5_9NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

None of the above

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	29%	(207)	71%	(511)	718
Gender: Male	24%	(69)	76%	(217)	286
Gender: Female	32%	(138)	68%	(294)	432
Age: 18-34	29%	(110)	71%	(271)	381
Age: 35-44	28%	(85)	72%	(217)	302
GenZers: 1997-2012	18%	(11)	82%	(50)	61
Millennials: 1981-1996	30%	(172)	70%	(392)	564
GenXers: 1965-1980	24%	(21)	76%	(68)	89
PID: Dem (no lean)	21%	(61)	79%	(223)	284
PID: Ind (no lean)	38%	(83)	62%	(135)	218
PID: Rep (no lean)	29%	(63)	71%	(153)	216
PID/Gender: Dem Men	15%	(20)	85%	(111)	131
PID/Gender: Dem Women	27%	(41)	73%	(112)	153
PID/Gender: Ind Men	39%	(28)	61%	(44)	72
PID/Gender: Ind Women	38%	(55)	62%	(91)	146
PID/Gender: Rep Men	25%	(21)	75%	(62)	83
PID/Gender: Rep Women	32%	(42)	68%	(91)	133
Educ: < College	31%	(132)	69%	(300)	432
Educ: Bachelors degree	23%	(42)	77%	(137)	179
Educ: Post-grad	31%	(33)	69%	(74)	107
Income: Under 50k	31%	(77)	69%	(169)	246
Income: 50k-100k	29%	(90)	71%	(224)	314
Income: 100k+	25%	(40)	75%	(118)	158
Ethnicity: White	30%	(163)	70%	(377)	540
Ethnicity: Hispanic	17%	(17)	83%	(84)	101
Ethnicity: Black	24%	(30)	76%	(95)	125
Ethnicity: Other	26%	(14)	74%	(39)	53
All Christian	29%	(82)	71%	(203)	285
Agnostic/Nothing in particular	30%	(63)	70%	(147)	210
Something Else	32%	(51)	68%	(107)	158

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Table BPC5_9NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

None of the above

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	29%	(207)	71%	(511)	718
Evangelical	30%	(60)	70%	(141)	201
Non-Evangelical	32%	(73)	68%	(153)	226
Community: Urban	18%	(36)	82%	(167)	203
Community: Suburban	30%	(103)	70%	(241)	344
Community: Rural	40%	(68)	60%	(103)	171
4-Region: Northeast	34%	(42)	66%	(80)	122
4-Region: Midwest	31%	(59)	69%	(130)	189
4-Region: South	26%	(82)	74%	(229)	311
4-Region: West	25%	(24)	75%	(72)	96
Married/Partnered	28%	(142)	72%	(365)	507
Number of Children 0-5: 1	30%	(142)	70%	(333)	475
Number of Children 0-5: 2	25%	(44)	75%	(135)	179
Number of Children 0-5: 3+	33%	(21)	67%	(43)	64
Youngest Child under 1 Year	30%	(34)	70%	(80)	114
Youngest Child 1 Year Old	25%	(25)	75%	(76)	101
Youngest Child 2-3 Years Old	28%	(58)	72%	(150)	208
Youngest Child 4-5 Years Old	31%	(90)	69%	(205)	295
Children Age 6-12	29%	(22)	71%	(55)	77
Employed and Salaried	21%	(62)	79%	(234)	296
Employed and Hourly	35%	(144)	65%	(271)	415
Multiple Jobs	20%	(22)	80%	(87)	109
Single Job	30%	(185)	70%	(424)	609
Work Standard Hours	29%	(174)	71%	(436)	610
Work Evenings	25%	(41)	75%	(125)	166
Work Overnight/Early Mornings	30%	(15)	70%	(35)	50
Work Weekends	30%	(43)	70%	(99)	142
Work Full Time	28%	(173)	72%	(440)	613
Work Part Time	32%	(34)	68%	(71)	105

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Table BPC5_9NET: Thinking about your primary job, which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

None of the above

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	29%	(207)	71%	(511)	718
Service/Retail Worker	25%	(40)	75%	(123)	163
Trade/Skill Worker	35%	(37)	65%	(70)	107
Admin /Office Worker	20%	(43)	80%	(172)	215
Health Care Worker	42%	(43)	58%	(59)	102
Other Worker	34%	(44)	66%	(87)	131
Work Remotely	17%	(26)	83%	(127)	153
Work Onsite	37%	(150)	63%	(254)	404
Hybrid Worker	17%	(25)	83%	(118)	143
Direct Supervisor Female	30%	(98)	70%	(231)	329
Direct Supervisor Male	28%	(108)	72%	(276)	384
CEO Female	22%	(38)	78%	(132)	170
CEO Male	31%	(167)	69%	(378)	545
Direct Supervisor Has Children	28%	(151)	72%	(388)	539
Direct Supervisor Does not Have Children	28%	(28)	72%	(72)	100
CEO Has Children	25%	(116)	75%	(344)	460
CEO Does not Have Children	27%	(21)	73%	(57)	78
Currently Uses Formal Care for Child 0-5	29%	(92)	71%	(226)	318
Currently Uses Informal Care for Child 0-5	29%	(115)	71%	(285)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC6: How responsive or unresponsive is your direct supervisor at your primary job to your child care responsibilities?

Demographic	Very responsive		Somewhat responsive		Somewhat unresponsive		Very unresponsive		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	
Employed Parents with Children 0-5	49%	(351)	38%	(271)	8%	(56)	6%	(40)	718
Gender: Male	50%	(142)	40%	(113)	8%	(22)	3%	(9)	286
Gender: Female	48%	(209)	37%	(158)	8%	(34)	7%	(31)	432
Age: 18-34	49%	(188)	37%	(141)	7%	(27)	7%	(25)	381
Age: 35-44	50%	(151)	37%	(113)	8%	(24)	5%	(14)	302
GenZers: 1997-2012	56%	(34)	33%	(20)	5%	(3)	7%	(4)	61
Millennials: 1981-1996	49%	(279)	37%	(209)	8%	(45)	5%	(31)	564
GenXers: 1965-1980	43%	(38)	45%	(40)	7%	(6)	6%	(5)	89
PID: Dem (no lean)	46%	(131)	42%	(119)	7%	(20)	5%	(14)	284
PID: Ind (no lean)	47%	(103)	33%	(71)	11%	(23)	10%	(21)	218
PID: Rep (no lean)	54%	(117)	38%	(81)	6%	(13)	2%	(5)	216
PID/Gender: Dem Men	50%	(66)	39%	(51)	8%	(10)	3%	(4)	131
PID/Gender: Dem Women	42%	(65)	44%	(68)	7%	(10)	7%	(10)	153
PID/Gender: Ind Men	43%	(31)	39%	(28)	12%	(9)	6%	(4)	72
PID/Gender: Ind Women	49%	(72)	29%	(43)	10%	(14)	12%	(17)	146
PID/Gender: Rep Men	54%	(45)	41%	(34)	4%	(3)	1%	(1)	83
PID/Gender: Rep Women	54%	(72)	35%	(47)	8%	(10)	3%	(4)	133
Educ: < College	45%	(196)	38%	(165)	9%	(39)	7%	(32)	432
Educ: Bachelors degree	55%	(99)	37%	(67)	4%	(8)	3%	(5)	179
Educ: Post-grad	52%	(56)	36%	(39)	8%	(9)	3%	(3)	107
Income: Under 50k	44%	(109)	36%	(89)	11%	(27)	9%	(21)	246
Income: 50k-100k	48%	(150)	42%	(132)	7%	(22)	3%	(10)	314
Income: 100k+	58%	(92)	32%	(50)	4%	(7)	6%	(9)	158
Ethnicity: White	49%	(264)	37%	(201)	8%	(45)	6%	(30)	540
Ethnicity: Hispanic	55%	(56)	35%	(35)	6%	(6)	4%	(4)	101
Ethnicity: Black	52%	(65)	38%	(47)	5%	(6)	6%	(7)	125
Ethnicity: Other	42%	(22)	43%	(23)	9%	(5)	6%	(3)	53
All Christian	48%	(137)	40%	(113)	8%	(22)	5%	(13)	285
Agnostic/Nothing in particular	46%	(97)	39%	(81)	8%	(17)	7%	(15)	210
Something Else	53%	(83)	34%	(53)	9%	(14)	5%	(8)	158
Evangelical	52%	(105)	35%	(70)	8%	(16)	5%	(10)	201
Non-Evangelical	46%	(104)	40%	(91)	9%	(20)	5%	(11)	226

Continued on next page

Table BPC6: *How responsive or unresponsive is your direct supervisor at your primary job to your child care responsibilities?*

Demographic	Very responsive		Somewhat responsive		Somewhat unresponsive		Very unresponsive		Total N
Employed Parents with Children 0-5	49%	(351)	38%	(271)	8%	(56)	6%	(40)	718
Community: Urban	56%	(114)	34%	(70)	5%	(11)	4%	(8)	203
Community: Suburban	50%	(171)	38%	(131)	8%	(26)	5%	(16)	344
Community: Rural	39%	(66)	41%	(70)	11%	(19)	9%	(16)	171
4-Region: Northeast	47%	(57)	38%	(46)	11%	(13)	5%	(6)	122
4-Region: Midwest	46%	(87)	40%	(76)	7%	(13)	7%	(13)	189
4-Region: South	53%	(164)	35%	(108)	7%	(22)	5%	(17)	311
4-Region: West	45%	(43)	43%	(41)	8%	(8)	4%	(4)	96
Married/Partnered	50%	(253)	38%	(192)	7%	(37)	5%	(25)	507
Number of Children 0-5: 1	48%	(229)	38%	(182)	7%	(35)	6%	(29)	475
Number of Children 0-5: 2	49%	(88)	40%	(71)	8%	(14)	3%	(6)	179
Number of Children 0-5: 3+	53%	(34)	28%	(18)	11%	(7)	8%	(5)	64
Youngest Child under 1 Year	50%	(57)	39%	(44)	7%	(8)	4%	(5)	114
Youngest Child 1 Year Old	55%	(56)	32%	(32)	7%	(7)	6%	(6)	101
Youngest Child 2-3 Years Old	53%	(111)	34%	(71)	7%	(15)	5%	(11)	208
Youngest Child 4-5 Years Old	43%	(127)	42%	(124)	9%	(26)	6%	(18)	295
Children Age 6-12	51%	(39)	36%	(28)	8%	(6)	5%	(4)	77
Employed and Salaried	55%	(164)	36%	(108)	5%	(16)	3%	(8)	296
Employed and Hourly	44%	(183)	39%	(160)	10%	(40)	8%	(32)	415
Multiple Jobs	54%	(59)	35%	(38)	7%	(8)	4%	(4)	109
Single Job	48%	(292)	38%	(233)	8%	(48)	6%	(36)	609
Work Standard Hours	51%	(312)	37%	(227)	7%	(44)	4%	(27)	610
Work Evenings	48%	(79)	38%	(63)	8%	(13)	7%	(11)	166
Work Overnight/Early Mornings	48%	(24)	28%	(14)	14%	(7)	10%	(5)	50
Work Weekends	47%	(67)	37%	(52)	11%	(15)	6%	(8)	142
Work Full Time	50%	(304)	38%	(231)	8%	(46)	5%	(32)	613
Work Part Time	45%	(47)	38%	(40)	10%	(10)	8%	(8)	105
Service/Retail Worker	42%	(69)	43%	(70)	8%	(13)	7%	(11)	163
Trade/Skill Worker	45%	(48)	36%	(39)	9%	(10)	9%	(10)	107
Admin /Office Worker	55%	(119)	35%	(76)	6%	(12)	4%	(8)	215
Health Care Worker	46%	(47)	35%	(36)	11%	(11)	8%	(8)	102
Other Worker	52%	(68)	38%	(50)	8%	(10)	2%	(3)	131

Continued on next page

Table BPC6: How responsive or unresponsive is your direct supervisor at your primary job to your child care responsibilities?

Demographic	Very responsive		Somewhat responsive		Somewhat unresponsive		Very unresponsive		Total N
Employed Parents with Children 0-5	49%	(351)	38%	(271)	8%	(56)	6%	(40)	718
Work Remotely	58%	(89)	35%	(54)	3%	(4)	4%	(6)	153
Work Onsite	45%	(182)	36%	(146)	11%	(45)	8%	(31)	404
Hybrid Worker	51%	(73)	43%	(62)	5%	(7)	1%	(1)	143
Direct Supervisor Female	51%	(167)	36%	(117)	7%	(23)	7%	(22)	329
Direct Supervisor Male	48%	(183)	39%	(151)	8%	(32)	5%	(18)	384
CEO Female	47%	(80)	42%	(72)	6%	(11)	4%	(7)	170
CEO Male	50%	(271)	36%	(198)	8%	(44)	6%	(32)	545
Direct Supervisor Has Children	52%	(282)	37%	(201)	6%	(32)	4%	(24)	539
Direct Supervisor Does not Have Children	36%	(36)	41%	(41)	16%	(16)	7%	(7)	100
CEO Has Children	53%	(246)	38%	(173)	5%	(23)	4%	(18)	460
CEO Does not Have Children	41%	(32)	37%	(29)	15%	(12)	6%	(5)	78
Currently Uses Formal Care for Child 0-5	50%	(160)	39%	(123)	7%	(21)	4%	(14)	318
Currently Uses Informal Care for Child 0-5	48%	(191)	37%	(148)	9%	(35)	6%	(26)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC7: How comfortable or uncomfortable do you feel talking to your direct supervisor at your primary job about problems with your child care arrangement that impact your ability to work?

Demographic	Very comfortable	Somewhat comfortable	Somewhat uncomfortable	Very uncomfortable	Total N
Employed Parents with Children 0-5	52% (370)	32% (230)	10% (71)	7% (47)	718
Gender: Male	54% (155)	34% (96)	8% (24)	4% (11)	286
Gender: Female	50% (215)	31% (134)	11% (47)	8% (36)	432
Age: 18-34	55% (208)	30% (113)	9% (33)	7% (27)	381
Age: 35-44	49% (148)	33% (100)	12% (35)	6% (19)	302
GenZers: 1997-2012	56% (34)	33% (20)	10% (6)	2% (1)	61
Millennials: 1981-1996	52% (295)	31% (173)	10% (55)	7% (41)	564
GenXers: 1965-1980	46% (41)	38% (34)	10% (9)	6% (5)	89
PID: Dem (no lean)	50% (142)	35% (100)	10% (29)	5% (13)	284
PID: Ind (no lean)	49% (107)	30% (66)	9% (20)	11% (25)	218
PID: Rep (no lean)	56% (121)	30% (64)	10% (22)	4% (9)	216
PID/Gender: Dem Men	57% (75)	31% (41)	9% (12)	2% (3)	131
PID/Gender: Dem Women	44% (67)	39% (59)	11% (17)	7% (10)	153
PID/Gender: Ind Men	50% (36)	38% (27)	6% (4)	7% (5)	72
PID/Gender: Ind Women	49% (71)	27% (39)	11% (16)	14% (20)	146
PID/Gender: Rep Men	53% (44)	34% (28)	10% (8)	4% (3)	83
PID/Gender: Rep Women	58% (77)	27% (36)	11% (14)	5% (6)	133
Educ: < College	52% (223)	31% (134)	9% (40)	8% (35)	432
Educ: Bachelors degree	49% (88)	39% (69)	8% (15)	4% (7)	179
Educ: Post-grad	55% (59)	25% (27)	15% (16)	5% (5)	107
Income: Under 50k	48% (119)	31% (77)	10% (25)	10% (25)	246
Income: 50k-100k	51% (160)	35% (110)	10% (30)	4% (14)	314
Income: 100k+	58% (91)	27% (43)	10% (16)	5% (8)	158
Ethnicity: White	52% (282)	31% (170)	10% (53)	6% (35)	540
Ethnicity: Hispanic	55% (56)	32% (32)	10% (10)	3% (3)	101
Ethnicity: Black	51% (64)	33% (41)	9% (11)	7% (9)	125
Ethnicity: Other	45% (24)	36% (19)	13% (7)	6% (3)	53
All Christian	51% (146)	33% (93)	10% (28)	6% (18)	285
Agnostic/Nothing in particular	52% (109)	31% (65)	10% (22)	7% (14)	210
Something Else	54% (86)	28% (44)	11% (18)	6% (10)	158

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Table BPC7: How comfortable or uncomfortable do you feel talking to your direct supervisor at your primary job about problems with your child care arrangement that impact your ability to work?

Demographic	Very comfortable		Somewhat comfortable		Somewhat uncomfortable		Very uncomfortable		Total N
Employed Parents with Children 0-5	52%	(370)	32%	(230)	10%	(71)	7%	(47)	718
Evangelical	60%	(121)	26%	(52)	5%	(11)	8%	(17)	201
Non-Evangelical	45%	(101)	36%	(82)	14%	(32)	5%	(11)	226
Community: Urban	59%	(120)	29%	(59)	5%	(11)	6%	(13)	203
Community: Suburban	49%	(169)	36%	(125)	10%	(34)	5%	(16)	344
Community: Rural	47%	(81)	27%	(46)	15%	(26)	11%	(18)	171
4-Region: Northeast	48%	(58)	38%	(46)	8%	(10)	7%	(8)	122
4-Region: Midwest	50%	(94)	34%	(64)	10%	(19)	6%	(12)	189
4-Region: South	56%	(173)	28%	(88)	9%	(28)	7%	(22)	311
4-Region: West	47%	(45)	33%	(32)	15%	(14)	5%	(5)	96
Married/Partnered	53%	(269)	33%	(166)	9%	(44)	6%	(28)	507
Number of Children 0-5: 1	48%	(230)	33%	(158)	11%	(50)	8%	(37)	475
Number of Children 0-5: 2	57%	(102)	30%	(54)	9%	(16)	4%	(7)	179
Number of Children 0-5: 3+	59%	(38)	28%	(18)	8%	(5)	5%	(3)	64
Youngest Child under 1 Year	59%	(67)	27%	(31)	9%	(10)	5%	(6)	114
Youngest Child 1 Year Old	53%	(54)	32%	(32)	11%	(11)	4%	(4)	101
Youngest Child 2-3 Years Old	54%	(113)	31%	(64)	7%	(15)	8%	(16)	208
Youngest Child 4-5 Years Old	46%	(136)	35%	(103)	12%	(35)	7%	(21)	295
Children Age 6-12	66%	(51)	21%	(16)	9%	(7)	4%	(3)	77
Employed and Salaried	54%	(160)	33%	(97)	10%	(31)	3%	(8)	296
Employed and Hourly	50%	(206)	32%	(132)	9%	(39)	9%	(38)	415
Multiple Jobs	56%	(61)	28%	(30)	11%	(12)	6%	(6)	109
Single Job	51%	(309)	33%	(200)	10%	(59)	7%	(41)	609
Work Standard Hours	53%	(325)	32%	(195)	10%	(59)	5%	(31)	610
Work Evenings	49%	(82)	33%	(55)	10%	(17)	7%	(12)	166
Work Overnight/Early Mornings	50%	(25)	26%	(13)	12%	(6)	12%	(6)	50
Work Weekends	53%	(75)	28%	(40)	11%	(16)	8%	(11)	142
Work Full Time	52%	(321)	31%	(193)	10%	(62)	6%	(37)	613
Work Part Time	47%	(49)	35%	(37)	9%	(9)	10%	(10)	105

Continued on next page

Table BPC7: How comfortable or uncomfortable do you feel talking to your direct supervisor at your primary job about problems with your child care arrangement that impact your ability to work?

Demographic	Very comfortable		Somewhat comfortable		Somewhat uncomfortable		Very uncomfortable		Total N
Employed Parents with Children 0-5	52%	(370)	32%	(230)	10%	(71)	7%	(47)	718
Service/Retail Worker	51%	(83)	33%	(53)	6%	(10)	10%	(17)	163
Trade/Skill Worker	50%	(54)	32%	(34)	8%	(9)	9%	(10)	107
Admin /Office Worker	58%	(124)	30%	(65)	8%	(17)	4%	(9)	215
Health Care Worker	46%	(47)	37%	(38)	12%	(12)	5%	(5)	102
Other Worker	47%	(62)	31%	(40)	18%	(23)	5%	(6)	131
Work Remotely	56%	(85)	32%	(49)	8%	(13)	4%	(6)	153
Work Onsite	49%	(198)	32%	(130)	10%	(41)	9%	(35)	404
Hybrid Worker	57%	(81)	32%	(46)	9%	(13)	2%	(3)	143
Direct Supervisor Female	54%	(177)	28%	(93)	10%	(34)	8%	(25)	329
Direct Supervisor Male	49%	(190)	35%	(136)	10%	(37)	5%	(21)	384
CEO Female	49%	(84)	38%	(64)	8%	(14)	5%	(8)	170
CEO Male	52%	(286)	30%	(165)	10%	(56)	7%	(38)	545
Direct Supervisor Has Children	54%	(291)	32%	(175)	9%	(47)	5%	(26)	539
Direct Supervisor Does not Have Children	47%	(47)	30%	(30)	14%	(14)	9%	(9)	100
CEO Has Children	55%	(254)	33%	(153)	7%	(34)	4%	(19)	460
CEO Does not Have Children	44%	(34)	33%	(26)	17%	(13)	6%	(5)	78
Currently Uses Formal Care for Child 0-5	51%	(163)	34%	(109)	8%	(25)	7%	(21)	318
Currently Uses Informal Care for Child 0-5	52%	(207)	30%	(121)	12%	(46)	6%	(26)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit [MorningConsultIntelligence.com](https://www.morningconsult.com).

Table BPC10_1: Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify?*Direct Supervisor*

Demographic	Male		Female		Transgender		Do not identify as female, male, or transgender		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	
Employed Parents with Children 0-5	53%	(384)	46%	(329)	—	(3)	—	(2)	718
Gender: Male	77%	(220)	23%	(65)	—	(1)	—	(0)	286
Gender: Female	38%	(164)	61%	(264)	—	(2)	—	(2)	432
Age: 18-34	54%	(206)	45%	(171)	1%	(2)	1%	(2)	381
Age: 35-44	52%	(157)	48%	(144)	—	(1)	—	(0)	302
GenZers: 1997-2012	62%	(38)	36%	(22)	—	(0)	2%	(1)	61
Millennials: 1981-1996	52%	(296)	47%	(264)	1%	(3)	—	(1)	564
GenXers: 1965-1980	53%	(47)	47%	(42)	—	(0)	—	(0)	89
PID: Dem (no lean)	57%	(163)	42%	(120)	—	(0)	—	(1)	284
PID: Ind (no lean)	47%	(102)	52%	(113)	1%	(2)	—	(1)	218
PID: Rep (no lean)	55%	(119)	44%	(96)	—	(1)	—	(0)	216
PID/Gender: Dem Men	76%	(99)	24%	(32)	—	(0)	—	(0)	131
PID/Gender: Dem Women	42%	(64)	58%	(88)	—	(0)	1%	(1)	153
PID/Gender: Ind Men	74%	(53)	25%	(18)	1%	(1)	—	(0)	72
PID/Gender: Ind Women	34%	(49)	65%	(95)	1%	(1)	1%	(1)	146
PID/Gender: Rep Men	82%	(68)	18%	(15)	—	(0)	—	(0)	83
PID/Gender: Rep Women	38%	(51)	61%	(81)	1%	(1)	—	(0)	133
Educ: < College	53%	(230)	46%	(197)	1%	(3)	—	(2)	432
Educ: Bachelors degree	56%	(101)	44%	(78)	—	(0)	—	(0)	179
Educ: Post-grad	50%	(53)	50%	(54)	—	(0)	—	(0)	107
Income: Under 50k	52%	(128)	46%	(114)	1%	(2)	1%	(2)	246
Income: 50k-100k	53%	(167)	46%	(146)	—	(1)	—	(0)	314
Income: 100k+	56%	(89)	44%	(69)	—	(0)	—	(0)	158
Ethnicity: White	52%	(280)	47%	(255)	1%	(3)	—	(2)	540
Ethnicity: Hispanic	48%	(48)	51%	(52)	—	(0)	1%	(1)	101
Ethnicity: Black	59%	(74)	41%	(51)	—	(0)	—	(0)	125
Ethnicity: Other	57%	(30)	43%	(23)	—	(0)	—	(0)	53

Continued on next page

Table BPC10_1: Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify?

Direct Supervisor

Demographic	Male		Female		Transgender		Do not identify as female, male, or transgender		Total N
Employed Parents with Children 0-5	53%	(384)	46%	(329)	—	(3)	—	(2)	718
All Christian	53%	(150)	47%	(135)	—	(0)	—	(0)	285
Agnostic/Nothing in particular	51%	(107)	49%	(102)	—	(0)	—	(1)	210
Something Else	51%	(80)	48%	(76)	1%	(1)	1%	(1)	158
Evangelical	57%	(114)	43%	(86)	—	(1)	—	(0)	201
Non-Evangelical	46%	(104)	54%	(121)	—	(0)	—	(1)	226
Community: Urban	57%	(116)	41%	(84)	1%	(2)	—	(1)	203
Community: Suburban	54%	(185)	46%	(158)	—	(1)	—	(0)	344
Community: Rural	49%	(83)	51%	(87)	—	(0)	1%	(1)	171
4-Region: Northeast	59%	(72)	39%	(48)	1%	(1)	1%	(1)	122
4-Region: Midwest	56%	(105)	43%	(82)	1%	(1)	1%	(1)	189
4-Region: South	50%	(156)	50%	(154)	—	(1)	—	(0)	311
4-Region: West	53%	(51)	47%	(45)	—	(0)	—	(0)	96
Married/Partnered	56%	(283)	43%	(220)	—	(2)	—	(2)	507
Number of Children 0-5: 1	55%	(259)	45%	(213)	—	(2)	—	(1)	475
Number of Children 0-5: 2	53%	(94)	46%	(83)	1%	(1)	1%	(1)	179
Number of Children 0-5: 3+	48%	(31)	52%	(33)	—	(0)	—	(0)	64
Youngest Child under 1 Year	54%	(61)	46%	(53)	—	(0)	—	(0)	114
Youngest Child 1 Year Old	46%	(46)	53%	(54)	—	(0)	1%	(1)	101
Youngest Child 2-3 Years Old	53%	(111)	47%	(97)	—	(0)	—	(0)	208
Youngest Child 4-5 Years Old	56%	(166)	42%	(125)	1%	(3)	—	(1)	295
Children Age 6-12	45%	(35)	55%	(42)	—	(0)	—	(0)	77
Employed and Salaried	58%	(172)	42%	(124)	—	(0)	—	(0)	296
Employed and Hourly	51%	(211)	48%	(199)	1%	(3)	—	(2)	415
Multiple Jobs	52%	(57)	47%	(51)	1%	(1)	—	(0)	109
Single Job	54%	(327)	46%	(278)	—	(2)	—	(2)	609
Work Standard Hours	53%	(324)	46%	(282)	—	(2)	—	(2)	610
Work Evenings	55%	(91)	45%	(74)	1%	(1)	—	(0)	166
Work Overnight/Early Mornings	56%	(28)	44%	(22)	—	(0)	—	(0)	50

Continued on next page

Table BPC10_1: Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify?*Direct Supervisor*

Demographic	Male		Female		Transgender		Do not identify as female, male, or transgender		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	
Employed Parents with Children 0-5	53%	(384)	46%	(329)	—	(3)	—	(2)	718
Work Weekends	54%	(77)	46%	(65)	—	(0)	—	(0)	142
Work Full Time	55%	(335)	45%	(273)	—	(3)	—	(2)	613
Work Part Time	47%	(49)	53%	(56)	—	(0)	—	(0)	105
Service/Retail Worker	58%	(95)	42%	(68)	—	(0)	—	(0)	163
Trade/Skill Worker	73%	(78)	24%	(26)	2%	(2)	1%	(1)	107
Admin /Office Worker	58%	(125)	41%	(89)	—	(1)	—	(0)	215
Health Care Worker	25%	(26)	74%	(75)	—	(0)	1%	(1)	102
Other Worker	46%	(60)	54%	(71)	—	(0)	—	(0)	131
Work Remotely	52%	(79)	48%	(73)	—	(0)	1%	(1)	153
Work Onsite	54%	(219)	45%	(182)	—	(2)	—	(1)	404
Hybrid Worker	56%	(80)	43%	(62)	1%	(1)	—	(0)	143
Direct Supervisor Female	—	(0)	100%	(329)	—	(0)	—	(0)	329
Direct Supervisor Male	100%	(384)	—	(0)	—	(0)	—	(0)	384
CEO Female	29%	(49)	70%	(119)	1%	(1)	1%	(1)	170
CEO Male	61%	(335)	38%	(209)	—	(1)	—	(0)	545
Direct Supervisor Has Children	55%	(294)	45%	(244)	—	(1)	—	(0)	539
Direct Supervisor Does not Have Children	49%	(49)	50%	(50)	1%	(1)	—	(0)	100
CEO Has Children	57%	(262)	43%	(197)	—	(1)	—	(0)	460
CEO Does not Have Children	49%	(38)	49%	(38)	3%	(2)	—	(0)	78
Currently Uses Formal Care for Child 0-5	53%	(168)	47%	(149)	—	(1)	—	(0)	318
Currently Uses Informal Care for Child 0-5	54%	(216)	45%	(180)	—	(2)	—	(2)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

**Table BPC10_2: Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify?
CEO**

Demographic	Male		Female		Transgender		Do not identify as female, male, or transgender		Total N
Employed Parents with Children 0-5	76%	(545)	24%	(170)	—	(1)	—	(2)	718
Gender: Male	87%	(249)	13%	(36)	—	(0)	—	(1)	286
Gender: Female	69%	(296)	31%	(134)	—	(1)	—	(1)	432
Age: 18-34	75%	(285)	25%	(94)	—	(0)	1%	(2)	381
Age: 35-44	77%	(232)	23%	(69)	—	(1)	—	(0)	302
GenZers: 1997-2012	74%	(45)	26%	(16)	—	(0)	—	(0)	61
Millennials: 1981-1996	76%	(431)	23%	(130)	—	(1)	—	(2)	564
GenXers: 1965-1980	73%	(65)	27%	(24)	—	(0)	—	(0)	89
PID: Dem (no lean)	74%	(209)	26%	(73)	—	(1)	—	(1)	284
PID: Ind (no lean)	78%	(170)	22%	(47)	—	(0)	—	(1)	218
PID: Rep (no lean)	77%	(166)	23%	(50)	—	(0)	—	(0)	216
PID/Gender: Dem Men	85%	(112)	15%	(19)	—	(0)	—	(0)	131
PID/Gender: Dem Women	63%	(97)	35%	(54)	1%	(1)	1%	(1)	153
PID/Gender: Ind Men	88%	(63)	11%	(8)	—	(0)	1%	(1)	72
PID/Gender: Ind Women	73%	(107)	27%	(39)	—	(0)	—	(0)	146
PID/Gender: Rep Men	89%	(74)	11%	(9)	—	(0)	—	(0)	83
PID/Gender: Rep Women	69%	(92)	31%	(41)	—	(0)	—	(0)	133
Educ: < College	75%	(324)	24%	(105)	—	(1)	—	(2)	432
Educ: Bachelors degree	76%	(136)	24%	(43)	—	(0)	—	(0)	179
Educ: Post-grad	79%	(85)	21%	(22)	—	(0)	—	(0)	107
Income: Under 50k	71%	(175)	28%	(68)	—	(1)	1%	(2)	246
Income: 50k-100k	79%	(247)	21%	(67)	—	(0)	—	(0)	314
Income: 100k+	78%	(123)	22%	(35)	—	(0)	—	(0)	158
Ethnicity: White	76%	(408)	24%	(130)	—	(0)	—	(2)	540
Ethnicity: Hispanic	67%	(68)	32%	(32)	—	(0)	1%	(1)	101
Ethnicity: Black	78%	(98)	21%	(26)	1%	(1)	—	(0)	125
Ethnicity: Other	74%	(39)	26%	(14)	—	(0)	—	(0)	53

Continued on next page

Table BPC10_2: Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify?
 CEO

Demographic	Male		Female		Transgender		Do not identify as female, male, or transgender		Total N
Employed Parents with Children 0-5	76%	(545)	24%	(170)	—	(1)	—	(2)	718
All Christian	80%	(227)	20%	(58)	—	(0)	—	(0)	285
Agnostic/Nothing in particular	72%	(151)	28%	(58)	—	(0)	—	(1)	210
Something Else	75%	(119)	24%	(38)	1%	(1)	—	(0)	158
Evangelical	78%	(157)	22%	(44)	—	(0)	—	(0)	201
Non-Evangelical	77%	(175)	22%	(50)	—	(1)	—	(0)	226
Community: Urban	73%	(149)	26%	(52)	—	(0)	1%	(2)	203
Community: Suburban	78%	(270)	22%	(74)	—	(0)	—	(0)	344
Community: Rural	74%	(126)	26%	(44)	1%	(1)	—	(0)	171
4-Region: Northeast	80%	(97)	19%	(23)	—	(0)	2%	(2)	122
4-Region: Midwest	76%	(144)	24%	(45)	—	(0)	—	(0)	189
4-Region: South	77%	(238)	23%	(72)	—	(1)	—	(0)	311
4-Region: West	69%	(66)	31%	(30)	—	(0)	—	(0)	96
Married/Partnered	77%	(392)	22%	(113)	—	(0)	—	(2)	507
Number of Children 0-5: 1	76%	(361)	24%	(112)	—	(0)	—	(2)	475
Number of Children 0-5: 2	75%	(135)	24%	(43)	1%	(1)	—	(0)	179
Number of Children 0-5: 3+	77%	(49)	23%	(15)	—	(0)	—	(0)	64
Youngest Child under 1 Year	76%	(87)	24%	(27)	—	(0)	—	(0)	114
Youngest Child 1 Year Old	77%	(78)	23%	(23)	—	(0)	—	(0)	101
Youngest Child 2-3 Years Old	74%	(154)	25%	(53)	—	(1)	—	(0)	208
Youngest Child 4-5 Years Old	77%	(226)	23%	(67)	—	(0)	1%	(2)	295
Children Age 6-12	73%	(56)	26%	(20)	1%	(1)	—	(0)	77
Employed and Salaried	78%	(232)	22%	(64)	—	(0)	—	(0)	296
Employed and Hourly	74%	(308)	25%	(104)	—	(1)	—	(2)	415
Multiple Jobs	77%	(84)	22%	(24)	1%	(1)	—	(0)	109
Single Job	76%	(461)	24%	(146)	—	(0)	—	(2)	609
Work Standard Hours	75%	(460)	24%	(148)	—	(0)	—	(2)	610
Work Evenings	78%	(130)	21%	(35)	1%	(1)	—	(0)	166
Work Overnight/Early Mornings	84%	(42)	16%	(8)	—	(0)	—	(0)	50

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**Table BPC10_2: Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify?
CEO**

Demographic	Male		Female		Transgender		Do not identify as female, male, or transgender		Total N
Employed Parents with Children 0-5	76%	(545)	24%	(170)	—	(1)	—	(2)	718
Work Weekends	76%	(108)	24%	(34)	—	(0)	—	(0)	142
Work Full Time	78%	(477)	22%	(133)	—	(1)	—	(2)	613
Work Part Time	65%	(68)	35%	(37)	—	(0)	—	(0)	105
Service/Retail Worker	76%	(124)	24%	(39)	—	(0)	—	(0)	163
Trade/Skill Worker	87%	(93)	12%	(13)	—	(0)	1%	(1)	107
Admin /Office Worker	78%	(168)	22%	(47)	—	(0)	—	(0)	215
Health Care Worker	73%	(74)	25%	(26)	1%	(1)	1%	(1)	102
Other Worker	66%	(86)	34%	(45)	—	(0)	—	(0)	131
Work Remotely	75%	(115)	25%	(38)	—	(0)	—	(0)	153
Work Onsite	76%	(308)	23%	(94)	—	(1)	—	(1)	404
Hybrid Worker	78%	(111)	22%	(31)	—	(0)	1%	(1)	143
Direct Supervisor Female	64%	(209)	36%	(119)	—	(1)	—	(0)	329
Direct Supervisor Male	87%	(335)	13%	(49)	—	(0)	—	(0)	384
CEO Female	—	(0)	100%	(170)	—	(0)	—	(0)	170
CEO Male	100%	(545)	—	(0)	—	(0)	—	(0)	545
Direct Supervisor Has Children	77%	(413)	23%	(124)	—	(1)	—	(1)	539
Direct Supervisor Does not Have Children	72%	(72)	28%	(28)	—	(0)	—	(0)	100
CEO Has Children	75%	(347)	25%	(113)	—	(0)	—	(0)	460
CEO Does not Have Children	68%	(53)	29%	(23)	1%	(1)	1%	(1)	78
Currently Uses Formal Care for Child 0-5	72%	(230)	28%	(88)	—	(0)	—	(0)	318
Currently Uses Informal Care for Child 0-5	79%	(315)	20%	(82)	—	(1)	—	(2)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC11_1: To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children?*Direct Supervisor*

Demographic	Yes	No	Don't know	Total N
Employed Parents with Children 0-5	75% (539)	14% (100)	11% (79)	718
Gender: Male	80% (229)	12% (34)	8% (23)	286
Gender: Female	72% (310)	15% (66)	13% (56)	432
Age: 18-34	72% (274)	14% (52)	14% (55)	381
Age: 35-44	78% (236)	14% (43)	8% (23)	302
GenZers: 1997-2012	69% (42)	16% (10)	15% (9)	61
Millennials: 1981-1996	75% (424)	13% (76)	11% (64)	564
GenXers: 1965-1980	79% (70)	16% (14)	6% (5)	89
PID: Dem (no lean)	74% (211)	15% (44)	10% (29)	284
PID: Ind (no lean)	76% (166)	14% (31)	10% (21)	218
PID: Rep (no lean)	75% (162)	12% (25)	13% (29)	216
PID/Gender: Dem Men	81% (106)	11% (15)	8% (10)	131
PID/Gender: Dem Women	69% (105)	19% (29)	12% (19)	153
PID/Gender: Ind Men	86% (62)	10% (7)	4% (3)	72
PID/Gender: Ind Women	71% (104)	16% (24)	12% (18)	146
PID/Gender: Rep Men	73% (61)	14% (12)	12% (10)	83
PID/Gender: Rep Women	76% (101)	10% (13)	14% (19)	133
Educ: < College	72% (311)	14% (59)	14% (62)	432
Educ: Bachelors degree	79% (142)	13% (24)	7% (13)	179
Educ: Post-grad	80% (86)	16% (17)	4% (4)	107
Income: Under 50k	64% (158)	16% (40)	20% (48)	246
Income: 50k-100k	82% (257)	12% (37)	6% (20)	314
Income: 100k+	78% (124)	15% (23)	7% (11)	158
Ethnicity: White	75% (407)	14% (75)	11% (58)	540
Ethnicity: Hispanic	72% (73)	16% (16)	12% (12)	101
Ethnicity: Black	75% (94)	11% (14)	14% (17)	125
Ethnicity: Other	72% (38)	21% (11)	8% (4)	53
All Christian	76% (218)	15% (42)	9% (25)	285
Agnostic/Nothing in particular	68% (143)	18% (37)	14% (30)	210
Something Else	82% (130)	8% (13)	9% (15)	158
Evangelical	78% (157)	12% (24)	10% (20)	201
Non-Evangelical	79% (178)	12% (28)	9% (20)	226

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Table BPC11_1: To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children?

Direct Supervisor

Demographic	Yes	No	Don't know	Total N
Employed Parents with Children 0-5	75% (539)	14% (100)	11% (79)	718
Community: Urban	75% (152)	13% (27)	12% (24)	203
Community: Suburban	77% (265)	13% (46)	10% (33)	344
Community: Rural	71% (122)	16% (27)	13% (22)	171
4-Region: Northeast	71% (87)	16% (20)	12% (15)	122
4-Region: Midwest	78% (148)	12% (23)	10% (18)	189
4-Region: South	75% (234)	13% (40)	12% (37)	311
4-Region: West	73% (70)	18% (17)	9% (9)	96
Married/Partnered	78% (394)	13% (65)	9% (48)	507
Number of Children 0-5: 1	74% (352)	15% (69)	11% (54)	475
Number of Children 0-5: 2	75% (135)	13% (24)	11% (20)	179
Number of Children 0-5: 3+	81% (52)	11% (7)	8% (5)	64
Youngest Child under 1 Year	79% (90)	11% (12)	11% (12)	114
Youngest Child 1 Year Old	78% (79)	11% (11)	11% (11)	101
Youngest Child 2-3 Years Old	77% (161)	14% (29)	9% (18)	208
Youngest Child 4-5 Years Old	71% (209)	16% (48)	13% (38)	295
Children Age 6-12	78% (60)	14% (11)	8% (6)	77
Employed and Salaried	81% (240)	11% (33)	8% (23)	296
Employed and Hourly	71% (296)	16% (66)	13% (53)	415
Multiple Jobs	83% (90)	10% (11)	7% (8)	109
Single Job	74% (449)	15% (89)	12% (71)	609
Work Standard Hours	76% (465)	14% (84)	10% (61)	610
Work Evenings	73% (122)	13% (21)	14% (23)	166
Work Overnight/Early Mornings	74% (37)	12% (6)	14% (7)	50
Work Weekends	75% (106)	14% (20)	11% (16)	142
Work Full Time	78% (477)	13% (79)	9% (57)	613
Work Part Time	59% (62)	20% (21)	21% (22)	105
Service/Retail Worker	71% (115)	13% (21)	17% (27)	163
Trade/Skill Worker	75% (80)	13% (14)	12% (13)	107
Admin /Office Worker	76% (163)	17% (36)	7% (16)	215
Health Care Worker	77% (79)	11% (11)	12% (12)	102
Other Worker	78% (102)	14% (18)	8% (11)	131

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Table BPC11_1: To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children?*Direct Supervisor*

Demographic	Yes	No	Don't know	Total N
Employed Parents with Children 0-5	75% (539)	14% (100)	11% (79)	718
Work Remotely	70% (107)	17% (26)	13% (20)	153
Work Onsite	75% (304)	14% (56)	11% (44)	404
Hybrid Worker	83% (118)	11% (16)	6% (9)	143
Direct Supervisor Female	74% (244)	15% (50)	11% (35)	329
Direct Supervisor Male	77% (294)	13% (49)	11% (41)	384
CEO Female	73% (124)	16% (28)	11% (18)	170
CEO Male	76% (413)	13% (72)	11% (60)	545
Direct Supervisor Has Children	100% (539)	— (0)	— (0)	539
Direct Supervisor Does not Have Children	— (0)	100% (100)	— (0)	100
CEO Has Children	90% (412)	9% (43)	1% (5)	460
CEO Does not Have Children	50% (39)	46% (36)	4% (3)	78
Currently Uses Formal Care for Child 0-5	76% (241)	15% (49)	9% (28)	318
Currently Uses Informal Care for Child 0-5	74% (298)	13% (51)	13% (51)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC11_2: To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children?

Demographic	Yes	No	Don't know	Total N
Employed Parents with Children 0-5	64% (460)	11% (78)	25% (180)	718
Gender: Male	71% (203)	11% (31)	18% (52)	286
Gender: Female	59% (257)	11% (47)	30% (128)	432
Age: 18-34	60% (230)	11% (42)	29% (109)	381
Age: 35-44	69% (207)	10% (31)	21% (64)	302
GenZers: 1997-2012	48% (29)	18% (11)	34% (21)	61
Millennials: 1981-1996	65% (364)	11% (60)	25% (140)	564
GenXers: 1965-1980	72% (64)	8% (7)	20% (18)	89
PID: Dem (no lean)	65% (184)	13% (36)	23% (64)	284
PID: Ind (no lean)	58% (127)	9% (20)	33% (71)	218
PID: Rep (no lean)	69% (149)	10% (22)	21% (45)	216
PID/Gender: Dem Men	72% (94)	10% (13)	18% (24)	131
PID/Gender: Dem Women	59% (90)	15% (23)	26% (40)	153
PID/Gender: Ind Men	65% (47)	10% (7)	25% (18)	72
PID/Gender: Ind Women	55% (80)	9% (13)	36% (53)	146
PID/Gender: Rep Men	75% (62)	13% (11)	12% (10)	83
PID/Gender: Rep Women	65% (87)	8% (11)	26% (35)	133
Educ: < College	59% (253)	12% (52)	29% (127)	432
Educ: Bachelors degree	73% (130)	7% (13)	20% (36)	179
Educ: Post-grad	72% (77)	12% (13)	16% (17)	107
Income: Under 50k	50% (124)	16% (40)	33% (82)	246
Income: 50k-100k	70% (221)	8% (26)	21% (67)	314
Income: 100k+	73% (115)	8% (12)	20% (31)	158
Ethnicity: White	64% (346)	11% (57)	25% (137)	540
Ethnicity: Hispanic	63% (64)	9% (9)	28% (28)	101
Ethnicity: Black	63% (79)	12% (15)	25% (31)	125
Ethnicity: Other	66% (35)	11% (6)	23% (12)	53
All Christian	69% (196)	10% (29)	21% (60)	285
Agnostic/Nothing in particular	55% (115)	13% (28)	32% (67)	210
Something Else	66% (104)	10% (16)	24% (38)	158
Evangelical	71% (143)	9% (19)	19% (39)	201
Non-Evangelical	64% (145)	10% (23)	26% (58)	226

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Table BPC11_2: To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children?

Demographic	Yes	No	Don't know	Total N
Employed Parents with Children 0-5	64% (460)	11% (78)	25% (180)	718
Community: Urban	70% (143)	10% (20)	20% (40)	203
Community: Suburban	64% (221)	11% (38)	25% (85)	344
Community: Rural	56% (96)	12% (20)	32% (55)	171
4-Region: Northeast	65% (79)	11% (14)	24% (29)	122
4-Region: Midwest	65% (122)	10% (19)	25% (48)	189
4-Region: South	62% (192)	11% (35)	27% (84)	311
4-Region: West	70% (67)	10% (10)	20% (19)	96
Married/Partnered	66% (336)	9% (48)	24% (123)	507
Number of Children 0-5: 1	64% (302)	11% (51)	26% (122)	475
Number of Children 0-5: 2	64% (115)	10% (18)	26% (46)	179
Number of Children 0-5: 3+	67% (43)	14% (9)	19% (12)	64
Youngest Child under 1 Year	60% (68)	9% (10)	32% (36)	114
Youngest Child 1 Year Old	63% (64)	15% (15)	22% (22)	101
Youngest Child 2-3 Years Old	68% (141)	10% (20)	23% (47)	208
Youngest Child 4-5 Years Old	63% (187)	11% (33)	25% (75)	295
Children Age 6-12	69% (53)	9% (7)	22% (17)	77
Employed and Salaried	74% (219)	10% (29)	16% (48)	296
Employed and Hourly	57% (237)	12% (49)	31% (129)	415
Multiple Jobs	69% (75)	16% (17)	16% (17)	109
Single Job	63% (385)	10% (61)	27% (163)	609
Work Standard Hours	66% (405)	10% (62)	23% (143)	610
Work Evenings	60% (99)	14% (23)	27% (44)	166
Work Overnight/Early Mornings	50% (25)	14% (7)	36% (18)	50
Work Weekends	55% (78)	17% (24)	28% (40)	142
Work Full Time	68% (414)	10% (62)	22% (137)	613
Work Part Time	44% (46)	15% (16)	41% (43)	105
Service/Retail Worker	58% (94)	10% (16)	33% (53)	163
Trade/Skill Worker	69% (74)	16% (17)	15% (16)	107
Admin /Office Worker	69% (148)	9% (19)	22% (48)	215
Health Care Worker	62% (63)	9% (9)	29% (30)	102
Other Worker	62% (81)	13% (17)	25% (33)	131

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Table BPC11_2: To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children?

Demographic	Yes	No	Don't know	Total N
Employed Parents with Children 0-5	64% (460)	11% (78)	25% (180)	718
Work Remotely	63% (97)	11% (17)	25% (39)	153
Work Onsite	63% (256)	11% (43)	26% (105)	404
Hybrid Worker	71% (101)	10% (15)	19% (27)	143
Direct Supervisor Female	60% (197)	12% (38)	29% (94)	329
Direct Supervisor Male	68% (262)	10% (38)	22% (84)	384
CEO Female	66% (113)	14% (23)	20% (34)	170
CEO Male	64% (347)	10% (53)	27% (145)	545
Direct Supervisor Has Children	76% (412)	7% (39)	16% (88)	539
Direct Supervisor Does not Have Children	43% (43)	36% (36)	21% (21)	100
CEO Has Children	100% (460)	— (0)	— (0)	460
CEO Does not Have Children	— (0)	100% (78)	— (0)	78
Currently Uses Formal Care for Child 0-5	68% (216)	12% (38)	20% (64)	318
Currently Uses Informal Care for Child 0-5	61% (244)	10% (40)	29% (116)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC12: How long do you plan to stay employed at your current company?

Demographic	Less than 3 months	3-6 months	6-12 months	1-3 years	4-5 years	6-9 years	10-14 years	15+ years	Don't know/No opinion
Employed Parents with Children 0-5	2% (19)	4% (28)	6% (44)	16% (129)	15% (119)	8% (63)	7% (53)	24% (190)	19% (155)
Gender: Male	1% (2)	3% (10)	5% (16)	18% (54)	15% (47)	10% (30)	7% (22)	26% (80)	15% (46)
Gender: Female	3% (17)	4% (18)	6% (28)	15% (75)	15% (72)	7% (33)	6% (31)	22% (110)	22% (109)
Age: 18-34	3% (13)	4% (17)	7% (30)	17% (72)	16% (67)	7% (29)	5% (21)	22% (95)	19% (81)
Age: 35-44	2% (6)	3% (9)	4% (12)	15% (50)	13% (44)	9% (30)	8% (28)	26% (89)	20% (69)
GenZers: 1997-2012	6% (4)	7% (5)	10% (7)	17% (12)	10% (7)	1% (1)	1% (1)	17% (12)	31% (22)
Millennials: 1981-1996	2% (13)	3% (21)	5% (30)	17% (105)	15% (96)	7% (47)	7% (42)	25% (160)	19% (117)
GenXers: 1965-1980	2% (2)	2% (2)	7% (7)	11% (10)	17% (16)	15% (14)	10% (9)	19% (18)	17% (16)
PID: Dem (no lean)	3% (8)	4% (11)	6% (17)	21% (63)	15% (45)	10% (30)	8% (23)	21% (63)	15% (45)
PID: Ind (no lean)	2% (6)	6% (15)	7% (19)	12% (30)	12% (31)	5% (14)	7% (17)	22% (56)	28% (72)
PID: Rep (no lean)	2% (5)	1% (2)	3% (8)	15% (36)	18% (43)	8% (19)	6% (13)	30% (71)	16% (38)
PID/Gender: Dem Men	1% (1)	3% (4)	7% (9)	19% (26)	15% (21)	14% (19)	9% (12)	24% (33)	9% (13)
PID/Gender: Dem Women	4% (7)	4% (7)	5% (8)	22% (37)	14% (24)	7% (11)	7% (11)	18% (30)	19% (32)
PID/Gender: Ind Men	— (0)	7% (6)	6% (5)	12% (10)	16% (13)	4% (3)	4% (3)	23% (19)	27% (22)
PID/Gender: Ind Women	3% (6)	5% (9)	8% (14)	11% (20)	10% (18)	6% (11)	8% (14)	21% (37)	28% (50)
PID/Gender: Rep Men	1% (1)	— (0)	2% (2)	20% (18)	15% (13)	9% (8)	8% (7)	32% (28)	12% (11)
PID/Gender: Rep Women	3% (4)	1% (2)	4% (6)	12% (18)	20% (30)	7% (11)	4% (6)	29% (43)	18% (27)
Educ: < College	3% (14)	4% (21)	7% (36)	15% (77)	15% (76)	6% (28)	6% (28)	23% (115)	21% (102)
Educ: Bachelors degree	2% (4)	3% (5)	3% (5)	18% (34)	13% (25)	11% (20)	8% (16)	23% (44)	19% (36)
Educ: Post-grad	1% (1)	2% (2)	3% (3)	16% (18)	16% (18)	13% (15)	8% (9)	27% (31)	15% (17)
Income: Under 50k	4% (11)	6% (17)	10% (28)	18% (51)	15% (42)	3% (10)	6% (17)	16% (46)	23% (65)
Income: 50k-100k	2% (7)	2% (8)	3% (12)	16% (54)	15% (53)	12% (40)	7% (23)	27% (91)	16% (55)
Income: 100k+	1% (1)	2% (3)	2% (4)	14% (24)	14% (24)	8% (13)	8% (13)	31% (53)	21% (35)
Ethnicity: White	2% (12)	3% (17)	5% (27)	15% (90)	16% (93)	8% (50)	7% (44)	25% (149)	19% (115)
Ethnicity: Hispanic	2% (3)	4% (5)	8% (10)	20% (25)	18% (23)	7% (9)	5% (6)	17% (21)	18% (23)
Ethnicity: Black	4% (5)	7% (10)	7% (10)	20% (27)	11% (15)	7% (9)	6% (8)	20% (28)	18% (25)
Ethnicity: Other	3% (2)	2% (1)	11% (7)	18% (12)	17% (11)	6% (4)	2% (1)	20% (13)	23% (15)
All Christian	2% (6)	3% (8)	4% (12)	14% (42)	18% (55)	9% (26)	9% (27)	24% (74)	17% (53)
Agnostic/Nothing in particular	2% (4)	3% (8)	6% (14)	19% (45)	11% (27)	7% (16)	7% (16)	24% (56)	21% (50)
Something Else	4% (7)	6% (12)	5% (9)	17% (31)	13% (24)	4% (8)	3% (6)	27% (51)	21% (39)

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Table BPC12: How long do you plan to stay employed at your current company?

Demographic	Less than 3 months	3-6 months	6-12 months	1-3 years	4-5 years	6-9 years	10-14 years	15+ years	Don't know/No opinion
Employed Parents with Children 0-5	2% (19)	4% (28)	6% (44)	16% (129)	15% (119)	8% (63)	7% (53)	24% (190)	19% (155)
Evangelical	3% (6)	5% (12)	3% (7)	18% (41)	18% (40)	6% (14)	6% (14)	25% (56)	14% (32)
Non-Evangelical	3% (7)	3% (8)	6% (14)	12% (30)	15% (37)	8% (19)	7% (18)	24% (60)	23% (58)
Community: Urban	2% (4)	2% (4)	6% (14)	21% (48)	17% (40)	14% (33)	9% (20)	18% (41)	12% (27)
Community: Suburban	1% (5)	4% (14)	4% (16)	14% (52)	15% (58)	6% (24)	6% (23)	27% (101)	22% (82)
Community: Rural	5% (10)	5% (10)	7% (14)	15% (29)	11% (21)	3% (6)	5% (10)	25% (48)	24% (46)
4-Region: Northeast	3% (4)	4% (5)	4% (5)	17% (23)	16% (22)	10% (14)	5% (7)	24% (32)	16% (22)
4-Region: Midwest	3% (6)	2% (5)	5% (11)	15% (32)	11% (22)	8% (16)	8% (16)	31% (64)	18% (37)
4-Region: South	2% (8)	4% (14)	5% (18)	16% (55)	18% (62)	7% (24)	7% (24)	21% (73)	20% (71)
4-Region: West	1% (1)	4% (4)	9% (10)	18% (19)	12% (13)	8% (9)	6% (6)	19% (21)	23% (25)
Married/Partnered	2% (9)	3% (16)	4% (25)	17% (95)	16% (91)	9% (53)	7% (39)	24% (135)	17% (96)
Number of Children 0-5: 1	2% (12)	2% (12)	6% (33)	17% (87)	15% (76)	10% (50)	7% (35)	22% (113)	20% (105)
Number of Children 0-5: 2	1% (3)	6% (12)	4% (8)	17% (34)	17% (35)	5% (10)	5% (10)	26% (53)	18% (36)
Number of Children 0-5: 3+	5% (4)	5% (4)	4% (3)	11% (8)	11% (8)	4% (3)	11% (8)	32% (24)	18% (14)
Youngest Child under 1 Year	2% (3)	2% (2)	8% (10)	20% (25)	11% (14)	3% (4)	3% (4)	28% (35)	23% (29)
Youngest Child 1 Year Old	2% (2)	6% (7)	2% (2)	11% (12)	17% (19)	6% (7)	8% (9)	29% (32)	20% (22)
Youngest Child 2-3 Years Old	3% (7)	4% (9)	8% (19)	15% (36)	13% (31)	8% (19)	7% (17)	25% (60)	18% (43)
Youngest Child 4-5 Years Old	2% (7)	3% (10)	4% (13)	17% (56)	17% (55)	10% (33)	7% (23)	20% (63)	19% (61)
Children Age 6-12	2% (2)	8% (7)	3% (3)	12% (11)	13% (12)	7% (6)	9% (8)	27% (24)	18% (16)
Employed and Salaried	— (1)	2% (7)	2% (7)	14% (41)	18% (55)	13% (40)	10% (29)	26% (77)	14% (41)
Employed and Hourly	4% (15)	4% (18)	7% (28)	19% (82)	13% (56)	5% (19)	5% (20)	22% (92)	22% (92)
Self Employed	3% (2)	2% (1)	9% (6)	8% (5)	8% (5)	6% (4)	6% (4)	28% (18)	30% (19)
Multiple Jobs	3% (4)	3% (4)	10% (14)	19% (27)	18% (25)	7% (10)	4% (6)	23% (33)	13% (18)
Single Job	2% (15)	4% (24)	5% (30)	15% (102)	14% (94)	8% (53)	7% (47)	24% (157)	21% (137)
Work Standard Hours	2% (14)	4% (24)	5% (35)	15% (104)	15% (104)	9% (58)	7% (47)	23% (155)	19% (130)
Work Evenings	3% (5)	4% (7)	6% (12)	16% (31)	15% (30)	11% (21)	9% (17)	22% (43)	15% (29)
Work Overnight/Early Mornings	3% (2)	2% (1)	7% (4)	24% (14)	17% (10)	10% (6)	5% (3)	22% (13)	10% (6)
Work Weekends	4% (8)	4% (7)	2% (3)	18% (32)	16% (28)	4% (7)	6% (10)	21% (38)	26% (46)
Work Full Time	2% (12)	3% (19)	4% (26)	16% (104)	16% (103)	9% (59)	7% (49)	27% (175)	17% (111)
Work Part Time	5% (7)	6% (9)	13% (18)	18% (25)	11% (16)	3% (4)	3% (4)	11% (15)	31% (44)

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Table BPC12: How long do you plan to stay employed at your current company?

