MORNING CONSULT

National Tracking Poll #2204117
April 19-29, 2022

Crosstabulation Results

Methodology:
This poll was conducted between April 19-April 29, 2022 among a sample of 2500 Working Mothers. The interviews were conducted online. Results from the full survey have a margin of error of plus or minus 2 percentage points.

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151 **Table BPC24_6:** *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all? Your ability to work longer hours* 743

152 **Table BPC24_7:** *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all? Your comfort level switching jobs* 748

153 **Table BPC24_8:** *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all? Your comfort level to start your own business* 753

154 **Table BPC24_9:** *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all? Future plans to have children* 758

155 **Table BPC25_1:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Your ability to remain in the workforce* 763

156 **Table BPC25_2:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Your own financial security* 767

157 **Table BPC25_3:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Your ability to fulfill your family responsibilities* 771

158 **Table BPC25_4:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Advancing your career* 775

159 **Table BPC25_5:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Your mental health and stress level* 779

160 **Table BPC25_6:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Your ability to work longer hours* 783

161 **Table BPC25_7:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Your comfort level switching jobs* 787

162 **Table BPC25_8:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Your comfort level to start your own business* 791

163 **Table BPC25_9:** *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all? Future plans to have children* 795

164 **Table BPC26_1:** *Do you currently provide the following benefits to your full-time employees? Paid vacation days* 799

165 **Table BPC26_2:** *Do you currently provide the following benefits to your full-time employees? Paid sick days* 802

166 **Table BPC26_3:** *Do you currently provide the following benefits to your full-time employees? Paid parental leave (to care for a newborn or adopted child)* 805

167 **Table BPC26_4:** *Do you currently provide the following benefits to your 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)* 808

168 **Table BPC26_5:** *Do you currently provide the following benefits to your full-time employees? Reimbursement or funding for professional development* 811

169 **Table BPC26_6:** *Do you currently provide the following benefits to your full-time employees? Health insurance benefits* 814

170 **Table BPC26_7:** *Do you currently provide the following benefits to your full-time employees? Mental health benefits* 817

171 **Table BPC26_8:** *Do you currently provide the following benefits to your full-time employees? Flexible work options and/or ability to work from home* 820

172 **Table BPC26_9:** *Do you currently provide the following benefits to your full-time employees? Access to affordable child care and/or financial assistance to pay for child care* 823

173 **Table BPC26_10:** *Do you currently provide the following benefits to your full-time employees? Retirement benefits* 826

174 **Table BPC26_11:** *Do you currently provide the following benefits to your full-time employees? Emergency savings benefits* 829

175 **Table BPC26_12:** *Do you currently provide the following benefits to your full-time employees? Short-term disability* 832

176 **Table BPC26_13:** *Do you currently provide the following benefits to your full-time employees? Long-term disability* 835

177 **Table BPC27_1:** *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company? Cost* 838

178 **Table BPC27_2:** *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company? Understanding paid leave* . . 841

179 **Table BPC27_3:** *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company? Implementing paid leave* . . . 844

180 **Table BPC27_4:** *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company? Disruption to business operations* 847

181 **Table BPC27_5:** *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company? Lack of awareness* 850

182 **Table BPC27_6:** *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company? Available tax credits that are confusing and difficult to claim* 853

183 **Table BPCdem1:** *Do you own your own business?* 856

184 **Table BPCdem2:** *How many children, including adult children, do you have?* 861

185 **Table BPCdem3:** *How many children, including adult children, currently live at your home?* 866

186 **Table BPCdem4_1:** *What are the ages of your children? Age of child 1* 871

187 **Table BPCdem4_2:** *What are the ages of your children? Age of child 2* 876

188 **Table BPCdem4_3:** *What are the ages of your children? Age of child 3* 880

189 **Table BPCdem4_4:** *What are the ages of your children? Age of child 4* 884

190 **Table BPCdem4_5:** *What are the ages of your children? Age of child 5* 886

191 **Table BPCdem5:** *Which of the following categories best describes your current job?* 887

192 **Table BPCdem6:** *What industry best describes your company?* 897

193 **Table BPCdem7:** *How many total employees, excluding yourself, are currently employed by your business?* 899

194 **Table BPCdem9_1NET:** *Are you currently a caregiver for any of the following individuals? Please select all that apply. Yes, I am currently a caregiver for an aging parent who is otherwise healthy* 901

195 **Table BPCdem9_2NET:** *Are you currently a caregiver for any of the following individuals? Please select all that apply. Yes, I am currently a caregiver for a child(ren) or dependent(s) who is otherwise healthy* 906

196 **Table BPCdem9_3NET:** *Are you currently a caregiver for any of the following individuals? Please select all that apply. Yes, I am currently a caregiver for a sick or disabled family member or relative* 911

197 **Table BPCdem9_4NET:** *Are you currently a caregiver for any of the following individuals? Please select all that apply. No, I am not a caregiver* 916

198 **Summary Statistics of Survey Respondent Demographics** 921

Crosstabulation Results by Respondent Demographics

Table BPC1: *Thinking about your work hours, how far in advance are you aware of your work schedule, or do you have a fixed work schedule?*

Demographic	Less than a week in advance	1 week in advance	2 weeks in advance	3 weeks in advance	4-7 weeks in advance	8-12 weeks in advance	I have a fixed work schedule
Working Mothers	6% (152)	13% (322)	9% (237)	5% (136)	5% (131)	1% (22)	48% (1199)
Gender: Female	6% (152)	13% (322)	9% (237)	5% (136)	5% (131)	1% (22)	48% (1199)
Age: 18-34	8% (58)	15% (109)	13% (97)	8% (55)	8% (55)	1% (7)	37% (271)
Age: 35-44	6% (63)	12% (133)	8% (89)	5% (52)	4% (47)	1% (11)	52% (559)
Age: 45-64	4% (30)	12% (79)	7% (49)	4% (28)	4% (29)	1% (4)	54% (362)
GenZers: 1997-2012	8% (9)	18% (20)	17% (18)	9% (10)	8% (9)	1% (2)	26% (29)
Millennials: 1981-1996	7% (101)	13% (177)	11% (153)	6% (85)	6% (87)	1% (15)	45% (636)
GenXers: 1965-1980	3% (24)	13% (95)	6% (45)	5% (35)	3% (25)	1% (4)	57% (408)
Baby Boomers: 1946-1964	7% (18)	11% (29)	8% (20)	2% (6)	4% (10)	— (1)	49% (126)
PID: Dem (no lean)	6% (59)	12% (130)	11% (117)	7% (72)	5% (56)	1% (11)	47% (486)
PID: Ind (no lean)	7% (48)	14% (97)	9% (67)	5% (38)	4% (30)	— (2)	49% (352)
PID: Rep (no lean)	6% (45)	13% (95)	7% (53)	4% (27)	6% (45)	1% (10)	49% (361)
PID/Gender: Dem Women	6% (59)	12% (130)	11% (117)	7% (72)	5% (56)	1% (11)	47% (486)
PID/Gender: Ind Women	7% (48)	14% (97)	9% (67)	5% (38)	4% (30)	— (2)	49% (352)
PID/Gender: Rep Women	6% (45)	13% (95)	7% (53)	4% (27)	6% (45)	1% (10)	49% (361)
Ideo: Liberal (1-3)	7% (53)	12% (91)	10% (73)	6% (45)	5% (41)	— (2)	49% (364)
Ideo: Moderate (4)	6% (46)	13% (102)	10% (74)	6% (46)	6% (48)	1% (5)	48% (372)
Ideo: Conservative (5-7)	5% (34)	14% (105)	9% (65)	5% (35)	5% (36)	2% (14)	47% (351)
Educ: < College	8% (105)	17% (221)	12% (148)	5% (62)	4% (52)	— (5)	42% (542)
Educ: Bachelors degree	3% (22)	8% (54)	7% (52)	6% (40)	6% (41)	1% (8)	56% (387)
Educ: Post-grad	5% (25)	9% (47)	7% (37)	7% (34)	7% (38)	2% (8)	52% (270)
Income: Under 50k	8% (82)	19% (190)	11% (107)	5% (49)	4% (37)	— (2)	40% (392)
Income: 50k-100k	6% (52)	8% (79)	10% (90)	6% (58)	5% (50)	1% (8)	53% (500)
Income: 100k+	3% (18)	9% (53)	7% (40)	5% (30)	8% (44)	2% (12)	53% (307)
Ethnicity: White	6% (115)	11% (212)	9% (157)	5% (94)	6% (103)	1% (20)	50% (917)
Ethnicity: Hispanic	5% (23)	16% (76)	9% (47)	7% (34)	6% (27)	2% (8)	43% (210)
Ethnicity: Black	7% (23)	15% (53)	13% (48)	9% (31)	5% (17)	1% (3)	42% (151)

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Table BPC1: *Thinking about your work hours, how far in advance are you aware of your work schedule, or do you have a fixed work schedule?*

Demographic	Less than a week in advance	1 week in advance	2 weeks in advance	3 weeks in advance	4-7 weeks in advance	8-12 weeks in advance	I have a fixed work schedule
Working Mothers	6% (152)	13% (322)	9% (237)	5% (136)	5% (131)	1% (22)	48% (1199)
Ethnicity: Other	5% (14)	19% (57)	11% (32)	4% (11)	4% (12)	— (0)	44% (131)
All Christian	6% (62)	12% (129)	9% (97)	6% (66)	6% (66)	1% (13)	48% (535)
All Non-Christian	7% (6)	15% (13)	13% (11)	6% (6)	13% (12)	4% (4)	29% (25)
Atheist	3% (2)	14% (10)	9% (6)	8% (6)	2% (1)	— (0)	56% (41)
Agnostic/Nothing in particular	7% (47)	14% (97)	10% (68)	6% (39)	5% (33)	— (2)	47% (327)
Something Else	7% (35)	14% (73)	10% (55)	3% (18)	4% (19)	1% (4)	51% (270)
Religious Non-Protestant/Catholic	7% (8)	15% (16)	11% (11)	5% (6)	11% (12)	4% (5)	32% (35)
Evangelical	7% (53)	16% (116)	10% (77)	4% (31)	5% (39)	1% (9)	45% (335)
Non-Evangelical	5% (42)	9% (78)	8% (70)	6% (52)	5% (42)	1% (7)	53% (450)
Community: Urban	6% (39)	13% (89)	11% (76)	10% (65)	8% (51)	1% (7)	41% (278)
Community: Suburban	6% (66)	13% (147)	8% (90)	3% (37)	4% (46)	1% (8)	53% (617)
Community: Rural	7% (47)	13% (85)	11% (72)	5% (33)	5% (34)	1% (7)	46% (304)
Employ: Private Sector	6% (111)	14% (262)	10% (186)	6% (113)	6% (106)	1% (19)	48% (908)
Employ: Government	4% (16)	6% (23)	8% (32)	4% (14)	5% (19)	— (2)	66% (268)
Employ: Self-Employed	12% (25)	17% (37)	9% (20)	4% (9)	3% (7)	1% (1)	11% (23)
Military HH: Yes	5% (13)	9% (21)	8% (20)	8% (20)	5% (11)	1% (3)	53% (126)
Military HH: No	6% (139)	13% (301)	10% (217)	5% (116)	5% (121)	1% (19)	47% (1073)
RD/WT: Right Direction	6% (44)	15% (113)	12% (92)	8% (59)	7% (50)	1% (9)	40% (298)
RD/WT: Wrong Track	6% (108)	12% (209)	8% (145)	4% (77)	5% (81)	1% (13)	51% (901)
Biden Job Approve	6% (63)	14% (140)	10% (106)	7% (68)	6% (58)	1% (8)	45% (470)
Biden Job Disapprove	6% (83)	13% (170)	9% (116)	4% (59)	5% (65)	1% (14)	50% (686)
Biden Job Strongly Approve	7% (25)	14% (48)	14% (49)	10% (35)	9% (30)	1% (4)	34% (117)
Biden Job Somewhat Approve	5% (38)	13% (93)	8% (56)	5% (34)	4% (27)	1% (4)	51% (353)
Biden Job Somewhat Disapprove	7% (33)	11% (56)	8% (41)	5% (23)	6% (28)	1% (3)	53% (264)
Biden Job Strongly Disapprove	6% (50)	13% (114)	9% (75)	4% (36)	4% (38)	1% (11)	49% (422)
Favorable of Biden	6% (69)	13% (141)	10% (107)	6% (63)	7% (72)	1% (6)	47% (519)
Unfavorable of Biden	6% (72)	13% (162)	9% (113)	5% (63)	4% (54)	1% (15)	50% (645)

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Table BPC1: *Thinking about your work hours, how far in advance are you aware of your work schedule, or do you have a fixed work schedule?*

Demographic	Less than a week in advance	1 week in advance	2 weeks in advance	3 weeks in advance	4-7 weeks in advance	8-12 weeks in advance	I have a fixed work schedule
Working Mothers	6% (152)	13% (322)	9% (237)	5% (136)	5% (131)	1% (22)	48% (1199)
Very Favorable of Biden	6% (24)	16% (64)	12% (47)	9% (34)	8% (31)	1% (4)	36% (142)
Somewhat Favorable of Biden	6% (45)	11% (77)	8% (60)	4% (30)	6% (42)	— (1)	53% (376)
Somewhat Unfavorable of Biden	6% (24)	10% (39)	10% (37)	5% (21)	3% (13)	1% (2)	54% (205)
Very Unfavorable of Biden	5% (48)	14% (124)	8% (76)	5% (43)	5% (42)	1% (12)	48% (439)
#1 Issue: Economy	6% (80)	14% (190)	9% (120)	5% (62)	5% (66)	1% (11)	48% (637)
#1 Issue: Security	6% (14)	13% (32)	10% (26)	6% (15)	7% (17)	2% (4)	46% (113)
#1 Issue: Health Care	5% (13)	11% (29)	12% (31)	9% (24)	6% (15)	1% (4)	43% (110)
#1 Issue: Medicare / Social Security	9% (5)	11% (7)	10% (6)	10% (6)	5% (3)	1% (1)	40% (24)
#1 Issue: Women's Issues	8% (18)	7% (15)	7% (17)	5% (11)	7% (15)	— (0)	55% (124)
#1 Issue: Education	4% (7)	10% (15)	7% (11)	2% (3)	5% (7)	1% (2)	62% (95)
#1 Issue: Energy	8% (13)	16% (26)	11% (19)	7% (12)	4% (6)	1% (1)	39% (64)
#1 Issue: Other	4% (3)	11% (8)	10% (7)	6% (4)	3% (2)	— (0)	46% (33)
2020 Vote: Joe Biden	5% (63)	12% (143)	9% (110)	6% (75)	6% (72)	1% (8)	49% (574)
2020 Vote: Donald Trump	6% (52)	14% (114)	8% (64)	4% (35)	5% (43)	1% (8)	49% (407)
2020 Vote: Other	4% (4)	13% (12)	11% (10)	2% (1)	7% (6)	4% (4)	46% (42)
2020 Vote: Didn't Vote	8% (33)	13% (53)	13% (54)	6% (25)	3% (10)	— (2)	43% (176)
2018 House Vote: Democrat	6% (54)	13% (124)	9% (90)	7% (67)	5% (53)	1% (9)	48% (464)
2018 House Vote: Republican	5% (36)	12% (85)	8% (59)	3% (23)	7% (48)	1% (10)	49% (345)
2018 House Vote: Someone else	5% (4)	8% (7)	10% (8)	3% (3)	5% (5)	— (0)	51% (45)
2016 Vote: Hillary Clinton	6% (53)	13% (117)	9% (82)	7% (63)	5% (48)	— (5)	49% (445)
2016 Vote: Donald Trump	6% (46)	12% (87)	8% (61)	4% (27)	5% (40)	2% (12)	51% (373)
2016 Vote: Other	3% (3)	7% (8)	7% (9)	6% (7)	3% (3)	— (0)	55% (63)
2016 Vote: Didn't Vote	7% (49)	15% (110)	12% (85)	5% (39)	6% (41)	1% (6)	43% (317)
Voted in 2014: Yes	6% (82)	11% (162)	9% (125)	6% (81)	5% (77)	1% (17)	50% (732)
Voted in 2014: No	7% (70)	15% (160)	11% (112)	5% (55)	5% (54)	1% (6)	45% (467)
4-Region: Northeast	5% (22)	15% (60)	9% (38)	3% (14)	8% (30)	1% (3)	50% (201)
4-Region: Midwest	5% (25)	9% (51)	8% (47)	5% (28)	5% (29)	1% (5)	53% (297)
4-Region: South	7% (70)	14% (140)	10% (100)	6% (54)	4% (40)	1% (12)	46% (448)
4-Region: West	6% (35)	12% (71)	9% (52)	7% (40)	6% (32)	1% (3)	45% (254)

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Table BPC1: *Thinking about your work hours, how far in advance are you aware of your work schedule, or do you have a fixed work schedule?*

Demographic	Less than a week in advance	1 week in advance	2 weeks in advance	3 weeks in advance	4-7 weeks in advance	8-12 weeks in advance	I have a fixed work schedule
Working Mothers	6% (152)	13% (322)	9% (237)	5% (136)	5% (131)	1% (22)	48% (1199)
Child(Ren) Aged 0-17	7% (124)	14% (252)	10% (192)	6% (105)	6% (109)	1% (19)	46% (861)
Child(Ren) Aged 0-5	7% (58)	15% (130)	11% (96)	7% (63)	6% (53)	1% (8)	42% (370)
Caregivers	7% (95)	13% (185)	9% (134)	6% (90)	6% (85)	1% (15)	47% (680)
Caregiver for Aging Parent	4% (10)	16% (39)	12% (29)	12% (30)	7% (17)	1% (4)	38% (95)
Caregiver for Sick or Disabled Family Member	7% (21)	11% (33)	15% (47)	9% (28)	7% (21)	1% (3)	36% (108)
Caregiver for Child/Dependent	7% (71)	13% (138)	7% (80)	4% (43)	5% (54)	1% (8)	52% (551)
Business Owners	8% (32)	17% (71)	12% (51)	11% (46)	9% (39)	2% (8)	16% (70)
Non-Business Owners	6% (120)	12% (251)	9% (187)	4% (90)	4% (93)	1% (15)	54% (1129)
Service Worker/Retail Sales/Laborers/Helpers	10% (51)	26% (130)	17% (87)	6% (31)	2% (11)	— (2)	29% (144)
Trade/Skilled Workers	11% (13)	16% (18)	11% (12)	2% (3)	3% (3)	— (0)	51% (56)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	3% (21)	7% (48)	5% (34)	4% (30)	3% (21)	— (2)	69% (492)
Health Care and Medical Professionals/Lab Techs/Pharmacists	5% (17)	10% (36)	11% (38)	6% (20)	14% (48)	2% (6)	45% (159)
Other Professionals	5% (18)	5% (19)	4% (16)	1% (6)	2% (9)	1% (4)	71% (279)
Business Owners w/Employees	7% (27)	17% (64)	13% (49)	12% (46)	10% (35)	2% (8)	17% (62)
Access to Childcare	5% (45)	13% (111)	11% (91)	8% (69)	7% (59)	1% (12)	44% (377)
No Access to Childcare	8% (40)	15% (74)	10% (51)	4% (18)	6% (29)	1% (6)	48% (244)
Unsure of Access to Childcare	8% (15)	12% (22)	9% (17)	5% (9)	4% (8)	— (0)	48% (87)
More Financially Secure after Pandemic	7% (37)	11% (57)	12% (61)	11% (56)	6% (30)	2% (8)	38% (192)
Less Financially Secure after the Pandemic	6% (79)	15% (194)	10% (123)	4% (48)	5% (64)	1% (8)	47% (598)
Same Financial Security after the Pandemic	5% (36)	10% (71)	7% (53)	4% (32)	5% (38)	1% (7)	56% (409)
Access to Paid Parental Leave	4% (44)	10% (94)	10% (99)	5% (45)	5% (45)	— (5)	57% (568)
No Access to Paid Parental Leave	7% (58)	15% (118)	8% (67)	4% (29)	4% (34)	1% (8)	51% (408)
Access to Paid Caregiving Leave	5% (32)	8% (54)	9% (66)	5% (36)	5% (35)	— (4)	59% (415)
No Access to Paid Caregiving Leave	7% (69)	16% (155)	9% (88)	3% (31)	4% (43)	1% (8)	50% (492)
Access to Flexible Work Hours	6% (52)	9% (79)	7% (67)	4% (35)	3% (29)	1% (7)	55% (513)
No Access to Flexible Work Hours	6% (65)	15% (159)	11% (109)	5% (48)	5% (54)	1% (7)	54% (556)
Access to Child Care as Employer Benefit	6% (23)	9% (33)	10% (36)	7% (26)	10% (35)	1% (2)	46% (162)
No Access to Child Care as Employer Benefit	6% (78)	13% (180)	9% (122)	4% (50)	3% (43)	1% (9)	56% (775)

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Table BPC1: *Thinking about your work hours, how far in advance are you aware of your work schedule, or do you have a fixed work schedule?*

Demographic	Less than a week in advance	1 week in advance	2 weeks in advance	3 weeks in advance	4-7 weeks in advance	8-12 weeks in advance	I have a fixed work schedule
Working Mothers	6% (152)	13% (322)	9% (237)	5% (136)	5% (131)	1% (22)	48% (1199)
Access to Mental Health Benefits	4% (32)	7% (64)	8% (72)	5% (41)	5% (42)	1% (6)	62% (544)
No Access to Mental Health Benefits	8% (68)	17% (142)	9% (74)	4% (29)	4% (33)	1% (5)	47% (394)
Ethnicity: White (Non-Hispanic)	7% (101)	11% (168)	9% (131)	5% (75)	6% (91)	1% (14)	50% (764)
Ethnicity: Hispanic	5% (23)	16% (76)	9% (47)	7% (34)	6% (27)	2% (8)	43% (210)
Ethnicity: Black (Non-Hispanic)	6% (17)	16% (48)	14% (41)	7% (22)	2% (7)	— (1)	46% (136)
Ethnicity: Asian + Other (Non-Hispanic)	6% (11)	16% (30)	10% (18)	3% (5)	4% (7)	— (0)	48% (89)
Single, never married	8% (36)	18% (74)	13% (53)	5% (19)	4% (18)	— (2)	41% (175)
Married	5% (67)	11% (149)	9% (122)	6% (85)	6% (86)	1% (17)	50% (698)
Separated	7% (5)	17% (11)	2% (1)	4% (2)	2% (1)	— (0)	51% (33)
Divorced	7% (22)	12% (36)	6% (17)	5% (14)	3% (9)	— (1)	56% (167)
Widowed	3% (1)	18% (9)	9% (4)	4% (2)	5% (3)	1% (1)	46% (24)
Living with a partner	8% (21)	16% (43)	15% (40)	5% (13)	6% (15)	1% (2)	39% (103)

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

Table BPC2_1: *Does your current employer offer the following benefits?*
Paid vacation days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	75%	(1552)	21%	(443)	4%	(79)	2074
Gender: Female	75%	(1552)	21%	(443)	4%	(79)	2074
Age: 18-34	71%	(392)	24%	(133)	5%	(29)	554
Age: 35-44	74%	(680)	22%	(205)	4%	(35)	921
Age: 45-64	80%	(470)	18%	(104)	2%	(14)	588
GenZers: 1997-2012	61%	(46)	32%	(24)	6%	(5)	75
Millennials: 1981-1996	73%	(835)	23%	(260)	5%	(54)	1149
GenXers: 1965-1980	79%	(499)	19%	(120)	2%	(14)	633
Baby Boomers: 1946-1964	79%	(171)	18%	(39)	3%	(7)	217
PID: Dem (no lean)	76%	(629)	20%	(163)	4%	(31)	823
PID: Ind (no lean)	72%	(434)	23%	(141)	5%	(31)	606
PID: Rep (no lean)	76%	(488)	22%	(139)	3%	(18)	646
PID/Gender: Dem Women	76%	(629)	20%	(163)	4%	(31)	823
PID/Gender: Ind Women	72%	(434)	23%	(141)	5%	(31)	606
PID/Gender: Rep Women	76%	(488)	22%	(139)	3%	(18)	646
Ideo: Liberal (1-3)	77%	(458)	20%	(120)	3%	(17)	596
Ideo: Moderate (4)	76%	(485)	21%	(135)	3%	(18)	638
Ideo: Conservative (5-7)	77%	(493)	21%	(133)	2%	(15)	641
Educ: < College	69%	(768)	26%	(289)	5%	(51)	1108
Educ: Bachelors degree	86%	(508)	12%	(69)	2%	(10)	587
Educ: Post-grad	73%	(276)	22%	(85)	5%	(18)	379
Income: Under 50k	64%	(535)	29%	(244)	6%	(54)	833
Income: 50k-100k	79%	(619)	18%	(144)	3%	(20)	783
Income: 100k+	87%	(398)	12%	(55)	1%	(6)	458
Ethnicity: White	74%	(1162)	22%	(352)	4%	(56)	1570
Ethnicity: Hispanic	76%	(281)	19%	(70)	5%	(20)	370
Ethnicity: Black	80%	(204)	16%	(40)	5%	(12)	256
Ethnicity: Other	75%	(186)	21%	(51)	4%	(11)	249

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Table BPC2_1: *Does your current employer offer the following benefits?*
Paid vacation days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	75%	(1552)	21%	(443)	4%	(79)	2074
All Christian	79%	(722)	18%	(167)	3%	(24)	913
All Non-Christian	74%	(47)	19%	(12)	7%	(4)	63
Atheist	74%	(46)	14%	(9)	11%	(7)	61
Agnostic/Nothing in particular	74%	(438)	23%	(138)	3%	(18)	595
Something Else	68%	(299)	26%	(117)	6%	(26)	441
Religious Non-Protestant/Catholic	73%	(56)	21%	(17)	6%	(4)	78
Evangelical	71%	(427)	24%	(144)	5%	(31)	602
Non-Evangelical	79%	(569)	18%	(133)	2%	(15)	717
Community: Urban	72%	(366)	23%	(115)	6%	(29)	510
Community: Suburban	79%	(786)	19%	(189)	2%	(24)	999
Community: Rural	71%	(400)	25%	(139)	5%	(27)	566
Employ: Private Sector	76%	(1258)	20%	(336)	4%	(59)	1653
Employ: Government	76%	(282)	20%	(75)	4%	(15)	372
Employ: Self-Employed	25%	(12)	65%	(32)	11%	(5)	50
Military HH: Yes	80%	(152)	19%	(36)	1%	(3)	190
Military HH: No	74%	(1400)	22%	(407)	4%	(77)	1884
RD/WT: Right Direction	77%	(421)	19%	(104)	4%	(25)	549
RD/WT: Wrong Track	74%	(1131)	22%	(340)	4%	(55)	1525
Biden Job Approve	76%	(620)	20%	(163)	4%	(32)	815
Biden Job Disapprove	75%	(873)	23%	(265)	3%	(29)	1167
Biden Job Strongly Approve	76%	(178)	19%	(44)	5%	(12)	234
Biden Job Somewhat Approve	76%	(442)	21%	(120)	3%	(20)	582
Biden Job Somewhat Disapprove	76%	(320)	22%	(93)	2%	(7)	419
Biden Job Strongly Disapprove	74%	(553)	23%	(172)	3%	(23)	748
Favorable of Biden	77%	(667)	20%	(170)	4%	(32)	869
Unfavorable of Biden	74%	(825)	23%	(254)	3%	(30)	1109
Very Favorable of Biden	79%	(215)	18%	(49)	4%	(10)	274
Somewhat Favorable of Biden	76%	(452)	20%	(121)	4%	(22)	595
Somewhat Unfavorable of Biden	76%	(247)	22%	(72)	2%	(6)	325
Very Unfavorable of Biden	74%	(578)	23%	(182)	3%	(24)	784

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Table BPC2_1: *Does your current employer offer the following benefits?*
Paid vacation days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	75%	(1552)	21%	(443)	4%	(79)	2074
#1 Issue: Economy	76%	(847)	21%	(229)	3%	(37)	1113
#1 Issue: Security	76%	(160)	20%	(42)	4%	(9)	211
#1 Issue: Health Care	74%	(148)	21%	(43)	5%	(10)	201
#1 Issue: Medicare / Social Security	72%	(36)	19%	(10)	9%	(4)	50
#1 Issue: Women's Issues	78%	(139)	19%	(34)	2%	(4)	178
#1 Issue: Education	69%	(89)	24%	(31)	7%	(9)	129
#1 Issue: Energy	71%	(97)	27%	(37)	2%	(3)	137
#1 Issue: Other	64%	(36)	30%	(17)	6%	(3)	56
2020 Vote: Joe Biden	79%	(740)	17%	(161)	3%	(31)	932
2020 Vote: Donald Trump	77%	(553)	21%	(155)	2%	(15)	723
2020 Vote: Other	71%	(56)	27%	(21)	3%	(2)	79
2020 Vote: Didn't Vote	59%	(203)	31%	(107)	9%	(31)	341
2018 House Vote: Democrat	79%	(605)	18%	(135)	4%	(30)	770
2018 House Vote: Republican	79%	(470)	20%	(117)	2%	(11)	598
2018 House Vote: Someone else	73%	(51)	27%	(19)	—	(0)	70
2016 Vote: Hillary Clinton	78%	(576)	17%	(127)	4%	(31)	735
2016 Vote: Donald Trump	79%	(496)	19%	(123)	2%	(12)	630
2016 Vote: Other	74%	(72)	25%	(25)	—	(0)	97
2016 Vote: Didn't Vote	67%	(408)	28%	(169)	6%	(36)	613
Voted in 2014: Yes	78%	(942)	18%	(221)	3%	(39)	1201
Voted in 2014: No	70%	(609)	26%	(223)	5%	(41)	873
4-Region: Northeast	74%	(249)	21%	(70)	5%	(16)	334
4-Region: Midwest	78%	(380)	20%	(97)	2%	(9)	486
4-Region: South	73%	(579)	23%	(186)	4%	(32)	797
4-Region: West	75%	(344)	20%	(90)	5%	(22)	456
Child(Ren) Aged 0-17	75%	(1132)	21%	(325)	4%	(54)	1511
Child(Ren) Aged 0-5	76%	(529)	20%	(139)	4%	(31)	699
Caregivers	75%	(855)	21%	(244)	4%	(44)	1143
Caregiver for Aging Parent	74%	(131)	20%	(36)	6%	(11)	178
Caregiver for Sick or Disabled Family Member	70%	(145)	23%	(49)	7%	(15)	209

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Table BPC2_1: *Does your current employer offer the following benefits?*
Paid vacation days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	75%	(1552)	21%	(443)	4%	(79)	2074
Caregiver for Child/Dependent	76%	(666)	21%	(181)	3%	(27)	874
Non-Business Owners	75%	(1552)	21%	(443)	4%	(79)	2074
Service Worker/Retail Sales/Laborers/Helpers	62%	(313)	33%	(165)	5%	(27)	504
Trade/Skilled Workers	61%	(68)	30%	(33)	9%	(10)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	86%	(615)	12%	(84)	2%	(14)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	81%	(288)	15%	(55)	3%	(12)	355
Other Professionals	69%	(268)	27%	(107)	4%	(16)	391
Access to Childcare	80%	(518)	18%	(116)	2%	(15)	649
No Access to Childcare	69%	(303)	27%	(119)	4%	(18)	440
Unsure of Access to Childcare	69%	(108)	20%	(32)	11%	(17)	157
More Financially Secure after Pandemic	77%	(270)	20%	(70)	3%	(11)	351
Less Financially Secure after the Pandemic	72%	(785)	25%	(271)	3%	(29)	1085
Same Financial Security after the Pandemic	78%	(497)	16%	(103)	6%	(39)	639
Access to Paid Parental Leave	91%	(904)	7%	(71)	1%	(14)	989
No Access to Paid Parental Leave	56%	(455)	42%	(340)	1%	(11)	807
Access to Paid Caregiving Leave	91%	(639)	7%	(51)	2%	(16)	706
No Access to Paid Caregiving Leave	63%	(615)	37%	(357)	1%	(5)	977
Access to Flexible Work Hours	81%	(753)	16%	(152)	2%	(22)	926
No Access to Flexible Work Hours	71%	(738)	27%	(276)	2%	(23)	1037
Access to Child Care as Employer Benefit	87%	(309)	11%	(39)	1%	(5)	354
No Access to Child Care as Employer Benefit	72%	(994)	27%	(379)	1%	(15)	1388
Access to Mental Health Benefits	92%	(807)	7%	(62)	1%	(9)	878
No Access to Mental Health Benefits	57%	(478)	41%	(344)	2%	(14)	836
Ethnicity: White (Non-Hispanic)	74%	(974)	23%	(300)	3%	(41)	1315
Ethnicity: Hispanic	76%	(281)	19%	(70)	5%	(20)	370
Ethnicity: Black (Non-Hispanic)	79%	(182)	16%	(37)	5%	(12)	231
Ethnicity: Asian + Other (Non-Hispanic)	73%	(115)	23%	(37)	4%	(7)	159

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Table BPC2_1: *Does your current employer offer the following benefits?*
Paid vacation days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	75%	(1552)	21%	(443)	4%	(79)	2074
Single, never married	67%	(241)	24%	(87)	8%	(30)	358
Married	79%	(900)	19%	(219)	2%	(26)	1146
Separated	79%	(43)	21%	(11)	—	(0)	54
Divorced	73%	(191)	23%	(60)	4%	(10)	260
Living with a partner	66%	(141)	28%	(61)	6%	(12)	214

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

Table BPC2_2: *Does your current employer offer the following benefits?*
Paid sick days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	70%	(1454)	25%	(525)	5%	(95)	2074
Gender: Female	70%	(1454)	25%	(525)	5%	(95)	2074
Age: 18-34	66%	(367)	28%	(158)	5%	(29)	554
Age: 35-44	70%	(646)	26%	(239)	4%	(36)	921
Age: 45-64	73%	(431)	22%	(127)	5%	(30)	588
GenZers: 1997-2012	63%	(47)	30%	(23)	7%	(5)	75
Millennials: 1981-1996	68%	(777)	28%	(318)	5%	(53)	1149
GenXers: 1965-1980	73%	(461)	22%	(141)	5%	(31)	633
Baby Boomers: 1946-1964	77%	(167)	20%	(43)	3%	(6)	217
PID: Dem (no lean)	72%	(595)	23%	(191)	5%	(37)	823
PID: Ind (no lean)	66%	(397)	28%	(172)	6%	(37)	606
PID: Rep (no lean)	72%	(462)	25%	(162)	3%	(21)	646
PID/Gender: Dem Women	72%	(595)	23%	(191)	5%	(37)	823
PID/Gender: Ind Women	66%	(397)	28%	(172)	6%	(37)	606
PID/Gender: Rep Women	72%	(462)	25%	(162)	3%	(21)	646
Ideo: Liberal (1-3)	75%	(448)	23%	(134)	2%	(14)	596
Ideo: Moderate (4)	72%	(456)	25%	(158)	4%	(23)	638
Ideo: Conservative (5-7)	70%	(447)	26%	(166)	4%	(28)	641
Educ: < College	60%	(667)	34%	(377)	6%	(64)	1108
Educ: Bachelors degree	83%	(490)	13%	(79)	3%	(19)	587
Educ: Post-grad	78%	(297)	18%	(69)	3%	(13)	379
Income: Under 50k	56%	(469)	36%	(300)	8%	(63)	833
Income: 50k-100k	76%	(595)	21%	(163)	3%	(25)	783
Income: 100k+	85%	(390)	14%	(62)	1%	(7)	458
Ethnicity: White	69%	(1087)	27%	(423)	4%	(60)	1570
Ethnicity: Hispanic	72%	(268)	21%	(79)	6%	(23)	370
Ethnicity: Black	73%	(186)	20%	(51)	7%	(18)	256
Ethnicity: Other	73%	(180)	21%	(51)	7%	(17)	249

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Table BPC2_2: *Does your current employer offer the following benefits?*
Paid sick days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	70%	(1454)	25%	(525)	5%	(95)	2074
All Christian	75%	(683)	21%	(193)	4%	(37)	913
All Non-Christian	73%	(46)	19%	(12)	7%	(5)	63
Atheist	65%	(40)	24%	(15)	11%	(7)	61
Agnostic/Nothing in particular	68%	(405)	29%	(170)	3%	(19)	595
Something Else	63%	(280)	31%	(135)	6%	(27)	441
Religious Non-Protestant/Catholic	72%	(56)	21%	(17)	6%	(5)	78
Evangelical	66%	(398)	28%	(171)	6%	(33)	602
Non-Evangelical	75%	(539)	21%	(151)	4%	(28)	717
Community: Urban	69%	(353)	25%	(125)	6%	(32)	510
Community: Suburban	74%	(741)	22%	(220)	4%	(38)	999
Community: Rural	64%	(360)	32%	(180)	4%	(25)	566
Employ: Private Sector	68%	(1125)	27%	(451)	5%	(77)	1653
Employ: Government	85%	(315)	12%	(44)	3%	(13)	372
Employ: Self-Employed	28%	(14)	61%	(30)	11%	(5)	50
Military HH: Yes	75%	(142)	23%	(43)	3%	(5)	190
Military HH: No	70%	(1312)	26%	(482)	5%	(90)	1884
RD/WT: Right Direction	76%	(419)	19%	(103)	5%	(28)	549
RD/WT: Wrong Track	68%	(1035)	28%	(423)	4%	(67)	1525
Biden Job Approve	74%	(607)	21%	(175)	4%	(33)	815
Biden Job Disapprove	68%	(799)	28%	(327)	4%	(41)	1167
Biden Job Strongly Approve	72%	(169)	20%	(46)	8%	(18)	234
Biden Job Somewhat Approve	75%	(438)	22%	(129)	3%	(15)	582
Biden Job Somewhat Disapprove	71%	(300)	25%	(105)	4%	(15)	419
Biden Job Strongly Disapprove	67%	(499)	30%	(222)	4%	(27)	748
Favorable of Biden	74%	(645)	22%	(187)	4%	(37)	869
Unfavorable of Biden	68%	(759)	28%	(307)	4%	(43)	1109
Very Favorable of Biden	74%	(202)	20%	(55)	6%	(16)	274
Somewhat Favorable of Biden	74%	(442)	22%	(132)	3%	(21)	595
Somewhat Unfavorable of Biden	74%	(240)	23%	(74)	3%	(10)	325
Very Unfavorable of Biden	66%	(519)	30%	(232)	4%	(32)	784

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Table BPC2_2: *Does your current employer offer the following benefits?*
Paid sick days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	70%	(1454)	25%	(525)	5%	(95)	2074
#1 Issue: Economy	70%	(778)	26%	(292)	4%	(43)	1113
#1 Issue: Security	72%	(152)	23%	(48)	5%	(12)	211
#1 Issue: Health Care	70%	(141)	26%	(52)	4%	(8)	201
#1 Issue: Medicare / Social Security	65%	(32)	27%	(14)	8%	(4)	50
#1 Issue: Women's Issues	70%	(124)	25%	(44)	6%	(10)	178
#1 Issue: Education	79%	(102)	15%	(19)	6%	(8)	129
#1 Issue: Energy	64%	(87)	31%	(42)	5%	(7)	137
#1 Issue: Other	67%	(37)	26%	(14)	7%	(4)	56
2020 Vote: Joe Biden	76%	(709)	20%	(184)	4%	(39)	932
2020 Vote: Donald Trump	72%	(517)	26%	(189)	2%	(17)	723
2020 Vote: Other	64%	(51)	32%	(26)	3%	(3)	79
2020 Vote: Didn't Vote	52%	(177)	37%	(127)	11%	(36)	341
2018 House Vote: Democrat	76%	(584)	21%	(159)	3%	(26)	770
2018 House Vote: Republican	74%	(440)	24%	(142)	3%	(16)	598
2018 House Vote: Someone else	74%	(52)	25%	(18)	1%	(1)	70
2016 Vote: Hillary Clinton	77%	(563)	20%	(145)	4%	(27)	735
2016 Vote: Donald Trump	73%	(462)	25%	(155)	2%	(14)	630
2016 Vote: Other	66%	(64)	32%	(31)	2%	(2)	97
2016 Vote: Didn't Vote	60%	(366)	32%	(195)	9%	(53)	613
Voted in 2014: Yes	76%	(913)	21%	(250)	3%	(38)	1201
Voted in 2014: No	62%	(541)	32%	(275)	7%	(57)	873
4-Region: Northeast	75%	(252)	19%	(63)	6%	(20)	334
4-Region: Midwest	70%	(340)	27%	(130)	3%	(16)	486
4-Region: South	64%	(512)	31%	(248)	5%	(36)	797
4-Region: West	77%	(349)	18%	(84)	5%	(23)	456
Child(Ren) Aged 0-17	70%	(1061)	25%	(385)	4%	(65)	1511
Child(Ren) Aged 0-5	71%	(495)	24%	(166)	5%	(37)	699
Caregivers	72%	(818)	24%	(271)	5%	(55)	1143
Caregiver for Aging Parent	74%	(131)	21%	(37)	5%	(10)	178
Caregiver for Sick or Disabled Family Member	64%	(134)	28%	(58)	8%	(18)	209

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Table BPC2_2: *Does your current employer offer the following benefits?*
Paid sick days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	70%	(1454)	25%	(525)	5%	(95)	2074
Caregiver for Child/Dependent	73%	(635)	23%	(202)	4%	(36)	874
Non-Business Owners	70%	(1454)	25%	(525)	5%	(95)	2074
Service Worker/Retail Sales/Laborers/Helpers	48%	(244)	45%	(225)	7%	(35)	504
Trade/Skilled Workers	59%	(65)	35%	(38)	6%	(7)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	79%	(562)	18%	(130)	3%	(21)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	73%	(259)	22%	(77)	5%	(19)	355
Other Professionals	83%	(323)	14%	(55)	3%	(13)	391
Access to Childcare	77%	(498)	21%	(139)	2%	(12)	649
No Access to Childcare	64%	(282)	31%	(137)	5%	(21)	440
Unsure of Access to Childcare	60%	(94)	25%	(39)	15%	(24)	157
More Financially Secure after Pandemic	74%	(261)	22%	(76)	4%	(14)	351
Less Financially Secure after the Pandemic	67%	(729)	29%	(314)	4%	(42)	1085
Same Financial Security after the Pandemic	73%	(464)	21%	(136)	6%	(39)	639
Access to Paid Parental Leave	88%	(875)	10%	(98)	2%	(16)	989
No Access to Paid Parental Leave	49%	(399)	48%	(385)	3%	(23)	807
Access to Paid Caregiving Leave	90%	(638)	8%	(55)	2%	(13)	706
No Access to Paid Caregiving Leave	56%	(549)	42%	(412)	2%	(15)	977
Access to Flexible Work Hours	76%	(703)	20%	(189)	4%	(34)	926
No Access to Flexible Work Hours	66%	(689)	31%	(322)	2%	(26)	1037
Access to Child Care as Employer Benefit	85%	(300)	13%	(46)	2%	(8)	354
No Access to Child Care as Employer Benefit	66%	(920)	32%	(441)	2%	(27)	1388
Access to Mental Health Benefits	88%	(774)	11%	(96)	1%	(8)	878
No Access to Mental Health Benefits	51%	(428)	45%	(378)	4%	(31)	836
Ethnicity: White (Non-Hispanic)	68%	(899)	28%	(367)	4%	(48)	1315
Ethnicity: Hispanic	72%	(268)	21%	(79)	6%	(23)	370
Ethnicity: Black (Non-Hispanic)	73%	(169)	20%	(45)	7%	(17)	231
Ethnicity: Asian + Other (Non-Hispanic)	74%	(118)	21%	(34)	5%	(7)	159

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Table BPC2_2: *Does your current employer offer the following benefits?*
Paid sick days

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	70%	(1454)	25%	(525)	5%	(95)	2074
Single, never married	57%	(205)	32%	(114)	11%	(39)	358
Married	76%	(865)	22%	(247)	3%	(33)	1146
Separated	65%	(35)	35%	(19)	—	(0)	54
Divorced	66%	(173)	30%	(78)	4%	(10)	260
Living with a partner	66%	(141)	29%	(62)	5%	(11)	214

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

Table BPC2_3: *Does your current employer offer the following benefits?*
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	48%	(989)	39%	(807)	13%	(279)	2074
Gender: Female	48%	(989)	39%	(807)	13%	(279)	2074
Age: 18-34	51%	(282)	39%	(215)	10%	(58)	554
Age: 35-44	48%	(445)	39%	(356)	13%	(120)	921
Age: 45-64	43%	(255)	40%	(233)	17%	(100)	588
GenZers: 1997-2012	57%	(42)	31%	(23)	13%	(9)	75
Millennials: 1981-1996	49%	(560)	40%	(459)	11%	(130)	1149
GenXers: 1965-1980	47%	(295)	38%	(241)	15%	(98)	633
Baby Boomers: 1946-1964	42%	(92)	38%	(83)	19%	(42)	217
PID: Dem (no lean)	51%	(422)	36%	(293)	13%	(108)	823
PID: Ind (no lean)	41%	(246)	44%	(264)	16%	(95)	606
PID: Rep (no lean)	50%	(321)	39%	(250)	12%	(75)	646
PID/Gender: Dem Women	51%	(422)	36%	(293)	13%	(108)	823
PID/Gender: Ind Women	41%	(246)	44%	(264)	16%	(95)	606
PID/Gender: Rep Women	50%	(321)	39%	(250)	12%	(75)	646
Ideo: Liberal (1-3)	50%	(296)	38%	(228)	12%	(71)	596
Ideo: Moderate (4)	50%	(319)	39%	(247)	11%	(72)	638
Ideo: Conservative (5-7)	47%	(299)	41%	(262)	13%	(81)	641
Educ: < College	43%	(476)	42%	(461)	15%	(171)	1108
Educ: Bachelors degree	55%	(325)	33%	(195)	12%	(68)	587
Educ: Post-grad	50%	(188)	40%	(151)	11%	(40)	379
Income: Under 50k	38%	(314)	44%	(364)	19%	(155)	833
Income: 50k-100k	52%	(406)	37%	(288)	11%	(89)	783
Income: 100k+	59%	(269)	34%	(155)	8%	(34)	458
Ethnicity: White	45%	(714)	41%	(643)	14%	(214)	1570
Ethnicity: Hispanic	54%	(201)	31%	(114)	15%	(55)	370
Ethnicity: Black	57%	(145)	29%	(74)	14%	(36)	256
Ethnicity: Other	52%	(130)	36%	(90)	11%	(28)	249

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Table BPC2_3: *Does your current employer offer the following benefits?*
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	48%	(989)	39%	(807)	13%	(279)	2074
All Christian	48%	(442)	40%	(368)	11%	(104)	913
All Non-Christian	56%	(35)	29%	(19)	15%	(9)	63
Atheist	45%	(28)	44%	(27)	11%	(7)	61
Agnostic/Nothing in particular	46%	(275)	40%	(237)	14%	(83)	595
Something Else	47%	(210)	35%	(156)	17%	(75)	441
Religious Non-Protestant/Catholic	51%	(39)	30%	(23)	19%	(15)	78
Evangelical	46%	(276)	42%	(251)	12%	(75)	602
Non-Evangelical	50%	(360)	37%	(262)	13%	(95)	717
Community: Urban	48%	(247)	37%	(189)	14%	(73)	510
Community: Suburban	51%	(505)	37%	(369)	13%	(125)	999
Community: Rural	42%	(237)	44%	(249)	14%	(80)	566
Employ: Private Sector	47%	(779)	39%	(652)	13%	(222)	1653
Employ: Government	54%	(200)	33%	(123)	13%	(49)	372
Employ: Self-Employed	20%	(10)	65%	(32)	15%	(7)	50
Military HH: Yes	54%	(102)	34%	(64)	13%	(24)	190
Military HH: No	47%	(887)	39%	(743)	14%	(255)	1884
RD/WT: Right Direction	52%	(286)	33%	(181)	15%	(82)	549
RD/WT: Wrong Track	46%	(703)	41%	(626)	13%	(196)	1525
Biden Job Approve	50%	(408)	36%	(297)	14%	(111)	815
Biden Job Disapprove	47%	(548)	41%	(474)	12%	(145)	1167
Biden Job Strongly Approve	53%	(124)	34%	(79)	13%	(31)	234
Biden Job Somewhat Approve	49%	(284)	37%	(218)	14%	(80)	582
Biden Job Somewhat Disapprove	49%	(208)	41%	(171)	10%	(41)	419
Biden Job Strongly Disapprove	45%	(340)	41%	(304)	14%	(104)	748
Favorable of Biden	52%	(451)	35%	(302)	13%	(116)	869
Unfavorable of Biden	46%	(507)	42%	(460)	13%	(141)	1109
Very Favorable of Biden	57%	(155)	31%	(85)	12%	(33)	274
Somewhat Favorable of Biden	50%	(296)	36%	(216)	14%	(83)	595
Somewhat Unfavorable of Biden	47%	(152)	41%	(134)	12%	(39)	325
Very Unfavorable of Biden	45%	(355)	42%	(327)	13%	(102)	784

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Table BPC2_3: *Does your current employer offer the following benefits?*
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	48%	(989)	39%	(807)	13%	(279)	2074
#1 Issue: Economy	48%	(537)	38%	(425)	14%	(151)	1113
#1 Issue: Security	43%	(91)	42%	(88)	15%	(32)	211
#1 Issue: Health Care	46%	(93)	38%	(77)	15%	(30)	201
#1 Issue: Medicare / Social Security	49%	(24)	37%	(19)	14%	(7)	50
#1 Issue: Women's Issues	53%	(95)	39%	(69)	8%	(14)	178
#1 Issue: Education	52%	(67)	36%	(47)	12%	(15)	129
#1 Issue: Energy	45%	(61)	41%	(56)	15%	(20)	137
#1 Issue: Other	38%	(21)	45%	(25)	17%	(9)	56
2020 Vote: Joe Biden	53%	(496)	34%	(316)	13%	(120)	932
2020 Vote: Donald Trump	48%	(348)	40%	(292)	11%	(83)	723
2020 Vote: Other	34%	(27)	53%	(42)	13%	(10)	79
2020 Vote: Didn't Vote	35%	(118)	46%	(156)	19%	(66)	341
2018 House Vote: Democrat	53%	(405)	35%	(272)	12%	(93)	770
2018 House Vote: Republican	49%	(293)	40%	(242)	11%	(64)	598
2018 House Vote: Someone else	37%	(26)	45%	(32)	18%	(12)	70
2016 Vote: Hillary Clinton	52%	(386)	35%	(258)	12%	(91)	735
2016 Vote: Donald Trump	48%	(303)	41%	(258)	11%	(69)	630
2016 Vote: Other	32%	(31)	52%	(51)	16%	(15)	97
2016 Vote: Didn't Vote	44%	(269)	39%	(240)	17%	(103)	613
Voted in 2014: Yes	51%	(612)	37%	(449)	12%	(140)	1201
Voted in 2014: No	43%	(377)	41%	(358)	16%	(138)	873
4-Region: Northeast	50%	(167)	37%	(124)	13%	(44)	334
4-Region: Midwest	46%	(225)	41%	(201)	12%	(61)	486
4-Region: South	45%	(362)	41%	(329)	13%	(106)	797
4-Region: West	52%	(235)	34%	(153)	15%	(68)	456
Child(Ren) Aged 0-17	50%	(758)	39%	(582)	11%	(171)	1511
Child(Ren) Aged 0-5	52%	(361)	38%	(269)	10%	(69)	699
Caregivers	48%	(551)	40%	(456)	12%	(136)	1143
Caregiver for Aging Parent	49%	(87)	36%	(64)	15%	(27)	178
Caregiver for Sick or Disabled Family Member	45%	(94)	39%	(82)	16%	(33)	209

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Table BPC2_3: *Does your current employer offer the following benefits?*
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	48%	(989)	39%	(807)	13%	(279)	2074
Caregiver for Child/Dependent	48%	(423)	41%	(357)	11%	(93)	874
Non-Business Owners	48%	(989)	39%	(807)	13%	(279)	2074
Service Worker/Retail Sales/Laborers/Helpers	38%	(190)	46%	(232)	16%	(83)	504
Trade/Skilled Workers	41%	(45)	45%	(50)	14%	(15)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	58%	(412)	32%	(231)	10%	(71)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	46%	(164)	37%	(130)	17%	(60)	355
Other Professionals	46%	(178)	42%	(163)	13%	(50)	391
Access to Childcare	59%	(381)	33%	(213)	9%	(56)	649
No Access to Childcare	41%	(180)	49%	(215)	10%	(45)	440
Unsure of Access to Childcare	42%	(66)	33%	(52)	24%	(38)	157
More Financially Secure after Pandemic	60%	(211)	32%	(111)	8%	(29)	351
Less Financially Secure after the Pandemic	45%	(485)	43%	(465)	12%	(135)	1085
Same Financial Security after the Pandemic	46%	(293)	36%	(230)	18%	(115)	639
Access to Paid Parental Leave	100%	(989)	—	(0)	—	(0)	989
No Access to Paid Parental Leave	—	(0)	100%	(807)	—	(0)	807
Access to Paid Caregiving Leave	80%	(567)	12%	(86)	8%	(53)	706
No Access to Paid Caregiving Leave	27%	(268)	67%	(658)	5%	(51)	977
Access to Flexible Work Hours	58%	(541)	30%	(280)	11%	(106)	926
No Access to Flexible Work Hours	40%	(410)	49%	(513)	11%	(114)	1037
Access to Child Care as Employer Benefit	77%	(273)	16%	(58)	6%	(23)	354
No Access to Child Care as Employer Benefit	41%	(575)	51%	(705)	8%	(109)	1388
Access to Mental Health Benefits	69%	(606)	22%	(195)	9%	(77)	878
No Access to Mental Health Benefits	28%	(230)	66%	(549)	7%	(57)	836
Ethnicity: White (Non-Hispanic)	44%	(576)	43%	(561)	13%	(177)	1315
Ethnicity: Hispanic	54%	(201)	31%	(114)	15%	(55)	370
Ethnicity: Black (Non-Hispanic)	56%	(130)	28%	(65)	16%	(36)	231
Ethnicity: Asian + Other (Non-Hispanic)	52%	(82)	42%	(67)	6%	(10)	159

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Table BPC2_3: *Does your current employer offer the following benefits?*
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	48%	(989)	39%	(807)	13%	(279)	2074
Single, never married	46%	(166)	34%	(123)	19%	(69)	358
Married	49%	(561)	40%	(464)	11%	(121)	1146
Separated	52%	(28)	43%	(23)	5%	(3)	54
Divorced	46%	(118)	39%	(102)	15%	(40)	260
Living with a partner	45%	(97)	36%	(77)	19%	(40)	214

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

Table BPC2_4: *Does your current employer offer the following benefits?*
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
Working Mothers	34%	(706)	47%	(977)	19%	(391)	2074
Gender: Female	34%	(706)	47%	(977)	19%	(391)	2074
Age: 18-34	34%	(187)	48%	(265)	18%	(102)	554
Age: 35-44	35%	(323)	47%	(430)	18%	(167)	921
Age: 45-64	33%	(192)	47%	(275)	21%	(121)	588
GenZers: 1997-2012	36%	(26)	46%	(34)	18%	(14)	75
Millennials: 1981-1996	35%	(403)	47%	(541)	18%	(204)	1149
GenXers: 1965-1980	32%	(206)	48%	(307)	19%	(121)	633
Baby Boomers: 1946-1964	33%	(71)	43%	(94)	24%	(52)	217
PID: Dem (no lean)	38%	(315)	44%	(365)	17%	(143)	823
PID: Ind (no lean)	30%	(183)	48%	(290)	22%	(133)	606
PID: Rep (no lean)	32%	(208)	50%	(323)	18%	(115)	646
PID/Gender: Dem Women	38%	(315)	44%	(365)	17%	(143)	823
PID/Gender: Ind Women	30%	(183)	48%	(290)	22%	(133)	606
PID/Gender: Rep Women	32%	(208)	50%	(323)	18%	(115)	646
Ideo: Liberal (1-3)	36%	(216)	47%	(280)	17%	(99)	596
Ideo: Moderate (4)	37%	(234)	45%	(289)	18%	(114)	638
Ideo: Conservative (5-7)	31%	(201)	50%	(323)	18%	(118)	641
Educ: < College	30%	(328)	51%	(562)	20%	(218)	1108
Educ: Bachelors degree	41%	(241)	41%	(243)	18%	(103)	587
Educ: Post-grad	36%	(137)	45%	(172)	18%	(70)	379
Income: Under 50k	27%	(229)	51%	(424)	22%	(181)	833
Income: 50k-100k	36%	(283)	46%	(362)	18%	(138)	783
Income: 100k+	42%	(194)	42%	(191)	16%	(73)	458
Ethnicity: White	32%	(507)	49%	(770)	19%	(293)	1570
Ethnicity: Hispanic	41%	(152)	40%	(149)	19%	(69)	370
Ethnicity: Black	42%	(107)	40%	(101)	18%	(47)	256
Ethnicity: Other	37%	(92)	43%	(106)	20%	(51)	249

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Table BPC2_4: *Does your current employer offer the following benefits?*
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
Working Mothers	34%	(706)	47%	(977)	19%	(391)	2074
All Christian	36%	(333)	47%	(431)	16%	(150)	913
All Non-Christian	30%	(19)	48%	(30)	22%	(14)	63
Atheist	36%	(22)	45%	(27)	19%	(12)	61
Agnostic/Nothing in particular	31%	(186)	50%	(297)	19%	(112)	595
Something Else	33%	(146)	43%	(192)	24%	(104)	441
Religious Non-Protestant/Catholic	31%	(24)	47%	(36)	23%	(18)	78
Evangelical	32%	(195)	49%	(292)	19%	(115)	602
Non-Evangelical	38%	(271)	44%	(316)	18%	(129)	717
Community: Urban	34%	(176)	47%	(241)	18%	(93)	510
Community: Suburban	35%	(351)	46%	(455)	19%	(193)	999
Community: Rural	32%	(180)	50%	(281)	19%	(105)	566
Employ: Private Sector	34%	(554)	48%	(788)	19%	(311)	1653
Employ: Government	39%	(146)	42%	(157)	19%	(69)	372
Employ: Self-Employed	13%	(7)	66%	(33)	21%	(10)	50
Military HH: Yes	41%	(78)	44%	(85)	15%	(28)	190
Military HH: No	33%	(628)	47%	(893)	19%	(363)	1884
RD/WT: Right Direction	41%	(223)	42%	(228)	18%	(98)	549
RD/WT: Wrong Track	32%	(483)	49%	(749)	19%	(293)	1525
Biden Job Approve	39%	(314)	44%	(356)	18%	(145)	815
Biden Job Disapprove	32%	(369)	51%	(591)	18%	(207)	1167
Biden Job Strongly Approve	39%	(91)	45%	(106)	16%	(37)	234
Biden Job Somewhat Approve	38%	(223)	43%	(250)	19%	(108)	582
Biden Job Somewhat Disapprove	35%	(145)	50%	(211)	15%	(63)	419
Biden Job Strongly Disapprove	30%	(224)	51%	(380)	19%	(144)	748
Favorable of Biden	38%	(332)	44%	(384)	18%	(153)	869
Unfavorable of Biden	32%	(352)	50%	(551)	19%	(206)	1109
Very Favorable of Biden	41%	(112)	47%	(129)	12%	(33)	274
Somewhat Favorable of Biden	37%	(220)	43%	(255)	20%	(120)	595
Somewhat Unfavorable of Biden	36%	(116)	47%	(153)	17%	(57)	325
Very Unfavorable of Biden	30%	(236)	51%	(399)	19%	(149)	784

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Table BPC2_4: *Does your current employer offer the following benefits?*
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
Working Mothers	34%	(706)	47%	(977)	19%	(391)	2074
#1 Issue: Economy	35%	(391)	47%	(519)	18%	(204)	1113
#1 Issue: Security	28%	(58)	51%	(109)	21%	(44)	211
#1 Issue: Health Care	37%	(74)	45%	(90)	18%	(36)	201
#1 Issue: Medicare / Social Security	28%	(14)	46%	(23)	25%	(13)	50
#1 Issue: Women's Issues	40%	(72)	36%	(65)	23%	(42)	178
#1 Issue: Education	34%	(44)	45%	(58)	21%	(27)	129
#1 Issue: Energy	31%	(42)	58%	(79)	11%	(16)	137
#1 Issue: Other	19%	(11)	64%	(36)	17%	(9)	56
2020 Vote: Joe Biden	39%	(360)	43%	(402)	18%	(170)	932
2020 Vote: Donald Trump	33%	(238)	50%	(363)	17%	(121)	723
2020 Vote: Other	27%	(21)	57%	(45)	16%	(13)	79
2020 Vote: Didn't Vote	26%	(87)	49%	(167)	25%	(87)	341
2018 House Vote: Democrat	39%	(299)	43%	(332)	18%	(139)	770
2018 House Vote: Republican	33%	(194)	50%	(300)	17%	(104)	598
2018 House Vote: Someone else	36%	(25)	49%	(34)	15%	(11)	70
2016 Vote: Hillary Clinton	38%	(283)	44%	(326)	17%	(126)	735
2016 Vote: Donald Trump	33%	(208)	49%	(312)	18%	(111)	630
2016 Vote: Other	22%	(21)	58%	(56)	20%	(19)	97
2016 Vote: Didn't Vote	32%	(194)	46%	(284)	22%	(134)	613
Voted in 2014: Yes	37%	(447)	46%	(550)	17%	(205)	1201
Voted in 2014: No	30%	(259)	49%	(427)	21%	(186)	873
4-Region: Northeast	39%	(131)	39%	(132)	22%	(72)	334
4-Region: Midwest	31%	(149)	48%	(231)	22%	(106)	486
4-Region: South	32%	(256)	52%	(411)	16%	(130)	797
4-Region: West	37%	(171)	44%	(203)	18%	(83)	456
Child(Ren) Aged 0-17	35%	(525)	47%	(713)	18%	(273)	1511
Child(Ren) Aged 0-5	38%	(265)	46%	(319)	16%	(115)	699
Caregivers	35%	(402)	48%	(543)	17%	(198)	1143
Caregiver for Aging Parent	40%	(71)	47%	(84)	13%	(23)	178
Caregiver for Sick or Disabled Family Member	28%	(58)	52%	(109)	20%	(41)	209

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Table BPC2_4: *Does your current employer offer the following benefits?*
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
Working Mothers	34%	(706)	47%	(977)	19%	(391)	2074
Caregiver for Child/Dependent	36%	(311)	47%	(408)	18%	(155)	874
Non-Business Owners	34%	(706)	47%	(977)	19%	(391)	2074
Service Worker/Retail Sales/Laborers/Helpers	24%	(122)	55%	(277)	21%	(106)	504
Trade/Skilled Workers	22%	(24)	59%	(65)	20%	(22)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	39%	(278)	42%	(302)	19%	(134)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	41%	(144)	43%	(153)	16%	(58)	355
Other Professionals	35%	(138)	46%	(181)	18%	(72)	391
Access to Childcare	42%	(275)	42%	(272)	16%	(103)	649
No Access to Childcare	28%	(122)	58%	(254)	15%	(64)	440
Unsure of Access to Childcare	25%	(39)	42%	(65)	34%	(53)	157
More Financially Secure after Pandemic	51%	(178)	36%	(127)	13%	(46)	351
Less Financially Secure after the Pandemic	30%	(323)	53%	(575)	17%	(187)	1085
Same Financial Security after the Pandemic	32%	(205)	43%	(276)	25%	(158)	639
Access to Paid Parental Leave	57%	(567)	27%	(268)	16%	(155)	989
No Access to Paid Parental Leave	11%	(86)	82%	(658)	8%	(62)	807
Access to Paid Caregiving Leave	100%	(706)	—	(0)	—	(0)	706
No Access to Paid Caregiving Leave	—	(0)	100%	(977)	—	(0)	977
Access to Flexible Work Hours	45%	(413)	38%	(355)	17%	(159)	926
No Access to Flexible Work Hours	26%	(265)	58%	(606)	16%	(166)	1037
Access to Child Care as Employer Benefit	69%	(243)	19%	(67)	12%	(44)	354
No Access to Child Care as Employer Benefit	25%	(351)	62%	(865)	12%	(172)	1388
Access to Mental Health Benefits	51%	(450)	32%	(279)	17%	(149)	878
No Access to Mental Health Benefits	17%	(141)	75%	(626)	8%	(69)	836
Ethnicity: White (Non-Hispanic)	31%	(403)	51%	(665)	19%	(247)	1315
Ethnicity: Hispanic	41%	(152)	40%	(149)	19%	(69)	370
Ethnicity: Black (Non-Hispanic)	41%	(94)	39%	(90)	20%	(47)	231
Ethnicity: Asian + Other (Non-Hispanic)	36%	(57)	46%	(74)	18%	(28)	159

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Table BPC2_4: *Does your current employer offer the following benefits?*
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
Working Mothers	34%	(706)	47%	(977)	19%	(391)	2074
Single, never married	34%	(123)	43%	(155)	22%	(80)	358
Married	36%	(408)	48%	(546)	17%	(192)	1146
Separated	35%	(19)	42%	(23)	23%	(13)	54
Divorced	32%	(82)	49%	(126)	20%	(52)	260
Living with a partner	30%	(64)	51%	(110)	19%	(40)	214

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

Table BPC2_5: *Does your current employer offer the following benefits? Reimbursement or funding for professional development*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	34%	(701)	47%	(973)	19%	(401)	2074
Gender: Female	34%	(701)	47%	(973)	19%	(401)	2074
Age: 18-34	32%	(175)	50%	(275)	19%	(105)	554
Age: 35-44	36%	(335)	46%	(420)	18%	(165)	921
Age: 45-64	32%	(186)	46%	(271)	22%	(131)	588
GenZers: 1997-2012	24%	(18)	55%	(41)	21%	(16)	75
Millennials: 1981-1996	35%	(407)	46%	(533)	18%	(209)	1149
GenXers: 1965-1980	32%	(204)	48%	(302)	20%	(128)	633
Baby Boomers: 1946-1964	33%	(72)	44%	(96)	22%	(49)	217
PID: Dem (no lean)	36%	(300)	44%	(362)	20%	(161)	823
PID: Ind (no lean)	28%	(169)	51%	(307)	21%	(129)	606
PID: Rep (no lean)	36%	(232)	47%	(303)	17%	(111)	646
PID/Gender: Dem Women	36%	(300)	44%	(362)	20%	(161)	823
PID/Gender: Ind Women	28%	(169)	51%	(307)	21%	(129)	606
PID/Gender: Rep Women	36%	(232)	47%	(303)	17%	(111)	646
Ideo: Liberal (1-3)	36%	(214)	45%	(267)	19%	(116)	596
Ideo: Moderate (4)	35%	(225)	50%	(316)	15%	(96)	638
Ideo: Conservative (5-7)	36%	(231)	46%	(295)	18%	(116)	641
Educ: < College	22%	(245)	55%	(605)	23%	(257)	1108
Educ: Bachelors degree	45%	(266)	41%	(239)	14%	(82)	587
Educ: Post-grad	50%	(189)	34%	(128)	16%	(62)	379
Income: Under 50k	19%	(155)	57%	(478)	24%	(200)	833
Income: 50k-100k	39%	(304)	42%	(332)	19%	(147)	783
Income: 100k+	53%	(242)	35%	(162)	12%	(54)	458
Ethnicity: White	33%	(517)	48%	(752)	19%	(301)	1570
Ethnicity: Hispanic	33%	(120)	43%	(159)	24%	(90)	370
Ethnicity: Black	37%	(95)	42%	(107)	21%	(54)	256
Ethnicity: Other	36%	(89)	46%	(114)	18%	(45)	249

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Table BPC2_5: *Does your current employer offer the following benefits? Reimbursement or funding for professional development*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	34%	(701)	47%	(973)	19%	(401)	2074
All Christian	37%	(342)	46%	(420)	17%	(151)	913
All Non-Christian	38%	(24)	43%	(28)	19%	(12)	63
Atheist	24%	(15)	52%	(32)	24%	(15)	61
Agnostic/Nothing in particular	30%	(175)	50%	(296)	21%	(123)	595
Something Else	33%	(144)	45%	(197)	23%	(100)	441
Religious Non-Protestant/Catholic	34%	(26)	45%	(35)	21%	(16)	78
Evangelical	35%	(209)	48%	(288)	17%	(105)	602
Non-Evangelical	38%	(269)	44%	(312)	19%	(136)	717
Community: Urban	32%	(161)	49%	(250)	19%	(99)	510
Community: Suburban	38%	(379)	43%	(430)	19%	(190)	999
Community: Rural	28%	(160)	52%	(294)	20%	(112)	566
Employ: Private Sector	32%	(530)	48%	(797)	20%	(326)	1653
Employ: Government	44%	(164)	38%	(141)	18%	(67)	372
Employ: Self-Employed	14%	(7)	71%	(36)	15%	(7)	50
Military HH: Yes	40%	(77)	41%	(77)	19%	(36)	190
Military HH: No	33%	(624)	48%	(896)	19%	(365)	1884
RD/WT: Right Direction	38%	(209)	41%	(227)	21%	(113)	549
RD/WT: Wrong Track	32%	(491)	49%	(746)	19%	(288)	1525
Biden Job Approve	36%	(292)	45%	(371)	19%	(152)	815
Biden Job Disapprove	34%	(393)	49%	(571)	17%	(203)	1167
Biden Job Strongly Approve	41%	(96)	42%	(97)	17%	(40)	234
Biden Job Somewhat Approve	34%	(196)	47%	(273)	19%	(113)	582
Biden Job Somewhat Disapprove	36%	(152)	49%	(204)	15%	(63)	419
Biden Job Strongly Disapprove	32%	(241)	49%	(367)	19%	(140)	748
Favorable of Biden	35%	(302)	46%	(397)	19%	(169)	869
Unfavorable of Biden	34%	(378)	48%	(533)	18%	(198)	1109
Very Favorable of Biden	41%	(113)	43%	(118)	16%	(43)	274
Somewhat Favorable of Biden	32%	(189)	47%	(280)	21%	(126)	595
Somewhat Unfavorable of Biden	40%	(129)	46%	(149)	14%	(47)	325
Very Unfavorable of Biden	32%	(249)	49%	(383)	19%	(151)	784

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Table BPC2_5: *Does your current employer offer the following benefits? Reimbursement or funding for professional development*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	34%	(701)	47%	(973)	19%	(401)	2074
#1 Issue: Economy	34%	(375)	47%	(522)	19%	(217)	1113
#1 Issue: Security	26%	(55)	56%	(118)	18%	(39)	211
#1 Issue: Health Care	35%	(70)	51%	(102)	14%	(29)	201
#1 Issue: Medicare / Social Security	37%	(18)	39%	(19)	25%	(12)	50
#1 Issue: Women's Issues	34%	(60)	40%	(70)	27%	(47)	178
#1 Issue: Education	51%	(66)	30%	(39)	19%	(25)	129
#1 Issue: Energy	30%	(41)	55%	(75)	15%	(21)	137
#1 Issue: Other	30%	(17)	50%	(28)	20%	(11)	56
2020 Vote: Joe Biden	37%	(344)	43%	(401)	20%	(187)	932
2020 Vote: Donald Trump	35%	(255)	49%	(352)	16%	(116)	723
2020 Vote: Other	33%	(26)	51%	(41)	16%	(13)	79
2020 Vote: Didn't Vote	22%	(76)	53%	(179)	25%	(85)	341
2018 House Vote: Democrat	38%	(294)	45%	(344)	17%	(132)	770
2018 House Vote: Republican	36%	(212)	48%	(288)	16%	(97)	598
2018 House Vote: Someone else	30%	(21)	47%	(33)	23%	(16)	70
2016 Vote: Hillary Clinton	38%	(281)	44%	(323)	18%	(131)	735
2016 Vote: Donald Trump	37%	(236)	46%	(291)	16%	(104)	630
2016 Vote: Other	30%	(29)	58%	(56)	12%	(12)	97
2016 Vote: Didn't Vote	25%	(155)	50%	(303)	25%	(154)	613
Voted in 2014: Yes	39%	(464)	45%	(539)	17%	(199)	1201
Voted in 2014: No	27%	(237)	50%	(434)	23%	(202)	873
4-Region: Northeast	36%	(121)	45%	(152)	18%	(62)	334
4-Region: Midwest	33%	(160)	46%	(225)	21%	(101)	486
4-Region: South	33%	(260)	50%	(402)	17%	(135)	797
4-Region: West	35%	(159)	43%	(194)	23%	(103)	456
Child(Ren) Aged 0-17	35%	(536)	46%	(698)	18%	(277)	1511
Child(Ren) Aged 0-5	36%	(254)	44%	(310)	19%	(134)	699
Caregivers	35%	(405)	46%	(522)	19%	(216)	1143
Caregiver for Aging Parent	35%	(63)	45%	(81)	19%	(34)	178
Caregiver for Sick or Disabled Family Member	31%	(64)	49%	(103)	20%	(42)	209

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Table BPC2_5: *Does your current employer offer the following benefits? Reimbursement or funding for professional development*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	34%	(701)	47%	(973)	19%	(401)	2074
Caregiver for Child/Dependent	36%	(313)	45%	(392)	19%	(168)	874
Non-Business Owners	34%	(701)	47%	(973)	19%	(401)	2074
Service Worker/Retail Sales/Laborers/Helpers	16%	(79)	60%	(301)	25%	(124)	504
Trade/Skilled Workers	21%	(23)	59%	(66)	20%	(22)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	39%	(280)	44%	(313)	17%	(120)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	41%	(145)	39%	(140)	20%	(70)	355
Other Professionals	44%	(173)	39%	(153)	17%	(65)	391
Access to Childcare	47%	(302)	37%	(241)	16%	(106)	649
No Access to Childcare	23%	(101)	60%	(262)	17%	(77)	440
Unsure of Access to Childcare	23%	(36)	49%	(77)	28%	(44)	157
More Financially Secure after Pandemic	44%	(155)	38%	(135)	18%	(61)	351
Less Financially Secure after the Pandemic	30%	(324)	53%	(573)	17%	(188)	1085
Same Financial Security after the Pandemic	35%	(222)	42%	(265)	24%	(151)	639
Access to Paid Parental Leave	48%	(479)	32%	(319)	19%	(191)	989
No Access to Paid Parental Leave	20%	(158)	72%	(584)	8%	(65)	807
Access to Paid Caregiving Leave	53%	(373)	26%	(181)	21%	(152)	706
No Access to Paid Caregiving Leave	24%	(231)	71%	(697)	5%	(49)	977
Access to Flexible Work Hours	45%	(420)	37%	(340)	18%	(167)	926
No Access to Flexible Work Hours	25%	(263)	60%	(617)	15%	(156)	1037
Access to Child Care as Employer Benefit	61%	(215)	24%	(84)	16%	(55)	354
No Access to Child Care as Employer Benefit	29%	(407)	60%	(834)	11%	(147)	1388
Access to Mental Health Benefits	53%	(463)	29%	(258)	18%	(157)	878
No Access to Mental Health Benefits	17%	(146)	76%	(635)	7%	(55)	836
Ethnicity: White (Non-Hispanic)	33%	(434)	49%	(643)	18%	(238)	1315
Ethnicity: Hispanic	33%	(120)	43%	(159)	24%	(90)	370
Ethnicity: Black (Non-Hispanic)	39%	(89)	40%	(93)	21%	(49)	231
Ethnicity: Asian + Other (Non-Hispanic)	36%	(57)	49%	(78)	15%	(23)	159

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Table BPC2_5: *Does your current employer offer the following benefits?*
Reimbursement or funding for professional development

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	34%	(701)	47%	(973)	19%	(401)	2074
Single, never married	26%	(94)	47%	(168)	27%	(96)	358
Married	39%	(443)	46%	(526)	15%	(177)	1146
Separated	29%	(16)	51%	(28)	20%	(11)	54
Divorced	28%	(73)	48%	(126)	23%	(61)	260
Living with a partner	29%	(62)	51%	(108)	20%	(44)	214

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

Table BPC2_6: *Does your current employer offer the following benefits?*
Health insurance benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	78%	(1624)	19%	(400)	2%	(50)	2074
Gender: Female	78%	(1624)	19%	(400)	2%	(50)	2074
Age: 18-34	78%	(432)	19%	(103)	3%	(18)	554
Age: 35-44	79%	(727)	19%	(176)	2%	(18)	921
Age: 45-64	77%	(455)	20%	(119)	2%	(14)	588
GenZers: 1997-2012	75%	(56)	21%	(15)	4%	(3)	75
Millennials: 1981-1996	79%	(903)	19%	(216)	3%	(29)	1149
GenXers: 1965-1980	78%	(494)	20%	(128)	2%	(11)	633
Baby Boomers: 1946-1964	78%	(170)	18%	(40)	3%	(7)	217
PID: Dem (no lean)	82%	(676)	16%	(128)	2%	(20)	823
PID: Ind (no lean)	74%	(448)	23%	(140)	3%	(17)	606
PID: Rep (no lean)	78%	(500)	20%	(132)	2%	(13)	646
PID/Gender: Dem Women	82%	(676)	16%	(128)	2%	(20)	823
PID/Gender: Ind Women	74%	(448)	23%	(140)	3%	(17)	606
PID/Gender: Rep Women	78%	(500)	20%	(132)	2%	(13)	646
Ideo: Liberal (1-3)	82%	(487)	16%	(98)	2%	(10)	596
Ideo: Moderate (4)	81%	(518)	17%	(108)	2%	(12)	638
Ideo: Conservative (5-7)	78%	(500)	20%	(128)	2%	(14)	641
Educ: < College	71%	(787)	26%	(286)	3%	(35)	1108
Educ: Bachelors degree	87%	(508)	12%	(71)	1%	(8)	587
Educ: Post-grad	87%	(330)	11%	(42)	2%	(7)	379
Income: Under 50k	67%	(557)	29%	(240)	4%	(35)	833
Income: 50k-100k	84%	(654)	15%	(120)	1%	(8)	783
Income: 100k+	90%	(413)	8%	(39)	2%	(7)	458
Ethnicity: White	76%	(1198)	21%	(331)	3%	(41)	1570
Ethnicity: Hispanic	79%	(293)	19%	(71)	2%	(6)	370
Ethnicity: Black	88%	(224)	10%	(26)	2%	(5)	256
Ethnicity: Other	81%	(202)	17%	(42)	2%	(4)	249

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Table BPC2_6: *Does your current employer offer the following benefits?*
Health insurance benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	78%	(1624)	19%	(400)	2%	(50)	2074
All Christian	81%	(742)	17%	(157)	2%	(15)	913
All Non-Christian	75%	(47)	20%	(13)	5%	(3)	63
Atheist	67%	(41)	27%	(17)	5%	(3)	61
Agnostic/Nothing in particular	76%	(454)	21%	(125)	3%	(16)	595
Something Else	77%	(340)	20%	(87)	3%	(14)	441
Religious Non-Protestant/Catholic	72%	(56)	24%	(19)	4%	(3)	78
Evangelical	77%	(460)	20%	(122)	3%	(19)	602
Non-Evangelical	83%	(595)	16%	(114)	1%	(8)	717
Community: Urban	78%	(400)	18%	(93)	3%	(17)	510
Community: Suburban	81%	(807)	18%	(177)	1%	(15)	999
Community: Rural	74%	(418)	23%	(130)	3%	(18)	566
Employ: Private Sector	77%	(1278)	20%	(337)	2%	(38)	1653
Employ: Government	90%	(334)	8%	(31)	2%	(7)	372
Employ: Self-Employed	26%	(13)	62%	(31)	12%	(6)	50
Military HH: Yes	83%	(158)	16%	(30)	1%	(2)	190
Military HH: No	78%	(1466)	20%	(369)	3%	(49)	1884
RD/WT: Right Direction	82%	(449)	15%	(83)	3%	(17)	549
RD/WT: Wrong Track	77%	(1175)	21%	(317)	2%	(33)	1525
Biden Job Approve	81%	(660)	17%	(135)	3%	(21)	815
Biden Job Disapprove	77%	(899)	21%	(246)	2%	(22)	1167
Biden Job Strongly Approve	79%	(184)	17%	(40)	4%	(10)	234
Biden Job Somewhat Approve	82%	(476)	16%	(95)	2%	(11)	582
Biden Job Somewhat Disapprove	81%	(338)	18%	(76)	1%	(6)	419
Biden Job Strongly Disapprove	75%	(560)	23%	(171)	2%	(16)	748
Favorable of Biden	81%	(705)	16%	(142)	2%	(21)	869
Unfavorable of Biden	76%	(848)	21%	(238)	2%	(23)	1109
Very Favorable of Biden	80%	(220)	17%	(46)	3%	(8)	274
Somewhat Favorable of Biden	82%	(485)	16%	(97)	2%	(13)	595
Somewhat Unfavorable of Biden	80%	(261)	19%	(62)	1%	(2)	325
Very Unfavorable of Biden	75%	(588)	22%	(176)	3%	(21)	784

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Table BPC2_6: *Does your current employer offer the following benefits?*
Health insurance benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	78%	(1624)	19%	(400)	2%	(50)	2074
#1 Issue: Economy	78%	(872)	19%	(216)	2%	(25)	1113
#1 Issue: Security	71%	(151)	26%	(54)	3%	(6)	211
#1 Issue: Health Care	75%	(151)	21%	(43)	4%	(7)	201
#1 Issue: Medicare / Social Security	80%	(40)	16%	(8)	4%	(2)	50
#1 Issue: Women's Issues	89%	(158)	10%	(18)	1%	(2)	178
#1 Issue: Education	83%	(107)	14%	(19)	2%	(3)	129
#1 Issue: Energy	77%	(105)	22%	(30)	1%	(2)	137
#1 Issue: Other	73%	(40)	23%	(13)	4%	(2)	56
2020 Vote: Joe Biden	85%	(789)	14%	(127)	2%	(15)	932
2020 Vote: Donald Trump	78%	(563)	20%	(146)	2%	(14)	723
2020 Vote: Other	78%	(62)	20%	(15)	3%	(2)	79
2020 Vote: Didn't Vote	62%	(211)	33%	(111)	6%	(19)	341
2018 House Vote: Democrat	83%	(635)	15%	(119)	2%	(15)	770
2018 House Vote: Republican	81%	(481)	18%	(108)	1%	(8)	598
2018 House Vote: Someone else	79%	(55)	18%	(13)	3%	(2)	70
2016 Vote: Hillary Clinton	84%	(615)	15%	(109)	2%	(11)	735
2016 Vote: Donald Trump	81%	(508)	18%	(113)	2%	(9)	630
2016 Vote: Other	74%	(71)	24%	(23)	2%	(2)	97
2016 Vote: Didn't Vote	70%	(431)	25%	(154)	5%	(28)	613
Voted in 2014: Yes	82%	(990)	16%	(192)	2%	(19)	1201
Voted in 2014: No	73%	(635)	24%	(208)	4%	(31)	873
4-Region: Northeast	80%	(267)	17%	(58)	3%	(9)	334
4-Region: Midwest	80%	(388)	18%	(86)	2%	(12)	486
4-Region: South	76%	(609)	21%	(169)	2%	(19)	797
4-Region: West	79%	(360)	19%	(86)	2%	(11)	456
Child(Ren) Aged 0-17	79%	(1201)	18%	(279)	2%	(31)	1511
Child(Ren) Aged 0-5	81%	(565)	17%	(117)	2%	(17)	699
Caregivers	79%	(903)	19%	(218)	2%	(22)	1143
Caregiver for Aging Parent	80%	(142)	20%	(36)	—	(1)	178
Caregiver for Sick or Disabled Family Member	75%	(158)	19%	(40)	5%	(11)	209

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Table BPC2_6: *Does your current employer offer the following benefits?*
Health insurance benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	78%	(1624)	19%	(400)	2%	(50)	2074
Caregiver for Child/Dependent	80%	(703)	18%	(159)	1%	(12)	874
Non-Business Owners	78%	(1624)	19%	(400)	2%	(50)	2074
Service Worker/Retail Sales/Laborers/Helpers	65%	(329)	31%	(155)	4%	(20)	504
Trade/Skilled Workers	62%	(69)	33%	(37)	4%	(5)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	85%	(606)	15%	(104)	1%	(4)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	85%	(301)	12%	(43)	3%	(11)	355
Other Professionals	82%	(320)	15%	(60)	3%	(11)	391
Access to Childcare	86%	(556)	13%	(85)	1%	(9)	649
No Access to Childcare	76%	(335)	23%	(100)	1%	(5)	440
Unsure of Access to Childcare	64%	(101)	29%	(46)	7%	(10)	157
More Financially Secure after Pandemic	82%	(287)	16%	(55)	3%	(9)	351
Less Financially Secure after the Pandemic	76%	(829)	22%	(238)	2%	(19)	1085
Same Financial Security after the Pandemic	80%	(509)	17%	(107)	3%	(22)	639
Access to Paid Parental Leave	94%	(933)	5%	(51)	1%	(5)	989
No Access to Paid Parental Leave	60%	(481)	39%	(316)	1%	(9)	807
Access to Paid Caregiving Leave	94%	(663)	6%	(40)	—	(3)	706
No Access to Paid Caregiving Leave	66%	(646)	33%	(321)	1%	(11)	977
Access to Flexible Work Hours	83%	(768)	15%	(141)	2%	(18)	926
No Access to Flexible Work Hours	75%	(779)	24%	(246)	1%	(12)	1037
Access to Child Care as Employer Benefit	92%	(325)	8%	(28)	—	(2)	354
No Access to Child Care as Employer Benefit	74%	(1026)	25%	(349)	1%	(12)	1388
Access to Mental Health Benefits	98%	(857)	2%	(19)	—	(2)	878
No Access to Mental Health Benefits	56%	(468)	43%	(358)	1%	(10)	836
Ethnicity: White (Non-Hispanic)	76%	(1005)	21%	(273)	3%	(36)	1315
Ethnicity: Hispanic	79%	(293)	19%	(71)	2%	(6)	370
Ethnicity: Black (Non-Hispanic)	87%	(200)	11%	(25)	2%	(5)	231
Ethnicity: Asian + Other (Non-Hispanic)	79%	(126)	19%	(30)	2%	(3)	159

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Table BPC2_6: *Does your current employer offer the following benefits?*
Health insurance benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	78%	(1624)	19%	(400)	2%	(50)	2074
Single, never married	71%	(255)	25%	(91)	4%	(13)	358
Married	82%	(945)	16%	(185)	1%	(16)	1146
Separated	86%	(46)	14%	(8)	—	(0)	54
Divorced	74%	(191)	24%	(63)	2%	(6)	260
Living with a partner	70%	(150)	23%	(49)	7%	(15)	214

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

Table BPC2_7: *Does your current employer offer the following benefits?*
Mental health benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	42%	(878)	40%	(836)	17%	(360)	2074
Gender: Female	42%	(878)	40%	(836)	17%	(360)	2074
Age: 18-34	38%	(211)	46%	(253)	16%	(91)	554
Age: 35-44	44%	(408)	38%	(352)	18%	(161)	921
Age: 45-64	43%	(253)	39%	(228)	18%	(107)	588
GenZers: 1997-2012	36%	(27)	49%	(37)	15%	(11)	75
Millennials: 1981-1996	42%	(477)	41%	(468)	18%	(203)	1149
GenXers: 1965-1980	43%	(270)	41%	(262)	16%	(102)	633
Baby Boomers: 1946-1964	48%	(105)	31%	(68)	20%	(44)	217
PID: Dem (no lean)	46%	(378)	39%	(323)	15%	(122)	823
PID: Ind (no lean)	38%	(232)	41%	(250)	20%	(124)	606
PID: Rep (no lean)	41%	(268)	41%	(263)	18%	(115)	646
PID/Gender: Dem Women	46%	(378)	39%	(323)	15%	(122)	823
PID/Gender: Ind Women	38%	(232)	41%	(250)	20%	(124)	606
PID/Gender: Rep Women	41%	(268)	41%	(263)	18%	(115)	646
Ideo: Liberal (1-3)	44%	(262)	41%	(244)	15%	(90)	596
Ideo: Moderate (4)	46%	(291)	41%	(261)	13%	(86)	638
Ideo: Conservative (5-7)	41%	(263)	40%	(255)	19%	(123)	641
Educ: < College	34%	(374)	48%	(528)	19%	(205)	1108
Educ: Bachelors degree	52%	(307)	32%	(186)	16%	(95)	587
Educ: Post-grad	52%	(197)	32%	(122)	16%	(60)	379
Income: Under 50k	30%	(246)	50%	(416)	21%	(171)	833
Income: 50k-100k	45%	(356)	38%	(298)	16%	(128)	783
Income: 100k+	60%	(276)	27%	(122)	13%	(61)	458
Ethnicity: White	42%	(652)	41%	(645)	17%	(272)	1570
Ethnicity: Hispanic	47%	(172)	37%	(136)	17%	(61)	370
Ethnicity: Black	48%	(123)	36%	(93)	16%	(40)	256
Ethnicity: Other	42%	(103)	39%	(97)	19%	(48)	249

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Table BPC2_7: *Does your current employer offer the following benefits?*
Mental health benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	42%	(878)	40%	(836)	17%	(360)	2074
All Christian	47%	(427)	38%	(343)	16%	(143)	913
All Non-Christian	43%	(27)	37%	(24)	20%	(13)	63
Atheist	45%	(28)	34%	(20)	21%	(13)	61
Agnostic/Nothing in particular	36%	(213)	46%	(276)	18%	(106)	595
Something Else	41%	(183)	39%	(173)	19%	(86)	441
Religious Non-Protestant/Catholic	42%	(33)	36%	(28)	22%	(17)	78
Evangelical	42%	(252)	43%	(256)	16%	(94)	602
Non-Evangelical	48%	(343)	35%	(251)	17%	(123)	717
Community: Urban	43%	(222)	39%	(200)	17%	(88)	510
Community: Suburban	44%	(438)	39%	(394)	17%	(167)	999
Community: Rural	39%	(219)	43%	(242)	19%	(105)	566
Employ: Private Sector	40%	(665)	42%	(699)	17%	(289)	1653
Employ: Government	56%	(207)	27%	(99)	18%	(65)	372
Employ: Self-Employed	12%	(6)	76%	(38)	12%	(6)	50
Military HH: Yes	50%	(95)	34%	(65)	15%	(29)	190
Military HH: No	42%	(783)	41%	(770)	18%	(331)	1884
RD/WT: Right Direction	44%	(242)	35%	(194)	21%	(113)	549
RD/WT: Wrong Track	42%	(636)	42%	(642)	16%	(247)	1525
Biden Job Approve	46%	(377)	37%	(303)	17%	(135)	815
Biden Job Disapprove	41%	(475)	43%	(503)	16%	(190)	1167
Biden Job Strongly Approve	50%	(116)	35%	(81)	16%	(36)	234
Biden Job Somewhat Approve	45%	(261)	38%	(222)	17%	(99)	582
Biden Job Somewhat Disapprove	43%	(182)	45%	(189)	12%	(48)	419
Biden Job Strongly Disapprove	39%	(292)	42%	(314)	19%	(142)	748
Favorable of Biden	46%	(396)	38%	(329)	17%	(144)	869
Unfavorable of Biden	41%	(456)	42%	(464)	17%	(189)	1109
Very Favorable of Biden	51%	(140)	34%	(94)	15%	(40)	274
Somewhat Favorable of Biden	43%	(256)	40%	(236)	17%	(104)	595
Somewhat Unfavorable of Biden	46%	(150)	41%	(132)	13%	(42)	325
Very Unfavorable of Biden	39%	(306)	42%	(332)	19%	(146)	784

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Table BPC2_7: *Does your current employer offer the following benefits?*
Mental health benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	42%	(878)	40%	(836)	17%	(360)	2074
#1 Issue: Economy	41%	(458)	41%	(454)	18%	(201)	1113
#1 Issue: Security	37%	(77)	45%	(94)	19%	(40)	211
#1 Issue: Health Care	43%	(87)	43%	(87)	13%	(27)	201
#1 Issue: Medicare / Social Security	49%	(24)	29%	(14)	22%	(11)	50
#1 Issue: Women's Issues	48%	(85)	38%	(69)	14%	(25)	178
#1 Issue: Education	52%	(68)	31%	(40)	16%	(21)	129
#1 Issue: Energy	40%	(55)	41%	(56)	19%	(25)	137
#1 Issue: Other	43%	(24)	39%	(22)	17%	(10)	56
2020 Vote: Joe Biden	47%	(436)	36%	(338)	17%	(158)	932
2020 Vote: Donald Trump	42%	(304)	41%	(299)	17%	(120)	723
2020 Vote: Other	40%	(32)	48%	(38)	12%	(10)	79
2020 Vote: Didn't Vote	31%	(107)	47%	(161)	21%	(73)	341
2018 House Vote: Democrat	47%	(362)	37%	(283)	16%	(125)	770
2018 House Vote: Republican	43%	(255)	39%	(236)	18%	(107)	598
2018 House Vote: Someone else	46%	(32)	42%	(29)	12%	(9)	70
2016 Vote: Hillary Clinton	49%	(359)	36%	(262)	16%	(114)	735
2016 Vote: Donald Trump	44%	(275)	39%	(246)	17%	(109)	630
2016 Vote: Other	37%	(35)	51%	(49)	13%	(12)	97
2016 Vote: Didn't Vote	34%	(209)	46%	(279)	20%	(125)	613
Voted in 2014: Yes	47%	(567)	37%	(446)	16%	(188)	1201
Voted in 2014: No	36%	(311)	45%	(390)	20%	(172)	873
4-Region: Northeast	41%	(138)	38%	(125)	21%	(71)	334
4-Region: Midwest	44%	(214)	38%	(186)	18%	(87)	486
4-Region: South	40%	(319)	45%	(356)	15%	(122)	797
4-Region: West	46%	(208)	37%	(168)	18%	(81)	456
Child(Ren) Aged 0-17	42%	(634)	41%	(623)	17%	(253)	1511
Child(Ren) Aged 0-5	41%	(287)	41%	(285)	18%	(127)	699
Caregivers	42%	(485)	41%	(473)	16%	(185)	1143
Caregiver for Aging Parent	46%	(82)	40%	(71)	14%	(25)	178
Caregiver for Sick or Disabled Family Member	39%	(82)	44%	(92)	17%	(35)	209

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Table BPC2_7: *Does your current employer offer the following benefits?*
Mental health benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	42%	(878)	40%	(836)	17%	(360)	2074
Caregiver for Child/Dependent	43%	(374)	41%	(361)	16%	(138)	874
Non-Business Owners	42%	(878)	40%	(836)	17%	(360)	2074
Service Worker/Retail Sales/Laborers/Helpers	26%	(131)	52%	(265)	22%	(109)	504
Trade/Skilled Workers	30%	(34)	52%	(57)	18%	(20)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	51%	(366)	35%	(246)	14%	(101)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	46%	(163)	36%	(126)	19%	(66)	355
Other Professionals	47%	(185)	36%	(142)	16%	(64)	391
Access to Childcare	50%	(322)	34%	(224)	16%	(103)	649
No Access to Childcare	32%	(139)	53%	(235)	15%	(65)	440
Unsure of Access to Childcare	30%	(48)	42%	(66)	28%	(43)	157
More Financially Secure after Pandemic	53%	(185)	32%	(111)	16%	(55)	351
Less Financially Secure after the Pandemic	39%	(420)	46%	(495)	16%	(169)	1085
Same Financial Security after the Pandemic	43%	(273)	36%	(230)	21%	(135)	639
Access to Paid Parental Leave	61%	(606)	23%	(230)	15%	(153)	989
No Access to Paid Parental Leave	24%	(195)	68%	(549)	8%	(62)	807
Access to Paid Caregiving Leave	64%	(450)	20%	(141)	16%	(115)	706
No Access to Paid Caregiving Leave	29%	(279)	64%	(626)	7%	(73)	977
Access to Flexible Work Hours	54%	(498)	32%	(296)	14%	(132)	926
No Access to Flexible Work Hours	34%	(351)	50%	(514)	17%	(171)	1037
Access to Child Care as Employer Benefit	65%	(232)	23%	(82)	11%	(41)	354
No Access to Child Care as Employer Benefit	37%	(511)	51%	(711)	12%	(165)	1388
Access to Mental Health Benefits	100%	(878)	—	(0)	—	(0)	878
No Access to Mental Health Benefits	—	(0)	100%	(836)	—	(0)	836
Ethnicity: White (Non-Hispanic)	41%	(538)	42%	(546)	18%	(231)	1315
Ethnicity: Hispanic	47%	(172)	37%	(136)	17%	(61)	370
Ethnicity: Black (Non-Hispanic)	47%	(108)	37%	(85)	16%	(38)	231
Ethnicity: Asian + Other (Non-Hispanic)	38%	(60)	43%	(69)	19%	(30)	159

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Table BPC2_7: *Does your current employer offer the following benefits?*
Mental health benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	42%	(878)	40%	(836)	17%	(360)	2074
Single, never married	34%	(123)	44%	(156)	22%	(79)	358
Married	45%	(519)	38%	(438)	16%	(189)	1146
Separated	47%	(25)	40%	(22)	13%	(7)	54
Divorced	44%	(114)	42%	(109)	14%	(38)	260
Living with a partner	35%	(75)	45%	(97)	20%	(42)	214

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

Table BPC2_8: *Does your current employer offer the following benefits?*
Flexible work options and/or ability to work from home

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	45%	(926)	50%	(1037)	5%	(111)	2074
Gender: Female	45%	(926)	50%	(1037)	5%	(111)	2074
Age: 18-34	47%	(260)	47%	(260)	6%	(34)	554
Age: 35-44	45%	(419)	50%	(457)	5%	(45)	921
Age: 45-64	42%	(245)	53%	(310)	5%	(32)	588
GenZers: 1997-2012	51%	(38)	34%	(25)	15%	(11)	75
Millennials: 1981-1996	47%	(536)	48%	(553)	5%	(59)	1149
GenXers: 1965-1980	41%	(260)	54%	(342)	5%	(32)	633
Baby Boomers: 1946-1964	42%	(92)	53%	(115)	4%	(9)	217
PID: Dem (no lean)	47%	(389)	47%	(387)	6%	(47)	823
PID: Ind (no lean)	42%	(254)	51%	(312)	7%	(40)	606
PID: Rep (no lean)	44%	(283)	52%	(339)	4%	(23)	646
PID/Gender: Dem Women	47%	(389)	47%	(387)	6%	(47)	823
PID/Gender: Ind Women	42%	(254)	51%	(312)	7%	(40)	606
PID/Gender: Rep Women	44%	(283)	52%	(339)	4%	(23)	646
Ideo: Liberal (1-3)	49%	(293)	47%	(279)	4%	(24)	596
Ideo: Moderate (4)	45%	(290)	49%	(311)	6%	(37)	638
Ideo: Conservative (5-7)	43%	(277)	53%	(342)	4%	(23)	641
Educ: < College	37%	(412)	56%	(620)	7%	(76)	1108
Educ: Bachelors degree	56%	(327)	41%	(241)	3%	(19)	587
Educ: Post-grad	49%	(187)	46%	(176)	4%	(16)	379
Income: Under 50k	34%	(286)	58%	(486)	7%	(61)	833
Income: 50k-100k	49%	(388)	47%	(365)	4%	(30)	783
Income: 100k+	55%	(253)	40%	(185)	4%	(20)	458
Ethnicity: White	42%	(666)	53%	(825)	5%	(79)	1570
Ethnicity: Hispanic	51%	(190)	42%	(157)	6%	(23)	370
Ethnicity: Black	51%	(132)	42%	(107)	7%	(17)	256
Ethnicity: Other	52%	(129)	42%	(104)	6%	(15)	249

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Table BPC2_8: *Does your current employer offer the following benefits?*
Flexible work options and/or ability to work from home

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	45%	(926)	50%	(1037)	5%	(111)	2074
All Christian	46%	(424)	49%	(447)	5%	(42)	913
All Non-Christian	42%	(26)	48%	(31)	10%	(6)	63
Atheist	49%	(30)	43%	(26)	9%	(5)	61
Agnostic/Nothing in particular	43%	(254)	52%	(311)	5%	(30)	595
Something Else	44%	(192)	50%	(222)	6%	(27)	441
Religious Non-Protestant/Catholic	43%	(34)	48%	(37)	9%	(7)	78
Evangelical	41%	(249)	53%	(319)	6%	(34)	602
Non-Evangelical	49%	(349)	47%	(335)	5%	(32)	717
Community: Urban	48%	(245)	44%	(224)	8%	(41)	510
Community: Suburban	46%	(463)	49%	(488)	5%	(47)	999
Community: Rural	39%	(218)	57%	(325)	4%	(22)	566
Employ: Private Sector	45%	(745)	50%	(824)	5%	(84)	1653
Employ: Government	42%	(155)	52%	(195)	6%	(22)	372
Employ: Self-Employed	54%	(27)	36%	(18)	10%	(5)	50
Military HH: Yes	48%	(90)	48%	(91)	5%	(9)	190
Military HH: No	44%	(836)	50%	(946)	5%	(102)	1884
RD/WT: Right Direction	47%	(260)	45%	(248)	8%	(41)	549
RD/WT: Wrong Track	44%	(666)	52%	(789)	5%	(70)	1525
Biden Job Approve	48%	(391)	47%	(381)	5%	(43)	815
Biden Job Disapprove	43%	(505)	53%	(617)	4%	(45)	1167
Biden Job Strongly Approve	51%	(119)	43%	(101)	6%	(14)	234
Biden Job Somewhat Approve	47%	(272)	48%	(280)	5%	(30)	582
Biden Job Somewhat Disapprove	44%	(185)	51%	(216)	5%	(19)	419
Biden Job Strongly Disapprove	43%	(320)	54%	(401)	4%	(26)	748
Favorable of Biden	48%	(413)	47%	(406)	6%	(50)	869
Unfavorable of Biden	44%	(483)	53%	(585)	4%	(41)	1109
Very Favorable of Biden	51%	(140)	44%	(120)	5%	(14)	274
Somewhat Favorable of Biden	46%	(273)	48%	(285)	6%	(36)	595
Somewhat Unfavorable of Biden	48%	(157)	49%	(159)	3%	(10)	325
Very Unfavorable of Biden	42%	(326)	54%	(426)	4%	(31)	784

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Table BPC2_8: *Does your current employer offer the following benefits?*
Flexible work options and/or ability to work from home

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	45%	(926)	50%	(1037)	5%	(111)	2074
#1 Issue: Economy	44%	(489)	52%	(574)	4%	(50)	1113
#1 Issue: Security	39%	(82)	52%	(110)	9%	(19)	211
#1 Issue: Health Care	45%	(90)	48%	(96)	7%	(15)	201
#1 Issue: Medicare / Social Security	51%	(25)	41%	(20)	8%	(4)	50
#1 Issue: Women's Issues	50%	(88)	43%	(76)	8%	(13)	178
#1 Issue: Education	48%	(61)	47%	(61)	5%	(7)	129
#1 Issue: Energy	49%	(67)	50%	(68)	1%	(2)	137
#1 Issue: Other	41%	(23)	56%	(31)	3%	(2)	56
2020 Vote: Joe Biden	49%	(455)	46%	(426)	5%	(51)	932
2020 Vote: Donald Trump	44%	(317)	53%	(384)	3%	(22)	723
2020 Vote: Other	46%	(36)	51%	(40)	4%	(3)	79
2020 Vote: Didn't Vote	35%	(118)	55%	(187)	11%	(36)	341
2018 House Vote: Democrat	51%	(390)	44%	(341)	5%	(39)	770
2018 House Vote: Republican	44%	(263)	53%	(316)	3%	(19)	598
2018 House Vote: Someone else	40%	(28)	58%	(41)	2%	(1)	70
2016 Vote: Hillary Clinton	49%	(361)	46%	(336)	5%	(38)	735
2016 Vote: Donald Trump	45%	(283)	52%	(329)	3%	(18)	630
2016 Vote: Other	46%	(45)	53%	(51)	1%	(1)	97
2016 Vote: Didn't Vote	39%	(238)	52%	(321)	9%	(54)	613
Voted in 2014: Yes	48%	(580)	48%	(574)	4%	(47)	1201
Voted in 2014: No	40%	(347)	53%	(462)	7%	(64)	873
4-Region: Northeast	40%	(134)	56%	(189)	3%	(11)	334
4-Region: Midwest	47%	(231)	47%	(229)	6%	(27)	486
4-Region: South	43%	(339)	52%	(417)	5%	(41)	797
4-Region: West	49%	(223)	44%	(202)	7%	(32)	456
Child(Ren) Aged 0-17	46%	(697)	49%	(737)	5%	(77)	1511
Child(Ren) Aged 0-5	49%	(346)	45%	(311)	6%	(42)	699
Caregivers	46%	(527)	49%	(566)	4%	(51)	1143
Caregiver for Aging Parent	48%	(85)	46%	(81)	7%	(12)	178
Caregiver for Sick or Disabled Family Member	41%	(86)	53%	(111)	6%	(12)	209

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Table BPC2_8: *Does your current employer offer the following benefits? Flexible work options and/or ability to work from home*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	45%	(926)	50%	(1037)	5%	(111)	2074
Caregiver for Child/Dependent	46%	(399)	50%	(438)	4%	(37)	874
Non-Business Owners	45%	(926)	50%	(1037)	5%	(111)	2074
Service Worker/Retail Sales/Laborers/Helpers	28%	(143)	65%	(328)	7%	(33)	504
Trade/Skilled Workers	30%	(33)	64%	(71)	6%	(7)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	66%	(471)	29%	(209)	5%	(33)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	39%	(140)	56%	(197)	5%	(17)	355
Other Professionals	36%	(139)	59%	(232)	5%	(20)	391
Access to Childcare	54%	(348)	42%	(273)	4%	(28)	649
No Access to Childcare	38%	(167)	58%	(256)	4%	(17)	440
Unsure of Access to Childcare	43%	(68)	46%	(72)	11%	(17)	157
More Financially Secure after Pandemic	54%	(189)	40%	(140)	6%	(22)	351
Less Financially Secure after the Pandemic	43%	(468)	54%	(582)	3%	(35)	1085
Same Financial Security after the Pandemic	42%	(270)	49%	(315)	8%	(54)	639
Access to Paid Parental Leave	55%	(541)	42%	(410)	4%	(38)	989
No Access to Paid Parental Leave	35%	(280)	64%	(513)	2%	(14)	807
Access to Paid Caregiving Leave	58%	(413)	38%	(265)	4%	(29)	706
No Access to Paid Caregiving Leave	36%	(355)	62%	(606)	2%	(17)	977
Access to Flexible Work Hours	100%	(926)	—	(0)	—	(0)	926
No Access to Flexible Work Hours	—	(0)	100%	(1037)	—	(0)	1037
Access to Child Care as Employer Benefit	69%	(246)	27%	(96)	4%	(13)	354
No Access to Child Care as Employer Benefit	38%	(534)	59%	(825)	2%	(29)	1388
Access to Mental Health Benefits	57%	(498)	40%	(351)	3%	(29)	878
No Access to Mental Health Benefits	35%	(296)	61%	(514)	3%	(26)	836
Ethnicity: White (Non-Hispanic)	42%	(547)	53%	(703)	5%	(65)	1315
Ethnicity: Hispanic	51%	(190)	42%	(157)	6%	(23)	370
Ethnicity: Black (Non-Hispanic)	48%	(110)	45%	(104)	7%	(17)	231
Ethnicity: Asian + Other (Non-Hispanic)	49%	(79)	46%	(73)	4%	(7)	159

Continued on next page

Table BPC2_8: *Does your current employer offer the following benefits?*
Flexible work options and/or ability to work from home

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	45%	(926)	50%	(1037)	5%	(111)	2074
Single, never married	44%	(157)	48%	(172)	8%	(29)	358
Married	48%	(544)	49%	(556)	4%	(45)	1146
Separated	39%	(21)	57%	(31)	4%	(2)	54
Divorced	42%	(109)	54%	(140)	4%	(11)	260
Living with a partner	38%	(82)	52%	(112)	10%	(20)	214

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

Table BPC2_9: *Does your current employer offer the following benefits?*
Access to affordable child care and/or financial assistance to pay for child care

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	17%	(354)	67%	(1388)	16%	(332)	2074
Gender: Female	17%	(354)	67%	(1388)	16%	(332)	2074
Age: 18-34	23%	(127)	65%	(358)	12%	(69)	554
Age: 35-44	18%	(167)	68%	(624)	14%	(130)	921
Age: 45-64	10%	(60)	67%	(395)	22%	(132)	588
GenZers: 1997-2012	25%	(19)	58%	(43)	17%	(13)	75
Millennials: 1981-1996	21%	(243)	67%	(768)	12%	(138)	1149
GenXers: 1965-1980	11%	(71)	69%	(434)	20%	(129)	633
Baby Boomers: 1946-1964	10%	(22)	65%	(142)	25%	(53)	217
PID: Dem (no lean)	20%	(164)	65%	(535)	15%	(124)	823
PID: Ind (no lean)	15%	(90)	65%	(395)	20%	(121)	606
PID: Rep (no lean)	15%	(100)	71%	(458)	14%	(88)	646
PID/Gender: Dem Women	20%	(164)	65%	(535)	15%	(124)	823
PID/Gender: Ind Women	15%	(90)	65%	(395)	20%	(121)	606
PID/Gender: Rep Women	15%	(100)	71%	(458)	14%	(88)	646
Ideo: Liberal (1-3)	21%	(127)	64%	(384)	14%	(85)	596
Ideo: Moderate (4)	20%	(127)	67%	(429)	13%	(82)	638
Ideo: Conservative (5-7)	12%	(75)	72%	(462)	16%	(105)	641
Educ: < College	14%	(152)	68%	(756)	18%	(201)	1108
Educ: Bachelors degree	22%	(128)	65%	(379)	14%	(80)	587
Educ: Post-grad	20%	(75)	67%	(253)	14%	(51)	379
Income: Under 50k	13%	(111)	68%	(563)	19%	(160)	833
Income: 50k-100k	19%	(149)	67%	(522)	14%	(112)	783
Income: 100k+	21%	(95)	66%	(303)	13%	(61)	458
Ethnicity: White	16%	(250)	69%	(1082)	15%	(239)	1570
Ethnicity: Hispanic	19%	(69)	63%	(234)	18%	(67)	370
Ethnicity: Black	21%	(54)	58%	(148)	21%	(53)	256
Ethnicity: Other	20%	(50)	64%	(158)	16%	(41)	249

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Table BPC2_9: *Does your current employer offer the following benefits?*
Access to affordable child care and/or financial assistance to pay for child care

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	17%	(354)	67%	(1388)	16%	(332)	2074
All Christian	18%	(160)	67%	(616)	15%	(137)	913
All Non-Christian	20%	(12)	65%	(41)	16%	(10)	63
Atheist	18%	(11)	66%	(40)	17%	(10)	61
Agnostic/Nothing in particular	17%	(100)	68%	(403)	15%	(92)	595
Something Else	16%	(70)	65%	(288)	19%	(83)	441
Religious Non-Protestant/Catholic	19%	(15)	63%	(49)	19%	(14)	78
Evangelical	17%	(101)	68%	(410)	15%	(90)	602
Non-Evangelical	17%	(120)	66%	(476)	17%	(122)	717
Community: Urban	23%	(116)	60%	(308)	17%	(85)	510
Community: Suburban	16%	(161)	68%	(681)	16%	(157)	999
Community: Rural	13%	(76)	70%	(399)	16%	(91)	566
Employ: Private Sector	17%	(281)	67%	(1107)	16%	(265)	1653
Employ: Government	18%	(68)	65%	(242)	16%	(61)	372
Employ: Self-Employed	10%	(5)	78%	(39)	12%	(6)	50
Military HH: Yes	21%	(40)	66%	(126)	13%	(25)	190
Military HH: No	17%	(314)	67%	(1262)	16%	(307)	1884
RD/WT: Right Direction	25%	(135)	57%	(314)	18%	(100)	549
RD/WT: Wrong Track	14%	(219)	70%	(1074)	15%	(232)	1525
Biden Job Approve	21%	(171)	62%	(507)	17%	(137)	815
Biden Job Disapprove	14%	(168)	72%	(835)	14%	(164)	1167
Biden Job Strongly Approve	30%	(70)	55%	(129)	15%	(35)	234
Biden Job Somewhat Approve	17%	(101)	65%	(379)	18%	(102)	582
Biden Job Somewhat Disapprove	17%	(70)	70%	(293)	14%	(57)	419
Biden Job Strongly Disapprove	13%	(98)	73%	(542)	14%	(107)	748
Favorable of Biden	20%	(176)	64%	(552)	16%	(141)	869
Unfavorable of Biden	14%	(159)	71%	(786)	15%	(164)	1109
Very Favorable of Biden	29%	(79)	57%	(157)	14%	(38)	274
Somewhat Favorable of Biden	16%	(97)	66%	(395)	17%	(103)	595
Somewhat Unfavorable of Biden	16%	(52)	70%	(228)	14%	(44)	325
Very Unfavorable of Biden	14%	(107)	71%	(558)	15%	(119)	784

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Table BPC2_9: *Does your current employer offer the following benefits?*
Access to affordable child care and/or financial assistance to pay for child care

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	17%	(354)	67%	(1388)	16%	(332)	2074
#1 Issue: Economy	16%	(175)	69%	(771)	15%	(168)	1113
#1 Issue: Security	16%	(35)	64%	(136)	19%	(41)	211
#1 Issue: Health Care	20%	(39)	67%	(134)	14%	(28)	201
#1 Issue: Medicare / Social Security	12%	(6)	53%	(26)	35%	(17)	50
#1 Issue: Women's Issues	22%	(40)	60%	(107)	17%	(31)	178
#1 Issue: Education	22%	(28)	59%	(76)	19%	(25)	129
#1 Issue: Energy	20%	(28)	70%	(96)	9%	(13)	137
#1 Issue: Other	7%	(4)	76%	(42)	17%	(10)	56
2020 Vote: Joe Biden	19%	(178)	64%	(594)	17%	(159)	932
2020 Vote: Donald Trump	16%	(117)	71%	(511)	13%	(95)	723
2020 Vote: Other	18%	(14)	69%	(54)	14%	(11)	79
2020 Vote: Didn't Vote	13%	(44)	67%	(229)	20%	(68)	341
2018 House Vote: Democrat	21%	(161)	64%	(491)	15%	(118)	770
2018 House Vote: Republican	15%	(92)	72%	(430)	13%	(76)	598
2018 House Vote: Someone else	19%	(13)	68%	(48)	13%	(9)	70
2016 Vote: Hillary Clinton	21%	(154)	64%	(468)	15%	(112)	735
2016 Vote: Donald Trump	16%	(102)	72%	(452)	12%	(76)	630
2016 Vote: Other	10%	(10)	75%	(72)	15%	(15)	97
2016 Vote: Didn't Vote	14%	(89)	64%	(395)	21%	(129)	613
Voted in 2014: Yes	19%	(224)	68%	(819)	13%	(158)	1201
Voted in 2014: No	15%	(130)	65%	(569)	20%	(174)	873
4-Region: Northeast	20%	(68)	62%	(207)	18%	(60)	334
4-Region: Midwest	14%	(66)	71%	(343)	16%	(78)	486
4-Region: South	17%	(137)	68%	(545)	14%	(115)	797
4-Region: West	18%	(83)	64%	(293)	18%	(80)	456
Child(Ren) Aged 0-17	20%	(303)	67%	(1006)	13%	(202)	1511
Child(Ren) Aged 0-5	23%	(163)	64%	(451)	12%	(85)	699
Caregivers	18%	(210)	68%	(773)	14%	(160)	1143
Caregiver for Aging Parent	20%	(36)	67%	(120)	12%	(22)	178
Caregiver for Sick or Disabled Family Member	16%	(34)	67%	(141)	17%	(35)	209

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Table BPC2_9: *Does your current employer offer the following benefits?*
Access to affordable child care and/or financial assistance to pay for child care

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	17%	(354)	67%	(1388)	16%	(332)	2074
Caregiver for Child/Dependent	19%	(162)	68%	(591)	14%	(120)	874
Non-Business Owners	17%	(354)	67%	(1388)	16%	(332)	2074
Service Worker/Retail Sales/Laborers/Helpers	11%	(56)	72%	(365)	17%	(83)	504
Trade/Skilled Workers	17%	(19)	63%	(70)	20%	(22)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21%	(153)	65%	(462)	14%	(99)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	20%	(70)	62%	(221)	18%	(64)	355
Other Professionals	15%	(57)	69%	(271)	16%	(63)	391
Access to Childcare	31%	(203)	58%	(378)	11%	(68)	649
No Access to Childcare	9%	(41)	81%	(355)	10%	(43)	440
Unsure of Access to Childcare	12%	(19)	62%	(97)	26%	(41)	157
More Financially Secure after Pandemic	33%	(114)	56%	(197)	11%	(40)	351
Less Financially Secure after the Pandemic	15%	(162)	71%	(775)	14%	(148)	1085
Same Financial Security after the Pandemic	12%	(78)	65%	(416)	23%	(145)	639
Access to Paid Parental Leave	28%	(273)	58%	(575)	14%	(142)	989
No Access to Paid Parental Leave	7%	(58)	87%	(705)	5%	(44)	807
Access to Paid Caregiving Leave	34%	(243)	50%	(351)	16%	(112)	706
No Access to Paid Caregiving Leave	7%	(67)	88%	(865)	5%	(46)	977
Access to Flexible Work Hours	27%	(246)	58%	(534)	16%	(147)	926
No Access to Flexible Work Hours	9%	(96)	80%	(825)	11%	(117)	1037
Access to Child Care as Employer Benefit	100%	(354)	—	(0)	—	(0)	354
No Access to Child Care as Employer Benefit	—	(0)	100%	(1388)	—	(0)	1388
Access to Mental Health Benefits	26%	(232)	58%	(511)	15%	(135)	878
No Access to Mental Health Benefits	10%	(82)	85%	(711)	5%	(43)	836
Ethnicity: White (Non-Hispanic)	16%	(208)	69%	(912)	15%	(194)	1315
Ethnicity: Hispanic	19%	(69)	63%	(234)	18%	(67)	370
Ethnicity: Black (Non-Hispanic)	21%	(49)	57%	(131)	22%	(51)	231
Ethnicity: Asian + Other (Non-Hispanic)	17%	(28)	69%	(111)	13%	(21)	159

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Table BPC2_9: *Does your current employer offer the following benefits?*
Access to affordable child care and/or financial assistance to pay for child care

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	17%	(354)	67%	(1388)	16%	(332)	2074
Single, never married	22%	(78)	61%	(220)	17%	(61)	358
Married	18%	(202)	69%	(789)	13%	(155)	1146
Separated	17%	(9)	65%	(35)	18%	(10)	54
Divorced	12%	(32)	68%	(178)	20%	(51)	260
Living with a partner	15%	(32)	64%	(136)	21%	(45)	214

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

Table BPC2_10: *Does your current employer offer the following benefits?*
Retirement benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	67%	(1391)	26%	(548)	7%	(135)	2074
Gender: Female	67%	(1391)	26%	(548)	7%	(135)	2074
Age: 18-34	63%	(351)	29%	(163)	7%	(40)	554
Age: 35-44	69%	(633)	25%	(234)	6%	(54)	921
Age: 45-64	68%	(399)	25%	(148)	7%	(41)	588
GenZers: 1997-2012	61%	(46)	29%	(21)	10%	(8)	75
Millennials: 1981-1996	67%	(769)	27%	(305)	6%	(75)	1149
GenXers: 1965-1980	67%	(426)	27%	(172)	5%	(35)	633
Baby Boomers: 1946-1964	69%	(151)	22%	(48)	8%	(18)	217
PID: Dem (no lean)	69%	(570)	23%	(193)	7%	(60)	823
PID: Ind (no lean)	62%	(374)	32%	(191)	7%	(41)	606
PID: Rep (no lean)	69%	(447)	25%	(164)	5%	(34)	646
PID/Gender: Dem Women	69%	(570)	23%	(193)	7%	(60)	823
PID/Gender: Ind Women	62%	(374)	32%	(191)	7%	(41)	606
PID/Gender: Rep Women	69%	(447)	25%	(164)	5%	(34)	646
Ideo: Liberal (1-3)	70%	(415)	25%	(147)	6%	(34)	596
Ideo: Moderate (4)	70%	(446)	24%	(155)	6%	(37)	638
Ideo: Conservative (5-7)	68%	(433)	27%	(172)	6%	(36)	641
Educ: < College	56%	(618)	35%	(390)	9%	(99)	1108
Educ: Bachelors degree	79%	(466)	17%	(97)	4%	(24)	587
Educ: Post-grad	81%	(307)	16%	(60)	3%	(12)	379
Income: Under 50k	51%	(427)	38%	(316)	11%	(90)	833
Income: 50k-100k	74%	(580)	21%	(168)	5%	(35)	783
Income: 100k+	84%	(385)	14%	(64)	2%	(10)	458
Ethnicity: White	66%	(1035)	28%	(434)	6%	(102)	1570
Ethnicity: Hispanic	64%	(235)	27%	(101)	9%	(33)	370
Ethnicity: Black	75%	(192)	18%	(46)	7%	(17)	256
Ethnicity: Other	66%	(165)	27%	(68)	6%	(16)	249

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Table BPC2_10: *Does your current employer offer the following benefits?*
Retirement benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	67%	(1391)	26%	(548)	7%	(135)	2074
All Christian	71%	(647)	24%	(216)	6%	(50)	913
All Non-Christian	62%	(40)	27%	(17)	11%	(7)	63
Atheist	66%	(41)	26%	(16)	7%	(5)	61
Agnostic/Nothing in particular	62%	(369)	32%	(189)	6%	(37)	595
Something Else	67%	(296)	25%	(110)	8%	(36)	441
Religious Non-Protestant/Catholic	62%	(48)	29%	(23)	9%	(7)	78
Evangelical	67%	(404)	27%	(161)	6%	(37)	602
Non-Evangelical	72%	(514)	22%	(157)	6%	(46)	717
Community: Urban	66%	(338)	28%	(141)	6%	(31)	510
Community: Suburban	69%	(692)	24%	(238)	7%	(69)	999
Community: Rural	64%	(362)	30%	(169)	6%	(35)	566
Employ: Private Sector	64%	(1066)	29%	(472)	7%	(115)	1653
Employ: Government	85%	(315)	11%	(42)	4%	(15)	372
Employ: Self-Employed	21%	(11)	68%	(34)	11%	(5)	50
Military HH: Yes	73%	(138)	24%	(46)	3%	(6)	190
Military HH: No	67%	(1253)	27%	(502)	7%	(129)	1884
RD/WT: Right Direction	70%	(384)	23%	(128)	7%	(38)	549
RD/WT: Wrong Track	66%	(1008)	28%	(420)	6%	(97)	1525
Biden Job Approve	69%	(562)	24%	(198)	7%	(55)	815
Biden Job Disapprove	67%	(779)	28%	(328)	5%	(60)	1167
Biden Job Strongly Approve	65%	(152)	28%	(64)	8%	(18)	234
Biden Job Somewhat Approve	71%	(411)	23%	(134)	6%	(37)	582
Biden Job Somewhat Disapprove	70%	(294)	26%	(109)	4%	(16)	419
Biden Job Strongly Disapprove	65%	(485)	29%	(219)	6%	(44)	748
Favorable of Biden	69%	(601)	24%	(207)	7%	(61)	869
Unfavorable of Biden	67%	(742)	28%	(308)	5%	(59)	1109
Very Favorable of Biden	70%	(193)	24%	(64)	6%	(17)	274
Somewhat Favorable of Biden	69%	(408)	24%	(142)	7%	(44)	595
Somewhat Unfavorable of Biden	70%	(228)	25%	(82)	5%	(15)	325
Very Unfavorable of Biden	66%	(514)	29%	(226)	6%	(44)	784

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Table BPC2_10: *Does your current employer offer the following benefits?*
Retirement benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	67%	(1391)	26%	(548)	7%	(135)	2074
#1 Issue: Economy	69%	(765)	25%	(275)	7%	(73)	1113
#1 Issue: Security	60%	(128)	34%	(72)	5%	(12)	211
#1 Issue: Health Care	65%	(130)	30%	(60)	6%	(12)	201
#1 Issue: Medicare / Social Security	55%	(27)	32%	(16)	13%	(6)	50
#1 Issue: Women's Issues	69%	(123)	23%	(41)	8%	(14)	178
#1 Issue: Education	78%	(100)	16%	(20)	6%	(8)	129
#1 Issue: Energy	61%	(84)	33%	(46)	5%	(7)	137
#1 Issue: Other	63%	(35)	33%	(18)	4%	(2)	56
2020 Vote: Joe Biden	73%	(684)	21%	(193)	6%	(54)	932
2020 Vote: Donald Trump	68%	(492)	26%	(191)	5%	(39)	723
2020 Vote: Other	67%	(53)	30%	(24)	3%	(2)	79
2020 Vote: Didn't Vote	47%	(161)	41%	(140)	11%	(39)	341
2018 House Vote: Democrat	72%	(553)	21%	(163)	7%	(53)	770
2018 House Vote: Republican	72%	(432)	24%	(144)	4%	(22)	598
2018 House Vote: Someone else	67%	(47)	30%	(21)	3%	(2)	70
2016 Vote: Hillary Clinton	75%	(548)	20%	(145)	6%	(41)	735
2016 Vote: Donald Trump	71%	(446)	26%	(161)	4%	(23)	630
2016 Vote: Other	59%	(57)	37%	(36)	4%	(4)	97
2016 Vote: Didn't Vote	55%	(340)	34%	(206)	11%	(67)	613
Voted in 2014: Yes	73%	(877)	22%	(264)	5%	(60)	1201
Voted in 2014: No	59%	(515)	32%	(284)	9%	(75)	873
4-Region: Northeast	68%	(227)	25%	(84)	7%	(23)	334
4-Region: Midwest	73%	(356)	21%	(101)	6%	(30)	486
4-Region: South	65%	(519)	29%	(230)	6%	(47)	797
4-Region: West	63%	(289)	29%	(132)	8%	(36)	456
Child(Ren) Aged 0-17	68%	(1032)	26%	(387)	6%	(91)	1511
Child(Ren) Aged 0-5	69%	(484)	24%	(169)	7%	(46)	699
Caregivers	67%	(765)	27%	(306)	6%	(72)	1143
Caregiver for Aging Parent	67%	(119)	28%	(50)	5%	(9)	178
Caregiver for Sick or Disabled Family Member	57%	(120)	31%	(66)	11%	(23)	209

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Table BPC2_10: *Does your current employer offer the following benefits?*
Retirement benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	67%	(1391)	26%	(548)	7%	(135)	2074
Caregiver for Child/Dependent	70%	(608)	25%	(216)	6%	(49)	874
Non-Business Owners	67%	(1391)	26%	(548)	7%	(135)	2074
Service Worker/Retail Sales/Laborers/Helpers	49%	(249)	41%	(207)	10%	(49)	504
Trade/Skilled Workers	51%	(56)	38%	(42)	11%	(12)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	74%	(531)	21%	(147)	5%	(36)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	72%	(257)	21%	(75)	6%	(23)	355
Other Professionals	76%	(299)	20%	(76)	4%	(16)	391
Access to Childcare	76%	(494)	19%	(123)	5%	(32)	649
No Access to Childcare	62%	(275)	33%	(145)	5%	(21)	440
Unsure of Access to Childcare	55%	(86)	29%	(45)	17%	(27)	157
More Financially Secure after Pandemic	72%	(254)	22%	(77)	6%	(20)	351
Less Financially Secure after the Pandemic	65%	(709)	29%	(318)	5%	(59)	1085
Same Financial Security after the Pandemic	67%	(429)	24%	(154)	9%	(56)	639
Access to Paid Parental Leave	86%	(853)	10%	(101)	4%	(35)	989
No Access to Paid Parental Leave	46%	(373)	51%	(410)	3%	(24)	807
Access to Paid Caregiving Leave	87%	(616)	9%	(65)	4%	(26)	706
No Access to Paid Caregiving Leave	52%	(512)	45%	(440)	3%	(26)	977
Access to Flexible Work Hours	74%	(683)	22%	(206)	4%	(37)	926
No Access to Flexible Work Hours	63%	(649)	32%	(331)	5%	(57)	1037
Access to Child Care as Employer Benefit	85%	(301)	12%	(42)	3%	(11)	354
No Access to Child Care as Employer Benefit	62%	(863)	34%	(472)	4%	(52)	1388
Access to Mental Health Benefits	91%	(797)	7%	(62)	2%	(20)	878
No Access to Mental Health Benefits	42%	(351)	54%	(449)	4%	(36)	836
Ethnicity: White (Non-Hispanic)	66%	(871)	28%	(364)	6%	(79)	1315
Ethnicity: Hispanic	64%	(235)	27%	(101)	9%	(33)	370
Ethnicity: Black (Non-Hispanic)	75%	(173)	18%	(40)	7%	(17)	231
Ethnicity: Asian + Other (Non-Hispanic)	70%	(111)	26%	(42)	4%	(6)	159

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Table BPC2_10: *Does your current employer offer the following benefits?*
Retirement benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	67%	(1391)	26%	(548)	7%	(135)	2074
Single, never married	56%	(202)	32%	(113)	12%	(44)	358
Married	73%	(833)	23%	(259)	5%	(54)	1146
Separated	68%	(37)	27%	(15)	5%	(3)	54
Divorced	65%	(169)	32%	(82)	4%	(9)	260
Living with a partner	55%	(118)	34%	(74)	10%	(22)	214

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

Table BPC2_11: *Does your current employer offer the following benefits?*
Emergency savings benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	15%	(321)	64%	(1318)	21%	(435)	2074
Gender: Female	15%	(321)	64%	(1318)	21%	(435)	2074
Age: 18-34	22%	(124)	57%	(317)	20%	(113)	554
Age: 35-44	16%	(143)	63%	(584)	21%	(193)	921
Age: 45-64	9%	(52)	69%	(408)	22%	(127)	588
GenZers: 1997-2012	23%	(17)	49%	(37)	27%	(20)	75
Millennials: 1981-1996	19%	(221)	61%	(696)	20%	(231)	1149
GenXers: 1965-1980	10%	(64)	68%	(434)	21%	(136)	633
Baby Boomers: 1946-1964	8%	(17)	70%	(152)	22%	(47)	217
PID: Dem (no lean)	18%	(149)	62%	(508)	20%	(166)	823
PID: Ind (no lean)	13%	(80)	63%	(382)	24%	(144)	606
PID: Rep (no lean)	14%	(93)	66%	(428)	19%	(124)	646
PID/Gender: Dem Women	18%	(149)	62%	(508)	20%	(166)	823
PID/Gender: Ind Women	13%	(80)	63%	(382)	24%	(144)	606
PID/Gender: Rep Women	14%	(93)	66%	(428)	19%	(124)	646
Ideo: Liberal (1-3)	18%	(106)	64%	(381)	18%	(109)	596
Ideo: Moderate (4)	17%	(110)	65%	(412)	18%	(116)	638
Ideo: Conservative (5-7)	13%	(84)	66%	(425)	21%	(132)	641
Educ: < College	16%	(179)	62%	(687)	22%	(241)	1108
Educ: Bachelors degree	14%	(85)	65%	(381)	21%	(121)	587
Educ: Post-grad	15%	(57)	66%	(250)	19%	(73)	379
Income: Under 50k	16%	(136)	61%	(510)	22%	(187)	833
Income: 50k-100k	14%	(112)	66%	(515)	20%	(157)	783
Income: 100k+	16%	(73)	64%	(294)	20%	(91)	458
Ethnicity: White	13%	(207)	66%	(1029)	21%	(334)	1570
Ethnicity: Hispanic	18%	(68)	59%	(217)	23%	(85)	370
Ethnicity: Black	23%	(60)	54%	(138)	23%	(58)	256
Ethnicity: Other	22%	(54)	61%	(151)	17%	(43)	249

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Table BPC2_11: *Does your current employer offer the following benefits?*
Emergency savings benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	15%	(321)	64%	(1318)	21%	(435)	2074
All Christian	16%	(149)	64%	(586)	19%	(178)	913
All Non-Christian	11%	(7)	64%	(41)	25%	(16)	63
Atheist	27%	(16)	53%	(32)	21%	(13)	61
Agnostic/Nothing in particular	13%	(75)	67%	(398)	21%	(122)	595
Something Else	17%	(74)	59%	(261)	24%	(106)	441
Religious Non-Protestant/Catholic	14%	(11)	60%	(47)	26%	(20)	78
Evangelical	19%	(113)	63%	(381)	18%	(108)	602
Non-Evangelical	14%	(102)	63%	(449)	23%	(166)	717
Community: Urban	19%	(99)	61%	(310)	20%	(102)	510
Community: Suburban	13%	(131)	65%	(650)	22%	(218)	999
Community: Rural	16%	(91)	63%	(359)	20%	(116)	566
Employ: Private Sector	16%	(256)	63%	(1046)	21%	(351)	1653
Employ: Government	16%	(60)	63%	(236)	21%	(76)	372
Employ: Self-Employed	10%	(5)	74%	(37)	15%	(8)	50
Military HH: Yes	19%	(36)	62%	(117)	19%	(37)	190
Military HH: No	15%	(285)	64%	(1201)	21%	(398)	1884
RD/WT: Right Direction	22%	(122)	55%	(303)	22%	(124)	549
RD/WT: Wrong Track	13%	(199)	67%	(1015)	20%	(311)	1525
Biden Job Approve	18%	(150)	61%	(498)	20%	(167)	815
Biden Job Disapprove	14%	(159)	67%	(781)	19%	(228)	1167
Biden Job Strongly Approve	26%	(61)	52%	(123)	21%	(50)	234
Biden Job Somewhat Approve	15%	(90)	64%	(375)	20%	(117)	582
Biden Job Somewhat Disapprove	14%	(60)	67%	(282)	18%	(77)	419
Biden Job Strongly Disapprove	13%	(99)	67%	(499)	20%	(150)	748
Favorable of Biden	18%	(157)	60%	(525)	22%	(187)	869
Unfavorable of Biden	13%	(146)	67%	(743)	20%	(220)	1109
Very Favorable of Biden	28%	(77)	52%	(143)	20%	(54)	274
Somewhat Favorable of Biden	13%	(80)	64%	(381)	22%	(133)	595
Somewhat Unfavorable of Biden	12%	(38)	69%	(223)	20%	(64)	325
Very Unfavorable of Biden	14%	(108)	66%	(520)	20%	(156)	784

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Table BPC2_11: *Does your current employer offer the following benefits?*
Emergency savings benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	15%	(321)	64%	(1318)	21%	(435)	2074
#1 Issue: Economy	14%	(160)	65%	(725)	20%	(228)	1113
#1 Issue: Security	13%	(29)	66%	(139)	21%	(44)	211
#1 Issue: Health Care	23%	(46)	61%	(122)	16%	(33)	201
#1 Issue: Medicare / Social Security	18%	(9)	60%	(30)	22%	(11)	50
#1 Issue: Women's Issues	20%	(36)	56%	(100)	24%	(42)	178
#1 Issue: Education	13%	(17)	59%	(76)	28%	(36)	129
#1 Issue: Energy	16%	(22)	62%	(85)	22%	(30)	137
#1 Issue: Other	5%	(3)	74%	(41)	21%	(11)	56
2020 Vote: Joe Biden	17%	(155)	62%	(575)	22%	(202)	932
2020 Vote: Donald Trump	15%	(112)	66%	(480)	18%	(130)	723
2020 Vote: Other	11%	(9)	72%	(57)	18%	(14)	79
2020 Vote: Didn't Vote	13%	(46)	61%	(206)	26%	(89)	341
2018 House Vote: Democrat	18%	(142)	63%	(484)	19%	(143)	770
2018 House Vote: Republican	14%	(85)	68%	(408)	17%	(104)	598
2018 House Vote: Someone else	15%	(10)	66%	(46)	19%	(13)	70
2016 Vote: Hillary Clinton	19%	(137)	62%	(454)	20%	(143)	735
2016 Vote: Donald Trump	13%	(85)	68%	(429)	19%	(117)	630
2016 Vote: Other	11%	(10)	74%	(71)	16%	(15)	97
2016 Vote: Didn't Vote	14%	(89)	59%	(364)	26%	(160)	613
Voted in 2014: Yes	16%	(192)	66%	(793)	18%	(216)	1201
Voted in 2014: No	15%	(129)	60%	(525)	25%	(219)	873
4-Region: Northeast	13%	(45)	64%	(216)	22%	(74)	334
4-Region: Midwest	12%	(56)	66%	(322)	22%	(108)	486
4-Region: South	17%	(138)	64%	(512)	19%	(148)	797
4-Region: West	18%	(82)	59%	(269)	23%	(105)	456
Child(Ren) Aged 0-17	18%	(270)	62%	(938)	20%	(303)	1511
Child(Ren) Aged 0-5	20%	(142)	58%	(407)	21%	(150)	699
Caregivers	16%	(186)	63%	(715)	21%	(242)	1143
Caregiver for Aging Parent	22%	(38)	59%	(106)	19%	(34)	178
Caregiver for Sick or Disabled Family Member	13%	(27)	69%	(145)	18%	(37)	209

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Table BPC2_11: *Does your current employer offer the following benefits?*
Emergency savings benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	15%	(321)	64%	(1318)	21%	(435)	2074
Caregiver for Child/Dependent	16%	(136)	62%	(546)	22%	(192)	874
Non-Business Owners	15%	(321)	64%	(1318)	21%	(435)	2074
Service Worker/Retail Sales/Laborers/Helpers	15%	(77)	64%	(324)	21%	(104)	504
Trade/Skilled Workers	18%	(20)	65%	(72)	17%	(19)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	15%	(109)	65%	(464)	20%	(141)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	19%	(66)	57%	(203)	24%	(86)	355
Other Professionals	13%	(49)	65%	(256)	22%	(86)	391
Access to Childcare	24%	(153)	57%	(369)	20%	(127)	649
No Access to Childcare	11%	(47)	72%	(315)	18%	(77)	440
Unsure of Access to Childcare	13%	(20)	52%	(81)	36%	(56)	157
More Financially Secure after Pandemic	29%	(101)	51%	(181)	20%	(69)	351
Less Financially Secure after the Pandemic	13%	(136)	70%	(754)	18%	(194)	1085
Same Financial Security after the Pandemic	13%	(84)	60%	(383)	27%	(171)	639
Access to Paid Parental Leave	24%	(240)	52%	(517)	23%	(232)	989
No Access to Paid Parental Leave	7%	(56)	88%	(707)	5%	(44)	807
Access to Paid Caregiving Leave	29%	(205)	45%	(319)	26%	(182)	706
No Access to Paid Caregiving Leave	8%	(75)	88%	(858)	5%	(44)	977
Access to Flexible Work Hours	23%	(208)	56%	(521)	21%	(197)	926
No Access to Flexible Work Hours	10%	(101)	74%	(763)	17%	(173)	1037
Access to Child Care as Employer Benefit	43%	(154)	37%	(130)	20%	(71)	354
No Access to Child Care as Employer Benefit	9%	(126)	79%	(1095)	12%	(167)	1388
Access to Mental Health Benefits	25%	(220)	53%	(462)	22%	(197)	878
No Access to Mental Health Benefits	7%	(61)	87%	(726)	6%	(48)	836
Ethnicity: White (Non-Hispanic)	13%	(174)	66%	(869)	21%	(272)	1315
Ethnicity: Hispanic	18%	(68)	59%	(217)	23%	(85)	370
Ethnicity: Black (Non-Hispanic)	22%	(51)	54%	(125)	24%	(55)	231
Ethnicity: Asian + Other (Non-Hispanic)	18%	(28)	68%	(108)	14%	(23)	159

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Table BPC2_11: *Does your current employer offer the following benefits?*
Emergency savings benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	15%	(321)	64%	(1318)	21%	(435)	2074
Single, never married	23%	(81)	54%	(195)	23%	(82)	358
Married	14%	(162)	66%	(759)	20%	(225)	1146
Separated	28%	(15)	58%	(31)	14%	(8)	54
Divorced	14%	(35)	66%	(172)	20%	(53)	260
Living with a partner	11%	(24)	62%	(133)	27%	(57)	214

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

Table BPC2_12: *Does your current employer offer the following benefits?*
Short-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	52%	(1074)	34%	(714)	14%	(287)	2074
Gender: Female	52%	(1074)	34%	(714)	14%	(287)	2074
Age: 18-34	45%	(247)	38%	(210)	17%	(97)	554
Age: 35-44	54%	(501)	33%	(303)	13%	(117)	921
Age: 45-64	54%	(319)	33%	(196)	12%	(72)	588
GenZers: 1997-2012	29%	(22)	46%	(34)	25%	(18)	75
Millennials: 1981-1996	52%	(596)	34%	(396)	14%	(157)	1149
GenXers: 1965-1980	53%	(339)	33%	(210)	13%	(85)	633
Baby Boomers: 1946-1964	53%	(116)	34%	(75)	12%	(27)	217
PID: Dem (no lean)	52%	(432)	31%	(258)	16%	(133)	823
PID: Ind (no lean)	48%	(288)	39%	(235)	14%	(82)	606
PID: Rep (no lean)	55%	(353)	34%	(221)	11%	(72)	646
PID/Gender: Dem Women	52%	(432)	31%	(258)	16%	(133)	823
PID/Gender: Ind Women	48%	(288)	39%	(235)	14%	(82)	606
PID/Gender: Rep Women	55%	(353)	34%	(221)	11%	(72)	646
Ideo: Liberal (1-3)	53%	(318)	33%	(199)	13%	(79)	596
Ideo: Moderate (4)	52%	(333)	36%	(231)	12%	(74)	638
Ideo: Conservative (5-7)	53%	(342)	34%	(219)	13%	(80)	641
Educ: < College	44%	(482)	40%	(440)	17%	(185)	1108
Educ: Bachelors degree	62%	(365)	28%	(165)	10%	(57)	587
Educ: Post-grad	60%	(226)	29%	(108)	12%	(45)	379
Income: Under 50k	39%	(328)	41%	(345)	19%	(160)	833
Income: 50k-100k	55%	(431)	34%	(268)	11%	(85)	783
Income: 100k+	69%	(315)	22%	(102)	9%	(42)	458
Ethnicity: White	52%	(810)	36%	(559)	13%	(202)	1570
Ethnicity: Hispanic	48%	(179)	31%	(116)	20%	(75)	370
Ethnicity: Black	53%	(134)	31%	(78)	17%	(43)	256
Ethnicity: Other	52%	(130)	31%	(77)	17%	(42)	249

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Table BPC2_12: *Does your current employer offer the following benefits?*
Short-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	52%	(1074)	34%	(714)	14%	(287)	2074
All Christian	54%	(492)	35%	(316)	12%	(105)	913
All Non-Christian	42%	(27)	34%	(22)	23%	(15)	63
Atheist	47%	(29)	35%	(22)	18%	(11)	61
Agnostic/Nothing in particular	50%	(300)	37%	(221)	12%	(73)	595
Something Else	51%	(226)	30%	(133)	19%	(82)	441
Religious Non-Protestant/Catholic	43%	(33)	36%	(28)	22%	(17)	78
Evangelical	50%	(303)	36%	(214)	14%	(84)	602
Non-Evangelical	55%	(395)	31%	(224)	14%	(98)	717
Community: Urban	47%	(242)	38%	(195)	14%	(73)	510
Community: Suburban	54%	(535)	32%	(321)	14%	(143)	999
Community: Rural	52%	(296)	35%	(198)	13%	(71)	566
Employ: Private Sector	52%	(860)	34%	(569)	14%	(224)	1653
Employ: Government	55%	(205)	30%	(112)	15%	(54)	372
Employ: Self-Employed	17%	(8)	65%	(32)	18%	(9)	50
Military HH: Yes	57%	(109)	32%	(61)	11%	(20)	190
Military HH: No	51%	(964)	35%	(653)	14%	(267)	1884
RD/WT: Right Direction	54%	(296)	32%	(174)	15%	(80)	549
RD/WT: Wrong Track	51%	(777)	35%	(540)	14%	(207)	1525
Biden Job Approve	53%	(434)	32%	(265)	14%	(117)	815
Biden Job Disapprove	52%	(609)	36%	(423)	12%	(135)	1167
Biden Job Strongly Approve	52%	(123)	33%	(78)	14%	(33)	234
Biden Job Somewhat Approve	54%	(312)	32%	(187)	14%	(84)	582
Biden Job Somewhat Disapprove	54%	(228)	35%	(148)	10%	(43)	419
Biden Job Strongly Disapprove	51%	(381)	37%	(275)	12%	(92)	748
Favorable of Biden	53%	(463)	32%	(276)	15%	(129)	869
Unfavorable of Biden	52%	(580)	36%	(399)	12%	(131)	1109
Very Favorable of Biden	52%	(143)	33%	(91)	15%	(40)	274
Somewhat Favorable of Biden	54%	(320)	31%	(185)	15%	(90)	595
Somewhat Unfavorable of Biden	55%	(177)	35%	(114)	10%	(34)	325
Very Unfavorable of Biden	51%	(402)	36%	(285)	12%	(97)	784

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Table BPC2_12: *Does your current employer offer the following benefits?*
Short-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	52%	(1074)	34%	(714)	14%	(287)	2074
#1 Issue: Economy	53%	(591)	34%	(375)	13%	(148)	1113
#1 Issue: Security	49%	(103)	38%	(79)	14%	(29)	211
#1 Issue: Health Care	50%	(101)	36%	(73)	13%	(27)	201
#1 Issue: Medicare / Social Security	44%	(22)	41%	(20)	15%	(7)	50
#1 Issue: Women's Issues	53%	(95)	32%	(57)	15%	(26)	178
#1 Issue: Education	64%	(83)	23%	(30)	13%	(16)	129
#1 Issue: Energy	39%	(54)	47%	(65)	13%	(18)	137
#1 Issue: Other	45%	(25)	29%	(16)	26%	(15)	56
2020 Vote: Joe Biden	55%	(512)	31%	(288)	14%	(131)	932
2020 Vote: Donald Trump	52%	(379)	36%	(259)	12%	(84)	723
2020 Vote: Other	53%	(42)	42%	(33)	5%	(4)	79
2020 Vote: Didn't Vote	41%	(140)	39%	(134)	20%	(67)	341
2018 House Vote: Democrat	54%	(419)	32%	(245)	14%	(106)	770
2018 House Vote: Republican	55%	(329)	34%	(205)	11%	(64)	598
2018 House Vote: Someone else	62%	(43)	35%	(24)	4%	(3)	70
2016 Vote: Hillary Clinton	55%	(403)	32%	(231)	14%	(100)	735
2016 Vote: Donald Trump	54%	(341)	35%	(220)	11%	(69)	630
2016 Vote: Other	54%	(52)	36%	(35)	9%	(9)	97
2016 Vote: Didn't Vote	45%	(276)	37%	(228)	18%	(108)	613
Voted in 2014: Yes	56%	(679)	32%	(387)	11%	(136)	1201
Voted in 2014: No	45%	(395)	37%	(327)	17%	(151)	873
4-Region: Northeast	56%	(188)	29%	(96)	15%	(50)	334
4-Region: Midwest	55%	(267)	31%	(153)	14%	(66)	486
4-Region: South	51%	(405)	37%	(299)	12%	(93)	797
4-Region: West	47%	(213)	36%	(166)	17%	(77)	456
Child(Ren) Aged 0-17	52%	(787)	34%	(512)	14%	(212)	1511
Child(Ren) Aged 0-5	49%	(343)	35%	(246)	16%	(110)	699
Caregivers	52%	(597)	36%	(410)	12%	(136)	1143
Caregiver for Aging Parent	47%	(83)	41%	(72)	13%	(22)	178
Caregiver for Sick or Disabled Family Member	48%	(101)	37%	(78)	15%	(31)	209

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Table BPC2_12: *Does your current employer offer the following benefits?*
Short-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	52%	(1074)	34%	(714)	14%	(287)	2074
Caregiver for Child/Dependent	54%	(475)	34%	(299)	11%	(99)	874
Non-Business Owners	52%	(1074)	34%	(714)	14%	(287)	2074
Service Worker/Retail Sales/Laborers/Helpers	35%	(175)	47%	(238)	18%	(90)	504
Trade/Skilled Workers	48%	(53)	37%	(40)	16%	(17)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	60%	(425)	28%	(203)	12%	(85)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	59%	(210)	28%	(100)	12%	(44)	355
Other Professionals	53%	(209)	34%	(132)	13%	(50)	391
Access to Childcare	58%	(374)	30%	(194)	13%	(81)	649
No Access to Childcare	45%	(199)	43%	(189)	12%	(52)	440
Unsure of Access to Childcare	44%	(69)	28%	(45)	27%	(43)	157
More Financially Secure after Pandemic	58%	(202)	28%	(100)	14%	(48)	351
Less Financially Secure after the Pandemic	50%	(538)	38%	(417)	12%	(130)	1085
Same Financial Security after the Pandemic	52%	(333)	31%	(197)	17%	(109)	639
Access to Paid Parental Leave	72%	(715)	17%	(165)	11%	(110)	989
No Access to Paid Parental Leave	31%	(249)	64%	(514)	5%	(44)	807
Access to Paid Caregiving Leave	77%	(541)	13%	(90)	11%	(74)	706
No Access to Paid Caregiving Leave	36%	(354)	58%	(572)	5%	(52)	977
Access to Flexible Work Hours	60%	(560)	28%	(264)	11%	(103)	926
No Access to Flexible Work Hours	47%	(482)	42%	(433)	12%	(121)	1037
Access to Child Care as Employer Benefit	70%	(248)	20%	(72)	10%	(34)	354
No Access to Child Care as Employer Benefit	48%	(671)	43%	(601)	8%	(116)	1388
Access to Mental Health Benefits	78%	(682)	14%	(126)	8%	(70)	878
No Access to Mental Health Benefits	27%	(230)	64%	(538)	8%	(68)	836
Ethnicity: White (Non-Hispanic)	52%	(683)	36%	(477)	12%	(154)	1315
Ethnicity: Hispanic	48%	(179)	31%	(116)	20%	(75)	370
Ethnicity: Black (Non-Hispanic)	53%	(123)	29%	(68)	17%	(40)	231
Ethnicity: Asian + Other (Non-Hispanic)	55%	(88)	33%	(53)	11%	(18)	159

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Table BPC2_12: *Does your current employer offer the following benefits?*
Short-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	52%	(1074)	34%	(714)	14%	(287)	2074
Single, never married	43%	(155)	36%	(128)	21%	(76)	358
Married	55%	(630)	34%	(395)	10%	(120)	1146
Separated	54%	(29)	31%	(17)	16%	(8)	54
Divorced	55%	(143)	33%	(86)	12%	(31)	260
Living with a partner	45%	(96)	35%	(74)	21%	(44)	214

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

Table BPC2_13: *Does your current employer offer the following benefits?*
Long-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	46%	(952)	38%	(781)	16%	(342)	2074
Gender: Female	46%	(952)	38%	(781)	16%	(342)	2074
Age: 18-34	40%	(222)	39%	(216)	21%	(115)	554
Age: 35-44	47%	(431)	38%	(351)	15%	(138)	921
Age: 45-64	50%	(292)	35%	(208)	15%	(87)	588
GenZers: 1997-2012	36%	(27)	46%	(34)	18%	(13)	75
Millennials: 1981-1996	44%	(509)	38%	(440)	17%	(200)	1149
GenXers: 1965-1980	48%	(302)	37%	(235)	15%	(97)	633
Baby Boomers: 1946-1964	52%	(113)	33%	(72)	15%	(32)	217
PID: Dem (no lean)	46%	(382)	36%	(293)	18%	(149)	823
PID: Ind (no lean)	44%	(264)	40%	(240)	17%	(101)	606
PID: Rep (no lean)	47%	(306)	38%	(248)	14%	(92)	646
PID/Gender: Dem Women	46%	(382)	36%	(293)	18%	(149)	823
PID/Gender: Ind Women	44%	(264)	40%	(240)	17%	(101)	606
PID/Gender: Rep Women	47%	(306)	38%	(248)	14%	(92)	646
Ideo: Liberal (1-3)	46%	(274)	37%	(223)	17%	(99)	596
Ideo: Moderate (4)	48%	(307)	38%	(241)	14%	(89)	638
Ideo: Conservative (5-7)	47%	(303)	38%	(243)	15%	(96)	641
Educ: < College	39%	(435)	42%	(468)	18%	(204)	1108
Educ: Bachelors degree	53%	(309)	33%	(195)	14%	(83)	587
Educ: Post-grad	55%	(207)	31%	(118)	14%	(54)	379
Income: Under 50k	36%	(298)	44%	(370)	20%	(165)	833
Income: 50k-100k	48%	(374)	36%	(282)	16%	(127)	783
Income: 100k+	61%	(279)	28%	(129)	11%	(50)	458
Ethnicity: White	45%	(707)	39%	(616)	16%	(247)	1570
Ethnicity: Hispanic	42%	(154)	37%	(138)	21%	(78)	370
Ethnicity: Black	51%	(130)	31%	(79)	18%	(46)	256
Ethnicity: Other	46%	(114)	35%	(87)	19%	(48)	249

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Table BPC2_13: *Does your current employer offer the following benefits?*
Long-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	46%	(952)	38%	(781)	16%	(342)	2074
All Christian	48%	(439)	38%	(350)	14%	(125)	913
All Non-Christian	36%	(23)	38%	(24)	27%	(17)	63
Atheist	36%	(22)	38%	(23)	27%	(16)	61
Agnostic/Nothing in particular	43%	(257)	39%	(233)	17%	(104)	595
Something Else	48%	(211)	34%	(151)	18%	(79)	441
Religious Non-Protestant/Catholic	37%	(29)	39%	(30)	24%	(19)	78
Evangelical	47%	(282)	39%	(236)	14%	(84)	602
Non-Evangelical	49%	(353)	35%	(252)	16%	(112)	717
Community: Urban	41%	(211)	41%	(210)	17%	(89)	510
Community: Suburban	47%	(471)	36%	(359)	17%	(168)	999
Community: Rural	48%	(270)	37%	(212)	15%	(85)	566
Employ: Private Sector	45%	(738)	39%	(646)	16%	(270)	1653
Employ: Government	56%	(207)	27%	(101)	17%	(64)	372
Employ: Self-Employed	14%	(7)	70%	(35)	15%	(8)	50
Military HH: Yes	54%	(102)	36%	(68)	11%	(20)	190
Military HH: No	45%	(850)	38%	(713)	17%	(321)	1884
RD/WT: Right Direction	45%	(247)	38%	(208)	17%	(95)	549
RD/WT: Wrong Track	46%	(705)	38%	(573)	16%	(247)	1525
Biden Job Approve	48%	(394)	36%	(292)	16%	(129)	815
Biden Job Disapprove	45%	(530)	39%	(461)	15%	(176)	1167
Biden Job Strongly Approve	49%	(114)	35%	(82)	16%	(37)	234
Biden Job Somewhat Approve	48%	(280)	36%	(210)	16%	(92)	582
Biden Job Somewhat Disapprove	44%	(185)	41%	(172)	15%	(62)	419
Biden Job Strongly Disapprove	46%	(345)	39%	(288)	15%	(114)	748
Favorable of Biden	46%	(398)	37%	(322)	17%	(148)	869
Unfavorable of Biden	47%	(522)	38%	(416)	15%	(171)	1109
Very Favorable of Biden	47%	(129)	39%	(106)	14%	(40)	274
Somewhat Favorable of Biden	45%	(270)	36%	(216)	18%	(109)	595
Somewhat Unfavorable of Biden	50%	(162)	35%	(112)	16%	(51)	325
Very Unfavorable of Biden	46%	(360)	39%	(304)	15%	(120)	784

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Table BPC2_13: *Does your current employer offer the following benefits?*
Long-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	46%	(952)	38%	(781)	16%	(342)	2074
#1 Issue: Economy	47%	(520)	37%	(411)	16%	(182)	1113
#1 Issue: Security	39%	(83)	47%	(99)	14%	(30)	211
#1 Issue: Health Care	50%	(100)	35%	(71)	15%	(30)	201
#1 Issue: Medicare / Social Security	42%	(21)	39%	(19)	19%	(10)	50
#1 Issue: Women's Issues	48%	(85)	35%	(62)	17%	(31)	178
#1 Issue: Education	52%	(67)	26%	(34)	21%	(27)	129
#1 Issue: Energy	36%	(49)	48%	(66)	16%	(22)	137
#1 Issue: Other	49%	(27)	34%	(19)	17%	(10)	56
2020 Vote: Joe Biden	48%	(446)	36%	(332)	16%	(153)	932
2020 Vote: Donald Trump	48%	(346)	37%	(270)	15%	(107)	723
2020 Vote: Other	48%	(38)	41%	(33)	11%	(9)	79
2020 Vote: Didn't Vote	35%	(121)	43%	(146)	22%	(73)	341
2018 House Vote: Democrat	49%	(379)	36%	(275)	15%	(116)	770
2018 House Vote: Republican	50%	(298)	37%	(220)	13%	(79)	598
2018 House Vote: Someone else	54%	(38)	36%	(25)	11%	(7)	70
2016 Vote: Hillary Clinton	48%	(354)	36%	(264)	16%	(117)	735
2016 Vote: Donald Trump	50%	(315)	36%	(226)	14%	(90)	630
2016 Vote: Other	45%	(43)	43%	(41)	12%	(12)	97
2016 Vote: Didn't Vote	39%	(239)	41%	(250)	20%	(124)	613
Voted in 2014: Yes	51%	(613)	35%	(423)	14%	(166)	1201
Voted in 2014: No	39%	(339)	41%	(358)	20%	(176)	873
4-Region: Northeast	49%	(162)	31%	(105)	20%	(67)	334
4-Region: Midwest	47%	(231)	36%	(174)	17%	(81)	486
4-Region: South	47%	(372)	41%	(328)	12%	(96)	797
4-Region: West	41%	(186)	38%	(173)	21%	(97)	456
Child(Ren) Aged 0-17	46%	(688)	38%	(581)	16%	(242)	1511
Child(Ren) Aged 0-5	43%	(297)	39%	(270)	19%	(131)	699
Caregivers	46%	(523)	39%	(440)	16%	(180)	1143
Caregiver for Aging Parent	46%	(82)	40%	(71)	14%	(25)	178
Caregiver for Sick or Disabled Family Member	46%	(97)	39%	(81)	15%	(31)	209

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Table BPC2_13: *Does your current employer offer the following benefits?*
Long-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	46%	(952)	38%	(781)	16%	(342)	2074
Caregiver for Child/Dependent	46%	(405)	38%	(328)	16%	(140)	874
Non-Business Owners	46%	(952)	38%	(781)	16%	(342)	2074
Service Worker/Retail Sales/Laborers/Helpers	29%	(145)	49%	(247)	22%	(112)	504
Trade/Skilled Workers	36%	(40)	50%	(55)	14%	(16)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	54%	(384)	33%	(233)	13%	(96)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	54%	(192)	29%	(103)	17%	(60)	355
Other Professionals	49%	(190)	37%	(143)	15%	(58)	391
Access to Childcare	50%	(326)	34%	(220)	16%	(103)	649
No Access to Childcare	39%	(170)	48%	(211)	14%	(60)	440
Unsure of Access to Childcare	41%	(65)	34%	(54)	25%	(39)	157
More Financially Secure after Pandemic	53%	(185)	33%	(115)	15%	(51)	351
Less Financially Secure after the Pandemic	43%	(470)	42%	(454)	15%	(161)	1085
Same Financial Security after the Pandemic	47%	(297)	33%	(212)	20%	(129)	639
Access to Paid Parental Leave	65%	(639)	20%	(197)	15%	(153)	989
No Access to Paid Parental Leave	27%	(215)	67%	(540)	6%	(51)	807
Access to Paid Caregiving Leave	71%	(501)	15%	(104)	14%	(101)	706
No Access to Paid Caregiving Leave	30%	(293)	63%	(620)	7%	(64)	977
Access to Flexible Work Hours	57%	(525)	30%	(278)	13%	(123)	926
No Access to Flexible Work Hours	38%	(395)	46%	(478)	16%	(164)	1037
Access to Child Care as Employer Benefit	68%	(242)	19%	(66)	13%	(46)	354
No Access to Child Care as Employer Benefit	40%	(559)	48%	(669)	12%	(160)	1388
Access to Mental Health Benefits	73%	(640)	15%	(131)	12%	(107)	878
No Access to Mental Health Benefits	21%	(173)	72%	(602)	7%	(61)	836
Ethnicity: White (Non-Hispanic)	46%	(601)	39%	(514)	15%	(199)	1315
Ethnicity: Hispanic	42%	(154)	37%	(138)	21%	(78)	370
Ethnicity: Black (Non-Hispanic)	52%	(119)	30%	(68)	19%	(43)	231
Ethnicity: Asian + Other (Non-Hispanic)	49%	(77)	38%	(61)	13%	(21)	159

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Table BPC2_13: *Does your current employer offer the following benefits?*
Long-term disability

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	46%	(952)	38%	(781)	16%	(342)	2074
Single, never married	39%	(140)	35%	(126)	26%	(92)	358
Married	49%	(557)	38%	(436)	13%	(153)	1146
Separated	53%	(29)	32%	(18)	14%	(8)	54
Divorced	49%	(127)	36%	(93)	15%	(40)	260
Living with a partner	36%	(77)	44%	(94)	20%	(43)	214

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

Table BPC3: *Suppose that you are required to take several weeks of unpaid leave from work. Based on your current financial situation, and without turning to money you may have in retirement accounts, how many weeks could you go without pay and still meet your family's financial needs?*

Demographic	Less than one week	One to three weeks	One month	Two to three months	Three to six months	More than six months
Working Mothers	26% (648)	18% (440)	15% (384)	15% (368)	10% (254)	10% (246)
Gender: Female	26% (648)	18% (440)	15% (384)	15% (368)	10% (254)	10% (246)
Age: 18-34	27% (194)	20% (147)	15% (108)	17% (121)	10% (73)	6% (46)
Age: 35-44	29% (315)	17% (186)	17% (178)	13% (137)	10% (105)	8% (91)
Age: 45-64	20% (138)	15% (104)	14% (97)	16% (107)	11% (72)	16% (105)
GenZers: 1997-2012	18% (20)	20% (22)	22% (24)	15% (17)	8% (9)	10% (11)
Millennials: 1981-1996	28% (395)	19% (262)	15% (210)	14% (203)	11% (153)	7% (99)
GenXers: 1965-1980	26% (190)	16% (116)	16% (117)	15% (109)	8% (56)	12% (83)
Baby Boomers: 1946-1964	17% (43)	15% (39)	13% (32)	15% (38)	14% (35)	20% (52)
PID: Dem (no lean)	23% (244)	17% (178)	17% (175)	17% (175)	11% (120)	9% (90)
PID: Ind (no lean)	33% (232)	16% (113)	14% (100)	13% (93)	8% (56)	10% (72)
PID: Rep (no lean)	23% (172)	20% (149)	15% (109)	14% (101)	11% (78)	11% (83)
PID/Gender: Dem Women	23% (244)	17% (178)	17% (175)	17% (175)	11% (120)	9% (90)
PID/Gender: Ind Women	33% (232)	16% (113)	14% (100)	13% (93)	8% (56)	10% (72)
PID/Gender: Rep Women	23% (172)	20% (149)	15% (109)	14% (101)	11% (78)	11% (83)
Ideo: Liberal (1-3)	24% (183)	18% (135)	17% (131)	16% (121)	11% (82)	9% (67)
Ideo: Moderate (4)	26% (199)	16% (125)	17% (131)	14% (111)	10% (76)	11% (84)
Ideo: Conservative (5-7)	23% (170)	20% (147)	14% (102)	15% (113)	12% (90)	11% (84)
Educ: < College	35% (451)	20% (261)	14% (184)	10% (135)	6% (83)	5% (67)
Educ: Bachelors degree	16% (111)	17% (115)	18% (122)	18% (122)	14% (95)	14% (98)
Educ: Post-grad	17% (87)	12% (64)	15% (78)	21% (110)	15% (76)	16% (81)
Income: Under 50k	39% (380)	22% (211)	13% (130)	9% (84)	5% (50)	4% (44)
Income: 50k-100k	23% (216)	17% (164)	17% (161)	18% (169)	11% (101)	9% (81)
Income: 100k+	9% (52)	11% (66)	16% (93)	20% (115)	18% (103)	21% (121)
Ethnicity: White	27% (491)	18% (331)	15% (271)	15% (277)	10% (178)	9% (172)
Ethnicity: Hispanic	24% (115)	16% (78)	17% (82)	15% (73)	10% (47)	11% (54)
Ethnicity: Black	26% (94)	17% (61)	16% (59)	14% (50)	12% (43)	9% (32)
Ethnicity: Other	21% (63)	16% (48)	18% (54)	14% (40)	11% (32)	14% (42)

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Table BPC3: *Suppose that you are required to take several weeks of unpaid leave from work. Based on your current financial situation, and without turning to money you may have in retirement accounts, how many weeks could you go without pay and still meet your family's financial needs?*

Demographic	Less than one week	One to three weeks	One month	Two to three months	Three to six months	More than six months
Working Mothers	26% (648)	18% (440)	15% (384)	15% (368)	10% (254)	10% (246)
All Christian	21% (227)	16% (173)	15% (169)	18% (199)	12% (129)	13% (139)
All Non-Christian	15% (13)	19% (17)	12% (11)	19% (16)	13% (12)	14% (12)
Atheist	29% (21)	15% (11)	16% (12)	11% (8)	8% (6)	12% (9)
Agnostic/Nothing in particular	31% (216)	18% (129)	14% (95)	12% (87)	10% (73)	7% (48)
Something Else	32% (171)	21% (110)	18% (98)	11% (57)	6% (34)	7% (38)
Religious Non-Protestant/Catholic	16% (17)	19% (21)	14% (15)	17% (18)	15% (16)	13% (14)
Evangelical	25% (183)	19% (140)	17% (126)	15% (108)	8% (59)	10% (76)
Non-Evangelical	24% (205)	16% (135)	16% (135)	16% (137)	12% (98)	12% (99)
Community: Urban	26% (177)	18% (122)	16% (111)	14% (98)	11% (72)	9% (59)
Community: Suburban	22% (250)	16% (186)	15% (178)	16% (185)	13% (147)	12% (141)
Community: Rural	34% (221)	20% (133)	14% (95)	13% (86)	5% (35)	7% (46)
Employ: Private Sector	26% (495)	18% (334)	15% (281)	15% (284)	10% (194)	10% (184)
Employ: Government	23% (94)	17% (68)	17% (69)	14% (56)	10% (41)	10% (41)
Employ: Self-Employed	27% (60)	17% (38)	16% (34)	13% (28)	8% (18)	10% (22)
Military HH: Yes	20% (48)	17% (42)	12% (30)	18% (43)	12% (28)	17% (40)
Military HH: No	27% (600)	18% (399)	16% (355)	14% (325)	10% (225)	9% (206)
RD/WT: Right Direction	19% (144)	16% (118)	19% (138)	18% (131)	13% (94)	11% (79)
RD/WT: Wrong Track	29% (504)	18% (323)	14% (246)	13% (237)	9% (159)	9% (167)
Biden Job Approve	22% (229)	17% (180)	18% (186)	16% (167)	13% (130)	9% (94)
Biden Job Disapprove	28% (386)	18% (244)	14% (189)	14% (192)	9% (119)	10% (136)
Biden Job Strongly Approve	20% (69)	17% (58)	19% (64)	17% (58)	11% (39)	12% (42)
Biden Job Somewhat Approve	23% (160)	18% (121)	18% (121)	16% (108)	13% (91)	8% (52)
Biden Job Somewhat Disapprove	29% (142)	16% (77)	14% (72)	18% (88)	10% (49)	9% (44)
Biden Job Strongly Disapprove	28% (244)	19% (167)	14% (117)	12% (104)	8% (70)	11% (92)
Favorable of Biden	23% (252)	17% (189)	17% (187)	17% (186)	12% (130)	9% (104)
Unfavorable of Biden	28% (365)	18% (235)	14% (183)	13% (173)	9% (114)	10% (129)