Demographic	Less than 3 months	3-6 months	6-12 months	1-3 years	4-5 years	6-9 years	10-14 years	15+ years	Don't know/No opinion
Employed Parents with Children 0-5	2% (19)	4% (28)	6% (44)	16% (129)	15% (119)	8% (63)	7% (53)	24% (190)	19% (155)
Service/Retail Worker	3% (5)	4% (7)	9% (18)	20% (39)	15% (29)	5% (9)	6% (11)	13% (24)	26% (49)
Trade/Skill Worker	4% (5)	3% (4)	7% (9)	12% (15)	11% (13)	7% (9)	7% (9)	31% (37)	17% (20)
Admin /Office Worker	1% (2)	3% (7)	2% (4)	16% (35)	20% (44)	12% (27)	9% (20)	25% (56)	13% (30)
Health Care Worker	3% (3)	7% (7)	3% (3)	13% (13)	13% (13)	8% (8)	7% (7)	31% (32)	17% (17)
Other Worker	2% (4)	2% (3)	6% (10)	17% (27)	12% (20)	6% (10)	4% (6)	26% (41)	24% (39)
Work Remotely	4% (7)	4% (7)	7% (12)	17% (32)	16% (29)	8% (14)	6% (11)	19% (34)	20% (37)
Work Onsite	2% (10)	4% (17)	5% (22)	17% (71)	13% (54)	5% (20)	5% (22)	29% (118)	18% (74)
Hybrid Worker	— (0)	1% (1)	2% (3)	12% (18)	19% (30)	17% (27)	12% (18)	18% (28)	20% (31)
Direct Supervisor Female	2% (8)	4% (13)	4% (14)	16% (54)	15% (48)	7% (24)	7% (22)	22% (72)	22% (74)
Direct Supervisor Male	2% (7)	3% (12)	6% (22)	17% (64)	16% (61)	9% (34)	7% (26)	26% (98)	16% (60)
CEO Female	2% (4)	2% (3)	6% (10)	19% (33)	18% (31)	7% (12)	5% (9)	21% (36)	19% (32)
CEO Male	2% (11)	4% (21)	5% (26)	16% (87)	14% (78)	8% (46)	7% (39)	25% (134)	19% (103)
Direct Supervisor Has Children	1% (5)	3% (18)	4% (23)	16% (88)	15% (83)	9% (49)	7% (38)	26% (140)	18% (95)
Direct Supervisor Does not Have Children	4% (4)	4% (4)	8% (8)	18% (18)	15% (15)	5% (5)	6% (6)	21% (21)	19% (19)
CEO Has Children	1% (5)	3% (12)	4% (18)	16% (75)	16% (72)	10% (45)	7% (33)	27% (122)	17% (78)
CEO Does not Have Children	3% (2)	6% (5)	10% (8)	15% (12)	15% (12)	10% (8)	8% (6)	17% (13)	15% (12)
Currently Uses Formal Care for Child 0-5	3% (9)	4% (15)	3% (10)	16% (54)	16% (57)	8% (27)	8% (29)	24% (83)	18% (62)
Currently Uses Informal Care for Child 0-5	2% (10)	3% (13)	7% (34)	17% (75)	14% (62)	8% (36)	5% (24)	24% (107)	20% (93)
Currently Uses Informal Care for Child 6-12	2% (1)	6% (3)	2% (1)	10% (5)	16% (8)	8% (4)	2% (1)	31% (16)	24% (12)

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_1: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

Your work location

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	41% (328)	59% (472)	800
Gender: Male	38% (118)	62% (189)	307
Gender: Female	43% (210)	57% (283)	493
Age: 18-34	46% (195)	54% (230)	425
Age: 35-44	36% (123)	64% (214)	337
GenZers: 1997-2012	52% (37)	48% (34)	71
Millennials: 1981-1996	41% (259)	59% (372)	631
GenXers: 1965-1980	34% (32)	66% (62)	94
PID: Dem (no lean)	40% (123)	60% (182)	305
PID: Ind (no lean)	46% (120)	54% (140)	260
PID: Rep (no lean)	36% (85)	64% (150)	235
PID/Gender: Dem Men	40% (55)	60% (83)	138
PID/Gender: Dem Women	41% (68)	59% (99)	167
PID/Gender: Ind Men	42% (34)	58% (47)	81
PID/Gender: Ind Women	48% (86)	52% (93)	179
PID/Gender: Rep Men	33% (29)	67% (59)	88
PID/Gender: Rep Women	38% (56)	62% (91)	147
Educ: < College	40% (200)	60% (297)	497
Educ: Bachelors degree	37% (69)	63% (120)	189
Educ: Post-grad	52% (59)	48% (55)	114
Income: Under 50k	45% (128)	55% (159)	287
Income: 50k-100k	39% (133)	61% (210)	343
Income: 100k+	39% (67)	61% (103)	170
Ethnicity: White	40% (240)	60% (357)	597
Ethnicity: Hispanic	44% (55)	56% (70)	125
Ethnicity: Black	40% (55)	60% (82)	137
Ethnicity: Other	50% (33)	50% (33)	66
All Christian	39% (117)	61% (186)	303
Agnostic/Nothing in particular	41% (97)	59% (139)	236
Something Else	42% (79)	58% (108)	187
Evangelical	40% (88)	60% (134)	222
Non-Evangelical	40% (101)	60% (150)	251

Continued on next page

Table BPC13_1: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?*Your work location*

Demographic	Yes		No		Total N
Employed Parents with Children 0-5	41%	(328)	59%	(472)	800
Community: Urban	42%	(98)	58%	(133)	231
Community: Suburban	39%	(146)	61%	(229)	375
Community: Rural	43%	(84)	57%	(110)	194
4-Region: Northeast	37%	(49)	63%	(85)	134
4-Region: Midwest	43%	(89)	57%	(120)	209
4-Region: South	40%	(140)	60%	(209)	349
4-Region: West	46%	(50)	54%	(58)	108
Married/Partnered	39%	(219)	61%	(340)	559
Number of Children 0-5: 1	37%	(192)	63%	(331)	523
Number of Children 0-5: 2	50%	(100)	50%	(101)	201
Number of Children 0-5: 3+	47%	(36)	53%	(40)	76
Youngest Child under 1 Year	42%	(53)	58%	(73)	126
Youngest Child 1 Year Old	43%	(48)	57%	(64)	112
Youngest Child 2-3 Years Old	44%	(105)	56%	(136)	241
Youngest Child 4-5 Years Old	38%	(122)	62%	(199)	321
Children Age 6-12	49%	(44)	51%	(45)	89
Employed and Salaried	40%	(120)	60%	(178)	298
Employed and Hourly	38%	(161)	62%	(261)	422
Self Employed	55%	(35)	45%	(29)	64
Multiple Jobs	57%	(81)	43%	(60)	141
Single Job	37%	(247)	63%	(412)	659
Work Standard Hours	40%	(269)	60%	(402)	671
Work Evenings	48%	(94)	52%	(101)	195
Work Overnight/Early Mornings	54%	(32)	46%	(27)	59
Work Weekends	47%	(85)	53%	(94)	179
Work Full Time	40%	(260)	60%	(398)	658
Work Part Time	48%	(68)	52%	(74)	142

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Table BPC13_1: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

Your work location

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	41% (328)	59% (472)	800
Service/Retail Worker	47% (89)	53% (102)	191
Trade/Skill Worker	33% (40)	67% (81)	121
Admin /Office Worker	40% (91)	60% (134)	225
Health Care Worker	33% (34)	67% (69)	103
Other Worker	46% (74)	54% (86)	160
Work Remotely	58% (107)	42% (76)	183
Work Onsite	30% (124)	70% (284)	408
Hybrid Worker	42% (66)	58% (90)	156
Direct Supervisor Female	43% (143)	57% (186)	329
Direct Supervisor Male	36% (137)	64% (247)	384
CEO Female	42% (71)	58% (99)	170
CEO Male	39% (211)	61% (334)	545
Direct Supervisor Has Children	39% (210)	61% (329)	539
Direct Supervisor Does not Have Children	42% (42)	58% (58)	100
CEO Has Children	39% (181)	61% (279)	460
CEO Does not Have Children	37% (29)	63% (49)	78
Currently Uses Formal Care for Child 0-5	38% (133)	62% (213)	346
Currently Uses Informal Care for Child 0-5	43% (195)	57% (259)	454
Currently Uses Informal Care for Child 6-12	49% (25)	51% (26)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_2: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
 Where you live

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	32% (257)	68% (543)	800
Gender: Male	31% (95)	69% (212)	307
Gender: Female	33% (162)	67% (331)	493
Age: 18-34	38% (161)	62% (264)	425
Age: 35-44	26% (88)	74% (249)	337
GenZers: 1997-2012	44% (31)	56% (40)	71
Millennials: 1981-1996	32% (202)	68% (429)	631
GenXers: 1965-1980	26% (24)	74% (70)	94
PID: Dem (no lean)	32% (97)	68% (208)	305
PID: Ind (no lean)	35% (91)	65% (169)	260
PID: Rep (no lean)	29% (69)	71% (166)	235
PID/Gender: Dem Men	32% (44)	68% (94)	138
PID/Gender: Dem Women	32% (53)	68% (114)	167
PID/Gender: Ind Men	32% (26)	68% (55)	81
PID/Gender: Ind Women	36% (65)	64% (114)	179
PID/Gender: Rep Men	28% (25)	72% (63)	88
PID/Gender: Rep Women	30% (44)	70% (103)	147
Educ: < College	33% (166)	67% (331)	497
Educ: Bachelors degree	25% (47)	75% (142)	189
Educ: Post-grad	39% (44)	61% (70)	114
Income: Under 50k	39% (111)	61% (176)	287
Income: 50k-100k	28% (95)	72% (248)	343
Income: 100k+	30% (51)	70% (119)	170
Ethnicity: White	31% (184)	69% (413)	597
Ethnicity: Hispanic	39% (49)	61% (76)	125
Ethnicity: Black	36% (49)	64% (88)	137
Ethnicity: Other	36% (24)	64% (42)	66
All Christian	32% (98)	68% (205)	303
Agnostic/Nothing in particular	27% (64)	73% (172)	236
Something Else	37% (69)	63% (118)	187
Evangelical	35% (77)	65% (145)	222
Non-Evangelical	34% (86)	66% (165)	251

Continued on next page

Table BPC13_2: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

Where you live

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	32% (257)	68% (543)	800
Community: Urban	34% (78)	66% (153)	231
Community: Suburban	30% (114)	70% (261)	375
Community: Rural	34% (65)	66% (129)	194
4-Region: Northeast	24% (32)	76% (102)	134
4-Region: Midwest	27% (57)	73% (152)	209
4-Region: South	38% (131)	62% (218)	349
4-Region: West	34% (37)	66% (71)	108
Married/Partnered	31% (173)	69% (386)	559
Number of Children 0-5: 1	29% (150)	71% (373)	523
Number of Children 0-5: 2	37% (74)	63% (127)	201
Number of Children 0-5: 3+	43% (33)	57% (43)	76
Youngest Child under 1 Year	41% (52)	59% (74)	126
Youngest Child 1 Year Old	34% (38)	66% (74)	112
Youngest Child 2-3 Years Old	33% (79)	67% (162)	241
Youngest Child 4-5 Years Old	27% (88)	73% (233)	321
Children Age 6-12	39% (35)	61% (54)	89
Employed and Salaried	30% (90)	70% (208)	298
Employed and Hourly	31% (130)	69% (292)	422
Self Employed	50% (32)	50% (32)	64
Multiple Jobs	40% (56)	60% (85)	141
Single Job	31% (201)	69% (458)	659
Work Standard Hours	32% (215)	68% (456)	671
Work Evenings	34% (66)	66% (129)	195
Work Overnight/Early Mornings	46% (27)	54% (32)	59
Work Weekends	36% (64)	64% (115)	179
Work Full Time	31% (204)	69% (454)	658
Work Part Time	37% (53)	63% (89)	142

Continued on next page

Table BPC13_2: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

Where you live

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	32% (257)	68% (543)	800
Service/Retail Worker	40% (76)	60% (115)	191
Trade/Skill Worker	27% (33)	73% (88)	121
Admin /Office Worker	30% (67)	70% (158)	225
Health Care Worker	28% (29)	72% (74)	103
Other Worker	32% (52)	68% (108)	160
Work Remotely	39% (71)	61% (112)	183
Work Onsite	26% (108)	74% (300)	408
Hybrid Worker	32% (50)	68% (106)	156
Direct Supervisor Female	33% (108)	67% (221)	329
Direct Supervisor Male	28% (106)	72% (278)	384
CEO Female	34% (57)	66% (113)	170
CEO Male	29% (159)	71% (386)	545
Direct Supervisor Has Children	30% (162)	70% (377)	539
Direct Supervisor Does not Have Children	34% (34)	66% (66)	100
CEO Has Children	30% (138)	70% (322)	460
CEO Does not Have Children	32% (25)	68% (53)	78
Currently Uses Formal Care for Child 0-5	30% (104)	70% (242)	346
Currently Uses Informal Care for Child 0-5	34% (153)	66% (301)	454
Currently Uses Informal Care for Child 6-12	39% (20)	61% (31)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_3: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

Your work schedule

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	53% (422)	47% (378)	800
Gender: Male	48% (146)	52% (161)	307
Gender: Female	56% (276)	44% (217)	493
Age: 18-34	57% (242)	43% (183)	425
Age: 35-44	47% (160)	53% (177)	337
GenZers: 1997-2012	55% (39)	45% (32)	71
Millennials: 1981-1996	53% (337)	47% (294)	631
GenXers: 1965-1980	49% (46)	51% (48)	94
PID: Dem (no lean)	53% (163)	47% (142)	305
PID: Ind (no lean)	53% (138)	47% (122)	260
PID: Rep (no lean)	51% (121)	49% (114)	235
PID/Gender: Dem Men	50% (69)	50% (69)	138
PID/Gender: Dem Women	56% (94)	44% (73)	167
PID/Gender: Ind Men	51% (41)	49% (40)	81
PID/Gender: Ind Women	54% (97)	46% (82)	179
PID/Gender: Rep Men	41% (36)	59% (52)	88
PID/Gender: Rep Women	58% (85)	42% (62)	147
Educ: < College	53% (265)	47% (232)	497
Educ: Bachelors degree	50% (94)	50% (95)	189
Educ: Post-grad	55% (63)	45% (51)	114
Income: Under 50k	57% (164)	43% (123)	287
Income: 50k-100k	50% (170)	50% (173)	343
Income: 100k+	52% (88)	48% (82)	170
Ethnicity: White	52% (309)	48% (288)	597
Ethnicity: Hispanic	62% (78)	38% (47)	125
Ethnicity: Black	53% (72)	47% (65)	137
Ethnicity: Other	62% (41)	38% (25)	66
All Christian	52% (157)	48% (146)	303
Agnostic/Nothing in particular	51% (120)	49% (116)	236
Something Else	55% (102)	45% (85)	187
Evangelical	52% (116)	48% (106)	222
Non-Evangelical	55% (137)	45% (114)	251

Continued on next page

Table BPC13_3: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
 Your work schedule

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	53% (422)	47% (378)	800
Community: Urban	56% (130)	44% (101)	231
Community: Suburban	52% (195)	48% (180)	375
Community: Rural	50% (97)	50% (97)	194
4-Region: Northeast	54% (73)	46% (61)	134
4-Region: Midwest	51% (107)	49% (102)	209
4-Region: South	51% (178)	49% (171)	349
4-Region: West	59% (64)	41% (44)	108
Married/Partnered	51% (286)	49% (273)	559
Number of Children 0-5: 1	49% (255)	51% (268)	523
Number of Children 0-5: 2	58% (117)	42% (84)	201
Number of Children 0-5: 3+	66% (50)	34% (26)	76
Youngest Child under 1 Year	56% (70)	44% (56)	126
Youngest Child 1 Year Old	55% (62)	45% (50)	112
Youngest Child 2-3 Years Old	55% (132)	45% (109)	241
Youngest Child 4-5 Years Old	49% (158)	51% (163)	321
Children Age 6-12	65% (58)	35% (31)	89
Employed and Salaried	49% (147)	51% (151)	298
Employed and Hourly	52% (220)	48% (202)	422
Self Employed	69% (44)	31% (20)	64
Multiple Jobs	62% (87)	38% (54)	141
Single Job	51% (335)	49% (324)	659
Work Standard Hours	52% (346)	48% (325)	671
Work Evenings	62% (120)	38% (75)	195
Work Overnight/Early Mornings	64% (38)	36% (21)	59
Work Weekends	58% (104)	42% (75)	179
Work Full Time	50% (330)	50% (328)	658
Work Part Time	65% (92)	35% (50)	142

Continued on next page

Table BPC13_3: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

Your work schedule

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	53% (422)	47% (378)	800
Service/Retail Worker	61% (116)	39% (75)	191
Trade/Skill Worker	49% (59)	51% (62)	121
Admin /Office Worker	45% (102)	55% (123)	225
Health Care Worker	50% (51)	50% (52)	103
Other Worker	59% (94)	41% (66)	160
Work Remotely	57% (104)	43% (79)	183
Work Onsite	45% (184)	55% (224)	408
Hybrid Worker	65% (102)	35% (54)	156
Direct Supervisor Female	55% (182)	45% (147)	329
Direct Supervisor Male	48% (184)	52% (200)	384
CEO Female	57% (97)	43% (73)	170
CEO Male	50% (271)	50% (274)	545
Direct Supervisor Has Children	50% (270)	50% (269)	539
Direct Supervisor Does not Have Children	54% (54)	46% (46)	100
CEO Has Children	50% (228)	50% (232)	460
CEO Does not Have Children	64% (50)	36% (28)	78
Currently Uses Formal Care for Child 0-5	50% (172)	50% (174)	346
Currently Uses Informal Care for Child 0-5	55% (250)	45% (204)	454
Currently Uses Informal Care for Child 6-12	63% (32)	37% (19)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_4: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

Your job

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	43% (347)	57% (453)	800
Gender: Male	41% (125)	59% (182)	307
Gender: Female	45% (222)	55% (271)	493
Age: 18-34	49% (209)	51% (216)	425
Age: 35-44	37% (124)	63% (213)	337
GenZers: 1997-2012	65% (46)	35% (25)	71
Millennials: 1981-1996	43% (271)	57% (360)	631
GenXers: 1965-1980	32% (30)	68% (64)	94
PID: Dem (no lean)	44% (133)	56% (172)	305
PID: Ind (no lean)	47% (122)	53% (138)	260
PID: Rep (no lean)	39% (92)	61% (143)	235
PID/Gender: Dem Men	41% (57)	59% (81)	138
PID/Gender: Dem Women	46% (76)	54% (91)	167
PID/Gender: Ind Men	40% (32)	60% (49)	81
PID/Gender: Ind Women	50% (90)	50% (89)	179
PID/Gender: Rep Men	41% (36)	59% (52)	88
PID/Gender: Rep Women	38% (56)	62% (91)	147
Educ: < College	44% (218)	56% (279)	497
Educ: Bachelors degree	39% (74)	61% (115)	189
Educ: Post-grad	48% (55)	52% (59)	114
Income: Under 50k	51% (147)	49% (140)	287
Income: 50k-100k	40% (137)	60% (206)	343
Income: 100k+	37% (63)	63% (107)	170
Ethnicity: White	42% (251)	58% (346)	597
Ethnicity: Hispanic	51% (64)	49% (61)	125
Ethnicity: Black	49% (67)	51% (70)	137
Ethnicity: Other	44% (29)	56% (37)	66
All Christian	40% (122)	60% (181)	303
Agnostic/Nothing in particular	43% (101)	57% (135)	236
Something Else	49% (91)	51% (96)	187
Evangelical	46% (102)	54% (120)	222
Non-Evangelical	42% (106)	58% (145)	251

Continued on next page

Table BPC13_4: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

Your job

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	43% (347)	57% (453)	800
Community: Urban	45% (104)	55% (127)	231
Community: Suburban	41% (153)	59% (222)	375
Community: Rural	46% (90)	54% (104)	194
4-Region: Northeast	39% (52)	61% (82)	134
4-Region: Midwest	42% (88)	58% (121)	209
4-Region: South	44% (153)	56% (196)	349
4-Region: West	50% (54)	50% (54)	108
Married/Partnered	40% (226)	60% (333)	559
Number of Children 0-5: 1	39% (205)	61% (318)	523
Number of Children 0-5: 2	51% (103)	49% (98)	201
Number of Children 0-5: 3+	51% (39)	49% (37)	76
Youngest Child under 1 Year	44% (56)	56% (70)	126
Youngest Child 1 Year Old	53% (59)	47% (53)	112
Youngest Child 2-3 Years Old	45% (108)	55% (133)	241
Youngest Child 4-5 Years Old	39% (124)	61% (197)	321
Children Age 6-12	53% (47)	47% (42)	89
Employed and Salaried	37% (111)	63% (187)	298
Employed and Hourly	44% (186)	56% (236)	422
Self Employed	58% (37)	42% (27)	64
Multiple Jobs	60% (84)	40% (57)	141
Single Job	40% (263)	60% (396)	659
Work Standard Hours	43% (288)	57% (383)	671
Work Evenings	51% (99)	49% (96)	195
Work Overnight/Early Mornings	47% (28)	53% (31)	59
Work Weekends	51% (92)	49% (87)	179
Work Full Time	41% (267)	59% (391)	658
Work Part Time	56% (80)	44% (62)	142

Continued on next page

Table BPC13_4: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?*Your job*

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	43% (347)	57% (453)	800
Service/Retail Worker	54% (103)	46% (88)	191
Trade/Skill Worker	36% (44)	64% (77)	121
Admin /Office Worker	36% (82)	64% (143)	225
Health Care Worker	37% (38)	63% (65)	103
Other Worker	50% (80)	50% (80)	160
Work Remotely	53% (97)	47% (86)	183
Work Onsite	39% (160)	61% (248)	408
Hybrid Worker	37% (58)	63% (98)	156
Direct Supervisor Female	46% (151)	54% (178)	329
Direct Supervisor Male	38% (147)	62% (237)	384
CEO Female	44% (75)	56% (95)	170
CEO Male	41% (225)	59% (320)	545
Direct Supervisor Has Children	41% (221)	59% (318)	539
Direct Supervisor Does not Have Children	46% (46)	54% (54)	100
CEO Has Children	39% (178)	61% (282)	460
CEO Does not Have Children	44% (34)	56% (44)	78
Currently Uses Formal Care for Child 0-5	42% (145)	58% (201)	346
Currently Uses Informal Care for Child 0-5	44% (202)	56% (252)	454
Currently Uses Informal Care for Child 6-12	55% (28)	45% (23)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_5: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
Your primary child care arrangement

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	44% (353)	56% (447)	800
Gender: Male	39% (119)	61% (188)	307
Gender: Female	47% (234)	53% (259)	493
Age: 18-34	45% (190)	55% (235)	425
Age: 35-44	43% (144)	57% (193)	337
GenZers: 1997-2012	48% (34)	52% (37)	71
Millennials: 1981-1996	43% (274)	57% (357)	631
GenXers: 1965-1980	47% (44)	53% (50)	94
PID: Dem (no lean)	46% (141)	54% (164)	305
PID: Ind (no lean)	47% (121)	53% (139)	260
PID: Rep (no lean)	39% (91)	61% (144)	235
PID/Gender: Dem Men	42% (58)	58% (80)	138
PID/Gender: Dem Women	50% (83)	50% (84)	167
PID/Gender: Ind Men	40% (32)	60% (49)	81
PID/Gender: Ind Women	50% (89)	50% (90)	179
PID/Gender: Rep Men	33% (29)	67% (59)	88
PID/Gender: Rep Women	42% (62)	58% (85)	147
Educ: < College	42% (210)	58% (287)	497
Educ: Bachelors degree	43% (82)	57% (107)	189
Educ: Post-grad	54% (61)	46% (53)	114
Income: Under 50k	49% (140)	51% (147)	287
Income: 50k-100k	40% (138)	60% (205)	343
Income: 100k+	44% (75)	56% (95)	170
Ethnicity: White	44% (263)	56% (334)	597
Ethnicity: Hispanic	47% (59)	53% (66)	125
Ethnicity: Black	45% (62)	55% (75)	137
Ethnicity: Other	42% (28)	58% (38)	66
All Christian	44% (134)	56% (169)	303
Agnostic/Nothing in particular	42% (98)	58% (138)	236
Something Else	46% (86)	54% (101)	187
Evangelical	42% (94)	58% (128)	222
Non-Evangelical	48% (121)	52% (130)	251

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Table BPC13_5: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
 Your primary child care arrangement

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	44% (353)	56% (447)	800
Community: Urban	50% (115)	50% (116)	231
Community: Suburban	42% (156)	58% (219)	375
Community: Rural	42% (82)	58% (112)	194
4-Region: Northeast	49% (65)	51% (69)	134
4-Region: Midwest	43% (89)	57% (120)	209
4-Region: South	44% (152)	56% (197)	349
4-Region: West	44% (47)	56% (61)	108
Married/Partnered	42% (232)	58% (327)	559
Number of Children 0-5: 1	42% (218)	58% (305)	523
Number of Children 0-5: 2	46% (93)	54% (108)	201
Number of Children 0-5: 3+	55% (42)	45% (34)	76
Youngest Child under 1 Year	45% (57)	55% (69)	126
Youngest Child 1 Year Old	44% (49)	56% (63)	112
Youngest Child 2-3 Years Old	44% (107)	56% (134)	241
Youngest Child 4-5 Years Old	44% (140)	56% (181)	321
Children Age 6-12	58% (52)	42% (37)	89
Employed and Salaried	47% (140)	53% (158)	298
Employed and Hourly	42% (176)	58% (246)	422
Self Employed	48% (31)	52% (33)	64
Multiple Jobs	52% (74)	48% (67)	141
Single Job	42% (279)	58% (380)	659
Work Standard Hours	43% (289)	57% (382)	671
Work Evenings	49% (96)	51% (99)	195
Work Overnight/Early Mornings	68% (40)	32% (19)	59
Work Weekends	46% (83)	54% (96)	179
Work Full Time	45% (293)	55% (365)	658
Work Part Time	42% (60)	58% (82)	142

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Table BPC13_5: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
Your primary child care arrangement

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	44% (353)	56% (447)	800
Service/Retail Worker	48% (91)	52% (100)	191
Trade/Skill Worker	33% (40)	67% (81)	121
Admin /Office Worker	43% (97)	57% (128)	225
Health Care Worker	46% (47)	54% (56)	103
Other Worker	49% (78)	51% (82)	160
Work Remotely	50% (92)	50% (91)	183
Work Onsite	41% (168)	59% (240)	408
Hybrid Worker	48% (75)	52% (81)	156
Direct Supervisor Female	46% (152)	54% (177)	329
Direct Supervisor Male	43% (164)	57% (220)	384
CEO Female	49% (83)	51% (87)	170
CEO Male	43% (236)	57% (309)	545
Direct Supervisor Has Children	45% (242)	55% (297)	539
Direct Supervisor Does not Have Children	47% (47)	53% (53)	100
CEO Has Children	44% (204)	56% (256)	460
CEO Does not Have Children	45% (35)	55% (43)	78
Currently Uses Formal Care for Child 0-5	46% (159)	54% (187)	346
Currently Uses Informal Care for Child 0-5	43% (194)	57% (260)	454
Currently Uses Informal Care for Child 6-12	59% (30)	41% (21)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_6: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
Your spouse/partner's work schedule

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	44% (229)	56% (289)	518
Gender: Male	46% (103)	54% (123)	226
Gender: Female	43% (126)	57% (166)	292
Age: 18-34	46% (119)	54% (141)	260
Age: 35-44	41% (97)	59% (137)	234
Millennials: 1981-1996	43% (180)	57% (240)	420
GenXers: 1965-1980	47% (31)	53% (35)	66
PID: Dem (no lean)	44% (91)	56% (117)	208
PID: Ind (no lean)	51% (74)	49% (72)	146
PID: Rep (no lean)	39% (64)	61% (100)	164
PID/Gender: Dem Men	45% (47)	55% (57)	104
PID/Gender: Dem Women	42% (44)	58% (60)	104
PID/Gender: Ind Men	45% (24)	55% (29)	53
PID/Gender: Ind Women	54% (50)	46% (43)	93
PID/Gender: Rep Men	46% (32)	54% (37)	69
PID/Gender: Rep Women	34% (32)	66% (63)	95
Educ: < College	43% (113)	57% (152)	265
Educ: Bachelors degree	46% (72)	54% (86)	158
Educ: Post-grad	46% (44)	54% (51)	95
Income: Under 50k	54% (61)	46% (52)	113
Income: 50k-100k	39% (96)	61% (150)	246
Income: 100k+	45% (72)	55% (87)	159
Ethnicity: White	41% (168)	59% (239)	407
Ethnicity: Hispanic	56% (45)	44% (35)	80
Ethnicity: Black	56% (40)	44% (31)	71
All Christian	47% (105)	53% (120)	225
Agnostic/Nothing in particular	33% (45)	67% (90)	135
Something Else	50% (52)	50% (51)	103
Evangelical	49% (77)	51% (80)	157
Non-Evangelical	47% (73)	53% (81)	154

Continued on next page

Table BPC13_6: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
Your spouse/partner's work schedule

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	44% (229)	56% (289)	518
Community: Urban	49% (74)	51% (78)	152
Community: Suburban	44% (111)	56% (143)	254
Community: Rural	39% (44)	61% (68)	112
4-Region: Northeast	48% (43)	52% (47)	90
4-Region: Midwest	38% (52)	62% (86)	138
4-Region: South	45% (98)	55% (121)	219
4-Region: West	51% (36)	49% (35)	71
Married/Partnered	44% (229)	56% (289)	518
Number of Children 0-5: 1	43% (145)	57% (194)	339
Number of Children 0-5: 2	48% (64)	52% (69)	133
Youngest Child under 1 Year	44% (35)	56% (44)	79
Youngest Child 1 Year Old	49% (35)	51% (37)	72
Youngest Child 2-3 Years Old	42% (68)	57% (92)	160
Youngest Child 4-5 Years Old	44% (91)	56% (116)	207
Children Age 6-12	46% (26)	54% (30)	56
Employed and Salaried	46% (110)	54% (129)	239
Employed and Hourly	39% (93)	61% (144)	237
Multiple Jobs	64% (60)	36% (34)	94
Single Job	40% (169)	60% (255)	424
Work Standard Hours	45% (198)	55% (242)	440
Work Evenings	51% (66)	49% (63)	129
Work Weekends	43% (46)	57% (60)	106
Work Full Time	43% (188)	57% (252)	440
Work Part Time	53% (41)	47% (37)	78
Service/Retail Worker	57% (56)	43% (42)	98
Trade/Skill Worker	39% (33)	61% (52)	85
Admin /Office Worker	43% (71)	57% (93)	164
Health Care Worker	31% (20)	69% (44)	64
Other Worker	46% (49)	54% (58)	107

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Table BPC13_6: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
 Your spouse/partner's work schedule

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	44% (229)	56% (289)	518
Work Remotely	58% (65)	42% (48)	113
Work Onsite	37% (98)	63% (165)	263
Hybrid Worker	45% (51)	55% (62)	113
Direct Supervisor Female	41% (85)	59% (120)	205
Direct Supervisor Male	44% (115)	56% (149)	264
CEO Female	42% (44)	58% (60)	104
CEO Male	43% (158)	57% (209)	367
Direct Supervisor Has Children	42% (152)	58% (212)	364
Direct Supervisor Does not Have Children	58% (36)	42% (26)	62
CEO Has Children	47% (147)	53% (168)	315
Currently Uses Formal Care for Child 0-5	44% (100)	56% (127)	227
Currently Uses Informal Care for Child 0-5	44% (129)	56% (162)	291

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_7: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
Your spouse/partner's work location

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	39% (204)	61% (314)	518
Gender: Male	41% (93)	59% (133)	226
Gender: Female	38% (111)	62% (181)	292
Age: 18-34	42% (109)	58% (151)	260
Age: 35-44	36% (84)	64% (150)	234
Millennials: 1981-1996	39% (163)	61% (257)	420
GenXers: 1965-1980	41% (27)	59% (39)	66
PID: Dem (no lean)	37% (77)	63% (131)	208
PID: Ind (no lean)	42% (61)	58% (85)	146
PID: Rep (no lean)	40% (66)	60% (98)	164
PID/Gender: Dem Men	39% (41)	61% (63)	104
PID/Gender: Dem Women	35% (36)	65% (68)	104
PID/Gender: Ind Men	40% (21)	60% (32)	53
PID/Gender: Ind Women	43% (40)	57% (53)	93
PID/Gender: Rep Men	45% (31)	55% (38)	69
PID/Gender: Rep Women	37% (35)	63% (60)	95
Educ: < College	38% (102)	62% (163)	265
Educ: Bachelors degree	39% (62)	61% (96)	158
Educ: Post-grad	42% (40)	58% (55)	95
Income: Under 50k	50% (57)	50% (56)	113
Income: 50k-100k	32% (78)	68% (168)	246
Income: 100k+	43% (69)	57% (90)	159
Ethnicity: White	37% (152)	63% (255)	407
Ethnicity: Hispanic	40% (32)	60% (48)	80
Ethnicity: Black	44% (31)	56% (40)	71
All Christian	42% (94)	58% (131)	225
Agnostic/Nothing in particular	33% (44)	67% (91)	135
Something Else	42% (43)	58% (60)	103
Evangelical	43% (68)	57% (89)	157
Non-Evangelical	42% (64)	58% (90)	154

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Table BPC13_7: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?*Your spouse/partner's work location*

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	39% (204)	61% (314)	518
Community: Urban	47% (72)	53% (80)	152
Community: Suburban	37% (94)	63% (160)	254
Community: Rural	34% (38)	66% (74)	112
4-Region: Northeast	42% (38)	58% (52)	90
4-Region: Midwest	33% (45)	67% (93)	138
4-Region: South	41% (89)	59% (130)	219
4-Region: West	45% (32)	55% (39)	71
Married/Partnered	39% (204)	61% (314)	518
Number of Children 0-5: 1	36% (121)	64% (218)	339
Number of Children 0-5: 2	44% (59)	56% (74)	133
Youngest Child under 1 Year	49% (39)	51% (40)	79
Youngest Child 1 Year Old	42% (30)	58% (42)	72
Youngest Child 2-3 Years Old	38% (61)	62% (99)	160
Youngest Child 4-5 Years Old	36% (74)	64% (133)	207
Children Age 6-12	50% (28)	50% (28)	56
Employed and Salaried	39% (94)	61% (145)	239
Employed and Hourly	35% (84)	65% (153)	237
Multiple Jobs	49% (46)	51% (48)	94
Single Job	37% (158)	63% (266)	424
Work Standard Hours	39% (170)	61% (270)	440
Work Evenings	49% (63)	51% (66)	129
Work Weekends	43% (46)	57% (60)	106
Work Full Time	38% (169)	62% (271)	440
Work Part Time	45% (35)	55% (43)	78
Service/Retail Worker	49% (48)	51% (50)	98
Trade/Skill Worker	36% (31)	64% (54)	85
Admin /Office Worker	37% (60)	63% (104)	164
Health Care Worker	28% (18)	72% (46)	64
Other Worker	44% (47)	56% (60)	107

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Table BPC13_7: Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?
Your spouse/partner's work location

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	39% (204)	61% (314)	518
Work Remotely	46% (52)	54% (61)	113
Work Onsite	37% (96)	63% (167)	263
Hybrid Worker	36% (41)	64% (72)	113
Direct Supervisor Female	40% (81)	60% (124)	205
Direct Supervisor Male	36% (94)	64% (170)	264
CEO Female	38% (40)	62% (64)	104
CEO Male	37% (137)	63% (230)	367
Direct Supervisor Has Children	37% (135)	63% (229)	364
Direct Supervisor Does not Have Children	44% (27)	56% (35)	62
CEO Has Children	39% (122)	61% (193)	315
Currently Uses Formal Care for Child 0-5	37% (85)	63% (142)	227
Currently Uses Informal Care for Child 0-5	41% (119)	59% (172)	291

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC14: Which of the following best describes the current primary child care arrangement for your youngest child between birth and before starting kindergarten?

Demographic	Child Care Center	Family Child Care Home	Part-day Pre-K Program	Head Start Program	Relative (e.g. grandparent, aunt/uncle)	I provided care for my child	My spouse/partner and I		Non-relative friend or neighbor	Non-live-in nanny or nanny share	Other, please specify	Total N
							My spouse/partner provide care for our child	alternate providing care for our child				
Employed Parents with Children 0-5	20% (162)	9% (75)	8% (64)	6% (45)	15% (120)	14% (112)	11% (88)	11% (88)	3% (26)	1% (8)	2% (12)	800
Gender: Male	19% (59)	9% (29)	9% (27)	6% (17)	11% (35)	8% (26)	20% (62)	12% (38)	3% (9)	1% (4)	— (1)	307
Gender: Female	21% (103)	9% (46)	8% (37)	6% (28)	17% (85)	17% (86)	5% (26)	10% (50)	3% (17)	1% (4)	2% (11)	493
Age: 18-34	17% (73)	9% (37)	8% (32)	7% (31)	15% (65)	17% (73)	12% (52)	11% (45)	3% (12)	— (2)	1% (3)	425
Age: 35-44	24% (80)	10% (34)	9% (29)	4% (13)	15% (49)	11% (36)	9% (32)	11% (37)	4% (12)	2% (6)	3% (9)	337
GenZers: 1997-2012	17% (12)	4% (3)	6% (4)	18% (13)	15% (11)	18% (13)	14% (10)	6% (4)	1% (1)	— (0)	— (0)	71
Millennials: 1981-1996	20% (129)	9% (59)	8% (51)	5% (30)	15% (97)	14% (87)	10% (66)	12% (73)	3% (20)	1% (8)	2% (11)	631
GenXers: 1965-1980	22% (21)	12% (11)	10% (9)	2% (2)	12% (11)	13% (12)	13% (12)	11% (10)	5% (5)	— (0)	1% (1)	94
PID: Dem (no lean)	22% (67)	12% (37)	10% (29)	7% (21)	11% (35)	11% (34)	10% (31)	10% (31)	4% (11)	2% (5)	1% (4)	305
PID: Ind (no lean)	17% (43)	10% (27)	7% (18)	5% (13)	17% (43)	18% (46)	11% (28)	12% (31)	2% (6)	— (1)	2% (4)	260
PID: Rep (no lean)	22% (52)	5% (11)	7% (17)	5% (11)	18% (42)	14% (32)	12% (29)	11% (26)	4% (9)	1% (2)	2% (4)	235
PID/Gender: Dem Men	20% (27)	13% (18)	9% (12)	6% (8)	8% (11)	10% (14)	17% (23)	12% (16)	4% (5)	2% (3)	1% (1)	138
PID/Gender: Dem Women	24% (40)	11% (19)	10% (17)	8% (13)	14% (24)	12% (20)	5% (8)	9% (15)	4% (6)	1% (2)	2% (3)	167
PID/Gender: Ind Men	15% (12)	7% (6)	11% (9)	7% (6)	12% (10)	9% (7)	19% (15)	15% (12)	4% (3)	1% (1)	— (0)	81
PID/Gender: Ind Women	17% (31)	12% (21)	5% (9)	4% (7)	18% (33)	22% (39)	7% (13)	11% (19)	2% (3)	— (0)	2% (4)	179
PID/Gender: Rep Men	23% (20)	6% (5)	7% (6)	3% (3)	16% (14)	6% (5)	27% (24)	11% (10)	1% (1)	— (0)	— (0)	88
PID/Gender: Rep Women	22% (32)	4% (6)	7% (11)	5% (8)	19% (28)	18% (27)	3% (5)	11% (16)	5% (8)	1% (2)	3% (4)	147
Educ: < College	16% (80)	9% (44)	6% (30)	7% (36)	17% (86)	16% (81)	11% (55)	13% (64)	3% (13)	1% (3)	1% (5)	497
Educ: Bachelors degree	25% (48)	8% (16)	14% (26)	4% (7)	11% (21)	11% (20)	11% (21)	8% (16)	4% (8)	2% (3)	2% (3)	189
Educ: Post-grad	30% (34)	13% (15)	7% (8)	2% (2)	11% (13)	10% (11)	11% (12)	7% (8)	4% (5)	2% (2)	4% (4)	114
Income: Under 50k	15% (43)	8% (22)	7% (19)	9% (27)	17% (48)	19% (54)	11% (31)	11% (32)	2% (6)	1% (2)	1% (3)	287
Income: 50k-100k	20% (69)	10% (33)	10% (33)	3% (12)	16% (54)	11% (39)	11% (39)	12% (42)	5% (17)	— (0)	1% (5)	343
Income: 100k+	29% (50)	12% (20)	7% (12)	4% (6)	11% (18)	11% (19)	11% (18)	8% (14)	2% (3)	4% (6)	2% (4)	170
Ethnicity: White	19% (115)	10% (62)	8% (48)	4% (25)	16% (96)	14% (83)	11% (68)	11% (68)	3% (17)	1% (6)	2% (9)	597
Ethnicity: Hispanic	18% (23)	6% (8)	6% (7)	6% (7)	18% (22)	17% (21)	11% (14)	12% (15)	2% (3)	2% (2)	2% (3)	125
Ethnicity: Black	25% (34)	7% (9)	9% (12)	12% (17)	9% (13)	12% (16)	9% (13)	10% (14)	4% (6)	1% (1)	1% (2)	137
Ethnicity: Other	20% (13)	6% (4)	6% (4)	5% (3)	17% (11)	20% (13)	11% (7)	9% (6)	5% (3)	2% (1)	2% (1)	66
All Christian	22% (67)	9% (28)	10% (30)	4% (12)	16% (49)	11% (32)	9% (27)	13% (39)	3% (10)	1% (3)	2% (6)	303
Agnostic/Nothing in particular	17% (39)	9% (22)	6% (14)	7% (16)	16% (38)	15% (36)	13% (31)	10% (23)	4% (9)	2% (5)	1% (3)	236
Something Else	24% (44)	8% (15)	6% (11)	5% (9)	16% (29)	16% (30)	11% (21)	10% (19)	3% (6)	— (0)	2% (3)	187
Evangelical	22% (49)	10% (22)	10% (22)	6% (14)	11% (24)	11% (25)	10% (23)	13% (29)	5% (10)	— (0)	2% (4)	222
Non-Evangelical	24% (59)	8% (21)	7% (18)	2% (5)	21% (53)	13% (33)	8% (21)	11% (28)	2% (6)	1% (3)	2% (4)	251
Community: Urban	20% (46)	12% (27)	10% (22)	6% (15)	12% (27)	14% (32)	12% (27)	9% (21)	3% (8)	1% (2)	2% (4)	231
Community: Suburban	23% (87)	9% (32)	9% (34)	5% (17)	15% (58)	13% (49)	10% (38)	11% (41)	3% (11)	1% (4)	1% (4)	375
Community: Rural	15% (29)	8% (16)	4% (8)	7% (13)	18% (35)	16% (31)	12% (23)	13% (26)	4% (7)	1% (2)	2% (4)	194
4-Region: Northeast	20% (27)	13% (17)	10% (13)	5% (7)	9% (12)	15% (20)	7% (10)	14% (19)	4% (5)	2% (3)	1% (1)	134
4-Region: Midwest	19% (40)	11% (23)	6% (13)	3% (7)	21% (44)	14% (30)	9% (19)	9% (19)	4% (9)	1% (2)	1% (3)	209
4-Region: South	21% (75)	8% (28)	10% (35)	8% (27)	14% (50)	14% (49)	10% (36)	10% (34)	2% (8)	1% (2)	1% (5)	349
4-Region: West	19% (20)	6% (7)	3% (3)	4% (4)	13% (14)	12% (13)	21% (23)	15% (16)	4% (4)	1% (1)	3% (3)	108
Married/Partnered	20% (110)	10% (55)	9% (50)	4% (22)	14% (80)	13% (72)	12% (67)	13% (70)	3% (19)	1% (6)	1% (8)	559

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Table BPC14: Which of the following best describes the current primary child care arrangement for your youngest child between birth and before starting kindergarten?

Demographic	Child Care Center	Family Child Care Home	Part-day Pre-K Program	Head Start Program	Relative (e.g. grandparent, aunt/uncle)	I provided care for my child	My spouse/partner and I		Non-relative friend or neighbor	Non-live-in nanny or nanny share	Other, please specify	Total N
							My spouse/partner provide care for our child	alternate providing care for our child				
Employed Parents with Children 0-5	20% (162)	9% (75)	8% (64)	6% (45)	15% (120)	14% (112)	11% (88)	11% (88)	3% (26)	1% (8)	2% (12)	800
Number of Children 0-5: 1	23% (121)	9% (45)	8% (41)	7% (34)	15% (79)	13% (70)	8% (44)	11% (57)	3% (17)	1% (6)	2% (9)	523
Number of Children 0-5: 2	14% (28)	12% (24)	10% (20)	4% (9)	15% (31)	13% (26)	15% (31)	11% (22)	3% (7)	— (1)	1% (2)	201
Number of Children 0-5: 3+	17% (13)	8% (6)	4% (3)	3% (2)	13% (10)	21% (16)	17% (13)	12% (9)	3% (2)	1% (1)	1% (1)	76
Youngest Child under 1 Year	14% (18)	11% (14)	2% (3)	4% (5)	14% (18)	19% (24)	12% (15)	15% (19)	6% (7)	2% (2)	1% (1)	126
Youngest Child 1 Year Old	23% (26)	6% (7)	4% (4)	1% (1)	21% (23)	16% (18)	12% (14)	9% (10)	4% (4)	4% (4)	1% (1)	112
Youngest Child 2-3 Years Old	22% (53)	10% (24)	5% (12)	8% (20)	15% (36)	13% (31)	12% (30)	10% (25)	3% (8)	— (1)	— (1)	241
Youngest Child 4-5 Years Old	20% (65)	9% (30)	14% (45)	6% (19)	13% (43)	9% (39)	9% (29)	11% (34)	2% (7)	— (1)	3% (9)	321
Children Age 6-12	15% (13)	10% (9)	7% (6)	2% (2)	13% (12)	19% (17)	18% (16)	9% (8)	4% (4)	1% (1)	1% (1)	89
Employed and Salaried	23% (69)	14% (43)	10% (31)	3% (8)	11% (33)	8% (25)	12% (37)	9% (27)	5% (15)	2% (6)	1% (4)	298
Employed and Hourly	20% (83)	7% (29)	6% (26)	7% (30)	19% (81)	14% (60)	10% (44)	12% (50)	2% (10)	— (1)	2% (8)	422
Self Employed	11% (7)	5% (3)	9% (6)	9% (6)	8% (5)	34% (22)	9% (6)	14% (9)	— (0)	— (0)	— (0)	64
Multiple Jobs	15% (21)	11% (16)	8% (11)	6% (8)	9% (13)	19% (27)	14% (20)	9% (13)	5% (7)	1% (2)	2% (3)	141
Single Job	21% (141)	9% (59)	8% (53)	6% (37)	16% (107)	13% (85)	10% (68)	11% (75)	3% (19)	1% (6)	1% (9)	659
Work Standard Hours	22% (148)	10% (69)	9% (58)	5% (36)	15% (101)	13% (84)	11% (73)	9% (60)	3% (23)	1% (8)	2% (11)	671
Work Evenings	15% (30)	9% (18)	6% (11)	5% (10)	15% (29)	18% (35)	10% (20)	13% (26)	4% (8)	2% (4)	2% (4)	195
Work Overnight/Early Mornings	14% (8)	5% (3)	10% (6)	8% (5)	7% (4)	22% (13)	14% (8)	15% (9)	2% (1)	3% (2)	— (0)	59
Work Weekends	15% (27)	8% (14)	4% (8)	7% (13)	16% (29)	17% (31)	11% (19)	16% (29)	3% (6)	1% (1)	1% (2)	179
Work Full Time	23% (151)	10% (69)	8% (52)	5% (34)	14% (91)	10% (67)	12% (81)	11% (70)	4% (24)	1% (8)	2% (11)	658
Work Part Time	8% (11)	4% (6)	8% (12)	8% (11)	20% (29)	32% (45)	5% (7)	13% (18)	1% (2)	— (0)	1% (1)	142
Service/Retail Worker	15% (28)	5% (9)	7% (14)	7% (14)	18% (34)	18% (35)	11% (21)	15% (28)	3% (5)	1% (2)	1% (1)	191
Trade/Skill Worker	16% (19)	2% (3)	9% (11)	7% (9)	14% (17)	11% (13)	18% (22)	15% (18)	7% (8)	— (0)	1% (1)	121
Admin /Office Worker	25% (56)	15% (33)	10% (23)	3% (6)	12% (26)	10% (22)	10% (23)	9% (20)	3% (6)	2% (5)	2% (5)	225
Health Care Worker	26% (27)	11% (11)	8% (8)	2% (2)	20% (21)	10% (10)	10% (10)	10% (10)	2% (2)	— (0)	2% (2)	103
Other Worker	20% (32)	12% (19)	5% (8)	9% (14)	14% (22)	20% (32)	8% (12)	8% (12)	3% (5)	1% (1)	2% (3)	160
Work Remotely	22% (40)	7% (13)	8% (15)	5% (9)	9% (16)	25% (45)	11% (21)	8% (15)	2% (4)	1% (2)	2% (3)	183
Work Onsite	20% (81)	11% (44)	7% (29)	6% (23)	19% (78)	9% (38)	12% (48)	11% (44)	4% (16)	— (1)	1% (6)	408
Hybrid Worker	23% (36)	11% (17)	12% (18)	6% (9)	12% (18)	9% (14)	8% (13)	12% (19)	3% (5)	3% (5)	1% (2)	156
Direct Supervisor Female	23% (77)	10% (34)	8% (25)	4% (13)	19% (64)	12% (38)	8% (26)	9% (30)	3% (10)	2% (5)	2% (7)	329
Direct Supervisor Male	19% (73)	10% (37)	8% (32)	7% (26)	12% (48)	12% (47)	14% (52)	12% (46)	4% (15)	1% (3)	1% (5)	384
CEO Female	23% (39)	12% (20)	9% (15)	8% (14)	15% (26)	13% (22)	7% (12)	8% (13)	3% (5)	— (0)	2% (4)	170
CEO Male	20% (111)	10% (52)	8% (42)	5% (25)	16% (85)	12% (65)	12% (66)	12% (63)	4% (20)	1% (8)	1% (8)	545
Direct Supervisor Has Children	21% (111)	10% (56)	8% (42)	6% (32)	16% (88)	11% (58)	11% (61)	10% (56)	4% (20)	1% (6)	2% (9)	539
Direct Supervisor Does not Have Children	28% (28)	8% (8)	10% (10)	3% (3)	14% (14)	11% (11)	10% (10)	10% (10)	4% (4)	1% (1)	1% (1)	100
CEO Has Children	23% (104)	11% (50)	8% (38)	5% (24)	17% (76)	10% (48)	11% (50)	9% (40)	3% (16)	1% (6)	2% (8)	460
CEO Does not Have Children	26% (20)	5% (4)	10% (8)	8% (6)	14% (11)	6% (5)	13% (10)	10% (8)	5% (4)	1% (1)	1% (1)	78
Currently Uses Formal Care for Child 0-5	47% (162)	22% (75)	18% (64)	13% (45)	— (0)	— (0)	— (0)	— (0)	— (0)	— (0)	— (0)	346
Currently Uses Informal Care for Child 0-5	— (0)	— (0)	— (0)	— (0)	26% (120)	25% (112)	19% (88)	19% (88)	6% (26)	2% (8)	3% (12)	454
Currently Uses Informal Care for Child 6-12	12% (6)	6% (3)	4% (2)	4% (2)	8% (4)	27% (14)	22% (11)	12% (6)	2% (1)	2% (1)	2% (1)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15: Which of the following best describes the current primary child care arrangement for your youngest child between kindergarten and 6th grade? This can include the care outside of school hours.

Demographic	Child Care Center	Family Child Care Home	Relative (e.g. grandparent, aunt/uncle)	I provided care for my child	My spouse/partner provide care for our child	My spouse/partner and I alternate providing care for our child	Non-relative friend or neighbor	After-school program in a school	After-school program at a non-profit, such as a boys and girls club or YMCA	Other, please specify	Total N
Employed Parents with Children 0-5	7% (6)	7% (6)	16% (14)	24% (21)	17% (15)	12% (11)	2% (2)	11% (10)	2% (2)	2% (2)	89
Gender: Female	8% (5)	8% (5)	15% (9)	29% (17)	7% (4)	15% (9)	2% (1)	8% (5)	3% (2)	3% (2)	59
Millennials: 1981-1996	7% (5)	7% (5)	13% (9)	26% (18)	11% (8)	14% (10)	3% (2)	13% (9)	3% (2)	3% (2)	70
Educ: < College	7% (4)	5% (3)	19% (11)	21% (12)	18% (10)	16% (9)	4% (2)	7% (4)	— (0)	4% (2)	57
Ethnicity: White	3% (2)	8% (5)	16% (10)	27% (17)	19% (12)	12% (8)	3% (2)	9% (6)	2% (1)	2% (1)	64
Married/Partnered	7% (4)	3% (2)	16% (10)	26% (16)	18% (11)	13% (8)	3% (2)	11% (7)	— (0)	2% (1)	61
Number of Children 0-5: 3+	6% (3)	4% (2)	14% (7)	30% (15)	20% (10)	12% (6)	4% (2)	4% (2)	2% (1)	4% (2)	50
Children Age 6-12	7% (6)	7% (6)	16% (14)	24% (21)	17% (15)	12% (11)	2% (2)	11% (10)	2% (2)	2% (2)	89
Single Job	8% (6)	5% (4)	18% (13)	26% (19)	15% (11)	11% (8)	3% (2)	9% (7)	3% (2)	3% (2)	74
Work Standard Hours	8% (6)	8% (6)	16% (12)	20% (15)	18% (14)	11% (8)	3% (2)	12% (9)	3% (2)	3% (2)	76
Work Full Time	7% (5)	7% (5)	15% (11)	19% (14)	20% (15)	11% (8)	3% (2)	14% (10)	3% (2)	3% (2)	74
CEO Male	2% (1)	9% (5)	12% (7)	25% (14)	21% (12)	12% (7)	2% (1)	11% (6)	2% (1)	4% (2)	56
Direct Supervisor Has Children	7% (4)	7% (4)	18% (11)	20% (12)	20% (12)	7% (4)	3% (2)	12% (7)	3% (2)	3% (2)	60
CEO Has Children	9% (5)	6% (3)	15% (8)	13% (7)	26% (14)	8% (4)	2% (1)	13% (7)	4% (2)	4% (2)	53
Currently Uses Informal Care for Child 0-5	3% (2)	— (0)	20% (12)	24% (14)	22% (13)	17% (10)	— (0)	10% (6)	2% (1)	2% (1)	59
Currently Uses Informal Care for Child 6-12	— (0)	— (0)	— (0)	41% (21)	29% (15)	22% (11)	4% (2)	— (0)	— (0)	4% (2)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC17: How frequently, if ever, do you have to pay a fine for picking up your child late from their child care provider?

Demographic	About two times a week or more		Once a week		Once a month		A couple of times a year		Once a year		Never	Total N	
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)			
Employed Parents with Children 0-5	6%	(46)	10%	(79)	5%	(39)	6%	(48)	1%	(11)	72%	(577)	800
Gender: Male	8%	(26)	11%	(35)	7%	(20)	7%	(23)	—	(1)	66%	(202)	307
Gender: Female	4%	(20)	9%	(44)	4%	(19)	5%	(25)	2%	(10)	76%	(375)	493
Age: 18-34	6%	(24)	11%	(47)	6%	(24)	5%	(22)	1%	(3)	72%	(305)	425
Age: 35-44	6%	(19)	8%	(27)	4%	(12)	7%	(24)	2%	(8)	73%	(247)	337
GenZers: 1997-2012	6%	(4)	13%	(9)	6%	(4)	3%	(2)	—	(0)	73%	(52)	71
Millennials: 1981-1996	5%	(34)	10%	(61)	5%	(30)	6%	(38)	1%	(9)	73%	(459)	631
GenXers: 1965-1980	9%	(8)	10%	(9)	5%	(5)	9%	(8)	2%	(2)	66%	(62)	94
PID: Dem (no lean)	10%	(32)	13%	(39)	6%	(19)	5%	(16)	1%	(4)	64%	(195)	305
PID: Ind (no lean)	2%	(6)	5%	(13)	3%	(8)	6%	(15)	1%	(2)	83%	(216)	260
PID: Rep (no lean)	3%	(8)	11%	(27)	5%	(12)	7%	(17)	2%	(5)	71%	(166)	235
PID/Gender: Dem Men	15%	(21)	16%	(22)	11%	(15)	6%	(8)	—	(0)	52%	(72)	138
PID/Gender: Dem Women	7%	(11)	10%	(17)	2%	(4)	5%	(8)	2%	(4)	74%	(123)	167
PID/Gender: Ind Men	2%	(2)	6%	(5)	2%	(2)	11%	(9)	—	(0)	78%	(63)	81
PID/Gender: Ind Women	2%	(4)	4%	(8)	3%	(6)	3%	(6)	1%	(2)	85%	(153)	179
PID/Gender: Rep Men	3%	(3)	9%	(8)	3%	(3)	7%	(6)	1%	(1)	76%	(67)	88
PID/Gender: Rep Women	3%	(5)	13%	(19)	6%	(9)	7%	(11)	3%	(4)	67%	(99)	147
Educ: < College	6%	(28)	10%	(51)	4%	(19)	6%	(28)	1%	(5)	74%	(366)	497
Educ: Bachelors degree	4%	(8)	12%	(22)	7%	(14)	5%	(9)	2%	(4)	70%	(132)	189
Educ: Post-grad	9%	(10)	5%	(6)	5%	(6)	10%	(11)	2%	(2)	69%	(79)	114
Income: Under 50k	5%	(14)	11%	(33)	5%	(14)	5%	(13)	1%	(3)	73%	(210)	287
Income: 50k-100k	7%	(23)	10%	(34)	6%	(19)	7%	(25)	1%	(4)	69%	(238)	343
Income: 100k+	5%	(9)	7%	(12)	4%	(6)	6%	(10)	2%	(4)	76%	(129)	170
Ethnicity: White	5%	(31)	8%	(47)	5%	(28)	6%	(37)	2%	(9)	75%	(445)	597
Ethnicity: Hispanic	7%	(9)	14%	(18)	5%	(6)	5%	(6)	2%	(2)	67%	(84)	125
Ethnicity: Black	7%	(10)	14%	(19)	7%	(9)	7%	(10)	1%	(2)	64%	(87)	137
Ethnicity: Other	8%	(5)	20%	(13)	3%	(2)	2%	(1)	—	(0)	68%	(45)	66
All Christian	6%	(19)	11%	(33)	5%	(16)	7%	(22)	1%	(2)	70%	(211)	303
Agnostic/Nothing in particular	4%	(10)	6%	(13)	6%	(14)	5%	(11)	2%	(5)	78%	(183)	236
Something Else	5%	(10)	8%	(15)	3%	(6)	7%	(13)	2%	(3)	75%	(140)	187

Continued on next page

Table BPC17: How frequently, if ever, do you have to pay a fine for picking up your child late from their child care provider?

Demographic	About two times a week or more		Once a week		Once a month		A couple of times a year		Once a year		Never	Total N	
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)			
Employed Parents with Children 0-5	6%	(46)	10%	(79)	5%	(39)	6%	(48)	1%	(11)	72%	(577)	800
Evangelical	9%	(21)	11%	(25)	6%	(14)	5%	(11)	—	(1)	68%	(150)	222
Non-Evangelical	3%	(7)	8%	(21)	2%	(6)	9%	(22)	2%	(4)	76%	(191)	251
Community: Urban	9%	(20)	17%	(39)	9%	(20)	5%	(12)	2%	(4)	59%	(136)	231
Community: Suburban	4%	(16)	7%	(27)	5%	(17)	8%	(29)	1%	(4)	75%	(282)	375
Community: Rural	5%	(10)	7%	(13)	1%	(2)	4%	(7)	2%	(3)	82%	(159)	194
4-Region: Northeast	4%	(5)	13%	(17)	3%	(4)	9%	(12)	4%	(5)	68%	(91)	134
4-Region: Midwest	4%	(8)	7%	(15)	4%	(8)	4%	(8)	—	(1)	81%	(169)	209
4-Region: South	7%	(25)	9%	(33)	6%	(21)	7%	(23)	1%	(5)	69%	(242)	349
4-Region: West	7%	(8)	13%	(14)	6%	(6)	5%	(5)	—	(0)	69%	(75)	108
Married/Partnered	6%	(33)	10%	(57)	4%	(25)	5%	(26)	1%	(8)	73%	(410)	559
Number of Children 0-5: 1	5%	(27)	10%	(54)	5%	(28)	7%	(34)	1%	(4)	72%	(376)	523
Number of Children 0-5: 2	6%	(13)	10%	(20)	3%	(7)	5%	(11)	2%	(5)	72%	(145)	201
Number of Children 0-5: 3+	8%	(6)	7%	(5)	5%	(4)	4%	(3)	3%	(2)	74%	(56)	76
Youngest Child under 1 Year	3%	(4)	7%	(9)	5%	(6)	7%	(9)	1%	(1)	77%	(97)	126
Youngest Child 1 Year Old	4%	(4)	10%	(11)	3%	(3)	6%	(7)	3%	(3)	75%	(84)	112
Youngest Child 2-3 Years Old	6%	(15)	12%	(30)	4%	(9)	5%	(11)	1%	(3)	72%	(173)	241
Youngest Child 4-5 Years Old	7%	(23)	9%	(29)	7%	(21)	7%	(21)	1%	(4)	69%	(223)	321
Children Age 6-12	11%	(10)	9%	(8)	3%	(3)	4%	(4)	1%	(1)	71%	(63)	89
Employed and Salaried	8%	(24)	13%	(39)	6%	(17)	7%	(21)	1%	(4)	65%	(193)	298
Employed and Hourly	4%	(18)	8%	(35)	4%	(18)	5%	(20)	1%	(4)	77%	(327)	422
Self Employed	3%	(2)	5%	(3)	5%	(3)	8%	(5)	5%	(3)	75%	(48)	64
Multiple Jobs	11%	(15)	11%	(16)	5%	(7)	9%	(13)	1%	(2)	62%	(88)	141
Single Job	5%	(31)	10%	(63)	5%	(32)	5%	(35)	1%	(9)	74%	(489)	659
Work Standard Hours	6%	(39)	10%	(66)	5%	(36)	7%	(44)	1%	(10)	71%	(476)	671
Work Evenings	10%	(20)	14%	(28)	4%	(8)	8%	(15)	2%	(3)	62%	(121)	195
Work Overnight/Early Mornings	17%	(10)	5%	(3)	10%	(6)	5%	(3)	—	(0)	63%	(37)	59
Work Weekends	7%	(13)	6%	(11)	3%	(6)	8%	(14)	1%	(2)	74%	(133)	179
Work Full Time	7%	(44)	10%	(69)	6%	(37)	7%	(47)	1%	(8)	69%	(453)	658
Work Part Time	1%	(2)	7%	(10)	1%	(2)	1%	(1)	2%	(3)	87%	(124)	142

Continued on next page

Table BPC17: How frequently, if ever, do you have to pay a fine for picking up your child late from their child care provider?

Demographic	About two times a week or more		Once a week		Once a month		A couple of times a year		Once a year		Never	Total N	
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)			
Employed Parents with Children 0-5	6%	(46)	10%	(79)	5%	(39)	6%	(48)	1%	(11)	72%	(577)	800
Service/Retail Worker	6%	(12)	9%	(18)	4%	(7)	5%	(10)	1%	(2)	74%	(142)	191
Trade/Skill Worker	2%	(3)	12%	(15)	4%	(5)	7%	(9)	1%	(1)	73%	(88)	121
Admin /Office Worker	7%	(16)	11%	(25)	5%	(12)	7%	(16)	1%	(3)	68%	(153)	225
Health Care Worker	9%	(9)	10%	(10)	5%	(5)	7%	(7)	—	(0)	70%	(72)	103
Other Worker	4%	(6)	7%	(11)	6%	(10)	4%	(6)	3%	(5)	76%	(122)	160
Work Remotely	8%	(15)	15%	(28)	5%	(10)	4%	(7)	2%	(3)	66%	(120)	183
Work Onsite	4%	(18)	7%	(29)	4%	(16)	5%	(21)	1%	(5)	78%	(319)	408
Hybrid Worker	6%	(10)	12%	(18)	8%	(13)	11%	(17)	2%	(3)	61%	(95)	156
Direct Supervisor Female	5%	(16)	10%	(32)	4%	(12)	5%	(17)	2%	(5)	75%	(247)	329
Direct Supervisor Male	7%	(25)	10%	(40)	6%	(24)	7%	(25)	1%	(3)	70%	(267)	384
CEO Female	8%	(13)	14%	(24)	6%	(11)	6%	(10)	1%	(1)	65%	(111)	170
CEO Male	5%	(29)	9%	(49)	5%	(25)	6%	(32)	1%	(7)	74%	(403)	545
Direct Supervisor Has Children	6%	(31)	10%	(52)	6%	(31)	6%	(31)	1%	(6)	72%	(388)	539
Direct Supervisor Does not Have Children	7%	(7)	15%	(15)	5%	(5)	4%	(4)	2%	(2)	67%	(67)	100
CEO Has Children	7%	(30)	11%	(50)	7%	(30)	5%	(24)	1%	(4)	70%	(322)	460
CEO Does not Have Children	4%	(3)	19%	(15)	4%	(3)	8%	(6)	4%	(3)	62%	(48)	78
Currently Uses Formal Care for Child 0-5	7%	(23)	13%	(44)	6%	(22)	8%	(29)	2%	(7)	64%	(221)	346
Currently Uses Informal Care for Child 0-5	5%	(23)	8%	(35)	4%	(17)	4%	(19)	1%	(4)	78%	(356)	454
Currently Uses Informal Care for Child 6-12	8%	(4)	4%	(2)	4%	(2)	—	(0)	—	(0)	84%	(43)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC19: Do you currently pay your child care provider? If yes, please indicate how much you pay on average for child care on a weekly basis for your youngest child.

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	46% (370)	54% (430)	800
Gender: Male	45% (138)	55% (169)	307
Gender: Female	47% (232)	53% (261)	493
Age: 18-34	43% (184)	57% (241)	425
Age: 35-44	50% (167)	50% (170)	337
GenZers: 1997-2012	37% (26)	63% (45)	71
Millennials: 1981-1996	47% (294)	53% (337)	631
GenXers: 1965-1980	52% (49)	48% (45)	94
PID: Dem (no lean)	50% (154)	50% (151)	305
PID: Ind (no lean)	42% (110)	58% (150)	260
PID: Rep (no lean)	45% (106)	55% (129)	235
PID/Gender: Dem Men	49% (68)	51% (70)	138
PID/Gender: Dem Women	51% (86)	49% (81)	167
PID/Gender: Ind Men	48% (39)	52% (42)	81
PID/Gender: Ind Women	40% (71)	60% (108)	179
PID/Gender: Rep Men	35% (31)	65% (57)	88
PID/Gender: Rep Women	51% (75)	49% (72)	147
Educ: < College	38% (190)	62% (307)	497
Educ: Bachelors degree	58% (110)	42% (79)	189
Educ: Post-grad	61% (70)	39% (44)	114
Income: Under 50k	33% (94)	67% (193)	287
Income: 50k-100k	50% (173)	50% (170)	343
Income: 100k+	61% (103)	39% (67)	170
Ethnicity: White	47% (282)	53% (315)	597
Ethnicity: Hispanic	40% (50)	60% (75)	125
Ethnicity: Black	47% (64)	53% (73)	137
Ethnicity: Other	36% (24)	64% (42)	66
All Christian	49% (149)	51% (154)	303
Agnostic/Nothing in particular	45% (107)	55% (129)	236
Something Else	45% (84)	55% (103)	187
Evangelical	48% (106)	52% (116)	222
Non-Evangelical	48% (121)	52% (130)	251

Continued on next page

Table BPC19: Do you currently pay your child care provider? If yes, please indicate how much you pay on average for child care on a weekly basis for your youngest child.

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	46% (370)	54% (430)	800
Community: Urban	44% (102)	56% (129)	231
Community: Suburban	51% (193)	49% (182)	375
Community: Rural	39% (75)	61% (119)	194
4-Region: Northeast	42% (56)	58% (78)	134
4-Region: Midwest	52% (108)	48% (101)	209
4-Region: South	44% (155)	56% (194)	349
4-Region: West	47% (51)	53% (57)	108
Married/Partnered	46% (258)	54% (301)	559
Number of Children 0-5: 1	48% (250)	52% (273)	523
Number of Children 0-5: 2	42% (85)	58% (116)	201
Number of Children 0-5: 3+	46% (35)	54% (41)	76
Youngest Child under 1 Year	44% (55)	56% (71)	126
Youngest Child 1 Year Old	40% (45)	60% (67)	112
Youngest Child 2-3 Years Old	51% (123)	49% (118)	241
Youngest Child 4-5 Years Old	46% (147)	54% (174)	321
Children Age 6-12	47% (42)	53% (47)	89
Employed and Salaried	53% (158)	47% (140)	298
Employed and Hourly	45% (188)	55% (234)	422
Self Employed	27% (17)	73% (47)	64
Multiple Jobs	48% (67)	52% (74)	141
Single Job	46% (303)	54% (356)	659
Work Standard Hours	49% (332)	51% (339)	671
Work Evenings	47% (91)	53% (104)	195
Work Overnight/Early Mornings	44% (26)	56% (33)	59
Work Weekends	44% (79)	56% (100)	179
Work Full Time	51% (336)	49% (322)	658
Work Part Time	24% (34)	76% (108)	142

Continued on next page

Table BPC19: Do you currently pay your child care provider? If yes, please indicate how much you pay on average for child care on a weekly basis for your youngest child.

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	46% (370)	54% (430)	800
Service/Retail Worker	39% (74)	61% (117)	191
Trade/Skill Worker	45% (54)	55% (67)	121
Admin /Office Worker	54% (122)	46% (103)	225
Health Care Worker	50% (52)	50% (51)	103
Other Worker	42% (68)	57% (92)	160
Work Remotely	38% (70)	62% (113)	183
Work Onsite	49% (200)	51% (208)	408
Hybrid Worker	56% (88)	44% (68)	156
Direct Supervisor Female	51% (167)	49% (162)	329
Direct Supervisor Male	46% (178)	54% (206)	384
CEO Female	53% (90)	47% (80)	170
CEO Male	47% (256)	53% (289)	545
Direct Supervisor Has Children	51% (276)	49% (263)	539
Direct Supervisor Does not Have Children	50% (50)	50% (50)	100
CEO Has Children	55% (253)	45% (207)	460
CEO Does not Have Children	46% (36)	54% (42)	78
Currently Uses Formal Care for Child 0-5	70% (241)	30% (105)	346
Currently Uses Informal Care for Child 0-5	28% (129)	72% (325)	454
Currently Uses Informal Care for Child 6-12	29% (15)	71% (36)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC20_1: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

During traditional work hours (8am-6pm)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	70% (559)	30% (241)	800
Gender: Male	68% (209)	32% (98)	307
Gender: Female	71% (350)	29% (143)	493
Age: 18-34	70% (298)	30% (127)	425
Age: 35-44	70% (237)	30% (100)	337
GenZers: 1997-2012	68% (48)	32% (23)	71
Millennials: 1981-1996	71% (445)	29% (186)	631
GenXers: 1965-1980	67% (63)	33% (31)	94
PID: Dem (no lean)	72% (220)	28% (85)	305
PID: Ind (no lean)	68% (177)	32% (83)	260
PID: Rep (no lean)	69% (162)	31% (73)	235
PID/Gender: Dem Men	70% (96)	30% (42)	138
PID/Gender: Dem Women	74% (124)	26% (43)	167
PID/Gender: Ind Men	69% (56)	31% (25)	81
PID/Gender: Ind Women	68% (121)	32% (58)	179
PID/Gender: Rep Men	65% (57)	35% (31)	88
PID/Gender: Rep Women	71% (105)	29% (42)	147
Educ: < College	68% (337)	32% (160)	497
Educ: Bachelors degree	71% (135)	29% (54)	189
Educ: Post-grad	76% (87)	24% (27)	114
Income: Under 50k	67% (192)	33% (95)	287
Income: 50k-100k	69% (237)	31% (106)	343
Income: 100k+	76% (130)	24% (40)	170
Ethnicity: White	70% (415)	30% (182)	597
Ethnicity: Hispanic	62% (78)	38% (47)	125
Ethnicity: Black	72% (98)	28% (39)	137
Ethnicity: Other	70% (46)	30% (20)	66
All Christian	74% (223)	26% (80)	303
Agnostic/Nothing in particular	70% (166)	30% (70)	236
Something Else	67% (125)	33% (62)	187

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Table BPC20_1: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

During traditional work hours (8am-6pm)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	70% (559)	30% (241)	800
Evangelical	67% (148)	33% (74)	222
Non-Evangelical	76% (191)	24% (60)	251
Community: Urban	71% (164)	29% (67)	231
Community: Suburban	72% (271)	28% (104)	375
Community: Rural	64% (124)	36% (70)	194
4-Region: Northeast	70% (94)	30% (40)	134
4-Region: Midwest	71% (148)	29% (61)	209
4-Region: South	70% (246)	30% (103)	349
4-Region: West	66% (71)	34% (37)	108
Married/Partnered	68% (379)	32% (180)	559
Number of Children 0-5: 1	70% (365)	30% (158)	523
Number of Children 0-5: 2	72% (144)	28% (57)	201
Number of Children 0-5: 3+	66% (50)	34% (26)	76
Youngest Child under 1 Year	72% (91)	28% (35)	126
Youngest Child 1 Year Old	71% (79)	29% (33)	112
Youngest Child 2-3 Years Old	74% (179)	26% (62)	241
Youngest Child 4-5 Years Old	65% (210)	35% (111)	321
Children Age 6-12	63% (56)	37% (33)	89
Employed and Salaried	70% (210)	30% (88)	298
Employed and Hourly	71% (300)	29% (122)	422
Self Employed	56% (36)	44% (28)	64
Multiple Jobs	68% (96)	32% (45)	141
Single Job	70% (463)	30% (196)	659
Work Standard Hours	73% (492)	27% (179)	671
Work Evenings	66% (128)	34% (67)	195
Work Overnight/Early Mornings	59% (35)	41% (24)	59
Work Weekends	63% (113)	37% (66)	179
Work Full Time	73% (479)	27% (179)	658
Work Part Time	56% (80)	44% (62)	142

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Table BPC20_1: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

During traditional work hours (8am-6pm)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	70% (559)	30% (241)	800
Service/Retail Worker	67% (128)	33% (63)	191
Trade/Skill Worker	72% (87)	28% (34)	121
Admin /Office Worker	66% (149)	34% (76)	225
Health Care Worker	73% (75)	27% (28)	103
Other Worker	75% (120)	25% (40)	160
Work Remotely	61% (111)	39% (72)	183
Work Onsite	73% (298)	27% (110)	408
Hybrid Worker	77% (120)	23% (36)	156
Direct Supervisor Female	74% (245)	26% (84)	329
Direct Supervisor Male	68% (262)	32% (122)	384
CEO Female	69% (118)	31% (52)	170
CEO Male	72% (391)	28% (154)	545
Direct Supervisor Has Children	74% (397)	26% (142)	539
Direct Supervisor Does not Have Children	72% (72)	28% (28)	100
CEO Has Children	75% (347)	25% (113)	460
CEO Does not Have Children	67% (52)	33% (26)	78
Currently Uses Formal Care for Child 0-5	86% (296)	14% (50)	346
Currently Uses Informal Care for Child 0-5	58% (263)	42% (191)	454
Currently Uses Informal Care for Child 6-12	39% (20)	61% (31)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC20_2: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

Outside of traditional work hours (6pm-8am)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	24% (189)	76% (611)	800
Gender: Male	30% (92)	70% (215)	307
Gender: Female	20% (97)	80% (396)	493
Age: 18-34	24% (101)	76% (324)	425
Age: 35-44	23% (76)	77% (261)	337
GenZers: 1997-2012	25% (18)	75% (53)	71
Millennials: 1981-1996	24% (151)	76% (480)	631
GenXers: 1965-1980	21% (20)	79% (74)	94
PID: Dem (no lean)	25% (77)	75% (228)	305
PID: Ind (no lean)	21% (55)	79% (205)	260
PID: Rep (no lean)	24% (57)	76% (178)	235
PID/Gender: Dem Men	29% (40)	71% (98)	138
PID/Gender: Dem Women	22% (37)	78% (130)	167
PID/Gender: Ind Men	26% (21)	74% (60)	81
PID/Gender: Ind Women	19% (34)	81% (145)	179
PID/Gender: Rep Men	35% (31)	65% (57)	88
PID/Gender: Rep Women	18% (26)	82% (121)	147
Educ: < College	24% (119)	76% (378)	497
Educ: Bachelors degree	24% (45)	76% (144)	189
Educ: Post-grad	22% (25)	78% (89)	114
Income: Under 50k	27% (77)	73% (210)	287
Income: 50k-100k	25% (85)	75% (258)	343
Income: 100k+	16% (27)	84% (143)	170
Ethnicity: White	21% (125)	79% (472)	597
Ethnicity: Hispanic	25% (31)	75% (94)	125
Ethnicity: Black	33% (45)	67% (92)	137
Ethnicity: Other	29% (19)	71% (47)	66
All Christian	23% (71)	77% (232)	303
Agnostic/Nothing in particular	16% (38)	84% (198)	236
Something Else	30% (57)	70% (130)	187

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Table BPC20_2: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

Outside of traditional work hours (6pm-8am)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	24% (189)	76% (611)	800
Evangelical	31% (69)	69% (153)	222
Non-Evangelical	22% (54)	78% (197)	251
Community: Urban	32% (75)	68% (156)	231
Community: Suburban	21% (77)	79% (298)	375
Community: Rural	19% (37)	81% (157)	194
4-Region: Northeast	20% (27)	80% (107)	134
4-Region: Midwest	23% (49)	77% (160)	209
4-Region: South	26% (91)	74% (258)	349
4-Region: West	20% (22)	80% (86)	108
Married/Partnered	22% (124)	78% (435)	559
Number of Children 0-5: 1	23% (119)	77% (404)	523
Number of Children 0-5: 2	25% (51)	75% (150)	201
Number of Children 0-5: 3+	25% (19)	75% (57)	76
Youngest Child under 1 Year	22% (28)	78% (98)	126
Youngest Child 1 Year Old	18% (20)	82% (92)	112
Youngest Child 2-3 Years Old	25% (61)	75% (180)	241
Youngest Child 4-5 Years Old	25% (80)	75% (241)	321
Children Age 6-12	24% (21)	76% (68)	89
Employed and Salaried	26% (78)	74% (220)	298
Employed and Hourly	21% (87)	79% (335)	422
Self Employed	31% (20)	69% (44)	64
Multiple Jobs	35% (50)	65% (91)	141
Single Job	21% (139)	79% (520)	659
Work Standard Hours	22% (149)	78% (522)	671
Work Evenings	37% (73)	63% (122)	195
Work Overnight/Early Mornings	47% (28)	53% (31)	59
Work Weekends	28% (50)	72% (129)	179
Work Full Time	25% (165)	75% (493)	658
Work Part Time	17% (24)	83% (118)	142

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Table BPC20_2: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

Outside of traditional work hours (6pm-8am)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	24% (189)	76% (611)	800
Service/Retail Worker	26% (50)	74% (141)	191
Trade/Skill Worker	29% (35)	71% (86)	121
Admin /Office Worker	20% (46)	80% (179)	225
Health Care Worker	26% (27)	74% (76)	103
Other Worker	19% (31)	81% (129)	160
Work Remotely	24% (44)	76% (139)	183
Work Onsite	20% (82)	80% (326)	408
Hybrid Worker	32% (50)	68% (106)	156
Direct Supervisor Female	19% (63)	81% (266)	329
Direct Supervisor Male	26% (100)	74% (284)	384
CEO Female	23% (39)	77% (131)	170
CEO Male	23% (124)	77% (421)	545
Direct Supervisor Has Children	24% (132)	76% (407)	539
Direct Supervisor Does not Have Children	20% (20)	80% (80)	100
CEO Has Children	25% (113)	75% (347)	460
CEO Does not Have Children	37% (29)	63% (49)	78
Currently Uses Formal Care for Child 0-5	23% (80)	77% (266)	346
Currently Uses Informal Care for Child 0-5	24% (109)	76% (345)	454
Currently Uses Informal Care for Child 6-12	20% (10)	80% (41)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC20_3: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

During the weekends (Saturday & Sunday)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	24% (189)	76% (611)	800
Gender: Male	26% (80)	74% (227)	307
Gender: Female	22% (109)	78% (384)	493
Age: 18-34	25% (106)	75% (319)	425
Age: 35-44	22% (74)	78% (263)	337
GenZers: 1997-2012	28% (20)	72% (51)	71
Millennials: 1981-1996	24% (149)	76% (482)	631
GenXers: 1965-1980	20% (19)	80% (75)	94
PID: Dem (no lean)	26% (78)	74% (227)	305
PID: Ind (no lean)	24% (62)	76% (198)	260
PID: Rep (no lean)	21% (49)	79% (186)	235
PID/Gender: Dem Men	30% (41)	70% (97)	138
PID/Gender: Dem Women	22% (37)	78% (130)	167
PID/Gender: Ind Men	20% (16)	80% (65)	81
PID/Gender: Ind Women	26% (46)	74% (133)	179
PID/Gender: Rep Men	26% (23)	74% (65)	88
PID/Gender: Rep Women	18% (26)	82% (121)	147
Educ: < College	28% (139)	72% (358)	497
Educ: Bachelors degree	18% (34)	82% (155)	189
Educ: Post-grad	14% (16)	86% (98)	114
Income: Under 50k	31% (88)	69% (199)	287
Income: 50k-100k	23% (79)	77% (264)	343
Income: 100k+	13% (22)	87% (148)	170
Ethnicity: White	22% (132)	78% (465)	597
Ethnicity: Hispanic	21% (26)	79% (99)	125
Ethnicity: Black	30% (41)	70% (96)	137
Ethnicity: Other	24% (16)	76% (50)	66
All Christian	19% (57)	81% (246)	303
Agnostic/Nothing in particular	22% (52)	78% (184)	236
Something Else	29% (54)	71% (133)	187

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Table BPC20_3: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

During the weekends (Saturday & Sunday)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	24% (189)	76% (611)	800
Evangelical	25% (55)	75% (167)	222
Non-Evangelical	20% (50)	80% (201)	251
Community: Urban	33% (77)	67% (154)	231
Community: Suburban	19% (72)	81% (303)	375
Community: Rural	21% (40)	79% (154)	194
4-Region: Northeast	21% (28)	79% (106)	134
4-Region: Midwest	22% (45)	78% (164)	209
4-Region: South	26% (90)	74% (259)	349
4-Region: West	24% (26)	76% (82)	108
Married/Partnered	21% (120)	79% (439)	559
Number of Children 0-5: 1	24% (123)	76% (400)	523
Number of Children 0-5: 2	21% (43)	79% (158)	201
Number of Children 0-5: 3+	30% (23)	70% (53)	76
Youngest Child under 1 Year	29% (36)	71% (90)	126
Youngest Child 1 Year Old	22% (25)	78% (87)	112
Youngest Child 2-3 Years Old	24% (57)	76% (184)	241
Youngest Child 4-5 Years Old	22% (71)	78% (250)	321
Children Age 6-12	24% (21)	76% (68)	89
Employed and Salaried	20% (61)	80% (237)	298
Employed and Hourly	24% (100)	76% (322)	422
Self Employed	34% (22)	66% (42)	64
Multiple Jobs	38% (53)	62% (88)	141
Single Job	21% (136)	79% (523)	659
Work Standard Hours	22% (149)	78% (522)	671
Work Evenings	35% (69)	65% (126)	195
Work Overnight/Early Mornings	44% (26)	56% (33)	59
Work Weekends	41% (74)	59% (105)	179
Work Full Time	23% (153)	77% (505)	658
Work Part Time	25% (36)	75% (106)	142

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Table BPC20_3: A child-care arrangement can include centers, home-based child care, pre-K, relatives, parents, etc. In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours?

During the weekends (Saturday & Sunday)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	24% (189)	76% (611)	800
Service/Retail Worker	32% (62)	68% (129)	191
Trade/Skill Worker	28% (34)	72% (87)	121
Admin /Office Worker	16% (37)	84% (188)	225
Health Care Worker	23% (24)	77% (79)	103
Other Worker	20% (32)	80% (128)	160
Work Remotely	22% (40)	78% (143)	183
Work Onsite	22% (88)	78% (320)	408
Hybrid Worker	26% (40)	74% (116)	156
Direct Supervisor Female	20% (66)	80% (263)	329
Direct Supervisor Male	24% (91)	76% (293)	384
CEO Female	21% (35)	79% (135)	170
CEO Male	22% (122)	78% (423)	545
Direct Supervisor Has Children	23% (122)	77% (417)	539
Direct Supervisor Does not Have Children	19% (19)	81% (81)	100
CEO Has Children	22% (100)	78% (360)	460
CEO Does not Have Children	31% (24)	69% (54)	78
Currently Uses Formal Care for Child 0-5	24% (83)	76% (263)	346
Currently Uses Informal Care for Child 0-5	23% (106)	77% (348)	454
Currently Uses Informal Care for Child 6-12	20% (10)	80% (41)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_1NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 6pm to 8pm

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	53%	(100)	47%	(89)	189
Gender: Male	45%	(41)	55%	(51)	92
Gender: Female	61%	(59)	39%	(38)	97
Age: 18-34	56%	(57)	44%	(44)	101
Age: 35-44	49%	(37)	51%	(39)	76
Millennials: 1981-1996	54%	(81)	46%	(70)	151
PID: Dem (no lean)	48%	(37)	52%	(40)	77
PID: Ind (no lean)	60%	(33)	40%	(22)	55
PID: Rep (no lean)	53%	(30)	47%	(27)	57
Educ: < College	50%	(60)	50%	(59)	119
Income: Under 50k	55%	(42)	45%	(35)	77
Income: 50k-100k	49%	(42)	51%	(43)	85
Ethnicity: White	51%	(64)	49%	(61)	125
All Christian	48%	(34)	52%	(37)	71
Something Else	61%	(35)	39%	(22)	57
Evangelical	52%	(36)	48%	(33)	69
Non-Evangelical	61%	(33)	39%	(21)	54
Community: Urban	41%	(31)	59%	(44)	75
Community: Suburban	60%	(46)	40%	(31)	77
4-Region: South	60%	(55)	40%	(36)	91
Married/Partnered	47%	(58)	53%	(66)	124
Number of Children 0-5: 1	50%	(60)	50%	(59)	119
Number of Children 0-5: 2	53%	(27)	47%	(24)	51
Youngest Child 2-3 Years Old	51%	(31)	49%	(30)	61
Youngest Child 4-5 Years Old	52%	(42)	48%	(38)	80
Employed and Salaried	46%	(36)	54%	(42)	78
Employed and Hourly	57%	(50)	43%	(37)	87
Multiple Jobs	54%	(27)	46%	(23)	50
Single Job	53%	(73)	47%	(66)	139
Work Standard Hours	54%	(81)	46%	(68)	149
Work Evenings	63%	(46)	37%	(27)	73

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Table BPC21_1NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 6pm to 8pm

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	53%	(100)	47%	(89)	189
Work Weekends	68%	(34)	32%	(16)	50
Work Full Time	52%	(86)	48%	(79)	165
Service/Retail Worker	52%	(26)	48%	(24)	50
Work Onsite	60%	(49)	40%	(33)	82
Hybrid Worker	52%	(26)	48%	(24)	50
Direct Supervisor Female	59%	(37)	41%	(26)	63
Direct Supervisor Male	48%	(48)	52%	(52)	100
CEO Male	56%	(69)	44%	(55)	124
Direct Supervisor Has Children	49%	(65)	51%	(67)	132
CEO Has Children	48%	(54)	52%	(59)	113
Currently Uses Formal Care for Child 0-5	49%	(39)	51%	(41)	80
Currently Uses Informal Care for Child 0-5	56%	(61)	44%	(48)	109

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_2NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 8pm to 10pm

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	37%	(69)	63%	(120)	189
Gender: Male	37%	(34)	63%	(58)	92
Gender: Female	36%	(35)	64%	(62)	97
Age: 18-34	40%	(40)	60%	(61)	101
Age: 35-44	32%	(24)	68%	(52)	76
Millennials: 1981-1996	35%	(53)	65%	(98)	151
PID: Dem (no lean)	43%	(33)	57%	(44)	77
PID: Ind (no lean)	36%	(20)	64%	(35)	55
PID: Rep (no lean)	28%	(16)	72%	(41)	57
Educ: < College	38%	(45)	62%	(74)	119
Income: Under 50k	40%	(31)	60%	(46)	77
Income: 50k-100k	31%	(26)	69%	(59)	85
Ethnicity: White	36%	(45)	64%	(80)	125
All Christian	27%	(19)	73%	(52)	71
Something Else	42%	(24)	58%	(33)	57
Evangelical	32%	(22)	68%	(47)	69
Non-Evangelical	35%	(19)	65%	(35)	54
Community: Urban	44%	(33)	56%	(42)	75
Community: Suburban	32%	(25)	68%	(52)	77
4-Region: South	46%	(42)	54%	(49)	91
Married/Partnered	37%	(46)	63%	(78)	124
Number of Children 0-5: 1	34%	(41)	66%	(78)	119
Number of Children 0-5: 2	35%	(18)	65%	(33)	51
Youngest Child 2-3 Years Old	33%	(20)	67%	(41)	61
Youngest Child 4-5 Years Old	39%	(31)	61%	(49)	80
Employed and Salaried	35%	(27)	65%	(51)	78
Employed and Hourly	39%	(34)	61%	(53)	87
Multiple Jobs	34%	(17)	66%	(33)	50
Single Job	37%	(52)	63%	(87)	139
Work Standard Hours	34%	(50)	66%	(99)	149
Work Evenings	53%	(39)	47%	(34)	73

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Table BPC21_2NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 8pm to 10pm

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	37%	(69)	63%	(120)	189
Work Weekends	58%	(29)	42%	(21)	50
Work Full Time	38%	(63)	62%	(102)	165
Service/Retail Worker	28%	(14)	72%	(36)	50
Work Onsite	37%	(30)	63%	(52)	82
Hybrid Worker	40%	(20)	60%	(30)	50
Direct Supervisor Female	38%	(24)	62%	(39)	63
Direct Supervisor Male	35%	(35)	65%	(65)	100
CEO Male	36%	(45)	64%	(79)	124
Direct Supervisor Has Children	35%	(46)	65%	(86)	132
CEO Has Children	34%	(38)	66%	(75)	113
Currently Uses Formal Care for Child 0-5	38%	(30)	62%	(50)	80
Currently Uses Informal Care for Child 0-5	36%	(39)	64%	(70)	109

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_3NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 10pm to 12am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	31%	(58)	69%	(131)	189
Gender: Male	35%	(32)	65%	(60)	92
Gender: Female	27%	(26)	73%	(71)	97
Age: 18-34	33%	(33)	67%	(68)	101
Age: 35-44	29%	(22)	71%	(54)	76
Millennials: 1981-1996	32%	(48)	68%	(103)	151
PID: Dem (no lean)	29%	(22)	71%	(55)	77
PID: Ind (no lean)	40%	(22)	60%	(33)	55
PID: Rep (no lean)	25%	(14)	75%	(43)	57
Educ: < College	34%	(41)	66%	(78)	119
Income: Under 50k	39%	(30)	61%	(47)	77
Income: 50k-100k	25%	(21)	75%	(64)	85
Ethnicity: White	33%	(41)	67%	(84)	125
All Christian	27%	(19)	73%	(52)	71
Something Else	28%	(16)	72%	(41)	57
Evangelical	28%	(19)	72%	(50)	69
Non-Evangelical	26%	(14)	74%	(40)	54
Community: Urban	32%	(24)	68%	(51)	75
Community: Suburban	26%	(20)	74%	(57)	77
4-Region: South	31%	(28)	69%	(63)	91
Married/Partnered	31%	(38)	69%	(86)	124
Number of Children 0-5: 1	33%	(39)	67%	(80)	119
Number of Children 0-5: 2	27%	(14)	73%	(37)	51
Youngest Child 2-3 Years Old	26%	(16)	74%	(45)	61
Youngest Child 4-5 Years Old	32%	(26)	68%	(54)	80
Employed and Salaried	28%	(22)	72%	(56)	78
Employed and Hourly	33%	(29)	67%	(58)	87
Multiple Jobs	42%	(21)	58%	(29)	50
Single Job	27%	(37)	73%	(102)	139
Work Standard Hours	28%	(41)	72%	(108)	149
Work Evenings	40%	(29)	60%	(44)	73

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Table BPC21_3NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 10pm to 12am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	31%	(58)	69%	(131)	189
Work Weekends	46%	(23)	54%	(27)	50
Work Full Time	32%	(52)	68%	(113)	165
Service/Retail Worker	40%	(20)	60%	(30)	50
Work Onsite	29%	(24)	71%	(58)	82
Hybrid Worker	30%	(15)	70%	(35)	50
Direct Supervisor Female	38%	(24)	62%	(39)	63
Direct Supervisor Male	26%	(26)	74%	(74)	100
CEO Male	31%	(39)	69%	(85)	124
Direct Supervisor Has Children	29%	(38)	71%	(94)	132
CEO Has Children	27%	(31)	73%	(82)	113
Currently Uses Formal Care for Child 0-5	35%	(28)	65%	(52)	80
Currently Uses Informal Care for Child 0-5	28%	(30)	72%	(79)	109

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_4NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 12am to 2am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	21%	(39)	79%	(150)	189
Gender: Male	23%	(21)	77%	(71)	92
Gender: Female	19%	(18)	81%	(79)	97
Age: 18-34	17%	(17)	83%	(84)	101
Age: 35-44	26%	(20)	74%	(56)	76
Millennials: 1981-1996	23%	(34)	77%	(117)	151
PID: Dem (no lean)	22%	(17)	78%	(60)	77
PID: Ind (no lean)	20%	(11)	80%	(44)	55
PID: Rep (no lean)	19%	(11)	81%	(46)	57
Educ: < College	20%	(24)	80%	(95)	119
Income: Under 50k	25%	(19)	75%	(58)	77
Income: 50k-100k	19%	(16)	81%	(69)	85
Ethnicity: White	23%	(29)	77%	(96)	125
All Christian	23%	(16)	77%	(55)	71
Something Else	19%	(11)	81%	(46)	57
Evangelical	23%	(16)	77%	(53)	69
Non-Evangelical	17%	(9)	83%	(45)	54
Community: Urban	25%	(19)	75%	(56)	75
Community: Suburban	14%	(11)	86%	(66)	77
4-Region: South	22%	(20)	78%	(71)	91
Married/Partnered	25%	(31)	75%	(93)	124
Number of Children 0-5: 1	18%	(22)	82%	(97)	119
Number of Children 0-5: 2	24%	(12)	76%	(39)	51
Youngest Child 2-3 Years Old	18%	(11)	82%	(50)	61
Youngest Child 4-5 Years Old	22%	(18)	78%	(62)	80
Employed and Salaried	19%	(15)	81%	(63)	78
Employed and Hourly	22%	(19)	78%	(68)	87
Multiple Jobs	22%	(11)	78%	(39)	50
Single Job	20%	(28)	80%	(111)	139
Work Standard Hours	18%	(27)	82%	(122)	149
Work Evenings	30%	(22)	70%	(51)	73

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Table BPC21_4NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 12am to 2am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	21%	(39)	79%	(150)	189
Work Weekends	30%	(15)	70%	(35)	50
Work Full Time	21%	(35)	79%	(130)	165
Service/Retail Worker	36%	(18)	64%	(32)	50
Work Onsite	18%	(15)	82%	(67)	82
Hybrid Worker	24%	(12)	76%	(38)	50
Direct Supervisor Female	16%	(10)	84%	(53)	63
Direct Supervisor Male	24%	(24)	76%	(76)	100
CEO Male	20%	(25)	80%	(99)	124
Direct Supervisor Has Children	22%	(29)	78%	(103)	132
CEO Has Children	19%	(22)	81%	(91)	113
Currently Uses Formal Care for Child 0-5	19%	(15)	81%	(65)	80
Currently Uses Informal Care for Child 0-5	22%	(24)	78%	(85)	109

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_5NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 2am to 4am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	16%	(30)	84%	(159)	189
Gender: Male	17%	(16)	83%	(76)	92
Gender: Female	14%	(14)	86%	(83)	97
Age: 18-34	17%	(17)	83%	(84)	101
Age: 35-44	14%	(11)	86%	(65)	76
Millennials: 1981-1996	16%	(24)	84%	(127)	151
PID: Dem (no lean)	18%	(14)	82%	(63)	77
PID: Ind (no lean)	22%	(12)	78%	(43)	55
PID: Rep (no lean)	7%	(4)	93%	(53)	57
Educ: < College	18%	(22)	82%	(97)	119
Income: Under 50k	19%	(15)	81%	(62)	77
Income: 50k-100k	13%	(11)	87%	(74)	85
Ethnicity: White	16%	(20)	84%	(105)	125
All Christian	11%	(8)	89%	(63)	71
Something Else	18%	(10)	82%	(47)	57
Evangelical	13%	(9)	87%	(60)	69
Non-Evangelical	17%	(9)	83%	(45)	54
Community: Urban	21%	(16)	79%	(59)	75
Community: Suburban	12%	(9)	88%	(68)	77
4-Region: South	19%	(17)	81%	(74)	91
Married/Partnered	15%	(19)	85%	(105)	124
Number of Children 0-5: 1	14%	(17)	86%	(102)	119
Number of Children 0-5: 2	18%	(9)	82%	(42)	51
Youngest Child 2-3 Years Old	13%	(8)	87%	(53)	61
Youngest Child 4-5 Years Old	18%	(14)	82%	(66)	80
Employed and Salaried	12%	(9)	88%	(69)	78
Employed and Hourly	18%	(16)	82%	(71)	87
Multiple Jobs	20%	(10)	80%	(40)	50
Single Job	14%	(20)	86%	(119)	139
Work Standard Hours	13%	(20)	87%	(129)	149
Work Evenings	25%	(18)	75%	(55)	73

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Table BPC21_5NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 2am to 4am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	16%	(30)	84%	(159)	189
Work Weekends	30%	(15)	70%	(35)	50
Work Full Time	16%	(27)	84%	(138)	165
Service/Retail Worker	24%	(12)	76%	(38)	50
Work Onsite	20%	(16)	80%	(66)	82
Hybrid Worker	10%	(5)	90%	(45)	50
Direct Supervisor Female	13%	(8)	87%	(55)	63
Direct Supervisor Male	16%	(16)	84%	(84)	100
CEO Male	13%	(16)	87%	(108)	124
Direct Supervisor Has Children	14%	(18)	86%	(114)	132
CEO Has Children	12%	(14)	88%	(99)	113
Currently Uses Formal Care for Child 0-5	15%	(12)	85%	(68)	80
Currently Uses Informal Care for Child 0-5	17%	(18)	83%	(91)	109

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_6NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply.
 4am to 6am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	15%	(28)	85%	(161)	189
Gender: Male	16%	(15)	84%	(77)	92
Gender: Female	13%	(13)	87%	(84)	97
Age: 18-34	14%	(14)	86%	(87)	101
Age: 35-44	16%	(12)	84%	(64)	76
Millennials: 1981-1996	14%	(21)	86%	(130)	151
PID: Dem (no lean)	16%	(12)	84%	(65)	77
PID: Ind (no lean)	24%	(13)	76%	(42)	55
PID: Rep (no lean)	5%	(3)	95%	(54)	57
Educ: < College	18%	(21)	82%	(98)	119
Income: Under 50k	19%	(15)	81%	(62)	77
Income: 50k-100k	12%	(10)	88%	(75)	85
Ethnicity: White	17%	(21)	83%	(104)	125
All Christian	13%	(9)	87%	(62)	71
Something Else	14%	(8)	86%	(49)	57
Evangelical	14%	(10)	86%	(59)	69
Non-Evangelical	11%	(6)	89%	(48)	54
Community: Urban	17%	(13)	83%	(62)	75
Community: Suburban	13%	(10)	87%	(67)	77
4-Region: South	20%	(18)	80%	(73)	91
Married/Partnered	15%	(19)	85%	(105)	124
Number of Children 0-5: 1	13%	(16)	87%	(103)	119
Number of Children 0-5: 2	16%	(8)	84%	(43)	51
Youngest Child 2-3 Years Old	15%	(9)	85%	(52)	61
Youngest Child 4-5 Years Old	16%	(13)	84%	(67)	80
Employed and Salaried	6%	(5)	94%	(73)	78
Employed and Hourly	21%	(18)	79%	(69)	87
Multiple Jobs	20%	(10)	80%	(40)	50
Single Job	13%	(18)	87%	(121)	139
Work Standard Hours	13%	(20)	87%	(129)	149
Work Evenings	22%	(16)	78%	(57)	73

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Table BPC21_6NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 4am to 6am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	15%	(28)	85%	(161)	189
Work Weekends	28%	(14)	72%	(36)	50
Work Full Time	14%	(23)	86%	(142)	165
Service/Retail Worker	20%	(10)	80%	(40)	50
Work Onsite	18%	(15)	82%	(67)	82
Hybrid Worker	12%	(6)	88%	(44)	50
Direct Supervisor Female	11%	(7)	89%	(56)	63
Direct Supervisor Male	16%	(16)	84%	(84)	100
CEO Male	15%	(18)	85%	(106)	124
Direct Supervisor Has Children	14%	(18)	86%	(114)	132
CEO Has Children	10%	(11)	90%	(102)	113
Currently Uses Formal Care for Child 0-5	12%	(10)	88%	(70)	80
Currently Uses Informal Care for Child 0-5	17%	(18)	83%	(91)	109

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_7NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 6am to 8am

Demographic	Selected	Not Selected	Total N
Employed Parents with Children 0-5	33% (62)	67% (127)	189
Gender: Male	27% (25)	73% (67)	92
Gender: Female	38% (37)	62% (60)	97
Age: 18-34	30% (30)	70% (71)	101
Age: 35-44	36% (27)	64% (49)	76
Millennials: 1981-1996	34% (52)	66% (99)	151
PID: Dem (no lean)	30% (23)	70% (54)	77
PID: Ind (no lean)	36% (20)	64% (35)	55
PID: Rep (no lean)	33% (19)	67% (38)	57
Educ: < College	37% (44)	63% (75)	119
Income: Under 50k	36% (28)	64% (49)	77
Income: 50k-100k	26% (22)	74% (63)	85
Ethnicity: White	33% (41)	67% (84)	125
All Christian	27% (19)	73% (52)	71
Something Else	47% (27)	53% (30)	57
Evangelical	33% (23)	67% (46)	69
Non-Evangelical	41% (22)	59% (32)	54
Community: Urban	32% (24)	68% (51)	75
Community: Suburban	30% (23)	70% (54)	77
4-Region: South	35% (32)	65% (59)	91
Married/Partnered	34% (42)	66% (82)	124
Number of Children 0-5: 1	33% (39)	67% (80)	119
Number of Children 0-5: 2	37% (19)	63% (32)	51
Youngest Child 2-3 Years Old	30% (18)	70% (43)	61
Youngest Child 4-5 Years Old	31% (25)	69% (55)	80
Employed and Salaried	18% (14)	82% (64)	78
Employed and Hourly	39% (34)	61% (53)	87
Multiple Jobs	38% (19)	62% (31)	50
Single Job	31% (43)	69% (96)	139
Work Standard Hours	31% (46)	69% (103)	149
Work Evenings	36% (26)	64% (47)	73

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Table BPC21_7NET: You mentioned that in a typical week, your family needs a child care arrangement for your children ages 0-12 outside of the traditional 8am-6pm work hours in order to work. Which of the following hours do you require a child care arrangement? Please select all that apply. 6am to 8am

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	33%	(62)	67%	(127)	189
Work Weekends	50%	(25)	50%	(25)	50
Work Full Time	33%	(54)	67%	(111)	165
Service/Retail Worker	36%	(18)	64%	(32)	50
Work Onsite	30%	(25)	70%	(57)	82
Hybrid Worker	32%	(16)	68%	(34)	50
Direct Supervisor Female	33%	(21)	67%	(42)	63
Direct Supervisor Male	28%	(28)	72%	(72)	100
CEO Male	28%	(35)	72%	(89)	124
Direct Supervisor Has Children	30%	(40)	70%	(92)	132
CEO Has Children	28%	(32)	72%	(81)	113
Currently Uses Formal Care for Child 0-5	30%	(24)	70%	(56)	80
Currently Uses Informal Care for Child 0-5	35%	(38)	65%	(71)	109

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC23_1: Are you able to receive the child care you need during the following hours?
During traditional work hours (8am-6pm)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	93% (522)	7% (37)	559
Gender: Male	95% (198)	5% (11)	209
Gender: Female	93% (324)	7% (26)	350
Age: 18-34	93% (276)	7% (22)	298
Age: 35-44	94% (222)	6% (15)	237
Millennials: 1981-1996	92% (410)	8% (35)	445
GenXers: 1965-1980	97% (61)	3% (2)	63
PID: Dem (no lean)	95% (209)	5% (11)	220
PID: Ind (no lean)	92% (162)	8% (15)	177
PID: Rep (no lean)	93% (151)	7% (11)	162
PID/Gender: Dem Men	97% (93)	3% (3)	96
PID/Gender: Dem Women	94% (116)	6% (8)	124
PID/Gender: Ind Men	95% (53)	5% (3)	56
PID/Gender: Ind Women	90% (109)	10% (12)	121
PID/Gender: Rep Men	91% (52)	9% (5)	57
PID/Gender: Rep Women	94% (99)	6% (6)	105
Educ: < College	92% (310)	8% (27)	337
Educ: Bachelors degree	93% (126)	7% (9)	135
Educ: Post-grad	99% (86)	1% (1)	87
Income: Under 50k	89% (170)	11% (22)	192
Income: 50k-100k	96% (227)	4% (10)	237
Income: 100k+	96% (125)	4% (5)	130
Ethnicity: White	93% (388)	7% (27)	415
Ethnicity: Hispanic	99% (77)	1% (1)	78
Ethnicity: Black	92% (90)	8% (8)	98
All Christian	98% (218)	2% (5)	223
Agnostic/Nothing in particular	90% (150)	10% (16)	166
Something Else	91% (114)	9% (11)	125
Evangelical	95% (140)	5% (8)	148
Non-Evangelical	96% (183)	4% (8)	191

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**Table BPC23_1: Are you able to receive the child care you need during the following hours?
During traditional work hours (8am-6pm)**

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	93% (522)	7% (37)	559
Community: Urban	95% (155)	5% (9)	164
Community: Suburban	93% (251)	7% (20)	271
Community: Rural	94% (116)	6% (8)	124
4-Region: Northeast	96% (90)	4% (4)	94
4-Region: Midwest	93% (138)	7% (10)	148
4-Region: South	92% (227)	8% (19)	246
4-Region: West	94% (67)	6% (4)	71
Married/Partnered	93% (354)	7% (25)	379
Number of Children 0-5: 1	94% (342)	6% (23)	365
Number of Children 0-5: 2	92% (133)	8% (11)	144
Number of Children 0-5: 3+	94% (47)	6% (3)	50
Youngest Child under 1 Year	93% (85)	7% (6)	91
Youngest Child 1 Year Old	97% (77)	3% (2)	79
Youngest Child 2-3 Years Old	91% (162)	9% (17)	179
Youngest Child 4-5 Years Old	94% (198)	6% (12)	210
Children Age 6-12	93% (52)	7% (4)	56
Employed and Salaried	96% (202)	4% (8)	210
Employed and Hourly	93% (278)	7% (22)	300
Multiple Jobs	93% (89)	7% (7)	96
Single Job	94% (433)	6% (30)	463
Work Standard Hours	95% (466)	5% (26)	492
Work Evenings	94% (120)	6% (8)	128
Work Weekends	93% (105)	7% (8)	113
Work Full Time	94% (449)	6% (30)	479
Work Part Time	91% (73)	9% (7)	80
Service/Retail Worker	94% (120)	6% (8)	128
Trade/Skill Worker	94% (82)	6% (5)	87
Admin /Office Worker	94% (140)	6% (9)	149
Health Care Worker	95% (71)	5% (4)	75
Other Worker	91% (109)	9% (11)	120

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**Table BPC23_1: Are you able to receive the child care you need during the following hours?
During traditional work hours (8am-6pm)**

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	93% (522)	7% (37)	559
Work Remotely	94% (104)	6% (7)	111
Work Onsite	93% (278)	7% (20)	298
Hybrid Worker	95% (114)	5% (6)	120
Direct Supervisor Female	95% (233)	5% (12)	245
Direct Supervisor Male	94% (245)	6% (17)	262
CEO Female	93% (110)	7% (8)	118
CEO Male	95% (371)	5% (20)	391
Direct Supervisor Has Children	95% (377)	5% (20)	397
Direct Supervisor Does not Have Children	90% (65)	10% (7)	72
CEO Has Children	95% (329)	5% (18)	347
CEO Does not Have Children	92% (48)	8% (4)	52
Currently Uses Formal Care for Child 0-5	95% (281)	5% (15)	296
Currently Uses Informal Care for Child 0-5	92% (241)	8% (22)	263

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

**Table BPC23_2: Are you able to receive the child care you need during the following hours?
Outside of traditional work hours (6pm-8am)**

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	76% (144)	24% (45)	189
Gender: Male	80% (74)	20% (18)	92
Gender: Female	72% (70)	28% (27)	97
Age: 18-34	78% (79)	22% (22)	101
Age: 35-44	72% (55)	28% (21)	76
Millennials: 1981-1996	75% (114)	25% (37)	151
PID: Dem (no lean)	71% (55)	29% (22)	77
PID: Ind (no lean)	82% (45)	18% (10)	55
PID: Rep (no lean)	77% (44)	23% (13)	57
Educ: < College	74% (88)	26% (31)	119
Income: Under 50k	69% (53)	31% (24)	77
Income: 50k-100k	82% (70)	18% (15)	85
Ethnicity: White	77% (96)	23% (29)	125
All Christian	79% (56)	21% (15)	71
Something Else	79% (45)	21% (12)	57
Evangelical	81% (56)	19% (13)	69
Non-Evangelical	74% (40)	26% (14)	54
Community: Urban	80% (60)	20% (15)	75
Community: Suburban	77% (59)	23% (18)	77
4-Region: South	78% (71)	22% (20)	91
Married/Partnered	75% (93)	25% (31)	124
Number of Children 0-5: 1	74% (88)	26% (31)	119
Number of Children 0-5: 2	78% (40)	22% (11)	51
Youngest Child 2-3 Years Old	75% (46)	25% (15)	61
Youngest Child 4-5 Years Old	75% (60)	25% (20)	80
Employed and Salaried	74% (58)	26% (20)	78
Employed and Hourly	78% (68)	22% (19)	87
Multiple Jobs	84% (42)	16% (8)	50
Single Job	73% (102)	27% (37)	139
Work Standard Hours	77% (114)	23% (35)	149
Work Evenings	81% (59)	19% (14)	73
Work Weekends	84% (42)	16% (8)	50

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Table BPC23_2: Are you able to receive the child care you need during the following hours?
Outside of traditional work hours (6pm-8am)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	76% (144)	24% (45)	189
Work Full Time	77% (127)	23% (38)	165
Service/Retail Worker	80% (40)	20% (10)	50
Work Onsite	74% (61)	26% (21)	82
Hybrid Worker	82% (41)	18% (9)	50
Direct Supervisor Female	67% (42)	33% (21)	63
Direct Supervisor Male	83% (83)	17% (17)	100
CEO Male	78% (97)	22% (27)	124
Direct Supervisor Has Children	80% (105)	20% (27)	132
CEO Has Children	84% (95)	16% (18)	113
Currently Uses Formal Care for Child 0-5	78% (62)	22% (18)	80
Currently Uses Informal Care for Child 0-5	75% (82)	25% (27)	109

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

**Table BPC23_3: Are you able to receive the child care you need during the following hours?
During the weekends (Saturday & Sunday)**

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	83% (156)	17% (33)	189
Gender: Male	86% (69)	14% (11)	80
Gender: Female	80% (87)	20% (22)	109
Age: 18-34	84% (89)	16% (17)	106
Age: 35-44	80% (59)	20% (15)	74
Millennials: 1981-1996	81% (120)	19% (29)	149
PID: Dem (no lean)	77% (60)	23% (18)	78
PID: Ind (no lean)	84% (52)	16% (10)	62
Educ: < College	81% (113)	19% (26)	139
Income: Under 50k	82% (72)	18% (16)	88
Income: 50k-100k	81% (64)	19% (15)	79
Ethnicity: White	83% (109)	17% (23)	132
All Christian	75% (43)	25% (14)	57
Agnostic/Nothing in particular	85% (44)	15% (8)	52
Something Else	85% (46)	15% (8)	54
Evangelical	80% (44)	20% (11)	55
Non-Evangelical	80% (40)	20% (10)	50
Community: Urban	79% (61)	21% (16)	77
Community: Suburban	88% (63)	12% (9)	72
4-Region: South	86% (77)	14% (13)	90
Married/Partnered	84% (101)	16% (19)	120
Number of Children 0-5: 1	81% (100)	19% (23)	123
Youngest Child 2-3 Years Old	75% (43)	25% (14)	57
Youngest Child 4-5 Years Old	79% (56)	21% (15)	71
Employed and Salaried	84% (51)	16% (10)	61
Employed and Hourly	83% (83)	17% (17)	100
Multiple Jobs	83% (44)	17% (9)	53
Single Job	82% (112)	18% (24)	136
Work Standard Hours	84% (125)	16% (24)	149
Work Evenings	88% (61)	12% (8)	69
Work Weekends	91% (67)	9% (7)	74
Work Full Time	82% (125)	18% (28)	153

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Table BPC23_3: Are you able to receive the child care you need during the following hours?
During the weekends (Saturday & Sunday)

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	83% (156)	17% (33)	189
Service/Retail Worker	82% (51)	18% (11)	62
Work Onsite	83% (73)	17% (15)	88
Direct Supervisor Female	83% (55)	17% (11)	66
Direct Supervisor Male	84% (76)	16% (15)	91
CEO Male	82% (100)	18% (22)	122
Direct Supervisor Has Children	88% (107)	12% (15)	122
CEO Has Children	86% (86)	14% (14)	100
Currently Uses Formal Care for Child 0-5	80% (66)	20% (17)	83
Currently Uses Informal Care for Child 0-5	85% (90)	15% (16)	106

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC24: *Thinking about your primary work arrangement, does your supervisor consider your child care needs when making the work schedule?*

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	60% (431)	40% (287)	718
Gender: Male	60% (173)	40% (113)	286
Gender: Female	60% (258)	40% (174)	432
Age: 18-34	64% (245)	36% (136)	381
Age: 35-44	54% (164)	46% (138)	302
GenZers: 1997-2012	70% (43)	30% (18)	61
Millennials: 1981-1996	59% (335)	41% (229)	564
GenXers: 1965-1980	60% (53)	40% (36)	89
PID: Dem (no lean)	57% (163)	43% (121)	284
PID: Ind (no lean)	63% (138)	37% (80)	218
PID: Rep (no lean)	60% (130)	40% (86)	216
PID/Gender: Dem Men	60% (79)	40% (52)	131
PID/Gender: Dem Women	55% (84)	45% (69)	153
PID/Gender: Ind Men	58% (42)	42% (30)	72
PID/Gender: Ind Women	66% (96)	34% (50)	146
PID/Gender: Rep Men	63% (52)	37% (31)	83
PID/Gender: Rep Women	59% (78)	41% (55)	133
Educ: < College	62% (266)	38% (166)	432
Educ: Bachelors degree	60% (107)	40% (72)	179
Educ: Post-grad	54% (58)	46% (49)	107
Income: Under 50k	60% (148)	40% (98)	246
Income: 50k-100k	59% (186)	41% (128)	314
Income: 100k+	61% (97)	39% (61)	158
Ethnicity: White	59% (319)	41% (221)	540
Ethnicity: Hispanic	64% (65)	36% (36)	101
Ethnicity: Black	64% (80)	36% (45)	125
Ethnicity: Other	60% (32)	40% (21)	53
All Christian	61% (173)	39% (112)	285
Agnostic/Nothing in particular	60% (126)	40% (84)	210
Something Else	59% (93)	41% (65)	158
Evangelical	62% (124)	38% (77)	201
Non-Evangelical	58% (130)	42% (96)	226

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Table BPC24: *Thinking about your primary work arrangement, does your supervisor consider your child care needs when making the work schedule?*

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	60% (431)	40% (287)	718
Community: Urban	67% (135)	33% (68)	203
Community: Suburban	62% (213)	38% (131)	344
Community: Rural	49% (83)	51% (88)	171
4-Region: Northeast	56% (68)	44% (54)	122
4-Region: Midwest	57% (107)	43% (82)	189
4-Region: South	64% (200)	36% (111)	311
4-Region: West	58% (56)	42% (40)	96
Married/Partnered	60% (306)	40% (201)	507
Number of Children 0-5: 1	61% (292)	39% (183)	475
Number of Children 0-5: 2	59% (106)	41% (73)	179
Number of Children 0-5: 3+	52% (33)	48% (31)	64
Youngest Child under 1 Year	67% (76)	33% (38)	114
Youngest Child 1 Year Old	58% (59)	42% (42)	101
Youngest Child 2-3 Years Old	60% (124)	40% (84)	208
Youngest Child 4-5 Years Old	58% (172)	42% (123)	295
Children Age 6-12	55% (42)	45% (35)	77
Employed and Salaried	59% (175)	41% (121)	296
Employed and Hourly	60% (251)	40% (164)	415
Multiple Jobs	60% (65)	40% (44)	109
Single Job	60% (366)	40% (243)	609
Work Standard Hours	60% (364)	40% (246)	610
Work Evenings	64% (107)	36% (59)	166
Work Overnight/Early Mornings	56% (28)	44% (22)	50
Work Weekends	67% (95)	33% (47)	142
Work Full Time	58% (356)	42% (257)	613
Work Part Time	71% (75)	29% (30)	105
Service/Retail Worker	76% (124)	24% (39)	163
Trade/Skill Worker	51% (55)	49% (52)	107
Admin /Office Worker	58% (125)	42% (90)	215
Health Care Worker	55% (56)	45% (46)	102
Other Worker	54% (71)	46% (60)	131

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Table BPC24: *Thinking about your primary work arrangement, does your supervisor consider your child care needs when making the work schedule?*

Demographic	Yes		No		Total N
Employed Parents with Children 0-5	60%	(431)	40%	(287)	718
Work Remotely	62%	(95)	38%	(58)	153
Work Onsite	57%	(229)	43%	(175)	404
Hybrid Worker	66%	(94)	34%	(49)	143
Direct Supervisor Female	60%	(198)	40%	(131)	329
Direct Supervisor Male	60%	(231)	40%	(153)	384
CEO Female	64%	(108)	36%	(62)	170
CEO Male	59%	(322)	41%	(223)	545
Direct Supervisor Has Children	63%	(342)	37%	(197)	539
Direct Supervisor Does not Have Children	48%	(48)	52%	(52)	100
CEO Has Children	64%	(294)	36%	(166)	460
CEO Does not Have Children	45%	(35)	55%	(43)	78
Currently Uses Formal Care for Child 0-5	61%	(195)	39%	(123)	318
Currently Uses Informal Care for Child 0-5	59%	(236)	41%	(164)	400

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit [MorningConsultIntelligence.com](https://www.morningconsult.com/intelligence).