Continued on next page

Table BPC3: *Suppose that you are required to take several weeks of unpaid leave from work. Based on your current financial situation, and without turning to money you may have in retirement accounts, how many weeks could you go without pay and still meet your family's financial needs?*

Demographic	Less than one week	One to three weeks	One month	Two to three months	Three to six months	More than six months
Working Mothers	26% (648)	18% (440)	15% (384)	15% (368)	10% (254)	10% (246)
Very Favorable of Biden	19% (74)	19% (75)	18% (71)	16% (61)	12% (46)	12% (45)
Somewhat Favorable of Biden	25% (179)	16% (115)	16% (116)	18% (125)	12% (84)	8% (60)
Somewhat Unfavorable of Biden	30% (115)	14% (54)	14% (53)	18% (68)	10% (38)	9% (34)
Very Unfavorable of Biden	28% (250)	20% (181)	14% (130)	12% (105)	8% (76)	10% (95)
#1 Issue: Economy	30% (393)	18% (233)	15% (198)	14% (180)	9% (120)	9% (116)
#1 Issue: Security	19% (48)	21% (52)	17% (43)	13% (33)	12% (29)	10% (26)
#1 Issue: Health Care	21% (52)	12% (32)	17% (43)	19% (48)	12% (31)	13% (33)
#1 Issue: Medicare / Social Security	20% (12)	14% (8)	22% (13)	13% (8)	12% (7)	15% (9)
#1 Issue: Women's Issues	21% (48)	23% (51)	14% (31)	16% (35)	11% (24)	9% (21)
#1 Issue: Education	25% (38)	14% (21)	18% (27)	16% (25)	10% (16)	11% (16)
#1 Issue: Energy	24% (40)	18% (31)	13% (22)	17% (29)	12% (20)	8% (14)
#1 Issue: Other	25% (18)	17% (12)	11% (8)	13% (10)	8% (6)	17% (12)
2020 Vote: Joe Biden	21% (252)	17% (198)	17% (197)	17% (198)	12% (144)	10% (119)
2020 Vote: Donald Trump	26% (212)	19% (154)	15% (126)	14% (112)	10% (84)	11% (92)
2020 Vote: Other	33% (30)	20% (19)	12% (11)	16% (14)	4% (3)	9% (9)
2020 Vote: Didn't Vote	38% (154)	17% (70)	12% (50)	11% (43)	5% (22)	6% (26)
2018 House Vote: Democrat	21% (206)	18% (173)	17% (167)	17% (166)	11% (110)	10% (97)
2018 House Vote: Republican	23% (161)	18% (129)	14% (98)	14% (98)	12% (85)	13% (93)
2018 House Vote: Someone else	39% (34)	13% (11)	15% (13)	14% (12)	9% (8)	7% (6)
2016 Vote: Hillary Clinton	21% (188)	17% (158)	17% (157)	18% (160)	12% (112)	10% (91)
2016 Vote: Donald Trump	25% (186)	19% (142)	13% (99)	14% (102)	11% (78)	12% (90)
2016 Vote: Other	24% (27)	13% (15)	20% (23)	15% (17)	9% (11)	15% (17)
2016 Vote: Didn't Vote	34% (247)	17% (125)	14% (106)	12% (88)	7% (53)	7% (48)
Voted in 2014: Yes	21% (314)	18% (259)	16% (228)	16% (237)	12% (173)	12% (178)
Voted in 2014: No	32% (334)	17% (181)	15% (156)	13% (131)	8% (80)	7% (68)
4-Region: Northeast	21% (86)	16% (63)	14% (56)	19% (75)	14% (56)	11% (44)
4-Region: Midwest	24% (137)	20% (110)	18% (98)	16% (90)	9% (49)	9% (50)
4-Region: South	30% (287)	19% (189)	15% (144)	12% (118)	9% (86)	9% (88)
4-Region: West	24% (138)	14% (79)	15% (86)	15% (85)	11% (62)	12% (65)

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Table BPC3: *Suppose that you are required to take several weeks of unpaid leave from work. Based on your current financial situation, and without turning to money you may have in retirement accounts, how many weeks could you go without pay and still meet your family's financial needs?*

Demographic	Less than one week	One to three weeks	One month	Two to three months	Three to six months	More than six months
Working Mothers	26% (648)	18% (440)	15% (384)	15% (368)	10% (254)	10% (246)
Child(Ren) Aged 0-17	26% (487)	18% (336)	15% (287)	15% (282)	10% (192)	9% (159)
Child(Ren) Aged 0-5	25% (221)	19% (168)	16% (142)	17% (151)	10% (86)	7% (63)
Caregivers	26% (382)	19% (271)	15% (220)	15% (222)	10% (151)	9% (131)
Caregiver for Aging Parent	22% (54)	17% (41)	18% (44)	13% (33)	11% (27)	14% (35)
Caregiver for Sick or Disabled Family Member	28% (85)	20% (60)	13% (40)	17% (52)	8% (25)	9% (27)
Caregiver for Child/Dependent	26% (279)	19% (203)	15% (164)	16% (170)	10% (109)	8% (87)
Business Owners	22% (96)	16% (67)	15% (63)	18% (76)	12% (51)	13% (55)
Non-Business Owners	27% (553)	18% (374)	15% (321)	14% (292)	10% (203)	9% (192)
Service Worker/Retail Sales/Laborers/Helpers	39% (196)	21% (107)	13% (65)	9% (47)	4% (22)	5% (24)
Trade/Skilled Workers	30% (33)	26% (28)	12% (13)	9% (10)	8% (9)	6% (7)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	22% (156)	14% (100)	16% (118)	15% (108)	14% (98)	13% (93)
Health Care and Medical Professionals/Lab Techs/Pharmacists	24% (84)	20% (72)	17% (61)	16% (57)	10% (35)	8% (28)
Other Professionals	21% (84)	17% (65)	17% (65)	18% (70)	10% (39)	10% (39)
Business Owners w/Employees	20% (75)	17% (61)	15% (54)	18% (68)	13% (49)	13% (48)
Access to Childcare	19% (163)	19% (164)	15% (130)	18% (158)	12% (102)	11% (94)
No Access to Childcare	38% (194)	16% (83)	20% (101)	10% (49)	7% (36)	4% (20)
Unsure of Access to Childcare	22% (39)	22% (40)	12% (21)	19% (35)	6% (11)	6% (12)
More Financially Secure after Pandemic	10% (52)	14% (72)	17% (87)	20% (101)	14% (72)	20% (103)
Less Financially Secure after the Pandemic	37% (469)	20% (251)	16% (200)	12% (146)	7% (90)	4% (55)
Same Financial Security after the Pandemic	18% (127)	16% (117)	13% (97)	17% (121)	13% (91)	12% (88)
Access to Paid Parental Leave	23% (230)	18% (175)	17% (171)	15% (146)	11% (104)	11% (111)
No Access to Paid Parental Leave	28% (228)	18% (148)	14% (115)	13% (105)	11% (85)	8% (64)
Access to Paid Caregiving Leave	24% (169)	17% (118)	17% (121)	15% (109)	11% (80)	12% (84)
No Access to Paid Caregiving Leave	27% (261)	19% (184)	15% (147)	13% (130)	10% (98)	9% (84)
Access to Flexible Work Hours	25% (228)	17% (155)	15% (135)	16% (144)	12% (108)	12% (108)
No Access to Flexible Work Hours	29% (302)	19% (195)	17% (173)	13% (131)	9% (92)	7% (73)
Access to Child Care as Employer Benefit	20% (71)	15% (55)	18% (62)	17% (61)	11% (40)	13% (47)
No Access to Child Care as Employer Benefit	27% (378)	18% (250)	16% (222)	14% (190)	10% (138)	9% (120)

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Table BPC3: *Suppose that you are required to take several weeks of unpaid leave from work. Based on your current financial situation, and without turning to money you may have in retirement accounts, how many weeks could you go without pay and still meet your family's financial needs?*

Demographic	Less than one week	One to three weeks	One month	Two to three months	Three to six months	More than six months
Working Mothers	26% (648)	18% (440)	15% (384)	15% (368)	10% (254)	10% (246)
Access to Mental Health Benefits	24% (213)	15% (136)	17% (151)	16% (142)	12% (102)	11% (97)
No Access to Mental Health Benefits	28% (234)	20% (163)	15% (125)	12% (103)	9% (74)	8% (69)
Ethnicity: White (Non-Hispanic)	27% (418)	19% (292)	14% (213)	15% (225)	10% (151)	9% (141)
Ethnicity: Hispanic	24% (115)	16% (78)	17% (82)	15% (73)	10% (47)	11% (54)
Ethnicity: Black (Non-Hispanic)	25% (74)	19% (55)	19% (57)	15% (44)	10% (31)	6% (19)
Ethnicity: Asian + Other (Non-Hispanic)	23% (42)	8% (15)	18% (33)	15% (27)	13% (25)	17% (32)
Single, never married	37% (157)	17% (73)	16% (65)	10% (43)	7% (29)	5% (20)
Married	18% (255)	17% (233)	16% (228)	18% (246)	13% (180)	13% (175)
Separated	34% (22)	21% (14)	11% (7)	9% (6)	11% (7)	8% (5)
Divorced	37% (111)	18% (54)	12% (36)	15% (44)	6% (19)	8% (23)
Widowed	27% (14)	18% (9)	10% (5)	13% (7)	7% (4)	13% (7)
Living with a partner	34% (89)	22% (58)	16% (43)	9% (23)	6% (15)	6% (17)

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

Table BPC4: *Do you feel more or less financially secure today than before the pandemic?*

Demographic	More financially secure		Less financially secure		Neither more nor less financially secure.		Total N
Working Mothers	20%	(507)	51%	(1268)	29%	(725)	2500
Gender: Female	20%	(507)	51%	(1268)	29%	(725)	2500
Age: 18-34	28%	(204)	49%	(355)	23%	(169)	728
Age: 35-44	19%	(206)	53%	(566)	28%	(306)	1079
Age: 45-64	14%	(94)	50%	(337)	36%	(244)	676
GenZers: 1997-2012	38%	(42)	43%	(47)	20%	(22)	111
Millennials: 1981-1996	24%	(342)	49%	(699)	26%	(372)	1413
GenXers: 1965-1980	13%	(90)	54%	(389)	33%	(240)	719
Baby Boomers: 1946-1964	13%	(33)	51%	(131)	36%	(91)	255
PID: Dem (no lean)	27%	(279)	47%	(489)	26%	(276)	1044
PID: Ind (no lean)	15%	(108)	54%	(389)	30%	(218)	715
PID: Rep (no lean)	16%	(120)	53%	(390)	31%	(231)	741
PID/Gender: Dem Women	27%	(279)	47%	(489)	26%	(276)	1044
PID/Gender: Ind Women	15%	(108)	54%	(389)	30%	(218)	715
PID/Gender: Rep Women	16%	(120)	53%	(390)	31%	(231)	741
Ideo: Liberal (1-3)	25%	(191)	48%	(360)	27%	(199)	749
Ideo: Moderate (4)	20%	(155)	50%	(389)	29%	(227)	770
Ideo: Conservative (5-7)	18%	(134)	52%	(393)	30%	(227)	754
Educ: < College	16%	(200)	56%	(716)	29%	(372)	1287
Educ: Bachelors degree	23%	(156)	49%	(341)	28%	(195)	693
Educ: Post-grad	29%	(151)	41%	(211)	30%	(157)	520
Income: Under 50k	15%	(143)	59%	(576)	27%	(260)	979
Income: 50k-100k	21%	(201)	52%	(489)	27%	(251)	940
Income: 100k+	28%	(163)	35%	(203)	37%	(214)	581
Ethnicity: White	19%	(344)	50%	(930)	31%	(574)	1848
Ethnicity: Hispanic	24%	(119)	50%	(246)	25%	(125)	490
Ethnicity: Black	29%	(103)	47%	(170)	24%	(85)	357
Ethnicity: Other	21%	(61)	57%	(169)	22%	(65)	295

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Table BPC4: *Do you feel more or less financially secure today than before the pandemic?*

Demographic	More financially secure		Less financially secure		Neither more nor less financially secure.		Total N
Working Mothers	20%	(507)	51%	(1268)	29%	(725)	2500
All Christian	21%	(232)	49%	(538)	30%	(335)	1106
All Non-Christian	22%	(19)	54%	(47)	25%	(21)	87
Atheist	24%	(17)	42%	(31)	34%	(25)	73
Agnostic/Nothing in particular	19%	(131)	50%	(350)	31%	(219)	700
Something Else	20%	(107)	57%	(302)	23%	(124)	534
Religious Non-Protestant/Catholic	19%	(21)	54%	(58)	27%	(29)	107
Evangelical	23%	(168)	51%	(379)	26%	(195)	743
Non-Evangelical	19%	(159)	52%	(440)	30%	(252)	851
Community: Urban	29%	(197)	47%	(319)	24%	(162)	679
Community: Suburban	18%	(214)	50%	(576)	32%	(373)	1163
Community: Rural	15%	(96)	57%	(373)	29%	(189)	658
Employ: Private Sector	19%	(365)	51%	(962)	29%	(549)	1876
Employ: Government	23%	(94)	47%	(192)	30%	(121)	407
Employ: Self-Employed	22%	(48)	53%	(115)	25%	(54)	218
Military HH: Yes	25%	(59)	50%	(119)	26%	(61)	239
Military HH: No	20%	(448)	51%	(1149)	29%	(663)	2261
RD/WT: Right Direction	34%	(255)	38%	(280)	28%	(208)	743
RD/WT: Wrong Track	14%	(253)	56%	(988)	29%	(517)	1757
Biden Job Approve	27%	(282)	43%	(445)	30%	(305)	1033
Biden Job Disapprove	15%	(206)	57%	(771)	28%	(384)	1361
Biden Job Strongly Approve	40%	(138)	35%	(122)	25%	(85)	345
Biden Job Somewhat Approve	21%	(144)	47%	(323)	32%	(220)	687
Biden Job Somewhat Disapprove	14%	(70)	59%	(294)	26%	(131)	496
Biden Job Strongly Disapprove	16%	(136)	55%	(476)	29%	(253)	865
Favorable of Biden	26%	(290)	46%	(503)	28%	(306)	1100
Unfavorable of Biden	15%	(200)	56%	(717)	29%	(373)	1290
Very Favorable of Biden	39%	(151)	37%	(146)	24%	(92)	390
Somewhat Favorable of Biden	20%	(139)	50%	(358)	30%	(213)	710
Somewhat Unfavorable of Biden	14%	(52)	56%	(215)	30%	(116)	382
Very Unfavorable of Biden	16%	(148)	55%	(502)	28%	(257)	907

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Table BPC4: *Do you feel more or less financially secure today than before the pandemic?*

Demographic	More financially secure		Less financially secure		Neither more nor less financially secure.		Total N
Working Mothers	20%	(507)	51%	(1268)	29%	(725)	2500
#1 Issue: Economy	17%	(224)	55%	(727)	28%	(372)	1323
#1 Issue: Security	18%	(45)	51%	(127)	31%	(76)	248
#1 Issue: Health Care	30%	(77)	40%	(102)	30%	(76)	254
#1 Issue: Medicare / Social Security	23%	(14)	45%	(27)	32%	(19)	60
#1 Issue: Women's Issues	28%	(63)	40%	(90)	32%	(71)	224
#1 Issue: Education	22%	(34)	47%	(72)	31%	(47)	153
#1 Issue: Energy	26%	(43)	51%	(85)	23%	(39)	166
#1 Issue: Other	11%	(8)	54%	(39)	34%	(25)	71
2020 Vote: Joe Biden	25%	(292)	47%	(553)	28%	(327)	1173
2020 Vote: Donald Trump	17%	(137)	54%	(450)	29%	(241)	828
2020 Vote: Other	12%	(11)	55%	(50)	33%	(31)	92
2020 Vote: Didn't Vote	16%	(66)	53%	(215)	31%	(126)	407
2018 House Vote: Democrat	26%	(253)	48%	(468)	26%	(248)	969
2018 House Vote: Republican	18%	(123)	54%	(375)	29%	(201)	699
2018 House Vote: Someone else	14%	(12)	51%	(44)	35%	(31)	88
2016 Vote: Hillary Clinton	26%	(238)	47%	(431)	27%	(246)	916
2016 Vote: Donald Trump	16%	(121)	54%	(401)	29%	(214)	736
2016 Vote: Other	20%	(23)	51%	(58)	29%	(33)	115
2016 Vote: Didn't Vote	17%	(125)	51%	(378)	31%	(231)	734
Voted in 2014: Yes	23%	(333)	49%	(720)	28%	(409)	1462
Voted in 2014: No	17%	(174)	53%	(548)	30%	(315)	1038
4-Region: Northeast	23%	(91)	48%	(195)	29%	(116)	402
4-Region: Midwest	19%	(104)	53%	(299)	28%	(157)	560
4-Region: South	20%	(197)	51%	(500)	28%	(276)	972
4-Region: West	20%	(115)	49%	(274)	31%	(175)	565
Child(Ren) Aged 0-17	23%	(437)	50%	(931)	27%	(493)	1861
Child(Ren) Aged 0-5	27%	(240)	49%	(429)	24%	(211)	881
Caregivers	23%	(326)	52%	(752)	26%	(370)	1449
Caregiver for Aging Parent	33%	(82)	42%	(104)	25%	(63)	250
Caregiver for Sick or Disabled Family Member	21%	(64)	63%	(190)	16%	(48)	303
Caregiver for Child/Dependent	20%	(218)	52%	(555)	27%	(290)	1063

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Table BPC4: *Do you feel more or less financially secure today than before the pandemic?*

Demographic	More financially secure		Less financially secure		Neither more nor less financially secure.		Total N
Working Mothers	20%	(507)	51%	(1268)	29%	(725)	2500
Business Owners	37%	(156)	43%	(182)	20%	(86)	425
Non-Business Owners	17%	(351)	52%	(1086)	31%	(639)	2075
Service Worker/Retail Sales/Laborers/Helpers	15%	(77)	60%	(300)	25%	(127)	504
Trade/Skilled Workers	23%	(26)	44%	(48)	33%	(37)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	17%	(120)	49%	(348)	34%	(245)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	15%	(54)	54%	(193)	30%	(108)	355
Other Professionals	19%	(73)	50%	(196)	31%	(122)	392
Business Owners w/Employees	40%	(149)	41%	(151)	19%	(70)	370
Access to Childcare	35%	(298)	40%	(345)	25%	(212)	855
No Access to Childcare	12%	(60)	66%	(333)	23%	(114)	508
Unsure of Access to Childcare	8%	(15)	53%	(97)	38%	(70)	181
More Financially Secure after Pandemic	100%	(507)	—	(0)	—	(0)	507
Less Financially Secure after the Pandemic	—	(0)	100%	(1268)	—	(0)	1268
Same Financial Security after the Pandemic	—	(0)	—	(0)	100%	(725)	725
Access to Paid Parental Leave	21%	(211)	49%	(485)	30%	(293)	989
No Access to Paid Parental Leave	14%	(111)	58%	(465)	29%	(230)	807
Access to Paid Caregiving Leave	25%	(178)	46%	(323)	29%	(205)	706
No Access to Paid Caregiving Leave	13%	(127)	59%	(575)	28%	(276)	977
Access to Flexible Work Hours	20%	(189)	51%	(468)	29%	(270)	926
No Access to Flexible Work Hours	13%	(140)	56%	(582)	30%	(315)	1037
Access to Child Care as Employer Benefit	32%	(114)	46%	(162)	22%	(78)	354
No Access to Child Care as Employer Benefit	14%	(197)	56%	(775)	30%	(416)	1388
Access to Mental Health Benefits	21%	(185)	48%	(420)	31%	(273)	878
No Access to Mental Health Benefits	13%	(111)	59%	(495)	28%	(230)	836
Ethnicity: White (Non-Hispanic)	18%	(282)	51%	(774)	31%	(471)	1528
Ethnicity: Hispanic	24%	(119)	50%	(246)	25%	(125)	490
Ethnicity: Black (Non-Hispanic)	25%	(74)	48%	(143)	27%	(81)	297
Ethnicity: Asian + Other (Non-Hispanic)	18%	(32)	57%	(105)	26%	(48)	185

Continued on next page

Table BPC4: *Do you feel more or less financially secure today than before the pandemic?*

Demographic	More financially secure		Less financially secure		Neither more nor less financially secure.		Total N
Working Mothers	20%	(507)	51%	(1268)	29%	(725)	2500
Single, never married	19%	(79)	55%	(231)	26%	(111)	421
Married	23%	(321)	46%	(643)	31%	(434)	1398
Separated	20%	(13)	52%	(33)	28%	(18)	64
Divorced	13%	(40)	62%	(187)	24%	(73)	301
Widowed	17%	(9)	58%	(30)	25%	(13)	52
Living with a partner	17%	(45)	54%	(144)	29%	(76)	265

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

Table BPC5: *Do you have access to affordable, quality childcare in your local community?*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	55%	(855)	33%	(508)	12%	(181)	1544
Gender: Female	55%	(855)	33%	(508)	12%	(181)	1544
Age: 18-34	58%	(397)	33%	(222)	9%	(63)	683
Age: 35-44	55%	(417)	32%	(245)	13%	(99)	761
Age: 45-64	41%	(41)	40%	(40)	19%	(19)	101
GenZers: 1997-2012	62%	(62)	28%	(27)	10%	(10)	99
Millennials: 1981-1996	56%	(678)	33%	(402)	10%	(123)	1204
GenXers: 1965-1980	47%	(108)	33%	(75)	20%	(46)	229
PID: Dem (no lean)	63%	(434)	27%	(186)	10%	(66)	685
PID: Ind (no lean)	46%	(199)	41%	(174)	13%	(55)	428
PID: Rep (no lean)	52%	(223)	34%	(148)	14%	(60)	431
PID/Gender: Dem Women	63%	(434)	27%	(186)	10%	(66)	685
PID/Gender: Ind Women	46%	(199)	41%	(174)	13%	(55)	428
PID/Gender: Rep Women	52%	(223)	34%	(148)	14%	(60)	431
Ideo: Liberal (1-3)	62%	(311)	30%	(148)	8%	(41)	500
Ideo: Moderate (4)	57%	(273)	34%	(163)	9%	(42)	478
Ideo: Conservative (5-7)	52%	(219)	34%	(141)	14%	(59)	419
Educ: < College	45%	(330)	40%	(297)	15%	(112)	739
Educ: Bachelors degree	63%	(278)	27%	(120)	10%	(46)	444
Educ: Post-grad	68%	(248)	25%	(91)	6%	(23)	362
Income: Under 50k	43%	(252)	41%	(238)	16%	(94)	583
Income: 50k-100k	56%	(327)	34%	(197)	11%	(63)	586
Income: 100k+	74%	(277)	20%	(73)	7%	(25)	374
Ethnicity: White	55%	(623)	34%	(386)	12%	(131)	1140
Ethnicity: Hispanic	56%	(169)	35%	(106)	8%	(25)	300
Ethnicity: Black	63%	(146)	26%	(61)	11%	(26)	234
Ethnicity: Other	50%	(86)	36%	(61)	14%	(24)	171
All Christian	62%	(406)	26%	(169)	12%	(77)	653
All Non-Christian	63%	(38)	26%	(16)	11%	(7)	61
Atheist	39%	(22)	45%	(25)	16%	(9)	55
Agnostic/Nothing in particular	49%	(222)	40%	(183)	11%	(49)	454
Something Else	52%	(167)	36%	(115)	12%	(39)	322
Religious Non-Protestant/Catholic	58%	(42)	25%	(18)	17%	(12)	73

Continued on next page

Table BPC5: *Do you have access to affordable, quality childcare in your local community?*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	55%	(855)	33%	(508)	12%	(181)	1544
Evangelical	59%	(272)	29%	(135)	12%	(53)	461
Non-Evangelical	58%	(278)	31%	(147)	11%	(55)	480
Community: Urban	66%	(307)	24%	(114)	9%	(44)	464
Community: Suburban	52%	(370)	34%	(239)	14%	(98)	706
Community: Rural	48%	(178)	42%	(156)	11%	(40)	374
Employ: Private Sector	56%	(641)	32%	(372)	12%	(137)	1149
Employ: Government	57%	(151)	34%	(90)	9%	(23)	264
Employ: Self-Employed	48%	(63)	35%	(46)	17%	(22)	132
Military HH: Yes	63%	(88)	27%	(38)	9%	(13)	139
Military HH: No	55%	(767)	33%	(470)	12%	(169)	1405
RD/WT: Right Direction	68%	(330)	22%	(108)	9%	(44)	483
RD/WT: Wrong Track	49%	(525)	38%	(399)	13%	(137)	1062
Biden Job Approve	65%	(429)	27%	(175)	8%	(53)	657
Biden Job Disapprove	48%	(396)	38%	(308)	14%	(115)	819
Biden Job Strongly Approve	75%	(168)	16%	(35)	9%	(20)	222
Biden Job Somewhat Approve	60%	(261)	32%	(140)	8%	(33)	435
Biden Job Somewhat Disapprove	51%	(161)	35%	(112)	14%	(45)	319
Biden Job Strongly Disapprove	47%	(235)	39%	(196)	14%	(69)	500
Favorable of Biden	63%	(437)	28%	(196)	9%	(60)	694
Unfavorable of Biden	49%	(385)	37%	(290)	13%	(104)	779
Very Favorable of Biden	70%	(181)	19%	(49)	11%	(27)	257
Somewhat Favorable of Biden	59%	(256)	34%	(147)	8%	(33)	436
Somewhat Unfavorable of Biden	50%	(129)	36%	(93)	14%	(36)	258
Very Unfavorable of Biden	49%	(256)	38%	(197)	13%	(68)	521
#1 Issue: Economy	53%	(439)	36%	(294)	11%	(94)	826
#1 Issue: Security	54%	(68)	33%	(42)	13%	(16)	126
#1 Issue: Health Care	64%	(97)	25%	(38)	11%	(17)	152
#1 Issue: Women's Issues	56%	(94)	29%	(49)	14%	(24)	167
#1 Issue: Education	62%	(72)	27%	(32)	11%	(12)	117
#1 Issue: Energy	54%	(58)	33%	(35)	13%	(14)	106

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Table BPC5: *Do you have access to affordable, quality childcare in your local community?*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	55%	(855)	33%	(508)	12%	(181)	1544
2020 Vote: Joe Biden	63%	(470)	29%	(218)	8%	(64)	752
2020 Vote: Donald Trump	54%	(260)	34%	(163)	12%	(59)	482
2020 Vote: Other	38%	(24)	51%	(32)	11%	(7)	62
2020 Vote: Didn't Vote	41%	(100)	38%	(95)	21%	(52)	247
2018 House Vote: Democrat	63%	(400)	28%	(180)	8%	(52)	632
2018 House Vote: Republican	55%	(214)	34%	(132)	11%	(44)	390
2016 Vote: Hillary Clinton	62%	(365)	28%	(164)	10%	(56)	585
2016 Vote: Donald Trump	55%	(223)	34%	(140)	11%	(45)	408
2016 Vote: Other	39%	(26)	49%	(33)	12%	(8)	67
2016 Vote: Didn't Vote	50%	(240)	35%	(171)	15%	(73)	484
Voted in 2014: Yes	61%	(524)	30%	(256)	9%	(81)	861
Voted in 2014: No	49%	(331)	37%	(251)	15%	(100)	683
4-Region: Northeast	59%	(147)	31%	(78)	10%	(26)	251
4-Region: Midwest	53%	(184)	36%	(125)	11%	(38)	348
4-Region: South	58%	(359)	32%	(196)	10%	(60)	616
4-Region: West	50%	(165)	33%	(109)	17%	(57)	330
Child(Ren) Aged 0-17	55%	(855)	33%	(507)	12%	(181)	1543
Child(Ren) Aged 0-5	60%	(528)	31%	(271)	9%	(82)	881
Caregivers	56%	(603)	34%	(361)	10%	(107)	1071
Caregiver for Aging Parent	69%	(106)	24%	(37)	7%	(11)	153
Caregiver for Sick or Disabled Family Member	58%	(103)	32%	(58)	10%	(18)	179
Caregiver for Child/Dependent	53%	(458)	36%	(310)	11%	(90)	858
Business Owners	69%	(206)	23%	(67)	8%	(24)	297
Non-Business Owners	52%	(649)	35%	(441)	13%	(157)	1247
Service Worker/Retail Sales/Laborers/Helpers	40%	(111)	44%	(123)	16%	(45)	280
Trade/Skilled Workers	49%	(31)	36%	(23)	15%	(9)	63
Administrative Workers/Office Professionals/Exec and Sr Level Managers	56%	(240)	31%	(132)	13%	(55)	426
Health Care and Medical Professionals/Lab Techs/Pharmacists	60%	(140)	29%	(67)	11%	(25)	232
Other Professionals	52%	(127)	39%	(95)	9%	(22)	245
Business Owners w/Employees	74%	(197)	20%	(52)	7%	(18)	267

Continued on next page

Table BPC5: *Do you have access to affordable, quality childcare in your local community?*

Demographic	Yes		No		Don't know/Unsure		Total N
Working Mothers	55%	(855)	33%	(508)	12%	(181)	1544
Access to Childcare	100%	(855)	—	(0)	—	(0)	855
No Access to Childcare	—	(0)	100%	(508)	—	(0)	508
Unsure of Access to Childcare	—	(0)	—	(0)	100%	(181)	181
More Financially Secure after Pandemic	80%	(298)	16%	(60)	4%	(15)	374
Less Financially Secure after the Pandemic	44%	(345)	43%	(333)	12%	(97)	775
Same Financial Security after the Pandemic	54%	(212)	29%	(114)	18%	(70)	396
Access to Paid Parental Leave	61%	(381)	29%	(180)	11%	(66)	627
No Access to Paid Parental Leave	44%	(213)	45%	(215)	11%	(52)	480
Access to Paid Caregiving Leave	63%	(275)	28%	(122)	9%	(39)	435
No Access to Paid Caregiving Leave	46%	(272)	43%	(254)	11%	(65)	591
Access to Flexible Work Hours	60%	(348)	29%	(167)	12%	(68)	583
No Access to Flexible Work Hours	45%	(273)	43%	(256)	12%	(72)	601
Access to Child Care as Employer Benefit	77%	(203)	16%	(41)	7%	(19)	263
No Access to Child Care as Employer Benefit	46%	(378)	43%	(355)	12%	(97)	831
Access to Mental Health Benefits	63%	(322)	27%	(139)	9%	(48)	510
No Access to Mental Health Benefits	43%	(224)	45%	(235)	13%	(66)	525
Ethnicity: White (Non-Hispanic)	55%	(522)	33%	(314)	12%	(116)	953
Ethnicity: Hispanic	56%	(169)	35%	(106)	8%	(25)	300
Ethnicity: Black (Non-Hispanic)	58%	(108)	28%	(53)	13%	(25)	186
Ethnicity: Asian + Other (Non-Hispanic)	53%	(56)	32%	(34)	15%	(15)	105
Single, never married	51%	(145)	36%	(101)	13%	(37)	283
Married	60%	(562)	29%	(274)	10%	(97)	934
Divorced	43%	(41)	47%	(44)	10%	(9)	94
Living with a partner	48%	(88)	35%	(65)	17%	(31)	185

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

Table BPC6_1: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(138)	7%	(169)	17%	(426)	66%	(1648)	5%	(117)
Gender: Female	6%	(138)	7%	(169)	17%	(426)	66%	(1648)	5%	(117)
Age: 18-34	9%	(64)	10%	(70)	19%	(138)	58%	(423)	5%	(33)
Age: 35-44	5%	(51)	7%	(74)	17%	(182)	67%	(727)	4%	(44)
Age: 45-64	3%	(23)	4%	(25)	16%	(105)	71%	(482)	6%	(40)
GenZers: 1997-2012	11%	(12)	11%	(13)	24%	(26)	48%	(53)	6%	(7)
Millennials: 1981-1996	7%	(95)	9%	(125)	18%	(251)	62%	(882)	4%	(61)
GenXers: 1965-1980	3%	(23)	3%	(23)	14%	(103)	74%	(530)	5%	(38)
Baby Boomers: 1946-1964	3%	(8)	3%	(9)	18%	(46)	71%	(181)	5%	(12)
PID: Dem (no lean)	9%	(89)	9%	(98)	16%	(170)	61%	(642)	4%	(45)
PID: Ind (no lean)	4%	(30)	4%	(31)	19%	(137)	66%	(469)	7%	(47)
PID: Rep (no lean)	3%	(19)	5%	(40)	16%	(119)	72%	(537)	3%	(26)
PID/Gender: Dem Women	9%	(89)	9%	(98)	16%	(170)	61%	(642)	4%	(45)
PID/Gender: Ind Women	4%	(30)	4%	(31)	19%	(137)	66%	(469)	7%	(47)
PID/Gender: Rep Women	3%	(19)	5%	(40)	16%	(119)	72%	(537)	3%	(26)
Ideo: Liberal (1-3)	7%	(54)	8%	(58)	15%	(110)	67%	(504)	3%	(23)
Ideo: Moderate (4)	7%	(51)	7%	(53)	21%	(161)	62%	(476)	4%	(31)
Ideo: Conservative (5-7)	3%	(26)	5%	(40)	16%	(122)	71%	(533)	4%	(31)
Educ: < College	4%	(51)	7%	(86)	17%	(217)	67%	(859)	6%	(74)
Educ: Bachelors degree	5%	(32)	6%	(40)	18%	(122)	69%	(475)	3%	(24)
Educ: Post-grad	11%	(55)	8%	(44)	17%	(87)	60%	(314)	4%	(20)
Income: Under 50k	5%	(46)	6%	(60)	18%	(171)	65%	(634)	7%	(68)
Income: 50k-100k	5%	(49)	8%	(73)	16%	(150)	68%	(643)	2%	(23)
Income: 100k+	7%	(43)	6%	(36)	18%	(105)	64%	(371)	5%	(26)
Ethnicity: White	5%	(91)	7%	(129)	16%	(304)	67%	(1236)	5%	(88)
Ethnicity: Hispanic	10%	(48)	9%	(42)	15%	(75)	62%	(302)	4%	(22)
Ethnicity: Black	11%	(41)	7%	(24)	18%	(64)	59%	(210)	5%	(19)
Ethnicity: Other	2%	(7)	6%	(16)	20%	(58)	69%	(202)	4%	(11)

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Table BPC6_1: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(138)	7%	(169)	17%	(426)	66%	(1648)	5%	(117)
All Christian	8%	(85)	8%	(86)	16%	(179)	64%	(712)	4%	(43)
All Non-Christian	9%	(8)	10%	(8)	18%	(16)	56%	(48)	7%	(6)
Atheist	3%	(2)	9%	(6)	18%	(13)	64%	(47)	6%	(4)
Agnostic/Nothing in particular	3%	(24)	7%	(47)	18%	(124)	67%	(468)	5%	(36)
Something Else	4%	(19)	4%	(22)	18%	(94)	70%	(371)	5%	(28)
Religious Non-Protestant/Catholic	7%	(8)	9%	(9)	19%	(20)	60%	(64)	5%	(6)
Evangelical	7%	(52)	6%	(45)	21%	(152)	61%	(453)	6%	(41)
Non-Evangelical	6%	(47)	7%	(59)	13%	(114)	71%	(607)	3%	(24)
Community: Urban	12%	(84)	11%	(75)	16%	(107)	55%	(375)	6%	(38)
Community: Suburban	3%	(40)	5%	(63)	18%	(208)	69%	(799)	4%	(51)
Community: Rural	2%	(14)	5%	(31)	17%	(111)	72%	(474)	4%	(29)
Employ: Private Sector	6%	(103)	7%	(125)	17%	(325)	66%	(1233)	5%	(88)
Employ: Government	5%	(21)	6%	(26)	13%	(53)	72%	(291)	4%	(15)
Employ: Self-Employed	6%	(14)	8%	(18)	22%	(48)	57%	(123)	7%	(15)
Military HH: Yes	6%	(14)	5%	(13)	16%	(39)	71%	(170)	2%	(4)
Military HH: No	5%	(124)	7%	(157)	17%	(388)	65%	(1478)	5%	(114)
RD/WT: Right Direction	12%	(87)	11%	(85)	17%	(130)	54%	(397)	6%	(43)
RD/WT: Wrong Track	3%	(51)	5%	(85)	17%	(297)	71%	(1250)	4%	(75)
Biden Job Approve	9%	(98)	9%	(95)	18%	(181)	60%	(623)	4%	(36)
Biden Job Disapprove	3%	(36)	5%	(70)	17%	(225)	71%	(971)	4%	(59)
Biden Job Strongly Approve	19%	(65)	12%	(40)	14%	(47)	50%	(172)	6%	(22)
Biden Job Somewhat Approve	5%	(33)	8%	(56)	20%	(134)	66%	(451)	2%	(15)
Biden Job Somewhat Disapprove	2%	(11)	5%	(24)	21%	(106)	68%	(337)	4%	(19)
Biden Job Strongly Disapprove	3%	(25)	5%	(46)	14%	(119)	73%	(634)	5%	(40)
Favorable of Biden	9%	(98)	9%	(95)	17%	(190)	62%	(680)	3%	(37)
Unfavorable of Biden	3%	(36)	5%	(68)	16%	(212)	71%	(921)	4%	(53)

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Table BPC6_1: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(138)	7%	(169)	17%	(426)	66%	(1648)	5%	(117)
Very Favorable of Biden	15%	(60)	11%	(43)	16%	(64)	52%	(202)	5%	(20)
Somewhat Favorable of Biden	5%	(38)	7%	(52)	18%	(126)	67%	(478)	2%	(17)
Somewhat Unfavorable of Biden	3%	(10)	5%	(19)	19%	(73)	69%	(264)	4%	(17)
Very Unfavorable of Biden	3%	(26)	5%	(49)	15%	(139)	72%	(657)	4%	(36)
#1 Issue: Economy	4%	(52)	6%	(82)	17%	(226)	69%	(913)	4%	(51)
#1 Issue: Security	4%	(11)	5%	(13)	20%	(49)	64%	(159)	7%	(17)
#1 Issue: Health Care	8%	(21)	12%	(31)	19%	(48)	54%	(136)	7%	(18)
#1 Issue: Medicare / Social Security	8%	(5)	9%	(5)	13%	(8)	64%	(38)	7%	(4)
#1 Issue: Women's Issues	9%	(19)	8%	(18)	16%	(37)	61%	(136)	6%	(13)
#1 Issue: Education	7%	(11)	3%	(5)	14%	(21)	71%	(109)	4%	(6)
#1 Issue: Energy	9%	(15)	9%	(14)	16%	(26)	65%	(107)	2%	(3)
#1 Issue: Other	5%	(3)	1%	(1)	16%	(12)	70%	(50)	8%	(6)
2020 Vote: Joe Biden	7%	(87)	8%	(96)	16%	(188)	64%	(756)	4%	(46)
2020 Vote: Donald Trump	3%	(23)	6%	(50)	16%	(133)	72%	(600)	3%	(22)
2020 Vote: Other	3%	(3)	2%	(1)	24%	(22)	68%	(62)	3%	(3)
2020 Vote: Didn't Vote	6%	(25)	6%	(23)	21%	(84)	56%	(229)	11%	(46)
2018 House Vote: Democrat	8%	(73)	8%	(77)	17%	(162)	64%	(620)	4%	(36)
2018 House Vote: Republican	3%	(20)	6%	(44)	17%	(116)	72%	(501)	3%	(18)
2018 House Vote: Someone else	5%	(4)	7%	(6)	17%	(15)	70%	(62)	2%	(2)
2016 Vote: Hillary Clinton	7%	(64)	8%	(73)	17%	(154)	65%	(597)	3%	(28)
2016 Vote: Donald Trump	4%	(31)	6%	(42)	16%	(121)	71%	(521)	3%	(21)
2016 Vote: Other	3%	(4)	3%	(4)	22%	(26)	70%	(80)	1%	(1)
2016 Vote: Didn't Vote	5%	(39)	7%	(50)	17%	(126)	61%	(449)	9%	(68)
Voted in 2014: Yes	6%	(85)	7%	(102)	17%	(249)	67%	(983)	3%	(44)
Voted in 2014: No	5%	(53)	7%	(68)	17%	(177)	64%	(665)	7%	(74)

Continued on next page

Table BPC6_1: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(138)	7%	(169)	17%	(426)	66%	(1648)	5%	(117)
4-Region: Northeast	8%	(32)	9%	(37)	15%	(59)	63%	(253)	5%	(21)
4-Region: Midwest	4%	(20)	6%	(31)	18%	(102)	69%	(387)	3%	(19)
4-Region: South	4%	(43)	6%	(61)	17%	(167)	68%	(664)	4%	(38)
4-Region: West	7%	(42)	7%	(41)	17%	(98)	61%	(344)	7%	(40)
Child(Ren) Aged 0-17	7%	(122)	8%	(145)	17%	(319)	65%	(1201)	4%	(74)
Child(Ren) Aged 0-5	7%	(65)	8%	(74)	18%	(160)	61%	(541)	5%	(41)
Caregivers	7%	(94)	7%	(107)	17%	(244)	66%	(954)	3%	(49)
Caregiver for Aging Parent	9%	(22)	13%	(32)	15%	(37)	56%	(140)	7%	(19)
Caregiver for Sick or Disabled Family Member	11%	(34)	6%	(17)	14%	(41)	64%	(192)	6%	(19)
Caregiver for Child/Dependent	4%	(45)	7%	(71)	18%	(192)	69%	(731)	2%	(24)
Business Owners	16%	(69)	13%	(54)	16%	(67)	51%	(216)	5%	(19)
Non-Business Owners	3%	(69)	6%	(115)	17%	(359)	69%	(1432)	5%	(98)
Service Worker/Retail Sales/Laborers/Helpers	4%	(22)	5%	(23)	19%	(94)	67%	(339)	5%	(27)
Trade/Skilled Workers	2%	(2)	2%	(2)	18%	(20)	68%	(75)	9%	(10)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	4%	(29)	7%	(51)	16%	(117)	69%	(493)	3%	(25)
Health Care and Medical Professionals/Lab Techs/Pharmacists	3%	(9)	6%	(21)	18%	(65)	69%	(245)	4%	(15)
Other Professionals	2%	(7)	5%	(19)	16%	(64)	72%	(280)	6%	(22)
Business Owners w/Employees	18%	(67)	14%	(52)	15%	(57)	48%	(177)	4%	(16)
Access to Childcare	10%	(85)	10%	(85)	17%	(146)	60%	(512)	3%	(27)
No Access to Childcare	3%	(17)	5%	(24)	19%	(96)	69%	(351)	4%	(20)
Unsure of Access to Childcare	3%	(5)	7%	(12)	14%	(26)	67%	(122)	9%	(16)
More Financially Secure after Pandemic	16%	(82)	12%	(61)	17%	(85)	50%	(256)	5%	(23)
Less Financially Secure after the Pandemic	2%	(27)	5%	(64)	18%	(229)	72%	(908)	3%	(39)
Same Financial Security after the Pandemic	4%	(28)	6%	(44)	16%	(113)	67%	(484)	8%	(55)
Access to Paid Parental Leave	4%	(35)	7%	(68)	17%	(164)	69%	(685)	4%	(38)
No Access to Paid Parental Leave	4%	(29)	4%	(35)	19%	(153)	69%	(554)	4%	(35)
Access to Paid Caregiving Leave	5%	(37)	6%	(44)	17%	(120)	69%	(486)	3%	(20)
No Access to Paid Caregiving Leave	2%	(22)	6%	(56)	17%	(171)	70%	(687)	4%	(42)

Continued on next page

Table BPC6_1: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(138)	7%	(169)	17%	(426)	66%	(1648)	5%	(117)
Access to Flexible Work Hours	5%	(44)	6%	(59)	17%	(160)	68%	(632)	3%	(30)
No Access to Flexible Work Hours	2%	(19)	5%	(51)	17%	(180)	71%	(741)	4%	(46)
Access to Child Care as Employer Benefit	9%	(31)	9%	(32)	19%	(66)	60%	(213)	4%	(13)
No Access to Child Care as Employer Benefit	2%	(31)	5%	(70)	17%	(237)	72%	(1002)	3%	(48)
Access to Mental Health Benefits	3%	(30)	5%	(46)	17%	(149)	71%	(624)	3%	(30)
No Access to Mental Health Benefits	3%	(22)	6%	(48)	19%	(156)	68%	(567)	5%	(42)
Ethnicity: White (Non-Hispanic)	4%	(66)	6%	(99)	17%	(259)	68%	(1034)	5%	(70)
Ethnicity: Hispanic	10%	(48)	9%	(42)	15%	(75)	62%	(302)	4%	(22)
Ethnicity: Black (Non-Hispanic)	7%	(21)	7%	(21)	19%	(57)	61%	(181)	6%	(18)
Ethnicity: Asian + Other (Non-Hispanic)	2%	(4)	4%	(7)	19%	(35)	71%	(131)	4%	(8)
Single, never married	6%	(26)	10%	(44)	17%	(71)	59%	(247)	8%	(33)
Married	6%	(86)	7%	(102)	18%	(254)	65%	(906)	4%	(51)
Separated	3%	(2)	4%	(2)	13%	(8)	77%	(49)	4%	(3)
Divorced	3%	(10)	3%	(10)	15%	(44)	74%	(223)	4%	(13)
Widowed	8%	(4)	3%	(2)	12%	(6)	71%	(37)	6%	(3)
Living with a partner	4%	(10)	4%	(9)	17%	(44)	70%	(185)	6%	(16)

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

Table BPC6_2: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(183)	15%	(380)	24%	(588)	49%	(1219)	5%	(130)
Gender: Female	7%	(183)	15%	(380)	24%	(588)	49%	(1219)	5%	(130)
Age: 18-34	10%	(72)	18%	(131)	23%	(171)	44%	(320)	5%	(34)
Age: 35-44	7%	(79)	16%	(171)	23%	(248)	50%	(536)	4%	(44)
Age: 45-64	5%	(32)	11%	(76)	24%	(164)	52%	(352)	8%	(52)
GenZers: 1997-2012	9%	(10)	20%	(22)	35%	(38)	31%	(34)	5%	(6)
Millennials: 1981-1996	9%	(132)	17%	(240)	23%	(319)	47%	(662)	4%	(59)
GenXers: 1965-1980	3%	(25)	13%	(92)	24%	(171)	53%	(378)	7%	(52)
Baby Boomers: 1946-1964	6%	(15)	10%	(25)	23%	(58)	56%	(143)	5%	(13)
PID: Dem (no lean)	10%	(100)	18%	(192)	24%	(246)	44%	(457)	5%	(50)
PID: Ind (no lean)	6%	(45)	13%	(89)	23%	(167)	51%	(366)	6%	(46)
PID: Rep (no lean)	5%	(38)	13%	(99)	24%	(175)	53%	(396)	5%	(34)
PID/Gender: Dem Women	10%	(100)	18%	(192)	24%	(246)	44%	(457)	5%	(50)
PID/Gender: Ind Women	6%	(45)	13%	(89)	23%	(167)	51%	(366)	6%	(46)
PID/Gender: Rep Women	5%	(38)	13%	(99)	24%	(175)	53%	(396)	5%	(34)
Ideo: Liberal (1-3)	9%	(67)	18%	(138)	22%	(166)	48%	(357)	3%	(22)
Ideo: Moderate (4)	10%	(74)	15%	(114)	24%	(187)	46%	(358)	5%	(38)
Ideo: Conservative (5-7)	5%	(34)	13%	(99)	26%	(193)	52%	(394)	4%	(33)
Educ: < College	7%	(86)	13%	(174)	25%	(319)	49%	(626)	6%	(83)
Educ: Bachelors degree	5%	(36)	17%	(118)	24%	(166)	50%	(347)	4%	(26)
Educ: Post-grad	12%	(61)	17%	(88)	20%	(103)	47%	(246)	4%	(21)
Income: Under 50k	6%	(63)	14%	(141)	25%	(248)	46%	(450)	8%	(78)
Income: 50k-100k	7%	(67)	16%	(152)	23%	(219)	51%	(474)	3%	(26)
Income: 100k+	9%	(53)	15%	(87)	21%	(121)	51%	(294)	4%	(26)
Ethnicity: White	6%	(111)	15%	(280)	24%	(438)	50%	(919)	5%	(99)
Ethnicity: Hispanic	13%	(64)	18%	(88)	22%	(108)	41%	(200)	6%	(28)
Ethnicity: Black	13%	(46)	18%	(64)	20%	(72)	43%	(154)	6%	(22)
Ethnicity: Other	9%	(26)	12%	(36)	27%	(79)	50%	(146)	3%	(8)

Continued on next page

Table BPC6_2: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(183)	15%	(380)	24%	(588)	49%	(1219)	5%	(130)
All Christian	9%	(99)	15%	(168)	24%	(270)	47%	(523)	4%	(45)
All Non-Christian	9%	(8)	16%	(14)	23%	(19)	41%	(35)	11%	(9)
Atheist	5%	(4)	16%	(12)	19%	(14)	55%	(41)	5%	(4)
Agnostic/Nothing in particular	5%	(35)	17%	(121)	23%	(164)	49%	(347)	5%	(33)
Something Else	7%	(37)	12%	(65)	23%	(121)	51%	(273)	7%	(39)
Religious Non-Protestant/Catholic	9%	(9)	16%	(17)	22%	(23)	45%	(48)	9%	(9)
Evangelical	9%	(68)	15%	(109)	24%	(179)	46%	(338)	6%	(48)
Non-Evangelical	8%	(65)	13%	(111)	24%	(203)	52%	(439)	4%	(33)
Community: Urban	14%	(93)	19%	(132)	23%	(155)	39%	(263)	5%	(36)
Community: Suburban	5%	(59)	14%	(163)	23%	(267)	53%	(617)	5%	(55)
Community: Rural	5%	(31)	13%	(85)	25%	(166)	51%	(338)	6%	(39)
Employ: Private Sector	7%	(126)	16%	(292)	24%	(450)	49%	(912)	5%	(95)
Employ: Government	10%	(41)	13%	(53)	21%	(84)	52%	(213)	4%	(15)
Employ: Self-Employed	7%	(16)	16%	(35)	25%	(54)	43%	(93)	9%	(20)
Military HH: Yes	8%	(19)	15%	(36)	22%	(52)	53%	(127)	2%	(6)
Military HH: No	7%	(164)	15%	(344)	24%	(536)	48%	(1092)	5%	(124)
RD/WT: Right Direction	13%	(98)	21%	(158)	23%	(172)	37%	(277)	5%	(36)
RD/WT: Wrong Track	5%	(84)	13%	(222)	24%	(416)	54%	(941)	5%	(94)
Biden Job Approve	10%	(105)	19%	(198)	22%	(231)	45%	(462)	3%	(36)
Biden Job Disapprove	5%	(75)	12%	(165)	25%	(336)	52%	(713)	5%	(72)
Biden Job Strongly Approve	21%	(73)	20%	(71)	18%	(63)	35%	(121)	5%	(18)
Biden Job Somewhat Approve	5%	(32)	19%	(128)	25%	(168)	50%	(341)	3%	(18)
Biden Job Somewhat Disapprove	5%	(24)	14%	(68)	28%	(139)	50%	(247)	4%	(19)
Biden Job Strongly Disapprove	6%	(51)	11%	(97)	23%	(197)	54%	(466)	6%	(53)
Favorable of Biden	10%	(112)	18%	(202)	22%	(242)	46%	(506)	3%	(38)
Unfavorable of Biden	5%	(69)	12%	(160)	25%	(317)	52%	(676)	5%	(67)

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Table BPC6_2: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(183)	15%	(380)	24%	(588)	49%	(1219)	5%	(130)
Very Favorable of Biden	19%	(72)	21%	(82)	18%	(71)	37%	(146)	5%	(18)
Somewhat Favorable of Biden	6%	(39)	17%	(120)	24%	(171)	51%	(360)	3%	(20)
Somewhat Unfavorable of Biden	4%	(14)	15%	(57)	27%	(103)	49%	(188)	5%	(20)
Very Unfavorable of Biden	6%	(55)	11%	(103)	24%	(215)	54%	(489)	5%	(47)
#1 Issue: Economy	7%	(90)	14%	(184)	24%	(319)	50%	(661)	5%	(68)
#1 Issue: Security	9%	(22)	15%	(38)	19%	(48)	50%	(123)	7%	(18)
#1 Issue: Health Care	7%	(18)	20%	(50)	27%	(68)	40%	(101)	7%	(17)
#1 Issue: Medicare / Social Security	11%	(6)	3%	(2)	23%	(14)	60%	(36)	4%	(2)
#1 Issue: Women's Issues	9%	(20)	17%	(39)	24%	(53)	45%	(102)	5%	(11)
#1 Issue: Education	7%	(10)	17%	(27)	21%	(33)	50%	(77)	4%	(7)
#1 Issue: Energy	6%	(10)	20%	(34)	24%	(39)	48%	(79)	2%	(3)
#1 Issue: Other	8%	(6)	9%	(6)	21%	(15)	58%	(41)	5%	(3)
2020 Vote: Joe Biden	9%	(109)	17%	(202)	23%	(272)	47%	(548)	4%	(42)
2020 Vote: Donald Trump	5%	(43)	13%	(104)	24%	(199)	54%	(448)	4%	(34)
2020 Vote: Other	3%	(3)	21%	(19)	30%	(27)	42%	(38)	4%	(4)
2020 Vote: Didn't Vote	7%	(28)	14%	(55)	22%	(89)	45%	(184)	12%	(50)
2018 House Vote: Democrat	10%	(96)	19%	(181)	22%	(209)	47%	(451)	3%	(31)
2018 House Vote: Republican	6%	(45)	12%	(87)	25%	(173)	53%	(372)	3%	(24)
2018 House Vote: Someone else	6%	(5)	12%	(10)	30%	(26)	47%	(41)	6%	(5)
2016 Vote: Hillary Clinton	9%	(85)	18%	(166)	23%	(207)	47%	(431)	3%	(26)
2016 Vote: Donald Trump	7%	(50)	12%	(88)	24%	(178)	53%	(390)	4%	(31)
2016 Vote: Other	4%	(5)	17%	(19)	25%	(29)	52%	(59)	2%	(2)
2016 Vote: Didn't Vote	6%	(43)	15%	(107)	24%	(174)	46%	(338)	10%	(70)
Voted in 2014: Yes	8%	(122)	15%	(225)	23%	(337)	50%	(725)	4%	(53)
Voted in 2014: No	6%	(61)	15%	(155)	24%	(251)	48%	(494)	7%	(77)

Continued on next page

Table BPC6_2: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(183)	15%	(380)	24%	(588)	49%	(1219)	5%	(130)
4-Region: Northeast	10%	(41)	16%	(62)	23%	(92)	47%	(190)	4%	(18)
4-Region: Midwest	4%	(23)	14%	(79)	25%	(139)	53%	(299)	4%	(21)
4-Region: South	7%	(72)	15%	(150)	22%	(218)	50%	(484)	5%	(49)
4-Region: West	8%	(48)	16%	(89)	25%	(140)	44%	(247)	7%	(42)
Child(Ren) Aged 0-17	8%	(156)	16%	(299)	23%	(430)	48%	(893)	4%	(83)
Child(Ren) Aged 0-5	9%	(83)	15%	(135)	23%	(203)	47%	(416)	5%	(45)
Caregivers	8%	(118)	16%	(228)	25%	(357)	47%	(687)	4%	(57)
Caregiver for Aging Parent	11%	(28)	17%	(43)	29%	(73)	36%	(89)	6%	(16)
Caregiver for Sick or Disabled Family Member	16%	(49)	15%	(47)	21%	(64)	41%	(124)	6%	(19)
Caregiver for Child/Dependent	5%	(56)	16%	(170)	25%	(270)	50%	(532)	3%	(34)
Business Owners	17%	(71)	23%	(99)	22%	(93)	32%	(135)	6%	(26)
Non-Business Owners	5%	(111)	14%	(281)	24%	(495)	52%	(1083)	5%	(104)
Service Worker/Retail Sales/Laborers/Helpers	7%	(37)	15%	(76)	25%	(126)	46%	(230)	7%	(34)
Trade/Skilled Workers	5%	(6)	12%	(14)	20%	(23)	50%	(55)	12%	(13)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	4%	(31)	14%	(100)	23%	(165)	55%	(396)	3%	(21)
Health Care and Medical Professionals/Lab Techs/Pharmacists	5%	(18)	11%	(38)	26%	(92)	55%	(194)	4%	(13)
Other Professionals	5%	(19)	13%	(52)	23%	(89)	53%	(208)	6%	(22)
Business Owners w/Employees	19%	(69)	25%	(91)	22%	(82)	29%	(106)	6%	(22)
Access to Childcare	12%	(100)	20%	(169)	21%	(184)	44%	(377)	3%	(26)
No Access to Childcare	5%	(24)	12%	(63)	24%	(120)	55%	(280)	4%	(20)
Unsure of Access to Childcare	4%	(7)	10%	(19)	25%	(46)	49%	(90)	11%	(20)
More Financially Secure after Pandemic	17%	(87)	21%	(105)	21%	(105)	37%	(187)	4%	(23)
Less Financially Secure after the Pandemic	6%	(76)	13%	(168)	25%	(318)	52%	(658)	4%	(47)
Same Financial Security after the Pandemic	3%	(19)	15%	(107)	23%	(166)	51%	(373)	8%	(60)
Access to Paid Parental Leave	7%	(69)	15%	(146)	22%	(219)	52%	(517)	4%	(38)
No Access to Paid Parental Leave	4%	(33)	14%	(111)	25%	(205)	52%	(423)	4%	(34)
Access to Paid Caregiving Leave	8%	(55)	15%	(106)	23%	(160)	51%	(359)	4%	(27)
No Access to Paid Caregiving Leave	4%	(41)	14%	(140)	24%	(236)	53%	(520)	4%	(40)

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Table BPC6_2: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(183)	15%	(380)	24%	(588)	49%	(1219)	5%	(130)
Access to Flexible Work Hours	7%	(63)	14%	(128)	23%	(211)	53%	(494)	3%	(31)
No Access to Flexible Work Hours	4%	(43)	14%	(144)	25%	(260)	52%	(540)	5%	(50)
Access to Child Care as Employer Benefit	14%	(50)	21%	(75)	16%	(58)	44%	(156)	4%	(15)
No Access to Child Care as Employer Benefit	3%	(47)	12%	(172)	25%	(349)	55%	(765)	4%	(55)
Access to Mental Health Benefits	6%	(55)	16%	(137)	22%	(191)	53%	(469)	3%	(25)
No Access to Mental Health Benefits	5%	(40)	13%	(111)	25%	(210)	51%	(426)	6%	(49)
Ethnicity: White (Non-Hispanic)	5%	(81)	14%	(220)	24%	(371)	51%	(781)	5%	(76)
Ethnicity: Hispanic	13%	(64)	18%	(88)	22%	(108)	41%	(200)	6%	(28)
Ethnicity: Black (Non-Hispanic)	10%	(28)	16%	(46)	22%	(66)	45%	(135)	7%	(21)
Ethnicity: Asian + Other (Non-Hispanic)	5%	(9)	14%	(26)	23%	(43)	56%	(103)	2%	(5)
Single, never married	10%	(41)	18%	(75)	22%	(92)	42%	(178)	8%	(36)
Married	8%	(106)	15%	(211)	24%	(333)	49%	(691)	4%	(57)
Separated	1%	(1)	11%	(7)	22%	(14)	60%	(38)	5%	(3)
Divorced	5%	(15)	17%	(51)	21%	(62)	53%	(160)	4%	(13)
Widowed	4%	(2)	8%	(4)	38%	(20)	44%	(23)	6%	(3)
Living with a partner	7%	(18)	12%	(31)	26%	(68)	49%	(129)	6%	(17)

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

Table BPC6_3: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	11%	(268)	19%	(478)	23%	(573)	38%	(943)	9%	(237)
Gender: Female	11%	(268)	19%	(478)	23%	(573)	38%	(943)	9%	(237)
Age: 18-34	13%	(91)	20%	(146)	25%	(179)	35%	(257)	8%	(55)
Age: 35-44	11%	(115)	20%	(216)	22%	(242)	39%	(419)	8%	(87)
Age: 45-64	9%	(62)	17%	(116)	22%	(148)	38%	(256)	14%	(93)
GenZers: 1997-2012	16%	(17)	21%	(24)	28%	(31)	28%	(31)	7%	(8)
Millennials: 1981-1996	12%	(170)	20%	(287)	22%	(314)	38%	(534)	8%	(107)
GenXers: 1965-1980	9%	(61)	17%	(123)	24%	(175)	39%	(278)	11%	(80)
Baby Boomers: 1946-1964	8%	(20)	17%	(44)	21%	(53)	38%	(98)	16%	(41)
PID: Dem (no lean)	13%	(140)	21%	(216)	24%	(250)	34%	(359)	7%	(78)
PID: Ind (no lean)	9%	(62)	18%	(128)	24%	(169)	37%	(266)	12%	(89)
PID: Rep (no lean)	9%	(66)	18%	(134)	21%	(154)	43%	(318)	9%	(70)
PID/Gender: Dem Women	13%	(140)	21%	(216)	24%	(250)	34%	(359)	7%	(78)
PID/Gender: Ind Women	9%	(62)	18%	(128)	24%	(169)	37%	(266)	12%	(89)
PID/Gender: Rep Women	9%	(66)	18%	(134)	21%	(154)	43%	(318)	9%	(70)
Ideo: Liberal (1-3)	12%	(93)	21%	(154)	23%	(173)	37%	(276)	7%	(53)
Ideo: Moderate (4)	13%	(97)	19%	(147)	24%	(187)	36%	(281)	8%	(59)
Ideo: Conservative (5-7)	9%	(66)	19%	(142)	22%	(168)	40%	(299)	10%	(77)
Educ: < College	10%	(124)	19%	(239)	22%	(284)	38%	(491)	12%	(148)
Educ: Bachelors degree	9%	(64)	20%	(138)	25%	(170)	39%	(268)	7%	(52)
Educ: Post-grad	15%	(80)	19%	(101)	23%	(118)	35%	(184)	7%	(37)
Income: Under 50k	10%	(101)	18%	(179)	23%	(227)	36%	(349)	13%	(124)
Income: 50k-100k	11%	(100)	20%	(192)	24%	(222)	39%	(367)	6%	(59)
Income: 100k+	11%	(67)	19%	(108)	21%	(124)	39%	(228)	9%	(55)
Ethnicity: White	10%	(190)	19%	(353)	22%	(407)	38%	(709)	10%	(189)
Ethnicity: Hispanic	17%	(83)	18%	(89)	19%	(93)	37%	(181)	9%	(43)
Ethnicity: Black	17%	(61)	22%	(79)	22%	(77)	33%	(118)	6%	(23)
Ethnicity: Other	6%	(17)	16%	(47)	30%	(89)	39%	(116)	9%	(25)

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Table BPC6_3: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	11%	(268)	19%	(478)	23%	(573)	38%	(943)	9%	(237)
All Christian	12%	(134)	19%	(209)	24%	(265)	36%	(395)	9%	(102)
All Non-Christian	13%	(11)	16%	(14)	26%	(22)	37%	(32)	8%	(7)
Atheist	6%	(5)	23%	(17)	21%	(16)	34%	(25)	15%	(11)
Agnostic/Nothing in particular	10%	(72)	21%	(147)	21%	(147)	39%	(274)	9%	(60)
Something Else	9%	(47)	17%	(92)	23%	(122)	41%	(217)	11%	(56)
Religious Non-Protestant/Catholic	12%	(13)	16%	(18)	25%	(27)	39%	(42)	7%	(7)
Evangelical	11%	(80)	20%	(148)	22%	(164)	36%	(271)	11%	(80)
Non-Evangelical	11%	(96)	16%	(139)	25%	(213)	38%	(326)	9%	(76)
Community: Urban	16%	(108)	22%	(149)	24%	(162)	31%	(207)	8%	(52)
Community: Suburban	9%	(106)	17%	(201)	24%	(275)	41%	(473)	9%	(107)
Community: Rural	8%	(54)	19%	(128)	21%	(136)	40%	(263)	12%	(77)
Employ: Private Sector	11%	(199)	18%	(344)	23%	(434)	38%	(708)	10%	(190)
Employ: Government	11%	(46)	25%	(101)	22%	(89)	35%	(141)	7%	(29)
Employ: Self-Employed	11%	(23)	16%	(34)	23%	(50)	43%	(93)	8%	(18)
Military HH: Yes	9%	(22)	17%	(41)	24%	(58)	39%	(94)	10%	(25)
Military HH: No	11%	(246)	19%	(437)	23%	(515)	38%	(850)	9%	(212)
RD/WT: Right Direction	17%	(127)	24%	(179)	23%	(171)	28%	(207)	8%	(58)
RD/WT: Wrong Track	8%	(141)	17%	(299)	23%	(402)	42%	(737)	10%	(179)
Biden Job Approve	14%	(146)	22%	(228)	23%	(238)	34%	(349)	7%	(72)
Biden Job Disapprove	9%	(120)	17%	(235)	23%	(313)	41%	(558)	10%	(134)
Biden Job Strongly Approve	20%	(71)	25%	(85)	16%	(54)	32%	(112)	7%	(24)
Biden Job Somewhat Approve	11%	(76)	21%	(143)	27%	(184)	35%	(237)	7%	(48)
Biden Job Somewhat Disapprove	9%	(43)	16%	(78)	28%	(138)	41%	(202)	7%	(34)
Biden Job Strongly Disapprove	9%	(77)	18%	(157)	20%	(175)	41%	(356)	12%	(100)
Favorable of Biden	15%	(160)	21%	(226)	23%	(258)	34%	(377)	7%	(79)
Unfavorable of Biden	8%	(102)	18%	(234)	23%	(291)	42%	(536)	10%	(127)

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Table BPC6_3: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	11%	(268)	19%	(478)	23%	(573)	38%	(943)	9%	(237)
Very Favorable of Biden	21%	(84)	21%	(81)	17%	(64)	34%	(134)	7%	(26)
Somewhat Favorable of Biden	11%	(76)	20%	(144)	27%	(193)	34%	(243)	7%	(53)
Somewhat Unfavorable of Biden	7%	(27)	18%	(68)	27%	(103)	41%	(157)	7%	(28)
Very Unfavorable of Biden	8%	(75)	18%	(166)	21%	(188)	42%	(380)	11%	(99)
#1 Issue: Economy	9%	(123)	19%	(256)	22%	(288)	40%	(534)	9%	(122)
#1 Issue: Security	9%	(23)	21%	(53)	22%	(55)	34%	(83)	14%	(34)
#1 Issue: Health Care	15%	(38)	16%	(42)	27%	(69)	33%	(85)	8%	(20)
#1 Issue: Medicare / Social Security	4%	(3)	17%	(10)	22%	(13)	41%	(25)	15%	(9)
#1 Issue: Women's Issues	14%	(32)	24%	(53)	25%	(55)	28%	(63)	9%	(21)
#1 Issue: Education	16%	(24)	13%	(20)	19%	(29)	40%	(62)	12%	(18)
#1 Issue: Energy	11%	(19)	18%	(30)	29%	(48)	37%	(60)	5%	(8)
#1 Issue: Other	8%	(6)	20%	(14)	21%	(15)	44%	(32)	7%	(5)
2020 Vote: Joe Biden	13%	(157)	20%	(230)	25%	(291)	35%	(416)	7%	(80)
2020 Vote: Donald Trump	8%	(69)	19%	(161)	20%	(168)	43%	(354)	9%	(77)
2020 Vote: Other	5%	(4)	15%	(13)	34%	(31)	38%	(34)	9%	(8)
2020 Vote: Didn't Vote	9%	(38)	18%	(74)	20%	(83)	34%	(139)	18%	(72)
2018 House Vote: Democrat	13%	(130)	20%	(191)	23%	(227)	37%	(356)	7%	(65)
2018 House Vote: Republican	9%	(60)	18%	(128)	23%	(160)	41%	(290)	9%	(61)
2018 House Vote: Someone else	7%	(7)	19%	(16)	28%	(24)	37%	(33)	9%	(8)
2016 Vote: Hillary Clinton	13%	(117)	21%	(190)	25%	(227)	36%	(325)	6%	(56)
2016 Vote: Donald Trump	9%	(63)	18%	(135)	21%	(155)	43%	(314)	9%	(69)
2016 Vote: Other	4%	(5)	20%	(23)	23%	(26)	45%	(51)	8%	(9)
2016 Vote: Didn't Vote	11%	(84)	18%	(130)	22%	(165)	34%	(252)	14%	(103)
Voted in 2014: Yes	11%	(156)	20%	(285)	23%	(340)	38%	(560)	8%	(120)
Voted in 2014: No	11%	(112)	19%	(193)	22%	(233)	37%	(383)	11%	(116)

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Table BPC6_3: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	11%	(268)	19%	(478)	23%	(573)	38%	(943)	9%	(237)
4-Region: Northeast	12%	(50)	20%	(80)	22%	(87)	36%	(143)	10%	(42)
4-Region: Midwest	7%	(42)	18%	(102)	25%	(140)	41%	(230)	8%	(46)
4-Region: South	11%	(109)	18%	(175)	21%	(201)	41%	(395)	9%	(92)
4-Region: West	12%	(67)	21%	(121)	26%	(145)	31%	(175)	10%	(58)
Child(Ren) Aged 0-17	11%	(210)	19%	(362)	23%	(428)	39%	(724)	7%	(138)
Child(Ren) Aged 0-5	12%	(107)	17%	(151)	25%	(218)	39%	(347)	6%	(57)
Caregivers	12%	(167)	19%	(277)	23%	(337)	38%	(548)	8%	(119)
Caregiver for Aging Parent	13%	(32)	22%	(56)	24%	(61)	28%	(70)	13%	(31)
Caregiver for Sick or Disabled Family Member	18%	(55)	19%	(59)	20%	(61)	34%	(102)	9%	(27)
Caregiver for Child/Dependent	10%	(107)	19%	(199)	24%	(256)	40%	(425)	7%	(76)
Business Owners	21%	(90)	18%	(77)	20%	(86)	35%	(149)	5%	(22)
Non-Business Owners	9%	(178)	19%	(401)	23%	(487)	38%	(794)	10%	(215)
Service Worker/Retail Sales/Laborers/Helpers	12%	(59)	20%	(101)	22%	(113)	34%	(172)	12%	(59)
Trade/Skilled Workers	9%	(10)	20%	(22)	20%	(22)	31%	(34)	20%	(22)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	7%	(48)	19%	(138)	24%	(173)	44%	(311)	6%	(44)
Health Care and Medical Professionals/Lab Techs/Pharmacists	6%	(20)	18%	(64)	27%	(97)	38%	(135)	11%	(39)
Other Professionals	10%	(40)	19%	(76)	21%	(83)	36%	(142)	13%	(50)
Business Owners w/Employees	23%	(86)	19%	(71)	20%	(74)	33%	(121)	5%	(18)
Access to Childcare	14%	(123)	20%	(170)	23%	(195)	37%	(318)	6%	(49)
No Access to Childcare	7%	(34)	19%	(94)	25%	(127)	43%	(216)	7%	(36)
Unsure of Access to Childcare	10%	(19)	13%	(23)	22%	(39)	39%	(71)	16%	(30)
More Financially Secure after Pandemic	19%	(97)	24%	(124)	20%	(100)	31%	(156)	6%	(30)
Less Financially Secure after the Pandemic	9%	(113)	16%	(202)	26%	(331)	42%	(530)	7%	(91)
Same Financial Security after the Pandemic	8%	(58)	21%	(152)	20%	(142)	35%	(257)	16%	(116)
Access to Paid Parental Leave	9%	(88)	19%	(192)	23%	(230)	40%	(396)	8%	(82)
No Access to Paid Parental Leave	8%	(65)	20%	(161)	25%	(204)	37%	(299)	10%	(78)
Access to Paid Caregiving Leave	9%	(63)	21%	(147)	24%	(169)	38%	(268)	8%	(60)
No Access to Paid Caregiving Leave	9%	(86)	20%	(191)	24%	(235)	39%	(385)	8%	(81)

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Table BPC6_3: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	11%	(268)	19%	(478)	23%	(573)	38%	(943)	9%	(237)
Access to Flexible Work Hours	7%	(69)	18%	(168)	25%	(233)	45%	(421)	4%	(37)
No Access to Flexible Work Hours	10%	(101)	20%	(210)	23%	(234)	34%	(348)	14%	(144)
Access to Child Care as Employer Benefit	12%	(41)	20%	(71)	25%	(88)	38%	(136)	5%	(17)
No Access to Child Care as Employer Benefit	8%	(111)	20%	(272)	24%	(328)	40%	(554)	9%	(122)
Access to Mental Health Benefits	9%	(76)	20%	(179)	23%	(206)	40%	(347)	8%	(71)
No Access to Mental Health Benefits	8%	(69)	18%	(153)	25%	(212)	38%	(321)	10%	(81)
Ethnicity: White (Non-Hispanic)	9%	(143)	19%	(295)	23%	(350)	38%	(583)	10%	(158)
Ethnicity: Hispanic	17%	(83)	18%	(89)	19%	(93)	37%	(181)	9%	(43)
Ethnicity: Black (Non-Hispanic)	12%	(36)	22%	(65)	24%	(72)	34%	(102)	7%	(22)
Ethnicity: Asian + Other (Non-Hispanic)	3%	(6)	16%	(30)	31%	(58)	42%	(77)	8%	(14)
Single, never married	11%	(45)	20%	(86)	22%	(94)	36%	(151)	11%	(45)
Married	11%	(153)	19%	(268)	24%	(332)	38%	(529)	8%	(115)
Separated	12%	(8)	23%	(15)	17%	(11)	38%	(24)	9%	(6)
Divorced	8%	(24)	16%	(47)	24%	(72)	42%	(125)	11%	(33)
Widowed	12%	(6)	26%	(14)	18%	(9)	27%	(14)	17%	(9)
Living with a partner	12%	(32)	18%	(49)	21%	(55)	38%	(99)	11%	(29)

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

Table BPC6_4: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(146)	10%	(240)	24%	(611)	55%	(1382)	5%	(120)
Gender: Female	6%	(146)	10%	(240)	24%	(611)	55%	(1382)	5%	(120)
Age: 18-34	9%	(69)	11%	(80)	24%	(178)	50%	(367)	5%	(34)
Age: 35-44	5%	(53)	10%	(107)	23%	(246)	59%	(632)	4%	(41)
Age: 45-64	4%	(25)	8%	(51)	28%	(186)	55%	(369)	7%	(44)
GenZers: 1997-2012	14%	(15)	8%	(9)	30%	(33)	42%	(46)	6%	(7)
Millennials: 1981-1996	7%	(95)	12%	(166)	23%	(319)	55%	(776)	4%	(57)
GenXers: 1965-1980	4%	(25)	6%	(40)	27%	(194)	58%	(419)	6%	(40)
Baby Boomers: 1946-1964	4%	(11)	10%	(24)	26%	(66)	54%	(137)	7%	(17)
PID: Dem (no lean)	8%	(81)	11%	(118)	23%	(243)	53%	(556)	4%	(45)
PID: Ind (no lean)	5%	(35)	8%	(59)	25%	(180)	55%	(393)	7%	(47)
PID: Rep (no lean)	4%	(31)	8%	(62)	25%	(188)	58%	(432)	4%	(28)
PID/Gender: Dem Women	8%	(81)	11%	(118)	23%	(243)	53%	(556)	4%	(45)
PID/Gender: Ind Women	5%	(35)	8%	(59)	25%	(180)	55%	(393)	7%	(47)
PID/Gender: Rep Women	4%	(31)	8%	(62)	25%	(188)	58%	(432)	4%	(28)
Ideo: Liberal (1-3)	8%	(57)	11%	(81)	25%	(187)	54%	(403)	3%	(21)
Ideo: Moderate (4)	6%	(49)	10%	(76)	27%	(206)	53%	(405)	5%	(35)
Ideo: Conservative (5-7)	4%	(31)	9%	(71)	23%	(172)	60%	(449)	4%	(30)
Educ: < College	5%	(60)	9%	(110)	23%	(301)	57%	(732)	7%	(85)
Educ: Bachelors degree	5%	(32)	8%	(57)	28%	(195)	56%	(389)	3%	(19)
Educ: Post-grad	11%	(55)	14%	(72)	22%	(116)	50%	(261)	3%	(16)
Income: Under 50k	5%	(52)	8%	(80)	25%	(244)	54%	(530)	8%	(74)
Income: 50k-100k	6%	(54)	11%	(107)	24%	(221)	57%	(533)	2%	(23)
Income: 100k+	7%	(41)	9%	(52)	25%	(146)	55%	(318)	4%	(23)
Ethnicity: White	5%	(89)	10%	(186)	24%	(435)	57%	(1049)	5%	(88)
Ethnicity: Hispanic	10%	(49)	9%	(45)	21%	(101)	55%	(267)	5%	(26)
Ethnicity: Black	12%	(43)	10%	(36)	26%	(92)	47%	(167)	5%	(19)
Ethnicity: Other	5%	(15)	6%	(17)	29%	(85)	56%	(166)	4%	(13)

Continued on next page

Table BPC6_4: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(146)	10%	(240)	24%	(611)	55%	(1382)	5%	(120)
All Christian	7%	(79)	11%	(120)	24%	(267)	54%	(594)	4%	(45)
All Non-Christian	8%	(7)	10%	(9)	15%	(13)	60%	(52)	6%	(5)
Atheist	5%	(3)	11%	(8)	23%	(17)	53%	(39)	8%	(6)
Agnostic/Nothing in particular	5%	(35)	8%	(56)	27%	(189)	56%	(389)	4%	(30)
Something Else	4%	(22)	9%	(46)	24%	(126)	57%	(307)	6%	(34)
Religious Non-Protestant/Catholic	8%	(9)	8%	(9)	18%	(20)	60%	(64)	5%	(5)
Evangelical	7%	(56)	10%	(74)	25%	(189)	52%	(383)	6%	(41)
Non-Evangelical	5%	(40)	10%	(85)	23%	(193)	59%	(500)	4%	(34)
Community: Urban	10%	(71)	14%	(98)	22%	(148)	48%	(323)	6%	(39)
Community: Suburban	4%	(49)	8%	(89)	27%	(309)	57%	(662)	5%	(53)
Community: Rural	4%	(26)	8%	(52)	24%	(155)	60%	(397)	4%	(28)
Employ: Private Sector	6%	(113)	9%	(166)	26%	(480)	55%	(1031)	5%	(86)
Employ: Government	5%	(21)	12%	(48)	19%	(76)	61%	(248)	4%	(15)
Employ: Self-Employed	6%	(13)	12%	(26)	26%	(56)	47%	(103)	9%	(19)
Military HH: Yes	9%	(21)	6%	(15)	25%	(60)	56%	(135)	3%	(8)
Military HH: No	6%	(125)	10%	(225)	24%	(551)	55%	(1246)	5%	(113)
RD/WT: Right Direction	12%	(85)	14%	(106)	23%	(172)	46%	(341)	5%	(37)
RD/WT: Wrong Track	3%	(61)	8%	(133)	25%	(440)	59%	(1041)	5%	(83)
Biden Job Approve	9%	(92)	12%	(123)	24%	(251)	51%	(530)	4%	(38)
Biden Job Disapprove	3%	(47)	8%	(115)	25%	(338)	59%	(803)	4%	(58)
Biden Job Strongly Approve	17%	(60)	12%	(43)	19%	(66)	46%	(159)	5%	(18)
Biden Job Somewhat Approve	5%	(32)	12%	(79)	27%	(185)	54%	(371)	3%	(20)
Biden Job Somewhat Disapprove	2%	(10)	10%	(50)	31%	(152)	55%	(271)	3%	(14)
Biden Job Strongly Disapprove	4%	(37)	8%	(65)	22%	(186)	62%	(532)	5%	(44)
Favorable of Biden	8%	(93)	11%	(126)	24%	(262)	53%	(581)	3%	(37)
Unfavorable of Biden	4%	(47)	8%	(107)	25%	(316)	59%	(766)	4%	(52)

Continued on next page

Table BPC6_4: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(146)	10%	(240)	24%	(611)	55%	(1382)	5%	(120)
Very Favorable of Biden	15%	(57)	13%	(51)	21%	(83)	47%	(182)	4%	(17)
Somewhat Favorable of Biden	5%	(36)	11%	(75)	25%	(178)	56%	(400)	3%	(20)
Somewhat Unfavorable of Biden	3%	(10)	9%	(36)	29%	(110)	57%	(216)	3%	(10)
Very Unfavorable of Biden	4%	(38)	8%	(72)	23%	(207)	61%	(550)	5%	(42)
#1 Issue: Economy	5%	(60)	8%	(109)	25%	(333)	58%	(765)	4%	(57)
#1 Issue: Security	6%	(15)	11%	(27)	25%	(61)	52%	(130)	6%	(15)
#1 Issue: Health Care	6%	(16)	13%	(32)	24%	(61)	50%	(126)	8%	(19)
#1 Issue: Medicare / Social Security	6%	(3)	15%	(9)	25%	(15)	48%	(29)	6%	(4)
#1 Issue: Women's Issues	11%	(24)	9%	(21)	24%	(53)	52%	(116)	4%	(9)
#1 Issue: Education	6%	(9)	11%	(17)	22%	(34)	58%	(89)	3%	(4)
#1 Issue: Energy	10%	(17)	11%	(18)	23%	(39)	50%	(83)	5%	(8)
#1 Issue: Other	2%	(1)	6%	(4)	23%	(16)	62%	(44)	7%	(5)
2020 Vote: Joe Biden	8%	(89)	10%	(121)	25%	(291)	54%	(630)	4%	(42)
2020 Vote: Donald Trump	4%	(29)	10%	(82)	24%	(195)	60%	(496)	3%	(25)
2020 Vote: Other	7%	(6)	4%	(4)	34%	(31)	51%	(47)	3%	(3)
2020 Vote: Didn't Vote	6%	(22)	8%	(32)	23%	(94)	51%	(208)	12%	(50)
2018 House Vote: Democrat	8%	(75)	10%	(100)	24%	(232)	54%	(526)	4%	(36)
2018 House Vote: Republican	5%	(34)	10%	(68)	23%	(164)	59%	(414)	3%	(20)
2018 House Vote: Someone else	7%	(6)	7%	(6)	20%	(17)	65%	(57)	1%	(1)
2016 Vote: Hillary Clinton	7%	(67)	11%	(98)	24%	(222)	55%	(503)	3%	(27)
2016 Vote: Donald Trump	5%	(33)	9%	(68)	24%	(176)	59%	(437)	3%	(21)
2016 Vote: Other	8%	(9)	7%	(8)	31%	(35)	53%	(60)	2%	(2)
2016 Vote: Didn't Vote	5%	(37)	9%	(66)	24%	(178)	52%	(382)	10%	(70)
Voted in 2014: Yes	7%	(95)	10%	(142)	25%	(360)	56%	(815)	3%	(49)
Voted in 2014: No	5%	(51)	9%	(98)	24%	(252)	55%	(566)	7%	(71)

Continued on next page

Table BPC6_4: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(146)	10%	(240)	24%	(611)	55%	(1382)	5%	(120)
4-Region: Northeast	6%	(24)	11%	(45)	24%	(97)	53%	(214)	6%	(23)
4-Region: Midwest	6%	(33)	9%	(52)	25%	(142)	56%	(315)	3%	(19)
4-Region: South	6%	(55)	9%	(87)	23%	(219)	59%	(572)	4%	(40)
4-Region: West	6%	(36)	10%	(56)	27%	(153)	50%	(281)	7%	(39)
Child(Ren) Aged 0-17	7%	(125)	10%	(194)	23%	(433)	56%	(1034)	4%	(75)
Child(Ren) Aged 0-5	8%	(68)	11%	(99)	23%	(206)	54%	(472)	4%	(35)
Caregivers	7%	(102)	10%	(144)	25%	(356)	55%	(791)	4%	(54)
Caregiver for Aging Parent	13%	(32)	11%	(27)	23%	(57)	46%	(115)	7%	(19)
Caregiver for Sick or Disabled Family Member	12%	(35)	10%	(29)	23%	(71)	50%	(153)	5%	(15)
Caregiver for Child/Dependent	5%	(52)	10%	(102)	26%	(276)	57%	(601)	3%	(31)
Business Owners	15%	(63)	15%	(63)	23%	(98)	41%	(176)	6%	(25)
Non-Business Owners	4%	(84)	9%	(177)	25%	(513)	58%	(1206)	5%	(95)
Service Worker/Retail Sales/Laborers/Helpers	5%	(27)	8%	(38)	26%	(133)	55%	(276)	6%	(29)
Trade/Skilled Workers	4%	(5)	4%	(4)	20%	(22)	59%	(65)	13%	(15)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	4%	(29)	10%	(69)	25%	(179)	58%	(411)	4%	(26)
Health Care and Medical Professionals/Lab Techs/Pharmacists	4%	(14)	9%	(32)	25%	(89)	60%	(212)	2%	(7)
Other Professionals	2%	(9)	8%	(33)	23%	(90)	62%	(241)	5%	(19)
Business Owners w/Employees	17%	(62)	15%	(56)	24%	(88)	39%	(144)	5%	(20)
Access to Childcare	10%	(89)	12%	(104)	22%	(187)	53%	(452)	3%	(24)
No Access to Childcare	3%	(14)	8%	(40)	25%	(125)	62%	(313)	3%	(15)
Unsure of Access to Childcare	3%	(5)	7%	(12)	28%	(52)	50%	(90)	12%	(23)
More Financially Secure after Pandemic	16%	(80)	15%	(74)	22%	(111)	44%	(221)	4%	(21)
Less Financially Secure after the Pandemic	3%	(43)	7%	(89)	25%	(317)	62%	(780)	3%	(37)
Same Financial Security after the Pandemic	3%	(24)	10%	(76)	25%	(183)	52%	(380)	8%	(62)
Access to Paid Parental Leave	4%	(39)	9%	(86)	24%	(233)	61%	(599)	3%	(33)
No Access to Paid Parental Leave	5%	(38)	10%	(78)	27%	(216)	54%	(438)	4%	(36)
Access to Paid Caregiving Leave	5%	(34)	8%	(58)	23%	(160)	62%	(439)	2%	(16)
No Access to Paid Caregiving Leave	4%	(41)	9%	(86)	26%	(259)	57%	(552)	4%	(39)

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Table BPC6_4: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	6%	(146)	10%	(240)	24%	(611)	55%	(1382)	5%	(120)
Access to Flexible Work Hours	4%	(42)	10%	(90)	24%	(222)	59%	(547)	3%	(26)
No Access to Flexible Work Hours	4%	(38)	8%	(83)	26%	(266)	58%	(604)	4%	(46)
Access to Child Care as Employer Benefit	6%	(20)	16%	(56)	25%	(87)	51%	(180)	3%	(11)
No Access to Child Care as Employer Benefit	4%	(55)	7%	(96)	24%	(337)	61%	(853)	3%	(47)
Access to Mental Health Benefits	4%	(35)	8%	(75)	24%	(208)	61%	(535)	3%	(26)
No Access to Mental Health Benefits	5%	(41)	9%	(75)	27%	(226)	54%	(453)	5%	(41)
Ethnicity: White (Non-Hispanic)	4%	(67)	10%	(150)	25%	(381)	56%	(859)	5%	(70)
Ethnicity: Hispanic	10%	(49)	9%	(45)	21%	(101)	55%	(267)	5%	(26)
Ethnicity: Black (Non-Hispanic)	7%	(21)	11%	(32)	25%	(76)	51%	(151)	6%	(18)
Ethnicity: Asian + Other (Non-Hispanic)	5%	(9)	7%	(12)	29%	(54)	56%	(104)	3%	(6)
Single, never married	7%	(29)	11%	(45)	26%	(108)	49%	(206)	8%	(34)
Married	7%	(92)	10%	(140)	26%	(359)	54%	(755)	4%	(52)
Separated	3%	(2)	5%	(3)	25%	(16)	63%	(40)	3%	(2)
Divorced	3%	(10)	8%	(24)	20%	(59)	65%	(196)	4%	(12)
Widowed	8%	(4)	9%	(5)	18%	(9)	59%	(30)	7%	(4)
Living with a partner	4%	(10)	9%	(23)	23%	(60)	58%	(154)	7%	(17)

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

Table BPC6_5: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(163)	13%	(333)	26%	(656)	47%	(1170)	7%	(177)
Gender: Female	7%	(163)	13%	(333)	26%	(656)	47%	(1170)	7%	(177)
Age: 18-34	10%	(74)	16%	(113)	28%	(205)	40%	(294)	6%	(42)
Age: 35-44	6%	(65)	14%	(151)	26%	(276)	49%	(525)	6%	(61)
Age: 45-64	3%	(24)	10%	(66)	26%	(174)	50%	(339)	11%	(72)
GenZers: 1997-2012	12%	(14)	16%	(17)	35%	(39)	32%	(35)	6%	(6)
Millennials: 1981-1996	8%	(116)	15%	(211)	26%	(370)	45%	(634)	6%	(81)
GenXers: 1965-1980	3%	(23)	11%	(77)	25%	(182)	53%	(378)	8%	(57)
Baby Boomers: 1946-1964	4%	(9)	11%	(27)	26%	(65)	47%	(121)	13%	(33)
PID: Dem (no lean)	9%	(92)	15%	(160)	25%	(265)	44%	(457)	7%	(70)
PID: Ind (no lean)	5%	(37)	10%	(75)	27%	(196)	48%	(343)	9%	(63)
PID: Rep (no lean)	5%	(33)	13%	(98)	26%	(196)	50%	(371)	6%	(44)
PID/Gender: Dem Women	9%	(92)	15%	(160)	25%	(265)	44%	(457)	7%	(70)
PID/Gender: Ind Women	5%	(37)	10%	(75)	27%	(196)	48%	(343)	9%	(63)
PID/Gender: Rep Women	5%	(33)	13%	(98)	26%	(196)	50%	(371)	6%	(44)
Ideo: Liberal (1-3)	8%	(58)	14%	(107)	26%	(192)	48%	(357)	5%	(36)
Ideo: Moderate (4)	7%	(58)	13%	(101)	26%	(202)	47%	(362)	6%	(48)
Ideo: Conservative (5-7)	5%	(38)	13%	(94)	29%	(216)	47%	(353)	7%	(52)
Educ: < College	6%	(71)	13%	(169)	26%	(335)	47%	(601)	9%	(111)
Educ: Bachelors degree	5%	(33)	12%	(85)	28%	(193)	50%	(349)	5%	(33)
Educ: Post-grad	11%	(58)	15%	(79)	25%	(129)	42%	(220)	6%	(34)
Income: Under 50k	6%	(59)	13%	(126)	25%	(244)	46%	(448)	10%	(102)
Income: 50k-100k	7%	(63)	14%	(133)	27%	(256)	48%	(455)	3%	(33)
Income: 100k+	7%	(40)	13%	(74)	27%	(157)	46%	(268)	7%	(42)
Ethnicity: White	5%	(97)	14%	(254)	25%	(468)	48%	(888)	8%	(140)
Ethnicity: Hispanic	10%	(49)	14%	(69)	25%	(122)	43%	(212)	7%	(36)
Ethnicity: Black	13%	(45)	14%	(48)	26%	(93)	41%	(148)	7%	(23)
Ethnicity: Other	7%	(20)	10%	(31)	32%	(96)	46%	(135)	5%	(14)

Continued on next page

Table BPC6_5: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(163)	13%	(333)	26%	(656)	47%	(1170)	7%	(177)
All Christian	8%	(91)	13%	(147)	26%	(290)	46%	(504)	7%	(74)
All Non-Christian	12%	(11)	8%	(7)	28%	(24)	44%	(38)	8%	(6)
Atheist	4%	(3)	21%	(15)	25%	(19)	40%	(30)	9%	(7)
Agnostic/Nothing in particular	4%	(31)	13%	(94)	27%	(189)	48%	(337)	7%	(50)
Something Else	5%	(27)	13%	(70)	25%	(134)	49%	(262)	8%	(40)
Religious Non-Protestant/Catholic	11%	(12)	8%	(9)	26%	(28)	46%	(49)	8%	(9)
Evangelical	8%	(57)	12%	(91)	28%	(207)	45%	(337)	7%	(51)
Non-Evangelical	7%	(57)	14%	(120)	24%	(208)	48%	(410)	6%	(55)
Community: Urban	12%	(81)	14%	(97)	25%	(171)	41%	(278)	8%	(52)
Community: Suburban	4%	(43)	12%	(145)	28%	(326)	49%	(565)	7%	(83)
Community: Rural	6%	(38)	14%	(91)	24%	(160)	50%	(328)	6%	(42)
Employ: Private Sector	7%	(126)	14%	(259)	27%	(509)	45%	(850)	7%	(132)
Employ: Government	5%	(22)	9%	(36)	22%	(91)	58%	(234)	6%	(24)
Employ: Self-Employed	7%	(15)	17%	(38)	26%	(56)	40%	(87)	10%	(21)
Military HH: Yes	9%	(21)	13%	(31)	27%	(66)	47%	(112)	4%	(11)
Military HH: No	6%	(142)	13%	(302)	26%	(591)	47%	(1059)	7%	(166)
RD/WT: Right Direction	13%	(95)	16%	(118)	26%	(196)	38%	(279)	7%	(55)
RD/WT: Wrong Track	4%	(68)	12%	(215)	26%	(461)	51%	(891)	7%	(122)
Biden Job Approve	9%	(98)	16%	(169)	25%	(261)	43%	(448)	5%	(56)
Biden Job Disapprove	5%	(63)	11%	(154)	27%	(363)	50%	(686)	7%	(95)
Biden Job Strongly Approve	19%	(64)	14%	(49)	19%	(67)	41%	(143)	6%	(22)
Biden Job Somewhat Approve	5%	(33)	17%	(120)	28%	(195)	44%	(305)	5%	(34)
Biden Job Somewhat Disapprove	4%	(18)	12%	(59)	30%	(149)	49%	(244)	5%	(26)
Biden Job Strongly Disapprove	5%	(45)	11%	(94)	25%	(214)	51%	(442)	8%	(68)
Favorable of Biden	9%	(100)	15%	(169)	26%	(285)	44%	(487)	5%	(59)
Unfavorable of Biden	5%	(60)	12%	(156)	27%	(344)	50%	(643)	7%	(86)

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Table BPC6_5: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(163)	13%	(333)	26%	(656)	47%	(1170)	7%	(177)
Very Favorable of Biden	15%	(60)	16%	(61)	20%	(79)	43%	(167)	6%	(22)
Somewhat Favorable of Biden	6%	(40)	15%	(108)	29%	(205)	45%	(320)	5%	(36)
Somewhat Unfavorable of Biden	2%	(9)	13%	(51)	31%	(117)	48%	(183)	6%	(22)
Very Unfavorable of Biden	6%	(51)	12%	(105)	25%	(227)	51%	(460)	7%	(64)
#1 Issue: Economy	6%	(74)	12%	(165)	27%	(357)	48%	(641)	7%	(86)
#1 Issue: Security	8%	(20)	11%	(28)	30%	(74)	42%	(104)	9%	(23)
#1 Issue: Health Care	8%	(21)	14%	(35)	25%	(65)	43%	(109)	10%	(24)
#1 Issue: Medicare / Social Security	10%	(6)	8%	(5)	24%	(14)	48%	(29)	10%	(6)
#1 Issue: Women's Issues	9%	(20)	20%	(46)	24%	(53)	41%	(91)	6%	(14)
#1 Issue: Education	5%	(8)	13%	(19)	24%	(37)	51%	(78)	7%	(10)
#1 Issue: Energy	7%	(11)	18%	(30)	24%	(40)	46%	(76)	5%	(8)
#1 Issue: Other	3%	(2)	7%	(5)	23%	(16)	59%	(42)	8%	(6)
2020 Vote: Joe Biden	8%	(88)	14%	(167)	26%	(310)	46%	(543)	5%	(64)
2020 Vote: Donald Trump	5%	(38)	13%	(109)	26%	(215)	50%	(415)	6%	(50)
2020 Vote: Other	2%	(2)	6%	(6)	32%	(29)	54%	(50)	6%	(5)
2020 Vote: Didn't Vote	8%	(34)	12%	(50)	25%	(103)	40%	(162)	14%	(58)
2018 House Vote: Democrat	8%	(76)	14%	(140)	26%	(256)	46%	(444)	5%	(52)
2018 House Vote: Republican	5%	(35)	12%	(87)	26%	(184)	50%	(353)	6%	(41)
2018 House Vote: Someone else	7%	(6)	11%	(10)	20%	(18)	60%	(53)	2%	(2)
2016 Vote: Hillary Clinton	7%	(69)	15%	(136)	27%	(244)	47%	(428)	4%	(39)
2016 Vote: Donald Trump	6%	(41)	14%	(100)	26%	(193)	49%	(359)	6%	(43)
2016 Vote: Other	8%	(9)	11%	(13)	21%	(24)	54%	(62)	5%	(6)
2016 Vote: Didn't Vote	6%	(45)	11%	(83)	27%	(195)	44%	(321)	12%	(89)
Voted in 2014: Yes	7%	(99)	14%	(209)	25%	(367)	48%	(708)	5%	(78)
Voted in 2014: No	6%	(64)	12%	(123)	28%	(289)	45%	(462)	10%	(99)

Continued on next page

Table BPC6_5: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(163)	13%	(333)	26%	(656)	47%	(1170)	7%	(177)
4-Region: Northeast	6%	(24)	18%	(72)	24%	(95)	46%	(184)	7%	(28)
4-Region: Midwest	6%	(32)	13%	(71)	30%	(166)	47%	(263)	5%	(27)
4-Region: South	6%	(62)	12%	(120)	25%	(247)	50%	(487)	6%	(57)
4-Region: West	8%	(46)	12%	(69)	26%	(149)	42%	(236)	12%	(65)
Child(Ren) Aged 0-17	8%	(143)	14%	(253)	27%	(500)	46%	(864)	5%	(101)
Child(Ren) Aged 0-5	8%	(74)	14%	(121)	29%	(252)	44%	(389)	5%	(45)
Caregivers	7%	(106)	14%	(206)	27%	(387)	46%	(663)	6%	(86)
Caregiver for Aging Parent	13%	(33)	13%	(32)	26%	(65)	37%	(92)	11%	(28)
Caregiver for Sick or Disabled Family Member	10%	(30)	16%	(48)	23%	(70)	44%	(132)	8%	(23)
Caregiver for Child/Dependent	5%	(53)	14%	(151)	29%	(304)	48%	(508)	5%	(48)
Business Owners	16%	(69)	20%	(84)	25%	(105)	33%	(140)	6%	(28)
Non-Business Owners	5%	(94)	12%	(249)	27%	(552)	50%	(1031)	7%	(150)
Service Worker/Retail Sales/Laborers/Helpers	6%	(31)	12%	(63)	28%	(142)	43%	(219)	10%	(49)
Trade/Skilled Workers	2%	(3)	14%	(15)	29%	(32)	44%	(48)	12%	(13)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	5%	(36)	13%	(95)	24%	(173)	52%	(370)	6%	(40)
Health Care and Medical Professionals/Lab Techs/Pharmacists	2%	(8)	11%	(39)	29%	(105)	52%	(185)	5%	(18)
Other Professionals	4%	(16)	9%	(37)	26%	(101)	53%	(209)	8%	(30)
Business Owners w/Employees	17%	(64)	19%	(72)	26%	(95)	32%	(117)	6%	(22)
Access to Childcare	11%	(94)	15%	(126)	27%	(230)	43%	(371)	4%	(34)
No Access to Childcare	4%	(21)	14%	(69)	25%	(128)	52%	(263)	5%	(26)
Unsure of Access to Childcare	3%	(5)	13%	(24)	29%	(52)	39%	(71)	16%	(29)
More Financially Secure after Pandemic	17%	(85)	17%	(86)	23%	(118)	38%	(193)	5%	(25)
Less Financially Secure after the Pandemic	4%	(55)	13%	(162)	28%	(349)	50%	(636)	5%	(65)
Same Financial Security after the Pandemic	3%	(22)	12%	(85)	26%	(189)	47%	(341)	12%	(87)
Access to Paid Parental Leave	5%	(49)	11%	(107)	25%	(251)	55%	(543)	4%	(39)
No Access to Paid Parental Leave	5%	(41)	13%	(108)	28%	(225)	46%	(368)	8%	(64)
Access to Paid Caregiving Leave	5%	(38)	11%	(78)	25%	(176)	55%	(389)	4%	(25)
No Access to Paid Caregiving Leave	5%	(45)	13%	(128)	27%	(267)	48%	(469)	7%	(69)

Continued on next page

Table BPC6_5: *Say you were offered a new role that was interesting to you. How comfortable are you, if at all, taking an opportunity that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Very comfortable		Somewhat comfortable		Not too comfortable		Not comfortable at all		Don't know/Not applicable	
Working Mothers	7%	(163)	13%	(333)	26%	(656)	47%	(1170)	7%	(177)
Access to Flexible Work Hours	6%	(53)	13%	(118)	26%	(242)	51%	(474)	4%	(39)
No Access to Flexible Work Hours	4%	(38)	12%	(120)	27%	(285)	50%	(518)	7%	(76)
Access to Child Care as Employer Benefit	8%	(27)	13%	(47)	26%	(93)	49%	(174)	4%	(13)
No Access to Child Care as Employer Benefit	4%	(59)	12%	(167)	27%	(369)	51%	(711)	6%	(82)
Access to Mental Health Benefits	5%	(42)	12%	(104)	26%	(225)	54%	(475)	4%	(32)
No Access to Mental Health Benefits	5%	(40)	13%	(108)	27%	(227)	47%	(392)	8%	(69)
Ethnicity: White (Non-Hispanic)	5%	(80)	14%	(208)	26%	(399)	48%	(731)	7%	(109)
Ethnicity: Hispanic	10%	(49)	14%	(69)	25%	(122)	43%	(212)	7%	(36)
Ethnicity: Black (Non-Hispanic)	9%	(27)	12%	(35)	25%	(75)	46%	(138)	8%	(23)
Ethnicity: Asian + Other (Non-Hispanic)	3%	(6)	11%	(20)	33%	(60)	49%	(90)	5%	(9)
Single, never married	7%	(30)	14%	(57)	26%	(109)	44%	(184)	10%	(41)
Married	7%	(103)	13%	(188)	27%	(382)	46%	(637)	6%	(87)
Separated	1%	(1)	10%	(7)	23%	(15)	58%	(37)	7%	(5)
Divorced	4%	(13)	13%	(40)	22%	(65)	55%	(164)	6%	(18)
Widowed	11%	(6)	2%	(1)	28%	(14)	52%	(27)	8%	(4)
Living with a partner	4%	(11)	15%	(40)	27%	(71)	46%	(121)	9%	(23)

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

Table BPC7: *In your experience, have caregiving responsibilities made you more or less willing to take risks in your career?*

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	10%	(248)	18%	(457)	25%	(632)	26%	(650)	21%	(513)
Gender: Female	10%	(248)	18%	(457)	25%	(632)	26%	(650)	21%	(513)
Age: 18-34	16%	(113)	26%	(187)	23%	(170)	24%	(172)	12%	(86)
Age: 35-44	9%	(100)	18%	(190)	26%	(277)	31%	(337)	16%	(175)
Age: 45-64	5%	(34)	11%	(76)	27%	(183)	20%	(137)	36%	(246)
GenZers: 1997-2012	18%	(20)	38%	(42)	21%	(23)	11%	(13)	11%	(13)
Millennials: 1981-1996	12%	(176)	20%	(282)	25%	(348)	29%	(409)	14%	(198)
GenXers: 1965-1980	6%	(43)	14%	(104)	28%	(198)	24%	(175)	28%	(200)
Baby Boomers: 1946-1964	4%	(9)	12%	(30)	24%	(62)	21%	(53)	40%	(101)
PID: Dem (no lean)	14%	(144)	21%	(216)	24%	(247)	25%	(257)	17%	(179)
PID: Ind (no lean)	8%	(54)	16%	(116)	25%	(181)	26%	(187)	25%	(177)
PID: Rep (no lean)	7%	(50)	17%	(125)	28%	(204)	28%	(206)	21%	(157)
PID/Gender: Dem Women	14%	(144)	21%	(216)	24%	(247)	25%	(257)	17%	(179)
PID/Gender: Ind Women	8%	(54)	16%	(116)	25%	(181)	26%	(187)	25%	(177)
PID/Gender: Rep Women	7%	(50)	17%	(125)	28%	(204)	28%	(206)	21%	(157)
Ideo: Liberal (1-3)	10%	(75)	18%	(136)	26%	(197)	30%	(225)	15%	(116)
Ideo: Moderate (4)	11%	(84)	22%	(171)	23%	(180)	22%	(172)	21%	(163)
Ideo: Conservative (5-7)	9%	(64)	15%	(115)	28%	(214)	27%	(205)	21%	(156)
Educ: < College	10%	(128)	23%	(291)	23%	(301)	21%	(264)	24%	(303)
Educ: Bachelors degree	7%	(48)	13%	(88)	27%	(189)	34%	(234)	19%	(134)
Educ: Post-grad	14%	(73)	15%	(78)	27%	(142)	29%	(152)	15%	(76)
Income: Under 50k	10%	(101)	22%	(215)	25%	(240)	20%	(195)	23%	(228)
Income: 50k-100k	8%	(74)	18%	(172)	25%	(234)	29%	(275)	20%	(184)
Income: 100k+	13%	(73)	12%	(70)	27%	(158)	31%	(180)	17%	(100)
Ethnicity: White	8%	(152)	17%	(320)	25%	(468)	27%	(504)	22%	(404)
Ethnicity: Hispanic	14%	(68)	23%	(113)	22%	(110)	21%	(104)	20%	(96)
Ethnicity: Black	21%	(76)	21%	(77)	22%	(78)	17%	(62)	18%	(64)
Ethnicity: Other	7%	(20)	20%	(60)	29%	(86)	28%	(83)	15%	(45)

Continued on next page

Table BPC7: *In your experience, have caregiving responsibilities made you more or less willing to take risks in your career?*

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	10%	(248)	18%	(457)	25%	(632)	26%	(650)	21%	(513)
All Christian	11%	(121)	17%	(189)	23%	(254)	28%	(311)	21%	(231)
All Non-Christian	17%	(15)	24%	(21)	20%	(17)	21%	(18)	18%	(16)
Atheist	9%	(6)	19%	(14)	22%	(16)	33%	(24)	17%	(12)
Agnostic/Nothing in particular	7%	(47)	17%	(117)	29%	(204)	26%	(181)	22%	(152)
Something Else	11%	(60)	22%	(116)	26%	(141)	22%	(115)	19%	(102)
Religious Non-Protestant/Catholic	14%	(15)	20%	(21)	18%	(19)	24%	(26)	24%	(25)
Evangelical	14%	(104)	19%	(140)	24%	(180)	25%	(184)	18%	(134)
Non-Evangelical	8%	(72)	19%	(158)	24%	(208)	27%	(231)	21%	(182)
Community: Urban	18%	(125)	24%	(162)	23%	(153)	18%	(125)	17%	(114)
Community: Suburban	6%	(72)	14%	(165)	27%	(309)	31%	(356)	22%	(261)
Community: Rural	8%	(52)	20%	(129)	26%	(170)	26%	(169)	21%	(138)
Employ: Private Sector	10%	(179)	18%	(329)	27%	(508)	25%	(472)	21%	(387)
Employ: Government	10%	(42)	19%	(78)	20%	(81)	30%	(123)	20%	(82)
Employ: Self-Employed	13%	(27)	23%	(49)	20%	(43)	25%	(54)	20%	(44)
Military HH: Yes	10%	(24)	15%	(35)	26%	(61)	29%	(70)	21%	(49)
Military HH: No	10%	(225)	19%	(422)	25%	(571)	26%	(580)	21%	(464)
RD/WT: Right Direction	16%	(116)	23%	(172)	22%	(164)	21%	(155)	18%	(136)
RD/WT: Wrong Track	8%	(132)	16%	(285)	27%	(469)	28%	(495)	21%	(377)
Biden Job Approve	13%	(138)	21%	(214)	24%	(244)	25%	(257)	17%	(180)
Biden Job Disapprove	8%	(103)	17%	(227)	27%	(369)	27%	(373)	21%	(289)
Biden Job Strongly Approve	27%	(92)	19%	(66)	17%	(58)	20%	(69)	18%	(61)
Biden Job Somewhat Approve	7%	(46)	21%	(148)	27%	(186)	27%	(188)	17%	(119)
Biden Job Somewhat Disapprove	7%	(34)	18%	(89)	30%	(150)	29%	(145)	16%	(78)
Biden Job Strongly Disapprove	8%	(69)	16%	(138)	25%	(219)	26%	(227)	24%	(211)
Favorable of Biden	14%	(151)	20%	(217)	24%	(262)	25%	(279)	17%	(190)
Unfavorable of Biden	7%	(87)	17%	(218)	27%	(352)	27%	(352)	22%	(281)
Very Favorable of Biden	23%	(91)	20%	(79)	21%	(80)	21%	(80)	15%	(59)
Somewhat Favorable of Biden	9%	(61)	19%	(138)	26%	(182)	28%	(199)	18%	(131)
Somewhat Unfavorable of Biden	5%	(20)	15%	(58)	29%	(113)	33%	(125)	17%	(66)
Very Unfavorable of Biden	7%	(67)	18%	(160)	26%	(239)	25%	(227)	24%	(215)

Continued on next page

Table BPC7: *In your experience, have caregiving responsibilities made you more or less willing to take risks in your career?*

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	10%	(248)	18%	(457)	25%	(632)	26%	(650)	21%	(513)
#1 Issue: Economy	9%	(116)	18%	(233)	27%	(354)	26%	(339)	21%	(282)
#1 Issue: Security	9%	(22)	20%	(50)	24%	(58)	20%	(50)	27%	(67)
#1 Issue: Health Care	13%	(33)	21%	(54)	25%	(63)	21%	(53)	20%	(52)
#1 Issue: Medicare / Social Security	12%	(7)	12%	(7)	19%	(11)	20%	(12)	36%	(22)
#1 Issue: Women's Issues	13%	(30)	23%	(51)	24%	(54)	30%	(67)	10%	(22)
#1 Issue: Education	9%	(13)	16%	(24)	27%	(41)	37%	(57)	12%	(18)
#1 Issue: Energy	12%	(20)	19%	(32)	24%	(39)	28%	(46)	17%	(28)
#1 Issue: Other	10%	(7)	7%	(5)	18%	(13)	35%	(25)	31%	(22)
2020 Vote: Joe Biden	12%	(144)	19%	(221)	25%	(288)	27%	(318)	17%	(202)
2020 Vote: Donald Trump	7%	(54)	17%	(142)	29%	(244)	26%	(217)	21%	(171)
2020 Vote: Other	6%	(5)	11%	(11)	26%	(24)	31%	(28)	26%	(24)
2020 Vote: Didn't Vote	11%	(45)	20%	(83)	19%	(76)	21%	(86)	29%	(116)
2018 House Vote: Democrat	13%	(131)	19%	(181)	26%	(250)	27%	(260)	15%	(148)
2018 House Vote: Republican	7%	(51)	17%	(118)	27%	(190)	27%	(188)	22%	(152)
2018 House Vote: Someone else	8%	(7)	16%	(14)	31%	(27)	25%	(22)	21%	(18)
2016 Vote: Hillary Clinton	13%	(121)	17%	(160)	25%	(227)	29%	(264)	16%	(144)
2016 Vote: Donald Trump	8%	(57)	15%	(113)	29%	(215)	27%	(197)	21%	(154)
2016 Vote: Other	2%	(3)	10%	(11)	26%	(30)	30%	(35)	32%	(36)
2016 Vote: Didn't Vote	9%	(68)	24%	(173)	22%	(161)	21%	(154)	24%	(179)
Voted in 2014: Yes	10%	(153)	16%	(228)	26%	(385)	28%	(412)	19%	(285)
Voted in 2014: No	9%	(95)	22%	(229)	24%	(247)	23%	(238)	22%	(229)
4-Region: Northeast	11%	(43)	17%	(70)	24%	(98)	28%	(111)	20%	(80)
4-Region: Midwest	7%	(40)	16%	(88)	27%	(153)	31%	(175)	19%	(105)
4-Region: South	12%	(114)	19%	(188)	25%	(246)	24%	(231)	20%	(194)
4-Region: West	9%	(51)	20%	(111)	24%	(136)	24%	(133)	24%	(134)
Child(Ren) Aged 0-17	12%	(216)	20%	(372)	27%	(496)	29%	(531)	13%	(245)
Child(Ren) Aged 0-5	14%	(120)	22%	(194)	24%	(215)	30%	(261)	10%	(92)
Caregivers	12%	(168)	21%	(300)	27%	(394)	32%	(461)	9%	(126)
Caregiver for Aging Parent	19%	(48)	24%	(59)	21%	(52)	25%	(62)	12%	(29)
Caregiver for Sick or Disabled Family Member	16%	(48)	25%	(75)	23%	(70)	28%	(85)	8%	(26)
Caregiver for Child/Dependent	9%	(94)	18%	(196)	29%	(311)	36%	(382)	8%	(81)

Continued on next page

Table BPC7: *In your experience, have caregiving responsibilities made you more or less willing to take risks in your career?*

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	10%	(248)	18%	(457)	25%	(632)	26%	(650)	21%	(513)
Business Owners	23%	(96)	24%	(101)	20%	(86)	19%	(80)	15%	(62)
Non-Business Owners	7%	(152)	17%	(356)	26%	(546)	27%	(570)	22%	(451)
Service Worker/Retail Sales/Laborers/Helpers	8%	(40)	23%	(114)	25%	(126)	19%	(95)	26%	(129)
Trade/Skilled Workers	10%	(11)	18%	(20)	27%	(29)	15%	(17)	31%	(34)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	6%	(45)	15%	(108)	26%	(182)	32%	(230)	21%	(148)
Health Care and Medical Professionals/Lab Techs/Pharmacists	9%	(32)	18%	(63)	30%	(106)	25%	(89)	18%	(65)
Other Professionals	6%	(23)	13%	(52)	26%	(102)	36%	(139)	19%	(75)
Business Owners w/Employees	25%	(91)	26%	(97)	21%	(77)	16%	(59)	13%	(47)
Access to Childcare	17%	(147)	21%	(182)	25%	(216)	27%	(228)	10%	(82)
No Access to Childcare	8%	(38)	19%	(98)	27%	(135)	37%	(187)	10%	(50)
Unsure of Access to Childcare	4%	(7)	18%	(32)	25%	(46)	23%	(42)	30%	(55)
More Financially Secure after Pandemic	23%	(115)	24%	(124)	21%	(106)	19%	(95)	13%	(67)
Less Financially Secure after the Pandemic	7%	(92)	18%	(230)	27%	(337)	31%	(394)	17%	(215)
Same Financial Security after the Pandemic	6%	(41)	14%	(103)	26%	(189)	22%	(160)	32%	(232)
Access to Paid Parental Leave	9%	(85)	19%	(192)	27%	(266)	27%	(264)	18%	(182)
No Access to Paid Parental Leave	6%	(51)	16%	(126)	27%	(221)	31%	(248)	20%	(162)
Access to Paid Caregiving Leave	10%	(67)	20%	(145)	26%	(180)	27%	(192)	17%	(122)
No Access to Paid Caregiving Leave	6%	(63)	18%	(172)	28%	(275)	29%	(279)	19%	(189)
Access to Flexible Work Hours	8%	(71)	17%	(157)	27%	(247)	30%	(282)	18%	(170)
No Access to Flexible Work Hours	7%	(77)	17%	(175)	27%	(278)	27%	(275)	22%	(232)
Access to Child Care as Employer Benefit	15%	(52)	24%	(86)	23%	(81)	25%	(89)	13%	(46)
No Access to Child Care as Employer Benefit	6%	(82)	16%	(220)	28%	(383)	31%	(423)	20%	(280)
Access to Mental Health Benefits	7%	(59)	17%	(146)	28%	(242)	30%	(265)	19%	(166)
No Access to Mental Health Benefits	8%	(66)	18%	(154)	27%	(222)	27%	(224)	20%	(170)
Ethnicity: White (Non-Hispanic)	8%	(118)	16%	(250)	26%	(398)	28%	(434)	21%	(327)
Ethnicity: Hispanic	14%	(68)	23%	(113)	22%	(110)	21%	(104)	20%	(96)
Ethnicity: Black (Non-Hispanic)	18%	(52)	22%	(65)	21%	(62)	19%	(56)	21%	(62)
Ethnicity: Asian + Other (Non-Hispanic)	5%	(10)	16%	(29)	34%	(62)	30%	(56)	15%	(28)

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Table BPC7: *In your experience, have caregiving responsibilities made you more or less willing to take risks in your career?*

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	10%	(248)	18%	(457)	25%	(632)	26%	(650)	21%	(513)
Single, never married	13%	(55)	25%	(104)	21%	(89)	20%	(85)	21%	(88)
Married	9%	(131)	17%	(236)	27%	(372)	28%	(395)	19%	(264)
Separated	12%	(8)	24%	(15)	24%	(15)	25%	(16)	15%	(9)
Divorced	7%	(22)	13%	(39)	26%	(79)	26%	(77)	28%	(84)
Widowed	8%	(4)	8%	(4)	26%	(14)	22%	(11)	36%	(19)
Living with a partner	11%	(28)	22%	(58)	24%	(64)	25%	(65)	19%	(49)

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

Table BPC8_1: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a job opportunity

Demographic	Yes		No		Total N
Working Mothers	37%	(928)	63%	(1571)	2499
Gender: Female	37%	(928)	63%	(1571)	2499
Age: 18-34	41%	(302)	59%	(426)	728
Age: 35-44	40%	(427)	60%	(652)	1079
Age: 45-64	28%	(192)	72%	(483)	675
GenZers: 1997-2012	39%	(43)	61%	(68)	111
Millennials: 1981-1996	40%	(572)	60%	(841)	1413
GenXers: 1965-1980	34%	(246)	66%	(472)	718
Baby Boomers: 1946-1964	26%	(66)	74%	(190)	255
PID: Dem (no lean)	36%	(377)	64%	(667)	1044
PID: Ind (no lean)	38%	(272)	62%	(442)	714
PID: Rep (no lean)	38%	(279)	62%	(463)	741
PID/Gender: Dem Women	36%	(377)	64%	(667)	1044
PID/Gender: Ind Women	38%	(272)	62%	(442)	714
PID/Gender: Rep Women	38%	(279)	62%	(463)	741
Ideo: Liberal (1-3)	38%	(288)	62%	(461)	749
Ideo: Moderate (4)	36%	(278)	64%	(492)	770
Ideo: Conservative (5-7)	36%	(273)	64%	(481)	753
Educ: < College	35%	(455)	65%	(831)	1287
Educ: Bachelors degree	39%	(271)	61%	(421)	693
Educ: Post-grad	39%	(201)	61%	(319)	520
Income: Under 50k	37%	(365)	63%	(615)	979
Income: 50k-100k	38%	(356)	62%	(583)	939
Income: 100k+	36%	(207)	64%	(374)	581
Ethnicity: White	37%	(678)	63%	(1169)	1847
Ethnicity: Hispanic	38%	(184)	62%	(306)	489
Ethnicity: Black	37%	(131)	63%	(227)	357
Ethnicity: Other	40%	(119)	60%	(176)	295

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Table BPC8_1: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a job opportunity

Demographic	Yes		No		Total N
Working Mothers	37%	(928)	63%	(1571)	2499
All Christian	35%	(386)	65%	(719)	1106
All Non-Christian	44%	(37)	56%	(48)	86
Atheist	43%	(31)	57%	(42)	73
Agnostic/Nothing in particular	36%	(254)	64%	(446)	700
Something Else	41%	(218)	59%	(316)	534
Religious Non-Protestant/Catholic	41%	(44)	59%	(63)	107
Evangelical	37%	(277)	63%	(465)	743
Non-Evangelical	37%	(315)	63%	(536)	851
Community: Urban	37%	(253)	63%	(426)	679
Community: Suburban	37%	(432)	63%	(730)	1162
Community: Rural	37%	(242)	63%	(416)	658
Employ: Private Sector	36%	(672)	64%	(1203)	1875
Employ: Government	37%	(150)	63%	(257)	407
Employ: Self-Employed	49%	(106)	51%	(112)	218
Military HH: Yes	39%	(93)	61%	(147)	239
Military HH: No	37%	(835)	63%	(1425)	2260
RD/WT: Right Direction	37%	(278)	63%	(464)	742
RD/WT: Wrong Track	37%	(650)	63%	(1108)	1757
Biden Job Approve	37%	(382)	63%	(651)	1033
Biden Job Disapprove	37%	(507)	63%	(854)	1360
Biden Job Strongly Approve	33%	(114)	67%	(232)	345
Biden Job Somewhat Approve	39%	(268)	61%	(419)	687
Biden Job Somewhat Disapprove	40%	(200)	60%	(297)	496
Biden Job Strongly Disapprove	36%	(307)	64%	(557)	864
Favorable of Biden	38%	(413)	62%	(686)	1100
Unfavorable of Biden	37%	(483)	63%	(807)	1290
Very Favorable of Biden	36%	(140)	64%	(249)	390
Somewhat Favorable of Biden	38%	(273)	62%	(437)	710
Somewhat Unfavorable of Biden	41%	(158)	59%	(224)	382
Very Unfavorable of Biden	36%	(324)	64%	(583)	907

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Table BPC8_1: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a job opportunity

Demographic	Yes		No		Total N
Working Mothers	37%	(928)	63%	(1571)	2499
#1 Issue: Economy	38%	(505)	62%	(819)	1323
#1 Issue: Security	28%	(70)	72%	(178)	248
#1 Issue: Health Care	34%	(85)	66%	(169)	254
#1 Issue: Medicare / Social Security	23%	(14)	77%	(46)	60
#1 Issue: Women's Issues	39%	(87)	61%	(137)	224
#1 Issue: Education	41%	(63)	59%	(90)	153
#1 Issue: Energy	40%	(66)	60%	(99)	165
#1 Issue: Other	52%	(37)	48%	(34)	71
2020 Vote: Joe Biden	38%	(446)	62%	(727)	1173
2020 Vote: Donald Trump	35%	(286)	65%	(542)	828
2020 Vote: Other	52%	(47)	48%	(44)	91
2020 Vote: Didn't Vote	36%	(148)	64%	(258)	407
2018 House Vote: Democrat	38%	(364)	62%	(605)	969
2018 House Vote: Republican	37%	(261)	63%	(438)	699
2018 House Vote: Someone else	44%	(39)	56%	(49)	88
2016 Vote: Hillary Clinton	38%	(347)	62%	(569)	916
2016 Vote: Donald Trump	37%	(276)	63%	(460)	736
2016 Vote: Other	45%	(52)	55%	(63)	115
2016 Vote: Didn't Vote	34%	(253)	66%	(481)	733
Voted in 2014: Yes	37%	(548)	63%	(914)	1461
Voted in 2014: No	37%	(380)	63%	(658)	1038
4-Region: Northeast	36%	(146)	64%	(257)	402
4-Region: Midwest	39%	(217)	61%	(342)	559
4-Region: South	38%	(365)	62%	(608)	972
4-Region: West	35%	(200)	65%	(365)	565
Child(Ren) Aged 0-17	40%	(750)	60%	(1111)	1861
Child(Ren) Aged 0-5	42%	(373)	58%	(507)	881
Caregivers	45%	(653)	55%	(795)	1448
Caregiver for Aging Parent	42%	(106)	58%	(144)	250
Caregiver for Sick or Disabled Family Member	49%	(147)	51%	(156)	303
Caregiver for Child/Dependent	46%	(494)	54%	(569)	1063

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Table BPC8_1: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a job opportunity

Demographic	Yes		No		Total N
Working Mothers	37%	(928)	63%	(1571)	2499
Business Owners	44%	(187)	56%	(237)	425
Non-Business Owners	36%	(740)	64%	(1334)	2074
Service Worker/Retail Sales/Laborers/Helpers	37%	(187)	63%	(317)	504
Trade/Skilled Workers	35%	(38)	65%	(72)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	36%	(259)	64%	(455)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	34%	(120)	66%	(235)	355
Other Professionals	35%	(136)	65%	(255)	391
Business Owners w/Employees	44%	(163)	56%	(207)	370
Access to Childcare	38%	(324)	62%	(531)	855
No Access to Childcare	49%	(249)	51%	(258)	507
Unsure of Access to Childcare	38%	(68)	62%	(113)	181
More Financially Secure after Pandemic	36%	(184)	64%	(324)	507
Less Financially Secure after the Pandemic	42%	(532)	58%	(736)	1267
Same Financial Security after the Pandemic	29%	(212)	71%	(512)	725
Access to Paid Parental Leave	34%	(340)	66%	(649)	989
No Access to Paid Parental Leave	39%	(312)	61%	(494)	807
Access to Paid Caregiving Leave	34%	(237)	66%	(469)	706
No Access to Paid Caregiving Leave	39%	(378)	61%	(599)	977
Access to Flexible Work Hours	37%	(340)	63%	(587)	926
No Access to Flexible Work Hours	36%	(369)	64%	(668)	1037
Access to Child Care as Employer Benefit	34%	(120)	66%	(234)	354
No Access to Child Care as Employer Benefit	38%	(522)	62%	(866)	1388
Access to Mental Health Benefits	35%	(310)	65%	(568)	878
No Access to Mental Health Benefits	38%	(319)	62%	(517)	836
Ethnicity: White (Non-Hispanic)	37%	(561)	63%	(967)	1528
Ethnicity: Hispanic	38%	(184)	62%	(306)	489
Ethnicity: Black (Non-Hispanic)	36%	(106)	64%	(192)	297
Ethnicity: Asian + Other (Non-Hispanic)	42%	(78)	58%	(107)	185

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Table BPC8_1: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a job opportunity

Demographic	Yes		No		Total N
Working Mothers	37%	(928)	63%	(1571)	2499
Single, never married	36%	(150)	64%	(271)	421
Married	36%	(505)	64%	(893)	1398
Separated	38%	(24)	62%	(39)	64
Divorced	38%	(115)	62%	(185)	301
Widowed	45%	(23)	55%	(29)	52
Living with a partner	41%	(109)	59%	(155)	264

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

Table BPC8_2: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a promotion

Demographic	Yes		No		Total N
Working Mothers	20%	(509)	80%	(1991)	2499
Gender: Female	20%	(509)	80%	(1991)	2499
Age: 18-34	23%	(168)	77%	(560)	728
Age: 35-44	21%	(227)	79%	(851)	1079
Age: 45-64	16%	(110)	84%	(564)	675
GenZers: 1997-2012	24%	(27)	76%	(84)	111
Millennials: 1981-1996	22%	(314)	78%	(1098)	1413
GenXers: 1965-1980	18%	(130)	82%	(588)	718
Baby Boomers: 1946-1964	14%	(37)	86%	(219)	255
PID: Dem (no lean)	22%	(227)	78%	(817)	1044
PID: Ind (no lean)	21%	(149)	79%	(565)	714
PID: Rep (no lean)	18%	(133)	82%	(608)	741
PID/Gender: Dem Women	22%	(227)	78%	(817)	1044
PID/Gender: Ind Women	21%	(149)	79%	(565)	714
PID/Gender: Rep Women	18%	(133)	82%	(608)	741
Ideo: Liberal (1-3)	22%	(164)	78%	(585)	749
Ideo: Moderate (4)	22%	(169)	78%	(601)	770
Ideo: Conservative (5-7)	17%	(126)	83%	(627)	753
Educ: < College	19%	(239)	81%	(1048)	1287
Educ: Bachelors degree	22%	(154)	78%	(539)	693
Educ: Post-grad	22%	(116)	78%	(404)	520
Income: Under 50k	20%	(198)	80%	(782)	979
Income: 50k-100k	22%	(205)	78%	(734)	939
Income: 100k+	18%	(106)	82%	(474)	581
Ethnicity: White	20%	(365)	80%	(1482)	1847
Ethnicity: Hispanic	22%	(110)	78%	(379)	489
Ethnicity: Black	20%	(71)	80%	(287)	357
Ethnicity: Other	25%	(73)	75%	(222)	295

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Table BPC8_2: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a promotion

Demographic	Yes		No		Total N
Working Mothers	20%	(509)	80%	(1991)	2499
All Christian	19%	(215)	81%	(890)	1106
All Non-Christian	32%	(28)	68%	(58)	86
Atheist	18%	(13)	82%	(60)	73
Agnostic/Nothing in particular	21%	(146)	79%	(554)	700
Something Else	20%	(106)	80%	(428)	534
Religious Non-Protestant/Catholic	28%	(30)	72%	(77)	107
Evangelical	20%	(151)	80%	(591)	743
Non-Evangelical	19%	(160)	81%	(691)	851
Community: Urban	23%	(158)	77%	(521)	679
Community: Suburban	20%	(238)	80%	(924)	1162
Community: Rural	17%	(112)	83%	(546)	658
Employ: Private Sector	19%	(365)	81%	(1510)	1875
Employ: Government	23%	(92)	77%	(315)	407
Employ: Self-Employed	24%	(51)	76%	(166)	218
Military HH: Yes	23%	(56)	77%	(184)	239
Military HH: No	20%	(453)	80%	(1807)	2260
RD/WT: Right Direction	24%	(178)	76%	(564)	742
RD/WT: Wrong Track	19%	(330)	81%	(1427)	1757
Biden Job Approve	22%	(232)	78%	(801)	1033
Biden Job Disapprove	19%	(254)	81%	(1106)	1360
Biden Job Strongly Approve	22%	(77)	78%	(269)	345
Biden Job Somewhat Approve	23%	(155)	77%	(532)	687
Biden Job Somewhat Disapprove	20%	(99)	80%	(398)	496
Biden Job Strongly Disapprove	18%	(155)	82%	(709)	864
Favorable of Biden	22%	(245)	78%	(854)	1100
Unfavorable of Biden	19%	(240)	81%	(1050)	1290
Very Favorable of Biden	22%	(84)	78%	(305)	390
Somewhat Favorable of Biden	23%	(161)	77%	(549)	710
Somewhat Unfavorable of Biden	22%	(82)	78%	(300)	382
Very Unfavorable of Biden	17%	(158)	83%	(750)	907

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Table BPC8_2: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a promotion

Demographic	Yes		No		Total N
Working Mothers	20%	(509)	80%	(1991)	2499
#1 Issue: Economy	19%	(248)	81%	(1076)	1323
#1 Issue: Security	20%	(49)	80%	(199)	248
#1 Issue: Health Care	23%	(58)	77%	(196)	254
#1 Issue: Medicare / Social Security	20%	(12)	80%	(48)	60
#1 Issue: Women's Issues	25%	(55)	75%	(169)	224
#1 Issue: Education	26%	(40)	74%	(114)	153
#1 Issue: Energy	18%	(30)	82%	(135)	165
#1 Issue: Other	24%	(17)	76%	(54)	71
2020 Vote: Joe Biden	22%	(258)	78%	(915)	1173
2020 Vote: Donald Trump	18%	(148)	82%	(680)	828
2020 Vote: Other	27%	(25)	73%	(66)	91
2020 Vote: Didn't Vote	19%	(77)	81%	(330)	407
2018 House Vote: Democrat	23%	(219)	77%	(750)	969
2018 House Vote: Republican	18%	(129)	82%	(571)	699
2018 House Vote: Someone else	25%	(22)	75%	(66)	88
2016 Vote: Hillary Clinton	22%	(201)	78%	(714)	916
2016 Vote: Donald Trump	20%	(148)	80%	(588)	736
2016 Vote: Other	21%	(24)	79%	(91)	115
2016 Vote: Didn't Vote	19%	(136)	81%	(597)	733
Voted in 2014: Yes	22%	(314)	78%	(1147)	1461
Voted in 2014: No	19%	(194)	81%	(844)	1038
4-Region: Northeast	20%	(81)	80%	(321)	402
4-Region: Midwest	20%	(111)	80%	(448)	559
4-Region: South	21%	(200)	79%	(772)	972
4-Region: West	21%	(117)	79%	(448)	565
Child(Ren) Aged 0-17	22%	(407)	78%	(1454)	1861
Child(Ren) Aged 0-5	22%	(198)	78%	(683)	881
Caregivers	25%	(355)	75%	(1093)	1448
Caregiver for Aging Parent	26%	(66)	74%	(184)	250
Caregiver for Sick or Disabled Family Member	30%	(91)	70%	(212)	303
Caregiver for Child/Dependent	24%	(252)	76%	(811)	1063

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Table BPC8_2: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a promotion

Demographic	Yes		No		Total N
Working Mothers	20%	(509)	80%	(1991)	2499
Business Owners	25%	(107)	75%	(318)	425
Non-Business Owners	19%	(402)	81%	(1673)	2074
Service Worker/Retail Sales/Laborers/Helpers	20%	(101)	80%	(403)	504
Trade/Skilled Workers	10%	(11)	90%	(99)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	20%	(144)	80%	(570)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	18%	(62)	82%	(292)	355
Other Professionals	21%	(82)	79%	(309)	391
Business Owners w/Employees	26%	(94)	74%	(276)	370
Access to Childcare	21%	(177)	79%	(679)	855
No Access to Childcare	28%	(141)	72%	(366)	507
Unsure of Access to Childcare	16%	(28)	84%	(153)	181
More Financially Secure after Pandemic	20%	(103)	80%	(404)	507
Less Financially Secure after the Pandemic	24%	(301)	76%	(966)	1267
Same Financial Security after the Pandemic	14%	(104)	86%	(620)	725
Access to Paid Parental Leave	21%	(205)	79%	(784)	989
No Access to Paid Parental Leave	19%	(156)	81%	(651)	807
Access to Paid Caregiving Leave	20%	(143)	80%	(563)	706
No Access to Paid Caregiving Leave	20%	(196)	80%	(781)	977
Access to Flexible Work Hours	21%	(194)	79%	(733)	926
No Access to Flexible Work Hours	18%	(189)	82%	(848)	1037
Access to Child Care as Employer Benefit	23%	(82)	77%	(272)	354
No Access to Child Care as Employer Benefit	20%	(272)	80%	(1115)	1388
Access to Mental Health Benefits	19%	(169)	81%	(709)	878
No Access to Mental Health Benefits	21%	(174)	79%	(662)	836
Ethnicity: White (Non-Hispanic)	20%	(299)	80%	(1229)	1528
Ethnicity: Hispanic	22%	(110)	78%	(379)	489
Ethnicity: Black (Non-Hispanic)	18%	(54)	82%	(243)	297
Ethnicity: Asian + Other (Non-Hispanic)	25%	(46)	75%	(139)	185

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Table BPC8_2: *Have caregiving responsibilities ever influenced you to do any of the following?*
Turn down a promotion

Demographic	Yes		No		Total N
Working Mothers	20%	(509)	80%	(1991)	2499
Single, never married	21%	(87)	79%	(334)	421
Married	20%	(284)	80%	(1114)	1398
Separated	18%	(11)	82%	(53)	64
Divorced	20%	(61)	80%	(239)	301
Widowed	28%	(15)	72%	(37)	52
Living with a partner	19%	(50)	81%	(214)	264

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

Table BPC8_3: *Have caregiving responsibilities ever influenced you to do any of the following?*
Change career paths

Demographic	Yes		No		Total N
Working Mothers	36%	(902)	64%	(1597)	2499
Gender: Female	36%	(902)	64%	(1597)	2499
Age: 18-34	42%	(304)	58%	(424)	728
Age: 35-44	40%	(431)	60%	(647)	1079
Age: 45-64	24%	(164)	76%	(511)	675
GenZers: 1997-2012	45%	(50)	55%	(61)	111
Millennials: 1981-1996	41%	(581)	59%	(832)	1413
GenXers: 1965-1980	31%	(222)	69%	(496)	718
Baby Boomers: 1946-1964	19%	(49)	81%	(207)	255
PID: Dem (no lean)	35%	(367)	65%	(677)	1044
PID: Ind (no lean)	39%	(278)	61%	(436)	714
PID: Rep (no lean)	35%	(257)	65%	(485)	741
PID/Gender: Dem Women	35%	(367)	65%	(677)	1044
PID/Gender: Ind Women	39%	(278)	61%	(436)	714
PID/Gender: Rep Women	35%	(257)	65%	(485)	741
Ideo: Liberal (1-3)	39%	(294)	61%	(455)	749
Ideo: Moderate (4)	35%	(269)	65%	(502)	770
Ideo: Conservative (5-7)	33%	(252)	67%	(501)	753
Educ: < College	35%	(456)	65%	(831)	1287
Educ: Bachelors degree	35%	(242)	65%	(451)	693
Educ: Post-grad	39%	(205)	61%	(315)	520
Income: Under 50k	38%	(375)	62%	(604)	979
Income: 50k-100k	35%	(333)	65%	(606)	939
Income: 100k+	33%	(194)	67%	(387)	581
Ethnicity: White	35%	(649)	65%	(1198)	1847
Ethnicity: Hispanic	36%	(177)	64%	(312)	489
Ethnicity: Black	38%	(136)	62%	(221)	357
Ethnicity: Other	40%	(117)	60%	(178)	295

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Table BPC8_3: *Have caregiving responsibilities ever influenced you to do any of the following?*
Change career paths

Demographic	Yes		No		Total N
Working Mothers	36%	(902)	64%	(1597)	2499
All Christian	33%	(365)	67%	(741)	1106
All Non-Christian	42%	(36)	58%	(50)	86
Atheist	45%	(33)	55%	(40)	73
Agnostic/Nothing in particular	38%	(266)	62%	(434)	700
Something Else	38%	(203)	62%	(331)	534
Religious Non-Protestant/Catholic	40%	(43)	60%	(64)	107
Evangelical	37%	(275)	63%	(467)	743
Non-Evangelical	33%	(277)	67%	(574)	851
Community: Urban	38%	(261)	62%	(418)	679
Community: Suburban	34%	(395)	66%	(767)	1162
Community: Rural	37%	(246)	63%	(412)	658
Employ: Private Sector	36%	(667)	64%	(1208)	1875
Employ: Government	35%	(142)	65%	(265)	407
Employ: Self-Employed	43%	(94)	57%	(123)	218
Military HH: Yes	36%	(87)	64%	(153)	239
Military HH: No	36%	(816)	64%	(1444)	2260
RD/WT: Right Direction	35%	(260)	65%	(482)	742
RD/WT: Wrong Track	37%	(642)	63%	(1115)	1757
Biden Job Approve	36%	(367)	64%	(666)	1033
Biden Job Disapprove	37%	(498)	63%	(862)	1360
Biden Job Strongly Approve	32%	(110)	68%	(236)	345
Biden Job Somewhat Approve	37%	(257)	63%	(431)	687
Biden Job Somewhat Disapprove	39%	(193)	61%	(303)	496
Biden Job Strongly Disapprove	35%	(305)	65%	(559)	864
Favorable of Biden	36%	(398)	64%	(701)	1100
Unfavorable of Biden	36%	(463)	64%	(826)	1290
Very Favorable of Biden	35%	(135)	65%	(255)	390
Somewhat Favorable of Biden	37%	(263)	63%	(447)	710
Somewhat Unfavorable of Biden	41%	(156)	59%	(226)	382
Very Unfavorable of Biden	34%	(307)	66%	(600)	907

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Table BPC8_3: *Have caregiving responsibilities ever influenced you to do any of the following?*
Change career paths

Demographic	Yes		No		Total N
Working Mothers	36%	(902)	64%	(1597)	2499
#1 Issue: Economy	37%	(490)	63%	(834)	1323
#1 Issue: Security	36%	(89)	64%	(159)	248
#1 Issue: Health Care	29%	(74)	71%	(180)	254
#1 Issue: Medicare / Social Security	24%	(15)	76%	(45)	60
#1 Issue: Women's Issues	40%	(90)	60%	(134)	224
#1 Issue: Education	36%	(55)	64%	(98)	153
#1 Issue: Energy	35%	(58)	65%	(107)	165
#1 Issue: Other	43%	(31)	57%	(40)	71
2020 Vote: Joe Biden	38%	(442)	62%	(731)	1173
2020 Vote: Donald Trump	33%	(277)	67%	(551)	828
2020 Vote: Other	40%	(37)	60%	(55)	91
2020 Vote: Didn't Vote	36%	(147)	64%	(260)	407
2018 House Vote: Democrat	38%	(370)	62%	(599)	969
2018 House Vote: Republican	34%	(241)	66%	(459)	699
2018 House Vote: Someone else	33%	(29)	67%	(59)	88
2016 Vote: Hillary Clinton	37%	(338)	63%	(578)	916
2016 Vote: Donald Trump	34%	(253)	66%	(483)	736
2016 Vote: Other	37%	(42)	63%	(72)	115
2016 Vote: Didn't Vote	37%	(269)	63%	(464)	733
Voted in 2014: Yes	35%	(517)	65%	(945)	1461
Voted in 2014: No	37%	(385)	63%	(652)	1038
4-Region: Northeast	38%	(151)	62%	(251)	402
4-Region: Midwest	37%	(207)	63%	(352)	559
4-Region: South	36%	(352)	64%	(620)	972
4-Region: West	34%	(191)	66%	(374)	565
Child(Ren) Aged 0-17	40%	(749)	60%	(1112)	1861
Child(Ren) Aged 0-5	43%	(376)	57%	(505)	881
Caregivers	43%	(629)	57%	(819)	1448
Caregiver for Aging Parent	43%	(106)	57%	(143)	250
Caregiver for Sick or Disabled Family Member	41%	(124)	59%	(179)	303
Caregiver for Child/Dependent	45%	(482)	55%	(580)	1063

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Table BPC8_3: *Have caregiving responsibilities ever influenced you to do any of the following?*
Change career paths

Demographic	Yes		No		Total N
Working Mothers	36%	(902)	64%	(1597)	2499
Business Owners	43%	(181)	57%	(244)	425
Non-Business Owners	35%	(721)	65%	(1353)	2074
Service Worker/Retail Sales/Laborers/Helpers	37%	(185)	63%	(319)	504
Trade/Skilled Workers	42%	(46)	58%	(64)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	35%	(251)	65%	(463)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	28%	(99)	72%	(256)	355
Other Professionals	36%	(141)	64%	(251)	391
Business Owners w/Employees	42%	(156)	58%	(215)	370
Access to Childcare	38%	(326)	62%	(529)	855
No Access to Childcare	51%	(258)	49%	(249)	507
Unsure of Access to Childcare	35%	(63)	65%	(118)	181
More Financially Secure after Pandemic	37%	(187)	63%	(321)	507
Less Financially Secure after the Pandemic	41%	(525)	59%	(743)	1267
Same Financial Security after the Pandemic	26%	(191)	74%	(534)	725
Access to Paid Parental Leave	33%	(330)	67%	(659)	989
No Access to Paid Parental Leave	37%	(297)	63%	(510)	807
Access to Paid Caregiving Leave	35%	(244)	65%	(462)	706
No Access to Paid Caregiving Leave	36%	(351)	64%	(626)	977
Access to Flexible Work Hours	36%	(332)	64%	(594)	926
No Access to Flexible Work Hours	34%	(355)	66%	(682)	1037
Access to Child Care as Employer Benefit	35%	(123)	65%	(231)	354
No Access to Child Care as Employer Benefit	36%	(496)	64%	(892)	1388
Access to Mental Health Benefits	34%	(300)	66%	(578)	878
No Access to Mental Health Benefits	36%	(299)	64%	(537)	836
Ethnicity: White (Non-Hispanic)	36%	(544)	64%	(984)	1528
Ethnicity: Hispanic	36%	(177)	64%	(312)	489
Ethnicity: Black (Non-Hispanic)	35%	(105)	65%	(192)	297
Ethnicity: Asian + Other (Non-Hispanic)	41%	(76)	59%	(109)	185

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Table BPC8_3: *Have caregiving responsibilities ever influenced you to do any of the following?*
Change career paths

Demographic	Yes		No		Total N
Working Mothers	36%	(902)	64%	(1597)	2499
Single, never married	37%	(155)	63%	(266)	421
Married	36%	(498)	64%	(900)	1398
Separated	37%	(23)	63%	(41)	64
Divorced	36%	(109)	64%	(192)	301
Widowed	35%	(18)	65%	(34)	52
Living with a partner	38%	(99)	62%	(165)	264

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

Table BPC8_4: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay higher education plans

Demographic	Yes		No		Total N
Working Mothers	34%	(856)	66%	(1643)	2499
Gender: Female	34%	(856)	66%	(1643)	2499
Age: 18-34	42%	(303)	58%	(425)	728
Age: 35-44	37%	(404)	63%	(675)	1079
Age: 45-64	22%	(147)	78%	(528)	675
GenZers: 1997-2012	35%	(39)	65%	(72)	111
Millennials: 1981-1996	41%	(585)	59%	(828)	1413
GenXers: 1965-1980	26%	(188)	74%	(530)	718
Baby Boomers: 1946-1964	17%	(44)	83%	(212)	255
PID: Dem (no lean)	35%	(367)	65%	(677)	1044
PID: Ind (no lean)	34%	(244)	66%	(470)	714
PID: Rep (no lean)	33%	(245)	67%	(496)	741
PID/Gender: Dem Women	35%	(367)	65%	(677)	1044
PID/Gender: Ind Women	34%	(244)	66%	(470)	714
PID/Gender: Rep Women	33%	(245)	67%	(496)	741
Ideo: Liberal (1-3)	39%	(292)	61%	(457)	749
Ideo: Moderate (4)	34%	(260)	66%	(510)	770
Ideo: Conservative (5-7)	30%	(228)	70%	(525)	753
Educ: < College	35%	(455)	65%	(832)	1287
Educ: Bachelors degree	33%	(231)	67%	(461)	693
Educ: Post-grad	33%	(170)	67%	(350)	520
Income: Under 50k	36%	(349)	64%	(630)	979
Income: 50k-100k	36%	(334)	64%	(605)	939
Income: 100k+	30%	(173)	70%	(408)	581
Ethnicity: White	34%	(629)	66%	(1218)	1847
Ethnicity: Hispanic	36%	(176)	64%	(313)	489
Ethnicity: Black	32%	(116)	68%	(241)	357
Ethnicity: Other	38%	(111)	62%	(184)	295

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Table BPC8_4: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay higher education plans

Demographic	Yes		No		Total N
Working Mothers	34%	(856)	66%	(1643)	2499
All Christian	29%	(319)	71%	(786)	1106
All Non-Christian	51%	(44)	49%	(42)	86
Atheist	32%	(24)	68%	(50)	73
Agnostic/Nothing in particular	37%	(259)	63%	(441)	700
Something Else	39%	(210)	61%	(324)	534
Religious Non-Protestant/Catholic	45%	(48)	55%	(59)	107
Evangelical	35%	(262)	65%	(480)	743
Non-Evangelical	30%	(256)	70%	(594)	851
Community: Urban	38%	(255)	62%	(424)	679
Community: Suburban	33%	(387)	67%	(775)	1162
Community: Rural	33%	(215)	67%	(443)	658
Employ: Private Sector	34%	(637)	66%	(1238)	1875
Employ: Government	34%	(138)	66%	(268)	407
Employ: Self-Employed	37%	(81)	63%	(137)	218
Military HH: Yes	38%	(91)	62%	(149)	239
Military HH: No	34%	(765)	66%	(1494)	2260
RD/WT: Right Direction	34%	(254)	66%	(487)	742
RD/WT: Wrong Track	34%	(602)	66%	(1155)	1757
Biden Job Approve	34%	(352)	66%	(681)	1033
Biden Job Disapprove	34%	(468)	66%	(892)	1360
Biden Job Strongly Approve	29%	(99)	71%	(247)	345
Biden Job Somewhat Approve	37%	(253)	63%	(434)	687
Biden Job Somewhat Disapprove	39%	(191)	61%	(305)	496
Biden Job Strongly Disapprove	32%	(277)	68%	(587)	864
Favorable of Biden	34%	(376)	66%	(724)	1100
Unfavorable of Biden	35%	(446)	65%	(844)	1290
Very Favorable of Biden	31%	(123)	69%	(267)	390
Somewhat Favorable of Biden	36%	(253)	64%	(457)	710
Somewhat Unfavorable of Biden	40%	(153)	60%	(229)	382
Very Unfavorable of Biden	32%	(293)	68%	(615)	907

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Table BPC8_4: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay higher education plans

Demographic	Yes		No		Total N
Working Mothers	34%	(856)	66%	(1643)	2499
#1 Issue: Economy	35%	(463)	65%	(860)	1323
#1 Issue: Security	28%	(68)	72%	(179)	248
#1 Issue: Health Care	32%	(81)	68%	(174)	254
#1 Issue: Medicare / Social Security	23%	(14)	77%	(46)	60
#1 Issue: Women's Issues	38%	(86)	62%	(138)	224
#1 Issue: Education	34%	(52)	66%	(101)	153
#1 Issue: Energy	39%	(65)	61%	(101)	165
#1 Issue: Other	39%	(28)	61%	(43)	71
2020 Vote: Joe Biden	37%	(433)	63%	(740)	1173
2020 Vote: Donald Trump	32%	(261)	68%	(567)	828
2020 Vote: Other	40%	(37)	60%	(55)	91
2020 Vote: Didn't Vote	31%	(125)	69%	(281)	407
2018 House Vote: Democrat	38%	(364)	62%	(605)	969
2018 House Vote: Republican	31%	(219)	69%	(480)	699
2018 House Vote: Someone else	40%	(35)	60%	(53)	88
2016 Vote: Hillary Clinton	38%	(350)	62%	(565)	916
2016 Vote: Donald Trump	31%	(230)	69%	(506)	736
2016 Vote: Other	33%	(38)	67%	(77)	115
2016 Vote: Didn't Vote	32%	(238)	68%	(495)	733
Voted in 2014: Yes	34%	(493)	66%	(969)	1461
Voted in 2014: No	35%	(363)	65%	(674)	1038
4-Region: Northeast	32%	(129)	68%	(274)	402
4-Region: Midwest	33%	(187)	67%	(372)	559
4-Region: South	36%	(349)	64%	(624)	972
4-Region: West	34%	(192)	66%	(373)	565
Child(Ren) Aged 0-17	39%	(725)	61%	(1136)	1861
Child(Ren) Aged 0-5	41%	(360)	59%	(521)	881
Caregivers	41%	(591)	59%	(857)	1448
Caregiver for Aging Parent	35%	(89)	65%	(161)	250
Caregiver for Sick or Disabled Family Member	39%	(119)	61%	(184)	303
Caregiver for Child/Dependent	44%	(466)	56%	(596)	1063

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Table BPC8_4: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay higher education plans

Demographic	Yes		No		Total N
Working Mothers	34%	(856)	66%	(1643)	2499
Business Owners	39%	(164)	61%	(261)	425
Non-Business Owners	33%	(692)	67%	(1382)	2074
Service Worker/Retail Sales/Laborers/Helpers	34%	(170)	66%	(334)	504
Trade/Skilled Workers	31%	(34)	69%	(76)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	31%	(222)	69%	(492)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	35%	(123)	65%	(232)	355
Other Professionals	37%	(143)	63%	(248)	391
Business Owners w/Employees	40%	(148)	60%	(222)	370
Access to Childcare	38%	(322)	62%	(533)	855
No Access to Childcare	45%	(230)	55%	(276)	507
Unsure of Access to Childcare	34%	(62)	66%	(119)	181
More Financially Secure after Pandemic	35%	(177)	65%	(330)	507
Less Financially Secure after the Pandemic	39%	(498)	61%	(769)	1267
Same Financial Security after the Pandemic	25%	(181)	75%	(544)	725
Access to Paid Parental Leave	34%	(339)	66%	(650)	989
No Access to Paid Parental Leave	33%	(262)	67%	(544)	807
Access to Paid Caregiving Leave	32%	(229)	68%	(478)	706
No Access to Paid Caregiving Leave	34%	(336)	66%	(641)	977
Access to Flexible Work Hours	32%	(294)	68%	(633)	926
No Access to Flexible Work Hours	35%	(364)	65%	(672)	1037
Access to Child Care as Employer Benefit	36%	(127)	64%	(227)	354
No Access to Child Care as Employer Benefit	33%	(463)	67%	(925)	1388
Access to Mental Health Benefits	32%	(283)	68%	(595)	878
No Access to Mental Health Benefits	34%	(287)	66%	(549)	836
Ethnicity: White (Non-Hispanic)	34%	(526)	66%	(1001)	1528
Ethnicity: Hispanic	36%	(176)	64%	(313)	489
Ethnicity: Black (Non-Hispanic)	29%	(87)	71%	(210)	297
Ethnicity: Asian + Other (Non-Hispanic)	36%	(66)	64%	(119)	185

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Table BPC8_4: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay higher education plans

Demographic	Yes		No		Total N
Working Mothers	34%	(856)	66%	(1643)	2499
Single, never married	37%	(156)	63%	(265)	421
Married	32%	(452)	68%	(945)	1398
Separated	28%	(18)	72%	(46)	64
Divorced	37%	(110)	63%	(191)	301
Widowed	22%	(11)	78%	(41)	52
Living with a partner	41%	(109)	59%	(156)	264

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

Table BPC8_5: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay saving for retirement

Demographic	Yes		No		Total N
Working Mothers	41%	(1032)	59%	(1467)	2499
Gender: Female	41%	(1032)	59%	(1467)	2499
Age: 18-34	42%	(309)	58%	(419)	728
Age: 35-44	48%	(516)	52%	(563)	1079
Age: 45-64	30%	(202)	70%	(473)	675
GenZers: 1997-2012	32%	(36)	68%	(75)	111
Millennials: 1981-1996	47%	(660)	53%	(753)	1413
GenXers: 1965-1980	38%	(274)	62%	(444)	718
Baby Boomers: 1946-1964	24%	(61)	76%	(194)	255
PID: Dem (no lean)	41%	(425)	59%	(619)	1044
PID: Ind (no lean)	39%	(278)	61%	(436)	714
PID: Rep (no lean)	44%	(329)	56%	(413)	741
PID/Gender: Dem Women	41%	(425)	59%	(619)	1044
PID/Gender: Ind Women	39%	(278)	61%	(436)	714
PID/Gender: Rep Women	44%	(329)	56%	(413)	741
Ideo: Liberal (1-3)	47%	(350)	53%	(400)	749
Ideo: Moderate (4)	38%	(293)	62%	(477)	770
Ideo: Conservative (5-7)	41%	(312)	59%	(442)	753
Educ: < College	38%	(485)	62%	(802)	1287
Educ: Bachelors degree	44%	(308)	56%	(385)	693
Educ: Post-grad	46%	(239)	54%	(281)	520
Income: Under 50k	40%	(395)	60%	(585)	979
Income: 50k-100k	43%	(403)	57%	(536)	939
Income: 100k+	40%	(234)	60%	(346)	581
Ethnicity: White	42%	(775)	58%	(1072)	1847
Ethnicity: Hispanic	41%	(199)	59%	(290)	489
Ethnicity: Black	33%	(118)	67%	(239)	357
Ethnicity: Other	47%	(138)	53%	(157)	295

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Table BPC8_5: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay saving for retirement

Demographic	Yes		No		Total N
Working Mothers	41%	(1032)	59%	(1467)	2499
All Christian	40%	(440)	60%	(666)	1106
All Non-Christian	38%	(33)	62%	(53)	86
Atheist	47%	(35)	53%	(39)	73
Agnostic/Nothing in particular	45%	(314)	55%	(387)	700
Something Else	40%	(211)	60%	(323)	534
Religious Non-Protestant/Catholic	39%	(42)	61%	(65)	107
Evangelical	39%	(293)	61%	(449)	743
Non-Evangelical	40%	(338)	60%	(512)	851
Community: Urban	43%	(291)	57%	(387)	679
Community: Suburban	40%	(464)	60%	(698)	1162
Community: Rural	42%	(277)	58%	(382)	658
Employ: Private Sector	41%	(770)	59%	(1105)	1875
Employ: Government	41%	(165)	59%	(242)	407
Employ: Self-Employed	44%	(97)	56%	(121)	218
Military HH: Yes	46%	(110)	54%	(129)	239
Military HH: No	41%	(922)	59%	(1338)	2260
RD/WT: Right Direction	41%	(301)	59%	(441)	742
RD/WT: Wrong Track	42%	(731)	58%	(1026)	1757
Biden Job Approve	41%	(426)	59%	(607)	1033
Biden Job Disapprove	42%	(571)	58%	(789)	1360
Biden Job Strongly Approve	36%	(125)	64%	(220)	345
Biden Job Somewhat Approve	44%	(300)	56%	(387)	687
Biden Job Somewhat Disapprove	41%	(202)	59%	(294)	496
Biden Job Strongly Disapprove	43%	(369)	57%	(495)	864
Favorable of Biden	41%	(454)	59%	(646)	1100
Unfavorable of Biden	42%	(544)	58%	(746)	1290
Very Favorable of Biden	39%	(153)	61%	(236)	390
Somewhat Favorable of Biden	42%	(301)	58%	(409)	710
Somewhat Unfavorable of Biden	42%	(162)	58%	(220)	382
Very Unfavorable of Biden	42%	(381)	58%	(526)	907

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Table BPC8_5: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay saving for retirement

Demographic	Yes		No		Total N
Working Mothers	41%	(1032)	59%	(1467)	2499
#1 Issue: Economy	42%	(561)	58%	(763)	1323
#1 Issue: Security	40%	(100)	60%	(148)	248
#1 Issue: Health Care	37%	(95)	63%	(159)	254
#1 Issue: Medicare / Social Security	24%	(15)	76%	(45)	60
#1 Issue: Women's Issues	45%	(102)	55%	(122)	224
#1 Issue: Education	44%	(68)	56%	(86)	153
#1 Issue: Energy	39%	(64)	61%	(101)	165
#1 Issue: Other	39%	(28)	61%	(43)	71
2020 Vote: Joe Biden	42%	(491)	58%	(682)	1173
2020 Vote: Donald Trump	41%	(342)	59%	(486)	828
2020 Vote: Other	48%	(44)	52%	(47)	91
2020 Vote: Didn't Vote	38%	(154)	62%	(252)	407
2018 House Vote: Democrat	43%	(420)	57%	(549)	969
2018 House Vote: Republican	42%	(296)	58%	(403)	699
2018 House Vote: Someone else	37%	(33)	63%	(55)	88
2016 Vote: Hillary Clinton	43%	(390)	57%	(525)	916
2016 Vote: Donald Trump	41%	(299)	59%	(437)	736
2016 Vote: Other	46%	(53)	54%	(62)	115
2016 Vote: Didn't Vote	39%	(289)	61%	(444)	733
Voted in 2014: Yes	41%	(602)	59%	(859)	1461
Voted in 2014: No	41%	(430)	59%	(608)	1038
4-Region: Northeast	44%	(176)	56%	(227)	402
4-Region: Midwest	41%	(230)	59%	(330)	559
4-Region: South	40%	(384)	60%	(588)	972
4-Region: West	43%	(243)	57%	(322)	565
Child(Ren) Aged 0-17	46%	(849)	54%	(1012)	1861
Child(Ren) Aged 0-5	44%	(392)	56%	(489)	881
Caregivers	49%	(709)	51%	(739)	1448
Caregiver for Aging Parent	43%	(108)	57%	(142)	250
Caregiver for Sick or Disabled Family Member	50%	(150)	50%	(153)	303
Caregiver for Child/Dependent	51%	(542)	49%	(521)	1063

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Table BPC8_5: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay saving for retirement

Demographic	Yes		No		Total N
Working Mothers	41%	(1032)	59%	(1467)	2499
Business Owners	46%	(195)	54%	(230)	425
Non-Business Owners	40%	(837)	60%	(1237)	2074
Service Worker/Retail Sales/Laborers/Helpers	38%	(191)	62%	(313)	504
Trade/Skilled Workers	26%	(28)	74%	(82)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	42%	(303)	58%	(411)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	37%	(130)	63%	(225)	355
Other Professionals	47%	(185)	53%	(206)	391
Business Owners w/Employees	45%	(168)	55%	(202)	370
Access to Childcare	42%	(359)	58%	(496)	855
No Access to Childcare	56%	(283)	44%	(224)	507
Unsure of Access to Childcare	40%	(73)	60%	(109)	181
More Financially Secure after Pandemic	37%	(189)	63%	(319)	507
Less Financially Secure after the Pandemic	50%	(632)	50%	(635)	1267
Same Financial Security after the Pandemic	29%	(211)	71%	(513)	725
Access to Paid Parental Leave	38%	(380)	62%	(609)	989
No Access to Paid Parental Leave	44%	(353)	56%	(453)	807
Access to Paid Caregiving Leave	36%	(253)	64%	(453)	706
No Access to Paid Caregiving Leave	44%	(429)	56%	(548)	977
Access to Flexible Work Hours	40%	(371)	60%	(556)	926
No Access to Flexible Work Hours	42%	(433)	58%	(604)	1037
Access to Child Care as Employer Benefit	39%	(139)	61%	(215)	354
No Access to Child Care as Employer Benefit	42%	(583)	58%	(805)	1388
Access to Mental Health Benefits	39%	(340)	61%	(538)	878
No Access to Mental Health Benefits	43%	(361)	57%	(475)	836
Ethnicity: White (Non-Hispanic)	43%	(663)	57%	(865)	1528
Ethnicity: Hispanic	41%	(199)	59%	(290)	489
Ethnicity: Black (Non-Hispanic)	29%	(87)	71%	(210)	297
Ethnicity: Asian + Other (Non-Hispanic)	45%	(83)	55%	(102)	185

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Table BPC8_5: *Have caregiving responsibilities ever influenced you to do any of the following?*
Delay saving for retirement

Demographic	Yes		No		Total N
Working Mothers	41%	(1032)	59%	(1467)	2499
Single, never married	37%	(157)	63%	(264)	421
Married	42%	(584)	58%	(814)	1398
Separated	53%	(34)	47%	(30)	64
Divorced	40%	(122)	60%	(179)	301
Widowed	49%	(26)	51%	(26)	52
Living with a partner	42%	(111)	58%	(154)	264

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

Table BPC8_6: *Have caregiving responsibilities ever influenced you to do any of the following?*
Not save enough for emergencies

Demographic	Yes		No		Total N
Working Mothers	47%	(1178)	53%	(1321)	2499
Gender: Female	47%	(1178)	53%	(1321)	2499
Age: 18-34	53%	(382)	47%	(346)	728
Age: 35-44	52%	(556)	48%	(523)	1079
Age: 45-64	35%	(234)	65%	(441)	675
GenZers: 1997-2012	45%	(50)	55%	(61)	111
Millennials: 1981-1996	53%	(747)	47%	(666)	1413
GenXers: 1965-1980	43%	(307)	57%	(411)	718
Baby Boomers: 1946-1964	29%	(74)	71%	(181)	255
PID: Dem (no lean)	46%	(483)	54%	(561)	1044
PID: Ind (no lean)	46%	(326)	54%	(388)	714
PID: Rep (no lean)	50%	(369)	50%	(372)	741
PID/Gender: Dem Women	46%	(483)	54%	(561)	1044
PID/Gender: Ind Women	46%	(326)	54%	(388)	714
PID/Gender: Rep Women	50%	(369)	50%	(372)	741
Ideo: Liberal (1-3)	51%	(383)	49%	(367)	749
Ideo: Moderate (4)	45%	(343)	55%	(427)	770
Ideo: Conservative (5-7)	47%	(353)	53%	(400)	753
Educ: < College	46%	(597)	54%	(690)	1287
Educ: Bachelors degree	47%	(328)	53%	(364)	693
Educ: Post-grad	49%	(253)	51%	(267)	520
Income: Under 50k	49%	(476)	51%	(503)	979
Income: 50k-100k	47%	(445)	53%	(494)	939
Income: 100k+	44%	(257)	56%	(324)	581
Ethnicity: White	49%	(897)	51%	(950)	1847
Ethnicity: Hispanic	47%	(231)	53%	(258)	489
Ethnicity: Black	43%	(154)	57%	(203)	357
Ethnicity: Other	43%	(127)	57%	(168)	295

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Table BPC8_6: *Have caregiving responsibilities ever influenced you to do any of the following?*
Not save enough for emergencies

Demographic	Yes		No		Total N
Working Mothers	47%	(1178)	53%	(1321)	2499
All Christian	45%	(497)	55%	(608)	1106
All Non-Christian	43%	(37)	57%	(49)	86
Atheist	47%	(34)	53%	(39)	73
Agnostic/Nothing in particular	50%	(347)	50%	(353)	700
Something Else	49%	(263)	51%	(272)	534
Religious Non-Protestant/Catholic	44%	(47)	56%	(60)	107
Evangelical	46%	(345)	54%	(398)	743
Non-Evangelical	47%	(397)	53%	(454)	851
Community: Urban	44%	(302)	56%	(377)	679
Community: Suburban	46%	(537)	54%	(625)	1162
Community: Rural	51%	(339)	49%	(320)	658
Employ: Private Sector	46%	(869)	54%	(1006)	1875
Employ: Government	48%	(197)	52%	(210)	407
Employ: Self-Employed	51%	(111)	49%	(106)	218
Military HH: Yes	52%	(124)	48%	(116)	239
Military HH: No	47%	(1054)	53%	(1206)	2260
RD/WT: Right Direction	43%	(320)	57%	(421)	742
RD/WT: Wrong Track	49%	(857)	51%	(900)	1757
Biden Job Approve	45%	(467)	55%	(566)	1033
Biden Job Disapprove	49%	(664)	51%	(696)	1360
Biden Job Strongly Approve	38%	(131)	62%	(215)	345
Biden Job Somewhat Approve	49%	(336)	51%	(351)	687
Biden Job Somewhat Disapprove	49%	(242)	51%	(254)	496
Biden Job Strongly Disapprove	49%	(422)	51%	(442)	864
Favorable of Biden	46%	(507)	54%	(593)	1100
Unfavorable of Biden	49%	(632)	51%	(657)	1290
Very Favorable of Biden	43%	(166)	57%	(224)	390
Somewhat Favorable of Biden	48%	(341)	52%	(369)	710
Somewhat Unfavorable of Biden	50%	(190)	50%	(192)	382
Very Unfavorable of Biden	49%	(442)	51%	(465)	907