Table BPC25_1: Have child care responsibilities ever been a factor in your decision to take any of the following actions?
 Quit a job

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	38% (302)	62% (498)	800
Gender: Male	25% (77)	75% (230)	307
Gender: Female	46% (225)	54% (268)	493
Age: 18-34	42% (180)	58% (245)	425
Age: 35-44	33% (112)	67% (225)	337
GenZers: 1997-2012	46% (33)	54% (38)	71
Millennials: 1981-1996	37% (236)	63% (395)	631
GenXers: 1965-1980	34% (32)	66% (62)	94
PID: Dem (no lean)	35% (108)	65% (197)	305
PID: Ind (no lean)	43% (111)	57% (149)	260
PID: Rep (no lean)	35% (83)	65% (152)	235
PID/Gender: Dem Men	23% (32)	77% (106)	138
PID/Gender: Dem Women	46% (76)	54% (91)	167
PID/Gender: Ind Men	32% (26)	68% (55)	81
PID/Gender: Ind Women	47% (85)	53% (94)	179
PID/Gender: Rep Men	22% (19)	78% (69)	88
PID/Gender: Rep Women	44% (64)	56% (83)	147
Educ: < College	41% (204)	59% (293)	497
Educ: Bachelors degree	34% (64)	66% (125)	189
Educ: Post-grad	30% (34)	70% (80)	114
Income: Under 50k	49% (141)	51% (146)	287
Income: 50k-100k	32% (109)	68% (234)	343
Income: 100k+	31% (52)	69% (118)	170
Ethnicity: White	38% (224)	62% (373)	597
Ethnicity: Hispanic	42% (52)	58% (73)	125
Ethnicity: Black	42% (57)	58% (80)	137
Ethnicity: Other	32% (21)	68% (45)	66
All Christian	30% (91)	70% (212)	303
Agnostic/Nothing in particular	41% (96)	59% (140)	236
Something Else	45% (85)	55% (102)	187
Evangelical	37% (82)	63% (140)	222
Non-Evangelical	37% (93)	63% (158)	251

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Table BPC25_1: Have child care responsibilities ever been a factor in your decision to take any of the following actions?
Quit a job

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	38% (302)	62% (498)	800
Community: Urban	38% (88)	62% (143)	231
Community: Suburban	35% (133)	65% (242)	375
Community: Rural	42% (81)	58% (113)	194
4-Region: Northeast	32% (43)	68% (91)	134
4-Region: Midwest	39% (81)	61% (128)	209
4-Region: South	38% (132)	62% (217)	349
4-Region: West	43% (46)	57% (62)	108
Married/Partnered	35% (193)	65% (366)	559
Number of Children 0-5: 1	35% (184)	65% (339)	523
Number of Children 0-5: 2	42% (84)	58% (117)	201
Number of Children 0-5: 3+	45% (34)	55% (42)	76
Youngest Child under 1 Year	33% (42)	67% (84)	126
Youngest Child 1 Year Old	36% (40)	64% (72)	112
Youngest Child 2-3 Years Old	45% (108)	55% (133)	241
Youngest Child 4-5 Years Old	35% (112)	65% (209)	321
Children Age 6-12	46% (41)	54% (48)	89
Employed and Salaried	27% (79)	73% (219)	298
Employed and Hourly	43% (180)	57% (242)	422
Self Employed	47% (30)	53% (34)	64
Multiple Jobs	43% (61)	57% (80)	141
Single Job	37% (241)	63% (418)	659
Work Standard Hours	36% (242)	64% (429)	671
Work Evenings	45% (87)	55% (108)	195
Work Overnight/Early Mornings	47% (28)	53% (31)	59
Work Weekends	44% (79)	56% (100)	179
Work Full Time	34% (223)	66% (435)	658
Work Part Time	56% (79)	44% (63)	142

Continued on next page

Table BPC25_1: *Have child care responsibilities ever been a factor in your decision to take any of the following actions?*
Quit a job

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	38% (302)	62% (498)	800
Service/Retail Worker	46% (87)	54% (104)	191
Trade/Skill Worker	28% (34)	72% (87)	121
Admin /Office Worker	33% (75)	67% (150)	225
Health Care Worker	42% (43)	58% (60)	103
Other Worker	39% (63)	61% (97)	160
Work Remotely	37% (68)	63% (115)	183
Work Onsite	39% (161)	61% (247)	408
Hybrid Worker	30% (47)	70% (109)	156
Direct Supervisor Female	39% (127)	61% (202)	329
Direct Supervisor Male	35% (133)	65% (251)	384
CEO Female	36% (62)	64% (108)	170
CEO Male	36% (198)	64% (347)	545
Direct Supervisor Has Children	35% (190)	65% (349)	539
Direct Supervisor Does not Have Children	41% (41)	59% (59)	100
CEO Has Children	32% (147)	68% (313)	460
CEO Does not Have Children	45% (35)	55% (43)	78
Currently Uses Formal Care for Child 0-5	35% (122)	65% (224)	346
Currently Uses Informal Care for Child 0-5	40% (180)	60% (274)	454
Currently Uses Informal Care for Child 6-12	39% (20)	61% (31)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC25_2: Have child care responsibilities ever been a factor in your decision to take any of the following actions?
Accept a job

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	56% (447)	44% (353)	800
Gender: Male	44% (136)	56% (171)	307
Gender: Female	63% (311)	37% (182)	493
Age: 18-34	60% (257)	40% (168)	425
Age: 35-44	51% (171)	49% (166)	337
GenZers: 1997-2012	75% (53)	25% (18)	71
Millennials: 1981-1996	54% (342)	46% (289)	631
GenXers: 1965-1980	53% (50)	47% (44)	94
PID: Dem (no lean)	56% (172)	44% (133)	305
PID: Ind (no lean)	57% (147)	43% (113)	260
PID: Rep (no lean)	54% (128)	46% (107)	235
PID/Gender: Dem Men	47% (65)	53% (73)	138
PID/Gender: Dem Women	64% (107)	36% (60)	167
PID/Gender: Ind Men	41% (33)	59% (48)	81
PID/Gender: Ind Women	64% (114)	36% (65)	179
PID/Gender: Rep Men	43% (38)	57% (50)	88
PID/Gender: Rep Women	61% (90)	39% (57)	147
Educ: < College	60% (296)	40% (201)	497
Educ: Bachelors degree	51% (96)	49% (93)	189
Educ: Post-grad	48% (55)	52% (59)	114
Income: Under 50k	68% (194)	32% (93)	287
Income: 50k-100k	51% (176)	49% (167)	343
Income: 100k+	45% (77)	55% (93)	170
Ethnicity: White	53% (314)	47% (283)	597
Ethnicity: Hispanic	63% (79)	37% (46)	125
Ethnicity: Black	66% (91)	34% (46)	137
Ethnicity: Other	64% (42)	36% (24)	66
All Christian	49% (147)	51% (156)	303
Agnostic/Nothing in particular	56% (132)	44% (104)	236
Something Else	65% (122)	35% (65)	187
Evangelical	59% (131)	41% (91)	222
Non-Evangelical	52% (131)	48% (120)	251

Continued on next page

Table BPC25_2: *Have child care responsibilities ever been a factor in your decision to take any of the following actions?*
 Accept a job

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	56% (447)	44% (353)	800
Community: Urban	61% (140)	39% (91)	231
Community: Suburban	51% (193)	49% (182)	375
Community: Rural	59% (114)	41% (80)	194
4-Region: Northeast	53% (71)	47% (63)	134
4-Region: Midwest	55% (115)	45% (94)	209
4-Region: South	57% (198)	43% (151)	349
4-Region: West	58% (63)	42% (45)	108
Married/Partnered	53% (295)	47% (264)	559
Number of Children 0-5: 1	56% (295)	44% (228)	523
Number of Children 0-5: 2	52% (105)	48% (96)	201
Number of Children 0-5: 3+	62% (47)	38% (29)	76
Youngest Child under 1 Year	49% (62)	51% (64)	126
Youngest Child 1 Year Old	55% (62)	45% (50)	112
Youngest Child 2-3 Years Old	61% (148)	39% (93)	241
Youngest Child 4-5 Years Old	55% (175)	45% (146)	321
Children Age 6-12	58% (52)	42% (37)	89
Employed and Salaried	46% (137)	54% (161)	298
Employed and Hourly	61% (257)	39% (165)	422
Self Employed	64% (41)	36% (23)	64
Multiple Jobs	72% (102)	28% (39)	141
Single Job	52% (345)	48% (314)	659
Work Standard Hours	54% (364)	46% (307)	671
Work Evenings	68% (133)	32% (62)	195
Work Overnight/Early Mornings	71% (42)	29% (17)	59
Work Weekends	64% (114)	36% (65)	179
Work Full Time	53% (350)	47% (308)	658
Work Part Time	68% (97)	32% (45)	142

Continued on next page

Table BPC25_2: Have child care responsibilities ever been a factor in your decision to take any of the following actions?
Accept a job

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	56% (447)	44% (353)	800
Service/Retail Worker	63% (121)	37% (70)	191
Trade/Skill Worker	48% (58)	52% (63)	121
Admin /Office Worker	48% (107)	52% (118)	225
Health Care Worker	63% (65)	37% (38)	103
Other Worker	60% (96)	40% (64)	160
Work Remotely	58% (106)	42% (77)	183
Work Onsite	55% (224)	45% (184)	408
Hybrid Worker	53% (83)	47% (73)	156
Direct Supervisor Female	59% (194)	41% (135)	329
Direct Supervisor Male	52% (200)	48% (184)	384
CEO Female	58% (99)	42% (71)	170
CEO Male	54% (296)	46% (249)	545
Direct Supervisor Has Children	55% (294)	45% (245)	539
Direct Supervisor Does not Have Children	59% (59)	41% (41)	100
CEO Has Children	53% (245)	47% (215)	460
CEO Does not Have Children	63% (49)	37% (29)	78
Currently Uses Formal Care for Child 0-5	58% (202)	42% (144)	346
Currently Uses Informal Care for Child 0-5	54% (245)	46% (209)	454
Currently Uses Informal Care for Child 6-12	55% (28)	45% (23)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC25_3: Have child care responsibilities ever been a factor in your decision to take any of the following actions?*Reduce hours at work*

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	52% (417)	48% (383)	800
Gender: Male	42% (129)	58% (178)	307
Gender: Female	58% (288)	42% (205)	493
Age: 18-34	50% (212)	50% (213)	425
Age: 35-44	53% (180)	47% (157)	337
GenZers: 1997-2012	46% (33)	54% (38)	71
Millennials: 1981-1996	52% (327)	48% (304)	631
GenXers: 1965-1980	59% (55)	41% (39)	94
PID: Dem (no lean)	51% (157)	49% (148)	305
PID: Ind (no lean)	57% (148)	43% (112)	260
PID: Rep (no lean)	48% (112)	52% (123)	235
PID/Gender: Dem Men	48% (66)	52% (72)	138
PID/Gender: Dem Women	54% (91)	46% (76)	167
PID/Gender: Ind Men	43% (35)	57% (46)	81
PID/Gender: Ind Women	63% (113)	37% (66)	179
PID/Gender: Rep Men	32% (28)	68% (60)	88
PID/Gender: Rep Women	57% (84)	43% (63)	147
Educ: < College	54% (269)	46% (228)	497
Educ: Bachelors degree	48% (91)	52% (98)	189
Educ: Post-grad	50% (57)	50% (57)	114
Income: Under 50k	59% (170)	41% (117)	287
Income: 50k-100k	48% (164)	52% (179)	343
Income: 100k+	49% (83)	51% (87)	170
Ethnicity: White	52% (311)	48% (286)	597
Ethnicity: Hispanic	52% (65)	48% (60)	125
Ethnicity: Black	50% (69)	50% (68)	137
Ethnicity: Other	56% (37)	44% (29)	66
All Christian	51% (154)	49% (149)	303
Agnostic/Nothing in particular	51% (121)	49% (115)	236
Something Else	53% (100)	47% (87)	187
Evangelical	50% (112)	50% (110)	222
Non-Evangelical	53% (132)	47% (119)	251

Continued on next page

Table BPC25_3: Have child care responsibilities ever been a factor in your decision to take any of the following actions?

Reduce hours at work

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	52% (417)	48% (383)	800
Community: Urban	54% (124)	46% (107)	231
Community: Suburban	51% (191)	49% (184)	375
Community: Rural	53% (102)	47% (92)	194
4-Region: Northeast	55% (74)	45% (60)	134
4-Region: Midwest	50% (105)	50% (104)	209
4-Region: South	51% (179)	49% (170)	349
4-Region: West	55% (59)	45% (49)	108
Married/Partnered	49% (275)	51% (284)	559
Number of Children 0-5: 1	51% (269)	49% (254)	523
Number of Children 0-5: 2	52% (105)	48% (96)	201
Number of Children 0-5: 3+	57% (43)	43% (33)	76
Youngest Child under 1 Year	51% (64)	49% (62)	126
Youngest Child 1 Year Old	54% (61)	46% (51)	112
Youngest Child 2-3 Years Old	53% (127)	47% (114)	241
Youngest Child 4-5 Years Old	51% (165)	49% (156)	321
Children Age 6-12	58% (52)	42% (37)	89
Employed and Salaried	43% (129)	57% (169)	298
Employed and Hourly	57% (239)	43% (183)	422
Self Employed	58% (37)	42% (27)	64
Multiple Jobs	62% (88)	38% (53)	141
Single Job	50% (329)	50% (330)	659
Work Standard Hours	50% (333)	50% (338)	671
Work Evenings	61% (119)	39% (76)	195
Work Overnight/Early Mornings	58% (34)	42% (25)	59
Work Weekends	61% (110)	39% (69)	179
Work Full Time	47% (309)	53% (349)	658
Work Part Time	76% (108)	24% (34)	142

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Table BPC25_3: Have child care responsibilities ever been a factor in your decision to take any of the following actions?
 Reduce hours at work

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	52% (417)	48% (383)	800
Service/Retail Worker	61% (117)	39% (74)	191
Trade/Skill Worker	45% (54)	55% (67)	121
Admin /Office Worker	46% (104)	54% (121)	225
Health Care Worker	57% (59)	43% (44)	103
Other Worker	52% (83)	48% (77)	160
Work Remotely	43% (79)	57% (104)	183
Work Onsite	54% (222)	46% (186)	408
Hybrid Worker	51% (80)	49% (76)	156
Direct Supervisor Female	52% (172)	48% (157)	329
Direct Supervisor Male	51% (196)	49% (188)	384
CEO Female	51% (86)	49% (84)	170
CEO Male	52% (282)	48% (263)	545
Direct Supervisor Has Children	51% (274)	49% (265)	539
Direct Supervisor Does not Have Children	55% (55)	45% (45)	100
CEO Has Children	49% (227)	51% (233)	460
CEO Does not Have Children	49% (38)	51% (40)	78
Currently Uses Formal Care for Child 0-5	48% (165)	52% (181)	346
Currently Uses Informal Care for Child 0-5	56% (252)	44% (202)	454
Currently Uses Informal Care for Child 6-12	53% (27)	47% (24)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC25_4: Have child care responsibilities ever been a factor in your decision to take any of the following actions?
Leave the labor force

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	30% (240)	70% (560)	800
Gender: Male	18% (55)	82% (252)	307
Gender: Female	38% (185)	62% (308)	493
Age: 18-34	32% (137)	68% (288)	425
Age: 35-44	27% (92)	73% (245)	337
GenZers: 1997-2012	27% (19)	73% (52)	71
Millennials: 1981-1996	30% (192)	70% (439)	631
GenXers: 1965-1980	29% (27)	71% (67)	94
PID: Dem (no lean)	26% (79)	74% (226)	305
PID: Ind (no lean)	38% (99)	62% (161)	260
PID: Rep (no lean)	26% (62)	74% (173)	235
PID/Gender: Dem Men	16% (22)	84% (116)	138
PID/Gender: Dem Women	34% (57)	66% (110)	167
PID/Gender: Ind Men	26% (21)	74% (60)	81
PID/Gender: Ind Women	44% (78)	56% (101)	179
PID/Gender: Rep Men	14% (12)	86% (76)	88
PID/Gender: Rep Women	34% (50)	66% (97)	147
Educ: < College	32% (157)	68% (340)	497
Educ: Bachelors degree	27% (51)	73% (138)	189
Educ: Post-grad	28% (32)	72% (82)	114
Income: Under 50k	36% (103)	64% (184)	287
Income: 50k-100k	27% (94)	73% (249)	343
Income: 100k+	25% (43)	75% (127)	170
Ethnicity: White	30% (179)	70% (418)	597
Ethnicity: Hispanic	33% (41)	67% (84)	125
Ethnicity: Black	30% (41)	70% (96)	137
Ethnicity: Other	30% (20)	70% (46)	66
All Christian	23% (71)	77% (232)	303
Agnostic/Nothing in particular	31% (72)	69% (164)	236
Something Else	39% (72)	61% (115)	187
Evangelical	27% (61)	73% (161)	222
Non-Evangelical	31% (79)	69% (172)	251

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Table BPC25_4: Have child care responsibilities ever been a factor in your decision to take any of the following actions?
 Leave the labor force

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	30% (240)	70% (560)	800
Community: Urban	29% (66)	71% (165)	231
Community: Suburban	30% (111)	70% (264)	375
Community: Rural	32% (63)	68% (131)	194
4-Region: Northeast	27% (36)	73% (98)	134
4-Region: Midwest	30% (62)	70% (147)	209
4-Region: South	31% (108)	69% (241)	349
4-Region: West	31% (34)	69% (74)	108
Married/Partnered	27% (153)	73% (406)	559
Number of Children 0-5: 1	28% (148)	72% (375)	523
Number of Children 0-5: 2	31% (63)	69% (138)	201
Number of Children 0-5: 3+	38% (29)	62% (47)	76
Youngest Child under 1 Year	25% (31)	75% (95)	126
Youngest Child 1 Year Old	32% (36)	68% (76)	112
Youngest Child 2-3 Years Old	33% (80)	67% (161)	241
Youngest Child 4-5 Years Old	29% (93)	71% (228)	321
Children Age 6-12	39% (35)	61% (54)	89
Employed and Salaried	22% (65)	78% (233)	298
Employed and Hourly	31% (132)	69% (290)	422
Self Employed	48% (31)	52% (33)	64
Multiple Jobs	40% (56)	60% (85)	141
Single Job	28% (184)	72% (475)	659
Work Standard Hours	28% (191)	72% (480)	671
Work Evenings	34% (67)	66% (128)	195
Work Overnight/Early Mornings	32% (19)	68% (40)	59
Work Weekends	36% (64)	64% (115)	179
Work Full Time	26% (168)	74% (490)	658
Work Part Time	51% (72)	49% (70)	142

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**Table BPC25_4: Have child care responsibilities ever been a factor in your decision to take any of the following actions?
Leave the labor force**

Demographic	Yes	No	Total N
Employed Parents with Children 0-5	30% (240)	70% (560)	800
Service/Retail Worker	35% (67)	65% (124)	191
Trade/Skill Worker	25% (30)	75% (91)	121
Admin /Office Worker	24% (55)	76% (170)	225
Health Care Worker	28% (29)	72% (74)	103
Other Worker	37% (59)	63% (101)	160
Work Remotely	31% (57)	69% (126)	183
Work Onsite	28% (114)	72% (294)	408
Hybrid Worker	26% (40)	74% (116)	156
Direct Supervisor Female	30% (100)	70% (229)	329
Direct Supervisor Male	25% (96)	75% (288)	384
CEO Female	26% (44)	74% (126)	170
CEO Male	28% (153)	72% (392)	545
Direct Supervisor Has Children	28% (152)	72% (387)	539
Direct Supervisor Does not Have Children	25% (25)	75% (75)	100
CEO Has Children	27% (122)	73% (338)	460
CEO Does not Have Children	27% (21)	73% (57)	78
Currently Uses Formal Care for Child 0-5	27% (92)	73% (254)	346
Currently Uses Informal Care for Child 0-5	33% (148)	67% (306)	454
Currently Uses Informal Care for Child 6-12	37% (19)	63% (32)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC26: *In the past month, have child care responsibilities impacted your ability to work? If yes, how many work hours have you missed due to child care responsibilities?*

Demographic	Yes, ___ hours		No		Total N
Employed Parents with Children 0-5	36%	(286)	64%	(514)	800
Gender: Male	28%	(87)	72%	(220)	307
Gender: Female	40%	(199)	60%	(294)	493
Age: 18-34	34%	(146)	66%	(279)	425
Age: 35-44	37%	(126)	63%	(211)	337
GenZers: 1997-2012	28%	(20)	72%	(51)	71
Millennials: 1981-1996	37%	(234)	63%	(397)	631
GenXers: 1965-1980	33%	(31)	67%	(63)	94
PID: Dem (no lean)	37%	(114)	63%	(191)	305
PID: Ind (no lean)	37%	(95)	63%	(165)	260
PID: Rep (no lean)	33%	(77)	67%	(158)	235
PID/Gender: Dem Men	28%	(38)	72%	(100)	138
PID/Gender: Dem Women	46%	(76)	54%	(91)	167
PID/Gender: Ind Men	32%	(26)	68%	(55)	81
PID/Gender: Ind Women	39%	(69)	61%	(110)	179
PID/Gender: Rep Men	26%	(23)	74%	(65)	88
PID/Gender: Rep Women	37%	(54)	63%	(93)	147
Educ: < College	33%	(166)	67%	(331)	497
Educ: Bachelors degree	35%	(66)	65%	(123)	189
Educ: Post-grad	47%	(54)	53%	(60)	114
Income: Under 50k	34%	(97)	66%	(190)	287
Income: 50k-100k	35%	(121)	65%	(222)	343
Income: 100k+	40%	(68)	60%	(102)	170
Ethnicity: White	37%	(222)	63%	(375)	597
Ethnicity: Hispanic	27%	(34)	73%	(91)	125
Ethnicity: Black	30%	(41)	70%	(96)	137
Ethnicity: Other	35%	(23)	65%	(43)	66
All Christian	36%	(109)	64%	(194)	303
Agnostic/Nothing in particular	35%	(82)	65%	(154)	236
Something Else	39%	(73)	61%	(114)	187
Evangelical	36%	(79)	64%	(143)	222
Non-Evangelical	39%	(98)	61%	(153)	251

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Table BPC26: *In the past month, have child care responsibilities impacted your ability to work? If yes, how many work hours have you missed due to child care responsibilities?*

Demographic	Yes, ___ hours		No		Total N
Employed Parents with Children 0-5	36%	(286)	64%	(514)	800
Community: Urban	29%	(68)	71%	(163)	231
Community: Suburban	39%	(148)	61%	(227)	375
Community: Rural	36%	(70)	64%	(124)	194
4-Region: Northeast	35%	(47)	65%	(87)	134
4-Region: Midwest	42%	(88)	58%	(121)	209
4-Region: South	33%	(116)	67%	(233)	349
4-Region: West	32%	(35)	68%	(73)	108
Married/Partnered	33%	(186)	67%	(373)	559
Number of Children 0-5: 1	33%	(175)	67%	(348)	523
Number of Children 0-5: 2	39%	(78)	61%	(123)	201
Number of Children 0-5: 3+	43%	(33)	57%	(43)	76
Youngest Child under 1 Year	38%	(48)	62%	(78)	126
Youngest Child 1 Year Old	44%	(49)	56%	(63)	112
Youngest Child 2-3 Years Old	34%	(81)	66%	(160)	241
Youngest Child 4-5 Years Old	34%	(108)	66%	(213)	321
Children Age 6-12	39%	(35)	61%	(54)	89
Employed and Salaried	34%	(101)	66%	(197)	298
Employed and Hourly	36%	(150)	64%	(272)	422
Self Employed	41%	(26)	59%	(38)	64
Multiple Jobs	47%	(66)	53%	(75)	141
Single Job	33%	(220)	67%	(439)	659
Work Standard Hours	35%	(236)	65%	(435)	671
Work Evenings	41%	(80)	59%	(115)	195
Work Overnight/Early Mornings	41%	(24)	59%	(35)	59
Work Weekends	41%	(73)	59%	(106)	179
Work Full Time	35%	(229)	65%	(429)	658
Work Part Time	40%	(57)	60%	(85)	142

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Table BPC26: *In the past month, have child care responsibilities impacted your ability to work? If yes, how many work hours have you missed due to child care responsibilities?*

Demographic	Yes, ___ hours		No		Total N
Employed Parents with Children 0-5	36%	(286)	64%	(514)	800
Service/Retail Worker	31%	(60)	69%	(131)	191
Trade/Skill Worker	35%	(42)	65%	(79)	121
Admin /Office Worker	36%	(82)	64%	(143)	225
Health Care Worker	36%	(37)	64%	(66)	103
Other Worker	41%	(65)	59%	(95)	160
Work Remotely	31%	(56)	69%	(127)	183
Work Onsite	36%	(146)	64%	(262)	408
Hybrid Worker	38%	(59)	62%	(97)	156
Direct Supervisor Female	40%	(131)	60%	(198)	329
Direct Supervisor Male	31%	(119)	69%	(265)	384
CEO Female	39%	(67)	61%	(103)	170
CEO Male	34%	(184)	66%	(361)	545
Direct Supervisor Has Children	35%	(189)	65%	(350)	539
Direct Supervisor Does not Have Children	41%	(41)	59%	(59)	100
CEO Has Children	33%	(154)	67%	(306)	460
CEO Does not Have Children	38%	(30)	62%	(48)	78
Currently Uses Formal Care for Child 0-5	42%	(145)	58%	(201)	346
Currently Uses Informal Care for Child 0-5	31%	(141)	69%	(313)	454
Currently Uses Informal Care for Child 6-12	27%	(14)	73%	(37)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

**Table BPC27_1: In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?
Schools**

Demographic	Yes	No	Don't know/No opinion	Total N
Employed Parents with Children 0-5	59% (469)	29% (233)	12% (98)	800
Gender: Male	58% (177)	31% (94)	12% (36)	307
Gender: Female	59% (292)	28% (139)	13% (62)	493
Age: 18-34	61% (258)	28% (120)	11% (47)	425
Age: 35-44	56% (188)	31% (104)	13% (45)	337
GenZers: 1997-2012	51% (36)	35% (25)	14% (10)	71
Millennials: 1981-1996	60% (380)	28% (179)	11% (72)	631
GenXers: 1965-1980	55% (52)	30% (28)	15% (14)	94
PID: Dem (no lean)	61% (186)	26% (79)	13% (40)	305
PID: Ind (no lean)	58% (151)	30% (77)	12% (32)	260
PID: Rep (no lean)	56% (132)	33% (77)	11% (26)	235
PID/Gender: Dem Men	64% (88)	27% (37)	9% (13)	138
PID/Gender: Dem Women	59% (98)	25% (42)	16% (27)	167
PID/Gender: Ind Men	52% (42)	33% (27)	15% (12)	81
PID/Gender: Ind Women	61% (109)	28% (50)	11% (20)	179
PID/Gender: Rep Men	53% (47)	34% (30)	12% (11)	88
PID/Gender: Rep Women	58% (85)	32% (47)	10% (15)	147
Educ: < College	55% (275)	30% (147)	15% (75)	497
Educ: Bachelors degree	64% (121)	28% (53)	8% (15)	189
Educ: Post-grad	64% (73)	29% (33)	7% (8)	114
Income: Under 50k	58% (167)	27% (77)	15% (43)	287
Income: 50k-100k	59% (204)	30% (102)	11% (37)	343
Income: 100k+	58% (98)	32% (54)	11% (18)	170
Ethnicity: White	57% (339)	31% (183)	13% (75)	597
Ethnicity: Hispanic	67% (84)	24% (30)	9% (11)	125
Ethnicity: Black	64% (88)	25% (34)	11% (15)	137
Ethnicity: Other	64% (42)	24% (16)	12% (8)	66
All Christian	63% (190)	27% (83)	10% (30)	303
Agnostic/Nothing in particular	56% (132)	30% (70)	14% (34)	236
Something Else	56% (104)	31% (58)	13% (25)	187
Evangelical	63% (139)	27% (60)	10% (23)	222
Non-Evangelical	57% (142)	31% (77)	13% (32)	251

Continued on next page

Table BPC27_1: In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?
Schools

Demographic	Yes	No	Don't know/No opinion	Total N
Employed Parents with Children 0-5	59% (469)	29% (233)	12% (98)	800
Community: Urban	63% (146)	26% (59)	11% (26)	231
Community: Suburban	57% (213)	32% (121)	11% (41)	375
Community: Rural	57% (110)	27% (53)	16% (31)	194
4-Region: Northeast	59% (79)	28% (37)	13% (18)	134
4-Region: Midwest	57% (120)	32% (67)	11% (22)	209
4-Region: South	61% (212)	27% (94)	12% (43)	349
4-Region: West	54% (58)	32% (35)	14% (15)	108
Married/Partnered	59% (329)	30% (167)	11% (63)	559
Number of Children 0-5: 1	59% (307)	29% (152)	12% (64)	523
Number of Children 0-5: 2	57% (114)	32% (64)	11% (23)	201
Number of Children 0-5: 3+	63% (48)	22% (17)	14% (11)	76
Youngest Child under 1 Year	61% (77)	28% (35)	11% (14)	126
Youngest Child 1 Year Old	54% (61)	32% (36)	13% (15)	112
Youngest Child 2-3 Years Old	58% (140)	29% (70)	13% (31)	241
Youngest Child 4-5 Years Old	60% (191)	29% (92)	12% (38)	321
Children Age 6-12	67% (60)	19% (17)	13% (12)	89
Employed and Salaried	60% (178)	30% (88)	11% (32)	298
Employed and Hourly	58% (245)	29% (124)	13% (53)	422
Self Employed	52% (33)	28% (18)	20% (13)	64
Multiple Jobs	66% (93)	21% (30)	13% (18)	141
Single Job	57% (376)	31% (203)	12% (80)	659
Work Standard Hours	59% (393)	29% (195)	12% (83)	671
Work Evenings	63% (122)	26% (51)	11% (22)	195
Work Overnight/Early Mornings	73% (43)	22% (13)	5% (3)	59
Work Weekends	59% (105)	26% (47)	15% (27)	179
Work Full Time	61% (400)	28% (187)	11% (71)	658
Work Part Time	49% (69)	32% (46)	19% (27)	142

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**Table BPC27_1: In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?
Schools**

Demographic	Yes	No	Don't know/No opinion	Total N
Employed Parents with Children 0-5	59% (469)	29% (233)	12% (98)	800
Service/Retail Worker	59% (112)	28% (54)	13% (25)	191
Trade/Skill Worker	56% (68)	26% (31)	18% (22)	121
Admin /Office Worker	59% (133)	32% (72)	9% (20)	225
Health Care Worker	57% (59)	31% (32)	12% (12)	103
Other Worker	61% (97)	28% (44)	12% (19)	160
Work Remotely	51% (94)	39% (71)	10% (18)	183
Work Onsite	59% (240)	29% (118)	12% (50)	408
Hybrid Worker	71% (110)	17% (27)	12% (19)	156
Direct Supervisor Female	61% (200)	29% (94)	11% (35)	329
Direct Supervisor Male	58% (222)	30% (114)	12% (48)	384
CEO Female	60% (102)	29% (50)	11% (18)	170
CEO Male	59% (321)	29% (159)	12% (65)	545
Direct Supervisor Has Children	59% (317)	30% (160)	12% (62)	539
Direct Supervisor Does not Have Children	63% (63)	26% (26)	11% (11)	100
CEO Has Children	62% (284)	28% (127)	11% (49)	460
CEO Does not Have Children	60% (47)	26% (20)	14% (11)	78
Currently Uses Formal Care for Child 0-5	63% (218)	28% (96)	9% (32)	346
Currently Uses Informal Care for Child 0-5	55% (251)	30% (137)	15% (66)	454
Currently Uses Informal Care for Child 6-12	67% (34)	22% (11)	12% (6)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC27_2: In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?
 Businesses

Demographic	Yes		No		Don't know/No opinion		Total N
Employed Parents with Children 0-5	70%	(561)	20%	(157)	10%	(82)	800
Gender: Male	65%	(201)	23%	(72)	11%	(34)	307
Gender: Female	73%	(360)	17%	(85)	10%	(48)	493
Age: 18-34	70%	(296)	21%	(89)	9%	(40)	425
Age: 35-44	71%	(238)	18%	(62)	11%	(37)	337
GenZers: 1997-2012	69%	(49)	17%	(12)	14%	(10)	71
Millennials: 1981-1996	70%	(442)	20%	(128)	10%	(61)	631
GenXers: 1965-1980	71%	(67)	17%	(16)	12%	(11)	94
PID: Dem (no lean)	71%	(217)	20%	(60)	9%	(28)	305
PID: Ind (no lean)	72%	(188)	16%	(42)	12%	(30)	260
PID: Rep (no lean)	66%	(156)	23%	(55)	10%	(24)	235
PID/Gender: Dem Men	69%	(95)	24%	(33)	7%	(10)	138
PID/Gender: Dem Women	73%	(122)	16%	(27)	11%	(18)	167
PID/Gender: Ind Men	62%	(50)	23%	(19)	15%	(12)	81
PID/Gender: Ind Women	77%	(138)	13%	(23)	10%	(18)	179
PID/Gender: Rep Men	64%	(56)	23%	(20)	14%	(12)	88
PID/Gender: Rep Women	68%	(100)	24%	(35)	8%	(12)	147
Educ: < College	67%	(333)	20%	(100)	13%	(64)	497
Educ: Bachelors degree	73%	(138)	21%	(40)	6%	(11)	189
Educ: Post-grad	79%	(90)	15%	(17)	6%	(7)	114
Income: Under 50k	70%	(201)	17%	(50)	13%	(36)	287
Income: 50k-100k	70%	(240)	21%	(71)	9%	(32)	343
Income: 100k+	71%	(120)	21%	(36)	8%	(14)	170
Ethnicity: White	69%	(413)	20%	(122)	10%	(62)	597
Ethnicity: Hispanic	71%	(89)	19%	(24)	10%	(12)	125
Ethnicity: Black	73%	(100)	17%	(23)	10%	(14)	137
Ethnicity: Other	73%	(48)	18%	(12)	9%	(6)	66
All Christian	72%	(218)	18%	(54)	10%	(31)	303
Agnostic/Nothing in particular	64%	(152)	25%	(59)	11%	(25)	236
Something Else	73%	(137)	16%	(29)	11%	(21)	187
Evangelical	75%	(166)	17%	(37)	9%	(19)	222
Non-Evangelical	70%	(175)	18%	(44)	13%	(32)	251

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Table BPC27_2: In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?

Businesses

Demographic	Yes	No	Don't know/No opinion	Total N
Employed Parents with Children 0-5	70% (561)	20% (157)	10% (82)	800
Community: Urban	72% (167)	18% (42)	10% (22)	231
Community: Suburban	67% (252)	22% (83)	11% (40)	375
Community: Rural	73% (142)	16% (32)	10% (20)	194
4-Region: Northeast	71% (95)	20% (27)	9% (12)	134
4-Region: Midwest	69% (145)	21% (43)	10% (21)	209
4-Region: South	71% (247)	18% (63)	11% (39)	349
4-Region: West	69% (74)	22% (24)	9% (10)	108
Married/Partnered	69% (386)	22% (121)	9% (52)	559
Number of Children 0-5: 1	70% (366)	20% (104)	10% (53)	523
Number of Children 0-5: 2	68% (136)	22% (45)	10% (20)	201
Number of Children 0-5: 3+	78% (59)	11% (8)	12% (9)	76
Youngest Child under 1 Year	74% (93)	17% (21)	10% (12)	126
Youngest Child 1 Year Old	72% (81)	18% (20)	10% (11)	112
Youngest Child 2-3 Years Old	67% (161)	21% (50)	12% (30)	241
Youngest Child 4-5 Years Old	70% (226)	21% (66)	9% (29)	321
Children Age 6-12	80% (71)	11% (10)	9% (8)	89
Employed and Salaried	68% (203)	22% (66)	10% (29)	298
Employed and Hourly	73% (307)	18% (75)	9% (40)	422
Self Employed	64% (41)	19% (12)	17% (11)	64
Multiple Jobs	72% (102)	16% (22)	12% (17)	141
Single Job	70% (459)	20% (135)	10% (65)	659
Work Standard Hours	71% (476)	19% (130)	10% (65)	671
Work Evenings	72% (141)	16% (31)	12% (23)	195
Work Overnight/Early Mornings	75% (44)	20% (12)	5% (3)	59
Work Weekends	69% (123)	16% (29)	15% (27)	179
Work Full Time	71% (470)	19% (128)	9% (60)	658
Work Part Time	64% (91)	20% (29)	15% (22)	142

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Table BPC27_2: *In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?**Businesses*

Demographic	Yes		No		Don't know/No opinion		Total N
Employed Parents with Children 0-5	70%	(561)	20%	(157)	10%	(82)	800
Service/Retail Worker	74%	(142)	16%	(31)	9%	(18)	191
Trade/Skill Worker	63%	(76)	22%	(27)	15%	(18)	121
Admin /Office Worker	70%	(158)	24%	(54)	6%	(13)	225
Health Care Worker	68%	(70)	17%	(18)	15%	(15)	103
Other Worker	72%	(115)	17%	(27)	11%	(18)	160
Work Remotely	63%	(116)	27%	(50)	9%	(17)	183
Work Onsite	73%	(296)	18%	(75)	9%	(37)	408
Hybrid Worker	77%	(120)	12%	(19)	11%	(17)	156
Direct Supervisor Female	73%	(240)	17%	(57)	10%	(32)	329
Direct Supervisor Male	69%	(265)	21%	(82)	10%	(37)	384
CEO Female	68%	(116)	22%	(38)	9%	(16)	170
CEO Male	72%	(391)	19%	(101)	10%	(53)	545
Direct Supervisor Has Children	72%	(387)	18%	(99)	10%	(53)	539
Direct Supervisor Does not Have Children	73%	(73)	20%	(20)	7%	(7)	100
CEO Has Children	72%	(331)	19%	(88)	9%	(41)	460
CEO Does not Have Children	72%	(56)	17%	(13)	12%	(9)	78
Currently Uses Formal Care for Child 0-5	74%	(257)	19%	(66)	7%	(23)	346
Currently Uses Informal Care for Child 0-5	67%	(304)	20%	(91)	13%	(59)	454
Currently Uses Informal Care for Child 6-12	71%	(36)	16%	(8)	14%	(7)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC28_1: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?
The faith community

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	18%	(140)	22%	(174)	23%	(186)	22%	(179)	15%	(121)	800
Gender: Male	22%	(69)	28%	(87)	20%	(61)	16%	(49)	13%	(41)	307
Gender: Female	14%	(71)	18%	(87)	25%	(125)	26%	(130)	16%	(80)	493
Age: 18-34	20%	(86)	19%	(80)	24%	(100)	20%	(83)	18%	(76)	425
Age: 35-44	14%	(48)	24%	(81)	23%	(77)	26%	(89)	12%	(42)	337
GenZers: 1997-2012	15%	(11)	14%	(10)	27%	(19)	17%	(12)	27%	(19)	71
Millennials: 1981-1996	19%	(117)	21%	(132)	23%	(144)	23%	(145)	15%	(93)	631
GenXers: 1965-1980	13%	(12)	32%	(30)	22%	(21)	23%	(22)	10%	(9)	94
PID: Dem (no lean)	19%	(58)	21%	(65)	21%	(64)	24%	(74)	14%	(44)	305
PID: Ind (no lean)	13%	(33)	20%	(52)	24%	(62)	22%	(58)	21%	(55)	260
PID: Rep (no lean)	21%	(49)	24%	(57)	26%	(60)	20%	(47)	9%	(22)	235
PID/Gender: Dem Men	22%	(31)	33%	(45)	19%	(26)	13%	(18)	13%	(18)	138
PID/Gender: Dem Women	16%	(27)	12%	(20)	23%	(38)	34%	(56)	16%	(26)	167
PID/Gender: Ind Men	14%	(11)	28%	(23)	19%	(15)	17%	(14)	22%	(18)	81
PID/Gender: Ind Women	12%	(22)	16%	(29)	26%	(47)	25%	(44)	21%	(37)	179
PID/Gender: Rep Men	31%	(27)	22%	(19)	23%	(20)	19%	(17)	6%	(5)	88
PID/Gender: Rep Women	15%	(22)	26%	(38)	27%	(40)	20%	(30)	12%	(17)	147
Educ: < College	17%	(83)	19%	(95)	23%	(112)	22%	(111)	19%	(96)	497
Educ: Bachelors degree	21%	(39)	29%	(54)	22%	(41)	21%	(39)	8%	(16)	189
Educ: Post-grad	16%	(18)	22%	(25)	29%	(33)	25%	(29)	8%	(9)	114
Income: Under 50k	15%	(42)	18%	(53)	25%	(71)	21%	(59)	22%	(62)	287
Income: 50k-100k	21%	(71)	24%	(83)	24%	(82)	22%	(75)	9%	(32)	343
Income: 100k+	16%	(27)	22%	(38)	19%	(33)	26%	(45)	16%	(27)	170
Ethnicity: White	14%	(84)	23%	(137)	24%	(143)	25%	(150)	14%	(83)	597
Ethnicity: Hispanic	22%	(28)	20%	(25)	22%	(28)	15%	(19)	20%	(25)	125
Ethnicity: Black	30%	(41)	18%	(24)	19%	(26)	15%	(20)	19%	(26)	137
Ethnicity: Other	23%	(15)	20%	(13)	26%	(17)	14%	(9)	18%	(12)	66
All Christian	20%	(61)	25%	(77)	24%	(72)	23%	(70)	8%	(23)	303
Agnostic/Nothing in particular	13%	(30)	19%	(46)	21%	(49)	25%	(60)	22%	(51)	236
Something Else	18%	(34)	17%	(32)	29%	(54)	17%	(31)	19%	(36)	187

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Table BPC28_1: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?*The faith community*

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	18%	(140)	22%	(174)	23%	(186)	22%	(179)	15%	(121)	800
Evangelical	27%	(59)	22%	(49)	24%	(54)	17%	(37)	10%	(23)	222
Non-Evangelical	13%	(32)	22%	(54)	27%	(69)	24%	(61)	14%	(35)	251
Community: Urban	26%	(59)	23%	(53)	21%	(48)	17%	(40)	13%	(31)	231
Community: Suburban	16%	(60)	22%	(82)	25%	(95)	25%	(93)	12%	(45)	375
Community: Rural	11%	(21)	20%	(39)	22%	(43)	24%	(46)	23%	(45)	194
4-Region: Northeast	20%	(27)	20%	(27)	21%	(28)	23%	(31)	16%	(21)	134
4-Region: Midwest	11%	(24)	20%	(41)	25%	(53)	26%	(55)	17%	(36)	209
4-Region: South	22%	(78)	23%	(79)	22%	(77)	19%	(68)	13%	(47)	349
4-Region: West	10%	(11)	25%	(27)	26%	(28)	23%	(25)	16%	(17)	108
Married/Partnered	18%	(101)	24%	(134)	22%	(125)	23%	(129)	13%	(70)	559
Number of Children 0-5: 1	19%	(97)	20%	(107)	23%	(118)	23%	(122)	15%	(79)	523
Number of Children 0-5: 2	16%	(33)	26%	(52)	20%	(41)	22%	(44)	15%	(31)	201
Number of Children 0-5: 3+	13%	(10)	20%	(15)	36%	(27)	17%	(13)	14%	(11)	76
Youngest Child under 1 Year	17%	(21)	22%	(28)	24%	(30)	16%	(20)	21%	(27)	126
Youngest Child 1 Year Old	20%	(22)	18%	(20)	25%	(28)	25%	(28)	12%	(14)	112
Youngest Child 2-3 Years Old	18%	(43)	21%	(51)	25%	(60)	21%	(51)	15%	(36)	241
Youngest Child 4-5 Years Old	17%	(54)	23%	(75)	21%	(68)	25%	(80)	14%	(44)	321
Children Age 6-12	15%	(13)	25%	(22)	24%	(21)	24%	(21)	13%	(12)	89
Employed and Salaried	21%	(64)	25%	(75)	22%	(67)	21%	(62)	10%	(30)	298
Employed and Hourly	15%	(65)	20%	(85)	23%	(97)	23%	(98)	18%	(77)	422
Self Employed	9%	(6)	16%	(10)	33%	(21)	23%	(15)	19%	(12)	64
Multiple Jobs	16%	(23)	27%	(38)	26%	(36)	19%	(27)	12%	(17)	141
Single Job	18%	(117)	21%	(136)	23%	(150)	23%	(152)	16%	(104)	659
Work Standard Hours	18%	(119)	22%	(145)	23%	(155)	23%	(152)	15%	(100)	671
Work Evenings	20%	(39)	21%	(40)	25%	(49)	23%	(44)	12%	(23)	195
Work Overnight/Early Mornings	22%	(13)	25%	(15)	22%	(13)	14%	(8)	17%	(10)	59
Work Weekends	15%	(27)	20%	(36)	28%	(50)	17%	(31)	20%	(35)	179
Work Full Time	19%	(126)	23%	(154)	22%	(143)	22%	(148)	13%	(87)	658
Work Part Time	10%	(14)	14%	(20)	30%	(43)	22%	(31)	24%	(34)	142

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**Table BPC28_1: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?
The faith community**

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	18%	(140)	22%	(174)	23%	(186)	22%	(179)	15%	(121)	800
Service/Retail Worker	16%	(30)	20%	(39)	23%	(44)	24%	(46)	17%	(32)	191
Trade/Skill Worker	20%	(24)	22%	(27)	22%	(27)	18%	(22)	17%	(21)	121
Admin /Office Worker	22%	(49)	26%	(58)	21%	(47)	20%	(46)	11%	(25)	225
Health Care Worker	14%	(14)	23%	(24)	20%	(21)	27%	(28)	16%	(16)	103
Other Worker	14%	(23)	16%	(26)	29%	(47)	23%	(37)	17%	(27)	160
Work Remotely	22%	(40)	22%	(41)	20%	(37)	21%	(39)	14%	(26)	183
Work Onsite	14%	(57)	22%	(88)	23%	(94)	24%	(97)	18%	(72)	408
Hybrid Worker	21%	(33)	26%	(40)	28%	(43)	18%	(28)	8%	(12)	156
Direct Supervisor Female	19%	(62)	18%	(59)	22%	(74)	26%	(84)	15%	(50)	329
Direct Supervisor Male	18%	(68)	26%	(101)	22%	(86)	20%	(75)	14%	(54)	384
CEO Female	18%	(30)	18%	(31)	25%	(42)	21%	(36)	18%	(31)	170
CEO Male	18%	(100)	24%	(129)	22%	(118)	23%	(124)	14%	(74)	545
Direct Supervisor Has Children	19%	(100)	24%	(130)	23%	(123)	22%	(117)	13%	(69)	539
Direct Supervisor Does not Have Children	16%	(16)	19%	(19)	20%	(20)	29%	(29)	16%	(16)	100
CEO Has Children	21%	(95)	25%	(113)	23%	(105)	21%	(97)	11%	(50)	460
CEO Does not Have Children	12%	(9)	22%	(17)	26%	(20)	28%	(22)	13%	(10)	78
Currently Uses Formal Care for Child 0-5	21%	(73)	19%	(66)	22%	(75)	25%	(87)	13%	(45)	346
Currently Uses Informal Care for Child 0-5	15%	(67)	24%	(108)	24%	(111)	20%	(92)	17%	(76)	454
Currently Uses Informal Care for Child 6-12	10%	(5)	27%	(14)	29%	(15)	22%	(11)	12%	(6)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC28_2: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?*Local government*

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Employed Parents with Children 0-5	35% (278)	32% (260)	15% (117)	11% (91)	7% (54)	800
Gender: Male	35% (107)	31% (96)	16% (50)	11% (35)	6% (19)	307
Gender: Female	35% (171)	33% (164)	14% (67)	11% (56)	7% (35)	493
Age: 18-34	37% (157)	29% (124)	16% (70)	10% (42)	8% (32)	425
Age: 35-44	32% (109)	36% (122)	12% (42)	13% (43)	6% (21)	337
GenZers: 1997-2012	28% (20)	34% (24)	20% (14)	7% (5)	11% (8)	71
Millennials: 1981-1996	36% (225)	31% (197)	15% (92)	12% (75)	7% (42)	631
GenXers: 1965-1980	33% (31)	39% (37)	12% (11)	12% (11)	4% (4)	94
PID: Dem (no lean)	41% (125)	33% (100)	12% (37)	9% (27)	5% (16)	305
PID: Ind (no lean)	32% (82)	30% (79)	15% (38)	13% (34)	10% (27)	260
PID: Rep (no lean)	30% (71)	34% (81)	18% (42)	13% (30)	5% (11)	235
PID/Gender: Dem Men	45% (62)	31% (43)	11% (15)	8% (11)	5% (7)	138
PID/Gender: Dem Women	38% (63)	34% (57)	13% (22)	10% (16)	5% (9)	167
PID/Gender: Ind Men	21% (17)	36% (29)	19% (15)	14% (11)	11% (9)	81
PID/Gender: Ind Women	36% (65)	28% (50)	13% (23)	13% (23)	10% (18)	179
PID/Gender: Rep Men	32% (28)	27% (24)	23% (20)	15% (13)	3% (3)	88
PID/Gender: Rep Women	29% (43)	39% (57)	15% (22)	12% (17)	5% (8)	147
Educ: < College	34% (171)	30% (148)	14% (72)	12% (60)	9% (46)	497
Educ: Bachelors degree	37% (70)	35% (66)	14% (27)	11% (21)	3% (5)	189
Educ: Post-grad	32% (37)	40% (46)	16% (18)	9% (10)	3% (3)	114
Income: Under 50k	33% (94)	30% (85)	17% (49)	9% (27)	11% (32)	287
Income: 50k-100k	38% (130)	32% (110)	15% (50)	13% (43)	3% (10)	343
Income: 100k+	32% (54)	38% (65)	11% (18)	12% (21)	7% (12)	170
Ethnicity: White	32% (194)	34% (204)	15% (90)	13% (76)	6% (33)	597
Ethnicity: Hispanic	38% (47)	26% (33)	18% (22)	9% (11)	10% (12)	125
Ethnicity: Black	45% (62)	26% (36)	12% (16)	7% (9)	10% (14)	137
Ethnicity: Other	33% (22)	30% (20)	17% (11)	9% (6)	11% (7)	66
All Christian	34% (104)	36% (108)	16% (49)	11% (33)	3% (9)	303
Agnostic/Nothing in particular	35% (82)	29% (68)	14% (33)	13% (30)	10% (23)	236
Something Else	35% (65)	29% (54)	14% (26)	12% (23)	10% (19)	187

Continued on next page

Table BPC28_2: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Local government

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	35%	(278)	32%	(260)	15%	(117)	11%	(91)	7%	(54)	800
Evangelical	37%	(82)	32%	(70)	15%	(33)	12%	(26)	5%	(11)	222
Non-Evangelical	32%	(80)	34%	(85)	16%	(40)	12%	(29)	7%	(17)	251
Community: Urban	44%	(101)	30%	(69)	13%	(30)	6%	(15)	7%	(16)	231
Community: Suburban	33%	(122)	34%	(127)	15%	(58)	12%	(46)	6%	(22)	375
Community: Rural	28%	(55)	33%	(64)	15%	(29)	15%	(30)	8%	(16)	194
4-Region: Northeast	40%	(54)	33%	(44)	12%	(16)	7%	(10)	7%	(10)	134
4-Region: Midwest	33%	(68)	33%	(70)	16%	(34)	12%	(25)	6%	(12)	209
4-Region: South	36%	(126)	30%	(105)	14%	(49)	12%	(43)	7%	(26)	349
4-Region: West	28%	(30)	38%	(41)	17%	(18)	12%	(13)	6%	(6)	108
Married/Partnered	33%	(187)	35%	(198)	14%	(81)	12%	(68)	4%	(25)	559
Number of Children 0-5: 1	37%	(191)	32%	(166)	14%	(73)	11%	(59)	7%	(34)	523
Number of Children 0-5: 2	30%	(61)	36%	(72)	16%	(32)	12%	(24)	6%	(12)	201
Number of Children 0-5: 3+	34%	(26)	29%	(22)	16%	(12)	11%	(8)	11%	(8)	76
Youngest Child under 1 Year	32%	(40)	29%	(36)	19%	(24)	13%	(16)	8%	(10)	126
Youngest Child 1 Year Old	32%	(36)	29%	(33)	15%	(17)	17%	(19)	6%	(7)	112
Youngest Child 2-3 Years Old	38%	(91)	32%	(78)	14%	(34)	8%	(20)	7%	(18)	241
Youngest Child 4-5 Years Old	35%	(111)	35%	(113)	13%	(42)	11%	(36)	6%	(19)	321
Children Age 6-12	36%	(32)	31%	(28)	13%	(12)	10%	(9)	9%	(8)	89
Employed and Salaried	38%	(113)	38%	(112)	12%	(36)	8%	(25)	4%	(12)	298
Employed and Hourly	32%	(137)	29%	(122)	17%	(71)	13%	(56)	9%	(36)	422
Self Employed	30%	(19)	31%	(20)	14%	(9)	16%	(10)	9%	(6)	64
Multiple Jobs	38%	(54)	30%	(42)	15%	(21)	11%	(16)	6%	(8)	141
Single Job	34%	(224)	33%	(218)	15%	(96)	11%	(75)	7%	(46)	659
Work Standard Hours	35%	(233)	33%	(220)	15%	(101)	11%	(73)	7%	(44)	671
Work Evenings	35%	(69)	31%	(60)	14%	(28)	13%	(25)	7%	(13)	195
Work Overnight/Early Mornings	49%	(29)	25%	(15)	10%	(6)	10%	(6)	5%	(3)	59
Work Weekends	37%	(66)	27%	(49)	20%	(35)	8%	(15)	8%	(14)	179
Work Full Time	36%	(234)	34%	(223)	14%	(95)	10%	(67)	6%	(39)	658
Work Part Time	31%	(44)	26%	(37)	15%	(22)	17%	(24)	11%	(15)	142

Continued on next page

Table BPC28_2: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?*Local government*

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	35%	(278)	32%	(260)	15%	(117)	11%	(91)	7%	(54)	800
Service/Retail Worker	38%	(73)	30%	(57)	13%	(25)	12%	(22)	7%	(14)	191
Trade/Skill Worker	31%	(37)	31%	(37)	20%	(24)	12%	(14)	7%	(9)	121
Admin /Office Worker	36%	(80)	34%	(77)	14%	(31)	10%	(23)	6%	(14)	225
Health Care Worker	34%	(35)	32%	(33)	17%	(17)	12%	(12)	6%	(6)	103
Other Worker	33%	(53)	35%	(56)	12%	(20)	12%	(20)	7%	(11)	160
Work Remotely	32%	(59)	37%	(68)	11%	(21)	11%	(21)	8%	(14)	183
Work Onsite	35%	(142)	31%	(126)	15%	(62)	12%	(49)	7%	(29)	408
Hybrid Worker	37%	(57)	35%	(55)	17%	(27)	9%	(14)	2%	(3)	156
Direct Supervisor Female	36%	(118)	33%	(109)	13%	(43)	11%	(36)	7%	(23)	329
Direct Supervisor Male	34%	(131)	32%	(122)	16%	(63)	11%	(44)	6%	(24)	384
CEO Female	31%	(53)	37%	(63)	16%	(28)	9%	(15)	6%	(11)	170
CEO Male	36%	(196)	31%	(170)	14%	(78)	12%	(65)	7%	(36)	545
Direct Supervisor Has Children	35%	(187)	34%	(184)	15%	(80)	11%	(60)	5%	(28)	539
Direct Supervisor Does not Have Children	41%	(41)	25%	(25)	13%	(13)	13%	(13)	8%	(8)	100
CEO Has Children	37%	(170)	34%	(158)	14%	(66)	9%	(42)	5%	(24)	460
CEO Does not Have Children	33%	(26)	24%	(19)	23%	(18)	14%	(11)	5%	(4)	78
Currently Uses Formal Care for Child 0-5	39%	(135)	34%	(117)	11%	(39)	10%	(36)	5%	(19)	346
Currently Uses Informal Care for Child 0-5	31%	(143)	31%	(143)	17%	(78)	12%	(55)	8%	(35)	454
Currently Uses Informal Care for Child 6-12	33%	(17)	27%	(14)	16%	(8)	16%	(8)	8%	(4)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC28_3: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

State government

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Employed Parents with Children 0-5	41% (327)	28% (222)	14% (114)	11% (91)	6% (46)	800
Gender: Male	41% (127)	26% (80)	16% (50)	10% (32)	6% (18)	307
Gender: Female	41% (200)	29% (142)	13% (64)	12% (59)	6% (28)	493
Age: 18-34	41% (175)	27% (115)	15% (62)	11% (45)	7% (28)	425
Age: 35-44	41% (139)	28% (94)	14% (46)	12% (41)	5% (17)	337
GenZers: 1997-2012	39% (28)	20% (14)	18% (13)	13% (9)	10% (7)	71
Millennials: 1981-1996	41% (261)	28% (175)	14% (89)	11% (72)	5% (34)	631
GenXers: 1965-1980	39% (37)	32% (30)	13% (12)	11% (10)	5% (5)	94
PID: Dem (no lean)	47% (143)	28% (86)	13% (39)	9% (27)	3% (10)	305
PID: Ind (no lean)	37% (97)	25% (66)	13% (34)	14% (37)	10% (26)	260
PID: Rep (no lean)	37% (87)	30% (70)	17% (41)	11% (27)	4% (10)	235
PID/Gender: Dem Men	48% (66)	27% (37)	15% (21)	7% (9)	4% (5)	138
PID/Gender: Dem Women	46% (77)	29% (49)	11% (18)	11% (18)	3% (5)	167
PID/Gender: Ind Men	31% (25)	23% (19)	17% (14)	16% (13)	12% (10)	81
PID/Gender: Ind Women	40% (72)	26% (47)	11% (20)	13% (24)	9% (16)	179
PID/Gender: Rep Men	41% (36)	27% (24)	17% (15)	11% (10)	3% (3)	88
PID/Gender: Rep Women	35% (51)	31% (46)	18% (26)	12% (17)	5% (7)	147
Educ: < College	38% (188)	27% (135)	15% (77)	12% (59)	8% (38)	497
Educ: Bachelors degree	45% (85)	27% (51)	13% (24)	13% (24)	3% (5)	189
Educ: Post-grad	47% (54)	32% (36)	11% (13)	7% (8)	3% (3)	114
Income: Under 50k	38% (109)	27% (77)	16% (45)	9% (26)	10% (30)	287
Income: 50k-100k	43% (148)	28% (95)	15% (52)	12% (40)	2% (8)	343
Income: 100k+	41% (70)	29% (50)	10% (17)	15% (25)	5% (8)	170
Ethnicity: White	40% (237)	29% (171)	15% (88)	12% (72)	5% (29)	597
Ethnicity: Hispanic	38% (48)	25% (31)	18% (23)	10% (12)	9% (11)	125
Ethnicity: Black	50% (68)	22% (30)	15% (20)	7% (9)	7% (10)	137
Ethnicity: Other	33% (22)	32% (21)	9% (6)	15% (10)	11% (7)	66
All Christian	39% (117)	31% (95)	17% (52)	11% (34)	2% (5)	303
Agnostic/Nothing in particular	41% (97)	27% (63)	11% (26)	11% (27)	10% (23)	236
Something Else	40% (74)	25% (46)	16% (30)	11% (21)	9% (16)	187

Continued on next page

Table BPC28_3: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?*State government*

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	41%	(327)	28%	(222)	14%	(114)	11%	(91)	6%	(46)	800
Evangelical	42%	(94)	25%	(55)	18%	(39)	11%	(24)	5%	(10)	222
Non-Evangelical	35%	(88)	32%	(81)	16%	(41)	12%	(30)	4%	(11)	251
Community: Urban	47%	(108)	27%	(62)	12%	(28)	8%	(19)	6%	(14)	231
Community: Suburban	40%	(150)	29%	(107)	14%	(52)	12%	(46)	5%	(20)	375
Community: Rural	36%	(69)	27%	(53)	18%	(34)	13%	(26)	6%	(12)	194
4-Region: Northeast	46%	(62)	28%	(38)	13%	(18)	7%	(9)	5%	(7)	134
4-Region: Midwest	37%	(77)	33%	(68)	14%	(29)	11%	(24)	5%	(11)	209
4-Region: South	43%	(150)	23%	(82)	15%	(52)	12%	(41)	7%	(24)	349
4-Region: West	35%	(38)	31%	(34)	14%	(15)	16%	(17)	4%	(4)	108
Married/Partnered	40%	(225)	29%	(162)	15%	(85)	12%	(68)	3%	(19)	559
Number of Children 0-5: 1	43%	(223)	28%	(146)	13%	(67)	11%	(60)	5%	(27)	523
Number of Children 0-5: 2	36%	(73)	29%	(58)	16%	(33)	12%	(24)	6%	(13)	201
Number of Children 0-5: 3+	41%	(31)	24%	(18)	18%	(14)	9%	(7)	8%	(6)	76
Youngest Child under 1 Year	44%	(55)	26%	(33)	14%	(18)	10%	(13)	6%	(7)	126
Youngest Child 1 Year Old	39%	(44)	22%	(25)	17%	(19)	16%	(18)	5%	(6)	112
Youngest Child 2-3 Years Old	37%	(90)	29%	(71)	16%	(38)	10%	(25)	7%	(17)	241
Youngest Child 4-5 Years Old	43%	(138)	29%	(93)	12%	(39)	11%	(35)	5%	(16)	321
Children Age 6-12	40%	(36)	22%	(20)	19%	(17)	9%	(8)	9%	(8)	89
Employed and Salaried	45%	(135)	30%	(90)	14%	(41)	8%	(23)	3%	(9)	298
Employed and Hourly	37%	(157)	28%	(119)	14%	(61)	13%	(54)	7%	(31)	422
Self Employed	38%	(24)	19%	(12)	14%	(9)	20%	(13)	9%	(6)	64
Multiple Jobs	41%	(58)	21%	(30)	21%	(30)	13%	(19)	3%	(4)	141
Single Job	41%	(269)	29%	(192)	13%	(84)	11%	(72)	6%	(42)	659
Work Standard Hours	41%	(278)	28%	(188)	14%	(97)	10%	(70)	6%	(38)	671
Work Evenings	42%	(82)	30%	(59)	12%	(24)	12%	(24)	3%	(6)	195
Work Overnight/Early Mornings	46%	(27)	27%	(16)	7%	(4)	14%	(8)	7%	(4)	59
Work Weekends	42%	(75)	27%	(49)	16%	(28)	11%	(19)	4%	(8)	179
Work Full Time	42%	(278)	28%	(187)	13%	(88)	11%	(72)	5%	(33)	658
Work Part Time	35%	(49)	25%	(35)	18%	(26)	13%	(19)	9%	(13)	142