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Table BPC8_6: *Have caregiving responsibilities ever influenced you to do any of the following?*
Not save enough for emergencies

Demographic	Yes		No		Total N
Working Mothers	47%	(1178)	53%	(1321)	2499
#1 Issue: Economy	48%	(639)	52%	(684)	1323
#1 Issue: Security	44%	(108)	56%	(140)	248
#1 Issue: Health Care	42%	(106)	58%	(148)	254
#1 Issue: Medicare / Social Security	29%	(17)	71%	(43)	60
#1 Issue: Women's Issues	52%	(117)	48%	(107)	224
#1 Issue: Education	51%	(78)	49%	(76)	153
#1 Issue: Energy	48%	(79)	52%	(86)	165
#1 Issue: Other	47%	(34)	53%	(38)	71
2020 Vote: Joe Biden	46%	(542)	54%	(631)	1173
2020 Vote: Donald Trump	49%	(403)	51%	(425)	828
2020 Vote: Other	62%	(57)	38%	(34)	91
2020 Vote: Didn't Vote	43%	(176)	57%	(231)	407
2018 House Vote: Democrat	48%	(468)	52%	(501)	969
2018 House Vote: Republican	48%	(332)	52%	(367)	699
2018 House Vote: Someone else	43%	(38)	57%	(50)	88
2016 Vote: Hillary Clinton	46%	(423)	54%	(493)	916
2016 Vote: Donald Trump	48%	(356)	52%	(380)	736
2016 Vote: Other	50%	(57)	50%	(58)	115
2016 Vote: Didn't Vote	47%	(342)	53%	(391)	733
Voted in 2014: Yes	46%	(678)	54%	(783)	1461
Voted in 2014: No	48%	(500)	52%	(538)	1038
4-Region: Northeast	47%	(189)	53%	(213)	402
4-Region: Midwest	48%	(269)	52%	(291)	559
4-Region: South	47%	(461)	53%	(512)	972
4-Region: West	46%	(259)	54%	(306)	565
Child(Ren) Aged 0-17	52%	(965)	48%	(896)	1861
Child(Ren) Aged 0-5	51%	(447)	49%	(434)	881
Caregivers	56%	(816)	44%	(632)	1448
Caregiver for Aging Parent	46%	(114)	54%	(136)	250
Caregiver for Sick or Disabled Family Member	58%	(175)	42%	(127)	303
Caregiver for Child/Dependent	60%	(633)	40%	(429)	1063

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Table BPC8_6: *Have caregiving responsibilities ever influenced you to do any of the following?*
Not save enough for emergencies

Demographic	Yes		No		Total N
Working Mothers	47%	(1178)	53%	(1321)	2499
Business Owners	50%	(211)	50%	(214)	425
Non-Business Owners	47%	(967)	53%	(1108)	2074
Service Worker/Retail Sales/Laborers/Helpers	45%	(229)	55%	(275)	504
Trade/Skilled Workers	29%	(32)	71%	(78)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	47%	(335)	53%	(379)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	49%	(173)	51%	(182)	355
Other Professionals	51%	(199)	49%	(193)	391
Business Owners w/Employees	50%	(184)	50%	(186)	370
Access to Childcare	48%	(411)	52%	(444)	855
No Access to Childcare	64%	(323)	36%	(184)	507
Unsure of Access to Childcare	44%	(80)	56%	(101)	181
More Financially Secure after Pandemic	37%	(186)	63%	(321)	507
Less Financially Secure after the Pandemic	58%	(729)	42%	(538)	1267
Same Financial Security after the Pandemic	36%	(263)	64%	(462)	725
Access to Paid Parental Leave	46%	(456)	54%	(533)	989
No Access to Paid Parental Leave	49%	(397)	51%	(409)	807
Access to Paid Caregiving Leave	45%	(315)	55%	(391)	706
No Access to Paid Caregiving Leave	49%	(481)	51%	(496)	977
Access to Flexible Work Hours	46%	(427)	54%	(499)	926
No Access to Flexible Work Hours	48%	(501)	52%	(536)	1037
Access to Child Care as Employer Benefit	45%	(161)	55%	(193)	354
No Access to Child Care as Employer Benefit	49%	(675)	51%	(713)	1388
Access to Mental Health Benefits	48%	(421)	52%	(457)	878
No Access to Mental Health Benefits	47%	(396)	53%	(440)	836
Ethnicity: White (Non-Hispanic)	49%	(749)	51%	(779)	1528
Ethnicity: Hispanic	47%	(231)	53%	(258)	489
Ethnicity: Black (Non-Hispanic)	40%	(119)	60%	(178)	297
Ethnicity: Asian + Other (Non-Hispanic)	43%	(79)	57%	(106)	185

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Table BPC8_6: *Have caregiving responsibilities ever influenced you to do any of the following?*
Not save enough for emergencies

Demographic	Yes		No		Total N
Working Mothers	47%	(1178)	53%	(1321)	2499
Single, never married	45%	(191)	55%	(230)	421
Married	46%	(642)	54%	(756)	1398
Separated	60%	(38)	40%	(25)	64
Divorced	49%	(148)	51%	(152)	301
Widowed	39%	(20)	61%	(32)	52
Living with a partner	53%	(139)	47%	(125)	264

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

Table BPC9_1: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	5%	(121)	8%	(203)	15%	(367)	58%	(1461)	14%	(347)
Gender: Female	5%	(121)	8%	(203)	15%	(367)	58%	(1461)	14%	(347)
Age: 18-34	7%	(54)	12%	(89)	17%	(121)	54%	(394)	10%	(70)
Age: 35-44	5%	(50)	7%	(78)	14%	(153)	64%	(692)	10%	(105)
Age: 45-64	3%	(17)	5%	(35)	13%	(91)	54%	(362)	25%	(170)
GenZers: 1997-2012	10%	(11)	15%	(16)	20%	(22)	41%	(46)	14%	(15)
Millennials: 1981-1996	6%	(89)	9%	(133)	15%	(216)	60%	(841)	9%	(133)
GenXers: 1965-1980	2%	(15)	6%	(42)	13%	(92)	62%	(447)	17%	(122)
Baby Boomers: 1946-1964	2%	(6)	4%	(11)	15%	(37)	49%	(124)	30%	(77)
PID: Dem (no lean)	8%	(84)	10%	(106)	16%	(165)	56%	(582)	10%	(107)
PID: Ind (no lean)	3%	(20)	6%	(42)	14%	(97)	58%	(415)	20%	(140)
PID: Rep (no lean)	2%	(17)	7%	(55)	14%	(105)	63%	(464)	14%	(100)
PID/Gender: Dem Women	8%	(84)	10%	(106)	16%	(165)	56%	(582)	10%	(107)
PID/Gender: Ind Women	3%	(20)	6%	(42)	14%	(97)	58%	(415)	20%	(140)
PID/Gender: Rep Women	2%	(17)	7%	(55)	14%	(105)	63%	(464)	14%	(100)
Ideo: Liberal (1-3)	6%	(45)	9%	(67)	16%	(119)	61%	(459)	8%	(60)
Ideo: Moderate (4)	5%	(36)	10%	(75)	15%	(114)	55%	(424)	16%	(122)
Ideo: Conservative (5-7)	4%	(33)	7%	(51)	15%	(112)	60%	(454)	14%	(103)
Educ: < College	4%	(47)	8%	(99)	13%	(173)	58%	(749)	17%	(218)
Educ: Bachelors degree	4%	(27)	7%	(48)	16%	(114)	61%	(425)	11%	(79)
Educ: Post-grad	9%	(47)	11%	(56)	15%	(80)	55%	(286)	10%	(50)
Income: Under 50k	4%	(40)	8%	(74)	13%	(128)	60%	(585)	15%	(152)
Income: 50k-100k	5%	(48)	9%	(81)	15%	(144)	59%	(551)	12%	(115)
Income: 100k+	6%	(33)	8%	(47)	16%	(95)	56%	(324)	14%	(81)
Ethnicity: White	4%	(77)	7%	(132)	14%	(257)	59%	(1094)	16%	(286)
Ethnicity: Hispanic	9%	(44)	11%	(56)	14%	(69)	51%	(250)	14%	(70)
Ethnicity: Black	10%	(35)	11%	(39)	14%	(50)	55%	(198)	10%	(36)
Ethnicity: Other	3%	(9)	11%	(32)	21%	(61)	57%	(169)	8%	(25)

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Table BPC9_1: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	5%	(121)	8%	(203)	15%	(367)	58%	(1461)	14%	(347)
All Christian	7%	(77)	9%	(95)	15%	(161)	55%	(608)	15%	(165)
All Non-Christian	9%	(8)	10%	(9)	15%	(13)	51%	(44)	15%	(13)
Atheist	5%	(3)	12%	(9)	16%	(12)	57%	(42)	9%	(7)
Agnostic/Nothing in particular	3%	(21)	8%	(55)	16%	(112)	59%	(415)	14%	(97)
Something Else	2%	(12)	7%	(35)	13%	(70)	66%	(352)	12%	(65)
Religious Non-Protestant/Catholic	7%	(8)	9%	(10)	15%	(16)	52%	(56)	17%	(18)
Evangelical	7%	(50)	9%	(64)	16%	(118)	57%	(422)	12%	(89)
Non-Evangelical	4%	(37)	7%	(61)	13%	(108)	60%	(513)	15%	(132)
Community: Urban	11%	(72)	13%	(91)	15%	(104)	49%	(334)	11%	(77)
Community: Suburban	3%	(38)	6%	(64)	14%	(160)	63%	(728)	15%	(172)
Community: Rural	2%	(11)	7%	(47)	16%	(103)	61%	(399)	15%	(98)
Employ: Private Sector	5%	(92)	8%	(153)	15%	(287)	58%	(1086)	14%	(257)
Employ: Government	4%	(16)	8%	(31)	11%	(44)	65%	(264)	13%	(52)
Employ: Self-Employed	6%	(13)	9%	(19)	17%	(36)	51%	(111)	17%	(38)
Military HH: Yes	5%	(13)	8%	(19)	13%	(31)	62%	(148)	12%	(29)
Military HH: No	5%	(109)	8%	(184)	15%	(336)	58%	(1313)	14%	(318)
RD/WT: Right Direction	11%	(85)	11%	(80)	18%	(137)	47%	(349)	12%	(91)
RD/WT: Wrong Track	2%	(37)	7%	(123)	13%	(230)	63%	(1112)	15%	(256)
Biden Job Approve	9%	(90)	9%	(94)	16%	(169)	55%	(566)	11%	(114)
Biden Job Disapprove	2%	(32)	8%	(103)	14%	(186)	62%	(846)	14%	(194)
Biden Job Strongly Approve	16%	(56)	12%	(42)	13%	(45)	47%	(161)	12%	(41)
Biden Job Somewhat Approve	5%	(34)	7%	(51)	18%	(123)	59%	(405)	11%	(73)
Biden Job Somewhat Disapprove	2%	(10)	9%	(42)	16%	(78)	63%	(313)	11%	(53)
Biden Job Strongly Disapprove	3%	(22)	7%	(60)	13%	(108)	62%	(532)	16%	(141)
Favorable of Biden	8%	(85)	9%	(97)	16%	(172)	57%	(626)	11%	(121)
Unfavorable of Biden	3%	(36)	7%	(94)	14%	(184)	61%	(790)	14%	(186)

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Table BPC9_1: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	5%	(121)	8%	(203)	15%	(367)	58%	(1461)	14%	(347)
Very Favorable of Biden	14%	(55)	11%	(43)	14%	(56)	51%	(197)	10%	(39)
Somewhat Favorable of Biden	4%	(30)	8%	(54)	16%	(116)	60%	(429)	11%	(82)
Somewhat Unfavorable of Biden	3%	(12)	7%	(26)	17%	(65)	61%	(235)	12%	(45)
Very Unfavorable of Biden	3%	(24)	8%	(68)	13%	(120)	61%	(555)	16%	(141)
#1 Issue: Economy	4%	(57)	6%	(84)	15%	(196)	61%	(801)	14%	(185)
#1 Issue: Security	5%	(13)	8%	(21)	13%	(32)	55%	(135)	19%	(47)
#1 Issue: Health Care	6%	(15)	16%	(42)	16%	(41)	47%	(118)	15%	(39)
#1 Issue: Medicare / Social Security	5%	(3)	12%	(7)	19%	(11)	43%	(26)	21%	(13)
#1 Issue: Women's Issues	9%	(19)	9%	(20)	13%	(30)	63%	(141)	7%	(15)
#1 Issue: Education	2%	(3)	5%	(8)	18%	(28)	66%	(100)	9%	(14)
#1 Issue: Energy	6%	(10)	12%	(19)	13%	(22)	57%	(94)	12%	(20)
#1 Issue: Other	2%	(2)	4%	(3)	11%	(8)	63%	(45)	20%	(15)
2020 Vote: Joe Biden	6%	(76)	9%	(100)	15%	(182)	58%	(682)	11%	(134)
2020 Vote: Donald Trump	3%	(22)	8%	(65)	14%	(113)	61%	(509)	14%	(119)
2020 Vote: Other	—	(0)	4%	(4)	15%	(13)	62%	(57)	18%	(17)
2020 Vote: Didn't Vote	6%	(24)	8%	(33)	14%	(59)	52%	(213)	19%	(78)
2018 House Vote: Democrat	7%	(65)	9%	(87)	15%	(149)	59%	(574)	10%	(94)
2018 House Vote: Republican	3%	(20)	8%	(58)	15%	(102)	60%	(420)	14%	(99)
2018 House Vote: Someone else	—	(0)	1%	(1)	8%	(7)	63%	(56)	28%	(24)
2016 Vote: Hillary Clinton	6%	(55)	9%	(79)	14%	(131)	62%	(565)	9%	(86)
2016 Vote: Donald Trump	4%	(29)	8%	(59)	14%	(101)	60%	(440)	14%	(107)
2016 Vote: Other	—	(0)	5%	(5)	16%	(19)	60%	(69)	19%	(21)
2016 Vote: Didn't Vote	5%	(37)	8%	(59)	16%	(116)	53%	(387)	18%	(133)
Voted in 2014: Yes	5%	(77)	8%	(121)	14%	(209)	60%	(873)	12%	(182)
Voted in 2014: No	4%	(45)	8%	(82)	15%	(158)	57%	(588)	16%	(165)
4-Region: Northeast	6%	(26)	7%	(26)	17%	(67)	56%	(225)	14%	(58)
4-Region: Midwest	4%	(20)	7%	(38)	15%	(83)	62%	(345)	13%	(73)
4-Region: South	5%	(44)	8%	(81)	13%	(125)	62%	(603)	12%	(119)
4-Region: West	6%	(31)	10%	(57)	16%	(93)	51%	(287)	17%	(97)

Continued on next page

Table BPC9_1: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	5%	(121)	8%	(203)	15%	(367)	58%	(1461)	14%	(347)
Child(Ren) Aged 0-17	6%	(113)	9%	(172)	15%	(286)	60%	(1124)	9%	(167)
Child(Ren) Aged 0-5	6%	(57)	10%	(90)	16%	(138)	59%	(522)	8%	(73)
Caregivers	6%	(88)	9%	(125)	15%	(216)	64%	(928)	6%	(92)
Caregiver for Aging Parent	10%	(25)	12%	(29)	16%	(40)	53%	(132)	9%	(23)
Caregiver for Sick or Disabled Family Member	9%	(28)	10%	(30)	13%	(40)	60%	(182)	7%	(23)
Caregiver for Child/Dependent	4%	(42)	7%	(79)	15%	(154)	68%	(726)	6%	(61)
Business Owners	15%	(64)	13%	(53)	16%	(69)	45%	(189)	12%	(50)
Non-Business Owners	3%	(57)	7%	(150)	14%	(298)	61%	(1272)	14%	(298)
Service Worker/Retail Sales/Laborers/Helpers	3%	(16)	7%	(35)	11%	(56)	59%	(299)	19%	(98)
Trade/Skilled Workers	4%	(5)	3%	(3)	19%	(21)	56%	(62)	18%	(20)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	3%	(22)	8%	(60)	16%	(112)	60%	(430)	13%	(90)
Health Care and Medical Professionals/Lab Techs/Pharmacists	2%	(7)	8%	(30)	15%	(53)	64%	(226)	11%	(40)
Other Professionals	2%	(8)	6%	(23)	14%	(56)	65%	(255)	13%	(50)
Business Owners w/Employees	17%	(64)	14%	(51)	16%	(59)	43%	(158)	10%	(39)
Access to Childcare	9%	(78)	11%	(92)	16%	(138)	57%	(484)	7%	(63)
No Access to Childcare	2%	(11)	7%	(35)	16%	(81)	68%	(347)	6%	(32)
Unsure of Access to Childcare	4%	(6)	9%	(16)	16%	(28)	58%	(105)	14%	(26)
More Financially Secure after Pandemic	14%	(72)	14%	(70)	15%	(77)	44%	(225)	13%	(64)
Less Financially Secure after the Pandemic	3%	(32)	7%	(87)	14%	(175)	67%	(847)	10%	(127)
Same Financial Security after the Pandemic	2%	(17)	6%	(47)	16%	(116)	54%	(389)	22%	(156)
Access to Paid Parental Leave	3%	(30)	7%	(69)	14%	(143)	65%	(643)	10%	(104)
No Access to Paid Parental Leave	2%	(18)	8%	(63)	15%	(124)	59%	(478)	15%	(123)
Access to Paid Caregiving Leave	4%	(27)	7%	(52)	15%	(107)	63%	(443)	11%	(76)
No Access to Paid Caregiving Leave	2%	(22)	8%	(74)	14%	(136)	62%	(605)	14%	(140)
Access to Flexible Work Hours	3%	(31)	9%	(81)	16%	(145)	60%	(560)	12%	(110)
No Access to Flexible Work Hours	2%	(21)	5%	(56)	14%	(146)	64%	(659)	15%	(155)
Access to Child Care as Employer Benefit	6%	(21)	9%	(32)	17%	(62)	59%	(209)	8%	(30)
No Access to Child Care as Employer Benefit	2%	(31)	7%	(101)	14%	(192)	63%	(872)	14%	(192)

Continued on next page

Table BPC9_1: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
A significant pay cut

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	5%	(121)	8%	(203)	15%	(367)	58%	(1461)	14%	(347)
Access to Mental Health Benefits	3%	(24)	7%	(59)	15%	(131)	64%	(566)	11%	(98)
No Access to Mental Health Benefits	3%	(25)	8%	(67)	15%	(124)	58%	(489)	16%	(131)
Ethnicity: White (Non-Hispanic)	3%	(52)	7%	(106)	14%	(218)	60%	(924)	15%	(229)
Ethnicity: Hispanic	9%	(44)	11%	(56)	14%	(69)	51%	(250)	14%	(70)
Ethnicity: Black (Non-Hispanic)	7%	(20)	9%	(28)	14%	(42)	58%	(173)	12%	(34)
Ethnicity: Asian + Other (Non-Hispanic)	3%	(6)	7%	(13)	21%	(39)	61%	(114)	8%	(14)
Single, never married	6%	(24)	9%	(38)	16%	(67)	54%	(226)	16%	(66)
Married	5%	(75)	9%	(120)	16%	(227)	57%	(791)	13%	(185)
Separated	4%	(3)	8%	(5)	10%	(6)	60%	(38)	18%	(11)
Divorced	3%	(8)	6%	(17)	12%	(35)	66%	(198)	14%	(42)
Widowed	7%	(3)	6%	(3)	6%	(3)	58%	(30)	23%	(12)
Living with a partner	3%	(8)	7%	(19)	11%	(29)	67%	(177)	12%	(31)

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

Table BPC9_2: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	6%	(146)	10%	(259)	21%	(517)	49%	(1229)	14%	(349)
Gender: Female	6%	(146)	10%	(259)	21%	(517)	49%	(1229)	14%	(349)
Age: 18-34	9%	(63)	14%	(104)	22%	(162)	45%	(328)	10%	(71)
Age: 35-44	6%	(63)	10%	(111)	20%	(216)	53%	(577)	10%	(112)
Age: 45-64	3%	(19)	6%	(44)	20%	(136)	47%	(314)	24%	(162)
GenZers: 1997-2012	11%	(12)	14%	(16)	25%	(28)	35%	(39)	14%	(16)
Millennials: 1981-1996	8%	(108)	13%	(186)	21%	(295)	49%	(688)	10%	(136)
GenXers: 1965-1980	3%	(22)	6%	(44)	21%	(148)	53%	(383)	17%	(122)
Baby Boomers: 1946-1964	2%	(5)	5%	(13)	18%	(47)	45%	(116)	29%	(75)
PID: Dem (no lean)	8%	(87)	13%	(140)	22%	(225)	46%	(483)	10%	(109)
PID: Ind (no lean)	4%	(30)	6%	(44)	20%	(145)	49%	(351)	20%	(145)
PID: Rep (no lean)	4%	(29)	10%	(75)	20%	(147)	53%	(395)	13%	(95)
PID/Gender: Dem Women	8%	(87)	13%	(140)	22%	(225)	46%	(483)	10%	(109)
PID/Gender: Ind Women	4%	(30)	6%	(44)	20%	(145)	49%	(351)	20%	(145)
PID/Gender: Rep Women	4%	(29)	10%	(75)	20%	(147)	53%	(395)	13%	(95)
Ideo: Liberal (1-3)	6%	(48)	13%	(94)	22%	(167)	50%	(378)	8%	(63)
Ideo: Moderate (4)	6%	(45)	12%	(89)	20%	(158)	46%	(356)	16%	(123)
Ideo: Conservative (5-7)	5%	(38)	9%	(65)	21%	(159)	52%	(389)	14%	(102)
Educ: < College	6%	(74)	9%	(120)	21%	(265)	48%	(612)	17%	(217)
Educ: Bachelors degree	3%	(21)	10%	(66)	23%	(158)	52%	(363)	12%	(85)
Educ: Post-grad	10%	(51)	14%	(74)	18%	(94)	49%	(254)	9%	(47)
Income: Under 50k	6%	(59)	9%	(84)	21%	(202)	48%	(468)	17%	(167)
Income: 50k-100k	5%	(50)	12%	(111)	21%	(198)	50%	(471)	12%	(109)
Income: 100k+	6%	(37)	11%	(64)	20%	(116)	50%	(290)	12%	(72)
Ethnicity: White	5%	(88)	10%	(184)	20%	(373)	50%	(925)	15%	(277)
Ethnicity: Hispanic	12%	(58)	14%	(67)	19%	(94)	42%	(207)	13%	(63)
Ethnicity: Black	13%	(46)	12%	(44)	21%	(75)	41%	(148)	12%	(44)
Ethnicity: Other	4%	(12)	11%	(31)	23%	(68)	53%	(156)	9%	(27)

Continued on next page

Table BPC9_2: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	6%	(146)	10%	(259)	21%	(517)	49%	(1229)	14%	(349)
All Christian	6%	(69)	11%	(123)	20%	(223)	48%	(527)	15%	(163)
All Non-Christian	9%	(8)	14%	(12)	17%	(15)	45%	(38)	16%	(13)
Atheist	3%	(3)	9%	(6)	19%	(14)	60%	(44)	9%	(6)
Agnostic/Nothing in particular	6%	(40)	10%	(69)	23%	(158)	48%	(339)	14%	(95)
Something Else	5%	(27)	9%	(49)	20%	(108)	52%	(280)	13%	(70)
Religious Non-Protestant/Catholic	9%	(9)	12%	(13)	18%	(19)	44%	(47)	17%	(18)
Evangelical	7%	(55)	11%	(85)	20%	(147)	49%	(362)	13%	(94)
Non-Evangelical	4%	(38)	9%	(80)	20%	(174)	50%	(427)	15%	(131)
Community: Urban	12%	(80)	16%	(106)	21%	(143)	40%	(270)	12%	(80)
Community: Suburban	3%	(38)	8%	(95)	21%	(246)	53%	(611)	15%	(171)
Community: Rural	4%	(28)	9%	(58)	19%	(127)	53%	(347)	15%	(98)
Employ: Private Sector	6%	(105)	11%	(203)	21%	(399)	48%	(901)	14%	(267)
Employ: Government	7%	(27)	8%	(33)	18%	(73)	56%	(227)	11%	(46)
Employ: Self-Employed	6%	(14)	11%	(23)	20%	(44)	46%	(101)	16%	(35)
Military HH: Yes	8%	(19)	8%	(19)	18%	(44)	52%	(123)	15%	(35)
Military HH: No	6%	(127)	11%	(241)	21%	(473)	49%	(1105)	14%	(314)
RD/WT: Right Direction	11%	(79)	16%	(121)	24%	(177)	36%	(269)	13%	(95)
RD/WT: Wrong Track	4%	(67)	8%	(138)	19%	(340)	55%	(959)	14%	(253)
Biden Job Approve	9%	(91)	13%	(132)	21%	(222)	46%	(473)	11%	(115)
Biden Job Disapprove	4%	(50)	9%	(121)	20%	(278)	53%	(715)	14%	(196)
Biden Job Strongly Approve	15%	(53)	19%	(64)	19%	(65)	36%	(125)	11%	(37)
Biden Job Somewhat Approve	6%	(38)	10%	(67)	23%	(156)	51%	(348)	11%	(78)
Biden Job Somewhat Disapprove	4%	(21)	9%	(44)	25%	(125)	50%	(246)	12%	(59)
Biden Job Strongly Disapprove	3%	(29)	9%	(77)	18%	(153)	54%	(469)	16%	(137)
Favorable of Biden	9%	(95)	12%	(136)	21%	(227)	47%	(515)	12%	(127)
Unfavorable of Biden	4%	(48)	9%	(118)	21%	(271)	52%	(675)	14%	(178)

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Table BPC9_2: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	6%	(146)	10%	(259)	21%	(517)	49%	(1229)	14%	(349)
Very Favorable of Biden	17%	(66)	16%	(64)	18%	(68)	40%	(155)	10%	(37)
Somewhat Favorable of Biden	4%	(29)	10%	(72)	22%	(158)	51%	(361)	13%	(90)
Somewhat Unfavorable of Biden	3%	(10)	8%	(32)	27%	(104)	50%	(190)	12%	(46)
Very Unfavorable of Biden	4%	(37)	9%	(86)	18%	(167)	54%	(486)	15%	(132)
#1 Issue: Economy	5%	(67)	10%	(128)	22%	(288)	50%	(655)	14%	(186)
#1 Issue: Security	6%	(14)	10%	(25)	19%	(46)	46%	(115)	19%	(48)
#1 Issue: Health Care	9%	(22)	17%	(43)	21%	(52)	40%	(101)	14%	(35)
#1 Issue: Medicare / Social Security	3%	(2)	9%	(5)	23%	(14)	42%	(25)	23%	(14)
#1 Issue: Women's Issues	9%	(21)	11%	(25)	22%	(49)	50%	(113)	7%	(16)
#1 Issue: Education	2%	(4)	10%	(16)	19%	(30)	59%	(90)	9%	(14)
#1 Issue: Energy	7%	(12)	9%	(16)	18%	(30)	53%	(88)	12%	(20)
#1 Issue: Other	6%	(4)	2%	(2)	11%	(8)	59%	(42)	23%	(16)
2020 Vote: Joe Biden	7%	(84)	11%	(133)	22%	(256)	48%	(565)	11%	(134)
2020 Vote: Donald Trump	4%	(36)	10%	(84)	20%	(168)	52%	(429)	13%	(111)
2020 Vote: Other	2%	(2)	5%	(4)	21%	(19)	52%	(47)	20%	(19)
2020 Vote: Didn't Vote	6%	(24)	9%	(37)	18%	(73)	46%	(188)	21%	(85)
2018 House Vote: Democrat	9%	(84)	11%	(108)	23%	(226)	48%	(462)	9%	(89)
2018 House Vote: Republican	4%	(28)	11%	(75)	19%	(134)	53%	(372)	13%	(91)
2018 House Vote: Someone else	1%	(1)	2%	(1)	18%	(16)	52%	(46)	27%	(24)
2016 Vote: Hillary Clinton	7%	(66)	11%	(104)	22%	(197)	50%	(460)	10%	(88)
2016 Vote: Donald Trump	5%	(37)	10%	(72)	20%	(149)	52%	(385)	13%	(93)
2016 Vote: Other	1%	(1)	4%	(5)	24%	(28)	53%	(60)	18%	(21)
2016 Vote: Didn't Vote	6%	(42)	11%	(78)	19%	(143)	44%	(324)	20%	(146)
Voted in 2014: Yes	6%	(86)	10%	(153)	21%	(302)	51%	(749)	12%	(171)
Voted in 2014: No	6%	(60)	10%	(107)	21%	(215)	46%	(480)	17%	(177)
4-Region: Northeast	6%	(24)	12%	(48)	20%	(79)	50%	(201)	12%	(50)
4-Region: Midwest	3%	(19)	9%	(48)	23%	(129)	52%	(293)	13%	(70)
4-Region: South	6%	(63)	10%	(94)	21%	(201)	51%	(492)	13%	(122)
4-Region: West	7%	(40)	12%	(69)	19%	(108)	43%	(243)	19%	(106)

Continued on next page

Table BPC9_2: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	6%	(146)	10%	(259)	21%	(517)	49%	(1229)	14%	(349)
Child(Ren) Aged 0-17	7%	(129)	12%	(228)	21%	(394)	50%	(937)	9%	(173)
Child(Ren) Aged 0-5	8%	(72)	13%	(115)	20%	(177)	51%	(450)	8%	(68)
Caregivers	7%	(98)	12%	(181)	23%	(328)	52%	(756)	6%	(85)
Caregiver for Aging Parent	7%	(17)	16%	(41)	25%	(62)	42%	(106)	10%	(24)
Caregiver for Sick or Disabled Family Member	12%	(36)	16%	(49)	18%	(55)	46%	(138)	8%	(25)
Caregiver for Child/Dependent	5%	(49)	12%	(123)	23%	(250)	55%	(589)	5%	(53)
Business Owners	15%	(63)	19%	(81)	20%	(83)	35%	(150)	11%	(47)
Non-Business Owners	4%	(83)	9%	(178)	21%	(433)	52%	(1078)	15%	(302)
Service Worker/Retail Sales/Laborers/Helpers	6%	(28)	8%	(38)	21%	(104)	46%	(231)	20%	(102)
Trade/Skilled Workers	8%	(8)	10%	(11)	27%	(30)	38%	(42)	16%	(18)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	3%	(22)	10%	(72)	20%	(141)	55%	(391)	12%	(88)
Health Care and Medical Professionals/Lab Techs/Pharmacists	4%	(15)	8%	(29)	23%	(81)	53%	(187)	12%	(43)
Other Professionals	2%	(9)	7%	(28)	20%	(77)	58%	(227)	13%	(50)
Business Owners w/Employees	17%	(63)	21%	(78)	21%	(76)	32%	(119)	9%	(35)
Access to Childcare	10%	(82)	15%	(129)	21%	(178)	47%	(399)	8%	(67)
No Access to Childcare	4%	(22)	10%	(50)	23%	(116)	56%	(285)	6%	(33)
Unsure of Access to Childcare	2%	(4)	8%	(15)	19%	(34)	56%	(101)	15%	(27)
More Financially Secure after Pandemic	13%	(67)	18%	(89)	19%	(96)	38%	(193)	12%	(62)
Less Financially Secure after the Pandemic	5%	(59)	10%	(122)	21%	(260)	55%	(700)	10%	(126)
Same Financial Security after the Pandemic	3%	(20)	7%	(48)	22%	(160)	46%	(335)	22%	(161)
Access to Paid Parental Leave	5%	(48)	9%	(91)	21%	(206)	54%	(533)	11%	(112)
No Access to Paid Parental Leave	3%	(25)	9%	(70)	22%	(174)	51%	(413)	15%	(124)
Access to Paid Caregiving Leave	7%	(46)	10%	(73)	19%	(137)	53%	(371)	11%	(79)
No Access to Paid Caregiving Leave	3%	(25)	9%	(86)	23%	(220)	52%	(504)	15%	(142)
Access to Flexible Work Hours	5%	(44)	9%	(85)	20%	(189)	53%	(495)	12%	(114)
No Access to Flexible Work Hours	3%	(33)	8%	(82)	22%	(228)	52%	(537)	15%	(155)
Access to Child Care as Employer Benefit	8%	(29)	15%	(54)	21%	(75)	46%	(162)	10%	(34)
No Access to Child Care as Employer Benefit	3%	(40)	8%	(107)	21%	(292)	54%	(749)	14%	(200)

Continued on next page

Table BPC9_2: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
More demanding and unpredictable hours

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	6%	(146)	10%	(259)	21%	(517)	49%	(1229)	14%	(349)
Access to Mental Health Benefits	5%	(42)	10%	(84)	19%	(163)	55%	(487)	12%	(102)
No Access to Mental Health Benefits	4%	(30)	9%	(72)	23%	(192)	49%	(408)	16%	(133)
Ethnicity: White (Non-Hispanic)	4%	(55)	10%	(146)	20%	(312)	52%	(788)	15%	(226)
Ethnicity: Hispanic	12%	(58)	14%	(67)	19%	(94)	42%	(207)	13%	(63)
Ethnicity: Black (Non-Hispanic)	9%	(27)	11%	(34)	21%	(63)	44%	(132)	14%	(41)
Ethnicity: Asian + Other (Non-Hispanic)	3%	(6)	6%	(12)	26%	(47)	55%	(101)	10%	(18)
Single, never married	9%	(39)	9%	(39)	22%	(93)	43%	(180)	16%	(69)
Married	6%	(84)	12%	(166)	20%	(285)	50%	(692)	12%	(171)
Separated	2%	(2)	12%	(8)	15%	(10)	49%	(31)	21%	(14)
Divorced	4%	(11)	6%	(19)	18%	(53)	55%	(166)	17%	(52)
Widowed	6%	(3)	8%	(4)	27%	(14)	36%	(19)	23%	(12)
Living with a partner	3%	(8)	9%	(23)	23%	(61)	53%	(140)	12%	(32)

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

Table BPC9_3: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	7%	(166)	11%	(282)	22%	(548)	42%	(1039)	19%	(463)
Gender: Female	7%	(166)	11%	(282)	22%	(548)	42%	(1039)	19%	(463)
Age: 18-34	10%	(72)	16%	(114)	22%	(158)	40%	(293)	13%	(91)
Age: 35-44	7%	(71)	11%	(116)	22%	(236)	45%	(484)	16%	(172)
Age: 45-64	3%	(22)	8%	(52)	23%	(153)	37%	(252)	29%	(197)
GenZers: 1997-2012	11%	(13)	17%	(19)	30%	(33)	28%	(31)	13%	(15)
Millennials: 1981-1996	9%	(126)	13%	(185)	21%	(301)	43%	(603)	14%	(198)
GenXers: 1965-1980	3%	(21)	8%	(58)	22%	(159)	44%	(314)	23%	(165)
Baby Boomers: 1946-1964	3%	(7)	8%	(19)	21%	(55)	34%	(88)	34%	(86)
PID: Dem (no lean)	10%	(104)	13%	(137)	23%	(239)	40%	(422)	14%	(142)
PID: Ind (no lean)	4%	(28)	10%	(70)	21%	(148)	41%	(295)	24%	(173)
PID: Rep (no lean)	5%	(34)	10%	(75)	22%	(162)	43%	(322)	20%	(149)
PID/Gender: Dem Women	10%	(104)	13%	(137)	23%	(239)	40%	(422)	14%	(142)
PID/Gender: Ind Women	4%	(28)	10%	(70)	21%	(148)	41%	(295)	24%	(173)
PID/Gender: Rep Women	5%	(34)	10%	(75)	22%	(162)	43%	(322)	20%	(149)
Ideo: Liberal (1-3)	9%	(64)	11%	(80)	25%	(188)	42%	(316)	14%	(102)
Ideo: Moderate (4)	7%	(55)	14%	(110)	20%	(154)	40%	(305)	19%	(147)
Ideo: Conservative (5-7)	5%	(37)	10%	(75)	23%	(176)	43%	(326)	18%	(139)
Educ: < College	6%	(77)	11%	(142)	22%	(280)	40%	(519)	21%	(267)
Educ: Bachelors degree	6%	(39)	10%	(66)	24%	(169)	44%	(304)	17%	(115)
Educ: Post-grad	10%	(50)	14%	(74)	19%	(99)	42%	(216)	16%	(81)
Income: Under 50k	6%	(60)	10%	(102)	21%	(209)	41%	(403)	21%	(204)
Income: 50k-100k	7%	(68)	13%	(120)	23%	(213)	42%	(390)	16%	(149)
Income: 100k+	7%	(38)	10%	(60)	22%	(126)	42%	(246)	19%	(110)
Ethnicity: White	6%	(119)	11%	(195)	21%	(395)	41%	(753)	21%	(386)
Ethnicity: Hispanic	12%	(59)	17%	(82)	21%	(101)	33%	(159)	18%	(88)
Ethnicity: Black	12%	(42)	15%	(54)	18%	(65)	41%	(148)	14%	(49)
Ethnicity: Other	2%	(6)	11%	(33)	30%	(89)	47%	(139)	10%	(28)

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Table BPC9_3: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	7%	(166)	11%	(282)	22%	(548)	42%	(1039)	19%	(463)
All Christian	9%	(94)	12%	(134)	22%	(244)	38%	(425)	19%	(209)
All Non-Christian	10%	(8)	13%	(11)	19%	(17)	39%	(33)	19%	(16)
Atheist	6%	(4)	8%	(6)	40%	(30)	33%	(24)	12%	(9)
Agnostic/Nothing in particular	5%	(35)	12%	(82)	21%	(149)	43%	(302)	19%	(131)
Something Else	5%	(24)	9%	(49)	20%	(109)	48%	(254)	18%	(98)
Religious Non-Protestant/Catholic	8%	(8)	11%	(12)	19%	(20)	42%	(45)	20%	(21)
Evangelical	8%	(63)	11%	(82)	21%	(155)	42%	(311)	18%	(131)
Non-Evangelical	6%	(50)	11%	(94)	22%	(188)	41%	(351)	20%	(167)
Community: Urban	14%	(96)	15%	(104)	21%	(140)	36%	(244)	14%	(95)
Community: Suburban	4%	(44)	10%	(115)	22%	(257)	44%	(514)	20%	(232)
Community: Rural	4%	(26)	10%	(64)	23%	(151)	43%	(281)	21%	(136)
Employ: Private Sector	7%	(134)	12%	(218)	22%	(414)	41%	(762)	19%	(347)
Employ: Government	5%	(20)	10%	(42)	22%	(89)	43%	(175)	20%	(81)
Employ: Self-Employed	5%	(12)	10%	(23)	21%	(45)	47%	(102)	16%	(36)
Military HH: Yes	4%	(11)	12%	(29)	20%	(49)	45%	(109)	18%	(42)
Military HH: No	7%	(156)	11%	(253)	22%	(499)	41%	(931)	19%	(421)
RD/WT: Right Direction	13%	(96)	15%	(115)	22%	(165)	34%	(254)	15%	(113)
RD/WT: Wrong Track	4%	(71)	10%	(167)	22%	(383)	45%	(786)	20%	(350)
Biden Job Approve	10%	(104)	13%	(132)	24%	(244)	40%	(414)	14%	(140)
Biden Job Disapprove	4%	(57)	10%	(141)	21%	(289)	43%	(591)	21%	(282)
Biden Job Strongly Approve	19%	(66)	15%	(51)	19%	(66)	35%	(119)	12%	(43)
Biden Job Somewhat Approve	6%	(38)	12%	(81)	26%	(178)	43%	(295)	14%	(97)
Biden Job Somewhat Disapprove	5%	(25)	13%	(65)	23%	(115)	43%	(215)	15%	(76)
Biden Job Strongly Disapprove	4%	(32)	9%	(76)	20%	(174)	44%	(377)	24%	(206)
Favorable of Biden	9%	(104)	13%	(144)	23%	(251)	41%	(449)	14%	(151)
Unfavorable of Biden	4%	(57)	10%	(133)	22%	(278)	43%	(560)	20%	(261)

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Table BPC9_3: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	7%	(166)	11%	(282)	22%	(548)	42%	(1039)	19%	(463)
Very Favorable of Biden	17%	(64)	16%	(61)	19%	(76)	37%	(143)	12%	(46)
Somewhat Favorable of Biden	6%	(40)	12%	(83)	25%	(175)	43%	(306)	15%	(106)
Somewhat Unfavorable of Biden	6%	(22)	12%	(45)	25%	(95)	42%	(160)	16%	(60)
Very Unfavorable of Biden	4%	(35)	10%	(87)	20%	(183)	44%	(401)	22%	(201)
#1 Issue: Economy	5%	(71)	10%	(134)	23%	(310)	43%	(571)	18%	(238)
#1 Issue: Security	9%	(22)	13%	(32)	23%	(57)	30%	(75)	25%	(62)
#1 Issue: Health Care	10%	(26)	14%	(36)	24%	(61)	33%	(84)	19%	(47)
#1 Issue: Medicare / Social Security	10%	(6)	12%	(7)	19%	(12)	38%	(23)	21%	(12)
#1 Issue: Women's Issues	9%	(20)	14%	(31)	20%	(44)	43%	(96)	15%	(33)
#1 Issue: Education	3%	(5)	14%	(21)	16%	(25)	50%	(77)	16%	(25)
#1 Issue: Energy	9%	(15)	11%	(18)	18%	(29)	46%	(75)	17%	(28)
#1 Issue: Other	2%	(1)	5%	(4)	15%	(11)	54%	(38)	25%	(18)
2020 Vote: Joe Biden	8%	(99)	12%	(142)	23%	(268)	42%	(491)	15%	(173)
2020 Vote: Donald Trump	5%	(38)	10%	(87)	22%	(183)	43%	(357)	20%	(163)
2020 Vote: Other	2%	(2)	13%	(12)	16%	(14)	46%	(42)	24%	(22)
2020 Vote: Didn't Vote	7%	(28)	10%	(42)	20%	(82)	37%	(149)	26%	(106)
2018 House Vote: Democrat	10%	(93)	12%	(119)	24%	(229)	41%	(400)	13%	(128)
2018 House Vote: Republican	4%	(27)	11%	(79)	22%	(156)	44%	(307)	19%	(131)
2018 House Vote: Someone else	2%	(2)	7%	(6)	17%	(15)	48%	(42)	26%	(23)
2016 Vote: Hillary Clinton	9%	(80)	12%	(109)	24%	(222)	42%	(384)	13%	(120)
2016 Vote: Donald Trump	4%	(33)	11%	(78)	23%	(169)	42%	(311)	20%	(144)
2016 Vote: Other	1%	(1)	7%	(8)	23%	(26)	48%	(55)	21%	(24)
2016 Vote: Didn't Vote	7%	(52)	12%	(87)	18%	(131)	39%	(289)	24%	(175)
Voted in 2014: Yes	7%	(100)	12%	(168)	22%	(325)	43%	(627)	17%	(241)
Voted in 2014: No	6%	(66)	11%	(114)	22%	(223)	40%	(412)	21%	(222)
4-Region: Northeast	7%	(28)	13%	(54)	22%	(88)	39%	(157)	19%	(76)
4-Region: Midwest	4%	(25)	10%	(58)	24%	(132)	46%	(255)	16%	(89)
4-Region: South	7%	(67)	11%	(111)	19%	(186)	46%	(445)	17%	(164)
4-Region: West	8%	(47)	11%	(60)	25%	(142)	32%	(181)	24%	(135)

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Table BPC9_3: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	7%	(166)	11%	(282)	22%	(548)	42%	(1039)	19%	(463)
Child(Ren) Aged 0-17	8%	(150)	13%	(237)	22%	(409)	44%	(814)	13%	(251)
Child(Ren) Aged 0-5	9%	(84)	12%	(102)	22%	(195)	46%	(401)	11%	(99)
Caregivers	9%	(128)	12%	(177)	24%	(341)	44%	(644)	11%	(159)
Caregiver for Aging Parent	13%	(32)	17%	(41)	24%	(60)	35%	(86)	12%	(31)
Caregiver for Sick or Disabled Family Member	12%	(36)	15%	(46)	22%	(65)	41%	(124)	10%	(30)
Caregiver for Child/Dependent	7%	(72)	10%	(111)	24%	(255)	48%	(506)	11%	(118)
Business Owners	17%	(70)	15%	(64)	19%	(82)	38%	(160)	11%	(49)
Non-Business Owners	5%	(96)	11%	(218)	23%	(467)	42%	(879)	20%	(415)
Service Worker/Retail Sales/Laborers/Helpers	5%	(25)	10%	(50)	21%	(108)	36%	(183)	27%	(138)
Trade/Skilled Workers	8%	(9)	12%	(13)	22%	(24)	42%	(46)	16%	(18)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	5%	(33)	11%	(81)	23%	(168)	45%	(318)	16%	(114)
Health Care and Medical Professionals/Lab Techs/Pharmacists	4%	(14)	12%	(43)	21%	(76)	44%	(157)	18%	(65)
Other Professionals	4%	(14)	8%	(31)	23%	(92)	45%	(175)	20%	(80)
Business Owners w/Employees	19%	(70)	16%	(61)	21%	(76)	34%	(125)	10%	(38)
Access to Childcare	11%	(94)	15%	(126)	21%	(183)	40%	(346)	12%	(105)
No Access to Childcare	5%	(26)	10%	(51)	24%	(124)	51%	(259)	9%	(47)
Unsure of Access to Childcare	5%	(8)	9%	(17)	24%	(43)	42%	(77)	20%	(37)
More Financially Secure after Pandemic	15%	(75)	17%	(85)	20%	(102)	34%	(175)	14%	(71)
Less Financially Secure after the Pandemic	5%	(67)	11%	(134)	24%	(306)	46%	(589)	14%	(171)
Same Financial Security after the Pandemic	3%	(24)	9%	(63)	19%	(141)	38%	(276)	31%	(221)
Access to Paid Parental Leave	5%	(54)	12%	(115)	22%	(221)	46%	(454)	15%	(146)
No Access to Paid Parental Leave	4%	(31)	10%	(81)	25%	(202)	40%	(326)	21%	(167)
Access to Paid Caregiving Leave	6%	(42)	12%	(85)	21%	(150)	46%	(326)	15%	(103)
No Access to Paid Caregiving Leave	4%	(39)	10%	(102)	24%	(236)	42%	(409)	20%	(192)
Access to Flexible Work Hours	5%	(47)	11%	(99)	23%	(209)	48%	(441)	14%	(130)
No Access to Flexible Work Hours	4%	(44)	10%	(104)	23%	(241)	39%	(408)	23%	(240)
Access to Child Care as Employer Benefit	9%	(32)	14%	(50)	20%	(72)	45%	(159)	12%	(41)
No Access to Child Care as Employer Benefit	4%	(53)	10%	(137)	24%	(335)	43%	(591)	20%	(273)

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Table BPC9_3: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less workplace flexibility and inability to work from home

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	7%	(166)	11%	(282)	22%	(548)	42%	(1039)	19%	(463)
Access to Mental Health Benefits	4%	(39)	10%	(91)	22%	(196)	46%	(402)	17%	(150)
No Access to Mental Health Benefits	5%	(43)	12%	(97)	24%	(197)	40%	(338)	19%	(160)
Ethnicity: White (Non-Hispanic)	5%	(79)	9%	(144)	22%	(341)	43%	(650)	21%	(315)
Ethnicity: Hispanic	12%	(59)	17%	(82)	21%	(101)	33%	(159)	18%	(88)
Ethnicity: Black (Non-Hispanic)	9%	(26)	14%	(41)	18%	(53)	45%	(134)	15%	(44)
Ethnicity: Asian + Other (Non-Hispanic)	1%	(3)	8%	(15)	30%	(55)	52%	(96)	9%	(17)
Single, never married	8%	(35)	13%	(53)	23%	(95)	39%	(164)	17%	(73)
Married	7%	(91)	11%	(152)	23%	(325)	41%	(576)	18%	(253)
Separated	—	(0)	19%	(12)	25%	(16)	36%	(23)	20%	(13)
Divorced	5%	(16)	8%	(25)	18%	(53)	46%	(139)	22%	(67)
Widowed	6%	(3)	13%	(7)	21%	(11)	34%	(18)	26%	(13)
Living with a partner	8%	(21)	12%	(33)	18%	(48)	45%	(119)	16%	(43)

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

Table BPC9_4: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	6%	(145)	6%	(162)	21%	(518)	53%	(1316)	14%	(358)
Gender: Female	6%	(145)	6%	(162)	21%	(518)	53%	(1316)	14%	(358)
Age: 18-34	9%	(66)	8%	(61)	21%	(154)	51%	(374)	10%	(72)
Age: 35-44	5%	(57)	6%	(67)	22%	(232)	57%	(610)	10%	(113)
Age: 45-64	3%	(19)	5%	(33)	19%	(129)	48%	(325)	25%	(169)
GenZers: 1997-2012	6%	(7)	15%	(16)	25%	(27)	41%	(46)	13%	(14)
Millennials: 1981-1996	8%	(113)	7%	(97)	21%	(293)	54%	(768)	10%	(141)
GenXers: 1965-1980	3%	(18)	5%	(38)	21%	(153)	54%	(387)	17%	(122)
Baby Boomers: 1946-1964	3%	(8)	4%	(10)	17%	(44)	44%	(113)	31%	(80)
PID: Dem (no lean)	9%	(96)	7%	(75)	22%	(228)	51%	(535)	10%	(110)
PID: Ind (no lean)	3%	(23)	6%	(46)	19%	(138)	51%	(366)	20%	(143)
PID: Rep (no lean)	4%	(26)	6%	(42)	21%	(152)	56%	(415)	14%	(105)
PID/Gender: Dem Women	9%	(96)	7%	(75)	22%	(228)	51%	(535)	10%	(110)
PID/Gender: Ind Women	3%	(23)	6%	(46)	19%	(138)	51%	(366)	20%	(143)
PID/Gender: Rep Women	4%	(26)	6%	(42)	21%	(152)	56%	(415)	14%	(105)
Ideo: Liberal (1-3)	8%	(63)	6%	(48)	23%	(175)	54%	(401)	8%	(62)
Ideo: Moderate (4)	6%	(45)	8%	(59)	19%	(146)	52%	(400)	16%	(119)
Ideo: Conservative (5-7)	4%	(30)	6%	(46)	21%	(159)	54%	(408)	15%	(110)
Educ: < College	4%	(49)	7%	(95)	19%	(241)	52%	(675)	18%	(226)
Educ: Bachelors degree	5%	(36)	5%	(37)	22%	(154)	56%	(385)	12%	(80)
Educ: Post-grad	11%	(60)	6%	(30)	24%	(123)	49%	(256)	10%	(51)
Income: Under 50k	3%	(34)	8%	(74)	20%	(193)	52%	(512)	17%	(167)
Income: 50k-100k	6%	(60)	6%	(60)	22%	(206)	53%	(496)	12%	(117)
Income: 100k+	9%	(51)	5%	(28)	21%	(120)	53%	(309)	13%	(73)
Ethnicity: White	5%	(92)	6%	(110)	20%	(378)	53%	(976)	16%	(291)
Ethnicity: Hispanic	11%	(52)	11%	(51)	16%	(80)	49%	(240)	13%	(66)
Ethnicity: Black	12%	(42)	7%	(25)	21%	(76)	48%	(173)	12%	(41)
Ethnicity: Other	4%	(11)	9%	(27)	22%	(64)	57%	(168)	9%	(25)

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Table BPC9_4: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	6%	(145)	6%	(162)	21%	(518)	53%	(1316)	14%	(358)
All Christian	8%	(86)	7%	(73)	20%	(224)	50%	(558)	15%	(165)
All Non-Christian	14%	(12)	11%	(9)	13%	(11)	50%	(43)	12%	(10)
Atheist	4%	(3)	11%	(8)	25%	(18)	50%	(37)	11%	(8)
Agnostic/Nothing in particular	5%	(32)	6%	(42)	23%	(158)	53%	(374)	14%	(95)
Something Else	2%	(13)	6%	(31)	20%	(107)	57%	(305)	15%	(79)
Religious Non-Protestant/Catholic	12%	(12)	9%	(9)	15%	(16)	51%	(54)	14%	(15)
Evangelical	7%	(54)	6%	(44)	21%	(159)	51%	(382)	14%	(103)
Non-Evangelical	5%	(39)	7%	(57)	19%	(161)	54%	(462)	16%	(132)
Community: Urban	13%	(86)	10%	(66)	20%	(138)	46%	(310)	12%	(80)
Community: Suburban	3%	(37)	5%	(64)	21%	(242)	55%	(643)	15%	(177)
Community: Rural	3%	(23)	5%	(33)	21%	(139)	55%	(363)	15%	(101)
Employ: Private Sector	6%	(115)	6%	(118)	22%	(404)	52%	(974)	14%	(265)
Employ: Government	5%	(21)	7%	(27)	17%	(67)	59%	(241)	13%	(51)
Employ: Self-Employed	5%	(10)	8%	(17)	21%	(47)	47%	(102)	19%	(42)
Military HH: Yes	4%	(10)	7%	(18)	21%	(50)	56%	(133)	12%	(29)
Military HH: No	6%	(136)	6%	(144)	21%	(468)	52%	(1183)	15%	(329)
RD/WT: Right Direction	13%	(96)	10%	(71)	23%	(169)	42%	(313)	13%	(94)
RD/WT: Wrong Track	3%	(49)	5%	(91)	20%	(349)	57%	(1003)	15%	(264)
Biden Job Approve	9%	(98)	8%	(80)	22%	(229)	49%	(507)	12%	(119)
Biden Job Disapprove	3%	(44)	6%	(78)	20%	(274)	56%	(763)	15%	(202)
Biden Job Strongly Approve	21%	(72)	9%	(29)	18%	(64)	40%	(139)	12%	(41)
Biden Job Somewhat Approve	4%	(26)	7%	(51)	24%	(166)	53%	(367)	11%	(78)
Biden Job Somewhat Disapprove	3%	(16)	6%	(31)	25%	(125)	54%	(269)	11%	(55)
Biden Job Strongly Disapprove	3%	(28)	5%	(47)	17%	(149)	57%	(494)	17%	(147)
Favorable of Biden	8%	(93)	7%	(79)	22%	(241)	51%	(558)	12%	(129)
Unfavorable of Biden	4%	(46)	6%	(75)	20%	(263)	56%	(718)	15%	(189)

Continued on next page

Table BPC9_4: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	6%	(145)	6%	(162)	21%	(518)	53%	(1316)	14%	(358)
Very Favorable of Biden	16%	(64)	8%	(30)	18%	(72)	47%	(184)	10%	(39)
Somewhat Favorable of Biden	4%	(30)	7%	(49)	24%	(169)	53%	(374)	13%	(89)
Somewhat Unfavorable of Biden	3%	(12)	6%	(23)	24%	(91)	56%	(213)	11%	(43)
Very Unfavorable of Biden	4%	(34)	6%	(52)	19%	(172)	56%	(505)	16%	(145)
#1 Issue: Economy	5%	(63)	5%	(67)	20%	(267)	56%	(735)	14%	(190)
#1 Issue: Security	5%	(13)	8%	(20)	21%	(53)	46%	(115)	19%	(47)
#1 Issue: Health Care	10%	(26)	13%	(33)	22%	(55)	42%	(107)	13%	(33)
#1 Issue: Medicare / Social Security	4%	(2)	8%	(5)	20%	(12)	43%	(26)	25%	(15)
#1 Issue: Women's Issues	9%	(21)	8%	(19)	19%	(42)	57%	(128)	6%	(14)
#1 Issue: Education	5%	(8)	3%	(5)	27%	(41)	55%	(84)	10%	(15)
#1 Issue: Energy	5%	(9)	6%	(10)	23%	(38)	49%	(80)	16%	(27)
#1 Issue: Other	3%	(2)	4%	(3)	13%	(10)	56%	(40)	23%	(16)
2020 Vote: Joe Biden	8%	(91)	6%	(74)	22%	(253)	53%	(619)	12%	(137)
2020 Vote: Donald Trump	4%	(31)	6%	(51)	19%	(161)	56%	(466)	14%	(120)
2020 Vote: Other	4%	(4)	5%	(4)	24%	(22)	49%	(45)	18%	(16)
2020 Vote: Didn't Vote	5%	(19)	8%	(33)	20%	(82)	46%	(187)	21%	(85)
2018 House Vote: Democrat	9%	(85)	7%	(65)	22%	(216)	53%	(513)	9%	(89)
2018 House Vote: Republican	4%	(29)	6%	(39)	21%	(146)	55%	(388)	14%	(97)
2018 House Vote: Someone else	2%	(2)	5%	(4)	10%	(8)	61%	(53)	23%	(20)
2016 Vote: Hillary Clinton	8%	(75)	6%	(53)	21%	(196)	55%	(503)	10%	(89)
2016 Vote: Donald Trump	5%	(36)	6%	(44)	21%	(153)	54%	(399)	14%	(103)
2016 Vote: Other	2%	(3)	8%	(9)	19%	(22)	52%	(60)	18%	(21)
2016 Vote: Didn't Vote	4%	(31)	8%	(56)	20%	(147)	48%	(354)	20%	(145)
Voted in 2014: Yes	7%	(98)	6%	(90)	20%	(299)	55%	(798)	12%	(176)
Voted in 2014: No	4%	(47)	7%	(72)	21%	(219)	50%	(518)	17%	(182)
4-Region: Northeast	6%	(25)	9%	(35)	18%	(71)	55%	(222)	12%	(49)
4-Region: Midwest	5%	(28)	4%	(23)	24%	(137)	53%	(299)	13%	(73)
4-Region: South	6%	(57)	5%	(53)	20%	(190)	56%	(542)	13%	(130)
4-Region: West	6%	(35)	9%	(51)	21%	(120)	45%	(254)	19%	(105)

Continued on next page

Table BPC9_4: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	6%	(145)	6%	(162)	21%	(518)	53%	(1316)	14%	(358)
Child(Ren) Aged 0-17	7%	(131)	7%	(131)	22%	(406)	55%	(1015)	10%	(177)
Child(Ren) Aged 0-5	9%	(80)	7%	(62)	22%	(196)	53%	(469)	8%	(74)
Caregivers	7%	(106)	8%	(110)	22%	(319)	57%	(821)	6%	(92)
Caregiver for Aging Parent	14%	(34)	8%	(19)	24%	(60)	47%	(118)	7%	(19)
Caregiver for Sick or Disabled Family Member	10%	(30)	9%	(28)	20%	(60)	53%	(159)	9%	(26)
Caregiver for Child/Dependent	5%	(58)	6%	(67)	22%	(233)	60%	(641)	6%	(63)
Business Owners	16%	(67)	9%	(37)	23%	(96)	41%	(174)	12%	(50)
Non-Business Owners	4%	(78)	6%	(125)	20%	(422)	55%	(1142)	15%	(307)
Service Worker/Retail Sales/Laborers/Helpers	4%	(18)	6%	(29)	19%	(95)	51%	(255)	21%	(107)
Trade/Skilled Workers	5%	(6)	3%	(3)	28%	(30)	48%	(53)	16%	(18)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	4%	(26)	7%	(49)	19%	(137)	58%	(412)	13%	(90)
Health Care and Medical Professionals/Lab Techs/Pharmacists	4%	(14)	6%	(22)	22%	(76)	56%	(199)	12%	(43)
Other Professionals	4%	(14)	6%	(22)	21%	(84)	57%	(222)	13%	(49)
Business Owners w/Employees	18%	(67)	9%	(34)	23%	(87)	39%	(145)	10%	(37)
Access to Childcare	11%	(94)	7%	(64)	21%	(181)	53%	(449)	8%	(67)
No Access to Childcare	4%	(23)	5%	(27)	25%	(127)	59%	(299)	6%	(32)
Unsure of Access to Childcare	1%	(2)	5%	(10)	23%	(41)	51%	(93)	20%	(35)
More Financially Secure after Pandemic	15%	(78)	10%	(50)	21%	(105)	43%	(218)	11%	(56)
Less Financially Secure after the Pandemic	4%	(46)	5%	(67)	21%	(272)	59%	(745)	11%	(137)
Same Financial Security after the Pandemic	3%	(20)	6%	(45)	19%	(140)	49%	(354)	23%	(165)
Access to Paid Parental Leave	4%	(43)	5%	(54)	21%	(203)	59%	(583)	11%	(106)
No Access to Paid Parental Leave	4%	(29)	7%	(56)	21%	(173)	52%	(421)	16%	(127)
Access to Paid Caregiving Leave	5%	(35)	5%	(38)	20%	(142)	60%	(420)	10%	(71)
No Access to Paid Caregiving Leave	4%	(36)	7%	(67)	21%	(203)	53%	(523)	15%	(148)
Access to Flexible Work Hours	5%	(43)	6%	(59)	21%	(191)	56%	(523)	12%	(111)
No Access to Flexible Work Hours	3%	(30)	6%	(58)	21%	(214)	55%	(574)	15%	(161)
Access to Child Care as Employer Benefit	8%	(29)	6%	(21)	25%	(89)	53%	(189)	8%	(27)
No Access to Child Care as Employer Benefit	3%	(42)	6%	(90)	19%	(264)	57%	(789)	15%	(203)

Continued on next page

Table BPC9_4: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Less job security

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	6%	(145)	6%	(162)	21%	(518)	53%	(1316)	14%	(358)
Access to Mental Health Benefits	4%	(33)	5%	(47)	19%	(170)	60%	(530)	11%	(98)
No Access to Mental Health Benefits	5%	(39)	7%	(56)	21%	(177)	51%	(424)	17%	(140)
Ethnicity: White (Non-Hispanic)	4%	(62)	5%	(83)	22%	(331)	53%	(815)	15%	(236)
Ethnicity: Hispanic	11%	(52)	11%	(51)	16%	(80)	49%	(240)	13%	(66)
Ethnicity: Black (Non-Hispanic)	9%	(26)	6%	(17)	22%	(65)	50%	(150)	14%	(40)
Ethnicity: Asian + Other (Non-Hispanic)	3%	(5)	6%	(11)	23%	(42)	60%	(112)	8%	(16)
Single, never married	5%	(20)	9%	(38)	21%	(86)	51%	(215)	15%	(61)
Married	7%	(103)	6%	(88)	22%	(304)	51%	(711)	14%	(193)
Separated	4%	(2)	6%	(4)	19%	(12)	51%	(33)	20%	(13)
Divorced	4%	(11)	5%	(15)	18%	(53)	60%	(180)	14%	(43)
Widowed	6%	(3)	7%	(4)	13%	(7)	46%	(24)	28%	(14)
Living with a partner	2%	(6)	5%	(14)	21%	(57)	59%	(155)	13%	(33)

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

Table BPC9_5: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	4%	(107)	10%	(238)	23%	(577)	48%	(1204)	15%	(373)
Gender: Female	4%	(107)	10%	(238)	23%	(577)	48%	(1204)	15%	(373)
Age: 18-34	7%	(48)	14%	(102)	24%	(173)	46%	(333)	10%	(72)
Age: 35-44	4%	(43)	9%	(102)	24%	(257)	52%	(562)	10%	(113)
Age: 45-64	2%	(13)	5%	(33)	21%	(144)	44%	(300)	27%	(185)
GenZers: 1997-2012	8%	(8)	18%	(20)	29%	(33)	32%	(36)	13%	(14)
Millennials: 1981-1996	5%	(76)	12%	(169)	24%	(341)	49%	(686)	10%	(140)
GenXers: 1965-1980	2%	(17)	5%	(38)	20%	(144)	54%	(385)	19%	(135)
Baby Boomers: 1946-1964	2%	(6)	4%	(11)	23%	(59)	37%	(95)	33%	(84)
PID: Dem (no lean)	7%	(70)	12%	(123)	25%	(257)	46%	(482)	11%	(112)
PID: Ind (no lean)	2%	(17)	7%	(53)	23%	(164)	47%	(336)	20%	(143)
PID: Rep (no lean)	3%	(21)	8%	(61)	21%	(155)	52%	(386)	16%	(118)
PID/Gender: Dem Women	7%	(70)	12%	(123)	25%	(257)	46%	(482)	11%	(112)
PID/Gender: Ind Women	2%	(17)	7%	(53)	23%	(164)	47%	(336)	20%	(143)
PID/Gender: Rep Women	3%	(21)	8%	(61)	21%	(155)	52%	(386)	16%	(118)
Ideo: Liberal (1-3)	6%	(44)	11%	(86)	25%	(188)	49%	(365)	9%	(67)
Ideo: Moderate (4)	4%	(32)	10%	(78)	23%	(174)	47%	(364)	16%	(123)
Ideo: Conservative (5-7)	3%	(25)	8%	(64)	22%	(168)	50%	(374)	16%	(122)
Educ: < College	3%	(36)	9%	(114)	23%	(302)	47%	(603)	18%	(232)
Educ: Bachelors degree	4%	(26)	8%	(57)	24%	(165)	52%	(357)	13%	(87)
Educ: Post-grad	9%	(45)	13%	(67)	21%	(109)	47%	(244)	10%	(55)
Income: Under 50k	3%	(34)	7%	(72)	24%	(233)	48%	(467)	18%	(174)
Income: 50k-100k	4%	(41)	11%	(102)	23%	(216)	50%	(465)	12%	(116)
Income: 100k+	6%	(33)	11%	(64)	22%	(128)	47%	(272)	14%	(84)
Ethnicity: White	4%	(65)	9%	(168)	22%	(409)	49%	(901)	16%	(304)
Ethnicity: Hispanic	8%	(40)	13%	(62)	19%	(94)	46%	(223)	14%	(71)
Ethnicity: Black	9%	(34)	10%	(34)	23%	(83)	46%	(164)	12%	(42)
Ethnicity: Other	3%	(8)	12%	(35)	29%	(85)	47%	(140)	9%	(27)

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Table BPC9_5: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	4%	(107)	10%	(238)	23%	(577)	48%	(1204)	15%	(373)
All Christian	6%	(65)	10%	(114)	22%	(238)	47%	(521)	15%	(168)
All Non-Christian	14%	(12)	8%	(7)	22%	(19)	42%	(36)	14%	(12)
Atheist	4%	(3)	17%	(12)	25%	(18)	47%	(35)	8%	(6)
Agnostic/Nothing in particular	3%	(18)	10%	(67)	26%	(180)	47%	(331)	15%	(105)
Something Else	2%	(10)	7%	(38)	23%	(122)	53%	(281)	16%	(83)
Religious Non-Protestant/Catholic	11%	(12)	8%	(9)	22%	(24)	43%	(46)	15%	(16)
Evangelical	5%	(41)	10%	(78)	21%	(159)	49%	(364)	14%	(101)
Non-Evangelical	4%	(32)	8%	(68)	22%	(189)	49%	(420)	17%	(141)
Community: Urban	10%	(71)	14%	(95)	22%	(147)	42%	(282)	12%	(84)
Community: Suburban	2%	(25)	8%	(88)	24%	(284)	50%	(577)	16%	(188)
Community: Rural	2%	(12)	8%	(54)	22%	(146)	52%	(345)	15%	(102)
Employ: Private Sector	4%	(77)	10%	(188)	24%	(455)	47%	(873)	15%	(283)
Employ: Government	5%	(18)	7%	(28)	17%	(71)	58%	(237)	13%	(52)
Employ: Self-Employed	5%	(12)	10%	(22)	23%	(50)	43%	(95)	18%	(38)
Military HH: Yes	5%	(11)	12%	(28)	18%	(43)	52%	(125)	14%	(34)
Military HH: No	4%	(96)	9%	(210)	24%	(534)	48%	(1080)	15%	(340)
RD/WT: Right Direction	11%	(78)	14%	(107)	23%	(174)	40%	(294)	12%	(88)
RD/WT: Wrong Track	2%	(29)	7%	(130)	23%	(403)	52%	(910)	16%	(285)
Biden Job Approve	8%	(80)	12%	(123)	25%	(258)	44%	(457)	11%	(114)
Biden Job Disapprove	2%	(27)	8%	(108)	22%	(298)	52%	(707)	16%	(221)
Biden Job Strongly Approve	17%	(60)	17%	(57)	17%	(57)	38%	(131)	12%	(41)
Biden Job Somewhat Approve	3%	(20)	10%	(66)	29%	(201)	48%	(327)	11%	(73)
Biden Job Somewhat Disapprove	3%	(13)	7%	(37)	25%	(125)	52%	(258)	13%	(63)
Biden Job Strongly Disapprove	2%	(14)	8%	(70)	20%	(173)	52%	(448)	18%	(158)
Favorable of Biden	7%	(77)	11%	(119)	25%	(273)	46%	(503)	12%	(127)
Unfavorable of Biden	2%	(30)	8%	(106)	22%	(285)	52%	(665)	16%	(203)

Continued on next page

Table BPC9_5: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	4%	(107)	10%	(238)	23%	(577)	48%	(1204)	15%	(373)
Very Favorable of Biden	14%	(55)	15%	(58)	20%	(79)	40%	(157)	10%	(40)
Somewhat Favorable of Biden	3%	(22)	9%	(61)	27%	(194)	49%	(346)	12%	(87)
Somewhat Unfavorable of Biden	2%	(9)	9%	(33)	24%	(92)	52%	(198)	13%	(49)
Very Unfavorable of Biden	2%	(21)	8%	(73)	21%	(193)	51%	(467)	17%	(154)
#1 Issue: Economy	3%	(37)	8%	(104)	26%	(344)	48%	(641)	15%	(197)
#1 Issue: Security	5%	(11)	15%	(36)	19%	(46)	42%	(104)	20%	(51)
#1 Issue: Health Care	9%	(23)	11%	(28)	22%	(56)	44%	(111)	14%	(37)
#1 Issue: Medicare / Social Security	6%	(4)	8%	(5)	24%	(14)	38%	(23)	24%	(14)
#1 Issue: Women's Issues	7%	(15)	12%	(28)	21%	(47)	52%	(116)	8%	(19)
#1 Issue: Education	4%	(6)	9%	(14)	18%	(28)	60%	(92)	8%	(12)
#1 Issue: Energy	6%	(10)	13%	(21)	20%	(33)	46%	(76)	16%	(26)
#1 Issue: Other	3%	(2)	2%	(2)	12%	(9)	58%	(42)	24%	(17)
2020 Vote: Joe Biden	6%	(69)	10%	(117)	24%	(287)	48%	(566)	12%	(135)
2020 Vote: Donald Trump	3%	(23)	8%	(68)	22%	(179)	51%	(423)	16%	(136)
2020 Vote: Other	3%	(3)	8%	(7)	23%	(21)	48%	(44)	18%	(16)
2020 Vote: Didn't Vote	3%	(13)	11%	(46)	22%	(90)	42%	(171)	21%	(87)
2018 House Vote: Democrat	7%	(64)	10%	(100)	25%	(242)	48%	(468)	10%	(95)
2018 House Vote: Republican	3%	(21)	9%	(62)	21%	(148)	51%	(360)	15%	(108)
2018 House Vote: Someone else	1%	(1)	7%	(6)	15%	(13)	54%	(48)	23%	(20)
2016 Vote: Hillary Clinton	6%	(59)	9%	(82)	24%	(223)	50%	(460)	10%	(92)
2016 Vote: Donald Trump	3%	(23)	9%	(67)	22%	(160)	51%	(376)	15%	(109)
2016 Vote: Other	—	(0)	11%	(12)	21%	(24)	49%	(56)	19%	(21)
2016 Vote: Didn't Vote	3%	(24)	10%	(76)	23%	(170)	43%	(312)	21%	(150)
Voted in 2014: Yes	5%	(74)	10%	(139)	22%	(323)	50%	(735)	13%	(191)
Voted in 2014: No	3%	(33)	9%	(99)	24%	(254)	45%	(470)	18%	(182)
4-Region: Northeast	5%	(21)	10%	(41)	23%	(91)	48%	(191)	14%	(58)
4-Region: Midwest	3%	(17)	7%	(41)	26%	(144)	50%	(278)	14%	(79)
4-Region: South	4%	(43)	10%	(94)	20%	(197)	52%	(509)	13%	(130)
4-Region: West	5%	(26)	11%	(62)	26%	(145)	40%	(226)	19%	(106)

Continued on next page

Table BPC9_5: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/No opinion	
Working Mothers	4%	(107)	10%	(238)	23%	(577)	48%	(1204)	15%	(373)
Child(Ren) Aged 0-17	5%	(97)	11%	(205)	24%	(442)	50%	(935)	10%	(182)
Child(Ren) Aged 0-5	6%	(50)	12%	(108)	25%	(216)	49%	(434)	8%	(73)
Caregivers	5%	(75)	12%	(174)	23%	(335)	53%	(763)	7%	(101)
Caregiver for Aging Parent	8%	(21)	18%	(46)	20%	(49)	43%	(108)	10%	(26)
Caregiver for Sick or Disabled Family Member	6%	(18)	16%	(49)	24%	(71)	46%	(138)	8%	(26)
Caregiver for Child/Dependent	4%	(44)	10%	(103)	24%	(252)	56%	(597)	6%	(66)
Business Owners	14%	(57)	18%	(75)	18%	(77)	38%	(163)	12%	(53)
Non-Business Owners	2%	(50)	8%	(163)	24%	(500)	50%	(1041)	15%	(321)
Service Worker/Retail Sales/Laborers/Helpers	2%	(12)	8%	(39)	26%	(133)	42%	(213)	21%	(106)
Trade/Skilled Workers	3%	(3)	9%	(10)	30%	(34)	43%	(48)	15%	(17)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	3%	(20)	8%	(55)	24%	(169)	52%	(368)	14%	(102)
Health Care and Medical Professionals/Lab Techs/Pharmacists	2%	(6)	10%	(34)	23%	(82)	54%	(192)	11%	(41)
Other Professionals	2%	(9)	6%	(25)	21%	(82)	56%	(220)	14%	(56)
Business Owners w/Employees	15%	(57)	19%	(71)	18%	(67)	37%	(138)	10%	(38)
Access to Childcare	8%	(70)	13%	(113)	23%	(196)	48%	(412)	7%	(64)
No Access to Childcare	2%	(12)	8%	(43)	27%	(139)	55%	(278)	7%	(35)
Unsure of Access to Childcare	1%	(2)	9%	(15)	27%	(49)	46%	(84)	17%	(31)
More Financially Secure after Pandemic	13%	(65)	16%	(80)	21%	(106)	38%	(191)	13%	(65)
Less Financially Secure after the Pandemic	2%	(28)	8%	(101)	24%	(310)	54%	(685)	11%	(144)
Same Financial Security after the Pandemic	2%	(15)	8%	(56)	22%	(161)	45%	(329)	23%	(164)
Access to Paid Parental Leave	3%	(26)	9%	(86)	23%	(230)	54%	(532)	12%	(115)
No Access to Paid Parental Leave	2%	(18)	7%	(57)	27%	(219)	47%	(380)	16%	(132)
Access to Paid Caregiving Leave	3%	(20)	8%	(58)	23%	(166)	54%	(385)	11%	(78)
No Access to Paid Caregiving Leave	2%	(22)	8%	(81)	25%	(244)	49%	(478)	16%	(152)
Access to Flexible Work Hours	3%	(29)	8%	(77)	24%	(222)	52%	(483)	12%	(115)
No Access to Flexible Work Hours	2%	(18)	7%	(75)	25%	(260)	50%	(514)	16%	(170)
Access to Child Care as Employer Benefit	5%	(18)	14%	(48)	25%	(90)	48%	(170)	8%	(28)
No Access to Child Care as Employer Benefit	2%	(27)	7%	(95)	24%	(338)	51%	(712)	16%	(216)

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Table BPC9_5: *In your experience, have caregiving responsibilities made you more or less willing to take a job that is more in line with your career goals but requires any of the following?*
Fewer benefits

Demographic	Much more willing		Somewhat more willing		Somewhat less willing		Much less willing		Don't know/N opinion	
Working Mothers	4%	(107)	10%	(238)	23%	(577)	48%	(1204)	15%	(373)
Access to Mental Health Benefits	2%	(21)	8%	(67)	23%	(200)	55%	(486)	12%	(105)
No Access to Mental Health Benefits	3%	(24)	9%	(73)	26%	(220)	45%	(377)	17%	(142)
Ethnicity: White (Non-Hispanic)	3%	(45)	9%	(135)	23%	(358)	49%	(743)	16%	(247)
Ethnicity: Hispanic	8%	(40)	13%	(62)	19%	(94)	46%	(223)	14%	(71)
Ethnicity: Black (Non-Hispanic)	5%	(16)	8%	(25)	22%	(64)	51%	(152)	13%	(40)
Ethnicity: Asian + Other (Non-Hispanic)	3%	(6)	9%	(16)	32%	(60)	47%	(87)	9%	(16)
Single, never married	5%	(21)	9%	(40)	25%	(103)	46%	(192)	15%	(65)
Married	5%	(68)	11%	(149)	24%	(334)	46%	(648)	14%	(199)
Separated	2%	(2)	5%	(3)	22%	(14)	51%	(33)	19%	(12)
Divorced	3%	(8)	6%	(18)	21%	(63)	54%	(161)	17%	(50)
Widowed	9%	(5)	3%	(1)	14%	(7)	47%	(24)	28%	(15)
Living with a partner	2%	(4)	10%	(26)	21%	(55)	55%	(146)	12%	(33)

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

Table BPC10_1: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Reduced work hours

Demographic	Yes		No		Total N
Working Mothers	33%	(836)	67%	(1663)	2499
Gender: Female	33%	(836)	67%	(1663)	2499
Age: 18-34	43%	(312)	57%	(416)	728
Age: 35-44	35%	(381)	65%	(697)	1079
Age: 45-64	21%	(141)	79%	(534)	675
GenZers: 1997-2012	44%	(49)	56%	(62)	111
Millennials: 1981-1996	40%	(566)	60%	(847)	1413
GenXers: 1965-1980	23%	(165)	77%	(553)	718
Baby Boomers: 1946-1964	22%	(57)	78%	(198)	255
PID: Dem (no lean)	34%	(357)	66%	(687)	1044
PID: Ind (no lean)	34%	(245)	66%	(469)	714
PID: Rep (no lean)	32%	(235)	68%	(506)	741
PID/Gender: Dem Women	34%	(357)	66%	(687)	1044
PID/Gender: Ind Women	34%	(245)	66%	(469)	714
PID/Gender: Rep Women	32%	(235)	68%	(506)	741
Ideo: Liberal (1-3)	35%	(265)	65%	(485)	749
Ideo: Moderate (4)	33%	(256)	67%	(514)	770
Ideo: Conservative (5-7)	30%	(229)	70%	(524)	753
Educ: < College	37%	(481)	63%	(806)	1287
Educ: Bachelors degree	28%	(195)	72%	(497)	693
Educ: Post-grad	31%	(160)	69%	(360)	520
Income: Under 50k	40%	(390)	60%	(590)	979
Income: 50k-100k	29%	(274)	71%	(666)	939
Income: 100k+	30%	(173)	70%	(408)	581
Ethnicity: White	33%	(611)	67%	(1235)	1847
Ethnicity: Hispanic	37%	(183)	63%	(306)	489
Ethnicity: Black	32%	(116)	68%	(242)	357
Ethnicity: Other	37%	(109)	63%	(186)	295

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Table BPC10_1: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Reduced work hours

Demographic	Yes		No		Total N
Working Mothers	33%	(836)	67%	(1663)	2499
All Christian	31%	(340)	69%	(765)	1106
All Non-Christian	38%	(33)	62%	(53)	86
Atheist	39%	(29)	61%	(45)	73
Agnostic/Nothing in particular	33%	(228)	67%	(472)	700
Something Else	39%	(206)	61%	(328)	534
Religious Non-Protestant/Catholic	36%	(38)	64%	(68)	107
Evangelical	36%	(265)	64%	(478)	743
Non-Evangelical	31%	(268)	69%	(583)	851
Community: Urban	36%	(247)	64%	(431)	679
Community: Suburban	31%	(361)	69%	(801)	1162
Community: Rural	35%	(227)	65%	(431)	658
Employ: Private Sector	33%	(620)	67%	(1255)	1875
Employ: Government	27%	(109)	73%	(298)	407
Employ: Self-Employed	49%	(107)	51%	(110)	218
Military HH: Yes	42%	(100)	58%	(140)	239
Military HH: No	33%	(737)	67%	(1523)	2260
RD/WT: Right Direction	33%	(248)	67%	(494)	742
RD/WT: Wrong Track	33%	(589)	67%	(1169)	1757
Biden Job Approve	32%	(335)	68%	(698)	1033
Biden Job Disapprove	34%	(467)	66%	(893)	1360
Biden Job Strongly Approve	34%	(117)	66%	(228)	345
Biden Job Somewhat Approve	32%	(217)	68%	(470)	687
Biden Job Somewhat Disapprove	37%	(183)	63%	(313)	496
Biden Job Strongly Disapprove	33%	(284)	67%	(580)	864
Favorable of Biden	34%	(373)	66%	(726)	1100
Unfavorable of Biden	33%	(432)	67%	(858)	1290

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Table BPC10_1: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Reduced work hours

Demographic	Yes		No		Total N
Working Mothers	33%	(836)	67%	(1663)	2499
Very Favorable of Biden	37%	(146)	63%	(244)	390
Somewhat Favorable of Biden	32%	(227)	68%	(483)	710
Somewhat Unfavorable of Biden	37%	(143)	63%	(240)	382
Very Unfavorable of Biden	32%	(289)	68%	(618)	907
#1 Issue: Economy	35%	(459)	65%	(864)	1323
#1 Issue: Security	28%	(70)	72%	(177)	248
#1 Issue: Health Care	32%	(80)	68%	(174)	254
#1 Issue: Medicare / Social Security	22%	(13)	78%	(47)	60
#1 Issue: Women's Issues	30%	(68)	70%	(156)	224
#1 Issue: Education	38%	(58)	62%	(95)	153
#1 Issue: Energy	33%	(55)	67%	(111)	165
#1 Issue: Other	44%	(32)	56%	(40)	71
2020 Vote: Joe Biden	32%	(375)	68%	(798)	1173
2020 Vote: Donald Trump	32%	(268)	68%	(560)	828
2020 Vote: Other	49%	(45)	51%	(47)	91
2020 Vote: Didn't Vote	37%	(149)	63%	(258)	407
2018 House Vote: Democrat	34%	(334)	66%	(635)	969
2018 House Vote: Republican	33%	(230)	67%	(470)	699
2018 House Vote: Someone else	28%	(25)	72%	(63)	88
2016 Vote: Hillary Clinton	33%	(298)	67%	(617)	916
2016 Vote: Donald Trump	32%	(235)	68%	(500)	736
2016 Vote: Other	36%	(41)	64%	(74)	115
2016 Vote: Didn't Vote	36%	(262)	64%	(471)	733
Voted in 2014: Yes	31%	(460)	69%	(1002)	1461
Voted in 2014: No	36%	(376)	64%	(661)	1038
4-Region: Northeast	32%	(127)	68%	(275)	402
4-Region: Midwest	35%	(193)	65%	(366)	559
4-Region: South	34%	(334)	66%	(638)	972
4-Region: West	32%	(181)	68%	(384)	565

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Table BPC10_1: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Reduced work hours

Demographic	Yes		No		Total N
Working Mothers	33%	(836)	67%	(1663)	2499
Child(Ren) Aged 0-17	38%	(704)	62%	(1157)	1861
Child(Ren) Aged 0-5	43%	(382)	57%	(498)	881
Caregivers	41%	(594)	59%	(854)	1448
Caregiver for Aging Parent	43%	(107)	57%	(143)	250
Caregiver for Sick or Disabled Family Member	46%	(138)	54%	(164)	303
Caregiver for Child/Dependent	41%	(432)	59%	(630)	1063
Business Owners	47%	(200)	53%	(225)	425
Non-Business Owners	31%	(636)	69%	(1438)	2074
Service Worker/Retail Sales/Laborers/Helpers	40%	(199)	60%	(305)	504
Trade/Skilled Workers	35%	(39)	65%	(72)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	24%	(173)	76%	(541)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	31%	(112)	69%	(243)	355
Other Professionals	29%	(113)	71%	(278)	391
Business Owners w/Employees	48%	(179)	52%	(191)	370
Access to Childcare	39%	(332)	61%	(523)	855
No Access to Childcare	43%	(220)	57%	(286)	507
Unsure of Access to Childcare	31%	(55)	69%	(126)	181
More Financially Secure after Pandemic	33%	(166)	67%	(341)	507
Less Financially Secure after the Pandemic	41%	(524)	59%	(743)	1267
Same Financial Security after the Pandemic	20%	(146)	80%	(578)	725
Access to Paid Parental Leave	28%	(280)	72%	(709)	989
No Access to Paid Parental Leave	35%	(281)	65%	(526)	807
Access to Paid Caregiving Leave	28%	(195)	72%	(511)	706
No Access to Paid Caregiving Leave	33%	(325)	67%	(653)	977
Access to Flexible Work Hours	31%	(286)	69%	(640)	926
No Access to Flexible Work Hours	31%	(326)	69%	(711)	1037
Access to Child Care as Employer Benefit	33%	(118)	67%	(236)	354
No Access to Child Care as Employer Benefit	32%	(441)	68%	(947)	1388

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Table BPC10_1: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Reduced work hours

Demographic	Yes		No		Total N
Working Mothers	33%	(836)	67%	(1663)	2499
Access to Mental Health Benefits	26%	(230)	74%	(648)	878
No Access to Mental Health Benefits	36%	(304)	64%	(531)	836
Ethnicity: White (Non-Hispanic)	33%	(499)	67%	(1029)	1528
Ethnicity: Hispanic	37%	(183)	63%	(306)	489
Ethnicity: Black (Non-Hispanic)	30%	(89)	70%	(209)	297
Ethnicity: Asian + Other (Non-Hispanic)	35%	(65)	65%	(119)	185
Single, never married	39%	(165)	61%	(256)	421
Married	32%	(448)	68%	(949)	1398
Separated	29%	(18)	71%	(46)	64
Divorced	28%	(85)	72%	(216)	301
Widowed	33%	(17)	67%	(35)	52
Living with a partner	39%	(103)	61%	(161)	264

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

Table BPC10_2: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Turned down opportunities to work overtime

Demographic	Yes		No		Total N
Working Mothers	34%	(844)	66%	(1655)	2499
Gender: Female	34%	(844)	66%	(1655)	2499
Age: 18-34	44%	(318)	56%	(410)	728
Age: 35-44	35%	(376)	65%	(702)	1079
Age: 45-64	22%	(148)	78%	(527)	675
GenZers: 1997-2012	52%	(57)	48%	(54)	111
Millennials: 1981-1996	39%	(558)	61%	(855)	1413
GenXers: 1965-1980	25%	(180)	75%	(538)	718
Baby Boomers: 1946-1964	19%	(50)	81%	(206)	255
PID: Dem (no lean)	34%	(359)	66%	(685)	1044
PID: Ind (no lean)	36%	(258)	64%	(456)	714
PID: Rep (no lean)	31%	(227)	69%	(514)	741
PID/Gender: Dem Women	34%	(359)	66%	(685)	1044
PID/Gender: Ind Women	36%	(258)	64%	(456)	714
PID/Gender: Rep Women	31%	(227)	69%	(514)	741
Ideo: Liberal (1-3)	37%	(278)	63%	(471)	749
Ideo: Moderate (4)	32%	(250)	68%	(520)	770
Ideo: Conservative (5-7)	30%	(225)	70%	(528)	753
Educ: < College	38%	(489)	62%	(797)	1287
Educ: Bachelors degree	29%	(198)	71%	(494)	693
Educ: Post-grad	30%	(156)	70%	(364)	520
Income: Under 50k	39%	(379)	61%	(601)	979
Income: 50k-100k	33%	(308)	67%	(631)	939
Income: 100k+	27%	(157)	73%	(423)	581
Ethnicity: White	32%	(599)	68%	(1248)	1847
Ethnicity: Hispanic	39%	(191)	61%	(298)	489
Ethnicity: Black	38%	(135)	62%	(222)	357
Ethnicity: Other	37%	(110)	63%	(185)	295

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Table BPC10_2: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Turned down opportunities to work overtime

Demographic	Yes		No		Total N
Working Mothers	34%	(844)	66%	(1655)	2499
All Christian	29%	(326)	71%	(780)	1106
All Non-Christian	37%	(32)	63%	(54)	86
Atheist	31%	(23)	69%	(51)	73
Agnostic/Nothing in particular	34%	(238)	66%	(462)	700
Something Else	42%	(226)	58%	(308)	534
Religious Non-Protestant/Catholic	36%	(38)	64%	(69)	107
Evangelical	36%	(270)	64%	(472)	743
Non-Evangelical	31%	(266)	69%	(584)	851
Community: Urban	35%	(235)	65%	(444)	679
Community: Suburban	33%	(381)	67%	(781)	1162
Community: Rural	35%	(228)	65%	(430)	658
Employ: Private Sector	34%	(635)	66%	(1240)	1875
Employ: Government	30%	(123)	70%	(283)	407
Employ: Self-Employed	39%	(86)	61%	(132)	218
Military HH: Yes	43%	(102)	57%	(137)	239
Military HH: No	33%	(742)	67%	(1518)	2260
RD/WT: Right Direction	32%	(239)	68%	(502)	742
RD/WT: Wrong Track	34%	(605)	66%	(1153)	1757
Biden Job Approve	33%	(340)	67%	(693)	1033
Biden Job Disapprove	34%	(467)	66%	(893)	1360
Biden Job Strongly Approve	28%	(97)	72%	(249)	345
Biden Job Somewhat Approve	35%	(243)	65%	(445)	687
Biden Job Somewhat Disapprove	38%	(188)	62%	(308)	496
Biden Job Strongly Disapprove	32%	(279)	68%	(585)	864
Favorable of Biden	33%	(367)	67%	(733)	1100
Unfavorable of Biden	35%	(447)	65%	(842)	1290

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Table BPC10_2: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Turned down opportunities to work overtime

Demographic	Yes		No		Total N
Working Mothers	34%	(844)	66%	(1655)	2499
Very Favorable of Biden	29%	(112)	71%	(278)	390
Somewhat Favorable of Biden	36%	(255)	64%	(455)	710
Somewhat Unfavorable of Biden	40%	(153)	60%	(229)	382
Very Unfavorable of Biden	32%	(294)	68%	(613)	907
#1 Issue: Economy	35%	(457)	65%	(866)	1323
#1 Issue: Security	30%	(73)	70%	(174)	248
#1 Issue: Health Care	31%	(79)	69%	(175)	254
#1 Issue: Medicare / Social Security	16%	(10)	84%	(50)	60
#1 Issue: Women's Issues	34%	(77)	66%	(147)	224
#1 Issue: Education	38%	(59)	62%	(95)	153
#1 Issue: Energy	41%	(67)	59%	(98)	165
#1 Issue: Other	31%	(22)	69%	(49)	71
2020 Vote: Joe Biden	34%	(404)	66%	(770)	1173
2020 Vote: Donald Trump	32%	(263)	68%	(565)	828
2020 Vote: Other	42%	(38)	58%	(53)	91
2020 Vote: Didn't Vote	34%	(139)	66%	(268)	407
2018 House Vote: Democrat	35%	(336)	65%	(633)	969
2018 House Vote: Republican	33%	(232)	67%	(468)	699
2018 House Vote: Someone else	35%	(31)	65%	(57)	88
2016 Vote: Hillary Clinton	32%	(291)	68%	(625)	916
2016 Vote: Donald Trump	33%	(242)	67%	(494)	736
2016 Vote: Other	32%	(37)	68%	(78)	115
2016 Vote: Didn't Vote	37%	(275)	63%	(459)	733
Voted in 2014: Yes	32%	(472)	68%	(989)	1461
Voted in 2014: No	36%	(372)	64%	(666)	1038
4-Region: Northeast	31%	(126)	69%	(277)	402
4-Region: Midwest	33%	(184)	67%	(375)	559
4-Region: South	35%	(342)	65%	(631)	972
4-Region: West	34%	(193)	66%	(372)	565

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Table BPC10_2: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Turned down opportunities to work overtime

Demographic	Yes		No		Total N
Working Mothers	34%	(844)	66%	(1655)	2499
Child(Ren) Aged 0-17	39%	(718)	61%	(1143)	1861
Child(Ren) Aged 0-5	43%	(379)	57%	(502)	881
Caregivers	41%	(592)	59%	(856)	1448
Caregiver for Aging Parent	43%	(108)	57%	(142)	250
Caregiver for Sick or Disabled Family Member	45%	(136)	55%	(167)	303
Caregiver for Child/Dependent	41%	(440)	59%	(622)	1063
Business Owners	40%	(169)	60%	(256)	425
Non-Business Owners	33%	(676)	67%	(1399)	2074
Service Worker/Retail Sales/Laborers/Helpers	39%	(198)	61%	(306)	504
Trade/Skilled Workers	41%	(46)	59%	(65)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	28%	(201)	72%	(513)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	33%	(119)	67%	(236)	355
Other Professionals	29%	(113)	71%	(279)	391
Business Owners w/Employees	41%	(153)	59%	(217)	370
Access to Childcare	38%	(326)	62%	(529)	855
No Access to Childcare	47%	(238)	53%	(269)	507
Unsure of Access to Childcare	32%	(58)	68%	(123)	181
More Financially Secure after Pandemic	35%	(176)	65%	(331)	507
Less Financially Secure after the Pandemic	41%	(516)	59%	(752)	1267
Same Financial Security after the Pandemic	21%	(153)	79%	(572)	725
Access to Paid Parental Leave	33%	(327)	67%	(662)	989
No Access to Paid Parental Leave	32%	(261)	68%	(545)	807
Access to Paid Caregiving Leave	31%	(217)	69%	(490)	706
No Access to Paid Caregiving Leave	34%	(335)	66%	(642)	977
Access to Flexible Work Hours	32%	(299)	68%	(627)	926
No Access to Flexible Work Hours	33%	(346)	67%	(691)	1037
Access to Child Care as Employer Benefit	32%	(113)	68%	(240)	354
No Access to Child Care as Employer Benefit	33%	(462)	67%	(926)	1388

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Table BPC10_2: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Turned down opportunities to work overtime

Demographic	Yes		No		Total N
Working Mothers	34%	(844)	66%	(1655)	2499
Access to Mental Health Benefits	29%	(258)	71%	(620)	878
No Access to Mental Health Benefits	34%	(286)	66%	(550)	836
Ethnicity: White (Non-Hispanic)	32%	(488)	68%	(1040)	1528
Ethnicity: Hispanic	39%	(191)	61%	(298)	489
Ethnicity: Black (Non-Hispanic)	35%	(105)	65%	(192)	297
Ethnicity: Asian + Other (Non-Hispanic)	33%	(60)	67%	(124)	185
Single, never married	41%	(173)	59%	(248)	421
Married	31%	(430)	69%	(968)	1398
Separated	33%	(21)	67%	(43)	64
Divorced	29%	(88)	71%	(213)	301
Widowed	38%	(20)	62%	(32)	52
Living with a partner	43%	(113)	57%	(151)	264

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

Table BPC10_3: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Changed job to have more flexible work hours

Demographic	Yes		No		Total N
Working Mothers	29%	(732)	71%	(1768)	2499
Gender: Female	29%	(732)	71%	(1768)	2499
Age: 18-34	42%	(304)	58%	(425)	728
Age: 35-44	29%	(314)	71%	(764)	1079
Age: 45-64	17%	(114)	83%	(561)	675
GenZers: 1997-2012	54%	(59)	46%	(51)	111
Millennials: 1981-1996	35%	(494)	65%	(919)	1413
GenXers: 1965-1980	19%	(138)	81%	(580)	718
Baby Boomers: 1946-1964	16%	(40)	84%	(215)	255
PID: Dem (no lean)	29%	(307)	71%	(737)	1044
PID: Ind (no lean)	33%	(233)	67%	(481)	714
PID: Rep (no lean)	26%	(191)	74%	(550)	741
PID/Gender: Dem Women	29%	(307)	71%	(737)	1044
PID/Gender: Ind Women	33%	(233)	67%	(481)	714
PID/Gender: Rep Women	26%	(191)	74%	(550)	741
Ideo: Liberal (1-3)	32%	(239)	68%	(510)	749
Ideo: Moderate (4)	30%	(232)	70%	(539)	770
Ideo: Conservative (5-7)	25%	(187)	75%	(566)	753
Educ: < College	32%	(416)	68%	(870)	1287
Educ: Bachelors degree	24%	(169)	76%	(523)	693
Educ: Post-grad	28%	(146)	72%	(374)	520
Income: Under 50k	36%	(353)	64%	(627)	979
Income: 50k-100k	25%	(235)	75%	(705)	939
Income: 100k+	25%	(144)	75%	(436)	581
Ethnicity: White	28%	(517)	72%	(1330)	1847
Ethnicity: Hispanic	34%	(166)	66%	(323)	489
Ethnicity: Black	36%	(128)	64%	(229)	357
Ethnicity: Other	29%	(86)	71%	(209)	295

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Table BPC10_3: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Changed job to have more flexible work hours

Demographic	Yes		No		Total N
Working Mothers	29%	(732)	71%	(1768)	2499
All Christian	25%	(272)	75%	(833)	1106
All Non-Christian	32%	(27)	68%	(59)	86
Atheist	31%	(23)	69%	(50)	73
Agnostic/Nothing in particular	31%	(219)	69%	(481)	700
Something Else	36%	(190)	64%	(344)	534
Religious Non-Protestant/Catholic	31%	(33)	69%	(74)	107
Evangelical	30%	(225)	70%	(517)	743
Non-Evangelical	26%	(224)	74%	(627)	851
Community: Urban	32%	(216)	68%	(463)	679
Community: Suburban	27%	(312)	73%	(850)	1162
Community: Rural	31%	(203)	69%	(455)	658
Employ: Private Sector	29%	(549)	71%	(1326)	1875
Employ: Government	22%	(90)	78%	(316)	407
Employ: Self-Employed	43%	(93)	57%	(125)	218
Military HH: Yes	34%	(81)	66%	(159)	239
Military HH: No	29%	(651)	71%	(1609)	2260
RD/WT: Right Direction	29%	(213)	71%	(529)	742
RD/WT: Wrong Track	30%	(519)	70%	(1238)	1757
Biden Job Approve	28%	(288)	72%	(744)	1033
Biden Job Disapprove	30%	(406)	70%	(955)	1360
Biden Job Strongly Approve	26%	(90)	74%	(255)	345
Biden Job Somewhat Approve	29%	(198)	71%	(489)	687
Biden Job Somewhat Disapprove	35%	(173)	65%	(323)	496
Biden Job Strongly Disapprove	27%	(232)	73%	(632)	864
Favorable of Biden	29%	(316)	71%	(784)	1100
Unfavorable of Biden	30%	(383)	70%	(907)	1290

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Table BPC10_3: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Changed job to have more flexible work hours

Demographic	Yes		No		Total N
Working Mothers	29%	(732)	71%	(1768)	2499
Very Favorable of Biden	28%	(109)	72%	(280)	390
Somewhat Favorable of Biden	29%	(207)	71%	(503)	710
Somewhat Unfavorable of Biden	37%	(141)	63%	(242)	382
Very Unfavorable of Biden	27%	(242)	73%	(665)	907
#1 Issue: Economy	30%	(402)	70%	(921)	1323
#1 Issue: Security	27%	(66)	73%	(182)	248
#1 Issue: Health Care	26%	(67)	74%	(187)	254
#1 Issue: Medicare / Social Security	15%	(9)	85%	(51)	60
#1 Issue: Women's Issues	29%	(64)	71%	(160)	224
#1 Issue: Education	36%	(56)	64%	(97)	153
#1 Issue: Energy	32%	(52)	68%	(113)	165
#1 Issue: Other	21%	(15)	79%	(57)	71
2020 Vote: Joe Biden	29%	(342)	71%	(831)	1173
2020 Vote: Donald Trump	27%	(221)	73%	(607)	828
2020 Vote: Other	38%	(35)	62%	(57)	91
2020 Vote: Didn't Vote	33%	(134)	67%	(273)	407
2018 House Vote: Democrat	31%	(299)	69%	(670)	969
2018 House Vote: Republican	28%	(195)	72%	(505)	699
2018 House Vote: Someone else	26%	(23)	74%	(65)	88
2016 Vote: Hillary Clinton	28%	(258)	72%	(658)	916
2016 Vote: Donald Trump	25%	(187)	75%	(549)	736
2016 Vote: Other	35%	(40)	65%	(74)	115
2016 Vote: Didn't Vote	34%	(246)	66%	(487)	733
Voted in 2014: Yes	26%	(387)	74%	(1075)	1461
Voted in 2014: No	33%	(345)	67%	(693)	1038
4-Region: Northeast	29%	(116)	71%	(287)	402
4-Region: Midwest	29%	(161)	71%	(398)	559
4-Region: South	30%	(293)	70%	(679)	972
4-Region: West	29%	(161)	71%	(404)	565

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Table BPC10_3: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Changed job to have more flexible work hours

Demographic	Yes		No		Total N
Working Mothers	29%	(732)	71%	(1768)	2499
Child(Ren) Aged 0-17	34%	(628)	66%	(1233)	1861
Child(Ren) Aged 0-5	41%	(358)	59%	(523)	881
Caregivers	36%	(514)	64%	(934)	1448
Caregiver for Aging Parent	43%	(107)	57%	(143)	250
Caregiver for Sick or Disabled Family Member	37%	(111)	63%	(192)	303
Caregiver for Child/Dependent	34%	(358)	66%	(705)	1063
Business Owners	40%	(171)	60%	(254)	425
Non-Business Owners	27%	(561)	73%	(1514)	2074
Service Worker/Retail Sales/Laborers/Helpers	37%	(184)	63%	(320)	504
Trade/Skilled Workers	24%	(27)	76%	(84)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	25%	(175)	75%	(539)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	22%	(78)	78%	(277)	355
Other Professionals	25%	(97)	75%	(294)	391
Business Owners w/Employees	40%	(150)	60%	(221)	370
Access to Childcare	34%	(288)	66%	(567)	855
No Access to Childcare	40%	(200)	60%	(307)	507
Unsure of Access to Childcare	30%	(54)	70%	(128)	181
More Financially Secure after Pandemic	35%	(178)	65%	(329)	507
Less Financially Secure after the Pandemic	34%	(425)	66%	(843)	1267
Same Financial Security after the Pandemic	18%	(129)	82%	(596)	725
Access to Paid Parental Leave	26%	(254)	74%	(735)	989
No Access to Paid Parental Leave	28%	(227)	72%	(580)	807
Access to Paid Caregiving Leave	25%	(179)	75%	(527)	706
No Access to Paid Caregiving Leave	28%	(272)	72%	(705)	977
Access to Flexible Work Hours	30%	(282)	70%	(645)	926
No Access to Flexible Work Hours	24%	(250)	76%	(787)	1037
Access to Child Care as Employer Benefit	32%	(112)	68%	(242)	354
No Access to Child Care as Employer Benefit	26%	(357)	74%	(1031)	1388

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Table BPC10_3: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Changed job to have more flexible work hours

Demographic	Yes		No		Total N
Working Mothers	29%	(732)	71%	(1768)	2499
Access to Mental Health Benefits	24%	(212)	76%	(666)	878
No Access to Mental Health Benefits	30%	(248)	70%	(588)	836
Ethnicity: White (Non-Hispanic)	27%	(419)	73%	(1109)	1528
Ethnicity: Hispanic	34%	(166)	66%	(323)	489
Ethnicity: Black (Non-Hispanic)	33%	(99)	67%	(198)	297
Ethnicity: Asian + Other (Non-Hispanic)	25%	(47)	75%	(138)	185
Single, never married	39%	(165)	61%	(256)	421
Married	26%	(359)	74%	(1039)	1398
Separated	32%	(20)	68%	(44)	64
Divorced	26%	(78)	74%	(223)	301
Widowed	31%	(16)	69%	(36)	52
Living with a partner	36%	(94)	64%	(170)	264

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

Table BPC10_4: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Quit a job

Demographic	Yes		No		Total N
Working Mothers	20%	(506)	80%	(1993)	2499
Gender: Female	20%	(506)	80%	(1993)	2499
Age: 18-34	31%	(223)	69%	(505)	728
Age: 35-44	19%	(209)	81%	(869)	1079
Age: 45-64	11%	(73)	89%	(602)	675
GenZers: 1997-2012	40%	(45)	60%	(66)	111
Millennials: 1981-1996	24%	(336)	76%	(1077)	1413
GenXers: 1965-1980	14%	(103)	86%	(615)	718
Baby Boomers: 1946-1964	9%	(23)	91%	(232)	255
PID: Dem (no lean)	20%	(208)	80%	(835)	1044
PID: Ind (no lean)	23%	(168)	77%	(546)	714
PID: Rep (no lean)	18%	(130)	82%	(611)	741
PID/Gender: Dem Women	20%	(208)	80%	(835)	1044
PID/Gender: Ind Women	23%	(168)	77%	(546)	714
PID/Gender: Rep Women	18%	(130)	82%	(611)	741
Ideo: Liberal (1-3)	21%	(154)	79%	(595)	749
Ideo: Moderate (4)	21%	(160)	79%	(610)	770
Ideo: Conservative (5-7)	17%	(125)	83%	(629)	753
Educ: < College	25%	(323)	75%	(964)	1287
Educ: Bachelors degree	14%	(95)	86%	(597)	693
Educ: Post-grad	17%	(89)	83%	(431)	520
Income: Under 50k	28%	(276)	72%	(703)	979
Income: 50k-100k	17%	(156)	83%	(783)	939
Income: 100k+	13%	(74)	87%	(507)	581
Ethnicity: White	20%	(374)	80%	(1472)	1847
Ethnicity: Hispanic	23%	(113)	77%	(376)	489
Ethnicity: Black	22%	(79)	78%	(279)	357
Ethnicity: Other	18%	(53)	82%	(242)	295

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Table BPC10_4: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Quit a job

Demographic	Yes		No		Total N
Working Mothers	20%	(506)	80%	(1993)	2499
All Christian	15%	(169)	85%	(937)	1106
All Non-Christian	23%	(19)	77%	(67)	86
Atheist	27%	(20)	73%	(53)	73
Agnostic/Nothing in particular	23%	(159)	77%	(541)	700
Something Else	26%	(139)	74%	(395)	534
Religious Non-Protestant/Catholic	23%	(25)	77%	(82)	107
Evangelical	22%	(162)	78%	(580)	743
Non-Evangelical	16%	(138)	84%	(713)	851
Community: Urban	20%	(133)	80%	(546)	679
Community: Suburban	18%	(208)	82%	(954)	1162
Community: Rural	25%	(166)	75%	(493)	658
Employ: Private Sector	20%	(377)	80%	(1498)	1875
Employ: Government	16%	(65)	84%	(342)	407
Employ: Self-Employed	30%	(65)	70%	(153)	218
Military HH: Yes	24%	(58)	76%	(181)	239
Military HH: No	20%	(448)	80%	(1812)	2260
RD/WT: Right Direction	17%	(128)	83%	(614)	742
RD/WT: Wrong Track	22%	(379)	78%	(1379)	1757
Biden Job Approve	19%	(194)	81%	(839)	1033
Biden Job Disapprove	20%	(276)	80%	(1084)	1360
Biden Job Strongly Approve	15%	(51)	85%	(295)	345
Biden Job Somewhat Approve	21%	(144)	79%	(544)	687
Biden Job Somewhat Disapprove	21%	(106)	79%	(390)	496
Biden Job Strongly Disapprove	20%	(170)	80%	(695)	864
Favorable of Biden	20%	(220)	80%	(879)	1100
Unfavorable of Biden	20%	(261)	80%	(1029)	1290

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Table BPC10_4: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Quit a job

Demographic	Yes		No		Total N
Working Mothers	20%	(506)	80%	(1993)	2499
Very Favorable of Biden	17%	(65)	83%	(324)	390
Somewhat Favorable of Biden	22%	(155)	78%	(555)	710
Somewhat Unfavorable of Biden	22%	(85)	78%	(297)	382
Very Unfavorable of Biden	19%	(176)	81%	(731)	907
#1 Issue: Economy	20%	(270)	80%	(1053)	1323
#1 Issue: Security	23%	(57)	77%	(191)	248
#1 Issue: Health Care	17%	(44)	83%	(210)	254
#1 Issue: Medicare / Social Security	11%	(6)	89%	(54)	60
#1 Issue: Women's Issues	20%	(44)	80%	(180)	224
#1 Issue: Education	22%	(34)	78%	(120)	153
#1 Issue: Energy	21%	(36)	79%	(130)	165
#1 Issue: Other	21%	(15)	79%	(56)	71
2020 Vote: Joe Biden	19%	(223)	81%	(950)	1173
2020 Vote: Donald Trump	17%	(139)	83%	(689)	828
2020 Vote: Other	33%	(30)	67%	(61)	91
2020 Vote: Didn't Vote	28%	(115)	72%	(292)	407
2018 House Vote: Democrat	19%	(187)	81%	(782)	969
2018 House Vote: Republican	17%	(119)	83%	(581)	699
2018 House Vote: Someone else	25%	(22)	75%	(66)	88
2016 Vote: Hillary Clinton	18%	(161)	82%	(755)	916
2016 Vote: Donald Trump	16%	(119)	84%	(616)	736
2016 Vote: Other	27%	(31)	73%	(84)	115
2016 Vote: Didn't Vote	27%	(195)	73%	(539)	733
Voted in 2014: Yes	17%	(251)	83%	(1211)	1461
Voted in 2014: No	25%	(256)	75%	(782)	1038
4-Region: Northeast	17%	(70)	83%	(333)	402
4-Region: Midwest	22%	(120)	78%	(439)	559
4-Region: South	23%	(219)	77%	(753)	972
4-Region: West	17%	(97)	83%	(468)	565

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Table BPC10_4: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Quit a job

Demographic	Yes		No		Total N
Working Mothers	20%	(506)	80%	(1993)	2499
Child(Ren) Aged 0-17	23%	(432)	77%	(1429)	1861
Child(Ren) Aged 0-5	27%	(240)	73%	(641)	881
Caregivers	24%	(341)	76%	(1107)	1448
Caregiver for Aging Parent	20%	(49)	80%	(201)	250
Caregiver for Sick or Disabled Family Member	26%	(79)	74%	(223)	303
Caregiver for Child/Dependent	23%	(249)	77%	(814)	1063
Business Owners	26%	(112)	74%	(313)	425
Non-Business Owners	19%	(394)	81%	(1680)	2074
Service Worker/Retail Sales/Laborers/Helpers	28%	(140)	72%	(364)	504
Trade/Skilled Workers	29%	(32)	71%	(78)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	14%	(100)	86%	(614)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	15%	(53)	85%	(302)	355
Other Professionals	18%	(69)	82%	(323)	391
Business Owners w/Employees	26%	(95)	74%	(275)	370
Access to Childcare	21%	(177)	79%	(678)	855
No Access to Childcare	31%	(158)	69%	(349)	507
Unsure of Access to Childcare	21%	(38)	79%	(143)	181
More Financially Secure after Pandemic	21%	(108)	79%	(399)	507
Less Financially Secure after the Pandemic	25%	(312)	75%	(956)	1267
Same Financial Security after the Pandemic	12%	(87)	88%	(638)	725
Access to Paid Parental Leave	16%	(162)	84%	(827)	989
No Access to Paid Parental Leave	21%	(165)	79%	(641)	807
Access to Paid Caregiving Leave	15%	(109)	85%	(598)	706
No Access to Paid Caregiving Leave	20%	(195)	80%	(782)	977
Access to Flexible Work Hours	18%	(164)	82%	(762)	926
No Access to Flexible Work Hours	19%	(200)	81%	(836)	1037
Access to Child Care as Employer Benefit	14%	(51)	86%	(303)	354
No Access to Child Care as Employer Benefit	19%	(269)	81%	(1119)	1388

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Table BPC10_4: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Quit a job

Demographic	Yes		No		Total N
Working Mothers	20%	(506)	80%	(1993)	2499
Access to Mental Health Benefits	15%	(134)	85%	(744)	878
No Access to Mental Health Benefits	22%	(180)	78%	(656)	836
Ethnicity: White (Non-Hispanic)	20%	(308)	80%	(1220)	1528
Ethnicity: Hispanic	23%	(113)	77%	(376)	489
Ethnicity: Black (Non-Hispanic)	19%	(58)	81%	(239)	297
Ethnicity: Asian + Other (Non-Hispanic)	15%	(27)	85%	(158)	185
Single, never married	27%	(113)	73%	(308)	421
Married	16%	(230)	84%	(1168)	1398
Separated	29%	(18)	71%	(46)	64
Divorced	20%	(60)	80%	(240)	301
Widowed	15%	(8)	85%	(44)	52
Living with a partner	29%	(77)	71%	(187)	264

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

Table BPC10_5: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Taken less time for yourself

Demographic	Yes		No		Total N
Working Mothers	62%	(1552)	38%	(947)	2499
Gender: Female	62%	(1552)	38%	(947)	2499
Age: 18-34	70%	(510)	30%	(219)	728
Age: 35-44	66%	(714)	34%	(365)	1079
Age: 45-64	48%	(323)	52%	(352)	675
GenZers: 1997-2012	68%	(75)	32%	(35)	111
Millennials: 1981-1996	68%	(959)	32%	(453)	1413
GenXers: 1965-1980	58%	(417)	42%	(301)	718
Baby Boomers: 1946-1964	39%	(100)	61%	(155)	255
PID: Dem (no lean)	63%	(653)	37%	(391)	1044
PID: Ind (no lean)	62%	(439)	38%	(275)	714
PID: Rep (no lean)	62%	(460)	38%	(281)	741
PID/Gender: Dem Women	63%	(653)	37%	(391)	1044
PID/Gender: Ind Women	62%	(439)	38%	(275)	714
PID/Gender: Rep Women	62%	(460)	38%	(281)	741
Ideo: Liberal (1-3)	66%	(492)	34%	(257)	749
Ideo: Moderate (4)	60%	(460)	40%	(310)	770
Ideo: Conservative (5-7)	60%	(455)	40%	(299)	753
Educ: < College	62%	(800)	38%	(487)	1287
Educ: Bachelors degree	61%	(422)	39%	(270)	693
Educ: Post-grad	64%	(330)	36%	(190)	520
Income: Under 50k	63%	(618)	37%	(361)	979
Income: 50k-100k	63%	(591)	37%	(348)	939
Income: 100k+	59%	(343)	41%	(238)	581
Ethnicity: White	63%	(1159)	37%	(688)	1847
Ethnicity: Hispanic	58%	(286)	42%	(204)	489
Ethnicity: Black	60%	(215)	40%	(143)	357
Ethnicity: Other	60%	(178)	40%	(117)	295

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Table BPC10_5: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Taken less time for yourself

Demographic	Yes		No		Total N
Working Mothers	62%	(1552)	38%	(947)	2499
All Christian	57%	(625)	43%	(480)	1106
All Non-Christian	59%	(51)	41%	(35)	86
Atheist	58%	(43)	42%	(31)	73
Agnostic/Nothing in particular	66%	(462)	34%	(238)	700
Something Else	69%	(371)	31%	(163)	534
Religious Non-Protestant/Catholic	57%	(61)	43%	(46)	107
Evangelical	61%	(456)	39%	(287)	743
Non-Evangelical	62%	(523)	38%	(327)	851
Community: Urban	59%	(397)	41%	(281)	679
Community: Suburban	62%	(720)	38%	(442)	1162
Community: Rural	66%	(435)	34%	(223)	658
Employ: Private Sector	62%	(1157)	38%	(718)	1875
Employ: Government	63%	(257)	37%	(150)	407
Employ: Self-Employed	64%	(139)	36%	(79)	218
Military HH: Yes	69%	(165)	31%	(74)	239
Military HH: No	61%	(1387)	39%	(873)	2260
RD/WT: Right Direction	56%	(417)	44%	(325)	742
RD/WT: Wrong Track	65%	(1135)	35%	(622)	1757
Biden Job Approve	60%	(620)	40%	(413)	1033
Biden Job Disapprove	64%	(877)	36%	(483)	1360
Biden Job Strongly Approve	49%	(171)	51%	(175)	345
Biden Job Somewhat Approve	65%	(449)	35%	(239)	687
Biden Job Somewhat Disapprove	69%	(342)	31%	(154)	496
Biden Job Strongly Disapprove	62%	(535)	38%	(329)	864
Favorable of Biden	62%	(681)	38%	(419)	1100
Unfavorable of Biden	64%	(823)	36%	(467)	1290

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Table BPC10_5: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Taken less time for yourself

Demographic	Yes		No		Total N
Working Mothers	62%	(1552)	38%	(947)	2499
Very Favorable of Biden	54%	(209)	46%	(180)	390
Somewhat Favorable of Biden	66%	(472)	34%	(238)	710
Somewhat Unfavorable of Biden	69%	(262)	31%	(120)	382
Very Unfavorable of Biden	62%	(560)	38%	(347)	907
#1 Issue: Economy	63%	(838)	37%	(485)	1323
#1 Issue: Security	57%	(140)	43%	(107)	248
#1 Issue: Health Care	60%	(153)	40%	(101)	254
#1 Issue: Medicare / Social Security	36%	(21)	64%	(39)	60
#1 Issue: Women's Issues	68%	(153)	32%	(71)	224
#1 Issue: Education	65%	(99)	35%	(54)	153
#1 Issue: Energy	64%	(107)	36%	(59)	165
#1 Issue: Other	56%	(40)	44%	(31)	71
2020 Vote: Joe Biden	61%	(712)	39%	(461)	1173
2020 Vote: Donald Trump	63%	(518)	37%	(310)	828
2020 Vote: Other	71%	(65)	29%	(26)	91
2020 Vote: Didn't Vote	63%	(257)	37%	(150)	407
2018 House Vote: Democrat	64%	(616)	36%	(353)	969
2018 House Vote: Republican	64%	(449)	36%	(250)	699
2018 House Vote: Someone else	59%	(52)	41%	(36)	88
2016 Vote: Hillary Clinton	61%	(562)	39%	(353)	916
2016 Vote: Donald Trump	62%	(453)	38%	(283)	736
2016 Vote: Other	64%	(73)	36%	(42)	115
2016 Vote: Didn't Vote	63%	(464)	37%	(270)	733
Voted in 2014: Yes	62%	(904)	38%	(557)	1461
Voted in 2014: No	62%	(648)	38%	(390)	1038
4-Region: Northeast	59%	(237)	41%	(166)	402
4-Region: Midwest	67%	(374)	33%	(186)	559
4-Region: South	64%	(618)	36%	(354)	972
4-Region: West	57%	(323)	43%	(242)	565

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Table BPC10_5: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Taken less time for yourself

Demographic	Yes		No		Total N
Working Mothers	62%	(1552)	38%	(947)	2499
Child(Ren) Aged 0-17	68%	(1260)	32%	(601)	1861
Child(Ren) Aged 0-5	71%	(624)	29%	(257)	881
Caregivers	75%	(1083)	25%	(365)	1448
Caregiver for Aging Parent	73%	(182)	27%	(68)	250
Caregiver for Sick or Disabled Family Member	77%	(232)	23%	(71)	303
Caregiver for Child/Dependent	76%	(804)	24%	(259)	1063
Business Owners	60%	(256)	40%	(169)	425
Non-Business Owners	62%	(1296)	38%	(778)	2074
Service Worker/Retail Sales/Laborers/Helpers	64%	(324)	36%	(180)	504
Trade/Skilled Workers	60%	(66)	40%	(44)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	59%	(419)	41%	(295)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	67%	(238)	33%	(117)	355
Other Professionals	64%	(249)	36%	(142)	391
Business Owners w/Employees	61%	(225)	39%	(145)	370
Access to Childcare	65%	(553)	35%	(302)	855
No Access to Childcare	77%	(390)	23%	(117)	507
Unsure of Access to Childcare	68%	(123)	32%	(59)	181
More Financially Secure after Pandemic	52%	(266)	48%	(241)	507
Less Financially Secure after the Pandemic	71%	(900)	29%	(368)	1267
Same Financial Security after the Pandemic	53%	(386)	47%	(339)	725
Access to Paid Parental Leave	64%	(632)	36%	(357)	989
No Access to Paid Parental Leave	62%	(498)	38%	(309)	807
Access to Paid Caregiving Leave	61%	(433)	39%	(273)	706
No Access to Paid Caregiving Leave	64%	(629)	36%	(349)	977
Access to Flexible Work Hours	63%	(580)	37%	(347)	926
No Access to Flexible Work Hours	64%	(667)	36%	(370)	1037
Access to Child Care as Employer Benefit	58%	(204)	42%	(150)	354
No Access to Child Care as Employer Benefit	65%	(901)	35%	(487)	1388

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Table BPC10_5: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Taken less time for yourself

Demographic	Yes		No		Total N
Working Mothers	62%	(1552)	38%	(947)	2499
Access to Mental Health Benefits	62%	(544)	38%	(335)	878
No Access to Mental Health Benefits	64%	(531)	36%	(305)	836
Ethnicity: White (Non-Hispanic)	64%	(977)	36%	(551)	1528
Ethnicity: Hispanic	58%	(286)	42%	(204)	489
Ethnicity: Black (Non-Hispanic)	60%	(178)	40%	(119)	297
Ethnicity: Asian + Other (Non-Hispanic)	60%	(111)	40%	(74)	185
Single, never married	66%	(276)	34%	(145)	421
Married	61%	(857)	39%	(540)	1398
Separated	58%	(37)	42%	(27)	64
Divorced	57%	(170)	43%	(131)	301
Widowed	49%	(26)	51%	(26)	52
Living with a partner	70%	(186)	30%	(78)	264

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

Table BPC10_6: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Moved closer to your aging parent or relative

Demographic	Yes		No		Total N
Working Mothers	19%	(467)	81%	(2033)	2499
Gender: Female	19%	(467)	81%	(2033)	2499
Age: 18-34	27%	(194)	73%	(534)	728
Age: 35-44	17%	(183)	83%	(896)	1079
Age: 45-64	13%	(89)	87%	(586)	675
GenZers: 1997-2012	35%	(38)	65%	(72)	111
Millennials: 1981-1996	21%	(304)	79%	(1109)	1413
GenXers: 1965-1980	14%	(101)	86%	(617)	718
Baby Boomers: 1946-1964	9%	(24)	91%	(232)	255
PID: Dem (no lean)	21%	(218)	79%	(826)	1044
PID: Ind (no lean)	20%	(143)	80%	(571)	714
PID: Rep (no lean)	14%	(105)	86%	(636)	741
PID/Gender: Dem Women	21%	(218)	79%	(826)	1044
PID/Gender: Ind Women	20%	(143)	80%	(571)	714
PID/Gender: Rep Women	14%	(105)	86%	(636)	741
Ideo: Liberal (1-3)	20%	(151)	80%	(599)	749
Ideo: Moderate (4)	21%	(161)	79%	(610)	770
Ideo: Conservative (5-7)	14%	(105)	86%	(648)	753
Educ: < College	20%	(262)	80%	(1025)	1287
Educ: Bachelors degree	16%	(111)	84%	(581)	693
Educ: Post-grad	18%	(93)	82%	(427)	520
Income: Under 50k	22%	(214)	78%	(765)	979
Income: 50k-100k	17%	(161)	83%	(778)	939
Income: 100k+	16%	(92)	84%	(489)	581
Ethnicity: White	18%	(326)	82%	(1521)	1847
Ethnicity: Hispanic	25%	(123)	75%	(366)	489
Ethnicity: Black	23%	(81)	77%	(277)	357
Ethnicity: Other	20%	(60)	80%	(235)	295

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Table BPC10_6: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Moved closer to your aging parent or relative

Demographic	Yes		No		Total N
Working Mothers	19%	(467)	81%	(2033)	2499
All Christian	18%	(199)	82%	(907)	1106
All Non-Christian	34%	(29)	66%	(57)	86
Atheist	22%	(16)	78%	(57)	73
Agnostic/Nothing in particular	16%	(113)	84%	(588)	700
Something Else	21%	(110)	79%	(425)	534
Religious Non-Protestant/Catholic	31%	(33)	69%	(74)	107
Evangelical	22%	(160)	78%	(583)	743
Non-Evangelical	16%	(137)	84%	(713)	851
Community: Urban	25%	(166)	75%	(512)	679
Community: Suburban	15%	(169)	85%	(993)	1162
Community: Rural	20%	(131)	80%	(527)	658
Employ: Private Sector	18%	(333)	82%	(1542)	1875
Employ: Government	18%	(75)	82%	(332)	407
Employ: Self-Employed	27%	(59)	73%	(158)	218
Military HH: Yes	24%	(58)	76%	(181)	239
Military HH: No	18%	(408)	82%	(1851)	2260
RD/WT: Right Direction	22%	(166)	78%	(576)	742
RD/WT: Wrong Track	17%	(300)	83%	(1457)	1757
Biden Job Approve	22%	(226)	78%	(807)	1033
Biden Job Disapprove	17%	(228)	83%	(1133)	1360
Biden Job Strongly Approve	22%	(78)	78%	(268)	345
Biden Job Somewhat Approve	22%	(148)	78%	(539)	687
Biden Job Somewhat Disapprove	19%	(95)	81%	(401)	496
Biden Job Strongly Disapprove	15%	(133)	85%	(731)	864
Favorable of Biden	21%	(230)	79%	(869)	1100
Unfavorable of Biden	17%	(217)	83%	(1072)	1290

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Table BPC10_6: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Moved closer to your aging parent or relative

Demographic	Yes		No		Total N
Working Mothers	19%	(467)	81%	(2033)	2499
Very Favorable of Biden	23%	(90)	77%	(300)	390
Somewhat Favorable of Biden	20%	(141)	80%	(569)	710
Somewhat Unfavorable of Biden	19%	(72)	81%	(310)	382
Very Unfavorable of Biden	16%	(145)	84%	(762)	907
#1 Issue: Economy	18%	(240)	82%	(1083)	1323
#1 Issue: Security	15%	(38)	85%	(210)	248
#1 Issue: Health Care	22%	(56)	78%	(198)	254
#1 Issue: Medicare / Social Security	14%	(8)	86%	(52)	60
#1 Issue: Women's Issues	22%	(50)	78%	(174)	224
#1 Issue: Education	16%	(24)	84%	(129)	153
#1 Issue: Energy	21%	(35)	79%	(130)	165
#1 Issue: Other	20%	(14)	80%	(57)	71
2020 Vote: Joe Biden	20%	(234)	80%	(940)	1173
2020 Vote: Donald Trump	14%	(117)	86%	(711)	828
2020 Vote: Other	24%	(22)	76%	(70)	91
2020 Vote: Didn't Vote	23%	(94)	77%	(312)	407
2018 House Vote: Democrat	21%	(204)	79%	(765)	969
2018 House Vote: Republican	14%	(100)	86%	(599)	699
2018 House Vote: Someone else	23%	(20)	77%	(67)	88
2016 Vote: Hillary Clinton	20%	(182)	80%	(733)	916
2016 Vote: Donald Trump	15%	(112)	85%	(624)	736
2016 Vote: Other	19%	(21)	81%	(93)	115
2016 Vote: Didn't Vote	21%	(151)	79%	(582)	733
Voted in 2014: Yes	18%	(262)	82%	(1200)	1461
Voted in 2014: No	20%	(205)	80%	(833)	1038
4-Region: Northeast	16%	(66)	84%	(337)	402
4-Region: Midwest	16%	(87)	84%	(472)	559
4-Region: South	21%	(202)	79%	(771)	972
4-Region: West	20%	(112)	80%	(453)	565

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Table BPC10_6: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Moved closer to your aging parent or relative

Demographic	Yes		No		Total N
Working Mothers	19%	(467)	81%	(2033)	2499
Child(Ren) Aged 0-17	21%	(390)	79%	(1471)	1861
Child(Ren) Aged 0-5	25%	(217)	75%	(663)	881
Caregivers	23%	(335)	77%	(1113)	1448
Caregiver for Aging Parent	41%	(102)	59%	(148)	250
Caregiver for Sick or Disabled Family Member	37%	(111)	63%	(192)	303
Caregiver for Child/Dependent	18%	(192)	82%	(871)	1063
Business Owners	29%	(122)	71%	(303)	425
Non-Business Owners	17%	(345)	83%	(1730)	2074
Service Worker/Retail Sales/Laborers/Helpers	19%	(94)	81%	(410)	504
Trade/Skilled Workers	16%	(18)	84%	(93)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	16%	(114)	84%	(600)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	15%	(54)	85%	(301)	355
Other Professionals	17%	(66)	83%	(326)	391
Business Owners w/Employees	31%	(113)	69%	(257)	370
Access to Childcare	23%	(199)	77%	(656)	855
No Access to Childcare	20%	(102)	80%	(404)	507
Unsure of Access to Childcare	17%	(30)	83%	(151)	181
More Financially Secure after Pandemic	24%	(121)	76%	(387)	507
Less Financially Secure after the Pandemic	21%	(262)	79%	(1006)	1267
Same Financial Security after the Pandemic	12%	(84)	88%	(640)	725
Access to Paid Parental Leave	17%	(172)	83%	(817)	989
No Access to Paid Parental Leave	16%	(133)	84%	(674)	807
Access to Paid Caregiving Leave	19%	(134)	81%	(572)	706
No Access to Paid Caregiving Leave	17%	(165)	83%	(812)	977
Access to Flexible Work Hours	17%	(160)	83%	(766)	926
No Access to Flexible Work Hours	16%	(166)	84%	(871)	1037
Access to Child Care as Employer Benefit	20%	(71)	80%	(283)	354
No Access to Child Care as Employer Benefit	16%	(221)	84%	(1167)	1388

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Table BPC10_6: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Moved closer to your aging parent or relative

Demographic	Yes		No		Total N
Working Mothers	19%	(467)	81%	(2033)	2499
Access to Mental Health Benefits	14%	(127)	86%	(751)	878
No Access to Mental Health Benefits	19%	(159)	81%	(677)	836
Ethnicity: White (Non-Hispanic)	17%	(252)	83%	(1275)	1528
Ethnicity: Hispanic	25%	(123)	75%	(366)	489
Ethnicity: Black (Non-Hispanic)	22%	(64)	78%	(233)	297
Ethnicity: Asian + Other (Non-Hispanic)	15%	(27)	85%	(158)	185
Single, never married	26%	(111)	74%	(310)	421
Married	16%	(227)	84%	(1171)	1398
Separated	23%	(14)	77%	(49)	64
Divorced	17%	(50)	83%	(251)	301
Widowed	15%	(8)	85%	(44)	52
Living with a partner	22%	(57)	78%	(207)	264

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

Table BPC10_7: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Delayed major life decisions

Demographic	Yes		No		Total N
Working Mothers	41%	(1035)	59%	(1464)	2499
Gender: Female	41%	(1035)	59%	(1464)	2499
Age: 18-34	47%	(345)	53%	(384)	728
Age: 35-44	44%	(478)	56%	(600)	1079
Age: 45-64	31%	(210)	69%	(465)	675
GenZers: 1997-2012	45%	(50)	55%	(61)	111
Millennials: 1981-1996	46%	(650)	54%	(763)	1413
GenXers: 1965-1980	37%	(263)	63%	(455)	718
Baby Boomers: 1946-1964	28%	(71)	72%	(184)	255
PID: Dem (no lean)	41%	(429)	59%	(614)	1044
PID: Ind (no lean)	45%	(320)	55%	(394)	714
PID: Rep (no lean)	39%	(286)	61%	(456)	741
PID/Gender: Dem Women	41%	(429)	59%	(614)	1044
PID/Gender: Ind Women	45%	(320)	55%	(394)	714
PID/Gender: Rep Women	39%	(286)	61%	(456)	741
Ideo: Liberal (1-3)	44%	(330)	56%	(419)	749
Ideo: Moderate (4)	41%	(313)	59%	(457)	770
Ideo: Conservative (5-7)	38%	(286)	62%	(468)	753
Educ: < College	42%	(544)	58%	(742)	1287
Educ: Bachelors degree	40%	(276)	60%	(417)	693
Educ: Post-grad	41%	(215)	59%	(305)	520
Income: Under 50k	46%	(447)	54%	(533)	979
Income: 50k-100k	41%	(385)	59%	(554)	939
Income: 100k+	35%	(203)	65%	(377)	581
Ethnicity: White	41%	(756)	59%	(1091)	1847
Ethnicity: Hispanic	43%	(209)	57%	(280)	489
Ethnicity: Black	41%	(145)	59%	(212)	357
Ethnicity: Other	45%	(133)	55%	(162)	295

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Table BPC10_7: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Delayed major life decisions

Demographic	Yes		No		Total N
Working Mothers	41%	(1035)	59%	(1464)	2499
All Christian	37%	(407)	63%	(699)	1106
All Non-Christian	45%	(38)	55%	(47)	86
Atheist	41%	(30)	59%	(43)	73
Agnostic/Nothing in particular	43%	(304)	57%	(396)	700
Something Else	48%	(255)	52%	(279)	534
Religious Non-Protestant/Catholic	42%	(45)	58%	(61)	107
Evangelical	44%	(324)	56%	(419)	743
Non-Evangelical	38%	(320)	62%	(531)	851
Community: Urban	42%	(283)	58%	(396)	679
Community: Suburban	40%	(463)	60%	(699)	1162
Community: Rural	44%	(289)	56%	(369)	658
Employ: Private Sector	41%	(776)	59%	(1099)	1875
Employ: Government	38%	(156)	62%	(250)	407
Employ: Self-Employed	47%	(103)	53%	(115)	218
Military HH: Yes	47%	(113)	53%	(126)	239
Military HH: No	41%	(922)	59%	(1338)	2260
RD/WT: Right Direction	38%	(282)	62%	(460)	742
RD/WT: Wrong Track	43%	(753)	57%	(1005)	1757
Biden Job Approve	40%	(412)	60%	(621)	1033
Biden Job Disapprove	42%	(577)	58%	(783)	1360
Biden Job Strongly Approve	36%	(125)	64%	(221)	345
Biden Job Somewhat Approve	42%	(287)	58%	(400)	687
Biden Job Somewhat Disapprove	47%	(235)	53%	(261)	496
Biden Job Strongly Disapprove	40%	(342)	60%	(523)	864
Favorable of Biden	42%	(459)	58%	(640)	1100
Unfavorable of Biden	41%	(533)	59%	(756)	1290

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Table BPC10_7: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Delayed major life decisions

Demographic	Yes		No		Total N
Working Mothers	41%	(1035)	59%	(1464)	2499
Very Favorable of Biden	40%	(155)	60%	(234)	390
Somewhat Favorable of Biden	43%	(304)	57%	(406)	710
Somewhat Unfavorable of Biden	46%	(175)	54%	(207)	382
Very Unfavorable of Biden	39%	(358)	61%	(549)	907
#1 Issue: Economy	42%	(553)	58%	(770)	1323
#1 Issue: Security	37%	(93)	63%	(155)	248
#1 Issue: Health Care	44%	(113)	56%	(142)	254
#1 Issue: Medicare / Social Security	26%	(15)	74%	(44)	60
#1 Issue: Women's Issues	45%	(100)	55%	(124)	224
#1 Issue: Education	37%	(57)	63%	(97)	153
#1 Issue: Energy	47%	(77)	53%	(88)	165
#1 Issue: Other	38%	(27)	62%	(44)	71
2020 Vote: Joe Biden	43%	(504)	57%	(670)	1173
2020 Vote: Donald Trump	38%	(312)	62%	(516)	828
2020 Vote: Other	60%	(55)	40%	(37)	91
2020 Vote: Didn't Vote	41%	(165)	59%	(242)	407
2018 House Vote: Democrat	45%	(433)	55%	(536)	969
2018 House Vote: Republican	37%	(261)	63%	(438)	699
2018 House Vote: Someone else	45%	(40)	55%	(48)	88
2016 Vote: Hillary Clinton	42%	(385)	58%	(530)	916
2016 Vote: Donald Trump	38%	(278)	62%	(458)	736
2016 Vote: Other	49%	(56)	51%	(59)	115
2016 Vote: Didn't Vote	43%	(316)	57%	(417)	733
Voted in 2014: Yes	40%	(581)	60%	(880)	1461
Voted in 2014: No	44%	(453)	56%	(585)	1038
4-Region: Northeast	39%	(159)	61%	(244)	402
4-Region: Midwest	44%	(245)	56%	(314)	559
4-Region: South	42%	(408)	58%	(565)	972
4-Region: West	39%	(223)	61%	(342)	565

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Table BPC10_7: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Delayed major life decisions

Demographic	Yes		No		Total N
Working Mothers	41%	(1035)	59%	(1464)	2499
Child(Ren) Aged 0-17	45%	(837)	55%	(1023)	1861
Child(Ren) Aged 0-5	48%	(420)	52%	(461)	881
Caregivers	51%	(737)	49%	(711)	1448
Caregiver for Aging Parent	51%	(127)	49%	(122)	250
Caregiver for Sick or Disabled Family Member	60%	(181)	40%	(121)	303
Caregiver for Child/Dependent	51%	(538)	49%	(524)	1063
Business Owners	49%	(207)	51%	(218)	425
Non-Business Owners	40%	(828)	60%	(1246)	2074
Service Worker/Retail Sales/Laborers/Helpers	45%	(228)	55%	(276)	504
Trade/Skilled Workers	38%	(42)	62%	(68)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	38%	(274)	62%	(440)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	40%	(140)	60%	(215)	355
Other Professionals	37%	(145)	63%	(247)	391
Business Owners w/Employees	50%	(185)	50%	(186)	370
Access to Childcare	41%	(350)	59%	(505)	855
No Access to Childcare	55%	(278)	45%	(229)	507
Unsure of Access to Childcare	40%	(72)	60%	(109)	181
More Financially Secure after Pandemic	34%	(173)	66%	(334)	507
Less Financially Secure after the Pandemic	53%	(670)	47%	(597)	1267
Same Financial Security after the Pandemic	26%	(192)	74%	(533)	725
Access to Paid Parental Leave	40%	(395)	60%	(594)	989
No Access to Paid Parental Leave	39%	(319)	61%	(488)	807
Access to Paid Caregiving Leave	36%	(255)	64%	(451)	706
No Access to Paid Caregiving Leave	43%	(416)	57%	(561)	977
Access to Flexible Work Hours	41%	(380)	59%	(547)	926
No Access to Flexible Work Hours	39%	(408)	61%	(628)	1037
Access to Child Care as Employer Benefit	40%	(142)	60%	(212)	354
No Access to Child Care as Employer Benefit	41%	(571)	59%	(817)	1388

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Table BPC10_7: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Delayed major life decisions

Demographic	Yes		No		Total N
Working Mothers	41%	(1035)	59%	(1464)	2499
Access to Mental Health Benefits	39%	(347)	61%	(531)	878
No Access to Mental Health Benefits	41%	(342)	59%	(494)	836
Ethnicity: White (Non-Hispanic)	41%	(632)	59%	(896)	1528
Ethnicity: Hispanic	43%	(209)	57%	(280)	489
Ethnicity: Black (Non-Hispanic)	38%	(115)	62%	(183)	297
Ethnicity: Asian + Other (Non-Hispanic)	43%	(79)	57%	(106)	185
Single, never married	47%	(197)	53%	(224)	421
Married	38%	(525)	62%	(873)	1398
Separated	53%	(34)	47%	(30)	64
Divorced	42%	(128)	58%	(173)	301
Widowed	44%	(23)	56%	(29)	52
Living with a partner	49%	(129)	51%	(135)	264

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

Table BPC10_8: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Not pursued career opportunities

Demographic	Yes		No		Total N
Working Mothers	35%	(864)	65%	(1635)	2499
Gender: Female	35%	(864)	65%	(1635)	2499
Age: 18-34	39%	(285)	61%	(444)	728
Age: 35-44	38%	(410)	62%	(668)	1079
Age: 45-64	25%	(168)	75%	(507)	675
GenZers: 1997-2012	40%	(44)	60%	(66)	111
Millennials: 1981-1996	39%	(551)	61%	(861)	1413
GenXers: 1965-1980	30%	(214)	70%	(504)	718
Baby Boomers: 1946-1964	21%	(54)	79%	(201)	255
PID: Dem (no lean)	34%	(351)	66%	(693)	1044
PID: Ind (no lean)	36%	(260)	64%	(454)	714
PID: Rep (no lean)	34%	(254)	66%	(488)	741
PID/Gender: Dem Women	34%	(351)	66%	(693)	1044
PID/Gender: Ind Women	36%	(260)	64%	(454)	714
PID/Gender: Rep Women	34%	(254)	66%	(488)	741
Ideo: Liberal (1-3)	40%	(303)	60%	(447)	749
Ideo: Moderate (4)	32%	(249)	68%	(522)	770
Ideo: Conservative (5-7)	31%	(235)	69%	(518)	753
Educ: < College	35%	(452)	65%	(835)	1287
Educ: Bachelors degree	34%	(233)	66%	(460)	693
Educ: Post-grad	35%	(180)	65%	(340)	520
Income: Under 50k	38%	(373)	62%	(607)	979
Income: 50k-100k	34%	(318)	66%	(621)	939
Income: 100k+	30%	(173)	70%	(407)	581
Ethnicity: White	35%	(647)	65%	(1200)	1847
Ethnicity: Hispanic	37%	(182)	63%	(307)	489
Ethnicity: Black	32%	(114)	68%	(244)	357
Ethnicity: Other	35%	(104)	65%	(191)	295

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Table BPC10_8: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Not pursued career opportunities

Demographic	Yes		No		Total N
Working Mothers	35%	(864)	65%	(1635)	2499
All Christian	31%	(348)	69%	(758)	1106
All Non-Christian	34%	(29)	66%	(56)	86
Atheist	40%	(30)	60%	(44)	73
Agnostic/Nothing in particular	36%	(250)	64%	(450)	700
Something Else	39%	(207)	61%	(327)	534
Religious Non-Protestant/Catholic	32%	(35)	68%	(72)	107
Evangelical	37%	(272)	63%	(471)	743
Non-Evangelical	32%	(270)	68%	(580)	851
Community: Urban	33%	(221)	67%	(458)	679
Community: Suburban	34%	(396)	66%	(766)	1162
Community: Rural	38%	(248)	62%	(411)	658
Employ: Private Sector	35%	(656)	65%	(1219)	1875
Employ: Government	29%	(119)	71%	(288)	407
Employ: Self-Employed	41%	(90)	59%	(128)	218
Military HH: Yes	40%	(96)	60%	(144)	239
Military HH: No	34%	(769)	66%	(1491)	2260
RD/WT: Right Direction	34%	(255)	66%	(487)	742
RD/WT: Wrong Track	35%	(609)	65%	(1148)	1757
Biden Job Approve	34%	(348)	66%	(685)	1033
Biden Job Disapprove	36%	(487)	64%	(873)	1360
Biden Job Strongly Approve	28%	(96)	72%	(250)	345
Biden Job Somewhat Approve	37%	(252)	63%	(435)	687
Biden Job Somewhat Disapprove	38%	(190)	62%	(306)	496
Biden Job Strongly Disapprove	34%	(297)	66%	(567)	864
Favorable of Biden	34%	(375)	66%	(724)	1100
Unfavorable of Biden	36%	(463)	64%	(826)	1290

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Table BPC10_8: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Not pursued career opportunities

Demographic	Yes		No		Total N
Working Mothers	35%	(864)	65%	(1635)	2499
Very Favorable of Biden	30%	(117)	70%	(272)	390
Somewhat Favorable of Biden	36%	(258)	64%	(452)	710
Somewhat Unfavorable of Biden	41%	(157)	59%	(225)	382
Very Unfavorable of Biden	34%	(306)	66%	(601)	907
#1 Issue: Economy	36%	(480)	64%	(844)	1323
#1 Issue: Security	25%	(62)	75%	(186)	248
#1 Issue: Health Care	31%	(80)	69%	(175)	254
#1 Issue: Medicare / Social Security	15%	(9)	85%	(51)	60
#1 Issue: Women's Issues	42%	(93)	58%	(131)	224
#1 Issue: Education	36%	(55)	64%	(99)	153
#1 Issue: Energy	37%	(61)	63%	(104)	165
#1 Issue: Other	36%	(25)	64%	(46)	71
2020 Vote: Joe Biden	35%	(408)	65%	(765)	1173
2020 Vote: Donald Trump	33%	(277)	67%	(551)	828
2020 Vote: Other	52%	(48)	48%	(44)	91
2020 Vote: Didn't Vote	32%	(132)	68%	(275)	407
2018 House Vote: Democrat	36%	(349)	64%	(620)	969
2018 House Vote: Republican	33%	(228)	67%	(472)	699
2018 House Vote: Someone else	37%	(32)	63%	(56)	88
2016 Vote: Hillary Clinton	36%	(329)	64%	(587)	916
2016 Vote: Donald Trump	32%	(236)	68%	(499)	736
2016 Vote: Other	38%	(43)	62%	(71)	115
2016 Vote: Didn't Vote	35%	(256)	65%	(478)	733
Voted in 2014: Yes	33%	(488)	67%	(973)	1461
Voted in 2014: No	36%	(376)	64%	(662)	1038
4-Region: Northeast	30%	(119)	70%	(283)	402
4-Region: Midwest	38%	(212)	62%	(348)	559
4-Region: South	34%	(329)	66%	(643)	972
4-Region: West	36%	(204)	64%	(361)	565

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Table BPC10_8: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Not pursued career opportunities

Demographic	Yes		No		Total N
Working Mothers	35%	(864)	65%	(1635)	2499
Child(Ren) Aged 0-17	39%	(724)	61%	(1137)	1861
Child(Ren) Aged 0-5	40%	(354)	60%	(527)	881
Caregivers	42%	(609)	58%	(839)	1448
Caregiver for Aging Parent	45%	(113)	55%	(137)	250
Caregiver for Sick or Disabled Family Member	45%	(136)	55%	(166)	303
Caregiver for Child/Dependent	42%	(449)	58%	(613)	1063
Business Owners	39%	(166)	61%	(259)	425
Non-Business Owners	34%	(698)	66%	(1376)	2074
Service Worker/Retail Sales/Laborers/Helpers	37%	(186)	63%	(318)	504
Trade/Skilled Workers	42%	(46)	58%	(64)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	30%	(215)	70%	(499)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	32%	(112)	68%	(243)	355
Other Professionals	36%	(139)	64%	(252)	391
Business Owners w/Employees	40%	(149)	60%	(221)	370
Access to Childcare	34%	(289)	66%	(566)	855
No Access to Childcare	51%	(257)	49%	(250)	507
Unsure of Access to Childcare	35%	(63)	65%	(119)	181
More Financially Secure after Pandemic	29%	(150)	71%	(358)	507
Less Financially Secure after the Pandemic	43%	(549)	57%	(719)	1267
Same Financial Security after the Pandemic	23%	(166)	77%	(559)	725
Access to Paid Parental Leave	33%	(330)	67%	(659)	989
No Access to Paid Parental Leave	34%	(273)	66%	(534)	807
Access to Paid Caregiving Leave	32%	(225)	68%	(481)	706
No Access to Paid Caregiving Leave	37%	(360)	63%	(618)	977
Access to Flexible Work Hours	33%	(310)	67%	(617)	926
No Access to Flexible Work Hours	35%	(358)	65%	(679)	1037
Access to Child Care as Employer Benefit	34%	(120)	66%	(234)	354
No Access to Child Care as Employer Benefit	35%	(484)	65%	(904)	1388

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Table BPC10_8: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Not pursued career opportunities

Demographic	Yes		No		Total N
Working Mothers	35%	(864)	65%	(1635)	2499
Access to Mental Health Benefits	32%	(278)	68%	(600)	878
No Access to Mental Health Benefits	36%	(300)	64%	(536)	836
Ethnicity: White (Non-Hispanic)	35%	(539)	65%	(989)	1528
Ethnicity: Hispanic	37%	(182)	63%	(307)	489
Ethnicity: Black (Non-Hispanic)	29%	(87)	71%	(211)	297
Ethnicity: Asian + Other (Non-Hispanic)	30%	(56)	70%	(129)	185
Single, never married	39%	(165)	61%	(256)	421
Married	32%	(445)	68%	(952)	1398
Separated	29%	(19)	71%	(45)	64
Divorced	38%	(115)	62%	(186)	301
Widowed	31%	(16)	69%	(36)	52
Living with a partner	40%	(104)	60%	(160)	264

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

Table BPC10_9: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Modified your career ambitions

Demographic	Yes		No		Total N
Working Mothers	37%	(932)	63%	(1567)	2499
Gender: Female	37%	(932)	63%	(1567)	2499
Age: 18-34	45%	(331)	55%	(397)	728
Age: 35-44	40%	(434)	60%	(644)	1079
Age: 45-64	24%	(163)	76%	(512)	675
GenZers: 1997-2012	42%	(46)	58%	(65)	111
Millennials: 1981-1996	45%	(631)	55%	(782)	1413
GenXers: 1965-1980	29%	(206)	71%	(512)	718
Baby Boomers: 1946-1964	19%	(49)	81%	(207)	255
PID: Dem (no lean)	39%	(411)	61%	(633)	1044
PID: Ind (no lean)	38%	(273)	62%	(441)	714
PID: Rep (no lean)	33%	(248)	67%	(493)	741
PID/Gender: Dem Women	39%	(411)	61%	(633)	1044
PID/Gender: Ind Women	38%	(273)	62%	(441)	714
PID/Gender: Rep Women	33%	(248)	67%	(493)	741
Ideo: Liberal (1-3)	42%	(313)	58%	(437)	749
Ideo: Moderate (4)	36%	(280)	64%	(490)	770
Ideo: Conservative (5-7)	33%	(248)	67%	(505)	753
Educ: < College	36%	(464)	64%	(823)	1287
Educ: Bachelors degree	35%	(244)	65%	(448)	693
Educ: Post-grad	43%	(224)	57%	(296)	520
Income: Under 50k	40%	(389)	60%	(591)	979
Income: 50k-100k	37%	(347)	63%	(592)	939
Income: 100k+	34%	(196)	66%	(385)	581
Ethnicity: White	37%	(677)	63%	(1169)	1847
Ethnicity: Hispanic	38%	(186)	62%	(303)	489
Ethnicity: Black	40%	(143)	60%	(214)	357
Ethnicity: Other	38%	(111)	62%	(184)	295

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Table BPC10_9: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Modified your career ambitions

Demographic	Yes		No		Total N
Working Mothers	37%	(932)	63%	(1567)	2499
All Christian	35%	(384)	65%	(722)	1106
All Non-Christian	45%	(39)	55%	(47)	86
Atheist	50%	(37)	50%	(36)	73
Agnostic/Nothing in particular	36%	(251)	64%	(449)	700
Something Else	41%	(221)	59%	(313)	534
Religious Non-Protestant/Catholic	42%	(45)	58%	(61)	107
Evangelical	38%	(281)	62%	(462)	743
Non-Evangelical	36%	(310)	64%	(540)	851
Community: Urban	39%	(266)	61%	(413)	679
Community: Suburban	37%	(425)	63%	(737)	1162
Community: Rural	37%	(241)	63%	(417)	658
Employ: Private Sector	36%	(675)	64%	(1200)	1875
Employ: Government	37%	(152)	63%	(255)	407
Employ: Self-Employed	48%	(105)	52%	(113)	218
Military HH: Yes	39%	(93)	61%	(146)	239
Military HH: No	37%	(839)	63%	(1421)	2260
RD/WT: Right Direction	37%	(273)	63%	(469)	742
RD/WT: Wrong Track	37%	(659)	63%	(1099)	1757
Biden Job Approve	39%	(403)	61%	(630)	1033
Biden Job Disapprove	36%	(490)	64%	(871)	1360
Biden Job Strongly Approve	36%	(126)	64%	(220)	345
Biden Job Somewhat Approve	40%	(277)	60%	(410)	687
Biden Job Somewhat Disapprove	42%	(209)	58%	(287)	496
Biden Job Strongly Disapprove	32%	(280)	68%	(584)	864
Favorable of Biden	40%	(441)	60%	(658)	1100
Unfavorable of Biden	36%	(459)	64%	(831)	1290

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Table BPC10_9: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Modified your career ambitions

Demographic	Yes		No		Total N
Working Mothers	37%	(932)	63%	(1567)	2499
Very Favorable of Biden	40%	(155)	60%	(235)	390
Somewhat Favorable of Biden	40%	(287)	60%	(423)	710
Somewhat Unfavorable of Biden	44%	(167)	56%	(215)	382
Very Unfavorable of Biden	32%	(292)	68%	(615)	907
#1 Issue: Economy	38%	(503)	62%	(820)	1323
#1 Issue: Security	32%	(79)	68%	(169)	248
#1 Issue: Health Care	36%	(91)	64%	(163)	254
#1 Issue: Medicare / Social Security	21%	(12)	79%	(48)	60
#1 Issue: Women's Issues	42%	(94)	58%	(130)	224
#1 Issue: Education	43%	(65)	57%	(88)	153
#1 Issue: Energy	38%	(63)	62%	(102)	165
#1 Issue: Other	33%	(24)	67%	(47)	71
2020 Vote: Joe Biden	40%	(473)	60%	(700)	1173
2020 Vote: Donald Trump	33%	(270)	67%	(558)	828
2020 Vote: Other	57%	(52)	43%	(39)	91
2020 Vote: Didn't Vote	34%	(137)	66%	(269)	407
2018 House Vote: Democrat	41%	(397)	59%	(572)	969
2018 House Vote: Republican	34%	(239)	66%	(461)	699
2018 House Vote: Someone else	40%	(35)	60%	(53)	88
2016 Vote: Hillary Clinton	40%	(362)	60%	(554)	916
2016 Vote: Donald Trump	34%	(247)	66%	(488)	736
2016 Vote: Other	45%	(51)	55%	(64)	115
2016 Vote: Didn't Vote	37%	(271)	63%	(462)	733
Voted in 2014: Yes	36%	(527)	64%	(935)	1461
Voted in 2014: No	39%	(405)	61%	(633)	1038
4-Region: Northeast	36%	(143)	64%	(260)	402
4-Region: Midwest	40%	(222)	60%	(337)	559
4-Region: South	37%	(364)	63%	(609)	972
4-Region: West	36%	(203)	64%	(362)	565

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Table BPC10_9: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Modified your career ambitions

Demographic	Yes		No		Total N
Working Mothers	37%	(932)	63%	(1567)	2499
Child(Ren) Aged 0-17	42%	(783)	58%	(1077)	1861
Child(Ren) Aged 0-5	48%	(421)	52%	(459)	881
Caregivers	46%	(662)	54%	(786)	1448
Caregiver for Aging Parent	48%	(121)	52%	(129)	250
Caregiver for Sick or Disabled Family Member	48%	(145)	52%	(158)	303
Caregiver for Child/Dependent	46%	(489)	54%	(574)	1063
Business Owners	47%	(200)	53%	(224)	425
Non-Business Owners	35%	(731)	65%	(1343)	2074
Service Worker/Retail Sales/Laborers/Helpers	38%	(192)	62%	(312)	504
Trade/Skilled Workers	32%	(35)	68%	(75)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	33%	(234)	67%	(480)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	36%	(127)	64%	(228)	355
Other Professionals	37%	(143)	63%	(248)	391
Business Owners w/Employees	47%	(176)	53%	(195)	370
Access to Childcare	40%	(346)	60%	(509)	855
No Access to Childcare	51%	(256)	49%	(251)	507
Unsure of Access to Childcare	39%	(71)	61%	(110)	181
More Financially Secure after Pandemic	38%	(191)	62%	(316)	507
Less Financially Secure after the Pandemic	44%	(560)	56%	(708)	1267
Same Financial Security after the Pandemic	25%	(181)	75%	(543)	725
Access to Paid Parental Leave	36%	(354)	64%	(635)	989
No Access to Paid Parental Leave	36%	(290)	64%	(516)	807
Access to Paid Caregiving Leave	34%	(239)	66%	(467)	706
No Access to Paid Caregiving Leave	38%	(368)	62%	(609)	977
Access to Flexible Work Hours	39%	(359)	61%	(568)	926
No Access to Flexible Work Hours	32%	(333)	68%	(704)	1037
Access to Child Care as Employer Benefit	38%	(133)	62%	(221)	354
No Access to Child Care as Employer Benefit	36%	(506)	64%	(882)	1388

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Table BPC10_9: *In order to provide care, some people have to make lifestyle changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done any of the following because of caregiving responsibilities?*
Modified your career ambitions

Demographic	Yes		No		Total N
Working Mothers	37%	(932)	63%	(1567)	2499
Access to Mental Health Benefits	36%	(318)	64%	(560)	878
No Access to Mental Health Benefits	37%	(305)	63%	(530)	836
Ethnicity: White (Non-Hispanic)	37%	(571)	63%	(957)	1528
Ethnicity: Hispanic	38%	(186)	62%	(303)	489
Ethnicity: Black (Non-Hispanic)	38%	(114)	62%	(184)	297
Ethnicity: Asian + Other (Non-Hispanic)	33%	(61)	67%	(124)	185
Single, never married	42%	(177)	58%	(244)	421
Married	36%	(508)	64%	(890)	1398
Separated	34%	(22)	66%	(42)	64
Divorced	35%	(107)	65%	(194)	301
Widowed	35%	(18)	65%	(34)	52
Living with a partner	38%	(101)	62%	(163)	264

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

Table BPC11_1: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Accrued credit card debt

Demographic	Yes		No		Total N
Working Mothers	40%	(996)	60%	(1503)	2499
Gender: Female	40%	(996)	60%	(1503)	2499
Age: 18-34	45%	(328)	55%	(400)	728
Age: 35-44	45%	(490)	55%	(588)	1079
Age: 45-64	26%	(174)	74%	(501)	675
GenZers: 1997-2012	40%	(44)	60%	(67)	111
Millennials: 1981-1996	46%	(655)	54%	(757)	1413
GenXers: 1965-1980	35%	(248)	65%	(470)	718
Baby Boomers: 1946-1964	19%	(48)	81%	(207)	255
PID: Dem (no lean)	40%	(414)	60%	(630)	1044
PID: Ind (no lean)	37%	(265)	63%	(449)	714
PID: Rep (no lean)	43%	(317)	57%	(424)	741
PID/Gender: Dem Women	40%	(414)	60%	(630)	1044
PID/Gender: Ind Women	37%	(265)	63%	(449)	714
PID/Gender: Rep Women	43%	(317)	57%	(424)	741
Ideo: Liberal (1-3)	42%	(314)	58%	(435)	749
Ideo: Moderate (4)	40%	(311)	60%	(459)	770
Ideo: Conservative (5-7)	38%	(285)	62%	(468)	753
Educ: < College	40%	(509)	60%	(777)	1287
Educ: Bachelors degree	39%	(269)	61%	(424)	693
Educ: Post-grad	42%	(218)	58%	(302)	520
Income: Under 50k	39%	(384)	61%	(596)	979
Income: 50k-100k	42%	(397)	58%	(542)	939
Income: 100k+	37%	(216)	63%	(364)	581
Ethnicity: White	40%	(744)	60%	(1102)	1847
Ethnicity: Hispanic	40%	(197)	60%	(293)	489
Ethnicity: Black	41%	(146)	59%	(211)	357
Ethnicity: Other	36%	(106)	64%	(189)	295

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Table BPC11_1: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Accrued credit card debt

Demographic	Yes		No		Total N
Working Mothers	40%	(996)	60%	(1503)	2499
All Christian	38%	(415)	62%	(691)	1106
All Non-Christian	39%	(34)	61%	(52)	86
Atheist	33%	(24)	67%	(49)	73
Agnostic/Nothing in particular	40%	(277)	60%	(423)	700
Something Else	46%	(247)	54%	(287)	534
Religious Non-Protestant/Catholic	36%	(38)	64%	(69)	107
Evangelical	40%	(297)	60%	(445)	743
Non-Evangelical	42%	(353)	58%	(497)	851
Community: Urban	40%	(269)	60%	(409)	679
Community: Suburban	39%	(450)	61%	(712)	1162
Community: Rural	42%	(277)	58%	(381)	658
Employ: Private Sector	40%	(745)	60%	(1130)	1875
Employ: Government	42%	(170)	58%	(236)	407
Employ: Self-Employed	37%	(81)	63%	(136)	218
Military HH: Yes	50%	(121)	50%	(119)	239
Military HH: No	39%	(876)	61%	(1384)	2260
RD/WT: Right Direction	36%	(270)	64%	(472)	742
RD/WT: Wrong Track	41%	(727)	59%	(1030)	1757
Biden Job Approve	38%	(390)	62%	(642)	1033
Biden Job Disapprove	42%	(570)	58%	(790)	1360
Biden Job Strongly Approve	36%	(123)	64%	(223)	345
Biden Job Somewhat Approve	39%	(268)	61%	(420)	687
Biden Job Somewhat Disapprove	44%	(219)	56%	(277)	496
Biden Job Strongly Disapprove	41%	(351)	59%	(513)	864
Favorable of Biden	39%	(433)	61%	(666)	1100
Unfavorable of Biden	42%	(539)	58%	(750)	1290

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Table BPC11_1: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Accrued credit card debt

Demographic	Yes		No		Total N
Working Mothers	40%	(996)	60%	(1503)	2499
Very Favorable of Biden	36%	(141)	64%	(248)	390
Somewhat Favorable of Biden	41%	(292)	59%	(418)	710
Somewhat Unfavorable of Biden	45%	(171)	55%	(211)	382
Very Unfavorable of Biden	41%	(368)	59%	(540)	907
#1 Issue: Economy	43%	(564)	57%	(759)	1323
#1 Issue: Security	35%	(88)	65%	(160)	248
#1 Issue: Health Care	35%	(90)	65%	(164)	254
#1 Issue: Medicare / Social Security	20%	(12)	80%	(48)	60
#1 Issue: Women's Issues	44%	(99)	56%	(125)	224
#1 Issue: Education	46%	(71)	54%	(82)	153
#1 Issue: Energy	29%	(48)	71%	(117)	165
#1 Issue: Other	34%	(24)	66%	(47)	71
2020 Vote: Joe Biden	40%	(471)	60%	(702)	1173
2020 Vote: Donald Trump	42%	(351)	58%	(477)	828
2020 Vote: Other	40%	(36)	60%	(55)	91
2020 Vote: Didn't Vote	34%	(138)	66%	(268)	407
2018 House Vote: Democrat	41%	(399)	59%	(570)	969
2018 House Vote: Republican	44%	(307)	56%	(392)	699
2018 House Vote: Someone else	36%	(32)	64%	(56)	88
2016 Vote: Hillary Clinton	40%	(367)	60%	(549)	916
2016 Vote: Donald Trump	42%	(311)	58%	(425)	736
2016 Vote: Other	32%	(37)	68%	(77)	115
2016 Vote: Didn't Vote	38%	(282)	62%	(451)	733
Voted in 2014: Yes	41%	(602)	59%	(860)	1461
Voted in 2014: No	38%	(395)	62%	(643)	1038
4-Region: Northeast	40%	(160)	60%	(243)	402
4-Region: Midwest	40%	(224)	60%	(335)	559
4-Region: South	41%	(400)	59%	(573)	972
4-Region: West	38%	(213)	62%	(352)	565

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Table BPC11_1: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Accrued credit card debt

Demographic	Yes		No		Total N
Working Mothers	40%	(996)	60%	(1503)	2499
Child(Ren) Aged 0-17	45%	(838)	55%	(1023)	1861
Child(Ren) Aged 0-5	46%	(409)	54%	(471)	881
Caregivers	45%	(657)	55%	(791)	1448
Caregiver for Aging Parent	40%	(100)	60%	(150)	250
Caregiver for Sick or Disabled Family Member	49%	(147)	51%	(155)	303
Caregiver for Child/Dependent	47%	(496)	53%	(566)	1063
Business Owners	45%	(191)	55%	(234)	425
Non-Business Owners	39%	(806)	61%	(1268)	2074
Service Worker/Retail Sales/Laborers/Helpers	37%	(186)	63%	(318)	504
Trade/Skilled Workers	36%	(40)	64%	(71)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	39%	(277)	61%	(437)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	39%	(139)	61%	(216)	355
Other Professionals	42%	(165)	58%	(226)	391
Business Owners w/Employees	46%	(172)	54%	(198)	370
Access to Childcare	45%	(384)	55%	(471)	855
No Access to Childcare	53%	(266)	47%	(241)	507
Unsure of Access to Childcare	34%	(62)	66%	(119)	181
More Financially Secure after Pandemic	35%	(176)	65%	(331)	507
Less Financially Secure after the Pandemic	50%	(636)	50%	(631)	1267
Same Financial Security after the Pandemic	25%	(184)	75%	(541)	725
Access to Paid Parental Leave	44%	(432)	56%	(557)	989
No Access to Paid Parental Leave	36%	(290)	64%	(517)	807
Access to Paid Caregiving Leave	41%	(292)	59%	(414)	706
No Access to Paid Caregiving Leave	37%	(365)	63%	(613)	977
Access to Flexible Work Hours	42%	(391)	58%	(535)	926
No Access to Flexible Work Hours	38%	(393)	62%	(644)	1037
Access to Child Care as Employer Benefit	42%	(147)	58%	(207)	354
No Access to Child Care as Employer Benefit	40%	(560)	60%	(828)	1388

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Table BPC11_1: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Accrued credit card debt

Demographic	Yes		No		Total N
Working Mothers	40%	(996)	60%	(1503)	2499
Access to Mental Health Benefits	43%	(380)	57%	(498)	878
No Access to Mental Health Benefits	38%	(314)	62%	(522)	836
Ethnicity: White (Non-Hispanic)	41%	(624)	59%	(904)	1528
Ethnicity: Hispanic	40%	(197)	60%	(293)	489
Ethnicity: Black (Non-Hispanic)	38%	(114)	62%	(184)	297
Ethnicity: Asian + Other (Non-Hispanic)	34%	(62)	66%	(123)	185
Single, never married	35%	(148)	65%	(273)	421
Married	40%	(562)	60%	(836)	1398
Separated	42%	(27)	58%	(37)	64
Divorced	42%	(127)	58%	(174)	301
Widowed	30%	(16)	70%	(36)	52
Living with a partner	44%	(118)	56%	(147)	264

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

Table BPC11_2: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into emergency savings funds

Demographic	Yes		No		Total N
Working Mothers	46%	(1156)	54%	(1344)	2499
Gender: Female	46%	(1156)	54%	(1344)	2499
Age: 18-34	53%	(388)	47%	(340)	728
Age: 35-44	50%	(542)	50%	(536)	1079
Age: 45-64	33%	(222)	67%	(453)	675
GenZers: 1997-2012	49%	(54)	51%	(56)	111
Millennials: 1981-1996	53%	(751)	47%	(662)	1413
GenXers: 1965-1980	39%	(278)	61%	(440)	718
Baby Boomers: 1946-1964	28%	(72)	72%	(183)	255
PID: Dem (no lean)	47%	(487)	53%	(557)	1044
PID: Ind (no lean)	47%	(335)	53%	(379)	714
PID: Rep (no lean)	45%	(334)	55%	(408)	741
PID/Gender: Dem Women	47%	(487)	53%	(557)	1044
PID/Gender: Ind Women	47%	(335)	53%	(379)	714
PID/Gender: Rep Women	45%	(334)	55%	(408)	741
Ideo: Liberal (1-3)	48%	(362)	52%	(387)	749
Ideo: Moderate (4)	46%	(352)	54%	(419)	770
Ideo: Conservative (5-7)	44%	(330)	56%	(423)	753
Educ: < College	50%	(638)	50%	(648)	1287
Educ: Bachelors degree	41%	(287)	59%	(405)	693
Educ: Post-grad	44%	(230)	56%	(290)	520
Income: Under 50k	51%	(499)	49%	(481)	979
Income: 50k-100k	47%	(437)	53%	(502)	939
Income: 100k+	38%	(220)	62%	(361)	581
Ethnicity: White	46%	(846)	54%	(1001)	1847
Ethnicity: Hispanic	49%	(239)	51%	(250)	489
Ethnicity: Black	50%	(178)	50%	(180)	357
Ethnicity: Other	45%	(132)	55%	(163)	295

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Table BPC11_2: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into emergency savings funds

Demographic	Yes		No		Total N
Working Mothers	46%	(1156)	54%	(1344)	2499
All Christian	41%	(454)	59%	(652)	1106
All Non-Christian	48%	(42)	52%	(44)	86
Atheist	50%	(37)	50%	(36)	73
Agnostic/Nothing in particular	46%	(325)	54%	(375)	700
Something Else	56%	(298)	44%	(236)	534
Religious Non-Protestant/Catholic	48%	(51)	52%	(55)	107
Evangelical	50%	(368)	50%	(375)	743
Non-Evangelical	43%	(363)	57%	(487)	851
Community: Urban	46%	(310)	54%	(369)	679
Community: Suburban	45%	(526)	55%	(636)	1162
Community: Rural	49%	(319)	51%	(339)	658
Employ: Private Sector	46%	(866)	54%	(1010)	1875
Employ: Government	46%	(185)	54%	(221)	407
Employ: Self-Employed	48%	(105)	52%	(113)	218
Military HH: Yes	57%	(137)	43%	(103)	239
Military HH: No	45%	(1019)	55%	(1241)	2260
RD/WT: Right Direction	43%	(319)	57%	(423)	742
RD/WT: Wrong Track	48%	(836)	52%	(921)	1757
Biden Job Approve	45%	(464)	55%	(568)	1033
Biden Job Disapprove	48%	(651)	52%	(709)	1360
Biden Job Strongly Approve	41%	(141)	59%	(204)	345
Biden Job Somewhat Approve	47%	(323)	53%	(364)	687
Biden Job Somewhat Disapprove	51%	(255)	49%	(241)	496
Biden Job Strongly Disapprove	46%	(396)	54%	(468)	864
Favorable of Biden	47%	(511)	53%	(588)	1100
Unfavorable of Biden	47%	(608)	53%	(681)	1290

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Table BPC11_2: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into emergency savings funds

Demographic	Yes		No		Total N
Working Mothers	46%	(1156)	54%	(1344)	2499
Very Favorable of Biden	44%	(172)	56%	(218)	390
Somewhat Favorable of Biden	48%	(340)	52%	(370)	710
Somewhat Unfavorable of Biden	49%	(189)	51%	(193)	382
Very Unfavorable of Biden	46%	(419)	54%	(488)	907
#1 Issue: Economy	49%	(646)	51%	(677)	1323
#1 Issue: Security	45%	(112)	55%	(136)	248
#1 Issue: Health Care	42%	(108)	58%	(147)	254
#1 Issue: Medicare / Social Security	32%	(19)	68%	(41)	60
#1 Issue: Women's Issues	47%	(105)	53%	(119)	224
#1 Issue: Education	48%	(73)	52%	(80)	153
#1 Issue: Energy	36%	(60)	64%	(105)	165
#1 Issue: Other	46%	(33)	54%	(39)	71
2020 Vote: Joe Biden	47%	(550)	53%	(623)	1173
2020 Vote: Donald Trump	46%	(380)	54%	(448)	828
2020 Vote: Other	52%	(48)	48%	(44)	91
2020 Vote: Didn't Vote	44%	(178)	56%	(229)	407
2018 House Vote: Democrat	50%	(481)	50%	(488)	969
2018 House Vote: Republican	45%	(316)	55%	(383)	699
2018 House Vote: Someone else	43%	(38)	57%	(50)	88
2016 Vote: Hillary Clinton	48%	(437)	52%	(478)	916
2016 Vote: Donald Trump	45%	(332)	55%	(403)	736
2016 Vote: Other	47%	(53)	53%	(61)	115
2016 Vote: Didn't Vote	45%	(333)	55%	(401)	733
Voted in 2014: Yes	46%	(669)	54%	(792)	1461
Voted in 2014: No	47%	(487)	53%	(551)	1038
4-Region: Northeast	41%	(165)	59%	(237)	402
4-Region: Midwest	49%	(274)	51%	(285)	559
4-Region: South	49%	(474)	51%	(498)	972
4-Region: West	43%	(242)	57%	(323)	565

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Table BPC11_2: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into emergency savings funds

Demographic	Yes		No		Total N
Working Mothers	46%	(1156)	54%	(1344)	2499
Child(Ren) Aged 0-17	51%	(953)	49%	(908)	1861
Child(Ren) Aged 0-5	54%	(479)	46%	(401)	881
Caregivers	55%	(789)	45%	(659)	1448
Caregiver for Aging Parent	50%	(125)	50%	(125)	250
Caregiver for Sick or Disabled Family Member	60%	(181)	40%	(122)	303
Caregiver for Child/Dependent	56%	(593)	44%	(470)	1063
Business Owners	53%	(226)	47%	(199)	425
Non-Business Owners	45%	(930)	55%	(1144)	2074
Service Worker/Retail Sales/Laborers/Helpers	48%	(242)	52%	(262)	504
Trade/Skilled Workers	42%	(47)	58%	(64)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	43%	(310)	57%	(404)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	44%	(158)	56%	(197)	355
Other Professionals	45%	(174)	55%	(217)	391
Business Owners w/Employees	54%	(200)	46%	(170)	370
Access to Childcare	49%	(421)	51%	(434)	855
No Access to Childcare	59%	(299)	41%	(208)	507
Unsure of Access to Childcare	50%	(91)	50%	(90)	181
More Financially Secure after Pandemic	37%	(188)	63%	(319)	507
Less Financially Secure after the Pandemic	60%	(760)	40%	(507)	1267
Same Financial Security after the Pandemic	29%	(208)	71%	(517)	725
Access to Paid Parental Leave	47%	(460)	53%	(529)	989
No Access to Paid Parental Leave	45%	(361)	55%	(446)	807
Access to Paid Caregiving Leave	45%	(317)	55%	(389)	706
No Access to Paid Caregiving Leave	45%	(443)	55%	(534)	977
Access to Flexible Work Hours	45%	(419)	55%	(508)	926
No Access to Flexible Work Hours	46%	(474)	54%	(563)	1037
Access to Child Care as Employer Benefit	44%	(155)	56%	(199)	354
No Access to Child Care as Employer Benefit	47%	(648)	53%	(739)	1388

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Table BPC11_2: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into emergency savings funds

Demographic	Yes		No		Total N
Working Mothers	46%	(1156)	54%	(1344)	2499
Access to Mental Health Benefits	47%	(409)	53%	(469)	878
No Access to Mental Health Benefits	44%	(368)	56%	(468)	836
Ethnicity: White (Non-Hispanic)	46%	(699)	54%	(829)	1528
Ethnicity: Hispanic	49%	(239)	51%	(250)	489
Ethnicity: Black (Non-Hispanic)	48%	(142)	52%	(156)	297
Ethnicity: Asian + Other (Non-Hispanic)	41%	(76)	59%	(108)	185
Single, never married	48%	(200)	52%	(221)	421
Married	43%	(607)	57%	(791)	1398
Separated	55%	(35)	45%	(28)	64
Divorced	51%	(154)	49%	(146)	301
Widowed	48%	(25)	52%	(27)	52
Living with a partner	51%	(134)	49%	(130)	264

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

Table BPC11_3: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into a retirement savings account

Demographic	Yes		No		Total N
Working Mothers	22%	(540)	78%	(1959)	2499
Gender: Female	22%	(540)	78%	(1959)	2499
Age: 18-34	25%	(181)	75%	(547)	728
Age: 35-44	24%	(257)	76%	(821)	1079
Age: 45-64	15%	(100)	85%	(575)	675
GenZers: 1997-2012	21%	(23)	79%	(87)	111
Millennials: 1981-1996	26%	(362)	74%	(1051)	1413
GenXers: 1965-1980	18%	(127)	82%	(591)	718
Baby Boomers: 1946-1964	11%	(27)	89%	(228)	255
PID: Dem (no lean)	23%	(244)	77%	(800)	1044
PID: Ind (no lean)	19%	(137)	81%	(577)	714
PID: Rep (no lean)	21%	(159)	79%	(582)	741
PID/Gender: Dem Women	23%	(244)	77%	(800)	1044
PID/Gender: Ind Women	19%	(137)	81%	(577)	714
PID/Gender: Rep Women	21%	(159)	79%	(582)	741
Ideo: Liberal (1-3)	26%	(193)	74%	(556)	749
Ideo: Moderate (4)	21%	(159)	79%	(611)	770
Ideo: Conservative (5-7)	19%	(143)	81%	(610)	753
Educ: < College	22%	(286)	78%	(1001)	1287
Educ: Bachelors degree	18%	(123)	82%	(569)	693
Educ: Post-grad	25%	(131)	75%	(389)	520
Income: Under 50k	21%	(209)	79%	(770)	979
Income: 50k-100k	24%	(227)	76%	(712)	939
Income: 100k+	18%	(104)	82%	(476)	581
Ethnicity: White	20%	(372)	80%	(1474)	1847
Ethnicity: Hispanic	25%	(120)	75%	(369)	489
Ethnicity: Black	29%	(104)	71%	(254)	357
Ethnicity: Other	22%	(65)	78%	(230)	295

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Table BPC11_3: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into a retirement savings account

Demographic	Yes		No		Total N
Working Mothers	22%	(540)	78%	(1959)	2499
All Christian	21%	(237)	79%	(869)	1106
All Non-Christian	24%	(20)	76%	(65)	86
Atheist	27%	(20)	73%	(54)	73
Agnostic/Nothing in particular	18%	(123)	82%	(577)	700
Something Else	26%	(141)	74%	(393)	534
Religious Non-Protestant/Catholic	22%	(23)	78%	(83)	107
Evangelical	25%	(187)	75%	(556)	743
Non-Evangelical	21%	(177)	79%	(673)	851
Community: Urban	25%	(166)	75%	(512)	679
Community: Suburban	19%	(218)	81%	(944)	1162
Community: Rural	24%	(156)	76%	(502)	658
Employ: Private Sector	22%	(412)	78%	(1463)	1875
Employ: Government	20%	(82)	80%	(325)	407
Employ: Self-Employed	21%	(47)	79%	(171)	218
Military HH: Yes	23%	(55)	77%	(184)	239
Military HH: No	21%	(485)	79%	(1774)	2260
RD/WT: Right Direction	25%	(183)	75%	(559)	742
RD/WT: Wrong Track	20%	(358)	80%	(1400)	1757
Biden Job Approve	23%	(234)	77%	(798)	1033
Biden Job Disapprove	22%	(295)	78%	(1065)	1360
Biden Job Strongly Approve	26%	(91)	74%	(255)	345
Biden Job Somewhat Approve	21%	(144)	79%	(543)	687
Biden Job Somewhat Disapprove	22%	(111)	78%	(385)	496
Biden Job Strongly Disapprove	21%	(184)	79%	(680)	864
Favorable of Biden	23%	(250)	77%	(850)	1100
Unfavorable of Biden	22%	(282)	78%	(1008)	1290

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Table BPC11_3: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into a retirement savings account

Demographic	Yes		No		Total N
Working Mothers	22%	(540)	78%	(1959)	2499
Very Favorable of Biden	27%	(105)	73%	(285)	390
Somewhat Favorable of Biden	20%	(145)	80%	(565)	710
Somewhat Unfavorable of Biden	22%	(82)	78%	(300)	382
Very Unfavorable of Biden	22%	(199)	78%	(708)	907
#1 Issue: Economy	20%	(270)	80%	(1053)	1323
#1 Issue: Security	19%	(48)	81%	(200)	248
#1 Issue: Health Care	27%	(68)	73%	(187)	254
#1 Issue: Medicare / Social Security	17%	(10)	83%	(49)	60
#1 Issue: Women's Issues	23%	(52)	77%	(172)	224
#1 Issue: Education	29%	(45)	71%	(108)	153
#1 Issue: Energy	21%	(34)	79%	(131)	165
#1 Issue: Other	18%	(13)	82%	(59)	71
2020 Vote: Joe Biden	23%	(275)	77%	(898)	1173
2020 Vote: Donald Trump	21%	(170)	79%	(658)	828
2020 Vote: Other	17%	(16)	83%	(76)	91
2020 Vote: Didn't Vote	20%	(80)	80%	(327)	407
2018 House Vote: Democrat	23%	(226)	77%	(743)	969
2018 House Vote: Republican	22%	(151)	78%	(548)	699
2018 House Vote: Someone else	17%	(15)	83%	(73)	88
2016 Vote: Hillary Clinton	24%	(217)	76%	(698)	916
2016 Vote: Donald Trump	21%	(153)	79%	(582)	736
2016 Vote: Other	15%	(17)	85%	(98)	115
2016 Vote: Didn't Vote	21%	(153)	79%	(581)	733
Voted in 2014: Yes	22%	(325)	78%	(1136)	1461
Voted in 2014: No	21%	(215)	79%	(822)	1038
4-Region: Northeast	20%	(80)	80%	(323)	402
4-Region: Midwest	20%	(114)	80%	(445)	559
4-Region: South	25%	(246)	75%	(727)	972
4-Region: West	18%	(101)	82%	(464)	565

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Table BPC11_3: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into a retirement savings account

Demographic	Yes		No		Total N
Working Mothers	22%	(540)	78%	(1959)	2499
Child(Ren) Aged 0-17	24%	(451)	76%	(1410)	1861
Child(Ren) Aged 0-5	26%	(225)	74%	(656)	881
Caregivers	25%	(367)	75%	(1081)	1448
Caregiver for Aging Parent	28%	(71)	72%	(179)	250
Caregiver for Sick or Disabled Family Member	31%	(95)	69%	(208)	303
Caregiver for Child/Dependent	24%	(259)	76%	(804)	1063
Business Owners	33%	(142)	67%	(283)	425
Non-Business Owners	19%	(398)	81%	(1676)	2074
Service Worker/Retail Sales/Laborers/Helpers	20%	(103)	80%	(401)	504
Trade/Skilled Workers	17%	(18)	83%	(92)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19%	(136)	81%	(578)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	18%	(63)	82%	(292)	355
Other Professionals	20%	(78)	80%	(313)	391
Business Owners w/Employees	36%	(131)	64%	(239)	370
Access to Childcare	25%	(215)	75%	(641)	855
No Access to Childcare	27%	(135)	73%	(372)	507
Unsure of Access to Childcare	20%	(36)	80%	(145)	181
More Financially Secure after Pandemic	22%	(109)	78%	(398)	507
Less Financially Secure after the Pandemic	27%	(347)	73%	(920)	1267
Same Financial Security after the Pandemic	12%	(84)	88%	(641)	725
Access to Paid Parental Leave	21%	(208)	79%	(781)	989
No Access to Paid Parental Leave	18%	(147)	82%	(660)	807
Access to Paid Caregiving Leave	21%	(146)	79%	(560)	706
No Access to Paid Caregiving Leave	18%	(179)	82%	(798)	977
Access to Flexible Work Hours	21%	(198)	79%	(728)	926
No Access to Flexible Work Hours	18%	(186)	82%	(850)	1037
Access to Child Care as Employer Benefit	27%	(95)	73%	(259)	354
No Access to Child Care as Employer Benefit	18%	(248)	82%	(1140)	1388

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Table BPC11_3: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Tapped into a retirement savings account

Demographic	Yes		No		Total N
Working Mothers	22%	(540)	78%	(1959)	2499
Access to Mental Health Benefits	22%	(196)	78%	(682)	878
No Access to Mental Health Benefits	18%	(147)	82%	(689)	836
Ethnicity: White (Non-Hispanic)	20%	(304)	80%	(1224)	1528
Ethnicity: Hispanic	25%	(120)	75%	(369)	489
Ethnicity: Black (Non-Hispanic)	28%	(83)	72%	(215)	297
Ethnicity: Asian + Other (Non-Hispanic)	18%	(33)	82%	(151)	185
Single, never married	19%	(82)	81%	(339)	421
Married	22%	(306)	78%	(1091)	1398
Separated	18%	(11)	82%	(53)	64
Divorced	22%	(68)	78%	(233)	301
Widowed	31%	(16)	69%	(36)	52
Living with a partner	22%	(57)	78%	(207)	264

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

Table BPC11_4: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Refinanced your home

Demographic	Yes		No		Total N
Working Mothers	11%	(269)	89%	(2231)	2499
Gender: Female	11%	(269)	89%	(2231)	2499
Age: 18-34	13%	(93)	87%	(635)	728
Age: 35-44	12%	(134)	88%	(944)	1079
Age: 45-64	6%	(40)	94%	(635)	675
GenZers: 1997-2012	14%	(16)	86%	(95)	111
Millennials: 1981-1996	14%	(193)	86%	(1220)	1413
GenXers: 1965-1980	7%	(47)	93%	(671)	718
Baby Boomers: 1946-1964	5%	(13)	95%	(242)	255
PID: Dem (no lean)	12%	(129)	88%	(915)	1044
PID: Ind (no lean)	9%	(64)	91%	(650)	714
PID: Rep (no lean)	10%	(75)	90%	(666)	741
PID/Gender: Dem Women	12%	(129)	88%	(915)	1044
PID/Gender: Ind Women	9%	(64)	91%	(650)	714
PID/Gender: Rep Women	10%	(75)	90%	(666)	741
Ideo: Liberal (1-3)	12%	(87)	88%	(662)	749
Ideo: Moderate (4)	12%	(93)	88%	(678)	770
Ideo: Conservative (5-7)	10%	(75)	90%	(678)	753
Educ: < College	8%	(99)	92%	(1188)	1287
Educ: Bachelors degree	13%	(90)	87%	(603)	693
Educ: Post-grad	15%	(80)	85%	(440)	520
Income: Under 50k	6%	(56)	94%	(924)	979
Income: 50k-100k	13%	(125)	87%	(815)	939
Income: 100k+	15%	(88)	85%	(492)	581
Ethnicity: White	11%	(194)	89%	(1653)	1847
Ethnicity: Hispanic	13%	(61)	87%	(428)	489
Ethnicity: Black	12%	(44)	88%	(313)	357
Ethnicity: Other	10%	(30)	90%	(265)	295

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Table BPC11_4: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Refinanced your home

Demographic	Yes		No		Total N
Working Mothers	11%	(269)	89%	(2231)	2499
All Christian	11%	(123)	89%	(982)	1106
All Non-Christian	17%	(15)	83%	(71)	86
Atheist	11%	(8)	89%	(66)	73
Agnostic/Nothing in particular	10%	(69)	90%	(631)	700
Something Else	10%	(54)	90%	(480)	534
Religious Non-Protestant/Catholic	14%	(15)	86%	(92)	107
Evangelical	13%	(100)	87%	(643)	743
Non-Evangelical	9%	(75)	91%	(775)	851
Community: Urban	15%	(101)	85%	(578)	679
Community: Suburban	10%	(114)	90%	(1048)	1162
Community: Rural	8%	(54)	92%	(604)	658
Employ: Private Sector	11%	(198)	89%	(1677)	1875
Employ: Government	13%	(53)	87%	(354)	407
Employ: Self-Employed	8%	(18)	92%	(200)	218
Military HH: Yes	10%	(25)	90%	(215)	239
Military HH: No	11%	(244)	89%	(2016)	2260
RD/WT: Right Direction	14%	(105)	86%	(636)	742
RD/WT: Wrong Track	9%	(163)	91%	(1594)	1757
Biden Job Approve	13%	(133)	87%	(900)	1033
Biden Job Disapprove	9%	(128)	91%	(1233)	1360
Biden Job Strongly Approve	17%	(59)	83%	(287)	345
Biden Job Somewhat Approve	11%	(74)	89%	(613)	687
Biden Job Somewhat Disapprove	9%	(46)	91%	(450)	496
Biden Job Strongly Disapprove	9%	(81)	91%	(783)	864
Favorable of Biden	12%	(130)	88%	(970)	1100
Unfavorable of Biden	10%	(130)	90%	(1159)	1290

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Table BPC11_4: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Refinanced your home

Demographic	Yes		No		Total N
Working Mothers	11%	(269)	89%	(2231)	2499
Very Favorable of Biden	16%	(62)	84%	(328)	390
Somewhat Favorable of Biden	10%	(68)	90%	(642)	710
Somewhat Unfavorable of Biden	13%	(49)	87%	(333)	382
Very Unfavorable of Biden	9%	(81)	91%	(826)	907
#1 Issue: Economy	10%	(130)	90%	(1193)	1323
#1 Issue: Security	10%	(24)	90%	(224)	248
#1 Issue: Health Care	15%	(37)	85%	(217)	254
#1 Issue: Medicare / Social Security	9%	(6)	91%	(54)	60
#1 Issue: Women's Issues	15%	(33)	85%	(192)	224
#1 Issue: Education	14%	(21)	86%	(132)	153
#1 Issue: Energy	9%	(14)	91%	(151)	165
#1 Issue: Other	5%	(4)	95%	(68)	71
2020 Vote: Joe Biden	12%	(139)	88%	(1034)	1173
2020 Vote: Donald Trump	10%	(83)	90%	(745)	828
2020 Vote: Other	13%	(12)	87%	(80)	91
2020 Vote: Didn't Vote	8%	(34)	92%	(373)	407
2018 House Vote: Democrat	12%	(116)	88%	(853)	969
2018 House Vote: Republican	12%	(87)	88%	(612)	699
2018 House Vote: Someone else	6%	(5)	94%	(83)	88
2016 Vote: Hillary Clinton	11%	(105)	89%	(811)	916
2016 Vote: Donald Trump	10%	(77)	90%	(659)	736
2016 Vote: Other	11%	(12)	89%	(102)	115
2016 Vote: Didn't Vote	10%	(75)	90%	(659)	733
Voted in 2014: Yes	11%	(164)	89%	(1298)	1461
Voted in 2014: No	10%	(105)	90%	(933)	1038
4-Region: Northeast	11%	(46)	89%	(356)	402
4-Region: Midwest	12%	(70)	88%	(490)	559
4-Region: South	10%	(93)	90%	(880)	972
4-Region: West	11%	(60)	89%	(505)	565

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Table BPC11_4: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Refinanced your home

Demographic	Yes		No		Total N
Working Mothers	11%	(269)	89%	(2231)	2499
Child(Ren) Aged 0-17	13%	(240)	87%	(1621)	1861
Child(Ren) Aged 0-5	15%	(136)	85%	(744)	881
Caregivers	14%	(199)	86%	(1249)	1448
Caregiver for Aging Parent	19%	(49)	81%	(201)	250
Caregiver for Sick or Disabled Family Member	13%	(40)	87%	(263)	303
Caregiver for Child/Dependent	13%	(135)	87%	(928)	1063
Business Owners	18%	(74)	82%	(350)	425
Non-Business Owners	9%	(194)	91%	(1880)	2074
Service Worker/Retail Sales/Laborers/Helpers	6%	(32)	94%	(472)	504
Trade/Skilled Workers	8%	(9)	92%	(102)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	12%	(83)	88%	(631)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	9%	(32)	91%	(323)	355
Other Professionals	10%	(39)	90%	(352)	391
Business Owners w/Employees	20%	(73)	80%	(297)	370
Access to Childcare	16%	(135)	84%	(720)	855
No Access to Childcare	14%	(71)	86%	(436)	507
Unsure of Access to Childcare	6%	(10)	94%	(171)	181
More Financially Secure after Pandemic	19%	(97)	81%	(410)	507
Less Financially Secure after the Pandemic	9%	(116)	91%	(1151)	1267
Same Financial Security after the Pandemic	8%	(56)	92%	(669)	725
Access to Paid Parental Leave	10%	(103)	90%	(886)	989
No Access to Paid Parental Leave	10%	(78)	90%	(728)	807
Access to Paid Caregiving Leave	11%	(79)	89%	(627)	706
No Access to Paid Caregiving Leave	8%	(79)	92%	(898)	977
Access to Flexible Work Hours	11%	(104)	89%	(823)	926
No Access to Flexible Work Hours	8%	(84)	92%	(953)	1037
Access to Child Care as Employer Benefit	13%	(45)	87%	(309)	354
No Access to Child Care as Employer Benefit	9%	(125)	91%	(1262)	1388

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Table BPC11_4: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Refinanced your home

Demographic	Yes		No		Total N
Working Mothers	11%	(269)	89%	(2231)	2499
Access to Mental Health Benefits	11%	(95)	89%	(783)	878
No Access to Mental Health Benefits	9%	(71)	91%	(765)	836
Ethnicity: White (Non-Hispanic)	10%	(155)	90%	(1372)	1528
Ethnicity: Hispanic	13%	(61)	87%	(428)	489
Ethnicity: Black (Non-Hispanic)	11%	(32)	89%	(266)	297
Ethnicity: Asian + Other (Non-Hispanic)	11%	(20)	89%	(165)	185
Single, never married	9%	(37)	91%	(384)	421
Married	14%	(193)	86%	(1205)	1398
Separated	2%	(2)	98%	(62)	64
Divorced	6%	(17)	94%	(283)	301
Widowed	8%	(4)	92%	(48)	52
Living with a partner	6%	(16)	94%	(248)	264

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

Table BPC11_5: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on non-essential activities like shopping, going out to eat, going on vacation, etc.

Demographic	Yes		No		Total N
Working Mothers	66%	(1659)	34%	(840)	2499
Gender: Female	66%	(1659)	34%	(840)	2499
Age: 18-34	70%	(508)	30%	(221)	728
Age: 35-44	72%	(771)	28%	(307)	1079
Age: 45-64	55%	(369)	45%	(306)	675
GenZers: 1997-2012	65%	(72)	35%	(39)	111
Millennials: 1981-1996	72%	(1010)	28%	(402)	1413
GenXers: 1965-1980	63%	(450)	37%	(268)	718
Baby Boomers: 1946-1964	49%	(125)	51%	(130)	255
PID: Dem (no lean)	65%	(683)	35%	(360)	1044
PID: Ind (no lean)	65%	(467)	35%	(247)	714
PID: Rep (no lean)	69%	(508)	31%	(233)	741
PID/Gender: Dem Women	65%	(683)	35%	(360)	1044
PID/Gender: Ind Women	65%	(467)	35%	(247)	714
PID/Gender: Rep Women	69%	(508)	31%	(233)	741
Ideo: Liberal (1-3)	70%	(523)	30%	(226)	749
Ideo: Moderate (4)	64%	(493)	36%	(277)	770
Ideo: Conservative (5-7)	65%	(488)	35%	(265)	753
Educ: < College	68%	(878)	32%	(409)	1287
Educ: Bachelors degree	64%	(444)	36%	(249)	693
Educ: Post-grad	65%	(337)	35%	(183)	520
Income: Under 50k	67%	(657)	33%	(323)	979
Income: 50k-100k	70%	(654)	30%	(285)	939
Income: 100k+	60%	(348)	40%	(233)	581
Ethnicity: White	67%	(1234)	33%	(612)	1847
Ethnicity: Hispanic	68%	(333)	32%	(156)	489
Ethnicity: Black	64%	(228)	36%	(129)	357
Ethnicity: Other	66%	(196)	34%	(99)	295

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Table BPC11_5: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on non-essential activities like shopping, going out to eat, going on vacation, etc.

Demographic	Yes		No		Total N
Working Mothers	66%	(1659)	34%	(840)	2499
All Christian	63%	(700)	37%	(405)	1106
All Non-Christian	58%	(50)	42%	(36)	86
Atheist	59%	(43)	41%	(30)	73
Agnostic/Nothing in particular	69%	(482)	31%	(218)	700
Something Else	72%	(383)	28%	(151)	534
Religious Non-Protestant/Catholic	61%	(65)	39%	(42)	107
Evangelical	67%	(498)	33%	(244)	743
Non-Evangelical	65%	(557)	35%	(294)	851
Community: Urban	62%	(418)	38%	(261)	679
Community: Suburban	67%	(778)	33%	(384)	1162
Community: Rural	70%	(464)	30%	(195)	658
Employ: Private Sector	66%	(1236)	34%	(639)	1875
Employ: Government	67%	(274)	33%	(132)	407
Employ: Self-Employed	68%	(148)	32%	(69)	218
Military HH: Yes	74%	(178)	26%	(61)	239
Military HH: No	66%	(1481)	34%	(779)	2260
RD/WT: Right Direction	62%	(460)	38%	(282)	742
RD/WT: Wrong Track	68%	(1199)	32%	(558)	1757
Biden Job Approve	65%	(666)	35%	(367)	1033
Biden Job Disapprove	68%	(931)	32%	(430)	1360
Biden Job Strongly Approve	55%	(190)	45%	(156)	345
Biden Job Somewhat Approve	69%	(476)	31%	(211)	687
Biden Job Somewhat Disapprove	72%	(359)	28%	(137)	496
Biden Job Strongly Disapprove	66%	(572)	34%	(293)	864
Favorable of Biden	66%	(727)	34%	(373)	1100
Unfavorable of Biden	68%	(877)	32%	(412)	1290

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Table BPC11_5: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on non-essential activities like shopping, going out to eat, going on vacation, etc.

Demographic	Yes		No		Total N
Working Mothers	66%	(1659)	34%	(840)	2499
Very Favorable of Biden	59%	(229)	41%	(161)	390
Somewhat Favorable of Biden	70%	(498)	30%	(212)	710
Somewhat Unfavorable of Biden	72%	(277)	28%	(105)	382
Very Unfavorable of Biden	66%	(600)	34%	(307)	907
#1 Issue: Economy	68%	(906)	32%	(418)	1323
#1 Issue: Security	62%	(154)	38%	(94)	248
#1 Issue: Health Care	61%	(156)	39%	(98)	254
#1 Issue: Medicare / Social Security	42%	(25)	58%	(35)	60
#1 Issue: Women's Issues	70%	(156)	30%	(68)	224
#1 Issue: Education	66%	(101)	34%	(52)	153
#1 Issue: Energy	68%	(112)	32%	(53)	165
#1 Issue: Other	68%	(49)	32%	(23)	71
2020 Vote: Joe Biden	66%	(773)	34%	(401)	1173
2020 Vote: Donald Trump	67%	(558)	33%	(270)	828
2020 Vote: Other	71%	(65)	29%	(26)	91
2020 Vote: Didn't Vote	65%	(263)	35%	(144)	407
2018 House Vote: Democrat	67%	(650)	33%	(319)	969
2018 House Vote: Republican	69%	(485)	31%	(214)	699
2018 House Vote: Someone else	65%	(57)	35%	(31)	88
2016 Vote: Hillary Clinton	66%	(600)	34%	(315)	916
2016 Vote: Donald Trump	68%	(498)	32%	(238)	736
2016 Vote: Other	68%	(78)	32%	(36)	115
2016 Vote: Didn't Vote	66%	(482)	34%	(251)	733
Voted in 2014: Yes	66%	(961)	34%	(500)	1461
Voted in 2014: No	67%	(698)	33%	(340)	1038
4-Region: Northeast	62%	(250)	38%	(153)	402
4-Region: Midwest	70%	(392)	30%	(167)	559
4-Region: South	67%	(654)	33%	(318)	972
4-Region: West	64%	(363)	36%	(202)	565

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Table BPC11_5: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on non-essential activities like shopping, going out to eat, going on vacation, etc.

Demographic	Yes		No		Total N
Working Mothers	66%	(1659)	34%	(840)	2499
Child(Ren) Aged 0-17	71%	(1329)	29%	(532)	1861
Child(Ren) Aged 0-5	73%	(643)	27%	(237)	881
Caregivers	76%	(1100)	24%	(348)	1448
Caregiver for Aging Parent	71%	(178)	29%	(72)	250
Caregiver for Sick or Disabled Family Member	76%	(230)	24%	(72)	303
Caregiver for Child/Dependent	78%	(829)	22%	(234)	1063
Business Owners	66%	(281)	34%	(144)	425
Non-Business Owners	66%	(1378)	34%	(697)	2074
Service Worker/Retail Sales/Laborers/Helpers	70%	(351)	30%	(153)	504
Trade/Skilled Workers	60%	(67)	40%	(44)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	66%	(468)	34%	(245)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	66%	(233)	34%	(122)	355
Other Professionals	66%	(259)	34%	(132)	391
Business Owners w/Employees	66%	(244)	34%	(126)	370
Access to Childcare	68%	(584)	32%	(271)	855
No Access to Childcare	79%	(401)	21%	(106)	507
Unsure of Access to Childcare	73%	(133)	27%	(49)	181
More Financially Secure after Pandemic	57%	(289)	43%	(218)	507
Less Financially Secure after the Pandemic	79%	(999)	21%	(269)	1267
Same Financial Security after the Pandemic	51%	(371)	49%	(353)	725
Access to Paid Parental Leave	68%	(673)	32%	(316)	989
No Access to Paid Parental Leave	65%	(528)	35%	(279)	807
Access to Paid Caregiving Leave	68%	(478)	32%	(228)	706
No Access to Paid Caregiving Leave	66%	(646)	34%	(331)	977
Access to Flexible Work Hours	68%	(634)	32%	(293)	926
No Access to Flexible Work Hours	66%	(689)	34%	(348)	1037
Access to Child Care as Employer Benefit	60%	(213)	40%	(141)	354
No Access to Child Care as Employer Benefit	69%	(955)	31%	(433)	1388

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Table BPC11_5: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on non-essential activities like shopping, going out to eat, going on vacation, etc.

Demographic	Yes		No		Total N
Working Mothers	66%	(1659)	34%	(840)	2499
Access to Mental Health Benefits	69%	(602)	31%	(276)	878
No Access to Mental Health Benefits	65%	(541)	35%	(295)	836
Ethnicity: White (Non-Hispanic)	67%	(1021)	33%	(507)	1528
Ethnicity: Hispanic	68%	(333)	32%	(156)	489
Ethnicity: Black (Non-Hispanic)	63%	(186)	37%	(111)	297
Ethnicity: Asian + Other (Non-Hispanic)	64%	(118)	36%	(66)	185
Single, never married	63%	(267)	37%	(154)	421
Married	65%	(905)	35%	(493)	1398
Separated	69%	(44)	31%	(20)	64
Divorced	71%	(214)	29%	(87)	301
Widowed	61%	(32)	39%	(20)	52
Living with a partner	75%	(197)	25%	(67)	264

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

Table BPC11_6: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on every-day purchases like groceries and transportation

Demographic	Yes		No		Total N
Working Mothers	53%	(1318)	47%	(1181)	2499
Gender: Female	53%	(1318)	47%	(1181)	2499
Age: 18-34	57%	(417)	43%	(311)	728
Age: 35-44	55%	(597)	45%	(481)	1079
Age: 45-64	44%	(299)	56%	(376)	675
GenZers: 1997-2012	52%	(58)	48%	(53)	111
Millennials: 1981-1996	57%	(802)	43%	(610)	1413
GenXers: 1965-1980	51%	(364)	49%	(354)	718
Baby Boomers: 1946-1964	36%	(93)	64%	(163)	255
PID: Dem (no lean)	49%	(516)	51%	(528)	1044
PID: Ind (no lean)	55%	(394)	45%	(320)	714
PID: Rep (no lean)	55%	(408)	45%	(333)	741
PID/Gender: Dem Women	49%	(516)	51%	(528)	1044
PID/Gender: Ind Women	55%	(394)	45%	(320)	714
PID/Gender: Rep Women	55%	(408)	45%	(333)	741
Ideo: Liberal (1-3)	55%	(413)	45%	(336)	749
Ideo: Moderate (4)	49%	(377)	51%	(394)	770
Ideo: Conservative (5-7)	52%	(390)	48%	(363)	753
Educ: < College	58%	(741)	42%	(546)	1287
Educ: Bachelors degree	49%	(341)	51%	(352)	693
Educ: Post-grad	46%	(237)	54%	(283)	520
Income: Under 50k	59%	(578)	41%	(402)	979
Income: 50k-100k	55%	(513)	45%	(426)	939
Income: 100k+	39%	(228)	61%	(352)	581
Ethnicity: White	53%	(987)	47%	(859)	1847
Ethnicity: Hispanic	51%	(252)	49%	(238)	489
Ethnicity: Black	50%	(180)	50%	(178)	357
Ethnicity: Other	51%	(151)	49%	(144)	295

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Table BPC11_6: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on every-day purchases like groceries and transportation

Demographic	Yes		No		Total N
Working Mothers	53%	(1318)	47%	(1181)	2499
All Christian	48%	(529)	52%	(577)	1106
All Non-Christian	49%	(42)	51%	(43)	86
Atheist	50%	(36)	50%	(37)	73
Agnostic/Nothing in particular	56%	(395)	44%	(306)	700
Something Else	59%	(316)	41%	(218)	534
Religious Non-Protestant/Catholic	50%	(54)	50%	(53)	107
Evangelical	52%	(385)	48%	(358)	743
Non-Evangelical	51%	(436)	49%	(415)	851
Community: Urban	51%	(344)	49%	(335)	679
Community: Suburban	50%	(586)	50%	(576)	1162
Community: Rural	59%	(389)	41%	(269)	658
Employ: Private Sector	52%	(967)	48%	(908)	1875
Employ: Government	56%	(229)	44%	(178)	407
Employ: Self-Employed	57%	(123)	43%	(94)	218
Military HH: Yes	59%	(142)	41%	(98)	239
Military HH: No	52%	(1177)	48%	(1083)	2260
RD/WT: Right Direction	46%	(342)	54%	(400)	742
RD/WT: Wrong Track	56%	(976)	44%	(781)	1757
Biden Job Approve	49%	(504)	51%	(528)	1033
Biden Job Disapprove	56%	(764)	44%	(596)	1360
Biden Job Strongly Approve	42%	(144)	58%	(201)	345
Biden Job Somewhat Approve	52%	(360)	48%	(328)	687
Biden Job Somewhat Disapprove	58%	(289)	42%	(208)	496
Biden Job Strongly Disapprove	55%	(476)	45%	(388)	864
Favorable of Biden	50%	(550)	50%	(550)	1100
Unfavorable of Biden	56%	(720)	44%	(570)	1290

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Table BPC11_6: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on every-day purchases like groceries and transportation

Demographic	Yes		No		Total N
Working Mothers	53%	(1318)	47%	(1181)	2499
Very Favorable of Biden	46%	(180)	54%	(209)	390
Somewhat Favorable of Biden	52%	(369)	48%	(341)	710
Somewhat Unfavorable of Biden	57%	(216)	43%	(166)	382
Very Unfavorable of Biden	55%	(503)	45%	(404)	907
#1 Issue: Economy	55%	(734)	45%	(589)	1323
#1 Issue: Security	49%	(121)	51%	(127)	248
#1 Issue: Health Care	47%	(119)	53%	(135)	254
#1 Issue: Medicare / Social Security	33%	(20)	67%	(40)	60
#1 Issue: Women's Issues	47%	(105)	53%	(119)	224
#1 Issue: Education	53%	(81)	47%	(72)	153
#1 Issue: Energy	58%	(95)	42%	(70)	165
#1 Issue: Other	60%	(43)	40%	(29)	71
2020 Vote: Joe Biden	50%	(585)	50%	(588)	1173
2020 Vote: Donald Trump	53%	(436)	47%	(392)	828
2020 Vote: Other	69%	(63)	31%	(28)	91
2020 Vote: Didn't Vote	57%	(234)	43%	(173)	407
2018 House Vote: Democrat	52%	(500)	48%	(469)	969
2018 House Vote: Republican	54%	(378)	46%	(321)	699
2018 House Vote: Someone else	62%	(54)	38%	(33)	88
2016 Vote: Hillary Clinton	50%	(457)	50%	(459)	916
2016 Vote: Donald Trump	54%	(395)	46%	(340)	736
2016 Vote: Other	60%	(68)	40%	(46)	115
2016 Vote: Didn't Vote	54%	(398)	46%	(335)	733
Voted in 2014: Yes	51%	(748)	49%	(713)	1461
Voted in 2014: No	55%	(570)	45%	(467)	1038
4-Region: Northeast	49%	(198)	51%	(205)	402
4-Region: Midwest	56%	(313)	44%	(246)	559
4-Region: South	54%	(530)	46%	(443)	972
4-Region: West	49%	(278)	51%	(287)	565

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Table BPC11_6: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on every-day purchases like groceries and transportation

Demographic	Yes		No		Total N
Working Mothers	53%	(1318)	47%	(1181)	2499
Child(Ren) Aged 0-17	56%	(1050)	44%	(811)	1861
Child(Ren) Aged 0-5	57%	(500)	43%	(381)	881
Caregivers	60%	(865)	40%	(582)	1448
Caregiver for Aging Parent	51%	(128)	49%	(122)	250
Caregiver for Sick or Disabled Family Member	64%	(192)	36%	(110)	303
Caregiver for Child/Dependent	62%	(654)	38%	(408)	1063
Business Owners	54%	(230)	46%	(195)	425
Non-Business Owners	52%	(1089)	48%	(986)	2074
Service Worker/Retail Sales/Laborers/Helpers	58%	(292)	42%	(212)	504
Trade/Skilled Workers	56%	(62)	44%	(48)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	48%	(341)	52%	(373)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	54%	(191)	46%	(164)	355
Other Professionals	52%	(203)	48%	(188)	391
Business Owners w/Employees	54%	(199)	46%	(171)	370
Access to Childcare	52%	(447)	48%	(408)	855
No Access to Childcare	66%	(337)	34%	(170)	507
Unsure of Access to Childcare	50%	(91)	50%	(90)	181
More Financially Secure after Pandemic	44%	(224)	56%	(283)	507
Less Financially Secure after the Pandemic	66%	(839)	34%	(428)	1267
Same Financial Security after the Pandemic	35%	(255)	65%	(469)	725
Access to Paid Parental Leave	52%	(512)	48%	(477)	989
No Access to Paid Parental Leave	54%	(432)	46%	(375)	807
Access to Paid Caregiving Leave	49%	(345)	51%	(362)	706
No Access to Paid Caregiving Leave	55%	(539)	45%	(438)	977
Access to Flexible Work Hours	50%	(466)	50%	(460)	926
No Access to Flexible Work Hours	56%	(579)	44%	(458)	1037
Access to Child Care as Employer Benefit	44%	(157)	56%	(197)	354
No Access to Child Care as Employer Benefit	56%	(772)	44%	(616)	1388

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Table BPC11_6: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced spending on every-day purchases like groceries and transportation

Demographic	Yes		No		Total N
Working Mothers	53%	(1318)	47%	(1181)	2499
Access to Mental Health Benefits	51%	(444)	49%	(435)	878
No Access to Mental Health Benefits	55%	(456)	45%	(380)	836
Ethnicity: White (Non-Hispanic)	54%	(825)	46%	(702)	1528
Ethnicity: Hispanic	51%	(252)	49%	(238)	489
Ethnicity: Black (Non-Hispanic)	51%	(151)	49%	(146)	297
Ethnicity: Asian + Other (Non-Hispanic)	49%	(91)	51%	(94)	185
Single, never married	54%	(227)	46%	(194)	421
Married	50%	(696)	50%	(702)	1398
Separated	60%	(38)	40%	(26)	64
Divorced	57%	(172)	43%	(128)	301
Widowed	52%	(27)	48%	(25)	52
Living with a partner	60%	(158)	40%	(106)	264

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

Table BPC11_7: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a second job

Demographic	Yes		No		Total N
Working Mothers	21%	(516)	79%	(1983)	2499
Gender: Female	21%	(516)	79%	(1983)	2499
Age: 18-34	26%	(191)	74%	(537)	728
Age: 35-44	23%	(250)	77%	(829)	1079
Age: 45-64	11%	(74)	89%	(601)	675
GenZers: 1997-2012	32%	(35)	68%	(76)	111
Millennials: 1981-1996	25%	(354)	75%	(1058)	1413
GenXers: 1965-1980	15%	(110)	85%	(608)	718
Baby Boomers: 1946-1964	6%	(16)	94%	(239)	255
PID: Dem (no lean)	21%	(223)	79%	(821)	1044
PID: Ind (no lean)	22%	(157)	78%	(557)	714
PID: Rep (no lean)	18%	(136)	82%	(606)	741
PID/Gender: Dem Women	21%	(223)	79%	(821)	1044
PID/Gender: Ind Women	22%	(157)	78%	(557)	714
PID/Gender: Rep Women	18%	(136)	82%	(606)	741
Ideo: Liberal (1-3)	22%	(166)	78%	(583)	749
Ideo: Moderate (4)	19%	(147)	81%	(623)	770
Ideo: Conservative (5-7)	19%	(146)	81%	(607)	753
Educ: < College	22%	(277)	78%	(1009)	1287
Educ: Bachelors degree	16%	(111)	84%	(582)	693
Educ: Post-grad	25%	(128)	75%	(392)	520
Income: Under 50k	25%	(247)	75%	(733)	979
Income: 50k-100k	18%	(171)	82%	(768)	939
Income: 100k+	17%	(98)	83%	(482)	581
Ethnicity: White	20%	(366)	80%	(1480)	1847
Ethnicity: Hispanic	24%	(119)	76%	(370)	489
Ethnicity: Black	23%	(81)	77%	(277)	357
Ethnicity: Other	23%	(69)	77%	(226)	295

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Table BPC11_7: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a second job

Demographic	Yes		No		Total N
Working Mothers	21%	(516)	79%	(1983)	2499
All Christian	19%	(207)	81%	(899)	1106
All Non-Christian	37%	(32)	63%	(54)	86
Atheist	20%	(15)	80%	(59)	73
Agnostic/Nothing in particular	21%	(149)	79%	(551)	700
Something Else	21%	(114)	79%	(420)	534
Religious Non-Protestant/Catholic	36%	(38)	64%	(68)	107
Evangelical	20%	(147)	80%	(595)	743
Non-Evangelical	19%	(166)	81%	(685)	851
Community: Urban	25%	(167)	75%	(512)	679
Community: Suburban	18%	(212)	82%	(950)	1162
Community: Rural	21%	(137)	79%	(521)	658
Employ: Private Sector	20%	(370)	80%	(1505)	1875
Employ: Government	22%	(90)	78%	(316)	407
Employ: Self-Employed	25%	(55)	75%	(162)	218
Military HH: Yes	25%	(60)	75%	(179)	239
Military HH: No	20%	(456)	80%	(1804)	2260
RD/WT: Right Direction	23%	(170)	77%	(572)	742
RD/WT: Wrong Track	20%	(346)	80%	(1411)	1757
Biden Job Approve	22%	(227)	78%	(806)	1033
Biden Job Disapprove	20%	(271)	80%	(1090)	1360
Biden Job Strongly Approve	23%	(80)	77%	(265)	345
Biden Job Somewhat Approve	21%	(147)	79%	(540)	687
Biden Job Somewhat Disapprove	21%	(106)	79%	(391)	496
Biden Job Strongly Disapprove	19%	(165)	81%	(699)	864
Favorable of Biden	22%	(242)	78%	(857)	1100
Unfavorable of Biden	20%	(254)	80%	(1036)	1290

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Table BPC11_7: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a second job

Demographic	Yes		No		Total N
Working Mothers	21%	(516)	79%	(1983)	2499
Very Favorable of Biden	24%	(93)	76%	(296)	390
Somewhat Favorable of Biden	21%	(149)	79%	(561)	710
Somewhat Unfavorable of Biden	22%	(83)	78%	(299)	382
Very Unfavorable of Biden	19%	(170)	81%	(737)	907
#1 Issue: Economy	20%	(264)	80%	(1059)	1323
#1 Issue: Security	17%	(43)	83%	(205)	248
#1 Issue: Health Care	28%	(70)	72%	(184)	254
#1 Issue: Medicare / Social Security	13%	(8)	87%	(52)	60
#1 Issue: Women's Issues	24%	(54)	76%	(170)	224
#1 Issue: Education	19%	(29)	81%	(124)	153
#1 Issue: Energy	23%	(38)	77%	(127)	165
#1 Issue: Other	15%	(10)	85%	(61)	71
2020 Vote: Joe Biden	21%	(249)	79%	(924)	1173
2020 Vote: Donald Trump	19%	(156)	81%	(672)	828
2020 Vote: Other	21%	(19)	79%	(73)	91
2020 Vote: Didn't Vote	23%	(92)	77%	(314)	407
2018 House Vote: Democrat	21%	(202)	79%	(767)	969
2018 House Vote: Republican	18%	(128)	82%	(571)	699
2018 House Vote: Someone else	29%	(26)	71%	(62)	88
2016 Vote: Hillary Clinton	21%	(192)	79%	(724)	916
2016 Vote: Donald Trump	18%	(136)	82%	(600)	736
2016 Vote: Other	19%	(22)	81%	(92)	115
2016 Vote: Didn't Vote	23%	(166)	77%	(568)	733
Voted in 2014: Yes	20%	(286)	80%	(1175)	1461
Voted in 2014: No	22%	(230)	78%	(808)	1038
4-Region: Northeast	20%	(81)	80%	(321)	402
4-Region: Midwest	19%	(108)	81%	(451)	559
4-Region: South	21%	(205)	79%	(768)	972
4-Region: West	22%	(122)	78%	(443)	565

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Table BPC11_7: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a second job

Demographic	Yes		No		Total N
Working Mothers	21%	(516)	79%	(1983)	2499
Child(Ren) Aged 0-17	23%	(437)	77%	(1424)	1861
Child(Ren) Aged 0-5	27%	(233)	73%	(647)	881
Caregivers	24%	(343)	76%	(1105)	1448
Caregiver for Aging Parent	30%	(75)	70%	(174)	250
Caregiver for Sick or Disabled Family Member	26%	(77)	74%	(225)	303
Caregiver for Child/Dependent	23%	(242)	77%	(821)	1063
Business Owners	28%	(120)	72%	(304)	425
Non-Business Owners	19%	(396)	81%	(1679)	2074
Service Worker/Retail Sales/Laborers/Helpers	21%	(107)	79%	(397)	504
Trade/Skilled Workers	19%	(21)	81%	(90)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18%	(130)	82%	(583)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	18%	(64)	82%	(291)	355
Other Professionals	19%	(73)	81%	(319)	391
Business Owners w/Employees	29%	(108)	71%	(263)	370
Access to Childcare	24%	(201)	76%	(654)	855
No Access to Childcare	28%	(141)	72%	(366)	507
Unsure of Access to Childcare	20%	(36)	80%	(146)	181
More Financially Secure after Pandemic	26%	(133)	74%	(374)	507
Less Financially Secure after the Pandemic	24%	(302)	76%	(966)	1267
Same Financial Security after the Pandemic	11%	(81)	89%	(644)	725
Access to Paid Parental Leave	18%	(173)	82%	(816)	989
No Access to Paid Parental Leave	19%	(149)	81%	(657)	807
Access to Paid Caregiving Leave	19%	(138)	81%	(569)	706
No Access to Paid Caregiving Leave	18%	(178)	82%	(799)	977
Access to Flexible Work Hours	21%	(195)	79%	(731)	926
No Access to Flexible Work Hours	18%	(182)	82%	(855)	1037
Access to Child Care as Employer Benefit	20%	(70)	80%	(284)	354
No Access to Child Care as Employer Benefit	19%	(265)	81%	(1123)	1388

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Table BPC11_7: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a second job

Demographic	Yes		No		Total N
Working Mothers	21%	(516)	79%	(1983)	2499
Access to Mental Health Benefits	18%	(160)	82%	(719)	878
No Access to Mental Health Benefits	20%	(168)	80%	(667)	836
Ethnicity: White (Non-Hispanic)	20%	(299)	80%	(1228)	1528
Ethnicity: Hispanic	24%	(119)	76%	(370)	489
Ethnicity: Black (Non-Hispanic)	22%	(64)	78%	(233)	297
Ethnicity: Asian + Other (Non-Hispanic)	18%	(33)	82%	(151)	185
Single, never married	32%	(133)	68%	(288)	421
Married	18%	(254)	82%	(1144)	1398
Separated	13%	(8)	87%	(56)	64
Divorced	20%	(59)	80%	(242)	301
Widowed	17%	(9)	83%	(43)	52
Living with a partner	20%	(54)	80%	(210)	264

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

Table BPC11_8: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a job (previously homemaker or unemployed)

Demographic	Yes		No		Total N
Working Mothers	15%	(367)	85%	(2132)	2499
Gender: Female	15%	(367)	85%	(2132)	2499
Age: 18-34	25%	(182)	75%	(546)	728
Age: 35-44	13%	(145)	87%	(934)	1079
Age: 45-64	6%	(39)	94%	(635)	675
GenZers: 1997-2012	34%	(37)	66%	(73)	111
Millennials: 1981-1996	18%	(260)	82%	(1153)	1413
GenXers: 1965-1980	8%	(59)	92%	(659)	718
Baby Boomers: 1946-1964	4%	(11)	96%	(244)	255
PID: Dem (no lean)	17%	(175)	83%	(869)	1044
PID: Ind (no lean)	16%	(111)	84%	(603)	714
PID: Rep (no lean)	11%	(81)	89%	(660)	741
PID/Gender: Dem Women	17%	(175)	83%	(869)	1044
PID/Gender: Ind Women	16%	(111)	84%	(603)	714
PID/Gender: Rep Women	11%	(81)	89%	(660)	741
Ideo: Liberal (1-3)	15%	(114)	85%	(635)	749
Ideo: Moderate (4)	16%	(124)	84%	(647)	770
Ideo: Conservative (5-7)	11%	(85)	89%	(668)	753
Educ: < College	18%	(234)	82%	(1053)	1287
Educ: Bachelors degree	9%	(61)	91%	(631)	693
Educ: Post-grad	14%	(72)	86%	(448)	520
Income: Under 50k	20%	(199)	80%	(780)	979
Income: 50k-100k	12%	(116)	88%	(823)	939
Income: 100k+	9%	(52)	91%	(529)	581
Ethnicity: White	14%	(257)	86%	(1589)	1847
Ethnicity: Hispanic	19%	(95)	81%	(394)	489
Ethnicity: Black	18%	(65)	82%	(293)	357
Ethnicity: Other	15%	(45)	85%	(250)	295

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Table BPC11_8: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a job (previously homemaker or unemployed)

Demographic	Yes		No		Total N
Working Mothers	15%	(367)	85%	(2132)	2499
All Christian	12%	(127)	88%	(978)	1106
All Non-Christian	21%	(18)	79%	(67)	86
Atheist	18%	(14)	82%	(60)	73
Agnostic/Nothing in particular	17%	(116)	83%	(585)	700
Something Else	17%	(92)	83%	(442)	534
Religious Non-Protestant/Catholic	20%	(21)	80%	(86)	107
Evangelical	17%	(124)	83%	(618)	743
Non-Evangelical	10%	(89)	90%	(761)	851
Community: Urban	18%	(119)	82%	(560)	679
Community: Suburban	11%	(127)	89%	(1035)	1162
Community: Rural	18%	(121)	82%	(537)	658
Employ: Private Sector	14%	(263)	86%	(1612)	1875
Employ: Government	13%	(52)	87%	(355)	407
Employ: Self-Employed	24%	(52)	76%	(165)	218
Military HH: Yes	16%	(39)	84%	(200)	239
Military HH: No	15%	(328)	85%	(1932)	2260
RD/WT: Right Direction	18%	(135)	82%	(606)	742
RD/WT: Wrong Track	13%	(232)	87%	(1526)	1757
Biden Job Approve	16%	(167)	84%	(865)	1033
Biden Job Disapprove	13%	(180)	87%	(1180)	1360
Biden Job Strongly Approve	18%	(61)	82%	(285)	345
Biden Job Somewhat Approve	16%	(107)	84%	(581)	687
Biden Job Somewhat Disapprove	15%	(75)	85%	(421)	496
Biden Job Strongly Disapprove	12%	(105)	88%	(759)	864
Favorable of Biden	16%	(173)	84%	(926)	1100
Unfavorable of Biden	14%	(178)	86%	(1111)	1290

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Table BPC11_8: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a job (previously homemaker or unemployed)

Demographic	Yes		No		Total N
Working Mothers	15%	(367)	85%	(2132)	2499
Very Favorable of Biden	17%	(64)	83%	(325)	390
Somewhat Favorable of Biden	15%	(109)	85%	(601)	710
Somewhat Unfavorable of Biden	19%	(71)	81%	(311)	382
Very Unfavorable of Biden	12%	(107)	88%	(800)	907
#1 Issue: Economy	15%	(194)	85%	(1129)	1323
#1 Issue: Security	15%	(37)	85%	(211)	248
#1 Issue: Health Care	14%	(35)	86%	(219)	254
#1 Issue: Medicare / Social Security	14%	(8)	86%	(52)	60
#1 Issue: Women's Issues	17%	(39)	83%	(185)	224
#1 Issue: Education	15%	(24)	85%	(130)	153
#1 Issue: Energy	11%	(18)	89%	(147)	165
#1 Issue: Other	16%	(11)	84%	(60)	71
2020 Vote: Joe Biden	16%	(186)	84%	(987)	1173
2020 Vote: Donald Trump	11%	(92)	89%	(736)	828
2020 Vote: Other	15%	(14)	85%	(77)	91
2020 Vote: Didn't Vote	18%	(75)	82%	(332)	407
2018 House Vote: Democrat	15%	(146)	85%	(823)	969
2018 House Vote: Republican	11%	(77)	89%	(622)	699
2018 House Vote: Someone else	14%	(12)	86%	(75)	88
2016 Vote: Hillary Clinton	14%	(128)	86%	(788)	916
2016 Vote: Donald Trump	11%	(83)	89%	(653)	736
2016 Vote: Other	15%	(17)	85%	(98)	115
2016 Vote: Didn't Vote	19%	(140)	81%	(593)	733
Voted in 2014: Yes	12%	(176)	88%	(1286)	1461
Voted in 2014: No	18%	(191)	82%	(847)	1038
4-Region: Northeast	12%	(48)	88%	(354)	402
4-Region: Midwest	13%	(74)	87%	(485)	559
4-Region: South	17%	(162)	83%	(810)	972
4-Region: West	15%	(83)	85%	(482)	565

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Table BPC11_8: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a job (previously homemaker or unemployed)

Demographic	Yes		No		Total N
Working Mothers	15%	(367)	85%	(2132)	2499
Child(Ren) Aged 0-17	17%	(324)	83%	(1537)	1861
Child(Ren) Aged 0-5	20%	(175)	80%	(705)	881
Caregivers	18%	(258)	82%	(1190)	1448
Caregiver for Aging Parent	20%	(49)	80%	(201)	250
Caregiver for Sick or Disabled Family Member	20%	(59)	80%	(243)	303
Caregiver for Child/Dependent	17%	(182)	83%	(881)	1063
Business Owners	24%	(100)	76%	(325)	425
Non-Business Owners	13%	(267)	87%	(1807)	2074
Service Worker/Retail Sales/Laborers/Helpers	21%	(107)	79%	(397)	504
Trade/Skilled Workers	21%	(23)	79%	(87)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	10%	(71)	90%	(643)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	9%	(31)	91%	(324)	355
Other Professionals	9%	(35)	91%	(357)	391
Business Owners w/Employees	24%	(91)	76%	(280)	370
Access to Childcare	16%	(139)	84%	(716)	855
No Access to Childcare	21%	(108)	79%	(398)	507
Unsure of Access to Childcare	19%	(34)	81%	(148)	181
More Financially Secure after Pandemic	21%	(106)	79%	(401)	507
Less Financially Secure after the Pandemic	16%	(203)	84%	(1064)	1267
Same Financial Security after the Pandemic	8%	(58)	92%	(667)	725
Access to Paid Parental Leave	12%	(117)	88%	(872)	989
No Access to Paid Parental Leave	14%	(110)	86%	(697)	807
Access to Paid Caregiving Leave	12%	(84)	88%	(622)	706
No Access to Paid Caregiving Leave	13%	(128)	87%	(849)	977
Access to Flexible Work Hours	14%	(132)	86%	(795)	926
No Access to Flexible Work Hours	11%	(115)	89%	(921)	1037
Access to Child Care as Employer Benefit	14%	(51)	86%	(303)	354
No Access to Child Care as Employer Benefit	12%	(167)	88%	(1221)	1388

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Table BPC11_8: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Acquired a job (previously homemaker or unemployed)

Demographic	Yes		No		Total N
Working Mothers	15%	(367)	85%	(2132)	2499
Access to Mental Health Benefits	10%	(85)	90%	(793)	878
No Access to Mental Health Benefits	16%	(134)	84%	(702)	836
Ethnicity: White (Non-Hispanic)	13%	(199)	87%	(1329)	1528
Ethnicity: Hispanic	19%	(95)	81%	(394)	489
Ethnicity: Black (Non-Hispanic)	16%	(49)	84%	(249)	297
Ethnicity: Asian + Other (Non-Hispanic)	13%	(24)	87%	(161)	185
Single, never married	22%	(91)	78%	(330)	421
Married	12%	(173)	88%	(1225)	1398
Separated	18%	(11)	82%	(53)	64
Divorced	9%	(28)	91%	(273)	301
Widowed	17%	(9)	83%	(43)	52
Living with a partner	21%	(55)	79%	(209)	264

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

Table BPC11_9: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed major purchases such as a house or car

Demographic	Yes		No		Total N
Working Mothers	44%	(1103)	56%	(1396)	2499
Gender: Female	44%	(1103)	56%	(1396)	2499
Age: 18-34	51%	(369)	49%	(359)	728
Age: 35-44	47%	(504)	53%	(575)	1079
Age: 45-64	33%	(224)	67%	(451)	675
GenZers: 1997-2012	47%	(52)	53%	(59)	111
Millennials: 1981-1996	49%	(691)	51%	(721)	1413
GenXers: 1965-1980	40%	(287)	60%	(431)	718
Baby Boomers: 1946-1964	28%	(72)	72%	(183)	255
PID: Dem (no lean)	42%	(442)	58%	(602)	1044
PID: Ind (no lean)	47%	(338)	53%	(376)	714
PID: Rep (no lean)	44%	(323)	56%	(418)	741
PID/Gender: Dem Women	42%	(442)	58%	(602)	1044
PID/Gender: Ind Women	47%	(338)	53%	(376)	714
PID/Gender: Rep Women	44%	(323)	56%	(418)	741
Ideo: Liberal (1-3)	45%	(335)	55%	(414)	749
Ideo: Moderate (4)	45%	(345)	55%	(425)	770
Ideo: Conservative (5-7)	41%	(310)	59%	(443)	753
Educ: < College	46%	(593)	54%	(694)	1287
Educ: Bachelors degree	42%	(288)	58%	(405)	693
Educ: Post-grad	43%	(222)	57%	(298)	520
Income: Under 50k	49%	(480)	51%	(500)	979
Income: 50k-100k	44%	(416)	56%	(524)	939
Income: 100k+	36%	(208)	64%	(373)	581
Ethnicity: White	44%	(811)	56%	(1036)	1847
Ethnicity: Hispanic	43%	(209)	57%	(281)	489
Ethnicity: Black	46%	(164)	54%	(194)	357
Ethnicity: Other	44%	(129)	56%	(166)	295

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Table BPC11_9: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed major purchases such as a house or car

Demographic	Yes		No		Total N
Working Mothers	44%	(1103)	56%	(1396)	2499
All Christian	39%	(427)	61%	(679)	1106
All Non-Christian	52%	(45)	48%	(41)	86
Atheist	50%	(37)	50%	(36)	73
Agnostic/Nothing in particular	46%	(323)	54%	(377)	700
Something Else	51%	(272)	49%	(263)	534
Religious Non-Protestant/Catholic	49%	(53)	51%	(54)	107
Evangelical	45%	(337)	55%	(406)	743
Non-Evangelical	41%	(345)	59%	(505)	851
Community: Urban	43%	(292)	57%	(386)	679
Community: Suburban	43%	(498)	57%	(664)	1162
Community: Rural	48%	(313)	52%	(345)	658
Employ: Private Sector	44%	(827)	56%	(1048)	1875
Employ: Government	41%	(167)	59%	(239)	407
Employ: Self-Employed	50%	(109)	50%	(109)	218
Military HH: Yes	48%	(115)	52%	(125)	239
Military HH: No	44%	(988)	56%	(1272)	2260
RD/WT: Right Direction	38%	(284)	62%	(457)	742
RD/WT: Wrong Track	47%	(819)	53%	(939)	1757
Biden Job Approve	40%	(409)	60%	(624)	1033
Biden Job Disapprove	47%	(642)	53%	(718)	1360
Biden Job Strongly Approve	39%	(134)	61%	(212)	345
Biden Job Somewhat Approve	40%	(275)	60%	(412)	687
Biden Job Somewhat Disapprove	51%	(253)	49%	(243)	496
Biden Job Strongly Disapprove	45%	(389)	55%	(475)	864
Favorable of Biden	42%	(462)	58%	(637)	1100
Unfavorable of Biden	46%	(596)	54%	(693)	1290

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Table BPC11_9: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed major purchases such as a house or car

Demographic	Yes		No		Total N
Working Mothers	44%	(1103)	56%	(1396)	2499
Very Favorable of Biden	40%	(156)	60%	(233)	390
Somewhat Favorable of Biden	43%	(306)	57%	(404)	710
Somewhat Unfavorable of Biden	50%	(192)	50%	(190)	382
Very Unfavorable of Biden	45%	(405)	55%	(503)	907
#1 Issue: Economy	45%	(600)	55%	(723)	1323
#1 Issue: Security	46%	(114)	54%	(134)	248
#1 Issue: Health Care	37%	(95)	63%	(159)	254
#1 Issue: Medicare / Social Security	27%	(16)	73%	(44)	60
#1 Issue: Women's Issues	46%	(103)	54%	(121)	224
#1 Issue: Education	46%	(71)	54%	(82)	153
#1 Issue: Energy	44%	(73)	56%	(92)	165
#1 Issue: Other	43%	(31)	57%	(41)	71
2020 Vote: Joe Biden	43%	(504)	57%	(669)	1173
2020 Vote: Donald Trump	44%	(363)	56%	(465)	828
2020 Vote: Other	55%	(50)	45%	(41)	91
2020 Vote: Didn't Vote	46%	(186)	54%	(221)	407
2018 House Vote: Democrat	44%	(425)	56%	(544)	969
2018 House Vote: Republican	44%	(309)	56%	(390)	699
2018 House Vote: Someone else	47%	(41)	53%	(46)	88
2016 Vote: Hillary Clinton	43%	(392)	57%	(523)	916
2016 Vote: Donald Trump	43%	(319)	57%	(417)	736
2016 Vote: Other	43%	(50)	57%	(65)	115
2016 Vote: Didn't Vote	47%	(342)	53%	(391)	733
Voted in 2014: Yes	44%	(636)	56%	(825)	1461
Voted in 2014: No	45%	(467)	55%	(571)	1038
4-Region: Northeast	40%	(161)	60%	(241)	402
4-Region: Midwest	47%	(262)	53%	(297)	559
4-Region: South	46%	(444)	54%	(529)	972
4-Region: West	42%	(236)	58%	(329)	565

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Table BPC11_9: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed major purchases such as a house or car

Demographic	Yes		No		Total N
Working Mothers	44%	(1103)	56%	(1396)	2499
Child(Ren) Aged 0-17	48%	(902)	52%	(959)	1861
Child(Ren) Aged 0-5	51%	(448)	49%	(433)	881
Caregivers	51%	(740)	49%	(708)	1448
Caregiver for Aging Parent	47%	(119)	53%	(131)	250
Caregiver for Sick or Disabled Family Member	57%	(171)	43%	(131)	303
Caregiver for Child/Dependent	52%	(552)	48%	(511)	1063
Business Owners	48%	(204)	52%	(221)	425
Non-Business Owners	43%	(899)	57%	(1175)	2074
Service Worker/Retail Sales/Laborers/Helpers	46%	(233)	54%	(271)	504
Trade/Skilled Workers	42%	(46)	58%	(64)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	40%	(289)	60%	(425)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	44%	(155)	56%	(199)	355
Other Professionals	45%	(176)	55%	(215)	391
Business Owners w/Employees	48%	(178)	52%	(192)	370
Access to Childcare	46%	(390)	54%	(465)	855
No Access to Childcare	56%	(281)	44%	(225)	507
Unsure of Access to Childcare	45%	(82)	55%	(100)	181
More Financially Secure after Pandemic	36%	(183)	64%	(325)	507
Less Financially Secure after the Pandemic	56%	(710)	44%	(558)	1267
Same Financial Security after the Pandemic	29%	(211)	71%	(514)	725
Access to Paid Parental Leave	44%	(439)	56%	(550)	989
No Access to Paid Parental Leave	43%	(347)	57%	(460)	807
Access to Paid Caregiving Leave	43%	(301)	57%	(405)	706
No Access to Paid Caregiving Leave	46%	(446)	54%	(531)	977
Access to Flexible Work Hours	43%	(401)	57%	(526)	926
No Access to Flexible Work Hours	44%	(456)	56%	(581)	1037
Access to Child Care as Employer Benefit	43%	(151)	57%	(203)	354
No Access to Child Care as Employer Benefit	44%	(611)	56%	(777)	1388

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Table BPC11_9: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed major purchases such as a house or car

Demographic	Yes		No		Total N
Working Mothers	44%	(1103)	56%	(1396)	2499
Access to Mental Health Benefits	41%	(364)	59%	(514)	878
No Access to Mental Health Benefits	45%	(377)	55%	(459)	836
Ethnicity: White (Non-Hispanic)	44%	(674)	56%	(853)	1528
Ethnicity: Hispanic	43%	(209)	57%	(281)	489
Ethnicity: Black (Non-Hispanic)	45%	(135)	55%	(163)	297
Ethnicity: Asian + Other (Non-Hispanic)	46%	(85)	54%	(100)	185
Single, never married	44%	(184)	56%	(237)	421
Married	41%	(574)	59%	(824)	1398
Separated	44%	(28)	56%	(36)	64
Divorced	48%	(145)	52%	(155)	301
Widowed	50%	(26)	50%	(26)	52
Living with a partner	55%	(146)	45%	(118)	264

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

Table BPC11_10: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed or decreased money saved for retirement

Demographic	Yes		No		Total N
Working Mothers	40%	(999)	60%	(1500)	2499
Gender: Female	40%	(999)	60%	(1500)	2499
Age: 18-34	44%	(318)	56%	(410)	728
Age: 35-44	43%	(466)	57%	(613)	1079
Age: 45-64	31%	(211)	69%	(464)	675
GenZers: 1997-2012	38%	(42)	62%	(69)	111
Millennials: 1981-1996	44%	(620)	56%	(792)	1413
GenXers: 1965-1980	38%	(273)	62%	(445)	718
Baby Boomers: 1946-1964	25%	(64)	75%	(192)	255
PID: Dem (no lean)	39%	(411)	61%	(633)	1044
PID: Ind (no lean)	40%	(285)	60%	(429)	714
PID: Rep (no lean)	41%	(303)	59%	(438)	741
PID/Gender: Dem Women	39%	(411)	61%	(633)	1044
PID/Gender: Ind Women	40%	(285)	60%	(429)	714
PID/Gender: Rep Women	41%	(303)	59%	(438)	741
Ideo: Liberal (1-3)	46%	(344)	54%	(406)	749
Ideo: Moderate (4)	37%	(287)	63%	(483)	770
Ideo: Conservative (5-7)	36%	(272)	64%	(482)	753
Educ: < College	41%	(534)	59%	(753)	1287
Educ: Bachelors degree	36%	(251)	64%	(441)	693
Educ: Post-grad	41%	(214)	59%	(306)	520
Income: Under 50k	43%	(421)	57%	(559)	979
Income: 50k-100k	41%	(390)	59%	(549)	939
Income: 100k+	33%	(189)	67%	(391)	581
Ethnicity: White	40%	(739)	60%	(1107)	1847
Ethnicity: Hispanic	42%	(204)	58%	(285)	489
Ethnicity: Black	38%	(137)	62%	(221)	357
Ethnicity: Other	42%	(123)	58%	(172)	295

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Table BPC11_10: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed or decreased money saved for retirement

Demographic	Yes		No		Total N
Working Mothers	40%	(999)	60%	(1500)	2499
All Christian	35%	(387)	65%	(718)	1106
All Non-Christian	40%	(34)	60%	(51)	86
Atheist	46%	(34)	54%	(40)	73
Agnostic/Nothing in particular	44%	(311)	56%	(389)	700
Something Else	44%	(233)	56%	(301)	534
Religious Non-Protestant/Catholic	39%	(41)	61%	(65)	107
Evangelical	38%	(283)	62%	(460)	743
Non-Evangelical	37%	(316)	63%	(534)	851
Community: Urban	38%	(256)	62%	(423)	679
Community: Suburban	41%	(475)	59%	(687)	1162
Community: Rural	41%	(268)	59%	(390)	658
Employ: Private Sector	39%	(738)	61%	(1137)	1875
Employ: Government	39%	(160)	61%	(247)	407
Employ: Self-Employed	46%	(101)	54%	(116)	218
Military HH: Yes	49%	(116)	51%	(123)	239
Military HH: No	39%	(883)	61%	(1377)	2260
RD/WT: Right Direction	37%	(272)	63%	(470)	742
RD/WT: Wrong Track	41%	(728)	59%	(1030)	1757
Biden Job Approve	38%	(393)	62%	(639)	1033
Biden Job Disapprove	42%	(569)	58%	(791)	1360
Biden Job Strongly Approve	33%	(113)	67%	(233)	345
Biden Job Somewhat Approve	41%	(281)	59%	(407)	687
Biden Job Somewhat Disapprove	43%	(214)	57%	(282)	496
Biden Job Strongly Disapprove	41%	(355)	59%	(510)	864
Favorable of Biden	39%	(428)	61%	(671)	1100
Unfavorable of Biden	41%	(532)	59%	(757)	1290

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Table BPC11_10: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed or decreased money saved for retirement

Demographic	Yes		No		Total N
Working Mothers	40%	(999)	60%	(1500)	2499
Very Favorable of Biden	36%	(139)	64%	(250)	390
Somewhat Favorable of Biden	41%	(289)	59%	(421)	710
Somewhat Unfavorable of Biden	44%	(168)	56%	(215)	382
Very Unfavorable of Biden	40%	(365)	60%	(542)	907
#1 Issue: Economy	42%	(553)	58%	(770)	1323
#1 Issue: Security	35%	(87)	65%	(161)	248
#1 Issue: Health Care	39%	(100)	61%	(154)	254
#1 Issue: Medicare / Social Security	23%	(14)	77%	(46)	60
#1 Issue: Women's Issues	40%	(89)	60%	(135)	224
#1 Issue: Education	40%	(61)	60%	(92)	153
#1 Issue: Energy	39%	(65)	61%	(101)	165
#1 Issue: Other	43%	(31)	57%	(41)	71
2020 Vote: Joe Biden	39%	(460)	61%	(714)	1173
2020 Vote: Donald Trump	40%	(334)	60%	(494)	828
2020 Vote: Other	43%	(39)	57%	(52)	91
2020 Vote: Didn't Vote	41%	(167)	59%	(240)	407
2018 House Vote: Democrat	41%	(402)	59%	(567)	969
2018 House Vote: Republican	41%	(284)	59%	(416)	699
2018 House Vote: Someone else	41%	(36)	59%	(52)	88
2016 Vote: Hillary Clinton	40%	(369)	60%	(547)	916
2016 Vote: Donald Trump	39%	(289)	61%	(447)	736
2016 Vote: Other	43%	(49)	57%	(66)	115
2016 Vote: Didn't Vote	40%	(293)	60%	(440)	733
Voted in 2014: Yes	39%	(577)	61%	(884)	1461
Voted in 2014: No	41%	(422)	59%	(616)	1038
4-Region: Northeast	37%	(151)	63%	(252)	402
4-Region: Midwest	41%	(227)	59%	(332)	559
4-Region: South	41%	(396)	59%	(576)	972
4-Region: West	40%	(225)	60%	(340)	565

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Table BPC11_10: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed or decreased money saved for retirement

Demographic	Yes		No		Total N
Working Mothers	40%	(999)	60%	(1500)	2499
Child(Ren) Aged 0-17	44%	(815)	56%	(1046)	1861
Child(Ren) Aged 0-5	46%	(401)	54%	(479)	881
Caregivers	47%	(674)	53%	(774)	1448
Caregiver for Aging Parent	49%	(122)	51%	(128)	250
Caregiver for Sick or Disabled Family Member	49%	(148)	51%	(155)	303
Caregiver for Child/Dependent	47%	(503)	53%	(560)	1063
Business Owners	45%	(190)	55%	(235)	425
Non-Business Owners	39%	(810)	61%	(1265)	2074
Service Worker/Retail Sales/Laborers/Helpers	41%	(207)	59%	(297)	504
Trade/Skilled Workers	42%	(46)	58%	(64)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	38%	(271)	62%	(443)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	36%	(127)	64%	(228)	355
Other Professionals	41%	(159)	59%	(233)	391
Business Owners w/Employees	44%	(164)	56%	(206)	370
Access to Childcare	40%	(341)	60%	(514)	855
No Access to Childcare	54%	(274)	46%	(233)	507
Unsure of Access to Childcare	40%	(73)	60%	(108)	181
More Financially Secure after Pandemic	35%	(177)	65%	(330)	507
Less Financially Secure after the Pandemic	51%	(649)	49%	(618)	1267
Same Financial Security after the Pandemic	24%	(173)	76%	(552)	725
Access to Paid Parental Leave	39%	(387)	61%	(602)	989
No Access to Paid Parental Leave	41%	(328)	59%	(478)	807
Access to Paid Caregiving Leave	37%	(264)	63%	(442)	706
No Access to Paid Caregiving Leave	41%	(403)	59%	(575)	977
Access to Flexible Work Hours	41%	(377)	59%	(550)	926
No Access to Flexible Work Hours	39%	(403)	61%	(634)	1037
Access to Child Care as Employer Benefit	38%	(133)	62%	(221)	354
No Access to Child Care as Employer Benefit	40%	(557)	60%	(831)	1388

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Table BPC11_10: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Delayed or decreased money saved for retirement

Demographic	Yes		No		Total N
Working Mothers	40%	(999)	60%	(1500)	2499
Access to Mental Health Benefits	41%	(356)	59%	(522)	878
No Access to Mental Health Benefits	39%	(323)	61%	(513)	836
Ethnicity: White (Non-Hispanic)	40%	(614)	60%	(913)	1528
Ethnicity: Hispanic	42%	(204)	58%	(285)	489
Ethnicity: Black (Non-Hispanic)	36%	(106)	64%	(191)	297
Ethnicity: Asian + Other (Non-Hispanic)	40%	(75)	60%	(110)	185
Single, never married	39%	(162)	61%	(259)	421
Married	37%	(523)	63%	(875)	1398
Separated	43%	(27)	57%	(36)	64
Divorced	47%	(142)	53%	(159)	301
Widowed	45%	(23)	55%	(29)	52
Living with a partner	46%	(122)	54%	(142)	264

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

Table BPC11_11: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced payments on student loans

Demographic	Yes		No		Total N
Working Mothers	23%	(572)	77%	(1927)	2499
Gender: Female	23%	(572)	77%	(1927)	2499
Age: 18-34	28%	(208)	72%	(521)	728
Age: 35-44	26%	(278)	74%	(800)	1079
Age: 45-64	13%	(86)	87%	(588)	675
GenZers: 1997-2012	25%	(28)	75%	(83)	111
Millennials: 1981-1996	28%	(400)	72%	(1013)	1413
GenXers: 1965-1980	17%	(124)	83%	(594)	718
Baby Boomers: 1946-1964	8%	(20)	92%	(235)	255
PID: Dem (no lean)	24%	(251)	76%	(793)	1044
PID: Ind (no lean)	25%	(177)	75%	(537)	714
PID: Rep (no lean)	19%	(145)	81%	(597)	741
PID/Gender: Dem Women	24%	(251)	76%	(793)	1044
PID/Gender: Ind Women	25%	(177)	75%	(537)	714
PID/Gender: Rep Women	19%	(145)	81%	(597)	741
Ideo: Liberal (1-3)	29%	(214)	71%	(535)	749
Ideo: Moderate (4)	22%	(171)	78%	(599)	770
Ideo: Conservative (5-7)	18%	(132)	82%	(621)	753
Educ: < College	20%	(253)	80%	(1034)	1287
Educ: Bachelors degree	23%	(162)	77%	(531)	693
Educ: Post-grad	30%	(157)	70%	(363)	520
Income: Under 50k	23%	(230)	77%	(750)	979
Income: 50k-100k	26%	(241)	74%	(699)	939
Income: 100k+	18%	(102)	82%	(479)	581
Ethnicity: White	22%	(398)	78%	(1449)	1847
Ethnicity: Hispanic	24%	(119)	76%	(371)	489
Ethnicity: Black	30%	(107)	70%	(251)	357
Ethnicity: Other	23%	(67)	77%	(228)	295

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Table BPC11_11: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced payments on student loans

Demographic	Yes		No		Total N
Working Mothers	23%	(572)	77%	(1927)	2499
All Christian	18%	(197)	82%	(909)	1106
All Non-Christian	34%	(29)	66%	(57)	86
Atheist	26%	(19)	74%	(54)	73
Agnostic/Nothing in particular	25%	(175)	75%	(525)	700
Something Else	28%	(152)	72%	(382)	534
Religious Non-Protestant/Catholic	31%	(33)	69%	(74)	107
Evangelical	24%	(177)	76%	(565)	743
Non-Evangelical	19%	(163)	81%	(688)	851
Community: Urban	25%	(167)	75%	(511)	679
Community: Suburban	21%	(241)	79%	(921)	1162
Community: Rural	25%	(164)	75%	(495)	658
Employ: Private Sector	22%	(404)	78%	(1471)	1875
Employ: Government	29%	(117)	71%	(290)	407
Employ: Self-Employed	24%	(52)	76%	(166)	218
Military HH: Yes	28%	(67)	72%	(173)	239
Military HH: No	22%	(505)	78%	(1755)	2260
RD/WT: Right Direction	23%	(173)	77%	(569)	742
RD/WT: Wrong Track	23%	(399)	77%	(1358)	1757
Biden Job Approve	22%	(230)	78%	(802)	1033
Biden Job Disapprove	23%	(316)	77%	(1045)	1360
Biden Job Strongly Approve	20%	(67)	80%	(278)	345
Biden Job Somewhat Approve	24%	(163)	76%	(524)	687
Biden Job Somewhat Disapprove	26%	(127)	74%	(369)	496
Biden Job Strongly Disapprove	22%	(189)	78%	(676)	864
Favorable of Biden	23%	(253)	77%	(847)	1100
Unfavorable of Biden	23%	(301)	77%	(988)	1290

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Table BPC11_11: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced payments on student loans

Demographic	Yes		No		Total N
Working Mothers	23%	(572)	77%	(1927)	2499
Very Favorable of Biden	21%	(81)	79%	(308)	390
Somewhat Favorable of Biden	24%	(172)	76%	(538)	710
Somewhat Unfavorable of Biden	29%	(113)	71%	(270)	382
Very Unfavorable of Biden	21%	(189)	79%	(719)	907
#1 Issue: Economy	22%	(289)	78%	(1034)	1323
#1 Issue: Security	16%	(40)	84%	(208)	248
#1 Issue: Health Care	25%	(63)	75%	(191)	254
#1 Issue: Medicare / Social Security	12%	(7)	88%	(53)	60
#1 Issue: Women's Issues	29%	(64)	71%	(160)	224
#1 Issue: Education	39%	(60)	61%	(94)	153
#1 Issue: Energy	22%	(37)	78%	(128)	165
#1 Issue: Other	17%	(12)	83%	(59)	71
2020 Vote: Joe Biden	24%	(284)	76%	(889)	1173
2020 Vote: Donald Trump	19%	(160)	81%	(668)	828
2020 Vote: Other	39%	(36)	61%	(55)	91
2020 Vote: Didn't Vote	23%	(92)	77%	(315)	407
2018 House Vote: Democrat	25%	(246)	75%	(723)	969
2018 House Vote: Republican	21%	(144)	79%	(556)	699
2018 House Vote: Someone else	24%	(21)	76%	(67)	88
2016 Vote: Hillary Clinton	26%	(237)	74%	(679)	916
2016 Vote: Donald Trump	17%	(128)	83%	(607)	736
2016 Vote: Other	28%	(32)	72%	(82)	115
2016 Vote: Didn't Vote	24%	(175)	76%	(559)	733
Voted in 2014: Yes	22%	(327)	78%	(1135)	1461
Voted in 2014: No	24%	(245)	76%	(793)	1038
4-Region: Northeast	20%	(80)	80%	(323)	402
4-Region: Midwest	24%	(134)	76%	(425)	559
4-Region: South	24%	(237)	76%	(735)	972
4-Region: West	21%	(120)	79%	(445)	565

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Table BPC11_11: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced payments on student loans

Demographic	Yes		No		Total N
Working Mothers	23%	(572)	77%	(1927)	2499
Child(Ren) Aged 0-17	27%	(494)	73%	(1367)	1861
Child(Ren) Aged 0-5	28%	(250)	72%	(631)	881
Caregivers	26%	(383)	74%	(1065)	1448
Caregiver for Aging Parent	29%	(72)	71%	(178)	250
Caregiver for Sick or Disabled Family Member	26%	(78)	74%	(224)	303
Caregiver for Child/Dependent	27%	(291)	73%	(772)	1063
Business Owners	30%	(127)	70%	(298)	425
Non-Business Owners	21%	(445)	79%	(1629)	2074
Service Worker/Retail Sales/Laborers/Helpers	17%	(88)	83%	(416)	504
Trade/Skilled Workers	15%	(16)	85%	(94)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	20%	(145)	80%	(569)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	24%	(85)	76%	(270)	355
Other Professionals	28%	(111)	72%	(280)	391
Business Owners w/Employees	30%	(112)	70%	(258)	370
Access to Childcare	24%	(206)	76%	(649)	855
No Access to Childcare	36%	(183)	64%	(324)	507
Unsure of Access to Childcare	19%	(34)	81%	(148)	181
More Financially Secure after Pandemic	26%	(134)	74%	(373)	507
Less Financially Secure after the Pandemic	27%	(339)	73%	(928)	1267
Same Financial Security after the Pandemic	14%	(99)	86%	(625)	725
Access to Paid Parental Leave	23%	(230)	77%	(759)	989
No Access to Paid Parental Leave	20%	(165)	80%	(642)	807
Access to Paid Caregiving Leave	24%	(168)	76%	(538)	706
No Access to Paid Caregiving Leave	20%	(196)	80%	(781)	977
Access to Flexible Work Hours	24%	(223)	76%	(703)	926
No Access to Flexible Work Hours	20%	(205)	80%	(832)	1037
Access to Child Care as Employer Benefit	24%	(84)	76%	(270)	354
No Access to Child Care as Employer Benefit	22%	(306)	78%	(1082)	1388

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Table BPC11_11: *In order to provide care, some people have to make financial changes to have time for caregiving-related responsibilities or be able to afford caregiving-related expenses.Over the past two years, or since the beginning of the pandemic, have you done the following because of caregiving responsibilities?*
Reduced payments on student loans

Demographic	Yes		No		Total N
Working Mothers	23%	(572)	77%	(1927)	2499
Access to Mental Health Benefits	25%	(220)	75%	(658)	878
No Access to Mental Health Benefits	19%	(163)	81%	(673)	836
Ethnicity: White (Non-Hispanic)	22%	(331)	78%	(1197)	1528
Ethnicity: Hispanic	24%	(119)	76%	(371)	489
Ethnicity: Black (Non-Hispanic)	29%	(87)	71%	(210)	297
Ethnicity: Asian + Other (Non-Hispanic)	19%	(35)	81%	(150)	185
Single, never married	24%	(101)	76%	(320)	421
Married	22%	(308)	78%	(1089)	1398
Separated	20%	(13)	80%	(51)	64
Divorced	26%	(79)	74%	(221)	301
Widowed	27%	(14)	73%	(38)	52
Living with a partner	21%	(56)	79%	(208)	264

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

Table BPC12: *In the past month, how frequently, if at all, have caregiving responsibilities impeded your ability to work or perform work-related tasks?*

Demographic	Never	Rarely	Sometimes	Often	Always	Do know opin
Working Mothers	28% (691)	22% (558)	29% (720)	10% (259)	4% (110)	7%
Gender: Female	28% (691)	22% (558)	29% (720)	10% (259)	4% (110)	7%
Age: 18-34	16% (119)	21% (150)	34% (245)	16% (119)	8% (61)	5%
Age: 35-44	24% (254)	26% (279)	32% (340)	10% (111)	4% (39)	5%
Age: 45-64	46% (308)	19% (126)	20% (132)	4% (28)	1% (10)	11%
GenZers: 1997-2012	13% (14)	15% (16)	35% (39)	19% (21)	13% (14)	5%
Millennials: 1981-1996	19% (274)	23% (326)	34% (481)	13% (187)	5% (77)	5%
GenXers: 1965-1980	37% (265)	24% (175)	22% (160)	6% (43)	2% (17)	8%
Baby Boomers: 1946-1964	52% (134)	16% (40)	16% (40)	3% (8)	1% (2)	12%
PID: Dem (no lean)	25% (265)	22% (232)	30% (317)	12% (122)	6% (59)	5%
PID: Ind (no lean)	30% (215)	21% (150)	25% (181)	10% (71)	4% (30)	10%
PID: Rep (no lean)	28% (210)	24% (176)	30% (222)	9% (66)	3% (22)	6%
PID/Gender: Dem Women	25% (265)	22% (232)	30% (317)	12% (122)	6% (59)	5%
PID/Gender: Ind Women	30% (215)	21% (150)	25% (181)	10% (71)	4% (30)	10%
PID/Gender: Rep Women	28% (210)	24% (176)	30% (222)	9% (66)	3% (22)	6%
Ideo: Liberal (1-3)	22% (164)	25% (188)	31% (236)	12% (89)	6% (42)	4%
Ideo: Moderate (4)	29% (220)	21% (163)	28% (218)	12% (93)	4% (29)	6%
Ideo: Conservative (5-7)	33% (246)	21% (158)	28% (213)	8% (61)	4% (29)	6%
Educ: < College	29% (372)	21% (267)	27% (346)	10% (133)	4% (55)	9%
Educ: Bachelors degree	28% (195)	24% (166)	31% (214)	9% (64)	3% (22)	5%
Educ: Post-grad	24% (123)	24% (125)	31% (160)	12% (62)	6% (33)	3%
Income: Under 50k	27% (263)	22% (213)	27% (263)	11% (105)	5% (47)	9%
Income: 50k-100k	27% (251)	22% (206)	32% (303)	10% (91)	4% (35)	6%
Income: 100k+	30% (177)	24% (139)	26% (153)	11% (63)	5% (28)	4%
Ethnicity: White	28% (510)	22% (415)	29% (544)	10% (185)	4% (70)	7%
Ethnicity: Hispanic	24% (115)	19% (95)	31% (150)	11% (54)	8% (39)	7%
Ethnicity: Black	27% (95)	21% (76)	27% (98)	11% (40)	8% (27)	6%
Ethnicity: Other	29% (85)	23% (67)	27% (78)	11% (33)	4% (13)	6%

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Table BPC12: *In the past month, how frequently, if at all, have caregiving responsibilities impeded your ability to work or perform work-related tasks?*

Demographic	Never	Rarely	Sometimes	Often	Always	Do know opin
Working Mothers	28% (691)	22% (558)	29% (720)	10% (259)	4% (110)	7%
All Christian	30% (333)	22% (239)	28% (314)	10% (107)	5% (55)	5%
All Non-Christian	27% (24)	9% (8)	26% (22)	21% (18)	5% (5)	12%
Atheist	23% (17)	25% (18)	32% (24)	13% (10)	1% (1)	6%
Agnostic/Nothing in particular	26% (181)	24% (170)	27% (191)	10% (72)	4% (30)	8%
Something Else	25% (136)	23% (123)	32% (169)	10% (51)	4% (20)	7%
Religious Non-Protestant/Catholic	32% (34)	13% (14)	22% (24)	18% (19)	4% (5)	11%
Evangelical	26% (196)	22% (164)	31% (229)	9% (70)	5% (40)	6%
Non-Evangelical	30% (258)	22% (188)	29% (245)	9% (80)	4% (34)	5%
Community: Urban	28% (193)	18% (123)	26% (179)	15% (100)	7% (50)	5%
Community: Suburban	28% (321)	23% (269)	31% (356)	9% (99)	3% (34)	7%
Community: Rural	27% (177)	25% (166)	28% (185)	9% (59)	4% (25)	7%
Employ: Private Sector	28% (520)	23% (440)	29% (537)	10% (187)	4% (73)	6%
Employ: Government	30% (120)	20% (80)	28% (113)	10% (39)	6% (25)	7%
Employ: Self-Employed	23% (51)	17% (38)	32% (70)	15% (33)	5% (12)	6%
Military HH: Yes	28% (66)	21% (51)	27% (64)	13% (32)	6% (14)	5%
Military HH: No	28% (625)	22% (507)	29% (656)	10% (227)	4% (95)	7%
RD/WT: Right Direction	27% (198)	22% (165)	27% (197)	12% (92)	7% (49)	6%
RD/WT: Wrong Track	28% (493)	22% (393)	30% (523)	9% (167)	3% (61)	7%
Biden Job Approve	28% (284)	23% (234)	29% (298)	10% (106)	6% (64)	5%
Biden Job Disapprove	28% (375)	23% (311)	29% (395)	11% (144)	3% (42)	7%
Biden Job Strongly Approve	32% (110)	16% (57)	23% (78)	13% (46)	11% (39)	5%
Biden Job Somewhat Approve	25% (175)	26% (177)	32% (220)	9% (59)	4% (25)	5%
Biden Job Somewhat Disapprove	23% (115)	23% (116)	33% (163)	13% (66)	2% (9)	6%
Biden Job Strongly Disapprove	30% (260)	23% (195)	27% (232)	9% (78)	4% (32)	8%
Favorable of Biden	28% (310)	23% (253)	29% (319)	10% (111)	5% (60)	4%
Unfavorable of Biden	27% (349)	22% (288)	30% (382)	10% (134)	3% (43)	7%
Very Favorable of Biden	30% (117)	18% (72)	27% (104)	11% (44)	9% (36)	4%
Somewhat Favorable of Biden	27% (192)	26% (181)	30% (215)	9% (67)	3% (24)	4%
Somewhat Unfavorable of Biden	22% (83)	22% (82)	35% (135)	12% (45)	3% (12)	7%
Very Unfavorable of Biden	29% (266)	23% (205)	27% (248)	10% (90)	3% (30)	7%

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Table BPC12: *In the past month, how frequently, if at all, have caregiving responsibilities impeded your ability to work or perform work-related tasks?*

Demographic	Never	Rarely	Sometimes	Often	Always	Do know opin
Working Mothers	28% (691)	22% (558)	29% (720)	10% (259)	4% (110)	7%
#1 Issue: Economy	28% (377)	23% (298)	30% (395)	10% (127)	4% (47)	6%
#1 Issue: Security	30% (74)	23% (56)	25% (63)	9% (23)	2% (5)	11%
#1 Issue: Health Care	29% (75)	25% (64)	24% (60)	12% (30)	5% (13)	5%
#1 Issue: Medicare / Social Security	42% (25)	11% (6)	20% (12)	7% (4)	6% (4)	14%
#1 Issue: Women's Issues	21% (46)	20% (46)	31% (70)	12% (28)	7% (17)	8%
#1 Issue: Education	21% (33)	26% (40)	30% (45)	14% (21)	6% (9)	4%
#1 Issue: Energy	22% (37)	21% (35)	37% (62)	11% (18)	8% (13)	1%
#1 Issue: Other	35% (25)	17% (12)	19% (14)	10% (7)	3% (2)	15%
2020 Vote: Joe Biden	27% (312)	23% (269)	29% (343)	12% (135)	5% (64)	4%
2020 Vote: Donald Trump	28% (232)	24% (196)	29% (242)	9% (71)	3% (26)	7%
2020 Vote: Other	25% (23)	14% (13)	35% (32)	15% (14)	6% (5)	5%
2020 Vote: Didn't Vote	31% (124)	19% (79)	25% (103)	9% (38)	4% (15)	11%
2018 House Vote: Democrat	26% (255)	22% (211)	31% (303)	12% (117)	5% (50)	3%
2018 House Vote: Republican	28% (196)	25% (177)	28% (198)	8% (54)	3% (24)	7%
2018 House Vote: Someone else	35% (31)	9% (8)	34% (30)	9% (8)	4% (4)	9%
2016 Vote: Hillary Clinton	27% (243)	23% (208)	30% (278)	12% (111)	4% (40)	4%
2016 Vote: Donald Trump	28% (208)	24% (179)	29% (213)	8% (57)	4% (29)	7%
2016 Vote: Other	33% (38)	20% (23)	26% (30)	8% (9)	4% (4)	9%
2016 Vote: Didn't Vote	28% (202)	20% (147)	27% (199)	11% (82)	5% (37)	9%
Voted in 2014: Yes	28% (404)	24% (350)	30% (431)	10% (139)	4% (53)	6%
Voted in 2014: No	28% (287)	20% (207)	28% (288)	12% (120)	5% (57)	8%
4-Region: Northeast	29% (116)	21% (83)	29% (116)	12% (48)	4% (14)	6%
4-Region: Midwest	27% (149)	23% (130)	33% (185)	10% (57)	2% (13)	5%
4-Region: South	27% (260)	25% (242)	27% (258)	10% (94)	5% (49)	7%
4-Region: West	29% (166)	18% (102)	28% (160)	10% (59)	6% (34)	8%
Child(Ren) Aged 0-17	20% (369)	24% (447)	33% (618)	13% (237)	5% (101)	5%
Child(Ren) Aged 0-5	17% (147)	21% (189)	33% (294)	18% (160)	7% (60)	4%
Caregivers	16% (236)	25% (367)	36% (516)	14% (207)	7% (94)	2%
Caregiver for Aging Parent	17% (42)	21% (53)	32% (80)	16% (39)	12% (30)	2%
Caregiver for Sick or Disabled Family Member	16% (50)	19% (58)	31% (93)	19% (56)	13% (39)	2%

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Table BPC12: *In the past month, how frequently, if at all, have caregiving responsibilities impeded your ability to work or perform work-related tasks?*

Demographic	Never	Rarely	Sometimes	Often	Always	Do know opin
Working Mothers	28% (691)	22% (558)	29% (720)	10% (259)	4% (110)	7%
Caregiver for Child/Dependent	16% (169)	28% (293)	37% (393)	14% (148)	4% (42)	2%
Business Owners	18% (78)	17% (72)	28% (119)	21% (90)	11% (46)	5%
Non-Business Owners	30% (613)	23% (486)	29% (600)	8% (169)	3% (64)	7%
Service Worker/Retail Sales/Laborers/Helpers	30% (149)	19% (98)	27% (137)	9% (44)	5% (25)	10%
Trade/Skilled Workers	31% (34)	20% (23)	26% (29)	9% (10)	1% (1)	12%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	30% (216)	26% (183)	29% (205)	7% (52)	3% (22)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	32% (113)	23% (82)	30% (108)	9% (31)	2% (7)	4%
Other Professionals	26% (101)	26% (101)	31% (122)	8% (31)	2% (8)	7%
Business Owners w/Employees	16% (58)	17% (65)	28% (103)	22% (82)	12% (44)	5%
Access to Childcare	20% (170)	24% (206)	32% (271)	15% (124)	6% (51)	4%
No Access to Childcare	15% (75)	19% (99)	39% (197)	16% (80)	8% (39)	4%
Unsure of Access to Childcare	24% (44)	30% (54)	27% (50)	7% (12)	3% (5)	9%
More Financially Secure after Pandemic	25% (128)	19% (98)	26% (132)	16% (82)	8% (42)	5%
Less Financially Secure after the Pandemic	23% (292)	23% (286)	32% (404)	11% (145)	5% (63)	6%
Same Financial Security after the Pandemic	37% (272)	24% (173)	25% (184)	4% (32)	1% (5)	8%
Access to Paid Parental Leave	30% (294)	25% (244)	28% (278)	9% (87)	3% (26)	6%
No Access to Paid Parental Leave	28% (222)	23% (182)	32% (258)	8% (65)	4% (30)	6%
Access to Paid Caregiving Leave	33% (230)	26% (184)	24% (170)	8% (60)	4% (26)	5%
No Access to Paid Caregiving Leave	25% (249)	22% (216)	34% (337)	8% (81)	4% (34)	6%
Access to Flexible Work Hours	28% (260)	24% (224)	29% (268)	9% (86)	3% (32)	6%
No Access to Flexible Work Hours	30% (315)	23% (241)	30% (312)	7% (74)	3% (30)	6%
Access to Child Care as Employer Benefit	27% (95)	21% (76)	30% (105)	10% (36)	6% (21)	6%
No Access to Child Care as Employer Benefit	28% (390)	24% (339)	31% (428)	8% (111)	3% (36)	6%
Access to Mental Health Benefits	31% (268)	26% (226)	28% (245)	7% (64)	2% (16)	7%
No Access to Mental Health Benefits	27% (222)	21% (178)	33% (272)	9% (77)	5% (38)	6%
Ethnicity: White (Non-Hispanic)	28% (429)	23% (350)	30% (453)	10% (154)	3% (49)	6%
Ethnicity: Hispanic	24% (115)	19% (95)	31% (150)	11% (54)	8% (39)	7%
Ethnicity: Black (Non-Hispanic)	30% (91)	22% (66)	25% (73)	12% (34)	5% (14)	7%
Ethnicity: Asian + Other (Non-Hispanic)	31% (56)	25% (46)	23% (43)	9% (17)	5% (9)	7%

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Table BPC12: *In the past month, how frequently, if at all, have caregiving responsibilities impeded your ability to work or perform work-related tasks?*

Demographic	Never		Rarely		Sometimes		Often		Always		Do know opin
Working Mothers	28%	(691)	22%	(558)	29%	(720)	10%	(259)	4%	(110)	7%
Single, never married	26%	(109)	22%	(92)	27%	(112)	10%	(43)	6%	(27)	9%
Married	28%	(388)	23%	(319)	29%	(403)	11%	(155)	5%	(68)	5%
Separated	30%	(19)	26%	(17)	22%	(14)	13%	(9)	2%	(1)	6%
Divorced	31%	(93)	21%	(62)	29%	(86)	5%	(16)	2%	(7)	12%
Widowed	50%	(26)	16%	(8)	22%	(11)	7%	(4)	—	(0)	5%
Living with a partner	21%	(56)	22%	(58)	36%	(94)	12%	(32)	2%	(6)	7%

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

Table BPC13_1: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Remaining in the workforce*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	13%	(334)	24%	(604)	27%	(669)	24%	(608)	11%	(283)
Gender: Female	13%	(334)	24%	(604)	27%	(669)	24%	(608)	11%	(283)
Age: 18-34	17%	(127)	30%	(215)	26%	(188)	20%	(147)	7%	(51)
Age: 35-44	13%	(144)	24%	(264)	30%	(328)	25%	(269)	7%	(74)
Age: 45-64	9%	(62)	18%	(123)	22%	(149)	28%	(187)	23%	(154)
GenZers: 1997-2012	18%	(20)	26%	(28)	27%	(29)	18%	(20)	12%	(13)
Millennials: 1981-1996	15%	(213)	28%	(392)	29%	(410)	22%	(310)	6%	(87)
GenXers: 1965-1980	12%	(84)	18%	(130)	25%	(182)	28%	(201)	17%	(121)
Baby Boomers: 1946-1964	7%	(17)	21%	(54)	18%	(47)	30%	(76)	24%	(61)
PID: Dem (no lean)	15%	(155)	25%	(256)	28%	(293)	24%	(248)	9%	(92)
PID: Ind (no lean)	13%	(92)	24%	(168)	25%	(176)	24%	(173)	15%	(106)
PID: Rep (no lean)	12%	(88)	24%	(180)	27%	(201)	25%	(187)	12%	(85)
PID/Gender: Dem Women	15%	(155)	25%	(256)	28%	(293)	24%	(248)	9%	(92)
PID/Gender: Ind Women	13%	(92)	24%	(168)	25%	(176)	24%	(173)	15%	(106)
PID/Gender: Rep Women	12%	(88)	24%	(180)	27%	(201)	25%	(187)	12%	(85)
Ideo: Liberal (1-3)	16%	(121)	28%	(209)	27%	(202)	21%	(159)	8%	(58)
Ideo: Moderate (4)	13%	(102)	23%	(181)	27%	(212)	25%	(194)	11%	(82)
Ideo: Conservative (5-7)	11%	(85)	22%	(166)	28%	(212)	26%	(192)	13%	(98)
Educ: < College	13%	(170)	24%	(306)	25%	(320)	25%	(322)	13%	(169)
Educ: Bachelors degree	13%	(93)	24%	(163)	29%	(199)	24%	(169)	10%	(68)
Educ: Post-grad	14%	(71)	26%	(135)	29%	(151)	23%	(117)	9%	(46)
Income: Under 50k	14%	(142)	27%	(262)	22%	(218)	22%	(219)	14%	(138)
Income: 50k-100k	14%	(131)	23%	(220)	30%	(278)	23%	(220)	10%	(91)
Income: 100k+	11%	(62)	21%	(122)	30%	(173)	29%	(169)	9%	(54)
Ethnicity: White	13%	(239)	23%	(432)	27%	(501)	24%	(450)	12%	(224)
Ethnicity: Hispanic	19%	(91)	21%	(105)	25%	(122)	22%	(108)	13%	(64)
Ethnicity: Black	19%	(66)	22%	(80)	25%	(88)	24%	(87)	10%	(37)
Ethnicity: Other	10%	(29)	31%	(92)	28%	(81)	24%	(71)	7%	(22)

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Table BPC13_1: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Remaining in the workforce*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	13%	(334)	24%	(604)	27%	(669)	24%	(608)	11%	(283)
All Christian	14%	(156)	25%	(278)	25%	(279)	24%	(265)	12%	(127)
All Non-Christian	22%	(19)	29%	(25)	21%	(18)	14%	(12)	13%	(12)
Atheist	15%	(11)	25%	(19)	25%	(18)	25%	(18)	10%	(7)
Agnostic/Nothing in particular	12%	(83)	22%	(152)	30%	(213)	24%	(171)	12%	(81)
Something Else	12%	(65)	24%	(131)	26%	(141)	26%	(141)	10%	(56)
Religious Non-Protestant/Catholic	19%	(20)	28%	(30)	22%	(24)	16%	(18)	15%	(16)
Evangelical	16%	(119)	24%	(175)	25%	(188)	24%	(180)	11%	(81)
Non-Evangelical	12%	(99)	26%	(220)	26%	(222)	25%	(215)	11%	(94)
Community: Urban	18%	(123)	27%	(184)	24%	(164)	20%	(139)	10%	(70)
Community: Suburban	11%	(124)	22%	(259)	28%	(331)	26%	(305)	12%	(143)
Community: Rural	13%	(88)	24%	(161)	27%	(175)	25%	(165)	11%	(69)
Employ: Private Sector	13%	(251)	25%	(469)	27%	(512)	23%	(436)	11%	(206)
Employ: Government	12%	(50)	18%	(73)	27%	(111)	32%	(130)	11%	(44)
Employ: Self-Employed	16%	(34)	28%	(62)	21%	(46)	19%	(42)	15%	(33)
Military HH: Yes	16%	(38)	18%	(44)	30%	(72)	26%	(63)	9%	(23)
Military HH: No	13%	(296)	25%	(561)	26%	(598)	24%	(545)	12%	(261)
RD/WT: Right Direction	16%	(120)	27%	(201)	25%	(184)	21%	(159)	10%	(76)
RD/WT: Wrong Track	12%	(214)	23%	(403)	28%	(485)	26%	(449)	12%	(207)
Biden Job Approve	16%	(164)	25%	(263)	27%	(280)	22%	(230)	9%	(95)
Biden Job Disapprove	12%	(161)	23%	(319)	27%	(364)	26%	(360)	11%	(156)
Biden Job Strongly Approve	20%	(71)	25%	(86)	20%	(68)	25%	(87)	10%	(34)
Biden Job Somewhat Approve	14%	(93)	26%	(177)	31%	(212)	21%	(144)	9%	(61)
Biden Job Somewhat Disapprove	11%	(53)	24%	(121)	31%	(153)	24%	(120)	10%	(50)
Biden Job Strongly Disapprove	13%	(108)	23%	(198)	24%	(212)	28%	(240)	12%	(106)
Favorable of Biden	16%	(175)	25%	(279)	27%	(292)	22%	(247)	10%	(106)
Unfavorable of Biden	11%	(145)	24%	(303)	28%	(356)	27%	(344)	11%	(142)

Continued on next page

Table BPC13_1: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Remaining in the workforce*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	13%	(334)	24%	(604)	27%	(669)	24%	(608)	11%	(283)
Very Favorable of Biden	21%	(80)	24%	(94)	20%	(79)	26%	(101)	9%	(36)
Somewhat Favorable of Biden	13%	(95)	26%	(185)	30%	(213)	21%	(146)	10%	(71)
Somewhat Unfavorable of Biden	11%	(40)	23%	(89)	33%	(127)	24%	(90)	9%	(35)
Very Unfavorable of Biden	11%	(104)	24%	(214)	25%	(228)	28%	(254)	12%	(107)
#1 Issue: Economy	12%	(163)	23%	(309)	28%	(377)	25%	(337)	10%	(138)
#1 Issue: Security	11%	(27)	27%	(66)	26%	(65)	22%	(55)	14%	(35)
#1 Issue: Health Care	18%	(46)	27%	(67)	24%	(60)	19%	(49)	13%	(32)
#1 Issue: Medicare / Social Security	10%	(6)	17%	(10)	22%	(13)	27%	(16)	24%	(14)
#1 Issue: Women's Issues	13%	(29)	27%	(61)	24%	(54)	23%	(53)	12%	(27)
#1 Issue: Education	10%	(15)	27%	(41)	30%	(46)	26%	(40)	8%	(12)
#1 Issue: Energy	20%	(33)	25%	(41)	27%	(45)	23%	(38)	6%	(9)
#1 Issue: Other	22%	(16)	12%	(9)	15%	(11)	29%	(21)	21%	(15)
2020 Vote: Joe Biden	14%	(170)	24%	(285)	29%	(338)	23%	(269)	10%	(112)
2020 Vote: Donald Trump	12%	(97)	23%	(191)	27%	(226)	26%	(214)	12%	(99)
2020 Vote: Other	13%	(12)	29%	(26)	19%	(17)	25%	(23)	15%	(13)
2020 Vote: Didn't Vote	14%	(56)	25%	(102)	22%	(88)	25%	(102)	15%	(59)
2018 House Vote: Democrat	15%	(149)	26%	(249)	27%	(261)	24%	(230)	8%	(79)
2018 House Vote: Republican	11%	(77)	24%	(165)	29%	(200)	26%	(182)	11%	(75)
2018 House Vote: Someone else	11%	(10)	17%	(15)	25%	(22)	27%	(24)	19%	(17)
2016 Vote: Hillary Clinton	14%	(130)	25%	(231)	27%	(247)	25%	(232)	8%	(76)
2016 Vote: Donald Trump	13%	(95)	22%	(161)	28%	(208)	25%	(185)	12%	(86)
2016 Vote: Other	12%	(13)	24%	(28)	25%	(29)	26%	(30)	13%	(15)
2016 Vote: Didn't Vote	13%	(96)	25%	(185)	25%	(185)	22%	(161)	14%	(106)
Voted in 2014: Yes	13%	(195)	24%	(351)	28%	(402)	25%	(373)	10%	(141)
Voted in 2014: No	13%	(140)	24%	(253)	26%	(267)	23%	(235)	14%	(142)
4-Region: Northeast	11%	(46)	22%	(89)	28%	(112)	26%	(106)	12%	(50)
4-Region: Midwest	13%	(70)	23%	(130)	28%	(159)	27%	(150)	9%	(49)
4-Region: South	14%	(134)	25%	(245)	26%	(254)	24%	(230)	11%	(109)
4-Region: West	15%	(84)	25%	(140)	26%	(145)	21%	(121)	13%	(76)

Continued on next page

Table BPC13_1: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Remaining in the workforce*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	13%	(334)	24%	(604)	27%	(669)	24%	(608)	11%	(283)
Child(Ren) Aged 0-17	15%	(279)	27%	(500)	29%	(534)	23%	(420)	7%	(128)
Child(Ren) Aged 0-5	18%	(155)	30%	(264)	26%	(233)	19%	(167)	7%	(61)
Caregivers	15%	(218)	28%	(412)	30%	(439)	22%	(315)	4%	(64)
Caregiver for Aging Parent	20%	(50)	27%	(67)	27%	(68)	19%	(48)	7%	(16)
Caregiver for Sick or Disabled Family Member	21%	(64)	31%	(94)	23%	(70)	19%	(57)	6%	(18)
Caregiver for Child/Dependent	13%	(141)	29%	(304)	32%	(339)	23%	(239)	4%	(40)
Business Owners	20%	(86)	32%	(136)	22%	(92)	17%	(71)	10%	(41)
Non-Business Owners	12%	(249)	23%	(468)	28%	(578)	26%	(537)	12%	(242)
Service Worker/Retail Sales/Laborers/Helpers	15%	(74)	24%	(121)	24%	(121)	25%	(127)	12%	(61)
Trade/Skilled Workers	17%	(19)	21%	(23)	20%	(23)	28%	(30)	14%	(15)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	12%	(86)	23%	(162)	27%	(196)	26%	(188)	11%	(81)
Health Care and Medical Professionals/Lab Techs/Pharmacists	8%	(29)	23%	(80)	33%	(118)	26%	(92)	10%	(36)
Other Professionals	10%	(41)	21%	(81)	31%	(120)	25%	(99)	13%	(49)
Business Owners w/Employees	22%	(80)	33%	(122)	23%	(83)	15%	(54)	8%	(31)
Access to Childcare	14%	(116)	27%	(229)	29%	(251)	25%	(210)	6%	(49)
No Access to Childcare	21%	(107)	30%	(151)	28%	(139)	16%	(84)	5%	(26)
Unsure of Access to Childcare	11%	(20)	31%	(57)	24%	(44)	19%	(35)	14%	(26)
More Financially Secure after Pandemic	17%	(84)	26%	(131)	22%	(110)	28%	(140)	8%	(43)
Less Financially Secure after the Pandemic	16%	(197)	27%	(346)	28%	(352)	20%	(252)	9%	(120)
Same Financial Security after the Pandemic	7%	(53)	18%	(127)	29%	(207)	30%	(216)	17%	(120)
Access to Paid Parental Leave	12%	(123)	22%	(216)	27%	(265)	29%	(287)	10%	(98)
No Access to Paid Parental Leave	13%	(102)	25%	(200)	30%	(245)	21%	(169)	11%	(91)
Access to Paid Caregiving Leave	12%	(84)	20%	(142)	28%	(198)	31%	(218)	9%	(64)
No Access to Paid Caregiving Leave	14%	(141)	25%	(243)	28%	(272)	22%	(218)	11%	(103)
Access to Flexible Work Hours	12%	(110)	21%	(191)	30%	(275)	28%	(261)	10%	(90)
No Access to Flexible Work Hours	13%	(130)	25%	(262)	26%	(272)	24%	(249)	12%	(124)
Access to Child Care as Employer Benefit	13%	(47)	23%	(81)	30%	(105)	28%	(99)	6%	(22)
No Access to Child Care as Employer Benefit	12%	(171)	24%	(329)	29%	(399)	25%	(342)	11%	(147)

Continued on next page

Table BPC13_1: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Remaining in the workforce*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	13%	(334)	24%	(604)	27%	(669)	24%	(608)	11%	(283)
Access to Mental Health Benefits	10%	(87)	19%	(169)	31%	(272)	30%	(261)	10%	(88)
No Access to Mental Health Benefits	15%	(126)	27%	(224)	27%	(223)	21%	(173)	11%	(90)
Ethnicity: White (Non-Hispanic)	12%	(182)	24%	(374)	28%	(422)	25%	(378)	11%	(172)
Ethnicity: Hispanic	19%	(91)	21%	(105)	25%	(122)	22%	(108)	13%	(64)
Ethnicity: Black (Non-Hispanic)	15%	(44)	22%	(64)	25%	(75)	27%	(82)	11%	(33)
Ethnicity: Asian + Other (Non-Hispanic)	10%	(18)	33%	(61)	28%	(51)	22%	(41)	8%	(14)
Single, never married	13%	(54)	26%	(110)	23%	(97)	26%	(108)	12%	(52)
Married	14%	(190)	25%	(344)	28%	(398)	23%	(327)	10%	(140)
Separated	14%	(9)	12%	(8)	24%	(15)	32%	(21)	18%	(11)
Divorced	15%	(45)	19%	(57)	25%	(74)	26%	(78)	16%	(47)
Widowed	8%	(4)	32%	(17)	16%	(8)	25%	(13)	18%	(10)
Living with a partner	12%	(33)	26%	(68)	29%	(78)	23%	(61)	9%	(24)

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

Table BPC13_2: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Working more hours*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	32%	(799)	18%	(442)	12%	(302)	12%	(304)
Gender: Female	26%	(652)	32%	(799)	18%	(442)	12%	(302)	12%	(304)
Age: 18-34	30%	(219)	36%	(260)	18%	(133)	9%	(62)	8%	(55)
Age: 35-44	27%	(293)	35%	(382)	18%	(191)	11%	(122)	8%	(90)
Age: 45-64	20%	(137)	23%	(152)	17%	(113)	17%	(116)	23%	(156)
GenZers: 1997-2012	22%	(25)	36%	(40)	20%	(22)	13%	(15)	9%	(10)
Millennials: 1981-1996	30%	(418)	35%	(497)	18%	(259)	9%	(134)	7%	(105)
GenXers: 1965-1980	22%	(158)	29%	(210)	17%	(121)	15%	(104)	17%	(125)
Baby Boomers: 1946-1964	20%	(51)	21%	(52)	16%	(40)	19%	(48)	25%	(64)
PID: Dem (no lean)	26%	(271)	34%	(353)	18%	(186)	11%	(118)	11%	(115)
PID: Ind (no lean)	24%	(170)	32%	(228)	18%	(125)	13%	(91)	14%	(99)
PID: Rep (no lean)	28%	(211)	29%	(218)	18%	(131)	12%	(92)	12%	(89)
PID/Gender: Dem Women	26%	(271)	34%	(353)	18%	(186)	11%	(118)	11%	(115)
PID/Gender: Ind Women	24%	(170)	32%	(228)	18%	(125)	13%	(91)	14%	(99)
PID/Gender: Rep Women	28%	(211)	29%	(218)	18%	(131)	12%	(92)	12%	(89)
Ideo: Liberal (1-3)	30%	(222)	33%	(248)	18%	(139)	9%	(66)	10%	(75)
Ideo: Moderate (4)	22%	(169)	35%	(267)	18%	(142)	14%	(105)	11%	(88)
Ideo: Conservative (5-7)	28%	(208)	31%	(233)	17%	(127)	12%	(87)	13%	(98)
Educ: < College	25%	(319)	29%	(371)	19%	(239)	14%	(183)	14%	(175)
Educ: Bachelors degree	28%	(191)	34%	(236)	17%	(119)	10%	(68)	11%	(79)
Educ: Post-grad	27%	(142)	37%	(193)	16%	(84)	10%	(51)	10%	(50)
Income: Under 50k	25%	(242)	31%	(301)	17%	(170)	14%	(135)	13%	(132)
Income: 50k-100k	27%	(253)	32%	(298)	20%	(188)	10%	(92)	12%	(108)
Income: 100k+	27%	(157)	35%	(201)	14%	(84)	13%	(75)	11%	(64)
Ethnicity: White	27%	(504)	31%	(569)	18%	(326)	12%	(213)	13%	(235)
Ethnicity: Hispanic	28%	(136)	29%	(142)	17%	(83)	13%	(62)	14%	(66)
Ethnicity: Black	22%	(77)	33%	(120)	19%	(69)	14%	(50)	12%	(42)
Ethnicity: Other	24%	(71)	37%	(110)	16%	(47)	13%	(39)	9%	(28)

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Table BPC13_2: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Working more hours*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	32%	(799)	18%	(442)	12%	(302)	12%	(304)
All Christian	27%	(300)	33%	(364)	15%	(167)	13%	(139)	12%	(136)
All Non-Christian	30%	(26)	33%	(29)	14%	(12)	10%	(8)	13%	(11)
Atheist	28%	(21)	23%	(17)	29%	(21)	5%	(4)	15%	(11)
Agnostic/Nothing in particular	25%	(178)	30%	(213)	21%	(144)	12%	(82)	12%	(82)
Something Else	24%	(128)	33%	(176)	18%	(98)	13%	(69)	12%	(64)
Religious Non-Protestant/Catholic	31%	(33)	32%	(34)	17%	(18)	8%	(9)	13%	(14)
Evangelical	28%	(206)	35%	(258)	14%	(107)	10%	(78)	13%	(94)
Non-Evangelical	25%	(209)	31%	(266)	17%	(148)	15%	(127)	12%	(100)
Community: Urban	27%	(180)	35%	(238)	17%	(118)	9%	(64)	12%	(78)
Community: Suburban	26%	(298)	32%	(373)	18%	(205)	11%	(133)	13%	(153)
Community: Rural	26%	(174)	29%	(188)	18%	(120)	16%	(104)	11%	(73)
Employ: Private Sector	26%	(491)	33%	(610)	18%	(331)	12%	(229)	11%	(214)
Employ: Government	26%	(105)	29%	(120)	18%	(74)	13%	(51)	14%	(57)
Employ: Self-Employed	26%	(56)	32%	(69)	17%	(37)	10%	(22)	15%	(33)
Military HH: Yes	28%	(67)	32%	(78)	18%	(43)	11%	(27)	10%	(25)
Military HH: No	26%	(585)	32%	(721)	18%	(399)	12%	(275)	12%	(279)
RD/WT: Right Direction	27%	(198)	30%	(222)	17%	(130)	13%	(95)	13%	(97)
RD/WT: Wrong Track	26%	(454)	33%	(577)	18%	(312)	12%	(207)	12%	(207)
Biden Job Approve	27%	(274)	33%	(340)	18%	(183)	12%	(120)	11%	(115)
Biden Job Disapprove	26%	(360)	32%	(429)	18%	(245)	12%	(166)	12%	(160)
Biden Job Strongly Approve	25%	(88)	31%	(107)	17%	(57)	14%	(48)	13%	(45)
Biden Job Somewhat Approve	27%	(187)	34%	(233)	18%	(126)	11%	(73)	10%	(70)
Biden Job Somewhat Disapprove	25%	(124)	36%	(181)	20%	(98)	10%	(51)	9%	(43)
Biden Job Strongly Disapprove	27%	(236)	29%	(249)	17%	(147)	13%	(115)	14%	(117)
Favorable of Biden	27%	(299)	33%	(365)	17%	(190)	11%	(122)	11%	(122)
Unfavorable of Biden	26%	(333)	32%	(411)	18%	(234)	12%	(160)	12%	(151)

Continued on next page

Table BPC13_2: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Working more hours*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	32%	(799)	18%	(442)	12%	(302)	12%	(304)
Very Favorable of Biden	26%	(103)	31%	(119)	19%	(75)	12%	(47)	12%	(46)
Somewhat Favorable of Biden	28%	(196)	35%	(246)	16%	(116)	11%	(75)	11%	(77)
Somewhat Unfavorable of Biden	25%	(97)	37%	(143)	19%	(73)	9%	(35)	9%	(34)
Very Unfavorable of Biden	26%	(237)	30%	(268)	18%	(161)	14%	(125)	13%	(117)
#1 Issue: Economy	26%	(339)	34%	(449)	18%	(232)	12%	(160)	11%	(144)
#1 Issue: Security	21%	(52)	31%	(77)	19%	(48)	16%	(40)	13%	(31)
#1 Issue: Health Care	26%	(66)	32%	(81)	19%	(49)	11%	(28)	12%	(29)
#1 Issue: Medicare / Social Security	16%	(9)	22%	(13)	21%	(13)	15%	(9)	27%	(16)
#1 Issue: Women's Issues	30%	(68)	30%	(68)	16%	(35)	10%	(22)	14%	(32)
#1 Issue: Education	24%	(37)	35%	(53)	17%	(26)	14%	(21)	11%	(17)
#1 Issue: Energy	36%	(59)	27%	(44)	20%	(34)	8%	(13)	9%	(15)
#1 Issue: Other	31%	(22)	20%	(14)	8%	(6)	13%	(9)	27%	(19)
2020 Vote: Joe Biden	27%	(322)	33%	(386)	18%	(211)	11%	(126)	11%	(129)
2020 Vote: Donald Trump	27%	(220)	31%	(260)	17%	(139)	13%	(107)	12%	(102)
2020 Vote: Other	29%	(26)	32%	(29)	16%	(14)	7%	(7)	17%	(15)
2020 Vote: Didn't Vote	21%	(85)	31%	(124)	19%	(78)	15%	(62)	14%	(58)
2018 House Vote: Democrat	28%	(276)	34%	(326)	17%	(166)	11%	(109)	10%	(93)
2018 House Vote: Republican	28%	(196)	30%	(210)	18%	(124)	12%	(85)	12%	(85)
2018 House Vote: Someone else	23%	(20)	31%	(27)	17%	(15)	17%	(15)	13%	(11)
2016 Vote: Hillary Clinton	26%	(238)	34%	(314)	18%	(161)	12%	(106)	11%	(96)
2016 Vote: Donald Trump	28%	(204)	30%	(222)	16%	(120)	12%	(90)	13%	(98)
2016 Vote: Other	30%	(34)	30%	(35)	19%	(22)	10%	(11)	11%	(13)
2016 Vote: Didn't Vote	24%	(176)	31%	(228)	19%	(138)	13%	(94)	13%	(97)
Voted in 2014: Yes	26%	(385)	33%	(484)	17%	(244)	12%	(178)	12%	(171)
Voted in 2014: No	26%	(267)	30%	(315)	19%	(198)	12%	(124)	13%	(133)
4-Region: Northeast	25%	(102)	28%	(115)	19%	(78)	14%	(55)	13%	(53)
4-Region: Midwest	28%	(158)	32%	(180)	18%	(103)	11%	(61)	10%	(56)
4-Region: South	24%	(235)	36%	(353)	16%	(155)	12%	(119)	11%	(111)
4-Region: West	28%	(157)	27%	(152)	19%	(105)	12%	(66)	15%	(84)

Continued on next page

Table BPC13_2: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Working more hours*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	32%	(799)	18%	(442)	12%	(302)	12%	(304)
Child(Ren) Aged 0-17	29%	(538)	36%	(661)	18%	(334)	10%	(182)	8%	(146)
Child(Ren) Aged 0-5	34%	(297)	36%	(318)	16%	(137)	7%	(63)	7%	(65)
Caregivers	32%	(465)	36%	(524)	18%	(258)	8%	(117)	6%	(83)
Caregiver for Aging Parent	38%	(94)	30%	(75)	20%	(49)	5%	(12)	8%	(19)
Caregiver for Sick or Disabled Family Member	33%	(99)	33%	(100)	16%	(49)	11%	(33)	7%	(22)
Caregiver for Child/Dependent	32%	(342)	39%	(410)	17%	(178)	7%	(77)	5%	(55)
Business Owners	28%	(120)	33%	(142)	21%	(89)	7%	(30)	10%	(44)
Non-Business Owners	26%	(532)	32%	(657)	17%	(353)	13%	(272)	13%	(260)
Service Worker/Retail Sales/Laborers/Helpers	25%	(125)	32%	(161)	17%	(87)	14%	(73)	12%	(58)
Trade/Skilled Workers	28%	(31)	26%	(28)	15%	(16)	19%	(21)	12%	(14)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	25%	(180)	31%	(220)	19%	(135)	13%	(91)	12%	(88)
Health Care and Medical Professionals/Lab Techs/Pharmacists	26%	(93)	34%	(120)	16%	(57)	12%	(43)	12%	(42)
Other Professionals	26%	(103)	33%	(128)	15%	(58)	11%	(44)	15%	(59)
Business Owners w/Employees	28%	(105)	34%	(128)	21%	(79)	7%	(25)	9%	(34)
Access to Childcare	28%	(240)	38%	(323)	19%	(166)	9%	(73)	6%	(53)
No Access to Childcare	40%	(200)	30%	(154)	15%	(75)	8%	(42)	7%	(35)
Unsure of Access to Childcare	21%	(38)	40%	(73)	15%	(28)	8%	(14)	15%	(28)
More Financially Secure after Pandemic	27%	(137)	29%	(149)	20%	(103)	14%	(72)	9%	(46)
Less Financially Secure after the Pandemic	30%	(381)	33%	(422)	16%	(201)	10%	(131)	10%	(132)
Same Financial Security after the Pandemic	19%	(134)	31%	(227)	19%	(138)	14%	(99)	17%	(126)
Access to Paid Parental Leave	25%	(249)	32%	(321)	18%	(176)	13%	(132)	11%	(112)
No Access to Paid Parental Leave	28%	(228)	32%	(258)	17%	(133)	11%	(88)	12%	(99)
Access to Paid Caregiving Leave	26%	(182)	30%	(211)	17%	(122)	16%	(114)	11%	(78)
No Access to Paid Caregiving Leave	29%	(280)	34%	(331)	16%	(160)	10%	(100)	11%	(106)
Access to Flexible Work Hours	24%	(220)	33%	(308)	19%	(174)	14%	(126)	11%	(99)
No Access to Flexible Work Hours	28%	(295)	31%	(319)	16%	(163)	12%	(124)	13%	(135)
Access to Child Care as Employer Benefit	23%	(81)	34%	(120)	20%	(71)	14%	(51)	9%	(31)
No Access to Child Care as Employer Benefit	28%	(386)	33%	(452)	16%	(222)	12%	(165)	12%	(163)

Continued on next page

Table BPC13_2: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Working more hours*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	32%	(799)	18%	(442)	12%	(302)	12%	(304)
Access to Mental Health Benefits	23%	(202)	34%	(297)	18%	(161)	12%	(108)	13%	(111)
No Access to Mental Health Benefits	28%	(233)	32%	(267)	17%	(144)	13%	(108)	10%	(84)
Ethnicity: White (Non-Hispanic)	27%	(416)	32%	(481)	18%	(275)	11%	(175)	12%	(181)
Ethnicity: Hispanic	28%	(136)	29%	(142)	17%	(83)	13%	(62)	14%	(66)
Ethnicity: Black (Non-Hispanic)	19%	(55)	34%	(102)	18%	(54)	16%	(47)	13%	(39)
Ethnicity: Asian + Other (Non-Hispanic)	25%	(45)	40%	(73)	17%	(31)	9%	(17)	10%	(18)
Single, never married	26%	(108)	25%	(104)	22%	(93)	15%	(64)	12%	(52)
Married	27%	(378)	34%	(474)	17%	(235)	11%	(156)	11%	(155)
Separated	23%	(15)	19%	(12)	20%	(12)	12%	(8)	25%	(16)
Divorced	21%	(62)	33%	(101)	16%	(48)	13%	(39)	17%	(50)
Widowed	26%	(14)	31%	(16)	16%	(8)	14%	(7)	13%	(7)
Living with a partner	29%	(76)	35%	(92)	17%	(45)	10%	(27)	9%	(24)

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

Table BPC13_3: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Changing jobs in the same industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	17%	(423)	30%	(747)	21%	(517)	14%	(355)	18%	(457)
Gender: Female	17%	(423)	30%	(747)	21%	(517)	14%	(355)	18%	(457)
Age: 18-34	19%	(138)	34%	(246)	23%	(168)	13%	(96)	11%	(80)
Age: 35-44	17%	(183)	32%	(347)	22%	(241)	13%	(139)	16%	(169)
Age: 45-64	15%	(102)	22%	(151)	15%	(102)	17%	(115)	30%	(204)
GenZers: 1997-2012	20%	(22)	34%	(38)	23%	(26)	12%	(13)	11%	(12)
Millennials: 1981-1996	18%	(253)	33%	(472)	23%	(319)	13%	(188)	13%	(180)
GenXers: 1965-1980	17%	(119)	25%	(178)	19%	(135)	15%	(110)	25%	(176)
Baby Boomers: 1946-1964	11%	(29)	23%	(59)	14%	(36)	17%	(43)	35%	(88)
PID: Dem (no lean)	16%	(171)	34%	(357)	19%	(200)	15%	(156)	15%	(160)
PID: Ind (no lean)	17%	(121)	28%	(199)	21%	(152)	13%	(92)	21%	(150)
PID: Rep (no lean)	18%	(131)	26%	(192)	22%	(165)	14%	(107)	20%	(147)
PID/Gender: Dem Women	16%	(171)	34%	(357)	19%	(200)	15%	(156)	15%	(160)
PID/Gender: Ind Women	17%	(121)	28%	(199)	21%	(152)	13%	(92)	21%	(150)
PID/Gender: Rep Women	18%	(131)	26%	(192)	22%	(165)	14%	(107)	20%	(147)
Ideo: Liberal (1-3)	18%	(133)	37%	(277)	20%	(151)	11%	(83)	14%	(106)
Ideo: Moderate (4)	17%	(128)	31%	(239)	22%	(166)	15%	(116)	16%	(121)
Ideo: Conservative (5-7)	18%	(135)	25%	(185)	21%	(160)	15%	(113)	21%	(162)
Educ: < College	16%	(209)	26%	(339)	21%	(273)	15%	(199)	21%	(266)
Educ: Bachelors degree	18%	(122)	32%	(225)	20%	(139)	13%	(90)	17%	(116)
Educ: Post-grad	18%	(92)	35%	(184)	20%	(105)	13%	(65)	14%	(74)
Income: Under 50k	18%	(176)	27%	(267)	20%	(196)	15%	(146)	20%	(195)
Income: 50k-100k	17%	(160)	31%	(296)	22%	(203)	14%	(128)	16%	(153)
Income: 100k+	15%	(87)	32%	(185)	20%	(118)	14%	(81)	19%	(109)
Ethnicity: White	16%	(302)	29%	(542)	21%	(384)	14%	(258)	20%	(361)
Ethnicity: Hispanic	18%	(88)	32%	(158)	19%	(93)	14%	(69)	16%	(81)
Ethnicity: Black	19%	(70)	26%	(95)	20%	(70)	18%	(66)	16%	(58)
Ethnicity: Other	18%	(52)	37%	(111)	21%	(63)	11%	(31)	13%	(38)

Continued on next page

Table BPC13_3: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Changing jobs in the same industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	17%	(423)	30%	(747)	21%	(517)	14%	(355)	18%	(457)
All Christian	18%	(203)	31%	(344)	19%	(214)	13%	(146)	18%	(198)
All Non-Christian	19%	(16)	32%	(28)	19%	(16)	8%	(7)	22%	(19)
Atheist	13%	(9)	36%	(26)	26%	(19)	6%	(5)	20%	(14)
Agnostic/Nothing in particular	15%	(103)	29%	(204)	24%	(167)	15%	(104)	18%	(123)
Something Else	17%	(92)	27%	(145)	19%	(101)	17%	(93)	19%	(103)
Religious Non-Protestant/Catholic	19%	(21)	29%	(31)	19%	(20)	10%	(10)	23%	(24)
Evangelical	19%	(141)	30%	(222)	18%	(133)	14%	(106)	19%	(142)
Non-Evangelical	17%	(145)	30%	(258)	20%	(174)	15%	(126)	17%	(149)
Community: Urban	19%	(130)	33%	(224)	19%	(132)	13%	(90)	15%	(103)
Community: Suburban	17%	(192)	30%	(344)	21%	(245)	13%	(155)	20%	(227)
Community: Rural	15%	(102)	27%	(180)	21%	(140)	17%	(109)	19%	(127)
Employ: Private Sector	17%	(321)	30%	(572)	21%	(397)	14%	(260)	17%	(326)
Employ: Government	18%	(72)	29%	(120)	20%	(82)	16%	(63)	17%	(69)
Employ: Self-Employed	14%	(30)	26%	(56)	17%	(38)	15%	(32)	29%	(62)
Military HH: Yes	20%	(49)	27%	(64)	20%	(49)	13%	(32)	19%	(46)
Military HH: No	17%	(375)	30%	(683)	21%	(468)	14%	(323)	18%	(411)
RD/WT: Right Direction	18%	(130)	34%	(254)	21%	(153)	13%	(99)	14%	(106)
RD/WT: Wrong Track	17%	(294)	28%	(493)	21%	(364)	15%	(255)	20%	(351)
Biden Job Approve	17%	(177)	34%	(356)	20%	(206)	14%	(149)	14%	(145)
Biden Job Disapprove	17%	(235)	27%	(366)	22%	(295)	14%	(191)	20%	(274)
Biden Job Strongly Approve	17%	(59)	35%	(119)	18%	(63)	15%	(53)	15%	(51)
Biden Job Somewhat Approve	17%	(118)	34%	(237)	21%	(143)	14%	(96)	14%	(94)
Biden Job Somewhat Disapprove	16%	(78)	30%	(147)	24%	(117)	12%	(59)	19%	(96)
Biden Job Strongly Disapprove	18%	(157)	25%	(219)	21%	(179)	15%	(132)	21%	(178)
Favorable of Biden	18%	(201)	34%	(374)	19%	(206)	14%	(155)	15%	(164)
Unfavorable of Biden	16%	(208)	28%	(357)	23%	(290)	14%	(187)	19%	(248)

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Table BPC13_3: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Changing jobs in the same industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	17%	(423)	30%	(747)	21%	(517)	14%	(355)	18%	(457)
Very Favorable of Biden	19%	(75)	33%	(127)	17%	(66)	18%	(69)	14%	(53)
Somewhat Favorable of Biden	18%	(126)	35%	(247)	20%	(141)	12%	(86)	16%	(111)
Somewhat Unfavorable of Biden	13%	(49)	32%	(122)	25%	(96)	13%	(48)	17%	(66)
Very Unfavorable of Biden	18%	(159)	26%	(235)	21%	(194)	15%	(138)	20%	(182)
#1 Issue: Economy	17%	(222)	29%	(381)	22%	(294)	15%	(193)	18%	(234)
#1 Issue: Security	16%	(41)	29%	(71)	21%	(53)	11%	(27)	22%	(55)
#1 Issue: Health Care	21%	(52)	29%	(74)	19%	(48)	14%	(36)	18%	(45)
#1 Issue: Medicare / Social Security	8%	(5)	31%	(19)	15%	(9)	18%	(11)	29%	(17)
#1 Issue: Women's Issues	13%	(28)	44%	(100)	15%	(34)	12%	(27)	16%	(35)
#1 Issue: Education	14%	(22)	33%	(50)	16%	(24)	19%	(29)	18%	(28)
#1 Issue: Energy	20%	(32)	25%	(41)	28%	(46)	13%	(22)	14%	(24)
#1 Issue: Other	29%	(21)	17%	(12)	13%	(9)	14%	(10)	27%	(19)
2020 Vote: Joe Biden	17%	(201)	34%	(399)	20%	(231)	14%	(159)	16%	(183)
2020 Vote: Donald Trump	18%	(149)	27%	(221)	20%	(162)	15%	(123)	21%	(172)
2020 Vote: Other	15%	(14)	34%	(31)	19%	(17)	11%	(10)	21%	(19)
2020 Vote: Didn't Vote	15%	(60)	24%	(96)	26%	(106)	15%	(63)	20%	(83)
2018 House Vote: Democrat	18%	(172)	35%	(337)	18%	(176)	15%	(143)	15%	(141)
2018 House Vote: Republican	19%	(130)	26%	(180)	22%	(156)	14%	(95)	20%	(138)
2018 House Vote: Someone else	20%	(18)	29%	(25)	14%	(13)	11%	(10)	26%	(23)
2016 Vote: Hillary Clinton	17%	(154)	35%	(318)	18%	(168)	15%	(134)	15%	(142)
2016 Vote: Donald Trump	20%	(147)	25%	(187)	20%	(151)	13%	(98)	21%	(154)
2016 Vote: Other	17%	(20)	29%	(33)	22%	(26)	13%	(15)	18%	(21)
2016 Vote: Didn't Vote	14%	(103)	29%	(210)	24%	(173)	15%	(107)	19%	(141)
Voted in 2014: Yes	18%	(266)	30%	(444)	19%	(275)	14%	(206)	19%	(271)
Voted in 2014: No	15%	(158)	29%	(303)	23%	(242)	14%	(149)	18%	(186)
4-Region: Northeast	14%	(58)	28%	(114)	21%	(86)	16%	(66)	19%	(78)
4-Region: Midwest	15%	(83)	34%	(191)	21%	(115)	14%	(78)	17%	(92)
4-Region: South	18%	(179)	29%	(282)	21%	(201)	14%	(134)	18%	(177)
4-Region: West	18%	(103)	28%	(161)	20%	(115)	14%	(76)	19%	(110)

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Table BPC13_3: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Changing jobs in the same industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	17%	(423)	30%	(747)	21%	(517)	14%	(355)	18%	(457)
Child(Ren) Aged 0-17	18%	(340)	34%	(630)	22%	(403)	12%	(232)	14%	(255)
Child(Ren) Aged 0-5	21%	(181)	34%	(300)	21%	(188)	12%	(105)	12%	(106)
Caregivers	18%	(262)	36%	(517)	22%	(312)	12%	(178)	12%	(178)
Caregiver for Aging Parent	21%	(53)	34%	(84)	20%	(51)	9%	(24)	15%	(38)
Caregiver for Sick or Disabled Family Member	25%	(75)	29%	(89)	19%	(58)	14%	(44)	12%	(37)
Caregiver for Child/Dependent	18%	(187)	38%	(404)	21%	(227)	12%	(123)	11%	(122)
Business Owners	19%	(81)	32%	(135)	19%	(82)	12%	(53)	17%	(74)
Non-Business Owners	16%	(342)	30%	(613)	21%	(434)	15%	(302)	18%	(384)
Service Worker/Retail Sales/Laborers/Helpers	16%	(82)	26%	(131)	21%	(106)	17%	(87)	19%	(98)
Trade/Skilled Workers	22%	(24)	24%	(27)	18%	(20)	15%	(17)	20%	(22)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18%	(125)	30%	(211)	22%	(157)	13%	(90)	18%	(131)
Health Care and Medical Professionals/Lab Techs/Pharmacists	14%	(48)	33%	(117)	21%	(75)	15%	(54)	17%	(60)
Other Professionals	16%	(62)	32%	(126)	20%	(77)	14%	(54)	18%	(72)
Business Owners w/Employees	20%	(73)	35%	(128)	19%	(70)	12%	(44)	15%	(55)
Access to Childcare	18%	(150)	35%	(301)	23%	(193)	13%	(115)	11%	(96)
No Access to Childcare	23%	(119)	34%	(173)	21%	(107)	10%	(50)	11%	(58)
Unsure of Access to Childcare	14%	(26)	29%	(52)	20%	(35)	13%	(24)	24%	(44)
More Financially Secure after Pandemic	18%	(94)	30%	(154)	22%	(110)	16%	(80)	14%	(69)
Less Financially Secure after the Pandemic	21%	(266)	31%	(395)	20%	(248)	13%	(160)	16%	(198)
Same Financial Security after the Pandemic	9%	(64)	27%	(198)	22%	(158)	16%	(115)	26%	(190)
Access to Paid Parental Leave	17%	(166)	30%	(294)	23%	(229)	15%	(148)	15%	(152)
No Access to Paid Parental Leave	18%	(144)	32%	(257)	18%	(148)	13%	(101)	20%	(158)
Access to Paid Caregiving Leave	17%	(122)	28%	(199)	22%	(155)	17%	(120)	16%	(110)
No Access to Paid Caregiving Leave	18%	(180)	32%	(309)	20%	(198)	13%	(123)	17%	(168)
Access to Flexible Work Hours	16%	(150)	31%	(286)	23%	(210)	14%	(130)	16%	(151)
No Access to Flexible Work Hours	17%	(178)	29%	(303)	20%	(205)	15%	(155)	19%	(196)
Access to Child Care as Employer Benefit	17%	(59)	32%	(115)	22%	(78)	16%	(58)	12%	(44)
No Access to Child Care as Employer Benefit	17%	(235)	31%	(425)	21%	(294)	13%	(184)	18%	(249)

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Table BPC13_3: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Changing jobs in the same industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	17%	(423)	30%	(747)	21%	(517)	14%	(355)	18%	(457)
Access to Mental Health Benefits	17%	(149)	29%	(250)	22%	(190)	16%	(137)	17%	(152)
No Access to Mental Health Benefits	17%	(143)	33%	(275)	20%	(167)	12%	(103)	18%	(148)
Ethnicity: White (Non-Hispanic)	16%	(251)	29%	(441)	21%	(324)	14%	(208)	20%	(303)
Ethnicity: Hispanic	18%	(88)	32%	(158)	19%	(93)	14%	(69)	16%	(81)
Ethnicity: Black (Non-Hispanic)	18%	(53)	25%	(75)	19%	(57)	19%	(57)	18%	(55)
Ethnicity: Asian + Other (Non-Hispanic)	17%	(32)	39%	(72)	23%	(42)	11%	(20)	10%	(19)
Single, never married	18%	(74)	28%	(117)	21%	(87)	17%	(70)	17%	(73)
Married	16%	(231)	32%	(443)	20%	(284)	13%	(189)	18%	(251)
Separated	18%	(12)	15%	(10)	18%	(12)	20%	(13)	28%	(18)
Divorced	18%	(55)	27%	(80)	21%	(62)	14%	(41)	21%	(63)
Widowed	12%	(6)	32%	(17)	19%	(10)	13%	(7)	24%	(13)
Living with a partner	17%	(46)	31%	(81)	24%	(63)	13%	(35)	15%	(40)

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

Table BPC13_4: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting a career in a different industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	32%	(806)	26%	(653)	11%	(263)	10%	(248)	21%	(530)
Gender: Female	32%	(806)	26%	(653)	11%	(263)	10%	(248)	21%	(530)
Age: 18-34	35%	(256)	29%	(211)	14%	(104)	8%	(60)	13%	(97)
Age: 35-44	34%	(369)	29%	(309)	9%	(102)	9%	(98)	19%	(201)
Age: 45-64	26%	(178)	19%	(130)	8%	(55)	13%	(89)	33%	(224)
GenZers: 1997-2012	27%	(30)	26%	(29)	24%	(27)	9%	(10)	13%	(15)
Millennials: 1981-1996	35%	(498)	30%	(420)	11%	(149)	9%	(123)	16%	(222)
GenXers: 1965-1980	30%	(218)	22%	(161)	9%	(67)	11%	(79)	27%	(194)
Baby Boomers: 1946-1964	23%	(60)	17%	(42)	7%	(19)	14%	(35)	39%	(99)
PID: Dem (no lean)	31%	(320)	27%	(285)	12%	(126)	11%	(112)	19%	(201)
PID: Ind (no lean)	35%	(248)	24%	(173)	9%	(62)	8%	(59)	24%	(171)
PID: Rep (no lean)	32%	(237)	26%	(195)	10%	(75)	10%	(76)	21%	(158)
PID/Gender: Dem Women	31%	(320)	27%	(285)	12%	(126)	11%	(112)	19%	(201)
PID/Gender: Ind Women	35%	(248)	24%	(173)	9%	(62)	8%	(59)	24%	(171)
PID/Gender: Rep Women	32%	(237)	26%	(195)	10%	(75)	10%	(76)	21%	(158)
Ideo: Liberal (1-3)	37%	(277)	27%	(205)	11%	(83)	8%	(60)	17%	(126)
Ideo: Moderate (4)	30%	(234)	27%	(211)	11%	(88)	11%	(84)	20%	(154)
Ideo: Conservative (5-7)	31%	(233)	25%	(189)	11%	(80)	10%	(72)	24%	(180)
Educ: < College	32%	(409)	25%	(322)	10%	(131)	11%	(138)	22%	(288)
Educ: Bachelors degree	31%	(216)	29%	(198)	11%	(76)	9%	(60)	21%	(142)
Educ: Post-grad	35%	(181)	26%	(133)	11%	(57)	10%	(50)	19%	(100)
Income: Under 50k	33%	(321)	25%	(247)	12%	(113)	10%	(93)	21%	(205)
Income: 50k-100k	33%	(308)	26%	(248)	10%	(93)	10%	(98)	20%	(192)
Income: 100k+	30%	(176)	27%	(157)	10%	(57)	10%	(57)	23%	(132)
Ethnicity: White	32%	(597)	25%	(470)	9%	(171)	10%	(186)	23%	(424)
Ethnicity: Hispanic	33%	(162)	25%	(125)	11%	(53)	10%	(48)	21%	(102)
Ethnicity: Black	29%	(102)	28%	(99)	13%	(48)	12%	(43)	19%	(66)
Ethnicity: Other	36%	(106)	29%	(84)	15%	(45)	7%	(19)	14%	(40)

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Table BPC13_4: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting a career in a different industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	32%	(806)	26%	(653)	11%	(263)	10%	(248)	21%	(530)
All Christian	32%	(356)	27%	(293)	10%	(106)	10%	(115)	21%	(235)
All Non-Christian	27%	(23)	22%	(19)	23%	(20)	6%	(5)	22%	(19)
Atheist	35%	(26)	26%	(19)	9%	(7)	4%	(3)	26%	(19)
Agnostic/Nothing in particular	33%	(233)	26%	(180)	12%	(87)	10%	(71)	19%	(130)
Something Else	31%	(167)	26%	(141)	8%	(45)	10%	(54)	24%	(126)
Religious Non-Protestant/Catholic	27%	(29)	23%	(24)	21%	(23)	6%	(6)	23%	(24)
Evangelical	32%	(239)	27%	(203)	10%	(77)	9%	(65)	21%	(159)
Non-Evangelical	32%	(275)	25%	(216)	8%	(66)	12%	(100)	23%	(193)
Community: Urban	32%	(216)	29%	(196)	12%	(82)	9%	(60)	18%	(125)
Community: Suburban	33%	(381)	24%	(281)	10%	(111)	10%	(120)	23%	(270)
Community: Rural	32%	(209)	27%	(175)	11%	(70)	10%	(68)	21%	(135)
Employ: Private Sector	33%	(616)	26%	(490)	10%	(195)	10%	(192)	20%	(383)
Employ: Government	32%	(129)	26%	(106)	11%	(46)	8%	(33)	23%	(92)
Employ: Self-Employed	28%	(61)	26%	(57)	10%	(22)	10%	(23)	25%	(55)
Military HH: Yes	38%	(90)	25%	(59)	11%	(26)	6%	(15)	20%	(49)
Military HH: No	32%	(715)	26%	(593)	10%	(237)	10%	(233)	21%	(481)
RD/WT: Right Direction	30%	(222)	27%	(199)	13%	(95)	11%	(84)	19%	(141)
RD/WT: Wrong Track	33%	(584)	26%	(454)	10%	(168)	9%	(164)	22%	(389)
Biden Job Approve	32%	(332)	27%	(279)	11%	(117)	11%	(117)	18%	(187)
Biden Job Disapprove	34%	(457)	26%	(349)	10%	(131)	9%	(122)	22%	(301)
Biden Job Strongly Approve	31%	(106)	22%	(77)	12%	(40)	16%	(57)	19%	(66)
Biden Job Somewhat Approve	33%	(227)	29%	(202)	11%	(77)	9%	(61)	18%	(121)
Biden Job Somewhat Disapprove	31%	(156)	30%	(148)	9%	(44)	8%	(40)	22%	(108)
Biden Job Strongly Disapprove	35%	(301)	23%	(201)	10%	(87)	9%	(82)	22%	(193)
Favorable of Biden	33%	(365)	26%	(289)	11%	(122)	11%	(117)	19%	(206)
Unfavorable of Biden	33%	(420)	27%	(346)	9%	(122)	9%	(122)	22%	(280)

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Table BPC13_4: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting a career in a different industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	32%	(806)	26%	(653)	11%	(263)	10%	(248)	21%	(530)
Very Favorable of Biden	34%	(133)	22%	(86)	12%	(46)	15%	(57)	17%	(68)
Somewhat Favorable of Biden	33%	(232)	29%	(203)	11%	(77)	9%	(60)	19%	(138)
Somewhat Unfavorable of Biden	31%	(120)	33%	(126)	8%	(29)	7%	(28)	21%	(78)
Very Unfavorable of Biden	33%	(300)	24%	(219)	10%	(93)	10%	(93)	22%	(202)
#1 Issue: Economy	33%	(439)	27%	(353)	10%	(134)	10%	(134)	20%	(263)
#1 Issue: Security	27%	(68)	28%	(69)	14%	(35)	7%	(19)	23%	(58)
#1 Issue: Health Care	31%	(78)	28%	(71)	12%	(31)	10%	(25)	20%	(50)
#1 Issue: Medicare / Social Security	16%	(9)	23%	(14)	15%	(9)	12%	(7)	34%	(20)
#1 Issue: Women's Issues	34%	(76)	26%	(59)	8%	(18)	11%	(25)	21%	(47)
#1 Issue: Education	33%	(50)	23%	(36)	6%	(10)	16%	(25)	22%	(33)
#1 Issue: Energy	37%	(61)	25%	(41)	14%	(24)	5%	(8)	20%	(32)
#1 Issue: Other	36%	(26)	15%	(10)	5%	(3)	8%	(5)	37%	(26)
2020 Vote: Joe Biden	33%	(390)	27%	(313)	11%	(124)	10%	(118)	19%	(228)
2020 Vote: Donald Trump	32%	(266)	26%	(216)	10%	(84)	10%	(85)	21%	(177)
2020 Vote: Other	29%	(27)	25%	(23)	10%	(9)	7%	(6)	29%	(26)
2020 Vote: Didn't Vote	30%	(122)	25%	(102)	11%	(46)	9%	(38)	24%	(99)
2018 House Vote: Democrat	34%	(329)	27%	(261)	11%	(102)	11%	(104)	18%	(173)
2018 House Vote: Republican	32%	(225)	28%	(193)	9%	(66)	10%	(69)	21%	(146)
2018 House Vote: Someone else	32%	(28)	21%	(18)	8%	(7)	6%	(6)	33%	(29)
2016 Vote: Hillary Clinton	33%	(304)	27%	(244)	11%	(99)	10%	(95)	19%	(174)
2016 Vote: Donald Trump	33%	(246)	26%	(192)	9%	(64)	10%	(70)	22%	(164)
2016 Vote: Other	33%	(37)	28%	(32)	6%	(7)	7%	(8)	27%	(31)
2016 Vote: Didn't Vote	30%	(218)	25%	(185)	13%	(94)	10%	(75)	22%	(161)
Voted in 2014: Yes	33%	(478)	27%	(391)	10%	(142)	10%	(144)	21%	(306)
Voted in 2014: No	32%	(328)	25%	(261)	12%	(121)	10%	(105)	22%	(223)
4-Region: Northeast	32%	(130)	24%	(98)	11%	(43)	12%	(49)	21%	(83)
4-Region: Midwest	33%	(183)	28%	(157)	9%	(48)	10%	(58)	20%	(113)
4-Region: South	32%	(307)	28%	(268)	11%	(108)	9%	(87)	21%	(201)
4-Region: West	33%	(185)	23%	(130)	11%	(64)	9%	(53)	23%	(133)

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Table BPC13_4: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting a career in a different industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	32%	(806)	26%	(653)	11%	(263)	10%	(248)	21%	(530)
Child(Ren) Aged 0-17	35%	(653)	28%	(525)	11%	(201)	9%	(167)	17%	(314)
Child(Ren) Aged 0-5	35%	(312)	29%	(258)	12%	(103)	8%	(67)	16%	(142)
Caregivers	38%	(552)	29%	(423)	10%	(139)	8%	(112)	15%	(222)
Caregiver for Aging Parent	40%	(100)	28%	(70)	9%	(22)	8%	(19)	15%	(38)
Caregiver for Sick or Disabled Family Member	39%	(118)	23%	(71)	9%	(29)	11%	(33)	18%	(53)
Caregiver for Child/Dependent	38%	(405)	31%	(334)	9%	(94)	6%	(68)	15%	(161)
Business Owners	33%	(141)	27%	(115)	13%	(55)	9%	(38)	18%	(77)
Non-Business Owners	32%	(665)	26%	(538)	10%	(208)	10%	(211)	22%	(453)
Service Worker/Retail Sales/Laborers/Helpers	31%	(156)	28%	(141)	10%	(49)	10%	(52)	21%	(106)
Trade/Skilled Workers	28%	(31)	26%	(28)	7%	(8)	13%	(15)	26%	(28)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	31%	(221)	27%	(196)	10%	(70)	11%	(81)	20%	(146)
Health Care and Medical Professionals/Lab Techs/Pharmacists	31%	(110)	24%	(86)	12%	(44)	8%	(29)	24%	(86)
Other Professionals	37%	(146)	22%	(86)	9%	(37)	9%	(35)	22%	(88)
Business Owners w/Employees	35%	(128)	28%	(103)	13%	(48)	9%	(32)	16%	(59)
Access to Childcare	32%	(277)	31%	(267)	13%	(113)	9%	(81)	14%	(117)
No Access to Childcare	45%	(227)	25%	(127)	9%	(43)	6%	(29)	16%	(80)
Unsure of Access to Childcare	27%	(49)	29%	(52)	7%	(13)	10%	(18)	28%	(50)
More Financially Secure after Pandemic	32%	(162)	27%	(136)	14%	(69)	12%	(60)	16%	(81)
Less Financially Secure after the Pandemic	36%	(461)	27%	(347)	9%	(120)	9%	(111)	18%	(227)
Same Financial Security after the Pandemic	25%	(183)	23%	(170)	10%	(74)	11%	(77)	31%	(222)
Access to Paid Parental Leave	32%	(320)	26%	(257)	10%	(101)	11%	(110)	20%	(202)
No Access to Paid Parental Leave	34%	(273)	27%	(215)	10%	(82)	8%	(64)	21%	(172)
Access to Paid Caregiving Leave	30%	(212)	26%	(184)	11%	(81)	13%	(92)	19%	(137)
No Access to Paid Caregiving Leave	35%	(343)	26%	(253)	10%	(95)	9%	(84)	21%	(202)
Access to Flexible Work Hours	32%	(297)	27%	(247)	11%	(106)	11%	(103)	19%	(174)
No Access to Flexible Work Hours	33%	(341)	26%	(268)	9%	(92)	9%	(95)	23%	(240)
Access to Child Care as Employer Benefit	28%	(100)	31%	(109)	14%	(49)	13%	(47)	14%	(49)
No Access to Child Care as Employer Benefit	35%	(482)	25%	(349)	9%	(126)	9%	(131)	22%	(299)

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Table BPC13_4: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting a career in a different industry*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	32%	(806)	26%	(653)	11%	(263)	10%	(248)	21%	(530)
Access to Mental Health Benefits	32%	(285)	27%	(233)	9%	(83)	10%	(84)	22%	(193)
No Access to Mental Health Benefits	32%	(271)	26%	(218)	11%	(94)	10%	(84)	20%	(169)
Ethnicity: White (Non-Hispanic)	33%	(505)	25%	(386)	9%	(142)	10%	(153)	22%	(341)
Ethnicity: Hispanic	33%	(162)	25%	(125)	11%	(53)	10%	(48)	21%	(102)
Ethnicity: Black (Non-Hispanic)	24%	(71)	29%	(86)	14%	(43)	12%	(37)	20%	(61)
Ethnicity: Asian + Other (Non-Hispanic)	37%	(68)	30%	(56)	13%	(25)	6%	(10)	14%	(26)
Single, never married	32%	(134)	24%	(102)	14%	(57)	11%	(47)	19%	(81)
Married	31%	(440)	27%	(373)	11%	(149)	9%	(128)	22%	(307)
Separated	34%	(22)	25%	(16)	6%	(4)	9%	(6)	26%	(17)
Divorced	35%	(106)	26%	(78)	6%	(17)	11%	(34)	22%	(65)
Widowed	38%	(20)	15%	(8)	9%	(5)	13%	(7)	25%	(13)
Living with a partner	32%	(84)	29%	(76)	12%	(31)	10%	(26)	18%	(47)

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

Table BPC13_5: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your career through a promotion*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	19%	(485)	30%	(758)	18%	(452)	14%	(353)	18%	(451)
Gender: Female	19%	(485)	30%	(758)	18%	(452)	14%	(353)	18%	(451)
Age: 18-34	23%	(168)	32%	(236)	19%	(140)	13%	(97)	12%	(88)
Age: 35-44	20%	(217)	33%	(351)	21%	(222)	14%	(148)	13%	(141)
Age: 45-64	15%	(98)	25%	(170)	13%	(86)	16%	(105)	32%	(217)
GenZers: 1997-2012	24%	(27)	27%	(30)	25%	(28)	8%	(8)	15%	(17)
Millennials: 1981-1996	22%	(306)	33%	(463)	20%	(286)	14%	(194)	12%	(163)
GenXers: 1965-1980	17%	(119)	29%	(206)	14%	(104)	15%	(106)	26%	(183)
Baby Boomers: 1946-1964	13%	(33)	23%	(59)	13%	(33)	17%	(43)	34%	(87)
PID: Dem (no lean)	19%	(203)	32%	(332)	17%	(178)	15%	(159)	17%	(173)
PID: Ind (no lean)	21%	(147)	29%	(205)	18%	(132)	12%	(87)	20%	(143)
PID: Rep (no lean)	18%	(135)	30%	(221)	19%	(143)	14%	(107)	18%	(135)
PID/Gender: Dem Women	19%	(203)	32%	(332)	17%	(178)	15%	(159)	17%	(173)
PID/Gender: Ind Women	21%	(147)	29%	(205)	18%	(132)	12%	(87)	20%	(143)
PID/Gender: Rep Women	18%	(135)	30%	(221)	19%	(143)	14%	(107)	18%	(135)
Ideo: Liberal (1-3)	22%	(165)	34%	(254)	18%	(134)	12%	(90)	14%	(106)
Ideo: Moderate (4)	19%	(144)	31%	(238)	18%	(135)	15%	(118)	18%	(136)
Ideo: Conservative (5-7)	19%	(142)	28%	(212)	20%	(150)	13%	(101)	20%	(148)
Educ: < College	19%	(249)	27%	(350)	18%	(227)	15%	(199)	20%	(263)
Educ: Bachelors degree	18%	(127)	33%	(227)	19%	(132)	12%	(84)	18%	(122)
Educ: Post-grad	21%	(110)	35%	(182)	18%	(93)	13%	(70)	13%	(66)
Income: Under 50k	22%	(213)	27%	(266)	17%	(164)	15%	(143)	20%	(193)
Income: 50k-100k	19%	(181)	32%	(302)	19%	(174)	13%	(121)	17%	(161)
Income: 100k+	16%	(91)	33%	(190)	20%	(114)	15%	(89)	17%	(97)
Ethnicity: White	20%	(362)	30%	(554)	18%	(334)	14%	(251)	19%	(346)
Ethnicity: Hispanic	23%	(112)	31%	(150)	15%	(75)	14%	(69)	17%	(84)
Ethnicity: Black	20%	(73)	28%	(100)	17%	(63)	18%	(63)	17%	(59)
Ethnicity: Other	17%	(51)	35%	(104)	19%	(56)	13%	(39)	16%	(46)

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Table BPC13_5: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your career through a promotion*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	19%	(485)	30%	(758)	18%	(452)	14%	(353)	18%	(451)
All Christian	21%	(230)	31%	(338)	17%	(193)	14%	(154)	17%	(191)
All Non-Christian	26%	(23)	27%	(23)	18%	(16)	4%	(3)	24%	(21)
Atheist	15%	(11)	32%	(23)	21%	(15)	16%	(12)	17%	(12)
Agnostic/Nothing in particular	17%	(117)	32%	(227)	19%	(131)	14%	(101)	18%	(125)
Something Else	20%	(105)	27%	(147)	18%	(96)	16%	(84)	19%	(103)
Religious Non-Protestant/Catholic	23%	(24)	26%	(28)	19%	(20)	6%	(7)	26%	(28)
Evangelical	23%	(174)	28%	(206)	18%	(135)	14%	(104)	17%	(124)
Non-Evangelical	18%	(153)	31%	(266)	17%	(148)	15%	(127)	19%	(158)
Community: Urban	21%	(145)	34%	(229)	17%	(116)	13%	(85)	15%	(103)
Community: Suburban	19%	(218)	29%	(342)	18%	(211)	14%	(164)	20%	(227)
Community: Rural	19%	(123)	28%	(187)	19%	(125)	16%	(103)	18%	(121)
Employ: Private Sector	20%	(374)	30%	(566)	19%	(352)	14%	(263)	17%	(320)
Employ: Government	17%	(70)	34%	(140)	17%	(68)	15%	(61)	17%	(67)
Employ: Self-Employed	19%	(41)	24%	(53)	15%	(32)	13%	(28)	30%	(64)
Military HH: Yes	23%	(55)	27%	(64)	21%	(50)	14%	(32)	16%	(39)
Military HH: No	19%	(430)	31%	(694)	18%	(402)	14%	(320)	18%	(412)
RD/WT: Right Direction	21%	(158)	31%	(228)	17%	(123)	15%	(110)	17%	(123)
RD/WT: Wrong Track	19%	(327)	30%	(530)	19%	(329)	14%	(243)	19%	(328)
Biden Job Approve	21%	(215)	32%	(326)	18%	(183)	15%	(153)	15%	(155)
Biden Job Disapprove	19%	(253)	30%	(411)	19%	(256)	14%	(185)	19%	(255)
Biden Job Strongly Approve	25%	(87)	26%	(91)	14%	(48)	19%	(66)	15%	(53)
Biden Job Somewhat Approve	19%	(128)	34%	(235)	20%	(135)	13%	(87)	15%	(102)
Biden Job Somewhat Disapprove	17%	(85)	36%	(179)	20%	(99)	10%	(49)	17%	(84)
Biden Job Strongly Disapprove	19%	(168)	27%	(231)	18%	(157)	16%	(136)	20%	(172)
Favorable of Biden	22%	(238)	32%	(349)	17%	(183)	15%	(160)	15%	(170)
Unfavorable of Biden	18%	(232)	30%	(391)	19%	(249)	14%	(179)	18%	(238)