Continued on next page

Table BPC28_3: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

State government

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Employed Parents with Children 0-5	41% (327)	28% (222)	14% (114)	11% (91)	6% (46)	800
Service/Retail Worker	41% (79)	30% (57)	11% (21)	12% (22)	6% (12)	191
Trade/Skill Worker	36% (43)	23% (28)	23% (28)	12% (15)	6% (7)	121
Admin /Office Worker	45% (102)	25% (56)	14% (31)	10% (23)	6% (13)	225
Health Care Worker	37% (38)	35% (36)	12% (12)	12% (12)	5% (5)	103
Other Worker	41% (65)	28% (45)	14% (22)	12% (19)	6% (9)	160
Work Remotely	39% (71)	30% (55)	11% (21)	13% (24)	7% (12)	183
Work Onsite	40% (164)	27% (111)	14% (59)	12% (48)	6% (26)	408
Hybrid Worker	45% (70)	29% (45)	16% (25)	8% (12)	3% (4)	156
Direct Supervisor Female	41% (135)	30% (100)	14% (45)	9% (30)	6% (19)	329
Direct Supervisor Male	41% (159)	27% (103)	15% (56)	12% (45)	5% (21)	384
CEO Female	36% (62)	34% (57)	16% (27)	8% (14)	6% (10)	170
CEO Male	43% (232)	27% (147)	14% (74)	11% (62)	6% (30)	545
Direct Supervisor Has Children	41% (220)	29% (154)	15% (83)	11% (57)	5% (25)	539
Direct Supervisor Does not Have Children	45% (45)	27% (27)	10% (10)	12% (12)	6% (6)	100
CEO Has Children	42% (193)	31% (141)	14% (63)	9% (41)	5% (22)	460
CEO Does not Have Children	40% (31)	19% (15)	26% (20)	12% (9)	4% (3)	78
Currently Uses Formal Care for Child 0-5	45% (157)	29% (99)	12% (40)	10% (36)	4% (14)	346
Currently Uses Informal Care for Child 0-5	37% (170)	27% (123)	16% (74)	12% (55)	7% (32)	454
Currently Uses Informal Care for Child 6-12	39% (20)	14% (7)	27% (14)	12% (6)	8% (4)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC28_4: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Federal government

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Employed Parents with Children 0-5	39% (309)	27% (218)	15% (117)	12% (99)	7% (57)	800
Gender: Male	39% (120)	26% (79)	16% (49)	13% (39)	7% (20)	307
Gender: Female	38% (189)	28% (139)	14% (68)	12% (60)	8% (37)	493
Age: 18-34	38% (162)	27% (114)	15% (62)	12% (53)	8% (34)	425
Age: 35-44	39% (132)	27% (92)	15% (49)	12% (42)	7% (22)	337
GenZers: 1997-2012	34% (24)	25% (18)	20% (14)	7% (5)	14% (10)	71
Millennials: 1981-1996	39% (248)	27% (168)	14% (90)	13% (83)	7% (42)	631
GenXers: 1965-1980	38% (36)	31% (29)	14% (13)	12% (11)	5% (5)	94
PID: Dem (no lean)	43% (132)	30% (90)	13% (39)	10% (29)	5% (15)	305
PID: Ind (no lean)	37% (96)	24% (62)	14% (37)	14% (37)	11% (28)	260
PID: Rep (no lean)	34% (81)	28% (66)	17% (41)	14% (33)	6% (14)	235
PID/Gender: Dem Men	48% (66)	25% (35)	14% (20)	8% (11)	4% (6)	138
PID/Gender: Dem Women	40% (66)	33% (55)	11% (19)	11% (18)	5% (9)	167
PID/Gender: Ind Men	28% (23)	28% (23)	15% (12)	16% (13)	12% (10)	81
PID/Gender: Ind Women	41% (73)	22% (39)	14% (25)	13% (24)	10% (18)	179
PID/Gender: Rep Men	35% (31)	24% (21)	19% (17)	17% (15)	5% (4)	88
PID/Gender: Rep Women	34% (50)	31% (45)	16% (24)	12% (18)	7% (10)	147
Educ: < College	35% (173)	29% (142)	15% (73)	12% (61)	10% (48)	497
Educ: Bachelors degree	45% (85)	24% (46)	14% (27)	14% (26)	3% (5)	189
Educ: Post-grad	45% (51)	26% (30)	15% (17)	11% (12)	4% (4)	114
Income: Under 50k	34% (97)	28% (81)	15% (43)	10% (29)	13% (37)	287
Income: 50k-100k	41% (141)	28% (95)	16% (55)	12% (41)	3% (11)	343
Income: 100k+	42% (71)	25% (42)	11% (19)	17% (29)	5% (9)	170
Ethnicity: White	39% (230)	27% (161)	15% (91)	13% (80)	6% (35)	597
Ethnicity: Hispanic	37% (46)	24% (30)	17% (21)	10% (13)	12% (15)	125
Ethnicity: Black	42% (57)	28% (39)	13% (18)	8% (11)	9% (12)	137
Ethnicity: Other	33% (22)	27% (18)	12% (8)	12% (8)	15% (10)	66
All Christian	39% (117)	27% (81)	17% (53)	14% (42)	3% (10)	303
Agnostic/Nothing in particular	36% (84)	31% (74)	11% (27)	11% (26)	11% (25)	236
Something Else	35% (66)	25% (46)	17% (31)	14% (26)	10% (18)	187

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**Table BPC28_4: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?
Federal government**

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	39%	(309)	27%	(218)	15%	(117)	12%	(99)	7%	(57)	800
Evangelical	39%	(86)	25%	(56)	16%	(36)	14%	(32)	5%	(12)	222
Non-Evangelical	35%	(88)	27%	(68)	18%	(46)	14%	(34)	6%	(15)	251
Community: Urban	48%	(110)	24%	(56)	16%	(36)	6%	(15)	6%	(14)	231
Community: Suburban	36%	(134)	27%	(103)	15%	(58)	15%	(55)	7%	(25)	375
Community: Rural	34%	(65)	30%	(59)	12%	(23)	15%	(29)	9%	(18)	194
4-Region: Northeast	48%	(64)	25%	(33)	13%	(17)	9%	(12)	6%	(8)	134
4-Region: Midwest	35%	(73)	31%	(64)	16%	(34)	12%	(25)	6%	(13)	209
4-Region: South	39%	(137)	25%	(86)	15%	(52)	13%	(44)	9%	(30)	349
4-Region: West	32%	(35)	32%	(35)	13%	(14)	17%	(18)	6%	(6)	108
Married/Partnered	38%	(212)	28%	(157)	16%	(89)	14%	(76)	4%	(25)	559
Number of Children 0-5: 1	40%	(208)	27%	(143)	15%	(78)	11%	(60)	7%	(34)	523
Number of Children 0-5: 2	36%	(72)	27%	(54)	14%	(28)	15%	(31)	8%	(16)	201
Number of Children 0-5: 3+	38%	(29)	28%	(21)	14%	(11)	11%	(8)	9%	(7)	76
Youngest Child under 1 Year	36%	(45)	29%	(36)	14%	(18)	13%	(17)	8%	(10)	126
Youngest Child 1 Year Old	40%	(45)	25%	(28)	11%	(12)	17%	(19)	7%	(8)	112
Youngest Child 2-3 Years Old	38%	(91)	27%	(65)	15%	(37)	11%	(27)	9%	(21)	241
Youngest Child 4-5 Years Old	40%	(128)	28%	(89)	16%	(50)	11%	(36)	6%	(18)	321
Children Age 6-12	38%	(34)	27%	(24)	13%	(12)	12%	(11)	9%	(8)	89
Employed and Salaried	47%	(140)	26%	(78)	14%	(43)	9%	(26)	4%	(11)	298
Employed and Hourly	33%	(140)	29%	(121)	16%	(66)	14%	(60)	8%	(35)	422
Self Employed	34%	(22)	20%	(13)	9%	(6)	19%	(12)	17%	(11)	64
Multiple Jobs	36%	(51)	28%	(39)	16%	(22)	14%	(20)	6%	(9)	141
Single Job	39%	(258)	27%	(179)	14%	(95)	12%	(79)	7%	(48)	659
Work Standard Hours	39%	(264)	28%	(187)	14%	(97)	11%	(76)	7%	(47)	671
Work Evenings	41%	(80)	29%	(56)	12%	(24)	12%	(23)	6%	(12)	195
Work Overnight/Early Mornings	46%	(27)	27%	(16)	5%	(3)	12%	(7)	10%	(6)	59
Work Weekends	35%	(63)	27%	(48)	20%	(35)	11%	(20)	7%	(13)	179
Work Full Time	40%	(264)	28%	(182)	14%	(94)	12%	(78)	6%	(40)	658
Work Part Time	32%	(45)	25%	(36)	16%	(23)	15%	(21)	12%	(17)	142

Continued on next page

Table BPC28_4: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?*Federal government*

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	39%	(309)	27%	(218)	15%	(117)	12%	(99)	7%	(57)	800
Service/Retail Worker	39%	(74)	30%	(57)	12%	(22)	12%	(23)	8%	(15)	191
Trade/Skill Worker	35%	(42)	27%	(33)	18%	(22)	12%	(14)	8%	(10)	121
Admin /Office Worker	43%	(96)	25%	(56)	15%	(33)	12%	(27)	6%	(13)	225
Health Care Worker	40%	(41)	26%	(27)	17%	(17)	12%	(12)	6%	(6)	103
Other Worker	35%	(56)	28%	(45)	14%	(23)	14%	(23)	8%	(13)	160
Work Remotely	38%	(69)	32%	(58)	12%	(22)	10%	(19)	8%	(15)	183
Work Onsite	37%	(150)	28%	(114)	15%	(61)	13%	(54)	7%	(29)	408
Hybrid Worker	46%	(71)	22%	(35)	17%	(27)	12%	(18)	3%	(5)	156
Direct Supervisor Female	40%	(131)	26%	(87)	16%	(51)	12%	(39)	6%	(21)	329
Direct Supervisor Male	38%	(146)	29%	(110)	15%	(56)	12%	(47)	7%	(25)	384
CEO Female	32%	(55)	33%	(56)	19%	(33)	9%	(16)	6%	(10)	170
CEO Male	41%	(222)	26%	(143)	14%	(74)	13%	(70)	7%	(36)	545
Direct Supervisor Has Children	38%	(206)	29%	(154)	16%	(85)	12%	(64)	6%	(30)	539
Direct Supervisor Does not Have Children	44%	(44)	24%	(24)	12%	(12)	14%	(14)	6%	(6)	100
CEO Has Children	39%	(180)	31%	(142)	13%	(62)	12%	(53)	5%	(23)	460
CEO Does not Have Children	41%	(32)	19%	(15)	24%	(19)	8%	(6)	8%	(6)	78
Currently Uses Formal Care for Child 0-5	43%	(150)	27%	(95)	12%	(40)	12%	(40)	6%	(21)	346
Currently Uses Informal Care for Child 0-5	35%	(159)	27%	(123)	17%	(77)	13%	(59)	8%	(36)	454
Currently Uses Informal Care for Child 6-12	35%	(18)	24%	(12)	16%	(8)	18%	(9)	8%	(4)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC28_5: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Businesses

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	24%	(189)	34%	(273)	20%	(164)	14%	(115)	7%	(59)	800
Gender: Male	29%	(90)	35%	(107)	17%	(52)	12%	(38)	7%	(20)	307
Gender: Female	20%	(99)	34%	(166)	23%	(112)	16%	(77)	8%	(39)	493
Age: 18-34	26%	(109)	31%	(133)	20%	(86)	15%	(62)	8%	(35)	425
Age: 35-44	21%	(71)	37%	(124)	22%	(73)	14%	(46)	7%	(23)	337
GenZers: 1997-2012	14%	(10)	30%	(21)	25%	(18)	14%	(10)	17%	(12)	71
Millennials: 1981-1996	25%	(157)	34%	(213)	20%	(127)	15%	(92)	7%	(42)	631
GenXers: 1965-1980	22%	(21)	38%	(36)	20%	(19)	14%	(13)	5%	(5)	94
PID: Dem (no lean)	29%	(89)	36%	(111)	16%	(48)	13%	(40)	6%	(17)	305
PID: Ind (no lean)	19%	(49)	33%	(86)	19%	(50)	17%	(45)	12%	(30)	260
PID: Rep (no lean)	22%	(51)	32%	(76)	28%	(66)	13%	(30)	5%	(12)	235
PID/Gender: Dem Men	40%	(55)	36%	(50)	10%	(14)	8%	(11)	6%	(8)	138
PID/Gender: Dem Women	20%	(34)	37%	(61)	20%	(34)	17%	(29)	5%	(9)	167
PID/Gender: Ind Men	21%	(17)	35%	(28)	15%	(12)	17%	(14)	12%	(10)	81
PID/Gender: Ind Women	18%	(32)	32%	(58)	21%	(38)	17%	(31)	11%	(20)	179
PID/Gender: Rep Men	20%	(18)	33%	(29)	30%	(26)	15%	(13)	2%	(2)	88
PID/Gender: Rep Women	22%	(33)	32%	(47)	27%	(40)	12%	(17)	7%	(10)	147
Educ: < College	22%	(107)	30%	(151)	23%	(112)	16%	(81)	9%	(46)	497
Educ: Bachelors degree	23%	(44)	47%	(88)	15%	(29)	12%	(23)	3%	(5)	189
Educ: Post-grad	33%	(38)	30%	(34)	20%	(23)	10%	(11)	7%	(8)	114
Income: Under 50k	21%	(59)	29%	(83)	24%	(68)	14%	(39)	13%	(38)	287
Income: 50k-100k	24%	(82)	38%	(131)	20%	(67)	15%	(52)	3%	(11)	343
Income: 100k+	28%	(48)	35%	(59)	17%	(29)	14%	(24)	6%	(10)	170
Ethnicity: White	23%	(135)	35%	(209)	21%	(128)	14%	(86)	7%	(39)	597
Ethnicity: Hispanic	22%	(27)	34%	(42)	18%	(23)	14%	(17)	13%	(16)	125
Ethnicity: Black	28%	(39)	29%	(40)	18%	(25)	15%	(20)	9%	(13)	137
Ethnicity: Other	23%	(15)	36%	(24)	17%	(11)	14%	(9)	11%	(7)	66
All Christian	26%	(80)	37%	(111)	19%	(57)	15%	(44)	4%	(11)	303
Agnostic/Nothing in particular	19%	(44)	34%	(81)	22%	(51)	14%	(32)	12%	(28)	236
Something Else	22%	(42)	27%	(51)	24%	(45)	18%	(34)	8%	(15)	187

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Table BPC28_5: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?*Businesses*

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Employed Parents with Children 0-5	24% (189)	34% (273)	20% (164)	14% (115)	7% (59)	800
Evangelical	33% (73)	28% (63)	20% (45)	14% (32)	4% (9)	222
Non-Evangelical	16% (41)	38% (96)	22% (56)	17% (42)	6% (16)	251
Community: Urban	30% (70)	32% (75)	19% (43)	11% (26)	7% (17)	231
Community: Suburban	23% (87)	36% (134)	21% (80)	14% (53)	6% (21)	375
Community: Rural	16% (32)	33% (64)	21% (41)	19% (36)	11% (21)	194
4-Region: Northeast	30% (40)	35% (47)	16% (22)	12% (16)	7% (9)	134
4-Region: Midwest	20% (41)	39% (81)	21% (44)	13% (28)	7% (15)	209
4-Region: South	26% (90)	31% (109)	22% (77)	13% (47)	7% (26)	349
4-Region: West	17% (18)	33% (36)	19% (21)	22% (24)	8% (9)	108
Married/Partnered	25% (140)	36% (201)	20% (110)	15% (82)	5% (26)	559
Number of Children 0-5: 1	24% (127)	33% (173)	22% (115)	14% (73)	7% (35)	523
Number of Children 0-5: 2	23% (47)	34% (69)	17% (34)	17% (34)	8% (17)	201
Number of Children 0-5: 3+	20% (15)	41% (31)	20% (15)	11% (8)	9% (7)	76
Youngest Child under 1 Year	21% (27)	38% (48)	17% (21)	17% (22)	6% (8)	126
Youngest Child 1 Year Old	22% (25)	38% (42)	17% (19)	17% (19)	6% (7)	112
Youngest Child 2-3 Years Old	25% (60)	31% (75)	22% (54)	13% (32)	8% (20)	241
Youngest Child 4-5 Years Old	24% (77)	34% (108)	22% (70)	13% (42)	7% (24)	321
Children Age 6-12	29% (26)	31% (28)	20% (18)	9% (8)	10% (9)	89
Employed and Salaried	30% (90)	41% (121)	17% (51)	8% (23)	4% (13)	298
Employed and Hourly	20% (84)	30% (127)	23% (97)	18% (76)	9% (38)	422
Self Employed	12% (8)	34% (22)	19% (12)	22% (14)	12% (8)	64
Multiple Jobs	23% (32)	35% (50)	19% (27)	16% (23)	6% (9)	141
Single Job	24% (157)	34% (223)	21% (137)	14% (92)	8% (50)	659
Work Standard Hours	24% (159)	35% (233)	21% (143)	13% (89)	7% (47)	671
Work Evenings	27% (53)	34% (66)	18% (35)	16% (32)	5% (9)	195
Work Overnight/Early Mornings	36% (21)	31% (18)	17% (10)	8% (5)	8% (5)	59
Work Weekends	22% (39)	32% (58)	21% (37)	17% (31)	8% (14)	179
Work Full Time	25% (167)	35% (232)	20% (132)	13% (88)	6% (39)	658
Work Part Time	15% (22)	29% (41)	23% (32)	19% (27)	14% (20)	142

Continued on next page

Table BPC28_5: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Businesses

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Employed Parents with Children 0-5	24%	(189)	34%	(273)	20%	(164)	14%	(115)	7%	(59)	800
Service/Retail Worker	23%	(43)	29%	(56)	24%	(46)	15%	(28)	9%	(18)	191
Trade/Skill Worker	25%	(30)	27%	(33)	25%	(30)	16%	(19)	7%	(9)	121
Admin /Office Worker	28%	(63)	41%	(93)	14%	(32)	11%	(25)	5%	(12)	225
Health Care Worker	20%	(21)	34%	(35)	22%	(23)	16%	(16)	8%	(8)	103
Other Worker	20%	(32)	35%	(56)	21%	(33)	17%	(27)	8%	(12)	160
Work Remotely	23%	(42)	38%	(69)	17%	(32)	15%	(27)	7%	(13)	183
Work Onsite	22%	(90)	33%	(134)	22%	(88)	15%	(63)	8%	(33)	408
Hybrid Worker	29%	(45)	38%	(60)	19%	(30)	10%	(16)	3%	(5)	156
Direct Supervisor Female	24%	(80)	33%	(107)	22%	(71)	14%	(46)	8%	(25)	329
Direct Supervisor Male	25%	(95)	36%	(137)	20%	(75)	14%	(52)	7%	(25)	384
CEO Female	21%	(35)	40%	(68)	22%	(37)	9%	(16)	8%	(14)	170
CEO Male	26%	(142)	32%	(177)	20%	(108)	15%	(82)	7%	(36)	545
Direct Supervisor Has Children	26%	(139)	36%	(193)	19%	(102)	14%	(74)	6%	(31)	539
Direct Supervisor Does not Have Children	22%	(22)	32%	(32)	25%	(25)	13%	(13)	8%	(8)	100
CEO Has Children	26%	(120)	37%	(170)	21%	(98)	11%	(50)	5%	(22)	460
CEO Does not Have Children	28%	(22)	27%	(21)	18%	(14)	19%	(15)	8%	(6)	78
Currently Uses Formal Care for Child 0-5	27%	(94)	35%	(121)	21%	(74)	11%	(37)	6%	(20)	346
Currently Uses Informal Care for Child 0-5	21%	(95)	33%	(152)	20%	(90)	17%	(78)	9%	(39)	454
Currently Uses Informal Care for Child 6-12	24%	(12)	33%	(17)	20%	(10)	14%	(7)	10%	(5)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_1: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Flexible work hours for parent*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	63% (501)	18% (144)	5% (42)	3% (23)	7% (55)	4% (35)	800
Gender: Male	54% (165)	24% (74)	8% (25)	5% (15)	3% (10)	6% (18)	307
Gender: Female	68% (336)	14% (70)	3% (17)	2% (8)	9% (45)	3% (17)	493
Age: 18-34	61% (260)	19% (80)	6% (24)	2% (9)	7% (31)	5% (21)	425
Age: 35-44	64% (216)	17% (58)	5% (16)	4% (13)	7% (22)	4% (12)	337
GenZers: 1997-2012	54% (38)	14% (10)	8% (6)	1% (1)	13% (9)	10% (7)	71
Millennials: 1981-1996	65% (409)	18% (115)	5% (29)	3% (18)	6% (36)	4% (24)	631
GenXers: 1965-1980	53% (50)	20% (19)	7% (7)	4% (4)	11% (10)	4% (4)	94
PID: Dem (no lean)	64% (194)	18% (55)	5% (15)	3% (8)	7% (22)	4% (11)	305
PID: Ind (no lean)	62% (160)	18% (46)	5% (14)	3% (9)	7% (18)	5% (13)	260
PID: Rep (no lean)	63% (147)	18% (43)	6% (13)	3% (6)	6% (15)	5% (11)	235
PID/Gender: Dem Men	57% (79)	22% (31)	7% (9)	4% (5)	6% (8)	4% (6)	138
PID/Gender: Dem Women	69% (115)	14% (24)	4% (6)	2% (3)	8% (14)	3% (5)	167
PID/Gender: Ind Men	44% (36)	27% (22)	12% (10)	6% (5)	— (0)	10% (8)	81
PID/Gender: Ind Women	69% (124)	13% (24)	2% (4)	2% (4)	10% (18)	3% (5)	179
PID/Gender: Rep Men	57% (50)	24% (21)	7% (6)	6% (5)	2% (2)	5% (4)	88
PID/Gender: Rep Women	66% (97)	15% (22)	5% (7)	1% (1)	9% (13)	5% (7)	147
Educ: < College	62% (309)	18% (88)	6% (28)	3% (14)	7% (33)	5% (25)	497
Educ: Bachelors degree	61% (116)	19% (36)	5% (10)	3% (6)	7% (14)	4% (7)	189
Educ: Post-grad	67% (76)	18% (20)	4% (4)	3% (3)	7% (8)	3% (3)	114
Income: Under 50k	62% (179)	16% (47)	6% (16)	2% (7)	8% (23)	5% (15)	287
Income: 50k-100k	62% (214)	21% (72)	5% (16)	4% (13)	5% (16)	3% (12)	343
Income: 100k+	64% (108)	15% (25)	6% (10)	2% (3)	9% (16)	5% (8)	170
Ethnicity: White	63% (377)	18% (107)	5% (28)	3% (20)	7% (41)	4% (24)	597
Ethnicity: Hispanic	58% (73)	15% (19)	8% (10)	5% (6)	9% (11)	5% (6)	125
Ethnicity: Black	65% (89)	14% (19)	9% (13)	1% (1)	7% (10)	4% (5)	137
Ethnicity: Other	53% (35)	27% (18)	2% (1)	3% (2)	6% (4)	9% (6)	66

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Table BPC29_1: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Flexible work hours for parent

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	63% (501)	18% (144)	5% (42)	3% (23)	7% (55)	4% (35)	800
All Christian	63% (191)	20% (61)	6% (18)	2% (7)	6% (17)	3% (9)	303
Agnostic/Nothing in particular	64% (151)	18% (43)	3% (6)	3% (7)	8% (18)	5% (11)	236
Something Else	64% (120)	12% (22)	6% (11)	3% (6)	9% (16)	6% (12)	187
Evangelical	62% (138)	16% (36)	7% (16)	4% (8)	6% (13)	5% (11)	222
Non-Evangelical	65% (163)	17% (42)	5% (12)	2% (5)	8% (19)	4% (10)	251
Community: Urban	59% (137)	21% (49)	7% (17)	3% (8)	5% (11)	4% (9)	231
Community: Suburban	61% (228)	19% (70)	5% (19)	3% (12)	8% (31)	4% (15)	375
Community: Rural	70% (136)	13% (25)	3% (6)	2% (3)	7% (13)	6% (11)	194
4-Region: Northeast	67% (90)	22% (29)	6% (8)	— (0)	4% (6)	1% (1)	134
4-Region: Midwest	65% (136)	20% (42)	4% (8)	1% (3)	4% (9)	5% (11)	209
4-Region: South	63% (219)	14% (49)	6% (20)	4% (15)	8% (28)	5% (18)	349
4-Region: West	52% (56)	22% (24)	6% (6)	5% (5)	11% (12)	5% (5)	108
Married/Partnered	59% (332)	20% (110)	6% (32)	4% (20)	7% (40)	4% (25)	559
Number of Children 0-5: 1	61% (320)	18% (93)	5% (28)	3% (15)	8% (43)	5% (24)	523
Number of Children 0-5: 2	62% (125)	18% (36)	6% (13)	3% (7)	5% (10)	5% (10)	201
Number of Children 0-5: 3+	74% (56)	20% (15)	1% (1)	1% (1)	3% (2)	1% (1)	76
Youngest Child under 1 Year	61% (77)	18% (23)	6% (8)	2% (3)	6% (8)	6% (7)	126
Youngest Child 1 Year Old	69% (77)	15% (17)	4% (5)	2% (2)	6% (7)	4% (4)	112
Youngest Child 2-3 Years Old	60% (144)	18% (44)	5% (12)	4% (10)	6% (14)	7% (17)	241
Youngest Child 4-5 Years Old	63% (203)	19% (60)	5% (17)	2% (8)	8% (26)	2% (7)	321
Children Age 6-12	73% (65)	15% (13)	4% (4)	2% (2)	3% (3)	2% (2)	89
Employed and Salaried	59% (177)	21% (62)	7% (21)	3% (10)	7% (21)	2% (7)	298
Employed and Hourly	63% (267)	16% (68)	5% (21)	3% (11)	8% (32)	5% (23)	422
Self Employed	69% (44)	19% (12)	— (0)	3% (2)	2% (1)	8% (5)	64
Multiple Jobs	65% (92)	18% (25)	4% (6)	4% (5)	6% (9)	3% (4)	141
Single Job	62% (409)	18% (119)	5% (36)	3% (18)	7% (46)	5% (31)	659
Work Standard Hours	62% (419)	18% (124)	5% (33)	3% (20)	7% (45)	4% (30)	671
Work Evenings	64% (124)	18% (35)	7% (13)	1% (2)	7% (13)	4% (8)	195

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Table BPC29_1: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Flexible work hours for parent*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	63% (501)	18% (144)	5% (42)	3% (23)	7% (55)	4% (35)	800
Work Overnight/Early Mornings	71% (42)	20% (12)	2% (1)	3% (2)	3% (2)	— (0)	59
Work Weekends	69% (124)	13% (23)	3% (5)	3% (6)	8% (15)	3% (6)	179
Work Full Time	61% (404)	20% (131)	6% (39)	3% (19)	6% (38)	4% (27)	658
Work Part Time	68% (97)	9% (13)	2% (3)	3% (4)	12% (17)	6% (8)	142
Service/Retail Worker	73% (140)	10% (20)	4% (8)	4% (7)	5% (10)	3% (6)	191
Trade/Skill Worker	49% (59)	21% (26)	9% (11)	4% (5)	4% (5)	12% (15)	121
Admin /Office Worker	61% (138)	20% (44)	5% (12)	2% (4)	10% (22)	2% (5)	225
Health Care Worker	62% (64)	23% (24)	5% (5)	2% (2)	5% (5)	3% (3)	103
Other Worker	62% (100)	19% (30)	4% (6)	3% (5)	8% (13)	4% (6)	160
Work Remotely	61% (111)	17% (31)	6% (11)	2% (4)	10% (18)	4% (8)	183
Work Onsite	64% (260)	19% (77)	4% (18)	4% (15)	5% (19)	5% (19)	408
Hybrid Worker	62% (97)	18% (28)	7% (11)	3% (4)	8% (13)	2% (3)	156
Direct Supervisor Female	69% (228)	11% (36)	5% (15)	2% (7)	9% (30)	4% (13)	329
Direct Supervisor Male	56% (216)	23% (89)	7% (25)	4% (14)	6% (23)	4% (17)	384
CEO Female	59% (100)	14% (23)	8% (14)	4% (7)	12% (21)	3% (5)	170
CEO Male	63% (345)	19% (103)	5% (26)	3% (14)	6% (32)	5% (25)	545
Direct Supervisor Has Children	61% (330)	19% (100)	6% (35)	3% (16)	7% (37)	4% (21)	539
Direct Supervisor Does not Have Children	63% (63)	15% (15)	3% (3)	3% (3)	11% (11)	5% (5)	100
CEO Has Children	60% (276)	20% (93)	6% (29)	3% (16)	7% (30)	3% (16)	460
CEO Does not Have Children	58% (45)	19% (15)	5% (4)	3% (2)	12% (9)	4% (3)	78
Currently Uses Formal Care for Child 0-5	62% (213)	20% (70)	4% (14)	3% (11)	8% (28)	3% (10)	346
Currently Uses Informal Care for Child 0-5	63% (288)	16% (74)	6% (28)	3% (12)	6% (27)	6% (25)	454
Currently Uses Informal Care for Child 6-12	69% (35)	16% (8)	6% (3)	4% (2)	2% (1)	4% (2)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_2: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Remote work options for parents

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	60% (476)	18% (148)	7% (58)	4% (29)	4% (34)	7% (55)	800
Gender: Male	52% (159)	25% (76)	9% (29)	5% (15)	2% (7)	7% (21)	307
Gender: Female	64% (317)	15% (72)	6% (29)	3% (14)	5% (27)	7% (34)	493
Age: 18-34	60% (256)	19% (81)	7% (30)	4% (15)	3% (14)	7% (29)	425
Age: 35-44	59% (199)	18% (60)	7% (22)	4% (14)	6% (19)	7% (23)	337
GenZers: 1997-2012	48% (34)	25% (18)	4% (3)	4% (3)	4% (3)	14% (10)	71
Millennials: 1981-1996	62% (389)	18% (113)	7% (43)	4% (24)	4% (25)	6% (37)	631
GenXers: 1965-1980	53% (50)	17% (16)	13% (12)	2% (2)	6% (6)	9% (8)	94
PID: Dem (no lean)	61% (185)	18% (55)	7% (22)	4% (11)	5% (16)	5% (16)	305
PID: Ind (no lean)	59% (154)	17% (43)	8% (22)	3% (8)	3% (9)	9% (24)	260
PID: Rep (no lean)	58% (137)	21% (50)	6% (14)	4% (10)	4% (9)	6% (15)	235
PID/Gender: Dem Men	59% (81)	20% (28)	9% (12)	5% (7)	3% (4)	4% (6)	138
PID/Gender: Dem Women	62% (104)	16% (27)	6% (10)	2% (4)	7% (12)	6% (10)	167
PID/Gender: Ind Men	43% (35)	25% (20)	14% (11)	5% (4)	1% (1)	12% (10)	81
PID/Gender: Ind Women	66% (119)	13% (23)	6% (11)	2% (4)	4% (8)	8% (14)	179
PID/Gender: Rep Men	49% (43)	32% (28)	7% (6)	5% (4)	2% (2)	6% (5)	88
PID/Gender: Rep Women	64% (94)	15% (22)	5% (8)	4% (6)	5% (7)	7% (10)	147
Educ: < College	59% (294)	18% (88)	8% (38)	4% (18)	4% (18)	8% (41)	497
Educ: Bachelors degree	62% (118)	17% (32)	5% (10)	5% (10)	5% (10)	5% (9)	189
Educ: Post-grad	56% (64)	25% (28)	9% (10)	1% (1)	5% (6)	4% (5)	114
Income: Under 50k	62% (178)	15% (42)	7% (21)	4% (11)	2% (6)	10% (29)	287
Income: 50k-100k	58% (198)	22% (75)	8% (28)	4% (13)	3% (11)	5% (18)	343
Income: 100k+	59% (100)	18% (31)	5% (9)	3% (5)	10% (17)	5% (8)	170
Ethnicity: White	59% (354)	19% (111)	8% (47)	4% (21)	4% (23)	7% (41)	597
Ethnicity: Hispanic	58% (73)	14% (17)	8% (10)	6% (8)	5% (6)	9% (11)	125
Ethnicity: Black	62% (85)	17% (23)	7% (9)	4% (5)	6% (8)	5% (7)	137
Ethnicity: Other	56% (37)	21% (14)	3% (2)	5% (3)	5% (3)	11% (7)	66

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Table BPC29_2: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Remote work options for parents*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	60% (476)	18% (148)	7% (58)	4% (29)	4% (34)	7% (55)	800
All Christian	58% (177)	19% (58)	7% (21)	5% (15)	5% (15)	6% (17)	303
Agnostic/Nothing in particular	61% (143)	17% (41)	7% (16)	3% (6)	4% (10)	8% (20)	236
Something Else	60% (113)	18% (34)	8% (15)	2% (4)	3% (6)	8% (15)	187
Evangelical	59% (130)	20% (44)	7% (16)	3% (6)	4% (8)	8% (18)	222
Non-Evangelical	61% (152)	17% (43)	7% (18)	5% (13)	5% (12)	5% (13)	251
Community: Urban	60% (139)	19% (43)	8% (19)	4% (10)	3% (7)	6% (13)	231
Community: Suburban	57% (215)	19% (71)	7% (27)	4% (15)	6% (23)	6% (24)	375
Community: Rural	63% (122)	18% (34)	6% (12)	2% (4)	2% (4)	9% (18)	194
4-Region: Northeast	65% (87)	23% (31)	4% (6)	2% (3)	1% (1)	4% (6)	134
4-Region: Midwest	59% (123)	21% (44)	7% (14)	4% (9)	2% (5)	7% (14)	209
4-Region: South	60% (210)	16% (57)	7% (24)	3% (12)	6% (20)	7% (26)	349
4-Region: West	52% (56)	15% (16)	13% (14)	5% (5)	7% (8)	8% (9)	108
Married/Partnered	57% (316)	20% (114)	8% (43)	4% (24)	5% (27)	6% (35)	559
Number of Children 0-5: 1	58% (301)	20% (102)	7% (37)	4% (22)	5% (26)	7% (35)	523
Number of Children 0-5: 2	62% (125)	15% (31)	7% (15)	3% (6)	3% (7)	8% (17)	201
Number of Children 0-5: 3+	66% (50)	20% (15)	8% (6)	1% (1)	1% (1)	4% (3)	76
Youngest Child under 1 Year	62% (78)	18% (23)	9% (11)	2% (2)	4% (5)	6% (7)	126
Youngest Child 1 Year Old	65% (73)	18% (20)	6% (7)	4% (5)	4% (4)	3% (3)	112
Youngest Child 2-3 Years Old	59% (142)	14% (33)	8% (19)	5% (13)	3% (8)	11% (26)	241
Youngest Child 4-5 Years Old	57% (183)	22% (72)	7% (21)	3% (9)	5% (17)	6% (19)	321
Children Age 6-12	71% (63)	11% (10)	9% (8)	2% (2)	2% (2)	4% (4)	89
Employed and Salaried	59% (176)	20% (61)	8% (24)	2% (7)	7% (20)	3% (10)	298
Employed and Hourly	58% (244)	18% (76)	8% (33)	5% (20)	3% (12)	9% (37)	422
Self Employed	70% (45)	12% (8)	2% (1)	3% (2)	2% (1)	11% (7)	64
Multiple Jobs	66% (93)	18% (26)	4% (6)	2% (3)	5% (7)	4% (6)	141
Single Job	58% (383)	19% (122)	8% (52)	4% (26)	4% (27)	7% (49)	659
Work Standard Hours	61% (407)	19% (127)	7% (44)	3% (21)	4% (27)	7% (45)	671
Work Evenings	61% (118)	18% (36)	6% (11)	3% (6)	6% (11)	7% (13)	195

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Table BPC29_2: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Remote work options for parents

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	60% (476)	18% (148)	7% (58)	4% (29)	4% (34)	7% (55)	800
Work Overnight/Early Mornings	69% (41)	12% (7)	5% (3)	8% (5)	3% (2)	2% (1)	59
Work Weekends	55% (98)	22% (39)	4% (8)	4% (8)	7% (12)	8% (14)	179
Work Full Time	60% (398)	19% (123)	7% (48)	3% (23)	4% (29)	6% (37)	658
Work Part Time	55% (78)	18% (25)	7% (10)	4% (6)	4% (5)	13% (18)	142
Service/Retail Worker	63% (121)	15% (29)	7% (13)	5% (9)	3% (5)	7% (14)	191
Trade/Skill Worker	46% (56)	26% (32)	7% (9)	4% (5)	2% (3)	13% (16)	121
Admin /Office Worker	59% (133)	21% (47)	7% (16)	2% (5)	7% (15)	4% (9)	225
Health Care Worker	62% (64)	17% (18)	10% (10)	5% (5)	3% (3)	3% (3)	103
Other Worker	64% (102)	14% (22)	6% (10)	3% (5)	5% (8)	8% (13)	160
Work Remotely	62% (113)	17% (31)	5% (9)	4% (8)	7% (13)	5% (9)	183
Work Onsite	59% (241)	20% (82)	8% (31)	4% (16)	1% (4)	8% (34)	408
Hybrid Worker	60% (93)	19% (30)	9% (14)	1% (1)	10% (15)	2% (3)	156
Direct Supervisor Female	66% (217)	11% (35)	8% (27)	3% (11)	5% (16)	7% (23)	329
Direct Supervisor Male	53% (202)	26% (98)	7% (28)	4% (16)	4% (16)	6% (24)	384
CEO Female	54% (92)	20% (34)	9% (15)	5% (9)	6% (10)	6% (10)	170
CEO Male	60% (328)	18% (100)	7% (40)	3% (18)	4% (22)	7% (37)	545
Direct Supervisor Has Children	59% (317)	19% (104)	7% (39)	4% (22)	5% (25)	6% (32)	539
Direct Supervisor Does not Have Children	57% (57)	12% (12)	13% (13)	2% (2)	6% (6)	10% (10)	100
CEO Has Children	60% (277)	20% (91)	7% (34)	3% (16)	4% (19)	5% (23)	460
CEO Does not Have Children	53% (41)	17% (13)	12% (9)	4% (3)	5% (4)	10% (8)	78
Currently Uses Formal Care for Child 0-5	60% (207)	20% (69)	7% (24)	3% (12)	5% (16)	5% (18)	346
Currently Uses Informal Care for Child 0-5	59% (269)	17% (79)	7% (34)	4% (17)	4% (18)	8% (37)	454
Currently Uses Informal Care for Child 6-12	63% (32)	12% (6)	12% (6)	4% (2)	2% (1)	8% (4)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_3: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Prioritized scheduling for parents to align with school/child care hours*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	54% (430)	27% (217)	7% (53)	3% (27)	4% (29)	6% (44)	800
Gender: Male	44% (134)	37% (114)	9% (27)	4% (11)	2% (6)	5% (15)	307
Gender: Female	60% (296)	21% (103)	5% (26)	3% (16)	5% (23)	6% (29)	493
Age: 18-34	56% (236)	26% (110)	6% (26)	4% (18)	3% (13)	5% (22)	425
Age: 35-44	51% (173)	29% (97)	7% (24)	2% (8)	5% (16)	6% (19)	337
GenZers: 1997-2012	55% (39)	17% (12)	8% (6)	1% (1)	6% (4)	13% (9)	71
Millennials: 1981-1996	54% (342)	28% (179)	6% (37)	4% (24)	3% (19)	5% (30)	631
GenXers: 1965-1980	48% (45)	28% (26)	11% (10)	2% (2)	6% (6)	5% (5)	94
PID: Dem (no lean)	58% (178)	28% (84)	6% (18)	3% (9)	1% (4)	4% (12)	305
PID: Ind (no lean)	50% (129)	26% (67)	8% (20)	3% (7)	6% (15)	8% (22)	260
PID: Rep (no lean)	52% (123)	28% (66)	6% (15)	5% (11)	4% (10)	4% (10)	235
PID/Gender: Dem Men	49% (67)	38% (53)	7% (10)	1% (2)	1% (2)	3% (4)	138
PID/Gender: Dem Women	66% (111)	19% (31)	5% (8)	4% (7)	1% (2)	5% (8)	167
PID/Gender: Ind Men	33% (27)	37% (30)	14% (11)	4% (3)	1% (1)	11% (9)	81
PID/Gender: Ind Women	57% (102)	21% (37)	5% (9)	2% (4)	8% (14)	7% (13)	179
PID/Gender: Rep Men	45% (40)	35% (31)	7% (6)	7% (6)	3% (3)	2% (2)	88
PID/Gender: Rep Women	56% (83)	24% (35)	6% (9)	3% (5)	5% (7)	5% (8)	147
Educ: < College	55% (274)	25% (124)	6% (32)	4% (18)	4% (18)	6% (31)	497
Educ: Bachelors degree	52% (99)	31% (58)	7% (14)	3% (5)	3% (5)	4% (8)	189
Educ: Post-grad	50% (57)	31% (35)	6% (7)	4% (4)	5% (6)	4% (5)	114
Income: Under 50k	59% (170)	20% (58)	6% (16)	3% (9)	3% (9)	9% (25)	287
Income: 50k-100k	50% (173)	31% (105)	8% (28)	4% (14)	3% (11)	3% (12)	343
Income: 100k+	51% (87)	32% (54)	5% (9)	2% (4)	5% (9)	4% (7)	170
Ethnicity: White	53% (317)	27% (163)	7% (40)	3% (20)	4% (23)	6% (34)	597
Ethnicity: Hispanic	49% (61)	26% (32)	8% (10)	6% (8)	5% (6)	6% (8)	125
Ethnicity: Black	58% (79)	27% (37)	8% (11)	2% (3)	4% (5)	1% (2)	137
Ethnicity: Other	52% (34)	26% (17)	3% (2)	6% (4)	2% (1)	12% (8)	66

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Table BPC29_3: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Prioritized scheduling for parents to align with school/child care hours

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	54% (430)	27% (217)	7% (53)	3% (27)	4% (29)	6% (44)	800
All Christian	54% (165)	30% (91)	6% (18)	3% (9)	3% (8)	4% (12)	303
Agnostic/Nothing in particular	58% (137)	25% (58)	6% (13)	1% (3)	4% (9)	7% (16)	236
Something Else	52% (97)	26% (48)	5% (10)	6% (11)	5% (9)	6% (12)	187
Evangelical	53% (117)	30% (67)	6% (13)	4% (8)	3% (7)	5% (10)	222
Non-Evangelical	55% (137)	26% (66)	6% (14)	4% (11)	4% (10)	5% (13)	251
Community: Urban	53% (122)	29% (67)	8% (19)	3% (7)	3% (6)	4% (10)	231
Community: Suburban	53% (197)	29% (107)	7% (27)	3% (13)	4% (15)	4% (16)	375
Community: Rural	57% (111)	22% (43)	4% (7)	4% (7)	4% (8)	9% (18)	194
4-Region: Northeast	50% (67)	36% (48)	6% (8)	3% (4)	4% (5)	1% (2)	134
4-Region: Midwest	59% (123)	24% (50)	6% (12)	2% (5)	2% (5)	7% (14)	209
4-Region: South	54% (190)	26% (89)	6% (22)	4% (15)	3% (12)	6% (21)	349
4-Region: West	46% (50)	28% (30)	10% (11)	3% (3)	6% (7)	6% (7)	108
Married/Partnered	52% (289)	28% (159)	7% (39)	4% (23)	4% (20)	5% (29)	559
Number of Children 0-5: 1	51% (266)	29% (151)	6% (32)	4% (22)	5% (25)	5% (27)	523
Number of Children 0-5: 2	60% (120)	21% (43)	8% (16)	2% (4)	2% (4)	7% (14)	201
Number of Children 0-5: 3+	58% (44)	30% (23)	7% (5)	1% (1)	— (0)	4% (3)	76
Youngest Child under 1 Year	53% (67)	26% (33)	7% (9)	4% (5)	4% (5)	6% (7)	126
Youngest Child 1 Year Old	57% (64)	26% (29)	6% (7)	3% (3)	3% (3)	5% (6)	112
Youngest Child 2-3 Years Old	55% (132)	23% (56)	8% (19)	2% (6)	3% (7)	9% (21)	241
Youngest Child 4-5 Years Old	52% (167)	31% (99)	6% (18)	4% (13)	4% (14)	3% (10)	321
Children Age 6-12	63% (56)	22% (20)	9% (8)	1% (1)	1% (1)	3% (3)	89
Employed and Salaried	50% (149)	32% (96)	8% (23)	3% (8)	4% (13)	3% (9)	298
Employed and Hourly	55% (234)	24% (101)	6% (27)	4% (16)	4% (16)	7% (28)	422
Self Employed	56% (36)	25% (16)	5% (3)	5% (3)	— (0)	9% (6)	64
Multiple Jobs	52% (74)	35% (49)	4% (6)	3% (4)	— (0)	6% (8)	141
Single Job	54% (356)	25% (168)	7% (47)	3% (23)	4% (29)	5% (36)	659
Work Standard Hours	54% (363)	26% (177)	7% (44)	4% (24)	4% (25)	6% (38)	671
Work Evenings	53% (104)	31% (60)	7% (14)	1% (1)	2% (4)	6% (12)	195

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Table BPC29_3: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Prioritized scheduling for parents to align with school/child care hours*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	54% (430)	27% (217)	7% (53)	3% (27)	4% (29)	6% (44)	800
Work Overnight/Early Mornings	61% (36)	24% (14)	8% (5)	3% (2)	2% (1)	2% (1)	59
Work Weekends	55% (99)	23% (42)	6% (10)	3% (5)	6% (10)	7% (13)	179
Work Full Time	53% (347)	29% (192)	7% (46)	3% (22)	3% (22)	4% (29)	658
Work Part Time	58% (83)	18% (25)	5% (7)	4% (5)	5% (7)	11% (15)	142
Service/Retail Worker	61% (116)	22% (42)	5% (9)	3% (6)	4% (7)	6% (11)	191
Trade/Skill Worker	42% (51)	31% (37)	9% (11)	6% (7)	2% (3)	10% (12)	121
Admin /Office Worker	53% (119)	28% (64)	8% (18)	2% (5)	4% (10)	4% (9)	225
Health Care Worker	58% (60)	26% (27)	7% (7)	3% (3)	2% (2)	4% (4)	103
Other Worker	52% (84)	29% (47)	5% (8)	4% (6)	4% (7)	5% (8)	160
Work Remotely	50% (92)	28% (52)	7% (12)	3% (6)	4% (8)	7% (13)	183
Work Onsite	56% (230)	26% (105)	7% (30)	2% (10)	3% (11)	5% (22)	408
Hybrid Worker	51% (79)	33% (51)	6% (9)	4% (7)	4% (6)	3% (4)	156
Direct Supervisor Female	63% (207)	17% (55)	5% (18)	5% (15)	5% (17)	5% (17)	329
Direct Supervisor Male	46% (176)	36% (138)	8% (30)	2% (8)	3% (12)	5% (20)	384
CEO Female	50% (85)	25% (42)	8% (13)	5% (8)	6% (11)	6% (11)	170
CEO Male	55% (299)	28% (152)	6% (35)	3% (15)	3% (18)	5% (26)	545
Direct Supervisor Has Children	53% (288)	28% (149)	6% (33)	4% (19)	4% (24)	5% (26)	539
Direct Supervisor Does not Have Children	51% (51)	26% (26)	10% (10)	2% (2)	5% (5)	6% (6)	100
CEO Has Children	52% (240)	29% (135)	7% (32)	3% (16)	4% (18)	4% (19)	460
CEO Does not Have Children	51% (40)	26% (20)	9% (7)	4% (3)	5% (4)	5% (4)	78
Currently Uses Formal Care for Child 0-5	53% (185)	30% (105)	7% (24)	2% (8)	4% (14)	3% (10)	346
Currently Uses Informal Care for Child 0-5	54% (245)	25% (112)	6% (29)	4% (19)	3% (15)	7% (34)	454
Currently Uses Informal Care for Child 6-12	55% (28)	25% (13)	12% (6)	2% (1)	— (0)	6% (3)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_4: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

On-site child care services

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	56% (447)	23% (185)	6% (50)	5% (42)	3% (22)	7% (54)	800
Gender: Male	45% (137)	30% (92)	9% (29)	6% (18)	3% (8)	7% (23)	307
Gender: Female	63% (310)	19% (93)	4% (21)	5% (24)	3% (14)	6% (31)	493
Age: 18-34	56% (237)	24% (101)	7% (30)	4% (19)	2% (9)	7% (29)	425
Age: 35-44	55% (186)	23% (77)	5% (16)	6% (21)	4% (13)	7% (24)	337
GenZers: 1997-2012	49% (35)	28% (20)	6% (4)	3% (2)	3% (2)	11% (8)	71
Millennials: 1981-1996	57% (361)	22% (141)	6% (36)	6% (35)	3% (17)	6% (41)	631
GenXers: 1965-1980	50% (47)	26% (24)	11% (10)	5% (5)	3% (3)	5% (5)	94
PID: Dem (no lean)	58% (178)	21% (64)	8% (23)	4% (12)	2% (5)	8% (23)	305
PID: Ind (no lean)	55% (142)	25% (66)	7% (17)	4% (11)	3% (9)	6% (15)	260
PID: Rep (no lean)	54% (127)	23% (55)	4% (10)	8% (19)	3% (8)	7% (16)	235
PID/Gender: Dem Men	47% (65)	27% (37)	13% (18)	4% (5)	1% (2)	8% (11)	138
PID/Gender: Dem Women	68% (113)	16% (27)	3% (5)	4% (7)	2% (3)	7% (12)	167
PID/Gender: Ind Men	36% (29)	36% (29)	10% (8)	6% (5)	5% (4)	7% (6)	81
PID/Gender: Ind Women	63% (113)	21% (37)	5% (9)	3% (6)	3% (5)	5% (9)	179
PID/Gender: Rep Men	49% (43)	30% (26)	3% (3)	9% (8)	2% (2)	7% (6)	88
PID/Gender: Rep Women	57% (84)	20% (29)	5% (7)	7% (11)	4% (6)	7% (10)	147
Educ: < College	56% (278)	21% (103)	7% (34)	5% (24)	3% (13)	9% (45)	497
Educ: Bachelors degree	52% (98)	31% (58)	5% (9)	7% (13)	4% (7)	2% (4)	189
Educ: Post-grad	62% (71)	21% (24)	6% (7)	4% (5)	2% (2)	4% (5)	114
Income: Under 50k	57% (165)	20% (58)	6% (18)	3% (9)	3% (9)	10% (28)	287
Income: 50k-100k	55% (190)	27% (93)	6% (19)	5% (18)	1% (5)	5% (18)	343
Income: 100k+	54% (92)	20% (34)	8% (13)	9% (15)	5% (8)	5% (8)	170
Ethnicity: White	55% (329)	23% (137)	7% (39)	6% (38)	3% (16)	6% (38)	597
Ethnicity: Hispanic	53% (66)	23% (29)	6% (7)	7% (9)	2% (2)	10% (12)	125
Ethnicity: Black	58% (80)	25% (34)	7% (9)	1% (2)	4% (6)	4% (6)	137
Ethnicity: Other	58% (38)	21% (14)	3% (2)	3% (2)	— (0)	15% (10)	66

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Table BPC29_4: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*On-site child care services*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	56% (447)	23% (185)	6% (50)	5% (42)	3% (22)	7% (54)	800
All Christian	55% (167)	24% (72)	7% (20)	6% (17)	2% (6)	7% (21)	303
Agnostic/Nothing in particular	55% (130)	23% (55)	6% (14)	6% (15)	3% (7)	6% (15)	236
Something Else	60% (112)	20% (38)	5% (9)	3% (6)	4% (7)	8% (15)	187
Evangelical	59% (131)	21% (47)	6% (14)	5% (11)	2% (5)	6% (14)	222
Non-Evangelical	57% (143)	22% (54)	6% (14)	4% (11)	3% (8)	8% (21)	251
Community: Urban	56% (130)	23% (52)	7% (16)	5% (12)	2% (5)	7% (16)	231
Community: Suburban	54% (201)	25% (92)	7% (27)	6% (22)	3% (12)	6% (21)	375
Community: Rural	60% (116)	21% (41)	4% (7)	4% (8)	3% (5)	9% (17)	194
4-Region: Northeast	57% (77)	23% (31)	8% (11)	4% (6)	1% (2)	5% (7)	134
4-Region: Midwest	55% (114)	22% (46)	8% (16)	4% (9)	3% (6)	9% (18)	209
4-Region: South	58% (201)	21% (75)	5% (19)	5% (18)	3% (12)	7% (24)	349
4-Region: West	51% (55)	31% (33)	4% (4)	8% (9)	2% (2)	5% (5)	108
Married/Partnered	53% (294)	25% (142)	6% (35)	7% (37)	3% (16)	6% (35)	559
Number of Children 0-5: 1	57% (299)	22% (116)	7% (34)	5% (27)	3% (15)	6% (32)	523
Number of Children 0-5: 2	52% (104)	24% (49)	7% (14)	5% (10)	3% (6)	9% (18)	201
Number of Children 0-5: 3+	58% (44)	26% (20)	3% (2)	7% (5)	1% (1)	5% (4)	76
Youngest Child under 1 Year	52% (65)	25% (32)	10% (12)	5% (6)	2% (3)	6% (8)	126
Youngest Child 1 Year Old	61% (68)	24% (27)	4% (4)	4% (4)	3% (3)	5% (6)	112
Youngest Child 2-3 Years Old	54% (129)	22% (53)	7% (17)	6% (14)	3% (7)	9% (21)	241
Youngest Child 4-5 Years Old	58% (185)	23% (73)	5% (17)	6% (18)	3% (9)	6% (19)	321
Children Age 6-12	63% (56)	19% (17)	4% (4)	4% (4)	4% (4)	4% (4)	89
Employed and Salaried	55% (163)	24% (73)	6% (17)	7% (22)	3% (8)	5% (15)	298
Employed and Hourly	58% (244)	22% (91)	7% (28)	4% (16)	3% (13)	7% (30)	422
Self Employed	50% (32)	25% (16)	6% (4)	6% (4)	— (0)	12% (8)	64
Multiple Jobs	52% (73)	28% (39)	4% (6)	6% (9)	1% (2)	9% (12)	141
Single Job	57% (374)	22% (146)	7% (44)	5% (33)	3% (20)	6% (42)	659
Work Standard Hours	56% (376)	24% (163)	6% (37)	5% (31)	3% (19)	7% (45)	671
Work Evenings	53% (103)	23% (45)	10% (19)	5% (10)	3% (5)	7% (13)	195

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Table BPC29_4: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

On-site child care services

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	56% (447)	23% (185)	6% (50)	5% (42)	3% (22)	7% (54)	800
Work Overnight/Early Mornings	61% (36)	20% (12)	7% (4)	8% (5)	2% (1)	2% (1)	59
Work Weekends	54% (96)	23% (41)	7% (12)	6% (10)	2% (3)	9% (17)	179
Work Full Time	56% (371)	23% (154)	7% (43)	5% (36)	2% (16)	6% (38)	658
Work Part Time	54% (76)	22% (31)	5% (7)	4% (6)	4% (6)	11% (16)	142
Service/Retail Worker	58% (111)	21% (41)	8% (15)	4% (8)	3% (5)	6% (11)	191
Trade/Skill Worker	46% (56)	28% (34)	7% (9)	2% (2)	4% (5)	12% (15)	121
Admin /Office Worker	55% (123)	23% (52)	6% (14)	8% (18)	4% (8)	4% (10)	225
Health Care Worker	65% (67)	19% (20)	5% (5)	5% (5)	— (0)	6% (6)	103
Other Worker	56% (90)	24% (38)	4% (7)	6% (9)	2% (4)	8% (12)	160
Work Remotely	46% (85)	28% (51)	5% (10)	8% (14)	4% (7)	9% (16)	183
Work Onsite	61% (248)	20% (82)	7% (27)	4% (18)	2% (8)	6% (25)	408
Hybrid Worker	58% (91)	24% (38)	6% (10)	5% (8)	3% (4)	3% (5)	156
Direct Supervisor Female	64% (209)	19% (63)	4% (13)	5% (17)	3% (10)	5% (17)	329
Direct Supervisor Male	51% (196)	25% (97)	8% (31)	5% (21)	3% (12)	7% (27)	384
CEO Female	49% (84)	26% (45)	8% (13)	6% (11)	5% (8)	5% (9)	170
CEO Male	59% (321)	21% (117)	6% (31)	5% (27)	3% (14)	6% (35)	545
Direct Supervisor Has Children	57% (308)	23% (126)	5% (29)	5% (28)	4% (19)	5% (29)	539
Direct Supervisor Does not Have Children	56% (56)	21% (21)	9% (9)	5% (5)	1% (1)	8% (8)	100
CEO Has Children	57% (261)	25% (116)	6% (27)	5% (23)	2% (11)	5% (22)	460
CEO Does not Have Children	49% (38)	22% (17)	8% (6)	6% (5)	5% (4)	10% (8)	78
Currently Uses Formal Care for Child 0-5	59% (205)	23% (80)	6% (21)	5% (18)	2% (8)	4% (14)	346
Currently Uses Informal Care for Child 0-5	53% (242)	23% (105)	6% (29)	5% (24)	3% (14)	9% (40)	454
Currently Uses Informal Care for Child 6-12	61% (31)	18% (9)	6% (3)	6% (3)	4% (2)	6% (3)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_5: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Benefit to help parents pay for child care*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	63% (507)	22% (172)	6% (46)	2% (16)	2% (16)	5% (43)	800
Gender: Male	54% (165)	28% (86)	7% (23)	2% (7)	3% (10)	5% (16)	307
Gender: Female	69% (342)	17% (86)	5% (23)	2% (9)	1% (6)	5% (27)	493
Age: 18-34	65% (275)	20% (87)	6% (24)	2% (9)	2% (8)	5% (22)	425
Age: 35-44	63% (211)	22% (75)	5% (18)	2% (7)	2% (8)	5% (18)	337
GenZers: 1997-2012	59% (42)	17% (12)	3% (2)	4% (3)	6% (4)	11% (8)	71
Millennials: 1981-1996	65% (408)	21% (133)	6% (37)	2% (13)	1% (9)	5% (31)	631
GenXers: 1965-1980	57% (54)	28% (26)	7% (7)	— (0)	3% (3)	4% (4)	94
PID: Dem (no lean)	65% (198)	22% (68)	5% (15)	2% (5)	3% (8)	4% (11)	305
PID: Ind (no lean)	65% (169)	18% (46)	8% (20)	2% (6)	1% (3)	6% (16)	260
PID: Rep (no lean)	60% (140)	25% (58)	5% (11)	2% (5)	2% (5)	7% (16)	235
PID/Gender: Dem Men	57% (78)	29% (40)	7% (10)	3% (4)	2% (3)	2% (3)	138
PID/Gender: Dem Women	72% (120)	17% (28)	3% (5)	1% (1)	3% (5)	5% (8)	167
PID/Gender: Ind Men	52% (42)	21% (17)	11% (9)	2% (2)	4% (3)	10% (8)	81
PID/Gender: Ind Women	71% (127)	16% (29)	6% (11)	2% (4)	— (0)	4% (8)	179
PID/Gender: Rep Men	51% (45)	33% (29)	5% (4)	1% (1)	5% (4)	6% (5)	88
PID/Gender: Rep Women	65% (95)	20% (29)	5% (7)	3% (4)	1% (1)	7% (11)	147
Educ: < College	61% (304)	20% (100)	7% (34)	2% (12)	2% (12)	7% (35)	497
Educ: Bachelors degree	62% (117)	26% (50)	5% (9)	2% (3)	2% (4)	3% (6)	189
Educ: Post-grad	75% (86)	19% (22)	3% (3)	1% (1)	— (0)	2% (2)	114
Income: Under 50k	64% (185)	17% (48)	7% (19)	2% (6)	3% (8)	7% (21)	287
Income: 50k-100k	59% (203)	28% (97)	5% (18)	2% (7)	1% (4)	4% (14)	343
Income: 100k+	70% (119)	16% (27)	5% (9)	2% (3)	2% (4)	5% (8)	170
Ethnicity: White	64% (383)	22% (130)	6% (36)	2% (9)	2% (9)	5% (30)	597
Ethnicity: Hispanic	56% (70)	23% (29)	6% (8)	4% (5)	4% (5)	6% (8)	125
Ethnicity: Black	65% (89)	20% (28)	6% (8)	2% (3)	3% (4)	4% (5)	137
Ethnicity: Other	53% (35)	21% (14)	3% (2)	6% (4)	5% (3)	12% (8)	66