Continued on next page

Table BPC13_5: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your career through a promotion*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	19%	(485)	30%	(758)	18%	(452)	14%	(353)	18%	(451)
Very Favorable of Biden	25%	(97)	27%	(105)	14%	(56)	20%	(76)	14%	(56)
Somewhat Favorable of Biden	20%	(141)	34%	(244)	18%	(127)	12%	(83)	16%	(115)
Somewhat Unfavorable of Biden	17%	(67)	38%	(147)	18%	(70)	10%	(39)	16%	(60)
Very Unfavorable of Biden	18%	(165)	27%	(245)	20%	(179)	15%	(140)	20%	(177)
#1 Issue: Economy	19%	(248)	30%	(403)	19%	(256)	15%	(192)	17%	(225)
#1 Issue: Security	19%	(47)	28%	(69)	19%	(47)	12%	(30)	22%	(53)
#1 Issue: Health Care	23%	(58)	28%	(71)	19%	(48)	14%	(35)	16%	(41)
#1 Issue: Medicare / Social Security	10%	(6)	23%	(14)	21%	(12)	14%	(8)	33%	(20)
#1 Issue: Women's Issues	16%	(35)	39%	(87)	12%	(26)	16%	(36)	18%	(40)
#1 Issue: Education	22%	(34)	30%	(45)	16%	(25)	16%	(25)	16%	(24)
#1 Issue: Energy	26%	(43)	29%	(48)	19%	(31)	10%	(17)	16%	(27)
#1 Issue: Other	19%	(14)	29%	(21)	11%	(8)	12%	(9)	29%	(20)
2020 Vote: Joe Biden	20%	(239)	32%	(380)	17%	(195)	14%	(169)	16%	(190)
2020 Vote: Donald Trump	17%	(139)	29%	(244)	21%	(172)	14%	(115)	19%	(159)
2020 Vote: Other	22%	(20)	34%	(31)	15%	(14)	5%	(5)	23%	(21)
2020 Vote: Didn't Vote	21%	(87)	25%	(103)	17%	(71)	16%	(64)	20%	(81)
2018 House Vote: Democrat	21%	(206)	33%	(317)	16%	(159)	15%	(147)	14%	(140)
2018 House Vote: Republican	17%	(121)	29%	(204)	22%	(155)	13%	(90)	19%	(130)
2018 House Vote: Someone else	19%	(17)	27%	(24)	16%	(14)	15%	(13)	23%	(20)
2016 Vote: Hillary Clinton	19%	(178)	33%	(300)	17%	(156)	16%	(146)	15%	(136)
2016 Vote: Donald Trump	19%	(143)	28%	(207)	20%	(147)	13%	(97)	19%	(142)
2016 Vote: Other	17%	(20)	30%	(35)	17%	(19)	14%	(16)	22%	(25)
2016 Vote: Didn't Vote	20%	(145)	30%	(216)	18%	(130)	13%	(94)	20%	(148)
Voted in 2014: Yes	19%	(278)	31%	(449)	19%	(275)	14%	(206)	17%	(252)
Voted in 2014: No	20%	(207)	30%	(309)	17%	(177)	14%	(146)	19%	(199)
4-Region: Northeast	16%	(65)	31%	(125)	16%	(64)	17%	(69)	20%	(79)
4-Region: Midwest	20%	(112)	31%	(175)	19%	(107)	13%	(71)	17%	(94)
4-Region: South	21%	(201)	30%	(288)	18%	(173)	15%	(149)	17%	(161)
4-Region: West	19%	(107)	30%	(169)	19%	(109)	11%	(63)	21%	(117)

Continued on next page

Table BPC13_5: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your career through a promotion*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	19%	(485)	30%	(758)	18%	(452)	14%	(353)	18%	(451)
Child(Ren) Aged 0-17	21%	(399)	33%	(607)	19%	(358)	14%	(253)	13%	(244)
Child(Ren) Aged 0-5	23%	(206)	33%	(292)	18%	(162)	13%	(113)	12%	(107)
Caregivers	22%	(312)	35%	(506)	21%	(301)	12%	(170)	11%	(159)
Caregiver for Aging Parent	29%	(72)	31%	(78)	15%	(38)	12%	(30)	13%	(32)
Caregiver for Sick or Disabled Family Member	28%	(84)	31%	(94)	18%	(53)	13%	(39)	11%	(32)
Caregiver for Child/Dependent	20%	(215)	37%	(389)	22%	(230)	11%	(119)	10%	(109)
Business Owners	24%	(103)	29%	(124)	17%	(70)	12%	(52)	18%	(76)
Non-Business Owners	18%	(383)	31%	(634)	18%	(382)	15%	(301)	18%	(375)
Service Worker/Retail Sales/Laborers/Helpers	19%	(98)	29%	(145)	17%	(87)	16%	(81)	19%	(94)
Trade/Skilled Workers	21%	(23)	30%	(33)	12%	(13)	16%	(18)	22%	(24)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	17%	(125)	31%	(224)	19%	(135)	16%	(112)	17%	(118)
Health Care and Medical Professionals/Lab Techs/Pharmacists	17%	(61)	28%	(99)	23%	(81)	13%	(45)	20%	(70)
Other Professionals	20%	(77)	34%	(133)	17%	(66)	12%	(46)	18%	(70)
Business Owners w/Employees	26%	(95)	31%	(115)	17%	(64)	11%	(41)	15%	(56)
Access to Childcare	20%	(170)	33%	(284)	23%	(196)	15%	(125)	9%	(81)
No Access to Childcare	31%	(156)	32%	(163)	16%	(79)	9%	(45)	13%	(63)
Unsure of Access to Childcare	15%	(26)	31%	(57)	15%	(28)	14%	(26)	25%	(45)
More Financially Secure after Pandemic	21%	(104)	29%	(145)	21%	(106)	17%	(86)	13%	(66)
Less Financially Secure after the Pandemic	23%	(295)	33%	(416)	16%	(207)	12%	(153)	15%	(196)
Same Financial Security after the Pandemic	12%	(86)	27%	(197)	19%	(140)	16%	(114)	26%	(189)
Access to Paid Parental Leave	17%	(164)	32%	(320)	20%	(199)	16%	(159)	15%	(146)
No Access to Paid Parental Leave	22%	(178)	29%	(234)	19%	(154)	12%	(93)	18%	(147)
Access to Paid Caregiving Leave	17%	(120)	30%	(215)	19%	(137)	19%	(131)	15%	(104)
No Access to Paid Caregiving Leave	22%	(212)	31%	(306)	18%	(178)	12%	(119)	17%	(162)
Access to Flexible Work Hours	17%	(156)	33%	(308)	20%	(185)	16%	(147)	14%	(132)
No Access to Flexible Work Hours	20%	(207)	29%	(303)	18%	(187)	13%	(138)	19%	(202)
Access to Child Care as Employer Benefit	19%	(67)	32%	(114)	22%	(77)	16%	(57)	11%	(39)
No Access to Child Care as Employer Benefit	20%	(280)	31%	(436)	18%	(255)	13%	(183)	17%	(234)

Continued on next page

Table BPC13_5: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your career through a promotion*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	19%	(485)	30%	(758)	18%	(452)	14%	(353)	18%	(451)
Access to Mental Health Benefits	15%	(134)	31%	(274)	20%	(179)	16%	(143)	17%	(147)
No Access to Mental Health Benefits	22%	(186)	31%	(256)	18%	(155)	12%	(97)	17%	(142)
Ethnicity: White (Non-Hispanic)	19%	(294)	30%	(461)	18%	(279)	14%	(211)	19%	(283)
Ethnicity: Hispanic	23%	(112)	31%	(150)	15%	(75)	14%	(69)	17%	(84)
Ethnicity: Black (Non-Hispanic)	17%	(49)	28%	(82)	18%	(55)	19%	(57)	18%	(55)
Ethnicity: Asian + Other (Non-Hispanic)	16%	(30)	35%	(65)	23%	(43)	9%	(16)	16%	(30)
Single, never married	19%	(78)	27%	(115)	19%	(79)	18%	(75)	18%	(75)
Married	20%	(276)	31%	(431)	20%	(276)	12%	(171)	17%	(244)
Separated	12%	(7)	25%	(16)	13%	(9)	21%	(13)	29%	(19)
Divorced	19%	(57)	29%	(88)	17%	(50)	15%	(45)	20%	(60)
Widowed	19%	(10)	33%	(17)	13%	(7)	16%	(8)	19%	(10)
Living with a partner	22%	(57)	34%	(91)	12%	(32)	15%	(40)	17%	(44)

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

Table BPC13_6: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your education or skills*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	31%	(763)	14%	(350)	11%	(286)	18%	(448)
Gender: Female	26%	(652)	31%	(763)	14%	(350)	11%	(286)	18%	(448)
Age: 18-34	32%	(230)	37%	(267)	14%	(101)	9%	(63)	9%	(67)
Age: 35-44	27%	(293)	33%	(359)	16%	(174)	10%	(107)	14%	(146)
Age: 45-64	19%	(128)	20%	(137)	11%	(71)	17%	(114)	33%	(225)
GenZers: 1997-2012	26%	(29)	35%	(38)	23%	(25)	8%	(9)	8%	(9)
Millennials: 1981-1996	30%	(425)	35%	(493)	15%	(207)	9%	(130)	11%	(158)
GenXers: 1965-1980	23%	(163)	27%	(194)	13%	(92)	13%	(96)	24%	(173)
Baby Boomers: 1946-1964	14%	(36)	15%	(38)	9%	(23)	20%	(51)	42%	(107)
PID: Dem (no lean)	26%	(276)	31%	(324)	15%	(156)	12%	(126)	16%	(162)
PID: Ind (no lean)	25%	(181)	32%	(225)	13%	(96)	10%	(69)	20%	(142)
PID: Rep (no lean)	26%	(196)	29%	(214)	13%	(98)	12%	(91)	19%	(143)
PID/Gender: Dem Women	26%	(276)	31%	(324)	15%	(156)	12%	(126)	16%	(162)
PID/Gender: Ind Women	25%	(181)	32%	(225)	13%	(96)	10%	(69)	20%	(142)
PID/Gender: Rep Women	26%	(196)	29%	(214)	13%	(98)	12%	(91)	19%	(143)
Ideo: Liberal (1-3)	30%	(224)	33%	(250)	14%	(104)	10%	(73)	13%	(99)
Ideo: Moderate (4)	24%	(185)	32%	(248)	15%	(119)	12%	(90)	17%	(128)
Ideo: Conservative (5-7)	25%	(189)	28%	(209)	15%	(112)	12%	(88)	21%	(156)
Educ: < College	28%	(356)	28%	(358)	12%	(160)	11%	(142)	21%	(270)
Educ: Bachelors degree	26%	(179)	33%	(227)	14%	(96)	12%	(83)	16%	(109)
Educ: Post-grad	23%	(118)	34%	(179)	18%	(94)	12%	(61)	13%	(69)
Income: Under 50k	28%	(270)	29%	(288)	12%	(116)	10%	(101)	21%	(203)
Income: 50k-100k	26%	(245)	31%	(289)	14%	(135)	12%	(115)	17%	(156)
Income: 100k+	24%	(137)	32%	(187)	17%	(98)	12%	(69)	15%	(89)
Ethnicity: White	27%	(499)	29%	(543)	14%	(250)	10%	(193)	20%	(362)
Ethnicity: Hispanic	27%	(134)	31%	(151)	12%	(60)	12%	(56)	18%	(87)
Ethnicity: Black	21%	(75)	32%	(113)	17%	(61)	17%	(60)	14%	(49)
Ethnicity: Other	27%	(78)	36%	(107)	13%	(39)	11%	(33)	13%	(37)

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Table BPC13_6: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your education or skills*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	31%	(763)	14%	(350)	11%	(286)	18%	(448)
All Christian	25%	(278)	30%	(333)	14%	(149)	12%	(129)	20%	(216)
All Non-Christian	25%	(22)	32%	(27)	19%	(16)	9%	(7)	15%	(13)
Atheist	37%	(27)	24%	(18)	18%	(13)	7%	(5)	15%	(11)
Agnostic/Nothing in particular	27%	(189)	32%	(225)	14%	(100)	11%	(78)	16%	(109)
Something Else	26%	(137)	30%	(161)	13%	(71)	13%	(67)	18%	(99)
Religious Non-Protestant/Catholic	26%	(28)	29%	(31)	17%	(18)	9%	(10)	19%	(20)
Evangelical	28%	(204)	31%	(230)	14%	(101)	12%	(86)	16%	(121)
Non-Evangelical	23%	(198)	29%	(250)	14%	(116)	12%	(103)	22%	(183)
Community: Urban	25%	(170)	34%	(233)	14%	(98)	10%	(71)	16%	(107)
Community: Suburban	26%	(301)	28%	(328)	15%	(169)	12%	(136)	20%	(229)
Community: Rural	28%	(181)	31%	(203)	13%	(83)	12%	(79)	17%	(112)
Employ: Private Sector	26%	(492)	30%	(566)	14%	(262)	12%	(221)	18%	(334)
Employ: Government	26%	(105)	34%	(137)	16%	(64)	10%	(39)	15%	(62)
Employ: Self-Employed	25%	(54)	28%	(61)	11%	(24)	12%	(26)	24%	(52)
Military HH: Yes	30%	(72)	27%	(64)	14%	(32)	13%	(30)	17%	(42)
Military HH: No	26%	(581)	31%	(700)	14%	(317)	11%	(256)	18%	(406)
RD/WT: Right Direction	26%	(191)	33%	(242)	13%	(95)	13%	(95)	16%	(118)
RD/WT: Wrong Track	26%	(461)	30%	(521)	14%	(255)	11%	(191)	19%	(330)
Biden Job Approve	26%	(270)	33%	(339)	15%	(151)	12%	(120)	15%	(154)
Biden Job Disapprove	27%	(362)	29%	(395)	14%	(189)	11%	(155)	19%	(259)
Biden Job Strongly Approve	24%	(83)	34%	(116)	15%	(50)	13%	(45)	15%	(51)
Biden Job Somewhat Approve	27%	(187)	32%	(222)	15%	(100)	11%	(75)	15%	(103)
Biden Job Somewhat Disapprove	26%	(129)	31%	(156)	15%	(74)	10%	(51)	17%	(86)
Biden Job Strongly Disapprove	27%	(233)	28%	(239)	13%	(115)	12%	(104)	20%	(173)
Favorable of Biden	26%	(290)	33%	(364)	14%	(151)	11%	(121)	16%	(174)
Unfavorable of Biden	26%	(341)	29%	(377)	14%	(179)	12%	(156)	18%	(237)

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Table BPC13_6: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your education or skills*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	31%	(763)	14%	(350)	11%	(286)	18%	(448)
Very Favorable of Biden	24%	(95)	32%	(124)	14%	(55)	14%	(55)	15%	(60)
Somewhat Favorable of Biden	27%	(195)	34%	(240)	14%	(96)	9%	(66)	16%	(114)
Somewhat Unfavorable of Biden	25%	(96)	34%	(130)	15%	(59)	11%	(42)	15%	(56)
Very Unfavorable of Biden	27%	(245)	27%	(247)	13%	(120)	13%	(114)	20%	(181)
#1 Issue: Economy	25%	(329)	33%	(433)	14%	(183)	12%	(153)	17%	(225)
#1 Issue: Security	22%	(55)	26%	(64)	19%	(46)	11%	(26)	23%	(56)
#1 Issue: Health Care	27%	(69)	31%	(78)	15%	(37)	10%	(27)	17%	(44)
#1 Issue: Medicare / Social Security	15%	(9)	18%	(11)	17%	(10)	16%	(9)	34%	(21)
#1 Issue: Women's Issues	29%	(65)	37%	(83)	9%	(21)	12%	(26)	13%	(30)
#1 Issue: Education	28%	(42)	28%	(43)	13%	(20)	14%	(22)	17%	(26)
#1 Issue: Energy	36%	(60)	23%	(38)	18%	(30)	10%	(17)	12%	(20)
#1 Issue: Other	33%	(24)	18%	(13)	4%	(3)	8%	(6)	36%	(26)
2020 Vote: Joe Biden	27%	(312)	32%	(373)	15%	(176)	12%	(139)	15%	(174)
2020 Vote: Donald Trump	26%	(212)	29%	(240)	14%	(119)	11%	(91)	20%	(166)
2020 Vote: Other	30%	(28)	30%	(27)	12%	(11)	10%	(10)	18%	(16)
2020 Vote: Didn't Vote	25%	(101)	30%	(124)	11%	(44)	11%	(46)	23%	(92)
2018 House Vote: Democrat	28%	(270)	32%	(310)	15%	(141)	12%	(117)	13%	(131)
2018 House Vote: Republican	26%	(180)	28%	(193)	15%	(103)	11%	(79)	21%	(144)
2018 House Vote: Someone else	26%	(23)	28%	(25)	15%	(13)	9%	(8)	21%	(19)
2016 Vote: Hillary Clinton	27%	(247)	32%	(297)	15%	(134)	12%	(114)	14%	(124)
2016 Vote: Donald Trump	26%	(188)	27%	(200)	14%	(102)	11%	(84)	22%	(161)
2016 Vote: Other	30%	(34)	33%	(38)	9%	(11)	10%	(11)	18%	(21)
2016 Vote: Didn't Vote	25%	(183)	31%	(229)	14%	(103)	10%	(76)	19%	(142)
Voted in 2014: Yes	26%	(386)	29%	(425)	14%	(212)	12%	(180)	18%	(259)
Voted in 2014: No	26%	(266)	33%	(339)	13%	(138)	10%	(106)	18%	(189)
4-Region: Northeast	25%	(99)	30%	(120)	15%	(59)	13%	(50)	18%	(74)
4-Region: Midwest	26%	(143)	36%	(200)	12%	(68)	10%	(58)	16%	(91)
4-Region: South	28%	(269)	29%	(286)	15%	(146)	11%	(107)	17%	(164)
4-Region: West	25%	(141)	28%	(158)	14%	(76)	12%	(70)	21%	(120)

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Table BPC13_6: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your education or skills*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	31%	(763)	14%	(350)	11%	(286)	18%	(448)
Child(Ren) Aged 0-17	29%	(546)	34%	(638)	15%	(278)	10%	(183)	12%	(216)
Child(Ren) Aged 0-5	33%	(290)	34%	(297)	15%	(131)	9%	(76)	10%	(87)
Caregivers	30%	(439)	35%	(510)	15%	(215)	9%	(131)	11%	(153)
Caregiver for Aging Parent	27%	(66)	35%	(86)	13%	(32)	10%	(25)	16%	(40)
Caregiver for Sick or Disabled Family Member	37%	(113)	29%	(89)	12%	(37)	8%	(24)	13%	(40)
Caregiver for Child/Dependent	31%	(332)	36%	(386)	15%	(159)	9%	(95)	8%	(90)
Business Owners	27%	(114)	29%	(125)	18%	(76)	10%	(45)	15%	(65)
Non-Business Owners	26%	(538)	31%	(638)	13%	(274)	12%	(241)	18%	(383)
Service Worker/Retail Sales/Laborers/Helpers	25%	(126)	28%	(139)	13%	(64)	13%	(64)	22%	(111)
Trade/Skilled Workers	30%	(33)	28%	(31)	11%	(12)	11%	(12)	21%	(24)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	26%	(187)	31%	(224)	12%	(87)	13%	(91)	17%	(124)
Health Care and Medical Professionals/Lab Techs/Pharmacists	24%	(86)	32%	(115)	17%	(60)	10%	(36)	16%	(58)
Other Professionals	27%	(106)	33%	(129)	13%	(52)	10%	(39)	17%	(65)
Business Owners w/Employees	28%	(104)	30%	(113)	19%	(70)	9%	(34)	13%	(49)
Access to Childcare	26%	(219)	36%	(311)	19%	(164)	10%	(89)	8%	(72)
No Access to Childcare	40%	(202)	32%	(165)	10%	(52)	7%	(36)	10%	(52)
Unsure of Access to Childcare	27%	(48)	36%	(65)	10%	(19)	9%	(16)	19%	(34)
More Financially Secure after Pandemic	25%	(127)	31%	(159)	18%	(92)	14%	(73)	11%	(57)
Less Financially Secure after the Pandemic	31%	(395)	32%	(408)	12%	(148)	9%	(117)	16%	(200)
Same Financial Security after the Pandemic	18%	(130)	27%	(197)	15%	(109)	13%	(96)	26%	(192)
Access to Paid Parental Leave	25%	(244)	31%	(306)	15%	(148)	14%	(139)	15%	(152)
No Access to Paid Parental Leave	29%	(237)	32%	(254)	12%	(95)	9%	(71)	18%	(149)
Access to Paid Caregiving Leave	24%	(173)	28%	(194)	16%	(115)	16%	(115)	16%	(110)
No Access to Paid Caregiving Leave	29%	(281)	32%	(318)	12%	(115)	9%	(93)	17%	(171)
Access to Flexible Work Hours	25%	(229)	32%	(295)	15%	(136)	13%	(121)	16%	(147)
No Access to Flexible Work Hours	28%	(287)	31%	(320)	12%	(123)	10%	(108)	19%	(199)
Access to Child Care as Employer Benefit	25%	(90)	33%	(117)	17%	(61)	13%	(46)	12%	(41)
No Access to Child Care as Employer Benefit	28%	(382)	31%	(436)	12%	(172)	11%	(159)	17%	(240)

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Table BPC13_6: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your education or skills*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	26%	(652)	31%	(763)	14%	(350)	11%	(286)	18%	(448)
Access to Mental Health Benefits	24%	(210)	33%	(288)	15%	(129)	13%	(112)	16%	(139)
No Access to Mental Health Benefits	29%	(242)	31%	(261)	12%	(97)	10%	(85)	18%	(152)
Ethnicity: White (Non-Hispanic)	27%	(408)	30%	(459)	14%	(209)	11%	(161)	19%	(291)
Ethnicity: Hispanic	27%	(134)	31%	(151)	12%	(60)	12%	(56)	18%	(87)
Ethnicity: Black (Non-Hispanic)	21%	(62)	29%	(85)	17%	(50)	19%	(55)	15%	(45)
Ethnicity: Asian + Other (Non-Hispanic)	26%	(48)	37%	(68)	17%	(31)	7%	(13)	14%	(25)
Single, never married	27%	(114)	30%	(124)	13%	(54)	13%	(53)	18%	(75)
Married	26%	(361)	31%	(438)	15%	(205)	11%	(149)	18%	(245)
Separated	24%	(15)	32%	(20)	15%	(10)	7%	(5)	21%	(14)
Divorced	22%	(67)	28%	(85)	12%	(36)	14%	(43)	23%	(70)
Widowed	27%	(14)	24%	(12)	10%	(5)	20%	(10)	19%	(10)
Living with a partner	31%	(81)	32%	(83)	15%	(39)	10%	(26)	13%	(35)

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

Table BPC13_7: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting your own business*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	36%	(749)	18%	(368)	7%	(149)	8%	(159)	31%	(650)
Gender: Female	36%	(749)	18%	(368)	7%	(149)	8%	(159)	31%	(650)
Age: 18-34	42%	(233)	23%	(127)	7%	(40)	5%	(27)	23%	(127)
Age: 35-44	37%	(341)	19%	(175)	8%	(78)	7%	(68)	28%	(259)
Age: 45-64	29%	(171)	11%	(65)	5%	(31)	11%	(63)	44%	(258)
GenZers: 1997-2012	46%	(34)	18%	(14)	12%	(9)	5%	(4)	19%	(14)
Millennials: 1981-1996	39%	(452)	22%	(248)	8%	(90)	7%	(76)	25%	(282)
GenXers: 1965-1980	33%	(206)	14%	(92)	7%	(43)	8%	(51)	38%	(241)
Baby Boomers: 1946-1964	26%	(56)	7%	(14)	3%	(6)	13%	(29)	51%	(112)
PID: Dem (no lean)	35%	(287)	20%	(166)	6%	(49)	9%	(71)	30%	(251)
PID: Ind (no lean)	40%	(242)	14%	(82)	7%	(43)	7%	(41)	33%	(197)
PID: Rep (no lean)	34%	(220)	19%	(120)	9%	(56)	7%	(47)	31%	(202)
PID/Gender: Dem Women	35%	(287)	20%	(166)	6%	(49)	9%	(71)	30%	(251)
PID/Gender: Ind Women	40%	(242)	14%	(82)	7%	(43)	7%	(41)	33%	(197)
PID/Gender: Rep Women	34%	(220)	19%	(120)	9%	(56)	7%	(47)	31%	(202)
Ideo: Liberal (1-3)	40%	(239)	18%	(105)	7%	(41)	7%	(39)	29%	(171)
Ideo: Moderate (4)	35%	(222)	20%	(125)	8%	(51)	8%	(51)	30%	(189)
Ideo: Conservative (5-7)	35%	(225)	19%	(119)	8%	(49)	6%	(39)	33%	(210)
Educ: < College	35%	(391)	16%	(180)	7%	(77)	10%	(106)	32%	(354)
Educ: Bachelors degree	37%	(215)	20%	(120)	7%	(38)	6%	(34)	31%	(180)
Educ: Post-grad	38%	(143)	18%	(68)	9%	(33)	5%	(20)	30%	(116)
Income: Under 50k	35%	(288)	19%	(156)	7%	(59)	9%	(73)	31%	(257)
Income: 50k-100k	37%	(292)	17%	(129)	7%	(55)	7%	(56)	32%	(250)
Income: 100k+	37%	(169)	18%	(82)	7%	(34)	6%	(30)	31%	(144)
Ethnicity: White	35%	(556)	16%	(248)	8%	(119)	8%	(120)	34%	(527)
Ethnicity: Hispanic	39%	(146)	20%	(74)	7%	(26)	8%	(29)	26%	(95)
Ethnicity: Black	36%	(93)	20%	(51)	6%	(16)	10%	(25)	28%	(72)
Ethnicity: Other	40%	(100)	28%	(69)	6%	(14)	6%	(14)	21%	(52)

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Table BPC13_7: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting your own business*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	36%	(749)	18%	(368)	7%	(149)	8%	(159)	31%	(650)
All Christian	35%	(317)	18%	(162)	8%	(71)	7%	(60)	33%	(303)
All Non-Christian	26%	(16)	26%	(17)	4%	(2)	10%	(7)	34%	(22)
Atheist	36%	(22)	16%	(10)	6%	(4)	2%	(1)	40%	(24)
Agnostic/Nothing in particular	38%	(228)	16%	(97)	7%	(44)	8%	(48)	30%	(179)
Something Else	37%	(165)	19%	(83)	6%	(27)	10%	(44)	28%	(122)
Religious Non-Protestant/Catholic	27%	(21)	22%	(17)	3%	(2)	10%	(7)	38%	(29)
Evangelical	37%	(225)	20%	(118)	8%	(48)	7%	(41)	28%	(170)
Non-Evangelical	35%	(251)	16%	(118)	7%	(48)	8%	(59)	34%	(241)
Community: Urban	32%	(165)	21%	(107)	8%	(43)	8%	(42)	30%	(152)
Community: Suburban	38%	(379)	17%	(167)	6%	(64)	7%	(71)	32%	(318)
Community: Rural	36%	(204)	16%	(93)	7%	(41)	8%	(47)	32%	(180)
Employ: Private Sector	37%	(607)	17%	(285)	7%	(118)	8%	(130)	31%	(513)
Employ: Government	35%	(130)	19%	(72)	6%	(24)	6%	(22)	33%	(123)
Employ: Self-Employed	24%	(12)	21%	(10)	13%	(7)	14%	(7)	28%	(14)
Military HH: Yes	44%	(84)	12%	(23)	5%	(10)	4%	(7)	35%	(66)
Military HH: No	35%	(665)	18%	(345)	7%	(138)	8%	(152)	31%	(584)
RD/WT: Right Direction	36%	(197)	19%	(104)	8%	(43)	10%	(53)	28%	(151)
RD/WT: Wrong Track	36%	(551)	17%	(264)	7%	(105)	7%	(106)	33%	(499)
Biden Job Approve	37%	(301)	18%	(150)	7%	(56)	9%	(70)	29%	(239)
Biden Job Disapprove	36%	(422)	18%	(205)	8%	(89)	7%	(84)	31%	(367)
Biden Job Strongly Approve	37%	(86)	17%	(40)	5%	(13)	11%	(25)	30%	(69)
Biden Job Somewhat Approve	37%	(215)	19%	(110)	7%	(43)	8%	(44)	29%	(169)
Biden Job Somewhat Disapprove	37%	(156)	21%	(89)	8%	(34)	6%	(25)	27%	(115)
Biden Job Strongly Disapprove	36%	(266)	15%	(115)	7%	(55)	8%	(59)	34%	(252)
Favorable of Biden	37%	(326)	18%	(159)	6%	(54)	8%	(67)	30%	(263)
Unfavorable of Biden	36%	(399)	18%	(199)	7%	(81)	8%	(85)	31%	(345)

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Table BPC13_7: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting your own business*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	36%	(749)	18%	(368)	7%	(149)	8%	(159)	31%	(650)
Very Favorable of Biden	39%	(108)	16%	(45)	7%	(19)	11%	(29)	27%	(73)
Somewhat Favorable of Biden	37%	(218)	19%	(114)	6%	(35)	6%	(38)	32%	(190)
Somewhat Unfavorable of Biden	39%	(126)	21%	(67)	7%	(23)	7%	(24)	26%	(86)
Very Unfavorable of Biden	35%	(273)	17%	(132)	7%	(59)	8%	(61)	33%	(259)
#1 Issue: Economy	36%	(398)	19%	(211)	7%	(79)	8%	(89)	30%	(335)
#1 Issue: Security	35%	(74)	19%	(40)	10%	(20)	5%	(11)	31%	(65)
#1 Issue: Health Care	34%	(67)	19%	(38)	7%	(13)	12%	(24)	29%	(59)
#1 Issue: Medicare / Social Security	19%	(10)	19%	(9)	5%	(3)	10%	(5)	47%	(23)
#1 Issue: Women's Issues	45%	(81)	11%	(19)	6%	(11)	5%	(9)	33%	(58)
#1 Issue: Education	28%	(37)	21%	(27)	9%	(11)	7%	(9)	35%	(45)
#1 Issue: Energy	51%	(70)	14%	(18)	7%	(10)	5%	(7)	23%	(31)
#1 Issue: Other	22%	(12)	8%	(5)	1%	(1)	8%	(5)	60%	(33)
2020 Vote: Joe Biden	37%	(347)	19%	(174)	6%	(58)	8%	(76)	30%	(276)
2020 Vote: Donald Trump	33%	(241)	18%	(133)	9%	(62)	7%	(49)	33%	(237)
2020 Vote: Other	43%	(34)	12%	(9)	2%	(2)	6%	(5)	37%	(29)
2020 Vote: Didn't Vote	37%	(127)	15%	(51)	8%	(26)	8%	(29)	32%	(108)
2018 House Vote: Democrat	37%	(287)	19%	(150)	6%	(42)	9%	(67)	29%	(223)
2018 House Vote: Republican	35%	(212)	17%	(104)	9%	(53)	7%	(39)	32%	(190)
2018 House Vote: Someone else	39%	(27)	8%	(6)	4%	(3)	10%	(7)	39%	(27)
2016 Vote: Hillary Clinton	34%	(253)	20%	(149)	6%	(43)	9%	(69)	30%	(221)
2016 Vote: Donald Trump	35%	(223)	17%	(104)	9%	(54)	6%	(40)	33%	(209)
2016 Vote: Other	47%	(46)	6%	(6)	3%	(3)	7%	(7)	36%	(35)
2016 Vote: Didn't Vote	37%	(227)	18%	(109)	8%	(48)	7%	(43)	30%	(185)
Voted in 2014: Yes	36%	(428)	17%	(198)	7%	(88)	8%	(99)	32%	(388)
Voted in 2014: No	37%	(321)	19%	(170)	7%	(60)	7%	(60)	30%	(262)
4-Region: Northeast	35%	(116)	16%	(54)	7%	(22)	7%	(24)	35%	(117)
4-Region: Midwest	40%	(194)	14%	(69)	7%	(35)	8%	(40)	30%	(147)
4-Region: South	36%	(291)	21%	(166)	7%	(53)	7%	(53)	29%	(234)
4-Region: West	32%	(147)	17%	(78)	8%	(38)	9%	(42)	33%	(151)

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Table BPC13_7: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting your own business*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	36%	(749)	18%	(368)	7%	(149)	8%	(159)	31%	(650)
Child(Ren) Aged 0-17	39%	(596)	20%	(306)	7%	(112)	7%	(101)	26%	(396)
Child(Ren) Aged 0-5	43%	(299)	20%	(141)	8%	(53)	5%	(38)	24%	(169)
Caregivers	42%	(480)	20%	(227)	7%	(77)	5%	(60)	26%	(299)
Caregiver for Aging Parent	44%	(79)	20%	(35)	5%	(10)	7%	(12)	24%	(42)
Caregiver for Sick or Disabled Family Member	38%	(80)	21%	(44)	5%	(10)	4%	(9)	31%	(66)
Caregiver for Child/Dependent	43%	(373)	20%	(173)	7%	(60)	5%	(44)	26%	(223)
Non-Business Owners	36%	(749)	18%	(368)	7%	(149)	8%	(159)	31%	(650)
Service Worker/Retail Sales/Laborers/Helpers	35%	(178)	17%	(88)	9%	(43)	9%	(46)	30%	(149)
Trade/Skilled Workers	31%	(35)	20%	(22)	8%	(8)	12%	(13)	30%	(33)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	36%	(258)	17%	(120)	7%	(47)	8%	(59)	32%	(231)
Health Care and Medical Professionals/Lab Techs/Pharmacists	38%	(136)	17%	(62)	5%	(17)	6%	(22)	33%	(118)
Other Professionals	36%	(143)	20%	(77)	8%	(32)	5%	(20)	31%	(120)
Access to Childcare	39%	(252)	23%	(151)	8%	(50)	7%	(45)	23%	(151)
No Access to Childcare	45%	(196)	18%	(81)	7%	(30)	4%	(18)	26%	(115)
Unsure of Access to Childcare	36%	(57)	17%	(27)	11%	(17)	6%	(10)	30%	(48)
More Financially Secure after Pandemic	28%	(97)	25%	(87)	10%	(33)	12%	(42)	26%	(90)
Less Financially Secure after the Pandemic	43%	(466)	16%	(178)	7%	(73)	6%	(70)	28%	(299)
Same Financial Security after the Pandemic	29%	(186)	16%	(103)	7%	(42)	7%	(47)	41%	(261)
Access to Paid Parental Leave	37%	(368)	18%	(182)	7%	(70)	8%	(83)	29%	(285)
No Access to Paid Parental Leave	37%	(299)	18%	(141)	8%	(67)	7%	(55)	30%	(244)
Access to Paid Caregiving Leave	36%	(258)	18%	(127)	8%	(53)	9%	(64)	29%	(205)
No Access to Paid Caregiving Leave	39%	(380)	18%	(177)	7%	(72)	7%	(69)	29%	(280)
Access to Flexible Work Hours	37%	(339)	18%	(164)	8%	(76)	9%	(81)	29%	(267)
No Access to Flexible Work Hours	37%	(386)	17%	(176)	6%	(66)	7%	(70)	33%	(339)
Access to Child Care as Employer Benefit	37%	(132)	24%	(84)	9%	(33)	9%	(31)	21%	(74)
No Access to Child Care as Employer Benefit	38%	(534)	17%	(229)	7%	(97)	8%	(105)	30%	(422)
Access to Mental Health Benefits	36%	(319)	17%	(149)	7%	(63)	7%	(66)	32%	(282)
No Access to Mental Health Benefits	39%	(324)	19%	(158)	8%	(66)	8%	(63)	27%	(224)

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Table BPC13_7: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting your own business*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable	
Working Mothers	36%	(749)	18%	(368)	7%	(149)	8%	(159)	31%	(650)
Ethnicity: White (Non-Hispanic)	36%	(467)	15%	(200)	8%	(103)	7%	(98)	34%	(447)
Ethnicity: Hispanic	39%	(146)	20%	(74)	7%	(26)	8%	(29)	26%	(95)
Ethnicity: Black (Non-Hispanic)	33%	(76)	20%	(47)	6%	(14)	11%	(25)	30%	(68)
Ethnicity: Asian + Other (Non-Hispanic)	37%	(60)	30%	(47)	3%	(5)	5%	(8)	25%	(39)
Single, never married	38%	(136)	19%	(69)	6%	(23)	8%	(28)	28%	(102)
Married	35%	(401)	18%	(209)	7%	(83)	7%	(83)	32%	(370)
Separated	38%	(21)	16%	(9)	5%	(3)	7%	(4)	34%	(18)
Divorced	36%	(93)	13%	(33)	8%	(21)	8%	(21)	35%	(91)
Living with a partner	39%	(83)	18%	(39)	8%	(18)	8%	(17)	27%	(57)

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

Table BPC13_8: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Growing your business*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable		Total N
Working Mothers	30%	(130)	35%	(148)	16%	(69)	8%	(36)	10%	(42)	425
Gender: Female	30%	(130)	35%	(148)	16%	(69)	8%	(36)	10%	(42)	425
Age: 18-34	36%	(64)	35%	(60)	16%	(28)	7%	(12)	6%	(10)	174
Age: 35-44	27%	(43)	40%	(62)	15%	(24)	8%	(13)	10%	(16)	158
Age: 45-64	25%	(22)	27%	(24)	17%	(15)	13%	(11)	17%	(15)	87
Millennials: 1981-1996	33%	(87)	38%	(102)	14%	(37)	8%	(21)	7%	(18)	264
GenXers: 1965-1980	30%	(25)	33%	(28)	14%	(12)	8%	(6)	15%	(12)	85
PID: Dem (no lean)	31%	(69)	37%	(81)	14%	(31)	10%	(22)	8%	(18)	221
PID: Ind (no lean)	34%	(36)	27%	(30)	19%	(21)	6%	(7)	13%	(15)	108
PID: Rep (no lean)	26%	(25)	39%	(38)	17%	(17)	8%	(7)	10%	(10)	96
PID/Gender: Dem Women	31%	(69)	37%	(81)	14%	(31)	10%	(22)	8%	(18)	221
PID/Gender: Ind Women	34%	(36)	27%	(30)	19%	(21)	6%	(7)	13%	(15)	108
PID/Gender: Rep Women	26%	(25)	39%	(38)	17%	(17)	8%	(7)	10%	(10)	96
Ideo: Liberal (1-3)	30%	(46)	38%	(58)	16%	(25)	7%	(11)	8%	(12)	153
Ideo: Moderate (4)	29%	(39)	34%	(45)	19%	(25)	10%	(13)	8%	(11)	133
Ideo: Conservative (5-7)	31%	(34)	34%	(38)	16%	(17)	9%	(10)	11%	(12)	112
Educ: < College	31%	(55)	34%	(61)	15%	(27)	9%	(16)	12%	(21)	179
Educ: Bachelors degree	28%	(29)	31%	(33)	20%	(21)	9%	(9)	12%	(13)	105
Educ: Post-grad	32%	(45)	39%	(55)	15%	(21)	8%	(11)	6%	(8)	141
Income: Under 50k	35%	(51)	30%	(43)	14%	(21)	10%	(15)	11%	(17)	147
Income: 50k-100k	30%	(47)	32%	(50)	19%	(29)	8%	(12)	11%	(18)	156
Income: 100k+	26%	(32)	45%	(55)	15%	(18)	7%	(9)	7%	(8)	122
Ethnicity: White	28%	(77)	37%	(103)	16%	(44)	7%	(20)	12%	(34)	277
Ethnicity: Hispanic	28%	(34)	38%	(45)	14%	(16)	8%	(10)	12%	(14)	119
Ethnicity: Black	43%	(44)	28%	(29)	14%	(14)	10%	(11)	4%	(4)	102
All Christian	32%	(61)	31%	(60)	18%	(35)	11%	(20)	8%	(16)	192
Agnostic/Nothing in particular	29%	(31)	38%	(41)	16%	(17)	7%	(7)	10%	(10)	105
Something Else	31%	(28)	37%	(34)	12%	(11)	9%	(8)	11%	(10)	93
Evangelical	33%	(47)	36%	(50)	13%	(18)	10%	(15)	7%	(10)	141
Non-Evangelical	31%	(41)	31%	(41)	18%	(25)	8%	(11)	12%	(16)	134

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Table BPC13_8: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Growing your business*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable		Total N
Working Mothers	30%	(130)	35%	(148)	16%	(69)	8%	(36)	10%	(42)	425
Community: Urban	34%	(57)	36%	(61)	14%	(23)	10%	(17)	7%	(12)	169
Community: Suburban	30%	(48)	33%	(54)	18%	(29)	7%	(12)	12%	(20)	163
Community: Rural	27%	(25)	35%	(33)	19%	(17)	8%	(7)	11%	(10)	93
Employ: Private Sector	32%	(71)	35%	(78)	17%	(38)	7%	(16)	8%	(19)	222
Employ: Self-Employed	27%	(46)	35%	(59)	16%	(28)	9%	(16)	11%	(19)	168
Military HH: No	29%	(109)	37%	(139)	15%	(58)	8%	(31)	10%	(39)	376
RD/WT: Right Direction	32%	(62)	35%	(67)	15%	(29)	9%	(17)	9%	(17)	193
RD/WT: Wrong Track	29%	(68)	35%	(81)	17%	(40)	8%	(19)	11%	(25)	232
Biden Job Approve	33%	(71)	36%	(77)	15%	(34)	9%	(19)	8%	(17)	218
Biden Job Disapprove	28%	(55)	36%	(69)	16%	(31)	8%	(16)	12%	(23)	193
Biden Job Strongly Approve	29%	(33)	37%	(42)	16%	(18)	11%	(12)	6%	(7)	112
Biden Job Somewhat Approve	36%	(38)	33%	(35)	15%	(16)	6%	(6)	9%	(10)	106
Biden Job Somewhat Disapprove	22%	(17)	33%	(26)	24%	(18)	8%	(6)	12%	(10)	77
Biden Job Strongly Disapprove	33%	(38)	37%	(43)	11%	(12)	8%	(9)	12%	(13)	116
Favorable of Biden	33%	(75)	35%	(81)	17%	(39)	9%	(20)	7%	(16)	231
Unfavorable of Biden	28%	(51)	37%	(66)	16%	(28)	9%	(16)	11%	(19)	181
Very Favorable of Biden	24%	(28)	42%	(49)	15%	(18)	13%	(15)	5%	(6)	116
Somewhat Favorable of Biden	41%	(47)	28%	(32)	18%	(21)	4%	(5)	9%	(10)	115
Somewhat Unfavorable of Biden	27%	(15)	30%	(17)	26%	(15)	6%	(4)	11%	(6)	57
Very Unfavorable of Biden	29%	(36)	40%	(49)	11%	(13)	10%	(12)	11%	(13)	123
#1 Issue: Economy	29%	(61)	34%	(72)	18%	(37)	7%	(15)	12%	(24)	210
#1 Issue: Health Care	35%	(19)	28%	(15)	10%	(5)	13%	(7)	14%	(7)	53
2020 Vote: Joe Biden	33%	(79)	34%	(82)	16%	(39)	9%	(22)	8%	(20)	242
2020 Vote: Donald Trump	26%	(27)	40%	(42)	16%	(17)	8%	(9)	11%	(11)	105
2020 Vote: Didn't Vote	27%	(18)	33%	(22)	18%	(12)	7%	(4)	14%	(9)	66
2018 House Vote: Democrat	33%	(66)	36%	(72)	17%	(35)	7%	(14)	7%	(13)	199
2018 House Vote: Republican	23%	(23)	40%	(40)	15%	(15)	11%	(12)	11%	(11)	102

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Table BPC13_8: *Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Growing your business*

Demographic	Very challenging		Somewhat challenging		Not too challenging		Not at all challenging		Don't know/Not applicable		Total N
Working Mothers	30%	(130)	35%	(148)	16%	(69)	8%	(36)	10%	(42)	425
2016 Vote: Hillary Clinton	35%	(64)	38%	(69)	14%	(26)	7%	(13)	5%	(10)	181
2016 Vote: Donald Trump	27%	(28)	39%	(41)	17%	(18)	7%	(7)	11%	(12)	105
2016 Vote: Didn't Vote	25%	(30)	27%	(33)	20%	(24)	11%	(14)	16%	(19)	121
Voted in 2014: Yes	32%	(83)	39%	(100)	14%	(37)	8%	(21)	7%	(19)	260
Voted in 2014: No	28%	(47)	29%	(48)	20%	(32)	9%	(15)	14%	(23)	165
4-Region: Northeast	29%	(20)	39%	(26)	20%	(14)	10%	(6)	3%	(2)	68
4-Region: Midwest	27%	(20)	37%	(27)	15%	(11)	5%	(4)	15%	(11)	73
4-Region: South	32%	(57)	33%	(59)	14%	(25)	10%	(18)	9%	(17)	176
4-Region: West	31%	(33)	33%	(36)	18%	(19)	7%	(7)	12%	(13)	109
Child(Ren) Aged 0-17	33%	(117)	37%	(128)	15%	(53)	8%	(26)	8%	(26)	350
Child(Ren) Aged 0-5	38%	(69)	31%	(57)	18%	(33)	5%	(9)	8%	(14)	182
Caregivers	33%	(102)	38%	(116)	16%	(49)	7%	(21)	5%	(16)	305
Caregiver for Aging Parent	36%	(26)	33%	(23)	13%	(9)	10%	(7)	9%	(7)	72
Caregiver for Sick or Disabled Family Member	33%	(31)	40%	(38)	12%	(11)	7%	(6)	8%	(7)	94
Caregiver for Child/Dependent	34%	(64)	39%	(74)	18%	(34)	5%	(9)	4%	(7)	189
Business Owners	30%	(130)	35%	(148)	16%	(69)	8%	(36)	10%	(42)	425
Business Owners w/Employees	31%	(114)	35%	(128)	17%	(64)	8%	(31)	9%	(34)	370
Access to Childcare	32%	(67)	36%	(74)	16%	(34)	7%	(15)	8%	(16)	206
No Access to Childcare	37%	(25)	36%	(24)	11%	(8)	10%	(6)	6%	(4)	67
More Financially Secure after Pandemic	35%	(54)	32%	(50)	18%	(29)	9%	(15)	5%	(9)	156
Less Financially Secure after the Pandemic	32%	(59)	39%	(71)	14%	(26)	6%	(11)	8%	(15)	182
Same Financial Security after the Pandemic	19%	(17)	31%	(27)	16%	(14)	12%	(10)	22%	(19)	86
Ethnicity: White (Non-Hispanic)	29%	(62)	37%	(78)	17%	(36)	6%	(13)	11%	(23)	213
Ethnicity: Hispanic	28%	(34)	38%	(45)	14%	(16)	8%	(10)	12%	(14)	119
Ethnicity: Black (Non-Hispanic)	40%	(27)	26%	(18)	14%	(9)	13%	(9)	6%	(4)	67
Single, never married	26%	(17)	29%	(18)	20%	(13)	13%	(8)	11%	(7)	63
Married	30%	(75)	39%	(98)	16%	(40)	8%	(19)	8%	(20)	252
Living with a partner	36%	(18)	39%	(19)	9%	(4)	9%	(5)	7%	(4)	50

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

Table BPC14: *How interested are you, if at all, in starting your own business?*

Demographic	Very interested		Somewhat interested		Not too interested		Not interested at all		To
Working Mothers	16%	(341)	30%	(629)	22%	(460)	31%	(645)	
Gender: Female	16%	(341)	30%	(629)	22%	(460)	31%	(645)	
Age: 18-34	19%	(107)	39%	(214)	21%	(116)	21%	(118)	
Age: 35-44	18%	(169)	31%	(285)	23%	(211)	28%	(255)	
Age: 45-64	11%	(64)	21%	(126)	22%	(132)	45%	(266)	
GenZers: 1997-2012	26%	(19)	32%	(24)	22%	(16)	20%	(15)	
Millennials: 1981-1996	19%	(219)	36%	(410)	22%	(249)	24%	(270)	
GenXers: 1965-1980	14%	(88)	25%	(157)	24%	(154)	37%	(235)	
Baby Boomers: 1946-1964	7%	(15)	17%	(37)	19%	(41)	57%	(124)	
PID: Dem (no lean)	16%	(132)	32%	(263)	21%	(176)	31%	(252)	
PID: Ind (no lean)	20%	(122)	28%	(171)	22%	(136)	29%	(178)	
PID: Rep (no lean)	13%	(87)	30%	(195)	23%	(149)	33%	(215)	
PID/Gender: Dem Women	16%	(132)	32%	(263)	21%	(176)	31%	(252)	
PID/Gender: Ind Women	20%	(122)	28%	(171)	22%	(136)	29%	(178)	
PID/Gender: Rep Women	13%	(87)	30%	(195)	23%	(149)	33%	(215)	
Ideo: Liberal (1-3)	17%	(99)	32%	(191)	22%	(130)	30%	(177)	
Ideo: Moderate (4)	18%	(112)	32%	(205)	24%	(153)	26%	(167)	
Ideo: Conservative (5-7)	14%	(91)	30%	(192)	21%	(136)	35%	(223)	
Educ: < College	19%	(206)	30%	(329)	22%	(240)	30%	(333)	
Educ: Bachelors degree	14%	(84)	30%	(174)	24%	(142)	32%	(187)	
Educ: Post-grad	13%	(50)	33%	(126)	21%	(78)	33%	(125)	
Income: Under 50k	21%	(174)	30%	(252)	22%	(185)	27%	(222)	
Income: 50k-100k	15%	(115)	32%	(248)	21%	(165)	33%	(255)	
Income: 100k+	11%	(52)	28%	(129)	24%	(110)	37%	(168)	
Ethnicity: White	13%	(206)	29%	(463)	23%	(359)	35%	(542)	
Ethnicity: Hispanic	23%	(84)	31%	(114)	18%	(67)	29%	(106)	
Ethnicity: Black	31%	(80)	33%	(84)	19%	(49)	16%	(42)	
Ethnicity: Other	22%	(55)	33%	(81)	21%	(52)	24%	(61)	

Continued on next page

Table BPC14: *How interested are you, if at all, in starting your own business?*

Demographic	Very interested		Somewhat interested		Not too interested		Not interested at all		To
Working Mothers	16%	(341)	30%	(629)	22%	(460)	31%	(645)	
All Christian	14%	(129)	27%	(248)	22%	(205)	36%	(331)	
All Non-Christian	28%	(18)	35%	(22)	16%	(10)	21%	(13)	
Atheist	18%	(11)	23%	(14)	19%	(12)	40%	(25)	
Agnostic/Nothing in particular	16%	(93)	34%	(205)	21%	(124)	29%	(173)	
Something Else	20%	(89)	32%	(139)	25%	(109)	23%	(104)	
Religious Non-Protestant/Catholic	23%	(18)	35%	(28)	13%	(10)	28%	(22)	
Evangelical	20%	(119)	32%	(193)	23%	(137)	25%	(152)	
Non-Evangelical	13%	(96)	25%	(181)	24%	(171)	38%	(269)	
Community: Urban	23%	(115)	32%	(164)	20%	(100)	26%	(131)	
Community: Suburban	15%	(147)	30%	(303)	22%	(223)	33%	(327)	
Community: Rural	14%	(79)	29%	(162)	24%	(138)	33%	(187)	
Employ: Private Sector	17%	(273)	30%	(504)	22%	(364)	31%	(513)	
Employ: Government	14%	(51)	28%	(106)	24%	(88)	34%	(128)	
Employ: Self-Employed	34%	(17)	39%	(19)	17%	(9)	9%	(5)	
Military HH: Yes	16%	(31)	23%	(44)	24%	(46)	36%	(69)	
Military HH: No	16%	(310)	31%	(585)	22%	(414)	31%	(576)	
RD/WT: Right Direction	18%	(100)	34%	(190)	21%	(117)	26%	(144)	
RD/WT: Wrong Track	16%	(241)	29%	(439)	22%	(343)	33%	(502)	
Biden Job Approve	17%	(139)	32%	(259)	21%	(174)	30%	(243)	
Biden Job Disapprove	16%	(187)	30%	(348)	23%	(268)	31%	(365)	
Biden Job Strongly Approve	24%	(56)	26%	(61)	17%	(40)	33%	(76)	
Biden Job Somewhat Approve	14%	(83)	34%	(198)	23%	(134)	29%	(166)	
Biden Job Somewhat Disapprove	16%	(67)	33%	(140)	27%	(112)	24%	(101)	
Biden Job Strongly Disapprove	16%	(120)	28%	(208)	21%	(156)	35%	(264)	
Favorable of Biden	18%	(155)	31%	(268)	21%	(182)	30%	(264)	
Unfavorable of Biden	16%	(175)	29%	(325)	23%	(256)	32%	(352)	
Very Favorable of Biden	24%	(65)	28%	(78)	19%	(53)	29%	(78)	
Somewhat Favorable of Biden	15%	(89)	32%	(190)	22%	(129)	31%	(186)	
Somewhat Unfavorable of Biden	16%	(54)	33%	(106)	26%	(86)	24%	(79)	
Very Unfavorable of Biden	16%	(122)	28%	(219)	22%	(170)	35%	(273)	

Continued on next page

Table BPC14: *How interested are you, if at all, in starting your own business?*

Demographic	Very interested		Somewhat interested		Not too interested		Not interested at all		To
Working Mothers	16%	(341)	30%	(629)	22%	(460)	31%	(645)	
#1 Issue: Economy	18%	(202)	31%	(340)	23%	(252)	29%	(320)	
#1 Issue: Security	12%	(26)	31%	(67)	23%	(49)	33%	(70)	
#1 Issue: Health Care	12%	(25)	29%	(59)	24%	(48)	34%	(69)	
#1 Issue: Medicare / Social Security	9%	(5)	29%	(15)	17%	(8)	44%	(22)	
#1 Issue: Women's Issues	12%	(21)	32%	(57)	20%	(35)	36%	(65)	
#1 Issue: Education	17%	(22)	26%	(34)	24%	(32)	32%	(41)	
#1 Issue: Energy	20%	(27)	32%	(45)	19%	(27)	28%	(39)	
#1 Issue: Other	24%	(13)	25%	(14)	17%	(9)	35%	(19)	
2020 Vote: Joe Biden	17%	(162)	31%	(286)	22%	(207)	30%	(276)	
2020 Vote: Donald Trump	14%	(101)	29%	(212)	23%	(166)	34%	(244)	
2020 Vote: Other	16%	(13)	35%	(28)	19%	(15)	31%	(25)	
2020 Vote: Didn't Vote	19%	(65)	30%	(103)	21%	(72)	29%	(100)	
2018 House Vote: Democrat	17%	(134)	31%	(242)	22%	(168)	29%	(226)	
2018 House Vote: Republican	15%	(87)	29%	(172)	24%	(141)	33%	(198)	
2018 House Vote: Someone else	16%	(11)	22%	(16)	23%	(16)	39%	(27)	
2016 Vote: Hillary Clinton	17%	(123)	29%	(216)	23%	(170)	31%	(226)	
2016 Vote: Donald Trump	14%	(86)	28%	(175)	24%	(152)	35%	(218)	
2016 Vote: Other	14%	(14)	34%	(33)	16%	(16)	36%	(35)	
2016 Vote: Didn't Vote	19%	(119)	33%	(206)	20%	(122)	27%	(167)	
Voted in 2014: Yes	16%	(192)	28%	(332)	23%	(273)	34%	(405)	
Voted in 2014: No	17%	(149)	34%	(296)	21%	(187)	28%	(241)	
4-Region: Northeast	17%	(56)	25%	(84)	22%	(73)	36%	(121)	
4-Region: Midwest	11%	(53)	32%	(158)	21%	(101)	36%	(175)	
4-Region: South	20%	(157)	31%	(248)	22%	(178)	27%	(214)	
4-Region: West	16%	(74)	30%	(138)	24%	(109)	30%	(136)	
Child(Ren) Aged 0-17	18%	(276)	33%	(499)	23%	(353)	25%	(383)	
Child(Ren) Aged 0-5	20%	(137)	34%	(240)	21%	(145)	25%	(177)	
Caregivers	18%	(209)	33%	(377)	24%	(272)	25%	(287)	
Caregiver for Aging Parent	21%	(37)	33%	(59)	23%	(41)	23%	(42)	
Caregiver for Sick or Disabled Family Member	17%	(35)	32%	(68)	27%	(56)	24%	(50)	

Continued on next page

Table BPC14: *How interested are you, if at all, in starting your own business?*

Demographic	Very interested		Somewhat interested		Not too interested		Not interested at all		To
Working Mothers	16%	(341)	30%	(629)	22%	(460)	31%	(645)	
Caregiver for Child/Dependent	18%	(158)	33%	(286)	24%	(206)	26%	(225)	
Non-Business Owners	16%	(341)	30%	(629)	22%	(460)	31%	(645)	
Service Worker/Retail Sales/Laborers/Helpers	20%	(100)	33%	(166)	20%	(101)	27%	(137)	
Trade/Skilled Workers	26%	(29)	31%	(34)	21%	(23)	22%	(24)	
Administrative Workers/Office Professionals/Exec and Sr Level Managers	15%	(108)	30%	(215)	20%	(145)	34%	(246)	
Health Care and Medical Professionals/Lab Techs/Pharmacists	15%	(52)	26%	(91)	28%	(99)	32%	(114)	
Other Professionals	14%	(53)	31%	(123)	23%	(92)	32%	(124)	
Access to Childcare	18%	(118)	32%	(210)	21%	(140)	28%	(182)	
No Access to Childcare	19%	(86)	37%	(161)	25%	(109)	19%	(85)	
Unsure of Access to Childcare	16%	(25)	26%	(40)	27%	(43)	31%	(49)	
More Financially Secure after Pandemic	21%	(74)	33%	(116)	17%	(61)	28%	(100)	
Less Financially Secure after the Pandemic	19%	(204)	28%	(309)	24%	(262)	29%	(311)	
Same Financial Security after the Pandemic	10%	(63)	32%	(204)	21%	(137)	37%	(235)	
Access to Paid Parental Leave	18%	(183)	30%	(297)	20%	(201)	31%	(308)	
No Access to Paid Parental Leave	15%	(118)	31%	(251)	25%	(204)	29%	(233)	
Access to Paid Caregiving Leave	19%	(132)	30%	(214)	21%	(151)	30%	(209)	
No Access to Paid Caregiving Leave	17%	(167)	30%	(297)	23%	(226)	29%	(288)	
Access to Flexible Work Hours	18%	(170)	30%	(279)	22%	(204)	30%	(274)	
No Access to Flexible Work Hours	15%	(150)	29%	(305)	23%	(241)	33%	(341)	
Access to Child Care as Employer Benefit	24%	(86)	32%	(115)	18%	(65)	25%	(89)	
No Access to Child Care as Employer Benefit	15%	(207)	30%	(420)	23%	(318)	32%	(444)	
Access to Mental Health Benefits	16%	(141)	28%	(249)	22%	(194)	33%	(294)	
No Access to Mental Health Benefits	17%	(141)	32%	(268)	23%	(194)	28%	(232)	
Ethnicity: White (Non-Hispanic)	12%	(160)	29%	(385)	23%	(308)	35%	(461)	
Ethnicity: Hispanic	23%	(84)	31%	(114)	18%	(67)	29%	(106)	
Ethnicity: Black (Non-Hispanic)	30%	(69)	33%	(76)	20%	(45)	17%	(40)	
Ethnicity: Asian + Other (Non-Hispanic)	18%	(28)	34%	(54)	25%	(40)	24%	(38)	

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Table BPC14: *How interested are you, if at all, in starting your own business?*

Demographic	Very interested		Somewhat interested		Not too interested		Not interested at all		To
Working Mothers	16%	(341)	30%	(629)	22%	(460)	31%	(645)	
Single, never married	26%	(94)	29%	(103)	21%	(75)	24%	(87)	
Married	14%	(157)	29%	(331)	24%	(272)	34%	(386)	
Separated	13%	(7)	38%	(21)	15%	(8)	34%	(18)	
Divorced	15%	(38)	30%	(78)	20%	(52)	35%	(92)	
Living with a partner	18%	(39)	40%	(86)	20%	(42)	22%	(47)	

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

Table BPC15_1: *How much of a barrier are each of the following, if at all, to starting your own business?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	22%	(216)	31%	(296)	16%	(156)	25%	(240)	6%	(61)
Gender: Female	22%	(216)	31%	(296)	16%	(156)	25%	(240)	6%	(61)
Age: 18-34	27%	(85)	36%	(117)	19%	(62)	12%	(39)	5%	(17)
Age: 35-44	23%	(103)	33%	(150)	16%	(72)	24%	(109)	5%	(21)
Age: 45-64	15%	(28)	16%	(30)	11%	(22)	47%	(90)	11%	(20)
Millennials: 1981-1996	26%	(164)	37%	(231)	16%	(103)	16%	(100)	5%	(31)
GenXers: 1965-1980	14%	(35)	21%	(50)	15%	(37)	41%	(101)	9%	(22)
Baby Boomers: 1946-1964	18%	(9)	11%	(6)	8%	(4)	56%	(29)	7%	(4)
PID: Dem (no lean)	22%	(89)	33%	(129)	16%	(62)	24%	(94)	5%	(21)
PID: Ind (no lean)	23%	(67)	24%	(69)	17%	(49)	27%	(78)	10%	(29)
PID: Rep (no lean)	21%	(60)	35%	(98)	16%	(45)	24%	(68)	4%	(11)
PID/Gender: Dem Women	22%	(89)	33%	(129)	16%	(62)	24%	(94)	5%	(21)
PID/Gender: Ind Women	23%	(67)	24%	(69)	17%	(49)	27%	(78)	10%	(29)
PID/Gender: Rep Women	21%	(60)	35%	(98)	16%	(45)	24%	(68)	4%	(11)
Ideo: Liberal (1-3)	27%	(77)	32%	(93)	15%	(43)	21%	(62)	5%	(14)
Ideo: Moderate (4)	24%	(75)	30%	(94)	16%	(52)	24%	(77)	6%	(19)
Ideo: Conservative (5-7)	17%	(47)	32%	(89)	19%	(53)	27%	(76)	6%	(16)
Educ: < College	23%	(123)	29%	(156)	13%	(71)	28%	(147)	7%	(37)
Educ: Bachelors degree	24%	(63)	25%	(66)	20%	(52)	23%	(59)	7%	(19)
Educ: Post-grad	17%	(30)	42%	(75)	19%	(33)	19%	(34)	2%	(4)
Income: Under 50k	23%	(96)	29%	(124)	14%	(60)	26%	(109)	9%	(38)
Income: 50k-100k	22%	(81)	32%	(116)	16%	(60)	24%	(86)	6%	(20)
Income: 100k+	22%	(39)	32%	(57)	20%	(37)	25%	(45)	1%	(2)
Ethnicity: White	24%	(160)	30%	(199)	15%	(102)	24%	(159)	7%	(48)
Ethnicity: Hispanic	28%	(55)	29%	(57)	11%	(23)	22%	(44)	9%	(18)
Ethnicity: Black	16%	(26)	32%	(52)	19%	(31)	30%	(50)	3%	(6)
Ethnicity: Other	22%	(30)	33%	(45)	17%	(23)	23%	(31)	5%	(7)
All Christian	22%	(82)	33%	(124)	15%	(57)	25%	(96)	5%	(19)
Agnostic/Nothing in particular	21%	(62)	30%	(89)	21%	(63)	21%	(64)	7%	(20)
Something Else	21%	(49)	29%	(65)	13%	(30)	30%	(70)	6%	(15)

Continued on next page

Table BPC15_1: *How much of a barrier are each of the following, if at all, to starting your own business?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	22%	(216)	31%	(296)	16%	(156)	25%	(240)	6%	(61)
Evangelical	19%	(60)	34%	(105)	13%	(41)	28%	(88)	6%	(18)
Non-Evangelical	24%	(67)	30%	(83)	15%	(43)	26%	(72)	5%	(13)
Community: Urban	20%	(56)	28%	(78)	18%	(49)	28%	(77)	7%	(20)
Community: Suburban	24%	(106)	33%	(147)	15%	(66)	22%	(99)	7%	(31)
Community: Rural	23%	(54)	30%	(71)	17%	(41)	26%	(63)	4%	(10)
Employ: Private Sector	22%	(174)	32%	(251)	16%	(122)	23%	(176)	7%	(52)
Employ: Government	21%	(33)	25%	(39)	19%	(30)	31%	(49)	4%	(5)
Military HH: Yes	17%	(13)	32%	(24)	26%	(19)	25%	(19)	—	(0)
Military HH: No	23%	(203)	31%	(273)	15%	(137)	25%	(221)	7%	(61)
RD/WT: Right Direction	20%	(59)	35%	(101)	15%	(42)	23%	(65)	7%	(21)
RD/WT: Wrong Track	23%	(157)	29%	(195)	17%	(114)	26%	(174)	6%	(39)
Biden Job Approve	22%	(89)	32%	(127)	15%	(61)	24%	(96)	6%	(25)
Biden Job Disapprove	22%	(120)	30%	(161)	16%	(87)	26%	(138)	5%	(29)
Biden Job Strongly Approve	18%	(22)	29%	(34)	14%	(16)	28%	(33)	11%	(12)
Biden Job Somewhat Approve	24%	(67)	33%	(93)	16%	(45)	22%	(63)	4%	(12)
Biden Job Somewhat Disapprove	21%	(44)	33%	(68)	17%	(35)	24%	(49)	5%	(10)
Biden Job Strongly Disapprove	23%	(76)	28%	(93)	16%	(52)	27%	(88)	6%	(19)
Favorable of Biden	22%	(93)	33%	(138)	14%	(59)	25%	(104)	7%	(28)
Unfavorable of Biden	23%	(113)	30%	(151)	17%	(85)	25%	(127)	5%	(25)
Very Favorable of Biden	20%	(29)	30%	(43)	14%	(21)	26%	(38)	9%	(13)
Somewhat Favorable of Biden	23%	(65)	34%	(95)	14%	(39)	24%	(66)	5%	(14)
Somewhat Unfavorable of Biden	27%	(43)	31%	(50)	20%	(31)	17%	(27)	5%	(9)
Very Unfavorable of Biden	21%	(70)	30%	(101)	16%	(54)	29%	(100)	5%	(16)
#1 Issue: Economy	23%	(126)	31%	(168)	17%	(93)	25%	(133)	4%	(22)
#1 Issue: Security	13%	(12)	26%	(24)	17%	(16)	29%	(27)	15%	(14)
#1 Issue: Health Care	23%	(20)	32%	(26)	15%	(12)	24%	(20)	6%	(5)
#1 Issue: Women's Issues	25%	(20)	30%	(24)	15%	(12)	18%	(14)	12%	(9)
#1 Issue: Education	17%	(10)	32%	(18)	22%	(12)	21%	(12)	7%	(4)
#1 Issue: Energy	24%	(17)	42%	(30)	8%	(6)	20%	(14)	5%	(4)

Continued on next page

Table BPC15_1: *How much of a barrier are each of the following, if at all, to starting your own business?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	22%	(216)	31%	(296)	16%	(156)	25%	(240)	6%	(61)
2020 Vote: Joe Biden	22%	(99)	32%	(145)	16%	(70)	24%	(108)	6%	(26)
2020 Vote: Donald Trump	24%	(76)	31%	(98)	20%	(61)	21%	(66)	4%	(11)
2020 Vote: Didn't Vote	17%	(28)	25%	(41)	10%	(17)	36%	(60)	13%	(22)
2018 House Vote: Democrat	24%	(89)	30%	(114)	16%	(59)	25%	(94)	5%	(19)
2018 House Vote: Republican	21%	(54)	36%	(92)	19%	(48)	21%	(54)	4%	(11)
2016 Vote: Hillary Clinton	24%	(80)	33%	(112)	14%	(48)	24%	(82)	5%	(17)
2016 Vote: Donald Trump	22%	(58)	32%	(83)	19%	(51)	22%	(59)	4%	(10)
2016 Vote: Didn't Vote	20%	(65)	27%	(89)	16%	(51)	27%	(86)	10%	(33)
Voted in 2014: Yes	22%	(116)	34%	(180)	15%	(80)	24%	(125)	4%	(22)
Voted in 2014: No	22%	(100)	26%	(116)	17%	(76)	26%	(115)	9%	(38)
4-Region: Northeast	26%	(36)	33%	(46)	17%	(24)	18%	(25)	7%	(10)
4-Region: Midwest	21%	(44)	31%	(65)	23%	(48)	23%	(48)	3%	(6)
4-Region: South	21%	(84)	29%	(117)	16%	(65)	27%	(111)	7%	(28)
4-Region: West	24%	(52)	32%	(68)	9%	(20)	26%	(56)	8%	(17)
Child(Ren) Aged 0-17	26%	(203)	36%	(276)	17%	(132)	16%	(126)	5%	(37)
Child(Ren) Aged 0-5	33%	(125)	35%	(130)	15%	(57)	12%	(47)	5%	(18)
Caregivers	25%	(145)	37%	(218)	17%	(98)	18%	(103)	4%	(21)
Caregiver for Aging Parent	18%	(17)	34%	(32)	14%	(13)	24%	(22)	11%	(10)
Caregiver for Sick or Disabled Family Member	29%	(29)	27%	(28)	9%	(10)	31%	(32)	4%	(4)
Caregiver for Child/Dependent	26%	(115)	39%	(173)	19%	(83)	14%	(61)	3%	(12)
Non-Business Owners	22%	(216)	31%	(296)	16%	(156)	25%	(240)	6%	(61)
Service Worker/Retail Sales/Laborers/Helpers	19%	(50)	30%	(79)	14%	(38)	30%	(79)	8%	(20)
Trade/Skilled Workers	26%	(16)	25%	(16)	4%	(3)	30%	(19)	16%	(10)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	26%	(83)	29%	(93)	17%	(55)	23%	(74)	6%	(18)
Health Care and Medical Professionals/Lab Techs/Pharmacists	22%	(32)	31%	(44)	19%	(27)	25%	(35)	3%	(5)
Other Professionals	20%	(35)	37%	(65)	19%	(34)	19%	(33)	5%	(8)
Access to Childcare	20%	(65)	40%	(132)	19%	(62)	19%	(63)	2%	(5)
No Access to Childcare	41%	(100)	31%	(76)	13%	(32)	9%	(23)	6%	(15)
Unsure of Access to Childcare	21%	(14)	42%	(27)	14%	(9)	10%	(6)	14%	(9)

Continued on next page

Table BPC15_1: *How much of a barrier are each of the following, if at all, to starting your own business?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	22%	(216)	31%	(296)	16%	(156)	25%	(240)	6%	(61)
More Financially Secure after Pandemic	23%	(43)	31%	(59)	16%	(31)	25%	(48)	5%	(10)
Less Financially Secure after the Pandemic	25%	(129)	31%	(157)	16%	(81)	24%	(120)	5%	(25)
Same Financial Security after the Pandemic	17%	(44)	30%	(80)	17%	(45)	27%	(72)	10%	(26)
Access to Paid Parental Leave	19%	(90)	34%	(162)	18%	(84)	25%	(119)	5%	(24)
No Access to Paid Parental Leave	28%	(104)	29%	(108)	15%	(54)	22%	(81)	6%	(22)
Access to Paid Caregiving Leave	20%	(70)	31%	(108)	17%	(58)	28%	(95)	4%	(14)
No Access to Paid Caregiving Leave	25%	(118)	30%	(140)	15%	(71)	23%	(107)	6%	(27)
Access to Flexible Work Hours	23%	(103)	26%	(118)	20%	(89)	26%	(115)	5%	(23)
No Access to Flexible Work Hours	23%	(105)	35%	(158)	13%	(61)	23%	(106)	6%	(25)
Access to Child Care as Employer Benefit	20%	(39)	35%	(70)	18%	(36)	22%	(44)	5%	(10)
No Access to Child Care as Employer Benefit	25%	(157)	32%	(198)	15%	(92)	24%	(150)	5%	(30)
Access to Mental Health Benefits	19%	(74)	29%	(112)	19%	(75)	28%	(110)	5%	(19)
No Access to Mental Health Benefits	27%	(112)	33%	(133)	12%	(47)	22%	(89)	7%	(28)
Ethnicity: White (Non-Hispanic)	22%	(122)	31%	(170)	16%	(87)	24%	(133)	6%	(32)
Ethnicity: Hispanic	28%	(55)	29%	(57)	11%	(23)	22%	(44)	9%	(18)
Ethnicity: Black (Non-Hispanic)	15%	(22)	30%	(43)	19%	(28)	33%	(47)	3%	(4)
Ethnicity: Asian + Other (Non-Hispanic)	20%	(16)	32%	(26)	22%	(18)	19%	(15)	7%	(6)
Single, never married	25%	(48)	30%	(58)	12%	(24)	28%	(56)	5%	(10)
Married	24%	(117)	32%	(155)	19%	(92)	21%	(105)	4%	(19)
Divorced	18%	(21)	24%	(28)	13%	(16)	34%	(40)	10%	(11)
Living with a partner	18%	(23)	34%	(42)	15%	(18)	21%	(26)	13%	(16)

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

Table BPC15_2: *How much of a barrier are each of the following, if at all, to starting your own business?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	17%	(162)	32%	(310)	21%	(203)	23%	(220)	8%	(75)
Gender: Female	17%	(162)	32%	(310)	21%	(203)	23%	(220)	8%	(75)
Age: 18-34	21%	(68)	37%	(120)	22%	(71)	13%	(42)	6%	(19)
Age: 35-44	15%	(66)	33%	(148)	22%	(98)	23%	(107)	8%	(36)
Age: 45-64	14%	(27)	21%	(40)	18%	(34)	36%	(69)	10%	(20)
Millennials: 1981-1996	18%	(115)	36%	(225)	22%	(138)	17%	(108)	7%	(44)
GenXers: 1965-1980	14%	(34)	24%	(60)	18%	(45)	33%	(82)	10%	(24)
Baby Boomers: 1946-1964	10%	(5)	28%	(14)	16%	(8)	41%	(21)	5%	(2)
PID: Dem (no lean)	17%	(66)	33%	(132)	23%	(89)	22%	(86)	6%	(22)
PID: Ind (no lean)	16%	(47)	28%	(80)	21%	(62)	26%	(76)	9%	(27)
PID: Rep (no lean)	17%	(49)	34%	(97)	18%	(52)	21%	(58)	9%	(26)
PID/Gender: Dem Women	17%	(66)	33%	(132)	23%	(89)	22%	(86)	6%	(22)
PID/Gender: Ind Women	16%	(47)	28%	(80)	21%	(62)	26%	(76)	9%	(27)
PID/Gender: Rep Women	17%	(49)	34%	(97)	18%	(52)	21%	(58)	9%	(26)
Ideo: Liberal (1-3)	21%	(60)	31%	(91)	25%	(71)	18%	(52)	5%	(15)
Ideo: Moderate (4)	18%	(56)	32%	(101)	17%	(53)	25%	(80)	9%	(27)
Ideo: Conservative (5-7)	11%	(32)	34%	(97)	23%	(65)	23%	(65)	8%	(23)
Educ: < College	18%	(96)	31%	(168)	18%	(95)	24%	(130)	8%	(45)
Educ: Bachelors degree	17%	(45)	29%	(75)	23%	(58)	23%	(59)	8%	(21)
Educ: Post-grad	12%	(21)	38%	(66)	28%	(49)	17%	(30)	5%	(9)
Income: Under 50k	18%	(76)	31%	(132)	20%	(83)	23%	(97)	9%	(38)
Income: 50k-100k	16%	(57)	34%	(122)	21%	(75)	22%	(78)	9%	(31)
Income: 100k+	16%	(29)	31%	(55)	25%	(45)	25%	(45)	3%	(6)
Ethnicity: White	16%	(109)	33%	(220)	21%	(138)	21%	(140)	9%	(62)
Ethnicity: Hispanic	22%	(43)	31%	(60)	17%	(33)	23%	(46)	7%	(15)
Ethnicity: Black	14%	(22)	29%	(48)	23%	(38)	29%	(48)	4%	(7)
Ethnicity: Other	22%	(31)	31%	(42)	19%	(26)	24%	(32)	4%	(5)
All Christian	16%	(61)	32%	(122)	22%	(83)	23%	(86)	7%	(26)
Agnostic/Nothing in particular	16%	(48)	31%	(92)	24%	(70)	24%	(73)	5%	(15)
Something Else	16%	(37)	30%	(70)	20%	(45)	22%	(51)	11%	(26)

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Table BPC15_2: *How much of a barrier are each of the following, if at all, to starting your own business?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	17%	(162)	32%	(310)	21%	(203)	23%	(220)	8%	(75)
Evangelical	17%	(52)	33%	(104)	19%	(60)	21%	(65)	10%	(31)
Non-Evangelical	16%	(44)	30%	(84)	22%	(62)	24%	(67)	7%	(20)
Community: Urban	15%	(42)	30%	(84)	20%	(56)	26%	(73)	9%	(24)
Community: Suburban	18%	(79)	33%	(148)	23%	(103)	19%	(87)	7%	(32)
Community: Rural	17%	(41)	32%	(78)	18%	(44)	25%	(60)	8%	(18)
Employ: Private Sector	17%	(134)	32%	(252)	21%	(162)	22%	(168)	8%	(60)
Employ: Government	15%	(24)	29%	(46)	22%	(34)	26%	(41)	7%	(10)
Military HH: Yes	20%	(15)	25%	(19)	33%	(25)	20%	(15)	2%	(1)
Military HH: No	16%	(147)	33%	(291)	20%	(178)	23%	(204)	8%	(73)
RD/WT: Right Direction	15%	(43)	33%	(94)	25%	(71)	22%	(62)	6%	(19)
RD/WT: Wrong Track	18%	(119)	32%	(216)	19%	(132)	23%	(157)	8%	(56)
Biden Job Approve	17%	(69)	31%	(125)	23%	(93)	22%	(87)	6%	(23)
Biden Job Disapprove	16%	(87)	32%	(172)	19%	(104)	24%	(128)	8%	(44)
Biden Job Strongly Approve	19%	(22)	30%	(35)	23%	(27)	21%	(24)	7%	(8)
Biden Job Somewhat Approve	17%	(47)	32%	(91)	23%	(66)	22%	(63)	5%	(15)
Biden Job Somewhat Disapprove	16%	(32)	34%	(71)	22%	(46)	22%	(45)	6%	(13)
Biden Job Strongly Disapprove	17%	(55)	31%	(101)	18%	(58)	25%	(83)	9%	(31)
Favorable of Biden	17%	(72)	31%	(130)	22%	(94)	24%	(102)	6%	(25)
Unfavorable of Biden	16%	(81)	34%	(169)	20%	(98)	22%	(112)	8%	(41)
Very Favorable of Biden	19%	(28)	28%	(40)	29%	(41)	17%	(25)	7%	(9)
Somewhat Favorable of Biden	16%	(44)	32%	(90)	19%	(53)	27%	(77)	6%	(15)
Somewhat Unfavorable of Biden	15%	(24)	41%	(66)	23%	(36)	16%	(26)	5%	(8)
Very Unfavorable of Biden	17%	(57)	30%	(104)	18%	(62)	25%	(86)	10%	(33)
#1 Issue: Economy	18%	(97)	35%	(190)	20%	(107)	22%	(117)	6%	(31)
#1 Issue: Security	11%	(11)	21%	(19)	23%	(21)	29%	(27)	16%	(15)
#1 Issue: Health Care	18%	(15)	30%	(25)	20%	(17)	24%	(20)	7%	(6)
#1 Issue: Women's Issues	15%	(12)	27%	(21)	24%	(19)	24%	(19)	10%	(8)
#1 Issue: Education	6%	(4)	22%	(12)	35%	(20)	20%	(11)	16%	(9)
#1 Issue: Energy	22%	(15)	39%	(28)	21%	(15)	15%	(11)	3%	(2)

Continued on next page

Table BPC15_2: *How much of a barrier are each of the following, if at all, to starting your own business?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	17%	(162)	32%	(310)	21%	(203)	23%	(220)	8%	(75)
2020 Vote: Joe Biden	15%	(67)	33%	(147)	23%	(104)	24%	(108)	5%	(23)
2020 Vote: Donald Trump	17%	(54)	34%	(108)	19%	(59)	21%	(65)	9%	(27)
2020 Vote: Didn't Vote	17%	(29)	26%	(43)	20%	(34)	23%	(39)	14%	(23)
2018 House Vote: Democrat	17%	(65)	33%	(124)	21%	(79)	23%	(88)	5%	(20)
2018 House Vote: Republican	15%	(40)	34%	(88)	21%	(56)	22%	(57)	7%	(19)
2016 Vote: Hillary Clinton	18%	(60)	32%	(108)	20%	(67)	26%	(87)	5%	(17)
2016 Vote: Donald Trump	16%	(43)	34%	(88)	21%	(55)	21%	(54)	8%	(21)
2016 Vote: Didn't Vote	15%	(48)	32%	(103)	22%	(70)	21%	(68)	11%	(34)
Voted in 2014: Yes	16%	(83)	33%	(175)	21%	(111)	24%	(124)	6%	(31)
Voted in 2014: No	18%	(79)	30%	(135)	21%	(92)	22%	(96)	10%	(44)
4-Region: Northeast	18%	(25)	30%	(43)	21%	(30)	21%	(30)	10%	(13)
4-Region: Midwest	14%	(30)	38%	(80)	21%	(45)	19%	(41)	7%	(15)
4-Region: South	17%	(68)	30%	(123)	20%	(82)	25%	(103)	7%	(28)
4-Region: West	18%	(38)	30%	(64)	22%	(46)	22%	(47)	8%	(18)
Child(Ren) Aged 0-17	19%	(148)	35%	(268)	23%	(175)	17%	(129)	7%	(54)
Child(Ren) Aged 0-5	22%	(81)	36%	(136)	20%	(74)	14%	(53)	9%	(33)
Caregivers	19%	(109)	39%	(225)	22%	(129)	15%	(89)	6%	(33)
Caregiver for Aging Parent	30%	(28)	28%	(27)	21%	(20)	12%	(12)	8%	(8)
Caregiver for Sick or Disabled Family Member	23%	(24)	44%	(45)	12%	(13)	18%	(18)	3%	(3)
Caregiver for Child/Dependent	17%	(76)	39%	(173)	23%	(101)	15%	(67)	6%	(26)
Non-Business Owners	17%	(162)	32%	(310)	21%	(203)	23%	(220)	8%	(75)
Service Worker/Retail Sales/Laborers/Helpers	15%	(39)	35%	(93)	15%	(39)	26%	(68)	10%	(26)
Trade/Skilled Workers	16%	(10)	31%	(20)	22%	(14)	23%	(14)	9%	(5)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19%	(62)	28%	(91)	23%	(74)	23%	(75)	6%	(20)
Health Care and Medical Professionals/Lab Techs/Pharmacists	18%	(26)	31%	(44)	27%	(38)	18%	(25)	6%	(9)
Other Professionals	14%	(24)	35%	(62)	22%	(38)	21%	(37)	8%	(14)
Access to Childcare	16%	(52)	36%	(118)	26%	(84)	17%	(55)	6%	(19)
No Access to Childcare	26%	(63)	34%	(84)	18%	(46)	15%	(37)	7%	(17)
Unsure of Access to Childcare	18%	(12)	34%	(22)	22%	(14)	14%	(9)	12%	(8)

Continued on next page

Table BPC15_2: *How much of a barrier are each of the following, if at all, to starting your own business?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	17%	(162)	32%	(310)	21%	(203)	23%	(220)	8%	(75)
More Financially Secure after Pandemic	13%	(25)	29%	(55)	28%	(53)	24%	(45)	7%	(13)
Less Financially Secure after the Pandemic	19%	(98)	35%	(179)	18%	(92)	21%	(109)	7%	(34)
Same Financial Security after the Pandemic	15%	(40)	28%	(76)	21%	(57)	25%	(66)	11%	(28)
Access to Paid Parental Leave	16%	(79)	32%	(153)	20%	(98)	25%	(118)	7%	(31)
No Access to Paid Parental Leave	19%	(72)	34%	(127)	19%	(71)	20%	(73)	7%	(27)
Access to Paid Caregiving Leave	17%	(59)	30%	(105)	21%	(72)	26%	(90)	6%	(20)
No Access to Paid Caregiving Leave	18%	(84)	35%	(161)	21%	(96)	20%	(94)	6%	(28)
Access to Flexible Work Hours	14%	(65)	31%	(141)	22%	(101)	24%	(109)	7%	(33)
No Access to Flexible Work Hours	20%	(89)	34%	(154)	18%	(83)	22%	(102)	6%	(27)
Access to Child Care as Employer Benefit	19%	(38)	32%	(65)	23%	(45)	20%	(41)	6%	(12)
No Access to Child Care as Employer Benefit	17%	(109)	35%	(219)	19%	(118)	22%	(140)	6%	(40)
Access to Mental Health Benefits	15%	(58)	32%	(125)	22%	(87)	25%	(99)	6%	(22)
No Access to Mental Health Benefits	21%	(84)	35%	(141)	19%	(78)	19%	(79)	6%	(27)
Ethnicity: White (Non-Hispanic)	15%	(84)	33%	(179)	22%	(119)	21%	(114)	9%	(49)
Ethnicity: Hispanic	22%	(43)	31%	(60)	17%	(33)	23%	(46)	7%	(15)
Ethnicity: Black (Non-Hispanic)	13%	(19)	29%	(42)	24%	(35)	30%	(44)	5%	(7)
Ethnicity: Asian + Other (Non-Hispanic)	20%	(16)	35%	(29)	20%	(16)	20%	(17)	5%	(4)
Single, never married	20%	(40)	32%	(62)	17%	(34)	25%	(49)	6%	(12)
Married	16%	(80)	33%	(159)	24%	(115)	22%	(108)	5%	(25)
Divorced	16%	(19)	31%	(36)	19%	(21)	22%	(25)	12%	(14)
Living with a partner	13%	(16)	35%	(43)	19%	(24)	19%	(24)	14%	(18)

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

Table BPC15_3: *How much of a barrier are each of the following, if at all, to starting your own business?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(199)	23%	(220)	17%	(162)	32%	(311)	8%	(77)
Gender: Female	21%	(199)	23%	(220)	17%	(162)	32%	(311)	8%	(77)
Age: 18-34	27%	(85)	32%	(101)	21%	(69)	15%	(47)	6%	(18)
Age: 35-44	21%	(96)	21%	(96)	17%	(79)	33%	(152)	7%	(32)
Age: 45-64	9%	(17)	12%	(23)	7%	(14)	57%	(108)	14%	(26)
Millennials: 1981-1996	24%	(152)	27%	(169)	21%	(129)	22%	(139)	6%	(40)
GenXers: 1965-1980	14%	(35)	15%	(38)	8%	(20)	50%	(123)	12%	(29)
Baby Boomers: 1946-1964	2%	(1)	12%	(6)	7%	(4)	69%	(36)	10%	(5)
PID: Dem (no lean)	19%	(77)	23%	(91)	21%	(82)	31%	(124)	5%	(21)
PID: Ind (no lean)	22%	(63)	20%	(58)	15%	(43)	33%	(95)	11%	(33)
PID: Rep (no lean)	21%	(59)	26%	(72)	13%	(37)	33%	(92)	8%	(23)
PID/Gender: Dem Women	19%	(77)	23%	(91)	21%	(82)	31%	(124)	5%	(21)
PID/Gender: Ind Women	22%	(63)	20%	(58)	15%	(43)	33%	(95)	11%	(33)
PID/Gender: Rep Women	21%	(59)	26%	(72)	13%	(37)	33%	(92)	8%	(23)
Ideo: Liberal (1-3)	22%	(63)	23%	(67)	20%	(59)	29%	(84)	6%	(16)
Ideo: Moderate (4)	23%	(72)	27%	(84)	15%	(47)	28%	(88)	8%	(26)
Ideo: Conservative (5-7)	17%	(49)	19%	(55)	16%	(46)	39%	(110)	8%	(23)
Educ: < College	22%	(116)	22%	(117)	15%	(81)	32%	(171)	9%	(50)
Educ: Bachelors degree	19%	(48)	24%	(62)	19%	(50)	30%	(77)	8%	(21)
Educ: Post-grad	20%	(35)	23%	(41)	18%	(31)	36%	(63)	4%	(7)
Income: Under 50k	20%	(84)	24%	(101)	15%	(64)	30%	(126)	12%	(51)
Income: 50k-100k	24%	(87)	22%	(81)	18%	(67)	29%	(105)	6%	(23)
Income: 100k+	15%	(27)	21%	(39)	17%	(31)	44%	(80)	2%	(3)
Ethnicity: White	22%	(146)	22%	(146)	16%	(107)	31%	(208)	9%	(62)
Ethnicity: Hispanic	27%	(54)	21%	(42)	15%	(29)	26%	(52)	10%	(20)
Ethnicity: Black	17%	(27)	22%	(37)	23%	(37)	34%	(55)	5%	(8)
Ethnicity: Other	19%	(26)	28%	(38)	13%	(18)	35%	(48)	5%	(6)
All Christian	21%	(78)	24%	(93)	17%	(64)	31%	(119)	7%	(25)
Agnostic/Nothing in particular	21%	(63)	20%	(61)	19%	(55)	31%	(93)	8%	(25)
Something Else	19%	(43)	21%	(48)	15%	(34)	36%	(82)	10%	(22)

Continued on next page

Table BPC15_3: *How much of a barrier are each of the following, if at all, to starting your own business?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(199)	23%	(220)	17%	(162)	32%	(311)	8%	(77)
Evangelical	20%	(62)	24%	(75)	14%	(45)	33%	(102)	9%	(28)
Non-Evangelical	21%	(58)	21%	(58)	18%	(50)	34%	(94)	6%	(16)
Community: Urban	23%	(63)	24%	(67)	15%	(42)	31%	(86)	7%	(21)
Community: Suburban	20%	(88)	22%	(100)	18%	(80)	32%	(142)	9%	(39)
Community: Rural	20%	(48)	22%	(53)	16%	(39)	34%	(82)	7%	(18)
Employ: Private Sector	20%	(154)	24%	(183)	17%	(132)	31%	(243)	8%	(65)
Employ: Government	24%	(37)	21%	(33)	15%	(24)	34%	(53)	6%	(10)
Military HH: Yes	17%	(13)	22%	(17)	22%	(16)	33%	(25)	5%	(4)
Military HH: No	21%	(186)	23%	(204)	16%	(145)	32%	(286)	8%	(73)
RD/WT: Right Direction	18%	(53)	28%	(79)	20%	(57)	27%	(78)	7%	(20)
RD/WT: Wrong Track	21%	(146)	21%	(141)	15%	(104)	34%	(233)	8%	(57)
Biden Job Approve	21%	(82)	26%	(102)	18%	(73)	29%	(117)	6%	(23)
Biden Job Disapprove	20%	(107)	21%	(110)	16%	(84)	35%	(186)	9%	(48)
Biden Job Strongly Approve	21%	(25)	19%	(22)	19%	(22)	34%	(40)	7%	(8)
Biden Job Somewhat Approve	20%	(57)	28%	(80)	18%	(51)	27%	(77)	5%	(15)
Biden Job Somewhat Disapprove	14%	(29)	21%	(44)	21%	(42)	35%	(73)	9%	(19)
Biden Job Strongly Disapprove	24%	(78)	20%	(66)	13%	(41)	34%	(113)	9%	(29)
Favorable of Biden	21%	(89)	22%	(95)	19%	(79)	31%	(133)	6%	(27)
Unfavorable of Biden	20%	(100)	23%	(115)	15%	(74)	34%	(172)	8%	(40)
Very Favorable of Biden	25%	(36)	19%	(27)	18%	(26)	31%	(44)	7%	(10)
Somewhat Favorable of Biden	19%	(54)	24%	(68)	19%	(52)	32%	(88)	6%	(17)
Somewhat Unfavorable of Biden	19%	(31)	23%	(36)	20%	(32)	29%	(47)	9%	(14)
Very Unfavorable of Biden	20%	(69)	23%	(79)	12%	(43)	37%	(125)	8%	(26)
#1 Issue: Economy	22%	(121)	24%	(128)	16%	(85)	32%	(172)	7%	(36)
#1 Issue: Security	16%	(15)	12%	(11)	17%	(16)	43%	(40)	12%	(11)
#1 Issue: Health Care	14%	(12)	32%	(27)	13%	(11)	34%	(28)	7%	(6)
#1 Issue: Women's Issues	19%	(15)	22%	(17)	18%	(14)	29%	(23)	11%	(9)
#1 Issue: Education	13%	(7)	21%	(12)	24%	(13)	25%	(14)	17%	(9)
#1 Issue: Energy	21%	(15)	26%	(18)	25%	(18)	25%	(18)	3%	(2)

Continued on next page

Table BPC15_3: *How much of a barrier are each of the following, if at all, to starting your own business?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(199)	23%	(220)	17%	(162)	32%	(311)	8%	(77)
2020 Vote: Joe Biden	19%	(86)	22%	(99)	21%	(93)	32%	(145)	6%	(26)
2020 Vote: Donald Trump	22%	(70)	24%	(75)	15%	(47)	32%	(99)	7%	(22)
2020 Vote: Didn't Vote	17%	(29)	22%	(37)	10%	(17)	34%	(57)	16%	(28)
2018 House Vote: Democrat	20%	(75)	23%	(86)	18%	(67)	34%	(126)	6%	(21)
2018 House Vote: Republican	21%	(54)	24%	(62)	15%	(39)	33%	(86)	7%	(18)
2016 Vote: Hillary Clinton	18%	(62)	24%	(81)	18%	(61)	34%	(115)	6%	(20)
2016 Vote: Donald Trump	24%	(63)	21%	(56)	15%	(39)	33%	(86)	6%	(17)
2016 Vote: Didn't Vote	18%	(57)	24%	(79)	17%	(56)	29%	(94)	12%	(38)
Voted in 2014: Yes	20%	(106)	22%	(116)	17%	(91)	34%	(178)	6%	(33)
Voted in 2014: No	21%	(93)	23%	(104)	16%	(71)	30%	(133)	10%	(44)
4-Region: Northeast	23%	(33)	20%	(29)	18%	(25)	29%	(41)	9%	(13)
4-Region: Midwest	18%	(38)	24%	(51)	19%	(40)	32%	(68)	6%	(13)
4-Region: South	17%	(67)	23%	(94)	17%	(69)	35%	(144)	8%	(31)
4-Region: West	29%	(61)	22%	(47)	13%	(28)	27%	(57)	9%	(19)
Child(Ren) Aged 0-17	24%	(187)	27%	(211)	19%	(146)	24%	(184)	6%	(48)
Child(Ren) Aged 0-5	30%	(112)	31%	(117)	17%	(65)	17%	(65)	5%	(19)
Caregivers	23%	(135)	27%	(155)	18%	(107)	26%	(153)	6%	(35)
Caregiver for Aging Parent	19%	(18)	23%	(22)	12%	(11)	34%	(33)	12%	(12)
Caregiver for Sick or Disabled Family Member	24%	(25)	20%	(21)	17%	(17)	32%	(33)	8%	(8)
Caregiver for Child/Dependent	24%	(107)	28%	(125)	19%	(83)	24%	(106)	5%	(21)
Non-Business Owners	21%	(199)	23%	(220)	17%	(162)	32%	(311)	8%	(77)
Service Worker/Retail Sales/Laborers/Helpers	25%	(67)	21%	(55)	15%	(41)	32%	(84)	7%	(19)
Trade/Skilled Workers	22%	(14)	19%	(12)	21%	(13)	26%	(16)	13%	(8)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18%	(57)	24%	(77)	16%	(53)	34%	(109)	8%	(25)
Health Care and Medical Professionals/Lab Techs/Pharmacists	17%	(24)	25%	(35)	20%	(29)	33%	(47)	5%	(7)
Other Professionals	21%	(37)	23%	(41)	15%	(26)	31%	(54)	10%	(18)
Access to Childcare	13%	(42)	33%	(108)	27%	(88)	25%	(81)	3%	(9)
No Access to Childcare	46%	(114)	26%	(64)	11%	(27)	11%	(28)	5%	(14)
Unsure of Access to Childcare	20%	(13)	23%	(15)	12%	(8)	24%	(15)	21%	(14)

Continued on next page

Table BPC15_3: *How much of a barrier are each of the following, if at all, to starting your own business?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(199)	23%	(220)	17%	(162)	32%	(311)	8%	(77)
More Financially Secure after Pandemic	15%	(29)	24%	(45)	25%	(47)	31%	(60)	5%	(9)
Less Financially Secure after the Pandemic	27%	(138)	19%	(97)	15%	(78)	32%	(163)	7%	(36)
Same Financial Security after the Pandemic	12%	(32)	29%	(79)	14%	(37)	33%	(88)	12%	(32)
Access to Paid Parental Leave	19%	(92)	23%	(111)	17%	(81)	34%	(163)	7%	(32)
No Access to Paid Parental Leave	24%	(88)	23%	(86)	18%	(66)	27%	(101)	8%	(28)
Access to Paid Caregiving Leave	21%	(71)	21%	(73)	17%	(59)	36%	(123)	6%	(21)
No Access to Paid Caregiving Leave	23%	(107)	25%	(115)	17%	(77)	29%	(132)	7%	(33)
Access to Flexible Work Hours	20%	(88)	21%	(94)	18%	(81)	35%	(157)	6%	(28)
No Access to Flexible Work Hours	22%	(102)	24%	(111)	15%	(70)	29%	(134)	8%	(37)
Access to Child Care as Employer Benefit	16%	(33)	29%	(59)	23%	(45)	27%	(54)	5%	(10)
No Access to Child Care as Employer Benefit	24%	(148)	22%	(138)	16%	(100)	31%	(196)	7%	(45)
Access to Mental Health Benefits	17%	(66)	19%	(75)	18%	(70)	39%	(152)	7%	(27)
No Access to Mental Health Benefits	26%	(106)	25%	(101)	16%	(67)	25%	(102)	8%	(34)
Ethnicity: White (Non-Hispanic)	20%	(109)	23%	(125)	17%	(93)	32%	(172)	8%	(46)
Ethnicity: Hispanic	27%	(54)	21%	(42)	15%	(29)	26%	(52)	10%	(20)
Ethnicity: Black (Non-Hispanic)	16%	(23)	22%	(32)	22%	(32)	37%	(53)	4%	(5)
Ethnicity: Asian + Other (Non-Hispanic)	16%	(13)	26%	(21)	10%	(8)	41%	(34)	7%	(6)
Single, never married	25%	(50)	28%	(55)	13%	(26)	26%	(51)	8%	(16)
Married	20%	(97)	24%	(117)	17%	(83)	33%	(162)	6%	(28)
Divorced	16%	(18)	11%	(13)	17%	(20)	45%	(52)	11%	(13)
Living with a partner	20%	(25)	23%	(29)	21%	(26)	22%	(28)	13%	(17)

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

Table BPC15_4: *How much of a barrier are each of the following, if at all, to starting your own business?*
Insufficient personal funds

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	54%	(524)	27%	(259)	9%	(88)	7%	(68)	3%	(30)
Gender: Female	54%	(524)	27%	(259)	9%	(88)	7%	(68)	3%	(30)
Age: 18-34	53%	(168)	28%	(91)	10%	(31)	6%	(20)	4%	(11)
Age: 35-44	56%	(254)	25%	(116)	9%	(42)	6%	(30)	3%	(13)
Age: 45-64	53%	(101)	27%	(51)	8%	(16)	9%	(17)	3%	(5)
Millennials: 1981-1996	54%	(338)	28%	(177)	9%	(56)	6%	(39)	3%	(20)
GenXers: 1965-1980	61%	(148)	22%	(55)	8%	(20)	7%	(17)	2%	(5)
Baby Boomers: 1946-1964	42%	(22)	28%	(14)	7%	(4)	20%	(10)	3%	(2)
PID: Dem (no lean)	48%	(189)	32%	(125)	11%	(42)	8%	(32)	2%	(8)
PID: Ind (no lean)	57%	(166)	22%	(65)	9%	(26)	6%	(19)	5%	(16)
PID: Rep (no lean)	60%	(169)	25%	(69)	7%	(20)	6%	(17)	2%	(6)
PID/Gender: Dem Women	48%	(189)	32%	(125)	11%	(42)	8%	(32)	2%	(8)
PID/Gender: Ind Women	57%	(166)	22%	(65)	9%	(26)	6%	(19)	5%	(16)
PID/Gender: Rep Women	60%	(169)	25%	(69)	7%	(20)	6%	(17)	2%	(6)
Ideo: Liberal (1-3)	51%	(147)	32%	(93)	10%	(29)	6%	(16)	1%	(3)
Ideo: Moderate (4)	54%	(172)	23%	(73)	11%	(34)	8%	(26)	4%	(12)
Ideo: Conservative (5-7)	56%	(159)	26%	(74)	8%	(23)	7%	(19)	3%	(7)
Educ: < College	57%	(307)	24%	(128)	8%	(43)	6%	(34)	4%	(24)
Educ: Bachelors degree	49%	(126)	30%	(77)	11%	(28)	8%	(21)	2%	(6)
Educ: Post-grad	52%	(91)	31%	(54)	10%	(18)	7%	(13)	—	(0)
Income: Under 50k	60%	(254)	22%	(96)	7%	(29)	6%	(24)	5%	(23)
Income: 50k-100k	53%	(190)	32%	(117)	9%	(32)	5%	(20)	1%	(3)
Income: 100k+	44%	(80)	25%	(46)	15%	(27)	13%	(24)	2%	(4)
Ethnicity: White	56%	(376)	24%	(162)	10%	(65)	6%	(41)	4%	(25)
Ethnicity: Hispanic	57%	(112)	30%	(58)	7%	(13)	5%	(10)	2%	(4)
Ethnicity: Black	53%	(87)	31%	(50)	8%	(13)	8%	(13)	1%	(2)
Ethnicity: Other	46%	(62)	34%	(47)	8%	(10)	11%	(15)	2%	(2)
All Christian	48%	(182)	31%	(117)	10%	(36)	8%	(32)	3%	(11)
Agnostic/Nothing in particular	56%	(168)	25%	(75)	9%	(28)	6%	(18)	3%	(9)
Something Else	61%	(139)	23%	(53)	8%	(18)	5%	(10)	3%	(8)

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Table BPC15_4: *How much of a barrier are each of the following, if at all, to starting your own business?*
Insufficient personal funds

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	54%	(524)	27%	(259)	9%	(88)	7%	(68)	3%	(30)
Evangelical	52%	(162)	31%	(95)	8%	(25)	6%	(20)	3%	(11)
Non-Evangelical	55%	(152)	26%	(71)	9%	(26)	8%	(21)	2%	(5)
Community: Urban	47%	(133)	29%	(82)	12%	(33)	7%	(20)	4%	(12)
Community: Suburban	52%	(235)	30%	(134)	8%	(34)	8%	(37)	2%	(9)
Community: Rural	65%	(157)	18%	(42)	9%	(21)	5%	(11)	4%	(9)
Employ: Private Sector	55%	(427)	27%	(209)	8%	(65)	6%	(50)	3%	(25)
Employ: Government	50%	(77)	29%	(45)	12%	(18)	8%	(12)	2%	(3)
Military HH: Yes	62%	(46)	27%	(20)	6%	(5)	5%	(4)	—	(0)
Military HH: No	53%	(478)	27%	(239)	9%	(84)	7%	(64)	3%	(30)
RD/WT: Right Direction	41%	(119)	33%	(95)	15%	(42)	8%	(24)	3%	(9)
RD/WT: Wrong Track	60%	(405)	24%	(164)	7%	(46)	6%	(44)	3%	(21)
Biden Job Approve	48%	(190)	29%	(117)	12%	(48)	8%	(30)	3%	(12)
Biden Job Disapprove	58%	(312)	24%	(131)	7%	(40)	7%	(37)	3%	(14)
Biden Job Strongly Approve	46%	(54)	21%	(25)	17%	(20)	13%	(15)	3%	(4)
Biden Job Somewhat Approve	49%	(137)	33%	(93)	10%	(28)	5%	(15)	3%	(9)
Biden Job Somewhat Disapprove	53%	(110)	28%	(59)	9%	(19)	8%	(17)	1%	(3)
Biden Job Strongly Disapprove	62%	(203)	22%	(72)	6%	(20)	6%	(20)	4%	(12)
Favorable of Biden	49%	(208)	29%	(122)	11%	(46)	8%	(36)	3%	(11)
Unfavorable of Biden	60%	(301)	25%	(126)	6%	(32)	6%	(30)	3%	(13)
Very Favorable of Biden	43%	(62)	24%	(35)	18%	(25)	12%	(16)	3%	(5)
Somewhat Favorable of Biden	53%	(147)	31%	(87)	7%	(20)	7%	(19)	2%	(6)
Somewhat Unfavorable of Biden	60%	(96)	26%	(41)	7%	(11)	6%	(10)	1%	(2)
Very Unfavorable of Biden	60%	(205)	25%	(84)	6%	(21)	6%	(20)	3%	(11)
#1 Issue: Economy	57%	(308)	26%	(143)	7%	(37)	7%	(40)	2%	(14)
#1 Issue: Security	51%	(48)	22%	(20)	11%	(10)	12%	(11)	5%	(4)
#1 Issue: Health Care	46%	(39)	29%	(24)	17%	(14)	7%	(6)	1%	(1)
#1 Issue: Women's Issues	51%	(40)	34%	(27)	4%	(3)	2%	(2)	9%	(7)
#1 Issue: Education	51%	(29)	34%	(19)	10%	(6)	2%	(1)	2%	(1)
#1 Issue: Energy	51%	(36)	22%	(16)	16%	(11)	8%	(6)	2%	(2)

Continued on next page

Table BPC15_4: *How much of a barrier are each of the following, if at all, to starting your own business?*
Insufficient personal funds

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	54%	(524)	27%	(259)	9%	(88)	7%	(68)	3%	(30)
2020 Vote: Joe Biden	50%	(223)	29%	(131)	11%	(50)	8%	(37)	2%	(8)
2020 Vote: Donald Trump	58%	(183)	28%	(86)	7%	(23)	5%	(16)	1%	(4)
2020 Vote: Didn't Vote	54%	(90)	21%	(36)	9%	(15)	7%	(11)	10%	(16)
2018 House Vote: Democrat	50%	(189)	29%	(108)	10%	(39)	9%	(34)	1%	(5)
2018 House Vote: Republican	60%	(154)	27%	(69)	7%	(17)	6%	(15)	1%	(4)
2016 Vote: Hillary Clinton	52%	(176)	28%	(96)	9%	(31)	9%	(30)	2%	(6)
2016 Vote: Donald Trump	60%	(156)	27%	(69)	7%	(17)	6%	(14)	1%	(3)
2016 Vote: Didn't Vote	52%	(167)	25%	(82)	10%	(34)	6%	(20)	6%	(21)
Voted in 2014: Yes	54%	(281)	28%	(147)	9%	(47)	8%	(41)	1%	(7)
Voted in 2014: No	55%	(243)	25%	(112)	9%	(41)	6%	(27)	5%	(22)
4-Region: Northeast	48%	(68)	30%	(42)	10%	(14)	7%	(10)	5%	(7)
4-Region: Midwest	57%	(119)	26%	(54)	9%	(19)	6%	(13)	3%	(5)
4-Region: South	54%	(220)	26%	(106)	9%	(37)	7%	(28)	4%	(14)
4-Region: West	55%	(117)	27%	(57)	9%	(19)	8%	(16)	2%	(3)
Child(Ren) Aged 0-17	54%	(417)	27%	(212)	9%	(72)	6%	(50)	3%	(24)
Child(Ren) Aged 0-5	49%	(183)	32%	(119)	11%	(41)	5%	(19)	4%	(15)
Caregivers	56%	(326)	28%	(162)	9%	(50)	5%	(30)	3%	(17)
Caregiver for Aging Parent	51%	(49)	25%	(24)	12%	(12)	4%	(3)	8%	(7)
Caregiver for Sick or Disabled Family Member	57%	(59)	30%	(31)	3%	(4)	7%	(8)	3%	(3)
Caregiver for Child/Dependent	57%	(254)	27%	(120)	8%	(37)	5%	(21)	3%	(11)
Non-Business Owners	54%	(524)	27%	(259)	9%	(88)	7%	(68)	3%	(30)
Service Worker/Retail Sales/Laborers/Helpers	62%	(165)	18%	(48)	8%	(23)	7%	(18)	4%	(12)
Trade/Skilled Workers	50%	(32)	27%	(17)	8%	(5)	7%	(4)	8%	(5)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	49%	(159)	33%	(107)	9%	(27)	7%	(23)	2%	(6)
Health Care and Medical Professionals/Lab Techs/Pharmacists	46%	(66)	35%	(50)	11%	(16)	7%	(10)	1%	(1)
Other Professionals	58%	(102)	21%	(37)	10%	(17)	7%	(13)	3%	(6)
Access to Childcare	43%	(140)	35%	(114)	13%	(44)	7%	(24)	2%	(5)
No Access to Childcare	70%	(172)	17%	(42)	6%	(14)	5%	(13)	2%	(6)
Unsure of Access to Childcare	51%	(33)	33%	(21)	6%	(4)	—	(0)	11%	(7)

Continued on next page

Table BPC15_4: *How much of a barrier are each of the following, if at all, to starting your own business?*
Insufficient personal funds

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	54%	(524)	27%	(259)	9%	(88)	7%	(68)	3%	(30)
More Financially Secure after Pandemic	35%	(67)	33%	(62)	16%	(31)	13%	(25)	3%	(6)
Less Financially Secure after the Pandemic	65%	(332)	23%	(117)	6%	(30)	5%	(25)	2%	(8)
Same Financial Security after the Pandemic	47%	(126)	30%	(79)	10%	(28)	7%	(18)	6%	(16)
Access to Paid Parental Leave	49%	(233)	30%	(143)	12%	(55)	8%	(37)	2%	(11)
No Access to Paid Parental Leave	62%	(229)	22%	(79)	7%	(25)	6%	(24)	3%	(12)
Access to Paid Caregiving Leave	49%	(169)	31%	(106)	9%	(30)	10%	(35)	2%	(6)
No Access to Paid Caregiving Leave	60%	(279)	23%	(105)	10%	(46)	5%	(23)	2%	(10)
Access to Flexible Work Hours	50%	(225)	29%	(129)	11%	(50)	8%	(36)	2%	(9)
No Access to Flexible Work Hours	60%	(275)	24%	(109)	7%	(34)	5%	(25)	3%	(13)
Access to Child Care as Employer Benefit	47%	(94)	27%	(54)	14%	(27)	10%	(20)	3%	(6)
No Access to Child Care as Employer Benefit	59%	(367)	26%	(161)	8%	(52)	6%	(35)	2%	(12)
Access to Mental Health Benefits	51%	(200)	28%	(109)	9%	(37)	8%	(32)	3%	(12)
No Access to Mental Health Benefits	58%	(237)	24%	(97)	9%	(38)	7%	(27)	2%	(10)
Ethnicity: White (Non-Hispanic)	56%	(303)	24%	(130)	10%	(54)	7%	(36)	4%	(21)
Ethnicity: Hispanic	57%	(112)	30%	(58)	7%	(13)	5%	(10)	2%	(4)
Ethnicity: Black (Non-Hispanic)	52%	(76)	29%	(43)	8%	(12)	9%	(13)	1%	(2)
Ethnicity: Asian + Other (Non-Hispanic)	41%	(33)	33%	(27)	11%	(9)	12%	(10)	3%	(2)
Single, never married	52%	(102)	27%	(52)	9%	(17)	10%	(19)	3%	(6)
Married	51%	(249)	29%	(140)	12%	(56)	7%	(35)	1%	(7)
Divorced	66%	(77)	21%	(24)	5%	(6)	6%	(7)	2%	(2)
Living with a partner	56%	(70)	24%	(29)	7%	(9)	4%	(5)	9%	(11)

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

Table BPC15_5: *How much of a barrier are each of the following, if at all, to starting your own business?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(179)	17%	(165)	12%	(121)	41%	(398)	11%	(105)
Gender: Female	19%	(179)	17%	(165)	12%	(121)	41%	(398)	11%	(105)
Age: 18-34	20%	(64)	22%	(69)	14%	(44)	33%	(106)	11%	(37)
Age: 35-44	18%	(82)	16%	(71)	14%	(65)	41%	(186)	11%	(51)
Age: 45-64	18%	(33)	13%	(24)	6%	(11)	55%	(103)	9%	(17)
Millennials: 1981-1996	19%	(120)	20%	(126)	14%	(90)	35%	(222)	11%	(71)
GenXers: 1965-1980	19%	(47)	10%	(25)	9%	(21)	52%	(126)	10%	(26)
Baby Boomers: 1946-1964	11%	(6)	17%	(9)	5%	(3)	59%	(31)	7%	(4)
PID: Dem (no lean)	20%	(77)	19%	(76)	15%	(58)	37%	(148)	9%	(36)
PID: Ind (no lean)	18%	(53)	15%	(45)	9%	(27)	42%	(124)	15%	(43)
PID: Rep (no lean)	17%	(49)	15%	(44)	13%	(37)	45%	(127)	9%	(26)
PID/Gender: Dem Women	20%	(77)	19%	(76)	15%	(58)	37%	(148)	9%	(36)
PID/Gender: Ind Women	18%	(53)	15%	(45)	9%	(27)	42%	(124)	15%	(43)
PID/Gender: Rep Women	17%	(49)	15%	(44)	13%	(37)	45%	(127)	9%	(26)
Ideo: Liberal (1-3)	21%	(60)	17%	(49)	18%	(51)	36%	(104)	8%	(24)
Ideo: Moderate (4)	21%	(65)	20%	(63)	11%	(33)	37%	(117)	12%	(38)
Ideo: Conservative (5-7)	13%	(36)	16%	(44)	12%	(34)	49%	(138)	11%	(30)
Educ: < College	16%	(83)	12%	(66)	14%	(76)	45%	(239)	13%	(71)
Educ: Bachelors degree	20%	(52)	22%	(56)	11%	(29)	36%	(93)	11%	(29)
Educ: Post-grad	25%	(44)	24%	(43)	10%	(17)	38%	(66)	3%	(6)
Income: Under 50k	19%	(80)	12%	(53)	14%	(58)	40%	(172)	15%	(62)
Income: 50k-100k	21%	(78)	19%	(70)	12%	(45)	38%	(139)	9%	(31)
Income: 100k+	12%	(22)	23%	(42)	10%	(18)	48%	(87)	7%	(12)
Ethnicity: White	17%	(113)	16%	(109)	12%	(78)	42%	(284)	13%	(85)
Ethnicity: Hispanic	20%	(40)	15%	(30)	13%	(26)	41%	(81)	10%	(20)
Ethnicity: Black	25%	(42)	21%	(35)	13%	(22)	34%	(55)	7%	(11)
Ethnicity: Other	18%	(25)	16%	(22)	15%	(21)	44%	(59)	7%	(9)
All Christian	16%	(61)	21%	(80)	13%	(51)	39%	(149)	10%	(37)
Agnostic/Nothing in particular	19%	(57)	16%	(47)	12%	(35)	42%	(126)	11%	(34)
Something Else	21%	(48)	15%	(34)	11%	(25)	41%	(94)	12%	(28)

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Table BPC15_5: *How much of a barrier are each of the following, if at all, to starting your own business?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(179)	17%	(165)	12%	(121)	41%	(398)	11%	(105)
Evangelical	17%	(54)	18%	(55)	12%	(37)	40%	(125)	13%	(42)
Non-Evangelical	19%	(52)	19%	(53)	13%	(35)	41%	(114)	8%	(22)
Community: Urban	21%	(58)	17%	(47)	13%	(37)	38%	(106)	12%	(32)
Community: Suburban	17%	(74)	18%	(80)	13%	(58)	41%	(185)	11%	(52)
Community: Rural	20%	(47)	16%	(38)	11%	(26)	45%	(108)	9%	(21)
Employ: Private Sector	19%	(144)	16%	(128)	13%	(102)	41%	(316)	11%	(87)
Employ: Government	17%	(27)	21%	(33)	9%	(13)	44%	(68)	9%	(14)
Military HH: Yes	17%	(13)	16%	(12)	18%	(14)	36%	(27)	13%	(10)
Military HH: No	19%	(167)	17%	(153)	12%	(107)	42%	(371)	11%	(95)
RD/WT: Right Direction	18%	(52)	21%	(60)	18%	(53)	33%	(94)	10%	(29)
RD/WT: Wrong Track	19%	(127)	15%	(105)	10%	(68)	45%	(304)	11%	(76)
Biden Job Approve	19%	(77)	21%	(83)	16%	(63)	35%	(140)	9%	(36)
Biden Job Disapprove	17%	(93)	14%	(77)	10%	(55)	46%	(243)	12%	(66)
Biden Job Strongly Approve	18%	(21)	25%	(29)	14%	(16)	35%	(41)	9%	(11)
Biden Job Somewhat Approve	20%	(56)	19%	(54)	17%	(47)	35%	(99)	9%	(25)
Biden Job Somewhat Disapprove	17%	(35)	19%	(38)	8%	(16)	43%	(89)	14%	(28)
Biden Job Strongly Disapprove	18%	(58)	12%	(39)	12%	(40)	47%	(154)	11%	(37)
Favorable of Biden	20%	(85)	20%	(83)	15%	(65)	36%	(152)	9%	(37)
Unfavorable of Biden	18%	(88)	15%	(76)	10%	(52)	46%	(228)	11%	(56)
Very Favorable of Biden	19%	(27)	20%	(28)	18%	(25)	33%	(47)	11%	(15)
Somewhat Favorable of Biden	21%	(58)	20%	(55)	14%	(40)	37%	(105)	8%	(22)
Somewhat Unfavorable of Biden	19%	(31)	21%	(34)	5%	(8)	41%	(66)	13%	(21)
Very Unfavorable of Biden	17%	(57)	12%	(42)	13%	(44)	48%	(163)	10%	(34)
#1 Issue: Economy	18%	(97)	15%	(83)	12%	(67)	44%	(236)	11%	(59)
#1 Issue: Security	8%	(7)	15%	(14)	8%	(8)	58%	(54)	11%	(10)
#1 Issue: Health Care	32%	(27)	13%	(11)	14%	(12)	37%	(31)	4%	(4)
#1 Issue: Women's Issues	19%	(15)	19%	(15)	19%	(15)	28%	(22)	15%	(12)
#1 Issue: Education	30%	(17)	26%	(15)	12%	(7)	22%	(12)	9%	(5)
#1 Issue: Energy	11%	(8)	19%	(13)	16%	(12)	42%	(30)	12%	(9)

Continued on next page

Table BPC15_5: *How much of a barrier are each of the following, if at all, to starting your own business?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(179)	17%	(165)	12%	(121)	41%	(398)	11%	(105)
2020 Vote: Joe Biden	21%	(96)	17%	(78)	14%	(65)	37%	(165)	10%	(44)
2020 Vote: Donald Trump	16%	(49)	15%	(48)	13%	(39)	47%	(146)	10%	(31)
2020 Vote: Didn't Vote	13%	(22)	18%	(31)	8%	(14)	44%	(73)	17%	(28)
2018 House Vote: Democrat	20%	(76)	19%	(72)	15%	(55)	37%	(140)	9%	(33)
2018 House Vote: Republican	18%	(46)	17%	(44)	13%	(33)	45%	(117)	8%	(19)
2016 Vote: Hillary Clinton	24%	(80)	19%	(65)	16%	(53)	36%	(120)	6%	(20)
2016 Vote: Donald Trump	17%	(43)	14%	(38)	11%	(30)	48%	(124)	10%	(26)
2016 Vote: Didn't Vote	14%	(46)	16%	(52)	11%	(34)	42%	(136)	17%	(55)
Voted in 2014: Yes	21%	(110)	18%	(97)	14%	(75)	40%	(208)	7%	(35)
Voted in 2014: No	16%	(70)	15%	(69)	10%	(46)	43%	(190)	16%	(70)
4-Region: Northeast	19%	(27)	20%	(28)	9%	(13)	41%	(57)	11%	(15)
4-Region: Midwest	21%	(45)	21%	(44)	9%	(19)	42%	(88)	7%	(15)
4-Region: South	19%	(76)	16%	(63)	11%	(46)	43%	(176)	11%	(45)
4-Region: West	15%	(32)	14%	(30)	20%	(43)	36%	(77)	14%	(30)
Child(Ren) Aged 0-17	18%	(138)	19%	(145)	14%	(108)	37%	(289)	12%	(95)
Child(Ren) Aged 0-5	18%	(68)	22%	(81)	14%	(53)	33%	(126)	13%	(50)
Caregivers	18%	(105)	20%	(114)	12%	(73)	40%	(237)	10%	(56)
Caregiver for Aging Parent	20%	(19)	16%	(15)	12%	(12)	38%	(36)	14%	(13)
Caregiver for Sick or Disabled Family Member	12%	(12)	20%	(21)	6%	(6)	57%	(58)	5%	(6)
Caregiver for Child/Dependent	18%	(80)	20%	(88)	14%	(61)	38%	(170)	10%	(44)
Non-Business Owners	19%	(179)	17%	(165)	12%	(121)	41%	(398)	11%	(105)
Service Worker/Retail Sales/Laborers/Helpers	17%	(46)	8%	(20)	13%	(34)	51%	(135)	11%	(31)
Trade/Skilled Workers	15%	(10)	11%	(7)	15%	(9)	38%	(24)	21%	(13)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18%	(57)	18%	(57)	10%	(33)	42%	(137)	12%	(38)
Health Care and Medical Professionals/Lab Techs/Pharmacists	17%	(24)	29%	(41)	16%	(23)	33%	(47)	4%	(6)
Other Professionals	24%	(42)	23%	(40)	12%	(21)	32%	(56)	10%	(17)
Access to Childcare	12%	(40)	25%	(83)	16%	(53)	37%	(121)	9%	(30)
No Access to Childcare	28%	(69)	13%	(33)	12%	(29)	34%	(83)	13%	(32)
Unsure of Access to Childcare	14%	(9)	15%	(10)	7%	(5)	38%	(25)	26%	(17)

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Table BPC15_5: *How much of a barrier are each of the following, if at all, to starting your own business?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(179)	17%	(165)	12%	(121)	41%	(398)	11%	(105)
More Financially Secure after Pandemic	16%	(31)	19%	(37)	23%	(44)	37%	(71)	4%	(8)
Less Financially Secure after the Pandemic	21%	(109)	17%	(85)	8%	(40)	44%	(223)	11%	(54)
Same Financial Security after the Pandemic	15%	(40)	16%	(43)	14%	(37)	39%	(105)	16%	(43)
Access to Paid Parental Leave	18%	(87)	18%	(87)	14%	(67)	41%	(196)	9%	(43)
No Access to Paid Parental Leave	19%	(71)	17%	(64)	10%	(38)	42%	(153)	12%	(43)
Access to Paid Caregiving Leave	19%	(67)	18%	(63)	14%	(48)	43%	(149)	6%	(20)
No Access to Paid Caregiving Leave	18%	(85)	17%	(77)	13%	(59)	40%	(187)	12%	(56)
Access to Flexible Work Hours	20%	(92)	19%	(83)	12%	(53)	40%	(180)	9%	(41)
No Access to Flexible Work Hours	17%	(77)	15%	(70)	12%	(57)	44%	(200)	11%	(52)
Access to Child Care as Employer Benefit	18%	(36)	24%	(48)	17%	(33)	36%	(73)	5%	(10)
No Access to Child Care as Employer Benefit	19%	(121)	15%	(94)	12%	(76)	42%	(266)	11%	(69)
Access to Mental Health Benefits	19%	(72)	20%	(79)	13%	(52)	40%	(155)	8%	(32)
No Access to Mental Health Benefits	19%	(77)	15%	(61)	11%	(46)	42%	(173)	13%	(53)
Ethnicity: White (Non-Hispanic)	16%	(88)	17%	(94)	12%	(65)	42%	(229)	13%	(69)
Ethnicity: Hispanic	20%	(40)	15%	(30)	13%	(26)	41%	(81)	10%	(20)
Ethnicity: Black (Non-Hispanic)	27%	(39)	19%	(28)	14%	(20)	34%	(49)	6%	(9)
Ethnicity: Asian + Other (Non-Hispanic)	15%	(12)	16%	(13)	13%	(11)	48%	(39)	7%	(6)
Single, never married	25%	(50)	15%	(30)	13%	(26)	38%	(74)	9%	(17)
Married	18%	(87)	22%	(106)	14%	(67)	40%	(194)	7%	(35)
Divorced	16%	(18)	9%	(10)	10%	(12)	51%	(59)	14%	(17)
Living with a partner	13%	(16)	12%	(15)	10%	(13)	41%	(51)	24%	(30)

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

Table BPC15_6: *How much of a barrier are each of the following, if at all, to starting your own business?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	18%	(171)	33%	(315)	23%	(225)	22%	(208)	5%	(49)
Gender: Female	18%	(171)	33%	(315)	23%	(225)	22%	(208)	5%	(49)
Age: 18-34	19%	(62)	35%	(111)	23%	(74)	18%	(57)	5%	(16)
Age: 35-44	17%	(77)	33%	(152)	24%	(109)	21%	(95)	5%	(22)
Age: 45-64	16%	(31)	27%	(52)	22%	(43)	29%	(55)	5%	(10)
Millennials: 1981-1996	19%	(118)	33%	(205)	23%	(146)	20%	(124)	6%	(36)
GenXers: 1965-1980	15%	(37)	30%	(74)	24%	(59)	27%	(66)	4%	(9)
Baby Boomers: 1946-1964	16%	(8)	31%	(16)	23%	(12)	24%	(12)	7%	(3)
PID: Dem (no lean)	19%	(75)	33%	(132)	23%	(91)	21%	(85)	3%	(13)
PID: Ind (no lean)	16%	(48)	29%	(86)	22%	(65)	23%	(67)	9%	(26)
PID: Rep (no lean)	17%	(48)	35%	(98)	24%	(69)	20%	(57)	4%	(10)
PID/Gender: Dem Women	19%	(75)	33%	(132)	23%	(91)	21%	(85)	3%	(13)
PID/Gender: Ind Women	16%	(48)	29%	(86)	22%	(65)	23%	(67)	9%	(26)
PID/Gender: Rep Women	17%	(48)	35%	(98)	24%	(69)	20%	(57)	4%	(10)
Ideo: Liberal (1-3)	16%	(45)	38%	(109)	21%	(61)	22%	(64)	4%	(11)
Ideo: Moderate (4)	19%	(61)	30%	(95)	23%	(72)	22%	(69)	6%	(20)
Ideo: Conservative (5-7)	18%	(50)	32%	(92)	25%	(71)	22%	(63)	2%	(6)
Educ: < College	20%	(104)	34%	(181)	20%	(106)	20%	(109)	6%	(34)
Educ: Bachelors degree	13%	(33)	30%	(78)	29%	(76)	25%	(64)	3%	(8)
Educ: Post-grad	19%	(34)	31%	(55)	25%	(44)	20%	(36)	4%	(8)
Income: Under 50k	20%	(86)	31%	(133)	23%	(97)	20%	(83)	6%	(27)
Income: 50k-100k	15%	(55)	36%	(132)	22%	(79)	22%	(78)	5%	(18)
Income: 100k+	16%	(30)	28%	(50)	27%	(50)	26%	(47)	2%	(4)
Ethnicity: White	18%	(121)	33%	(218)	23%	(151)	20%	(136)	6%	(43)
Ethnicity: Hispanic	21%	(42)	28%	(56)	19%	(36)	25%	(49)	7%	(14)
Ethnicity: Black	15%	(24)	30%	(50)	25%	(41)	27%	(44)	3%	(5)
Ethnicity: Other	19%	(26)	35%	(48)	24%	(33)	21%	(28)	1%	(1)
All Christian	21%	(78)	31%	(116)	22%	(82)	22%	(84)	5%	(17)
Agnostic/Nothing in particular	16%	(46)	35%	(103)	22%	(66)	21%	(63)	6%	(19)
Something Else	17%	(40)	31%	(71)	27%	(61)	20%	(47)	5%	(11)

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Table BPC15_6: *How much of a barrier are each of the following, if at all, to starting your own business?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	18%	(171)	33%	(315)	23%	(225)	22%	(208)	5%	(49)
Evangelical	19%	(60)	33%	(104)	23%	(73)	18%	(57)	6%	(18)
Non-Evangelical	20%	(54)	28%	(78)	24%	(67)	25%	(69)	3%	(8)
Community: Urban	16%	(45)	33%	(92)	23%	(63)	21%	(59)	7%	(20)
Community: Suburban	17%	(76)	31%	(140)	26%	(119)	22%	(98)	4%	(16)
Community: Rural	20%	(49)	35%	(84)	18%	(43)	21%	(51)	5%	(13)
Employ: Private Sector	18%	(136)	32%	(248)	24%	(188)	22%	(170)	4%	(33)
Employ: Government	19%	(29)	37%	(58)	19%	(29)	17%	(26)	9%	(14)
Military HH: Yes	10%	(7)	29%	(22)	37%	(27)	21%	(16)	4%	(3)
Military HH: No	18%	(164)	33%	(294)	22%	(198)	22%	(193)	5%	(47)
RD/WT: Right Direction	20%	(58)	33%	(95)	24%	(69)	18%	(53)	5%	(14)
RD/WT: Wrong Track	17%	(113)	32%	(220)	23%	(156)	23%	(156)	5%	(35)
Biden Job Approve	20%	(80)	32%	(128)	24%	(95)	19%	(75)	5%	(20)
Biden Job Disapprove	16%	(85)	32%	(173)	23%	(122)	24%	(129)	5%	(25)
Biden Job Strongly Approve	18%	(22)	29%	(34)	21%	(25)	27%	(31)	5%	(5)
Biden Job Somewhat Approve	21%	(59)	33%	(93)	25%	(71)	16%	(44)	5%	(15)
Biden Job Somewhat Disapprove	10%	(21)	36%	(75)	23%	(48)	28%	(57)	3%	(6)
Biden Job Strongly Disapprove	19%	(64)	30%	(98)	23%	(74)	22%	(72)	6%	(20)
Favorable of Biden	20%	(85)	31%	(132)	23%	(98)	21%	(90)	4%	(18)
Unfavorable of Biden	16%	(79)	33%	(167)	23%	(117)	23%	(115)	5%	(23)
Very Favorable of Biden	22%	(31)	30%	(42)	21%	(30)	21%	(31)	7%	(9)
Somewhat Favorable of Biden	19%	(54)	32%	(89)	24%	(68)	21%	(60)	3%	(8)
Somewhat Unfavorable of Biden	10%	(16)	37%	(59)	25%	(40)	25%	(41)	3%	(5)
Very Unfavorable of Biden	18%	(63)	32%	(108)	23%	(77)	22%	(74)	5%	(19)
#1 Issue: Economy	17%	(89)	34%	(184)	21%	(116)	24%	(133)	4%	(20)
#1 Issue: Security	19%	(18)	27%	(25)	27%	(25)	22%	(21)	5%	(4)
#1 Issue: Health Care	28%	(24)	34%	(28)	19%	(16)	11%	(10)	7%	(6)
#1 Issue: Women's Issues	19%	(15)	36%	(28)	28%	(22)	10%	(8)	6%	(5)
#1 Issue: Education	7%	(4)	22%	(13)	36%	(20)	17%	(9)	18%	(10)
#1 Issue: Energy	15%	(11)	30%	(21)	25%	(18)	29%	(20)	1%	(0)

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Table BPC15_6: *How much of a barrier are each of the following, if at all, to starting your own business?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	18%	(171)	33%	(315)	23%	(225)	22%	(208)	5%	(49)
2020 Vote: Joe Biden	17%	(75)	34%	(154)	23%	(105)	21%	(96)	4%	(18)
2020 Vote: Donald Trump	19%	(60)	32%	(99)	25%	(79)	20%	(63)	4%	(11)
2020 Vote: Didn't Vote	19%	(32)	29%	(49)	20%	(33)	21%	(35)	11%	(19)
2018 House Vote: Democrat	17%	(63)	32%	(122)	21%	(78)	26%	(99)	4%	(13)
2018 House Vote: Republican	17%	(44)	35%	(91)	26%	(67)	19%	(48)	3%	(9)
2016 Vote: Hillary Clinton	17%	(58)	34%	(115)	24%	(80)	23%	(76)	3%	(9)
2016 Vote: Donald Trump	20%	(51)	32%	(83)	25%	(65)	20%	(53)	3%	(9)
2016 Vote: Didn't Vote	18%	(60)	31%	(101)	22%	(71)	19%	(61)	9%	(31)
Voted in 2014: Yes	18%	(93)	33%	(171)	22%	(116)	25%	(131)	2%	(13)
Voted in 2014: No	17%	(78)	32%	(144)	25%	(109)	17%	(77)	8%	(37)
4-Region: Northeast	23%	(33)	27%	(38)	30%	(42)	17%	(24)	3%	(5)
4-Region: Midwest	14%	(30)	36%	(76)	26%	(56)	22%	(47)	1%	(2)
4-Region: South	15%	(62)	33%	(134)	24%	(98)	22%	(89)	5%	(21)
4-Region: West	21%	(45)	32%	(68)	14%	(30)	23%	(49)	10%	(21)
Child(Ren) Aged 0-17	19%	(144)	34%	(262)	23%	(175)	20%	(155)	5%	(39)
Child(Ren) Aged 0-5	17%	(65)	34%	(129)	21%	(80)	21%	(79)	7%	(25)
Caregivers	16%	(92)	35%	(207)	23%	(136)	21%	(122)	5%	(28)
Caregiver for Aging Parent	18%	(17)	37%	(36)	17%	(17)	20%	(19)	7%	(6)
Caregiver for Sick or Disabled Family Member	22%	(22)	27%	(28)	20%	(21)	23%	(24)	9%	(9)
Caregiver for Child/Dependent	14%	(62)	37%	(165)	25%	(109)	21%	(91)	4%	(17)
Non-Business Owners	18%	(171)	33%	(315)	23%	(225)	22%	(208)	5%	(49)
Service Worker/Retail Sales/Laborers/Helpers	21%	(56)	31%	(84)	23%	(62)	18%	(48)	6%	(16)
Trade/Skilled Workers	19%	(12)	28%	(18)	27%	(17)	14%	(9)	11%	(7)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18%	(59)	33%	(106)	20%	(64)	25%	(82)	4%	(11)
Health Care and Medical Professionals/Lab Techs/Pharmacists	14%	(20)	42%	(59)	22%	(31)	19%	(28)	3%	(4)
Other Professionals	13%	(24)	28%	(49)	29%	(50)	24%	(42)	6%	(11)
Access to Childcare	17%	(56)	33%	(109)	23%	(76)	22%	(73)	4%	(14)
No Access to Childcare	19%	(47)	37%	(90)	18%	(45)	20%	(50)	6%	(14)
Unsure of Access to Childcare	26%	(17)	35%	(23)	23%	(15)	7%	(5)	9%	(6)

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Table BPC15_6: *How much of a barrier are each of the following, if at all, to starting your own business?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/N opinion	
Working Mothers	18%	(171)	33%	(315)	23%	(225)	22%	(208)	5%	(49)
More Financially Secure after Pandemic	16%	(31)	31%	(59)	25%	(47)	23%	(44)	5%	(9)
Less Financially Secure after the Pandemic	19%	(97)	32%	(166)	24%	(122)	21%	(106)	4%	(20)
Same Financial Security after the Pandemic	16%	(43)	34%	(90)	21%	(55)	22%	(58)	8%	(20)
Access to Paid Parental Leave	18%	(85)	31%	(148)	23%	(112)	24%	(116)	4%	(19)
No Access to Paid Parental Leave	18%	(68)	35%	(129)	21%	(79)	19%	(70)	6%	(23)
Access to Paid Caregiving Leave	20%	(69)	28%	(97)	23%	(78)	26%	(89)	4%	(13)
No Access to Paid Caregiving Leave	16%	(76)	36%	(168)	22%	(101)	20%	(95)	5%	(24)
Access to Flexible Work Hours	18%	(80)	28%	(127)	23%	(103)	26%	(115)	5%	(25)
No Access to Flexible Work Hours	18%	(82)	36%	(163)	24%	(111)	18%	(84)	4%	(16)
Access to Child Care as Employer Benefit	21%	(42)	25%	(50)	25%	(50)	23%	(47)	6%	(11)
No Access to Child Care as Employer Benefit	17%	(110)	36%	(225)	22%	(139)	21%	(132)	3%	(20)
Access to Mental Health Benefits	19%	(73)	28%	(109)	23%	(89)	25%	(97)	6%	(23)
No Access to Mental Health Benefits	17%	(69)	36%	(146)	23%	(94)	20%	(83)	4%	(16)
Ethnicity: White (Non-Hispanic)	18%	(98)	35%	(190)	23%	(126)	19%	(102)	5%	(28)
Ethnicity: Hispanic	21%	(42)	28%	(56)	19%	(36)	25%	(49)	7%	(14)
Ethnicity: Black (Non-Hispanic)	13%	(20)	30%	(44)	25%	(37)	27%	(39)	4%	(5)
Ethnicity: Asian + Other (Non-Hispanic)	14%	(11)	30%	(25)	32%	(26)	22%	(18)	2%	(1)
Single, never married	20%	(40)	29%	(58)	20%	(38)	24%	(47)	7%	(14)
Married	19%	(93)	32%	(157)	24%	(119)	21%	(103)	3%	(15)
Divorced	14%	(16)	36%	(41)	29%	(34)	16%	(19)	5%	(5)
Living with a partner	14%	(18)	34%	(42)	21%	(26)	22%	(27)	9%	(11)

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

Table BPC15_7: *How much of a barrier are each of the following, if at all, to starting your own business?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	20%	(194)	38%	(372)	20%	(190)	15%	(150)	7%	(63)
Gender: Female	20%	(194)	38%	(372)	20%	(190)	15%	(150)	7%	(63)
Age: 18-34	20%	(65)	41%	(133)	20%	(66)	10%	(31)	8%	(26)
Age: 35-44	22%	(99)	37%	(167)	19%	(87)	17%	(75)	6%	(26)
Age: 45-64	14%	(27)	38%	(72)	20%	(37)	22%	(42)	6%	(11)
Millennials: 1981-1996	21%	(129)	40%	(251)	20%	(124)	13%	(81)	7%	(44)
GenXers: 1965-1980	18%	(44)	38%	(94)	17%	(42)	21%	(52)	5%	(12)
Baby Boomers: 1946-1964	16%	(8)	28%	(14)	26%	(13)	26%	(13)	5%	(2)
PID: Dem (no lean)	20%	(79)	40%	(157)	21%	(82)	16%	(63)	4%	(15)
PID: Ind (no lean)	20%	(58)	35%	(103)	20%	(57)	15%	(45)	10%	(29)
PID: Rep (no lean)	20%	(57)	40%	(112)	18%	(51)	15%	(42)	7%	(19)
PID/Gender: Dem Women	20%	(79)	40%	(157)	21%	(82)	16%	(63)	4%	(15)
PID/Gender: Ind Women	20%	(58)	35%	(103)	20%	(57)	15%	(45)	10%	(29)
PID/Gender: Rep Women	20%	(57)	40%	(112)	18%	(51)	15%	(42)	7%	(19)
Ideo: Liberal (1-3)	24%	(69)	38%	(111)	21%	(61)	13%	(39)	3%	(9)
Ideo: Moderate (4)	17%	(54)	38%	(121)	18%	(57)	18%	(58)	8%	(26)
Ideo: Conservative (5-7)	20%	(56)	40%	(114)	18%	(51)	16%	(44)	6%	(16)
Educ: < College	22%	(119)	34%	(182)	18%	(98)	18%	(94)	8%	(43)
Educ: Bachelors degree	13%	(33)	43%	(111)	24%	(61)	16%	(41)	5%	(12)
Educ: Post-grad	24%	(42)	45%	(80)	18%	(31)	9%	(15)	5%	(8)
Income: Under 50k	22%	(95)	36%	(155)	16%	(70)	15%	(66)	10%	(41)
Income: 50k-100k	18%	(64)	40%	(144)	22%	(78)	15%	(56)	5%	(20)
Income: 100k+	19%	(35)	41%	(73)	23%	(42)	16%	(28)	1%	(2)
Ethnicity: White	20%	(132)	37%	(250)	22%	(145)	14%	(94)	7%	(48)
Ethnicity: Hispanic	18%	(35)	39%	(77)	14%	(28)	23%	(45)	6%	(13)
Ethnicity: Black	21%	(34)	36%	(59)	16%	(27)	22%	(37)	5%	(8)
Ethnicity: Other	20%	(28)	47%	(63)	13%	(18)	14%	(20)	5%	(7)
All Christian	18%	(68)	40%	(151)	23%	(86)	15%	(56)	4%	(16)
Agnostic/Nothing in particular	23%	(70)	37%	(112)	17%	(50)	15%	(43)	8%	(23)
Something Else	21%	(48)	32%	(74)	21%	(47)	18%	(41)	8%	(18)

Continued on next page

Table BPC15_7: *How much of a barrier are each of the following, if at all, to starting your own business?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	20%	(194)	38%	(372)	20%	(190)	15%	(150)	7%	(63)
Evangelical	19%	(59)	37%	(115)	22%	(70)	16%	(51)	6%	(17)
Non-Evangelical	21%	(57)	37%	(102)	22%	(61)	15%	(42)	5%	(14)
Community: Urban	17%	(48)	37%	(103)	17%	(48)	21%	(59)	8%	(21)
Community: Suburban	20%	(88)	40%	(181)	22%	(97)	13%	(59)	5%	(24)
Community: Rural	24%	(57)	37%	(88)	19%	(45)	13%	(32)	8%	(18)
Employ: Private Sector	20%	(156)	39%	(300)	20%	(157)	15%	(114)	6%	(48)
Employ: Government	21%	(32)	37%	(58)	18%	(28)	17%	(27)	7%	(12)
Military HH: Yes	20%	(15)	40%	(30)	22%	(17)	17%	(12)	1%	(1)
Military HH: No	20%	(179)	38%	(342)	19%	(174)	15%	(137)	7%	(62)
RD/WT: Right Direction	18%	(52)	39%	(112)	21%	(62)	16%	(46)	6%	(16)
RD/WT: Wrong Track	21%	(141)	38%	(260)	19%	(128)	15%	(104)	7%	(47)
Biden Job Approve	20%	(79)	38%	(153)	21%	(83)	16%	(65)	5%	(19)
Biden Job Disapprove	21%	(112)	37%	(199)	20%	(105)	15%	(82)	7%	(36)
Biden Job Strongly Approve	19%	(23)	36%	(42)	20%	(24)	19%	(23)	5%	(6)
Biden Job Somewhat Approve	20%	(56)	39%	(110)	21%	(59)	15%	(42)	5%	(14)
Biden Job Somewhat Disapprove	18%	(37)	42%	(86)	22%	(45)	14%	(28)	5%	(11)
Biden Job Strongly Disapprove	23%	(75)	34%	(113)	18%	(60)	17%	(54)	8%	(25)
Favorable of Biden	20%	(86)	38%	(160)	20%	(85)	17%	(71)	5%	(20)
Unfavorable of Biden	19%	(97)	40%	(201)	19%	(97)	14%	(72)	7%	(34)
Very Favorable of Biden	22%	(32)	34%	(48)	21%	(31)	18%	(26)	5%	(7)
Somewhat Favorable of Biden	19%	(54)	40%	(112)	20%	(55)	16%	(46)	5%	(13)
Somewhat Unfavorable of Biden	13%	(21)	46%	(74)	23%	(37)	10%	(17)	6%	(10)
Very Unfavorable of Biden	22%	(76)	37%	(127)	17%	(59)	16%	(55)	7%	(24)
#1 Issue: Economy	21%	(116)	39%	(210)	19%	(102)	17%	(89)	4%	(24)
#1 Issue: Security	13%	(12)	33%	(31)	23%	(21)	21%	(20)	10%	(9)
#1 Issue: Health Care	18%	(15)	49%	(41)	16%	(14)	10%	(8)	7%	(6)
#1 Issue: Women's Issues	25%	(19)	40%	(31)	15%	(12)	11%	(9)	9%	(7)
#1 Issue: Education	15%	(9)	27%	(15)	22%	(12)	17%	(9)	19%	(11)
#1 Issue: Energy	19%	(13)	39%	(27)	22%	(16)	16%	(11)	4%	(3)

Continued on next page

Table BPC15_7: *How much of a barrier are each of the following, if at all, to starting your own business?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	20%	(194)	38%	(372)	20%	(190)	15%	(150)	7%	(63)
2020 Vote: Joe Biden	18%	(79)	40%	(177)	22%	(100)	16%	(72)	4%	(19)
2020 Vote: Donald Trump	23%	(71)	36%	(114)	19%	(58)	15%	(47)	7%	(23)
2020 Vote: Didn't Vote	19%	(32)	37%	(62)	17%	(29)	15%	(26)	12%	(20)
2018 House Vote: Democrat	19%	(72)	36%	(136)	21%	(79)	19%	(71)	5%	(18)
2018 House Vote: Republican	21%	(54)	41%	(106)	19%	(50)	13%	(33)	6%	(16)
2016 Vote: Hillary Clinton	17%	(59)	40%	(137)	22%	(73)	15%	(50)	6%	(19)
2016 Vote: Donald Trump	24%	(62)	37%	(96)	18%	(46)	15%	(38)	7%	(19)
2016 Vote: Didn't Vote	21%	(67)	36%	(118)	18%	(59)	17%	(54)	8%	(25)
Voted in 2014: Yes	18%	(96)	40%	(210)	21%	(109)	16%	(82)	5%	(27)
Voted in 2014: No	22%	(98)	37%	(163)	18%	(81)	15%	(67)	8%	(36)
4-Region: Northeast	20%	(28)	37%	(51)	19%	(27)	13%	(19)	11%	(15)
4-Region: Midwest	19%	(41)	40%	(85)	22%	(45)	15%	(32)	4%	(8)
4-Region: South	20%	(83)	36%	(146)	21%	(87)	16%	(65)	6%	(25)
4-Region: West	20%	(42)	43%	(90)	14%	(31)	16%	(34)	7%	(14)
Child(Ren) Aged 0-17	22%	(167)	39%	(302)	20%	(154)	14%	(105)	6%	(48)
Child(Ren) Aged 0-5	20%	(75)	39%	(148)	22%	(84)	12%	(44)	7%	(27)
Caregivers	21%	(123)	40%	(232)	20%	(117)	13%	(75)	7%	(38)
Caregiver for Aging Parent	14%	(14)	36%	(34)	25%	(24)	14%	(14)	11%	(10)
Caregiver for Sick or Disabled Family Member	26%	(27)	31%	(31)	14%	(15)	23%	(24)	6%	(7)
Caregiver for Child/Dependent	21%	(93)	42%	(184)	21%	(95)	10%	(44)	6%	(27)
Non-Business Owners	20%	(194)	38%	(372)	20%	(190)	15%	(150)	7%	(63)
Service Worker/Retail Sales/Laborers/Helpers	22%	(59)	35%	(92)	18%	(47)	18%	(49)	8%	(20)
Trade/Skilled Workers	21%	(13)	31%	(20)	27%	(17)	12%	(8)	10%	(6)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	16%	(53)	40%	(130)	23%	(73)	16%	(52)	4%	(14)
Health Care and Medical Professionals/Lab Techs/Pharmacists	16%	(23)	46%	(66)	17%	(25)	14%	(20)	6%	(8)
Other Professionals	26%	(46)	37%	(65)	16%	(28)	12%	(21)	9%	(15)
Access to Childcare	16%	(52)	40%	(132)	25%	(83)	16%	(51)	3%	(10)
No Access to Childcare	28%	(68)	42%	(104)	14%	(34)	10%	(24)	6%	(16)
Unsure of Access to Childcare	20%	(13)	44%	(29)	10%	(6)	5%	(3)	21%	(14)

Continued on next page

Table BPC15_7: *How much of a barrier are each of the following, if at all, to starting your own business?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	20%	(194)	38%	(372)	20%	(190)	15%	(150)	7%	(63)
More Financially Secure after Pandemic	16%	(31)	39%	(75)	27%	(52)	14%	(27)	3%	(6)
Less Financially Secure after the Pandemic	21%	(107)	40%	(205)	18%	(90)	15%	(74)	7%	(35)
Same Financial Security after the Pandemic	21%	(55)	35%	(93)	18%	(48)	18%	(48)	8%	(23)
Access to Paid Parental Leave	19%	(92)	37%	(176)	21%	(103)	17%	(80)	6%	(29)
No Access to Paid Parental Leave	21%	(79)	42%	(156)	18%	(67)	12%	(45)	6%	(21)
Access to Paid Caregiving Leave	16%	(54)	40%	(137)	22%	(77)	18%	(61)	5%	(17)
No Access to Paid Caregiving Leave	24%	(112)	38%	(177)	19%	(87)	14%	(65)	5%	(23)
Access to Flexible Work Hours	18%	(80)	39%	(175)	20%	(90)	17%	(76)	6%	(28)
No Access to Flexible Work Hours	22%	(101)	38%	(172)	20%	(92)	14%	(64)	6%	(26)
Access to Child Care as Employer Benefit	16%	(31)	37%	(75)	25%	(50)	16%	(32)	6%	(13)
No Access to Child Care as Employer Benefit	22%	(137)	41%	(260)	18%	(116)	14%	(88)	4%	(27)
Access to Mental Health Benefits	16%	(63)	36%	(141)	25%	(97)	17%	(65)	6%	(24)
No Access to Mental Health Benefits	23%	(94)	41%	(167)	17%	(71)	14%	(57)	5%	(20)
Ethnicity: White (Non-Hispanic)	20%	(111)	38%	(207)	23%	(125)	12%	(66)	7%	(35)
Ethnicity: Hispanic	18%	(35)	39%	(77)	14%	(28)	23%	(45)	6%	(13)
Ethnicity: Black (Non-Hispanic)	21%	(30)	36%	(52)	17%	(25)	21%	(31)	5%	(8)
Ethnicity: Asian + Other (Non-Hispanic)	21%	(17)	45%	(37)	15%	(12)	10%	(8)	9%	(7)
Single, never married	22%	(44)	36%	(72)	12%	(24)	21%	(42)	8%	(16)
Married	19%	(95)	39%	(190)	23%	(113)	14%	(68)	4%	(22)
Divorced	22%	(25)	43%	(50)	22%	(25)	10%	(12)	3%	(4)
Living with a partner	18%	(22)	35%	(44)	17%	(21)	15%	(19)	15%	(18)

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

Table BPC15_8: *How much of a barrier are each of the following, if at all, to starting your own business?*
Inability to access external capital

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	39%	(377)	29%	(278)	12%	(118)	10%	(97)	10%	(98)
Gender: Female	39%	(377)	29%	(278)	12%	(118)	10%	(97)	10%	(98)
Age: 18-34	36%	(116)	26%	(83)	15%	(49)	9%	(28)	14%	(45)
Age: 35-44	39%	(177)	30%	(137)	11%	(51)	10%	(47)	9%	(42)
Age: 45-64	43%	(81)	31%	(58)	10%	(18)	11%	(21)	6%	(11)
Millennials: 1981-1996	37%	(233)	29%	(185)	14%	(89)	10%	(60)	10%	(63)
GenXers: 1965-1980	46%	(113)	28%	(69)	7%	(18)	10%	(23)	9%	(21)
Baby Boomers: 1946-1964	39%	(20)	29%	(15)	7%	(4)	20%	(11)	4%	(2)
PID: Dem (no lean)	38%	(150)	27%	(106)	15%	(60)	13%	(50)	7%	(29)
PID: Ind (no lean)	41%	(119)	26%	(77)	10%	(28)	9%	(25)	14%	(42)
PID: Rep (no lean)	38%	(108)	34%	(96)	10%	(29)	8%	(22)	10%	(27)
PID/Gender: Dem Women	38%	(150)	27%	(106)	15%	(60)	13%	(50)	7%	(29)
PID/Gender: Ind Women	41%	(119)	26%	(77)	10%	(28)	9%	(25)	14%	(42)
PID/Gender: Rep Women	38%	(108)	34%	(96)	10%	(29)	8%	(22)	10%	(27)
Ideo: Liberal (1-3)	41%	(120)	26%	(75)	14%	(40)	11%	(33)	7%	(21)
Ideo: Moderate (4)	36%	(114)	29%	(92)	11%	(36)	12%	(38)	12%	(38)
Ideo: Conservative (5-7)	39%	(111)	32%	(91)	12%	(33)	7%	(20)	10%	(27)
Educ: < College	41%	(217)	27%	(142)	9%	(51)	10%	(55)	13%	(70)
Educ: Bachelors degree	36%	(93)	30%	(78)	15%	(38)	11%	(29)	8%	(20)
Educ: Post-grad	38%	(67)	33%	(58)	17%	(29)	8%	(13)	5%	(8)
Income: Under 50k	42%	(177)	26%	(112)	9%	(38)	10%	(43)	13%	(56)
Income: 50k-100k	39%	(143)	30%	(109)	11%	(40)	9%	(34)	10%	(37)
Income: 100k+	31%	(57)	32%	(57)	22%	(40)	12%	(21)	3%	(6)
Ethnicity: White	39%	(261)	29%	(196)	11%	(77)	9%	(63)	11%	(71)
Ethnicity: Hispanic	38%	(75)	27%	(54)	12%	(24)	13%	(25)	10%	(19)
Ethnicity: Black	45%	(74)	24%	(39)	10%	(17)	13%	(22)	8%	(12)
Ethnicity: Other	30%	(41)	32%	(43)	18%	(25)	9%	(13)	11%	(15)
All Christian	33%	(126)	33%	(125)	14%	(53)	12%	(45)	7%	(28)
Agnostic/Nothing in particular	42%	(126)	28%	(83)	12%	(35)	7%	(22)	11%	(32)
Something Else	43%	(98)	25%	(58)	10%	(23)	9%	(20)	13%	(30)

Continued on next page

Table BPC15_8: *How much of a barrier are each of the following, if at all, to starting your own business?*
Inability to access external capital

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	39%	(377)	29%	(278)	12%	(118)	10%	(97)	10%	(98)
Evangelical	38%	(120)	28%	(87)	12%	(37)	11%	(35)	11%	(33)
Non-Evangelical	36%	(101)	32%	(89)	13%	(37)	10%	(28)	8%	(22)
Community: Urban	40%	(112)	26%	(73)	12%	(33)	11%	(30)	11%	(31)
Community: Suburban	38%	(169)	32%	(143)	13%	(59)	9%	(40)	8%	(37)
Community: Rural	40%	(96)	26%	(62)	11%	(25)	11%	(27)	13%	(30)
Employ: Private Sector	39%	(302)	30%	(232)	12%	(95)	10%	(75)	9%	(73)
Employ: Government	40%	(62)	25%	(39)	13%	(20)	10%	(15)	13%	(20)
Military HH: Yes	37%	(27)	24%	(18)	19%	(14)	11%	(8)	10%	(8)
Military HH: No	39%	(349)	29%	(261)	12%	(104)	10%	(89)	10%	(91)
RD/WT: Right Direction	33%	(96)	32%	(92)	15%	(43)	12%	(35)	8%	(22)
RD/WT: Wrong Track	41%	(281)	27%	(186)	11%	(75)	9%	(62)	11%	(76)
Biden Job Approve	36%	(143)	29%	(116)	14%	(54)	13%	(53)	8%	(32)
Biden Job Disapprove	40%	(216)	29%	(153)	12%	(64)	8%	(43)	11%	(58)
Biden Job Strongly Approve	36%	(43)	24%	(28)	13%	(16)	20%	(23)	6%	(7)
Biden Job Somewhat Approve	36%	(100)	31%	(88)	14%	(39)	11%	(30)	9%	(25)
Biden Job Somewhat Disapprove	35%	(73)	32%	(66)	14%	(29)	9%	(18)	10%	(21)
Biden Job Strongly Disapprove	44%	(143)	26%	(86)	11%	(35)	8%	(25)	11%	(37)
Favorable of Biden	39%	(166)	28%	(117)	12%	(51)	13%	(56)	8%	(32)
Unfavorable of Biden	40%	(198)	30%	(150)	11%	(57)	8%	(40)	11%	(57)
Very Favorable of Biden	39%	(55)	23%	(32)	15%	(22)	17%	(24)	6%	(9)
Somewhat Favorable of Biden	40%	(110)	30%	(85)	10%	(29)	11%	(32)	8%	(23)
Somewhat Unfavorable of Biden	35%	(56)	32%	(51)	15%	(24)	8%	(12)	11%	(17)
Very Unfavorable of Biden	42%	(142)	29%	(99)	10%	(33)	8%	(27)	12%	(40)
#1 Issue: Economy	41%	(221)	31%	(165)	11%	(57)	10%	(55)	8%	(43)
#1 Issue: Security	32%	(30)	27%	(25)	10%	(9)	15%	(14)	15%	(14)
#1 Issue: Health Care	40%	(33)	29%	(24)	17%	(14)	8%	(6)	7%	(5)
#1 Issue: Women's Issues	40%	(31)	29%	(22)	11%	(9)	5%	(4)	15%	(12)
#1 Issue: Education	27%	(15)	33%	(19)	18%	(10)	5%	(3)	16%	(9)
#1 Issue: Energy	40%	(28)	20%	(14)	18%	(13)	17%	(12)	6%	(4)

Continued on next page

Table BPC15_8: *How much of a barrier are each of the following, if at all, to starting your own business?*
Inability to access external capital

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	39%	(377)	29%	(278)	12%	(118)	10%	(97)	10%	(98)
2020 Vote: Joe Biden	37%	(166)	27%	(122)	16%	(71)	11%	(49)	9%	(40)
2020 Vote: Donald Trump	38%	(120)	36%	(112)	10%	(32)	6%	(20)	10%	(30)
2020 Vote: Didn't Vote	43%	(72)	18%	(31)	9%	(15)	15%	(26)	14%	(24)
2018 House Vote: Democrat	37%	(139)	27%	(103)	15%	(55)	13%	(49)	8%	(30)
2018 House Vote: Republican	37%	(95)	38%	(99)	10%	(27)	5%	(14)	9%	(24)
2016 Vote: Hillary Clinton	43%	(144)	27%	(92)	14%	(47)	11%	(37)	5%	(18)
2016 Vote: Donald Trump	41%	(108)	32%	(84)	12%	(31)	5%	(12)	10%	(25)
2016 Vote: Didn't Vote	34%	(112)	26%	(85)	11%	(36)	13%	(41)	16%	(51)
Voted in 2014: Yes	40%	(209)	31%	(160)	14%	(71)	9%	(49)	7%	(34)
Voted in 2014: No	38%	(168)	27%	(118)	11%	(47)	11%	(48)	14%	(64)
4-Region: Northeast	45%	(63)	27%	(38)	6%	(8)	7%	(9)	15%	(22)
4-Region: Midwest	38%	(81)	28%	(60)	14%	(29)	11%	(24)	8%	(17)
4-Region: South	40%	(163)	28%	(114)	12%	(49)	11%	(43)	9%	(36)
4-Region: West	33%	(70)	31%	(66)	15%	(31)	10%	(20)	11%	(24)
Child(Ren) Aged 0-17	38%	(292)	28%	(220)	14%	(106)	10%	(76)	10%	(81)
Child(Ren) Aged 0-5	34%	(129)	28%	(105)	14%	(54)	10%	(36)	14%	(54)
Caregivers	41%	(241)	27%	(160)	12%	(69)	9%	(55)	10%	(59)
Caregiver for Aging Parent	39%	(37)	27%	(26)	12%	(12)	11%	(11)	10%	(9)
Caregiver for Sick or Disabled Family Member	49%	(51)	19%	(20)	9%	(10)	13%	(13)	10%	(10)
Caregiver for Child/Dependent	41%	(184)	29%	(127)	12%	(52)	8%	(34)	11%	(48)
Non-Business Owners	39%	(377)	29%	(278)	12%	(118)	10%	(97)	10%	(98)
Service Worker/Retail Sales/Laborers/Helpers	41%	(108)	27%	(72)	8%	(22)	11%	(29)	13%	(35)
Trade/Skilled Workers	43%	(27)	28%	(18)	11%	(7)	11%	(7)	7%	(5)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	38%	(121)	32%	(102)	14%	(46)	11%	(34)	6%	(19)
Health Care and Medical Professionals/Lab Techs/Pharmacists	34%	(49)	30%	(43)	17%	(24)	9%	(12)	10%	(14)
Other Professionals	41%	(72)	25%	(43)	11%	(19)	9%	(15)	14%	(25)
Access to Childcare	26%	(86)	36%	(116)	18%	(60)	12%	(38)	9%	(28)
No Access to Childcare	53%	(131)	20%	(49)	8%	(21)	7%	(17)	12%	(29)
Unsure of Access to Childcare	30%	(19)	37%	(24)	11%	(7)	—	(0)	22%	(14)

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Table BPC15_8: *How much of a barrier are each of the following, if at all, to starting your own business?*
Inability to access external capital

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	39%	(377)	29%	(278)	12%	(118)	10%	(97)	10%	(98)
More Financially Secure after Pandemic	26%	(49)	31%	(59)	23%	(43)	15%	(29)	6%	(11)
Less Financially Secure after the Pandemic	46%	(236)	27%	(138)	9%	(44)	8%	(38)	11%	(55)
Same Financial Security after the Pandemic	35%	(92)	30%	(81)	12%	(31)	11%	(30)	12%	(33)
Access to Paid Parental Leave	38%	(181)	28%	(133)	15%	(71)	11%	(51)	9%	(43)
No Access to Paid Parental Leave	42%	(153)	28%	(105)	10%	(38)	10%	(35)	10%	(38)
Access to Paid Caregiving Leave	40%	(137)	27%	(93)	14%	(48)	12%	(41)	8%	(27)
No Access to Paid Caregiving Leave	42%	(193)	28%	(132)	11%	(51)	9%	(41)	10%	(47)
Access to Flexible Work Hours	35%	(157)	28%	(127)	15%	(66)	13%	(57)	9%	(42)
No Access to Flexible Work Hours	44%	(202)	29%	(133)	10%	(45)	8%	(37)	9%	(39)
Access to Child Care as Employer Benefit	31%	(62)	32%	(65)	15%	(30)	14%	(27)	9%	(17)
No Access to Child Care as Employer Benefit	43%	(271)	28%	(176)	11%	(69)	9%	(56)	9%	(54)
Access to Mental Health Benefits	37%	(143)	27%	(105)	15%	(58)	12%	(46)	10%	(39)
No Access to Mental Health Benefits	43%	(176)	29%	(119)	10%	(43)	9%	(35)	9%	(37)
Ethnicity: White (Non-Hispanic)	39%	(215)	30%	(162)	11%	(62)	8%	(46)	11%	(59)
Ethnicity: Hispanic	38%	(75)	27%	(54)	12%	(24)	13%	(25)	10%	(19)
Ethnicity: Black (Non-Hispanic)	44%	(65)	25%	(37)	11%	(15)	13%	(19)	7%	(10)
Ethnicity: Asian + Other (Non-Hispanic)	27%	(22)	31%	(26)	21%	(17)	9%	(7)	12%	(10)
Single, never married	44%	(87)	22%	(42)	9%	(17)	15%	(29)	11%	(22)
Married	36%	(174)	32%	(157)	15%	(73)	9%	(46)	8%	(38)
Divorced	48%	(55)	29%	(33)	11%	(13)	6%	(7)	6%	(7)
Living with a partner	37%	(47)	24%	(30)	10%	(13)	10%	(12)	18%	(23)

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

Table BPC15_9: *How much of a barrier are each of the following, if at all, to starting your own business? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(98)	19%	(188)	21%	(203)	40%	(387)	10%	(93)
Gender: Female	10%	(98)	19%	(188)	21%	(203)	40%	(387)	10%	(93)
Age: 18-34	15%	(50)	26%	(83)	23%	(73)	28%	(89)	8%	(27)
Age: 35-44	8%	(36)	18%	(80)	21%	(96)	45%	(206)	8%	(37)
Age: 45-64	7%	(13)	13%	(24)	18%	(33)	48%	(91)	14%	(27)
Millennials: 1981-1996	11%	(71)	22%	(139)	23%	(145)	35%	(222)	8%	(53)
GenXers: 1965-1980	8%	(19)	14%	(35)	16%	(40)	50%	(122)	12%	(29)
Baby Boomers: 1946-1964	2%	(1)	11%	(6)	19%	(10)	54%	(28)	15%	(7)
PID: Dem (no lean)	13%	(51)	22%	(87)	23%	(93)	34%	(136)	7%	(28)
PID: Ind (no lean)	9%	(25)	19%	(55)	18%	(53)	40%	(116)	15%	(43)
PID: Rep (no lean)	8%	(22)	17%	(47)	20%	(57)	48%	(135)	7%	(21)
PID/Gender: Dem Women	13%	(51)	22%	(87)	23%	(93)	34%	(136)	7%	(28)
PID/Gender: Ind Women	9%	(25)	19%	(55)	18%	(53)	40%	(116)	15%	(43)
PID/Gender: Rep Women	8%	(22)	17%	(47)	20%	(57)	48%	(135)	7%	(21)
Ideo: Liberal (1-3)	15%	(43)	21%	(61)	25%	(73)	32%	(92)	7%	(20)
Ideo: Moderate (4)	12%	(37)	21%	(67)	21%	(65)	35%	(113)	11%	(35)
Ideo: Conservative (5-7)	4%	(11)	17%	(48)	20%	(56)	52%	(146)	8%	(21)
Educ: < College	11%	(58)	19%	(100)	18%	(96)	42%	(225)	10%	(56)
Educ: Bachelors degree	12%	(31)	20%	(53)	23%	(60)	35%	(92)	9%	(23)
Educ: Post-grad	5%	(9)	20%	(36)	27%	(47)	40%	(70)	8%	(14)
Income: Under 50k	12%	(50)	19%	(82)	17%	(71)	40%	(172)	12%	(50)
Income: 50k-100k	9%	(34)	21%	(77)	25%	(92)	35%	(127)	9%	(32)
Income: 100k+	8%	(14)	16%	(30)	22%	(40)	48%	(87)	5%	(10)
Ethnicity: White	9%	(60)	18%	(122)	21%	(142)	40%	(270)	11%	(75)
Ethnicity: Hispanic	14%	(27)	13%	(26)	20%	(39)	40%	(79)	13%	(26)
Ethnicity: Black	14%	(23)	22%	(36)	20%	(33)	37%	(61)	7%	(12)
Ethnicity: Other	11%	(15)	23%	(31)	21%	(28)	41%	(56)	4%	(6)
All Christian	9%	(33)	20%	(74)	21%	(80)	43%	(163)	7%	(27)
Agnostic/Nothing in particular	11%	(34)	19%	(56)	21%	(64)	37%	(112)	11%	(33)
Something Else	11%	(25)	19%	(43)	19%	(42)	41%	(93)	11%	(25)

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Table BPC15_9: *How much of a barrier are each of the following, if at all, to starting your own business?*
Discrimination due to gender, pregnancy, or raising children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(98)	19%	(188)	21%	(203)	40%	(387)	10%	(93)
Evangelical	12%	(37)	20%	(64)	18%	(58)	40%	(126)	9%	(28)
Non-Evangelical	8%	(21)	18%	(51)	22%	(59)	45%	(123)	8%	(22)
Community: Urban	10%	(29)	20%	(56)	20%	(57)	39%	(110)	10%	(27)
Community: Suburban	9%	(42)	18%	(82)	24%	(108)	39%	(177)	9%	(41)
Community: Rural	12%	(28)	21%	(50)	16%	(38)	42%	(100)	10%	(24)
Employ: Private Sector	10%	(77)	19%	(149)	21%	(162)	41%	(317)	9%	(71)
Employ: Government	11%	(18)	21%	(33)	21%	(33)	35%	(55)	11%	(17)
Military HH: Yes	12%	(9)	21%	(15)	23%	(17)	37%	(27)	8%	(6)
Military HH: No	10%	(89)	19%	(173)	21%	(186)	40%	(359)	10%	(87)
RD/WT: Right Direction	11%	(32)	27%	(78)	23%	(66)	31%	(90)	8%	(22)
RD/WT: Wrong Track	10%	(67)	16%	(110)	20%	(137)	44%	(297)	10%	(70)
Biden Job Approve	12%	(49)	24%	(97)	25%	(99)	29%	(117)	9%	(36)
Biden Job Disapprove	8%	(45)	16%	(85)	18%	(98)	49%	(259)	9%	(46)
Biden Job Strongly Approve	19%	(22)	25%	(30)	16%	(19)	32%	(37)	8%	(9)
Biden Job Somewhat Approve	10%	(27)	24%	(67)	28%	(80)	28%	(80)	10%	(27)
Biden Job Somewhat Disapprove	8%	(17)	15%	(31)	22%	(45)	48%	(99)	7%	(14)
Biden Job Strongly Disapprove	9%	(28)	16%	(54)	16%	(53)	49%	(160)	10%	(32)
Favorable of Biden	12%	(52)	24%	(99)	22%	(92)	33%	(139)	9%	(40)
Unfavorable of Biden	8%	(41)	17%	(84)	19%	(93)	48%	(241)	8%	(42)
Very Favorable of Biden	19%	(27)	24%	(34)	23%	(32)	27%	(39)	8%	(11)
Somewhat Favorable of Biden	9%	(24)	23%	(65)	21%	(60)	36%	(101)	10%	(29)
Somewhat Unfavorable of Biden	9%	(14)	15%	(24)	26%	(42)	43%	(69)	7%	(11)
Very Unfavorable of Biden	8%	(27)	18%	(60)	15%	(52)	51%	(172)	9%	(31)
#1 Issue: Economy	10%	(55)	17%	(91)	21%	(112)	44%	(238)	8%	(46)
#1 Issue: Security	5%	(5)	17%	(16)	22%	(20)	44%	(41)	12%	(11)
#1 Issue: Health Care	11%	(10)	26%	(21)	25%	(21)	29%	(24)	9%	(7)
#1 Issue: Women's Issues	15%	(12)	24%	(18)	21%	(17)	25%	(20)	15%	(12)
#1 Issue: Education	7%	(4)	18%	(10)	21%	(12)	43%	(24)	11%	(6)
#1 Issue: Energy	13%	(9)	35%	(25)	15%	(11)	34%	(24)	2%	(1)

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Table BPC15_9: *How much of a barrier are each of the following, if at all, to starting your own business? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(98)	19%	(188)	21%	(203)	40%	(387)	10%	(93)
2020 Vote: Joe Biden	11%	(48)	23%	(101)	25%	(111)	32%	(145)	9%	(42)
2020 Vote: Donald Trump	9%	(27)	17%	(53)	17%	(54)	49%	(155)	8%	(24)
2020 Vote: Didn't Vote	9%	(16)	18%	(31)	17%	(28)	41%	(69)	15%	(25)
2018 House Vote: Democrat	12%	(45)	20%	(77)	24%	(92)	35%	(131)	8%	(31)
2018 House Vote: Republican	8%	(22)	16%	(43)	17%	(43)	51%	(131)	8%	(20)
2016 Vote: Hillary Clinton	12%	(40)	22%	(75)	26%	(88)	33%	(112)	7%	(24)
2016 Vote: Donald Trump	9%	(23)	16%	(42)	18%	(46)	50%	(129)	7%	(19)
2016 Vote: Didn't Vote	10%	(32)	19%	(63)	18%	(59)	39%	(127)	13%	(44)
Voted in 2014: Yes	11%	(57)	19%	(99)	21%	(112)	41%	(213)	8%	(41)
Voted in 2014: No	9%	(41)	20%	(89)	20%	(90)	39%	(173)	12%	(51)
4-Region: Northeast	9%	(13)	21%	(30)	20%	(29)	40%	(56)	9%	(13)
4-Region: Midwest	12%	(24)	19%	(41)	23%	(49)	41%	(86)	5%	(11)
4-Region: South	10%	(41)	20%	(82)	20%	(81)	41%	(164)	9%	(38)
4-Region: West	10%	(20)	17%	(36)	20%	(43)	38%	(81)	15%	(31)
Child(Ren) Aged 0-17	12%	(90)	21%	(163)	23%	(178)	36%	(280)	8%	(65)
Child(Ren) Aged 0-5	13%	(51)	24%	(89)	22%	(83)	32%	(121)	9%	(34)
Caregivers	10%	(60)	23%	(135)	21%	(125)	37%	(217)	8%	(48)
Caregiver for Aging Parent	6%	(6)	25%	(24)	20%	(19)	37%	(35)	12%	(11)
Caregiver for Sick or Disabled Family Member	13%	(13)	15%	(15)	22%	(22)	42%	(43)	9%	(9)
Caregiver for Child/Dependent	10%	(45)	24%	(105)	22%	(98)	36%	(161)	8%	(34)
Non-Business Owners	10%	(98)	19%	(188)	21%	(203)	40%	(387)	10%	(93)
Service Worker/Retail Sales/Laborers/Helpers	9%	(24)	15%	(41)	21%	(56)	44%	(118)	10%	(27)
Trade/Skilled Workers	13%	(8)	15%	(10)	15%	(10)	42%	(26)	15%	(9)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	12%	(37)	21%	(69)	21%	(67)	36%	(117)	10%	(32)
Health Care and Medical Professionals/Lab Techs/Pharmacists	9%	(13)	24%	(35)	22%	(31)	40%	(56)	5%	(7)
Other Professionals	9%	(16)	20%	(35)	22%	(38)	40%	(69)	10%	(17)
Access to Childcare	10%	(32)	20%	(67)	26%	(86)	41%	(134)	3%	(9)
No Access to Childcare	15%	(36)	24%	(60)	20%	(48)	29%	(71)	12%	(31)
Unsure of Access to Childcare	15%	(10)	22%	(15)	21%	(13)	24%	(16)	18%	(12)

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Table BPC15_9: *How much of a barrier are each of the following, if at all, to starting your own business? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(98)	19%	(188)	21%	(203)	40%	(387)	10%	(93)
More Financially Secure after Pandemic	9%	(18)	23%	(43)	27%	(51)	37%	(70)	5%	(9)
Less Financially Secure after the Pandemic	12%	(63)	18%	(93)	19%	(97)	41%	(210)	9%	(48)
Same Financial Security after the Pandemic	6%	(17)	19%	(52)	21%	(55)	40%	(107)	13%	(35)
Access to Paid Parental Leave	10%	(46)	21%	(101)	21%	(99)	42%	(200)	7%	(34)
No Access to Paid Parental Leave	13%	(47)	17%	(64)	24%	(88)	35%	(129)	11%	(40)
Access to Paid Caregiving Leave	11%	(40)	22%	(75)	18%	(62)	44%	(153)	5%	(16)
No Access to Paid Caregiving Leave	11%	(49)	18%	(83)	24%	(112)	37%	(170)	11%	(50)
Access to Flexible Work Hours	11%	(47)	20%	(89)	22%	(100)	39%	(177)	8%	(36)
No Access to Flexible Work Hours	11%	(51)	19%	(87)	20%	(91)	40%	(184)	9%	(43)
Access to Child Care as Employer Benefit	13%	(26)	29%	(57)	24%	(49)	30%	(60)	4%	(8)
No Access to Child Care as Employer Benefit	10%	(62)	19%	(116)	21%	(132)	42%	(260)	9%	(56)
Access to Mental Health Benefits	8%	(30)	20%	(78)	20%	(80)	44%	(173)	8%	(30)
No Access to Mental Health Benefits	14%	(58)	19%	(76)	23%	(93)	34%	(140)	11%	(43)
Ethnicity: White (Non-Hispanic)	8%	(44)	21%	(114)	22%	(118)	40%	(219)	9%	(51)
Ethnicity: Hispanic	14%	(27)	13%	(26)	20%	(39)	40%	(79)	13%	(26)
Ethnicity: Black (Non-Hispanic)	15%	(21)	22%	(32)	18%	(26)	38%	(55)	7%	(11)
Ethnicity: Asian + Other (Non-Hispanic)	8%	(6)	21%	(17)	24%	(20)	41%	(34)	6%	(5)
Single, never married	15%	(29)	23%	(45)	17%	(33)	37%	(73)	9%	(18)
Married	10%	(49)	18%	(87)	24%	(115)	41%	(198)	8%	(39)
Divorced	5%	(6)	22%	(26)	18%	(21)	43%	(50)	12%	(14)
Living with a partner	8%	(10)	19%	(23)	19%	(24)	42%	(52)	12%	(15)

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

Table BPC15_10: *How much of a barrier are each of the following, if at all, to starting your own business?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	28%	(274)	35%	(337)	14%	(132)	12%	(119)	11%	(107)
Gender: Female	28%	(274)	35%	(337)	14%	(132)	12%	(119)	11%	(107)
Age: 18-34	30%	(95)	32%	(102)	14%	(45)	12%	(37)	13%	(42)
Age: 35-44	26%	(119)	37%	(169)	15%	(67)	12%	(54)	10%	(45)
Age: 45-64	31%	(58)	35%	(66)	11%	(20)	14%	(27)	10%	(19)
Millennials: 1981-1996	28%	(178)	35%	(219)	15%	(96)	11%	(71)	10%	(66)
GenXers: 1965-1980	29%	(72)	35%	(85)	12%	(28)	14%	(34)	10%	(25)
Baby Boomers: 1946-1964	28%	(15)	38%	(20)	6%	(3)	20%	(10)	8%	(4)
PID: Dem (no lean)	27%	(105)	37%	(146)	15%	(58)	13%	(50)	9%	(38)
PID: Ind (no lean)	30%	(88)	31%	(90)	13%	(37)	13%	(38)	13%	(38)
PID: Rep (no lean)	29%	(80)	36%	(101)	13%	(37)	11%	(32)	11%	(31)
PID/Gender: Dem Women	27%	(105)	37%	(146)	15%	(58)	13%	(50)	9%	(38)
PID/Gender: Ind Women	30%	(88)	31%	(90)	13%	(37)	13%	(38)	13%	(38)
PID/Gender: Rep Women	29%	(80)	36%	(101)	13%	(37)	11%	(32)	11%	(31)
Ideo: Liberal (1-3)	33%	(95)	34%	(98)	16%	(45)	11%	(32)	6%	(18)
Ideo: Moderate (4)	26%	(83)	34%	(107)	11%	(36)	15%	(48)	13%	(42)
Ideo: Conservative (5-7)	26%	(74)	36%	(103)	15%	(42)	10%	(29)	12%	(34)
Educ: < College	26%	(137)	32%	(172)	15%	(79)	14%	(73)	14%	(74)
Educ: Bachelors degree	27%	(70)	34%	(89)	15%	(39)	13%	(35)	10%	(26)
Educ: Post-grad	38%	(67)	43%	(76)	8%	(14)	7%	(12)	4%	(7)
Income: Under 50k	26%	(112)	31%	(133)	13%	(54)	14%	(59)	16%	(68)
Income: 50k-100k	29%	(104)	39%	(141)	16%	(57)	10%	(35)	7%	(26)
Income: 100k+	32%	(58)	35%	(63)	12%	(21)	14%	(25)	7%	(13)
Ethnicity: White	29%	(194)	36%	(240)	12%	(82)	11%	(75)	12%	(78)
Ethnicity: Hispanic	29%	(57)	26%	(51)	16%	(32)	17%	(34)	12%	(24)
Ethnicity: Black	29%	(47)	29%	(48)	17%	(29)	16%	(26)	9%	(15)
Ethnicity: Other	24%	(32)	37%	(50)	16%	(22)	14%	(18)	10%	(13)
All Christian	29%	(108)	37%	(139)	14%	(52)	12%	(45)	9%	(34)
Agnostic/Nothing in particular	28%	(84)	33%	(99)	13%	(39)	14%	(40)	12%	(36)
Something Else	28%	(64)	33%	(76)	14%	(33)	10%	(24)	13%	(31)

Continued on next page

Table BPC15_10: *How much of a barrier are each of the following, if at all, to starting your own business?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	28%	(274)	35%	(337)	14%	(132)	12%	(119)	11%	(107)
Evangelical	25%	(79)	37%	(116)	14%	(43)	12%	(37)	12%	(37)
Non-Evangelical	32%	(90)	33%	(92)	15%	(41)	11%	(30)	9%	(24)
Community: Urban	24%	(67)	33%	(91)	15%	(42)	14%	(40)	14%	(39)
Community: Suburban	30%	(137)	35%	(157)	14%	(65)	12%	(52)	8%	(38)
Community: Rural	29%	(70)	37%	(88)	11%	(25)	11%	(27)	12%	(30)
Employ: Private Sector	29%	(223)	35%	(273)	14%	(106)	11%	(88)	11%	(87)
Employ: Government	28%	(44)	34%	(53)	14%	(22)	14%	(22)	10%	(16)
Military HH: Yes	21%	(16)	35%	(26)	22%	(16)	13%	(10)	8%	(6)
Military HH: No	29%	(258)	35%	(310)	13%	(116)	12%	(109)	11%	(101)
RD/WT: Right Direction	21%	(59)	36%	(105)	18%	(51)	14%	(40)	12%	(33)
RD/WT: Wrong Track	31%	(214)	34%	(232)	12%	(81)	12%	(80)	11%	(73)
Biden Job Approve	25%	(101)	35%	(141)	16%	(62)	14%	(57)	9%	(37)
Biden Job Disapprove	31%	(163)	34%	(180)	12%	(67)	11%	(60)	12%	(63)
Biden Job Strongly Approve	23%	(27)	35%	(41)	12%	(14)	19%	(23)	11%	(13)
Biden Job Somewhat Approve	26%	(73)	36%	(100)	17%	(49)	12%	(34)	9%	(25)
Biden Job Somewhat Disapprove	30%	(63)	33%	(69)	12%	(26)	12%	(24)	12%	(25)
Biden Job Strongly Disapprove	31%	(100)	34%	(111)	13%	(41)	11%	(36)	12%	(38)
Favorable of Biden	27%	(114)	36%	(152)	13%	(56)	14%	(61)	9%	(40)
Unfavorable of Biden	30%	(148)	34%	(172)	14%	(68)	11%	(57)	11%	(56)
Very Favorable of Biden	23%	(33)	34%	(48)	14%	(20)	19%	(27)	11%	(15)
Somewhat Favorable of Biden	29%	(81)	37%	(104)	13%	(36)	12%	(34)	9%	(24)
Somewhat Unfavorable of Biden	28%	(44)	37%	(59)	14%	(23)	11%	(18)	10%	(15)
Very Unfavorable of Biden	30%	(104)	33%	(113)	13%	(45)	11%	(39)	12%	(41)
#1 Issue: Economy	30%	(161)	32%	(175)	15%	(80)	13%	(69)	10%	(56)
#1 Issue: Security	25%	(23)	32%	(30)	12%	(11)	15%	(14)	16%	(15)
#1 Issue: Health Care	25%	(21)	40%	(33)	12%	(10)	14%	(12)	9%	(8)
#1 Issue: Women's Issues	34%	(26)	31%	(24)	12%	(9)	5%	(4)	19%	(15)
#1 Issue: Education	20%	(11)	42%	(24)	18%	(10)	8%	(4)	12%	(7)
#1 Issue: Energy	28%	(20)	46%	(32)	8%	(6)	13%	(10)	5%	(3)

Continued on next page

Table BPC15_10: *How much of a barrier are each of the following, if at all, to starting your own business?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	28%	(274)	35%	(337)	14%	(132)	12%	(119)	11%	(107)
2020 Vote: Joe Biden	27%	(121)	38%	(169)	15%	(66)	12%	(54)	8%	(38)
2020 Vote: Donald Trump	32%	(100)	32%	(100)	12%	(38)	12%	(39)	12%	(36)
2020 Vote: Didn't Vote	24%	(40)	29%	(49)	16%	(26)	13%	(23)	18%	(30)
2018 House Vote: Democrat	28%	(105)	36%	(134)	13%	(50)	14%	(51)	9%	(36)
2018 House Vote: Republican	30%	(76)	36%	(93)	13%	(34)	12%	(32)	9%	(22)
2016 Vote: Hillary Clinton	28%	(96)	36%	(121)	15%	(49)	13%	(43)	8%	(29)
2016 Vote: Donald Trump	31%	(81)	35%	(91)	15%	(38)	10%	(27)	9%	(24)
2016 Vote: Didn't Vote	26%	(84)	32%	(102)	13%	(42)	13%	(44)	16%	(51)
Voted in 2014: Yes	29%	(151)	37%	(195)	14%	(72)	12%	(64)	8%	(42)
Voted in 2014: No	28%	(123)	32%	(142)	13%	(60)	13%	(56)	15%	(65)
4-Region: Northeast	29%	(41)	37%	(51)	11%	(16)	8%	(11)	15%	(21)
4-Region: Midwest	29%	(60)	36%	(77)	11%	(23)	12%	(25)	12%	(26)
4-Region: South	27%	(109)	35%	(141)	14%	(55)	14%	(58)	10%	(43)
4-Region: West	30%	(63)	32%	(68)	18%	(39)	12%	(25)	8%	(18)
Child(Ren) Aged 0-17	29%	(221)	35%	(268)	15%	(115)	10%	(81)	12%	(89)
Child(Ren) Aged 0-5	26%	(99)	35%	(133)	14%	(52)	10%	(38)	15%	(55)
Caregivers	30%	(175)	38%	(221)	12%	(72)	9%	(53)	11%	(64)
Caregiver for Aging Parent	24%	(23)	40%	(38)	17%	(16)	7%	(7)	12%	(11)
Caregiver for Sick or Disabled Family Member	28%	(29)	39%	(41)	9%	(9)	14%	(14)	10%	(10)
Caregiver for Child/Dependent	31%	(137)	38%	(167)	12%	(54)	8%	(35)	11%	(50)
Non-Business Owners	28%	(274)	35%	(337)	14%	(132)	12%	(119)	11%	(107)
Service Worker/Retail Sales/Laborers/Helpers	27%	(72)	30%	(80)	15%	(39)	16%	(42)	12%	(33)
Trade/Skilled Workers	24%	(16)	29%	(19)	20%	(12)	11%	(7)	15%	(10)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	31%	(101)	37%	(118)	13%	(42)	12%	(37)	8%	(25)
Health Care and Medical Professionals/Lab Techs/Pharmacists	20%	(28)	43%	(60)	13%	(19)	10%	(14)	14%	(21)
Other Professionals	33%	(58)	34%	(60)	12%	(20)	11%	(19)	11%	(19)
Access to Childcare	26%	(84)	37%	(122)	18%	(60)	13%	(41)	6%	(20)
No Access to Childcare	30%	(74)	36%	(89)	13%	(33)	6%	(15)	14%	(35)
Unsure of Access to Childcare	35%	(23)	27%	(18)	14%	(9)	—	(0)	24%	(16)

Continued on next page

Table BPC15_10: *How much of a barrier are each of the following, if at all, to starting your own business?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	28%	(274)	35%	(337)	14%	(132)	12%	(119)	11%	(107)
More Financially Secure after Pandemic	24%	(45)	37%	(71)	17%	(32)	16%	(31)	6%	(12)
Less Financially Secure after the Pandemic	30%	(152)	37%	(189)	13%	(67)	10%	(54)	10%	(51)
Same Financial Security after the Pandemic	29%	(77)	29%	(78)	13%	(34)	13%	(34)	16%	(44)
Access to Paid Parental Leave	28%	(136)	32%	(154)	16%	(77)	13%	(63)	10%	(50)
No Access to Paid Parental Leave	32%	(117)	37%	(137)	11%	(42)	11%	(39)	9%	(34)
Access to Paid Caregiving Leave	26%	(90)	34%	(119)	15%	(50)	14%	(49)	11%	(38)
No Access to Paid Caregiving Leave	32%	(149)	35%	(162)	14%	(65)	11%	(49)	9%	(40)
Access to Flexible Work Hours	28%	(125)	34%	(153)	15%	(67)	15%	(66)	8%	(38)
No Access to Flexible Work Hours	31%	(143)	35%	(160)	12%	(57)	10%	(46)	11%	(50)
Access to Child Care as Employer Benefit	24%	(48)	35%	(70)	17%	(33)	16%	(32)	9%	(17)
No Access to Child Care as Employer Benefit	32%	(200)	36%	(226)	12%	(77)	11%	(67)	9%	(56)
Access to Mental Health Benefits	31%	(122)	34%	(132)	13%	(50)	13%	(52)	9%	(34)
No Access to Mental Health Benefits	28%	(117)	36%	(149)	14%	(59)	10%	(42)	10%	(43)
Ethnicity: White (Non-Hispanic)	29%	(160)	38%	(207)	11%	(62)	10%	(56)	11%	(61)
Ethnicity: Hispanic	29%	(57)	26%	(51)	16%	(32)	17%	(34)	12%	(24)
Ethnicity: Black (Non-Hispanic)	27%	(39)	29%	(42)	19%	(27)	15%	(22)	11%	(15)
Ethnicity: Asian + Other (Non-Hispanic)	22%	(18)	45%	(37)	14%	(11)	10%	(8)	9%	(7)
Single, never married	27%	(52)	28%	(56)	14%	(29)	19%	(37)	12%	(23)
Married	29%	(140)	38%	(186)	15%	(74)	11%	(54)	7%	(35)
Divorced	32%	(37)	38%	(44)	13%	(15)	9%	(11)	9%	(10)
Living with a partner	23%	(29)	31%	(38)	9%	(12)	12%	(15)	25%	(31)

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

Table BPC16_1: *How much of a barrier are each of the following, if at all, to changing jobs?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(514)	25%	(623)	16%	(404)	28%	(688)	11%	(271)
Gender: Female	21%	(514)	25%	(623)	16%	(404)	28%	(688)	11%	(271)
Age: 18-34	30%	(220)	33%	(242)	16%	(115)	13%	(95)	8%	(57)
Age: 35-44	21%	(224)	29%	(312)	20%	(213)	22%	(236)	9%	(95)
Age: 45-64	10%	(68)	10%	(68)	11%	(76)	52%	(349)	17%	(114)
GenZers: 1997-2012	27%	(30)	32%	(35)	10%	(11)	17%	(19)	14%	(16)
Millennials: 1981-1996	26%	(370)	31%	(442)	18%	(257)	17%	(240)	7%	(104)
GenXers: 1965-1980	14%	(100)	18%	(128)	16%	(118)	39%	(278)	13%	(94)
Baby Boomers: 1946-1964	5%	(13)	7%	(18)	7%	(18)	58%	(149)	22%	(56)
PID: Dem (no lean)	23%	(237)	26%	(270)	17%	(173)	27%	(278)	8%	(87)
PID: Ind (no lean)	19%	(135)	23%	(166)	17%	(121)	27%	(194)	14%	(98)
PID: Rep (no lean)	19%	(142)	25%	(187)	15%	(110)	29%	(216)	12%	(87)
PID/Gender: Dem Women	23%	(237)	26%	(270)	17%	(173)	27%	(278)	8%	(87)
PID/Gender: Ind Women	19%	(135)	23%	(166)	17%	(121)	27%	(194)	14%	(98)
PID/Gender: Rep Women	19%	(142)	25%	(187)	15%	(110)	29%	(216)	12%	(87)
Ideo: Liberal (1-3)	24%	(178)	28%	(211)	18%	(132)	25%	(186)	6%	(42)
Ideo: Moderate (4)	21%	(165)	23%	(179)	17%	(129)	28%	(216)	11%	(82)
Ideo: Conservative (5-7)	18%	(133)	25%	(187)	15%	(112)	31%	(234)	11%	(86)
Educ: < College	20%	(260)	21%	(276)	14%	(186)	29%	(379)	14%	(186)
Educ: Bachelors degree	18%	(124)	29%	(202)	18%	(125)	27%	(185)	8%	(56)
Educ: Post-grad	25%	(130)	28%	(145)	18%	(92)	24%	(124)	6%	(29)
Income: Under 50k	20%	(198)	22%	(213)	14%	(140)	28%	(270)	16%	(159)
Income: 50k-100k	22%	(206)	25%	(238)	19%	(174)	26%	(244)	8%	(76)
Income: 100k+	19%	(110)	30%	(172)	15%	(89)	30%	(174)	6%	(36)
Ethnicity: White	21%	(381)	25%	(460)	16%	(300)	26%	(488)	12%	(218)
Ethnicity: Hispanic	25%	(124)	24%	(117)	14%	(68)	25%	(123)	12%	(57)
Ethnicity: Black	22%	(80)	22%	(77)	15%	(54)	33%	(119)	8%	(28)
Ethnicity: Other	18%	(52)	29%	(86)	17%	(50)	27%	(81)	9%	(25)

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Table BPC16_1: *How much of a barrier are each of the following, if at all, to changing jobs?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(514)	25%	(623)	16%	(404)	28%	(688)	11%	(271)
All Christian	21%	(232)	23%	(259)	15%	(165)	30%	(334)	10%	(116)
All Non-Christian	21%	(18)	24%	(20)	15%	(13)	23%	(20)	17%	(15)
Atheist	19%	(14)	37%	(27)	17%	(12)	20%	(15)	6%	(5)
Agnostic/Nothing in particular	21%	(146)	26%	(184)	19%	(131)	24%	(170)	10%	(69)
Something Else	19%	(103)	25%	(133)	15%	(83)	28%	(149)	13%	(67)
Religious Non-Protestant/Catholic	21%	(23)	24%	(26)	14%	(15)	24%	(26)	16%	(17)
Evangelical	21%	(159)	24%	(177)	14%	(103)	29%	(214)	12%	(91)
Non-Evangelical	20%	(170)	24%	(201)	16%	(136)	30%	(257)	10%	(86)
Community: Urban	21%	(146)	25%	(169)	15%	(102)	28%	(190)	11%	(72)
Community: Suburban	20%	(232)	26%	(304)	17%	(193)	28%	(326)	9%	(108)
Community: Rural	21%	(136)	23%	(150)	17%	(109)	26%	(172)	14%	(92)
Employ: Private Sector	20%	(377)	26%	(481)	16%	(299)	28%	(519)	11%	(199)
Employ: Government	22%	(88)	23%	(92)	17%	(70)	29%	(116)	10%	(42)
Employ: Self-Employed	22%	(49)	23%	(50)	16%	(35)	24%	(53)	14%	(30)
Military HH: Yes	17%	(40)	24%	(59)	19%	(46)	31%	(75)	8%	(20)
Military HH: No	21%	(474)	25%	(564)	16%	(357)	27%	(613)	11%	(251)
RD/WT: Right Direction	23%	(167)	25%	(188)	16%	(119)	27%	(203)	9%	(65)
RD/WT: Wrong Track	20%	(347)	25%	(435)	16%	(285)	28%	(485)	12%	(206)
Biden Job Approve	23%	(235)	25%	(255)	17%	(172)	27%	(284)	8%	(87)
Biden Job Disapprove	20%	(266)	25%	(341)	16%	(221)	28%	(387)	11%	(146)
Biden Job Strongly Approve	23%	(80)	24%	(84)	13%	(44)	30%	(104)	10%	(33)
Biden Job Somewhat Approve	22%	(155)	25%	(171)	19%	(127)	26%	(180)	8%	(54)
Biden Job Somewhat Disapprove	18%	(90)	30%	(151)	21%	(103)	23%	(112)	8%	(40)
Biden Job Strongly Disapprove	20%	(176)	22%	(190)	14%	(117)	32%	(275)	12%	(107)
Favorable of Biden	23%	(250)	25%	(277)	15%	(167)	29%	(314)	8%	(92)
Unfavorable of Biden	19%	(248)	26%	(332)	17%	(221)	27%	(351)	11%	(137)
Very Favorable of Biden	23%	(90)	23%	(91)	13%	(51)	32%	(125)	8%	(33)
Somewhat Favorable of Biden	22%	(160)	26%	(186)	16%	(115)	27%	(190)	8%	(59)
Somewhat Unfavorable of Biden	19%	(72)	32%	(124)	22%	(84)	19%	(72)	8%	(30)
Very Unfavorable of Biden	19%	(176)	23%	(208)	15%	(137)	31%	(280)	12%	(107)

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Table BPC16_1: *How much of a barrier are each of the following, if at all, to changing jobs?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(514)	25%	(623)	16%	(404)	28%	(688)	11%	(271)
#1 Issue: Economy	21%	(280)	26%	(341)	16%	(213)	27%	(363)	10%	(126)
#1 Issue: Security	15%	(38)	20%	(48)	16%	(40)	30%	(76)	19%	(46)
#1 Issue: Health Care	21%	(54)	25%	(64)	18%	(45)	24%	(61)	12%	(29)
#1 Issue: Medicare / Social Security	6%	(4)	13%	(8)	16%	(10)	43%	(26)	21%	(13)
#1 Issue: Women's Issues	26%	(58)	28%	(63)	15%	(34)	23%	(52)	8%	(18)
#1 Issue: Education	20%	(31)	33%	(50)	14%	(21)	24%	(37)	9%	(14)
#1 Issue: Energy	19%	(32)	25%	(41)	21%	(35)	27%	(45)	7%	(12)
#1 Issue: Other	23%	(16)	11%	(8)	8%	(6)	40%	(28)	18%	(13)
2020 Vote: Joe Biden	22%	(264)	25%	(294)	17%	(194)	28%	(325)	8%	(96)
2020 Vote: Donald Trump	18%	(153)	27%	(221)	15%	(124)	29%	(241)	11%	(89)
2020 Vote: Other	29%	(27)	25%	(23)	20%	(18)	18%	(17)	8%	(7)
2020 Vote: Didn't Vote	17%	(70)	21%	(85)	17%	(68)	26%	(105)	19%	(79)
2018 House Vote: Democrat	24%	(230)	27%	(259)	15%	(147)	28%	(267)	7%	(66)
2018 House Vote: Republican	18%	(128)	25%	(176)	17%	(121)	29%	(201)	11%	(74)
2018 House Vote: Someone else	18%	(15)	19%	(16)	14%	(13)	31%	(27)	18%	(16)
2016 Vote: Hillary Clinton	23%	(215)	25%	(227)	17%	(156)	27%	(252)	7%	(66)
2016 Vote: Donald Trump	19%	(138)	25%	(181)	15%	(108)	31%	(227)	11%	(80)
2016 Vote: Other	23%	(27)	21%	(24)	16%	(18)	34%	(39)	6%	(6)
2016 Vote: Didn't Vote	18%	(133)	26%	(190)	16%	(121)	23%	(170)	16%	(119)
Voted in 2014: Yes	21%	(307)	24%	(349)	17%	(246)	29%	(430)	9%	(129)
Voted in 2014: No	20%	(206)	26%	(274)	15%	(158)	25%	(258)	14%	(142)
4-Region: Northeast	20%	(79)	25%	(100)	17%	(68)	28%	(112)	11%	(44)
4-Region: Midwest	21%	(116)	26%	(147)	16%	(92)	27%	(152)	9%	(53)
4-Region: South	19%	(186)	26%	(249)	17%	(163)	28%	(274)	10%	(100)
4-Region: West	23%	(132)	23%	(127)	14%	(81)	27%	(151)	13%	(74)
Child(Ren) Aged 0-17	26%	(482)	31%	(579)	19%	(346)	17%	(313)	8%	(141)
Child(Ren) Aged 0-5	33%	(288)	33%	(294)	13%	(115)	13%	(111)	8%	(71)
Caregivers	26%	(373)	31%	(456)	17%	(248)	18%	(268)	7%	(103)
Caregiver for Aging Parent	24%	(61)	22%	(56)	15%	(37)	26%	(64)	13%	(33)
Caregiver for Sick or Disabled Family Member	22%	(67)	26%	(77)	18%	(55)	24%	(71)	11%	(33)

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Table BPC16_1: *How much of a barrier are each of the following, if at all, to changing jobs?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(514)	25%	(623)	16%	(404)	28%	(688)	11%	(271)
Caregiver for Child/Dependent	28%	(296)	35%	(371)	18%	(186)	14%	(153)	5%	(56)
Business Owners	28%	(120)	25%	(105)	19%	(80)	18%	(77)	10%	(43)
Non-Business Owners	19%	(394)	25%	(517)	16%	(324)	29%	(611)	11%	(228)
Service Worker/Retail Sales/Laborers/Helpers	20%	(102)	22%	(112)	13%	(64)	30%	(151)	15%	(75)
Trade/Skilled Workers	21%	(23)	19%	(21)	14%	(16)	31%	(34)	15%	(16)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18%	(131)	26%	(188)	16%	(114)	31%	(222)	8%	(59)
Health Care and Medical Professionals/Lab Techs/Pharmacists	18%	(62)	28%	(98)	17%	(61)	29%	(103)	8%	(30)
Other Professionals	19%	(75)	25%	(98)	18%	(70)	26%	(100)	12%	(48)
Business Owners w/Employees	29%	(107)	27%	(98)	20%	(73)	16%	(60)	8%	(31)
Access to Childcare	23%	(200)	32%	(277)	20%	(175)	17%	(145)	7%	(58)
No Access to Childcare	39%	(198)	31%	(159)	13%	(68)	10%	(52)	6%	(29)
Unsure of Access to Childcare	20%	(37)	35%	(63)	15%	(28)	17%	(30)	13%	(23)
More Financially Secure after Pandemic	24%	(119)	25%	(125)	18%	(90)	25%	(125)	9%	(47)
Less Financially Secure after the Pandemic	24%	(302)	25%	(322)	16%	(198)	26%	(326)	9%	(119)
Same Financial Security after the Pandemic	13%	(92)	24%	(176)	16%	(115)	33%	(237)	14%	(104)
Access to Paid Parental Leave	21%	(207)	25%	(251)	16%	(160)	28%	(281)	9%	(90)
No Access to Paid Parental Leave	19%	(152)	27%	(214)	16%	(127)	28%	(224)	11%	(89)
Access to Paid Caregiving Leave	21%	(149)	24%	(168)	15%	(109)	31%	(218)	9%	(63)
No Access to Paid Caregiving Leave	19%	(189)	27%	(262)	16%	(153)	28%	(277)	10%	(96)
Access to Flexible Work Hours	19%	(180)	25%	(233)	17%	(153)	30%	(281)	9%	(79)
No Access to Flexible Work Hours	20%	(203)	25%	(260)	15%	(159)	29%	(299)	11%	(117)
Access to Child Care as Employer Benefit	20%	(70)	28%	(99)	17%	(59)	28%	(98)	8%	(27)
No Access to Child Care as Employer Benefit	21%	(287)	26%	(360)	15%	(206)	29%	(398)	10%	(136)
Access to Mental Health Benefits	18%	(157)	24%	(215)	17%	(151)	31%	(272)	10%	(84)
No Access to Mental Health Benefits	21%	(177)	26%	(221)	14%	(117)	28%	(235)	10%	(84)
Ethnicity: White (Non-Hispanic)	20%	(307)	25%	(385)	17%	(255)	27%	(407)	11%	(173)
Ethnicity: Hispanic	25%	(124)	24%	(117)	14%	(68)	25%	(123)	12%	(57)
Ethnicity: Black (Non-Hispanic)	19%	(56)	21%	(61)	16%	(46)	36%	(107)	9%	(27)
Ethnicity: Asian + Other (Non-Hispanic)	14%	(26)	33%	(60)	18%	(34)	27%	(51)	7%	(13)

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Table BPC16_1: *How much of a barrier are each of the following, if at all, to changing jobs?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	21%	(514)	25%	(623)	16%	(404)	28%	(688)	11%	(271)
Single, never married	22%	(95)	21%	(87)	15%	(63)	28%	(119)	14%	(58)
Married	22%	(302)	27%	(383)	17%	(238)	26%	(357)	8%	(118)
Separated	20%	(13)	21%	(13)	16%	(10)	26%	(16)	17%	(11)
Divorced	14%	(41)	18%	(53)	15%	(45)	37%	(112)	16%	(49)
Widowed	11%	(5)	12%	(6)	18%	(9)	40%	(21)	19%	(10)
Living with a partner	22%	(58)	31%	(81)	14%	(38)	24%	(63)	10%	(26)

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

Table BPC16_2: *How much of a barrier are each of the following, if at all, to changing jobs?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(344)	27%	(670)	20%	(489)	26%	(644)	14%	(352)
Gender: Female	14%	(344)	27%	(670)	20%	(489)	26%	(644)	14%	(352)
Age: 18-34	19%	(142)	30%	(219)	23%	(165)	16%	(116)	12%	(86)
Age: 35-44	13%	(142)	31%	(333)	20%	(212)	23%	(248)	13%	(144)
Age: 45-64	9%	(60)	17%	(116)	17%	(112)	40%	(269)	18%	(119)
GenZers: 1997-2012	16%	(17)	24%	(26)	22%	(24)	20%	(22)	19%	(21)
Millennials: 1981-1996	16%	(232)	32%	(449)	21%	(290)	20%	(278)	12%	(163)
GenXers: 1965-1980	11%	(77)	22%	(159)	20%	(141)	31%	(225)	16%	(116)
Baby Boomers: 1946-1964	7%	(18)	14%	(36)	13%	(34)	46%	(116)	20%	(51)
PID: Dem (no lean)	15%	(158)	28%	(287)	22%	(228)	23%	(239)	13%	(132)
PID: Ind (no lean)	13%	(90)	26%	(186)	18%	(129)	27%	(191)	17%	(119)
PID: Rep (no lean)	13%	(97)	27%	(197)	18%	(132)	29%	(214)	14%	(102)
PID/Gender: Dem Women	15%	(158)	28%	(287)	22%	(228)	23%	(239)	13%	(132)
PID/Gender: Ind Women	13%	(90)	26%	(186)	18%	(129)	27%	(191)	17%	(119)
PID/Gender: Rep Women	13%	(97)	27%	(197)	18%	(132)	29%	(214)	14%	(102)
Ideo: Liberal (1-3)	15%	(113)	30%	(228)	21%	(160)	23%	(173)	10%	(75)
Ideo: Moderate (4)	16%	(120)	26%	(198)	21%	(159)	26%	(201)	12%	(92)
Ideo: Conservative (5-7)	11%	(84)	27%	(200)	18%	(135)	29%	(219)	15%	(115)
Educ: < College	14%	(182)	24%	(315)	17%	(221)	26%	(340)	18%	(228)
Educ: Bachelors degree	11%	(76)	28%	(194)	24%	(166)	25%	(174)	12%	(83)
Educ: Post-grad	17%	(86)	31%	(161)	20%	(102)	25%	(130)	8%	(41)
Income: Under 50k	15%	(143)	25%	(249)	17%	(165)	25%	(240)	19%	(182)
Income: 50k-100k	16%	(147)	27%	(254)	21%	(201)	24%	(229)	11%	(107)
Income: 100k+	9%	(55)	29%	(167)	21%	(123)	30%	(174)	11%	(63)
Ethnicity: White	13%	(240)	27%	(501)	19%	(354)	25%	(465)	16%	(287)
Ethnicity: Hispanic	17%	(84)	26%	(127)	22%	(105)	22%	(109)	13%	(64)
Ethnicity: Black	17%	(62)	24%	(85)	19%	(68)	30%	(107)	10%	(36)
Ethnicity: Other	15%	(43)	29%	(84)	23%	(67)	24%	(71)	10%	(29)

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Table BPC16_2: *How much of a barrier are each of the following, if at all, to changing jobs?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(344)	27%	(670)	20%	(489)	26%	(644)	14%	(352)
All Christian	14%	(158)	29%	(319)	18%	(194)	27%	(294)	13%	(141)
All Non-Christian	22%	(19)	22%	(19)	16%	(13)	25%	(21)	16%	(14)
Atheist	11%	(8)	32%	(24)	20%	(15)	27%	(20)	9%	(7)
Agnostic/Nothing in particular	14%	(96)	26%	(182)	22%	(152)	24%	(167)	15%	(102)
Something Else	12%	(64)	24%	(127)	21%	(115)	26%	(141)	17%	(88)
Religious Non-Protestant/Catholic	20%	(21)	22%	(23)	15%	(16)	27%	(28)	17%	(19)
Evangelical	14%	(106)	26%	(195)	18%	(136)	27%	(199)	14%	(105)
Non-Evangelical	13%	(111)	28%	(236)	19%	(165)	26%	(220)	14%	(117)
Community: Urban	16%	(109)	27%	(185)	20%	(133)	25%	(167)	12%	(85)
Community: Suburban	12%	(143)	27%	(310)	21%	(244)	27%	(315)	13%	(150)
Community: Rural	14%	(92)	27%	(176)	17%	(112)	24%	(161)	18%	(117)
Employ: Private Sector	14%	(256)	27%	(502)	20%	(366)	26%	(481)	14%	(271)
Employ: Government	15%	(63)	25%	(101)	21%	(87)	27%	(111)	11%	(46)
Employ: Self-Employed	12%	(26)	31%	(67)	17%	(36)	24%	(52)	16%	(36)
Military HH: Yes	14%	(34)	25%	(61)	21%	(51)	30%	(72)	9%	(22)
Military HH: No	14%	(310)	27%	(610)	19%	(438)	25%	(572)	15%	(330)
RD/WT: Right Direction	16%	(115)	28%	(207)	19%	(139)	26%	(191)	12%	(90)
RD/WT: Wrong Track	13%	(229)	26%	(464)	20%	(350)	26%	(452)	15%	(262)
Biden Job Approve	15%	(155)	28%	(292)	21%	(212)	25%	(258)	11%	(116)
Biden Job Disapprove	13%	(178)	26%	(359)	19%	(261)	27%	(370)	14%	(192)
Biden Job Strongly Approve	18%	(62)	25%	(88)	16%	(54)	29%	(99)	12%	(42)
Biden Job Somewhat Approve	13%	(92)	30%	(204)	23%	(159)	23%	(159)	11%	(74)
Biden Job Somewhat Disapprove	14%	(71)	29%	(142)	24%	(119)	21%	(106)	12%	(57)
Biden Job Strongly Disapprove	12%	(107)	25%	(217)	16%	(142)	31%	(264)	16%	(135)
Favorable of Biden	15%	(169)	28%	(307)	19%	(213)	25%	(279)	12%	(133)
Unfavorable of Biden	12%	(159)	27%	(349)	20%	(259)	27%	(347)	14%	(175)
Very Favorable of Biden	18%	(69)	25%	(99)	18%	(69)	28%	(110)	11%	(42)
Somewhat Favorable of Biden	14%	(100)	29%	(208)	20%	(143)	24%	(169)	13%	(91)
Somewhat Unfavorable of Biden	12%	(48)	30%	(114)	28%	(107)	20%	(76)	10%	(37)
Very Unfavorable of Biden	12%	(111)	26%	(235)	17%	(153)	30%	(271)	15%	(137)

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Table BPC16_2: *How much of a barrier are each of the following, if at all, to changing jobs?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(344)	27%	(670)	20%	(489)	26%	(644)	14%	(352)
#1 Issue: Economy	14%	(180)	28%	(373)	20%	(259)	26%	(346)	13%	(166)
#1 Issue: Security	10%	(25)	21%	(51)	20%	(50)	27%	(68)	22%	(54)
#1 Issue: Health Care	15%	(39)	27%	(70)	17%	(42)	23%	(59)	17%	(44)
#1 Issue: Medicare / Social Security	5%	(3)	17%	(10)	19%	(11)	42%	(25)	17%	(10)
#1 Issue: Women's Issues	19%	(44)	28%	(62)	19%	(41)	23%	(51)	12%	(26)
#1 Issue: Education	11%	(16)	30%	(47)	20%	(30)	26%	(40)	14%	(21)
#1 Issue: Energy	17%	(28)	27%	(44)	28%	(46)	21%	(35)	8%	(13)
#1 Issue: Other	14%	(10)	20%	(14)	12%	(9)	29%	(21)	26%	(18)
2020 Vote: Joe Biden	14%	(165)	28%	(327)	22%	(254)	25%	(295)	11%	(133)
2020 Vote: Donald Trump	13%	(105)	27%	(227)	18%	(152)	28%	(231)	14%	(113)
2020 Vote: Other	18%	(17)	33%	(30)	13%	(12)	26%	(24)	9%	(8)
2020 Vote: Didn't Vote	14%	(58)	21%	(87)	17%	(70)	23%	(93)	24%	(98)
2018 House Vote: Democrat	16%	(150)	28%	(273)	21%	(207)	25%	(241)	10%	(99)
2018 House Vote: Republican	12%	(85)	28%	(193)	20%	(138)	29%	(202)	12%	(82)
2018 House Vote: Someone else	13%	(12)	26%	(22)	13%	(11)	22%	(19)	27%	(24)
2016 Vote: Hillary Clinton	15%	(136)	29%	(266)	21%	(193)	24%	(222)	11%	(99)
2016 Vote: Donald Trump	13%	(95)	27%	(196)	17%	(124)	31%	(229)	12%	(92)
2016 Vote: Other	11%	(13)	23%	(27)	17%	(19)	36%	(41)	13%	(14)
2016 Vote: Didn't Vote	14%	(101)	25%	(181)	21%	(153)	21%	(151)	20%	(147)
Voted in 2014: Yes	14%	(200)	28%	(410)	20%	(290)	28%	(410)	10%	(151)
Voted in 2014: No	14%	(145)	25%	(260)	19%	(198)	22%	(233)	19%	(201)
4-Region: Northeast	12%	(50)	28%	(112)	21%	(84)	25%	(100)	14%	(56)
4-Region: Midwest	11%	(64)	32%	(177)	18%	(103)	25%	(142)	13%	(73)
4-Region: South	14%	(136)	25%	(245)	20%	(195)	27%	(262)	14%	(135)
4-Region: West	17%	(94)	24%	(137)	19%	(107)	25%	(140)	16%	(88)
Child(Ren) Aged 0-17	16%	(302)	31%	(581)	21%	(393)	20%	(366)	12%	(219)
Child(Ren) Aged 0-5	18%	(159)	33%	(290)	20%	(172)	16%	(143)	13%	(116)
Caregivers	18%	(258)	33%	(482)	22%	(315)	18%	(256)	9%	(137)
Caregiver for Aging Parent	20%	(50)	28%	(70)	22%	(54)	18%	(45)	12%	(30)
Caregiver for Sick or Disabled Family Member	23%	(70)	33%	(99)	21%	(63)	15%	(45)	8%	(25)

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Table BPC16_2: *How much of a barrier are each of the following, if at all, to changing jobs?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(344)	27%	(670)	20%	(489)	26%	(644)	14%	(352)
Caregiver for Child/Dependent	17%	(178)	35%	(376)	21%	(226)	17%	(184)	9%	(99)
Business Owners	21%	(88)	29%	(122)	19%	(83)	17%	(72)	14%	(60)
Non-Business Owners	12%	(256)	26%	(548)	20%	(406)	28%	(572)	14%	(292)
Service Worker/Retail Sales/Laborers/Helpers	13%	(65)	24%	(120)	18%	(93)	28%	(140)	17%	(86)
Trade/Skilled Workers	19%	(21)	18%	(20)	20%	(22)	23%	(26)	19%	(21)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	13%	(92)	26%	(183)	21%	(147)	29%	(204)	12%	(88)
Health Care and Medical Professionals/Lab Techs/Pharmacists	11%	(39)	30%	(105)	20%	(72)	28%	(99)	11%	(40)
Other Professionals	10%	(39)	30%	(119)	18%	(72)	26%	(102)	15%	(58)
Business Owners w/Employees	22%	(82)	30%	(112)	20%	(74)	15%	(55)	13%	(47)
Access to Childcare	15%	(129)	29%	(251)	24%	(207)	21%	(177)	11%	(92)
No Access to Childcare	23%	(116)	35%	(175)	20%	(100)	13%	(66)	10%	(50)
Unsure of Access to Childcare	10%	(18)	33%	(60)	12%	(22)	24%	(43)	22%	(39)
More Financially Secure after Pandemic	17%	(88)	24%	(121)	21%	(107)	25%	(129)	12%	(62)
Less Financially Secure after the Pandemic	16%	(207)	29%	(374)	19%	(238)	23%	(294)	12%	(154)
Same Financial Security after the Pandemic	7%	(49)	24%	(176)	20%	(144)	31%	(221)	19%	(135)
Access to Paid Parental Leave	12%	(123)	27%	(268)	21%	(205)	27%	(268)	13%	(125)
No Access to Paid Parental Leave	14%	(111)	29%	(231)	19%	(156)	25%	(206)	13%	(103)
Access to Paid Caregiving Leave	14%	(98)	24%	(169)	21%	(146)	28%	(197)	14%	(97)
No Access to Paid Caregiving Leave	13%	(126)	29%	(287)	19%	(190)	27%	(264)	11%	(110)
Access to Flexible Work Hours	12%	(108)	27%	(253)	21%	(193)	28%	(258)	12%	(116)
No Access to Flexible Work Hours	13%	(140)	27%	(279)	19%	(196)	27%	(283)	13%	(139)
Access to Child Care as Employer Benefit	13%	(44)	31%	(110)	23%	(80)	24%	(86)	10%	(34)
No Access to Child Care as Employer Benefit	14%	(189)	28%	(383)	19%	(264)	27%	(381)	12%	(170)
Access to Mental Health Benefits	12%	(107)	27%	(233)	21%	(185)	28%	(243)	12%	(110)
No Access to Mental Health Benefits	14%	(119)	28%	(236)	19%	(158)	26%	(219)	12%	(103)
Ethnicity: White (Non-Hispanic)	13%	(199)	27%	(415)	19%	(289)	25%	(387)	16%	(239)
Ethnicity: Hispanic	17%	(84)	26%	(127)	22%	(105)	22%	(109)	13%	(64)
Ethnicity: Black (Non-Hispanic)	12%	(35)	24%	(71)	19%	(57)	34%	(101)	11%	(33)
Ethnicity: Asian + Other (Non-Hispanic)	14%	(26)	31%	(58)	20%	(38)	25%	(47)	9%	(16)

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Table BPC16_2: *How much of a barrier are each of the following, if at all, to changing jobs?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(344)	27%	(670)	20%	(489)	26%	(644)	14%	(352)
Single, never married	14%	(60)	25%	(104)	19%	(82)	25%	(105)	16%	(69)
Married	13%	(187)	29%	(411)	20%	(278)	25%	(353)	12%	(169)
Separated	12%	(8)	30%	(19)	15%	(9)	25%	(16)	19%	(12)
Divorced	14%	(43)	23%	(70)	14%	(43)	31%	(94)	17%	(50)
Widowed	8%	(4)	13%	(7)	25%	(13)	35%	(18)	20%	(10)
Living with a partner	16%	(43)	22%	(59)	24%	(64)	22%	(57)	16%	(42)

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

Table BPC16_3: *How much of a barrier are each of the following, if at all, to changing jobs?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	18%	(443)	19%	(483)	15%	(373)	35%	(871)	13%	(329)
Gender: Female	18%	(443)	19%	(483)	15%	(373)	35%	(871)	13%	(329)
Age: 18-34	27%	(198)	28%	(202)	17%	(121)	18%	(134)	10%	(73)
Age: 35-44	19%	(200)	21%	(230)	18%	(193)	32%	(340)	11%	(116)
Age: 45-64	6%	(43)	7%	(49)	9%	(59)	57%	(385)	20%	(138)
GenZers: 1997-2012	18%	(20)	26%	(29)	17%	(19)	21%	(23)	18%	(20)
Millennials: 1981-1996	25%	(347)	25%	(358)	17%	(243)	24%	(338)	9%	(126)
GenXers: 1965-1980	9%	(68)	12%	(83)	13%	(94)	49%	(354)	17%	(119)
Baby Boomers: 1946-1964	4%	(9)	5%	(13)	6%	(16)	60%	(153)	25%	(63)
PID: Dem (no lean)	20%	(205)	21%	(224)	16%	(165)	33%	(340)	11%	(110)
PID: Ind (no lean)	17%	(123)	16%	(115)	14%	(100)	36%	(260)	16%	(116)
PID: Rep (no lean)	16%	(115)	19%	(144)	15%	(108)	37%	(271)	14%	(103)
PID/Gender: Dem Women	20%	(205)	21%	(224)	16%	(165)	33%	(340)	11%	(110)
PID/Gender: Ind Women	17%	(123)	16%	(115)	14%	(100)	36%	(260)	16%	(116)
PID/Gender: Rep Women	16%	(115)	19%	(144)	15%	(108)	37%	(271)	14%	(103)
Ideo: Liberal (1-3)	20%	(151)	24%	(182)	16%	(122)	32%	(237)	8%	(57)
Ideo: Moderate (4)	19%	(145)	18%	(140)	15%	(115)	34%	(263)	14%	(107)
Ideo: Conservative (5-7)	14%	(109)	18%	(136)	14%	(107)	40%	(302)	13%	(100)
Educ: < College	17%	(223)	17%	(223)	12%	(160)	36%	(461)	17%	(220)
Educ: Bachelors degree	15%	(105)	22%	(154)	17%	(119)	35%	(241)	11%	(73)
Educ: Post-grad	22%	(115)	21%	(107)	18%	(94)	32%	(168)	7%	(36)
Income: Under 50k	18%	(174)	18%	(178)	13%	(130)	33%	(323)	18%	(175)
Income: 50k-100k	20%	(184)	20%	(186)	16%	(154)	34%	(317)	11%	(99)
Income: 100k+	15%	(86)	21%	(120)	15%	(89)	40%	(230)	10%	(56)
Ethnicity: White	17%	(320)	19%	(358)	14%	(262)	35%	(641)	14%	(266)
Ethnicity: Hispanic	19%	(95)	21%	(101)	12%	(56)	36%	(175)	13%	(62)
Ethnicity: Black	19%	(67)	18%	(65)	16%	(59)	36%	(129)	11%	(38)
Ethnicity: Other	19%	(57)	21%	(61)	17%	(51)	34%	(101)	8%	(25)

Continued on next page

Table BPC16_3: *How much of a barrier are each of the following, if at all, to changing jobs?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	18%	(443)	19%	(483)	15%	(373)	35%	(871)	13%	(329)
All Christian	16%	(179)	20%	(222)	12%	(136)	39%	(431)	12%	(137)
All Non-Christian	20%	(17)	25%	(22)	15%	(13)	21%	(18)	18%	(15)
Atheist	23%	(17)	27%	(20)	7%	(5)	34%	(25)	10%	(7)
Agnostic/Nothing in particular	19%	(131)	19%	(132)	19%	(136)	30%	(207)	13%	(93)
Something Else	19%	(99)	16%	(87)	15%	(83)	35%	(189)	14%	(77)
Religious Non-Protestant/Catholic	20%	(21)	24%	(26)	14%	(15)	26%	(27)	17%	(18)
Evangelical	19%	(139)	19%	(139)	12%	(91)	38%	(280)	13%	(93)
Non-Evangelical	16%	(133)	18%	(154)	14%	(122)	38%	(326)	14%	(116)
Community: Urban	20%	(135)	23%	(155)	15%	(103)	31%	(210)	11%	(75)
Community: Suburban	17%	(196)	18%	(204)	15%	(178)	37%	(432)	13%	(152)
Community: Rural	17%	(112)	19%	(124)	14%	(92)	35%	(228)	16%	(103)
Employ: Private Sector	17%	(320)	20%	(377)	15%	(284)	35%	(654)	13%	(240)
Employ: Government	21%	(87)	16%	(67)	15%	(59)	36%	(145)	12%	(48)
Employ: Self-Employed	16%	(36)	18%	(40)	13%	(29)	33%	(71)	19%	(41)
Military HH: Yes	14%	(34)	17%	(41)	15%	(37)	42%	(100)	12%	(28)
Military HH: No	18%	(410)	20%	(443)	15%	(336)	34%	(770)	13%	(301)
RD/WT: Right Direction	20%	(146)	22%	(162)	16%	(121)	30%	(226)	12%	(87)
RD/WT: Wrong Track	17%	(297)	18%	(321)	14%	(252)	37%	(645)	14%	(242)
Biden Job Approve	20%	(204)	21%	(218)	16%	(161)	33%	(341)	11%	(109)
Biden Job Disapprove	17%	(226)	18%	(248)	15%	(198)	37%	(510)	13%	(178)
Biden Job Strongly Approve	21%	(74)	22%	(75)	13%	(44)	32%	(110)	12%	(42)
Biden Job Somewhat Approve	19%	(130)	21%	(143)	17%	(116)	34%	(231)	10%	(67)
Biden Job Somewhat Disapprove	18%	(87)	20%	(101)	18%	(87)	35%	(172)	10%	(48)
Biden Job Strongly Disapprove	16%	(140)	17%	(147)	13%	(110)	39%	(338)	15%	(130)
Favorable of Biden	20%	(218)	21%	(229)	15%	(165)	34%	(369)	11%	(119)
Unfavorable of Biden	17%	(214)	19%	(244)	15%	(190)	37%	(478)	13%	(163)
Very Favorable of Biden	20%	(80)	21%	(82)	13%	(49)	34%	(132)	12%	(47)
Somewhat Favorable of Biden	19%	(138)	21%	(147)	16%	(117)	33%	(236)	10%	(72)
Somewhat Unfavorable of Biden	20%	(77)	23%	(86)	18%	(68)	31%	(118)	9%	(33)
Very Unfavorable of Biden	15%	(137)	17%	(158)	13%	(122)	40%	(360)	14%	(130)

Continued on next page

Table BPC16_3: *How much of a barrier are each of the following, if at all, to changing jobs?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	18%	(443)	19%	(483)	15%	(373)	35%	(871)	13%	(329)
#1 Issue: Economy	17%	(220)	20%	(263)	16%	(207)	36%	(472)	12%	(162)
#1 Issue: Security	15%	(37)	14%	(33)	16%	(40)	37%	(91)	18%	(46)
#1 Issue: Health Care	20%	(50)	23%	(60)	11%	(28)	32%	(80)	14%	(36)
#1 Issue: Medicare / Social Security	5%	(3)	15%	(9)	12%	(7)	45%	(27)	23%	(14)
#1 Issue: Women's Issues	25%	(56)	22%	(49)	15%	(34)	29%	(65)	9%	(21)
#1 Issue: Education	21%	(33)	17%	(26)	14%	(22)	34%	(52)	13%	(20)
#1 Issue: Energy	16%	(27)	23%	(38)	19%	(31)	33%	(54)	9%	(15)
#1 Issue: Other	26%	(18)	7%	(5)	5%	(4)	40%	(28)	22%	(16)
2020 Vote: Joe Biden	19%	(221)	20%	(237)	16%	(186)	35%	(410)	10%	(119)
2020 Vote: Donald Trump	16%	(132)	19%	(160)	14%	(116)	37%	(310)	13%	(111)
2020 Vote: Other	25%	(23)	20%	(18)	16%	(15)	31%	(28)	8%	(7)
2020 Vote: Didn't Vote	17%	(68)	17%	(68)	14%	(57)	30%	(122)	23%	(92)
2018 House Vote: Democrat	20%	(198)	21%	(206)	14%	(135)	34%	(330)	10%	(100)
2018 House Vote: Republican	16%	(109)	19%	(133)	15%	(102)	39%	(272)	12%	(84)
2018 House Vote: Someone else	13%	(12)	23%	(20)	12%	(11)	33%	(29)	18%	(15)
2016 Vote: Hillary Clinton	20%	(182)	21%	(188)	15%	(141)	35%	(316)	10%	(88)
2016 Vote: Donald Trump	14%	(106)	19%	(143)	14%	(101)	39%	(290)	13%	(96)
2016 Vote: Other	17%	(20)	18%	(21)	11%	(12)	43%	(49)	11%	(12)
2016 Vote: Didn't Vote	18%	(135)	18%	(131)	16%	(119)	29%	(215)	18%	(133)
Voted in 2014: Yes	17%	(255)	20%	(289)	14%	(206)	38%	(554)	11%	(159)
Voted in 2014: No	18%	(189)	19%	(195)	16%	(167)	31%	(317)	16%	(171)
4-Region: Northeast	19%	(75)	16%	(65)	16%	(66)	35%	(139)	14%	(58)
4-Region: Midwest	19%	(106)	19%	(105)	15%	(85)	34%	(189)	13%	(74)
4-Region: South	15%	(148)	22%	(218)	15%	(145)	35%	(339)	13%	(122)
4-Region: West	20%	(114)	17%	(95)	14%	(77)	36%	(204)	13%	(75)
Child(Ren) Aged 0-17	23%	(422)	24%	(451)	18%	(331)	26%	(475)	10%	(182)
Child(Ren) Aged 0-5	29%	(255)	29%	(257)	16%	(143)	17%	(149)	9%	(77)
Caregivers	22%	(315)	25%	(357)	15%	(223)	29%	(419)	9%	(134)
Caregiver for Aging Parent	20%	(49)	16%	(40)	15%	(37)	36%	(90)	14%	(34)
Caregiver for Sick or Disabled Family Member	20%	(61)	18%	(55)	12%	(36)	37%	(111)	13%	(40)

Continued on next page

Table BPC16_3: *How much of a barrier are each of the following, if at all, to changing jobs?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	18%	(443)	19%	(483)	15%	(373)	35%	(871)	13%	(329)
Caregiver for Child/Dependent	23%	(243)	27%	(292)	17%	(176)	25%	(271)	8%	(81)
Business Owners	24%	(101)	23%	(98)	15%	(63)	23%	(99)	15%	(63)
Non-Business Owners	16%	(342)	19%	(385)	15%	(309)	37%	(771)	13%	(267)
Service Worker/Retail Sales/Laborers/Helpers	19%	(96)	18%	(89)	12%	(60)	35%	(178)	16%	(82)
Trade/Skilled Workers	19%	(21)	14%	(16)	16%	(18)	35%	(39)	16%	(17)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	15%	(110)	19%	(134)	15%	(108)	40%	(284)	11%	(77)
Health Care and Medical Professionals/Lab Techs/Pharmacists	15%	(52)	23%	(81)	14%	(51)	38%	(135)	10%	(36)
Other Professionals	16%	(63)	17%	(65)	19%	(73)	35%	(135)	14%	(54)
Business Owners w/Employees	26%	(95)	25%	(91)	16%	(60)	21%	(77)	13%	(47)
Access to Childcare	18%	(155)	27%	(235)	22%	(190)	25%	(211)	7%	(63)
No Access to Childcare	39%	(197)	27%	(138)	12%	(60)	15%	(76)	7%	(37)
Unsure of Access to Childcare	18%	(32)	20%	(36)	17%	(32)	21%	(39)	24%	(43)
More Financially Secure after Pandemic	20%	(104)	22%	(110)	18%	(91)	29%	(146)	11%	(57)
Less Financially Secure after the Pandemic	21%	(262)	20%	(250)	14%	(172)	34%	(434)	12%	(149)
Same Financial Security after the Pandemic	11%	(77)	17%	(123)	15%	(109)	40%	(291)	17%	(124)
Access to Paid Parental Leave	18%	(178)	19%	(189)	17%	(164)	36%	(352)	11%	(106)
No Access to Paid Parental Leave	17%	(134)	20%	(164)	13%	(108)	37%	(300)	12%	(100)
Access to Paid Caregiving Leave	17%	(119)	19%	(133)	16%	(112)	37%	(264)	11%	(78)
No Access to Paid Caregiving Leave	17%	(163)	20%	(197)	15%	(148)	37%	(365)	11%	(104)
Access to Flexible Work Hours	15%	(143)	20%	(181)	16%	(152)	39%	(360)	10%	(90)
No Access to Flexible Work Hours	18%	(188)	18%	(185)	14%	(144)	36%	(377)	14%	(142)
Access to Child Care as Employer Benefit	17%	(62)	22%	(80)	20%	(69)	32%	(114)	8%	(30)
No Access to Child Care as Employer Benefit	18%	(245)	20%	(272)	14%	(198)	37%	(510)	12%	(162)
Access to Mental Health Benefits	15%	(132)	18%	(158)	15%	(132)	41%	(357)	11%	(98)
No Access to Mental Health Benefits	19%	(155)	20%	(168)	15%	(124)	35%	(292)	12%	(98)
Ethnicity: White (Non-Hispanic)	17%	(262)	19%	(297)	15%	(231)	34%	(521)	14%	(216)
Ethnicity: Hispanic	19%	(95)	21%	(101)	12%	(56)	36%	(175)	13%	(62)
Ethnicity: Black (Non-Hispanic)	17%	(50)	16%	(49)	16%	(47)	39%	(116)	12%	(36)
Ethnicity: Asian + Other (Non-Hispanic)	20%	(36)	20%	(37)	21%	(38)	31%	(58)	9%	(16)

Continued on next page

Table BPC16_3: *How much of a barrier are each of the following, if at all, to changing jobs?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	18%	(443)	19%	(483)	15%	(373)	35%	(871)	13%	(329)
Single, never married	20%	(83)	20%	(83)	14%	(59)	31%	(130)	16%	(66)
Married	18%	(250)	21%	(294)	16%	(221)	34%	(478)	11%	(154)
Separated	22%	(14)	12%	(7)	13%	(8)	33%	(21)	20%	(13)
Divorced	11%	(34)	13%	(39)	13%	(38)	45%	(135)	18%	(54)
Widowed	9%	(5)	15%	(8)	5%	(3)	52%	(27)	18%	(10)
Living with a partner	21%	(57)	20%	(52)	17%	(44)	30%	(79)	12%	(33)

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

Table BPC16_4: *How much of a barrier are each of the following, if at all, to changing jobs?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(326)	15%	(377)	13%	(329)	42%	(1062)	16%	(405)
Gender: Female	13%	(326)	15%	(377)	13%	(329)	42%	(1062)	16%	(405)
Age: 18-34	16%	(118)	20%	(145)	19%	(135)	30%	(217)	15%	(113)
Age: 35-44	14%	(156)	16%	(170)	13%	(145)	42%	(457)	14%	(151)
Age: 45-64	8%	(51)	9%	(62)	7%	(48)	56%	(377)	20%	(137)
GenZers: 1997-2012	12%	(13)	16%	(18)	23%	(25)	27%	(30)	22%	(24)
Millennials: 1981-1996	15%	(214)	19%	(263)	16%	(229)	37%	(521)	13%	(185)
GenXers: 1965-1980	12%	(87)	11%	(78)	9%	(63)	50%	(359)	18%	(131)
Baby Boomers: 1946-1964	5%	(12)	7%	(18)	5%	(12)	58%	(149)	25%	(64)
PID: Dem (no lean)	16%	(162)	19%	(195)	15%	(152)	37%	(389)	14%	(146)
PID: Ind (no lean)	11%	(79)	12%	(88)	14%	(102)	44%	(317)	18%	(129)
PID: Rep (no lean)	11%	(85)	13%	(95)	10%	(75)	48%	(357)	18%	(131)
PID/Gender: Dem Women	16%	(162)	19%	(195)	15%	(152)	37%	(389)	14%	(146)
PID/Gender: Ind Women	11%	(79)	12%	(88)	14%	(102)	44%	(317)	18%	(129)
PID/Gender: Rep Women	11%	(85)	13%	(95)	10%	(75)	48%	(357)	18%	(131)
Ideo: Liberal (1-3)	15%	(116)	18%	(137)	16%	(124)	39%	(290)	11%	(84)
Ideo: Moderate (4)	14%	(108)	15%	(117)	14%	(105)	42%	(323)	15%	(118)
Ideo: Conservative (5-7)	10%	(72)	13%	(96)	9%	(71)	51%	(387)	17%	(126)
Educ: < College	10%	(134)	12%	(158)	12%	(156)	43%	(555)	22%	(284)
Educ: Bachelors degree	12%	(81)	17%	(120)	13%	(92)	45%	(310)	13%	(90)
Educ: Post-grad	21%	(111)	19%	(99)	16%	(81)	38%	(197)	6%	(32)
Income: Under 50k	13%	(125)	12%	(119)	14%	(134)	39%	(385)	22%	(217)
Income: 50k-100k	14%	(135)	18%	(173)	13%	(121)	41%	(384)	13%	(126)
Income: 100k+	11%	(66)	15%	(85)	13%	(75)	50%	(292)	11%	(62)
Ethnicity: White	12%	(222)	15%	(277)	12%	(227)	44%	(806)	17%	(315)
Ethnicity: Hispanic	16%	(77)	15%	(75)	15%	(72)	37%	(182)	17%	(84)
Ethnicity: Black	20%	(72)	16%	(57)	15%	(53)	36%	(128)	13%	(48)
Ethnicity: Other	11%	(32)	15%	(43)	17%	(49)	43%	(128)	14%	(42)

Continued on next page

Table BPC16_4: *How much of a barrier are each of the following, if at all, to changing jobs?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(326)	15%	(377)	13%	(329)	42%	(1062)	16%	(405)
All Christian	13%	(145)	15%	(160)	13%	(138)	46%	(504)	14%	(158)
All Non-Christian	13%	(11)	13%	(12)	16%	(14)	36%	(31)	21%	(18)
Atheist	19%	(14)	17%	(12)	16%	(12)	34%	(25)	15%	(11)
Agnostic/Nothing in particular	12%	(87)	15%	(104)	15%	(104)	40%	(283)	18%	(123)
Something Else	13%	(70)	17%	(89)	11%	(61)	41%	(218)	18%	(95)
Religious Non-Protestant/Catholic	15%	(16)	13%	(14)	13%	(14)	39%	(42)	20%	(21)
Evangelical	13%	(100)	16%	(115)	12%	(92)	43%	(318)	16%	(117)
Non-Evangelical	13%	(108)	15%	(126)	12%	(102)	45%	(383)	15%	(132)
Community: Urban	15%	(101)	20%	(133)	14%	(92)	36%	(244)	16%	(108)
Community: Suburban	12%	(134)	13%	(153)	13%	(152)	47%	(548)	15%	(176)
Community: Rural	14%	(91)	14%	(91)	13%	(85)	41%	(270)	18%	(121)
Employ: Private Sector	12%	(227)	15%	(275)	14%	(258)	44%	(819)	16%	(297)
Employ: Government	18%	(73)	16%	(66)	11%	(46)	40%	(163)	15%	(59)
Employ: Self-Employed	12%	(26)	17%	(36)	12%	(25)	37%	(81)	22%	(49)
Military HH: Yes	14%	(33)	14%	(34)	13%	(30)	42%	(100)	18%	(43)
Military HH: No	13%	(293)	15%	(343)	13%	(299)	43%	(962)	16%	(362)
RD/WT: Right Direction	15%	(112)	20%	(145)	16%	(121)	37%	(272)	12%	(91)
RD/WT: Wrong Track	12%	(214)	13%	(232)	12%	(208)	45%	(790)	18%	(314)
Biden Job Approve	14%	(144)	19%	(194)	15%	(156)	39%	(404)	13%	(135)
Biden Job Disapprove	13%	(172)	12%	(167)	12%	(167)	46%	(624)	17%	(230)
Biden Job Strongly Approve	15%	(52)	21%	(73)	15%	(50)	35%	(120)	14%	(50)
Biden Job Somewhat Approve	13%	(92)	18%	(121)	15%	(106)	41%	(284)	12%	(85)
Biden Job Somewhat Disapprove	14%	(71)	14%	(71)	14%	(70)	44%	(218)	13%	(66)
Biden Job Strongly Disapprove	12%	(101)	11%	(96)	11%	(98)	47%	(405)	19%	(164)
Favorable of Biden	15%	(160)	18%	(202)	13%	(148)	40%	(441)	14%	(149)
Unfavorable of Biden	12%	(161)	13%	(163)	13%	(166)	46%	(588)	16%	(212)
Very Favorable of Biden	17%	(65)	19%	(73)	14%	(54)	35%	(135)	16%	(62)
Somewhat Favorable of Biden	13%	(95)	18%	(129)	13%	(94)	43%	(306)	12%	(87)
Somewhat Unfavorable of Biden	14%	(55)	16%	(63)	15%	(56)	44%	(169)	10%	(39)
Very Unfavorable of Biden	12%	(106)	11%	(100)	12%	(110)	46%	(418)	19%	(172)

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Table BPC16_4: *How much of a barrier are each of the following, if at all, to changing jobs?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(326)	15%	(377)	13%	(329)	42%	(1062)	16%	(405)
#1 Issue: Economy	12%	(165)	14%	(188)	13%	(178)	44%	(588)	15%	(204)
#1 Issue: Security	7%	(18)	12%	(31)	12%	(30)	47%	(116)	21%	(52)
#1 Issue: Health Care	13%	(33)	18%	(46)	14%	(36)	38%	(96)	17%	(43)
#1 Issue: Medicare / Social Security	4%	(2)	15%	(9)	11%	(7)	44%	(26)	26%	(15)
#1 Issue: Women's Issues	15%	(33)	19%	(43)	15%	(33)	35%	(79)	16%	(36)
#1 Issue: Education	28%	(43)	15%	(22)	12%	(18)	35%	(53)	11%	(17)
#1 Issue: Energy	12%	(19)	20%	(33)	15%	(25)	41%	(68)	12%	(21)
#1 Issue: Other	16%	(12)	8%	(5)	5%	(3)	50%	(35)	22%	(16)
2020 Vote: Joe Biden	15%	(174)	18%	(206)	14%	(167)	41%	(477)	13%	(148)
2020 Vote: Donald Trump	11%	(93)	12%	(103)	11%	(88)	49%	(407)	17%	(137)
2020 Vote: Other	17%	(16)	14%	(13)	17%	(15)	37%	(33)	15%	(14)
2020 Vote: Didn't Vote	11%	(43)	14%	(55)	14%	(58)	35%	(144)	26%	(106)
2018 House Vote: Democrat	16%	(157)	18%	(171)	15%	(144)	39%	(380)	12%	(117)
2018 House Vote: Republican	11%	(79)	13%	(90)	10%	(70)	50%	(349)	16%	(112)
2018 House Vote: Someone else	15%	(13)	9%	(8)	14%	(12)	38%	(33)	24%	(21)
2016 Vote: Hillary Clinton	17%	(157)	20%	(179)	13%	(123)	39%	(355)	11%	(102)
2016 Vote: Donald Trump	11%	(82)	12%	(87)	10%	(72)	52%	(381)	16%	(114)
2016 Vote: Other	10%	(11)	9%	(10)	17%	(19)	47%	(54)	18%	(20)
2016 Vote: Didn't Vote	10%	(76)	14%	(101)	16%	(115)	37%	(273)	23%	(169)
Voted in 2014: Yes	14%	(208)	15%	(222)	12%	(178)	45%	(660)	13%	(194)
Voted in 2014: No	11%	(118)	15%	(155)	15%	(151)	39%	(402)	20%	(211)
4-Region: Northeast	14%	(57)	13%	(54)	13%	(53)	43%	(174)	16%	(65)
4-Region: Midwest	14%	(81)	16%	(89)	13%	(72)	43%	(242)	14%	(76)
4-Region: South	13%	(123)	15%	(143)	13%	(124)	43%	(422)	16%	(160)
4-Region: West	12%	(66)	16%	(91)	14%	(81)	40%	(224)	18%	(104)
Child(Ren) Aged 0-17	14%	(261)	18%	(326)	16%	(291)	38%	(711)	15%	(272)
Child(Ren) Aged 0-5	15%	(128)	17%	(153)	19%	(168)	32%	(283)	17%	(149)
Caregivers	14%	(199)	17%	(245)	15%	(223)	40%	(574)	14%	(207)
Caregiver for Aging Parent	13%	(32)	17%	(42)	16%	(40)	34%	(85)	20%	(50)
Caregiver for Sick or Disabled Family Member	12%	(37)	14%	(43)	14%	(43)	43%	(130)	16%	(50)

Continued on next page

Table BPC16_4: *How much of a barrier are each of the following, if at all, to changing jobs?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(326)	15%	(377)	13%	(329)	42%	(1062)	16%	(405)
Caregiver for Child/Dependent	14%	(151)	17%	(184)	16%	(168)	40%	(426)	12%	(132)
Business Owners	18%	(77)	21%	(88)	16%	(69)	29%	(124)	16%	(66)
Non-Business Owners	12%	(249)	14%	(290)	13%	(260)	45%	(938)	16%	(339)
Service Worker/Retail Sales/Laborers/Helpers	12%	(60)	9%	(47)	11%	(56)	46%	(232)	22%	(109)
Trade/Skilled Workers	11%	(12)	6%	(7)	14%	(15)	48%	(53)	21%	(23)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	11%	(75)	15%	(109)	13%	(93)	45%	(325)	16%	(111)
Health Care and Medical Professionals/Lab Techs/Pharmacists	13%	(45)	18%	(64)	11%	(38)	45%	(160)	13%	(47)
Other Professionals	15%	(57)	16%	(62)	14%	(57)	43%	(168)	12%	(48)
Business Owners w/Employees	18%	(68)	23%	(84)	18%	(66)	27%	(101)	14%	(51)
Access to Childcare	13%	(113)	19%	(164)	19%	(162)	37%	(315)	12%	(101)
No Access to Childcare	20%	(100)	15%	(78)	14%	(72)	34%	(170)	17%	(87)
Unsure of Access to Childcare	9%	(16)	13%	(23)	11%	(21)	46%	(84)	21%	(38)
More Financially Secure after Pandemic	17%	(85)	20%	(100)	19%	(94)	34%	(174)	11%	(54)
Less Financially Secure after the Pandemic	14%	(181)	16%	(201)	12%	(155)	42%	(537)	15%	(194)
Same Financial Security after the Pandemic	8%	(61)	10%	(76)	11%	(80)	48%	(350)	22%	(157)
Access to Paid Parental Leave	14%	(135)	15%	(149)	13%	(130)	44%	(436)	14%	(138)
No Access to Paid Parental Leave	10%	(79)	14%	(115)	13%	(108)	46%	(370)	17%	(135)
Access to Paid Caregiving Leave	13%	(94)	18%	(129)	12%	(83)	44%	(307)	13%	(93)
No Access to Paid Caregiving Leave	11%	(109)	13%	(124)	14%	(135)	47%	(455)	16%	(154)
Access to Flexible Work Hours	14%	(130)	15%	(135)	13%	(116)	45%	(421)	13%	(125)
No Access to Flexible Work Hours	11%	(114)	13%	(138)	13%	(136)	46%	(476)	17%	(173)
Access to Child Care as Employer Benefit	14%	(48)	20%	(70)	14%	(49)	41%	(147)	11%	(40)
No Access to Child Care as Employer Benefit	12%	(170)	14%	(188)	13%	(175)	46%	(637)	16%	(218)
Access to Mental Health Benefits	15%	(129)	16%	(137)	13%	(112)	44%	(384)	13%	(115)
No Access to Mental Health Benefits	10%	(81)	14%	(119)	13%	(112)	46%	(388)	16%	(136)
Ethnicity: White (Non-Hispanic)	12%	(178)	15%	(229)	13%	(192)	45%	(682)	16%	(247)
Ethnicity: Hispanic	16%	(77)	15%	(75)	15%	(72)	37%	(182)	17%	(84)
Ethnicity: Black (Non-Hispanic)	19%	(58)	15%	(45)	13%	(39)	38%	(114)	14%	(43)
Ethnicity: Asian + Other (Non-Hispanic)	7%	(14)	15%	(29)	14%	(26)	46%	(85)	17%	(32)

Continued on next page

Table BPC16_4: *How much of a barrier are each of the following, if at all, to changing jobs?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(326)	15%	(377)	13%	(329)	42%	(1062)	16%	(405)
Single, never married	16%	(69)	14%	(60)	15%	(63)	36%	(151)	19%	(79)
Married	13%	(181)	17%	(232)	14%	(190)	43%	(603)	14%	(191)
Separated	8%	(5)	11%	(7)	9%	(6)	50%	(32)	22%	(14)
Divorced	12%	(36)	13%	(38)	10%	(29)	47%	(141)	19%	(57)
Widowed	17%	(9)	13%	(7)	7%	(4)	41%	(21)	21%	(11)
Living with a partner	10%	(27)	13%	(33)	14%	(38)	43%	(114)	20%	(53)

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

Table BPC16_5: *How much of a barrier are each of the following, if at all, to changing jobs?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(359)	28%	(709)	22%	(561)	25%	(615)	10%	(254)
Gender: Female	14%	(359)	28%	(709)	22%	(561)	25%	(615)	10%	(254)
Age: 18-34	20%	(143)	32%	(230)	21%	(154)	19%	(140)	8%	(61)
Age: 35-44	14%	(155)	30%	(326)	26%	(276)	21%	(229)	8%	(91)
Age: 45-64	9%	(59)	22%	(149)	19%	(130)	35%	(237)	15%	(99)
GenZers: 1997-2012	16%	(18)	28%	(30)	27%	(30)	14%	(15)	15%	(17)
Millennials: 1981-1996	17%	(236)	32%	(448)	23%	(326)	21%	(294)	8%	(109)
GenXers: 1965-1980	12%	(87)	25%	(178)	23%	(168)	29%	(205)	11%	(81)
Baby Boomers: 1946-1964	7%	(18)	20%	(52)	15%	(37)	39%	(100)	19%	(47)
PID: Dem (no lean)	17%	(174)	28%	(295)	23%	(235)	24%	(248)	9%	(93)
PID: Ind (no lean)	13%	(96)	28%	(203)	22%	(157)	25%	(175)	12%	(83)
PID: Rep (no lean)	12%	(89)	29%	(212)	23%	(169)	26%	(193)	11%	(79)
PID/Gender: Dem Women	17%	(174)	28%	(295)	23%	(235)	24%	(248)	9%	(93)
PID/Gender: Ind Women	13%	(96)	28%	(203)	22%	(157)	25%	(175)	12%	(83)
PID/Gender: Rep Women	12%	(89)	29%	(212)	23%	(169)	26%	(193)	11%	(79)
Ideo: Liberal (1-3)	18%	(138)	29%	(214)	24%	(181)	23%	(172)	6%	(45)
Ideo: Moderate (4)	14%	(105)	31%	(236)	21%	(165)	25%	(189)	10%	(76)
Ideo: Conservative (5-7)	12%	(88)	28%	(214)	23%	(172)	27%	(205)	10%	(74)
Educ: < College	16%	(204)	30%	(381)	19%	(248)	23%	(292)	13%	(162)
Educ: Bachelors degree	11%	(80)	26%	(177)	28%	(197)	25%	(175)	9%	(64)
Educ: Post-grad	15%	(76)	29%	(151)	22%	(117)	29%	(149)	5%	(28)
Income: Under 50k	15%	(143)	29%	(284)	22%	(217)	20%	(200)	14%	(135)
Income: 50k-100k	16%	(150)	28%	(267)	22%	(205)	25%	(239)	8%	(79)
Income: 100k+	11%	(65)	27%	(159)	24%	(140)	30%	(176)	7%	(40)
Ethnicity: White	13%	(242)	30%	(548)	22%	(411)	24%	(444)	11%	(202)
Ethnicity: Hispanic	16%	(81)	27%	(132)	19%	(92)	27%	(131)	11%	(54)
Ethnicity: Black	19%	(67)	21%	(75)	22%	(80)	30%	(107)	8%	(29)
Ethnicity: Other	17%	(50)	29%	(86)	24%	(70)	22%	(65)	8%	(23)

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Table BPC16_5: *How much of a barrier are each of the following, if at all, to changing jobs?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(359)	28%	(709)	22%	(561)	25%	(615)	10%	(254)
All Christian	14%	(151)	30%	(335)	20%	(223)	27%	(299)	9%	(98)
All Non-Christian	19%	(16)	28%	(24)	20%	(18)	19%	(16)	14%	(12)
Atheist	14%	(10)	34%	(25)	25%	(18)	19%	(14)	8%	(6)
Agnostic/Nothing in particular	15%	(102)	27%	(186)	25%	(173)	23%	(159)	11%	(79)
Something Else	15%	(79)	26%	(138)	24%	(130)	24%	(127)	11%	(60)
Religious Non-Protestant/Catholic	19%	(20)	29%	(31)	18%	(19)	23%	(24)	12%	(13)
Evangelical	16%	(117)	28%	(211)	22%	(160)	25%	(183)	10%	(71)
Non-Evangelical	13%	(110)	29%	(248)	21%	(182)	27%	(229)	10%	(83)
Community: Urban	16%	(112)	31%	(209)	21%	(141)	23%	(156)	9%	(62)
Community: Suburban	14%	(157)	26%	(305)	24%	(285)	26%	(303)	10%	(112)
Community: Rural	14%	(90)	30%	(196)	21%	(136)	24%	(156)	12%	(80)
Employ: Private Sector	15%	(276)	28%	(528)	23%	(424)	24%	(456)	10%	(191)
Employ: Government	14%	(57)	30%	(122)	20%	(83)	26%	(107)	9%	(37)
Employ: Self-Employed	12%	(26)	27%	(59)	25%	(54)	24%	(52)	12%	(27)
Military HH: Yes	17%	(40)	23%	(54)	23%	(56)	30%	(72)	7%	(17)
Military HH: No	14%	(319)	29%	(655)	22%	(505)	24%	(543)	10%	(237)
RD/WT: Right Direction	16%	(121)	30%	(222)	23%	(170)	23%	(169)	8%	(59)
RD/WT: Wrong Track	14%	(238)	28%	(487)	22%	(392)	25%	(446)	11%	(195)
Biden Job Approve	16%	(170)	29%	(301)	24%	(246)	23%	(241)	7%	(75)
Biden Job Disapprove	13%	(177)	29%	(389)	22%	(293)	27%	(361)	10%	(141)
Biden Job Strongly Approve	21%	(72)	24%	(84)	20%	(69)	26%	(90)	9%	(31)
Biden Job Somewhat Approve	14%	(98)	32%	(217)	26%	(177)	22%	(151)	6%	(44)
Biden Job Somewhat Disapprove	15%	(76)	28%	(137)	25%	(123)	25%	(122)	8%	(38)
Biden Job Strongly Disapprove	12%	(101)	29%	(252)	20%	(170)	28%	(239)	12%	(103)
Favorable of Biden	17%	(186)	29%	(319)	23%	(248)	24%	(265)	7%	(82)
Unfavorable of Biden	12%	(160)	29%	(368)	23%	(295)	26%	(335)	10%	(131)
Very Favorable of Biden	20%	(78)	26%	(100)	20%	(77)	26%	(103)	8%	(32)
Somewhat Favorable of Biden	15%	(108)	31%	(219)	24%	(171)	23%	(162)	7%	(50)
Somewhat Unfavorable of Biden	13%	(50)	28%	(107)	28%	(106)	24%	(93)	7%	(26)
Very Unfavorable of Biden	12%	(110)	29%	(261)	21%	(190)	27%	(242)	12%	(104)

Continued on next page

Table BPC16_5: *How much of a barrier are each of the following, if at all, to changing jobs?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(359)	28%	(709)	22%	(561)	25%	(615)	10%	(254)
#1 Issue: Economy	15%	(201)	28%	(376)	23%	(300)	25%	(335)	9%	(113)
#1 Issue: Security	9%	(22)	26%	(65)	23%	(57)	26%	(65)	15%	(38)
#1 Issue: Health Care	14%	(36)	30%	(75)	20%	(51)	23%	(57)	14%	(34)
#1 Issue: Medicare / Social Security	6%	(3)	30%	(18)	15%	(9)	30%	(18)	19%	(12)
#1 Issue: Women's Issues	18%	(40)	26%	(59)	27%	(60)	21%	(47)	9%	(20)
#1 Issue: Education	12%	(18)	28%	(42)	27%	(41)	23%	(35)	11%	(17)
#1 Issue: Energy	15%	(24)	33%	(54)	20%	(33)	26%	(43)	7%	(11)
#1 Issue: Other	20%	(14)	29%	(21)	15%	(11)	21%	(15)	14%	(10)
2020 Vote: Joe Biden	17%	(199)	27%	(316)	22%	(261)	26%	(303)	8%	(94)
2020 Vote: Donald Trump	11%	(95)	31%	(254)	22%	(181)	26%	(212)	10%	(87)
2020 Vote: Other	11%	(10)	30%	(27)	27%	(24)	27%	(24)	6%	(6)
2020 Vote: Didn't Vote	14%	(56)	28%	(113)	23%	(95)	19%	(76)	17%	(67)
2018 House Vote: Democrat	17%	(162)	27%	(264)	23%	(219)	26%	(253)	7%	(70)
2018 House Vote: Republican	13%	(90)	29%	(204)	23%	(161)	26%	(179)	9%	(66)
2018 House Vote: Someone else	12%	(10)	30%	(27)	16%	(14)	28%	(24)	14%	(12)
2016 Vote: Hillary Clinton	16%	(146)	29%	(264)	22%	(205)	26%	(235)	7%	(65)
2016 Vote: Donald Trump	13%	(95)	27%	(198)	22%	(160)	28%	(209)	10%	(73)
2016 Vote: Other	14%	(16)	34%	(39)	19%	(22)	28%	(32)	5%	(6)
2016 Vote: Didn't Vote	14%	(102)	28%	(208)	24%	(174)	19%	(139)	15%	(110)
Voted in 2014: Yes	15%	(217)	28%	(407)	22%	(318)	27%	(401)	8%	(118)
Voted in 2014: No	14%	(142)	29%	(302)	23%	(244)	21%	(214)	13%	(136)
4-Region: Northeast	12%	(48)	27%	(110)	24%	(99)	25%	(101)	11%	(44)
4-Region: Midwest	13%	(71)	29%	(160)	25%	(138)	25%	(141)	9%	(49)
4-Region: South	16%	(153)	29%	(278)	22%	(218)	24%	(232)	9%	(92)
4-Region: West	15%	(87)	29%	(161)	19%	(107)	25%	(141)	12%	(69)
Child(Ren) Aged 0-17	16%	(301)	30%	(565)	24%	(446)	21%	(398)	8%	(152)
Child(Ren) Aged 0-5	18%	(156)	32%	(285)	21%	(189)	20%	(173)	9%	(78)
Caregivers	16%	(225)	31%	(451)	24%	(352)	22%	(317)	7%	(104)
Caregiver for Aging Parent	16%	(41)	26%	(66)	20%	(49)	23%	(58)	14%	(35)
Caregiver for Sick or Disabled Family Member	15%	(45)	28%	(85)	26%	(77)	23%	(71)	8%	(25)

Continued on next page

Table BPC16_5: *How much of a barrier are each of the following, if at all, to changing jobs?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	14%	(359)	28%	(709)	22%	(561)	25%	(615)	10%	(254)
Caregiver for Child/Dependent	16%	(170)	33%	(346)	25%	(263)	21%	(225)	5%	(58)
Business Owners	17%	(73)	29%	(124)	22%	(92)	22%	(93)	10%	(43)
Non-Business Owners	14%	(286)	28%	(585)	23%	(469)	25%	(523)	10%	(211)
Service Worker/Retail Sales/Laborers/Helpers	19%	(97)	27%	(136)	18%	(93)	23%	(117)	12%	(61)
Trade/Skilled Workers	15%	(17)	20%	(23)	28%	(31)	23%	(25)	14%	(15)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	12%	(87)	29%	(210)	23%	(166)	26%	(187)	9%	(63)
Health Care and Medical Professionals/Lab Techs/Pharmacists	9%	(33)	32%	(113)	22%	(79)	27%	(97)	9%	(32)
Other Professionals	13%	(52)	26%	(103)	26%	(101)	24%	(96)	10%	(40)
Business Owners w/Employees	19%	(69)	29%	(108)	22%	(80)	21%	(78)	9%	(35)
Access to Childcare	15%	(128)	32%	(270)	26%	(221)	20%	(175)	7%	(62)
No Access to Childcare	21%	(105)	30%	(154)	22%	(109)	21%	(107)	6%	(32)
Unsure of Access to Childcare	16%	(28)	29%	(53)	25%	(45)	15%	(27)	15%	(28)
More Financially Secure after Pandemic	16%	(82)	28%	(143)	23%	(119)	22%	(112)	10%	(51)
Less Financially Secure after the Pandemic	17%	(214)	29%	(368)	23%	(288)	23%	(297)	8%	(100)
Same Financial Security after the Pandemic	9%	(63)	27%	(198)	21%	(154)	29%	(207)	14%	(103)
Access to Paid Parental Leave	13%	(126)	29%	(284)	22%	(222)	27%	(270)	9%	(87)
No Access to Paid Parental Leave	16%	(126)	28%	(228)	24%	(191)	23%	(187)	9%	(75)
Access to Paid Caregiving Leave	13%	(90)	27%	(191)	21%	(151)	30%	(214)	8%	(60)
No Access to Paid Caregiving Leave	15%	(147)	30%	(293)	23%	(223)	24%	(236)	8%	(78)
Access to Flexible Work Hours	12%	(115)	29%	(264)	24%	(220)	27%	(254)	8%	(74)
No Access to Flexible Work Hours	16%	(164)	28%	(294)	22%	(231)	23%	(242)	10%	(105)
Access to Child Care as Employer Benefit	14%	(48)	26%	(91)	26%	(91)	25%	(89)	10%	(34)
No Access to Child Care as Employer Benefit	15%	(204)	30%	(413)	22%	(306)	25%	(353)	8%	(112)
Access to Mental Health Benefits	13%	(113)	28%	(248)	23%	(201)	28%	(245)	8%	(72)
No Access to Mental Health Benefits	14%	(119)	30%	(254)	23%	(193)	23%	(194)	9%	(76)
Ethnicity: White (Non-Hispanic)	13%	(201)	31%	(468)	23%	(350)	23%	(351)	10%	(158)
Ethnicity: Hispanic	16%	(81)	27%	(132)	19%	(92)	27%	(131)	11%	(54)
Ethnicity: Black (Non-Hispanic)	15%	(46)	21%	(61)	23%	(68)	32%	(95)	9%	(28)
Ethnicity: Asian + Other (Non-Hispanic)	17%	(32)	26%	(48)	28%	(52)	21%	(39)	8%	(14)

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Table BPC16_5: *How much of a barrier are each of the following, if at all, to changing jobs?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/N opinion	
Working Mothers	14%	(359)	28%	(709)	22%	(561)	25%	(615)	10%	(254)
Single, never married	17%	(72)	26%	(111)	20%	(83)	24%	(102)	13%	(54)
Married	14%	(198)	29%	(401)	24%	(334)	25%	(343)	9%	(121)
Separated	19%	(12)	15%	(10)	30%	(19)	21%	(13)	15%	(9)
Divorced	11%	(34)	28%	(84)	20%	(61)	28%	(85)	12%	(36)
Widowed	7%	(3)	31%	(16)	22%	(11)	29%	(15)	12%	(6)
Living with a partner	15%	(39)	33%	(87)	20%	(53)	21%	(57)	11%	(28)

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

Table BPC16_6: *How much of a barrier are each of the following, if at all, to changing jobs?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(332)	29%	(730)	21%	(531)	23%	(569)	13%	(337)
Gender: Female	13%	(332)	29%	(730)	21%	(531)	23%	(569)	13%	(337)
Age: 18-34	19%	(137)	32%	(236)	21%	(154)	16%	(116)	12%	(86)
Age: 35-44	13%	(142)	32%	(340)	23%	(250)	21%	(222)	12%	(125)
Age: 45-64	8%	(51)	22%	(149)	19%	(125)	33%	(225)	18%	(124)
GenZers: 1997-2012	23%	(26)	24%	(26)	23%	(25)	12%	(13)	18%	(20)
Millennials: 1981-1996	16%	(223)	33%	(472)	22%	(313)	18%	(254)	11%	(151)
GenXers: 1965-1980	9%	(66)	26%	(184)	21%	(150)	28%	(204)	16%	(114)
Baby Boomers: 1946-1964	7%	(17)	18%	(47)	17%	(44)	38%	(96)	20%	(51)
PID: Dem (no lean)	16%	(167)	29%	(300)	22%	(231)	22%	(227)	11%	(118)
PID: Ind (no lean)	13%	(91)	29%	(206)	21%	(151)	21%	(148)	17%	(118)
PID: Rep (no lean)	10%	(73)	30%	(225)	20%	(149)	26%	(194)	14%	(100)
PID/Gender: Dem Women	16%	(167)	29%	(300)	22%	(231)	22%	(227)	11%	(118)
PID/Gender: Ind Women	13%	(91)	29%	(206)	21%	(151)	21%	(148)	17%	(118)
PID/Gender: Rep Women	10%	(73)	30%	(225)	20%	(149)	26%	(194)	14%	(100)
Ideo: Liberal (1-3)	16%	(119)	32%	(237)	24%	(180)	20%	(147)	9%	(66)
Ideo: Moderate (4)	14%	(105)	29%	(222)	22%	(167)	23%	(180)	13%	(96)
Ideo: Conservative (5-7)	10%	(76)	30%	(226)	20%	(153)	27%	(201)	13%	(98)
Educ: < College	14%	(176)	26%	(330)	17%	(221)	25%	(326)	18%	(234)
Educ: Bachelors degree	11%	(77)	32%	(222)	26%	(179)	20%	(140)	11%	(75)
Educ: Post-grad	15%	(79)	34%	(178)	25%	(131)	20%	(103)	5%	(28)
Income: Under 50k	15%	(147)	26%	(251)	18%	(180)	22%	(219)	19%	(182)
Income: 50k-100k	13%	(127)	32%	(304)	22%	(206)	21%	(198)	11%	(105)
Income: 100k+	10%	(58)	30%	(176)	25%	(145)	26%	(152)	9%	(50)
Ethnicity: White	12%	(218)	29%	(527)	22%	(399)	23%	(421)	15%	(282)
Ethnicity: Hispanic	16%	(79)	26%	(128)	20%	(99)	25%	(124)	12%	(59)
Ethnicity: Black	19%	(67)	28%	(102)	18%	(66)	26%	(93)	8%	(29)
Ethnicity: Other	16%	(47)	34%	(102)	23%	(67)	19%	(55)	9%	(25)

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Table BPC16_6: *How much of a barrier are each of the following, if at all, to changing jobs?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(332)	29%	(730)	21%	(531)	23%	(569)	13%	(337)
All Christian	13%	(141)	30%	(332)	20%	(225)	24%	(271)	12%	(136)
All Non-Christian	13%	(11)	38%	(33)	28%	(24)	12%	(10)	9%	(8)
Atheist	12%	(9)	39%	(29)	20%	(15)	16%	(12)	13%	(9)
Agnostic/Nothing in particular	14%	(97)	28%	(198)	21%	(148)	21%	(148)	16%	(109)
Something Else	14%	(73)	26%	(139)	22%	(118)	24%	(129)	14%	(75)
Religious Non-Protestant/Catholic	13%	(14)	35%	(37)	23%	(25)	16%	(17)	13%	(14)
Evangelical	14%	(102)	31%	(227)	19%	(142)	24%	(177)	13%	(94)
Non-Evangelical	13%	(110)	27%	(230)	23%	(192)	25%	(210)	13%	(108)
Community: Urban	17%	(113)	34%	(230)	18%	(125)	21%	(142)	10%	(69)
Community: Suburban	11%	(129)	29%	(332)	23%	(273)	24%	(278)	13%	(150)
Community: Rural	14%	(90)	25%	(168)	20%	(134)	23%	(150)	18%	(117)
Employ: Private Sector	13%	(242)	30%	(560)	21%	(399)	23%	(422)	13%	(252)
Employ: Government	15%	(59)	28%	(116)	21%	(86)	23%	(95)	12%	(50)
Employ: Self-Employed	14%	(31)	25%	(54)	21%	(45)	24%	(52)	16%	(35)
Military HH: Yes	12%	(29)	25%	(60)	20%	(49)	33%	(79)	9%	(21)
Military HH: No	13%	(303)	30%	(670)	21%	(482)	22%	(490)	14%	(315)
RD/WT: Right Direction	17%	(123)	30%	(223)	22%	(163)	21%	(155)	11%	(78)
RD/WT: Wrong Track	12%	(209)	29%	(508)	21%	(368)	24%	(413)	15%	(259)
Biden Job Approve	17%	(171)	29%	(297)	23%	(238)	21%	(219)	11%	(109)
Biden Job Disapprove	11%	(148)	30%	(411)	21%	(279)	25%	(339)	13%	(183)
Biden Job Strongly Approve	19%	(67)	25%	(86)	20%	(70)	24%	(84)	11%	(39)
Biden Job Somewhat Approve	15%	(104)	31%	(212)	24%	(168)	20%	(134)	10%	(70)
Biden Job Somewhat Disapprove	10%	(52)	35%	(173)	24%	(118)	20%	(100)	11%	(53)
Biden Job Strongly Disapprove	11%	(96)	28%	(238)	19%	(161)	28%	(239)	15%	(130)
Favorable of Biden	17%	(183)	29%	(321)	22%	(243)	22%	(237)	10%	(115)
Unfavorable of Biden	10%	(135)	30%	(388)	21%	(275)	24%	(315)	14%	(176)
Very Favorable of Biden	21%	(82)	25%	(97)	19%	(74)	25%	(97)	10%	(39)
Somewhat Favorable of Biden	14%	(101)	32%	(224)	24%	(169)	20%	(140)	11%	(76)
Somewhat Unfavorable of Biden	10%	(39)	34%	(131)	26%	(98)	19%	(74)	11%	(40)
Very Unfavorable of Biden	11%	(96)	28%	(257)	20%	(177)	27%	(242)	15%	(135)

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Table BPC16_6: *How much of a barrier are each of the following, if at all, to changing jobs?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(332)	29%	(730)	21%	(531)	23%	(569)	13%	(337)
#1 Issue: Economy	12%	(159)	31%	(409)	22%	(285)	24%	(311)	12%	(159)
#1 Issue: Security	8%	(20)	26%	(64)	20%	(51)	27%	(67)	19%	(46)
#1 Issue: Health Care	18%	(46)	26%	(66)	20%	(50)	22%	(55)	14%	(36)
#1 Issue: Medicare / Social Security	9%	(5)	27%	(16)	18%	(11)	23%	(14)	23%	(14)
#1 Issue: Women's Issues	19%	(42)	35%	(78)	21%	(47)	15%	(33)	10%	(23)
#1 Issue: Education	19%	(28)	22%	(33)	20%	(31)	24%	(37)	16%	(24)
#1 Issue: Energy	16%	(27)	27%	(44)	29%	(49)	19%	(32)	9%	(14)
#1 Issue: Other	5%	(3)	28%	(20)	11%	(8)	29%	(21)	27%	(19)
2020 Vote: Joe Biden	15%	(179)	29%	(335)	23%	(275)	22%	(257)	11%	(128)
2020 Vote: Donald Trump	11%	(88)	30%	(252)	19%	(161)	27%	(221)	13%	(106)
2020 Vote: Other	13%	(12)	35%	(32)	24%	(22)	17%	(16)	10%	(9)
2020 Vote: Didn't Vote	13%	(54)	27%	(111)	18%	(74)	18%	(75)	23%	(93)
2018 House Vote: Democrat	16%	(158)	28%	(275)	22%	(215)	23%	(222)	10%	(98)
2018 House Vote: Republican	11%	(74)	31%	(217)	20%	(142)	27%	(186)	12%	(81)
2018 House Vote: Someone else	16%	(14)	24%	(21)	21%	(18)	19%	(17)	20%	(17)
2016 Vote: Hillary Clinton	15%	(137)	30%	(272)	23%	(208)	23%	(212)	10%	(88)
2016 Vote: Donald Trump	10%	(76)	29%	(214)	21%	(157)	26%	(194)	13%	(95)
2016 Vote: Other	13%	(15)	37%	(42)	17%	(19)	20%	(23)	13%	(15)
2016 Vote: Didn't Vote	14%	(104)	28%	(203)	20%	(147)	19%	(140)	19%	(139)
Voted in 2014: Yes	14%	(201)	29%	(428)	21%	(305)	25%	(372)	11%	(155)
Voted in 2014: No	13%	(131)	29%	(303)	22%	(226)	19%	(197)	17%	(181)
4-Region: Northeast	12%	(47)	28%	(112)	25%	(101)	20%	(82)	15%	(61)
4-Region: Midwest	13%	(71)	28%	(155)	23%	(126)	24%	(132)	13%	(74)
4-Region: South	13%	(130)	30%	(292)	21%	(204)	24%	(229)	12%	(118)
4-Region: West	15%	(84)	30%	(172)	18%	(100)	22%	(126)	15%	(84)
Child(Ren) Aged 0-17	15%	(280)	32%	(595)	23%	(422)	19%	(351)	11%	(212)
Child(Ren) Aged 0-5	16%	(144)	34%	(299)	21%	(187)	16%	(143)	12%	(108)
Caregivers	15%	(221)	33%	(483)	23%	(337)	18%	(260)	10%	(147)
Caregiver for Aging Parent	16%	(40)	32%	(79)	22%	(56)	18%	(44)	13%	(31)
Caregiver for Sick or Disabled Family Member	19%	(59)	28%	(85)	22%	(66)	21%	(64)	10%	(29)

Continued on next page

Table BPC16_6: *How much of a barrier are each of the following, if at all, to changing jobs?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(332)	29%	(730)	21%	(531)	23%	(569)	13%	(337)
Caregiver for Child/Dependent	14%	(147)	36%	(384)	24%	(253)	16%	(175)	10%	(104)
Business Owners	20%	(83)	30%	(128)	20%	(86)	19%	(82)	11%	(46)
Non-Business Owners	12%	(249)	29%	(603)	21%	(445)	23%	(487)	14%	(291)
Service Worker/Retail Sales/Laborers/Helpers	15%	(75)	27%	(137)	15%	(75)	25%	(128)	18%	(89)
Trade/Skilled Workers	15%	(17)	23%	(25)	18%	(20)	23%	(26)	20%	(23)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	11%	(78)	34%	(241)	21%	(153)	23%	(163)	11%	(79)
Health Care and Medical Professionals/Lab Techs/Pharmacists	10%	(36)	27%	(96)	25%	(89)	25%	(89)	13%	(45)
Other Professionals	11%	(43)	26%	(103)	28%	(108)	21%	(82)	14%	(55)
Business Owners w/Employees	21%	(80)	31%	(115)	20%	(75)	17%	(63)	10%	(37)
Access to Childcare	15%	(125)	32%	(270)	25%	(217)	20%	(170)	9%	(73)
No Access to Childcare	19%	(99)	35%	(175)	20%	(103)	14%	(72)	11%	(58)
Unsure of Access to Childcare	12%	(21)	32%	(59)	22%	(40)	14%	(26)	20%	(36)
More Financially Secure after Pandemic	18%	(90)	26%	(131)	22%	(111)	23%	(115)	12%	(60)
Less Financially Secure after the Pandemic	14%	(180)	31%	(398)	22%	(278)	21%	(262)	12%	(150)
Same Financial Security after the Pandemic	8%	(61)	28%	(202)	20%	(142)	26%	(192)	18%	(127)
Access to Paid Parental Leave	12%	(121)	31%	(302)	21%	(210)	25%	(245)	11%	(111)
No Access to Paid Parental Leave	11%	(92)	29%	(237)	24%	(194)	21%	(172)	14%	(112)
Access to Paid Caregiving Leave	12%	(86)	26%	(184)	23%	(162)	27%	(190)	12%	(84)
No Access to Paid Caregiving Leave	12%	(116)	32%	(311)	22%	(216)	22%	(218)	12%	(116)
Access to Flexible Work Hours	11%	(100)	32%	(300)	23%	(210)	24%	(226)	10%	(90)
No Access to Flexible Work Hours	13%	(130)	27%	(281)	21%	(220)	23%	(243)	16%	(162)
Access to Child Care as Employer Benefit	15%	(55)	32%	(113)	22%	(79)	21%	(76)	9%	(32)
No Access to Child Care as Employer Benefit	12%	(160)	30%	(415)	22%	(309)	25%	(340)	12%	(164)
Access to Mental Health Benefits	11%	(94)	30%	(259)	25%	(216)	24%	(214)	11%	(94)
No Access to Mental Health Benefits	13%	(111)	29%	(244)	21%	(174)	23%	(193)	14%	(113)
Ethnicity: White (Non-Hispanic)	11%	(176)	29%	(444)	22%	(338)	22%	(335)	15%	(235)
Ethnicity: Hispanic	16%	(79)	26%	(128)	20%	(99)	25%	(124)	12%	(59)
Ethnicity: Black (Non-Hispanic)	18%	(53)	28%	(83)	17%	(52)	27%	(82)	10%	(28)
Ethnicity: Asian + Other (Non-Hispanic)	13%	(24)	41%	(75)	23%	(43)	16%	(29)	8%	(14)

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Table BPC16_6: *How much of a barrier are each of the following, if at all, to changing jobs?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	13%	(332)	29%	(730)	21%	(531)	23%	(569)	13%	(337)
Single, never married	17%	(71)	26%	(110)	17%	(70)	23%	(99)	17%	(72)
Married	13%	(178)	31%	(439)	23%	(319)	22%	(305)	11%	(157)
Separated	17%	(11)	21%	(13)	17%	(11)	26%	(16)	20%	(13)
Divorced	9%	(28)	30%	(89)	22%	(65)	26%	(77)	14%	(42)
Widowed	10%	(5)	20%	(10)	18%	(9)	33%	(17)	19%	(10)
Living with a partner	15%	(40)	26%	(70)	22%	(57)	21%	(55)	16%	(43)

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

Table BPC16_7: *How much of a barrier are each of the following, if at all, to changing jobs?*
Discrimination due to gender, pregnancy, or raising children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(269)	17%	(430)	21%	(519)	39%	(962)	13%	(318)
Gender: Female	11%	(269)	17%	(430)	21%	(519)	39%	(962)	13%	(318)
Age: 18-34	15%	(110)	25%	(183)	24%	(175)	24%	(177)	11%	(83)
Age: 35-44	11%	(115)	17%	(182)	22%	(238)	40%	(427)	11%	(116)
Age: 45-64	6%	(43)	10%	(65)	16%	(105)	51%	(346)	17%	(116)
GenZers: 1997-2012	11%	(12)	29%	(32)	22%	(24)	20%	(22)	19%	(21)
Millennials: 1981-1996	13%	(190)	21%	(293)	24%	(333)	32%	(458)	10%	(139)
GenXers: 1965-1980	8%	(57)	11%	(82)	19%	(135)	47%	(336)	15%	(107)
Baby Boomers: 1946-1964	4%	(10)	9%	(22)	11%	(28)	57%	(144)	20%	(51)
PID: Dem (no lean)	15%	(155)	19%	(202)	22%	(230)	34%	(351)	10%	(105)
PID: Ind (no lean)	8%	(59)	17%	(119)	21%	(152)	38%	(268)	16%	(115)
PID: Rep (no lean)	7%	(55)	15%	(108)	18%	(137)	46%	(343)	13%	(98)
PID/Gender: Dem Women	15%	(155)	19%	(202)	22%	(230)	34%	(351)	10%	(105)
PID/Gender: Ind Women	8%	(59)	17%	(119)	21%	(152)	38%	(268)	16%	(115)
PID/Gender: Rep Women	7%	(55)	15%	(108)	18%	(137)	46%	(343)	13%	(98)
Ideo: Liberal (1-3)	15%	(116)	21%	(156)	24%	(181)	32%	(237)	8%	(60)
Ideo: Moderate (4)	12%	(91)	18%	(136)	21%	(160)	37%	(285)	13%	(99)
Ideo: Conservative (5-7)	6%	(44)	14%	(107)	20%	(148)	47%	(356)	13%	(99)
Educ: < College	10%	(131)	15%	(197)	18%	(226)	41%	(527)	16%	(206)
Educ: Bachelors degree	11%	(75)	18%	(125)	23%	(158)	37%	(254)	12%	(81)
Educ: Post-grad	12%	(63)	21%	(108)	26%	(136)	35%	(182)	6%	(32)
Income: Under 50k	12%	(113)	16%	(153)	18%	(180)	38%	(368)	17%	(165)
Income: 50k-100k	11%	(106)	19%	(179)	22%	(210)	37%	(343)	11%	(100)
Income: 100k+	9%	(50)	17%	(97)	22%	(129)	43%	(252)	9%	(53)
Ethnicity: White	9%	(165)	17%	(305)	20%	(368)	40%	(746)	14%	(262)
Ethnicity: Hispanic	14%	(67)	16%	(77)	22%	(106)	36%	(178)	12%	(61)
Ethnicity: Black	17%	(61)	20%	(72)	18%	(66)	35%	(125)	9%	(34)
Ethnicity: Other	15%	(43)	18%	(53)	29%	(85)	31%	(91)	8%	(22)

Continued on next page

Table BPC16_7: *How much of a barrier are each of the following, if at all, to changing jobs?*
Discrimination due to gender, pregnancy, or raising children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(269)	17%	(430)	21%	(519)	39%	(962)	13%	(318)
All Christian	11%	(119)	17%	(186)	20%	(216)	41%	(454)	12%	(130)
All Non-Christian	17%	(15)	19%	(16)	16%	(13)	29%	(25)	19%	(17)
Atheist	8%	(6)	29%	(21)	23%	(17)	28%	(21)	12%	(9)
Agnostic/Nothing in particular	11%	(75)	17%	(116)	24%	(170)	36%	(249)	13%	(91)
Something Else	10%	(55)	17%	(90)	19%	(103)	40%	(215)	13%	(72)
Religious Non-Protestant/Catholic	16%	(17)	19%	(20)	16%	(17)	31%	(33)	18%	(20)
Evangelical	12%	(88)	17%	(128)	19%	(143)	40%	(294)	12%	(91)
Non-Evangelical	10%	(83)	16%	(137)	20%	(167)	42%	(359)	12%	(105)
Community: Urban	16%	(108)	19%	(131)	21%	(141)	33%	(221)	11%	(77)
Community: Suburban	8%	(89)	16%	(189)	21%	(247)	42%	(490)	13%	(147)
Community: Rural	11%	(73)	17%	(109)	20%	(130)	38%	(252)	14%	(94)
Employ: Private Sector	10%	(191)	16%	(309)	21%	(395)	39%	(740)	13%	(239)
Employ: Government	13%	(51)	17%	(70)	23%	(93)	37%	(149)	11%	(44)
Employ: Self-Employed	12%	(27)	23%	(51)	14%	(31)	34%	(73)	16%	(36)
Military HH: Yes	12%	(28)	13%	(32)	25%	(61)	39%	(94)	10%	(24)
Military HH: No	11%	(241)	18%	(398)	20%	(459)	38%	(868)	13%	(294)
RD/WT: Right Direction	15%	(111)	18%	(136)	26%	(191)	31%	(228)	10%	(76)
RD/WT: Wrong Track	9%	(158)	17%	(294)	19%	(328)	42%	(735)	14%	(242)
Biden Job Approve	15%	(151)	20%	(206)	24%	(243)	32%	(329)	10%	(103)
Biden Job Disapprove	8%	(110)	15%	(206)	19%	(264)	45%	(611)	12%	(169)
Biden Job Strongly Approve	21%	(72)	18%	(63)	21%	(74)	29%	(99)	11%	(37)
Biden Job Somewhat Approve	11%	(79)	21%	(143)	25%	(169)	34%	(230)	10%	(66)
Biden Job Somewhat Disapprove	9%	(46)	15%	(75)	24%	(117)	43%	(212)	10%	(47)
Biden Job Strongly Disapprove	7%	(65)	15%	(131)	17%	(147)	46%	(399)	14%	(122)
Favorable of Biden	15%	(163)	19%	(212)	21%	(236)	34%	(374)	10%	(114)
Unfavorable of Biden	7%	(96)	16%	(206)	20%	(264)	44%	(564)	12%	(159)
Very Favorable of Biden	19%	(73)	19%	(74)	20%	(78)	33%	(130)	9%	(36)
Somewhat Favorable of Biden	13%	(91)	19%	(138)	22%	(159)	34%	(244)	11%	(79)
Somewhat Unfavorable of Biden	8%	(29)	18%	(68)	23%	(89)	42%	(159)	10%	(37)
Very Unfavorable of Biden	7%	(67)	15%	(138)	19%	(175)	45%	(405)	13%	(122)

Continued on next page

Table BPC16_7: *How much of a barrier are each of the following, if at all, to changing jobs?*
Discrimination due to gender, pregnancy, or raising children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(269)	17%	(430)	21%	(519)	39%	(962)	13%	(318)
#1 Issue: Economy	10%	(127)	16%	(218)	20%	(263)	43%	(571)	11%	(144)
#1 Issue: Security	6%	(16)	14%	(35)	21%	(53)	40%	(99)	18%	(44)
#1 Issue: Health Care	17%	(43)	20%	(52)	21%	(54)	26%	(66)	15%	(39)
#1 Issue: Medicare / Social Security	3%	(2)	10%	(6)	22%	(13)	42%	(25)	22%	(13)
#1 Issue: Women's Issues	17%	(38)	21%	(47)	23%	(52)	27%	(60)	12%	(27)
#1 Issue: Education	9%	(13)	18%	(27)	26%	(39)	34%	(52)	14%	(22)
#1 Issue: Energy	12%	(20)	22%	(37)	22%	(37)	37%	(61)	6%	(10)
#1 Issue: Other	14%	(10)	9%	(6)	10%	(7)	39%	(28)	28%	(20)
2020 Vote: Joe Biden	14%	(165)	19%	(219)	23%	(265)	35%	(406)	10%	(119)
2020 Vote: Donald Trump	7%	(59)	15%	(122)	19%	(155)	46%	(378)	14%	(113)
2020 Vote: Other	8%	(7)	23%	(21)	26%	(24)	34%	(32)	8%	(8)
2020 Vote: Didn't Vote	9%	(38)	17%	(68)	18%	(75)	36%	(147)	19%	(79)
2018 House Vote: Democrat	14%	(139)	20%	(197)	21%	(206)	34%	(333)	10%	(94)
2018 House Vote: Republican	7%	(52)	15%	(104)	19%	(133)	46%	(320)	13%	(91)
2018 House Vote: Someone else	10%	(9)	17%	(15)	20%	(18)	39%	(34)	14%	(13)
2016 Vote: Hillary Clinton	14%	(128)	20%	(183)	22%	(198)	35%	(319)	10%	(88)
2016 Vote: Donald Trump	7%	(51)	14%	(103)	20%	(148)	47%	(342)	12%	(91)
2016 Vote: Other	7%	(8)	22%	(25)	23%	(26)	38%	(44)	10%	(11)
2016 Vote: Didn't Vote	11%	(82)	16%	(119)	20%	(147)	35%	(258)	17%	(128)
Voted in 2014: Yes	11%	(164)	18%	(256)	20%	(293)	41%	(597)	10%	(151)
Voted in 2014: No	10%	(105)	17%	(174)	22%	(226)	35%	(366)	16%	(167)
4-Region: Northeast	11%	(44)	17%	(67)	19%	(78)	40%	(163)	13%	(51)
4-Region: Midwest	9%	(52)	17%	(98)	22%	(121)	40%	(223)	12%	(66)
4-Region: South	12%	(115)	18%	(172)	21%	(207)	38%	(367)	12%	(112)
4-Region: West	10%	(59)	16%	(93)	20%	(114)	37%	(210)	16%	(89)
Child(Ren) Aged 0-17	13%	(235)	20%	(381)	23%	(430)	33%	(618)	11%	(197)
Child(Ren) Aged 0-5	15%	(130)	24%	(207)	23%	(205)	27%	(237)	12%	(102)
Caregivers	12%	(177)	22%	(314)	22%	(317)	34%	(496)	10%	(145)
Caregiver for Aging Parent	12%	(31)	21%	(53)	20%	(50)	30%	(76)	16%	(40)
Caregiver for Sick or Disabled Family Member	14%	(43)	18%	(53)	20%	(62)	38%	(115)	10%	(30)

Continued on next page

Table BPC16_7: *How much of a barrier are each of the following, if at all, to changing jobs? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(269)	17%	(430)	21%	(519)	39%	(962)	13%	(318)
Caregiver for Child/Dependent	12%	(122)	23%	(246)	23%	(249)	33%	(354)	9%	(91)
Business Owners	16%	(69)	28%	(118)	19%	(83)	24%	(103)	12%	(52)
Non-Business Owners	10%	(200)	15%	(312)	21%	(437)	41%	(859)	13%	(266)
Service Worker/Retail Sales/Laborers/Helpers	10%	(51)	13%	(65)	19%	(98)	41%	(207)	17%	(83)
Trade/Skilled Workers	14%	(15)	14%	(15)	23%	(25)	34%	(38)	15%	(17)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	10%	(70)	17%	(120)	22%	(160)	40%	(288)	11%	(75)
Health Care and Medical Professionals/Lab Techs/Pharmacists	11%	(39)	13%	(47)	18%	(63)	47%	(168)	11%	(38)
Other Professionals	6%	(24)	17%	(65)	23%	(91)	41%	(159)	13%	(53)
Business Owners w/Employees	18%	(65)	29%	(107)	20%	(73)	23%	(84)	11%	(41)
Access to Childcare	14%	(122)	19%	(166)	26%	(222)	32%	(274)	8%	(71)
No Access to Childcare	14%	(70)	26%	(133)	22%	(112)	27%	(135)	11%	(57)
Unsure of Access to Childcare	6%	(11)	20%	(37)	16%	(29)	37%	(67)	20%	(36)
More Financially Secure after Pandemic	13%	(66)	20%	(100)	26%	(134)	30%	(153)	11%	(54)
Less Financially Secure after the Pandemic	12%	(156)	17%	(216)	20%	(257)	39%	(495)	11%	(143)
Same Financial Security after the Pandemic	6%	(47)	16%	(114)	18%	(127)	43%	(314)	17%	(122)
Access to Paid Parental Leave	10%	(101)	15%	(153)	21%	(204)	41%	(410)	12%	(121)
No Access to Paid Parental Leave	10%	(84)	16%	(132)	24%	(195)	39%	(312)	11%	(85)
Access to Paid Caregiving Leave	11%	(81)	14%	(100)	20%	(140)	44%	(312)	11%	(74)
No Access to Paid Caregiving Leave	11%	(105)	16%	(157)	22%	(215)	40%	(389)	11%	(111)
Access to Flexible Work Hours	10%	(95)	16%	(152)	22%	(206)	41%	(380)	10%	(94)
No Access to Flexible Work Hours	10%	(104)	15%	(151)	20%	(210)	42%	(438)	13%	(134)
Access to Child Care as Employer Benefit	13%	(47)	16%	(56)	21%	(76)	38%	(136)	11%	(39)
No Access to Child Care as Employer Benefit	10%	(138)	16%	(217)	22%	(304)	42%	(578)	11%	(151)
Access to Mental Health Benefits	9%	(75)	15%	(132)	23%	(200)	43%	(379)	10%	(92)
No Access to Mental Health Benefits	11%	(95)	16%	(134)	22%	(184)	39%	(326)	12%	(97)
Ethnicity: White (Non-Hispanic)	9%	(133)	17%	(264)	20%	(305)	40%	(615)	14%	(211)
Ethnicity: Hispanic	14%	(67)	16%	(77)	22%	(106)	36%	(178)	12%	(61)
Ethnicity: Black (Non-Hispanic)	14%	(43)	18%	(55)	18%	(54)	38%	(112)	11%	(34)
Ethnicity: Asian + Other (Non-Hispanic)	14%	(27)	18%	(34)	29%	(54)	31%	(57)	7%	(13)

Continued on next page

Table BPC16_7: *How much of a barrier are each of the following, if at all, to changing jobs? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(269)	17%	(430)	21%	(519)	39%	(962)	13%	(318)
Single, never married	14%	(59)	17%	(74)	20%	(82)	35%	(146)	14%	(59)
Married	10%	(145)	18%	(256)	22%	(308)	38%	(534)	11%	(154)
Separated	8%	(5)	17%	(11)	15%	(10)	42%	(27)	18%	(12)
Divorced	9%	(28)	14%	(41)	17%	(50)	45%	(135)	16%	(47)
Widowed	3%	(2)	15%	(8)	26%	(13)	38%	(20)	17%	(9)
Living with a partner	11%	(30)	15%	(40)	21%	(56)	38%	(101)	14%	(38)

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

Table BPC16_8: *How much of a barrier are each of the following, if at all, to changing jobs?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(472)	29%	(726)	16%	(410)	20%	(509)	15%	(382)
Gender: Female	19%	(472)	29%	(726)	16%	(410)	20%	(509)	15%	(382)
Age: 18-34	22%	(157)	31%	(224)	17%	(124)	16%	(113)	15%	(109)
Age: 35-44	20%	(212)	31%	(336)	17%	(188)	18%	(198)	13%	(145)
Age: 45-64	15%	(100)	24%	(161)	14%	(96)	29%	(193)	18%	(125)
GenZers: 1997-2012	16%	(17)	25%	(28)	15%	(17)	17%	(19)	27%	(30)
Millennials: 1981-1996	21%	(301)	32%	(445)	18%	(247)	17%	(244)	12%	(175)
GenXers: 1965-1980	16%	(118)	27%	(191)	16%	(114)	24%	(171)	17%	(124)
Baby Boomers: 1946-1964	14%	(36)	24%	(61)	12%	(32)	29%	(73)	21%	(53)
PID: Dem (no lean)	23%	(237)	30%	(312)	16%	(171)	18%	(184)	14%	(141)
PID: Ind (no lean)	17%	(122)	27%	(193)	18%	(130)	21%	(152)	16%	(117)
PID: Rep (no lean)	15%	(112)	30%	(222)	15%	(110)	23%	(172)	17%	(124)
PID/Gender: Dem Women	23%	(237)	30%	(312)	16%	(171)	18%	(184)	14%	(141)
PID/Gender: Ind Women	17%	(122)	27%	(193)	18%	(130)	21%	(152)	16%	(117)
PID/Gender: Rep Women	15%	(112)	30%	(222)	15%	(110)	23%	(172)	17%	(124)
Ideo: Liberal (1-3)	25%	(189)	32%	(243)	16%	(122)	17%	(127)	9%	(68)
Ideo: Moderate (4)	19%	(145)	27%	(207)	18%	(139)	21%	(159)	16%	(120)
Ideo: Conservative (5-7)	14%	(108)	31%	(231)	16%	(121)	23%	(176)	15%	(117)
Educ: < College	16%	(200)	25%	(327)	15%	(197)	24%	(303)	20%	(260)
Educ: Bachelors degree	21%	(143)	30%	(208)	20%	(135)	16%	(113)	13%	(92)
Educ: Post-grad	25%	(128)	37%	(192)	15%	(77)	18%	(92)	6%	(30)
Income: Under 50k	15%	(150)	27%	(264)	16%	(152)	21%	(210)	21%	(203)
Income: 50k-100k	21%	(195)	30%	(284)	18%	(166)	18%	(172)	13%	(121)
Income: 100k+	22%	(127)	31%	(178)	16%	(92)	22%	(126)	10%	(58)
Ethnicity: White	19%	(346)	30%	(548)	16%	(294)	19%	(357)	16%	(301)
Ethnicity: Hispanic	21%	(103)	24%	(115)	17%	(81)	23%	(111)	16%	(79)
Ethnicity: Black	20%	(72)	26%	(92)	15%	(53)	26%	(95)	13%	(46)
Ethnicity: Other	18%	(54)	29%	(86)	22%	(63)	19%	(57)	12%	(35)

Continued on next page

Table BPC16_8: *How much of a barrier are each of the following, if at all, to changing jobs?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(472)	29%	(726)	16%	(410)	20%	(509)	15%	(382)
All Christian	19%	(215)	30%	(336)	15%	(169)	21%	(228)	14%	(157)
All Non-Christian	17%	(14)	27%	(23)	18%	(16)	17%	(15)	20%	(18)
Atheist	19%	(14)	37%	(27)	22%	(16)	11%	(8)	11%	(8)
Agnostic/Nothing in particular	18%	(129)	28%	(199)	18%	(127)	19%	(136)	15%	(108)
Something Else	19%	(99)	26%	(141)	15%	(82)	23%	(121)	17%	(91)
Religious Non-Protestant/Catholic	19%	(21)	23%	(25)	16%	(17)	19%	(20)	22%	(24)
Evangelical	20%	(146)	32%	(234)	13%	(94)	20%	(152)	16%	(117)
Non-Evangelical	19%	(161)	27%	(230)	18%	(151)	22%	(186)	14%	(123)
Community: Urban	20%	(136)	30%	(206)	15%	(104)	22%	(146)	13%	(87)
Community: Suburban	20%	(228)	29%	(338)	17%	(198)	20%	(228)	15%	(170)
Community: Rural	16%	(108)	28%	(183)	16%	(108)	20%	(134)	19%	(126)
Employ: Private Sector	18%	(343)	30%	(560)	17%	(310)	20%	(383)	15%	(279)
Employ: Government	24%	(97)	27%	(108)	15%	(60)	20%	(80)	15%	(62)
Employ: Self-Employed	15%	(32)	27%	(58)	19%	(41)	21%	(45)	19%	(41)
Military HH: Yes	22%	(53)	23%	(54)	19%	(47)	25%	(61)	10%	(25)
Military HH: No	19%	(419)	30%	(672)	16%	(364)	20%	(448)	16%	(357)
RD/WT: Right Direction	19%	(144)	32%	(237)	17%	(123)	20%	(147)	12%	(91)
RD/WT: Wrong Track	19%	(327)	28%	(490)	16%	(288)	21%	(361)	17%	(291)
Biden Job Approve	22%	(226)	32%	(329)	16%	(168)	19%	(199)	11%	(111)
Biden Job Disapprove	17%	(234)	28%	(379)	17%	(234)	22%	(295)	16%	(219)
Biden Job Strongly Approve	20%	(70)	30%	(104)	13%	(43)	23%	(80)	14%	(48)
Biden Job Somewhat Approve	23%	(156)	33%	(225)	18%	(125)	17%	(118)	9%	(63)
Biden Job Somewhat Disapprove	20%	(98)	30%	(150)	20%	(100)	17%	(82)	14%	(67)
Biden Job Strongly Disapprove	16%	(137)	27%	(229)	16%	(134)	25%	(213)	18%	(152)
Favorable of Biden	22%	(243)	31%	(337)	15%	(167)	20%	(219)	12%	(134)
Unfavorable of Biden	17%	(216)	29%	(373)	17%	(223)	22%	(278)	16%	(200)
Very Favorable of Biden	20%	(77)	29%	(111)	14%	(54)	24%	(95)	14%	(53)
Somewhat Favorable of Biden	23%	(166)	32%	(226)	16%	(113)	17%	(123)	11%	(82)
Somewhat Unfavorable of Biden	20%	(77)	32%	(124)	20%	(77)	16%	(62)	11%	(43)
Very Unfavorable of Biden	15%	(139)	27%	(249)	16%	(146)	24%	(216)	17%	(157)

Continued on next page

Table BPC16_8: *How much of a barrier are each of the following, if at all, to changing jobs?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(472)	29%	(726)	16%	(410)	20%	(509)	15%	(382)
#1 Issue: Economy	17%	(220)	31%	(404)	17%	(225)	22%	(285)	14%	(190)
#1 Issue: Security	13%	(31)	26%	(63)	16%	(39)	25%	(63)	21%	(51)
#1 Issue: Health Care	25%	(63)	25%	(64)	15%	(38)	18%	(47)	17%	(43)
#1 Issue: Medicare / Social Security	8%	(5)	26%	(15)	17%	(10)	23%	(14)	26%	(16)
#1 Issue: Women's Issues	28%	(64)	25%	(57)	19%	(43)	13%	(28)	14%	(32)
#1 Issue: Education	25%	(39)	30%	(46)	12%	(19)	19%	(29)	13%	(20)
#1 Issue: Energy	19%	(32)	37%	(61)	14%	(24)	20%	(32)	10%	(17)
#1 Issue: Other	26%	(18)	22%	(16)	18%	(13)	14%	(10)	20%	(14)
2020 Vote: Joe Biden	22%	(257)	30%	(347)	18%	(209)	19%	(221)	12%	(139)
2020 Vote: Donald Trump	16%	(132)	30%	(248)	15%	(125)	23%	(191)	16%	(133)
2020 Vote: Other	23%	(21)	30%	(28)	15%	(14)	18%	(17)	13%	(12)
2020 Vote: Didn't Vote	15%	(62)	26%	(104)	15%	(62)	20%	(79)	24%	(99)
2018 House Vote: Democrat	23%	(220)	31%	(297)	16%	(153)	20%	(193)	11%	(105)
2018 House Vote: Republican	17%	(122)	30%	(209)	15%	(108)	24%	(169)	13%	(91)
2018 House Vote: Someone else	15%	(13)	25%	(22)	20%	(18)	21%	(19)	18%	(16)
2016 Vote: Hillary Clinton	23%	(208)	31%	(284)	15%	(142)	19%	(177)	11%	(104)
2016 Vote: Donald Trump	17%	(128)	28%	(209)	17%	(129)	24%	(174)	13%	(96)
2016 Vote: Other	20%	(23)	32%	(37)	16%	(19)	18%	(21)	13%	(15)
2016 Vote: Didn't Vote	15%	(112)	27%	(196)	16%	(121)	19%	(137)	23%	(167)
Voted in 2014: Yes	21%	(302)	31%	(447)	16%	(229)	22%	(319)	11%	(164)
Voted in 2014: No	16%	(169)	27%	(279)	17%	(181)	18%	(190)	21%	(218)
4-Region: Northeast	16%	(65)	30%	(121)	15%	(61)	21%	(84)	18%	(72)
4-Region: Midwest	18%	(101)	31%	(174)	16%	(87)	19%	(108)	16%	(89)
4-Region: South	18%	(175)	30%	(289)	16%	(159)	22%	(213)	14%	(136)
4-Region: West	23%	(130)	25%	(142)	18%	(104)	18%	(104)	15%	(85)
Child(Ren) Aged 0-17	20%	(380)	31%	(582)	17%	(318)	17%	(322)	14%	(258)
Child(Ren) Aged 0-5	22%	(198)	32%	(279)	17%	(149)	14%	(126)	15%	(128)
Caregivers	21%	(305)	34%	(498)	17%	(245)	16%	(229)	12%	(171)
Caregiver for Aging Parent	21%	(52)	29%	(73)	19%	(46)	17%	(42)	15%	(37)
Caregiver for Sick or Disabled Family Member	20%	(61)	33%	(101)	19%	(57)	17%	(50)	11%	(33)

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Table BPC16_8: *How much of a barrier are each of the following, if at all, to changing jobs?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(472)	29%	(726)	16%	(410)	20%	(509)	15%	(382)
Caregiver for Child/Dependent	22%	(238)	36%	(385)	16%	(168)	14%	(152)	11%	(121)
Business Owners	22%	(92)	28%	(117)	18%	(77)	18%	(76)	15%	(63)
Non-Business Owners	18%	(380)	29%	(610)	16%	(333)	21%	(433)	15%	(319)
Service Worker/Retail Sales/Laborers/Helpers	15%	(77)	28%	(141)	13%	(67)	25%	(128)	18%	(90)
Trade/Skilled Workers	15%	(16)	21%	(24)	21%	(23)	24%	(27)	19%	(21)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19%	(133)	30%	(214)	19%	(137)	19%	(139)	13%	(91)
Health Care and Medical Professionals/Lab Techs/Pharmacists	18%	(62)	31%	(109)	13%	(46)	22%	(79)	16%	(58)
Other Professionals	23%	(91)	31%	(121)	16%	(61)	15%	(60)	15%	(59)
Business Owners w/Employees	23%	(85)	29%	(106)	18%	(66)	17%	(62)	14%	(51)
Access to Childcare	21%	(176)	32%	(274)	18%	(158)	18%	(157)	11%	(91)
No Access to Childcare	23%	(115)	35%	(179)	17%	(86)	12%	(62)	13%	(65)
Unsure of Access to Childcare	17%	(32)	26%	(47)	14%	(26)	14%	(26)	28%	(51)
More Financially Secure after Pandemic	20%	(99)	28%	(144)	18%	(89)	23%	(117)	11%	(58)
Less Financially Secure after the Pandemic	21%	(265)	32%	(406)	16%	(202)	18%	(224)	13%	(171)
Same Financial Security after the Pandemic	15%	(108)	24%	(177)	16%	(119)	23%	(168)	21%	(153)
Access to Paid Parental Leave	19%	(184)	31%	(306)	17%	(163)	21%	(206)	13%	(129)
No Access to Paid Parental Leave	20%	(158)	29%	(238)	17%	(133)	20%	(164)	14%	(115)
Access to Paid Caregiving Leave	20%	(143)	30%	(212)	16%	(110)	22%	(153)	12%	(88)
No Access to Paid Caregiving Leave	18%	(177)	30%	(297)	17%	(163)	21%	(206)	14%	(134)
Access to Flexible Work Hours	19%	(174)	31%	(285)	18%	(166)	21%	(192)	12%	(110)
No Access to Flexible Work Hours	19%	(198)	30%	(307)	15%	(153)	21%	(215)	16%	(164)
Access to Child Care as Employer Benefit	20%	(73)	33%	(117)	16%	(58)	21%	(75)	9%	(31)
No Access to Child Care as Employer Benefit	19%	(257)	30%	(423)	17%	(231)	21%	(290)	13%	(187)
Access to Mental Health Benefits	20%	(180)	32%	(282)	15%	(131)	19%	(169)	13%	(115)
No Access to Mental Health Benefits	17%	(144)	29%	(245)	18%	(148)	22%	(184)	14%	(115)
Ethnicity: White (Non-Hispanic)	18%	(282)	31%	(475)	16%	(245)	19%	(284)	16%	(242)
Ethnicity: Hispanic	21%	(103)	24%	(115)	17%	(81)	23%	(111)	16%	(79)
Ethnicity: Black (Non-Hispanic)	18%	(54)	26%	(76)	14%	(42)	27%	(82)	14%	(43)
Ethnicity: Asian + Other (Non-Hispanic)	17%	(32)	33%	(60)	22%	(41)	18%	(33)	10%	(18)

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Table BPC16_8: *How much of a barrier are each of the following, if at all, to changing jobs?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	19%	(472)	29%	(726)	16%	(410)	20%	(509)	15%	(382)
Single, never married	17%	(72)	22%	(93)	16%	(69)	25%	(105)	20%	(83)
Married	21%	(288)	32%	(452)	16%	(225)	18%	(256)	13%	(177)
Separated	13%	(9)	32%	(20)	11%	(7)	23%	(15)	21%	(13)
Divorced	17%	(50)	29%	(88)	20%	(60)	19%	(58)	15%	(45)
Widowed	9%	(5)	25%	(13)	17%	(9)	30%	(16)	19%	(10)
Living with a partner	19%	(49)	23%	(61)	15%	(41)	22%	(59)	20%	(54)

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

Table BPC17_1: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(285)	20%	(503)	20%	(509)	39%	(971)	9%	(231)
Gender: Female	11%	(285)	20%	(503)	20%	(509)	39%	(971)	9%	(231)
Age: 18-34	18%	(133)	27%	(193)	22%	(159)	26%	(188)	8%	(55)
Age: 35-44	11%	(119)	23%	(243)	24%	(255)	36%	(387)	7%	(75)
Age: 45-64	5%	(31)	10%	(65)	14%	(95)	57%	(385)	15%	(99)
GenZers: 1997-2012	18%	(20)	27%	(30)	15%	(17)	27%	(30)	12%	(14)
Millennials: 1981-1996	15%	(206)	25%	(359)	24%	(337)	30%	(426)	6%	(85)
GenXers: 1965-1980	7%	(51)	13%	(95)	18%	(130)	49%	(355)	12%	(86)
Baby Boomers: 1946-1964	3%	(7)	7%	(19)	10%	(25)	62%	(158)	18%	(46)
PID: Dem (no lean)	14%	(146)	22%	(224)	22%	(232)	35%	(360)	8%	(81)
PID: Ind (no lean)	10%	(70)	18%	(131)	19%	(132)	41%	(296)	12%	(85)
PID: Rep (no lean)	9%	(69)	20%	(148)	19%	(145)	42%	(315)	9%	(65)
PID/Gender: Dem Women	14%	(146)	22%	(224)	22%	(232)	35%	(360)	8%	(81)
PID/Gender: Ind Women	10%	(70)	18%	(131)	19%	(132)	41%	(296)	12%	(85)
PID/Gender: Rep Women	9%	(69)	20%	(148)	19%	(145)	42%	(315)	9%	(65)
Ideo: Liberal (1-3)	13%	(96)	23%	(170)	24%	(181)	34%	(258)	6%	(44)
Ideo: Moderate (4)	13%	(102)	19%	(147)	20%	(156)	39%	(302)	8%	(62)
Ideo: Conservative (5-7)	8%	(63)	20%	(148)	18%	(134)	45%	(337)	9%	(71)
Educ: < College	12%	(153)	19%	(246)	17%	(215)	40%	(514)	12%	(158)
Educ: Bachelors degree	9%	(64)	22%	(151)	23%	(158)	38%	(266)	8%	(53)
Educ: Post-grad	13%	(68)	20%	(106)	26%	(135)	37%	(191)	4%	(20)
Income: Under 50k	13%	(127)	19%	(190)	18%	(180)	36%	(357)	13%	(125)
Income: 50k-100k	11%	(105)	21%	(196)	21%	(199)	39%	(365)	8%	(75)
Income: 100k+	9%	(54)	20%	(117)	22%	(131)	43%	(249)	5%	(31)
Ethnicity: White	11%	(198)	20%	(368)	20%	(377)	39%	(726)	10%	(177)
Ethnicity: Hispanic	16%	(78)	19%	(92)	22%	(109)	34%	(167)	9%	(43)
Ethnicity: Black	16%	(58)	20%	(73)	16%	(55)	40%	(142)	8%	(29)
Ethnicity: Other	10%	(29)	21%	(62)	26%	(76)	35%	(103)	9%	(25)

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Table BPC17_1: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(285)	20%	(503)	20%	(509)	39%	(971)	9%	(231)
All Christian	12%	(136)	21%	(227)	19%	(215)	39%	(435)	8%	(92)
All Non-Christian	22%	(19)	21%	(18)	18%	(15)	26%	(23)	13%	(11)
Atheist	10%	(7)	26%	(19)	22%	(16)	32%	(24)	9%	(7)
Agnostic/Nothing in particular	9%	(66)	18%	(127)	24%	(168)	38%	(266)	10%	(73)
Something Else	11%	(56)	21%	(112)	18%	(94)	42%	(224)	9%	(48)
Religious Non-Protestant/Catholic	19%	(20)	19%	(21)	18%	(20)	29%	(31)	14%	(15)
Evangelical	13%	(99)	22%	(161)	16%	(120)	41%	(304)	8%	(58)
Non-Evangelical	11%	(90)	20%	(167)	21%	(177)	40%	(340)	9%	(76)
Community: Urban	16%	(106)	22%	(153)	19%	(132)	34%	(228)	9%	(61)
Community: Suburban	9%	(108)	19%	(226)	21%	(245)	41%	(479)	9%	(105)
Community: Rural	11%	(71)	19%	(125)	20%	(133)	40%	(265)	10%	(65)
Employ: Private Sector	11%	(212)	21%	(392)	21%	(385)	39%	(728)	8%	(157)
Employ: Government	9%	(39)	17%	(70)	22%	(89)	41%	(167)	10%	(42)
Employ: Self-Employed	16%	(34)	19%	(41)	16%	(35)	35%	(77)	14%	(31)
Military HH: Yes	11%	(27)	16%	(39)	25%	(60)	41%	(99)	6%	(15)
Military HH: No	11%	(258)	21%	(464)	20%	(449)	39%	(872)	10%	(216)
RD/WT: Right Direction	14%	(104)	24%	(179)	21%	(155)	33%	(243)	8%	(60)
RD/WT: Wrong Track	10%	(181)	18%	(324)	20%	(353)	41%	(728)	10%	(171)
Biden Job Approve	13%	(137)	22%	(225)	21%	(221)	36%	(371)	8%	(79)
Biden Job Disapprove	10%	(135)	19%	(264)	20%	(277)	42%	(569)	8%	(115)
Biden Job Strongly Approve	18%	(60)	21%	(73)	17%	(60)	35%	(122)	9%	(30)
Biden Job Somewhat Approve	11%	(77)	22%	(151)	23%	(161)	36%	(249)	7%	(49)
Biden Job Somewhat Disapprove	9%	(47)	22%	(111)	27%	(136)	34%	(171)	6%	(31)
Biden Job Strongly Disapprove	10%	(88)	18%	(153)	16%	(141)	46%	(398)	10%	(84)
Favorable of Biden	14%	(151)	21%	(233)	21%	(228)	37%	(407)	7%	(81)
Unfavorable of Biden	10%	(123)	20%	(260)	20%	(264)	41%	(531)	9%	(111)
Very Favorable of Biden	17%	(66)	22%	(85)	18%	(69)	35%	(135)	9%	(34)
Somewhat Favorable of Biden	12%	(85)	21%	(147)	22%	(159)	38%	(272)	7%	(47)
Somewhat Unfavorable of Biden	9%	(35)	25%	(94)	29%	(109)	31%	(118)	7%	(27)
Very Unfavorable of Biden	10%	(88)	18%	(166)	17%	(155)	46%	(414)	9%	(84)

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Table BPC17_1: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(285)	20%	(503)	20%	(509)	39%	(971)	9%	(231)
#1 Issue: Economy	11%	(141)	21%	(274)	20%	(269)	40%	(525)	9%	(115)
#1 Issue: Security	11%	(28)	16%	(40)	17%	(43)	44%	(108)	11%	(28)
#1 Issue: Health Care	15%	(39)	20%	(50)	19%	(47)	33%	(84)	13%	(33)
#1 Issue: Medicare / Social Security	7%	(4)	14%	(8)	17%	(10)	47%	(28)	15%	(9)
#1 Issue: Women's Issues	11%	(25)	24%	(53)	23%	(52)	35%	(79)	7%	(16)
#1 Issue: Education	11%	(16)	22%	(34)	25%	(38)	36%	(55)	6%	(10)
#1 Issue: Energy	14%	(23)	20%	(33)	24%	(40)	37%	(61)	5%	(9)
#1 Issue: Other	13%	(9)	14%	(10)	12%	(9)	44%	(31)	17%	(12)
2020 Vote: Joe Biden	13%	(147)	21%	(251)	22%	(259)	37%	(431)	7%	(85)
2020 Vote: Donald Trump	9%	(75)	21%	(172)	19%	(158)	43%	(355)	8%	(68)
2020 Vote: Other	14%	(13)	18%	(17)	18%	(16)	41%	(38)	8%	(7)
2020 Vote: Didn't Vote	12%	(49)	16%	(64)	19%	(76)	36%	(147)	17%	(71)
2018 House Vote: Democrat	14%	(133)	21%	(206)	22%	(212)	37%	(355)	7%	(63)
2018 House Vote: Republican	8%	(57)	20%	(141)	21%	(146)	43%	(303)	8%	(53)
2018 House Vote: Someone else	9%	(8)	20%	(18)	13%	(12)	41%	(36)	17%	(15)
2016 Vote: Hillary Clinton	14%	(125)	22%	(197)	23%	(208)	36%	(326)	7%	(60)
2016 Vote: Donald Trump	10%	(71)	19%	(140)	20%	(145)	44%	(323)	8%	(57)
2016 Vote: Other	9%	(10)	14%	(15)	18%	(20)	53%	(61)	7%	(8)
2016 Vote: Didn't Vote	11%	(79)	20%	(150)	19%	(136)	36%	(261)	15%	(107)
Voted in 2014: Yes	11%	(155)	19%	(282)	22%	(319)	41%	(606)	7%	(101)
Voted in 2014: No	13%	(130)	21%	(221)	18%	(190)	35%	(366)	13%	(130)
4-Region: Northeast	10%	(42)	19%	(77)	21%	(84)	39%	(157)	10%	(42)
4-Region: Midwest	9%	(51)	20%	(111)	23%	(128)	40%	(226)	8%	(44)
4-Region: South	12%	(117)	21%	(206)	19%	(184)	40%	(391)	8%	(74)
4-Region: West	13%	(75)	19%	(109)	20%	(113)	35%	(197)	13%	(71)
Child(Ren) Aged 0-17	14%	(263)	25%	(474)	23%	(435)	30%	(562)	7%	(127)
Child(Ren) Aged 0-5	17%	(152)	29%	(255)	22%	(193)	25%	(220)	7%	(61)
Caregivers	14%	(204)	25%	(368)	24%	(351)	30%	(440)	6%	(84)
Caregiver for Aging Parent	14%	(35)	22%	(55)	19%	(47)	33%	(82)	12%	(31)
Caregiver for Sick or Disabled Family Member	17%	(52)	20%	(60)	21%	(64)	33%	(100)	9%	(27)

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Table BPC17_1: *How much of a barrier are each of the following, if at all, to staying at your current job? Caregiving responsibilities for children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	11%	(285)	20%	(503)	20%	(509)	39%	(971)	9%	(231)
Caregiver for Child/Dependent	14%	(147)	28%	(298)	26%	(275)	28%	(302)	4%	(40)
Business Owners	20%	(84)	25%	(104)	18%	(77)	27%	(113)	11%	(46)
Non-Business Owners	10%	(201)	19%	(399)	21%	(431)	41%	(858)	9%	(185)
Service Worker/Retail Sales/Laborers/Helpers	13%	(68)	20%	(103)	17%	(86)	38%	(189)	12%	(58)
Trade/Skilled Workers	13%	(14)	15%	(17)	13%	(14)	48%	(54)	10%	(11)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	7%	(50)	20%	(146)	22%	(159)	42%	(303)	8%	(56)
Health Care and Medical Professionals/Lab Techs/Pharmacists	9%	(33)	18%	(64)	23%	(83)	41%	(145)	9%	(30)
Other Professionals	9%	(36)	18%	(70)	23%	(89)	43%	(167)	8%	(30)
Business Owners w/Employees	21%	(77)	26%	(97)	19%	(72)	24%	(90)	10%	(35)
Access to Childcare	14%	(117)	24%	(208)	26%	(220)	31%	(266)	5%	(45)
No Access to Childcare	22%	(111)	29%	(147)	21%	(108)	21%	(108)	7%	(33)
Unsure of Access to Childcare	8%	(15)	26%	(48)	18%	(33)	33%	(60)	14%	(25)
More Financially Secure after Pandemic	16%	(80)	22%	(112)	22%	(111)	30%	(155)	10%	(50)
Less Financially Secure after the Pandemic	13%	(170)	21%	(266)	21%	(265)	37%	(472)	7%	(94)
Same Financial Security after the Pandemic	5%	(35)	17%	(125)	18%	(133)	48%	(344)	12%	(88)
Access to Paid Parental Leave	10%	(99)	20%	(198)	21%	(212)	42%	(413)	7%	(67)
No Access to Paid Parental Leave	11%	(88)	20%	(158)	22%	(175)	39%	(317)	8%	(68)
Access to Paid Caregiving Leave	10%	(73)	17%	(123)	20%	(140)	45%	(315)	8%	(56)
No Access to Paid Caregiving Leave	11%	(111)	20%	(197)	21%	(210)	39%	(385)	8%	(74)
Access to Flexible Work Hours	9%	(84)	17%	(162)	23%	(211)	44%	(405)	7%	(65)
No Access to Flexible Work Hours	10%	(107)	21%	(217)	20%	(205)	40%	(412)	9%	(96)
Access to Child Care as Employer Benefit	11%	(40)	21%	(74)	23%	(83)	38%	(135)	6%	(22)
No Access to Child Care as Employer Benefit	10%	(138)	20%	(279)	21%	(287)	42%	(577)	8%	(107)
Access to Mental Health Benefits	8%	(72)	18%	(155)	21%	(185)	45%	(398)	8%	(68)
No Access to Mental Health Benefits	12%	(103)	20%	(164)	22%	(183)	39%	(325)	7%	(61)
Ethnicity: White (Non-Hispanic)	10%	(153)	20%	(310)	20%	(304)	40%	(619)	9%	(141)
Ethnicity: Hispanic	16%	(78)	19%	(92)	22%	(109)	34%	(167)	9%	(43)
Ethnicity: Black (Non-Hispanic)	12%	(37)	21%	(61)	15%	(44)	43%	(127)	9%	(28)
Ethnicity: Asian + Other (Non-Hispanic)	9%	(16)	22%	(40)	28%	(51)	32%	(59)	10%	(19)

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Table BPC17_1: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Caregiving responsibilities for children

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/N opinion	
Working Mothers	11%	(285)	20%	(503)	20%	(509)	39%	(971)	9%	(231)
Single, never married	12%	(50)	19%	(79)	22%	(91)	34%	(144)	13%	(56)
Married	12%	(169)	21%	(296)	21%	(299)	39%	(539)	7%	(95)
Separated	11%	(7)	17%	(11)	16%	(10)	38%	(24)	18%	(12)
Divorced	7%	(21)	14%	(44)	21%	(63)	47%	(143)	10%	(30)
Widowed	6%	(3)	15%	(8)	10%	(5)	55%	(28)	14%	(7)
Living with a partner	13%	(35)	25%	(67)	15%	(39)	35%	(93)	12%	(31)

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

Table BPC17_2: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(240)	20%	(502)	21%	(522)	39%	(970)	11%	(265)
Gender: Female	10%	(240)	20%	(502)	21%	(522)	39%	(970)	11%	(265)
Age: 18-34	13%	(95)	26%	(187)	23%	(168)	29%	(208)	10%	(71)
Age: 35-44	10%	(109)	21%	(228)	23%	(247)	37%	(398)	9%	(98)
Age: 45-64	5%	(35)	13%	(85)	16%	(107)	52%	(353)	14%	(95)
GenZers: 1997-2012	14%	(15)	24%	(26)	25%	(28)	23%	(25)	15%	(17)
Millennials: 1981-1996	12%	(165)	24%	(344)	22%	(318)	33%	(464)	9%	(123)
GenXers: 1965-1980	7%	(47)	14%	(102)	20%	(147)	47%	(337)	12%	(85)
Baby Boomers: 1946-1964	5%	(13)	12%	(30)	12%	(31)	55%	(141)	16%	(41)
PID: Dem (no lean)	13%	(138)	23%	(244)	20%	(208)	35%	(365)	9%	(89)
PID: Ind (no lean)	6%	(41)	18%	(129)	20%	(144)	42%	(300)	14%	(101)
PID: Rep (no lean)	8%	(62)	17%	(129)	23%	(170)	41%	(305)	10%	(75)
PID/Gender: Dem Women	13%	(138)	23%	(244)	20%	(208)	35%	(365)	9%	(89)
PID/Gender: Ind Women	6%	(41)	18%	(129)	20%	(144)	42%	(300)	14%	(101)
PID/Gender: Rep Women	8%	(62)	17%	(129)	23%	(170)	41%	(305)	10%	(75)
Ideo: Liberal (1-3)	13%	(96)	23%	(170)	22%	(168)	35%	(265)	7%	(50)
Ideo: Moderate (4)	10%	(80)	20%	(155)	21%	(159)	39%	(300)	10%	(76)
Ideo: Conservative (5-7)	7%	(52)	18%	(136)	21%	(156)	44%	(329)	11%	(80)
Educ: < College	9%	(113)	19%	(244)	19%	(250)	40%	(517)	13%	(162)
Educ: Bachelors degree	9%	(60)	21%	(144)	23%	(160)	39%	(271)	8%	(57)
Educ: Post-grad	13%	(67)	22%	(113)	22%	(112)	35%	(182)	9%	(46)
Income: Under 50k	10%	(97)	20%	(191)	21%	(209)	37%	(361)	12%	(122)
Income: 50k-100k	10%	(94)	20%	(192)	22%	(208)	38%	(358)	9%	(88)
Income: 100k+	8%	(49)	20%	(119)	18%	(106)	43%	(251)	10%	(55)
Ethnicity: White	8%	(156)	19%	(357)	21%	(393)	40%	(734)	11%	(207)
Ethnicity: Hispanic	13%	(66)	26%	(128)	18%	(90)	32%	(158)	10%	(47)
Ethnicity: Black	15%	(54)	20%	(70)	17%	(60)	39%	(140)	9%	(33)
Ethnicity: Other	10%	(30)	25%	(74)	24%	(70)	32%	(96)	9%	(26)

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Table BPC17_2: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(240)	20%	(502)	21%	(522)	39%	(970)	11%	(265)
All Christian	12%	(128)	21%	(228)	19%	(213)	39%	(434)	9%	(102)
All Non-Christian	12%	(11)	26%	(23)	19%	(17)	22%	(19)	20%	(17)
Atheist	12%	(9)	27%	(20)	17%	(13)	37%	(27)	6%	(4)
Agnostic/Nothing in particular	7%	(48)	18%	(126)	23%	(163)	40%	(279)	12%	(84)
Something Else	8%	(44)	20%	(105)	22%	(116)	39%	(210)	11%	(59)
Religious Non-Protestant/Catholic	12%	(13)	23%	(24)	21%	(22)	25%	(27)	20%	(21)
Evangelical	12%	(91)	19%	(139)	21%	(153)	39%	(289)	10%	(71)
Non-Evangelical	9%	(77)	22%	(184)	19%	(165)	40%	(340)	10%	(84)
Community: Urban	14%	(95)	22%	(148)	21%	(143)	34%	(231)	9%	(62)
Community: Suburban	7%	(84)	20%	(227)	21%	(243)	41%	(476)	11%	(132)
Community: Rural	9%	(61)	19%	(127)	21%	(136)	40%	(263)	11%	(72)
Employ: Private Sector	9%	(178)	21%	(386)	21%	(399)	39%	(723)	10%	(190)
Employ: Government	9%	(39)	17%	(67)	20%	(81)	43%	(175)	11%	(44)
Employ: Self-Employed	11%	(24)	22%	(48)	19%	(42)	33%	(72)	14%	(31)
Military HH: Yes	13%	(30)	17%	(42)	17%	(40)	46%	(110)	7%	(17)
Military HH: No	9%	(210)	20%	(460)	21%	(482)	38%	(859)	11%	(248)
RD/WT: Right Direction	12%	(90)	24%	(175)	23%	(168)	33%	(248)	8%	(61)
RD/WT: Wrong Track	9%	(150)	19%	(327)	20%	(354)	41%	(722)	12%	(204)
Biden Job Approve	12%	(126)	22%	(232)	22%	(228)	35%	(366)	8%	(81)
Biden Job Disapprove	8%	(111)	19%	(258)	20%	(278)	42%	(569)	11%	(145)
Biden Job Strongly Approve	18%	(61)	25%	(86)	15%	(52)	35%	(120)	8%	(27)
Biden Job Somewhat Approve	9%	(65)	21%	(145)	26%	(177)	36%	(247)	8%	(54)
Biden Job Somewhat Disapprove	8%	(40)	22%	(110)	25%	(123)	35%	(174)	10%	(49)
Biden Job Strongly Disapprove	8%	(71)	17%	(147)	18%	(155)	46%	(395)	11%	(96)
Favorable of Biden	12%	(133)	22%	(245)	20%	(222)	38%	(415)	8%	(85)
Unfavorable of Biden	8%	(101)	19%	(244)	22%	(281)	41%	(522)	11%	(141)
Very Favorable of Biden	15%	(60)	26%	(101)	13%	(52)	37%	(143)	8%	(33)
Somewhat Favorable of Biden	10%	(73)	20%	(144)	24%	(169)	38%	(272)	7%	(52)
Somewhat Unfavorable of Biden	7%	(26)	22%	(83)	30%	(115)	30%	(114)	11%	(43)
Very Unfavorable of Biden	8%	(74)	18%	(161)	18%	(166)	45%	(408)	11%	(99)

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Table BPC17_2: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(240)	20%	(502)	21%	(522)	39%	(970)	11%	(265)
#1 Issue: Economy	10%	(131)	19%	(253)	21%	(278)	39%	(522)	11%	(140)
#1 Issue: Security	7%	(18)	17%	(41)	18%	(45)	45%	(112)	13%	(32)
#1 Issue: Health Care	11%	(29)	20%	(51)	23%	(59)	33%	(84)	13%	(32)
#1 Issue: Medicare / Social Security	2%	(1)	16%	(10)	20%	(12)	46%	(27)	16%	(10)
#1 Issue: Women's Issues	12%	(26)	24%	(53)	26%	(58)	32%	(71)	7%	(15)
#1 Issue: Education	7%	(11)	24%	(37)	19%	(29)	40%	(62)	9%	(14)
#1 Issue: Energy	10%	(16)	28%	(46)	20%	(33)	36%	(60)	6%	(10)
#1 Issue: Other	12%	(8)	15%	(10)	12%	(9)	44%	(31)	17%	(12)
2020 Vote: Joe Biden	11%	(132)	23%	(270)	21%	(247)	37%	(428)	8%	(95)
2020 Vote: Donald Trump	7%	(62)	18%	(146)	22%	(183)	43%	(355)	10%	(82)
2020 Vote: Other	9%	(8)	20%	(18)	20%	(19)	39%	(35)	12%	(11)
2020 Vote: Didn't Vote	9%	(38)	17%	(68)	18%	(74)	37%	(151)	19%	(76)
2018 House Vote: Democrat	12%	(115)	23%	(224)	21%	(201)	36%	(353)	8%	(76)
2018 House Vote: Republican	8%	(56)	18%	(126)	22%	(156)	43%	(299)	9%	(62)
2018 House Vote: Someone else	6%	(6)	18%	(16)	19%	(17)	36%	(32)	20%	(17)
2016 Vote: Hillary Clinton	11%	(103)	24%	(217)	21%	(192)	36%	(331)	8%	(72)
2016 Vote: Donald Trump	10%	(70)	18%	(129)	21%	(152)	42%	(311)	10%	(73)
2016 Vote: Other	5%	(5)	18%	(20)	19%	(22)	51%	(59)	7%	(8)
2016 Vote: Didn't Vote	8%	(61)	18%	(135)	21%	(156)	37%	(269)	15%	(112)
Voted in 2014: Yes	10%	(144)	21%	(303)	21%	(307)	41%	(595)	8%	(112)
Voted in 2014: No	9%	(96)	19%	(199)	21%	(216)	36%	(374)	15%	(153)
4-Region: Northeast	10%	(38)	20%	(79)	18%	(74)	42%	(170)	10%	(41)
4-Region: Midwest	7%	(40)	22%	(124)	22%	(122)	39%	(219)	10%	(54)
4-Region: South	11%	(102)	18%	(176)	22%	(211)	40%	(389)	10%	(94)
4-Region: West	11%	(60)	22%	(122)	21%	(116)	34%	(191)	13%	(75)
Child(Ren) Aged 0-17	11%	(209)	23%	(431)	24%	(440)	33%	(606)	9%	(175)
Child(Ren) Aged 0-5	13%	(117)	24%	(215)	23%	(203)	29%	(254)	10%	(91)
Caregivers	12%	(174)	26%	(371)	23%	(337)	31%	(456)	8%	(110)
Caregiver for Aging Parent	15%	(36)	30%	(75)	18%	(44)	27%	(68)	11%	(27)
Caregiver for Sick or Disabled Family Member	17%	(52)	33%	(99)	16%	(47)	27%	(83)	7%	(21)

Continued on next page

Table BPC17_2: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(240)	20%	(502)	21%	(522)	39%	(970)	11%	(265)
Caregiver for Child/Dependent	11%	(118)	24%	(253)	26%	(274)	32%	(345)	7%	(73)
Business Owners	17%	(71)	28%	(117)	18%	(76)	26%	(112)	12%	(49)
Non-Business Owners	8%	(170)	19%	(384)	22%	(446)	41%	(858)	10%	(216)
Service Worker/Retail Sales/Laborers/Helpers	11%	(55)	20%	(103)	17%	(83)	40%	(203)	12%	(60)
Trade/Skilled Workers	12%	(13)	10%	(11)	30%	(33)	38%	(42)	10%	(12)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	6%	(46)	19%	(136)	23%	(161)	43%	(307)	9%	(64)
Health Care and Medical Professionals/Lab Techs/Pharmacists	5%	(17)	20%	(70)	22%	(77)	43%	(153)	11%	(38)
Other Professionals	10%	(38)	16%	(64)	24%	(92)	39%	(154)	11%	(43)
Business Owners w/Employees	18%	(67)	30%	(109)	19%	(70)	24%	(87)	10%	(36)
Access to Childcare	12%	(99)	23%	(196)	24%	(204)	34%	(287)	8%	(69)
No Access to Childcare	14%	(72)	27%	(135)	24%	(123)	25%	(128)	10%	(49)
Unsure of Access to Childcare	4%	(7)	19%	(35)	21%	(38)	37%	(68)	18%	(34)
More Financially Secure after Pandemic	15%	(78)	19%	(98)	21%	(108)	33%	(169)	11%	(54)
Less Financially Secure after the Pandemic	10%	(127)	24%	(301)	21%	(267)	36%	(462)	9%	(110)
Same Financial Security after the Pandemic	5%	(35)	14%	(103)	20%	(148)	47%	(338)	14%	(101)
Access to Paid Parental Leave	9%	(86)	19%	(186)	22%	(219)	41%	(407)	9%	(90)
No Access to Paid Parental Leave	9%	(75)	19%	(157)	23%	(183)	39%	(313)	10%	(79)
Access to Paid Caregiving Leave	11%	(75)	17%	(119)	19%	(132)	43%	(302)	11%	(79)
No Access to Paid Caregiving Leave	9%	(83)	20%	(197)	23%	(230)	39%	(383)	9%	(84)
Access to Flexible Work Hours	9%	(79)	17%	(158)	22%	(200)	44%	(405)	9%	(84)
No Access to Flexible Work Hours	8%	(84)	20%	(211)	22%	(229)	40%	(411)	10%	(101)
Access to Child Care as Employer Benefit	14%	(48)	18%	(65)	21%	(75)	38%	(136)	9%	(31)
No Access to Child Care as Employer Benefit	8%	(108)	19%	(270)	22%	(307)	42%	(576)	9%	(127)
Access to Mental Health Benefits	8%	(70)	17%	(149)	20%	(175)	44%	(390)	11%	(94)
No Access to Mental Health Benefits	9%	(78)	21%	(171)	24%	(197)	39%	(324)	8%	(65)
Ethnicity: White (Non-Hispanic)	8%	(122)	18%	(280)	22%	(331)	41%	(628)	11%	(167)
Ethnicity: Hispanic	13%	(66)	26%	(128)	18%	(90)	32%	(158)	10%	(47)
Ethnicity: Black (Non-Hispanic)	12%	(36)	18%	(52)	17%	(51)	43%	(128)	10%	(31)
Ethnicity: Asian + Other (Non-Hispanic)	9%	(16)	23%	(42)	28%	(51)	30%	(56)	11%	(20)