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Table BPC29_5: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Benefit to help parents pay for child care

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	63% (507)	22% (172)	6% (46)	2% (16)	2% (16)	5% (43)	800
All Christian	63% (192)	24% (73)	5% (14)	2% (5)	2% (6)	4% (13)	303
Agnostic/Nothing in particular	65% (154)	19% (44)	7% (16)	1% (3)	2% (4)	6% (15)	236
Something Else	65% (121)	19% (35)	5% (10)	2% (4)	2% (4)	7% (13)	187
Evangelical	63% (139)	22% (48)	5% (12)	2% (4)	2% (5)	6% (14)	222
Non-Evangelical	66% (165)	21% (53)	5% (12)	2% (5)	2% (5)	4% (11)	251
Community: Urban	61% (142)	21% (49)	7% (17)	3% (6)	2% (5)	5% (12)	231
Community: Suburban	64% (241)	21% (80)	5% (20)	2% (6)	2% (9)	5% (19)	375
Community: Rural	64% (124)	22% (43)	5% (9)	2% (4)	1% (2)	6% (12)	194
4-Region: Northeast	63% (85)	25% (34)	6% (8)	1% (1)	1% (1)	4% (5)	134
4-Region: Midwest	66% (138)	18% (38)	5% (11)	2% (4)	1% (3)	7% (15)	209
4-Region: South	65% (226)	19% (68)	6% (21)	2% (7)	3% (9)	5% (18)	349
4-Region: West	54% (58)	30% (32)	6% (6)	4% (4)	3% (3)	5% (5)	108
Married/Partnered	59% (330)	25% (139)	6% (35)	2% (11)	2% (12)	6% (32)	559
Number of Children 0-5: 1	63% (329)	23% (120)	6% (30)	2% (10)	2% (9)	5% (25)	523
Number of Children 0-5: 2	63% (127)	18% (37)	6% (13)	2% (4)	3% (6)	7% (14)	201
Number of Children 0-5: 3+	67% (51)	20% (15)	4% (3)	3% (2)	1% (1)	5% (4)	76
Youngest Child under 1 Year	71% (90)	14% (18)	6% (8)	2% (3)	2% (2)	4% (5)	126
Youngest Child 1 Year Old	62% (69)	26% (29)	4% (5)	— (0)	2% (2)	6% (7)	112
Youngest Child 2-3 Years Old	65% (156)	17% (40)	5% (13)	2% (6)	3% (8)	7% (18)	241
Youngest Child 4-5 Years Old	60% (192)	26% (85)	6% (20)	2% (7)	1% (4)	4% (13)	321
Children Age 6-12	71% (63)	18% (16)	4% (4)	3% (3)	1% (1)	2% (2)	89
Employed and Salaried	59% (177)	27% (81)	7% (22)	1% (3)	2% (5)	3% (10)	298
Employed and Hourly	66% (280)	18% (78)	4% (18)	2% (10)	3% (11)	6% (25)	422
Self Employed	62% (40)	16% (10)	6% (4)	5% (3)	— (0)	11% (7)	64
Multiple Jobs	63% (89)	22% (31)	5% (7)	3% (4)	1% (2)	6% (8)	141
Single Job	63% (418)	21% (141)	6% (39)	2% (12)	2% (14)	5% (35)	659
Work Standard Hours	64% (431)	21% (143)	6% (38)	2% (11)	2% (14)	5% (34)	671
Work Evenings	60% (117)	25% (48)	5% (9)	3% (5)	3% (6)	5% (10)	195

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Table BPC29_5: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Benefit to help parents pay for child care

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	63% (507)	22% (172)	6% (46)	2% (16)	2% (16)	5% (43)	800
Work Overnight/Early Mornings	76% (45)	12% (7)	7% (4)	2% (1)	2% (1)	2% (1)	59
Work Weekends	60% (108)	25% (44)	3% (5)	2% (3)	4% (7)	7% (12)	179
Work Full Time	63% (417)	22% (146)	6% (40)	2% (10)	2% (15)	5% (30)	658
Work Part Time	63% (90)	18% (26)	4% (6)	4% (6)	1% (1)	9% (13)	142
Service/Retail Worker	66% (126)	20% (38)	4% (7)	2% (4)	3% (5)	6% (11)	191
Trade/Skill Worker	51% (62)	27% (33)	6% (7)	3% (4)	2% (2)	11% (13)	121
Admin /Office Worker	65% (146)	21% (48)	8% (17)	1% (2)	2% (4)	4% (8)	225
Health Care Worker	71% (73)	19% (20)	4% (4)	1% (1)	1% (1)	4% (4)	103
Other Worker	62% (100)	21% (33)	7% (11)	3% (5)	2% (4)	4% (7)	160
Work Remotely	58% (106)	23% (42)	8% (14)	3% (6)	— (0)	8% (15)	183
Work Onsite	67% (272)	21% (84)	5% (19)	2% (7)	2% (9)	4% (17)	408
Hybrid Worker	63% (99)	24% (37)	5% (8)	1% (2)	4% (6)	3% (4)	156
Direct Supervisor Female	72% (238)	16% (54)	5% (15)	2% (5)	1% (3)	4% (14)	329
Direct Supervisor Male	57% (217)	27% (102)	6% (23)	2% (8)	3% (13)	5% (21)	384
CEO Female	65% (110)	21% (35)	6% (10)	2% (3)	2% (4)	5% (8)	170
CEO Male	63% (346)	22% (122)	5% (28)	2% (10)	2% (12)	5% (27)	545
Direct Supervisor Has Children	63% (338)	24% (128)	5% (27)	2% (11)	2% (13)	4% (22)	539
Direct Supervisor Does not Have Children	71% (71)	13% (13)	7% (7)	1% (1)	— (0)	8% (8)	100
CEO Has Children	63% (289)	25% (114)	5% (23)	2% (9)	2% (7)	4% (18)	460
CEO Does not Have Children	58% (45)	17% (13)	9% (7)	1% (1)	6% (5)	9% (7)	78
Currently Uses Formal Care for Child 0-5	70% (243)	18% (63)	6% (20)	1% (4)	2% (7)	3% (9)	346
Currently Uses Informal Care for Child 0-5	58% (264)	24% (109)	6% (26)	3% (12)	2% (9)	7% (34)	454
Currently Uses Informal Care for Child 6-12	63% (32)	22% (11)	4% (2)	6% (3)	2% (1)	4% (2)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_6: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	52% (417)	28% (220)	8% (65)	4% (31)	1% (11)	7% (56)	800
Gender: Male	46% (140)	32% (97)	10% (31)	4% (12)	2% (5)	7% (22)	307
Gender: Female	56% (277)	25% (123)	7% (34)	4% (19)	1% (6)	7% (34)	493
Age: 18-34	53% (226)	28% (117)	8% (32)	3% (14)	2% (7)	7% (29)	425
Age: 35-44	52% (174)	27% (91)	8% (28)	5% (16)	1% (4)	7% (24)	337
GenZers: 1997-2012	49% (35)	25% (18)	3% (2)	6% (4)	6% (4)	11% (8)	71
Millennials: 1981-1996	53% (336)	26% (167)	9% (55)	4% (25)	1% (5)	7% (43)	631
GenXers: 1965-1980	45% (42)	37% (35)	9% (8)	2% (2)	2% (2)	5% (5)	94
PID: Dem (no lean)	58% (176)	26% (79)	7% (22)	3% (8)	1% (3)	6% (17)	305
PID: Ind (no lean)	51% (133)	26% (67)	8% (22)	3% (9)	2% (4)	10% (25)	260
PID: Rep (no lean)	46% (108)	31% (74)	9% (21)	6% (14)	2% (4)	6% (14)	235
PID/Gender: Dem Men	54% (74)	29% (40)	10% (14)	1% (2)	— (0)	6% (8)	138
PID/Gender: Dem Women	61% (102)	23% (39)	5% (8)	4% (6)	2% (3)	5% (9)	167
PID/Gender: Ind Men	35% (28)	31% (25)	15% (12)	5% (4)	2% (2)	12% (10)	81
PID/Gender: Ind Women	59% (105)	23% (42)	6% (10)	3% (5)	1% (2)	8% (15)	179
PID/Gender: Rep Men	43% (38)	36% (32)	6% (5)	7% (6)	3% (3)	5% (4)	88
PID/Gender: Rep Women	48% (70)	29% (42)	11% (16)	5% (8)	1% (1)	7% (10)	147
Educ: < College	52% (258)	26% (127)	8% (40)	4% (21)	1% (6)	9% (45)	497
Educ: Bachelors degree	49% (93)	35% (66)	7% (13)	3% (5)	2% (4)	4% (8)	189
Educ: Post-grad	58% (66)	24% (27)	11% (12)	4% (5)	1% (1)	3% (3)	114
Income: Under 50k	55% (158)	23% (67)	7% (21)	3% (9)	1% (4)	10% (28)	287
Income: 50k-100k	49% (167)	31% (107)	9% (31)	5% (16)	1% (3)	6% (19)	343
Income: 100k+	54% (92)	27% (46)	8% (13)	4% (6)	2% (4)	5% (9)	170
Ethnicity: White	51% (302)	29% (174)	9% (51)	4% (21)	1% (7)	7% (42)	597
Ethnicity: Hispanic	52% (65)	19% (24)	13% (16)	5% (6)	2% (3)	9% (11)	125
Ethnicity: Black	61% (84)	21% (29)	7% (10)	4% (5)	1% (2)	5% (7)	137
Ethnicity: Other	47% (31)	26% (17)	6% (4)	8% (5)	3% (2)	11% (7)	66

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Table BPC29_6: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	52% (417)	28% (220)	8% (65)	4% (31)	1% (11)	7% (56)	800
All Christian	50% (151)	32% (97)	8% (23)	4% (12)	1% (2)	6% (18)	303
Agnostic/Nothing in particular	56% (132)	24% (56)	8% (18)	3% (8)	2% (4)	8% (18)	236
Something Else	52% (98)	25% (46)	9% (16)	4% (8)	1% (2)	9% (17)	187
Evangelical	53% (117)	25% (55)	9% (20)	5% (10)	2% (4)	7% (16)	222
Non-Evangelical	50% (125)	32% (80)	8% (19)	4% (9)	— (0)	7% (18)	251
Community: Urban	52% (121)	29% (68)	7% (16)	3% (6)	3% (6)	6% (14)	231
Community: Suburban	52% (196)	26% (97)	9% (32)	6% (21)	1% (5)	6% (24)	375
Community: Rural	52% (100)	28% (55)	9% (17)	2% (4)	— (0)	9% (18)	194
4-Region: Northeast	51% (68)	34% (46)	7% (9)	2% (3)	— (0)	6% (8)	134
4-Region: Midwest	50% (104)	26% (54)	10% (20)	6% (12)	— (1)	9% (18)	209
4-Region: South	55% (191)	25% (88)	9% (30)	3% (10)	2% (7)	7% (23)	349
4-Region: West	50% (54)	30% (32)	6% (6)	6% (6)	3% (3)	6% (7)	108
Married/Partnered	49% (274)	30% (169)	9% (48)	3% (19)	1% (8)	7% (41)	559
Number of Children 0-5: 1	53% (279)	26% (138)	8% (41)	5% (26)	2% (8)	6% (31)	523
Number of Children 0-5: 2	50% (100)	29% (58)	8% (17)	1% (3)	1% (3)	10% (20)	201
Number of Children 0-5: 3+	50% (38)	32% (24)	9% (7)	3% (2)	— (0)	7% (5)	76
Youngest Child under 1 Year	47% (59)	32% (40)	10% (13)	2% (3)	2% (2)	7% (9)	126
Youngest Child 1 Year Old	54% (61)	25% (28)	7% (8)	4% (5)	2% (2)	7% (8)	112
Youngest Child 2-3 Years Old	53% (128)	24% (58)	7% (17)	5% (11)	2% (4)	10% (23)	241
Youngest Child 4-5 Years Old	53% (169)	29% (94)	8% (27)	4% (12)	1% (3)	5% (16)	321
Children Age 6-12	57% (51)	27% (24)	9% (8)	2% (2)	— (0)	4% (4)	89
Employed and Salaried	51% (152)	32% (94)	8% (24)	3% (10)	1% (4)	5% (14)	298
Employed and Hourly	53% (224)	25% (106)	8% (34)	4% (18)	1% (6)	8% (34)	422
Self Employed	48% (31)	25% (16)	9% (6)	5% (3)	2% (1)	11% (7)	64
Multiple Jobs	50% (71)	29% (41)	11% (15)	4% (6)	1% (1)	5% (7)	141
Single Job	53% (346)	27% (179)	8% (50)	4% (25)	2% (10)	7% (49)	659
Work Standard Hours	52% (347)	28% (190)	8% (52)	4% (26)	1% (10)	7% (46)	671
Work Evenings	50% (98)	29% (56)	10% (19)	4% (7)	1% (2)	7% (13)	195

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Table BPC29_6: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	52% (417)	28% (220)	8% (65)	4% (31)	1% (11)	7% (56)	800
Work Overnight/Early Mornings	66% (39)	20% (12)	3% (2)	5% (3)	— (0)	5% (3)	59
Work Weekends	51% (92)	28% (50)	7% (12)	3% (5)	2% (3)	9% (17)	179
Work Full Time	52% (345)	28% (186)	8% (53)	4% (24)	2% (10)	6% (40)	658
Work Part Time	51% (72)	24% (34)	8% (12)	5% (7)	1% (1)	11% (16)	142
Service/Retail Worker	57% (108)	21% (41)	9% (18)	4% (7)	1% (2)	8% (15)	191
Trade/Skill Worker	42% (51)	27% (33)	14% (17)	2% (3)	2% (3)	12% (14)	121
Admin /Office Worker	47% (105)	36% (81)	8% (17)	4% (10)	1% (2)	4% (10)	225
Health Care Worker	63% (65)	24% (25)	3% (3)	3% (3)	1% (1)	6% (6)	103
Other Worker	55% (88)	25% (40)	6% (10)	5% (8)	2% (3)	7% (11)	160
Work Remotely	47% (86)	30% (54)	11% (20)	4% (8)	1% (2)	7% (13)	183
Work Onsite	56% (229)	25% (103)	7% (27)	4% (15)	1% (5)	7% (29)	408
Hybrid Worker	51% (80)	31% (48)	10% (15)	3% (5)	2% (3)	3% (5)	156
Direct Supervisor Female	58% (191)	24% (80)	7% (24)	3% (11)	1% (2)	6% (21)	329
Direct Supervisor Male	48% (185)	30% (116)	9% (33)	4% (17)	2% (8)	7% (25)	384
CEO Female	52% (88)	28% (48)	9% (16)	4% (7)	2% (3)	5% (8)	170
CEO Male	53% (288)	28% (150)	8% (41)	4% (21)	1% (7)	7% (38)	545
Direct Supervisor Has Children	52% (280)	28% (152)	8% (45)	4% (21)	1% (6)	6% (35)	539
Direct Supervisor Does not Have Children	54% (54)	29% (29)	7% (7)	3% (3)	1% (1)	6% (6)	100
CEO Has Children	54% (250)	27% (125)	8% (39)	4% (17)	1% (4)	5% (25)	460
CEO Does not Have Children	45% (35)	32% (25)	10% (8)	4% (3)	3% (2)	6% (5)	78
Currently Uses Formal Care for Child 0-5	57% (198)	27% (95)	7% (24)	3% (10)	2% (6)	4% (13)	346
Currently Uses Informal Care for Child 0-5	48% (219)	28% (125)	9% (41)	5% (21)	1% (5)	9% (43)	454
Currently Uses Informal Care for Child 6-12	49% (25)	33% (17)	8% (4)	4% (2)	— (0)	6% (3)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_7: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Back-up child care services, such as a limited amount of days they can access a child care provider when needed*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	50% (402)	30% (237)	7% (53)	3% (26)	1% (10)	9% (72)	800
Gender: Male	43% (131)	33% (101)	10% (31)	4% (12)	1% (4)	9% (28)	307
Gender: Female	55% (271)	28% (136)	4% (22)	3% (14)	1% (6)	9% (44)	493
Age: 18-34	51% (218)	28% (118)	7% (28)	4% (17)	1% (3)	10% (41)	425
Age: 35-44	50% (169)	31% (105)	7% (22)	2% (7)	2% (6)	8% (28)	337
GenZers: 1997-2012	45% (32)	31% (22)	3% (2)	— (0)	3% (2)	18% (13)	71
Millennials: 1981-1996	52% (329)	29% (180)	7% (45)	4% (24)	1% (4)	8% (49)	631
GenXers: 1965-1980	41% (39)	35% (33)	6% (6)	2% (2)	4% (4)	11% (10)	94
PID: Dem (no lean)	54% (164)	30% (91)	6% (18)	2% (7)	1% (4)	7% (21)	305
PID: Ind (no lean)	48% (125)	29% (75)	7% (19)	3% (8)	— (1)	12% (32)	260
PID: Rep (no lean)	48% (113)	30% (71)	7% (16)	5% (11)	2% (5)	8% (19)	235
PID/Gender: Dem Men	51% (71)	30% (42)	8% (11)	2% (3)	1% (2)	7% (9)	138
PID/Gender: Dem Women	56% (93)	29% (49)	4% (7)	2% (4)	1% (2)	7% (12)	167
PID/Gender: Ind Men	26% (21)	38% (31)	14% (11)	5% (4)	— (0)	17% (14)	81
PID/Gender: Ind Women	58% (104)	25% (44)	4% (8)	2% (4)	1% (1)	10% (18)	179
PID/Gender: Rep Men	44% (39)	32% (28)	10% (9)	6% (5)	2% (2)	6% (5)	88
PID/Gender: Rep Women	50% (74)	29% (43)	5% (7)	4% (6)	2% (3)	10% (14)	147
Educ: < College	49% (246)	28% (137)	7% (37)	3% (15)	1% (6)	11% (56)	497
Educ: Bachelors degree	46% (87)	38% (71)	7% (13)	4% (7)	1% (2)	5% (9)	189
Educ: Post-grad	61% (69)	25% (29)	3% (3)	4% (4)	2% (2)	6% (7)	114
Income: Under 50k	50% (144)	23% (67)	9% (26)	3% (9)	1% (3)	13% (38)	287
Income: 50k-100k	49% (167)	35% (120)	6% (22)	2% (8)	1% (5)	6% (21)	343
Income: 100k+	54% (91)	29% (50)	3% (5)	5% (9)	1% (2)	8% (13)	170
Ethnicity: White	50% (300)	30% (182)	6% (37)	3% (20)	1% (8)	8% (50)	597
Ethnicity: Hispanic	50% (63)	26% (33)	5% (6)	6% (7)	1% (1)	12% (15)	125
Ethnicity: Black	55% (76)	23% (32)	9% (12)	3% (4)	1% (2)	8% (11)	137
Ethnicity: Other	39% (26)	35% (23)	6% (4)	3% (2)	— (0)	17% (11)	66

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Table BPC29_7: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

Back-up child care services, such as a limited amount of days they can access a child care provider when needed

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	50% (402)	30% (237)	7% (53)	3% (26)	1% (10)	9% (72)	800
All Christian	51% (156)	31% (95)	5% (14)	4% (11)	— (1)	9% (26)	303
Agnostic/Nothing in particular	50% (117)	31% (73)	6% (15)	2% (4)	1% (2)	11% (25)	236
Something Else	48% (90)	27% (51)	9% (16)	4% (8)	3% (6)	9% (16)	187
Evangelical	52% (115)	28% (63)	6% (14)	4% (8)	2% (5)	8% (17)	222
Non-Evangelical	49% (124)	30% (75)	6% (15)	4% (11)	1% (2)	10% (24)	251
Community: Urban	52% (119)	28% (64)	7% (17)	4% (10)	2% (4)	7% (17)	231
Community: Suburban	49% (184)	32% (120)	6% (23)	3% (12)	1% (5)	8% (31)	375
Community: Rural	51% (99)	27% (53)	7% (13)	2% (4)	1% (1)	12% (24)	194
4-Region: Northeast	57% (77)	29% (39)	4% (5)	3% (4)	— (0)	7% (9)	134
4-Region: Midwest	45% (95)	34% (71)	9% (18)	2% (4)	— (1)	10% (20)	209
4-Region: South	51% (179)	26% (90)	7% (25)	4% (15)	2% (7)	9% (33)	349
4-Region: West	47% (51)	34% (37)	5% (5)	3% (3)	2% (2)	9% (10)	108
Married/Partnered	47% (260)	32% (180)	8% (42)	3% (18)	1% (7)	9% (52)	559
Number of Children 0-5: 1	49% (255)	32% (169)	6% (31)	3% (17)	1% (7)	8% (44)	523
Number of Children 0-5: 2	52% (105)	24% (48)	7% (15)	4% (8)	1% (3)	11% (22)	201
Number of Children 0-5: 3+	55% (42)	26% (20)	9% (7)	1% (1)	— (0)	8% (6)	76
Youngest Child under 1 Year	47% (59)	27% (34)	10% (12)	6% (7)	1% (1)	10% (13)	126
Youngest Child 1 Year Old	53% (59)	33% (37)	2% (2)	4% (5)	1% (1)	7% (8)	112
Youngest Child 2-3 Years Old	52% (125)	28% (67)	6% (15)	2% (5)	1% (2)	11% (27)	241
Youngest Child 4-5 Years Old	50% (159)	31% (99)	7% (24)	3% (9)	2% (6)	7% (24)	321
Children Age 6-12	61% (54)	22% (20)	9% (8)	1% (1)	— (0)	7% (6)	89
Employed and Salaried	52% (154)	31% (93)	7% (20)	3% (8)	2% (5)	6% (18)	298
Employed and Hourly	50% (209)	30% (125)	7% (28)	3% (13)	1% (5)	10% (42)	422
Self Employed	47% (30)	22% (14)	6% (4)	8% (5)	— (0)	17% (11)	64
Multiple Jobs	51% (72)	29% (41)	6% (8)	6% (8)	— (0)	9% (12)	141
Single Job	50% (330)	30% (196)	7% (45)	3% (18)	2% (10)	9% (60)	659
Work Standard Hours	51% (345)	30% (199)	7% (44)	3% (18)	1% (8)	8% (57)	671
Work Evenings	52% (102)	23% (44)	7% (14)	5% (9)	1% (1)	13% (25)	195

Continued on next page

Table BPC29_7: How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?*Back-up child care services, such as a limited amount of days they can access a child care provider when needed*

Demographic	Very helpful	Somewhat helpful	Not too helpful	Not at all helpful	Already receive these benefits	Don't know/No opinion	Total N
Employed Parents with Children 0-5	50% (402)	30% (237)	7% (53)	3% (26)	1% (10)	9% (72)	800
Work Overnight/Early Mornings	64% (38)	19% (11)	7% (4)	5% (3)	2% (1)	3% (2)	59
Work Weekends	52% (93)	24% (43)	6% (10)	2% (4)	2% (4)	14% (25)	179
Work Full Time	51% (335)	31% (201)	7% (45)	3% (19)	2% (10)	7% (48)	658
Work Part Time	47% (67)	25% (36)	6% (8)	5% (7)	— (0)	17% (24)	142
Service/Retail Worker	47% (89)	29% (56)	7% (14)	4% (8)	— (0)	13% (24)	191
Trade/Skill Worker	49% (59)	23% (28)	7% (9)	6% (7)	2% (2)	13% (16)	121
Admin /Office Worker	51% (114)	31% (70)	7% (15)	3% (6)	2% (5)	7% (15)	225
Health Care Worker	56% (58)	34% (35)	5% (5)	— (0)	— (0)	5% (5)	103
Other Worker	51% (82)	30% (48)	6% (10)	3% (5)	2% (3)	8% (12)	160
Work Remotely	46% (84)	30% (55)	5% (10)	5% (9)	2% (3)	12% (22)	183
Work Onsite	53% (215)	30% (124)	6% (26)	3% (12)	1% (4)	7% (27)	408
Hybrid Worker	52% (81)	29% (46)	8% (13)	2% (3)	1% (2)	7% (11)	156
Direct Supervisor Female	58% (192)	26% (85)	4% (13)	2% (8)	2% (5)	8% (26)	329
Direct Supervisor Male	44% (170)	34% (129)	9% (34)	3% (13)	1% (5)	9% (33)	384
CEO Female	50% (85)	30% (51)	7% (12)	4% (7)	2% (4)	6% (11)	170
CEO Male	51% (279)	30% (163)	6% (35)	3% (14)	1% (6)	9% (48)	545
Direct Supervisor Has Children	50% (271)	31% (165)	6% (35)	4% (19)	2% (10)	7% (39)	539
Direct Supervisor Does not Have Children	52% (52)	30% (30)	9% (9)	— (0)	— (0)	9% (9)	100
CEO Has Children	52% (238)	32% (147)	7% (30)	2% (11)	2% (8)	6% (26)	460
CEO Does not Have Children	38% (30)	31% (24)	12% (9)	8% (6)	3% (2)	9% (7)	78
Currently Uses Formal Care for Child 0-5	54% (187)	30% (104)	7% (24)	2% (8)	1% (4)	5% (19)	346
Currently Uses Informal Care for Child 0-5	47% (215)	29% (133)	6% (29)	4% (18)	1% (6)	12% (53)	454
Currently Uses Informal Care for Child 6-12	51% (26)	25% (13)	12% (6)	2% (1)	— (0)	10% (5)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC30: If you were working at the time, how much time did you take off of work when your youngest child was born?

Demographic	I was not working	No time off	1-2 weeks	3 weeks	1 month	6 weeks	3 months	4 months	5 months	6 months-12 months	More than 1 year	Don't know/N opinio
Employed Parents with Children 0-5	9% (72)	9% (74)	18% (143)	10% (79)	9% (71)	19% (153)	15% (122)	3% (27)	1% (7)	3% (21)	2% (19)	2%
Gender: Male	4% (11)	17% (52)	38% (118)	14% (42)	9% (28)	8% (26)	4% (12)	2% (6)	1% (2)	2% (6)	— (1)	1%
Gender: Female	12% (61)	4% (22)	5% (25)	8% (37)	9% (43)	26% (127)	22% (110)	4% (21)	1% (5)	3% (15)	4% (18)	2%
Age: 18-34	10% (43)	10% (41)	18% (77)	12% (50)	8% (36)	19% (81)	13% (55)	3% (11)	— (2)	3% (13)	3% (12)	1%
Age: 35-44	8% (26)	8% (27)	18% (59)	9% (29)	9% (29)	19% (65)	18% (62)	4% (15)	1% (4)	2% (7)	2% (7)	2%
GenZers: 1997-2012	15% (11)	17% (12)	10% (7)	8% (6)	11% (8)	20% (14)	6% (4)	1% (1)	— (0)	1% (1)	7% (5)	3%
Millennials: 1981-1996	9% (56)	8% (51)	19% (121)	11% (67)	8% (49)	19% (122)	16% (98)	3% (21)	1% (6)	3% (18)	2% (14)	1%
GenXers: 1965-1980	5% (5)	10% (9)	16% (15)	6% (6)	14% (13)	17% (16)	21% (20)	5% (5)	1% (1)	2% (2)	— (0)	2%
PID: Dem (no lean)	7% (22)	8% (25)	16% (49)	12% (37)	10% (30)	20% (61)	16% (49)	3% (8)	1% (2)	4% (12)	3% (8)	1%
PID: Ind (no lean)	13% (33)	8% (21)	18% (48)	8% (20)	8% (21)	19% (50)	13% (35)	4% (11)	1% (2)	3% (7)	2% (6)	2%
PID: Rep (no lean)	7% (17)	12% (28)	20% (46)	9% (22)	9% (20)	18% (42)	16% (38)	3% (8)	1% (3)	1% (2)	2% (5)	2%
PID/Gender: Dem Men	6% (8)	12% (17)	30% (42)	15% (21)	12% (17)	11% (15)	4% (6)	3% (4)	1% (1)	4% (6)	— (0)	1%
PID/Gender: Dem Women	8% (14)	5% (8)	4% (7)	10% (16)	8% (13)	28% (46)	26% (43)	2% (4)	1% (1)	4% (6)	5% (8)	1%
PID/Gender: Ind Men	1% (1)	16% (13)	47% (38)	11% (9)	10% (8)	9% (7)	2% (2)	— (0)	— (0)	— (0)	1% (1)	2%
PID/Gender: Ind Women	18% (32)	4% (8)	6% (10)	6% (11)	7% (13)	24% (43)	18% (33)	6% (11)	1% (2)	4% (7)	3% (5)	2%
PID/Gender: Rep Men	2% (2)	25% (22)	43% (38)	14% (12)	3% (3)	5% (4)	5% (4)	2% (2)	1% (1)	— (0)	— (0)	—
PID/Gender: Rep Women	10% (15)	4% (6)	5% (8)	7% (10)	12% (17)	26% (38)	23% (34)	4% (6)	1% (2)	1% (2)	3% (5)	3%
Educ: < College	13% (65)	12% (58)	17% (86)	9% (47)	8% (42)	20% (98)	9% (47)	3% (15)	1% (4)	3% (13)	3% (13)	2%
Educ: Bachelors degree	3% (5)	5% (10)	19% (36)	11% (20)	10% (18)	19% (36)	23% (44)	4% (7)	2% (3)	3% (6)	1% (2)	1%
Educ: Post-grad	2% (2)	5% (6)	18% (21)	11% (12)	10% (11)	17% (19)	27% (31)	4% (5)	— (0)	2% (2)	4% (4)	1%
Income: Under 50k	16% (46)	15% (43)	11% (32)	9% (25)	8% (22)	16% (47)	12% (35)	2% (7)	1% (2)	3% (9)	3% (10)	3%
Income: 50k-100k	6% (22)	7% (24)	20% (69)	11% (38)	10% (33)	24% (84)	13% (44)	4% (13)	1% (2)	2% (8)	2% (6)	—
Income: 100k+	2% (4)	4% (7)	25% (42)	9% (16)	9% (16)	13% (22)	25% (43)	4% (7)	2% (3)	2% (4)	2% (3)	2%
Ethnicity: White	7% (43)	8% (49)	18% (107)	10% (59)	9% (53)	20% (121)	16% (97)	4% (24)	1% (6)	3% (18)	2% (11)	2%
Ethnicity: Hispanic	12% (15)	10% (12)	18% (22)	12% (15)	8% (10)	17% (21)	11% (14)	3% (4)	1% (1)	5% (6)	4% (5)	—
Ethnicity: Black	15% (20)	15% (20)	19% (26)	9% (12)	7% (10)	15% (21)	14% (19)	1% (2)	1% (1)	— (0)	3% (4)	1%
Ethnicity: Other	14% (9)	8% (5)	15% (10)	12% (8)	12% (8)	17% (11)	9% (6)	2% (1)	— (0)	5% (3)	6% (4)	2%
All Christian	7% (21)	11% (32)	21% (63)	10% (30)	7% (22)	18% (54)	18% (54)	3% (10)	— (1)	3% (8)	2% (5)	1%
Agnostic/Nothing in particular	11% (25)	8% (18)	16% (37)	9% (21)	11% (26)	22% (53)	13% (31)	3% (6)	1% (2)	3% (6)	3% (6)	2%
Something Else	11% (21)	11% (21)	17% (32)	9% (17)	6% (12)	20% (38)	14% (26)	3% (6)	1% (1)	4% (7)	2% (4)	1%
Evangelical	7% (15)	13% (29)	19% (42)	11% (24)	9% (19)	18% (40)	14% (31)	5% (10)	— (1)	4% (8)	1% (2)	—
Non-Evangelical	10% (25)	9% (22)	19% (48)	8% (21)	5% (13)	20% (50)	19% (48)	2% (6)	— (0)	3% (7)	3% (7)	2%
Community: Urban	8% (19)	9% (21)	17% (40)	13% (31)	10% (24)	14% (33)	13% (29)	4% (10)	1% (3)	4% (10)	3% (8)	1%
Community: Suburban	9% (35)	8% (31)	20% (75)	8% (31)	8% (29)	23% (85)	16% (60)	2% (8)	1% (3)	2% (7)	2% (7)	1%
Community: Rural	9% (18)	11% (22)	14% (28)	9% (17)	9% (18)	18% (35)	17% (33)	5% (9)	1% (1)	2% (4)	2% (4)	3%
4-Region: Northeast	6% (8)	7% (10)	23% (31)	10% (13)	8% (11)	13% (18)	14% (19)	8% (11)	2% (3)	4% (5)	2% (3)	1%
4-Region: Midwest	10% (21)	10% (21)	13% (27)	7% (14)	8% (16)	25% (52)	21% (43)	1% (3)	— (1)	1% (3)	2% (5)	1%
4-Region: South	8% (29)	11% (37)	18% (62)	11% (39)	9% (31)	19% (66)	15% (52)	3% (9)	1% (2)	2% (7)	3% (9)	2%
4-Region: West	13% (14)	6% (6)	21% (23)	12% (13)	12% (13)	16% (17)	7% (8)	4% (4)	1% (1)	6% (6)	2% (2)	1%
Married/Partnered	7% (40)	8% (46)	19% (109)	10% (55)	9% (50)	20% (111)	16% (90)	3% (19)	1% (7)	2% (13)	2% (13)	1%
Number of Children 0-5: 1	10% (52)	9% (47)	16% (85)	10% (50)	10% (52)	19% (97)	14% (75)	4% (23)	1% (6)	3% (14)	3% (14)	2%
Number of Children 0-5: 2	8% (16)	9% (19)	20% (40)	11% (22)	4% (9)	20% (40)	19% (38)	1% (3)	— (0)	2% (5)	2% (5)	2%
Number of Children 0-5: 3+	5% (4)	11% (8)	24% (18)	9% (7)	13% (10)	21% (16)	12% (9)	1% (1)	1% (1)	3% (2)	— (0)	—
Youngest Child under 1 Year	8% (10)	5% (6)	22% (28)	6% (8)	8% (10)	19% (24)	24% (30)	2% (3)	1% (1)	2% (2)	1% (1)	2%
Youngest Child 1 Year Old	8% (9)	9% (10)	21% (24)	12% (14)	5% (6)	22% (25)	15% (17)	3% (3)	1% (1)	1% (1)	1% (1)	1%

Continued on next page

Table BPC30: If you were working at the time, how much time did you take off of work when your youngest child was born?

Demographic	I was not working	No time off	1-2 weeks	3 weeks	1 month	6 weeks	3 months	4 months	5 months	6 months-12 months	More than 1 year	Don't know/N opinio
Employed Parents with Children 0-5	9% (72)	9% (74)	18% (143)	10% (79)	9% (71)	19% (153)	15% (122)	3% (27)	1% (7)	3% (21)	2% (19)	2%
Youngest Child 2-3 Years Old	10% (24)	11% (26)	17% (41)	10% (25)	8% (20)	20% (48)	13% (31)	3% (7)	— (1)	2% (5)	4% (9)	2%
Youngest Child 4-5 Years Old	9% (29)	10% (32)	16% (50)	10% (32)	11% (35)	17% (56)	14% (44)	4% (14)	1% (4)	4% (13)	2% (8)	1%
Children Age 6-12	3% (3)	8% (7)	24% (21)	10% (9)	8% (7)	22% (20)	16% (14)	1% (1)	1% (1)	6% (5)	1% (1)	—
Employed and Salaried	4% (11)	7% (21)	19% (58)	12% (36)	11% (33)	19% (58)	19% (57)	3% (10)	1% (4)	1% (4)	1% (2)	1%
Employed and Hourly	11% (46)	10% (42)	18% (77)	9% (37)	7% (29)	20% (84)	13% (56)	4% (17)	— (2)	3% (14)	2% (10)	2%
Self Employed	16% (10)	14% (9)	11% (7)	6% (4)	12% (8)	11% (7)	14% (9)	— (0)	2% (1)	5% (3)	9% (6)	—
Multiple Jobs	7% (10)	13% (19)	14% (20)	11% (16)	10% (14)	20% (28)	13% (19)	2% (3)	1% (1)	4% (5)	3% (4)	1%
Single Job	9% (62)	8% (55)	19% (123)	10% (63)	9% (57)	19% (125)	16% (103)	4% (24)	1% (6)	2% (16)	2% (15)	2%
Work Standard Hours	8% (57)	8% (56)	18% (122)	10% (66)	9% (61)	20% (133)	16% (109)	3% (22)	1% (5)	2% (16)	2% (14)	1%
Work Evenings	10% (20)	9% (17)	15% (30)	12% (23)	13% (25)	14% (27)	14% (27)	4% (8)	2% (3)	5% (9)	2% (3)	2%
Work Overnight/Early Mornings	7% (4)	8% (5)	12% (7)	15% (9)	8% (5)	19% (11)	10% (6)	3% (2)	5% (3)	3% (2)	5% (3)	3%
Work Weekends	12% (21)	13% (24)	13% (24)	11% (19)	8% (15)	17% (31)	16% (29)	1% (2)	1% (2)	3% (6)	1% (2)	2%
Work Full Time	6% (42)	9% (60)	21% (135)	10% (66)	9% (61)	20% (134)	15% (101)	3% (18)	1% (6)	2% (14)	2% (11)	2%
Work Part Time	21% (30)	10% (14)	6% (8)	9% (13)	7% (10)	13% (19)	15% (21)	6% (9)	1% (1)	5% (7)	6% (8)	1%
Service/Retail Worker	15% (29)	10% (20)	16% (31)	13% (24)	9% (17)	15% (29)	9% (18)	2% (4)	1% (2)	5% (9)	4% (7)	1%
Trade/Skill Worker	4% (5)	18% (22)	33% (40)	10% (12)	7% (8)	11% (13)	7% (9)	3% (4)	1% (1)	1% (1)	2% (2)	3%
Admin /Office Worker	5% (11)	5% (12)	18% (40)	10% (23)	12% (27)	19% (43)	21% (48)	4% (10)	1% (3)	2% (5)	— (1)	1%
Health Care Worker	8% (8)	6% (6)	12% (12)	8% (8)	8% (8)	27% (28)	18% (19)	5% (5)	1% (1)	3% (3)	2% (2)	3%
Other Worker	12% (19)	9% (14)	12% (20)	8% (12)	7% (11)	25% (40)	18% (28)	2% (4)	— (0)	2% (3)	4% (7)	1%
Work Remotely	10% (19)	6% (11)	15% (27)	13% (23)	9% (17)	14% (26)	14% (26)	5% (9)	2% (4)	3% (5)	5% (9)	4%
Work Onsite	8% (34)	11% (44)	18% (75)	9% (36)	8% (32)	21% (86)	17% (68)	3% (12)	— (2)	2% (10)	1% (6)	1%
Hybrid Worker	4% (6)	8% (13)	22% (35)	11% (17)	12% (18)	20% (31)	17% (26)	3% (4)	1% (1)	2% (3)	1% (2)	—
Direct Supervisor Female	10% (32)	6% (21)	12% (39)	7% (23)	8% (25)	26% (85)	19% (63)	5% (16)	1% (2)	2% (7)	3% (9)	2%
Direct Supervisor Male	7% (26)	11% (42)	24% (93)	13% (49)	10% (37)	15% (56)	13% (50)	3% (10)	1% (4)	3% (10)	1% (3)	1%
CEO Female	8% (13)	7% (12)	10% (17)	9% (15)	13% (22)	25% (42)	16% (28)	3% (5)	1% (1)	3% (5)	2% (4)	4%
CEO Male	8% (45)	9% (51)	21% (115)	10% (57)	7% (40)	18% (99)	16% (85)	4% (21)	1% (5)	2% (12)	2% (9)	1%
Direct Supervisor Has Children	6% (35)	8% (44)	21% (113)	10% (52)	9% (51)	22% (116)	15% (80)	4% (19)	1% (3)	2% (11)	1% (7)	1%
Direct Supervisor Does not Have Children	11% (11)	11% (11)	14% (14)	13% (13)	6% (6)	14% (14)	22% (22)	2% (2)	2% (2)	3% (3)	1% (1)	1%
CEO Has Children	7% (30)	8% (38)	22% (101)	12% (53)	10% (44)	19% (87)	14% (66)	4% (17)	— (2)	2% (11)	1% (4)	2%
CEO Does not Have Children	6% (5)	21% (16)	10% (8)	9% (7)	6% (5)	23% (18)	18% (14)	1% (1)	1% (1)	1% (1)	1% (1)	1%
Currently Uses Formal Care for Child 0-5	8% (28)	8% (29)	16% (57)	9% (31)	10% (36)	21% (72)	16% (56)	5% (16)	1% (4)	2% (7)	1% (5)	1%
Currently Uses Informal Care for Child 0-5	10% (44)	10% (45)	19% (86)	11% (48)	8% (35)	18% (81)	15% (66)	2% (11)	1% (3)	3% (14)	3% (14)	2%
Currently Uses Informal Care for Child 6-12	4% (2)	8% (4)	25% (13)	10% (5)	6% (3)	24% (12)	16% (8)	2% (1)	— (0)	4% (2)	2% (1)	—

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31: If they were working at the time, how much time did your spouse/partner take off of work when your youngest child was born?

Demographic	Spouse/partner was not working	No time off	1-2 weeks	3 weeks	1 month	6 weeks	3 months	4 months	5 months	6 months-12 months	More than 1 year	Don't know/No opinion
Employed Parents with Children 0-5	9% (48)	18% (100)	25% (139)	8% (46)	11% (59)	13% (75)	8% (47)	2% (11)	1% (5)	3% (16)	1% (8)	1%
Gender: Male	16% (38)	6% (13)	9% (22)	6% (13)	12% (29)	22% (52)	17% (39)	3% (7)	2% (4)	6% (13)	2% (4)	1%
Gender: Female	3% (10)	27% (87)	36% (117)	10% (33)	9% (30)	7% (23)	2% (8)	1% (4)	— (1)	1% (3)	1% (4)	1%
Age: 18-34	10% (29)	18% (52)	28% (78)	10% (27)	7% (21)	12% (34)	7% (21)	2% (5)	— (1)	2% (6)	2% (5)	1%
Age: 35-44	6% (16)	18% (45)	23% (58)	7% (17)	13% (33)	16% (39)	9% (22)	2% (6)	1% (3)	3% (7)	1% (3)	—
Millennials: 1981-1996	9% (39)	18% (81)	27% (119)	8% (37)	9% (39)	14% (62)	8% (37)	2% (9)	1% (4)	3% (13)	2% (7)	—
GenXers: 1965-1980	7% (5)	13% (9)	16% (11)	7% (5)	20% (14)	13% (9)	14% (10)	1% (1)	1% (1)	4% (3)	1% (1)	1%
PID: Dem (no lean)	9% (21)	14% (31)	25% (56)	7% (16)	11% (24)	15% (34)	10% (22)	2% (4)	1% (2)	4% (9)	1% (3)	1%
PID: Ind (no lean)	7% (12)	20% (32)	23% (37)	7% (12)	15% (24)	16% (26)	7% (12)	1% (2)	1% (1)	2% (3)	— (0)	1%
PID: Rep (no lean)	9% (15)	22% (37)	27% (46)	10% (18)	6% (11)	9% (15)	8% (13)	3% (5)	1% (2)	2% (4)	3% (5)	1%
PID/Gender: Dem Men	15% (16)	5% (5)	9% (10)	6% (6)	14% (15)	22% (24)	17% (18)	3% (3)	1% (1)	7% (8)	2% (2)	1%
PID/Gender: Dem Women	4% (5)	23% (26)	40% (46)	9% (10)	8% (9)	9% (10)	3% (4)	1% (1)	1% (1)	1% (1)	1% (1)	1%
PID/Gender: Ind Men	16% (9)	— (0)	9% (5)	2% (1)	16% (9)	30% (17)	19% (11)	2% (1)	2% (1)	4% (2)	— (0)	2%
PID/Gender: Ind Women	3% (3)	30% (32)	30% (32)	10% (11)	14% (15)	8% (9)	1% (1)	1% (1)	— (0)	1% (1)	— (0)	1%
PID/Gender: Rep Men	19% (13)	11% (8)	10% (7)	9% (6)	7% (5)	16% (11)	14% (10)	4% (3)	3% (2)	4% (3)	3% (2)	—
PID/Gender: Rep Women	2% (2)	28% (29)	38% (39)	12% (12)	6% (6)	4% (4)	3% (3)	2% (2)	— (0)	1% (1)	3% (3)	1%
Educ: < College	11% (32)	21% (64)	26% (77)	7% (21)	10% (30)	13% (39)	5% (15)	2% (5)	1% (4)	— (1)	2% (5)	2%
Educ: Bachelors degree	7% (11)	15% (24)	23% (37)	9% (15)	12% (20)	14% (23)	13% (21)	2% (3)	— (0)	4% (7)	1% (2)	—
Educ: Post-grad	5% (5)	12% (12)	26% (25)	10% (10)	9% (9)	13% (13)	11% (11)	3% (3)	1% (1)	8% (8)	1% (1)	—
Income: Under 50k	15% (20)	27% (36)	24% (32)	4% (5)	6% (8)	12% (16)	3% (4)	1% (2)	2% (3)	2% (3)	1% (2)	3%
Income: 50k-100k	8% (21)	18% (47)	27% (69)	10% (26)	14% (37)	11% (29)	7% (17)	2% (5)	— (0)	2% (4)	2% (4)	—
Income: 100k+	4% (7)	10% (17)	23% (38)	9% (15)	9% (14)	18% (30)	16% (26)	2% (4)	1% (2)	5% (9)	1% (2)	—
Ethnicity: White	8% (34)	18% (78)	26% (114)	8% (34)	9% (38)	15% (65)	9% (40)	2% (9)	1% (5)	3% (11)	1% (6)	—
Ethnicity: Hispanic	14% (12)	15% (13)	26% (23)	8% (7)	15% (13)	7% (6)	5% (4)	2% (2)	1% (1)	3% (3)	2% (2)	1%
Ethnicity: Black	14% (11)	20% (16)	15% (12)	9% (7)	22% (18)	12% (10)	4% (3)	— (0)	— (0)	— (0)	1% (1)	2%
All Christian	9% (21)	14% (34)	27% (64)	8% (19)	10% (23)	13% (31)	9% (22)	3% (6)	1% (2)	5% (13)	1% (3)	—
Agnostic/Nothing in particular	7% (10)	21% (31)	26% (38)	7% (11)	11% (16)	15% (22)	7% (10)	2% (3)	— (0)	1% (1)	2% (3)	2%
Something Else	13% (15)	25% (28)	22% (25)	10% (11)	10% (11)	13% (15)	6% (7)	1% (1)	— (0)	— (0)	1% (1)	—
Evangelical	13% (21)	19% (32)	27% (44)	7% (12)	11% (18)	12% (20)	6% (10)	1% (2)	— (0)	4% (6)	1% (1)	—
Non-Evangelical	7% (12)	16% (28)	26% (44)	8% (14)	8% (14)	15% (25)	10% (17)	3% (5)	1% (1)	4% (6)	2% (3)	1%
Community: Urban	9% (14)	14% (23)	18% (28)	11% (18)	14% (22)	12% (19)	8% (13)	3% (5)	2% (3)	5% (8)	2% (4)	2%
Community: Suburban	9% (26)	15% (42)	28% (78)	8% (21)	9% (26)	14% (39)	10% (28)	1% (4)	— (1)	2% (6)	1% (3)	—
Community: Rural	6% (8)	28% (35)	26% (33)	6% (7)	9% (11)	14% (17)	5% (6)	2% (2)	1% (1)	2% (2)	1% (1)	2%
4-Region: Northeast	9% (9)	14% (14)	22% (22)	11% (11)	7% (7)	16% (16)	14% (14)	1% (1)	2% (2)	4% (4)	— (0)	—
4-Region: Midwest	5% (8)	20% (30)	28% (42)	8% (12)	9% (14)	15% (23)	6% (9)	1% (2)	1% (2)	1% (2)	2% (3)	1%
4-Region: South	9% (22)	19% (45)	25% (59)	7% (16)	11% (26)	14% (32)	8% (18)	2% (4)	— (1)	3% (6)	2% (4)	1%
4-Region: West	12% (9)	15% (11)	21% (16)	9% (7)	16% (12)	5% (4)	8% (6)	5% (4)	— (0)	5% (4)	1% (1)	1%
Married/Partnered	9% (48)	18% (100)	25% (139)	8% (46)	11% (59)	13% (75)	8% (47)	2% (11)	1% (5)	3% (16)	1% (8)	1%
Number of Children 0-5: 1	7% (25)	17% (62)	26% (95)	9% (32)	13% (46)	13% (48)	8% (30)	2% (6)	1% (2)	3% (11)	1% (4)	1%
Number of Children 0-5: 2	12% (17)	17% (25)	23% (33)	8% (11)	8% (11)	16% (23)	8% (12)	1% (2)	1% (2)	3% (5)	2% (3)	—
Youngest Child under 1 Year	9% (8)	14% (12)	20% (17)	9% (8)	9% (8)	17% (15)	13% (11)	5% (4)	— (0)	3% (3)	— (0)	—
Youngest Child 1 Year Old	9% (7)	13% (10)	23% (18)	10% (8)	6% (5)	14% (11)	10% (8)	3% (2)	3% (2)	6% (5)	1% (1)	1%
Youngest Child 2-3 Years Old	12% (21)	18% (30)	23% (40)	7% (12)	10% (17)	15% (26)	5% (9)	2% (4)	2% (3)	2% (4)	2% (3)	1%
Youngest Child 4-5 Years Old	5% (12)	21% (48)	29% (64)	8% (18)	13% (29)	10% (23)	8% (19)	— (1)	— (0)	2% (4)	2% (4)	1%
Children Age 6-12	13% (8)	23% (14)	21% (13)	7% (4)	7% (4)	11% (7)	10% (6)	2% (1)	2% (1)	— (0)	5% (3)	—

Continued on next page

Table BPC31: If they were working at the time, how much time did your spouse/partner take off of work when your youngest child was born?

Demographic	Spouse/partner was not working	No time off	1-2 weeks	3 weeks	1 month	6 weeks	3 months	4 months	5 months	6 months-12 months	More than 1 year	Don't know/No opinion
Employed Parents with Children 0-5	9% (48)	18% (100)	25% (139)	8% (46)	11% (59)	13% (75)	8% (47)	2% (11)	1% (5)	3% (16)	1% (8)	1%
Employed and Salaried	6% (16)	12% (30)	22% (55)	8% (20)	14% (34)	17% (43)	11% (26)	2% (4)	1% (3)	4% (10)	2% (4)	1%
Employed and Hourly	11% (29)	19% (51)	28% (74)	9% (23)	8% (20)	11% (30)	7% (18)	2% (6)	1% (2)	2% (5)	1% (3)	1%
Multiple Jobs	7% (7)	20% (20)	21% (21)	10% (10)	14% (14)	16% (16)	4% (4)	— (0)	1% (1)	4% (4)	3% (3)	1%
Single Job	9% (41)	17% (80)	26% (118)	8% (36)	10% (45)	13% (59)	9% (43)	2% (11)	1% (4)	3% (12)	1% (5)	1%
Work Standard Hours	9% (42)	18% (85)	25% (117)	8% (39)	11% (52)	13% (64)	9% (41)	2% (9)	1% (3)	3% (13)	1% (7)	1%
Work Evenings	8% (11)	16% (21)	22% (30)	10% (14)	14% (19)	13% (18)	7% (9)	1% (2)	1% (2)	2% (3)	2% (3)	1%
Work Weekends	9% (10)	19% (22)	22% (25)	13% (15)	13% (15)	11% (13)	5% (6)	1% (1)	2% (2)	3% (3)	1% (1)	2%
Work Full Time	9% (42)	17% (80)	22% (105)	8% (39)	11% (52)	15% (71)	9% (43)	2% (11)	1% (4)	3% (15)	1% (7)	1%
Work Part Time	7% (6)	23% (20)	40% (34)	8% (7)	8% (7)	5% (4)	5% (4)	— (0)	1% (1)	1% (1)	1% (1)	1%
Service/Retail Worker	12% (13)	17% (19)	28% (32)	7% (8)	7% (8)	15% (17)	4% (4)	2% (2)	3% (3)	4% (4)	1% (1)	2%
Trade/Skill Worker	11% (10)	19% (17)	20% (18)	8% (7)	9% (8)	13% (12)	13% (12)	— (0)	1% (1)	— (0)	2% (2)	2%
Admin /Office Worker	6% (11)	15% (26)	22% (39)	7% (13)	14% (24)	13% (22)	12% (21)	3% (5)	— (0)	6% (10)	2% (3)	—
Health Care Worker	11% (8)	24% (17)	26% (18)	10% (7)	11% (8)	14% (10)	1% (1)	— (0)	— (0)	— (0)	1% (1)	—
Other Worker	5% (6)	19% (21)	28% (32)	10% (11)	10% (11)	12% (14)	8% (9)	4% (4)	1% (1)	2% (2)	1% (1)	1%
Work Remotely	9% (11)	17% (20)	25% (30)	7% (9)	7% (9)	12% (15)	13% (16)	1% (1)	— (0)	2% (2)	3% (4)	3%
Work Onsite	8% (22)	19% (55)	29% (82)	8% (23)	9% (27)	14% (40)	7% (19)	3% (8)	1% (2)	2% (6)	1% (2)	—
Hybrid Worker	11% (13)	12% (14)	16% (19)	10% (12)	18% (21)	13% (16)	10% (12)	2% (2)	2% (3)	5% (6)	2% (2)	—
Direct Supervisor Female	8% (17)	19% (41)	33% (72)	11% (24)	7% (15)	10% (21)	6% (13)	3% (6)	— (0)	2% (5)	2% (4)	1%
Direct Supervisor Male	10% (28)	14% (39)	20% (56)	7% (19)	13% (38)	17% (47)	11% (31)	1% (4)	2% (5)	4% (10)	1% (3)	1%
CEO Female	10% (11)	16% (18)	32% (36)	10% (11)	6% (7)	12% (14)	7% (8)	4% (4)	— (0)	— (0)	2% (2)	2%
CEO Male	9% (34)	16% (63)	23% (92)	8% (32)	12% (46)	14% (54)	9% (36)	2% (6)	1% (5)	4% (15)	2% (6)	1%
Direct Supervisor Has Children	7% (27)	15% (59)	26% (104)	9% (34)	12% (48)	14% (54)	9% (36)	2% (8)	1% (4)	3% (11)	1% (4)	1%
Direct Supervisor Does not Have Children	14% (9)	20% (13)	29% (19)	9% (6)	— (0)	14% (9)	6% (4)	2% (1)	2% (1)	5% (3)	— (0)	—
CEO Has Children	8% (27)	15% (51)	26% (89)	8% (28)	11% (38)	14% (48)	8% (28)	2% (6)	1% (3)	3% (11)	1% (4)	1%
Currently Uses Formal Care for Child 0-5	5% (12)	15% (35)	26% (61)	9% (21)	13% (30)	15% (35)	9% (22)	2% (5)	1% (3)	4% (9)	1% (2)	1%
Currently Uses Informal Care for Child 0-5	11% (36)	20% (65)	24% (78)	8% (25)	9% (29)	12% (40)	8% (25)	2% (6)	1% (2)	2% (7)	2% (6)	1%

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem1: How many children ages 0-5 do you have?

Demographic	1	2	3	4	5 or more	Total N
Employed Parents with Children 0-5	65% (523)	25% (201)	7% (53)	2% (15)	1% (8)	800
Gender: Male	64% (196)	28% (86)	7% (20)	1% (2)	1% (3)	307
Gender: Female	66% (327)	23% (115)	7% (33)	3% (13)	1% (5)	493
Age: 18-34	64% (274)	27% (113)	6% (26)	2% (8)	1% (4)	425
Age: 35-44	68% (229)	22% (75)	7% (25)	2% (6)	1% (2)	337
GenZers: 1997-2012	77% (55)	17% (12)	6% (4)	— (0)	— (0)	71
Millennials: 1981-1996	63% (397)	27% (172)	7% (45)	2% (12)	1% (5)	631
GenXers: 1965-1980	72% (68)	17% (16)	4% (4)	3% (3)	3% (3)	94
PID: Dem (no lean)	69% (211)	24% (73)	4% (13)	2% (5)	1% (3)	305
PID: Ind (no lean)	66% (171)	23% (59)	8% (21)	2% (5)	2% (4)	260
PID: Rep (no lean)	60% (141)	29% (69)	8% (19)	2% (5)	— (1)	235
PID/Gender: Dem Men	69% (95)	25% (34)	5% (7)	1% (1)	1% (1)	138
PID/Gender: Dem Women	69% (116)	23% (39)	4% (6)	2% (4)	1% (2)	167
PID/Gender: Ind Men	58% (47)	30% (24)	10% (8)	— (0)	2% (2)	81
PID/Gender: Ind Women	69% (124)	20% (35)	7% (13)	3% (5)	1% (2)	179
PID/Gender: Rep Men	61% (54)	32% (28)	6% (5)	1% (1)	— (0)	88
PID/Gender: Rep Women	59% (87)	28% (41)	10% (14)	3% (4)	1% (1)	147
Educ: < College	64% (318)	25% (125)	7% (36)	2% (10)	2% (8)	497
Educ: Bachelors degree	70% (133)	23% (43)	5% (10)	2% (3)	— (0)	189
Educ: Post-grad	63% (72)	29% (33)	6% (7)	2% (2)	— (0)	114
Income: Under 50k	63% (180)	28% (79)	7% (19)	2% (6)	1% (3)	287
Income: 50k-100k	69% (237)	21% (71)	7% (24)	2% (7)	1% (4)	343
Income: 100k+	62% (106)	30% (51)	6% (10)	1% (2)	1% (1)	170
Ethnicity: White	67% (398)	25% (149)	5% (32)	2% (14)	1% (4)	597
Ethnicity: Hispanic	67% (84)	26% (33)	4% (5)	1% (1)	2% (2)	125
Ethnicity: Black	61% (84)	26% (35)	10% (14)	1% (1)	2% (3)	137
Ethnicity: Other	62% (41)	26% (17)	11% (7)	— (0)	2% (1)	66
All Christian	64% (194)	27% (82)	8% (23)	1% (4)	— (0)	303
Agnostic/Nothing in particular	70% (166)	21% (50)	4% (10)	3% (7)	1% (3)	236
Something Else	58% (108)	29% (54)	10% (19)	2% (3)	2% (3)	187
Evangelical	60% (134)	28% (62)	9% (21)	1% (3)	1% (2)	222
Non-Evangelical	63% (158)	27% (67)	8% (21)	2% (4)	— (1)	251

Continued on next page

Table BPCdem1: How many children ages 0-5 do you have?