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Table BPC17_2: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Other forms of caregiving responsibilities

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(240)	20%	(502)	21%	(522)	39%	(970)	11%	(265)
Single, never married	10%	(43)	19%	(79)	24%	(103)	34%	(143)	13%	(53)
Married	10%	(139)	21%	(293)	21%	(291)	39%	(538)	10%	(136)
Separated	12%	(8)	12%	(7)	22%	(14)	35%	(23)	19%	(12)
Divorced	8%	(24)	18%	(55)	18%	(53)	47%	(142)	9%	(26)
Widowed	9%	(5)	7%	(3)	26%	(13)	46%	(24)	13%	(7)
Living with a partner	8%	(22)	24%	(63)	18%	(48)	38%	(101)	12%	(31)

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

Table BPC17_3: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	12%	(301)	16%	(399)	17%	(417)	44%	(1102)	11%	(280)
Gender: Female	12%	(301)	16%	(399)	17%	(417)	44%	(1102)	11%	(280)
Age: 18-34	18%	(133)	26%	(187)	18%	(131)	29%	(214)	9%	(63)
Age: 35-44	12%	(133)	16%	(175)	21%	(221)	42%	(453)	9%	(96)
Age: 45-64	5%	(32)	5%	(36)	10%	(64)	63%	(422)	18%	(120)
GenZers: 1997-2012	15%	(17)	25%	(27)	17%	(19)	30%	(34)	12%	(14)
Millennials: 1981-1996	16%	(224)	22%	(308)	20%	(282)	35%	(491)	8%	(108)
GenXers: 1965-1980	7%	(52)	7%	(52)	14%	(101)	57%	(408)	15%	(105)
Baby Boomers: 1946-1964	3%	(7)	5%	(12)	6%	(16)	66%	(168)	21%	(53)
PID: Dem (no lean)	14%	(150)	18%	(190)	18%	(188)	40%	(419)	9%	(98)
PID: Ind (no lean)	11%	(79)	13%	(94)	15%	(104)	47%	(339)	14%	(98)
PID: Rep (no lean)	10%	(72)	16%	(115)	17%	(126)	47%	(345)	11%	(84)
PID/Gender: Dem Women	14%	(150)	18%	(190)	18%	(188)	40%	(419)	9%	(98)
PID/Gender: Ind Women	11%	(79)	13%	(94)	15%	(104)	47%	(339)	14%	(98)
PID/Gender: Rep Women	10%	(72)	16%	(115)	17%	(126)	47%	(345)	11%	(84)
Ideo: Liberal (1-3)	15%	(113)	20%	(147)	17%	(126)	42%	(314)	7%	(49)
Ideo: Moderate (4)	13%	(101)	15%	(119)	17%	(130)	44%	(338)	11%	(82)
Ideo: Conservative (5-7)	9%	(66)	14%	(107)	17%	(128)	48%	(363)	12%	(90)
Educ: < College	12%	(149)	15%	(190)	14%	(182)	45%	(582)	14%	(184)
Educ: Bachelors degree	11%	(78)	18%	(121)	19%	(131)	43%	(300)	9%	(61)
Educ: Post-grad	14%	(73)	17%	(88)	20%	(104)	42%	(219)	7%	(36)
Income: Under 50k	12%	(114)	16%	(156)	16%	(154)	42%	(412)	15%	(145)
Income: 50k-100k	14%	(129)	17%	(155)	17%	(164)	42%	(397)	10%	(94)
Income: 100k+	10%	(58)	15%	(88)	17%	(100)	51%	(294)	7%	(42)
Ethnicity: White	12%	(219)	16%	(291)	16%	(289)	45%	(834)	12%	(214)
Ethnicity: Hispanic	16%	(78)	20%	(99)	15%	(71)	39%	(192)	10%	(49)
Ethnicity: Black	13%	(47)	16%	(58)	17%	(61)	43%	(154)	10%	(36)
Ethnicity: Other	12%	(34)	17%	(50)	23%	(67)	38%	(113)	10%	(30)

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Table BPC17_3: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	12%	(301)	16%	(399)	17%	(417)	44%	(1102)	11%	(280)
All Christian	13%	(144)	15%	(164)	16%	(174)	45%	(498)	11%	(127)
All Non-Christian	21%	(18)	21%	(18)	14%	(12)	31%	(27)	13%	(11)
Atheist	18%	(13)	26%	(19)	9%	(7)	38%	(28)	9%	(7)
Agnostic/Nothing in particular	10%	(70)	16%	(110)	19%	(130)	45%	(315)	11%	(75)
Something Else	10%	(55)	17%	(89)	18%	(94)	44%	(235)	11%	(61)
Religious Non-Protestant/Catholic	19%	(21)	18%	(19)	15%	(16)	34%	(36)	14%	(15)
Evangelical	14%	(108)	15%	(112)	16%	(117)	44%	(326)	11%	(80)
Non-Evangelical	10%	(84)	16%	(134)	16%	(140)	46%	(391)	12%	(102)
Community: Urban	17%	(115)	17%	(114)	19%	(127)	37%	(254)	10%	(69)
Community: Suburban	10%	(113)	15%	(174)	16%	(190)	48%	(554)	11%	(131)
Community: Rural	11%	(73)	17%	(111)	15%	(100)	45%	(295)	12%	(80)
Employ: Private Sector	12%	(226)	16%	(300)	17%	(321)	44%	(828)	11%	(200)
Employ: Government	12%	(48)	16%	(66)	15%	(62)	45%	(184)	11%	(46)
Employ: Self-Employed	12%	(26)	16%	(34)	16%	(34)	41%	(90)	15%	(34)
Military HH: Yes	11%	(27)	11%	(27)	16%	(39)	53%	(128)	8%	(18)
Military HH: No	12%	(273)	16%	(372)	17%	(378)	43%	(974)	12%	(262)
RD/WT: Right Direction	16%	(115)	18%	(133)	18%	(131)	38%	(284)	10%	(78)
RD/WT: Wrong Track	11%	(185)	15%	(266)	16%	(286)	47%	(817)	12%	(203)
Biden Job Approve	15%	(154)	17%	(175)	18%	(184)	41%	(424)	9%	(96)
Biden Job Disapprove	10%	(142)	15%	(207)	17%	(225)	47%	(641)	11%	(145)
Biden Job Strongly Approve	21%	(71)	17%	(59)	13%	(45)	39%	(135)	10%	(35)
Biden Job Somewhat Approve	12%	(82)	17%	(116)	20%	(138)	42%	(289)	9%	(61)
Biden Job Somewhat Disapprove	12%	(58)	15%	(74)	19%	(94)	45%	(224)	9%	(45)
Biden Job Strongly Disapprove	10%	(84)	15%	(133)	15%	(131)	48%	(417)	12%	(100)
Favorable of Biden	15%	(162)	17%	(182)	17%	(188)	42%	(466)	9%	(101)
Unfavorable of Biden	10%	(130)	16%	(210)	17%	(216)	46%	(596)	11%	(137)
Very Favorable of Biden	20%	(78)	17%	(66)	14%	(54)	38%	(149)	11%	(43)
Somewhat Favorable of Biden	12%	(85)	16%	(116)	19%	(133)	45%	(317)	8%	(58)
Somewhat Unfavorable of Biden	12%	(48)	18%	(71)	21%	(79)	40%	(151)	9%	(34)
Very Unfavorable of Biden	9%	(83)	15%	(140)	15%	(137)	49%	(444)	11%	(103)

Continued on next page

Table BPC17_3: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	12%	(301)	16%	(399)	17%	(417)	44%	(1102)	11%	(280)
#1 Issue: Economy	11%	(146)	16%	(213)	18%	(238)	45%	(590)	10%	(137)
#1 Issue: Security	9%	(23)	13%	(33)	13%	(31)	51%	(126)	14%	(34)
#1 Issue: Health Care	15%	(39)	15%	(39)	19%	(48)	35%	(90)	15%	(37)
#1 Issue: Medicare / Social Security	5%	(3)	11%	(6)	12%	(7)	51%	(31)	22%	(13)
#1 Issue: Women's Issues	16%	(35)	21%	(47)	15%	(34)	41%	(92)	7%	(16)
#1 Issue: Education	11%	(17)	17%	(26)	17%	(25)	46%	(70)	10%	(15)
#1 Issue: Energy	13%	(21)	17%	(28)	18%	(30)	42%	(69)	10%	(17)
#1 Issue: Other	22%	(16)	10%	(7)	5%	(3)	47%	(33)	17%	(12)
2020 Vote: Joe Biden	14%	(160)	17%	(197)	18%	(208)	43%	(506)	9%	(102)
2020 Vote: Donald Trump	9%	(77)	16%	(133)	17%	(139)	47%	(392)	10%	(85)
2020 Vote: Other	19%	(18)	14%	(13)	14%	(13)	43%	(39)	10%	(9)
2020 Vote: Didn't Vote	11%	(46)	14%	(56)	14%	(57)	40%	(164)	21%	(84)
2018 House Vote: Democrat	15%	(147)	18%	(172)	16%	(154)	43%	(412)	9%	(84)
2018 House Vote: Republican	9%	(60)	16%	(111)	17%	(119)	49%	(342)	10%	(67)
2018 House Vote: Someone else	11%	(10)	16%	(14)	12%	(10)	41%	(36)	21%	(19)
2016 Vote: Hillary Clinton	14%	(129)	18%	(161)	16%	(150)	43%	(397)	9%	(79)
2016 Vote: Donald Trump	10%	(72)	15%	(108)	18%	(133)	48%	(350)	10%	(72)
2016 Vote: Other	9%	(10)	16%	(19)	8%	(9)	59%	(68)	8%	(10)
2016 Vote: Didn't Vote	12%	(89)	15%	(112)	17%	(126)	39%	(287)	16%	(120)
Voted in 2014: Yes	12%	(174)	15%	(225)	16%	(238)	47%	(690)	9%	(135)
Voted in 2014: No	12%	(126)	17%	(174)	17%	(179)	40%	(412)	14%	(146)
4-Region: Northeast	12%	(47)	11%	(45)	21%	(83)	45%	(179)	12%	(48)
4-Region: Midwest	11%	(61)	18%	(99)	14%	(77)	45%	(254)	12%	(68)
4-Region: South	12%	(115)	17%	(161)	17%	(168)	45%	(436)	10%	(94)
4-Region: West	14%	(77)	17%	(94)	16%	(90)	41%	(233)	13%	(71)
Child(Ren) Aged 0-17	15%	(282)	20%	(371)	20%	(374)	36%	(674)	9%	(159)
Child(Ren) Aged 0-5	20%	(178)	25%	(219)	18%	(163)	29%	(254)	7%	(66)
Caregivers	15%	(218)	20%	(287)	19%	(274)	38%	(552)	8%	(117)
Caregiver for Aging Parent	16%	(41)	16%	(39)	15%	(37)	39%	(99)	13%	(34)
Caregiver for Sick or Disabled Family Member	16%	(49)	18%	(53)	14%	(43)	40%	(122)	12%	(36)

Continued on next page

Table BPC17_3: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	12%	(301)	16%	(399)	17%	(417)	44%	(1102)	11%	(280)
Caregiver for Child/Dependent	15%	(159)	21%	(225)	20%	(216)	38%	(400)	6%	(62)
Business Owners	18%	(76)	24%	(100)	16%	(69)	29%	(123)	13%	(57)
Non-Business Owners	11%	(224)	14%	(299)	17%	(349)	47%	(979)	11%	(224)
Service Worker/Retail Sales/Laborers/Helpers	15%	(76)	15%	(73)	13%	(68)	43%	(215)	14%	(72)
Trade/Skilled Workers	16%	(18)	7%	(8)	20%	(22)	48%	(53)	10%	(11)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	9%	(65)	15%	(109)	17%	(124)	49%	(349)	9%	(66)
Health Care and Medical Professionals/Lab Techs/Pharmacists	9%	(33)	14%	(51)	18%	(62)	49%	(175)	10%	(34)
Other Professionals	8%	(33)	15%	(58)	18%	(72)	48%	(187)	10%	(40)
Business Owners w/Employees	19%	(71)	26%	(94)	17%	(64)	26%	(97)	12%	(44)
Access to Childcare	14%	(120)	21%	(180)	21%	(181)	37%	(320)	6%	(53)
No Access to Childcare	25%	(128)	25%	(128)	20%	(103)	22%	(112)	7%	(37)
Unsure of Access to Childcare	7%	(13)	15%	(28)	17%	(31)	41%	(75)	20%	(35)
More Financially Secure after Pandemic	15%	(77)	20%	(100)	19%	(94)	36%	(183)	10%	(53)
Less Financially Secure after the Pandemic	14%	(179)	16%	(203)	17%	(221)	43%	(542)	10%	(122)
Same Financial Security after the Pandemic	6%	(44)	13%	(96)	14%	(102)	52%	(377)	15%	(105)
Access to Paid Parental Leave	12%	(120)	14%	(135)	18%	(182)	47%	(468)	8%	(83)
No Access to Paid Parental Leave	11%	(91)	17%	(134)	16%	(131)	46%	(368)	10%	(83)
Access to Paid Caregiving Leave	11%	(79)	14%	(98)	16%	(116)	49%	(346)	10%	(68)
No Access to Paid Caregiving Leave	12%	(122)	16%	(152)	17%	(167)	46%	(448)	9%	(88)
Access to Flexible Work Hours	11%	(101)	13%	(124)	18%	(166)	49%	(451)	9%	(85)
No Access to Flexible Work Hours	11%	(119)	15%	(158)	17%	(172)	46%	(478)	11%	(110)
Access to Child Care as Employer Benefit	14%	(49)	17%	(61)	19%	(68)	45%	(158)	5%	(18)
No Access to Child Care as Employer Benefit	11%	(154)	15%	(207)	17%	(240)	47%	(648)	10%	(139)
Access to Mental Health Benefits	10%	(85)	12%	(110)	17%	(153)	51%	(451)	9%	(79)
No Access to Mental Health Benefits	13%	(108)	17%	(138)	16%	(136)	45%	(376)	9%	(78)
Ethnicity: White (Non-Hispanic)	11%	(168)	15%	(232)	16%	(249)	46%	(701)	12%	(178)
Ethnicity: Hispanic	16%	(78)	20%	(99)	15%	(71)	39%	(192)	10%	(49)
Ethnicity: Black (Non-Hispanic)	11%	(33)	14%	(42)	16%	(49)	48%	(141)	11%	(33)
Ethnicity: Asian + Other (Non-Hispanic)	12%	(22)	14%	(26)	26%	(48)	37%	(68)	11%	(20)

Continued on next page

Table BPC17_3: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Access to affordable child care

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	12%	(301)	16%	(399)	17%	(417)	44%	(1102)	11%	(280)
Single, never married	16%	(67)	17%	(70)	15%	(64)	38%	(159)	15%	(62)
Married	12%	(171)	17%	(235)	18%	(255)	44%	(612)	9%	(124)
Separated	11%	(7)	6%	(4)	15%	(10)	46%	(29)	21%	(14)
Divorced	7%	(22)	11%	(33)	12%	(35)	56%	(167)	15%	(44)
Widowed	5%	(2)	7%	(4)	16%	(8)	56%	(29)	16%	(8)
Living with a partner	12%	(31)	20%	(53)	17%	(46)	40%	(106)	11%	(28)

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

Table BPC17_4: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(248)	12%	(294)	14%	(354)	51%	(1265)	14%	(338)
Gender: Female	10%	(248)	12%	(294)	14%	(354)	51%	(1265)	14%	(338)
Age: 18-34	14%	(98)	17%	(126)	17%	(122)	40%	(292)	12%	(89)
Age: 35-44	11%	(114)	11%	(122)	15%	(167)	51%	(545)	12%	(130)
Age: 45-64	5%	(35)	7%	(46)	10%	(64)	61%	(413)	17%	(117)
GenZers: 1997-2012	11%	(12)	17%	(18)	20%	(22)	36%	(40)	17%	(19)
Millennials: 1981-1996	12%	(174)	15%	(210)	16%	(232)	46%	(643)	11%	(154)
GenXers: 1965-1980	8%	(56)	7%	(49)	11%	(80)	58%	(417)	16%	(116)
Baby Boomers: 1946-1964	2%	(6)	6%	(16)	8%	(21)	64%	(163)	19%	(49)
PID: Dem (no lean)	12%	(127)	15%	(155)	16%	(168)	45%	(471)	12%	(124)
PID: Ind (no lean)	8%	(59)	8%	(58)	13%	(95)	55%	(393)	15%	(108)
PID: Rep (no lean)	8%	(62)	11%	(81)	12%	(92)	54%	(400)	14%	(106)
PID/Gender: Dem Women	12%	(127)	15%	(155)	16%	(168)	45%	(471)	12%	(124)
PID/Gender: Ind Women	8%	(59)	8%	(58)	13%	(95)	55%	(393)	15%	(108)
PID/Gender: Rep Women	8%	(62)	11%	(81)	12%	(92)	54%	(400)	14%	(106)
Ideo: Liberal (1-3)	11%	(84)	14%	(106)	16%	(122)	50%	(375)	8%	(63)
Ideo: Moderate (4)	11%	(82)	13%	(101)	15%	(114)	49%	(374)	13%	(100)
Ideo: Conservative (5-7)	8%	(57)	10%	(72)	12%	(88)	57%	(431)	14%	(104)
Educ: < College	8%	(105)	9%	(114)	13%	(169)	52%	(667)	18%	(230)
Educ: Bachelors degree	9%	(60)	14%	(96)	16%	(113)	50%	(349)	11%	(74)
Educ: Post-grad	16%	(83)	16%	(84)	14%	(72)	48%	(248)	6%	(34)
Income: Under 50k	10%	(99)	10%	(101)	14%	(137)	47%	(462)	18%	(180)
Income: 50k-100k	10%	(94)	13%	(124)	14%	(135)	51%	(478)	12%	(108)
Income: 100k+	9%	(55)	12%	(68)	14%	(82)	56%	(325)	9%	(50)
Ethnicity: White	9%	(163)	11%	(208)	13%	(241)	53%	(976)	14%	(259)
Ethnicity: Hispanic	14%	(69)	15%	(74)	14%	(67)	43%	(211)	14%	(67)
Ethnicity: Black	16%	(56)	17%	(60)	14%	(52)	43%	(153)	10%	(37)
Ethnicity: Other	10%	(29)	9%	(26)	21%	(62)	46%	(136)	14%	(42)

Continued on next page

Table BPC17_4: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(248)	12%	(294)	14%	(354)	51%	(1265)	14%	(338)
All Christian	11%	(118)	12%	(135)	13%	(147)	51%	(569)	12%	(136)
All Non-Christian	10%	(8)	17%	(15)	21%	(18)	41%	(35)	12%	(10)
Atheist	10%	(8)	13%	(9)	21%	(15)	46%	(34)	11%	(8)
Agnostic/Nothing in particular	9%	(66)	10%	(67)	15%	(105)	51%	(355)	15%	(107)
Something Else	9%	(48)	13%	(68)	13%	(69)	51%	(271)	15%	(78)
Religious Non-Protestant/Catholic	9%	(9)	16%	(17)	18%	(20)	44%	(47)	13%	(14)
Evangelical	11%	(81)	12%	(92)	12%	(92)	50%	(369)	15%	(109)
Non-Evangelical	10%	(83)	12%	(102)	14%	(115)	53%	(451)	12%	(100)
Community: Urban	16%	(106)	16%	(106)	14%	(93)	44%	(299)	11%	(74)
Community: Suburban	7%	(86)	10%	(114)	14%	(163)	55%	(641)	14%	(158)
Community: Rural	8%	(56)	11%	(73)	15%	(99)	49%	(324)	16%	(106)
Employ: Private Sector	9%	(174)	12%	(228)	14%	(263)	51%	(963)	13%	(248)
Employ: Government	13%	(51)	9%	(36)	15%	(61)	51%	(208)	12%	(50)
Employ: Self-Employed	10%	(23)	14%	(30)	14%	(30)	43%	(93)	19%	(41)
Military HH: Yes	9%	(22)	11%	(25)	15%	(36)	51%	(123)	14%	(33)
Military HH: No	10%	(226)	12%	(269)	14%	(319)	51%	(1141)	13%	(305)
RD/WT: Right Direction	12%	(92)	17%	(123)	18%	(131)	42%	(315)	11%	(81)
RD/WT: Wrong Track	9%	(156)	10%	(171)	13%	(224)	54%	(950)	15%	(258)
Biden Job Approve	11%	(118)	15%	(153)	17%	(172)	47%	(484)	10%	(106)
Biden Job Disapprove	9%	(123)	9%	(125)	13%	(176)	54%	(741)	14%	(196)
Biden Job Strongly Approve	17%	(59)	17%	(59)	15%	(53)	39%	(134)	12%	(40)
Biden Job Somewhat Approve	9%	(59)	14%	(94)	17%	(119)	51%	(350)	10%	(66)
Biden Job Somewhat Disapprove	9%	(46)	11%	(54)	16%	(80)	51%	(255)	12%	(61)
Biden Job Strongly Disapprove	9%	(77)	8%	(70)	11%	(95)	56%	(486)	16%	(136)
Favorable of Biden	11%	(118)	15%	(168)	15%	(165)	49%	(538)	10%	(111)
Unfavorable of Biden	9%	(121)	9%	(118)	14%	(179)	53%	(684)	14%	(186)
Very Favorable of Biden	15%	(60)	17%	(65)	14%	(55)	42%	(162)	12%	(48)
Somewhat Favorable of Biden	8%	(58)	15%	(103)	15%	(110)	53%	(376)	9%	(63)
Somewhat Unfavorable of Biden	10%	(39)	12%	(46)	18%	(68)	49%	(186)	11%	(44)
Very Unfavorable of Biden	9%	(83)	8%	(73)	12%	(111)	55%	(498)	16%	(142)

Continued on next page

Table BPC17_4: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(248)	12%	(294)	14%	(354)	51%	(1265)	14%	(338)
#1 Issue: Economy	10%	(130)	10%	(138)	14%	(189)	52%	(685)	14%	(181)
#1 Issue: Security	5%	(11)	10%	(24)	10%	(25)	60%	(148)	16%	(39)
#1 Issue: Health Care	14%	(36)	14%	(34)	14%	(36)	43%	(110)	15%	(38)
#1 Issue: Medicare / Social Security	4%	(3)	17%	(10)	7%	(4)	50%	(30)	22%	(13)
#1 Issue: Women's Issues	11%	(25)	18%	(40)	17%	(39)	44%	(99)	9%	(21)
#1 Issue: Education	15%	(23)	14%	(21)	16%	(24)	45%	(69)	10%	(16)
#1 Issue: Energy	7%	(12)	15%	(25)	20%	(33)	49%	(80)	9%	(16)
#1 Issue: Other	11%	(8)	3%	(2)	5%	(4)	61%	(43)	20%	(14)
2020 Vote: Joe Biden	11%	(131)	14%	(165)	16%	(186)	48%	(566)	11%	(125)
2020 Vote: Donald Trump	9%	(73)	10%	(79)	12%	(96)	56%	(465)	14%	(114)
2020 Vote: Other	8%	(7)	11%	(10)	24%	(22)	47%	(43)	10%	(10)
2020 Vote: Didn't Vote	9%	(37)	10%	(39)	12%	(50)	47%	(190)	22%	(90)
2018 House Vote: Democrat	12%	(118)	14%	(135)	16%	(157)	48%	(464)	10%	(96)
2018 House Vote: Republican	8%	(58)	12%	(82)	11%	(77)	56%	(394)	13%	(88)
2018 House Vote: Someone else	11%	(10)	5%	(4)	15%	(13)	48%	(42)	21%	(18)
2016 Vote: Hillary Clinton	12%	(113)	15%	(136)	17%	(155)	46%	(418)	10%	(93)
2016 Vote: Donald Trump	8%	(59)	10%	(76)	10%	(73)	58%	(430)	13%	(97)
2016 Vote: Other	4%	(4)	10%	(12)	17%	(19)	61%	(70)	9%	(10)
2016 Vote: Didn't Vote	10%	(73)	10%	(70)	15%	(107)	47%	(346)	19%	(138)
Voted in 2014: Yes	10%	(148)	13%	(186)	14%	(210)	52%	(763)	11%	(154)
Voted in 2014: No	10%	(101)	10%	(108)	14%	(144)	48%	(501)	18%	(184)
4-Region: Northeast	11%	(43)	10%	(42)	14%	(58)	51%	(204)	14%	(56)
4-Region: Midwest	9%	(52)	11%	(60)	12%	(68)	57%	(320)	11%	(60)
4-Region: South	10%	(99)	14%	(132)	14%	(140)	49%	(472)	13%	(130)
4-Region: West	10%	(55)	11%	(60)	16%	(89)	48%	(269)	16%	(93)
Child(Ren) Aged 0-17	11%	(211)	13%	(251)	16%	(298)	46%	(861)	13%	(241)
Child(Ren) Aged 0-5	13%	(110)	15%	(136)	15%	(134)	43%	(379)	14%	(121)
Caregivers	11%	(159)	14%	(197)	16%	(232)	48%	(688)	12%	(171)
Caregiver for Aging Parent	13%	(33)	18%	(44)	15%	(38)	40%	(101)	14%	(34)
Caregiver for Sick or Disabled Family Member	12%	(35)	13%	(39)	15%	(46)	47%	(143)	13%	(40)

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Table BPC17_4: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(248)	12%	(294)	14%	(354)	51%	(1265)	14%	(338)
Caregiver for Child/Dependent	11%	(113)	13%	(140)	16%	(175)	49%	(524)	10%	(111)
Business Owners	17%	(73)	22%	(93)	14%	(61)	33%	(142)	13%	(56)
Non-Business Owners	8%	(176)	10%	(201)	14%	(293)	54%	(1123)	14%	(282)
Service Worker/Retail Sales/Laborers/Helpers	9%	(47)	7%	(36)	11%	(53)	54%	(272)	19%	(96)
Trade/Skilled Workers	5%	(6)	5%	(5)	20%	(23)	52%	(58)	17%	(19)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	8%	(57)	12%	(83)	14%	(100)	54%	(389)	12%	(85)
Health Care and Medical Professionals/Lab Techs/Pharmacists	10%	(34)	11%	(40)	14%	(48)	54%	(190)	12%	(42)
Other Professionals	8%	(32)	9%	(36)	18%	(69)	55%	(214)	10%	(40)
Business Owners w/Employees	19%	(70)	23%	(85)	15%	(56)	32%	(119)	11%	(41)
Access to Childcare	13%	(109)	15%	(130)	18%	(153)	44%	(376)	10%	(86)
No Access to Childcare	13%	(65)	14%	(73)	16%	(79)	44%	(225)	13%	(65)
Unsure of Access to Childcare	8%	(14)	8%	(15)	10%	(18)	52%	(95)	22%	(39)
More Financially Secure after Pandemic	15%	(75)	20%	(101)	17%	(86)	37%	(190)	11%	(56)
Less Financially Secure after the Pandemic	10%	(122)	11%	(137)	15%	(185)	52%	(659)	13%	(164)
Same Financial Security after the Pandemic	7%	(51)	8%	(56)	12%	(84)	57%	(415)	16%	(119)
Access to Paid Parental Leave	9%	(91)	11%	(109)	16%	(154)	53%	(526)	11%	(109)
No Access to Paid Parental Leave	8%	(62)	9%	(71)	14%	(115)	54%	(437)	15%	(120)
Access to Paid Caregiving Leave	9%	(63)	12%	(84)	15%	(109)	52%	(369)	11%	(81)
No Access to Paid Caregiving Leave	8%	(83)	8%	(78)	15%	(146)	56%	(543)	13%	(128)
Access to Flexible Work Hours	9%	(87)	11%	(99)	14%	(134)	54%	(504)	11%	(102)
No Access to Flexible Work Hours	8%	(82)	9%	(91)	14%	(148)	55%	(566)	14%	(149)
Access to Child Care as Employer Benefit	11%	(38)	16%	(58)	15%	(52)	49%	(173)	9%	(32)
No Access to Child Care as Employer Benefit	8%	(116)	9%	(118)	15%	(203)	56%	(775)	13%	(175)
Access to Mental Health Benefits	10%	(85)	10%	(89)	16%	(139)	53%	(470)	11%	(94)
No Access to Mental Health Benefits	8%	(68)	10%	(80)	15%	(122)	54%	(452)	14%	(115)
Ethnicity: White (Non-Hispanic)	8%	(126)	11%	(165)	13%	(198)	55%	(833)	13%	(206)
Ethnicity: Hispanic	14%	(69)	15%	(74)	14%	(67)	43%	(211)	14%	(67)
Ethnicity: Black (Non-Hispanic)	14%	(42)	13%	(39)	15%	(46)	45%	(133)	12%	(37)
Ethnicity: Asian + Other (Non-Hispanic)	6%	(11)	8%	(15)	23%	(43)	47%	(87)	15%	(28)

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Table BPC17_4: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Student loan debt

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(248)	12%	(294)	14%	(354)	51%	(1265)	14%	(338)
Single, never married	15%	(65)	11%	(46)	13%	(55)	43%	(183)	17%	(72)
Married	10%	(145)	12%	(172)	15%	(210)	52%	(720)	11%	(150)
Separated	5%	(3)	12%	(8)	9%	(6)	52%	(33)	22%	(14)
Divorced	5%	(14)	14%	(42)	10%	(30)	57%	(170)	14%	(44)
Widowed	6%	(3)	11%	(6)	11%	(6)	54%	(28)	18%	(9)
Living with a partner	7%	(19)	7%	(20)	18%	(47)	49%	(130)	18%	(49)

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

Table BPC17_5: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(230)	16%	(405)	21%	(536)	45%	(1114)	9%	(215)
Gender: Female	9%	(230)	16%	(405)	21%	(536)	45%	(1114)	9%	(215)
Age: 18-34	13%	(92)	19%	(142)	23%	(168)	36%	(265)	8%	(61)
Age: 35-44	9%	(97)	17%	(186)	23%	(245)	44%	(472)	7%	(80)
Age: 45-64	6%	(39)	11%	(76)	18%	(121)	54%	(366)	11%	(72)
GenZers: 1997-2012	16%	(18)	26%	(28)	20%	(22)	26%	(29)	13%	(14)
Millennials: 1981-1996	10%	(144)	18%	(255)	24%	(333)	41%	(580)	7%	(100)
GenXers: 1965-1980	8%	(56)	13%	(94)	21%	(149)	49%	(355)	9%	(64)
Baby Boomers: 1946-1964	5%	(12)	11%	(27)	12%	(32)	58%	(147)	14%	(37)
PID: Dem (no lean)	13%	(132)	18%	(187)	23%	(242)	40%	(418)	6%	(65)
PID: Ind (no lean)	6%	(46)	15%	(104)	20%	(143)	48%	(340)	11%	(81)
PID: Rep (no lean)	7%	(52)	15%	(115)	20%	(151)	48%	(356)	9%	(68)
PID/Gender: Dem Women	13%	(132)	18%	(187)	23%	(242)	40%	(418)	6%	(65)
PID/Gender: Ind Women	6%	(46)	15%	(104)	20%	(143)	48%	(340)	11%	(81)
PID/Gender: Rep Women	7%	(52)	15%	(115)	20%	(151)	48%	(356)	9%	(68)
Ideo: Liberal (1-3)	11%	(82)	19%	(142)	24%	(181)	41%	(311)	5%	(34)
Ideo: Moderate (4)	10%	(78)	17%	(130)	22%	(173)	44%	(336)	7%	(54)
Ideo: Conservative (5-7)	7%	(55)	14%	(104)	20%	(147)	50%	(379)	9%	(69)
Educ: < College	9%	(118)	17%	(224)	20%	(258)	43%	(549)	11%	(139)
Educ: Bachelors degree	7%	(51)	16%	(111)	24%	(167)	45%	(311)	8%	(53)
Educ: Post-grad	12%	(61)	14%	(70)	21%	(111)	49%	(255)	4%	(23)
Income: Under 50k	10%	(95)	18%	(175)	21%	(202)	41%	(401)	11%	(106)
Income: 50k-100k	9%	(88)	16%	(151)	22%	(210)	44%	(416)	8%	(75)
Income: 100k+	8%	(47)	14%	(79)	21%	(124)	51%	(297)	6%	(34)
Ethnicity: White	8%	(148)	16%	(288)	21%	(383)	46%	(856)	9%	(172)
Ethnicity: Hispanic	13%	(62)	19%	(93)	20%	(97)	41%	(199)	8%	(39)
Ethnicity: Black	14%	(50)	18%	(66)	20%	(73)	41%	(145)	7%	(24)
Ethnicity: Other	11%	(32)	17%	(51)	27%	(80)	38%	(114)	6%	(18)

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Table BPC17_5: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(230)	16%	(405)	21%	(536)	45%	(1114)	9%	(215)
All Christian	11%	(123)	16%	(176)	20%	(223)	45%	(495)	8%	(88)
All Non-Christian	11%	(9)	22%	(19)	19%	(16)	38%	(33)	10%	(8)
Atheist	6%	(4)	19%	(14)	32%	(24)	39%	(29)	4%	(3)
Agnostic/Nothing in particular	7%	(47)	14%	(100)	24%	(168)	46%	(319)	10%	(67)
Something Else	9%	(47)	18%	(95)	20%	(105)	45%	(238)	9%	(48)
Religious Non-Protestant/Catholic	10%	(11)	20%	(21)	18%	(19)	41%	(43)	11%	(12)
Evangelical	11%	(79)	17%	(124)	21%	(154)	44%	(326)	8%	(59)
Non-Evangelical	10%	(83)	17%	(143)	19%	(163)	46%	(389)	9%	(73)
Community: Urban	14%	(93)	20%	(136)	19%	(132)	38%	(259)	9%	(59)
Community: Suburban	8%	(87)	13%	(156)	23%	(264)	48%	(559)	8%	(95)
Community: Rural	8%	(50)	17%	(113)	21%	(139)	45%	(296)	9%	(60)
Employ: Private Sector	10%	(179)	16%	(291)	23%	(424)	44%	(828)	8%	(152)
Employ: Government	8%	(34)	18%	(71)	17%	(68)	49%	(199)	8%	(34)
Employ: Self-Employed	8%	(17)	19%	(42)	20%	(44)	40%	(87)	13%	(28)
Military HH: Yes	10%	(25)	16%	(39)	15%	(36)	53%	(128)	5%	(12)
Military HH: No	9%	(205)	16%	(366)	22%	(499)	44%	(986)	9%	(203)
RD/WT: Right Direction	14%	(101)	17%	(127)	24%	(179)	38%	(280)	7%	(55)
RD/WT: Wrong Track	7%	(129)	16%	(278)	20%	(356)	47%	(834)	9%	(160)
Biden Job Approve	12%	(125)	17%	(178)	24%	(243)	41%	(423)	6%	(64)
Biden Job Disapprove	8%	(103)	16%	(211)	20%	(278)	48%	(654)	8%	(114)
Biden Job Strongly Approve	17%	(58)	19%	(65)	18%	(64)	40%	(138)	6%	(20)
Biden Job Somewhat Approve	10%	(67)	16%	(113)	26%	(179)	41%	(285)	6%	(44)
Biden Job Somewhat Disapprove	7%	(33)	18%	(87)	24%	(121)	44%	(219)	7%	(36)
Biden Job Strongly Disapprove	8%	(70)	14%	(124)	18%	(157)	50%	(435)	9%	(78)
Favorable of Biden	12%	(130)	17%	(190)	22%	(244)	43%	(474)	6%	(62)
Unfavorable of Biden	7%	(93)	16%	(202)	21%	(275)	47%	(610)	9%	(110)
Very Favorable of Biden	17%	(66)	19%	(74)	19%	(73)	39%	(151)	7%	(26)
Somewhat Favorable of Biden	9%	(64)	16%	(116)	24%	(171)	45%	(323)	5%	(36)
Somewhat Unfavorable of Biden	6%	(24)	16%	(60)	29%	(109)	42%	(160)	7%	(28)
Very Unfavorable of Biden	8%	(69)	16%	(141)	18%	(166)	50%	(450)	9%	(82)

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Table BPC17_5: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(230)	16%	(405)	21%	(536)	45%	(1114)	9%	(215)
#1 Issue: Economy	9%	(118)	16%	(214)	21%	(274)	46%	(613)	8%	(105)
#1 Issue: Security	7%	(18)	15%	(37)	20%	(50)	48%	(119)	10%	(24)
#1 Issue: Health Care	10%	(26)	17%	(44)	27%	(69)	32%	(80)	14%	(35)
#1 Issue: Medicare / Social Security	9%	(5)	9%	(6)	20%	(12)	45%	(27)	17%	(10)
#1 Issue: Women's Issues	11%	(26)	18%	(40)	25%	(56)	41%	(91)	5%	(11)
#1 Issue: Education	10%	(15)	12%	(19)	22%	(34)	48%	(73)	8%	(13)
#1 Issue: Energy	9%	(15)	19%	(31)	21%	(35)	46%	(76)	5%	(9)
#1 Issue: Other	9%	(6)	20%	(14)	9%	(6)	51%	(36)	12%	(8)
2020 Vote: Joe Biden	11%	(127)	17%	(201)	24%	(277)	42%	(495)	6%	(73)
2020 Vote: Donald Trump	7%	(57)	15%	(126)	20%	(168)	50%	(411)	8%	(66)
2020 Vote: Other	10%	(9)	13%	(12)	20%	(19)	50%	(45)	7%	(6)
2020 Vote: Didn't Vote	9%	(37)	16%	(66)	18%	(72)	40%	(162)	17%	(70)
2018 House Vote: Democrat	12%	(113)	17%	(165)	22%	(216)	43%	(419)	6%	(57)
2018 House Vote: Republican	7%	(46)	15%	(106)	21%	(145)	50%	(349)	8%	(53)
2018 House Vote: Someone else	10%	(9)	17%	(15)	14%	(13)	47%	(42)	11%	(10)
2016 Vote: Hillary Clinton	11%	(104)	18%	(165)	23%	(207)	42%	(387)	6%	(53)
2016 Vote: Donald Trump	8%	(57)	14%	(105)	20%	(151)	50%	(368)	7%	(53)
2016 Vote: Other	6%	(7)	13%	(15)	24%	(27)	55%	(62)	3%	(3)
2016 Vote: Didn't Vote	8%	(62)	16%	(119)	21%	(151)	40%	(296)	14%	(105)
Voted in 2014: Yes	9%	(133)	16%	(239)	21%	(304)	47%	(694)	6%	(92)
Voted in 2014: No	9%	(97)	16%	(166)	22%	(232)	40%	(420)	12%	(123)
4-Region: Northeast	9%	(38)	17%	(68)	22%	(87)	42%	(170)	10%	(39)
4-Region: Midwest	7%	(39)	17%	(96)	23%	(129)	46%	(255)	7%	(41)
4-Region: South	10%	(99)	15%	(147)	22%	(215)	45%	(440)	7%	(71)
4-Region: West	10%	(54)	17%	(94)	18%	(104)	44%	(249)	11%	(63)
Child(Ren) Aged 0-17	10%	(192)	18%	(339)	24%	(446)	40%	(738)	8%	(146)
Child(Ren) Aged 0-5	12%	(107)	19%	(164)	23%	(206)	38%	(333)	8%	(71)
Caregivers	10%	(148)	19%	(276)	24%	(343)	40%	(585)	7%	(95)
Caregiver for Aging Parent	14%	(36)	17%	(42)	23%	(57)	34%	(86)	12%	(29)
Caregiver for Sick or Disabled Family Member	12%	(37)	20%	(59)	23%	(68)	38%	(115)	7%	(23)

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Table BPC17_5: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(230)	16%	(405)	21%	(536)	45%	(1114)	9%	(215)
Caregiver for Child/Dependent	9%	(100)	20%	(207)	24%	(256)	42%	(441)	5%	(57)
Business Owners	17%	(71)	22%	(93)	20%	(84)	32%	(135)	10%	(42)
Non-Business Owners	8%	(159)	15%	(312)	22%	(452)	47%	(979)	8%	(172)
Service Worker/Retail Sales/Laborers/Helpers	11%	(57)	16%	(80)	20%	(103)	42%	(210)	11%	(55)
Trade/Skilled Workers	7%	(8)	9%	(10)	21%	(23)	52%	(58)	10%	(11)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	6%	(45)	17%	(120)	23%	(167)	47%	(332)	7%	(49)
Health Care and Medical Professionals/Lab Techs/Pharmacists	6%	(20)	14%	(50)	22%	(79)	51%	(179)	7%	(26)
Other Professionals	8%	(30)	13%	(51)	20%	(80)	51%	(200)	8%	(31)
Business Owners w/Employees	18%	(68)	23%	(84)	20%	(75)	29%	(108)	9%	(35)
Access to Childcare	11%	(97)	18%	(153)	25%	(215)	39%	(334)	6%	(55)
No Access to Childcare	11%	(55)	20%	(104)	23%	(116)	38%	(190)	8%	(42)
Unsure of Access to Childcare	8%	(14)	17%	(30)	22%	(41)	41%	(74)	13%	(23)
More Financially Secure after Pandemic	14%	(72)	19%	(98)	20%	(103)	38%	(192)	8%	(42)
Less Financially Secure after the Pandemic	10%	(132)	16%	(208)	23%	(290)	44%	(554)	7%	(84)
Same Financial Security after the Pandemic	4%	(26)	14%	(99)	20%	(143)	51%	(368)	12%	(89)
Access to Paid Parental Leave	8%	(77)	15%	(146)	24%	(238)	48%	(471)	6%	(57)
No Access to Paid Parental Leave	8%	(64)	16%	(128)	21%	(170)	46%	(371)	9%	(74)
Access to Paid Caregiving Leave	9%	(66)	14%	(100)	21%	(148)	48%	(342)	7%	(50)
No Access to Paid Caregiving Leave	8%	(74)	17%	(167)	22%	(211)	47%	(455)	7%	(70)
Access to Flexible Work Hours	7%	(65)	14%	(130)	23%	(209)	51%	(470)	6%	(52)
No Access to Flexible Work Hours	9%	(91)	16%	(166)	22%	(227)	44%	(460)	9%	(93)
Access to Child Care as Employer Benefit	13%	(45)	15%	(53)	21%	(75)	46%	(163)	5%	(19)
No Access to Child Care as Employer Benefit	7%	(94)	16%	(221)	23%	(320)	47%	(659)	7%	(93)
Access to Mental Health Benefits	7%	(64)	13%	(115)	22%	(194)	51%	(447)	7%	(59)
No Access to Mental Health Benefits	9%	(75)	17%	(145)	22%	(185)	44%	(370)	7%	(62)
Ethnicity: White (Non-Hispanic)	7%	(112)	16%	(238)	21%	(318)	47%	(721)	9%	(139)
Ethnicity: Hispanic	13%	(62)	19%	(93)	20%	(97)	41%	(199)	8%	(39)
Ethnicity: Black (Non-Hispanic)	13%	(38)	15%	(46)	20%	(59)	44%	(131)	8%	(23)
Ethnicity: Asian + Other (Non-Hispanic)	10%	(18)	15%	(29)	33%	(62)	34%	(63)	7%	(13)

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Table BPC17_5: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Necessary skills/education

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(230)	16%	(405)	21%	(536)	45%	(1114)	9%	(215)
Single, never married	13%	(55)	17%	(72)	21%	(89)	37%	(156)	12%	(49)
Married	9%	(129)	16%	(224)	23%	(323)	44%	(621)	7%	(101)
Separated	9%	(6)	6%	(4)	24%	(15)	44%	(28)	17%	(11)
Divorced	4%	(12)	17%	(51)	17%	(51)	56%	(169)	6%	(17)
Widowed	6%	(3)	9%	(5)	22%	(11)	52%	(27)	12%	(6)
Living with a partner	10%	(25)	19%	(49)	17%	(46)	43%	(113)	12%	(31)

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

Table BPC17_6: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	8%	(204)	17%	(432)	23%	(575)	40%	(1003)	11%	(285)
Gender: Female	8%	(204)	17%	(432)	23%	(575)	40%	(1003)	11%	(285)
Age: 18-34	11%	(79)	22%	(164)	23%	(170)	32%	(232)	11%	(83)
Age: 35-44	8%	(88)	18%	(189)	26%	(282)	38%	(412)	10%	(108)
Age: 45-64	5%	(35)	12%	(78)	18%	(121)	52%	(349)	14%	(91)
GenZers: 1997-2012	16%	(18)	19%	(21)	23%	(25)	21%	(23)	21%	(23)
Millennials: 1981-1996	9%	(129)	21%	(292)	25%	(359)	35%	(498)	10%	(134)
GenXers: 1965-1980	6%	(45)	13%	(94)	22%	(156)	47%	(336)	12%	(87)
Baby Boomers: 1946-1964	5%	(12)	10%	(25)	14%	(35)	56%	(143)	16%	(40)
PID: Dem (no lean)	12%	(121)	20%	(211)	23%	(243)	35%	(365)	10%	(104)
PID: Ind (no lean)	6%	(44)	15%	(105)	22%	(155)	44%	(311)	14%	(99)
PID: Rep (no lean)	5%	(39)	16%	(117)	24%	(176)	44%	(327)	11%	(82)
PID/Gender: Dem Women	12%	(121)	20%	(211)	23%	(243)	35%	(365)	10%	(104)
PID/Gender: Ind Women	6%	(44)	15%	(105)	22%	(155)	44%	(311)	14%	(99)
PID/Gender: Rep Women	5%	(39)	16%	(117)	24%	(176)	44%	(327)	11%	(82)
Ideo: Liberal (1-3)	9%	(66)	20%	(150)	26%	(196)	37%	(278)	8%	(58)
Ideo: Moderate (4)	10%	(74)	17%	(128)	23%	(177)	41%	(313)	10%	(79)
Ideo: Conservative (5-7)	7%	(50)	16%	(124)	21%	(155)	45%	(337)	12%	(87)
Educ: < College	7%	(94)	16%	(205)	21%	(270)	40%	(520)	15%	(198)
Educ: Bachelors degree	7%	(50)	17%	(121)	26%	(183)	40%	(280)	8%	(58)
Educ: Post-grad	12%	(60)	20%	(106)	23%	(122)	39%	(203)	6%	(29)
Income: Under 50k	9%	(84)	16%	(162)	21%	(210)	38%	(374)	15%	(150)
Income: 50k-100k	9%	(82)	19%	(179)	24%	(222)	39%	(366)	10%	(90)
Income: 100k+	6%	(38)	16%	(92)	25%	(143)	45%	(263)	8%	(45)
Ethnicity: White	7%	(129)	16%	(296)	23%	(419)	42%	(777)	12%	(226)
Ethnicity: Hispanic	11%	(56)	20%	(100)	22%	(109)	36%	(175)	10%	(49)
Ethnicity: Black	14%	(51)	22%	(79)	18%	(66)	37%	(133)	8%	(29)
Ethnicity: Other	8%	(24)	20%	(58)	30%	(90)	31%	(93)	10%	(30)

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Table BPC17_6: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	8%	(204)	17%	(432)	23%	(575)	40%	(1003)	11%	(285)
All Christian	10%	(112)	18%	(197)	20%	(225)	41%	(458)	10%	(114)
All Non-Christian	17%	(15)	22%	(19)	21%	(18)	24%	(21)	16%	(13)
Atheist	7%	(5)	26%	(19)	19%	(14)	37%	(27)	12%	(9)
Agnostic/Nothing in particular	6%	(40)	15%	(105)	28%	(196)	39%	(271)	13%	(88)
Something Else	6%	(33)	17%	(93)	23%	(121)	42%	(226)	11%	(61)
Religious Non-Protestant/Catholic	15%	(16)	20%	(21)	20%	(21)	27%	(29)	18%	(19)
Evangelical	10%	(77)	17%	(127)	21%	(154)	42%	(310)	10%	(74)
Non-Evangelical	7%	(64)	18%	(153)	21%	(182)	42%	(359)	11%	(92)
Community: Urban	13%	(85)	22%	(149)	21%	(141)	35%	(240)	9%	(63)
Community: Suburban	6%	(71)	15%	(169)	26%	(303)	42%	(490)	11%	(129)
Community: Rural	7%	(49)	17%	(115)	20%	(130)	41%	(272)	14%	(93)
Employ: Private Sector	8%	(150)	17%	(315)	24%	(452)	40%	(748)	11%	(210)
Employ: Government	9%	(35)	17%	(71)	19%	(77)	45%	(181)	11%	(43)
Employ: Self-Employed	9%	(19)	22%	(47)	21%	(45)	34%	(73)	15%	(33)
Military HH: Yes	9%	(20)	14%	(33)	19%	(45)	50%	(120)	9%	(22)
Military HH: No	8%	(184)	18%	(400)	23%	(530)	39%	(883)	12%	(264)
RD/WT: Right Direction	11%	(82)	21%	(156)	23%	(172)	35%	(263)	9%	(69)
RD/WT: Wrong Track	7%	(122)	16%	(276)	23%	(403)	42%	(740)	12%	(217)
Biden Job Approve	10%	(103)	20%	(206)	24%	(253)	37%	(381)	9%	(90)
Biden Job Disapprove	7%	(94)	16%	(214)	23%	(312)	44%	(593)	11%	(148)
Biden Job Strongly Approve	14%	(50)	22%	(77)	18%	(64)	37%	(126)	8%	(28)
Biden Job Somewhat Approve	8%	(53)	19%	(128)	28%	(189)	37%	(255)	9%	(62)
Biden Job Somewhat Disapprove	7%	(35)	19%	(94)	26%	(130)	39%	(195)	9%	(42)
Biden Job Strongly Disapprove	7%	(59)	14%	(120)	21%	(182)	46%	(398)	12%	(106)
Favorable of Biden	11%	(117)	19%	(208)	23%	(255)	39%	(425)	9%	(94)
Unfavorable of Biden	6%	(80)	17%	(217)	23%	(301)	42%	(545)	11%	(147)
Very Favorable of Biden	16%	(62)	21%	(80)	17%	(68)	38%	(148)	8%	(31)
Somewhat Favorable of Biden	8%	(55)	18%	(127)	26%	(188)	39%	(277)	9%	(63)
Somewhat Unfavorable of Biden	5%	(20)	20%	(78)	30%	(114)	35%	(134)	10%	(36)
Very Unfavorable of Biden	7%	(59)	15%	(139)	21%	(187)	45%	(411)	12%	(110)

Continued on next page

Table BPC17_6: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	8%	(204)	17%	(432)	23%	(575)	40%	(1003)	11%	(285)
#1 Issue: Economy	8%	(100)	18%	(236)	22%	(296)	41%	(542)	11%	(149)
#1 Issue: Security	9%	(23)	11%	(27)	20%	(49)	46%	(113)	14%	(35)
#1 Issue: Health Care	11%	(28)	19%	(48)	25%	(63)	32%	(81)	13%	(34)
#1 Issue: Medicare / Social Security	5%	(3)	19%	(11)	18%	(11)	39%	(23)	19%	(12)
#1 Issue: Women's Issues	8%	(18)	19%	(43)	27%	(61)	37%	(84)	8%	(18)
#1 Issue: Education	7%	(11)	18%	(28)	26%	(40)	39%	(60)	9%	(13)
#1 Issue: Energy	10%	(17)	18%	(29)	29%	(47)	37%	(62)	6%	(10)
#1 Issue: Other	5%	(4)	14%	(10)	10%	(7)	52%	(37)	19%	(13)
2020 Vote: Joe Biden	10%	(119)	19%	(227)	24%	(278)	38%	(444)	9%	(105)
2020 Vote: Donald Trump	6%	(49)	15%	(127)	23%	(190)	45%	(376)	10%	(85)
2020 Vote: Other	9%	(8)	16%	(15)	24%	(22)	41%	(37)	10%	(9)
2020 Vote: Didn't Vote	7%	(29)	16%	(64)	21%	(84)	36%	(145)	21%	(86)
2018 House Vote: Democrat	11%	(110)	20%	(190)	23%	(218)	38%	(366)	9%	(84)
2018 House Vote: Republican	4%	(31)	16%	(115)	24%	(167)	45%	(315)	10%	(72)
2018 House Vote: Someone else	11%	(10)	15%	(13)	20%	(18)	40%	(35)	14%	(12)
2016 Vote: Hillary Clinton	10%	(89)	21%	(189)	24%	(222)	37%	(339)	8%	(77)
2016 Vote: Donald Trump	7%	(51)	15%	(108)	22%	(164)	45%	(335)	11%	(78)
2016 Vote: Other	5%	(6)	14%	(16)	19%	(22)	55%	(63)	6%	(7)
2016 Vote: Didn't Vote	8%	(57)	16%	(120)	23%	(168)	36%	(265)	17%	(123)
Voted in 2014: Yes	9%	(126)	17%	(255)	23%	(336)	43%	(622)	8%	(122)
Voted in 2014: No	7%	(78)	17%	(178)	23%	(238)	37%	(381)	16%	(163)
4-Region: Northeast	7%	(30)	16%	(65)	25%	(100)	39%	(156)	13%	(52)
4-Region: Midwest	7%	(41)	16%	(91)	24%	(135)	42%	(232)	11%	(60)
4-Region: South	9%	(89)	19%	(188)	21%	(202)	41%	(396)	10%	(97)
4-Region: West	8%	(45)	16%	(89)	24%	(138)	39%	(218)	13%	(76)
Child(Ren) Aged 0-17	10%	(178)	20%	(364)	26%	(477)	35%	(654)	10%	(189)
Child(Ren) Aged 0-5	10%	(85)	22%	(192)	25%	(223)	32%	(282)	11%	(98)
Caregivers	9%	(130)	20%	(290)	26%	(379)	36%	(516)	9%	(133)
Caregiver for Aging Parent	12%	(30)	22%	(55)	21%	(52)	33%	(83)	12%	(30)
Caregiver for Sick or Disabled Family Member	11%	(34)	21%	(64)	21%	(64)	36%	(109)	10%	(31)

Continued on next page

Table BPC17_6: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	8%	(204)	17%	(432)	23%	(575)	40%	(1003)	11%	(285)
Caregiver for Child/Dependent	8%	(81)	20%	(212)	28%	(300)	36%	(382)	8%	(88)
Business Owners	15%	(65)	24%	(103)	22%	(92)	28%	(117)	11%	(48)
Non-Business Owners	7%	(139)	16%	(330)	23%	(483)	43%	(886)	11%	(237)
Service Worker/Retail Sales/Laborers/Helpers	9%	(45)	14%	(73)	21%	(104)	41%	(207)	15%	(75)
Trade/Skilled Workers	7%	(8)	9%	(10)	30%	(33)	40%	(44)	13%	(15)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	6%	(40)	18%	(130)	24%	(170)	44%	(311)	9%	(63)
Health Care and Medical Professionals/Lab Techs/Pharmacists	5%	(18)	17%	(62)	22%	(79)	44%	(154)	12%	(41)
Other Professionals	7%	(28)	14%	(55)	25%	(96)	43%	(169)	11%	(43)
Business Owners w/Employees	17%	(62)	26%	(96)	22%	(82)	25%	(91)	11%	(39)
Access to Childcare	11%	(90)	20%	(171)	25%	(214)	36%	(308)	8%	(72)
No Access to Childcare	11%	(56)	20%	(100)	29%	(149)	30%	(151)	10%	(52)
Unsure of Access to Childcare	4%	(7)	19%	(34)	24%	(44)	34%	(62)	19%	(34)
More Financially Secure after Pandemic	13%	(65)	19%	(95)	23%	(116)	35%	(176)	11%	(55)
Less Financially Secure after the Pandemic	9%	(112)	18%	(228)	25%	(313)	39%	(489)	10%	(125)
Same Financial Security after the Pandemic	4%	(27)	15%	(109)	20%	(146)	47%	(337)	15%	(105)
Access to Paid Parental Leave	7%	(74)	17%	(164)	23%	(228)	45%	(442)	8%	(80)
No Access to Paid Parental Leave	6%	(51)	16%	(130)	25%	(201)	40%	(319)	13%	(105)
Access to Paid Caregiving Leave	9%	(64)	14%	(99)	22%	(157)	45%	(321)	9%	(65)
No Access to Paid Caregiving Leave	6%	(62)	18%	(173)	25%	(243)	41%	(397)	10%	(102)
Access to Flexible Work Hours	6%	(60)	17%	(158)	23%	(214)	45%	(419)	8%	(76)
No Access to Flexible Work Hours	7%	(72)	15%	(158)	24%	(251)	41%	(424)	13%	(131)
Access to Child Care as Employer Benefit	13%	(46)	14%	(49)	22%	(77)	44%	(155)	7%	(26)
No Access to Child Care as Employer Benefit	6%	(77)	17%	(235)	25%	(346)	43%	(592)	10%	(138)
Access to Mental Health Benefits	7%	(58)	15%	(129)	23%	(206)	47%	(412)	8%	(74)
No Access to Mental Health Benefits	7%	(59)	17%	(145)	25%	(206)	40%	(332)	11%	(94)
Ethnicity: White (Non-Hispanic)	6%	(98)	15%	(237)	23%	(354)	43%	(650)	12%	(189)
Ethnicity: Hispanic	11%	(56)	20%	(100)	22%	(109)	36%	(175)	10%	(49)
Ethnicity: Black (Non-Hispanic)	13%	(37)	19%	(56)	19%	(56)	40%	(120)	9%	(28)
Ethnicity: Asian + Other (Non-Hispanic)	7%	(13)	22%	(40)	30%	(56)	31%	(58)	10%	(18)

Continued on next page

Table BPC17_6: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Professional networking

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	8%	(204)	17%	(432)	23%	(575)	40%	(1003)	11%	(285)
Single, never married	12%	(50)	17%	(72)	21%	(90)	34%	(143)	16%	(66)
Married	8%	(116)	18%	(255)	24%	(339)	39%	(550)	10%	(137)
Separated	10%	(6)	11%	(7)	20%	(13)	43%	(27)	16%	(10)
Divorced	3%	(9)	19%	(56)	19%	(57)	50%	(150)	9%	(28)
Widowed	5%	(3)	11%	(6)	25%	(13)	43%	(23)	15%	(8)
Living with a partner	8%	(20)	14%	(36)	24%	(62)	42%	(110)	14%	(36)

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

Table BPC17_7: *How much of a barrier are each of the following, if at all, to staying at your current job? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(214)	13%	(317)	17%	(418)	51%	(1287)	11%	(263)
Gender: Female	9%	(214)	13%	(317)	17%	(418)	51%	(1287)	11%	(263)
Age: 18-34	14%	(103)	19%	(136)	20%	(147)	39%	(281)	8%	(61)
Age: 35-44	7%	(78)	13%	(141)	17%	(186)	53%	(573)	9%	(101)
Age: 45-64	5%	(32)	6%	(39)	12%	(83)	62%	(422)	15%	(98)
GenZers: 1997-2012	15%	(17)	23%	(26)	17%	(19)	32%	(35)	13%	(14)
Millennials: 1981-1996	10%	(143)	16%	(224)	20%	(279)	46%	(651)	8%	(115)
GenXers: 1965-1980	6%	(45)	7%	(52)	13%	(96)	60%	(432)	13%	(93)
Baby Boomers: 1946-1964	4%	(9)	6%	(15)	9%	(24)	65%	(166)	16%	(41)
PID: Dem (no lean)	12%	(125)	15%	(156)	19%	(196)	46%	(478)	9%	(89)
PID: Ind (no lean)	6%	(42)	13%	(91)	16%	(113)	52%	(373)	13%	(95)
PID: Rep (no lean)	6%	(48)	9%	(70)	15%	(109)	59%	(437)	11%	(78)
PID/Gender: Dem Women	12%	(125)	15%	(156)	19%	(196)	46%	(478)	9%	(89)
PID/Gender: Ind Women	6%	(42)	13%	(91)	16%	(113)	52%	(373)	13%	(95)
PID/Gender: Rep Women	6%	(48)	9%	(70)	15%	(109)	59%	(437)	11%	(78)
Ideo: Liberal (1-3)	11%	(80)	17%	(130)	18%	(131)	48%	(361)	6%	(48)
Ideo: Moderate (4)	8%	(64)	15%	(113)	19%	(148)	47%	(363)	11%	(83)
Ideo: Conservative (5-7)	7%	(53)	7%	(56)	14%	(104)	62%	(469)	9%	(71)
Educ: < College	8%	(101)	12%	(151)	15%	(196)	52%	(664)	14%	(175)
Educ: Bachelors degree	7%	(50)	12%	(84)	19%	(133)	52%	(361)	9%	(65)
Educ: Post-grad	12%	(64)	16%	(82)	17%	(89)	50%	(262)	5%	(24)
Income: Under 50k	9%	(87)	13%	(127)	16%	(160)	48%	(470)	14%	(136)
Income: 50k-100k	9%	(81)	14%	(128)	17%	(161)	51%	(479)	10%	(90)
Income: 100k+	8%	(46)	11%	(62)	17%	(97)	58%	(338)	6%	(37)
Ethnicity: White	7%	(129)	12%	(215)	16%	(291)	54%	(1006)	11%	(206)
Ethnicity: Hispanic	15%	(75)	14%	(66)	16%	(76)	46%	(227)	9%	(45)
Ethnicity: Black	16%	(58)	16%	(57)	15%	(52)	44%	(158)	9%	(32)
Ethnicity: Other	9%	(27)	16%	(46)	25%	(74)	42%	(123)	9%	(25)

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Table BPC17_7: *How much of a barrier are each of the following, if at all, to staying at your current job? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(214)	13%	(317)	17%	(418)	51%	(1287)	11%	(263)
All Christian	11%	(116)	12%	(132)	16%	(178)	51%	(569)	10%	(111)
All Non-Christian	15%	(13)	21%	(18)	19%	(17)	33%	(29)	12%	(10)
Atheist	9%	(7)	19%	(14)	17%	(12)	46%	(34)	8%	(6)
Agnostic/Nothing in particular	7%	(47)	13%	(88)	18%	(129)	52%	(363)	10%	(74)
Something Else	6%	(31)	12%	(66)	15%	(82)	55%	(293)	12%	(62)
Religious Non-Protestant/Catholic	13%	(13)	19%	(21)	18%	(20)	36%	(39)	13%	(14)
Evangelical	10%	(72)	14%	(105)	13%	(98)	53%	(390)	11%	(78)
Non-Evangelical	8%	(71)	10%	(85)	18%	(149)	54%	(456)	10%	(89)
Community: Urban	15%	(103)	16%	(111)	18%	(121)	41%	(281)	9%	(62)
Community: Suburban	6%	(71)	10%	(115)	19%	(216)	55%	(644)	10%	(116)
Community: Rural	6%	(40)	14%	(91)	12%	(81)	55%	(361)	13%	(85)
Employ: Private Sector	8%	(159)	13%	(236)	17%	(318)	52%	(975)	10%	(188)
Employ: Government	8%	(34)	11%	(46)	17%	(70)	53%	(214)	10%	(43)
Employ: Self-Employed	10%	(21)	16%	(35)	14%	(30)	45%	(99)	15%	(32)
Military HH: Yes	12%	(28)	10%	(23)	13%	(31)	60%	(144)	6%	(13)
Military HH: No	8%	(186)	13%	(294)	17%	(387)	51%	(1143)	11%	(250)
RD/WT: Right Direction	13%	(95)	17%	(125)	21%	(153)	41%	(302)	9%	(66)
RD/WT: Wrong Track	7%	(120)	11%	(192)	15%	(265)	56%	(984)	11%	(197)
Biden Job Approve	12%	(121)	16%	(161)	19%	(199)	45%	(463)	9%	(88)
Biden Job Disapprove	7%	(89)	10%	(142)	15%	(208)	57%	(781)	10%	(140)
Biden Job Strongly Approve	19%	(66)	19%	(66)	15%	(51)	39%	(134)	8%	(28)
Biden Job Somewhat Approve	8%	(56)	14%	(95)	22%	(148)	48%	(329)	9%	(60)
Biden Job Somewhat Disapprove	6%	(29)	11%	(55)	19%	(97)	55%	(272)	9%	(44)
Biden Job Strongly Disapprove	7%	(60)	10%	(88)	13%	(111)	59%	(509)	11%	(96)
Favorable of Biden	11%	(125)	14%	(159)	18%	(198)	48%	(528)	8%	(90)
Unfavorable of Biden	6%	(82)	12%	(148)	16%	(200)	56%	(726)	10%	(132)
Very Favorable of Biden	18%	(72)	16%	(63)	15%	(59)	41%	(159)	9%	(36)
Somewhat Favorable of Biden	7%	(53)	13%	(95)	20%	(139)	52%	(369)	7%	(53)
Somewhat Unfavorable of Biden	6%	(25)	12%	(45)	21%	(81)	52%	(197)	9%	(34)
Very Unfavorable of Biden	6%	(58)	11%	(103)	13%	(119)	58%	(529)	11%	(98)

Continued on next page

Table BPC17_7: *How much of a barrier are each of the following, if at all, to staying at your current job? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(214)	13%	(317)	17%	(418)	51%	(1287)	11%	(263)
#1 Issue: Economy	7%	(97)	13%	(168)	16%	(216)	54%	(715)	10%	(127)
#1 Issue: Security	7%	(17)	10%	(24)	16%	(39)	56%	(138)	12%	(30)
#1 Issue: Health Care	13%	(33)	15%	(38)	17%	(44)	41%	(104)	14%	(35)
#1 Issue: Medicare / Social Security	7%	(4)	17%	(10)	9%	(6)	51%	(31)	16%	(9)
#1 Issue: Women's Issues	12%	(28)	15%	(34)	19%	(43)	48%	(107)	6%	(13)
#1 Issue: Education	8%	(13)	10%	(16)	20%	(31)	49%	(75)	12%	(19)
#1 Issue: Energy	11%	(18)	11%	(18)	20%	(33)	51%	(84)	7%	(12)
#1 Issue: Other	8%	(6)	11%	(8)	9%	(6)	47%	(34)	26%	(18)
2020 Vote: Joe Biden	10%	(115)	15%	(174)	19%	(222)	48%	(568)	8%	(94)
2020 Vote: Donald Trump	6%	(48)	10%	(84)	14%	(119)	59%	(491)	10%	(87)
2020 Vote: Other	9%	(8)	11%	(10)	18%	(16)	55%	(50)	7%	(6)
2020 Vote: Didn't Vote	11%	(43)	12%	(50)	15%	(60)	44%	(177)	19%	(76)
2018 House Vote: Democrat	11%	(103)	15%	(149)	18%	(179)	48%	(461)	8%	(77)
2018 House Vote: Republican	6%	(40)	9%	(65)	15%	(105)	61%	(424)	9%	(66)
2018 House Vote: Someone else	5%	(5)	12%	(10)	17%	(15)	52%	(46)	13%	(12)
2016 Vote: Hillary Clinton	10%	(92)	15%	(138)	20%	(184)	47%	(431)	8%	(71)
2016 Vote: Donald Trump	6%	(45)	11%	(80)	14%	(107)	59%	(432)	10%	(73)
2016 Vote: Other	3%	(4)	9%	(11)	13%	(15)	69%	(79)	5%	(6)
2016 Vote: Didn't Vote	10%	(74)	12%	(88)	15%	(112)	47%	(345)	16%	(114)
Voted in 2014: Yes	8%	(122)	13%	(187)	17%	(253)	54%	(784)	8%	(116)
Voted in 2014: No	9%	(92)	13%	(131)	16%	(164)	49%	(503)	14%	(147)
4-Region: Northeast	7%	(28)	15%	(59)	17%	(70)	50%	(201)	11%	(44)
4-Region: Midwest	7%	(40)	10%	(58)	19%	(106)	53%	(295)	11%	(59)
4-Region: South	10%	(97)	13%	(129)	16%	(152)	52%	(508)	9%	(87)
4-Region: West	9%	(49)	13%	(71)	16%	(90)	50%	(283)	13%	(72)
Child(Ren) Aged 0-17	10%	(189)	15%	(277)	19%	(353)	47%	(873)	9%	(168)
Child(Ren) Aged 0-5	12%	(109)	18%	(157)	18%	(159)	43%	(374)	9%	(81)
Caregivers	10%	(148)	16%	(229)	18%	(260)	48%	(689)	8%	(122)
Caregiver for Aging Parent	15%	(36)	16%	(40)	15%	(37)	42%	(105)	13%	(32)
Caregiver for Sick or Disabled Family Member	12%	(37)	16%	(49)	14%	(42)	46%	(139)	11%	(35)

Continued on next page

Table BPC17_7: *How much of a barrier are each of the following, if at all, to staying at your current job? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(214)	13%	(317)	17%	(418)	51%	(1287)	11%	(263)
Caregiver for Child/Dependent	9%	(96)	16%	(165)	20%	(210)	49%	(522)	7%	(71)
Business Owners	17%	(73)	21%	(89)	17%	(74)	33%	(140)	12%	(49)
Non-Business Owners	7%	(141)	11%	(228)	17%	(344)	55%	(1147)	10%	(214)
Service Worker/Retail Sales/Laborers/Helpers	8%	(41)	10%	(52)	15%	(74)	53%	(267)	14%	(69)
Trade/Skilled Workers	10%	(11)	10%	(11)	16%	(18)	51%	(56)	12%	(14)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	7%	(49)	12%	(89)	18%	(126)	55%	(392)	8%	(59)
Health Care and Medical Professionals/Lab Techs/Pharmacists	6%	(22)	10%	(35)	15%	(52)	61%	(215)	9%	(31)
Other Professionals	5%	(18)	10%	(41)	19%	(74)	56%	(218)	10%	(40)
Business Owners w/Employees	19%	(70)	22%	(82)	18%	(68)	29%	(109)	11%	(41)
Access to Childcare	12%	(102)	15%	(127)	20%	(173)	46%	(394)	7%	(59)
No Access to Childcare	11%	(53)	18%	(92)	20%	(103)	41%	(210)	10%	(49)
Unsure of Access to Childcare	10%	(18)	11%	(20)	13%	(24)	51%	(92)	15%	(28)
More Financially Secure after Pandemic	15%	(74)	17%	(89)	17%	(84)	42%	(213)	9%	(47)
Less Financially Secure after the Pandemic	8%	(107)	13%	(160)	18%	(225)	51%	(650)	10%	(126)
Same Financial Security after the Pandemic	5%	(34)	9%	(68)	15%	(108)	58%	(424)	12%	(90)
Access to Paid Parental Leave	7%	(71)	12%	(121)	17%	(164)	56%	(558)	8%	(76)
No Access to Paid Parental Leave	7%	(58)	11%	(92)	18%	(146)	52%	(420)	11%	(91)
Access to Paid Caregiving Leave	7%	(50)	11%	(79)	16%	(111)	58%	(409)	8%	(58)
No Access to Paid Caregiving Leave	8%	(78)	12%	(114)	19%	(181)	52%	(509)	10%	(95)
Access to Flexible Work Hours	7%	(62)	11%	(101)	17%	(154)	58%	(539)	8%	(70)
No Access to Flexible Work Hours	7%	(75)	11%	(119)	17%	(173)	53%	(554)	11%	(116)
Access to Child Care as Employer Benefit	9%	(30)	16%	(55)	16%	(55)	53%	(187)	7%	(26)
No Access to Child Care as Employer Benefit	7%	(97)	11%	(153)	17%	(242)	55%	(770)	9%	(127)
Access to Mental Health Benefits	5%	(47)	10%	(89)	16%	(143)	60%	(523)	9%	(77)
No Access to Mental Health Benefits	9%	(77)	12%	(102)	18%	(153)	51%	(425)	9%	(78)
Ethnicity: White (Non-Hispanic)	6%	(86)	12%	(185)	16%	(249)	55%	(842)	11%	(166)
Ethnicity: Hispanic	15%	(75)	14%	(66)	16%	(76)	46%	(227)	9%	(45)
Ethnicity: Black (Non-Hispanic)	13%	(38)	14%	(42)	15%	(44)	48%	(142)	10%	(31)
Ethnicity: Asian + Other (Non-Hispanic)	8%	(15)	13%	(24)	26%	(49)	41%	(76)	11%	(21)

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Table BPC17_7: *How much of a barrier are each of the following, if at all, to staying at your current job? Discrimination due to gender, pregnancy, or raising children*

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	9%	(214)	13%	(317)	17%	(418)	51%	(1287)	11%	(263)
Single, never married	10%	(43)	15%	(62)	19%	(78)	44%	(184)	13%	(54)
Married	9%	(124)	13%	(183)	17%	(243)	52%	(727)	9%	(121)
Separated	6%	(4)	8%	(5)	11%	(7)	57%	(36)	18%	(11)
Divorced	7%	(21)	10%	(31)	15%	(45)	59%	(176)	9%	(27)
Widowed	4%	(2)	4%	(2)	13%	(7)	58%	(30)	21%	(11)
Living with a partner	8%	(20)	13%	(34)	14%	(38)	51%	(134)	15%	(39)

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

Table BPC17_8: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(247)	17%	(414)	21%	(513)	39%	(970)	14%	(355)
Gender: Female	10%	(247)	17%	(414)	21%	(513)	39%	(970)	14%	(355)
Age: 18-34	13%	(92)	21%	(156)	21%	(150)	31%	(224)	15%	(106)
Age: 35-44	10%	(107)	16%	(178)	23%	(250)	38%	(410)	12%	(135)
Age: 45-64	7%	(45)	12%	(78)	17%	(111)	49%	(328)	17%	(112)
GenZers: 1997-2012	12%	(13)	26%	(28)	19%	(21)	22%	(24)	21%	(24)
Millennials: 1981-1996	12%	(162)	19%	(262)	22%	(316)	35%	(495)	13%	(178)
GenXers: 1965-1980	8%	(55)	14%	(101)	20%	(144)	43%	(310)	15%	(109)
Baby Boomers: 1946-1964	6%	(16)	9%	(23)	13%	(33)	55%	(139)	17%	(44)
PID: Dem (no lean)	12%	(129)	20%	(209)	21%	(215)	35%	(363)	12%	(128)
PID: Ind (no lean)	8%	(60)	14%	(103)	19%	(135)	41%	(295)	17%	(122)
PID: Rep (no lean)	8%	(58)	14%	(102)	22%	(164)	42%	(312)	14%	(105)
PID/Gender: Dem Women	12%	(129)	20%	(209)	21%	(215)	35%	(363)	12%	(128)
PID/Gender: Ind Women	8%	(60)	14%	(103)	19%	(135)	41%	(295)	17%	(122)
PID/Gender: Rep Women	8%	(58)	14%	(102)	22%	(164)	42%	(312)	14%	(105)
Ideo: Liberal (1-3)	11%	(85)	20%	(152)	23%	(174)	37%	(274)	9%	(64)
Ideo: Moderate (4)	12%	(91)	16%	(126)	20%	(152)	37%	(289)	15%	(113)
Ideo: Conservative (5-7)	6%	(49)	15%	(115)	20%	(149)	44%	(333)	14%	(108)
Educ: < College	8%	(108)	16%	(202)	18%	(228)	39%	(508)	19%	(241)
Educ: Bachelors degree	8%	(56)	17%	(119)	25%	(170)	39%	(269)	11%	(78)
Educ: Post-grad	16%	(82)	18%	(93)	22%	(115)	37%	(194)	7%	(36)
Income: Under 50k	9%	(91)	16%	(159)	19%	(186)	37%	(358)	19%	(186)
Income: 50k-100k	10%	(98)	17%	(160)	22%	(209)	38%	(357)	12%	(114)
Income: 100k+	10%	(57)	16%	(95)	20%	(119)	44%	(255)	9%	(55)
Ethnicity: White	9%	(163)	16%	(296)	21%	(385)	40%	(739)	14%	(264)
Ethnicity: Hispanic	13%	(66)	17%	(84)	19%	(93)	36%	(176)	14%	(70)
Ethnicity: Black	15%	(53)	18%	(65)	15%	(53)	39%	(138)	13%	(48)
Ethnicity: Other	11%	(31)	18%	(53)	25%	(75)	31%	(92)	15%	(43)

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Table BPC17_8: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(247)	17%	(414)	21%	(513)	39%	(970)	14%	(355)
All Christian	11%	(119)	18%	(197)	21%	(234)	38%	(421)	12%	(135)
All Non-Christian	16%	(14)	17%	(15)	16%	(13)	33%	(28)	18%	(15)
Atheist	13%	(10)	16%	(12)	23%	(17)	35%	(25)	13%	(10)
Agnostic/Nothing in particular	8%	(59)	14%	(100)	21%	(150)	41%	(284)	15%	(106)
Something Else	8%	(45)	17%	(90)	18%	(99)	40%	(211)	17%	(90)
Religious Non-Protestant/Catholic	14%	(15)	16%	(17)	16%	(17)	35%	(37)	19%	(21)
Evangelical	11%	(84)	17%	(128)	19%	(140)	39%	(292)	13%	(99)
Non-Evangelical	9%	(75)	18%	(151)	21%	(182)	38%	(324)	14%	(119)
Community: Urban	14%	(96)	20%	(137)	18%	(122)	34%	(228)	14%	(97)
Community: Suburban	7%	(86)	15%	(177)	22%	(255)	42%	(490)	13%	(154)
Community: Rural	10%	(65)	15%	(100)	21%	(136)	38%	(253)	16%	(104)
Employ: Private Sector	10%	(179)	17%	(322)	21%	(389)	39%	(731)	14%	(254)
Employ: Government	11%	(46)	12%	(51)	21%	(83)	40%	(165)	15%	(61)
Employ: Self-Employed	10%	(22)	19%	(41)	19%	(41)	34%	(74)	18%	(40)
Military HH: Yes	12%	(29)	14%	(34)	19%	(45)	47%	(112)	9%	(21)
Military HH: No	10%	(218)	17%	(380)	21%	(468)	38%	(859)	15%	(335)
RD/WT: Right Direction	13%	(94)	20%	(146)	21%	(159)	35%	(256)	12%	(87)
RD/WT: Wrong Track	9%	(153)	15%	(268)	20%	(354)	41%	(714)	15%	(269)
Biden Job Approve	11%	(118)	20%	(210)	21%	(220)	37%	(378)	10%	(107)
Biden Job Disapprove	9%	(123)	14%	(192)	21%	(284)	41%	(564)	15%	(197)
Biden Job Strongly Approve	16%	(57)	22%	(75)	16%	(55)	34%	(118)	12%	(41)
Biden Job Somewhat Approve	9%	(61)	20%	(135)	24%	(165)	38%	(261)	10%	(65)
Biden Job Somewhat Disapprove	9%	(47)	15%	(76)	25%	(123)	37%	(183)	14%	(67)
Biden Job Strongly Disapprove	9%	(76)	13%	(116)	19%	(161)	44%	(381)	15%	(130)
Favorable of Biden	11%	(125)	20%	(216)	20%	(222)	38%	(417)	11%	(120)
Unfavorable of Biden	9%	(116)	14%	(187)	22%	(281)	40%	(517)	15%	(188)
Very Favorable of Biden	15%	(59)	20%	(79)	16%	(64)	35%	(138)	13%	(50)
Somewhat Favorable of Biden	9%	(66)	19%	(136)	22%	(159)	39%	(279)	10%	(70)
Somewhat Unfavorable of Biden	9%	(33)	16%	(60)	29%	(110)	33%	(124)	14%	(54)
Very Unfavorable of Biden	9%	(83)	14%	(126)	19%	(170)	43%	(393)	15%	(134)

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Table BPC17_8: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(247)	17%	(414)	21%	(513)	39%	(970)	14%	(355)
#1 Issue: Economy	9%	(123)	16%	(207)	20%	(268)	40%	(534)	14%	(192)
#1 Issue: Security	5%	(13)	17%	(42)	19%	(48)	43%	(108)	15%	(36)
#1 Issue: Health Care	12%	(32)	19%	(48)	21%	(54)	31%	(79)	17%	(43)
#1 Issue: Medicare / Social Security	11%	(7)	12%	(7)	17%	(10)	38%	(23)	22%	(13)
#1 Issue: Women's Issues	13%	(29)	18%	(39)	25%	(56)	33%	(74)	11%	(25)
#1 Issue: Education	13%	(19)	16%	(25)	20%	(31)	38%	(59)	13%	(20)
#1 Issue: Energy	10%	(16)	22%	(37)	22%	(37)	38%	(63)	8%	(13)
#1 Issue: Other	10%	(7)	13%	(9)	15%	(11)	43%	(31)	19%	(13)
2020 Vote: Joe Biden	11%	(134)	19%	(224)	20%	(240)	37%	(436)	12%	(139)
2020 Vote: Donald Trump	8%	(69)	13%	(109)	22%	(182)	43%	(356)	13%	(111)
2020 Vote: Other	6%	(6)	16%	(14)	23%	(21)	43%	(39)	12%	(11)
2020 Vote: Didn't Vote	9%	(38)	16%	(67)	17%	(70)	34%	(138)	23%	(94)
2018 House Vote: Democrat	11%	(108)	20%	(190)	20%	(191)	38%	(366)	12%	(113)
2018 House Vote: Republican	9%	(60)	14%	(97)	22%	(156)	43%	(302)	12%	(83)
2018 House Vote: Someone else	9%	(8)	17%	(15)	17%	(15)	43%	(37)	14%	(12)
2016 Vote: Hillary Clinton	11%	(103)	20%	(182)	21%	(193)	37%	(339)	11%	(99)
2016 Vote: Donald Trump	9%	(68)	14%	(102)	21%	(157)	44%	(321)	12%	(88)
2016 Vote: Other	8%	(9)	11%	(12)	20%	(23)	51%	(58)	10%	(12)
2016 Vote: Didn't Vote	9%	(67)	16%	(118)	19%	(140)	34%	(252)	21%	(156)
Voted in 2014: Yes	11%	(156)	16%	(233)	21%	(314)	42%	(610)	10%	(149)
Voted in 2014: No	9%	(90)	17%	(181)	19%	(199)	35%	(360)	20%	(206)
4-Region: Northeast	9%	(38)	19%	(78)	20%	(81)	36%	(145)	15%	(61)
4-Region: Midwest	8%	(45)	17%	(97)	22%	(125)	37%	(208)	15%	(85)
4-Region: South	11%	(105)	16%	(151)	19%	(187)	42%	(408)	12%	(121)
4-Region: West	10%	(58)	16%	(88)	21%	(120)	37%	(209)	16%	(88)
Child(Ren) Aged 0-17	11%	(207)	19%	(351)	22%	(418)	34%	(640)	13%	(245)
Child(Ren) Aged 0-5	11%	(99)	19%	(166)	24%	(210)	32%	(278)	14%	(127)
Caregivers	11%	(161)	19%	(275)	24%	(342)	34%	(492)	12%	(178)
Caregiver for Aging Parent	16%	(39)	17%	(42)	22%	(55)	28%	(70)	17%	(44)
Caregiver for Sick or Disabled Family Member	12%	(35)	20%	(61)	21%	(64)	34%	(101)	14%	(41)

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Table BPC17_8: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(247)	17%	(414)	21%	(513)	39%	(970)	14%	(355)
Caregiver for Child/Dependent	10%	(108)	19%	(202)	25%	(265)	35%	(368)	11%	(119)
Business Owners	15%	(63)	26%	(110)	18%	(78)	28%	(120)	13%	(54)
Non-Business Owners	9%	(184)	15%	(304)	21%	(435)	41%	(850)	15%	(301)
Service Worker/Retail Sales/Laborers/Helpers	10%	(48)	16%	(83)	17%	(85)	39%	(196)	18%	(92)
Trade/Skilled Workers	12%	(13)	16%	(18)	18%	(20)	44%	(49)	10%	(11)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	8%	(59)	15%	(107)	24%	(170)	40%	(284)	13%	(94)
Health Care and Medical Professionals/Lab Techs/Pharmacists	6%	(23)	14%	(51)	19%	(69)	44%	(158)	15%	(55)
Other Professionals	10%	(41)	12%	(45)	24%	(93)	42%	(163)	13%	(49)
Business Owners w/Employees	16%	(58)	28%	(105)	18%	(68)	26%	(96)	12%	(43)
Access to Childcare	11%	(94)	21%	(178)	22%	(188)	36%	(305)	10%	(89)
No Access to Childcare	14%	(73)	17%	(84)	26%	(129)	30%	(151)	14%	(69)
Unsure of Access to Childcare	3%	(6)	17%	(31)	22%	(40)	36%	(65)	22%	(40)
More Financially Secure after Pandemic	16%	(80)	20%	(101)	19%	(96)	34%	(170)	12%	(59)
Less Financially Secure after the Pandemic	10%	(127)	17%	(216)	23%	(291)	37%	(464)	13%	(169)
Same Financial Security after the Pandemic	5%	(39)	13%	(96)	17%	(126)	46%	(336)	18%	(127)
Access to Paid Parental Leave	9%	(86)	15%	(146)	24%	(234)	41%	(403)	12%	(120)
No Access to Paid Parental Leave	10%	(79)	16%	(131)	20%	(165)	40%	(325)	13%	(107)
Access to Paid Caregiving Leave	11%	(76)	13%	(89)	22%	(156)	42%	(299)	12%	(86)
No Access to Paid Caregiving Leave	9%	(90)	16%	(155)	22%	(216)	41%	(399)	12%	(118)
Access to Flexible Work Hours	9%	(83)	14%	(132)	22%	(207)	43%	(397)	12%	(108)
No Access to Flexible Work Hours	9%	(96)	15%	(159)	20%	(210)	41%	(421)	14%	(150)
Access to Child Care as Employer Benefit	14%	(50)	16%	(58)	20%	(72)	41%	(144)	8%	(29)
No Access to Child Care as Employer Benefit	8%	(112)	16%	(216)	22%	(312)	41%	(569)	13%	(179)
Access to Mental Health Benefits	10%	(83)	15%	(130)	20%	(175)	44%	(386)	12%	(104)
No Access to Mental Health Benefits	9%	(79)	16%	(132)	23%	(191)	40%	(330)	12%	(103)
Ethnicity: White (Non-Hispanic)	8%	(127)	16%	(248)	21%	(322)	40%	(618)	14%	(212)
Ethnicity: Hispanic	13%	(66)	17%	(84)	19%	(93)	36%	(176)	14%	(70)
Ethnicity: Black (Non-Hispanic)	13%	(40)	15%	(43)	15%	(44)	41%	(122)	16%	(48)
Ethnicity: Asian + Other (Non-Hispanic)	7%	(14)	21%	(38)	29%	(54)	29%	(54)	14%	(25)

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Table BPC17_8: *How much of a barrier are each of the following, if at all, to staying at your current job?*
Risk aversion

Demographic	A significant barrier		Somewhat of a barrier		Not much of a barrier		Not a barrier at all		Don't know/No opinion	
Working Mothers	10%	(247)	17%	(414)	21%	(513)	39%	(970)	14%	(355)
Single, never married	12%	(52)	17%	(72)	18%	(75)	32%	(135)	21%	(88)
Married	10%	(141)	18%	(249)	23%	(315)	38%	(536)	11%	(157)
Separated	7%	(4)	9%	(6)	20%	(13)	39%	(25)	25%	(16)
Divorced	9%	(26)	16%	(47)	14%	(44)	50%	(150)	11%	(34)
Widowed	7%	(4)	14%	(7)	18%	(9)	42%	(22)	20%	(10)
Living with a partner	7%	(19)	13%	(33)	22%	(59)	39%	(103)	19%	(49)

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

Table BPC18_1: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (252)	26% (242)	29% (274)	5% (45)	2% (20)	12%
Gender: Female	27% (252)	26% (242)	29% (274)	5% (45)	2% (20)	12%
Age: 18-34	34% (81)	29% (68)	20% (47)	6% (15)	2% (4)	9%
Age: 35-44	27% (110)	28% (117)	28% (115)	5% (22)	3% (11)	10%
Age: 45-64	20% (59)	19% (55)	38% (111)	3% (8)	2% (4)	18%
Millennials: 1981-1996	29% (152)	30% (154)	23% (116)	6% (31)	2% (12)	10%
GenXers: 1965-1980	22% (64)	21% (62)	38% (112)	3% (10)	1% (4)	14%
Baby Boomers: 1946-1964	22% (24)	19% (21)	37% (40)	3% (3)	3% (3)	17%
PID: Dem (no lean)	30% (103)	25% (86)	26% (89)	6% (19)	1% (5)	11%
PID: Ind (no lean)	25% (79)	26% (83)	31% (100)	3% (9)	2% (8)	13%
PID: Rep (no lean)	25% (70)	26% (73)	30% (86)	6% (18)	3% (8)	11%
PID/Gender: Dem Women	30% (103)	25% (86)	26% (89)	6% (19)	1% (5)	11%
PID/Gender: Ind Women	25% (79)	26% (83)	31% (100)	3% (9)	2% (8)	13%
PID/Gender: Rep Women	25% (70)	26% (73)	30% (86)	6% (18)	3% (8)	11%
Ideo: Liberal (1-3)	34% (86)	27% (70)	24% (60)	4% (11)	2% (5)	9%
Ideo: Moderate (4)	27% (75)	24% (66)	31% (85)	5% (14)	2% (5)	11%
Ideo: Conservative (5-7)	23% (72)	26% (80)	34% (106)	3% (10)	3% (9)	10%
Educ: < College	26% (146)	22% (123)	31% (172)	6% (32)	2% (12)	14%
Educ: Bachelors degree	28% (62)	29% (64)	29% (64)	4% (10)	2% (5)	8%
Educ: Post-grad	27% (43)	34% (55)	24% (38)	2% (3)	2% (4)	10%
Income: Under 50k	29% (137)	22% (102)	26% (123)	7% (33)	2% (10)	14%
Income: 50k-100k	25% (79)	25% (78)	33% (103)	3% (10)	2% (8)	11%
Income: 100k+	21% (35)	38% (62)	30% (49)	2% (2)	2% (3)	8%
Ethnicity: White	26% (194)	25% (185)	31% (227)	4% (32)	2% (16)	12%
Ethnicity: Hispanic	37% (53)	22% (31)	22% (31)	5% (8)	1% (1)	14%
Ethnicity: Black	32% (31)	27% (26)	21% (21)	3% (3)	4% (3)	12%
Ethnicity: Other	25% (26)	29% (31)	25% (27)	10% (10)	— (0)	11%

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Table BPC18_1: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (252)	26% (242)	29% (274)	5% (45)	2% (20)	12%
All Christian	27% (108)	24% (95)	33% (134)	3% (14)	2% (8)	11%
Agnostic/Nothing in particular	25% (71)	26% (74)	30% (86)	5% (14)	2% (7)	13%
Something Else	27% (54)	27% (55)	24% (48)	8% (16)	2% (4)	12%
Evangelical	24% (68)	29% (83)	27% (76)	5% (14)	3% (8)	12%
Non-Evangelical	30% (90)	22% (66)	32% (97)	5% (16)	2% (5)	10%
Community: Urban	29% (64)	26% (57)	28% (60)	4% (9)	1% (3)	12%
Community: Suburban	26% (112)	28% (120)	31% (133)	3% (12)	2% (8)	11%
Community: Rural	26% (75)	22% (65)	28% (81)	8% (23)	3% (10)	13%
Employ: Private Sector	27% (209)	26% (201)	28% (217)	4% (34)	2% (14)	12%
Employ: Government	25% (36)	24% (33)	32% (45)	5% (8)	4% (5)	10%
Military HH: Yes	31% (24)	25% (19)	32% (24)	4% (3)	— (0)	7%
Military HH: No	26% (228)	26% (223)	29% (250)	5% (42)	2% (20)	12%
RD/WT: Right Direction	26% (59)	24% (53)	27% (60)	5% (11)	3% (7)	16%
RD/WT: Wrong Track	27% (193)	26% (189)	30% (215)	5% (34)	2% (14)	11%
Biden Job Approve	29% (102)	28% (96)	28% (98)	3% (11)	2% (8)	9%
Biden Job Disapprove	26% (141)	25% (134)	30% (164)	6% (33)	2% (13)	11%
Biden Job Strongly Approve	24% (21)	25% (22)	31% (27)	2% (2)	3% (2)	15%
Biden Job Somewhat Approve	31% (81)	29% (74)	27% (71)	4% (10)	2% (5)	7%
Biden Job Somewhat Disapprove	26% (48)	28% (51)	24% (44)	9% (17)	4% (7)	9%
Biden Job Strongly Disapprove	26% (92)	23% (82)	33% (119)	4% (16)	2% (6)	12%
Favorable of Biden	31% (113)	27% (97)	27% (99)	4% (15)	2% (8)	8%
Unfavorable of Biden	25% (129)	26% (137)	30% (159)	5% (24)	2% (13)	12%
Very Favorable of Biden	31% (30)	25% (24)	28% (28)	2% (2)	1% (1)	14%
Somewhat Favorable of Biden	31% (83)	27% (72)	27% (71)	5% (14)	3% (7)	6%
Somewhat Unfavorable of Biden	26% (38)	32% (46)	26% (38)	5% (7)	2% (3)	9%
Very Unfavorable of Biden	24% (91)	24% (91)	32% (122)	4% (17)	2% (9)	13%

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Table BPC18_1: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (252)	26% (242)	29% (274)	5% (45)	2% (20)	12%
#1 Issue: Economy	27% (133)	25% (126)	30% (147)	4% (21)	1% (7)	13%
#1 Issue: Security	18% (20)	24% (26)	34% (37)	10% (11)	3% (3)	10%
#1 Issue: Health Care	27% (24)	20% (18)	25% (22)	4% (3)	3% (2)	22%
#1 Issue: Women's Issues	31% (23)	24% (18)	34% (25)	4% (3)	2% (1)	5%
#1 Issue: Education	18% (10)	39% (22)	25% (15)	— (0)	5% (3)	13%
#1 Issue: Energy	41% (27)	31% (21)	15% (10)	8% (5)	2% (1)	4%
2020 Vote: Joe Biden	31% (113)	26% (95)	28% (103)	4% (15)	2% (6)	10%
2020 Vote: Donald Trump	23% (76)	26% (82)	31% (101)	6% (20)	3% (9)	11%
2020 Vote: Didn't Vote	23% (48)	24% (50)	28% (57)	4% (9)	2% (5)	18%
2018 House Vote: Democrat	31% (95)	30% (92)	25% (77)	4% (12)	2% (5)	10%
2018 House Vote: Republican	24% (62)	26% (67)	32% (83)	6% (15)	4% (10)	9%
2016 Vote: Hillary Clinton	33% (98)	27% (82)	25% (73)	4% (12)	2% (5)	10%
2016 Vote: Donald Trump	21% (60)	25% (72)	35% (101)	4% (11)	3% (10)	11%
2016 Vote: Other	29% (18)	28% (17)	32% (19)	3% (2)	2% (1)	6%
2016 Vote: Didn't Vote	25% (76)	24% (71)	27% (81)	7% (21)	1% (4)	16%
Voted in 2014: Yes	26% (130)	28% (140)	29% (144)	4% (22)	3% (14)	11%
Voted in 2014: No	27% (121)	23% (102)	29% (130)	5% (23)	1% (7)	13%
4-Region: Northeast	24% (31)	21% (28)	32% (42)	7% (9)	2% (3)	13%
4-Region: Midwest	26% (62)	31% (74)	28% (66)	5% (12)	2% (5)	7%
4-Region: South	29% (114)	25% (96)	28% (108)	4% (15)	3% (13)	11%
4-Region: West	23% (44)	24% (45)	31% (59)	5% (9)	— (0)	17%
Child(Ren) Aged 0-17	29% (190)	29% (188)	25% (166)	6% (37)	2% (14)	9%
Child(Ren) Aged 0-5	34% (95)	29% (82)	22% (63)	5% (16)	1% (4)	9%
Caregivers	31% (159)	31% (155)	25% (125)	5% (23)	2% (9)	7%
Caregiver for Aging Parent	30% (22)	25% (18)	25% (18)	7% (5)	4% (3)	9%
Caregiver for Sick or Disabled Family Member	38% (38)	33% (32)	17% (17)	4% (4)	3% (3)	5%

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Table BPC18_1: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (252)	26% (242)	29% (274)	5% (45)	2% (20)	12%
Caregiver for Child/Dependent	30% (116)	32% (124)	27% (104)	4% (17)	1% (5)	6%
Non-Business Owners	27% (252)	26% (242)	29% (274)	5% (45)	2% (20)	12%
Service Worker/Retail Sales/Laborers/Helpers	26% (75)	26% (74)	27% (77)	7% (20)	2% (6)	12%
Trade/Skilled Workers	19% (12)	28% (17)	22% (14)	— (0)	4% (2)	28%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	23% (60)	25% (65)	35% (90)	4% (11)	1% (4)	12%
Health Care and Medical Professionals/Lab Techs/Pharmacists	39% (61)	22% (34)	27% (42)	3% (4)	2% (3)	7%
Other Professionals	24% (44)	28% (52)	29% (52)	6% (10)	3% (5)	10%
Access to Childcare	31% (68)	33% (72)	24% (52)	4% (9)	1% (2)	7%
No Access to Childcare	32% (74)	25% (56)	24% (54)	7% (16)	3% (7)	9%
Unsure of Access to Childcare	22% (19)	27% (23)	27% (23)	5% (4)	1% (1)	18%
More Financially Secure after Pandemic	21% (23)	27% (30)	32% (37)	4% (5)	5% (6)	11%
Less Financially Secure after the Pandemic	31% (162)	27% (141)	26% (137)	6% (33)	2% (13)	8%
Same Financial Security after the Pandemic	22% (66)	23% (71)	33% (100)	2% (7)	1% (2)	19%
No Access to Paid Parental Leave	28% (199)	27% (196)	28% (199)	5% (34)	2% (16)	11%
No Access to Paid Caregiving Leave	30% (211)	25% (177)	28% (200)	5% (35)	2% (17)	10%
Access to Flexible Work Hours	31% (101)	25% (83)	31% (100)	4% (13)	2% (5)	7%
No Access to Flexible Work Hours	26% (143)	27% (148)	28% (155)	5% (29)	2% (12)	12%
Access to Child Care as Employer Benefit	31% (16)	23% (12)	38% (20)	3% (2)	3% (1)	3%
No Access to Child Care as Employer Benefit	28% (205)	26% (190)	29% (212)	5% (34)	2% (17)	10%
Access to Mental Health Benefits	28% (60)	28% (59)	30% (63)	3% (7)	2% (5)	9%
No Access to Mental Health Benefits	26% (147)	25% (139)	30% (166)	6% (32)	2% (14)	11%
Ethnicity: White (Non-Hispanic)	24% (156)	26% (166)	32% (204)	5% (29)	2% (15)	11%
Ethnicity: Hispanic	37% (53)	22% (31)	22% (31)	5% (8)	1% (1)	14%
Ethnicity: Black (Non-Hispanic)	31% (27)	26% (23)	24% (21)	2% (2)	4% (3)	13%
Ethnicity: Asian + Other (Non-Hispanic)	22% (15)	32% (22)	27% (19)	8% (6)	1% (0)	11%

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Table BPC18_1: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (252)	26% (242)	29% (274)	5% (45)	2% (20)	12%
Single, never married	34% (58)	19% (32)	18% (31)	5% (9)	2% (3)	22%
Married	24% (121)	30% (151)	31% (159)	3% (13)	2% (9)	11%
Divorced	24% (31)	22% (27)	36% (45)	11% (14)	1% (2)	6%
Living with a partner	29% (28)	23% (22)	26% (26)	6% (6)	5% (5)	11%

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

Table BPC18_2: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (263)	25% (237)	26% (242)	7% (63)	3% (26)	12%
Gender: Female	28% (263)	25% (237)	26% (242)	7% (63)	3% (26)	12%
Age: 18-34	36% (85)	27% (65)	17% (41)	7% (16)	4% (8)	10%
Age: 35-44	30% (123)	29% (122)	21% (89)	7% (29)	3% (13)	9%
Age: 45-64	19% (54)	17% (49)	38% (111)	6% (17)	1% (4)	19%
Millennials: 1981-1996	31% (161)	30% (156)	19% (99)	7% (39)	3% (13)	9%
GenXers: 1965-1980	24% (69)	20% (59)	33% (95)	6% (17)	3% (8)	15%
Baby Boomers: 1946-1964	20% (22)	17% (18)	37% (40)	6% (6)	3% (3)	18%
PID: Dem (no lean)	29% (99)	25% (85)	23% (78)	8% (28)	2% (7)	12%
PID: Ind (no lean)	27% (86)	26% (83)	28% (88)	4% (13)	1% (4)	14%
PID: Rep (no lean)	27% (78)	24% (69)	26% (75)	7% (21)	5% (14)	10%
PID/Gender: Dem Women	29% (99)	25% (85)	23% (78)	8% (28)	2% (7)	12%
PID/Gender: Ind Women	27% (86)	26% (83)	28% (88)	4% (13)	1% (4)	14%
PID/Gender: Rep Women	27% (78)	24% (69)	26% (75)	7% (21)	5% (14)	10%
Ideo: Liberal (1-3)	38% (97)	26% (66)	18% (47)	7% (18)	2% (5)	9%
Ideo: Moderate (4)	27% (74)	23% (62)	29% (79)	6% (17)	3% (9)	12%
Ideo: Conservative (5-7)	21% (66)	29% (90)	31% (94)	7% (21)	2% (7)	9%
Educ: < College	26% (147)	21% (120)	28% (158)	6% (35)	4% (23)	14%
Educ: Bachelors degree	26% (58)	33% (74)	24% (54)	6% (14)	1% (2)	10%
Educ: Post-grad	36% (58)	27% (44)	19% (30)	9% (14)	1% (1)	8%
Income: Under 50k	30% (138)	20% (95)	24% (113)	6% (29)	4% (21)	15%
Income: 50k-100k	27% (84)	27% (85)	28% (87)	7% (22)	2% (5)	10%
Income: 100k+	24% (40)	35% (57)	25% (42)	7% (12)	— (0)	9%
Ethnicity: White	27% (201)	25% (189)	25% (189)	6% (47)	3% (23)	13%
Ethnicity: Hispanic	25% (35)	26% (38)	21% (30)	8% (11)	4% (5)	17%
Ethnicity: Black	33% (32)	19% (18)	26% (25)	7% (7)	2% (2)	12%
Ethnicity: Other	28% (30)	28% (30)	26% (28)	8% (9)	— (0)	9%

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Table BPC18_2: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (263)	25% (237)	26% (242)	7% (63)	3% (26)	12%
All Christian	26% (103)	26% (104)	27% (110)	7% (28)	3% (12)	11%
Agnostic/Nothing in particular	28% (80)	27% (76)	25% (72)	5% (15)	3% (8)	13%
Something Else	31% (63)	23% (47)	23% (47)	7% (13)	3% (6)	13%
Evangelical	24% (69)	29% (83)	23% (67)	8% (22)	2% (6)	13%
Non-Evangelical	30% (90)	21% (64)	29% (87)	6% (19)	4% (12)	11%
Community: Urban	30% (65)	23% (50)	26% (58)	6% (14)	2% (4)	13%
Community: Suburban	27% (117)	30% (129)	25% (110)	6% (28)	1% (3)	11%
Community: Rural	28% (80)	20% (58)	25% (74)	7% (21)	6% (18)	13%
Employ: Private Sector	28% (213)	26% (197)	25% (194)	6% (49)	3% (19)	12%
Employ: Government	28% (40)	24% (34)	27% (38)	8% (12)	3% (4)	10%
Military HH: Yes	37% (28)	23% (18)	26% (20)	4% (3)	3% (2)	7%
Military HH: No	27% (235)	25% (219)	26% (222)	7% (60)	3% (23)	13%
RD/WT: Right Direction	31% (68)	22% (49)	24% (54)	8% (17)	1% (1)	15%
RD/WT: Wrong Track	27% (195)	26% (188)	26% (189)	6% (46)	3% (24)	11%
Biden Job Approve	30% (105)	28% (97)	24% (84)	7% (25)	1% (2)	10%
Biden Job Disapprove	27% (147)	24% (129)	27% (144)	6% (35)	4% (24)	12%
Biden Job Strongly Approve	25% (22)	22% (19)	29% (26)	9% (8)	— (0)	15%
Biden Job Somewhat Approve	32% (84)	30% (78)	22% (58)	7% (17)	1% (2)	8%
Biden Job Somewhat Disapprove	31% (57)	26% (47)	17% (31)	11% (20)	6% (11)	9%
Biden Job Strongly Disapprove	25% (91)	23% (82)	31% (113)	4% (15)	4% (13)	13%
Favorable of Biden	32% (117)	26% (93)	25% (90)	7% (27)	1% (3)	9%
Unfavorable of Biden	26% (134)	25% (131)	26% (137)	6% (33)	4% (22)	13%
Very Favorable of Biden	27% (27)	24% (24)	25% (25)	9% (9)	— (0)	15%
Somewhat Favorable of Biden	34% (90)	26% (69)	25% (65)	7% (18)	1% (3)	6%
Somewhat Unfavorable of Biden	29% (42)	31% (45)	17% (25)	8% (12)	4% (6)	10%
Very Unfavorable of Biden	24% (91)	23% (86)	29% (112)	6% (22)	4% (17)	13%

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Table BPC18_2: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (263)	25% (237)	26% (242)	7% (63)	3% (26)	12%
#1 Issue: Economy	26% (130)	27% (136)	24% (121)	6% (29)	4% (18)	13%
#1 Issue: Security	28% (31)	19% (21)	35% (39)	6% (6)	1% (1)	11%
#1 Issue: Health Care	25% (22)	23% (21)	20% (18)	7% (6)	5% (4)	20%
#1 Issue: Women's Issues	36% (27)	23% (17)	27% (20)	7% (5)	1% (1)	7%
#1 Issue: Education	30% (17)	33% (19)	21% (12)	5% (3)	— (0)	11%
#1 Issue: Energy	36% (24)	26% (17)	14% (9)	14% (9)	1% (1)	10%
2020 Vote: Joe Biden	32% (118)	27% (98)	22% (82)	7% (24)	2% (9)	10%
2020 Vote: Donald Trump	27% (86)	24% (77)	28% (90)	8% (26)	4% (13)	10%
2020 Vote: Didn't Vote	22% (46)	22% (46)	28% (58)	5% (11)	2% (4)	21%
2018 House Vote: Democrat	33% (104)	27% (84)	21% (64)	7% (21)	2% (6)	10%
2018 House Vote: Republican	28% (72)	23% (59)	28% (75)	9% (23)	4% (12)	8%
2016 Vote: Hillary Clinton	36% (106)	25% (76)	21% (63)	6% (17)	2% (7)	10%
2016 Vote: Donald Trump	24% (70)	23% (65)	29% (84)	9% (26)	4% (11)	10%
2016 Vote: Other	26% (16)	39% (24)	24% (14)	5% (3)	— (0)	6%
2016 Vote: Didn't Vote	24% (72)	24% (72)	27% (81)	6% (17)	3% (8)	17%
Voted in 2014: Yes	29% (145)	26% (131)	26% (129)	7% (35)	3% (13)	10%
Voted in 2014: No	27% (118)	24% (106)	26% (113)	6% (28)	3% (12)	15%
4-Region: Northeast	22% (28)	26% (33)	31% (40)	7% (9)	— (1)	15%
4-Region: Midwest	29% (68)	30% (71)	24% (56)	6% (15)	2% (5)	9%
4-Region: South	33% (130)	22% (85)	23% (88)	8% (30)	4% (17)	11%
4-Region: West	20% (37)	25% (48)	31% (58)	5% (9)	2% (3)	18%
Child(Ren) Aged 0-17	31% (206)	29% (187)	21% (135)	7% (46)	3% (19)	9%
Child(Ren) Aged 0-5	36% (102)	27% (77)	17% (49)	7% (20)	3% (9)	9%
Caregivers	33% (168)	32% (163)	19% (95)	7% (34)	3% (15)	6%
Caregiver for Aging Parent	23% (17)	29% (21)	27% (20)	10% (7)	4% (3)	6%
Caregiver for Sick or Disabled Family Member	40% (40)	30% (29)	18% (17)	4% (4)	2% (2)	6%

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Table BPC18_2: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (263)	25% (237)	26% (242)	7% (63)	3% (26)	12%
Caregiver for Child/Dependent	34% (131)	35% (135)	17% (67)	6% (25)	3% (11)	5%
Non-Business Owners	28% (263)	25% (237)	26% (242)	7% (63)	3% (26)	12%
Service Worker/Retail Sales/Laborers/Helpers	30% (87)	23% (67)	23% (66)	5% (14)	4% (11)	15%
Trade/Skilled Workers	16% (10)	28% (18)	25% (15)	8% (5)	— (0)	23%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	23% (60)	28% (72)	31% (80)	6% (15)	2% (5)	11%
Health Care and Medical Professionals/Lab Techs/Pharmacists	31% (49)	26% (40)	25% (38)	8% (12)	3% (5)	7%
Other Professionals	31% (57)	22% (40)	24% (43)	9% (17)	3% (5)	11%
Access to Childcare	31% (68)	32% (69)	20% (44)	7% (16)	2% (4)	7%
No Access to Childcare	38% (87)	26% (59)	17% (38)	7% (15)	4% (10)	8%
Unsure of Access to Childcare	24% (20)	23% (19)	22% (19)	6% (5)	3% (2)	23%
More Financially Secure after Pandemic	26% (29)	23% (26)	25% (28)	11% (12)	3% (3)	12%
Less Financially Secure after the Pandemic	33% (175)	26% (137)	22% (117)	7% (36)	4% (20)	8%
Same Financial Security after the Pandemic	19% (59)	24% (73)	32% (97)	5% (14)	1% (2)	20%
No Access to Paid Parental Leave	29% (209)	26% (190)	24% (176)	7% (52)	3% (20)	10%
No Access to Paid Caregiving Leave	31% (217)	25% (180)	25% (175)	7% (48)	3% (21)	10%
Access to Flexible Work Hours	29% (94)	26% (85)	26% (85)	8% (26)	4% (12)	7%
No Access to Flexible Work Hours	29% (161)	26% (146)	24% (132)	6% (33)	2% (13)	12%
Access to Child Care as Employer Benefit	26% (14)	22% (11)	33% (17)	9% (4)	4% (2)	6%
No Access to Child Care as Employer Benefit	29% (210)	27% (196)	24% (177)	7% (51)	3% (22)	11%
Access to Mental Health Benefits	26% (56)	30% (63)	25% (52)	6% (13)	2% (4)	11%
No Access to Mental Health Benefits	28% (156)	24% (135)	27% (152)	7% (41)	4% (20)	10%
Ethnicity: White (Non-Hispanic)	27% (176)	25% (164)	26% (169)	7% (42)	3% (18)	11%
Ethnicity: Hispanic	25% (35)	26% (38)	21% (30)	8% (11)	4% (5)	17%
Ethnicity: Black (Non-Hispanic)	33% (29)	19% (16)	28% (25)	4% (4)	2% (2)	14%
Ethnicity: Asian + Other (Non-Hispanic)	31% (22)	27% (19)	25% (18)	8% (6)	1% (0)	8%

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Table BPC18_2: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (263)	25% (237)	26% (242)	7% (63)	3% (26)	12%
Single, never married	26% (45)	18% (30)	22% (37)	8% (14)	5% (9)	21%
Married	27% (136)	29% (149)	24% (124)	6% (33)	2% (9)	11%
Divorced	24% (31)	19% (24)	36% (45)	9% (11)	3% (3)	9%
Living with a partner	39% (38)	21% (20)	22% (21)	5% (5)	4% (3)	9%

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

Table BPC18_3: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (279)	26% (248)	26% (244)	5% (44)	3% (27)	11%
Gender: Female	30% (279)	26% (248)	26% (244)	5% (44)	3% (27)	11%
Age: 18-34	39% (92)	27% (64)	17% (41)	6% (15)	3% (7)	8%
Age: 35-44	30% (126)	29% (122)	24% (99)	5% (19)	3% (14)	9%
Age: 45-64	21% (59)	21% (61)	35% (102)	4% (10)	2% (7)	17%
Millennials: 1981-1996	33% (173)	29% (151)	20% (104)	6% (31)	3% (14)	8%
GenXers: 1965-1980	24% (70)	25% (73)	32% (95)	3% (7)	4% (12)	13%
Baby Boomers: 1946-1964	21% (23)	20% (22)	35% (39)	4% (5)	— (0)	20%
PID: Dem (no lean)	34% (116)	23% (77)	26% (88)	5% (16)	1% (5)	11%
PID: Ind (no lean)	27% (88)	27% (87)	26% (83)	4% (12)	3% (10)	13%
PID: Rep (no lean)	27% (76)	29% (84)	26% (73)	6% (16)	4% (12)	8%
PID/Gender: Dem Women	34% (116)	23% (77)	26% (88)	5% (16)	1% (5)	11%
PID/Gender: Ind Women	27% (88)	27% (87)	26% (83)	4% (12)	3% (10)	13%
PID/Gender: Rep Women	27% (76)	29% (84)	26% (73)	6% (16)	4% (12)	8%
Ideo: Liberal (1-3)	39% (99)	28% (71)	20% (50)	5% (13)	1% (2)	8%
Ideo: Moderate (4)	28% (78)	24% (65)	28% (77)	6% (15)	3% (7)	11%
Ideo: Conservative (5-7)	23% (71)	30% (93)	30% (92)	4% (14)	4% (12)	8%
Educ: < College	28% (155)	23% (129)	29% (162)	4% (25)	3% (19)	13%
Educ: Bachelors degree	29% (65)	32% (71)	22% (48)	5% (12)	2% (5)	9%
Educ: Post-grad	37% (59)	30% (48)	21% (33)	5% (7)	2% (3)	6%
Income: Under 50k	29% (135)	23% (107)	27% (127)	4% (18)	3% (15)	14%
Income: 50k-100k	29% (91)	28% (89)	25% (78)	5% (17)	4% (11)	9%
Income: 100k+	32% (53)	32% (53)	23% (38)	6% (9)	1% (1)	6%
Ethnicity: White	28% (210)	27% (201)	27% (200)	4% (31)	3% (20)	11%
Ethnicity: Hispanic	37% (53)	20% (29)	20% (29)	4% (6)	5% (7)	14%
Ethnicity: Black	36% (35)	21% (21)	25% (24)	1% (1)	4% (4)	13%
Ethnicity: Other	32% (34)	25% (26)	19% (20)	12% (13)	3% (3)	9%

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Table BPC18_3: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (279)	26% (248)	26% (244)	5% (44)	3% (27)	11%
All Christian	29% (116)	25% (102)	28% (113)	4% (17)	2% (8)	11%
Agnostic/Nothing in particular	27% (79)	27% (77)	26% (74)	6% (16)	4% (10)	11%
Something Else	31% (62)	30% (60)	23% (47)	5% (9)	3% (5)	9%
Evangelical	30% (84)	28% (79)	24% (67)	4% (11)	3% (9)	12%
Non-Evangelical	30% (90)	26% (78)	29% (87)	5% (15)	2% (5)	9%
Community: Urban	29% (64)	30% (65)	21% (47)	5% (11)	1% (2)	14%
Community: Suburban	32% (137)	27% (118)	28% (122)	4% (15)	— (2)	9%
Community: Rural	27% (78)	22% (65)	25% (74)	6% (18)	8% (23)	12%
Employ: Private Sector	30% (232)	26% (202)	25% (195)	5% (37)	2% (17)	11%
Employ: Government	28% (40)	26% (37)	27% (39)	4% (5)	6% (9)	9%
Military HH: Yes	38% (29)	23% (18)	26% (20)	4% (3)	— (0)	9%
Military HH: No	29% (250)	26% (230)	26% (224)	5% (41)	3% (27)	11%
RD/WT: Right Direction	29% (66)	24% (52)	27% (60)	4% (9)	1% (3)	14%
RD/WT: Wrong Track	30% (214)	27% (196)	25% (183)	5% (35)	3% (24)	10%
Biden Job Approve	32% (112)	27% (94)	26% (92)	3% (12)	2% (6)	9%
Biden Job Disapprove	28% (153)	26% (143)	26% (142)	6% (32)	4% (20)	10%
Biden Job Strongly Approve	24% (21)	28% (25)	27% (24)	7% (6)	1% (1)	14%
Biden Job Somewhat Approve	35% (91)	27% (69)	26% (68)	2% (6)	2% (5)	8%
Biden Job Somewhat Disapprove	32% (58)	30% (56)	20% (36)	9% (17)	1% (1)	8%
Biden Job Strongly Disapprove	26% (95)	24% (87)	29% (106)	4% (14)	5% (19)	11%
Favorable of Biden	34% (124)	27% (98)	26% (94)	3% (11)	2% (6)	8%
Unfavorable of Biden	28% (145)	26% (138)	27% (139)	5% (28)	4% (20)	10%
Very Favorable of Biden	28% (27)	31% (30)	24% (23)	3% (3)	1% (1)	14%
Somewhat Favorable of Biden	37% (97)	26% (67)	27% (71)	3% (8)	2% (5)	6%
Somewhat Unfavorable of Biden	38% (54)	30% (43)	19% (28)	6% (8)	— (1)	7%
Very Unfavorable of Biden	24% (91)	25% (96)	29% (111)	5% (19)	5% (20)	11%

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Table BPC18_3: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (279)	26% (248)	26% (244)	5% (44)	3% (27)	11%
#1 Issue: Economy	30% (149)	27% (134)	24% (118)	5% (25)	3% (17)	11%
#1 Issue: Security	24% (26)	21% (23)	32% (35)	8% (9)	— (0)	14%
#1 Issue: Health Care	25% (23)	19% (17)	26% (23)	4% (3)	5% (4)	21%
#1 Issue: Women's Issues	37% (27)	29% (22)	25% (18)	2% (2)	2% (1)	5%
#1 Issue: Education	28% (16)	36% (21)	22% (13)	5% (3)	4% (2)	6%
#1 Issue: Energy	37% (25)	28% (19)	23% (15)	3% (2)	4% (2)	6%
2020 Vote: Joe Biden	35% (130)	25% (91)	24% (89)	4% (16)	2% (8)	10%
2020 Vote: Donald Trump	26% (84)	29% (93)	28% (89)	6% (20)	3% (10)	8%
2020 Vote: Didn't Vote	24% (49)	25% (51)	27% (56)	3% (6)	5% (10)	17%
2018 House Vote: Democrat	36% (111)	26% (81)	23% (73)	2% (8)	2% (6)	10%
2018 House Vote: Republican	26% (69)	30% (79)	28% (73)	6% (15)	2% (5)	7%
2016 Vote: Hillary Clinton	35% (105)	26% (76)	24% (71)	4% (11)	1% (4)	10%
2016 Vote: Donald Trump	26% (75)	28% (81)	29% (83)	5% (15)	2% (6)	9%
2016 Vote: Other	27% (16)	36% (22)	20% (12)	3% (2)	7% (4)	7%
2016 Vote: Didn't Vote	28% (83)	23% (69)	26% (78)	6% (17)	4% (13)	14%
Voted in 2014: Yes	29% (144)	29% (145)	26% (130)	4% (22)	2% (10)	10%
Voted in 2014: No	31% (135)	23% (103)	26% (114)	5% (22)	4% (17)	12%
4-Region: Northeast	23% (30)	24% (31)	33% (43)	6% (8)	2% (2)	12%
4-Region: Midwest	29% (69)	35% (84)	22% (53)	5% (11)	1% (3)	7%
4-Region: South	33% (127)	23% (88)	27% (103)	4% (14)	3% (13)	11%
4-Region: West	27% (52)	24% (45)	23% (44)	6% (12)	5% (9)	15%
Child(Ren) Aged 0-17	33% (219)	30% (194)	21% (140)	5% (36)	3% (18)	7%
Child(Ren) Aged 0-5	39% (111)	28% (80)	16% (46)	6% (16)	3% (10)	7%
Caregivers	34% (173)	34% (170)	20% (100)	4% (21)	3% (14)	6%
Caregiver for Aging Parent	29% (21)	34% (25)	17% (12)	4% (3)	7% (5)	9%
Caregiver for Sick or Disabled Family Member	38% (37)	33% (33)	15% (15)	4% (4)	3% (2)	6%

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Table BPC18_3: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (279)	26% (248)	26% (244)	5% (44)	3% (27)	11%
Caregiver for Child/Dependent	34% (132)	36% (139)	20% (78)	4% (16)	2% (8)	4%
Non-Business Owners	30% (279)	26% (248)	26% (244)	5% (44)	3% (27)	11%
Service Worker/Retail Sales/Laborers/Helpers	30% (86)	27% (76)	25% (72)	3% (10)	2% (5)	13%
Trade/Skilled Workers	28% (18)	20% (13)	25% (16)	5% (3)	1% (1)	21%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	27% (71)	24% (62)	28% (74)	8% (20)	3% (8)	10%
Health Care and Medical Professionals/Lab Techs/Pharmacists	33% (52)	29% (46)	26% (39)	2% (2)	3% (5)	7%
Other Professionals	29% (53)	29% (52)	23% (42)	5% (9)	4% (7)	10%
Access to Childcare	35% (76)	34% (73)	21% (47)	4% (9)	— (1)	6%
No Access to Childcare	39% (89)	25% (58)	16% (37)	7% (16)	6% (13)	7%
Unsure of Access to Childcare	31% (27)	22% (19)	26% (22)	3% (3)	1% (1)	16%
More Financially Secure after Pandemic	26% (30)	25% (28)	27% (30)	6% (7)	6% (7)	10%
Less Financially Secure after the Pandemic	32% (168)	28% (146)	25% (130)	5% (24)	3% (16)	8%
Same Financial Security after the Pandemic	27% (82)	24% (74)	27% (83)	4% (13)	2% (5)	16%
No Access to Paid Parental Leave	30% (216)	27% (192)	25% (182)	5% (38)	3% (22)	10%
No Access to Paid Caregiving Leave	31% (219)	27% (190)	26% (183)	5% (33)	3% (23)	9%
Access to Flexible Work Hours	33% (108)	28% (91)	25% (82)	3% (10)	4% (12)	7%
No Access to Flexible Work Hours	29% (160)	26% (142)	26% (143)	6% (32)	3% (15)	11%
Access to Child Care as Employer Benefit	25% (13)	42% (22)	21% (11)	3% (2)	1% (1)	8%
No Access to Child Care as Employer Benefit	30% (217)	27% (197)	26% (190)	5% (36)	3% (24)	10%
Access to Mental Health Benefits	31% (66)	31% (65)	22% (47)	4% (9)	4% (9)	7%
No Access to Mental Health Benefits	29% (161)	25% (138)	29% (161)	5% (28)	3% (15)	10%
Ethnicity: White (Non-Hispanic)	27% (173)	28% (180)	28% (180)	5% (30)	2% (16)	10%
Ethnicity: Hispanic	37% (53)	20% (29)	20% (29)	4% (6)	5% (7)	14%
Ethnicity: Black (Non-Hispanic)	33% (29)	21% (19)	26% (23)	1% (1)	4% (4)	14%
Ethnicity: Asian + Other (Non-Hispanic)	34% (24)	30% (21)	17% (12)	11% (8)	1% (0)	8%

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Table BPC18_3: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (279)	26% (248)	26% (244)	5% (44)	3% (27)	11%
Single, never married	27% (45)	22% (37)	22% (37)	5% (8)	5% (8)	21%
Married	31% (158)	28% (145)	24% (121)	5% (24)	3% (13)	9%
Divorced	23% (29)	28% (35)	36% (45)	4% (5)	— (0)	9%
Living with a partner	37% (36)	21% (21)	24% (24)	7% (7)	2% (2)	8%

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

Table BPC18_4: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (191)	24% (223)	36% (337)	5% (47)	2% (21)	14%
Gender: Female	20% (191)	24% (223)	36% (337)	5% (47)	2% (21)	14%
Age: 18-34	24% (58)	35% (82)	24% (56)	5% (12)	3% (8)	9%
Age: 35-44	22% (93)	25% (104)	34% (140)	5% (21)	2% (10)	11%
Age: 45-64	14% (39)	12% (36)	48% (138)	5% (14)	1% (3)	21%
Millennials: 1981-1996	23% (120)	31% (159)	28% (146)	5% (26)	3% (14)	10%
GenXers: 1965-1980	17% (50)	14% (41)	46% (134)	4% (13)	1% (4)	17%
Baby Boomers: 1946-1964	12% (13)	13% (15)	45% (50)	6% (7)	2% (2)	22%
PID: Dem (no lean)	23% (79)	26% (87)	30% (103)	5% (17)	2% (8)	14%
PID: Ind (no lean)	18% (59)	25% (79)	38% (122)	3% (9)	1% (4)	15%
PID: Rep (no lean)	19% (53)	20% (56)	39% (112)	7% (21)	3% (9)	12%
PID/Gender: Dem Women	23% (79)	26% (87)	30% (103)	5% (17)	2% (8)	14%
PID/Gender: Ind Women	18% (59)	25% (79)	38% (122)	3% (9)	1% (4)	15%
PID/Gender: Rep Women	19% (53)	20% (56)	39% (112)	7% (21)	3% (9)	12%
Ideo: Liberal (1-3)	29% (73)	27% (68)	30% (76)	2% (6)	2% (6)	11%
Ideo: Moderate (4)	18% (48)	24% (66)	37% (101)	5% (15)	1% (4)	14%
Ideo: Conservative (5-7)	14% (43)	24% (73)	43% (132)	7% (22)	2% (7)	10%
Educ: < College	19% (107)	21% (119)	37% (208)	4% (24)	3% (16)	16%
Educ: Bachelors degree	22% (49)	26% (59)	34% (76)	5% (12)	— (1)	12%
Educ: Post-grad	21% (34)	28% (45)	33% (53)	7% (11)	2% (4)	9%
Income: Under 50k	22% (103)	20% (94)	35% (162)	4% (20)	3% (14)	16%
Income: 50k-100k	19% (61)	23% (73)	37% (116)	7% (21)	2% (7)	11%
Income: 100k+	17% (27)	33% (55)	35% (58)	4% (6)	— (0)	11%
Ethnicity: White	20% (149)	22% (166)	37% (278)	5% (37)	2% (18)	13%
Ethnicity: Hispanic	22% (31)	28% (40)	28% (40)	5% (8)	2% (3)	15%
Ethnicity: Black	26% (25)	24% (23)	27% (26)	3% (3)	3% (3)	17%
Ethnicity: Other	16% (17)	32% (34)	31% (33)	6% (7)	— (0)	15%

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Table BPC18_4: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (191)	24% (223)	36% (337)	5% (47)	2% (21)	14%
All Christian	18% (73)	24% (96)	38% (153)	6% (23)	2% (8)	12%
Agnostic/Nothing in particular	20% (59)	23% (66)	35% (101)	3% (9)	2% (6)	16%
Something Else	24% (48)	22% (44)	32% (65)	6% (12)	3% (6)	13%
Evangelical	18% (51)	27% (76)	33% (92)	6% (17)	3% (8)	14%
Non-Evangelical	22% (66)	21% (63)	39% (117)	6% (18)	2% (7)	11%
Community: Urban	25% (56)	23% (51)	28% (62)	5% (10)	1% (2)	18%
Community: Suburban	19% (82)	24% (105)	39% (170)	5% (22)	1% (5)	12%
Community: Rural	18% (53)	23% (66)	36% (105)	5% (15)	5% (14)	13%
Employ: Private Sector	20% (156)	23% (180)	36% (279)	4% (33)	2% (16)	14%
Employ: Government	20% (28)	24% (34)	33% (46)	9% (12)	2% (3)	12%
Military HH: Yes	32% (24)	23% (17)	37% (28)	1% (1)	— (0)	7%
Military HH: No	19% (167)	24% (205)	35% (308)	5% (46)	2% (21)	14%
RD/WT: Right Direction	21% (46)	22% (50)	31% (69)	6% (13)	2% (4)	18%
RD/WT: Wrong Track	20% (145)	24% (173)	37% (267)	5% (34)	2% (16)	12%
Biden Job Approve	23% (79)	26% (90)	33% (115)	3% (12)	2% (6)	13%
Biden Job Disapprove	19% (101)	23% (124)	38% (206)	6% (35)	3% (14)	12%
Biden Job Strongly Approve	20% (18)	24% (21)	28% (25)	5% (4)	5% (4)	19%
Biden Job Somewhat Approve	24% (62)	27% (69)	35% (91)	3% (8)	1% (2)	11%
Biden Job Somewhat Disapprove	20% (37)	27% (49)	33% (60)	10% (18)	2% (4)	8%
Biden Job Strongly Disapprove	18% (64)	21% (75)	40% (145)	5% (17)	3% (10)	13%
Favorable of Biden	26% (92)	25% (90)	32% (117)	4% (14)	2% (7)	11%
Unfavorable of Biden	17% (92)	23% (122)	38% (200)	6% (33)	3% (14)	12%
Very Favorable of Biden	22% (21)	25% (25)	29% (29)	4% (4)	1% (1)	18%
Somewhat Favorable of Biden	27% (71)	25% (66)	34% (88)	4% (10)	2% (5)	9%
Somewhat Unfavorable of Biden	19% (27)	31% (45)	35% (51)	7% (10)	1% (1)	7%
Very Unfavorable of Biden	17% (65)	20% (77)	39% (149)	6% (23)	3% (13)	14%

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Table BPC18_4: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (191)	24% (223)	36% (337)	5% (47)	2% (21)	14%
#1 Issue: Economy	20% (98)	25% (126)	36% (179)	4% (18)	2% (11)	13%
#1 Issue: Security	13% (14)	24% (26)	42% (46)	6% (7)	2% (3)	13%
#1 Issue: Health Care	19% (17)	16% (14)	26% (23)	9% (8)	4% (4)	25%
#1 Issue: Women's Issues	26% (19)	23% (17)	45% (33)	— (0)	1% (1)	6%
#1 Issue: Education	18% (10)	33% (19)	29% (17)	6% (4)	2% (1)	12%
#1 Issue: Energy	32% (21)	21% (14)	27% (18)	9% (6)	1% (0)	11%
2020 Vote: Joe Biden	24% (90)	26% (94)	33% (122)	3% (10)	2% (8)	12%
2020 Vote: Donald Trump	17% (55)	22% (71)	40% (128)	8% (25)	3% (9)	11%
2020 Vote: Didn't Vote	17% (36)	20% (42)	35% (72)	6% (12)	2% (4)	20%
2018 House Vote: Democrat	24% (74)	27% (83)	31% (95)	4% (13)	2% (5)	13%
2018 House Vote: Republican	17% (44)	22% (58)	40% (105)	7% (18)	3% (8)	11%
2016 Vote: Hillary Clinton	25% (73)	27% (79)	30% (91)	3% (10)	2% (5)	13%
2016 Vote: Donald Trump	16% (46)	23% (65)	40% (114)	7% (21)	3% (7)	11%
2016 Vote: Other	17% (10)	30% (18)	40% (24)	— (0)	— (0)	14%
2016 Vote: Didn't Vote	20% (62)	20% (60)	36% (108)	5% (16)	3% (8)	16%
Voted in 2014: Yes	19% (94)	23% (116)	37% (185)	5% (27)	2% (11)	14%
Voted in 2014: No	22% (97)	24% (106)	34% (152)	5% (20)	2% (10)	13%
4-Region: Northeast	21% (28)	18% (24)	40% (52)	3% (4)	2% (2)	15%
4-Region: Midwest	18% (43)	31% (73)	34% (81)	5% (12)	2% (5)	9%
4-Region: South	24% (93)	23% (90)	33% (127)	5% (18)	3% (12)	13%
4-Region: West	14% (27)	19% (36)	40% (76)	7% (13)	1% (1)	19%
Child(Ren) Aged 0-17	23% (150)	28% (183)	31% (204)	5% (36)	2% (16)	10%
Child(Ren) Aged 0-5	23% (64)	33% (94)	28% (80)	5% (14)	2% (7)	9%
Caregivers	23% (118)	30% (153)	31% (156)	5% (25)	2% (12)	8%
Caregiver for Aging Parent	18% (13)	22% (16)	38% (28)	4% (3)	1% (1)	16%
Caregiver for Sick or Disabled Family Member	29% (28)	31% (31)	26% (25)	3% (3)	3% (3)	8%

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Table BPC18_4: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	20%	(191)	24%	(223)	36%	(337)	5%	(47)	2%	(21)	14%
Caregiver for Child/Dependent	23%	(89)	33%	(129)	31%	(121)	5%	(20)	2%	(8)	6%
Non-Business Owners	20%	(191)	24%	(223)	36%	(337)	5%	(47)	2%	(21)	14%
Service Worker/Retail Sales/Laborers/Helpers	21%	(61)	22%	(63)	33%	(95)	4%	(11)	3%	(8)	17%
Trade/Skilled Workers	19%	(12)	19%	(12)	32%	(20)	3%	(2)	6%	(4)	21%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21%	(54)	21%	(55)	39%	(103)	5%	(12)	2%	(4)	12%
Health Care and Medical Professionals/Lab Techs/Pharmacists	22%	(34)	26%	(40)	36%	(56)	5%	(8)	1%	(1)	10%
Other Professionals	16%	(30)	29%	(53)	35%	(63)	8%	(14)	2%	(3)	10%
Access to Childcare	22%	(47)	34%	(74)	30%	(66)	4%	(8)	1%	(1)	10%
No Access to Childcare	27%	(62)	30%	(69)	26%	(58)	6%	(13)	4%	(9)	7%
Unsure of Access to Childcare	18%	(16)	14%	(12)	37%	(32)	6%	(5)	4%	(3)	20%
More Financially Secure after Pandemic	14%	(16)	31%	(35)	34%	(39)	6%	(6)	3%	(3)	14%
Less Financially Secure after the Pandemic	25%	(134)	23%	(123)	33%	(174)	6%	(29)	2%	(13)	10%
Same Financial Security after the Pandemic	13%	(41)	21%	(65)	41%	(124)	4%	(11)	1%	(5)	20%
No Access to Paid Parental Leave	21%	(148)	25%	(183)	35%	(253)	5%	(34)	2%	(17)	12%
No Access to Paid Caregiving Leave	22%	(157)	25%	(176)	34%	(243)	5%	(37)	2%	(17)	11%
Access to Flexible Work Hours	23%	(75)	23%	(74)	37%	(120)	6%	(20)	2%	(7)	9%
No Access to Flexible Work Hours	20%	(109)	25%	(138)	35%	(195)	4%	(25)	2%	(13)	13%
Access to Child Care as Employer Benefit	20%	(10)	24%	(12)	42%	(22)	4%	(2)	1%	(1)	9%
No Access to Child Care as Employer Benefit	21%	(152)	25%	(186)	34%	(252)	5%	(38)	2%	(17)	12%
Access to Mental Health Benefits	18%	(37)	29%	(62)	36%	(77)	6%	(13)	1%	(1)	10%
No Access to Mental Health Benefits	21%	(119)	22%	(122)	37%	(204)	5%	(26)	3%	(16)	13%
Ethnicity: White (Non-Hispanic)	19%	(122)	23%	(150)	38%	(247)	5%	(32)	2%	(14)	12%
Ethnicity: Hispanic	22%	(31)	28%	(40)	28%	(40)	5%	(8)	2%	(3)	15%
Ethnicity: Black (Non-Hispanic)	27%	(24)	18%	(16)	29%	(25)	4%	(3)	3%	(3)	19%
Ethnicity: Asian + Other (Non-Hispanic)	19%	(13)	25%	(17)	34%	(24)	5%	(4)	1%	(0)	16%

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Table BPC18_4: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (191)	24% (223)	36% (337)	5% (47)	2% (21)	14%
Single, never married	23% (39)	21% (36)	26% (45)	4% (7)	3% (6)	22%
Married	18% (92)	27% (139)	36% (182)	5% (25)	2% (9)	12%
Divorced	17% (22)	19% (24)	41% (52)	11% (13)	1% (2)	11%
Living with a partner	31% (30)	17% (16)	37% (36)	1% (1)	4% (3)	11%

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

Table BPC18_5: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (280)	25% (234)	25% (236)	5% (50)	4% (34)	12%
Gender: Female	30% (280)	25% (234)	25% (236)	5% (50)	4% (34)	12%
Age: 18-34	38% (90)	29% (69)	17% (40)	5% (12)	4% (10)	7%
Age: 35-44	31% (127)	29% (119)	21% (87)	5% (20)	5% (20)	10%
Age: 45-64	22% (62)	16% (45)	37% (106)	6% (19)	1% (4)	18%
Millennials: 1981-1996	34% (175)	30% (155)	18% (95)	5% (27)	4% (20)	9%
GenXers: 1965-1980	26% (77)	20% (58)	32% (95)	4% (13)	4% (11)	13%
Baby Boomers: 1946-1964	18% (19)	14% (15)	37% (41)	7% (8)	1% (1)	23%
PID: Dem (no lean)	33% (112)	24% (81)	23% (79)	5% (17)	3% (11)	11%
PID: Ind (no lean)	30% (95)	24% (76)	25% (80)	3% (11)	4% (13)	14%
PID: Rep (no lean)	26% (73)	27% (76)	27% (77)	8% (22)	4% (10)	10%
PID/Gender: Dem Women	33% (112)	24% (81)	23% (79)	5% (17)	3% (11)	11%
PID/Gender: Ind Women	30% (95)	24% (76)	25% (80)	3% (11)	4% (13)	14%
PID/Gender: Rep Women	26% (73)	27% (76)	27% (77)	8% (22)	4% (10)	10%
Ideo: Liberal (1-3)	43% (109)	23% (59)	19% (49)	4% (11)	2% (4)	9%
Ideo: Moderate (4)	28% (76)	24% (66)	28% (76)	6% (17)	4% (10)	10%
Ideo: Conservative (5-7)	21% (64)	30% (93)	29% (89)	5% (16)	5% (14)	10%
Educ: < College	29% (161)	21% (116)	27% (154)	6% (35)	4% (24)	13%
Educ: Bachelors degree	28% (62)	32% (71)	21% (48)	4% (8)	3% (6)	12%
Educ: Post-grad	35% (57)	29% (46)	21% (34)	4% (7)	3% (4)	7%
Income: Under 50k	31% (143)	19% (89)	26% (122)	6% (26)	5% (22)	14%
Income: 50k-100k	30% (93)	27% (85)	24% (74)	5% (16)	3% (8)	12%
Income: 100k+	27% (44)	36% (60)	24% (40)	4% (7)	3% (4)	6%
Ethnicity: White	30% (222)	25% (184)	26% (190)	5% (40)	3% (23)	11%
Ethnicity: Hispanic	31% (45)	27% (39)	22% (31)	4% (5)	2% (3)	14%
Ethnicity: Black	35% (34)	22% (21)	20% (19)	5% (5)	5% (5)	13%
Ethnicity: Other	23% (24)	28% (29)	25% (26)	5% (5)	7% (7)	14%

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Table BPC18_5: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (280)	25% (234)	25% (236)	5% (50)	4% (34)	12%
All Christian	27% (107)	25% (101)	30% (120)	4% (17)	3% (12)	11%
Agnostic/Nothing in particular	32% (92)	24% (68)	24% (68)	6% (16)	4% (10)	12%
Something Else	31% (63)	25% (50)	20% (41)	8% (16)	4% (8)	12%
Evangelical	24% (67)	29% (82)	24% (69)	6% (18)	4% (12)	13%
Non-Evangelical	33% (99)	22% (68)	28% (86)	4% (13)	3% (8)	10%
Community: Urban	32% (70)	25% (54)	23% (51)	4% (9)	2% (5)	14%
Community: Suburban	29% (126)	28% (123)	26% (112)	5% (20)	2% (8)	10%
Community: Rural	29% (85)	20% (57)	25% (72)	7% (21)	7% (21)	12%
Employ: Private Sector	30% (227)	26% (197)	25% (190)	5% (38)	3% (24)	12%
Employ: Government	32% (46)	20% (28)	25% (35)	7% (10)	6% (9)	9%
Military HH: Yes	33% (25)	25% (19)	31% (24)	1% (1)	3% (2)	7%
Military HH: No	29% (256)	25% (215)	24% (212)	6% (49)	4% (32)	12%
RD/WT: Right Direction	27% (61)	26% (58)	22% (49)	7% (15)	2% (4)	17%
RD/WT: Wrong Track	30% (220)	24% (176)	26% (187)	5% (35)	4% (30)	10%
Biden Job Approve	32% (110)	27% (95)	25% (87)	4% (15)	2% (8)	10%
Biden Job Disapprove	29% (156)	25% (133)	25% (137)	6% (33)	5% (25)	11%
Biden Job Strongly Approve	23% (20)	30% (26)	25% (22)	2% (2)	2% (2)	19%
Biden Job Somewhat Approve	34% (90)	26% (68)	25% (65)	5% (13)	2% (6)	7%
Biden Job Somewhat Disapprove	32% (59)	28% (51)	20% (36)	9% (16)	3% (6)	8%
Biden Job Strongly Disapprove	27% (98)	23% (82)	28% (101)	5% (17)	5% (19)	12%
Favorable of Biden	34% (122)	25% (90)	25% (90)	5% (18)	2% (7)	10%
Unfavorable of Biden	28% (149)	25% (133)	25% (129)	6% (30)	5% (25)	11%
Very Favorable of Biden	30% (29)	28% (28)	20% (20)	— (0)	2% (2)	20%
Somewhat Favorable of Biden	35% (93)	23% (62)	27% (71)	7% (18)	2% (5)	6%
Somewhat Unfavorable of Biden	35% (50)	33% (48)	16% (23)	6% (9)	2% (3)	7%
Very Unfavorable of Biden	26% (99)	23% (85)	28% (106)	6% (21)	6% (21)	12%

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Table BPC18_5: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (280)	25% (234)	25% (236)	5% (50)	4% (34)	12%
#1 Issue: Economy	30% (150)	26% (130)	23% (116)	6% (29)	3% (16)	11%
#1 Issue: Security	20% (22)	21% (23)	35% (38)	5% (5)	3% (3)	16%
#1 Issue: Health Care	26% (23)	21% (19)	23% (20)	4% (3)	7% (6)	20%
#1 Issue: Women's Issues	46% (34)	19% (14)	25% (18)	6% (4)	1% (1)	5%
#1 Issue: Education	32% (18)	35% (20)	20% (11)	— (0)	2% (1)	11%
#1 Issue: Energy	34% (23)	30% (20)	18% (12)	7% (4)	4% (3)	7%
2020 Vote: Joe Biden	34% (127)	26% (96)	23% (86)	5% (18)	3% (10)	9%
2020 Vote: Donald Trump	26% (83)	25% (82)	28% (91)	7% (24)	4% (13)	10%
2020 Vote: Didn't Vote	27% (56)	21% (44)	24% (49)	4% (8)	5% (10)	19%
2018 House Vote: Democrat	34% (105)	25% (79)	24% (74)	5% (15)	2% (8)	10%
2018 House Vote: Republican	25% (66)	28% (73)	27% (70)	8% (20)	4% (9)	9%
2016 Vote: Hillary Clinton	35% (106)	24% (72)	23% (69)	4% (13)	3% (8)	10%
2016 Vote: Donald Trump	25% (72)	27% (76)	27% (77)	7% (20)	3% (10)	10%
2016 Vote: Other	27% (17)	30% (18)	25% (15)	2% (1)	8% (5)	8%
2016 Vote: Didn't Vote	29% (86)	23% (68)	25% (75)	5% (15)	4% (12)	15%
Voted in 2014: Yes	28% (142)	26% (132)	27% (134)	4% (21)	3% (17)	12%
Voted in 2014: No	31% (139)	23% (102)	23% (102)	6% (29)	4% (18)	12%
4-Region: Northeast	26% (33)	23% (30)	31% (40)	4% (5)	3% (3)	14%
4-Region: Midwest	32% (75)	29% (70)	23% (54)	5% (13)	3% (7)	7%
4-Region: South	34% (134)	21% (82)	22% (86)	7% (27)	5% (18)	11%
4-Region: West	20% (38)	28% (52)	29% (56)	3% (5)	3% (6)	17%
Child(Ren) Aged 0-17	34% (221)	29% (188)	20% (130)	5% (34)	4% (28)	8%
Child(Ren) Aged 0-5	36% (103)	30% (85)	15% (43)	5% (14)	4% (12)	9%
Caregivers	36% (181)	30% (150)	20% (101)	4% (19)	5% (23)	6%
Caregiver for Aging Parent	29% (21)	27% (20)	25% (18)	7% (5)	6% (4)	7%
Caregiver for Sick or Disabled Family Member	42% (41)	25% (25)	14% (14)	3% (3)	9% (9)	6%

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Table BPC18_5: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (280)	25% (234)	25% (236)	5% (50)	4% (34)	12%
Caregiver for Child/Dependent	36% (138)	32% (123)	20% (77)	4% (14)	4% (14)	6%
Non-Business Owners	30% (280)	25% (234)	25% (236)	5% (50)	4% (34)	12%
Service Worker/Retail Sales/Laborers/Helpers	32% (91)	21% (60)	24% (70)	7% (20)	3% (8)	13%
Trade/Skilled Workers	26% (16)	23% (14)	25% (15)	7% (4)	— (0)	20%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	25% (64)	27% (70)	29% (77)	5% (12)	5% (12)	10%
Health Care and Medical Professionals/Lab Techs/Pharmacists	36% (56)	26% (40)	21% (32)	4% (6)	4% (6)	9%
Other Professionals	29% (54)	28% (51)	23% (42)	4% (8)	4% (8)	12%
Access to Childcare	34% (75)	35% (76)	18% (38)	5% (11)	3% (6)	6%
No Access to Childcare	39% (88)	24% (55)	20% (46)	5% (11)	6% (13)	7%
Unsure of Access to Childcare	25% (22)	23% (19)	25% (21)	4% (4)	3% (2)	20%
More Financially Secure after Pandemic	23% (26)	24% (27)	24% (27)	11% (13)	5% (6)	13%
Less Financially Secure after the Pandemic	35% (186)	24% (128)	23% (122)	5% (25)	4% (19)	9%
Same Financial Security after the Pandemic	22% (68)	26% (78)	29% (87)	4% (12)	3% (9)	16%
No Access to Paid Parental Leave	31% (224)	25% (181)	25% (179)	5% (38)	4% (27)	10%
No Access to Paid Caregiving Leave	31% (221)	25% (178)	25% (176)	5% (39)	4% (27)	10%
Access to Flexible Work Hours	32% (103)	28% (92)	24% (77)	5% (16)	4% (12)	8%
No Access to Flexible Work Hours	30% (166)	24% (131)	26% (143)	5% (28)	4% (20)	11%
Access to Child Care as Employer Benefit	34% (18)	31% (16)	23% (12)	4% (2)	1% (1)	7%
No Access to Child Care as Employer Benefit	30% (219)	25% (186)	25% (186)	5% (39)	4% (28)	10%
Access to Mental Health Benefits	31% (65)	31% (66)	21% (45)	4% (9)	4% (8)	9%
No Access to Mental Health Benefits	30% (164)	23% (128)	28% (156)	6% (33)	4% (20)	10%
Ethnicity: White (Non-Hispanic)	29% (185)	25% (163)	26% (170)	5% (35)	4% (23)	11%
Ethnicity: Hispanic	31% (45)	27% (39)	22% (31)	4% (5)	2% (3)	14%
Ethnicity: Black (Non-Hispanic)	35% (31)	18% (16)	21% (19)	6% (5)	5% (5)	15%
Ethnicity: Asian + Other (Non-Hispanic)	29% (20)	22% (16)	22% (16)	7% (5)	6% (4)	15%

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Table BPC18_5: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (280)	25% (234)	25% (236)	5% (50)	4% (34)	12%
Single, never married	32% (55)	16% (28)	19% (33)	6% (10)	7% (12)	20%
Married	28% (142)	28% (144)	26% (130)	4% (20)	3% (14)	11%
Divorced	27% (34)	22% (28)	32% (40)	8% (9)	3% (4)	8%
Living with a partner	36% (35)	25% (25)	18% (18)	8% (8)	4% (4)	8%

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

Table BPC18_6: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	19% (180)	20% (190)	35% (335)	7% (65)	4% (40)	14%
Gender: Female	19% (180)	20% (190)	35% (335)	7% (65)	4% (40)	14%
Age: 18-34	19% (45)	26% (61)	33% (79)	9% (20)	3% (8)	10%
Age: 35-44	22% (93)	21% (87)	32% (133)	7% (30)	4% (17)	13%
Age: 45-64	14% (41)	14% (40)	42% (121)	5% (15)	5% (15)	19%
Millennials: 1981-1996	21% (109)	24% (124)	32% (164)	8% (41)	3% (16)	12%
GenXers: 1965-1980	17% (48)	17% (48)	40% (116)	6% (17)	6% (19)	15%
Baby Boomers: 1946-1964	13% (15)	12% (14)	41% (45)	5% (6)	5% (5)	23%
PID: Dem (no lean)	22% (74)	19% (65)	33% (113)	8% (26)	4% (14)	14%
PID: Ind (no lean)	18% (57)	21% (68)	35% (113)	7% (21)	3% (10)	16%
PID: Rep (no lean)	17% (49)	20% (56)	38% (109)	6% (18)	6% (16)	13%
PID/Gender: Dem Women	22% (74)	19% (65)	33% (113)	8% (26)	4% (14)	14%
PID/Gender: Ind Women	18% (57)	21% (68)	35% (113)	7% (21)	3% (10)	16%
PID/Gender: Rep Women	17% (49)	20% (56)	38% (109)	6% (18)	6% (16)	13%
Ideo: Liberal (1-3)	27% (69)	18% (47)	35% (90)	4% (11)	2% (6)	12%
Ideo: Moderate (4)	18% (48)	23% (63)	31% (85)	10% (27)	5% (13)	13%
Ideo: Conservative (5-7)	13% (38)	21% (66)	44% (134)	6% (18)	4% (12)	13%
Educ: < College	20% (110)	19% (107)	34% (190)	8% (48)	4% (24)	15%
Educ: Bachelors degree	16% (36)	25% (56)	36% (79)	4% (9)	5% (10)	14%
Educ: Post-grad	21% (34)	17% (27)	41% (66)	5% (9)	4% (6)	12%
Income: Under 50k	21% (99)	21% (98)	31% (146)	8% (37)	4% (17)	15%
Income: 50k-100k	18% (56)	17% (52)	40% (125)	6% (19)	6% (17)	14%
Income: 100k+	16% (26)	24% (40)	39% (64)	6% (9)	4% (6)	12%
Ethnicity: White	18% (137)	20% (149)	37% (276)	6% (45)	4% (29)	14%
Ethnicity: Hispanic	27% (38)	23% (34)	23% (33)	8% (11)	4% (6)	15%
Ethnicity: Black	28% (27)	22% (21)	27% (26)	7% (7)	4% (4)	11%
Ethnicity: Other	15% (16)	18% (19)	31% (33)	12% (13)	7% (7)	16%

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Table BPC18_6: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	19% (180)	20% (190)	35% (335)	7% (65)	4% (40)	14%
All Christian	17% (68)	19% (78)	38% (153)	7% (27)	5% (19)	14%
Agnostic/Nothing in particular	20% (59)	19% (55)	34% (97)	8% (22)	4% (11)	15%
Something Else	23% (46)	21% (42)	34% (68)	6% (13)	4% (8)	12%
Evangelical	17% (47)	22% (62)	36% (101)	6% (17)	6% (16)	14%
Non-Evangelical	21% (63)	18% (53)	38% (115)	8% (23)	3% (10)	13%
Community: Urban	19% (41)	25% (55)	31% (68)	7% (15)	4% (9)	14%
Community: Suburban	22% (94)	19% (84)	36% (158)	6% (25)	3% (15)	13%
Community: Rural	16% (46)	17% (50)	37% (109)	8% (25)	6% (16)	16%
Employ: Private Sector	19% (144)	22% (167)	35% (267)	7% (52)	3% (26)	15%
Employ: Government	22% (31)	12% (17)	39% (55)	6% (8)	10% (14)	11%
Military HH: Yes	27% (21)	17% (13)	40% (30)	8% (6)	— (0)	8%
Military HH: No	18% (160)	20% (177)	35% (305)	7% (60)	5% (40)	15%
RD/WT: Right Direction	22% (48)	18% (40)	31% (69)	7% (16)	4% (9)	18%
RD/WT: Wrong Track	18% (132)	21% (150)	37% (266)	7% (49)	4% (32)	13%
Biden Job Approve	22% (76)	22% (76)	36% (125)	4% (13)	4% (14)	13%
Biden Job Disapprove	18% (98)	19% (105)	36% (197)	9% (50)	4% (24)	13%
Biden Job Strongly Approve	24% (21)	12% (11)	42% (37)	1% (1)	3% (3)	17%
Biden Job Somewhat Approve	21% (55)	25% (65)	34% (88)	5% (12)	4% (11)	11%
Biden Job Somewhat Disapprove	22% (40)	20% (36)	31% (57)	15% (28)	2% (4)	10%
Biden Job Strongly Disapprove	16% (58)	19% (69)	39% (140)	6% (23)	6% (20)	14%
Favorable of Biden	23% (85)	20% (74)	36% (130)	5% (19)	4% (13)	11%
Unfavorable of Biden	17% (89)	21% (109)	37% (192)	7% (38)	5% (25)	14%
Very Favorable of Biden	27% (26)	19% (18)	36% (35)	1% (1)	5% (5)	13%
Somewhat Favorable of Biden	22% (58)	21% (55)	36% (95)	7% (17)	3% (9)	11%
Somewhat Unfavorable of Biden	19% (27)	27% (39)	34% (50)	7% (10)	2% (3)	11%
Very Unfavorable of Biden	16% (61)	18% (70)	37% (142)	8% (29)	6% (21)	15%

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Table BPC18_6: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	19% (180)	20% (190)	35% (335)	7% (65)	4% (40)	14%
#1 Issue: Economy	18% (91)	21% (105)	35% (174)	7% (35)	4% (18)	15%
#1 Issue: Security	10% (11)	26% (28)	36% (39)	11% (12)	3% (3)	14%
#1 Issue: Health Care	17% (15)	17% (15)	31% (27)	6% (6)	6% (5)	23%
#1 Issue: Women's Issues	28% (21)	13% (9)	38% (28)	8% (6)	1% (1)	12%
#1 Issue: Education	19% (11)	22% (12)	38% (22)	2% (1)	6% (3)	13%
#1 Issue: Energy	33% (22)	15% (10)	32% (21)	5% (4)	7% (5)	8%
2020 Vote: Joe Biden	24% (87)	20% (73)	34% (127)	7% (24)	3% (12)	12%
2020 Vote: Donald Trump	15% (49)	21% (67)	39% (126)	6% (20)	5% (15)	14%
2020 Vote: Didn't Vote	17% (35)	18% (38)	33% (68)	8% (16)	6% (12)	18%
2018 House Vote: Democrat	22% (70)	22% (69)	32% (100)	6% (18)	4% (12)	13%
2018 House Vote: Republican	18% (46)	18% (48)	40% (105)	6% (17)	5% (14)	12%
2016 Vote: Hillary Clinton	23% (69)	20% (60)	33% (100)	6% (18)	4% (11)	13%
2016 Vote: Donald Trump	15% (43)	18% (52)	42% (119)	6% (16)	4% (12)	15%
2016 Vote: Other	22% (13)	23% (14)	36% (22)	10% (6)	2% (1)	7%
2016 Vote: Didn't Vote	18% (55)	21% (64)	31% (95)	8% (25)	5% (15)	16%
Voted in 2014: Yes	19% (94)	20% (98)	38% (193)	6% (29)	4% (21)	14%
Voted in 2014: No	20% (87)	21% (91)	32% (142)	8% (36)	4% (20)	15%
4-Region: Northeast	18% (24)	14% (18)	42% (55)	8% (10)	2% (3)	16%
4-Region: Midwest	17% (41)	23% (54)	40% (95)	6% (14)	4% (9)	10%
4-Region: South	24% (92)	20% (77)	30% (118)	6% (24)	5% (21)	15%
4-Region: West	12% (23)	21% (41)	35% (66)	9% (17)	4% (8)	18%
Child(Ren) Aged 0-17	22% (142)	23% (149)	33% (213)	8% (51)	4% (25)	11%
Child(Ren) Aged 0-5	22% (61)	25% (72)	30% (85)	8% (22)	4% (12)	11%
Caregivers	23% (115)	24% (122)	31% (160)	7% (36)	4% (23)	10%
Caregiver for Aging Parent	24% (17)	23% (17)	20% (14)	15% (11)	6% (5)	12%
Caregiver for Sick or Disabled Family Member	30% (30)	19% (18)	29% (29)	6% (6)	7% (7)	9%

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Table BPC18_6: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	19% (180)	20% (190)	35% (335)	7% (65)	4% (40)	14%
Caregiver for Child/Dependent	22% (87)	25% (96)	34% (133)	6% (22)	4% (16)	9%
Non-Business Owners	19% (180)	20% (190)	35% (335)	7% (65)	4% (40)	14%
Service Worker/Retail Sales/Laborers/Helpers	21% (60)	23% (67)	29% (82)	7% (21)	4% (12)	15%
Trade/Skilled Workers	25% (15)	21% (13)	26% (16)	3% (2)	3% (2)	23%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18% (47)	16% (40)	39% (102)	7% (19)	5% (12)	15%
Health Care and Medical Professionals/Lab Techs/Pharmacists	20% (31)	28% (44)	34% (53)	6% (9)	4% (6)	8%
Other Professionals	15% (27)	14% (26)	45% (82)	8% (15)	5% (8)	13%
Access to Childcare	19% (40)	27% (60)	35% (76)	7% (15)	2% (5)	10%
No Access to Childcare	28% (64)	21% (48)	26% (60)	9% (21)	7% (15)	9%
Unsure of Access to Childcare	18% (15)	15% (13)	35% (30)	8% (6)	2% (2)	22%
More Financially Secure after Pandemic	9% (10)	28% (32)	30% (34)	13% (15)	5% (5)	15%
Less Financially Secure after the Pandemic	22% (117)	21% (108)	34% (178)	7% (38)	4% (23)	12%
Same Financial Security after the Pandemic	17% (53)	16% (49)	40% (123)	4% (12)	4% (12)	18%
No Access to Paid Parental Leave	19% (137)	21% (150)	36% (257)	7% (50)	5% (34)	13%
No Access to Paid Caregiving Leave	21% (146)	21% (147)	35% (252)	7% (52)	4% (30)	12%
Access to Flexible Work Hours	21% (68)	20% (65)	36% (117)	7% (23)	4% (12)	12%
No Access to Flexible Work Hours	19% (104)	21% (115)	36% (199)	6% (34)	5% (27)	13%
Access to Child Care as Employer Benefit	22% (11)	27% (14)	30% (15)	5% (3)	3% (1)	14%
No Access to Child Care as Employer Benefit	18% (134)	21% (152)	37% (274)	7% (50)	4% (30)	13%
Access to Mental Health Benefits	17% (35)	20% (42)	38% (81)	8% (18)	5% (10)	12%
No Access to Mental Health Benefits	20% (113)	20% (110)	36% (199)	8% (44)	4% (20)	13%
Ethnicity: White (Non-Hispanic)	17% (106)	20% (126)	39% (254)	7% (43)	4% (24)	14%
Ethnicity: Hispanic	27% (38)	23% (34)	23% (33)	8% (11)	4% (6)	15%
Ethnicity: Black (Non-Hispanic)	30% (26)	16% (14)	29% (25)	8% (7)	5% (4)	13%
Ethnicity: Asian + Other (Non-Hispanic)	14% (10)	22% (15)	32% (23)	6% (4)	9% (6)	17%

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Table BPC18_6: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	19% (180)	20% (190)	35% (335)	7% (65)	4% (40)	14%
Single, never married	22% (38)	19% (33)	24% (41)	8% (14)	5% (9)	22%
Married	17% (86)	22% (110)	37% (190)	6% (30)	4% (22)	14%
Divorced	16% (20)	11% (14)	49% (61)	10% (13)	3% (4)	11%
Living with a partner	25% (25)	24% (24)	30% (29)	7% (7)	3% (3)	10%

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

Table BPC18_7: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	18% (166)	23% (214)	35% (326)	7% (66)	4% (40)	14%
Gender: Female	18% (166)	23% (214)	35% (326)	7% (66)	4% (40)	14%
Age: 18-34	21% (50)	28% (67)	30% (70)	7% (16)	3% (8)	11%
Age: 35-44	22% (90)	24% (102)	29% (121)	8% (33)	5% (20)	12%
Age: 45-64	9% (25)	15% (45)	46% (133)	6% (17)	4% (12)	20%
Millennials: 1981-1996	21% (109)	27% (140)	28% (146)	9% (44)	3% (18)	12%
GenXers: 1965-1980	14% (40)	18% (54)	41% (121)	5% (14)	6% (17)	16%
Baby Boomers: 1946-1964	8% (9)	15% (17)	45% (49)	6% (6)	4% (4)	22%
PID: Dem (no lean)	21% (70)	22% (75)	33% (111)	7% (25)	4% (15)	13%
PID: Ind (no lean)	17% (53)	20% (65)	37% (118)	6% (19)	3% (10)	17%
PID: Rep (no lean)	15% (43)	26% (74)	34% (97)	8% (22)	6% (16)	12%
PID/Gender: Dem Women	21% (70)	22% (75)	33% (111)	7% (25)	4% (15)	13%
PID/Gender: Ind Women	17% (53)	20% (65)	37% (118)	6% (19)	3% (10)	17%
PID/Gender: Rep Women	15% (43)	26% (74)	34% (97)	8% (22)	6% (16)	12%
Ideo: Liberal (1-3)	27% (69)	24% (61)	28% (70)	7% (17)	3% (9)	11%
Ideo: Moderate (4)	17% (47)	23% (63)	36% (97)	8% (21)	3% (8)	13%
Ideo: Conservative (5-7)	11% (34)	24% (75)	43% (131)	6% (19)	5% (14)	11%
Educ: < College	16% (91)	19% (105)	37% (205)	8% (43)	4% (25)	17%
Educ: Bachelors degree	19% (43)	28% (62)	31% (69)	8% (17)	5% (11)	9%
Educ: Post-grad	20% (33)	29% (46)	33% (52)	4% (6)	3% (4)	12%
Income: Under 50k	19% (87)	20% (92)	34% (157)	7% (31)	5% (24)	16%
Income: 50k-100k	16% (51)	26% (82)	35% (109)	9% (28)	4% (11)	10%
Income: 100k+	17% (29)	25% (41)	36% (60)	5% (8)	3% (5)	14%
Ethnicity: White	18% (131)	23% (167)	35% (262)	6% (47)	5% (34)	14%
Ethnicity: Hispanic	20% (29)	18% (27)	32% (46)	6% (9)	7% (10)	16%
Ethnicity: Black	24% (23)	22% (21)	27% (26)	7% (7)	4% (3)	17%
Ethnicity: Other	11% (12)	24% (25)	36% (38)	12% (12)	2% (3)	15%

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Table BPC18_7: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	18% (166)	23% (214)	35% (326)	7% (66)	4% (40)	14%
All Christian	17% (68)	23% (94)	37% (147)	6% (25)	4% (16)	13%
Agnostic/Nothing in particular	18% (52)	20% (57)	33% (96)	9% (27)	4% (11)	16%
Something Else	18% (36)	25% (51)	33% (67)	5% (10)	6% (12)	13%
Evangelical	16% (46)	25% (70)	32% (90)	6% (18)	6% (17)	15%
Non-Evangelical	18% (54)	23% (71)	39% (120)	5% (15)	4% (11)	11%
Community: Urban	20% (44)	20% (43)	36% (80)	6% (13)	2% (3)	16%
Community: Suburban	18% (77)	23% (100)	37% (161)	7% (29)	3% (15)	12%
Community: Rural	15% (45)	24% (70)	29% (85)	8% (25)	8% (22)	15%
Employ: Private Sector	18% (135)	22% (170)	35% (273)	7% (55)	4% (27)	14%
Employ: Government	18% (26)	26% (37)	29% (41)	7% (9)	7% (11)	12%
Military HH: Yes	27% (20)	27% (21)	31% (24)	5% (4)	— (0)	9%
Military HH: No	17% (146)	22% (193)	35% (303)	7% (62)	5% (40)	14%
RD/WT: Right Direction	20% (46)	19% (42)	31% (69)	7% (15)	4% (8)	19%
RD/WT: Wrong Track	17% (121)	24% (172)	36% (257)	7% (51)	4% (32)	12%
Biden Job Approve	22% (78)	25% (86)	31% (109)	5% (19)	4% (12)	13%
Biden Job Disapprove	16% (84)	22% (118)	38% (205)	8% (44)	5% (27)	12%
Biden Job Strongly Approve	16% (14)	22% (19)	35% (31)	2% (2)	5% (5)	20%
Biden Job Somewhat Approve	25% (64)	26% (67)	30% (78)	7% (17)	3% (8)	10%
Biden Job Somewhat Disapprove	21% (38)	20% (37)	38% (69)	11% (20)	4% (7)	7%
Biden Job Strongly Disapprove	13% (46)	22% (81)	38% (136)	7% (24)	6% (21)	14%
Favorable of Biden	23% (84)	25% (92)	32% (117)	5% (20)	3% (11)	11%
Unfavorable of Biden	15% (77)	22% (116)	38% (196)	7% (38)	5% (28)	13%
Very Favorable of Biden	17% (17)	26% (26)	32% (31)	3% (3)	3% (3)	19%
Somewhat Favorable of Biden	25% (67)	25% (66)	33% (86)	6% (17)	3% (8)	7%
Somewhat Unfavorable of Biden	18% (27)	22% (32)	38% (55)	9% (13)	6% (8)	7%
Very Unfavorable of Biden	13% (51)	22% (83)	37% (142)	7% (26)	5% (20)	15%