Demographic	1	2	3	4	5 or more	Total N
Employed Parents with Children 0-5	65% (523)	25% (201)	7% (53)	2% (15)	1% (8)	800
Community: Urban	69% (159)	21% (49)	7% (16)	— (1)	3% (6)	231
Community: Suburban	66% (249)	25% (94)	6% (23)	2% (7)	1% (2)	375
Community: Rural	59% (115)	30% (58)	7% (14)	4% (7)	— (0)	194
4-Region: Northeast	67% (90)	24% (32)	8% (11)	— (0)	1% (1)	134
4-Region: Midwest	61% (128)	28% (58)	7% (15)	2% (5)	1% (3)	209
4-Region: South	67% (234)	24% (84)	6% (21)	2% (7)	1% (3)	349
4-Region: West	66% (71)	25% (27)	6% (6)	3% (3)	1% (1)	108
Married/Partnered	65% (366)	26% (144)	6% (34)	2% (10)	1% (5)	559
Number of Children 0-5: 1	100% (523)	— (0)	— (0)	— (0)	— (0)	523
Number of Children 0-5: 2	— (0)	100% (201)	— (0)	— (0)	— (0)	201
Number of Children 0-5: 3+	— (0)	— (0)	70% (53)	20% (15)	11% (8)	76
Youngest Child under 1 Year	41% (52)	43% (54)	12% (15)	4% (5)	— (0)	126
Youngest Child 1 Year Old	61% (68)	24% (27)	11% (12)	2% (2)	3% (3)	112
Youngest Child 2-3 Years Old	57% (138)	33% (79)	7% (17)	2% (4)	1% (3)	241
Youngest Child 4-5 Years Old	83% (265)	13% (41)	3% (9)	1% (4)	1% (2)	321
Children Age 6-12	— (0)	44% (39)	34% (30)	13% (12)	9% (8)	89
Employed and Salaried	66% (197)	26% (77)	6% (19)	1% (4)	— (1)	298
Employed and Hourly	66% (278)	24% (103)	7% (28)	2% (7)	1% (6)	422
Self Employed	59% (38)	25% (16)	8% (5)	6% (4)	2% (1)	64
Multiple Jobs	60% (85)	31% (44)	7% (10)	1% (2)	— (0)	141
Single Job	66% (438)	24% (157)	7% (43)	2% (13)	1% (8)	659
Work Standard Hours	66% (443)	25% (166)	6% (43)	2% (12)	1% (7)	671
Work Evenings	64% (125)	25% (48)	7% (13)	3% (6)	2% (3)	195
Work Overnight/Early Mornings	58% (34)	31% (18)	2% (1)	5% (3)	5% (3)	59
Work Weekends	66% (119)	23% (41)	7% (13)	2% (4)	1% (2)	179
Work Full Time	65% (426)	26% (168)	7% (44)	2% (12)	1% (8)	658
Work Part Time	68% (97)	23% (33)	6% (9)	2% (3)	— (0)	142
Service/Retail Worker	68% (130)	23% (44)	5% (10)	2% (4)	2% (3)	191
Trade/Skill Worker	64% (78)	26% (31)	8% (10)	1% (1)	1% (1)	121
Admin /Office Worker	66% (149)	25% (56)	7% (15)	1% (3)	1% (2)	225
Health Care Worker	62% (64)	28% (29)	6% (6)	3% (3)	1% (1)	103
Other Worker	64% (102)	26% (41)	8% (12)	2% (4)	1% (1)	160

Continued on next page

Table BPCdem1: How many children ages 0-5 do you have?

Demographic	1	2	3	4	5 or more	Total N
Employed Parents with Children 0-5	65% (523)	25% (201)	7% (53)	2% (15)	1% (8)	800
Work Remotely	63% (116)	25% (46)	7% (12)	3% (5)	2% (4)	183
Work Onsite	65% (266)	26% (106)	7% (30)	1% (5)	— (1)	408
Hybrid Worker	70% (109)	22% (34)	4% (6)	3% (4)	2% (3)	156
Direct Supervisor Female	65% (213)	25% (83)	6% (21)	2% (8)	1% (4)	329
Direct Supervisor Male	67% (259)	24% (94)	7% (25)	1% (3)	1% (3)	384
CEO Female	66% (112)	25% (43)	5% (8)	3% (5)	1% (2)	170
CEO Male	66% (361)	25% (135)	7% (38)	1% (6)	1% (5)	545
Direct Supervisor Has Children	65% (352)	25% (135)	7% (39)	1% (8)	1% (5)	539
Direct Supervisor Does not Have Children	69% (69)	24% (24)	5% (5)	2% (2)	— (0)	100
CEO Has Children	66% (302)	25% (115)	7% (31)	2% (8)	1% (4)	460
CEO Does not Have Children	65% (51)	23% (18)	9% (7)	3% (2)	— (0)	78
Currently Uses Formal Care for Child 0-5	70% (241)	23% (81)	5% (17)	1% (4)	1% (3)	346
Currently Uses Informal Care for Child 0-5	62% (282)	26% (120)	8% (36)	2% (11)	1% (5)	454
Currently Uses Informal Care for Child 6-12	— (0)	31% (16)	45% (23)	14% (7)	10% (5)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem2_1: What are the ages of your children at home?*Age of child 1*

Demographic	Under 1 year	1	2	3	4	5	6	7	8	9	10	11
Employed Parents with Children 0-5	12% (97)	11% (90)	16% (124)	12% (100)	22% (173)	21% (170)	1% (11)	— (3)	1% (7)	— (4)	— (4)	—
Gender: Male	12% (36)	13% (40)	19% (57)	14% (43)	19% (57)	19% (59)	— (1)	— (1)	2% (6)	1% (2)	— (1)	—
Gender: Female	12% (61)	10% (50)	14% (67)	12% (57)	24% (116)	23% (111)	2% (10)	— (2)	— (1)	— (2)	1% (3)	—
Age: 18-34	16% (69)	12% (49)	16% (70)	13% (55)	21% (89)	18% (75)	1% (6)	— (2)	1% (3)	— (1)	— (1)	—
Age: 35-44	7% (25)	11% (36)	15% (51)	12% (41)	22% (75)	26% (86)	1% (4)	— (1)	1% (3)	1% (3)	1% (2)	—
GenZers: 1997-2012	20% (14)	13% (9)	23% (16)	15% (11)	13% (9)	15% (11)	1% (1)	— (0)	— (0)	— (0)	— (0)	—
Millennials: 1981-1996	13% (79)	12% (76)	16% (100)	12% (74)	23% (143)	20% (124)	1% (9)	— (3)	1% (6)	1% (4)	— (2)	—
GenXers: 1965-1980	4% (4)	4% (4)	9% (8)	16% (15)	22% (21)	34% (32)	1% (1)	— (0)	1% (1)	— (0)	2% (2)	1%
PID: Dem (no lean)	11% (34)	10% (31)	15% (45)	14% (43)	22% (68)	22% (66)	1% (2)	1% (2)	1% (2)	— (0)	1% (2)	1%
PID: Ind (no lean)	13% (34)	11% (28)	17% (44)	11% (29)	22% (56)	20% (53)	2% (4)	— (0)	2% (4)	1% (2)	1% (2)	—
PID: Rep (no lean)	12% (29)	13% (31)	15% (35)	12% (28)	21% (49)	22% (51)	2% (5)	— (1)	— (1)	1% (2)	— (0)	—
PID/Gender: Dem Men	11% (15)	12% (16)	15% (21)	17% (23)	18% (25)	22% (31)	— (0)	1% (1)	1% (2)	— (0)	— (0)	—
PID/Gender: Dem Women	11% (19)	9% (15)	14% (24)	12% (20)	26% (43)	21% (35)	1% (2)	1% (1)	— (0)	— (0)	1% (2)	1%
PID/Gender: Ind Men	15% (12)	11% (9)	23% (19)	15% (12)	16% (13)	12% (10)	1% (1)	— (0)	4% (3)	1% (1)	1% (1)	—
PID/Gender: Ind Women	12% (22)	11% (19)	14% (25)	9% (17)	24% (43)	24% (43)	2% (3)	— (0)	1% (1)	1% (1)	1% (1)	—
PID/Gender: Rep Men	10% (9)	17% (15)	19% (17)	9% (8)	22% (19)	20% (18)	— (0)	— (0)	1% (1)	1% (1)	— (0)	—
PID/Gender: Rep Women	14% (20)	11% (16)	12% (18)	14% (20)	20% (30)	22% (33)	3% (5)	1% (1)	— (0)	1% (1)	— (0)	—
Educ: < College	13% (64)	11% (53)	15% (76)	13% (65)	22% (108)	22% (107)	1% (6)	— (2)	1% (4)	— (2)	— (0)	—
Educ: Bachelors degree	10% (18)	12% (22)	16% (31)	11% (20)	24% (45)	22% (41)	2% (3)	— (0)	1% (2)	— (0)	2% (4)	—
Educ: Post-grad	13% (15)	13% (15)	15% (17)	13% (15)	18% (20)	19% (22)	2% (2)	1% (1)	1% (1)	2% (2)	— (0)	1%
Income: Under 50k	15% (43)	7% (21)	15% (43)	16% (46)	25% (71)	18% (52)	1% (4)	— (1)	— (0)	— (1)	— (0)	1%
Income: 50k-100k	10% (33)	13% (43)	15% (51)	12% (42)	20% (67)	24% (82)	2% (6)	1% (2)	1% (5)	1% (2)	— (1)	—
Income: 100k+	12% (21)	15% (26)	18% (30)	7% (12)	21% (35)	21% (36)	1% (1)	— (0)	1% (2)	1% (1)	2% (3)	—
Ethnicity: White	12% (71)	11% (66)	14% (84)	13% (75)	22% (132)	22% (134)	1% (8)	— (2)	1% (5)	1% (3)	— (2)	—
Ethnicity: Hispanic	7% (9)	10% (13)	19% (24)	17% (21)	23% (29)	18% (22)	2% (3)	1% (1)	— (0)	2% (2)	— (0)	—
Ethnicity: Black	12% (17)	11% (15)	20% (27)	12% (17)	21% (29)	18% (25)	1% (2)	1% (1)	1% (1)	— (0)	1% (2)	—
Ethnicity: Other	14% (9)	14% (9)	20% (13)	12% (8)	18% (12)	17% (11)	2% (1)	— (0)	2% (1)	2% (1)	— (0)	—
All Christian	8% (25)	13% (40)	15% (45)	14% (43)	22% (66)	21% (63)	2% (5)	1% (2)	1% (3)	1% (3)	— (1)	—
Agnostic/Nothing in particular	14% (34)	10% (23)	16% (37)	14% (32)	18% (42)	24% (56)	2% (4)	— (0)	— (1)	— (1)	1% (2)	1%
Something Else	18% (33)	12% (22)	16% (29)	9% (16)	26% (48)	16% (30)	1% (2)	1% (1)	1% (2)	— (0)	1% (1)	—
Evangelical	9% (21)	12% (26)	18% (39)	11% (25)	25% (55)	19% (42)	3% (6)	— (0)	1% (3)	— (1)	— (0)	—
Non-Evangelical	14% (35)	13% (33)	13% (33)	12% (31)	22% (55)	19% (48)	— (1)	1% (3)	1% (2)	1% (2)	1% (2)	—
Community: Urban	8% (19)	10% (23)	15% (35)	15% (35)	24% (55)	19% (45)	1% (2)	— (1)	1% (2)	1% (2)	1% (3)	—
Community: Suburban	14% (51)	12% (45)	18% (67)	11% (42)	19% (73)	21% (77)	2% (8)	— (0)	1% (5)	1% (2)	— (1)	—
Community: Rural	14% (27)	11% (22)	11% (22)	12% (23)	23% (45)	25% (48)	1% (1)	1% (2)	— (0)	— (0)	— (0)	—
4-Region: Northeast	11% (15)	11% (15)	15% (20)	15% (20)	20% (27)	20% (27)	1% (1)	— (0)	2% (3)	1% (1)	2% (3)	—
4-Region: Midwest	11% (24)	11% (23)	17% (35)	11% (22)	22% (47)	22% (46)	1% (3)	— (0)	1% (2)	— (1)	— (0)	—
4-Region: South	13% (47)	12% (41)	15% (52)	13% (44)	22% (76)	21% (72)	2% (6)	1% (3)	— (1)	— (0)	— (1)	—
4-Region: West	10% (11)	10% (11)	16% (17)	13% (14)	21% (23)	23% (25)	1% (1)	— (0)	1% (1)	2% (2)	— (0)	—
Married/Partnered	12% (68)	11% (64)	16% (89)	11% (62)	21% (115)	23% (127)	1% (7)	1% (3)	1% (6)	1% (3)	1% (3)	—
Number of Children 0-5: 1	10% (52)	13% (68)	14% (72)	13% (66)	24% (125)	27% (140)	— (0)	— (0)	— (0)	— (0)	— (0)	—
Number of Children 0-5: 2	17% (34)	9% (18)	20% (40)	13% (26)	19% (38)	12% (25)	3% (6)	— (1)	2% (5)	— (1)	1% (3)	—
Number of Children 0-5: 3+	14% (11)	5% (4)	16% (12)	11% (8)	13% (10)	7% (5)	7% (5)	3% (2)	3% (2)	4% (3)	1% (1)	1%
Youngest Child under 1 Year	77% (97)	2% (2)	9% (11)	4% (5)	5% (6)	3% (4)	— (0)	— (0)	— (0)	1% (1)	— (0)	—
Youngest Child 1 Year Old	— (0)	79% (88)	2% (2)	4% (5)	3% (3)	3% (3)	2% (2)	1% (1)	1% (1)	— (0)	2% (2)	—
Youngest Child 2-3 Years Old	— (0)	— (0)	46% (111)	37% (90)	7% (16)	4% (10)	3% (7)	— (1)	— (1)	— (1)	— (0)	—

Continued on next page

Table BPCdem2_1: What are the ages of your children at home?
Age of child 1

Demographic	Under 1 year	1	2	3	4	5	6	7	8	9	10	11
Employed Parents with Children 0-5	12% (97)	11% (90)	16% (124)	12% (100)	22% (173)	21% (170)	1% (11)	— (3)	1% (7)	— (4)	— (4)	—
Youngest Child 4-5 Years Old	— (0)	— (0)	— (0)	— (0)	46% (148)	48% (153)	1% (2)	— (1)	2% (5)	1% (2)	1% (2)	—
Children Age 6-12	9% (8)	2% (2)	12% (11)	8% (7)	13% (12)	6% (5)	12% (11)	3% (3)	8% (7)	4% (4)	4% (4)	2%
Employed and Salaried	10% (29)	13% (40)	12% (36)	13% (38)	22% (65)	24% (72)	2% (5)	— (1)	1% (3)	1% (2)	1% (3)	—
Employed and Hourly	15% (62)	10% (41)	18% (75)	13% (53)	20% (86)	20% (85)	1% (5)	— (2)	1% (4)	— (2)	— (0)	—
Self Employed	8% (5)	8% (5)	19% (12)	11% (7)	25% (16)	19% (12)	— (0)	— (0)	— (0)	— (0)	2% (1)	2%
Multiple Jobs	10% (14)	14% (20)	13% (18)	13% (18)	28% (40)	19% (27)	— (0)	— (0)	1% (2)	1% (1)	— (0)	—
Single Job	13% (83)	11% (70)	16% (106)	12% (82)	20% (133)	22% (143)	2% (11)	— (3)	1% (5)	— (3)	1% (4)	—
Work Standard Hours	12% (83)	12% (78)	16% (107)	12% (79)	21% (143)	21% (142)	2% (11)	— (2)	1% (6)	— (3)	1% (4)	—
Work Evenings	13% (26)	10% (20)	9% (17)	14% (27)	26% (50)	23% (44)	— (0)	1% (1)	1% (1)	1% (1)	— (0)	1%
Work Overnight/Early Mornings	14% (8)	8% (5)	12% (7)	10% (6)	22% (13)	24% (14)	— (0)	— (0)	2% (1)	— (0)	— (0)	2%
Work Weekends	16% (28)	13% (23)	11% (19)	15% (26)	23% (41)	18% (32)	1% (1)	— (0)	2% (3)	— (0)	1% (1)	1%
Work Full Time	12% (77)	12% (78)	16% (108)	12% (82)	21% (141)	21% (135)	1% (7)	— (2)	1% (7)	1% (4)	— (3)	—
Work Part Time	14% (20)	8% (12)	11% (16)	13% (18)	23% (32)	25% (35)	3% (4)	1% (1)	— (0)	— (0)	1% (1)	1%
Service/Retail Worker	16% (30)	13% (24)	13% (25)	13% (25)	19% (36)	21% (40)	2% (3)	1% (1)	— (0)	1% (2)	— (0)	1%
Trade/Skill Worker	12% (15)	11% (13)	14% (17)	17% (21)	24% (29)	17% (20)	1% (1)	— (0)	3% (4)	— (0)	— (0)	—
Admin /Office Worker	9% (21)	12% (26)	16% (36)	10% (23)	23% (51)	24% (55)	1% (3)	— (1)	1% (2)	— (1)	1% (3)	—
Health Care Worker	13% (13)	11% (11)	17% (18)	16% (16)	20% (21)	18% (19)	2% (2)	— (0)	— (0)	— (0)	— (0)	—
Other Worker	11% (18)	10% (16)	18% (28)	9% (15)	22% (36)	22% (36)	1% (2)	1% (1)	1% (1)	1% (1)	1% (1)	1%
Work Remotely	11% (20)	16% (29)	19% (34)	11% (21)	20% (36)	20% (36)	1% (2)	— (0)	1% (1)	— (0)	— (0)	1%
Work Onsite	13% (52)	11% (44)	14% (57)	12% (47)	22% (90)	23% (92)	2% (7)	1% (3)	1% (6)	— (2)	— (1)	—
Hybrid Worker	11% (17)	6% (10)	17% (27)	15% (23)	22% (34)	23% (36)	— (0)	— (0)	— (0)	1% (1)	2% (3)	—
Direct Supervisor Female	13% (42)	14% (45)	15% (50)	14% (46)	18% (58)	21% (69)	2% (5)	— (1)	— (1)	1% (2)	1% (3)	—
Direct Supervisor Male	12% (46)	9% (36)	16% (60)	11% (44)	24% (93)	22% (86)	2% (6)	1% (2)	2% (6)	— (1)	— (0)	—
CEO Female	14% (24)	11% (18)	14% (23)	14% (24)	21% (35)	21% (35)	3% (5)	— (0)	1% (1)	1% (1)	1% (2)	1%
CEO Male	12% (64)	12% (64)	16% (87)	12% (65)	21% (116)	22% (122)	1% (6)	1% (3)	1% (6)	— (2)	— (1)	—
Direct Supervisor Has Children	13% (69)	12% (64)	15% (81)	13% (71)	19% (105)	22% (120)	2% (10)	— (2)	1% (6)	1% (3)	— (2)	—
Direct Supervisor Does not Have Children	10% (10)	10% (10)	19% (19)	10% (10)	27% (27)	18% (18)	1% (1)	— (0)	1% (1)	— (0)	1% (1)	1%
CEO Has Children	11% (51)	11% (52)	16% (72)	13% (60)	21% (95)	22% (100)	2% (9)	— (2)	1% (6)	1% (3)	— (2)	—
CEO Does not Have Children	12% (9)	17% (13)	10% (8)	14% (11)	27% (21)	18% (14)	1% (1)	— (0)	— (0)	— (0)	— (0)	—
Currently Uses Formal Care for Child 0-5	9% (30)	10% (33)	15% (53)	12% (43)	27% (92)	23% (78)	1% (3)	— (0)	1% (4)	— (0)	1% (3)	—
Currently Uses Informal Care for Child 0-5	15% (67)	13% (57)	16% (71)	13% (57)	18% (81)	20% (92)	2% (8)	1% (3)	1% (3)	1% (4)	— (1)	—
Currently Uses Informal Care for Child 6-12	4% (2)	4% (2)	18% (9)	6% (3)	14% (7)	8% (4)	12% (6)	4% (2)	8% (4)	4% (2)	2% (1)	2%

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem2_2: What are the ages of your children at home?*Age of child 2*

Demographic	Under 1 year	1	2	3	4	5	6	7	8	9	10	11
Employed Parents with Children 0-5	9% (25)	7% (19)	16% (44)	15% (42)	14% (38)	18% (50)	3% (8)	5% (15)	4% (10)	2% (5)	3% (7)	1%
Gender: Male	12% (13)	8% (9)	19% (21)	13% (14)	12% (13)	19% (21)	5% (6)	5% (5)	2% (2)	1% (1)	2% (2)	1%
Gender: Female	7% (12)	6% (10)	14% (23)	17% (28)	15% (25)	17% (29)	1% (2)	6% (10)	5% (8)	2% (4)	3% (5)	1%
Age: 18-34	11% (16)	7% (10)	22% (33)	19% (28)	13% (20)	16% (24)	3% (5)	4% (6)	2% (3)	1% (1)	1% (2)	—
Age: 35-44	6% (7)	7% (8)	9% (10)	10% (11)	15% (16)	21% (23)	3% (3)	8% (9)	6% (6)	2% (2)	4% (4)	2%
Millennials: 1981-1996	9% (21)	7% (16)	15% (35)	16% (37)	14% (33)	20% (47)	3% (7)	6% (14)	2% (5)	1% (3)	2% (4)	1%
PID: Dem (no lean)	9% (8)	9% (8)	13% (12)	15% (14)	14% (13)	19% (18)	2% (2)	4% (4)	3% (3)	1% (1)	4% (4)	1%
PID: Ind (no lean)	15% (13)	6% (5)	17% (15)	17% (15)	11% (10)	16% (14)	4% (4)	6% (5)	2% (2)	2% (2)	3% (3)	1%
PID: Rep (no lean)	4% (4)	6% (6)	18% (17)	14% (13)	16% (15)	19% (18)	2% (2)	6% (6)	5% (5)	2% (2)	— (0)	1%
PID/Gender: Dem Women	8% (4)	10% (5)	10% (5)	12% (6)	16% (8)	20% (10)	— (0)	6% (3)	4% (2)	2% (1)	4% (2)	2%
PID/Gender: Ind Women	11% (6)	2% (1)	16% (9)	22% (12)	11% (6)	16% (9)	4% (2)	5% (3)	4% (2)	4% (2)	5% (3)	—
PID/Gender: Rep Women	3% (2)	7% (4)	15% (9)	17% (10)	18% (11)	17% (10)	— (0)	7% (4)	7% (4)	2% (1)	— (0)	2%
Educ: < College	8% (14)	4% (8)	18% (33)	16% (29)	12% (22)	18% (32)	2% (3)	6% (10)	3% (5)	3% (5)	3% (5)	2%
Educ: Bachelors degree	12% (7)	12% (7)	12% (7)	11% (6)	20% (11)	20% (11)	4% (2)	4% (2)	2% (1)	— (0)	2% (1)	—
Income: Under 50k	11% (12)	7% (8)	17% (18)	17% (18)	10% (11)	16% (17)	3% (3)	6% (6)	3% (3)	2% (2)	1% (1)	1%
Income: 50k-100k	5% (5)	6% (6)	11% (12)	14% (15)	18% (19)	21% (22)	3% (3)	7% (7)	5% (5)	2% (2)	5% (5)	2%
Income: 100k+	12% (8)	8% (5)	22% (14)	14% (9)	12% (8)	17% (11)	3% (2)	3% (2)	3% (2)	2% (1)	2% (1)	—
Ethnicity: White	9% (18)	7% (13)	15% (29)	15% (30)	15% (29)	18% (35)	4% (7)	6% (11)	5% (9)	2% (4)	3% (6)	1%
Ethnicity: Black	9% (5)	8% (4)	17% (9)	13% (7)	9% (5)	23% (12)	2% (1)	8% (4)	— (0)	2% (1)	— (0)	2%
All Christian	8% (9)	10% (11)	17% (18)	12% (13)	15% (16)	17% (18)	4% (4)	6% (6)	6% (7)	2% (2)	4% (4)	—
Agnostic/Nothing in particular	9% (6)	9% (6)	17% (12)	23% (16)	16% (11)	14% (10)	1% (1)	3% (2)	3% (2)	1% (1)	1% (1)	1%
Something Else	9% (7)	1% (1)	14% (11)	14% (11)	11% (9)	22% (17)	4% (3)	9% (7)	1% (1)	3% (2)	— (0)	3%
Evangelical	10% (9)	3% (3)	14% (12)	11% (10)	16% (14)	20% (18)	1% (1)	8% (7)	5% (4)	2% (2)	2% (2)	—
Non-Evangelical	8% (7)	10% (9)	16% (15)	12% (11)	11% (10)	18% (17)	6% (6)	5% (5)	4% (4)	2% (2)	2% (2)	2%
Community: Urban	6% (4)	7% (5)	18% (13)	14% (10)	10% (7)	18% (13)	6% (4)	6% (4)	4% (3)	1% (1)	4% (3)	1%
Community: Suburban	9% (11)	7% (9)	17% (22)	14% (18)	17% (22)	19% (24)	2% (3)	4% (5)	3% (4)	1% (1)	3% (4)	—
Community: Rural	13% (10)	6% (5)	11% (9)	18% (14)	11% (9)	16% (13)	1% (1)	8% (6)	4% (3)	4% (3)	— (0)	3%
4-Region: Midwest	9% (7)	5% (4)	21% (17)	14% (11)	14% (11)	20% (16)	4% (3)	2% (2)	4% (3)	1% (1)	5% (4)	—
4-Region: South	10% (12)	8% (9)	16% (18)	14% (16)	12% (14)	21% (24)	2% (2)	3% (4)	3% (4)	3% (3)	1% (1)	2%
Married/Partnered	8% (16)	7% (14)	15% (28)	17% (33)	13% (26)	20% (39)	4% (7)	5% (9)	4% (7)	2% (4)	3% (5)	1%
Number of Children 0-5: 2	11% (22)	7% (15)	16% (33)	15% (31)	16% (32)	21% (42)	2% (4)	3% (7)	2% (5)	1% (3)	— (0)	—
Number of Children 0-5: 3+	4% (3)	5% (4)	14% (11)	14% (11)	8% (6)	11% (8)	5% (4)	11% (8)	7% (5)	3% (2)	9% (7)	3%
Youngest Child under 1 Year	34% (25)	8% (6)	19% (14)	18% (13)	3% (2)	9% (7)	3% (2)	3% (2)	1% (1)	1% (1)	— (0)	—
Youngest Child 2-3 Years Old	— (0)	— (0)	23% (24)	18% (19)	18% (19)	24% (25)	4% (4)	3% (3)	3% (3)	1% (1)	2% (2)	2%
Youngest Child 4-5 Years Old	— (0)	— (0)	— (0)	— (0)	23% (13)	27% (15)	2% (1)	16% (9)	9% (5)	4% (2)	4% (2)	2%
Children Age 6-12	— (0)	2% (2)	2% (2)	10% (9)	12% (11)	13% (12)	9% (8)	17% (15)	11% (10)	6% (5)	8% (7)	3%
Employed and Salaried	8% (8)	7% (7)	17% (17)	9% (9)	13% (13)	26% (26)	5% (5)	8% (8)	4% (4)	1% (1)	3% (3)	—
Employed and Hourly	10% (15)	6% (9)	13% (19)	21% (30)	15% (21)	15% (22)	2% (3)	4% (6)	1% (2)	1% (2)	2% (3)	2%
Multiple Jobs	9% (5)	5% (3)	20% (11)	9% (5)	7% (4)	23% (13)	2% (1)	7% (4)	7% (4)	4% (2)	— (0)	4%
Single Job	9% (20)	7% (16)	15% (33)	17% (37)	15% (34)	17% (37)	3% (7)	5% (11)	3% (6)	1% (3)	3% (7)	—
Work Standard Hours	11% (25)	7% (15)	15% (34)	16% (36)	13% (30)	18% (40)	4% (8)	6% (13)	3% (7)	2% (4)	3% (6)	1%
Work Evenings	7% (5)	6% (4)	16% (11)	16% (11)	10% (7)	13% (9)	3% (2)	6% (4)	6% (4)	6% (4)	6% (4)	3%
Work Weekends	8% (5)	7% (4)	20% (12)	12% (7)	15% (9)	15% (9)	3% (2)	3% (2)	2% (1)	5% (3)	5% (3)	2%
Work Full Time	9% (22)	6% (14)	16% (37)	15% (34)	15% (34)	18% (41)	3% (8)	6% (14)	3% (6)	1% (3)	3% (7)	1%

Continued on next page

Table BPCdem2_2: What are the ages of your children at home?
Age of child 2

Demographic	Under 1 year	1	2	3	4	5	6	7	8	9	10	11
Employed Parents with Children 0-5	9% (25)	7% (19)	16% (44)	15% (42)	14% (38)	18% (50)	3% (8)	5% (15)	4% (10)	2% (5)	3% (7)	1%
Service/Retail Worker	10% (6)	7% (4)	16% (10)	18% (11)	11% (7)	16% (10)	— (0)	2% (1)	5% (3)	3% (2)	5% (3)	—
Admin /Office Worker	5% (4)	9% (7)	13% (10)	18% (14)	13% (10)	24% (18)	3% (2)	7% (5)	4% (3)	— (0)	1% (1)	1%
Other Worker	12% (7)	5% (3)	21% (12)	7% (4)	16% (9)	16% (9)	2% (1)	7% (4)	7% (4)	2% (1)	3% (2)	—
Work Remotely	7% (5)	7% (5)	19% (13)	18% (12)	12% (8)	13% (9)	1% (1)	3% (2)	4% (3)	3% (2)	3% (2)	3%
Work Onsite	8% (12)	6% (8)	15% (21)	17% (24)	18% (25)	21% (30)	4% (5)	4% (6)	1% (2)	1% (1)	1% (2)	1%
Direct Supervisor Female	10% (12)	7% (8)	10% (12)	17% (20)	11% (13)	20% (23)	3% (3)	3% (4)	5% (6)	3% (3)	3% (3)	3%
Direct Supervisor Male	9% (11)	6% (8)	18% (22)	16% (20)	16% (20)	18% (22)	4% (5)	8% (10)	— (0)	1% (1)	2% (3)	—
CEO Female	3% (2)	10% (6)	10% (6)	22% (13)	17% (10)	17% (10)	2% (1)	7% (4)	2% (1)	3% (2)	— (0)	2%
CEO Male	11% (21)	5% (10)	15% (28)	15% (28)	12% (23)	20% (36)	4% (7)	5% (10)	3% (5)	1% (2)	3% (6)	1%
Direct Supervisor Has Children	10% (18)	6% (12)	15% (28)	17% (32)	13% (25)	19% (35)	3% (6)	6% (11)	3% (5)	1% (2)	3% (5)	2%
CEO Has Children	8% (13)	5% (8)	18% (29)	15% (23)	15% (24)	18% (28)	3% (5)	8% (12)	2% (3)	2% (3)	3% (4)	1%
Currently Uses Formal Care for Child 0-5	8% (8)	5% (5)	20% (21)	12% (13)	17% (18)	19% (20)	3% (3)	7% (7)	2% (2)	— (0)	3% (3)	—
Currently Uses Informal Care for Child 0-5	10% (17)	8% (14)	13% (23)	17% (29)	12% (20)	17% (30)	3% (5)	5% (8)	5% (8)	3% (5)	2% (4)	2%
Currently Uses Informal Care for Child 6-12	— (0)	— (0)	2% (1)	12% (6)	10% (5)	20% (10)	6% (3)	16% (8)	12% (6)	8% (4)	8% (4)	4%

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem2_3: What are the ages of your children at home?*Age of child 3*

Demographic	Under 1 year		1		2		3		4		5		6		7		8		9		10		11	
Employed Parents with Children 0-5	11%	(8)	14%	(11)	8%	(6)	5%	(4)	8%	(6)	12%	(9)	7%	(5)	5%	(4)	9%	(7)	3%	(2)	3%	(2)	1%	(1)
Gender: Female	10%	(5)	16%	(8)	8%	(4)	8%	(4)	8%	(4)	8%	(4)	8%	(4)	6%	(3)	8%	(4)	2%	(1)	4%	(2)	—	(0)
Millennials: 1981-1996	11%	(7)	15%	(9)	8%	(5)	5%	(3)	6%	(4)	11%	(7)	8%	(5)	3%	(2)	11%	(7)	3%	(2)	2%	(1)	—	(0)
Educ: < College	7%	(4)	13%	(7)	7%	(4)	6%	(3)	7%	(4)	9%	(5)	9%	(5)	2%	(1)	9%	(5)	4%	(2)	4%	(2)	2%	(1)
Ethnicity: White	12%	(6)	14%	(7)	6%	(3)	4%	(2)	8%	(4)	16%	(8)	6%	(3)	8%	(4)	6%	(3)	4%	(2)	—	(0)	2%	(1)
Number of Children 0-5: 3+	11%	(8)	14%	(11)	8%	(6)	5%	(4)	8%	(6)	12%	(9)	7%	(5)	5%	(4)	9%	(7)	3%	(2)	3%	(2)	1%	(1)
Children Age 6-12	2%	(1)	10%	(5)	10%	(5)	4%	(2)	4%	(2)	12%	(6)	10%	(5)	8%	(4)	14%	(7)	4%	(2)	4%	(2)	2%	(1)
Single Job	11%	(7)	16%	(10)	9%	(6)	5%	(3)	5%	(3)	12%	(8)	8%	(5)	6%	(4)	11%	(7)	3%	(2)	2%	(1)	2%	(1)
Work Standard Hours	10%	(6)	16%	(10)	8%	(5)	5%	(3)	6%	(4)	11%	(7)	5%	(3)	5%	(3)	10%	(6)	3%	(2)	3%	(2)	2%	(1)
Work Full Time	11%	(7)	16%	(10)	6%	(4)	6%	(4)	8%	(5)	11%	(7)	8%	(5)	5%	(3)	9%	(6)	3%	(2)	3%	(2)	2%	(1)
Direct Supervisor Has Children	12%	(6)	17%	(9)	10%	(5)	4%	(2)	6%	(3)	10%	(5)	4%	(2)	6%	(3)	12%	(6)	4%	(2)	2%	(1)	2%	(1)
Currently Uses Informal Care for Child 0-5	10%	(5)	13%	(7)	8%	(4)	6%	(3)	10%	(5)	13%	(7)	8%	(4)	2%	(1)	8%	(4)	4%	(2)	2%	(1)	2%	(1)

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem2_4: *What are the ages of your children at home?*

Age of child 4

Demographic	1	2	3	4	5	6	7	10	11	12	13+	Total N
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Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem2_5: What are the ages of your children at home?
Age of child 5

Demographic	1	2	5	9	12	13+	Total N
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Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem3: Are you currently working for pay?

Demographic		Yes	Total N
Employed Parents with Children 0-5	100%	(800)	800
Gender: Male	100%	(307)	307
Gender: Female	100%	(493)	493
Age: 18-34	100%	(425)	425
Age: 35-44	100%	(337)	337
GenZers: 1997-2012	100%	(71)	71
Millennials: 1981-1996	100%	(631)	631
GenXers: 1965-1980	100%	(94)	94
PID: Dem (no lean)	100%	(305)	305
PID: Ind (no lean)	100%	(260)	260
PID: Rep (no lean)	100%	(235)	235
PID/Gender: Dem Men	100%	(138)	138
PID/Gender: Dem Women	100%	(167)	167
PID/Gender: Ind Men	100%	(81)	81
PID/Gender: Ind Women	100%	(179)	179
PID/Gender: Rep Men	100%	(88)	88
PID/Gender: Rep Women	100%	(147)	147
Educ: < College	100%	(497)	497
Educ: Bachelors degree	100%	(189)	189
Educ: Post-grad	100%	(114)	114
Income: Under 50k	100%	(287)	287
Income: 50k-100k	100%	(343)	343
Income: 100k+	100%	(170)	170
Ethnicity: White	100%	(597)	597
Ethnicity: Hispanic	100%	(125)	125
Ethnicity: Black	100%	(137)	137
Ethnicity: Other	100%	(66)	66
All Christian	100%	(303)	303
Agnostic/Nothing in particular	100%	(236)	236
Something Else	100%	(187)	187
Evangelical	100%	(222)	222
Non-Evangelical	100%	(251)	251

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Table BPCdem3: Are you currently working for pay?

Demographic		Yes	Total N
Employed Parents with Children 0-5	100%	(800)	800
Community: Urban	100%	(231)	231
Community: Suburban	100%	(375)	375
Community: Rural	100%	(194)	194
4-Region: Northeast	100%	(134)	134
4-Region: Midwest	100%	(209)	209
4-Region: South	100%	(349)	349
4-Region: West	100%	(108)	108
Married/Partnered	100%	(559)	559
Number of Children 0-5: 1	100%	(523)	523
Number of Children 0-5: 2	100%	(201)	201
Number of Children 0-5: 3+	100%	(76)	76
Youngest Child under 1 Year	100%	(126)	126
Youngest Child 1 Year Old	100%	(112)	112
Youngest Child 2-3 Years Old	100%	(241)	241
Youngest Child 4-5 Years Old	100%	(321)	321
Children Age 6-12	100%	(89)	89
Employed and Salaried	100%	(298)	298
Employed and Hourly	100%	(422)	422
Self Employed	100%	(64)	64
Multiple Jobs	100%	(141)	141
Single Job	100%	(659)	659
Work Standard Hours	100%	(671)	671
Work Evenings	100%	(195)	195
Work Overnight/Early Mornings	100%	(59)	59
Work Weekends	100%	(179)	179
Work Full Time	100%	(658)	658
Work Part Time	100%	(142)	142
Service/Retail Worker	100%	(191)	191
Trade/Skill Worker	100%	(121)	121
Admin /Office Worker	100%	(225)	225
Health Care Worker	100%	(103)	103
Other Worker	100%	(160)	160

Continued on next page

Table BPCdem3: Are you currently working for pay?

Demographic		Yes	Total N
Employed Parents with Children 0-5	100%	(800)	800
Work Remotely	100%	(183)	183
Work Onsite	100%	(408)	408
Hybrid Worker	100%	(156)	156
Direct Supervisor Female	100%	(329)	329
Direct Supervisor Male	100%	(384)	384
CEO Female	100%	(170)	170
CEO Male	100%	(545)	545
Direct Supervisor Has Children	100%	(539)	539
Direct Supervisor Does not Have Children	100%	(100)	100
CEO Has Children	100%	(460)	460
CEO Does not Have Children	100%	(78)	78
Currently Uses Formal Care for Child 0-5	100%	(346)	346
Currently Uses Informal Care for Child 0-5	100%	(454)	454
Currently Uses Informal Care for Child 6-12	100%	(51)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem4: *And are you currently working multiple jobs for pay, or a single job for pay?*

Demographic	Multiple jobs		Single job		Total N
Employed Parents with Children 0-5	18%	(141)	82%	(659)	800
Gender: Male	19%	(58)	81%	(249)	307
Gender: Female	17%	(83)	83%	(410)	493
Age: 18-34	16%	(68)	84%	(357)	425
Age: 35-44	19%	(64)	81%	(273)	337
GenZers: 1997-2012	20%	(14)	80%	(57)	71
Millennials: 1981-1996	17%	(109)	83%	(522)	631
GenXers: 1965-1980	17%	(16)	83%	(78)	94
PID: Dem (no lean)	18%	(55)	82%	(250)	305
PID: Ind (no lean)	18%	(47)	82%	(213)	260
PID: Rep (no lean)	17%	(39)	83%	(196)	235
PID/Gender: Dem Men	18%	(25)	82%	(113)	138
PID/Gender: Dem Women	18%	(30)	82%	(137)	167
PID/Gender: Ind Men	20%	(16)	80%	(65)	81
PID/Gender: Ind Women	17%	(31)	83%	(148)	179
PID/Gender: Rep Men	19%	(17)	81%	(71)	88
PID/Gender: Rep Women	15%	(22)	85%	(125)	147
Educ: < College	19%	(95)	81%	(402)	497
Educ: Bachelors degree	16%	(30)	84%	(159)	189
Educ: Post-grad	14%	(16)	86%	(98)	114
Income: Under 50k	16%	(46)	84%	(241)	287
Income: 50k-100k	21%	(71)	79%	(272)	343
Income: 100k+	14%	(24)	86%	(146)	170
Ethnicity: White	18%	(106)	82%	(491)	597
Ethnicity: Hispanic	18%	(22)	82%	(103)	125
Ethnicity: Black	18%	(24)	82%	(113)	137
Ethnicity: Other	17%	(11)	83%	(55)	66
All Christian	19%	(58)	81%	(245)	303
Agnostic/Nothing in particular	14%	(33)	86%	(203)	236
Something Else	18%	(34)	82%	(153)	187
Evangelical	18%	(41)	82%	(181)	222
Non-Evangelical	19%	(47)	81%	(204)	251

Continued on next page

Table BPCdem4: *And are you currently working multiple jobs for pay, or a single job for pay?*

Demographic	Multiple jobs		Single job		Total N
Employed Parents with Children 0-5	18%	(141)	82%	(659)	800
Community: Urban	17%	(39)	83%	(192)	231
Community: Suburban	15%	(58)	85%	(317)	375
Community: Rural	23%	(44)	77%	(150)	194
4-Region: Northeast	17%	(23)	83%	(111)	134
4-Region: Midwest	18%	(38)	82%	(171)	209
4-Region: South	19%	(65)	81%	(284)	349
4-Region: West	14%	(15)	86%	(93)	108
Married/Partnered	18%	(101)	82%	(458)	559
Number of Children 0-5: 1	16%	(85)	84%	(438)	523
Number of Children 0-5: 2	22%	(44)	78%	(157)	201
Number of Children 0-5: 3+	16%	(12)	84%	(64)	76
Youngest Child under 1 Year	16%	(20)	84%	(106)	126
Youngest Child 1 Year Old	19%	(21)	81%	(91)	112
Youngest Child 2-3 Years Old	17%	(41)	83%	(200)	241
Youngest Child 4-5 Years Old	18%	(59)	82%	(262)	321
Children Age 6-12	17%	(15)	83%	(74)	89
Employed and Salaried	17%	(52)	83%	(246)	298
Employed and Hourly	13%	(55)	87%	(367)	422
Self Employed	34%	(22)	66%	(42)	64
Multiple Jobs	100%	(141)	—	(0)	141
Single Job	—	(0)	100%	(659)	659
Work Standard Hours	16%	(109)	84%	(562)	671
Work Evenings	41%	(79)	59%	(116)	195
Work Overnight/Early Mornings	32%	(19)	68%	(40)	59
Work Weekends	34%	(60)	66%	(119)	179
Work Full Time	17%	(111)	83%	(547)	658
Work Part Time	21%	(30)	79%	(112)	142
Service/Retail Worker	15%	(28)	85%	(163)	191
Trade/Skill Worker	24%	(29)	76%	(92)	121
Admin /Office Worker	17%	(38)	83%	(187)	225
Health Care Worker	15%	(15)	85%	(88)	103
Other Worker	19%	(31)	81%	(129)	160

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Table BPCdem4: *And are you currently working multiple jobs for pay, or a single job for pay?*

Demographic	Multiple jobs		Single job		Total N
Employed Parents with Children 0-5	18%	(141)	82%	(659)	800
Work Remotely	22%	(40)	78%	(143)	183
Work Onsite	12%	(48)	88%	(360)	408
Hybrid Worker	22%	(35)	78%	(121)	156
Direct Supervisor Female	16%	(51)	84%	(278)	329
Direct Supervisor Male	15%	(57)	85%	(327)	384
CEO Female	14%	(24)	86%	(146)	170
CEO Male	15%	(84)	85%	(461)	545
Direct Supervisor Has Children	17%	(90)	83%	(449)	539
Direct Supervisor Does not Have Children	11%	(11)	89%	(89)	100
CEO Has Children	16%	(75)	84%	(385)	460
CEO Does not Have Children	22%	(17)	78%	(61)	78
Currently Uses Formal Care for Child 0-5	16%	(56)	84%	(290)	346
Currently Uses Informal Care for Child 0-5	19%	(85)	81%	(369)	454
Currently Uses Informal Care for Child 6-12	18%	(9)	82%	(42)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem5: How would you describe your present employment situation?

Demographic	Employed and salaried		Employed and paid hourly		Employed as a gig-worker		Self-Employed		Student		Total N
Employed Parents with Children 0-5	37%	(298)	53%	(422)	2%	(13)	8%	(64)	—	(3)	800
Gender: Male	48%	(148)	46%	(141)	—	(1)	5%	(16)	—	(1)	307
Gender: Female	30%	(150)	57%	(281)	2%	(12)	10%	(48)	—	(2)	493
Age: 18-34	28%	(121)	61%	(261)	2%	(8)	8%	(32)	1%	(3)	425
Age: 35-44	48%	(161)	42%	(143)	1%	(4)	9%	(29)	—	(0)	337
GenZers: 1997-2012	17%	(12)	72%	(51)	—	(0)	11%	(8)	—	(0)	71
Millennials: 1981-1996	38%	(237)	52%	(328)	2%	(12)	8%	(51)	—	(3)	631
GenXers: 1965-1980	49%	(46)	45%	(42)	1%	(1)	5%	(5)	—	(0)	94
PID: Dem (no lean)	49%	(150)	44%	(133)	1%	(3)	6%	(19)	—	(0)	305
PID: Ind (no lean)	25%	(64)	60%	(157)	2%	(5)	12%	(32)	1%	(2)	260
PID: Rep (no lean)	36%	(84)	56%	(132)	2%	(5)	6%	(13)	—	(1)	235
PID/Gender: Dem Men	59%	(82)	36%	(50)	—	(0)	4%	(6)	—	(0)	138
PID/Gender: Dem Women	41%	(68)	50%	(83)	2%	(3)	8%	(13)	—	(0)	167
PID/Gender: Ind Men	37%	(30)	53%	(43)	1%	(1)	7%	(6)	1%	(1)	81
PID/Gender: Ind Women	19%	(34)	64%	(114)	2%	(4)	15%	(26)	1%	(1)	179
PID/Gender: Rep Men	41%	(36)	55%	(48)	—	(0)	5%	(4)	—	(0)	88
PID/Gender: Rep Women	33%	(48)	57%	(84)	3%	(5)	6%	(9)	1%	(1)	147
Educ: < College	20%	(97)	68%	(338)	2%	(11)	10%	(48)	1%	(3)	497
Educ: Bachelors degree	58%	(110)	36%	(68)	1%	(2)	5%	(9)	—	(0)	189
Educ: Post-grad	80%	(91)	14%	(16)	—	(0)	6%	(7)	—	(0)	114
Income: Under 50k	15%	(44)	70%	(200)	3%	(8)	11%	(32)	1%	(3)	287
Income: 50k-100k	40%	(138)	52%	(179)	1%	(3)	7%	(23)	—	(0)	343
Income: 100k+	68%	(116)	25%	(43)	1%	(2)	5%	(9)	—	(0)	170
Ethnicity: White	39%	(233)	52%	(308)	2%	(10)	8%	(45)	—	(1)	597
Ethnicity: Hispanic	33%	(41)	51%	(64)	2%	(3)	14%	(17)	—	(0)	125
Ethnicity: Black	34%	(46)	57%	(78)	2%	(3)	7%	(9)	1%	(1)	137
Ethnicity: Other	29%	(19)	55%	(36)	—	(0)	15%	(10)	2%	(1)	66
All Christian	46%	(140)	48%	(146)	1%	(2)	4%	(13)	1%	(2)	303
Agnostic/Nothing in particular	31%	(72)	58%	(137)	3%	(6)	9%	(21)	—	(0)	236
Something Else	27%	(51)	58%	(109)	3%	(5)	11%	(21)	1%	(1)	187
Evangelical	35%	(77)	56%	(124)	1%	(2)	7%	(16)	1%	(3)	222
Non-Evangelical	41%	(104)	50%	(125)	2%	(5)	7%	(17)	—	(0)	251

Continued on next page

Table BPCdem5: How would you describe your present employment situation?

Demographic	Employed and salaried		Employed and paid hourly		Employed as a gig-worker		Self-Employed		Student		Total N
Employed Parents with Children 0-5	37%	(298)	53%	(422)	2%	(13)	8%	(64)	—	(3)	800
Community: Urban	43%	(99)	45%	(105)	1%	(2)	10%	(24)	—	(1)	231
Community: Suburban	42%	(156)	51%	(190)	2%	(6)	6%	(21)	1%	(2)	375
Community: Rural	22%	(43)	65%	(127)	3%	(5)	10%	(19)	—	(0)	194
4-Region: Northeast	45%	(60)	47%	(63)	1%	(1)	7%	(10)	—	(0)	134
4-Region: Midwest	41%	(85)	51%	(106)	—	(1)	8%	(16)	—	(1)	209
4-Region: South	33%	(116)	55%	(192)	3%	(9)	9%	(30)	1%	(2)	349
4-Region: West	34%	(37)	56%	(61)	2%	(2)	7%	(8)	—	(0)	108
Married/Partnered	44%	(247)	47%	(264)	2%	(9)	7%	(39)	—	(0)	559
Number of Children 0-5: 1	38%	(197)	53%	(278)	2%	(8)	7%	(38)	—	(2)	523
Number of Children 0-5: 2	38%	(77)	51%	(103)	2%	(4)	8%	(16)	—	(1)	201
Number of Children 0-5: 3+	32%	(24)	54%	(41)	1%	(1)	13%	(10)	—	(0)	76
Youngest Child under 1 Year	32%	(40)	61%	(77)	1%	(1)	6%	(8)	—	(0)	126
Youngest Child 1 Year Old	43%	(48)	46%	(52)	3%	(3)	7%	(8)	1%	(1)	112
Youngest Child 2-3 Years Old	33%	(80)	54%	(130)	1%	(3)	11%	(27)	—	(1)	241
Youngest Child 4-5 Years Old	40%	(130)	51%	(163)	2%	(6)	7%	(21)	—	(1)	321
Children Age 6-12	36%	(32)	48%	(43)	3%	(3)	11%	(10)	1%	(1)	89
Employed and Salaried	100%	(298)	—	(0)	—	(0)	—	(0)	—	(0)	298
Employed and Hourly	—	(0)	100%	(422)	—	(0)	—	(0)	—	(0)	422
Self Employed	—	(0)	—	(0)	—	(0)	100%	(64)	—	(0)	64
Multiple Jobs	37%	(52)	39%	(55)	8%	(11)	16%	(22)	1%	(1)	141
Single Job	37%	(246)	56%	(367)	—	(2)	6%	(42)	—	(2)	659
Work Standard Hours	42%	(280)	49%	(329)	1%	(9)	8%	(51)	—	(2)	671
Work Evenings	30%	(59)	54%	(106)	3%	(6)	11%	(22)	1%	(2)	195
Work Overnight/Early Mornings	22%	(13)	61%	(36)	3%	(2)	14%	(8)	—	(0)	59
Work Weekends	20%	(36)	60%	(107)	5%	(9)	14%	(25)	1%	(2)	179
Work Full Time	43%	(286)	50%	(327)	1%	(5)	6%	(39)	—	(1)	658
Work Part Time	8%	(12)	67%	(95)	6%	(8)	18%	(25)	1%	(2)	142

Continued on next page

Table BPCdem5: How would you describe your present employment situation?

Demographic	Employed and salaried		Employed and paid hourly		Employed as a gig-worker		Self-Employed		Student		Total N
Employed Parents with Children 0-5	37%	(298)	53%	(422)	2%	(13)	8%	(64)	—	(3)	800
Service/Retail Worker	14%	(26)	73%	(139)	2%	(4)	10%	(20)	1%	(2)	191
Trade/Skill Worker	26%	(31)	64%	(77)	2%	(2)	8%	(10)	1%	(1)	121
Admin /Office Worker	64%	(145)	32%	(71)	—	(1)	4%	(8)	—	(0)	225
Health Care Worker	27%	(28)	72%	(74)	—	(0)	1%	(1)	—	(0)	103
Other Worker	42%	(68)	38%	(61)	4%	(6)	16%	(25)	—	(0)	160
Work Remotely	45%	(83)	36%	(66)	2%	(4)	16%	(30)	—	(0)	183
Work Onsite	29%	(120)	70%	(284)	—	(0)	1%	(4)	—	(0)	408
Hybrid Worker	60%	(93)	31%	(48)	1%	(1)	8%	(13)	1%	(1)	156
Direct Supervisor Female	38%	(124)	60%	(199)	2%	(5)	—	(0)	—	(1)	329
Direct Supervisor Male	45%	(172)	55%	(211)	—	(0)	—	(0)	—	(1)	384
CEO Female	38%	(64)	61%	(104)	1%	(1)	—	(0)	1%	(1)	170
CEO Male	43%	(232)	57%	(308)	1%	(4)	—	(0)	—	(1)	545
Direct Supervisor Has Children	45%	(240)	55%	(296)	—	(1)	—	(0)	—	(2)	539
Direct Supervisor Does not Have Children	33%	(33)	66%	(66)	1%	(1)	—	(0)	—	(0)	100
CEO Has Children	48%	(219)	52%	(237)	—	(2)	—	(0)	—	(2)	460
CEO Does not Have Children	37%	(29)	63%	(49)	—	(0)	—	(0)	—	(0)	78
Currently Uses Formal Care for Child 0-5	44%	(151)	49%	(168)	1%	(3)	6%	(22)	1%	(2)	346
Currently Uses Informal Care for Child 0-5	32%	(147)	56%	(254)	2%	(10)	9%	(42)	—	(1)	454
Currently Uses Informal Care for Child 6-12	33%	(17)	45%	(23)	6%	(3)	16%	(8)	—	(0)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem7_1NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Monday-Friday during standard work hours (9am-5pm)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	84%	(671)	16%	(129)	800
Gender: Male	84%	(257)	16%	(50)	307
Gender: Female	84%	(414)	16%	(79)	493
Age: 18-34	83%	(352)	17%	(73)	425
Age: 35-44	85%	(288)	15%	(49)	337
GenZers: 1997-2012	83%	(59)	17%	(12)	71
Millennials: 1981-1996	84%	(527)	16%	(104)	631
GenXers: 1965-1980	86%	(81)	14%	(13)	94
PID: Dem (no lean)	85%	(258)	15%	(47)	305
PID: Ind (no lean)	83%	(215)	17%	(45)	260
PID: Rep (no lean)	84%	(198)	16%	(37)	235
PID/Gender: Dem Men	85%	(117)	15%	(21)	138
PID/Gender: Dem Women	84%	(141)	16%	(26)	167
PID/Gender: Ind Men	81%	(66)	19%	(15)	81
PID/Gender: Ind Women	83%	(149)	17%	(30)	179
PID/Gender: Rep Men	84%	(74)	16%	(14)	88
PID/Gender: Rep Women	84%	(124)	16%	(23)	147
Educ: < College	80%	(398)	20%	(99)	497
Educ: Bachelors degree	89%	(169)	11%	(20)	189
Educ: Post-grad	91%	(104)	9%	(10)	114
Income: Under 50k	78%	(225)	22%	(62)	287
Income: 50k-100k	86%	(296)	14%	(47)	343
Income: 100k+	88%	(150)	12%	(20)	170
Ethnicity: White	86%	(515)	14%	(82)	597
Ethnicity: Hispanic	82%	(103)	18%	(22)	125
Ethnicity: Black	77%	(105)	23%	(32)	137
Ethnicity: Other	77%	(51)	23%	(15)	66
All Christian	85%	(258)	15%	(45)	303
Agnostic/Nothing in particular	84%	(198)	16%	(38)	236
Something Else	82%	(153)	18%	(34)	187
Evangelical	82%	(182)	18%	(40)	222
Non-Evangelical	86%	(215)	14%	(36)	251

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Table BPCdem7_1NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
Monday-Friday during standard work hours (9am-5pm)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	84%	(671)	16%	(129)	800
Community: Urban	84%	(193)	16%	(38)	231
Community: Suburban	85%	(319)	15%	(56)	375
Community: Rural	82%	(159)	18%	(35)	194
4-Region: Northeast	85%	(114)	15%	(20)	134
4-Region: Midwest	84%	(176)	16%	(33)	209
4-Region: South	84%	(294)	16%	(55)	349
4-Region: West	81%	(87)	19%	(21)	108
Married/Partnered	85%	(475)	15%	(84)	559
Number of Children 0-5: 1	85%	(443)	15%	(80)	523
Number of Children 0-5: 2	83%	(166)	17%	(35)	201
Number of Children 0-5: 3+	82%	(62)	18%	(14)	76
Youngest Child under 1 Year	87%	(110)	13%	(16)	126
Youngest Child 1 Year Old	86%	(96)	14%	(16)	112
Youngest Child 2-3 Years Old	83%	(199)	17%	(42)	241
Youngest Child 4-5 Years Old	83%	(266)	17%	(55)	321
Children Age 6-12	85%	(76)	15%	(13)	89
Employed and Salaried	94%	(280)	6%	(18)	298
Employed and Hourly	78%	(329)	22%	(93)	422
Self Employed	80%	(51)	20%	(13)	64
Multiple Jobs	77%	(109)	23%	(32)	141
Single Job	85%	(562)	15%	(97)	659
Work Standard Hours	100%	(671)	—	(0)	671
Work Evenings	63%	(122)	37%	(73)	195
Work Overnight/Early Mornings	37%	(22)	63%	(37)	59
Work Weekends	70%	(126)	30%	(53)	179
Work Full Time	87%	(573)	13%	(85)	658
Work Part Time	69%	(98)	31%	(44)	142

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Table BPCdem7_1NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Monday-Friday during standard work hours (9am-5pm)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	84%	(671)	16%	(129)	800
Service/Retail Worker	74%	(142)	26%	(49)	191
Trade/Skill Worker	75%	(91)	25%	(30)	121
Admin /Office Worker	97%	(219)	3%	(6)	225
Health Care Worker	83%	(85)	17%	(18)	103
Other Worker	84%	(134)	16%	(26)	160
Work Remotely	87%	(159)	13%	(24)	183
Work Onsite	81%	(332)	19%	(76)	408
Hybrid Worker	92%	(144)	8%	(12)	156
Direct Supervisor Female	86%	(282)	14%	(47)	329
Direct Supervisor Male	84%	(324)	16%	(60)	384
CEO Female	87%	(148)	13%	(22)	170
CEO Male	84%	(460)	16%	(85)	545
Direct Supervisor Has Children	86%	(465)	14%	(74)	539
Direct Supervisor Does not Have Children	84%	(84)	16%	(16)	100
CEO Has Children	88%	(405)	12%	(55)	460
CEO Does not Have Children	79%	(62)	21%	(16)	78
Currently Uses Formal Care for Child 0-5	90%	(311)	10%	(35)	346
Currently Uses Informal Care for Child 0-5	79%	(360)	21%	(94)	454
Currently Uses Informal Care for Child 6-12	80%	(41)	20%	(10)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem7_2NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
Weekday early evenings (5pm-7pm)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	19%	(149)	81%	(651)	800
Gender: Male	21%	(65)	79%	(242)	307
Gender: Female	17%	(84)	83%	(409)	493
Age: 18-34	18%	(75)	82%	(350)	425
Age: 35-44	19%	(63)	81%	(274)	337
GenZers: 1997-2012	15%	(11)	85%	(60)	71
Millennials: 1981-1996	18%	(113)	82%	(518)	631
GenXers: 1965-1980	26%	(24)	74%	(70)	94
PID: Dem (no lean)	22%	(66)	78%	(239)	305
PID: Ind (no lean)	17%	(44)	83%	(216)	260
PID: Rep (no lean)	17%	(39)	83%	(196)	235
PID/Gender: Dem Men	28%	(38)	72%	(100)	138
PID/Gender: Dem Women	17%	(28)	83%	(139)	167
PID/Gender: Ind Men	16%	(13)	84%	(68)	81
PID/Gender: Ind Women	17%	(31)	83%	(148)	179
PID/Gender: Rep Men	16%	(14)	84%	(74)	88
PID/Gender: Rep Women	17%	(25)	83%	(122)	147
Educ: < College	20%	(100)	80%	(397)	497
Educ: Bachelors degree	16%	(31)	84%	(158)	189
Educ: Post-grad	16%	(18)	84%	(96)	114
Income: Under 50k	18%	(51)	82%	(236)	287
Income: 50k-100k	20%	(69)	80%	(274)	343
Income: 100k+	17%	(29)	83%	(141)	170
Ethnicity: White	19%	(113)	81%	(484)	597
Ethnicity: Hispanic	16%	(20)	84%	(105)	125
Ethnicity: Black	20%	(27)	80%	(110)	137
Ethnicity: Other	14%	(9)	86%	(57)	66
All Christian	17%	(52)	83%	(251)	303
Agnostic/Nothing in particular	17%	(40)	83%	(196)	236
Something Else	19%	(36)	81%	(151)	187
Evangelical	19%	(43)	81%	(179)	222
Non-Evangelical	17%	(43)	83%	(208)	251

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Table BPCdem7_2NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Weekday early evenings (5pm-7pm)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	19%	(149)	81%	(651)	800
Community: Urban	19%	(45)	81%	(186)	231
Community: Suburban	17%	(65)	83%	(310)	375
Community: Rural	20%	(39)	80%	(155)	194
4-Region: Northeast	19%	(26)	81%	(108)	134
4-Region: Midwest	13%	(28)	87%	(181)	209
4-Region: South	20%	(71)	80%	(278)	349
4-Region: West	22%	(24)	78%	(84)	108
Married/Partnered	19%	(104)	81%	(455)	559
Number of Children 0-5: 1	19%	(99)	81%	(424)	523
Number of Children 0-5: 2	19%	(38)	81%	(163)	201
Number of Children 0-5: 3+	16%	(12)	84%	(64)	76
Youngest Child under 1 Year	21%	(26)	79%	(100)	126
Youngest Child 1 Year Old	16%	(18)	84%	(94)	112
Youngest Child 2-3 Years Old	15%	(37)	85%	(204)	241
Youngest Child 4-5 Years Old	21%	(68)	79%	(253)	321
Children Age 6-12	21%	(19)	79%	(70)	89
Employed and Salaried	15%	(45)	85%	(253)	298
Employed and Hourly	19%	(81)	81%	(341)	422
Self Employed	28%	(18)	72%	(46)	64
Multiple Jobs	41%	(58)	59%	(83)	141
Single Job	14%	(91)	86%	(568)	659
Work Standard Hours	15%	(102)	85%	(569)	671
Work Evenings	76%	(149)	24%	(46)	195
Work Overnight/Early Mornings	39%	(23)	61%	(36)	59
Work Weekends	37%	(66)	63%	(113)	179
Work Full Time	18%	(121)	82%	(537)	658
Work Part Time	20%	(28)	80%	(114)	142

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Table BPCdem7_2NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
Weekday early evenings (5pm-7pm)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	19%	(149)	81%	(651)	800
Service/Retail Worker	25%	(48)	75%	(143)	191
Trade/Skill Worker	25%	(30)	75%	(91)	121
Admin /Office Worker	12%	(26)	88%	(199)	225
Health Care Worker	20%	(21)	80%	(82)	103
Other Worker	15%	(24)	85%	(136)	160
Work Remotely	15%	(28)	85%	(155)	183
Work Onsite	16%	(65)	84%	(343)	408
Hybrid Worker	26%	(40)	74%	(116)	156
Direct Supervisor Female	16%	(53)	84%	(276)	329
Direct Supervisor Male	19%	(72)	81%	(312)	384
CEO Female	16%	(27)	84%	(143)	170
CEO Male	18%	(99)	82%	(446)	545
Direct Supervisor Has Children	17%	(91)	83%	(448)	539
Direct Supervisor Does not Have Children	17%	(17)	83%	(83)	100
CEO Has Children	17%	(77)	83%	(383)	460
CEO Does not Have Children	23%	(18)	77%	(60)	78
Currently Uses Formal Care for Child 0-5	16%	(54)	84%	(292)	346
Currently Uses Informal Care for Child 0-5	21%	(95)	79%	(359)	454
Currently Uses Informal Care for Child 6-12	25%	(13)	75%	(38)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem7_3NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Weekday late evenings (7pm-Midnight)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	14%	(109)	86%	(691)	800
Gender: Male	15%	(45)	85%	(262)	307
Gender: Female	13%	(64)	87%	(429)	493
Age: 18-34	14%	(58)	86%	(367)	425
Age: 35-44	13%	(44)	87%	(293)	337
GenZers: 1997-2012	10%	(7)	90%	(64)	71
Millennials: 1981-1996	14%	(91)	86%	(540)	631
GenXers: 1965-1980	12%	(11)	88%	(83)	94
PID: Dem (no lean)	15%	(46)	85%	(259)	305
PID: Ind (no lean)	12%	(31)	88%	(229)	260
PID: Rep (no lean)	14%	(32)	86%	(203)	235
PID/Gender: Dem Men	17%	(23)	83%	(115)	138
PID/Gender: Dem Women	14%	(23)	86%	(144)	167
PID/Gender: Ind Men	11%	(9)	89%	(72)	81
PID/Gender: Ind Women	12%	(22)	88%	(157)	179
PID/Gender: Rep Men	15%	(13)	85%	(75)	88
PID/Gender: Rep Women	13%	(19)	87%	(128)	147
Educ: < College	14%	(72)	86%	(425)	497
Educ: Bachelors degree	13%	(25)	87%	(164)	189
Educ: Post-grad	11%	(12)	89%	(102)	114
Income: Under 50k	17%	(49)	83%	(238)	287
Income: 50k-100k	12%	(42)	88%	(301)	343
Income: 100k+	11%	(18)	89%	(152)	170
Ethnicity: White	13%	(77)	87%	(520)	597
Ethnicity: Hispanic	10%	(13)	90%	(112)	125
Ethnicity: Black	17%	(23)	83%	(114)	137
Ethnicity: Other	14%	(9)	86%	(57)	66
All Christian	11%	(33)	89%	(270)	303
Agnostic/Nothing in particular	12%	(29)	88%	(207)	236
Something Else	18%	(34)	82%	(153)	187
Evangelical	16%	(36)	84%	(186)	222
Non-Evangelical	12%	(30)	88%	(221)	251

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Table BPCdem7_3NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
Weekday late evenings (7pm-Midnight)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	14%	(109)	86%	(691)	800
Community: Urban	19%	(45)	81%	(186)	231
Community: Suburban	11%	(43)	89%	(332)	375
Community: Rural	11%	(21)	89%	(173)	194
4-Region: Northeast	12%	(16)	88%	(118)	134
4-Region: Midwest	13%	(27)	87%	(182)	209
4-Region: South	16%	(55)	84%	(294)	349
4-Region: West	10%	(11)	90%	(97)	108
Married/Partnered	13%	(75)	87%	(484)	559
Number of Children 0-5: 1	12%	(61)	88%	(462)	523
Number of Children 0-5: 2	15%	(31)	85%	(170)	201
Number of Children 0-5: 3+	22%	(17)	78%	(59)	76
Youngest Child under 1 Year	16%	(20)	84%	(106)	126
Youngest Child 1 Year Old	14%	(16)	86%	(96)	112
Youngest Child 2-3 Years Old	13%	(31)	87%	(210)	241
Youngest Child 4-5 Years Old	13%	(42)	87%	(279)	321
Children Age 6-12	19%	(17)	81%	(72)	89
Employed and Salaried	11%	(33)	89%	(265)	298
Employed and Hourly	14%	(57)	86%	(365)	422
Self Employed	20%	(13)	80%	(51)	64
Multiple Jobs	32%	(45)	68%	(96)	141
Single Job	10%	(64)	90%	(595)	659
Work Standard Hours	9%	(62)	91%	(609)	671
Work Evenings	56%	(109)	44%	(86)	195
Work Overnight/Early Mornings	41%	(24)	59%	(35)	59
Work Weekends	29%	(52)	71%	(127)	179
Work Full Time	13%	(86)	87%	(572)	658
Work Part Time	16%	(23)	84%	(119)	142

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Table BPCdem7_3NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Weekday late evenings (7pm-Midnight)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	14%	(109)	86%	(691)	800
Service/Retail Worker	21%	(40)	79%	(151)	191
Trade/Skill Worker	15%	(18)	85%	(103)	121
Admin /Office Worker	7%	(16)	93%	(209)	225
Health Care Worker	14%	(14)	86%	(89)	103
Other Worker	13%	(21)	87%	(139)	160
Work Remotely	15%	(28)	85%	(155)	183
Work Onsite	12%	(47)	88%	(361)	408
Hybrid Worker	15%	(24)	85%	(132)	156
Direct Supervisor Female	13%	(42)	87%	(287)	329
Direct Supervisor Male	12%	(48)	88%	(336)	384
CEO Female	11%	(19)	89%	(151)	170
CEO Male	13%	(71)	87%	(474)	545
Direct Supervisor Has Children	13%	(69)	87%	(470)	539
Direct Supervisor Does not Have Children	11%	(11)	89%	(89)	100
CEO Has Children	12%	(57)	88%	(403)	460
CEO Does not Have Children	17%	(13)	83%	(65)	78
Currently Uses Formal Care for Child 0-5	11%	(38)	89%	(308)	346
Currently Uses Informal Care for Child 0-5	16%	(71)	84%	(383)	454
Currently Uses Informal Care for Child 6-12	18%	(9)	82%	(42)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem7_4NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
Weekday overnight (Midnight- 6am)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	7%	(59)	93%	(741)	800
Gender: Male	8%	(25)	92%	(282)	307
Gender: Female	7%	(34)	93%	(459)	493
Age: 18-34	7%	(30)	93%	(395)	425
Age: 35-44	7%	(25)	93%	(312)	337
GenZers: 1997-2012	4%	(3)	96%	(68)	71
Millennials: 1981-1996	8%	(50)	92%	(581)	631
GenXers: 1965-1980	6%	(6)	94%	(88)	94
PID: Dem (no lean)	8%	(24)	92%	(281)	305
PID: Ind (no lean)	9%	(23)	91%	(237)	260
PID: Rep (no lean)	5%	(12)	95%	(223)	235
PID/Gender: Dem Men	9%	(13)	91%	(125)	138
PID/Gender: Dem Women	7%	(11)	93%	(156)	167
PID/Gender: Ind Men	9%	(7)	91%	(74)	81
PID/Gender: Ind Women	9%	(16)	91%	(163)	179
PID/Gender: Rep Men	6%	(5)	94%	(83)	88
PID/Gender: Rep Women	5%	(7)	95%	(140)	147
Educ: < College	9%	(44)	91%	(453)	497
Educ: Bachelors degree	4%	(8)	96%	(181)	189
Educ: Post-grad	6%	(7)	94%	(107)	114
Income: Under 50k	10%	(28)	90%	(259)	287
Income: 50k-100k	6%	(20)	94%	(323)	343
Income: 100k+	6%	(11)	94%	(159)	170
Ethnicity: White	7%	(41)	93%	(556)	597
Ethnicity: Hispanic	8%	(10)	92%	(115)	125
Ethnicity: Black	9%	(12)	91%	(125)	137
Ethnicity: Other	9%	(6)	91%	(60)	66
All Christian	4%	(12)	96%	(291)	303
Agnostic/Nothing in particular	11%	(26)	89%	(210)	236
Something Else	6%	(12)	94%	(175)	187
Evangelical	7%	(16)	93%	(206)	222
Non-Evangelical	3%	(8)	97%	(243)	251

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Table BPCdem7_4NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Weekday overnight (Midnight- 6am)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	7%	(59)	93%	(741)	800
Community: Urban	11%	(25)	89%	(206)	231
Community: Suburban	5%	(17)	95%	(358)	375
Community: Rural	9%	(17)	91%	(177)	194
4-Region: Northeast	7%	(9)	93%	(125)	134
4-Region: Midwest	8%	(17)	92%	(192)	209
4-Region: South	8%	(27)	92%	(322)	349
4-Region: West	6%	(6)	94%	(102)	108
Married/Partnered	8%	(42)	92%	(517)	559
Number of Children 0-5: 1	7%	(34)	93%	(489)	523
Number of Children 0-5: 2	9%	(18)	91%	(183)	201
Number of Children 0-5: 3+	9%	(7)	91%	(69)	76
Youngest Child under 1 Year	6%	(8)	94%	(118)	126
Youngest Child 1 Year Old	7%	(8)	93%	(104)	112
Youngest Child 2-3 Years Old	7%	(16)	93%	(225)	241
Youngest Child 4-5 Years Old	8%	(27)	92%	(294)	321
Children Age 6-12	10%	(9)	90%	(80)	89
Employed and Salaried	4%	(13)	96%	(285)	298
Employed and Hourly	9%	(36)	91%	(386)	422
Self Employed	12%	(8)	88%	(56)	64
Multiple Jobs	13%	(19)	87%	(122)	141
Single Job	6%	(40)	94%	(619)	659
Work Standard Hours	3%	(22)	97%	(649)	671
Work Evenings	14%	(28)	86%	(167)	195
Work Overnight/Early Mornings	100%	(59)	—	(0)	59
Work Weekends	13%	(24)	87%	(155)	179
Work Full Time	8%	(51)	92%	(607)	658
Work Part Time	6%	(8)	94%	(134)	142

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Table BPCdem7_4NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
Weekday overnight (Midnight- 6am)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	7%	(59)	93%	(741)	800
Service/Retail Worker	13%	(25)	87%	(166)	191
Trade/Skill Worker	7%	(9)	93%	(112)	121
Admin /Office Worker	3%	(6)	97%	(219)	225
Health Care Worker	12%	(12)	88%	(91)	103
Other Worker	4%	(7)	96%	(153)	160
Work Remotely	8%	(15)	92%	(168)	183
Work Onsite	7%	(28)	93%	(380)	408
Hybrid Worker	9%	(14)	91%	(142)	156
Direct Supervisor Female	7%	(22)	93%	(307)	329
Direct Supervisor Male	7%	(28)	93%	(356)	384
CEO Female	5%	(8)	95%	(162)	170
CEO Male	8%	(42)	92%	(503)	545
Direct Supervisor Has Children	7%	(37)	93%	(502)	539
Direct Supervisor Does not Have Children	6%	(6)	94%	(94)	100
CEO Has Children	5%	(25)	95%	(435)	460
CEO Does not Have Children	9%	(7)	91%	(71)	78
Currently Uses Formal Care for Child 0-5	6%	(22)	94%	(324)	346
Currently Uses Informal Care for Child 0-5	8%	(37)	92%	(417)	454
Currently Uses Informal Care for Child 6-12	16%	(8)	84%	(43)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem7_5NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Weekday early mornings (6am-9am)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	13%	(101)	87%	(699)	800
Gender: Male	15%	(47)	85%	(260)	307
Gender: Female	11%	(54)	89%	(439)	493
Age: 18-34	12%	(50)	88%	(375)	425
Age: 35-44	13%	(43)	87%	(294)	337
GenZers: 1997-2012	8%	(6)	92%	(65)	71
Millennials: 1981-1996	13%	(84)	87%	(547)	631
GenXers: 1965-1980	12%	(11)	88%	(83)	94
PID: Dem (no lean)	12%	(38)	88%	(267)	305
PID: Ind (no lean)	13%	(35)	87%	(225)	260
PID: Rep (no lean)	12%	(28)	88%	(207)	235
PID/Gender: Dem Men	15%	(21)	85%	(117)	138
PID/Gender: Dem Women	10%	(17)	90%	(150)	167
PID/Gender: Ind Men	14%	(11)	86%	(70)	81
PID/Gender: Ind Women	13%	(24)	87%	(155)	179
PID/Gender: Rep Men	17%	(15)	83%	(73)	88
PID/Gender: Rep Women	9%	(13)	91%	(134)	147
Educ: < College	14%	(71)	86%	(426)	497
Educ: Bachelors degree	10%	(18)	90%	(171)	189
Educ: Post-grad	11%	(12)	89%	(102)	114
Income: Under 50k	14%	(41)	86%	(246)	287
Income: 50k-100k	11%	(38)	89%	(305)	343
Income: 100k+	13%	(22)	87%	(148)	170
Ethnicity: White	12%	(70)	88%	(527)	597
Ethnicity: Hispanic	9%	(11)	91%	(114)	125
Ethnicity: Black	16%	(22)	84%	(115)	137
Ethnicity: Other	14%	(9)	86%	(57)	66
All Christian	13%	(40)	87%	(263)	303
Agnostic/Nothing in particular	11%	(26)	89%	(210)	236
Something Else	15%	(28)	85%	(159)	187
Evangelical	15%	(33)	85%	(189)	222
Non-Evangelical	13%	(33)	87%	(218)	251

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Table BPCdem7_5NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
Weekday early mornings (6am-9am)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	13%	(101)	87%	(699)	800
Community: Urban	12%	(28)	88%	(203)	231
Community: Suburban	13%	(49)	87%	(326)	375
Community: Rural	12%	(24)	88%	(170)	194
4-Region: Northeast	16%	(21)	84%	(113)	134
4-Region: Midwest	11%	(24)	89%	(185)	209
4-Region: South	12%	(42)	88%	(307)	349
4-Region: West	13%	(14)	87%	(94)	108
Married/Partnered	13%	(70)	87%	(489)	559
Number of Children 0-5: 1	12%	(64)	88%	(459)	523
Number of Children 0-5: 2	12%	(24)	88%	(177)	201
Number of Children 0-5: 3+	17%	(13)	83%	(63)	76
Youngest Child under 1 Year	15%	(19)	85%	(107)	126
Youngest Child 1 Year Old	11%	(12)	89%	(100)	112
Youngest Child 2-3 Years Old	12%	(29)	88%	(212)	241
Youngest Child 4-5 Years Old	13%	(41)	87%	(280)	321
Children Age 6-12	20%	(18)	80%	(71)	89
Employed and Salaried	8%	(24)	92%	(274)	298
Employed and Hourly	14%	(61)	86%	(361)	422
Self Employed	19%	(12)	81%	(52)	64
Multiple Jobs	18%	(26)	82%	(115)	141
Single Job	11%	(75)	89%	(584)	659
Work Standard Hours	11%	(71)	89%	(600)	671
Work Evenings	28%	(55)	72%	(140)	195
Work Overnight/Early Mornings	37%	(22)	63%	(37)	59
Work Weekends	27%	(49)	73%	(130)	179
Work Full Time	13%	(83)	87%	(575)	658
Work Part Time	13%	(18)	87%	(124)	142

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Table BPCdem7_5NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Weekday early mornings (6am-9am)

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	13%	(101)	87%	(699)	800
Service/Retail Worker	17%	(33)	83%	(158)	191
Trade/Skill Worker	18%	(22)	82%	(99)	121
Admin /Office Worker	5%	(12)	95%	(213)	225
Health Care Worker	14%	(14)	86%	(89)	103
Other Worker	12%	(20)	88%	(140)	160
Work Remotely	10%	(19)	90%	(164)	183
Work Onsite	13%	(54)	87%	(354)	408
Hybrid Worker	12%	(19)	88%	(137)	156
Direct Supervisor Female	12%	(38)	88%	(291)	329
Direct Supervisor Male	12%	(48)	88%	(336)	384
CEO Female	11%	(18)	89%	(152)	170
CEO Male	12%	(68)	88%	(477)	545
Direct Supervisor Has Children	13%	(70)	87%	(469)	539
Direct Supervisor Does not Have Children	11%	(11)	89%	(89)	100
CEO Has Children	13%	(61)	87%	(399)	460
CEO Does not Have Children	10%	(8)	90%	(70)	78
Currently Uses Formal Care for Child 0-5	10%	(36)	90%	(310)	346
Currently Uses Informal Care for Child 0-5	14%	(65)	86%	(389)	454
Currently Uses Informal Care for Child 6-12	24%	(12)	76%	(39)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem7_6NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
Weekends

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	22%	(179)	78%	(621)	800
Gender: Male	21%	(66)	79%	(241)	307
Gender: Female	23%	(113)	77%	(380)	493
Age: 18-34	23%	(99)	77%	(326)	425
Age: 35-44	21%	(71)	79%	(266)	337
GenZers: 1997-2012	24%	(17)	76%	(54)	71
Millennials: 1981-1996	23%	(142)	77%	(489)	631
GenXers: 1965-1980	21%	(20)	79%	(74)	94
PID: Dem (no lean)	21%	(65)	79%	(240)	305
PID: Ind (no lean)	25%	(66)	75%	(194)	260
PID: Rep (no lean)	20%	(48)	80%	(187)	235
PID/Gender: Dem Men	20%	(27)	80%	(111)	138
PID/Gender: Dem Women	23%	(38)	77%	(129)	167
PID/Gender: Ind Men	22%	(18)	78%	(63)	81
PID/Gender: Ind Women	27%	(48)	73%	(131)	179
PID/Gender: Rep Men	24%	(21)	76%	(67)	88
PID/Gender: Rep Women	18%	(27)	82%	(120)	147
Educ: < College	27%	(134)	73%	(363)	497
Educ: Bachelors degree	19%	(35)	81%	(154)	189
Educ: Post-grad	9%	(10)	91%	(104)	114
Income: Under 50k	26%	(75)	74%	(212)	287
Income: 50k-100k	22%	(76)	78%	(267)	343
Income: 100k+	16%	(28)	84%	(142)	170
Ethnicity: White	22%	(131)	78%	(466)	597
Ethnicity: Hispanic	19%	(24)	81%	(101)	125
Ethnicity: Black	23%	(32)	77%	(105)	137
Ethnicity: Other	24%	(16)	76%	(50)	66
All Christian	19%	(59)	81%	(244)	303
Agnostic/Nothing in particular	24%	(57)	76%	(179)	236
Something Else	26%	(48)	74%	(139)	187
Evangelical	23%	(51)	77%	(171)	222
Non-Evangelical	21%	(53)	79%	(198)	251

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Table BPCdem7_6NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.
 Weekends

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	22%	(179)	78%	(621)	800
Community: Urban	23%	(53)	77%	(178)	231
Community: Suburban	20%	(74)	80%	(301)	375
Community: Rural	27%	(52)	73%	(142)	194
4-Region: Northeast	14%	(19)	86%	(115)	134
4-Region: Midwest	23%	(48)	77%	(161)	209
4-Region: South	27%	(93)	73%	(256)	349
4-Region: West	18%	(19)	82%	(89)	108
Married/Partnered	21%	(115)	79%	(444)	559
Number of Children 0-5: 1	23%	(119)	77%	(404)	523
Number of Children 0-5: 2	20%	(41)	80%	(160)	201
Number of Children 0-5: 3+	25%	(19)	75%	(57)	76
Youngest Child under 1 Year	26%	(33)	74%	(93)	126
Youngest Child 1 Year Old	27%	(30)	73%	(82)	112
Youngest Child 2-3 Years Old	20%	(49)	80%	(192)	241
Youngest Child 4-5 Years Old	21%	(67)	79%	(254)	321
Children Age 6-12	21%	(19)	79%	(70)	89
Employed and Salaried	12%	(36)	88%	(262)	298
Employed and Hourly	25%	(107)	75%	(315)	422
Self Employed	39%	(25)	61%	(39)	64
Multiple Jobs	43%	(60)	57%	(81)	141
Single Job	18%	(119)	82%	(540)	659
Work Standard Hours	19%	(126)	81%	(545)	671
Work Evenings	43%	(83)	57%	(112)	195
Work Overnight/Early Mornings	41%	(24)	59%	(35)	59
Work Weekends	100%	(179)	—	(0)	179
Work Full Time	20%	(131)	80%	(527)	658
Work Part Time	34%	(48)	66%	(94)	142

Continued on next page

Table BPCdem7_6NET: Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.

Weekends

Demographic	Selected		Not Selected		Total N
Employed Parents with Children 0-5	22%	(179)	78%	(621)	800
Service/Retail Worker	30%	(57)	70%	(134)	191
Trade/Skill Worker	31%	(37)	69%	(84)	121
Admin /Office Worker	13%	(30)	87%	(195)	225
Health Care Worker	21%	(22)	79%	(81)	103
Other Worker	21%	(33)	79%	(127)	160
Work Remotely	18%	(33)	82%	(150)	183
Work Onsite	21%	(86)	79%	(322)	408
Hybrid Worker	23%	(36)	77%	(120)	156
Direct Supervisor Female	20%	(65)	80%	(264)	329
Direct Supervisor Male	20%	(77)	80%	(307)	384
CEO Female	20%	(34)	80%	(136)	170
CEO Male	20%	(108)	80%	(437)	545
Direct Supervisor Has Children	20%	(106)	80%	(433)	539
Direct Supervisor Does not Have Children	20%	(20)	80%	(80)	100
CEO Has Children	17%	(78)	83%	(382)	460
CEO Does not Have Children	31%	(24)	69%	(54)	78
Currently Uses Formal Care for Child 0-5	18%	(62)	82%	(284)	346
Currently Uses Informal Care for Child 0-5	26%	(117)	74%	(337)	454
Currently Uses Informal Care for Child 6-12	25%	(13)	75%	(38)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem8: *And, would you consider your primary job full-time or part-time?*

Demographic	Full-time		Part-time		Total N
Employed Parents with Children 0-5	82%	(658)	18%	(142)	800
Gender: Male	94%	(288)	6%	(19)	307
Gender: Female	75%	(370)	25%	(123)	493
Age: 18-34	81%	(346)	19%	(79)	425
Age: 35-44	83%	(280)	17%	(57)	337
GenZers: 1997-2012	75%	(53)	25%	(18)	71
Millennials: 1981-1996	83%	(521)	17%	(110)	631
GenXers: 1965-1980	86%	(81)	14%	(13)	94
PID: Dem (no lean)	88%	(267)	12%	(38)	305
PID: Ind (no lean)	77%	(200)	23%	(60)	260
PID: Rep (no lean)	81%	(191)	19%	(44)	235
PID/Gender: Dem Men	96%	(132)	4%	(6)	138
PID/Gender: Dem Women	81%	(135)	19%	(32)	167
PID/Gender: Ind Men	91%	(74)	9%	(7)	81
PID/Gender: Ind Women	70%	(126)	30%	(53)	179
PID/Gender: Rep Men	93%	(82)	7%	(6)	88
PID/Gender: Rep Women	74%	(109)	26%	(38)	147
Educ: < College	79%	(391)	21%	(106)	497
Educ: Bachelors degree	87%	(164)	13%	(25)	189
Educ: Post-grad	90%	(103)	10%	(11)	114
Income: Under 50k	70%	(200)	30%	(87)	287
Income: 50k-100k	88%	(301)	12%	(42)	343
Income: 100k+	92%	(157)	8%	(13)	170
Ethnicity: White	81%	(486)	19%	(111)	597
Ethnicity: Hispanic	78%	(97)	22%	(28)	125
Ethnicity: Black	88%	(120)	12%	(17)	137
Ethnicity: Other	79%	(52)	21%	(14)	66
All Christian	85%	(258)	15%	(45)	303
Agnostic/Nothing in particular	80%	(189)	20%	(47)	236
Something Else	79%	(147)	21%	(40)	187
Evangelical	82%	(182)	18%	(40)	222
Non-Evangelical	83%	(209)	17%	(42)	251

Continued on next page

Table BPCdem8: *And, would you consider your primary job full-time or part-time?*

Demographic	Full-time		Part-time		Total N
Employed Parents with Children 0-5	82%	(658)	18%	(142)	800
Community: Urban	87%	(202)	13%	(29)	231
Community: Suburban	82%	(307)	18%	(68)	375
Community: Rural	77%	(149)	23%	(45)	194
4-Region: Northeast	83%	(111)	17%	(23)	134
4-Region: Midwest	83%	(174)	17%	(35)	209
4-Region: South	82%	(285)	18%	(64)	349
4-Region: West	81%	(88)	19%	(20)	108
Married/Partnered	85%	(473)	15%	(86)	559
Number of Children 0-5: 1	81%	(426)	19%	(97)	523
Number of Children 0-5: 2	84%	(168)	16%	(33)	201
Number of Children 0-5: 3+	84%	(64)	16%	(12)	76
Youngest Child under 1 Year	81%	(102)	19%	(24)	126
Youngest Child 1 Year Old	85%	(95)	15%	(17)	112
Youngest Child 2-3 Years Old	83%	(200)	17%	(41)	241
Youngest Child 4-5 Years Old	81%	(261)	19%	(60)	321
Children Age 6-12	83%	(74)	17%	(15)	89
Employed and Salaried	96%	(286)	4%	(12)	298
Employed and Hourly	77%	(327)	23%	(95)	422
Self Employed	61%	(39)	39%	(25)	64
Multiple Jobs	79%	(111)	21%	(30)	141
Single Job	83%	(547)	17%	(112)	659
Work Standard Hours	85%	(573)	15%	(98)	671
Work Evenings	78%	(153)	22%	(42)	195
Work Overnight/Early Mornings	86%	(51)	14%	(8)	59
Work Weekends	73%	(131)	27%	(48)	179
Work Full Time	100%	(658)	—	(0)	658
Work Part Time	—	(0)	100%	(142)	142
Service/Retail Worker	70%	(134)	30%	(57)	191
Trade/Skill Worker	85%	(103)	15%	(18)	121
Admin /Office Worker	92%	(207)	8%	(18)	225
Health Care Worker	86%	(89)	14%	(14)	103
Other Worker	78%	(125)	22%	(35)	160

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Table BPCdem8: *And, would you consider your primary job full-time or part-time?*

Demographic	Full-time		Part-time		Total N
Employed Parents with Children 0-5	82%	(658)	18%	(142)	800
Work Remotely	86%	(158)	14%	(25)	183
Work Onsite	84%	(344)	16%	(64)	408
Hybrid Worker	92%	(143)	8%	(13)	156
Direct Supervisor Female	83%	(273)	17%	(56)	329
Direct Supervisor Male	87%	(335)	13%	(49)	384
CEO Female	78%	(133)	22%	(37)	170
CEO Male	88%	(477)	12%	(68)	545
Direct Supervisor Has Children	88%	(477)	12%	(62)	539
Direct Supervisor Does not Have Children	79%	(79)	21%	(21)	100
CEO Has Children	90%	(414)	10%	(46)	460
CEO Does not Have Children	79%	(62)	21%	(16)	78
Currently Uses Formal Care for Child 0-5	88%	(306)	12%	(40)	346
Currently Uses Informal Care for Child 0-5	78%	(352)	22%	(102)	454
Currently Uses Informal Care for Child 6-12	80%	(41)	20%	(10)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem9: Previously you indicated you were either married or living with your partner. Which of the following best represents your spouse's or partner's present employment situation?

Demographic	Employed and salaried		Employed and paid hourly		Employed as a gig-worker		Self-Employed		Student		Total N
Employed Parents with Children 0-5	40%	(225)	48%	(271)	2%	(9)	9%	(50)	1%	(4)	559
Gender: Male	46%	(108)	44%	(105)	2%	(4)	7%	(16)	1%	(3)	236
Gender: Female	36%	(117)	51%	(166)	2%	(5)	11%	(34)	—	(1)	323
Age: 18-34	32%	(91)	58%	(163)	1%	(4)	8%	(22)	1%	(3)	283
Age: 35-44	50%	(125)	38%	(94)	2%	(4)	10%	(26)	—	(1)	250
Millennials: 1981-1996	40%	(181)	49%	(218)	2%	(8)	9%	(39)	1%	(3)	449
GenXers: 1965-1980	53%	(37)	36%	(25)	1%	(1)	9%	(6)	1%	(1)	70
PID: Dem (no lean)	48%	(108)	43%	(96)	1%	(3)	8%	(17)	—	(0)	224
PID: Ind (no lean)	35%	(57)	53%	(86)	—	(0)	10%	(17)	2%	(3)	163
PID: Rep (no lean)	35%	(60)	52%	(89)	3%	(6)	9%	(16)	1%	(1)	172
PID/Gender: Dem Men	55%	(60)	37%	(40)	2%	(2)	6%	(7)	—	(0)	109
PID/Gender: Dem Women	42%	(48)	49%	(56)	1%	(1)	9%	(10)	—	(0)	115
PID/Gender: Ind Men	44%	(25)	46%	(26)	—	(0)	7%	(4)	4%	(2)	57
PID/Gender: Ind Women	30%	(32)	57%	(60)	—	(0)	12%	(13)	1%	(1)	106
PID/Gender: Rep Men	33%	(23)	56%	(39)	3%	(2)	7%	(5)	1%	(1)	70
PID/Gender: Rep Women	36%	(37)	49%	(50)	4%	(4)	11%	(11)	—	(0)	102
Educ: < College	23%	(68)	65%	(194)	1%	(4)	10%	(29)	1%	(3)	298
Educ: Bachelors degree	51%	(83)	37%	(60)	3%	(5)	9%	(14)	1%	(1)	163
Educ: Post-grad	76%	(74)	17%	(17)	—	(0)	7%	(7)	—	(0)	98
Income: Under 50k	15%	(20)	70%	(95)	1%	(2)	11%	(15)	2%	(3)	135
Income: 50k-100k	36%	(94)	52%	(136)	2%	(4)	10%	(25)	—	(1)	260
Income: 100k+	68%	(111)	24%	(40)	2%	(3)	6%	(10)	—	(0)	164
Ethnicity: White	42%	(183)	48%	(208)	2%	(7)	8%	(34)	1%	(4)	436
Ethnicity: Hispanic	36%	(31)	48%	(42)	2%	(2)	14%	(12)	—	(0)	87
Ethnicity: Black	35%	(28)	52%	(42)	1%	(1)	11%	(9)	—	(0)	80
All Christian	45%	(108)	48%	(114)	1%	(3)	5%	(12)	1%	(2)	239
Agnostic/Nothing in particular	34%	(50)	53%	(78)	2%	(3)	11%	(17)	—	(0)	148
Something Else	30%	(34)	57%	(65)	2%	(2)	11%	(13)	—	(0)	114
Evangelical	35%	(58)	55%	(92)	1%	(2)	8%	(14)	—	(0)	166
Non-Evangelical	44%	(75)	47%	(80)	1%	(2)	6%	(11)	1%	(2)	170

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Table BPCdem9: Previously you indicated you were either married or living with your partner. Which of the following best represents your spouse's or partner's present employment situation?

Demographic	Employed and salaried		Employed and paid hourly		Employed as a gig-worker		Self-Employed		Student		Total N
Employed Parents with Children 0-5	40%	(225)	48%	(271)	2%	(9)	9%	(50)	1%	(4)	559
Community: Urban	44%	(70)	42%	(68)	1%	(1)	11%	(18)	2%	(3)	160
Community: Suburban	46%	(127)	45%	(122)	2%	(5)	7%	(20)	—	(0)	274
Community: Rural	22%	(28)	65%	(81)	2%	(3)	10%	(12)	1%	(1)	125
4-Region: Northeast	46%	(46)	43%	(43)	1%	(1)	8%	(8)	2%	(2)	100
4-Region: Midwest	40%	(59)	53%	(79)	1%	(1)	6%	(9)	1%	(1)	149
4-Region: South	37%	(88)	49%	(115)	2%	(5)	11%	(27)	—	(0)	235
4-Region: West	43%	(32)	45%	(34)	3%	(2)	8%	(6)	1%	(1)	75
Married/Partnered	40%	(225)	48%	(271)	2%	(9)	9%	(50)	1%	(4)	559
Number of Children 0-5: 1	42%	(155)	48%	(174)	1%	(4)	8%	(31)	1%	(2)	366
Number of Children 0-5: 2	36%	(52)	49%	(71)	3%	(4)	10%	(15)	1%	(2)	144
Youngest Child under 1 Year	36%	(31)	52%	(45)	2%	(2)	9%	(8)	—	(0)	86
Youngest Child 1 Year Old	42%	(33)	54%	(42)	1%	(1)	3%	(2)	—	(0)	78
Youngest Child 2-3 Years Old	37%	(63)	49%	(84)	2%	(3)	12%	(20)	1%	(1)	171
Youngest Child 4-5 Years Old	44%	(98)	45%	(100)	1%	(3)	9%	(20)	1%	(3)	224
Children Age 6-12	39%	(24)	44%	(27)	2%	(1)	13%	(8)	2%	(1)	61
Employed and Salaried	73%	(180)	20%	(49)	2%	(4)	5%	(13)	—	(1)	247
Employed and Hourly	14%	(38)	80%	(211)	—	(0)	5%	(12)	1%	(3)	264
Multiple Jobs	45%	(45)	41%	(41)	7%	(7)	8%	(8)	—	(0)	101
Single Job	39%	(180)	50%	(230)	—	(2)	9%	(42)	1%	(4)	458
Work Standard Hours	43%	(205)	46%	(218)	1%	(7)	9%	(41)	1%	(4)	475
Work Evenings	37%	(50)	47%	(63)	4%	(5)	11%	(15)	1%	(1)	134
Work Weekends	34%	(39)	50%	(58)	3%	(3)	12%	(14)	1%	(1)	115
Work Full Time	43%	(205)	46%	(218)	1%	(7)	8%	(39)	1%	(4)	473
Work Part Time	23%	(20)	62%	(53)	2%	(2)	13%	(11)	—	(0)	86
Service/Retail Worker	19%	(21)	68%	(77)	—	(0)	12%	(14)	1%	(1)	113
Trade/Skill Worker	19%	(17)	63%	(56)	2%	(2)	13%	(12)	2%	(2)	89
Admin /Office Worker	60%	(104)	32%	(56)	1%	(2)	6%	(11)	1%	(1)	174
Health Care Worker	44%	(31)	51%	(36)	—	(0)	4%	(3)	—	(0)	70
Other Worker	46%	(52)	41%	(46)	4%	(5)	9%	(10)	—	(0)	113

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Table BPCdem9: Previously you indicated you were either married or living with your partner. Which of the following best represents your spouse's or partner's present employment situation?

Demographic	Employed and salaried		Employed and paid hourly		Employed as a gig-worker		Self-Employed		Student		Total N
Employed Parents with Children 0-5	40%	(225)	48%	(271)	2%	(9)	9%	(50)	1%	(4)	559
Work Remotely	44%	(53)	41%	(50)	2%	(3)	12%	(14)	1%	(1)	121
Work Onsite	32%	(92)	60%	(172)	—	(1)	7%	(20)	1%	(2)	287
Hybrid Worker	60%	(72)	30%	(36)	1%	(1)	8%	(10)	1%	(1)	120
Direct Supervisor Female	45%	(99)	50%	(110)	1%	(2)	4%	(8)	—	(1)	220
Direct Supervisor Male	41%	(116)	51%	(145)	1%	(3)	6%	(17)	1%	(2)	283
CEO Female	39%	(44)	51%	(58)	1%	(1)	7%	(8)	2%	(2)	113
CEO Male	44%	(171)	51%	(199)	1%	(4)	4%	(17)	—	(1)	392
Direct Supervisor Has Children	45%	(177)	48%	(191)	1%	(3)	5%	(19)	1%	(4)	394
Direct Supervisor Does not Have Children	34%	(22)	60%	(39)	2%	(1)	5%	(3)	—	(0)	65
CEO Has Children	47%	(157)	47%	(157)	1%	(2)	5%	(17)	1%	(3)	336
Currently Uses Formal Care for Child 0-5	48%	(113)	44%	(104)	1%	(2)	7%	(17)	—	(1)	237
Currently Uses Informal Care for Child 0-5	35%	(112)	52%	(167)	2%	(7)	10%	(33)	1%	(3)	322

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem10: *And, would you consider your spouse's or partner's present job full-time or part-time?*

Demographic	Full-time		Part-time		Total N
Employed Parents with Children 0-5	88%	(444)	12%	(61)	505
Gender: Male	81%	(176)	19%	(41)	217
Gender: Female	93%	(268)	7%	(20)	288
Age: 18-34	86%	(223)	14%	(35)	258
Age: 35-44	91%	(202)	9%	(21)	223
Millennials: 1981-1996	88%	(358)	12%	(49)	407
GenXers: 1965-1980	90%	(57)	10%	(6)	63
PID: Dem (no lean)	90%	(187)	10%	(20)	207
PID: Ind (no lean)	87%	(125)	13%	(18)	143
PID: Rep (no lean)	85%	(132)	15%	(23)	155
PID/Gender: Dem Men	88%	(90)	12%	(12)	102
PID/Gender: Dem Women	92%	(97)	8%	(8)	105
PID/Gender: Ind Men	76%	(39)	24%	(12)	51
PID/Gender: Ind Women	93%	(86)	7%	(6)	92
PID/Gender: Rep Men	73%	(47)	27%	(17)	64
PID/Gender: Rep Women	93%	(85)	7%	(6)	91
Educ: < College	86%	(228)	14%	(38)	266
Educ: Bachelors degree	89%	(132)	11%	(16)	148
Educ: Post-grad	92%	(84)	8%	(7)	91
Income: Under 50k	79%	(92)	21%	(25)	117
Income: 50k-100k	87%	(204)	13%	(30)	234
Income: 100k+	96%	(148)	4%	(6)	154
Ethnicity: White	88%	(351)	12%	(47)	398
Ethnicity: Hispanic	84%	(63)	16%	(12)	75
Ethnicity: Black	86%	(61)	14%	(10)	71
All Christian	88%	(197)	12%	(28)	225
Agnostic/Nothing in particular	91%	(119)	9%	(12)	131
Something Else	82%	(83)	18%	(18)	101
Evangelical	83%	(126)	17%	(26)	152
Non-Evangelical	89%	(140)	11%	(17)	157
Community: Urban	92%	(128)	8%	(11)	139
Community: Suburban	88%	(224)	12%	(30)	254
Community: Rural	82%	(92)	18%	(20)	112

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Table BPCdem10: *And, would you consider your spouse's or partner's present job full-time or part-time?*

Demographic	Full-time		Part-time		Total N
Employed Parents with Children 0-5	88%	(444)	12%	(61)	505
4-Region: Northeast	96%	(86)	4%	(4)	90
4-Region: Midwest	86%	(120)	14%	(19)	139
4-Region: South	87%	(181)	13%	(27)	208
4-Region: West	84%	(57)	16%	(11)	68
Married/Partnered	88%	(444)	12%	(61)	505
Number of Children 0-5: 1	92%	(306)	8%	(27)	333
Number of Children 0-5: 2	81%	(103)	19%	(24)	127
Youngest Child under 1 Year	87%	(68)	13%	(10)	78
Youngest Child 1 Year Old	83%	(63)	17%	(13)	76
Youngest Child 2-3 Years Old	83%	(125)	17%	(25)	150
Youngest Child 4-5 Years Old	94%	(188)	6%	(13)	201
Children Age 6-12	79%	(41)	21%	(11)	52
Employed and Salaried	88%	(206)	12%	(27)	233
Employed and Hourly	88%	(218)	12%	(31)	249
Multiple Jobs	83%	(77)	17%	(16)	93
Single Job	89%	(367)	11%	(45)	412
Work Standard Hours	89%	(381)	11%	(49)	430
Work Evenings	88%	(104)	12%	(14)	118
Work Weekends	90%	(90)	10%	(10)	100
Work Full Time	90%	(386)	10%	(44)	430
Work Part Time	77%	(58)	23%	(17)	75
Service/Retail Worker	85%	(83)	15%	(15)	98
Trade/Skill Worker	83%	(62)	17%	(13)	75
Admin /Office Worker	90%	(145)	10%	(17)	162
Health Care Worker	91%	(61)	9%	(6)	67
Other Worker	90%	(93)	10%	(10)	103
Work Remotely	93%	(99)	7%	(7)	106
Work Onsite	87%	(231)	13%	(34)	265
Hybrid Worker	86%	(94)	14%	(15)	109
Direct Supervisor Female	91%	(192)	9%	(19)	211
Direct Supervisor Male	86%	(226)	14%	(38)	264

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Table BPCdem10: *And, would you consider your spouse's or partner's present job full-time or part-time?*

Demographic	Full-time		Part-time		Total N
Employed Parents with Children 0-5	88%	(444)	12%	(61)	505
CEO Female	90%	(93)	10%	(10)	103
CEO Male	87%	(326)	13%	(48)	374
Direct Supervisor Has Children	89%	(332)	11%	(39)	371
Direct Supervisor Does not Have Children	84%	(52)	16%	(10)	62
CEO Has Children	89%	(282)	11%	(34)	316
Currently Uses Formal Care for Child 0-5	94%	(205)	6%	(14)	219
Currently Uses Informal Care for Child 0-5	84%	(239)	16%	(47)	286

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem11: Which of the following categories best describes your current job?

Demographic	Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.		Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.		Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.		Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.		Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; uni- versity/college professors; and pilots and airline workers.		Total N
Employed Parents with Children 0-5	24%	(191)	15%	(121)	28%	(225)	13%	(103)	20%	(160)	800
Gender: Male	20%	(61)	27%	(83)	31%	(95)	7%	(23)	15%	(45)	307
Gender: Female	26%	(130)	8%	(38)	26%	(130)	16%	(80)	23%	(115)	493
Age: 18-34	27%	(116)	17%	(73)	22%	(93)	14%	(61)	19%	(82)	425
Age: 35-44	19%	(63)	12%	(42)	36%	(120)	11%	(37)	22%	(75)	337
GenZers: 1997-2012	32%	(23)	14%	(10)	18%	(13)	13%	(9)	23%	(16)	71
Millennials: 1981-1996	23%	(147)	16%	(101)	27%	(170)	13%	(81)	21%	(132)	631
GenXers: 1965-1980	21%	(20)	11%	(10)	44%	(41)	13%	(12)	12%	(11)	94
PID: Dem (no lean)	21%	(64)	12%	(36)	32%	(99)	13%	(40)	22%	(66)	305
PID: Ind (no lean)	30%	(79)	13%	(35)	23%	(60)	13%	(34)	20%	(52)	260
PID: Rep (no lean)	20%	(48)	21%	(50)	28%	(66)	12%	(29)	18%	(42)	235

Continued on next page

Table BPCdem11: Which of the following categories best describes your current job?

Demographic	Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.		Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.		Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.		Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.		Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; uni- versity/college professors; and pilots and airline workers.		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	
Employed Parents with Children 0-5	24%	(191)	15%	(121)	28%	(225)	13%	(103)	20%	(160)	800
PID/Gender: Dem Men	17%	(24)	20%	(27)	39%	(54)	9%	(12)	15%	(21)	138
PID/Gender: Dem Women	24%	(40)	5%	(9)	27%	(45)	17%	(28)	27%	(45)	167
PID/Gender: Ind Men	21%	(17)	32%	(26)	25%	(20)	6%	(5)	16%	(13)	81
PID/Gender: Ind Women	35%	(62)	5%	(9)	22%	(40)	16%	(29)	22%	(39)	179
PID/Gender: Rep Men	23%	(20)	34%	(30)	24%	(21)	7%	(6)	12%	(11)	88
PID/Gender: Rep Women	19%	(28)	14%	(20)	31%	(45)	16%	(23)	21%	(31)	147
Educ: < College	33%	(164)	20%	(99)	18%	(91)	13%	(66)	15%	(77)	497
Educ: Bachelors degree	10%	(18)	11%	(21)	48%	(90)	10%	(19)	22%	(41)	189
Educ: Post-grad	8%	(9)	1%	(1)	39%	(44)	16%	(18)	37%	(42)	114
Income: Under 50k	41%	(117)	14%	(41)	14%	(39)	13%	(38)	18%	(52)	287
Income: 50k-100k	18%	(62)	17%	(60)	34%	(116)	13%	(44)	18%	(61)	343
Income: 100k+	7%	(12)	12%	(20)	41%	(70)	12%	(21)	28%	(47)	170

Continued on next page

Table BPCdem11: Which of the following categories best describes your current job?

Demographic	Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.		Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.		Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.		Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.		Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; uni- versity/college professors; and pilots and airline workers.		Total N
Employed Parents with Children 0-5	24%	(191)	15%	(121)	28%	(225)	13%	(103)	20%	(160)	800
Ethnicity: White	23%	(138)	15%	(89)	29%	(175)	12%	(74)	20%	(121)	597
Ethnicity: Hispanic	28%	(35)	9%	(11)	26%	(32)	14%	(18)	23%	(29)	125
Ethnicity: Black	26%	(36)	18%	(24)	26%	(36)	12%	(17)	18%	(24)	137
Ethnicity: Other	26%	(17)	12%	(8)	21%	(14)	18%	(12)	23%	(15)	66
All Christian	21%	(65)	14%	(43)	33%	(99)	12%	(35)	20%	(61)	303
Agnostic/Nothing in particular	25%	(58)	16%	(37)	26%	(61)	15%	(36)	19%	(44)	236
Something Else	26%	(49)	16%	(30)	19%	(36)	16%	(29)	23%	(43)	187
Evangelical	27%	(61)	18%	(41)	24%	(54)	12%	(26)	18%	(40)	222
Non-Evangelical	20%	(51)	12%	(31)	30%	(75)	15%	(37)	23%	(57)	251
Community: Urban	26%	(61)	15%	(34)	29%	(68)	11%	(25)	19%	(43)	231
Community: Suburban	20%	(74)	13%	(49)	33%	(124)	13%	(48)	21%	(80)	375
Community: Rural	29%	(56)	20%	(38)	17%	(33)	15%	(30)	19%	(37)	194

Continued on next page

Table BPCdem11: Which of the following categories best describes your current job?

Demographic	Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.		Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.		Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.		Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.		Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; uni- versity/college professors; and pilots and airline workers.		Total N
	%	N	%	N	%	N	%	N	%	N	
Employed Parents with Children 0-5	24%	(191)	15%	(121)	28%	(225)	13%	(103)	20%	(160)	800
4-Region: Northeast	20%	(27)	21%	(28)	25%	(33)	13%	(18)	21%	(28)	134
4-Region: Midwest	19%	(40)	18%	(38)	30%	(62)	11%	(23)	22%	(46)	209
4-Region: South	27%	(94)	14%	(49)	28%	(96)	13%	(45)	19%	(65)	349
4-Region: West	28%	(30)	6%	(6)	31%	(34)	16%	(17)	19%	(21)	108
Married/Partnered	20%	(113)	16%	(89)	31%	(174)	13%	(70)	20%	(113)	559
Number of Children 0-5: 1	25%	(130)	15%	(78)	28%	(149)	12%	(64)	20%	(102)	523
Number of Children 0-5: 2	22%	(44)	15%	(31)	28%	(56)	14%	(29)	20%	(41)	201
Number of Children 0-5: 3+	22%	(17)	16%	(12)	26%	(20)	13%	(10)	22%	(17)	76
Youngest Child under 1 Year	30%	(38)	14%	(18)	21%	(27)	13%	(16)	21%	(27)	126
Youngest Child 1 Year Old	27%	(30)	14%	(16)	29%	(33)	13%	(15)	16%	(18)	112
Youngest Child 2-3 Years Old	23%	(56)	17%	(40)	27%	(64)	13%	(32)	20%	(49)	241
Youngest Child 4-5 Years Old	21%	(67)	15%	(47)	31%	(101)	12%	(40)	21%	(66)	321

Continued on next page

Table BPCdem11: Which of the following categories best describes your current job?

Demographic	Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.		Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.		Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.		Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.		Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; uni- versity/college professors; and pilots and airline workers.		Total N
Employed Parents with Children 0-5 Children Age 6-12	24%	(191)	15%	(121)	28%	(225)	13%	(103)	20%	(160)	800
Employed and Salaried	22%	(20)	11%	(10)	28%	(25)	17%	(15)	21%	(19)	89
Employed and Hourly	9%	(26)	10%	(31)	49%	(145)	9%	(28)	23%	(68)	298
Self Employed	33%	(139)	18%	(77)	17%	(71)	18%	(74)	14%	(61)	422
Multiple Jobs	31%	(20)	16%	(10)	12%	(8)	2%	(1)	39%	(25)	64
Single Job	20%	(28)	21%	(29)	27%	(38)	11%	(15)	22%	(31)	141
Work Standard Hours	25%	(163)	14%	(92)	28%	(187)	13%	(88)	20%	(129)	659
Work Evenings	21%	(142)	14%	(91)	33%	(219)	13%	(85)	20%	(134)	671
Work Overnight/Early Mornings	33%	(65)	18%	(35)	18%	(36)	14%	(27)	16%	(32)	195
Work Weekends	42%	(25)	15%	(9)	10%	(6)	20%	(12)	12%	(7)	59
Work Full Time	32%	(57)	21%	(37)	17%	(30)	12%	(22)	18%	(33)	179
Work Part Time	20%	(134)	16%	(103)	31%	(207)	14%	(89)	19%	(125)	658
	40%	(57)	13%	(18)	13%	(18)	10%	(14)	25%	(35)	142

Continued on next page

Table BPCdem11: Which of the following categories best describes your current job?

Demographic	Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.		Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.		Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.		Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.		Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; uni- versity/college professors; and pilots and airline workers.		Total N
	%	N	%	N	%	N	%	N	%	N	
Employed Parents with Children 0-5	24%	(191)	15%	(121)	28%	(225)	13%	(103)	20%	(160)	800
Service/Retail Worker	100%	(191)	—	(0)	—	(0)	—	(0)	—	(0)	191
Trade/Skill Worker	—	(0)	100%	(121)	—	(0)	—	(0)	—	(0)	121
Admin /Office Worker	—	(0)	—	(0)	100%	(225)	—	(0)	—	(0)	225
Health Care Worker	—	(0)	—	(0)	—	(0)	100%	(103)	—	(0)	103
Other Worker	—	(0)	—	(0)	—	(0)	—	(0)	100%	(160)	160
Work Remotely	21%	(38)	13%	(24)	34%	(62)	9%	(17)	23%	(42)	183
Work Onsite	27%	(109)	16%	(67)	20%	(80)	18%	(72)	20%	(80)	408
Hybrid Worker	13%	(21)	13%	(20)	50%	(78)	7%	(11)	17%	(26)	156
Direct Supervisor Female	21%	(68)	8%	(26)	27%	(89)	23%	(75)	22%	(71)	329
Direct Supervisor Male	25%	(95)	20%	(78)	33%	(125)	7%	(26)	16%	(60)	384
CEO Female	23%	(39)	8%	(13)	28%	(47)	15%	(26)	26%	(45)	170
CEO Male	23%	(124)	17%	(93)	31%	(168)	14%	(74)	16%	(86)	545

Continued on next page

Table BPCdem11: Which of the following categories best describes your current job?

Demographic	Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.		Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.		Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.		Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.		Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; uni- versity/college professors; and pilots and airline workers.		Total N
Employed Parents with Children 0-5	24%	(191)	15%	(121)	28%	(225)	13%	(103)	20%	(160)	800
Direct Supervisor Has Children	21%	(115)	15%	(80)	30%	(163)	15%	(79)	19%	(102)	539
Direct Supervisor Does not Have Children	21%	(21)	14%	(14)	36%	(36)	11%	(11)	18%	(18)	100
CEO Has Children	20%	(94)	16%	(74)	32%	(148)	14%	(63)	18%	(81)	460
CEO Does not Have Children	21%	(16)	22%	(17)	24%	(19)	12%	(9)	22%	(17)	78
Currently Uses Formal Care for Child 0-5	19%	(65)	12%	(42)	34%	(118)	14%	(48)	21%	(73)	346
Currently Uses Informal Care for Child 0-5	28%	(126)	17%	(79)	24%	(107)	12%	(55)	19%	(87)	454
Currently Uses Informal Care for Child 6-12	20%	(10)	12%	(6)	27%	(14)	16%	(8)	25%	(13)	51

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Respondent Demographics Summary

Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
xdemAll	Employed Parents with Children 0-5	800	100%
xdemGender	Gender: Male	307	38%
	Gender: Female	493	62%
	N	800	
age3	Age: 18-34	425	53%
	Age: 35-44	337	42%
	Age: 45+	22	3%
	N	784	
demAgeGeneration	GenZers: 1997-2012	71	9%
	Millennials: 1981-1996	631	79%
	GenXers: 1965-1980	94	12%
	Baby Boomers: 1946-1964	4	0%
	N	800	
xpid3	PID: Dem (no lean)	305	38%
	PID: Ind (no lean)	260	32%
	PID: Rep (no lean)	235	29%
	N	800	
xpidGender	PID/Gender: Dem Men	138	17%
	PID/Gender: Dem Women	167	21%
	PID/Gender: Ind Men	81	10%
	PID/Gender: Ind Women	179	22%
	PID/Gender: Rep Men	88	11%
	PID/Gender: Rep Women	147	18%
	N	800	
xeduc3	Educ: < College	497	62%
	Educ: Bachelors degree	189	24%
	Educ: Post-grad	114	14%
	N	800	
xdemInc3	Income: Under 50k	287	36%
	Income: 50k-100k	343	43%
	Income: 100k+	170	21%
	N	800	
xdemWhite	Ethnicity: White	597	75%
xdemHispBin	Ethnicity: Hispanic	125	16%

Continued on next page

Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
demBlackBin	Ethnicity: Black	137	17%
demRaceOther	Ethnicity: Other	66	8%
xdemReligion	All Christian	303	38%
	All Non-Christian	38	5%
	Atheist	36	4%
	Agnostic/Nothing in particular	236	30%
	Something Else	187	23%
	<i>N</i>	800	
xdemReligOther	Religious Non-Protestant/Catholic	45	6%
xdemEvang	Evangelical	222	28%
	Non-Evangelical	251	31%
	<i>N</i>	473	
xdemUsr	Community: Urban	231	29%
	Community: Suburban	375	47%
	Community: Rural	194	24%
	<i>N</i>	800	
xreg4	4-Region: Northeast	134	17%
	4-Region: Midwest	209	26%
	4-Region: South	349	44%
	4-Region: West	108	14%
	<i>N</i>	800	
BPCxdem1	Married/Partnered	559	70%
BPCxdem2	Number of Children 0-5: 1	523	65%
	Number of Children 0-5: 2	201	25%
	Number of Children 0-5: 3+	76	10%
	<i>N</i>	800	
BPCxdem3	Youngest Child under 1 Year	126	16%
BPCxdem4	Youngest Child 1 Year Old	112	14%
BPCxdem5	Youngest Child 2-3 Years Old	241	30%
BPCxdem6	Youngest Child 4-5 Years Old	321	40%
BPCxdem7	Children Age 6-12	89	11%

Continued on next page

Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
BPCxdem8	Employed and Salaried	298	37%
	Employed and Hourly	422	53%
	Employed and Gig Worker	13	2%
	Self Employed	64	8%
	N	797	
BPCxdem9	Multiple Jobs	141	18%
	Single Job	659	82%
	N	800	
BPCxdem10	Work Standard Hours	671	84%
BPCxdem11	Work Evenings	195	24%
BPCxdem12	Work Overnight/Early Mornings	59	7%
BPCxdem13	Work Weekends	179	22%
BPCxdem14	Work Full Time	658	82%
	Work Part Time	142	18%
	N	800	
BPCxdem15	Service/Retail Worker	191	24%
	Trade/Skill Worker	121	15%
	Admin /Office Worker	225	28%
	Health Care Worker	103	13%
	Other Worker	160	20%
	N	800	
BPCxdem16	Work Remotely	183	23%
	Work Onsite	408	51%
	Hybrid Worker	156	20%
	N	747	
BPCxdem17	Direct Supervisor Female	329	41%
	Direct Supervisor Male	384	48%
	N	713	
BPCxdem18	CEO Female	170	21%
	CEO Male	545	68%
	N	715	
BPCxdem19	Direct Supervisor Has Children	539	67%
	Direct Supervisor Does not Have Children	100	12%
	N	639	

Continued on next page

Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
BPCxdem20	CEO Has Children	460	57%
	CEO Does not Have Children	78	10%
	<i>N</i>	538	
BPCxdem21	Currently Uses Formal Care for Child 0-5	346	43%
	Currently Uses Informal Care for Child 0-5	454	57%
	<i>N</i>	800	
BPCxdem22	Currently Uses Formal Care for Child 6-12	24	3%
	Currently Uses Informal Care for Child 6-12	51	6%
	<i>N</i>	75	

Note: Group proportions may total to larger than one-hundred percent due to rounding. All statistics are calculated with demographic post-stratification weights applied.



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