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Table BPC18_7: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	18%	(166)	23%	(214)	35%	(326)	7%	(66)	4%	(40)	14%
#1 Issue: Economy	18%	(90)	23%	(114)	35%	(174)	6%	(28)	5%	(23)	14%
#1 Issue: Security	13%	(14)	19%	(21)	41%	(44)	9%	(10)	2%	(2)	16%
#1 Issue: Health Care	13%	(12)	18%	(16)	33%	(29)	6%	(5)	7%	(6)	23%
#1 Issue: Women's Issues	24%	(18)	19%	(14)	43%	(32)	3%	(2)	4%	(3)	7%
#1 Issue: Education	11%	(6)	40%	(23)	20%	(12)	10%	(6)	7%	(4)	12%
#1 Issue: Energy	26%	(17)	28%	(19)	22%	(15)	15%	(10)	2%	(1)	8%
2020 Vote: Joe Biden	25%	(91)	21%	(78)	33%	(123)	7%	(26)	3%	(11)	11%
2020 Vote: Donald Trump	13%	(41)	24%	(77)	38%	(123)	8%	(26)	5%	(15)	13%
2020 Vote: Didn't Vote	14%	(28)	23%	(48)	30%	(62)	6%	(12)	6%	(12)	22%
2018 House Vote: Democrat	23%	(71)	23%	(70)	32%	(98)	8%	(26)	3%	(9)	12%
2018 House Vote: Republican	15%	(39)	24%	(64)	37%	(97)	7%	(18)	5%	(14)	11%
2016 Vote: Hillary Clinton	23%	(67)	23%	(70)	32%	(96)	6%	(19)	3%	(8)	13%
2016 Vote: Donald Trump	14%	(39)	24%	(69)	39%	(111)	7%	(20)	5%	(14)	11%
2016 Vote: Other	25%	(15)	24%	(14)	31%	(19)	9%	(6)	2%	(1)	9%
2016 Vote: Didn't Vote	15%	(44)	20%	(61)	33%	(100)	7%	(22)	6%	(17)	19%
Voted in 2014: Yes	17%	(87)	24%	(120)	35%	(175)	7%	(37)	4%	(22)	12%
Voted in 2014: No	18%	(79)	21%	(94)	34%	(151)	7%	(29)	4%	(19)	16%
4-Region: Northeast	15%	(20)	24%	(31)	35%	(46)	7%	(9)	3%	(3)	16%
4-Region: Midwest	16%	(37)	32%	(75)	35%	(82)	6%	(15)	3%	(6)	9%
4-Region: South	24%	(93)	19%	(75)	30%	(116)	6%	(23)	6%	(25)	15%
4-Region: West	8%	(16)	18%	(34)	44%	(83)	10%	(18)	3%	(6)	17%
Child(Ren) Aged 0-17	20%	(133)	26%	(173)	31%	(203)	7%	(49)	4%	(26)	11%
Child(Ren) Aged 0-5	20%	(58)	29%	(82)	26%	(75)	8%	(22)	4%	(12)	12%
Caregivers	22%	(110)	29%	(146)	29%	(148)	7%	(36)	4%	(21)	9%
Caregiver for Aging Parent	24%	(18)	22%	(16)	35%	(25)	6%	(4)	—	(0)	13%
Caregiver for Sick or Disabled Family Member	26%	(26)	30%	(30)	24%	(24)	5%	(5)	6%	(5)	8%

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Table BPC18_7: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	18% (166)	23% (214)	35% (326)	7% (66)	4% (40)	14%
Caregiver for Child/Dependent	20% (78)	30% (116)	31% (119)	8% (30)	4% (16)	8%
Non-Business Owners	18% (166)	23% (214)	35% (326)	7% (66)	4% (40)	14%
Service Worker/Retail Sales/Laborers/Helpers	18% (51)	21% (61)	32% (92)	6% (18)	5% (14)	17%
Trade/Skilled Workers	15% (9)	16% (10)	31% (19)	12% (7)	5% (3)	21%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	17% (43)	21% (54)	39% (103)	7% (19)	4% (9)	13%
Health Care and Medical Professionals/Lab Techs/Pharmacists	21% (32)	29% (45)	34% (53)	4% (6)	2% (3)	10%
Other Professionals	17% (30)	24% (44)	32% (59)	9% (16)	6% (11)	12%
Access to Childcare	19% (42)	34% (73)	29% (64)	5% (11)	2% (3)	11%
No Access to Childcare	25% (56)	23% (53)	28% (63)	9% (22)	7% (15)	8%
Unsure of Access to Childcare	14% (12)	16% (14)	35% (30)	7% (6)	5% (4)	22%
More Financially Secure after Pandemic	13% (14)	26% (30)	32% (36)	11% (13)	4% (5)	15%
Less Financially Secure after the Pandemic	22% (117)	24% (128)	31% (162)	8% (41)	4% (22)	11%
Same Financial Security after the Pandemic	11% (35)	18% (56)	42% (129)	4% (12)	4% (14)	20%
No Access to Paid Parental Leave	18% (132)	23% (168)	34% (247)	8% (57)	4% (29)	12%
No Access to Paid Caregiving Leave	20% (142)	24% (167)	34% (240)	8% (56)	4% (31)	10%
Access to Flexible Work Hours	18% (59)	25% (82)	36% (116)	9% (28)	4% (14)	8%
No Access to Flexible Work Hours	19% (103)	23% (125)	34% (189)	7% (38)	4% (20)	14%
Access to Child Care as Employer Benefit	18% (9)	21% (11)	38% (20)	7% (4)	4% (2)	12%
No Access to Child Care as Employer Benefit	18% (134)	23% (172)	35% (255)	8% (56)	4% (32)	12%
Access to Mental Health Benefits	16% (34)	24% (51)	37% (79)	7% (15)	4% (9)	11%
No Access to Mental Health Benefits	18% (101)	22% (123)	35% (197)	8% (47)	4% (22)	12%
Ethnicity: White (Non-Hispanic)	17% (109)	24% (153)	36% (232)	7% (44)	4% (24)	13%
Ethnicity: Hispanic	20% (29)	18% (27)	32% (46)	6% (9)	7% (10)	16%
Ethnicity: Black (Non-Hispanic)	24% (21)	20% (17)	27% (23)	7% (6)	4% (3)	18%
Ethnicity: Asian + Other (Non-Hispanic)	9% (7)	24% (17)	35% (24)	11% (8)	4% (3)	17%

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Table BPC18_7: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	18% (166)	23% (214)	35% (326)	7% (66)	4% (40)	14%
Single, never married	19% (33)	18% (31)	29% (49)	4% (7)	6% (9)	24%
Married	17% (86)	25% (126)	35% (180)	7% (35)	4% (21)	12%
Divorced	15% (19)	20% (25)	41% (52)	8% (10)	4% (5)	12%
Living with a partner	24% (23)	20% (20)	25% (25)	13% (13)	4% (4)	13%

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

Table BPC18_8: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (140)	17% (159)	36% (339)	5% (46)	5% (45)	23%
Gender: Female	15% (140)	17% (159)	36% (339)	5% (46)	5% (45)	23%
Age: 18-34	16% (38)	22% (51)	31% (73)	5% (12)	6% (14)	20%
Age: 35-44	17% (69)	18% (77)	35% (143)	4% (18)	5% (21)	21%
Age: 45-64	11% (33)	11% (31)	42% (121)	5% (15)	3% (8)	28%
Millennials: 1981-1996	16% (84)	20% (102)	33% (172)	5% (24)	4% (23)	22%
GenXers: 1965-1980	12% (36)	14% (40)	39% (114)	5% (15)	6% (18)	24%
Baby Boomers: 1946-1964	12% (13)	10% (11)	42% (46)	6% (7)	2% (3)	28%
PID: Dem (no lean)	17% (57)	20% (67)	29% (100)	6% (21)	6% (19)	22%
PID: Ind (no lean)	12% (40)	15% (49)	40% (129)	3% (9)	4% (13)	25%
PID: Rep (no lean)	15% (43)	15% (43)	39% (110)	6% (16)	5% (13)	21%
PID/Gender: Dem Women	17% (57)	20% (67)	29% (100)	6% (21)	6% (19)	22%
PID/Gender: Ind Women	12% (40)	15% (49)	40% (129)	3% (9)	4% (13)	25%
PID/Gender: Rep Women	15% (43)	15% (43)	39% (110)	6% (16)	5% (13)	21%
Ideo: Liberal (1-3)	21% (52)	19% (48)	31% (78)	3% (8)	5% (12)	22%
Ideo: Moderate (4)	12% (34)	18% (48)	36% (99)	7% (18)	6% (17)	20%
Ideo: Conservative (5-7)	12% (37)	16% (50)	43% (133)	6% (17)	3% (9)	20%
Educ: < College	15% (83)	15% (85)	37% (206)	5% (28)	5% (29)	23%
Educ: Bachelors degree	14% (30)	19% (42)	33% (74)	7% (15)	5% (10)	23%
Educ: Post-grad	17% (27)	20% (32)	37% (59)	2% (3)	3% (5)	21%
Income: Under 50k	18% (82)	15% (70)	34% (161)	6% (27)	4% (21)	23%
Income: 50k-100k	12% (38)	17% (55)	38% (119)	5% (16)	7% (22)	20%
Income: 100k+	12% (20)	21% (34)	36% (59)	2% (4)	2% (2)	28%
Ethnicity: White	14% (105)	16% (120)	38% (280)	5% (36)	4% (29)	23%
Ethnicity: Hispanic	21% (31)	19% (27)	28% (41)	3% (4)	8% (12)	21%
Ethnicity: Black	24% (23)	20% (19)	27% (26)	4% (4)	8% (8)	17%
Ethnicity: Other	11% (12)	19% (20)	30% (32)	6% (6)	8% (8)	26%

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Table BPC18_8: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (140)	17% (159)	36% (339)	5% (46)	5% (45)	23%
All Christian	14% (56)	16% (63)	38% (151)	6% (22)	4% (17)	23%
Agnostic/Nothing in particular	16% (47)	16% (45)	35% (100)	4% (12)	3% (10)	26%
Something Else	15% (30)	21% (43)	34% (70)	5% (9)	5% (10)	20%
Evangelical	14% (38)	19% (55)	36% (102)	4% (10)	5% (15)	22%
Non-Evangelical	15% (44)	16% (48)	37% (113)	6% (18)	4% (11)	23%
Community: Urban	17% (38)	18% (40)	32% (71)	6% (12)	6% (12)	21%
Community: Suburban	15% (63)	18% (79)	35% (153)	4% (19)	4% (16)	24%
Community: Rural	13% (39)	14% (40)	39% (115)	5% (14)	6% (17)	23%
Employ: Private Sector	15% (116)	16% (125)	36% (274)	5% (36)	5% (38)	23%
Employ: Government	14% (19)	18% (26)	38% (54)	6% (8)	3% (4)	22%
Military HH: Yes	28% (21)	20% (15)	34% (26)	4% (3)	1% (1)	14%
Military HH: No	14% (119)	17% (144)	36% (313)	5% (43)	5% (44)	24% (
RD/WT: Right Direction	15% (34)	20% (44)	31% (70)	6% (12)	4% (9)	24%
RD/WT: Wrong Track	15% (106)	16% (115)	37% (269)	5% (33)	5% (36)	23%
Biden Job Approve	15% (52)	22% (77)	33% (114)	4% (14)	6% (19)	21%
Biden Job Disapprove	15% (82)	14% (78)	39% (214)	6% (31)	5% (26)	21%
Biden Job Strongly Approve	15% (13)	21% (19)	27% (24)	6% (5)	9% (8)	22%
Biden Job Somewhat Approve	15% (38)	22% (58)	34% (90)	3% (9)	4% (12)	21%
Biden Job Somewhat Disapprove	20% (37)	13% (24)	38% (69)	9% (17)	3% (6)	16%
Biden Job Strongly Disapprove	13% (45)	15% (54)	40% (145)	4% (14)	5% (19)	23%
Favorable of Biden	17% (63)	20% (73)	33% (117)	5% (18)	5% (18)	20%
Unfavorable of Biden	13% (71)	15% (81)	39% (206)	5% (26)	5% (27)	22%
Very Favorable of Biden	18% (17)	18% (17)	27% (27)	6% (6)	9% (9)	22%
Somewhat Favorable of Biden	17% (45)	21% (56)	34% (91)	5% (12)	3% (9)	19%
Somewhat Unfavorable of Biden	17% (24)	19% (28)	40% (57)	7% (10)	2% (3)	15%
Very Unfavorable of Biden	12% (47)	14% (53)	39% (148)	4% (16)	6% (24)	24%

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Table BPC18_8: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (140)	17% (159)	36% (339)	5% (46)	5% (45)	23%
#1 Issue: Economy	15% (77)	16% (80)	35% (172)	5% (24)	5% (26)	24%
#1 Issue: Security	11% (12)	21% (23)	38% (41)	9% (10)	2% (2)	20%
#1 Issue: Health Care	14% (12)	14% (12)	34% (30)	5% (4)	5% (4)	29%
#1 Issue: Women's Issues	17% (12)	19% (14)	37% (27)	2% (2)	5% (3)	21%
#1 Issue: Education	5% (3)	21% (12)	36% (21)	4% (3)	7% (4)	27%
#1 Issue: Energy	22% (14)	15% (10)	39% (26)	3% (2)	5% (3)	17%
2020 Vote: Joe Biden	18% (68)	19% (70)	31% (114)	6% (22)	5% (19)	21%
2020 Vote: Donald Trump	13% (42)	16% (51)	38% (123)	6% (18)	5% (17)	22%
2020 Vote: Didn't Vote	12% (26)	14% (30)	38% (79)	2% (4)	4% (8)	30%
2018 House Vote: Democrat	18% (55)	20% (62)	30% (95)	6% (17)	4% (13)	22%
2018 House Vote: Republican	13% (34)	16% (42)	40% (105)	7% (18)	5% (12)	19%
2016 Vote: Hillary Clinton	18% (53)	18% (53)	31% (93)	5% (16)	5% (16)	23%
2016 Vote: Donald Trump	11% (32)	16% (45)	42% (118)	6% (17)	4% (12)	21%
2016 Vote: Other	24% (15)	15% (9)	29% (18)	6% (4)	5% (3)	21%
2016 Vote: Didn't Vote	14% (41)	17% (52)	36% (110)	3% (9)	5% (14)	25%
Voted in 2014: Yes	15% (74)	16% (82)	37% (185)	6% (28)	4% (21)	23%
Voted in 2014: No	15% (66)	18% (77)	35% (154)	4% (18)	5% (24)	23%
4-Region: Northeast	15% (20)	10% (13)	36% (47)	6% (8)	5% (7)	27%
4-Region: Midwest	12% (28)	21% (50)	39% (92)	6% (15)	1% (3)	20%
4-Region: South	20% (77)	16% (64)	33% (127)	4% (15)	6% (23)	21%
4-Region: West	8% (15)	17% (32)	38% (73)	4% (8)	7% (12)	26%
Child(Ren) Aged 0-17	17% (113)	20% (128)	34% (220)	5% (33)	5% (34)	19%
Child(Ren) Aged 0-5	16% (45)	22% (62)	30% (85)	3% (8)	6% (18)	23%
Caregivers	17% (84)	20% (103)	33% (166)	6% (30)	5% (23)	20%
Caregiver for Aging Parent	12% (9)	18% (13)	32% (23)	9% (7)	9% (7)	20%
Caregiver for Sick or Disabled Family Member	21% (20)	26% (26)	30% (29)	7% (7)	6% (6)	10%

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Table BPC18_8: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (140)	17% (159)	36% (339)	5% (46)	5% (45)	23%
Caregiver for Child/Dependent	16% (64)	20% (79)	35% (135)	5% (18)	3% (13)	21%
Non-Business Owners	15% (140)	17% (159)	36% (339)	5% (46)	5% (45)	23%
Service Worker/Retail Sales/Laborers/Helpers	18% (52)	17% (47)	34% (96)	4% (12)	4% (10)	24%
Trade/Skilled Workers	16% (10)	21% (13)	22% (13)	4% (3)	7% (4)	29%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	15% (39)	12% (33)	39% (103)	4% (10)	7% (18)	22%
Health Care and Medical Professionals/Lab Techs/Pharmacists	14% (21)	21% (33)	35% (54)	5% (8)	3% (5)	22%
Other Professionals	10% (18)	18% (33)	39% (72)	7% (13)	4% (8)	21%
Access to Childcare	12% (27)	20% (44)	34% (74)	5% (12)	4% (8)	24%
No Access to Childcare	25% (56)	19% (43)	31% (70)	4% (9)	7% (15)	15%
Unsure of Access to Childcare	11% (9)	11% (9)	34% (29)	9% (7)	2% (2)	34%
More Financially Secure after Pandemic	14% (16)	13% (15)	37% (43)	6% (7)	8% (9)	22%
Less Financially Secure after the Pandemic	18% (93)	18% (95)	36% (189)	6% (30)	5% (28)	17%
Same Financial Security after the Pandemic	10% (31)	16% (49)	35% (108)	3% (9)	3% (8)	33%
No Access to Paid Parental Leave	16% (115)	18% (128)	36% (259)	5% (33)	5% (38)	20%
No Access to Paid Caregiving Leave	17% (122)	18% (125)	36% (252)	5% (35)	5% (39)	19%
Access to Flexible Work Hours	16% (52)	16% (52)	35% (114)	6% (19)	6% (19)	21%
No Access to Flexible Work Hours	16% (86)	18% (97)	38% (208)	4% (22)	4% (22)	21%
Access to Child Care as Employer Benefit	13% (7)	19% (10)	32% (16)	11% (6)	1% (1)	24%
No Access to Child Care as Employer Benefit	15% (113)	18% (131)	37% (271)	4% (31)	5% (38)	21%
Access to Mental Health Benefits	9% (20)	19% (41)	40% (84)	2% (5)	7% (15)	22%
No Access to Mental Health Benefits	17% (97)	16% (91)	36% (201)	6% (34)	5% (26)	20%
Ethnicity: White (Non-Hispanic)	12% (78)	17% (107)	39% (253)	5% (33)	4% (25)	23%
Ethnicity: Hispanic	21% (31)	19% (27)	28% (41)	3% (4)	8% (12)	21%
Ethnicity: Black (Non-Hispanic)	25% (22)	17% (15)	29% (25)	5% (4)	5% (5)	18%
Ethnicity: Asian + Other (Non-Hispanic)	14% (10)	15% (10)	28% (20)	7% (5)	5% (3)	32%

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Table BPC18_8: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (140)	17% (159)	36% (339)	5% (46)	5% (45)	23%
Single, never married	17% (29)	15% (26)	29% (50)	2% (3)	6% (11)	30%
Married	14% (72)	17% (86)	37% (189)	4% (22)	5% (23)	23%
Divorced	14% (18)	17% (21)	41% (51)	8% (10)	1% (2)	18%
Living with a partner	16% (16)	20% (19)	32% (31)	8% (8)	8% (8)	17%

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

Table BPC18_9: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (185)	13% (123)	35% (333)	3% (28)	3% (27)	26% (
Gender: Female	20% (185)	13% (123)	35% (333)	3% (28)	3% (27)	26% (
Age: 18-34	33% (78)	18% (42)	29% (69)	4% (9)	3% (6)	14%
Age: 35-44	20% (84)	15% (61)	34% (141)	3% (12)	3% (11)	25%
Age: 45-64	8% (22)	7% (19)	42% (120)	3% (7)	3% (8)	39%
Millennials: 1981-1996	25% (132)	17% (88)	32% (163)	4% (20)	2% (11)	20%
GenXers: 1965-1980	13% (38)	9% (27)	40% (117)	2% (5)	3% (8)	33%
Baby Boomers: 1946-1964	6% (6)	3% (3)	40% (44)	2% (2)	5% (6)	44%
PID: Dem (no lean)	21% (72)	11% (38)	37% (126)	3% (11)	4% (12)	24%
PID: Ind (no lean)	19% (60)	16% (50)	34% (110)	2% (5)	2% (8)	27%
PID: Rep (no lean)	18% (53)	12% (35)	34% (97)	4% (12)	2% (6)	29%
PID/Gender: Dem Women	21% (72)	11% (38)	37% (126)	3% (11)	4% (12)	24%
PID/Gender: Ind Women	19% (60)	16% (50)	34% (110)	2% (5)	2% (8)	27%
PID/Gender: Rep Women	18% (53)	12% (35)	34% (97)	4% (12)	2% (6)	29%
Ideo: Liberal (1-3)	26% (65)	10% (26)	37% (95)	3% (8)	3% (6)	21%
Ideo: Moderate (4)	17% (45)	16% (43)	34% (94)	3% (8)	3% (7)	27%
Ideo: Conservative (5-7)	20% (61)	12% (38)	38% (118)	2% (5)	2% (7)	25%
Educ: < College	18% (102)	11% (64)	35% (199)	3% (19)	3% (18)	28%
Educ: Bachelors degree	19% (42)	17% (37)	35% (77)	2% (4)	3% (7)	25%
Educ: Post-grad	25% (41)	14% (22)	35% (57)	3% (5)	1% (1)	22%
Income: Under 50k	20% (94)	13% (59)	32% (148)	3% (15)	3% (16)	29%
Income: 50k-100k	18% (56)	11% (35)	40% (124)	3% (11)	3% (8)	25%
Income: 100k+	21% (35)	17% (28)	37% (61)	1% (2)	1% (2)	22%
Ethnicity: White	20% (149)	13% (94)	36% (264)	3% (21)	2% (18)	26%
Ethnicity: Hispanic	19% (27)	14% (21)	34% (49)	1% (1)	4% (5)	29%
Ethnicity: Black	22% (21)	11% (11)	28% (27)	4% (4)	7% (7)	27%
Ethnicity: Other	14% (15)	17% (18)	39% (41)	3% (3)	1% (1)	26%

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Table BPC18_9: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (185)	13% (123)	35% (333)	3% (28)	3% (27)	26% (
All Christian	19% (77)	13% (50)	38% (152)	1% (6)	2% (8)	27%
Agnostic/Nothing in particular	22% (63)	16% (45)	35% (100)	4% (10)	3% (7)	22%
Something Else	19% (38)	11% (23)	30% (61)	5% (10)	4% (9)	31%
Evangelical	20% (55)	12% (35)	34% (97)	3% (10)	3% (8)	28%
Non-Evangelical	18% (54)	12% (37)	36% (111)	2% (5)	3% (10)	29%
Community: Urban	17% (38)	15% (32)	34% (74)	3% (7)	4% (9)	27%
Community: Suburban	19% (84)	16% (69)	36% (157)	2% (9)	2% (10)	24%
Community: Rural	22% (63)	7% (21)	35% (102)	4% (12)	3% (8)	30%
Employ: Private Sector	20% (154)	13% (101)	34% (260)	3% (23)	3% (21)	27% (
Employ: Government	19% (26)	13% (19)	42% (59)	3% (4)	3% (4)	21%
Military HH: Yes	20% (15)	5% (4)	48% (36)	1% (1)	2% (1)	24%
Military HH: No	19% (170)	14% (119)	34% (297)	3% (27)	3% (25)	27% (
RD/WT: Right Direction	19% (43)	13% (28)	35% (77)	2% (5)	3% (6)	29%
RD/WT: Wrong Track	20% (142)	13% (95)	35% (256)	3% (23)	3% (21)	26%
Biden Job Approve	21% (75)	15% (51)	36% (126)	2% (7)	3% (11)	22%
Biden Job Disapprove	19% (103)	13% (68)	36% (198)	4% (21)	2% (12)	26%
Biden Job Strongly Approve	19% (17)	13% (11)	33% (29)	5% (4)	3% (3)	27%
Biden Job Somewhat Approve	22% (58)	15% (40)	37% (97)	1% (2)	3% (8)	21%
Biden Job Somewhat Disapprove	22% (41)	12% (22)	38% (69)	6% (10)	2% (3)	21%
Biden Job Strongly Disapprove	17% (62)	13% (46)	36% (129)	3% (11)	3% (9)	29%
Favorable of Biden	23% (82)	13% (49)	36% (131)	2% (8)	3% (12)	22%
Unfavorable of Biden	19% (98)	13% (70)	35% (184)	4% (19)	2% (11)	27%
Very Favorable of Biden	21% (21)	16% (15)	32% (32)	3% (3)	3% (3)	25%
Somewhat Favorable of Biden	23% (62)	13% (33)	38% (100)	2% (5)	4% (9)	20%
Somewhat Unfavorable of Biden	24% (35)	15% (22)	31% (45)	5% (7)	— (1)	24%
Very Unfavorable of Biden	17% (63)	13% (48)	37% (139)	3% (12)	3% (10)	28%

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Table BPC18_9: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	20%	(185)	13%	(123)	35%	(333)	3%	(28)	3%	(27)	26%
#1 Issue: Economy	20%	(98)	14%	(68)	35%	(176)	3%	(13)	3%	(14)	26%
#1 Issue: Security	6%	(6)	12%	(13)	37%	(40)	3%	(3)	6%	(6)	36%
#1 Issue: Health Care	20%	(18)	15%	(13)	31%	(28)	1%	(1)	3%	(2)	29%
#1 Issue: Women's Issues	30%	(22)	16%	(12)	31%	(23)	3%	(2)	1%	(1)	19%
#1 Issue: Education	21%	(12)	13%	(8)	32%	(19)	9%	(5)	—	(0)	24%
#1 Issue: Energy	31%	(21)	8%	(5)	29%	(20)	5%	(3)	2%	(2)	25%
2020 Vote: Joe Biden	22%	(81)	14%	(50)	36%	(134)	3%	(12)	4%	(13)	22%
2020 Vote: Donald Trump	18%	(60)	13%	(42)	38%	(121)	3%	(11)	2%	(7)	25%
2020 Vote: Didn't Vote	17%	(35)	12%	(24)	28%	(58)	3%	(6)	3%	(6)	38%
2018 House Vote: Democrat	21%	(65)	13%	(41)	36%	(111)	3%	(10)	4%	(11)	23%
2018 House Vote: Republican	18%	(47)	12%	(33)	37%	(98)	3%	(8)	3%	(7)	27%
2016 Vote: Hillary Clinton	21%	(63)	13%	(38)	36%	(106)	3%	(9)	3%	(9)	24%
2016 Vote: Donald Trump	16%	(47)	13%	(38)	40%	(115)	3%	(8)	2%	(6)	25%
2016 Vote: Other	29%	(17)	11%	(7)	30%	(18)	1%	(1)	—	(0)	29%
2016 Vote: Didn't Vote	19%	(58)	13%	(41)	31%	(94)	3%	(10)	4%	(11)	29%
Voted in 2014: Yes	17%	(86)	12%	(62)	38%	(192)	3%	(16)	3%	(13)	27%
Voted in 2014: No	22%	(99)	14%	(61)	32%	(140)	3%	(12)	3%	(14)	26%
4-Region: Northeast	15%	(20)	15%	(19)	31%	(40)	4%	(5)	3%	(5)	32%
4-Region: Midwest	18%	(42)	18%	(44)	35%	(82)	4%	(9)	2%	(5)	23%
4-Region: South	25%	(97)	9%	(34)	37%	(142)	2%	(9)	4%	(15)	24%
4-Region: West	14%	(26)	14%	(26)	36%	(69)	3%	(5)	1%	(2)	33%
Child(Ren) Aged 0-17	24%	(156)	16%	(107)	33%	(213)	4%	(25)	3%	(18)	21%
Child(Ren) Aged 0-5	30%	(84)	17%	(48)	29%	(83)	2%	(7)	3%	(9)	19%
Caregivers	24%	(119)	17%	(88)	31%	(159)	4%	(18)	3%	(15)	21%
Caregiver for Aging Parent	11%	(8)	19%	(14)	34%	(24)	5%	(4)	4%	(3)	27%
Caregiver for Sick or Disabled Family Member	18%	(17)	15%	(15)	30%	(30)	5%	(4)	4%	(4)	28%

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Table BPC18_9: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (185)	13% (123)	35% (333)	3% (28)	3% (27)	26% (
Caregiver for Child/Dependent	26% (100)	18% (70)	33% (128)	3% (12)	2% (8)	18%
Non-Business Owners	20% (185)	13% (123)	35% (333)	3% (28)	3% (27)	26% (
Service Worker/Retail Sales/Laborers/Helpers	20% (58)	14% (39)	29% (82)	4% (11)	3% (8)	31%
Trade/Skilled Workers	11% (7)	17% (11)	38% (23)	5% (3)	2% (1)	28%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	14% (37)	11% (29)	40% (106)	3% (7)	2% (4)	30%
Health Care and Medical Professionals/Lab Techs/Pharmacists	32% (49)	13% (20)	33% (52)	1% (1)	5% (8)	15%
Other Professionals	19% (34)	13% (24)	39% (71)	3% (6)	3% (5)	23%
Access to Childcare	27% (59)	17% (37)	32% (70)	3% (7)	2% (4)	19%
No Access to Childcare	27% (62)	17% (39)	33% (74)	5% (12)	3% (8)	15%
Unsure of Access to Childcare	17% (14)	14% (12)	23% (19)	3% (3)	3% (3)	40%
More Financially Secure after Pandemic	14% (16)	10% (11)	43% (49)	5% (6)	3% (3)	25%
Less Financially Secure after the Pandemic	23% (120)	14% (75)	33% (174)	4% (18)	3% (14)	24%
Same Financial Security after the Pandemic	16% (49)	12% (36)	36% (110)	1% (3)	3% (9)	32%
No Access to Paid Parental Leave	21% (149)	13% (91)	36% (262)	3% (21)	3% (18)	25%
No Access to Paid Caregiving Leave	22% (157)	12% (84)	37% (265)	3% (19)	3% (20)	23%
Access to Flexible Work Hours	19% (62)	11% (36)	35% (115)	3% (9)	4% (13)	28%
No Access to Flexible Work Hours	22% (119)	15% (80)	36% (198)	3% (17)	2% (11)	23%
Access to Child Care as Employer Benefit	19% (10)	14% (7)	38% (20)	8% (4)	— (0)	21%
No Access to Child Care as Employer Benefit	20% (150)	13% (94)	37% (272)	2% (18)	3% (21)	24%
Access to Mental Health Benefits	20% (43)	15% (32)	37% (78)	1% (3)	2% (4)	25%
No Access to Mental Health Benefits	20% (113)	12% (68)	37% (206)	4% (20)	3% (16)	24%
Ethnicity: White (Non-Hispanic)	20% (128)	12% (78)	37% (238)	3% (20)	2% (13)	26%
Ethnicity: Hispanic	19% (27)	14% (21)	34% (49)	1% (1)	4% (5)	29%
Ethnicity: Black (Non-Hispanic)	23% (20)	12% (11)	24% (21)	4% (4)	8% (7)	28%
Ethnicity: Asian + Other (Non-Hispanic)	14% (10)	19% (14)	35% (25)	5% (3)	1% (1)	25%

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Table BPC18_9: *If you had access to a paid parental and/or family caregiving leave benefit, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (185)	13% (123)	35% (333)	3% (28)	3% (27)	26% (
Single, never married	22% (38)	11% (19)	22% (37)	4% (6)	5% (8)	36%
Married	19% (97)	14% (73)	38% (195)	1% (6)	2% (12)	25%
Divorced	16% (21)	7% (9)	43% (55)	7% (9)	1% (2)	25%
Living with a partner	22% (21)	14% (14)	34% (33)	8% (8)	3% (3)	19%

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

Table BPC19_1: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (283)	26% (292)	31% (351)	6% (72)	4% (44)	8%
Gender: Female	25% (283)	26% (292)	31% (351)	6% (72)	4% (44)	8%
Age: 18-34	32% (100)	21% (66)	26% (84)	9% (28)	7% (22)	5%
Age: 35-44	25% (125)	30% (154)	28% (142)	7% (34)	3% (15)	7%
Age: 45-64	19% (56)	23% (69)	41% (123)	4% (11)	2% (7)	11%
Millennials: 1981-1996	29% (183)	26% (163)	27% (170)	8% (52)	4% (27)	6%
GenXers: 1965-1980	20% (67)	28% (94)	38% (128)	3% (12)	4% (14)	8%
Baby Boomers: 1946-1964	17% (19)	20% (21)	41% (43)	4% (4)	1% (1)	18%
PID: Dem (no lean)	29% (139)	28% (135)	26% (127)	6% (30)	4% (21)	6%
PID: Ind (no lean)	22% (62)	22% (62)	39% (111)	6% (16)	3% (8)	9%
PID: Rep (no lean)	23% (83)	27% (96)	31% (112)	7% (27)	4% (15)	8%
PID/Gender: Dem Women	29% (139)	28% (135)	26% (127)	6% (30)	4% (21)	6%
PID/Gender: Ind Women	22% (62)	22% (62)	39% (111)	6% (16)	3% (8)	9%
PID/Gender: Rep Women	23% (83)	27% (96)	31% (112)	7% (27)	4% (15)	8%
Ideo: Liberal (1-3)	29% (99)	28% (95)	26% (88)	6% (22)	4% (13)	7%
Ideo: Moderate (4)	23% (85)	27% (98)	35% (127)	4% (14)	4% (13)	7%
Ideo: Conservative (5-7)	24% (79)	26% (85)	31% (103)	9% (29)	4% (15)	7%
Educ: < College	26% (142)	24% (132)	30% (163)	7% (36)	5% (25)	9%
Educ: Bachelors degree	27% (97)	26% (93)	33% (119)	7% (25)	3% (11)	6%
Educ: Post-grad	20% (45)	31% (68)	31% (69)	5% (11)	4% (9)	8%
Income: Under 50k	27% (98)	24% (87)	29% (107)	7% (26)	4% (13)	10%
Income: 50k-100k	25% (116)	27% (129)	31% (143)	6% (30)	5% (24)	6%
Income: 100k+	24% (69)	26% (76)	34% (101)	6% (16)	2% (7)	8%
Ethnicity: White	23% (193)	25% (207)	33% (273)	7% (56)	3% (28)	9%
Ethnicity: Hispanic	35% (79)	22% (49)	29% (66)	5% (11)	3% (8)	6%
Ethnicity: Black	32% (51)	29% (46)	22% (35)	5% (8)	7% (11)	5%
Ethnicity: Other	28% (40)	27% (39)	30% (42)	6% (8)	4% (5)	5%

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Table BPC19_1: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your ability to remain in the workforce*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (283)	26% (292)	31% (351)	6% (72)	4% (44)	8%
All Christian	27% (139)	27% (137)	31% (157)	6% (29)	3% (16)	6%
Agnostic/Nothing in particular	18% (57)	28% (87)	34% (103)	7% (20)	3% (10)	10%
Something Else	27% (66)	22% (53)	29% (70)	9% (21)	5% (12)	7%
Evangelical	28% (88)	25% (78)	29% (94)	8% (26)	5% (15)	6%
Non-Evangelical	27% (112)	26% (108)	31% (129)	5% (20)	3% (13)	8%
Community: Urban	28% (83)	28% (81)	30% (86)	5% (14)	4% (13)	4%
Community: Suburban	25% (139)	25% (141)	34% (191)	5% (31)	4% (20)	8%
Community: Rural	23% (62)	26% (71)	27% (74)	10% (27)	4% (11)	11%
Employ: Private Sector	25% (220)	26% (234)	32% (282)	6% (57)	3% (27)	7%
Employ: Government	27% (61)	24% (55)	28% (64)	6% (14)	7% (17)	8%
Military HH: Yes	26% (30)	23% (27)	28% (32)	6% (7)	4% (4)	13%
Military HH: No	25% (254)	26% (266)	31% (319)	6% (65)	4% (40)	7%
RD/WT: Right Direction	27% (87)	30% (98)	30% (97)	5% (17)	3% (9)	6%
RD/WT: Wrong Track	24% (196)	24% (195)	32% (254)	7% (55)	4% (35)	8%
Biden Job Approve	28% (131)	28% (130)	30% (139)	5% (23)	4% (19)	6%
Biden Job Disapprove	23% (142)	25% (158)	33% (205)	8% (47)	4% (24)	7%
Biden Job Strongly Approve	32% (46)	23% (34)	27% (40)	6% (9)	5% (7)	7%
Biden Job Somewhat Approve	26% (85)	30% (96)	31% (99)	4% (14)	4% (12)	5%
Biden Job Somewhat Disapprove	23% (54)	31% (73)	33% (78)	4% (10)	2% (4)	7%
Biden Job Strongly Disapprove	23% (89)	22% (85)	33% (127)	10% (37)	5% (20)	7%
Favorable of Biden	29% (146)	28% (143)	28% (141)	5% (24)	4% (20)	7%
Unfavorable of Biden	22% (130)	24% (143)	34% (202)	8% (48)	4% (22)	7%
Very Favorable of Biden	33% (57)	22% (39)	28% (49)	6% (10)	5% (9)	6%
Somewhat Favorable of Biden	27% (89)	31% (104)	28% (92)	4% (13)	3% (11)	7%
Somewhat Unfavorable of Biden	21% (37)	29% (51)	36% (65)	5% (9)	2% (4)	7%
Very Unfavorable of Biden	23% (93)	23% (91)	34% (137)	9% (38)	4% (18)	7%

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Table BPC19_1: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your ability to remain in the workforce*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (283)	26% (292)	31% (351)	6% (72)	4% (44)	8%
#1 Issue: Economy	24% (149)	26% (162)	33% (201)	7% (41)	3% (21)	7%
#1 Issue: Security	24% (25)	23% (24)	34% (35)	8% (9)	4% (4)	7%
#1 Issue: Health Care	28% (31)	23% (25)	26% (29)	8% (9)	7% (8)	8%
#1 Issue: Women's Issues	32% (33)	25% (26)	29% (30)	4% (4)	2% (3)	8%
#1 Issue: Education	26% (18)	21% (15)	34% (24)	6% (4)	4% (3)	10%
#1 Issue: Energy	22% (15)	38% (27)	21% (15)	6% (4)	6% (4)	7%
2020 Vote: Joe Biden	28% (158)	27% (150)	29% (164)	5% (30)	4% (23)	6%
2020 Vote: Donald Trump	22% (87)	28% (111)	30% (122)	8% (33)	4% (15)	8%
2020 Vote: Didn't Vote	23% (30)	18% (24)	40% (54)	4% (5)	4% (5)	11%
2018 House Vote: Democrat	31% (141)	28% (128)	27% (125)	5% (23)	4% (18)	5%
2018 House Vote: Republican	21% (71)	24% (82)	36% (122)	7% (25)	5% (16)	6%
2016 Vote: Hillary Clinton	30% (129)	29% (125)	29% (125)	4% (16)	4% (17)	5%
2016 Vote: Donald Trump	19% (64)	25% (85)	36% (124)	9% (31)	5% (16)	7%
2016 Vote: Didn't Vote	27% (85)	23% (71)	28% (89)	8% (24)	3% (10)	11%
Voted in 2014: Yes	25% (177)	26% (184)	32% (222)	6% (41)	4% (28)	7%
Voted in 2014: No	25% (107)	25% (108)	30% (129)	7% (31)	4% (17)	9%
4-Region: Northeast	20% (42)	27% (56)	33% (67)	4% (9)	2% (4)	13%
4-Region: Midwest	23% (57)	27% (68)	31% (76)	8% (21)	4% (9)	7%
4-Region: South	26% (108)	29% (118)	28% (115)	6% (24)	4% (16)	6%
4-Region: West	29% (77)	19% (50)	34% (91)	7% (19)	6% (15)	5%
Child(Ren) Aged 0-17	28% (241)	26% (224)	29% (248)	7% (64)	4% (31)	6%
Child(Ren) Aged 0-5	32% (133)	28% (115)	25% (103)	7% (28)	4% (17)	5%
Caregivers	26% (166)	29% (186)	30% (190)	7% (45)	3% (22)	4%
Caregiver for Aging Parent	17% (18)	29% (30)	38% (40)	9% (9)	4% (4)	3%
Caregiver for Sick or Disabled Family Member	24% (26)	29% (32)	30% (33)	6% (6)	5% (5)	7%
Caregiver for Child/Dependent	27% (132)	31% (149)	28% (134)	6% (31)	3% (17)	4%
Non-Business Owners	25% (283)	26% (292)	31% (351)	6% (72)	4% (44)	8%

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Table BPC19_1: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your ability to remain in the workforce*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (283)	26% (292)	31% (351)	6% (72)	4% (44)	8%
Service Worker/Retail Sales/Laborers/Helpers	27% (59)	25% (54)	25% (56)	9% (21)	5% (12)	8%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	24% (108)	27% (123)	35% (160)	4% (20)	4% (16)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	23% (47)	30% (60)	28% (56)	8% (15)	3% (6)	9%
Other Professionals	25% (53)	22% (47)	32% (68)	6% (12)	5% (10)	9%
Access to Childcare	30% (131)	27% (118)	26% (112)	7% (32)	2% (11)	7%
No Access to Childcare	26% (56)	27% (57)	25% (53)	9% (19)	9% (18)	4%
Unsure of Access to Childcare	24% (17)	19% (14)	43% (31)	7% (5)	2% (1)	5%
More Financially Secure after Pandemic	28% (66)	25% (59)	29% (68)	9% (20)	3% (7)	7%
Less Financially Secure after the Pandemic	25% (138)	28% (156)	28% (159)	8% (43)	5% (27)	6%
Same Financial Security after the Pandemic	24% (80)	23% (77)	37% (124)	3% (9)	3% (10)	10%
Access to Paid Parental Leave	25% (250)	25% (252)	31% (306)	7% (66)	4% (40)	8%
No Access to Paid Parental Leave	20% (17)	32% (27)	35% (30)	4% (3)	3% (3)	7%
Access to Paid Caregiving Leave	27% (192)	26% (183)	30% (209)	6% (39)	4% (30)	7%
No Access to Paid Caregiving Leave	23% (61)	28% (75)	32% (85)	8% (21)	4% (11)	5%
Access to Flexible Work Hours	28% (171)	26% (153)	30% (179)	7% (39)	4% (25)	6%
No Access to Flexible Work Hours	21% (101)	27% (132)	32% (154)	7% (32)	4% (20)	9%
Access to Child Care as Employer Benefit	30% (92)	23% (68)	29% (88)	8% (25)	4% (12)	6%
No Access to Child Care as Employer Benefit	23% (151)	28% (184)	31% (202)	6% (41)	4% (29)	7%
Access to Mental Health Benefits	24% (162)	28% (187)	28% (188)	7% (45)	4% (28)	8%
No Access to Mental Health Benefits	27% (76)	24% (67)	34% (95)	7% (20)	4% (10)	3%
Ethnicity: White (Non-Hispanic)	21% (142)	26% (176)	33% (220)	8% (50)	3% (22)	9%
Ethnicity: Hispanic	35% (79)	22% (49)	29% (66)	5% (11)	3% (8)	6%
Ethnicity: Black (Non-Hispanic)	31% (44)	28% (41)	23% (32)	5% (7)	8% (11)	5%
Ethnicity: Asian + Other (Non-Hispanic)	21% (19)	31% (27)	37% (32)	4% (4)	4% (4)	3%

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Table BPC19_1: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (283)	26% (292)	31% (351)	6% (72)	4% (44)	8%
Single, never married	25% (47)	21% (40)	28% (53)	9% (16)	7% (14)	9%
Married	26% (165)	28% (177)	30% (194)	6% (36)	3% (20)	7%
Divorced	14% (19)	25% (34)	35% (47)	8% (11)	6% (9)	11%
Living with a partner	32% (37)	28% (33)	28% (32)	7% (8)	1% (1)	4%

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

Table BPC19_2: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your own financial security*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (230)	27% (303)	32% (359)	9% (98)	5% (55)	7%
Gender: Female	20% (230)	27% (303)	32% (359)	9% (98)	5% (55)	7%
Age: 18-34	25% (79)	25% (79)	27% (85)	12% (37)	6% (19)	6%
Age: 35-44	21% (104)	32% (159)	28% (141)	9% (46)	5% (23)	6%
Age: 45-64	16% (47)	21% (62)	42% (127)	5% (15)	4% (13)	11%
Millennials: 1981-1996	25% (157)	28% (179)	27% (173)	10% (60)	5% (30)	5%
GenXers: 1965-1980	14% (48)	26% (90)	37% (127)	8% (29)	5% (16)	9%
Baby Boomers: 1946-1964	12% (13)	20% (21)	45% (48)	3% (3)	5% (6)	15%
PID: Dem (no lean)	22% (106)	31% (151)	27% (131)	7% (34)	6% (28)	7%
PID: Ind (no lean)	16% (46)	23% (65)	39% (112)	10% (30)	3% (8)	8%
PID: Rep (no lean)	22% (78)	24% (87)	32% (116)	10% (34)	5% (20)	7%
PID/Gender: Dem Women	22% (106)	31% (151)	27% (131)	7% (34)	6% (28)	7%
PID/Gender: Ind Women	16% (46)	23% (65)	39% (112)	10% (30)	3% (8)	8%
PID/Gender: Rep Women	22% (78)	24% (87)	32% (116)	10% (34)	5% (20)	7%
Ideo: Liberal (1-3)	24% (80)	30% (101)	26% (89)	7% (24)	7% (23)	7%
Ideo: Moderate (4)	18% (66)	30% (108)	33% (122)	10% (38)	3% (10)	6%
Ideo: Conservative (5-7)	19% (65)	25% (85)	35% (116)	8% (26)	5% (17)	8%
Educ: < College	21% (113)	22% (119)	33% (177)	11% (62)	5% (27)	9%
Educ: Bachelors degree	21% (78)	30% (110)	31% (111)	7% (27)	5% (20)	5%
Educ: Post-grad	18% (39)	34% (75)	32% (70)	4% (9)	4% (9)	8%
Income: Under 50k	20% (73)	25% (92)	29% (106)	10% (37)	6% (22)	10%
Income: 50k-100k	22% (105)	27% (129)	30% (140)	9% (44)	6% (26)	6%
Income: 100k+	18% (52)	28% (82)	38% (112)	6% (17)	3% (8)	8%
Ethnicity: White	19% (158)	26% (217)	32% (262)	9% (77)	5% (43)	9%
Ethnicity: Hispanic	31% (69)	19% (43)	35% (78)	4% (9)	6% (14)	6%
Ethnicity: Black	26% (41)	26% (41)	29% (46)	9% (14)	6% (9)	5%
Ethnicity: Other	22% (31)	32% (45)	36% (50)	5% (8)	2% (4)	3%

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Table BPC19_2: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (230)	27% (303)	32% (359)	9% (98)	5% (55)	7%
All Christian	21% (106)	26% (134)	35% (177)	7% (34)	5% (26)	7%
Agnostic/Nothing in particular	18% (54)	25% (76)	35% (107)	10% (29)	4% (11)	9%
Something Else	22% (54)	29% (70)	24% (57)	12% (29)	7% (16)	6%
Evangelical	22% (70)	28% (89)	28% (88)	11% (35)	6% (18)	6%
Non-Evangelical	21% (85)	27% (111)	34% (141)	6% (25)	5% (21)	7%
Community: Urban	23% (67)	29% (83)	28% (81)	12% (36)	4% (10)	5%
Community: Suburban	21% (117)	27% (150)	35% (197)	6% (35)	4% (25)	7%
Community: Rural	17% (46)	26% (70)	30% (82)	10% (27)	7% (20)	11%
Employ: Private Sector	19% (167)	28% (247)	33% (293)	8% (73)	5% (42)	7%
Employ: Government	26% (60)	23% (53)	27% (62)	10% (23)	5% (12)	8%
Military HH: Yes	23% (26)	24% (27)	28% (32)	7% (8)	5% (5)	14%
Military HH: No	20% (204)	27% (276)	32% (327)	9% (90)	5% (50)	7%
RD/WT: Right Direction	23% (76)	32% (104)	29% (93)	7% (23)	3% (9)	6%
RD/WT: Wrong Track	19% (155)	25% (199)	33% (266)	9% (75)	6% (46)	8%
Biden Job Approve	22% (101)	32% (149)	30% (139)	7% (31)	5% (21)	6%
Biden Job Disapprove	19% (119)	25% (153)	33% (207)	11% (66)	5% (33)	7%
Biden Job Strongly Approve	23% (34)	28% (40)	30% (43)	9% (13)	3% (5)	7%
Biden Job Somewhat Approve	21% (67)	34% (109)	30% (96)	6% (18)	5% (17)	5%
Biden Job Somewhat Disapprove	17% (39)	32% (76)	29% (68)	13% (30)	4% (9)	6%
Biden Job Strongly Disapprove	21% (80)	20% (78)	36% (139)	9% (36)	6% (24)	8%
Favorable of Biden	23% (116)	31% (158)	28% (144)	6% (32)	5% (23)	7%
Unfavorable of Biden	19% (108)	24% (139)	35% (204)	11% (66)	5% (28)	7%
Very Favorable of Biden	31% (54)	23% (41)	26% (46)	10% (18)	3% (6)	6%
Somewhat Favorable of Biden	19% (62)	35% (118)	30% (98)	4% (14)	5% (17)	7%
Somewhat Unfavorable of Biden	16% (29)	31% (55)	32% (58)	13% (23)	2% (4)	6%
Very Unfavorable of Biden	20% (80)	21% (84)	36% (146)	11% (43)	6% (24)	7%

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Table BPC19_2: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your own financial security*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (230)	27% (303)	32% (359)	9% (98)	5% (55)	7%
#1 Issue: Economy	19% (116)	24% (151)	34% (209)	9% (58)	6% (38)	7%
#1 Issue: Security	19% (19)	33% (34)	31% (32)	7% (7)	3% (3)	7%
#1 Issue: Health Care	21% (23)	25% (28)	36% (41)	7% (8)	5% (6)	5%
#1 Issue: Women's Issues	23% (24)	34% (35)	25% (26)	3% (3)	4% (4)	11%
#1 Issue: Education	19% (14)	38% (27)	22% (16)	10% (7)	4% (3)	7%
#1 Issue: Energy	34% (24)	29% (21)	21% (15)	10% (7)	1% (1)	5%
2020 Vote: Joe Biden	21% (119)	30% (169)	31% (177)	7% (39)	4% (24)	6%
2020 Vote: Donald Trump	20% (79)	25% (99)	32% (129)	10% (40)	5% (22)	8%
2020 Vote: Didn't Vote	20% (26)	21% (28)	31% (41)	12% (16)	4% (6)	12%
2018 House Vote: Democrat	24% (109)	32% (148)	28% (129)	6% (28)	5% (22)	5%
2018 House Vote: Republican	20% (67)	23% (77)	36% (123)	9% (31)	5% (18)	6%
2016 Vote: Hillary Clinton	24% (103)	31% (133)	30% (129)	8% (33)	4% (15)	5%
2016 Vote: Donald Trump	18% (64)	22% (75)	36% (125)	10% (34)	6% (22)	8%
2016 Vote: Didn't Vote	19% (60)	27% (83)	30% (94)	9% (29)	5% (14)	10%
Voted in 2014: Yes	21% (148)	28% (192)	33% (228)	7% (51)	5% (32)	7%
Voted in 2014: No	19% (82)	26% (111)	30% (131)	11% (47)	5% (24)	9%
4-Region: Northeast	18% (36)	24% (49)	34% (69)	7% (14)	4% (8)	14%
4-Region: Midwest	18% (46)	30% (76)	28% (69)	11% (27)	5% (12)	8%
4-Region: South	22% (89)	28% (114)	32% (131)	9% (36)	4% (16)	5%
4-Region: West	22% (59)	24% (64)	33% (89)	8% (21)	8% (20)	5%
Child(Ren) Aged 0-17	22% (192)	28% (242)	29% (244)	10% (82)	5% (46)	6%
Child(Ren) Aged 0-5	27% (111)	31% (127)	23% (96)	10% (42)	4% (19)	5%
Caregivers	22% (137)	30% (191)	29% (187)	9% (58)	6% (36)	4%
Caregiver for Aging Parent	14% (14)	32% (34)	38% (40)	5% (5)	7% (7)	4%
Caregiver for Sick or Disabled Family Member	19% (21)	31% (34)	25% (27)	13% (15)	8% (9)	4%
Caregiver for Child/Dependent	24% (114)	31% (148)	27% (130)	8% (41)	5% (26)	5%
Non-Business Owners	20% (230)	27% (303)	32% (359)	9% (98)	5% (55)	7%

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Table BPC19_2: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (230)	27% (303)	32% (359)	9% (98)	5% (55)	7%
Service Worker/Retail Sales/Laborers/Helpers	24% (53)	23% (49)	29% (63)	11% (23)	6% (13)	8%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18% (82)	28% (129)	37% (167)	7% (30)	4% (18)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	18% (37)	28% (56)	30% (59)	10% (20)	6% (12)	8%
Other Professionals	23% (49)	26% (55)	26% (54)	9% (20)	5% (11)	10%
Access to Childcare	25% (108)	31% (136)	25% (110)	8% (36)	4% (16)	6%
No Access to Childcare	21% (44)	27% (58)	24% (52)	14% (30)	10% (22)	4%
Unsure of Access to Childcare	15% (11)	21% (15)	43% (31)	9% (7)	3% (2)	9%
More Financially Secure after Pandemic	25% (59)	29% (69)	30% (70)	6% (14)	4% (9)	7%
Less Financially Secure after the Pandemic	21% (117)	27% (150)	26% (144)	12% (69)	8% (42)	6%
Same Financial Security after the Pandemic	16% (54)	25% (84)	43% (145)	5% (16)	1% (5)	9%
Access to Paid Parental Leave	20% (202)	26% (261)	33% (324)	9% (85)	4% (42)	8%
No Access to Paid Parental Leave	18% (16)	34% (29)	24% (20)	11% (9)	9% (8)	5%
Access to Paid Caregiving Leave	23% (159)	27% (189)	31% (218)	7% (51)	5% (37)	7%
No Access to Paid Caregiving Leave	19% (50)	29% (77)	31% (84)	11% (30)	5% (14)	5%
Access to Flexible Work Hours	23% (138)	26% (156)	34% (203)	8% (47)	4% (25)	5%
No Access to Flexible Work Hours	17% (81)	28% (135)	30% (145)	10% (46)	6% (30)	10%
Access to Child Care as Employer Benefit	27% (82)	27% (82)	26% (79)	7% (22)	5% (15)	7%
No Access to Child Care as Employer Benefit	17% (114)	28% (183)	34% (221)	10% (63)	5% (32)	6%
Access to Mental Health Benefits	21% (137)	27% (182)	33% (220)	7% (47)	4% (27)	8%
No Access to Mental Health Benefits	20% (55)	28% (78)	29% (80)	12% (34)	7% (19)	4%
Ethnicity: White (Non-Hispanic)	17% (116)	28% (190)	30% (202)	10% (70)	5% (31)	9%
Ethnicity: Hispanic	31% (69)	19% (43)	35% (78)	4% (9)	6% (14)	6%
Ethnicity: Black (Non-Hispanic)	22% (31)	27% (39)	31% (44)	9% (13)	7% (9)	5%
Ethnicity: Asian + Other (Non-Hispanic)	16% (14)	34% (30)	40% (35)	8% (7)	2% (2)	—

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Table BPC19_2: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your own financial security*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (230)	27% (303)	32% (359)	9% (98)	5% (55)	7%
Single, never married	23% (43)	21% (39)	33% (62)	8% (16)	7% (12)	9%
Married	21% (133)	29% (187)	31% (195)	8% (52)	4% (27)	7%
Divorced	14% (18)	24% (33)	35% (47)	11% (14)	8% (11)	9%
Living with a partner	25% (29)	27% (32)	29% (34)	7% (9)	4% (5)	7%

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

Table BPC19_3: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (282)	28% (318)	30% (341)	7% (75)	3% (36)	7%
Gender: Female	25% (282)	28% (318)	30% (341)	7% (75)	3% (36)	7%
Age: 18-34	31% (98)	26% (83)	23% (74)	9% (28)	6% (18)	5%
Age: 35-44	26% (132)	31% (157)	28% (141)	7% (34)	3% (13)	6%
Age: 45-64	17% (50)	25% (76)	41% (124)	4% (13)	2% (5)	11%
Millennials: 1981-1996	29% (185)	29% (181)	26% (162)	8% (50)	3% (21)	5%
GenXers: 1965-1980	19% (66)	27% (93)	37% (125)	6% (19)	3% (11)	8%
Baby Boomers: 1946-1964	14% (15)	26% (28)	42% (45)	4% (4)	1% (1)	13%
PID: Dem (no lean)	27% (130)	33% (158)	24% (115)	6% (31)	4% (19)	6%
PID: Ind (no lean)	22% (62)	22% (62)	41% (118)	5% (13)	3% (8)	8%
PID: Rep (no lean)	25% (90)	27% (97)	30% (108)	9% (31)	2% (9)	7%
PID/Gender: Dem Women	27% (130)	33% (158)	24% (115)	6% (31)	4% (19)	6%
PID/Gender: Ind Women	22% (62)	22% (62)	41% (118)	5% (13)	3% (8)	8%
PID/Gender: Rep Women	25% (90)	27% (97)	30% (108)	9% (31)	2% (9)	7%
Ideo: Liberal (1-3)	28% (95)	33% (114)	23% (78)	5% (16)	4% (13)	8%
Ideo: Moderate (4)	23% (85)	24% (89)	36% (131)	8% (28)	3% (10)	6%
Ideo: Conservative (5-7)	23% (78)	29% (97)	30% (102)	8% (25)	3% (11)	7%
Educ: < College	27% (146)	24% (133)	30% (166)	7% (39)	4% (20)	8%
Educ: Bachelors degree	26% (96)	28% (101)	30% (111)	6% (24)	3% (10)	6%
Educ: Post-grad	18% (40)	38% (84)	29% (64)	6% (13)	3% (6)	5%
Income: Under 50k	29% (104)	27% (98)	27% (98)	7% (24)	3% (10)	9%
Income: 50k-100k	23% (109)	30% (140)	30% (139)	7% (35)	5% (22)	5%
Income: 100k+	24% (69)	27% (80)	35% (104)	6% (17)	1% (4)	7%
Ethnicity: White	23% (191)	27% (226)	32% (262)	7% (59)	3% (27)	8%
Ethnicity: Hispanic	34% (76)	19% (44)	31% (69)	5% (12)	5% (11)	6%
Ethnicity: Black	34% (55)	31% (49)	22% (35)	5% (8)	4% (7)	3%
Ethnicity: Other	26% (37)	30% (43)	31% (44)	5% (8)	2% (3)	6%

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Table BPC19_3: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your ability to fulfill your family responsibilities*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (282)	28% (318)	30% (341)	7% (75)	3% (36)	7%
All Christian	24% (124)	30% (155)	32% (162)	5% (28)	3% (16)	5%
Agnostic/Nothing in particular	21% (65)	28% (85)	30% (91)	8% (23)	4% (12)	10%
Something Else	30% (72)	25% (59)	29% (70)	8% (18)	3% (7)	5%
Evangelical	26% (84)	32% (102)	26% (82)	8% (27)	3% (10)	4%
Non-Evangelical	26% (109)	26% (106)	35% (143)	4% (18)	3% (13)	6%
Community: Urban	28% (81)	31% (90)	27% (78)	6% (17)	4% (10)	5%
Community: Suburban	25% (139)	29% (164)	32% (179)	6% (37)	2% (11)	6%
Community: Rural	23% (62)	24% (64)	31% (85)	8% (22)	6% (15)	9%
Employ: Private Sector	25% (218)	29% (256)	30% (266)	7% (61)	3% (28)	6%
Employ: Government	26% (60)	26% (59)	30% (70)	6% (14)	3% (8)	8%
Military HH: Yes	24% (27)	26% (30)	27% (31)	10% (11)	1% (1)	12%
Military HH: No	25% (255)	28% (288)	31% (310)	6% (64)	3% (35)	6%
RD/WT: Right Direction	28% (92)	34% (110)	25% (82)	6% (21)	1% (4)	5%
RD/WT: Wrong Track	24% (191)	26% (207)	32% (259)	7% (54)	4% (33)	7%
Biden Job Approve	26% (123)	34% (157)	26% (123)	5% (24)	4% (17)	5%
Biden Job Disapprove	24% (148)	25% (156)	34% (210)	8% (51)	3% (20)	6%
Biden Job Strongly Approve	28% (40)	32% (46)	25% (37)	7% (10)	1% (1)	7%
Biden Job Somewhat Approve	26% (83)	34% (111)	27% (86)	4% (14)	5% (16)	4%
Biden Job Somewhat Disapprove	25% (59)	29% (68)	31% (74)	9% (21)	2% (5)	4%
Biden Job Strongly Disapprove	23% (89)	23% (88)	35% (136)	8% (29)	4% (15)	8%
Favorable of Biden	28% (143)	32% (165)	24% (124)	5% (28)	4% (18)	6%
Unfavorable of Biden	22% (130)	25% (149)	35% (208)	8% (47)	3% (15)	6%
Very Favorable of Biden	30% (53)	27% (48)	27% (47)	8% (14)	1% (2)	6%
Somewhat Favorable of Biden	27% (90)	35% (116)	23% (77)	4% (14)	5% (15)	6%
Somewhat Unfavorable of Biden	22% (40)	28% (51)	36% (65)	7% (12)	2% (3)	5%
Very Unfavorable of Biden	22% (90)	24% (98)	35% (143)	9% (35)	3% (12)	7%

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Table BPC19_3: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (282)	28% (318)	30% (341)	7% (75)	3% (36)	7%
#1 Issue: Economy	24% (146)	27% (164)	33% (201)	7% (42)	4% (24)	6%
#1 Issue: Security	23% (24)	33% (34)	27% (28)	9% (9)	2% (2)	6%
#1 Issue: Health Care	24% (27)	26% (29)	37% (41)	5% (5)	4% (4)	5%
#1 Issue: Women's Issues	31% (32)	34% (36)	18% (19)	7% (7)	2% (2)	8%
#1 Issue: Education	27% (19)	32% (23)	25% (18)	7% (5)	— (0)	9%
#1 Issue: Energy	28% (20)	37% (26)	23% (16)	6% (4)	2% (1)	4%
2020 Vote: Joe Biden	27% (153)	30% (169)	28% (156)	6% (35)	3% (18)	5%
2020 Vote: Donald Trump	23% (91)	26% (104)	33% (132)	8% (30)	3% (13)	7%
2020 Vote: Didn't Vote	24% (32)	24% (32)	30% (40)	6% (8)	3% (5)	12%
2018 House Vote: Democrat	29% (132)	31% (140)	27% (124)	6% (28)	3% (12)	5%
2018 House Vote: Republican	22% (76)	26% (87)	37% (124)	6% (20)	3% (11)	5%
2016 Vote: Hillary Clinton	30% (130)	32% (138)	26% (113)	6% (24)	2% (9)	5%
2016 Vote: Donald Trump	20% (70)	26% (90)	36% (125)	7% (24)	4% (15)	6%
2016 Vote: Didn't Vote	25% (76)	26% (79)	28% (87)	9% (27)	4% (11)	10%
Voted in 2014: Yes	26% (180)	29% (199)	32% (224)	5% (37)	3% (19)	6%
Voted in 2014: No	24% (102)	27% (118)	27% (117)	9% (39)	4% (17)	9%
4-Region: Northeast	19% (38)	28% (58)	31% (63)	7% (15)	2% (4)	13%
4-Region: Midwest	23% (59)	30% (75)	30% (74)	7% (17)	3% (7)	8%
4-Region: South	28% (113)	30% (121)	28% (115)	7% (30)	3% (11)	4%
4-Region: West	27% (72)	24% (64)	33% (89)	5% (13)	5% (14)	5%
Child(Ren) Aged 0-17	27% (234)	29% (252)	27% (231)	8% (67)	3% (28)	5%
Child(Ren) Aged 0-5	33% (139)	28% (116)	23% (98)	8% (32)	4% (15)	4%
Caregivers	27% (173)	31% (199)	27% (175)	7% (43)	3% (20)	4%
Caregiver for Aging Parent	18% (19)	39% (41)	31% (33)	6% (7)	2% (2)	4%
Caregiver for Sick or Disabled Family Member	22% (25)	28% (31)	33% (36)	9% (10)	5% (5)	3%
Caregiver for Child/Dependent	30% (143)	32% (153)	25% (120)	6% (28)	4% (17)	5%
Non-Business Owners	25% (282)	28% (318)	30% (341)	7% (75)	3% (36)	7%

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Table BPC19_3: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your ability to fulfill your family responsibilities*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (282)	28% (318)	30% (341)	7% (75)	3% (36)	7%
Service Worker/Retail Sales/Laborers/Helpers	29% (63)	23% (51)	27% (58)	7% (16)	6% (12)	8%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	24% (109)	28% (127)	34% (154)	6% (28)	3% (14)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	22% (45)	30% (59)	31% (61)	6% (12)	4% (9)	7%
Other Professionals	24% (51)	29% (60)	30% (62)	8% (17)	— (1)	9%
Access to Childcare	29% (124)	34% (145)	23% (98)	8% (33)	2% (8)	5%
No Access to Childcare	30% (63)	24% (51)	25% (52)	9% (18)	8% (18)	5%
Unsure of Access to Childcare	18% (13)	32% (23)	37% (27)	8% (6)	1% (1)	4%
More Financially Secure after Pandemic	26% (62)	32% (76)	27% (65)	6% (15)	1% (3)	7%
Less Financially Secure after the Pandemic	26% (144)	28% (155)	28% (156)	7% (41)	6% (32)	5%
Same Financial Security after the Pandemic	23% (76)	26% (86)	36% (120)	6% (19)	— (1)	9%
Access to Paid Parental Leave	25% (247)	28% (278)	30% (300)	7% (65)	3% (31)	7%
No Access to Paid Parental Leave	19% (17)	33% (29)	29% (25)	8% (7)	4% (4)	5%
Access to Paid Caregiving Leave	28% (200)	27% (192)	29% (204)	6% (43)	3% (20)	7%
No Access to Paid Caregiving Leave	22% (59)	33% (88)	29% (78)	7% (19)	5% (13)	4%
Access to Flexible Work Hours	27% (161)	28% (170)	30% (183)	6% (34)	3% (18)	6%
No Access to Flexible Work Hours	22% (108)	28% (138)	29% (142)	9% (41)	4% (18)	8%
Access to Child Care as Employer Benefit	27% (81)	29% (86)	28% (86)	8% (23)	2% (5)	7%
No Access to Child Care as Employer Benefit	25% (164)	29% (188)	29% (189)	7% (47)	4% (28)	6%
Access to Mental Health Benefits	25% (164)	29% (193)	31% (207)	6% (39)	2% (16)	7%
No Access to Mental Health Benefits	25% (69)	28% (78)	27% (76)	10% (28)	6% (17)	4%
Ethnicity: White (Non-Hispanic)	21% (140)	29% (197)	31% (210)	7% (50)	3% (19)	8%
Ethnicity: Hispanic	34% (76)	19% (44)	31% (69)	5% (12)	5% (11)	6%
Ethnicity: Black (Non-Hispanic)	32% (46)	31% (45)	23% (33)	6% (8)	4% (5)	4%
Ethnicity: Asian + Other (Non-Hispanic)	23% (20)	36% (31)	33% (29)	6% (5)	1% (1)	2%

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Table BPC19_3: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	25% (282)	28% (318)	30% (341)	7% (75)	3% (36)	7%
Single, never married	31% (58)	21% (39)	25% (47)	8% (15)	6% (11)	9%
Married	24% (154)	31% (199)	31% (196)	6% (40)	2% (16)	5%
Divorced	19% (25)	27% (37)	32% (44)	8% (11)	5% (7)	8%
Living with a partner	29% (33)	32% (37)	23% (27)	7% (9)	1% (2)	7%

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

Table BPC19_4: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Advancing your career*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (172)	22% (246)	40% (452)	8% (91)	5% (53)	10%
Gender: Female	15% (172)	22% (246)	40% (452)	8% (91)	5% (53)	10%
Age: 18-34	20% (65)	24% (76)	35% (111)	9% (27)	6% (18)	6%
Age: 35-44	17% (86)	22% (113)	37% (187)	9% (44)	5% (26)	10%
Age: 45-64	7% (20)	18% (54)	50% (150)	7% (20)	3% (9)	15%
Millennials: 1981-1996	20% (127)	24% (151)	35% (224)	9% (54)	5% (32)	7%
GenXers: 1965-1980	9% (30)	20% (69)	46% (156)	7% (24)	5% (17)	13%
Baby Boomers: 1946-1964	8% (8)	17% (18)	47% (51)	6% (6)	4% (4)	18%
PID: Dem (no lean)	18% (85)	25% (123)	35% (170)	8% (37)	5% (24)	9%
PID: Ind (no lean)	12% (34)	16% (45)	48% (136)	10% (28)	4% (10)	11%
PID: Rep (no lean)	15% (52)	22% (78)	40% (146)	7% (26)	5% (19)	11%
PID/Gender: Dem Women	18% (85)	25% (123)	35% (170)	8% (37)	5% (24)	9%
PID/Gender: Ind Women	12% (34)	16% (45)	48% (136)	10% (28)	4% (10)	11%
PID/Gender: Rep Women	15% (52)	22% (78)	40% (146)	7% (26)	5% (19)	11%
Ideo: Liberal (1-3)	17% (59)	27% (92)	35% (120)	7% (24)	4% (14)	10%
Ideo: Moderate (4)	15% (53)	20% (74)	44% (160)	8% (27)	5% (19)	8%
Ideo: Conservative (5-7)	14% (48)	20% (68)	40% (134)	11% (35)	4% (14)	11%
Educ: < College	17% (91)	21% (116)	36% (194)	8% (43)	6% (32)	13%
Educ: Bachelors degree	13% (48)	23% (85)	43% (158)	9% (33)	3% (12)	8%
Educ: Post-grad	15% (33)	20% (45)	46% (100)	7% (16)	4% (9)	8%
Income: Under 50k	18% (67)	19% (69)	36% (131)	9% (31)	5% (20)	13%
Income: 50k-100k	14% (66)	26% (120)	40% (187)	9% (41)	4% (20)	8%
Income: 100k+	13% (39)	19% (57)	45% (133)	7% (19)	4% (13)	11%
Ethnicity: White	13% (104)	21% (176)	42% (351)	7% (60)	5% (45)	11%
Ethnicity: Hispanic	17% (39)	23% (52)	35% (78)	9% (20)	6% (13)	10%
Ethnicity: Black	26% (41)	24% (38)	29% (46)	12% (20)	3% (5)	6%
Ethnicity: Other	19% (27)	23% (33)	38% (54)	8% (12)	2% (3)	9%

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Table BPC19_4: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (172)	22% (246)	40% (452)	8% (91)	5% (53)	10%
All Christian	15% (75)	25% (128)	39% (199)	6% (33)	6% (28)	10%
Agnostic/Nothing in particular	14% (44)	20% (61)	40% (121)	9% (28)	5% (16)	12%
Something Else	17% (41)	19% (46)	40% (96)	12% (28)	3% (8)	9%
Evangelical	17% (53)	26% (83)	36% (113)	9% (28)	5% (16)	8%
Non-Evangelical	14% (59)	21% (87)	43% (176)	8% (32)	4% (16)	11%
Community: Urban	20% (59)	24% (68)	38% (111)	8% (23)	3% (10)	6%
Community: Suburban	14% (78)	20% (116)	43% (240)	8% (44)	5% (28)	10%
Community: Rural	13% (35)	23% (62)	37% (100)	9% (24)	6% (15)	14%
Employ: Private Sector	15% (132)	22% (194)	40% (353)	8% (75)	5% (40)	10%
Employ: Government	16% (38)	21% (49)	41% (95)	6% (15)	6% (13)	10%
Military HH: Yes	13% (14)	20% (23)	36% (41)	8% (9)	7% (8)	16%
Military HH: No	16% (157)	22% (223)	40% (411)	8% (82)	4% (45)	9%
RD/WT: Right Direction	21% (68)	27% (87)	34% (112)	7% (24)	4% (12)	7%
RD/WT: Wrong Track	13% (104)	20% (159)	42% (340)	8% (67)	5% (41)	11%
Biden Job Approve	17% (80)	26% (121)	37% (175)	7% (35)	5% (25)	7%
Biden Job Disapprove	14% (87)	19% (121)	43% (268)	9% (54)	5% (28)	11%
Biden Job Strongly Approve	25% (37)	21% (30)	34% (50)	7% (11)	5% (7)	8%
Biden Job Somewhat Approve	13% (43)	28% (91)	39% (125)	7% (24)	5% (17)	7%
Biden Job Somewhat Disapprove	15% (36)	21% (49)	44% (103)	9% (22)	2% (5)	9%
Biden Job Strongly Disapprove	13% (51)	19% (72)	43% (165)	8% (32)	6% (23)	12%
Favorable of Biden	18% (91)	25% (126)	37% (186)	8% (38)	5% (23)	9%
Unfavorable of Biden	13% (75)	20% (117)	44% (257)	9% (50)	5% (28)	10%
Very Favorable of Biden	29% (50)	18% (32)	33% (58)	9% (15)	5% (10)	6%
Somewhat Favorable of Biden	12% (41)	28% (93)	38% (128)	7% (23)	4% (13)	10%
Somewhat Unfavorable of Biden	13% (23)	23% (42)	42% (76)	10% (17)	3% (5)	9%
Very Unfavorable of Biden	13% (52)	18% (74)	44% (180)	8% (32)	6% (24)	11%

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Table BPC19_4: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Advancing your career*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (172)	22% (246)	40% (452)	8% (91)	5% (53)	10%
#1 Issue: Economy	15% (95)	20% (125)	40% (248)	10% (64)	4% (25)	10%
#1 Issue: Security	6% (7)	22% (23)	48% (49)	8% (8)	5% (6)	10%
#1 Issue: Health Care	14% (15)	19% (22)	39% (44)	5% (6)	9% (11)	13%
#1 Issue: Women's Issues	20% (20)	32% (33)	28% (29)	4% (5)	3% (3)	13%
#1 Issue: Education	16% (12)	27% (19)	38% (27)	4% (3)	5% (3)	10%
#1 Issue: Energy	20% (14)	25% (18)	42% (30)	7% (5)	3% (2)	2%
2020 Vote: Joe Biden	16% (91)	23% (131)	40% (226)	8% (46)	4% (23)	8%
2020 Vote: Donald Trump	13% (51)	22% (90)	40% (158)	9% (35)	6% (23)	11%
2020 Vote: Didn't Vote	18% (24)	15% (20)	41% (55)	6% (8)	4% (6)	16%
2018 House Vote: Democrat	18% (85)	25% (113)	37% (168)	9% (40)	4% (18)	8%
2018 House Vote: Republican	12% (40)	20% (67)	45% (150)	8% (26)	6% (20)	10%
2016 Vote: Hillary Clinton	20% (87)	25% (109)	37% (160)	6% (27)	5% (20)	7%
2016 Vote: Donald Trump	11% (39)	20% (70)	44% (150)	9% (31)	6% (19)	10%
2016 Vote: Didn't Vote	14% (43)	20% (62)	39% (120)	10% (31)	4% (13)	13%
Voted in 2014: Yes	15% (108)	24% (168)	39% (275)	7% (51)	5% (34)	9%
Voted in 2014: No	15% (64)	18% (78)	41% (176)	9% (40)	4% (19)	12%
4-Region: Northeast	11% (23)	22% (45)	41% (83)	5% (11)	5% (11)	15%
4-Region: Midwest	13% (34)	23% (59)	40% (101)	8% (21)	3% (8)	11%
4-Region: South	17% (69)	21% (84)	41% (168)	9% (38)	4% (14)	8%
4-Region: West	17% (46)	22% (58)	38% (100)	8% (21)	7% (20)	8%
Child(Ren) Aged 0-17	18% (150)	24% (207)	38% (322)	8% (71)	4% (37)	8%
Child(Ren) Aged 0-5	23% (94)	23% (95)	35% (143)	8% (34)	4% (18)	7%
Caregivers	15% (96)	24% (151)	39% (249)	9% (56)	6% (37)	7%
Caregiver for Aging Parent	9% (10)	31% (32)	37% (39)	8% (9)	8% (9)	6%
Caregiver for Sick or Disabled Family Member	12% (13)	25% (28)	35% (39)	11% (13)	8% (8)	9%
Caregiver for Child/Dependent	16% (79)	23% (114)	40% (192)	8% (40)	5% (23)	8%
Non-Business Owners	15% (172)	22% (246)	40% (452)	8% (91)	5% (53)	10%

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Table BPC19_4: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (172)	22% (246)	40% (452)	8% (91)	5% (53)	10%
Service Worker/Retail Sales/Laborers/Helpers	17% (37)	23% (51)	30% (65)	8% (18)	8% (17)	14%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	15% (68)	22% (99)	42% (192)	8% (35)	5% (21)	8%
Health Care and Medical Professionals/Lab Techs/Pharmacists	11% (23)	22% (44)	45% (90)	10% (20)	2% (5)	10%
Other Professionals	15% (31)	19% (39)	43% (90)	8% (17)	4% (8)	12%
Access to Childcare	20% (88)	28% (120)	32% (140)	8% (36)	3% (12)	8%
No Access to Childcare	14% (30)	20% (42)	40% (84)	12% (25)	9% (18)	6%
Unsure of Access to Childcare	9% (6)	19% (14)	54% (39)	4% (3)	4% (3)	10%
More Financially Secure after Pandemic	21% (49)	25% (59)	34% (81)	11% (25)	3% (6)	7%
Less Financially Secure after the Pandemic	14% (80)	21% (119)	39% (215)	9% (50)	7% (40)	10%
Same Financial Security after the Pandemic	13% (43)	20% (68)	46% (155)	5% (16)	2% (7)	13%
Access to Paid Parental Leave	16% (155)	22% (215)	40% (394)	8% (81)	5% (45)	10%
No Access to Paid Parental Leave	11% (10)	27% (23)	40% (35)	7% (6)	6% (5)	9%
Access to Paid Caregiving Leave	17% (117)	23% (160)	37% (263)	9% (64)	4% (31)	10%
No Access to Paid Caregiving Leave	16% (43)	21% (58)	44% (118)	6% (17)	6% (15)	7%
Access to Flexible Work Hours	18% (105)	23% (140)	38% (229)	8% (47)	5% (29)	9%
No Access to Flexible Work Hours	12% (58)	20% (99)	42% (205)	8% (41)	5% (24)	12%
Access to Child Care as Employer Benefit	24% (72)	26% (77)	31% (94)	7% (21)	4% (13)	8%
No Access to Child Care as Employer Benefit	13% (82)	22% (144)	42% (277)	9% (59)	5% (32)	9%
Access to Mental Health Benefits	15% (99)	23% (154)	38% (256)	8% (52)	5% (31)	11%
No Access to Mental Health Benefits	16% (44)	21% (58)	42% (116)	11% (29)	5% (14)	6%
Ethnicity: White (Non-Hispanic)	13% (84)	21% (139)	43% (290)	7% (46)	5% (34)	12%
Ethnicity: Hispanic	17% (39)	23% (52)	35% (78)	9% (20)	6% (13)	10%
Ethnicity: Black (Non-Hispanic)	24% (34)	24% (35)	30% (43)	12% (17)	4% (5)	6%
Ethnicity: Asian + Other (Non-Hispanic)	16% (14)	23% (20)	46% (40)	9% (8)	2% (2)	4%

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Table BPC19_4: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Advancing your career*

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	15%	(172)	22%	(246)	40%	(452)	8%	(91)	5%	(53)	10%
Single, never married	16%	(31)	26%	(48)	29%	(55)	12%	(22)	6%	(11)	11%
Married	15%	(98)	23%	(144)	42%	(266)	7%	(48)	4%	(25)	9%
Divorced	12%	(17)	17%	(23)	41%	(55)	9%	(12)	7%	(9)	14%
Living with a partner	18%	(20)	22%	(25)	39%	(45)	7%	(8)	5%	(5)	10%

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

Table BPC19_5: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (269)	25% (277)	30% (342)	9% (97)	6% (63)	7%
Gender: Female	24% (269)	25% (277)	30% (342)	9% (97)	6% (63)	7%
Age: 18-34	28% (89)	25% (80)	23% (73)	10% (32)	9% (30)	4%
Age: 35-44	24% (123)	27% (137)	28% (143)	10% (49)	4% (21)	6%
Age: 45-64	18% (54)	20% (59)	41% (122)	5% (16)	4% (12)	12%
Millennials: 1981-1996	27% (173)	27% (172)	25% (157)	9% (59)	6% (36)	6%
GenXers: 1965-1980	18% (60)	24% (81)	38% (129)	7% (23)	6% (21)	7%
Baby Boomers: 1946-1964	22% (24)	10% (10)	42% (45)	8% (9)	1% (1)	17%
PID: Dem (no lean)	27% (129)	26% (126)	27% (128)	9% (41)	6% (28)	7%
PID: Ind (no lean)	19% (54)	20% (56)	38% (107)	9% (27)	6% (16)	9%
PID: Rep (no lean)	24% (86)	26% (95)	30% (107)	8% (29)	5% (19)	7%
PID/Gender: Dem Women	27% (129)	26% (126)	27% (128)	9% (41)	6% (28)	7%
PID/Gender: Ind Women	19% (54)	20% (56)	38% (107)	9% (27)	6% (16)	9%
PID/Gender: Rep Women	24% (86)	26% (95)	30% (107)	8% (29)	5% (19)	7%
Ideo: Liberal (1-3)	25% (84)	29% (98)	24% (81)	10% (34)	5% (18)	8%
Ideo: Moderate (4)	23% (85)	22% (80)	35% (128)	8% (29)	6% (22)	6%
Ideo: Conservative (5-7)	24% (80)	25% (84)	31% (104)	8% (26)	5% (16)	7%
Educ: < College	24% (131)	22% (120)	29% (160)	10% (53)	7% (38)	8%
Educ: Bachelors degree	24% (87)	28% (104)	29% (107)	8% (28)	5% (18)	6%
Educ: Post-grad	23% (50)	24% (53)	34% (74)	8% (17)	3% (8)	8%
Income: Under 50k	24% (86)	22% (80)	30% (109)	10% (38)	6% (21)	9%
Income: 50k-100k	23% (110)	25% (118)	29% (135)	10% (45)	7% (32)	6%
Income: 100k+	25% (73)	27% (78)	33% (98)	5% (14)	4% (10)	7%
Ethnicity: White	21% (176)	25% (206)	31% (255)	9% (73)	6% (48)	8%
Ethnicity: Hispanic	34% (76)	20% (45)	28% (64)	7% (16)	4% (10)	7%
Ethnicity: Black	30% (48)	25% (40)	28% (44)	10% (16)	4% (7)	3%
Ethnicity: Other	32% (45)	21% (31)	30% (42)	6% (8)	6% (9)	5%

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Table BPC19_5: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your mental health and stress level*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (269)	25% (277)	30% (342)	9% (97)	6% (63)	7%
All Christian	27% (140)	25% (127)	29% (149)	7% (34)	6% (30)	6%
Agnostic/Nothing in particular	18% (54)	23% (71)	35% (107)	10% (31)	4% (13)	10%
Something Else	23% (55)	24% (57)	28% (67)	12% (28)	6% (15)	7%
Evangelical	26% (83)	27% (86)	25% (78)	11% (34)	7% (23)	4%
Non-Evangelical	26% (109)	23% (94)	32% (133)	6% (24)	5% (20)	8%
Community: Urban	25% (73)	26% (76)	29% (83)	11% (33)	5% (15)	4%
Community: Suburban	24% (137)	25% (140)	31% (174)	7% (40)	5% (26)	8%
Community: Rural	21% (58)	22% (60)	31% (85)	9% (25)	8% (23)	8%
Employ: Private Sector	23% (202)	26% (227)	30% (269)	9% (82)	5% (46)	7%
Employ: Government	28% (64)	21% (48)	29% (68)	6% (14)	7% (16)	9%
Military HH: Yes	22% (26)	24% (27)	25% (29)	11% (13)	5% (6)	13%
Military HH: No	24% (243)	25% (250)	31% (313)	8% (85)	6% (57)	7%
RD/WT: Right Direction	27% (89)	30% (96)	26% (86)	7% (24)	3% (9)	7%
RD/WT: Wrong Track	22% (180)	22% (180)	32% (256)	9% (74)	7% (54)	7%
Biden Job Approve	25% (118)	28% (131)	28% (131)	8% (38)	5% (24)	5%
Biden Job Disapprove	23% (141)	22% (139)	33% (204)	9% (58)	6% (38)	7%
Biden Job Strongly Approve	32% (47)	24% (35)	21% (31)	10% (15)	5% (7)	7%
Biden Job Somewhat Approve	22% (71)	30% (96)	31% (100)	7% (23)	5% (17)	4%
Biden Job Somewhat Disapprove	22% (52)	22% (52)	33% (77)	11% (26)	6% (14)	6%
Biden Job Strongly Disapprove	23% (89)	22% (87)	33% (127)	8% (32)	6% (25)	7%
Favorable of Biden	26% (134)	26% (132)	28% (144)	8% (40)	5% (25)	7%
Unfavorable of Biden	22% (130)	23% (136)	33% (191)	9% (55)	6% (34)	7%
Very Favorable of Biden	33% (58)	26% (46)	22% (39)	8% (14)	5% (8)	6%
Somewhat Favorable of Biden	23% (76)	26% (85)	32% (105)	8% (26)	5% (17)	7%
Somewhat Unfavorable of Biden	21% (39)	27% (49)	29% (51)	11% (20)	5% (8)	7%
Very Unfavorable of Biden	23% (92)	22% (88)	34% (139)	9% (35)	6% (25)	6%

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Table BPC19_5: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (269)	25% (277)	30% (342)	9% (97)	6% (63)	7%
#1 Issue: Economy	21% (131)	27% (164)	32% (200)	8% (46)	5% (33)	7%
#1 Issue: Security	27% (28)	23% (23)	35% (35)	6% (6)	5% (5)	5%
#1 Issue: Health Care	21% (23)	24% (27)	26% (29)	13% (14)	8% (9)	8%
#1 Issue: Women's Issues	29% (30)	30% (31)	22% (23)	8% (8)	5% (5)	7%
#1 Issue: Education	33% (23)	13% (9)	30% (21)	12% (8)	5% (4)	7%
#1 Issue: Energy	26% (18)	26% (18)	25% (17)	12% (8)	3% (2)	9%
2020 Vote: Joe Biden	27% (152)	24% (136)	29% (163)	8% (47)	5% (29)	6%
2020 Vote: Donald Trump	21% (85)	27% (106)	30% (121)	9% (37)	6% (23)	7%
2020 Vote: Didn't Vote	18% (25)	17% (22)	37% (49)	9% (13)	7% (9)	12%
2018 House Vote: Democrat	29% (132)	25% (116)	28% (128)	9% (43)	3% (15)	6%
2018 House Vote: Republican	24% (81)	26% (86)	30% (102)	7% (25)	7% (24)	6%
2016 Vote: Hillary Clinton	29% (127)	25% (111)	27% (118)	8% (35)	4% (19)	6%
2016 Vote: Donald Trump	22% (75)	25% (87)	32% (111)	8% (28)	7% (23)	6%
2016 Vote: Didn't Vote	20% (64)	22% (68)	31% (97)	11% (35)	6% (20)	9%
Voted in 2014: Yes	27% (186)	25% (176)	30% (208)	7% (52)	5% (35)	6%
Voted in 2014: No	19% (83)	23% (101)	31% (134)	11% (46)	7% (28)	9%
4-Region: Northeast	22% (44)	23% (47)	31% (63)	7% (15)	5% (10)	12%
4-Region: Midwest	21% (51)	23% (58)	33% (82)	11% (28)	4% (11)	8%
4-Region: South	25% (102)	26% (106)	30% (121)	9% (36)	5% (20)	5%
4-Region: West	27% (71)	24% (65)	29% (77)	7% (18)	8% (22)	5%
Child(Ren) Aged 0-17	26% (222)	26% (221)	28% (237)	9% (77)	6% (52)	5%
Child(Ren) Aged 0-5	30% (125)	27% (112)	22% (90)	10% (41)	7% (28)	5%
Caregivers	27% (170)	28% (177)	26% (167)	10% (61)	6% (37)	4%
Caregiver for Aging Parent	28% (30)	33% (34)	27% (28)	8% (8)	3% (3)	2%
Caregiver for Sick or Disabled Family Member	28% (31)	26% (29)	22% (25)	9% (10)	12% (13)	3%
Caregiver for Child/Dependent	26% (128)	28% (135)	26% (127)	10% (47)	5% (24)	5%
Non-Business Owners	24% (269)	25% (277)	30% (342)	9% (97)	6% (63)	7%

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Table BPC19_5: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your mental health and stress level*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (269)	25% (277)	30% (342)	9% (97)	6% (63)	7%
Service Worker/Retail Sales/Laborers/Helpers	27% (59)	23% (51)	22% (48)	10% (21)	8% (18)	10%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	23% (104)	25% (115)	34% (156)	7% (33)	5% (23)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	23% (46)	26% (51)	31% (62)	9% (19)	4% (9)	7%
Other Professionals	24% (50)	23% (48)	29% (61)	10% (20)	5% (11)	9%
Access to Childcare	28% (120)	29% (123)	24% (105)	8% (33)	6% (25)	6%
No Access to Childcare	28% (59)	20% (43)	27% (57)	13% (27)	9% (19)	4%
Unsure of Access to Childcare	14% (10)	32% (23)	34% (25)	10% (7)	3% (2)	7%
More Financially Secure after Pandemic	29% (68)	25% (60)	26% (62)	8% (19)	5% (12)	7%
Less Financially Secure after the Pandemic	23% (129)	24% (135)	27% (152)	11% (64)	8% (43)	6%
Same Financial Security after the Pandemic	22% (72)	24% (81)	38% (127)	4% (14)	2% (8)	9%
Access to Paid Parental Leave	24% (237)	24% (236)	31% (308)	8% (81)	6% (58)	7%
No Access to Paid Parental Leave	20% (18)	36% (31)	20% (17)	12% (10)	4% (4)	7%
Access to Paid Caregiving Leave	27% (188)	24% (169)	29% (207)	8% (58)	4% (32)	8%
No Access to Paid Caregiving Leave	24% (63)	25% (67)	31% (82)	9% (25)	8% (20)	4%
Access to Flexible Work Hours	27% (164)	24% (146)	30% (179)	7% (45)	5% (33)	6%
No Access to Flexible Work Hours	19% (93)	25% (121)	30% (147)	11% (51)	6% (29)	9%
Access to Child Care as Employer Benefit	26% (80)	28% (85)	26% (79)	10% (29)	4% (13)	5%
No Access to Child Care as Employer Benefit	23% (149)	24% (158)	30% (196)	9% (61)	7% (45)	7%
Access to Mental Health Benefits	27% (177)	24% (162)	29% (196)	8% (52)	4% (29)	8%
No Access to Mental Health Benefits	20% (57)	28% (79)	30% (83)	11% (30)	8% (22)	3%
Ethnicity: White (Non-Hispanic)	19% (126)	27% (179)	31% (206)	9% (60)	6% (41)	9%
Ethnicity: Hispanic	34% (76)	20% (45)	28% (64)	7% (16)	4% (10)	7%
Ethnicity: Black (Non-Hispanic)	29% (42)	23% (33)	30% (42)	11% (16)	4% (6)	3%
Ethnicity: Asian + Other (Non-Hispanic)	29% (25)	22% (19)	34% (30)	7% (6)	7% (6)	1%

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Table BPC19_5: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (269)	25% (277)	30% (342)	9% (97)	6% (63)	7%
Single, never married	25% (47)	16% (31)	27% (50)	15% (28)	7% (12)	10%
Married	24% (155)	28% (176)	30% (188)	7% (42)	5% (34)	7%
Divorced	17% (23)	22% (30)	35% (48)	7% (9)	10% (13)	8%
Living with a partner	22% (25)	28% (33)	32% (37)	13% (15)	1% (2)	4%

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

Table BPC19_6: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your ability to work longer hours*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (152)	21% (238)	40% (448)	11% (125)	5% (61)	9%
Gender: Female	13% (152)	21% (238)	40% (448)	11% (125)	5% (61)	9%
Age: 18-34	18% (56)	20% (62)	37% (117)	13% (42)	6% (19)	7%
Age: 35-44	14% (68)	24% (123)	38% (190)	11% (58)	5% (25)	8%
Age: 45-64	9% (26)	17% (50)	46% (138)	8% (24)	6% (17)	14%
Millennials: 1981-1996	16% (99)	22% (142)	37% (232)	13% (83)	5% (29)	7%
GenXers: 1965-1980	10% (33)	20% (69)	45% (154)	7% (25)	7% (23)	11%
Baby Boomers: 1946-1964	10% (11)	16% (17)	43% (46)	8% (9)	6% (7)	17%
PID: Dem (no lean)	17% (80)	22% (105)	35% (169)	11% (53)	7% (34)	9%
PID: Ind (no lean)	10% (28)	18% (50)	48% (137)	10% (27)	4% (11)	11%
PID: Rep (no lean)	12% (45)	23% (82)	39% (142)	12% (45)	5% (17)	9%
PID/Gender: Dem Women	17% (80)	22% (105)	35% (169)	11% (53)	7% (34)	9%
PID/Gender: Ind Women	10% (28)	18% (50)	48% (137)	10% (27)	4% (11)	11%
PID/Gender: Rep Women	12% (45)	23% (82)	39% (142)	12% (45)	5% (17)	9%
Ideo: Liberal (1-3)	15% (50)	21% (73)	36% (123)	12% (42)	5% (16)	11%
Ideo: Moderate (4)	14% (53)	23% (83)	44% (161)	8% (31)	4% (15)	6%
Ideo: Conservative (5-7)	12% (40)	20% (67)	39% (131)	12% (41)	7% (23)	10%
Educ: < College	17% (91)	22% (122)	34% (187)	10% (56)	7% (36)	10%
Educ: Bachelors degree	12% (43)	20% (73)	43% (157)	13% (48)	5% (18)	7%
Educ: Post-grad	9% (19)	20% (43)	48% (104)	9% (20)	3% (7)	11%
Income: Under 50k	18% (64)	20% (74)	36% (130)	9% (32)	7% (25)	11%
Income: 50k-100k	13% (60)	25% (116)	36% (169)	13% (62)	6% (28)	7%
Income: 100k+	9% (28)	16% (48)	50% (148)	10% (30)	3% (8)	11%
Ethnicity: White	11% (94)	20% (169)	41% (340)	11% (91)	5% (43)	11%
Ethnicity: Hispanic	21% (48)	21% (47)	35% (79)	8% (18)	6% (13)	9%
Ethnicity: Black	19% (30)	22% (35)	35% (57)	10% (16)	9% (14)	5%
Ethnicity: Other	19% (28)	23% (33)	36% (51)	13% (19)	3% (4)	5%

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Table BPC19_6: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (152)	21% (238)	40% (448)	11% (125)	5% (61)	9%
All Christian	15% (78)	23% (118)	38% (194)	10% (53)	5% (27)	8%
Agnostic/Nothing in particular	8% (26)	21% (64)	42% (130)	10% (32)	5% (17)	12%
Something Else	17% (40)	17% (41)	40% (97)	13% (31)	6% (13)	7%
Evangelical	17% (54)	22% (68)	37% (118)	13% (42)	5% (17)	6%
Non-Evangelical	15% (62)	21% (87)	40% (165)	9% (38)	5% (22)	10%
Community: Urban	18% (52)	22% (62)	40% (115)	12% (36)	3% (10)	5%
Community: Suburban	11% (60)	21% (121)	41% (230)	12% (69)	5% (30)	10%
Community: Rural	15% (40)	20% (54)	37% (102)	7% (20)	8% (21)	13%
Employ: Private Sector	13% (114)	21% (188)	40% (355)	12% (104)	5% (44)	9%
Employ: Government	15% (35)	21% (48)	39% (89)	8% (19)	7% (16)	10%
Military HH: Yes	14% (16)	23% (26)	37% (42)	8% (10)	3% (4)	15%
Military HH: No	13% (136)	21% (212)	40% (406)	11% (115)	6% (58)	9%
RD/WT: Right Direction	16% (53)	27% (87)	34% (112)	10% (33)	5% (15)	8%
RD/WT: Wrong Track	12% (100)	19% (151)	42% (336)	11% (92)	6% (46)	10%
Biden Job Approve	15% (72)	24% (113)	37% (171)	11% (50)	6% (27)	7%
Biden Job Disapprove	12% (76)	19% (117)	43% (268)	12% (73)	5% (30)	10%
Biden Job Strongly Approve	19% (28)	19% (28)	35% (50)	15% (22)	4% (6)	8%
Biden Job Somewhat Approve	14% (44)	26% (85)	38% (121)	9% (28)	7% (21)	7%
Biden Job Somewhat Disapprove	12% (27)	22% (51)	44% (103)	11% (27)	2% (5)	9%
Biden Job Strongly Disapprove	13% (49)	17% (66)	42% (164)	12% (46)	6% (25)	10%
Favorable of Biden	15% (78)	24% (121)	37% (188)	10% (49)	6% (31)	8%
Unfavorable of Biden	12% (72)	19% (112)	42% (248)	12% (71)	5% (28)	9%
Very Favorable of Biden	25% (44)	20% (35)	32% (56)	12% (21)	5% (9)	6%
Somewhat Favorable of Biden	10% (34)	26% (86)	40% (133)	8% (28)	6% (21)	9%
Somewhat Unfavorable of Biden	10% (18)	23% (41)	47% (84)	8% (15)	3% (5)	9%
Very Unfavorable of Biden	13% (54)	17% (71)	41% (164)	14% (56)	6% (23)	9%

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Table BPC19_6: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your ability to work longer hours*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (152)	21% (238)	40% (448)	11% (125)	5% (61)	9%
#1 Issue: Economy	13% (81)	20% (123)	42% (259)	11% (65)	6% (37)	8%
#1 Issue: Security	13% (13)	25% (26)	36% (37)	14% (14)	3% (3)	9%
#1 Issue: Health Care	14% (16)	22% (25)	30% (33)	15% (17)	8% (9)	10%
#1 Issue: Women's Issues	17% (17)	24% (25)	36% (38)	8% (8)	3% (3)	12%
#1 Issue: Education	11% (8)	24% (17)	39% (28)	11% (8)	7% (5)	8%
#1 Issue: Energy	16% (11)	25% (17)	38% (26)	10% (7)	5% (4)	7%
2020 Vote: Joe Biden	13% (76)	22% (126)	40% (226)	11% (61)	5% (28)	8%
2020 Vote: Donald Trump	12% (50)	21% (86)	38% (154)	13% (54)	5% (22)	9%
2020 Vote: Didn't Vote	17% (23)	15% (20)	40% (53)	7% (9)	6% (7)	16%
2018 House Vote: Democrat	16% (75)	23% (107)	36% (167)	10% (47)	6% (26)	8%
2018 House Vote: Republican	12% (41)	20% (66)	42% (142)	14% (47)	5% (17)	7%
2016 Vote: Hillary Clinton	17% (74)	22% (96)	37% (162)	10% (44)	5% (23)	8%
2016 Vote: Donald Trump	11% (38)	20% (68)	41% (142)	14% (50)	5% (19)	8%
2016 Vote: Didn't Vote	12% (39)	22% (67)	40% (123)	10% (30)	5% (16)	12%
Voted in 2014: Yes	15% (107)	22% (153)	38% (268)	11% (75)	5% (37)	8%
Voted in 2014: No	11% (45)	20% (85)	42% (179)	12% (50)	6% (25)	11%
4-Region: Northeast	9% (18)	21% (42)	40% (82)	11% (22)	5% (11)	14%
4-Region: Midwest	12% (31)	17% (42)	43% (109)	12% (31)	6% (14)	9%
4-Region: South	16% (65)	22% (91)	39% (160)	10% (39)	5% (20)	8%
4-Region: West	14% (38)	23% (62)	36% (96)	13% (33)	6% (17)	7%
Child(Ren) Aged 0-17	15% (132)	22% (184)	39% (332)	12% (101)	5% (44)	7%
Child(Ren) Aged 0-5	17% (72)	23% (95)	36% (150)	12% (50)	5% (19)	7%
Caregivers	14% (86)	22% (140)	40% (255)	12% (74)	6% (39)	7%
Caregiver for Aging Parent	9% (10)	30% (31)	29% (30)	16% (17)	9% (9)	7%
Caregiver for Sick or Disabled Family Member	18% (20)	24% (27)	29% (32)	12% (14)	10% (11)	6%
Caregiver for Child/Dependent	13% (61)	21% (104)	44% (212)	10% (50)	5% (23)	7%
Non-Business Owners	13% (152)	21% (238)	40% (448)	11% (125)	5% (61)	9%

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Table BPC19_6: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (152)	21% (238)	40% (448)	11% (125)	5% (61)	9%
Service Worker/Retail Sales/Laborers/Helpers	18% (39)	24% (52)	33% (73)	10% (22)	6% (12)	9%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	11% (51)	21% (94)	45% (202)	11% (49)	5% (24)	7%
Health Care and Medical Professionals/Lab Techs/Pharmacists	14% (28)	23% (46)	32% (64)	13% (26)	9% (17)	10%
Other Professionals	12% (26)	18% (38)	42% (89)	12% (25)	3% (7)	12%
Access to Childcare	17% (75)	25% (106)	36% (155)	10% (41)	4% (18)	8%
No Access to Childcare	11% (23)	19% (41)	36% (75)	19% (40)	9% (19)	6%
Unsure of Access to Childcare	12% (9)	10% (7)	51% (37)	14% (10)	4% (3)	9%
More Financially Secure after Pandemic	17% (41)	25% (59)	32% (77)	12% (29)	6% (13)	7%
Less Financially Secure after the Pandemic	14% (76)	22% (123)	37% (209)	12% (69)	7% (37)	8%
Same Financial Security after the Pandemic	11% (36)	17% (56)	49% (162)	8% (26)	3% (11)	13%
Access to Paid Parental Leave	14% (138)	22% (213)	40% (393)	10% (103)	5% (49)	9%
No Access to Paid Parental Leave	7% (6)	22% (19)	38% (33)	14% (12)	10% (9)	8%
Access to Paid Caregiving Leave	15% (108)	20% (141)	38% (267)	10% (73)	6% (44)	10%
No Access to Paid Caregiving Leave	12% (32)	25% (66)	40% (108)	15% (40)	3% (9)	5%
Access to Flexible Work Hours	16% (95)	21% (127)	40% (238)	10% (63)	5% (29)	8%
No Access to Flexible Work Hours	10% (50)	21% (102)	39% (188)	13% (61)	7% (32)	11%
Access to Child Care as Employer Benefit	19% (56)	25% (76)	31% (92)	12% (35)	6% (17)	9%
No Access to Child Care as Employer Benefit	12% (77)	19% (126)	44% (286)	11% (74)	6% (38)	8%
Access to Mental Health Benefits	14% (95)	21% (143)	39% (258)	10% (65)	4% (29)	11%
No Access to Mental Health Benefits	14% (39)	22% (61)	41% (115)	13% (36)	6% (17)	4%
Ethnicity: White (Non-Hispanic)	10% (69)	20% (136)	41% (277)	12% (79)	5% (32)	12%
Ethnicity: Hispanic	21% (48)	21% (47)	35% (79)	8% (18)	6% (13)	9%
Ethnicity: Black (Non-Hispanic)	18% (25)	22% (32)	37% (53)	10% (14)	9% (14)	3%
Ethnicity: Asian + Other (Non-Hispanic)	12% (10)	26% (23)	44% (39)	15% (13)	3% (3)	1%

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Table BPC19_6: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your ability to work longer hours*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (152)	21% (238)	40% (448)	11% (125)	5% (61)	9%
Single, never married	16% (30)	18% (33)	32% (59)	13% (24)	10% (19)	12%
Married	13% (85)	23% (147)	40% (254)	11% (70)	4% (27)	9%
Divorced	10% (13)	20% (27)	42% (56)	11% (15)	5% (7)	12%
Living with a partner	12% (14)	23% (27)	44% (51)	11% (13)	4% (5)	5%

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

Table BPC19_7: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	12% (138)	17% (187)	40% (451)	14% (157)	7% (85)	10%
Gender: Female	12% (138)	17% (187)	40% (451)	14% (157)	7% (85)	10%
Age: 18-34	16% (51)	18% (57)	32% (102)	18% (56)	7% (22)	9%
Age: 35-44	12% (61)	17% (87)	41% (206)	13% (67)	8% (43)	8%
Age: 45-64	8% (24)	14% (42)	47% (140)	11% (32)	7% (20)	14%
Millennials: 1981-1996	15% (96)	17% (111)	37% (232)	15% (94)	8% (48)	8%
GenXers: 1965-1980	7% (24)	16% (54)	46% (157)	12% (40)	8% (26)	12%
Baby Boomers: 1946-1964	12% (12)	12% (13)	42% (45)	13% (14)	6% (6)	15%
PID: Dem (no lean)	13% (61)	20% (96)	37% (180)	14% (70)	7% (35)	9%
PID: Ind (no lean)	12% (34)	12% (33)	42% (120)	14% (39)	9% (26)	12%
PID: Rep (no lean)	12% (44)	16% (59)	42% (151)	13% (48)	6% (23)	10%
PID/Gender: Dem Women	13% (61)	20% (96)	37% (180)	14% (70)	7% (35)	9%
PID/Gender: Ind Women	12% (34)	12% (33)	42% (120)	14% (39)	9% (26)	12%
PID/Gender: Rep Women	12% (44)	16% (59)	42% (151)	13% (48)	6% (23)	10%
Ideo: Liberal (1-3)	12% (41)	20% (68)	34% (116)	17% (58)	7% (25)	10%
Ideo: Moderate (4)	13% (46)	15% (55)	44% (162)	12% (44)	7% (27)	8%
Ideo: Conservative (5-7)	12% (40)	17% (55)	41% (138)	13% (43)	7% (23)	11%
Educ: < College	14% (77)	18% (97)	35% (191)	14% (75)	10% (54)	9%
Educ: Bachelors degree	10% (37)	13% (47)	46% (169)	15% (55)	6% (20)	10%
Educ: Post-grad	11% (24)	20% (44)	41% (91)	12% (27)	5% (10)	11%
Income: Under 50k	15% (55)	14% (52)	34% (126)	18% (66)	8% (30)	10%
Income: 50k-100k	12% (55)	20% (96)	39% (184)	13% (62)	9% (41)	7%
Income: 100k+	10% (29)	13% (39)	48% (141)	10% (29)	5% (14)	14%
Ethnicity: White	12% (97)	16% (129)	41% (339)	13% (104)	8% (66)	11%
Ethnicity: Hispanic	16% (35)	14% (33)	39% (88)	12% (27)	12% (27)	7%
Ethnicity: Black	16% (26)	20% (32)	35% (55)	18% (29)	7% (10)	5%
Ethnicity: Other	11% (16)	18% (26)	41% (58)	17% (25)	6% (8)	7%

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Table BPC19_7: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your comfort level switching jobs*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	12% (138)	17% (187)	40% (451)	14% (157)	7% (85)	10%
All Christian	14% (70)	20% (102)	39% (198)	10% (53)	8% (43)	9%
Agnostic/Nothing in particular	8% (24)	15% (45)	42% (128)	16% (49)	8% (25)	11%
Something Else	14% (34)	14% (33)	39% (94)	18% (44)	7% (16)	8%
Evangelical	16% (50)	18% (57)	34% (109)	14% (43)	9% (28)	10%
Non-Evangelical	12% (51)	18% (73)	42% (175)	12% (51)	7% (31)	8%
Community: Urban	16% (46)	18% (51)	38% (110)	14% (41)	8% (24)	6%
Community: Suburban	10% (56)	17% (96)	42% (237)	14% (79)	6% (34)	11%
Community: Rural	13% (36)	15% (40)	38% (105)	13% (37)	10% (27)	11%
Employ: Private Sector	12% (104)	16% (146)	41% (365)	14% (121)	7% (65)	10%
Employ: Government	14% (32)	17% (39)	36% (84)	14% (32)	9% (20)	11%
Military HH: Yes	11% (12)	16% (19)	33% (38)	10% (11)	12% (14)	19%
Military HH: No	12% (126)	17% (168)	41% (414)	14% (146)	7% (71)	9%
RD/WT: Right Direction	12% (39)	23% (76)	36% (117)	16% (53)	6% (19)	7%
RD/WT: Wrong Track	12% (100)	14% (111)	42% (335)	13% (104)	8% (66)	11%
Biden Job Approve	12% (56)	19% (89)	37% (171)	17% (78)	8% (38)	8%
Biden Job Disapprove	13% (78)	15% (94)	43% (271)	12% (74)	7% (45)	10%
Biden Job Strongly Approve	18% (26)	22% (31)	32% (47)	11% (16)	10% (15)	7%
Biden Job Somewhat Approve	9% (30)	18% (57)	39% (124)	19% (62)	7% (23)	8%
Biden Job Somewhat Disapprove	10% (24)	19% (45)	46% (108)	12% (28)	6% (14)	7%
Biden Job Strongly Disapprove	14% (54)	12% (48)	42% (163)	12% (46)	8% (31)	12%
Favorable of Biden	13% (67)	18% (92)	38% (194)	16% (80)	7% (34)	8%
Unfavorable of Biden	12% (69)	15% (90)	42% (248)	13% (75)	7% (44)	10%
Very Favorable of Biden	21% (37)	20% (34)	33% (58)	11% (20)	10% (17)	6%
Somewhat Favorable of Biden	9% (30)	17% (57)	41% (136)	18% (60)	5% (18)	9%
Somewhat Unfavorable of Biden	8% (14)	18% (33)	43% (78)	15% (27)	7% (12)	9%
Very Unfavorable of Biden	14% (55)	14% (57)	42% (170)	12% (49)	8% (31)	11%

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Table BPC19_7: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	12% (138)	17% (187)	40% (451)	14% (157)	7% (85)	10%
#1 Issue: Economy	12% (74)	16% (96)	41% (255)	14% (85)	8% (52)	9%
#1 Issue: Security	10% (10)	12% (12)	47% (48)	13% (13)	8% (8)	11%
#1 Issue: Health Care	9% (10)	19% (21)	34% (38)	15% (17)	9% (10)	15%
#1 Issue: Women's Issues	13% (14)	23% (24)	31% (32)	14% (15)	5% (5)	13%
#1 Issue: Education	14% (10)	20% (14)	42% (30)	12% (8)	6% (4)	6%
#1 Issue: Energy	16% (11)	22% (16)	36% (25)	19% (13)	3% (2)	4%
2020 Vote: Joe Biden	12% (68)	18% (103)	39% (221)	15% (84)	7% (41)	8%
2020 Vote: Donald Trump	12% (49)	17% (67)	40% (161)	13% (52)	7% (28)	11%
2020 Vote: Didn't Vote	11% (15)	10% (14)	40% (53)	14% (19)	11% (14)	14%
2018 House Vote: Democrat	15% (68)	20% (90)	37% (168)	15% (68)	7% (32)	7%
2018 House Vote: Republican	12% (40)	16% (53)	43% (144)	14% (46)	6% (22)	10%
2016 Vote: Hillary Clinton	15% (64)	20% (87)	37% (160)	14% (61)	7% (29)	8%
2016 Vote: Donald Trump	11% (37)	15% (52)	43% (147)	13% (44)	9% (31)	10%
2016 Vote: Didn't Vote	12% (36)	13% (41)	41% (127)	15% (48)	7% (23)	12%
Voted in 2014: Yes	13% (91)	19% (131)	39% (269)	13% (90)	7% (50)	10%
Voted in 2014: No	11% (48)	13% (56)	42% (182)	15% (66)	8% (35)	10%
4-Region: Northeast	11% (23)	14% (28)	46% (93)	9% (18)	5% (11)	15%
4-Region: Midwest	13% (32)	17% (43)	37% (92)	18% (45)	7% (16)	9%
4-Region: South	11% (46)	17% (70)	41% (167)	15% (60)	7% (27)	9%
4-Region: West	14% (37)	17% (45)	37% (100)	13% (34)	11% (31)	8%
Child(Ren) Aged 0-17	13% (112)	17% (145)	38% (326)	16% (138)	7% (61)	9%
Child(Ren) Aged 0-5	15% (63)	19% (78)	37% (155)	14% (58)	7% (27)	8%
Caregivers	12% (75)	16% (104)	39% (250)	16% (104)	9% (56)	7%
Caregiver for Aging Parent	9% (10)	27% (29)	30% (32)	16% (17)	11% (12)	6%
Caregiver for Sick or Disabled Family Member	14% (16)	11% (12)	34% (38)	22% (24)	11% (12)	8%
Caregiver for Child/Dependent	12% (56)	15% (72)	42% (202)	15% (75)	8% (41)	8%
Non-Business Owners	12% (138)	17% (187)	40% (451)	14% (157)	7% (85)	10%

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Table BPC19_7: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your comfort level switching jobs*

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	12%	(138)	17%	(187)	40%	(451)	14%	(157)	7%	(85)	10%
Service Worker/Retail Sales/Laborers/Helpers	16%	(35)	21%	(45)	32%	(70)	14%	(30)	9%	(20)	8%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	12%	(53)	17%	(77)	47%	(212)	10%	(47)	6%	(29)	8%
Health Care and Medical Professionals/Lab Techs/Pharmacists	9%	(17)	16%	(33)	34%	(69)	21%	(42)	7%	(14)	13%
Other Professionals	11%	(23)	11%	(24)	41%	(85)	15%	(32)	9%	(18)	13%
Access to Childcare	14%	(60)	19%	(83)	37%	(158)	14%	(61)	6%	(25)	10%
No Access to Childcare	12%	(26)	14%	(30)	35%	(74)	21%	(45)	13%	(28)	5%
Unsure of Access to Childcare	5%	(4)	13%	(9)	56%	(40)	16%	(12)	2%	(1)	8%
More Financially Secure after Pandemic	17%	(39)	22%	(52)	34%	(80)	12%	(28)	6%	(15)	9%
Less Financially Secure after the Pandemic	13%	(73)	16%	(89)	37%	(205)	17%	(93)	10%	(56)	8%
Same Financial Security after the Pandemic	8%	(26)	14%	(46)	50%	(166)	11%	(36)	4%	(14)	14%
Access to Paid Parental Leave	12%	(120)	16%	(161)	41%	(404)	14%	(140)	7%	(66)	10%
No Access to Paid Parental Leave	9%	(8)	19%	(16)	30%	(26)	16%	(13)	17%	(15)	9%
Access to Paid Caregiving Leave	13%	(95)	17%	(123)	38%	(265)	13%	(92)	8%	(57)	11%
No Access to Paid Caregiving Leave	12%	(33)	19%	(51)	41%	(109)	14%	(38)	9%	(23)	5%
Access to Flexible Work Hours	14%	(84)	16%	(96)	42%	(252)	12%	(75)	7%	(43)	8%
No Access to Flexible Work Hours	10%	(50)	17%	(85)	37%	(182)	16%	(79)	8%	(37)	11%
Access to Child Care as Employer Benefit	18%	(53)	24%	(71)	31%	(95)	10%	(31)	8%	(24)	9%
No Access to Child Care as Employer Benefit	10%	(68)	15%	(95)	43%	(280)	16%	(103)	8%	(49)	9%
Access to Mental Health Benefits	13%	(85)	17%	(116)	39%	(259)	12%	(80)	8%	(52)	11%
No Access to Mental Health Benefits	11%	(31)	18%	(51)	40%	(112)	16%	(46)	8%	(23)	6%
Ethnicity: White (Non-Hispanic)	11%	(75)	16%	(110)	41%	(276)	13%	(85)	6%	(41)	13%
Ethnicity: Hispanic	16%	(35)	14%	(33)	39%	(88)	12%	(27)	12%	(27)	7%
Ethnicity: Black (Non-Hispanic)	14%	(21)	20%	(28)	35%	(50)	18%	(26)	7%	(10)	5%
Ethnicity: Asian + Other (Non-Hispanic)	8%	(7)	18%	(16)	42%	(37)	22%	(19)	6%	(6)	4%

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Table BPC19_7: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	12% (138)	17% (187)	40% (451)	14% (157)	7% (85)	10%
Single, never married	17% (32)	17% (33)	30% (56)	18% (33)	9% (17)	9%
Married	12% (76)	17% (106)	42% (267)	14% (87)	6% (40)	10%
Divorced	10% (13)	14% (19)	40% (54)	12% (16)	11% (15)	14%
Living with a partner	9% (11)	18% (21)	42% (49)	13% (15)	9% (11)	8%

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

Table BPC19_8: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your comfort level to start your own business*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	11% (121)	15% (167)	37% (415)	10% (112)	8% (87)	20% (
Gender: Female	11% (121)	15% (167)	37% (415)	10% (112)	8% (87)	20% (
Age: 18-34	16% (49)	17% (53)	32% (102)	12% (39)	7% (23)	16%
Age: 35-44	11% (56)	18% (91)	33% (168)	10% (53)	8% (40)	19%
Age: 45-64	5% (15)	8% (22)	47% (140)	7% (20)	8% (24)	26%
Millennials: 1981-1996	14% (86)	19% (118)	32% (204)	12% (76)	7% (46)	16%
GenXers: 1965-1980	5% (17)	10% (35)	44% (150)	8% (27)	7% (25)	25%
Baby Boomers: 1946-1964	6% (6)	4% (4)	44% (47)	4% (5)	9% (10)	32%
PID: Dem (no lean)	12% (57)	17% (82)	33% (159)	11% (54)	8% (36)	20%
PID: Ind (no lean)	10% (28)	12% (35)	45% (128)	7% (19)	6% (18)	20%
PID: Rep (no lean)	10% (36)	14% (49)	35% (128)	11% (39)	9% (33)	21%
PID/Gender: Dem Women	12% (57)	17% (82)	33% (159)	11% (54)	8% (36)	20%
PID/Gender: Ind Women	10% (28)	12% (35)	45% (128)	7% (19)	6% (18)	20%
PID/Gender: Rep Women	10% (36)	14% (49)	35% (128)	11% (39)	9% (33)	21%
Ideo: Liberal (1-3)	13% (43)	17% (59)	30% (103)	10% (36)	8% (27)	22%
Ideo: Moderate (4)	11% (41)	14% (51)	43% (156)	9% (33)	6% (23)	17%
Ideo: Conservative (5-7)	8% (26)	14% (46)	37% (124)	10% (32)	9% (30)	23%
Educ: < College	12% (67)	14% (76)	35% (190)	10% (55)	9% (47)	20%
Educ: Bachelors degree	10% (37)	13% (46)	37% (135)	10% (35)	9% (32)	22%
Educ: Post-grad	8% (17)	20% (44)	41% (90)	10% (22)	3% (7)	17%
Income: Under 50k	13% (48)	14% (53)	35% (129)	10% (36)	8% (30)	19%
Income: 50k-100k	10% (46)	17% (78)	34% (162)	11% (50)	8% (40)	20%
Income: 100k+	9% (27)	12% (36)	42% (124)	9% (26)	6% (17)	22%
Ethnicity: White	9% (74)	13% (110)	36% (302)	11% (87)	7% (61)	23%
Ethnicity: Hispanic	14% (32)	13% (29)	39% (89)	3% (7)	11% (24)	20%
Ethnicity: Black	18% (28)	21% (34)	33% (53)	10% (16)	9% (14)	9%
Ethnicity: Other	13% (18)	16% (23)	42% (60)	6% (8)	9% (12)	14%

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Table BPC19_8: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	11% (121)	15% (167)	37% (415)	10% (112)	8% (87)	20% (
All Christian	12% (59)	17% (86)	36% (184)	8% (41)	9% (44)	19%
Agnostic/Nothing in particular	8% (26)	11% (35)	41% (126)	11% (32)	6% (18)	23%
Something Else	12% (28)	17% (41)	32% (78)	12% (30)	8% (19)	18%
Evangelical	12% (39)	18% (56)	33% (104)	14% (45)	8% (25)	16%
Non-Evangelical	11% (44)	17% (69)	37% (151)	5% (22)	9% (36)	22%
Community: Urban	15% (42)	19% (54)	39% (114)	9% (25)	5% (15)	13%
Community: Suburban	9% (48)	14% (79)	36% (205)	10% (59)	8% (47)	23%
Community: Rural	11% (30)	12% (33)	35% (96)	10% (27)	9% (26)	22%
Employ: Private Sector	9% (82)	16% (143)	37% (329)	10% (88)	8% (69)	20%
Employ: Government	15% (35)	10% (22)	36% (84)	9% (21)	7% (16)	23%
Military HH: Yes	9% (11)	9% (10)	37% (42)	10% (11)	7% (8)	28%
Military HH: No	11% (110)	15% (157)	37% (373)	10% (101)	8% (79)	19%
RD/WT: Right Direction	14% (45)	18% (58)	39% (126)	9% (29)	6% (21)	15%
RD/WT: Wrong Track	9% (75)	14% (109)	36% (289)	10% (82)	8% (66)	22%
Biden Job Approve	12% (56)	15% (70)	38% (179)	10% (47)	7% (31)	18%
Biden Job Disapprove	9% (59)	15% (95)	36% (225)	10% (62)	9% (55)	21%
Biden Job Strongly Approve	18% (25)	17% (25)	36% (52)	6% (9)	7% (10)	16%
Biden Job Somewhat Approve	10% (31)	14% (45)	39% (126)	12% (37)	6% (21)	19%
Biden Job Somewhat Disapprove	9% (22)	21% (51)	34% (80)	8% (19)	9% (21)	19%
Biden Job Strongly Disapprove	10% (37)	12% (45)	37% (145)	11% (42)	9% (35)	22%
Favorable of Biden	12% (62)	15% (76)	37% (186)	10% (51)	7% (33)	19%
Unfavorable of Biden	9% (54)	16% (91)	37% (216)	10% (58)	8% (49)	20%
Very Favorable of Biden	21% (36)	18% (31)	34% (60)	8% (14)	7% (13)	12%
Somewhat Favorable of Biden	8% (26)	14% (45)	38% (125)	11% (38)	6% (20)	23%
Somewhat Unfavorable of Biden	8% (15)	23% (42)	36% (65)	8% (15)	6% (11)	18%
Very Unfavorable of Biden	10% (39)	12% (49)	37% (151)	11% (44)	10% (39)	21%

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Table BPC19_8: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your comfort level to start your own business*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	11% (121)	15% (167)	37% (415)	10% (112)	8% (87)	20% (
#1 Issue: Economy	11% (70)	14% (84)	38% (232)	11% (67)	9% (54)	18%
#1 Issue: Security	6% (6)	17% (18)	41% (42)	7% (7)	9% (9)	20%
#1 Issue: Health Care	5% (6)	15% (17)	33% (37)	6% (7)	15% (17)	25%
#1 Issue: Women's Issues	15% (16)	19% (20)	36% (37)	7% (7)	1% (1)	22%
#1 Issue: Education	11% (8)	18% (13)	41% (29)	13% (10)	2% (2)	14%
#1 Issue: Energy	12% (9)	17% (12)	27% (19)	16% (11)	5% (3)	24%
2020 Vote: Joe Biden	11% (62)	16% (89)	36% (203)	10% (54)	8% (42)	20%
2020 Vote: Donald Trump	10% (40)	15% (60)	36% (142)	11% (42)	10% (39)	19%
2020 Vote: Didn't Vote	12% (16)	9% (13)	43% (58)	8% (11)	3% (5)	24%
2018 House Vote: Democrat	14% (64)	17% (77)	35% (159)	10% (47)	8% (36)	16%
2018 House Vote: Republican	9% (31)	12% (41)	40% (134)	10% (34)	9% (29)	20%
2016 Vote: Hillary Clinton	14% (59)	15% (67)	34% (150)	11% (47)	6% (27)	20%
2016 Vote: Donald Trump	8% (29)	12% (42)	39% (136)	10% (34)	11% (36)	20%
2016 Vote: Didn't Vote	9% (29)	16% (51)	37% (115)	9% (28)	7% (21)	21%
Voted in 2014: Yes	12% (84)	15% (106)	36% (252)	9% (62)	8% (56)	20%
Voted in 2014: No	9% (37)	14% (60)	38% (163)	12% (50)	7% (31)	21%
4-Region: Northeast	9% (18)	13% (26)	39% (80)	12% (24)	6% (11)	22%
4-Region: Midwest	11% (28)	14% (34)	39% (97)	8% (21)	8% (19)	20%
4-Region: South	12% (50)	16% (67)	35% (144)	11% (44)	7% (29)	18%
4-Region: West	9% (25)	15% (40)	35% (94)	8% (22)	10% (27)	22%
Child(Ren) Aged 0-17	12% (106)	17% (142)	35% (302)	11% (93)	8% (65)	17%
Child(Ren) Aged 0-5	15% (60)	19% (81)	31% (130)	12% (48)	7% (27)	17%
Caregivers	10% (61)	16% (100)	38% (241)	12% (74)	7% (45)	18%
Caregiver for Aging Parent	7% (7)	17% (18)	39% (41)	13% (14)	8% (9)	15%
Caregiver for Sick or Disabled Family Member	13% (14)	12% (14)	29% (33)	14% (16)	10% (11)	22%
Caregiver for Child/Dependent	9% (45)	15% (75)	37% (180)	12% (58)	6% (31)	20%
Non-Business Owners	11% (121)	15% (167)	37% (415)	10% (112)	8% (87)	20% (

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Table BPC19_8: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	11% (121)	15% (167)	37% (415)	10% (112)	8% (87)	20% (
Service Worker/Retail Sales/Laborers/Helpers	12% (27)	15% (33)	35% (77)	6% (14)	10% (22)	21%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	11% (52)	15% (67)	41% (186)	9% (39)	7% (32)	17%
Health Care and Medical Professionals/Lab Techs/Pharmacists	5% (10)	14% (28)	36% (71)	14% (28)	6% (11)	26%
Other Professionals	10% (21)	14% (29)	33% (69)	12% (26)	9% (18)	23%
Access to Childcare	15% (65)	17% (73)	32% (139)	10% (41)	6% (25)	20%
No Access to Childcare	9% (18)	16% (34)	31% (65)	16% (35)	15% (32)	13%
Unsure of Access to Childcare	6% (4)	15% (11)	50% (36)	14% (10)	2% (2)	13%
More Financially Secure after Pandemic	17% (40)	19% (44)	36% (85)	6% (14)	8% (20)	14%
Less Financially Secure after the Pandemic	10% (53)	13% (75)	33% (186)	13% (74)	11% (62)	19%
Same Financial Security after the Pandemic	8% (27)	14% (47)	43% (143)	7% (24)	2% (5)	26%
Access to Paid Parental Leave	11% (106)	14% (143)	37% (367)	10% (99)	7% (73)	20% (
No Access to Paid Parental Leave	10% (9)	19% (16)	36% (31)	11% (10)	9% (8)	14%
Access to Paid Caregiving Leave	12% (83)	16% (115)	35% (245)	10% (68)	7% (52)	20%
No Access to Paid Caregiving Leave	9% (25)	12% (33)	41% (111)	11% (30)	8% (21)	18%
Access to Flexible Work Hours	13% (77)	16% (99)	35% (212)	9% (57)	8% (47)	18%
No Access to Flexible Work Hours	7% (33)	13% (63)	39% (188)	11% (51)	8% (38)	23%
Access to Child Care as Employer Benefit	17% (52)	22% (67)	29% (88)	11% (33)	6% (19)	14%
No Access to Child Care as Employer Benefit	8% (52)	12% (81)	40% (259)	10% (66)	8% (54)	22%
Access to Mental Health Benefits	11% (73)	16% (107)	34% (223)	9% (63)	8% (50)	22%
No Access to Mental Health Benefits	11% (30)	13% (35)	41% (115)	12% (34)	9% (24)	15%
Ethnicity: White (Non-Hispanic)	8% (55)	14% (91)	36% (240)	12% (81)	7% (45)	24%
Ethnicity: Hispanic	14% (32)	13% (29)	39% (89)	3% (7)	11% (24)	20%
Ethnicity: Black (Non-Hispanic)	16% (23)	20% (29)	35% (49)	11% (16)	8% (11)	10%
Ethnicity: Asian + Other (Non-Hispanic)	12% (10)	20% (18)	42% (37)	8% (7)	7% (7)	11%

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Table BPC19_8: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Your comfort level to start your own business*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	11% (121)	15% (167)	37% (415)	10% (112)	8% (87)	20% (
Single, never married	14% (27)	14% (26)	34% (63)	9% (17)	11% (20)	18%
Married	11% (69)	15% (98)	37% (235)	10% (65)	6% (39)	21%
Divorced	7% (10)	11% (15)	37% (50)	10% (14)	11% (15)	23%
Living with a partner	9% (11)	21% (24)	32% (37)	11% (12)	7% (8)	20%

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

Table BPC19_9: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (170)	18% (203)	34% (379)	5% (60)	5% (56)	23%
Gender: Female	15% (170)	18% (203)	34% (379)	5% (60)	5% (56)	23%
Age: 18-34	22% (70)	27% (84)	23% (74)	11% (36)	5% (17)	11%
Age: 35-44	16% (82)	19% (98)	34% (171)	4% (19)	5% (24)	22%
Age: 45-64	6% (17)	7% (21)	44% (131)	1% (4)	5% (14)	37%
Millennials: 1981-1996	21% (132)	24% (152)	28% (175)	7% (46)	5% (32)	15%
GenXers: 1965-1980	6% (21)	11% (37)	41% (140)	2% (6)	5% (16)	35%
Baby Boomers: 1946-1964	6% (6)	4% (4)	46% (50)	— (0)	3% (4)	41%
PID: Dem (no lean)	17% (82)	21% (102)	30% (145)	6% (30)	3% (14)	23%
PID: Ind (no lean)	13% (36)	15% (43)	41% (117)	6% (17)	4% (12)	21%
PID: Rep (no lean)	15% (53)	16% (58)	32% (116)	4% (13)	8% (30)	25%
PID/Gender: Dem Women	17% (82)	21% (102)	30% (145)	6% (30)	3% (14)	23%
PID/Gender: Ind Women	13% (36)	15% (43)	41% (117)	6% (17)	4% (12)	21%
PID/Gender: Rep Women	15% (53)	16% (58)	32% (116)	4% (13)	8% (30)	25%
Ideo: Liberal (1-3)	17% (59)	22% (74)	33% (111)	6% (20)	3% (11)	19%
Ideo: Moderate (4)	14% (51)	19% (68)	33% (119)	5% (19)	4% (16)	25%
Ideo: Conservative (5-7)	13% (44)	14% (47)	36% (120)	4% (14)	8% (26)	25%
Educ: < College	16% (86)	16% (88)	31% (167)	6% (35)	5% (28)	26%
Educ: Bachelors degree	14% (50)	21% (76)	36% (132)	5% (16)	4% (16)	20%
Educ: Post-grad	16% (34)	18% (39)	36% (79)	4% (9)	5% (12)	21%
Income: Under 50k	16% (59)	18% (65)	28% (104)	7% (27)	5% (20)	25%
Income: 50k-100k	14% (65)	21% (100)	33% (153)	5% (24)	6% (26)	22%
Income: 100k+	16% (46)	13% (38)	42% (122)	3% (8)	3% (10)	24%
Ethnicity: White	13% (110)	18% (150)	35% (286)	5% (42)	5% (42)	24%
Ethnicity: Hispanic	15% (35)	19% (43)	31% (70)	4% (10)	4% (10)	26%
Ethnicity: Black	21% (34)	21% (34)	28% (45)	6% (10)	3% (5)	19%
Ethnicity: Other	18% (26)	13% (19)	33% (47)	5% (7)	6% (9)	24%

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Table BPC19_9: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Future plans to have children*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (170)	18% (203)	34% (379)	5% (60)	5% (56)	23%
All Christian	15% (78)	19% (96)	34% (172)	4% (20)	4% (21)	24%
Agnostic/Nothing in particular	13% (41)	17% (52)	38% (116)	7% (21)	5% (16)	20%
Something Else	18% (43)	16% (38)	26% (62)	6% (15)	7% (17)	27%
Evangelical	18% (59)	19% (61)	26% (83)	5% (16)	7% (22)	25%
Non-Evangelical	15% (60)	16% (67)	35% (146)	5% (19)	3% (14)	26%
Community: Urban	18% (53)	24% (70)	28% (81)	7% (19)	4% (12)	19%
Community: Suburban	14% (77)	18% (99)	37% (210)	4% (21)	5% (26)	23%
Community: Rural	15% (40)	12% (34)	32% (87)	7% (20)	7% (18)	27%
Employ: Private Sector	15% (137)	18% (161)	34% (304)	5% (44)	5% (41)	22%
Employ: Government	13% (30)	17% (39)	31% (71)	6% (13)	6% (13)	27%
Military HH: Yes	12% (13)	15% (17)	28% (32)	1% (1)	7% (8)	38%
Military HH: No	15% (157)	18% (186)	34% (347)	6% (59)	5% (48)	22%
RD/WT: Right Direction	18% (59)	20% (67)	31% (102)	5% (17)	4% (11)	21%
RD/WT: Wrong Track	14% (111)	17% (136)	34% (277)	5% (43)	6% (44)	24%
Biden Job Approve	16% (73)	21% (99)	34% (157)	5% (23)	3% (15)	21%
Biden Job Disapprove	15% (91)	16% (100)	34% (211)	6% (37)	6% (38)	23%
Biden Job Strongly Approve	18% (26)	19% (27)	27% (39)	6% (9)	6% (8)	25%
Biden Job Somewhat Approve	15% (47)	23% (73)	37% (118)	4% (14)	2% (7)	20%
Biden Job Somewhat Disapprove	15% (35)	18% (44)	33% (78)	7% (17)	4% (9)	23%
Biden Job Strongly Disapprove	15% (56)	15% (57)	34% (133)	5% (20)	8% (30)	24%
Favorable of Biden	16% (81)	21% (104)	32% (162)	4% (21)	3% (15)	24%
Unfavorable of Biden	14% (84)	16% (95)	35% (205)	6% (37)	6% (38)	22%
Very Favorable of Biden	22% (39)	20% (35)	27% (48)	6% (10)	5% (9)	19%
Somewhat Favorable of Biden	13% (42)	21% (69)	34% (114)	3% (11)	2% (6)	27%
Somewhat Unfavorable of Biden	14% (26)	21% (38)	38% (68)	8% (14)	4% (8)	15%
Very Unfavorable of Biden	14% (59)	14% (57)	34% (137)	6% (22)	7% (30)	25%

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Table BPC19_9: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (170)	18% (203)	34% (379)	5% (60)	5% (56)	23%
#1 Issue: Economy	15% (92)	18% (111)	35% (213)	6% (35)	5% (30)	22%
#1 Issue: Security	9% (9)	16% (16)	37% (38)	9% (9)	8% (8)	22%
#1 Issue: Health Care	16% (18)	16% (18)	32% (36)	4% (5)	4% (4)	28%
#1 Issue: Women's Issues	17% (18)	21% (22)	34% (36)	2% (3)	4% (4)	21%
#1 Issue: Education	16% (12)	18% (13)	22% (16)	7% (5)	5% (4)	32%
#1 Issue: Energy	20% (14)	28% (20)	27% (19)	3% (2)	2% (2)	20%
2020 Vote: Joe Biden	16% (92)	19% (107)	34% (190)	6% (34)	3% (15)	22%
2020 Vote: Donald Trump	14% (55)	18% (70)	33% (133)	4% (15)	8% (34)	23%
2020 Vote: Didn't Vote	16% (21)	15% (19)	33% (45)	6% (8)	4% (5)	26%
2018 House Vote: Democrat	17% (78)	22% (101)	31% (143)	5% (25)	3% (12)	22%
2018 House Vote: Republican	13% (42)	15% (51)	37% (125)	4% (14)	7% (24)	24%
2016 Vote: Hillary Clinton	17% (76)	20% (89)	32% (139)	5% (21)	3% (12)	23%
2016 Vote: Donald Trump	12% (41)	15% (53)	36% (124)	5% (17)	7% (25)	25%
2016 Vote: Didn't Vote	16% (51)	17% (54)	32% (100)	6% (18)	6% (18)	23%
Voted in 2014: Yes	14% (96)	20% (137)	34% (234)	4% (31)	5% (33)	24%
Voted in 2014: No	17% (73)	15% (66)	34% (145)	7% (29)	5% (23)	22%
4-Region: Northeast	13% (26)	14% (28)	39% (80)	6% (12)	4% (8)	24%
4-Region: Midwest	15% (38)	18% (45)	32% (81)	6% (15)	5% (13)	23%
4-Region: South	17% (70)	20% (83)	31% (128)	6% (23)	5% (22)	20%
4-Region: West	13% (35)	18% (48)	34% (90)	4% (10)	5% (13)	26%
Child(Ren) Aged 0-17	18% (154)	22% (189)	31% (263)	7% (56)	5% (42)	18%
Child(Ren) Aged 0-5	24% (99)	23% (97)	28% (118)	8% (33)	5% (19)	12%
Caregivers	17% (108)	21% (133)	31% (200)	6% (38)	5% (30)	20%
Caregiver for Aging Parent	11% (11)	19% (20)	32% (33)	8% (8)	5% (6)	26%
Caregiver for Sick or Disabled Family Member	13% (14)	16% (18)	30% (33)	5% (6)	9% (9)	28%
Caregiver for Child/Dependent	18% (89)	23% (112)	31% (150)	5% (25)	4% (18)	19%
Non-Business Owners	15% (170)	18% (203)	34% (379)	5% (60)	5% (56)	23%

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Table BPC19_9: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all? Future plans to have children*

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (170)	18% (203)	34% (379)	5% (60)	5% (56)	23%
Service Worker/Retail Sales/Laborers/Helpers	18% (40)	15% (32)	27% (60)	7% (14)	6% (13)	27%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	15% (67)	20% (89)	39% (176)	4% (19)	6% (26)	17%
Health Care and Medical Professionals/Lab Techs/Pharmacists	17% (34)	15% (30)	32% (64)	5% (10)	3% (7)	28%
Other Professionals	10% (21)	19% (39)	32% (66)	5% (11)	4% (9)	30%
Access to Childcare	21% (91)	25% (110)	28% (119)	5% (21)	5% (20)	16%
No Access to Childcare	18% (38)	20% (42)	26% (55)	13% (27)	7% (16)	17%
Unsure of Access to Childcare	10% (7)	26% (19)	41% (30)	4% (3)	2% (2)	16%
More Financially Secure after Pandemic	19% (45)	21% (50)	30% (72)	5% (12)	5% (12)	19%
Less Financially Secure after the Pandemic	15% (85)	18% (100)	31% (171)	6% (34)	6% (36)	24%
Same Financial Security after the Pandemic	12% (40)	16% (53)	41% (135)	4% (14)	2% (8)	25%
Access to Paid Parental Leave	15% (149)	17% (173)	34% (334)	5% (54)	5% (48)	23%
No Access to Paid Parental Leave	17% (15)	25% (21)	29% (25)	4% (4)	6% (6)	18%
Access to Paid Caregiving Leave	17% (119)	17% (120)	33% (230)	5% (33)	6% (39)	23%
No Access to Paid Caregiving Leave	13% (35)	21% (57)	36% (96)	6% (15)	5% (13)	19%
Access to Flexible Work Hours	18% (107)	18% (109)	34% (207)	5% (28)	5% (31)	20%
No Access to Flexible Work Hours	12% (59)	18% (87)	32% (155)	6% (31)	5% (25)	26%
Access to Child Care as Employer Benefit	20% (61)	23% (70)	29% (87)	6% (18)	4% (13)	18%
No Access to Child Care as Employer Benefit	14% (92)	17% (114)	34% (221)	5% (31)	6% (42)	24%
Access to Mental Health Benefits	15% (97)	18% (118)	32% (212)	5% (30)	4% (27)	27%
No Access to Mental Health Benefits	15% (43)	21% (60)	33% (93)	9% (24)	7% (20)	15%
Ethnicity: White (Non-Hispanic)	14% (91)	18% (121)	34% (231)	5% (34)	5% (34)	24%
Ethnicity: Hispanic	15% (35)	19% (43)	31% (70)	4% (10)	4% (10)	26%
Ethnicity: Black (Non-Hispanic)	22% (31)	18% (26)	30% (43)	6% (9)	4% (5)	20%
Ethnicity: Asian + Other (Non-Hispanic)	14% (13)	14% (13)	38% (34)	8% (7)	8% (7)	17%

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Table BPC19_9: *You indicated that you have access to a paid parental leave benefit, paid family caregiving leave benefit, or both. How much does access to a paid parental and/or family caregiving leave benefit positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (170)	18% (203)	34% (379)	5% (60)	5% (56)	23%
Single, never married	19% (35)	17% (32)	29% (54)	8% (16)	5% (9)	22%
Married	15% (98)	21% (132)	34% (217)	5% (30)	4% (27)	21%
Divorced	12% (16)	7% (9)	34% (45)	3% (3)	11% (15)	34%
Living with a partner	14% (16)	19% (23)	35% (40)	8% (9)	3% (4)	21%

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

Table BPC20_1: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	22% (393)	27% (480)	34% (603)	4% (68)	3% (45)	9%
Gender: Female	22% (393)	27% (480)	34% (603)	4% (68)	3% (45)	9%
Age: 18-34	30% (129)	27% (118)	27% (117)	6% (28)	3% (13)	6%
Age: 35-44	22% (172)	32% (245)	31% (242)	4% (28)	3% (23)	9%
Age: 45-64	16% (88)	22% (116)	45% (240)	2% (12)	1% (7)	14%
GenZers: 1997-2012	27% (16)	35% (20)	22% (12)	5% (3)	4% (2)	6%
Millennials: 1981-1996	26% (241)	29% (268)	30% (277)	5% (48)	3% (27)	7%
GenXers: 1965-1980	18% (102)	27% (153)	39% (222)	2% (12)	2% (11)	12%
Baby Boomers: 1946-1964	17% (35)	19% (39)	46% (92)	3% (5)	2% (4)	13%
PID: Dem (no lean)	24% (165)	27% (184)	33% (220)	5% (37)	2% (11)	9%
PID: Ind (no lean)	21% (113)	26% (136)	36% (188)	3% (15)	3% (16)	11%
PID: Rep (no lean)	21% (115)	29% (160)	35% (196)	3% (16)	3% (18)	9%
PID/Gender: Dem Women	24% (165)	27% (184)	33% (220)	5% (37)	2% (11)	9%
PID/Gender: Ind Women	21% (113)	26% (136)	36% (188)	3% (15)	3% (16)	11%
PID/Gender: Rep Women	21% (115)	29% (160)	35% (196)	3% (16)	3% (18)	9%
Ideo: Liberal (1-3)	24% (118)	30% (149)	33% (160)	4% (22)	1% (7)	7%
Ideo: Moderate (4)	23% (124)	25% (134)	36% (190)	4% (23)	3% (14)	8%
Ideo: Conservative (5-7)	21% (115)	27% (151)	37% (204)	3% (17)	4% (20)	9%
Educ: < College	26% (237)	25% (236)	31% (287)	5% (43)	2% (23)	11%
Educ: Bachelors degree	20% (101)	30% (151)	36% (180)	3% (16)	3% (14)	8%
Educ: Post-grad	17% (54)	29% (93)	42% (136)	3% (9)	3% (8)	7%
Income: Under 50k	27% (187)	25% (175)	27% (191)	6% (40)	2% (17)	12%
Income: 50k-100k	20% (132)	30% (201)	37% (246)	4% (24)	4% (24)	7%
Income: 100k+	19% (75)	27% (104)	43% (166)	1% (4)	1% (4)	9%
Ethnicity: White	21% (285)	28% (381)	36% (493)	4% (48)	2% (29)	9%
Ethnicity: Hispanic	27% (81)	28% (83)	29% (89)	3% (8)	4% (12)	10%
Ethnicity: Black	33% (66)	24% (47)	23% (44)	5% (10)	3% (6)	11%
Ethnicity: Other	22% (43)	27% (52)	34% (65)	5% (10)	5% (9)	8%

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Table BPC20_1: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	22% (393)	27% (480)	34% (603)	4% (68)	3% (45)	9%
All Christian	22% (168)	28% (213)	36% (278)	3% (22)	3% (26)	8%
All Non-Christian	24% (14)	23% (13)	40% (22)	2% (1)	2% (1)	10%
Agnostic/Nothing in particular	21% (109)	26% (137)	35% (181)	5% (27)	2% (10)	11%
Something Else	25% (93)	30% (109)	29% (106)	5% (17)	1% (4)	10%
Religious Non-Protestant/Catholic	23% (15)	23% (16)	42% (28)	2% (1)	2% (1)	9%
Evangelical	24% (115)	30% (145)	30% (144)	5% (23)	3% (12)	10%
Non-Evangelical	23% (142)	28% (170)	37% (225)	3% (15)	2% (15)	8%
Community: Urban	25% (102)	25% (103)	32% (130)	3% (14)	4% (16)	11%
Community: Suburban	21% (185)	28% (246)	37% (320)	3% (30)	2% (14)	8%
Community: Rural	22% (106)	27% (130)	32% (153)	5% (24)	3% (15)	10%
Employ: Private Sector	22% (308)	28% (397)	34% (474)	4% (52)	2% (31)	10%
Employ: Government	24% (75)	23% (71)	37% (116)	4% (14)	4% (13)	7%
Military HH: Yes	26% (39)	27% (42)	37% (57)	3% (4)	— (1)	7%
Military HH: No	22% (353)	27% (438)	34% (546)	4% (64)	3% (44)	10%
RD/WT: Right Direction	24% (100)	26% (112)	32% (138)	5% (21)	3% (11)	10%
RD/WT: Wrong Track	22% (292)	28% (368)	35% (465)	4% (47)	3% (33)	9%
Biden Job Approve	23% (155)	29% (191)	34% (229)	4% (30)	2% (16)	7%
Biden Job Disapprove	23% (228)	27% (271)	35% (353)	4% (38)	3% (27)	9%
Biden Job Strongly Approve	24% (42)	29% (50)	26% (46)	6% (10)	4% (7)	10%
Biden Job Somewhat Approve	23% (113)	28% (140)	37% (183)	4% (19)	2% (9)	5%
Biden Job Somewhat Disapprove	25% (91)	28% (101)	32% (115)	6% (21)	2% (8)	6%
Biden Job Strongly Disapprove	21% (136)	26% (169)	37% (238)	3% (17)	3% (19)	11%
Favorable of Biden	24% (171)	29% (206)	34% (241)	4% (30)	2% (13)	7%
Unfavorable of Biden	22% (211)	28% (265)	35% (340)	3% (33)	3% (25)	9%

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Table BPC20_1: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	22% (393)	27% (480)	34% (603)	4% (68)	3% (45)	9%
Very Favorable of Biden	28% (54)	26% (52)	28% (56)	5% (10)	3% (6)	10%
Somewhat Favorable of Biden	23% (117)	30% (154)	36% (185)	4% (20)	1% (7)	6%
Somewhat Unfavorable of Biden	27% (77)	27% (77)	33% (95)	5% (15)	2% (6)	6%
Very Unfavorable of Biden	20% (134)	28% (188)	36% (245)	3% (18)	3% (20)	10%
#1 Issue: Economy	22% (207)	29% (276)	34% (329)	4% (35)	2% (17)	9%
#1 Issue: Security	20% (37)	29% (54)	32% (58)	4% (7)	5% (9)	10%
#1 Issue: Health Care	19% (30)	23% (35)	37% (57)	4% (7)	2% (3)	14%
#1 Issue: Women's Issues	31% (45)	26% (37)	34% (49)	1% (2)	2% (2)	6%
#1 Issue: Education	25% (28)	28% (32)	30% (33)	5% (5)	7% (8)	6%
#1 Issue: Energy	22% (25)	26% (29)	38% (43)	7% (7)	2% (3)	6%
#1 Issue: Other	24% (13)	20% (11)	32% (17)	4% (2)	6% (3)	14%
2020 Vote: Joe Biden	25% (197)	27% (213)	35% (269)	4% (28)	1% (7)	8%
2020 Vote: Donald Trump	20% (120)	30% (181)	35% (216)	3% (19)	4% (22)	9%
2020 Vote: Other	21% (15)	38% (27)	30% (21)	5% (4)	2% (2)	4%
2020 Vote: Didn't Vote	21% (61)	20% (59)	33% (97)	6% (17)	5% (14)	16%
2018 House Vote: Democrat	25% (158)	27% (169)	34% (213)	4% (26)	1% (8)	9%
2018 House Vote: Republican	21% (108)	30% (154)	38% (196)	3% (14)	3% (13)	5%
2018 House Vote: Someone else	16% (10)	27% (16)	32% (19)	7% (4)	— (0)	17%
2016 Vote: Hillary Clinton	25% (150)	26% (155)	36% (216)	4% (21)	1% (6)	8%
2016 Vote: Donald Trump	18% (97)	29% (161)	39% (212)	3% (19)	3% (14)	8%
2016 Vote: Other	22% (19)	34% (30)	34% (30)	4% (3)	2% (2)	4%
2016 Vote: Didn't Vote	24% (127)	26% (135)	28% (146)	5% (25)	4% (22)	13%
Voted in 2014: Yes	21% (215)	27% (275)	38% (386)	4% (37)	2% (19)	8%
Voted in 2014: No	24% (178)	27% (205)	29% (217)	4% (31)	3% (26)	12%

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Table BPC20_1: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	22% (393)	27% (480)	34% (603)	4% (68)	3% (45)	9%
4-Region: Northeast	18% (53)	25% (72)	40% (115)	4% (12)	2% (6)	11%
4-Region: Midwest	20% (87)	32% (138)	35% (152)	3% (13)	2% (10)	7%
4-Region: South	29% (189)	26% (171)	29% (193)	4% (28)	2% (16)	10%
4-Region: West	17% (64)	26% (99)	38% (143)	4% (15)	3% (12)	11%
Child(Ren) Aged 0-17	25% (308)	29% (362)	31% (390)	5% (57)	3% (36)	7%
Child(Ren) Aged 0-5	28% (154)	30% (167)	28% (156)	4% (24)	3% (16)	7%
Caregivers	27% (256)	29% (280)	32% (307)	4% (39)	3% (25)	5%
Caregiver for Aging Parent	24% (33)	31% (43)	32% (44)	4% (5)	3% (4)	8%
Caregiver for Sick or Disabled Family Member	31% (56)	21% (39)	32% (58)	5% (8)	4% (8)	7%
Caregiver for Child/Dependent	26% (193)	31% (229)	33% (243)	4% (28)	2% (14)	4%
Non-Business Owners	22% (393)	27% (480)	34% (603)	4% (68)	3% (45)	9%
Service Worker/Retail Sales/Laborers/Helpers	26% (112)	27% (116)	29% (123)	4% (16)	3% (13)	11%
Trade/Skilled Workers	19% (17)	29% (26)	22% (20)	5% (5)	3% (3)	21%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21% (129)	28% (167)	40% (241)	2% (11)	2% (15)	7%
Health Care and Medical Professionals/Lab Techs/Pharmacists	25% (71)	27% (77)	30% (87)	7% (19)	2% (5)	10%
Other Professionals	19% (63)	28% (94)	39% (132)	5% (17)	3% (9)	8%
Access to Childcare	25% (123)	33% (164)	30% (151)	3% (16)	2% (8)	7%
No Access to Childcare	27% (104)	28% (110)	28% (108)	7% (26)	5% (19)	7%
Unsure of Access to Childcare	22% (30)	25% (34)	37% (50)	4% (6)	2% (3)	10%
More Financially Secure after Pandemic	19% (47)	26% (65)	38% (94)	6% (15)	3% (8)	9%
Less Financially Secure after the Pandemic	27% (254)	31% (292)	28% (263)	4% (38)	3% (30)	8%
Same Financial Security after the Pandemic	17% (92)	22% (123)	44% (246)	3% (15)	1% (7)	13%
Access to Paid Parental Leave	22% (162)	30% (228)	35% (260)	3% (25)	3% (23)	7%
No Access to Paid Parental Leave	24% (182)	26% (192)	33% (251)	5% (34)	3% (20)	10%
Access to Paid Caregiving Leave	21% (106)	28% (138)	38% (190)	3% (16)	3% (15)	7%
No Access to Paid Caregiving Leave	25% (226)	27% (245)	32% (290)	5% (42)	3% (26)	8%

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Table BPC20_1: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	22% (393)	27% (480)	34% (603)	4% (68)	3% (45)	9%
Access to Flexible Work Hours	22% (161)	28% (204)	37% (262)	4% (31)	2% (16)	6%
No Access to Flexible Work Hours	23% (220)	28% (259)	32% (303)	4% (37)	3% (28)	10%
Access to Child Care as Employer Benefit	19% (38)	29% (59)	34% (68)	7% (14)	1% (2)	10%
No Access to Child Care as Employer Benefit	22% (284)	28% (356)	35% (440)	4% (51)	3% (35)	8%
Access to Mental Health Benefits	20% (132)	28% (187)	39% (255)	3% (19)	2% (15)	8%
No Access to Mental Health Benefits	25% (195)	26% (203)	32% (249)	6% (45)	3% (21)	8%
Ethnicity: White (Non-Hispanic)	20% (223)	28% (322)	37% (424)	4% (44)	2% (24)	9%
Ethnicity: Hispanic	27% (81)	28% (83)	29% (89)	3% (8)	4% (12)	10%
Ethnicity: Black (Non-Hispanic)	33% (60)	24% (43)	23% (42)	6% (10)	2% (4)	12%
Ethnicity: Asian + Other (Non-Hispanic)	23% (30)	25% (33)	38% (50)	4% (6)	3% (4)	7%
Single, never married	25% (69)	24% (66)	26% (71)	6% (16)	4% (11)	16%
Married	22% (220)	28% (279)	37% (361)	2% (24)	2% (22)	8%
Divorced	17% (38)	26% (57)	36% (82)	7% (15)	3% (7)	11%
Living with a partner	28% (54)	30% (57)	32% (62)	4% (7)	2% (4)	4%

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

Table BPC20_2: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (473)	32% (559)	24% (424)	6% (98)	3% (57)	8%
Gender: Female	27% (473)	32% (559)	24% (424)	6% (98)	3% (57)	8%
Age: 18-34	35% (151)	29% (124)	22% (93)	4% (19)	4% (17)	6%
Age: 35-44	27% (210)	37% (290)	20% (158)	5% (39)	4% (29)	7%
Age: 45-64	20% (106)	27% (144)	32% (169)	8% (40)	2% (11)	12%
GenZers: 1997-2012	33% (19)	25% (14)	23% (13)	8% (4)	2% (1)	9%
Millennials: 1981-1996	31% (285)	34% (316)	21% (196)	4% (41)	3% (31)	6%
GenXers: 1965-1980	23% (131)	31% (179)	26% (150)	6% (35)	4% (22)	9%
Baby Boomers: 1946-1964	19% (38)	25% (50)	33% (65)	9% (17)	2% (3)	13%
PID: Dem (no lean)	32% (218)	30% (205)	22% (145)	6% (40)	3% (18)	7%
PID: Ind (no lean)	24% (127)	31% (165)	26% (135)	5% (24)	3% (18)	11%
PID: Rep (no lean)	23% (128)	34% (189)	26% (144)	6% (35)	4% (22)	6%
PID/Gender: Dem Women	32% (218)	30% (205)	22% (145)	6% (40)	3% (18)	7%
PID/Gender: Ind Women	24% (127)	31% (165)	26% (135)	5% (24)	3% (18)	11%
PID/Gender: Rep Women	23% (128)	34% (189)	26% (144)	6% (35)	4% (22)	6%
Ideo: Liberal (1-3)	35% (170)	32% (158)	22% (106)	4% (19)	2% (12)	5%
Ideo: Moderate (4)	25% (130)	32% (170)	25% (132)	6% (33)	4% (20)	8%
Ideo: Conservative (5-7)	23% (127)	34% (190)	27% (150)	5% (30)	3% (18)	7%
Educ: < College	29% (267)	27% (251)	23% (216)	6% (55)	5% (43)	10%
Educ: Bachelors degree	25% (126)	37% (184)	23% (116)	6% (30)	2% (11)	7%
Educ: Post-grad	25% (80)	38% (124)	28% (91)	4% (14)	1% (3)	3%
Income: Under 50k	30% (206)	25% (177)	22% (150)	6% (45)	5% (36)	12%
Income: 50k-100k	26% (176)	36% (243)	24% (161)	5% (34)	3% (17)	6%
Income: 100k+	23% (90)	36% (139)	29% (113)	5% (19)	1% (5)	5%
Ethnicity: White	26% (354)	32% (442)	25% (337)	5% (75)	3% (45)	8%
Ethnicity: Hispanic	29% (87)	29% (89)	24% (72)	5% (15)	4% (12)	9%
Ethnicity: Black	40% (79)	24% (47)	15% (30)	8% (15)	3% (5)	10%
Ethnicity: Other	20% (40)	36% (71)	29% (57)	5% (9)	3% (7)	6%

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Table BPC20_2: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (473)	32% (559)	24% (424)	6% (98)	3% (57)	8%
All Christian	26% (198)	31% (241)	27% (204)	6% (46)	3% (23)	7%
All Non-Christian	20% (11)	37% (21)	28% (16)	6% (4)	2% (1)	7%
Agnostic/Nothing in particular	26% (137)	29% (153)	24% (125)	6% (32)	4% (23)	10%
Something Else	31% (115)	34% (126)	19% (70)	4% (15)	3% (9)	9%
Religious Non-Protestant/Catholic	18% (12)	35% (23)	33% (22)	5% (4)	2% (1)	7%
Evangelical	29% (140)	33% (163)	21% (102)	5% (23)	4% (19)	9%
Non-Evangelical	27% (169)	32% (198)	26% (163)	6% (34)	2% (11)	7%
Community: Urban	28% (116)	31% (129)	22% (89)	5% (19)	3% (14)	11%
Community: Suburban	27% (235)	34% (297)	25% (219)	6% (48)	1% (10)	7%
Community: Rural	26% (122)	28% (133)	24% (115)	7% (31)	7% (33)	8%
Employ: Private Sector	26% (367)	32% (450)	24% (341)	6% (79)	3% (43)	8%
Employ: Government	30% (93)	31% (98)	23% (70)	6% (17)	4% (13)	7%
Military HH: Yes	31% (47)	41% (63)	20% (30)	3% (4)	1% (2)	5%
Military HH: No	27% (426)	31% (497)	25% (393)	6% (94)	3% (55)	8%
RD/WT: Right Direction	27% (117)	32% (139)	23% (97)	4% (18)	4% (16)	10%
RD/WT: Wrong Track	27% (356)	32% (421)	25% (326)	6% (81)	3% (42)	8%
Biden Job Approve	29% (193)	34% (227)	25% (165)	3% (22)	2% (15)	6%
Biden Job Disapprove	26% (262)	31% (314)	24% (242)	7% (75)	4% (41)	7%
Biden Job Strongly Approve	28% (49)	29% (51)	23% (40)	5% (8)	4% (6)	11%
Biden Job Somewhat Approve	29% (144)	36% (177)	25% (125)	3% (14)	2% (9)	5%
Biden Job Somewhat Disapprove	27% (96)	34% (123)	21% (75)	7% (24)	4% (15)	7%
Biden Job Strongly Disapprove	26% (167)	29% (191)	26% (167)	8% (51)	4% (25)	7%
Favorable of Biden	30% (212)	34% (242)	23% (165)	4% (30)	2% (17)	6%
Unfavorable of Biden	26% (250)	31% (302)	25% (239)	7% (66)	4% (36)	7%

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Table BPC20_2: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (473)	32% (559)	24% (424)	6% (98)	3% (57)	8%
Very Favorable of Biden	31% (61)	28% (56)	23% (46)	5% (10)	2% (5)	10%
Somewhat Favorable of Biden	29% (151)	36% (186)	23% (119)	4% (21)	2% (13)	5%
Somewhat Unfavorable of Biden	31% (90)	32% (91)	23% (66)	7% (19)	1% (3)	6%
Very Unfavorable of Biden	24% (160)	31% (211)	26% (174)	7% (47)	5% (32)	8%
#1 Issue: Economy	26% (245)	34% (320)	23% (221)	6% (62)	3% (28)	8%
#1 Issue: Security	27% (50)	23% (42)	28% (51)	9% (16)	5% (10)	8%
#1 Issue: Health Care	23% (36)	28% (44)	27% (42)	4% (6)	3% (5)	14%
#1 Issue: Women's Issues	36% (51)	34% (49)	21% (30)	3% (4)	1% (2)	5%
#1 Issue: Education	26% (29)	45% (50)	17% (19)	3% (4)	4% (4)	5%
#1 Issue: Energy	33% (38)	24% (27)	29% (33)	5% (5)	5% (5)	5%
#1 Issue: Other	35% (19)	21% (11)	26% (14)	3% (1)	6% (3)	9%
2020 Vote: Joe Biden	30% (236)	32% (246)	24% (185)	5% (37)	2% (17)	7%
2020 Vote: Donald Trump	23% (143)	33% (203)	25% (151)	8% (46)	5% (30)	6%
2020 Vote: Other	28% (20)	40% (28)	19% (13)	3% (2)	4% (3)	5%
2020 Vote: Didn't Vote	25% (73)	28% (82)	25% (74)	4% (13)	3% (8)	15%
2018 House Vote: Democrat	33% (205)	31% (194)	22% (137)	6% (36)	1% (9)	7%
2018 House Vote: Republican	23% (119)	37% (190)	25% (130)	7% (35)	3% (18)	4%
2018 House Vote: Someone else	25% (15)	28% (17)	26% (15)	5% (3)	1% (1)	15%
2016 Vote: Hillary Clinton	32% (193)	33% (200)	21% (128)	4% (27)	1% (8)	7%
2016 Vote: Donald Trump	22% (119)	34% (187)	26% (141)	9% (47)	3% (17)	6%
2016 Vote: Other	22% (19)	36% (31)	34% (29)	1% (1)	4% (3)	4%
2016 Vote: Didn't Vote	27% (142)	27% (141)	24% (125)	4% (23)	5% (29)	12%
Voted in 2014: Yes	26% (267)	34% (345)	25% (251)	6% (59)	2% (23)	6%
Voted in 2014: No	28% (206)	29% (214)	23% (173)	5% (39)	5% (35)	10%

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Table BPC20_2: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (473)	32% (559)	24% (424)	6% (98)	3% (57)	8%
4-Region: Northeast	24% (70)	32% (92)	27% (78)	5% (15)	2% (7)	10%
4-Region: Midwest	28% (123)	34% (147)	23% (99)	6% (24)	2% (9)	7%
4-Region: South	32% (208)	31% (204)	19% (124)	6% (41)	4% (26)	9%
4-Region: West	19% (72)	31% (117)	33% (122)	5% (19)	4% (15)	8%
Child(Ren) Aged 0-17	30% (368)	34% (419)	23% (279)	4% (54)	3% (43)	6%
Child(Ren) Aged 0-5	30% (170)	34% (188)	22% (122)	4% (23)	3% (19)	6%
Caregivers	31% (297)	34% (321)	22% (208)	5% (50)	4% (37)	5%
Caregiver for Aging Parent	28% (39)	33% (46)	17% (23)	9% (13)	5% (7)	8%
Caregiver for Sick or Disabled Family Member	31% (56)	28% (50)	22% (41)	7% (12)	6% (11)	6%
Caregiver for Child/Dependent	32% (236)	35% (258)	23% (168)	3% (25)	3% (24)	4%
Non-Business Owners	27% (473)	32% (559)	24% (424)	6% (98)	3% (57)	8%
Service Worker/Retail Sales/Laborers/Helpers	31% (133)	27% (115)	21% (89)	7% (29)	3% (14)	11%
Trade/Skilled Workers	23% (21)	29% (27)	15% (14)	10% (9)	3% (3)	20%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	25% (151)	33% (200)	30% (183)	4% (24)	3% (18)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	29% (83)	32% (92)	23% (65)	4% (11)	5% (14)	8%
Other Professionals	25% (85)	37% (125)	21% (73)	7% (25)	2% (8)	8%
Access to Childcare	29% (144)	38% (189)	21% (104)	4% (19)	2% (11)	6%
No Access to Childcare	34% (132)	31% (120)	21% (83)	5% (19)	4% (17)	5%
Unsure of Access to Childcare	23% (31)	29% (39)	29% (40)	5% (7)	4% (5)	10%
More Financially Secure after Pandemic	24% (60)	33% (82)	25% (61)	6% (16)	3% (8)	9%
Less Financially Secure after the Pandemic	31% (294)	32% (304)	20% (187)	6% (60)	5% (44)	6%
Same Financial Security after the Pandemic	21% (119)	31% (173)	32% (175)	4% (22)	1% (5)	11%
Access to Paid Parental Leave	26% (193)	36% (268)	24% (181)	6% (44)	3% (22)	6%
No Access to Paid Parental Leave	29% (218)	30% (225)	23% (169)	5% (40)	4% (32)	9%
Access to Paid Caregiving Leave	25% (127)	36% (183)	23% (113)	7% (37)	2% (11)	6%
No Access to Paid Caregiving Leave	30% (268)	30% (269)	24% (215)	5% (49)	4% (39)	7%

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Table BPC20_2: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (473)	32% (559)	24% (424)	6% (98)	3% (57)	8%
Access to Flexible Work Hours	28% (199)	32% (231)	26% (184)	6% (46)	3% (23)	5%
No Access to Flexible Work Hours	28% (259)	33% (309)	22% (207)	5% (51)	3% (32)	8%
Access to Child Care as Employer Benefit	25% (50)	29% (59)	25% (51)	8% (15)	3% (6)	10%
No Access to Child Care as Employer Benefit	28% (349)	34% (428)	23% (297)	5% (68)	3% (43)	6%
Access to Mental Health Benefits	26% (174)	38% (247)	22% (146)	6% (42)	1% (9)	6%
No Access to Mental Health Benefits	28% (219)	27% (209)	26% (204)	6% (43)	5% (42)	7%
Ethnicity: White (Non-Hispanic)	25% (291)	33% (376)	25% (285)	5% (62)	3% (37)	8%
Ethnicity: Hispanic	29% (87)	29% (89)	24% (72)	5% (15)	4% (12)	9%
Ethnicity: Black (Non-Hispanic)	38% (68)	24% (43)	16% (30)	8% (15)	3% (5)	11%
Ethnicity: Asian + Other (Non-Hispanic)	21% (27)	40% (52)	28% (37)	5% (7)	3% (4)	3%
Single, never married	31% (87)	21% (59)	19% (53)	6% (17)	6% (16)	16%
Married	27% (266)	35% (343)	25% (250)	5% (46)	2% (18)	6%
Divorced	22% (50)	33% (74)	23% (52)	8% (18)	4% (10)	9%
Living with a partner	29% (55)	31% (60)	24% (46)	7% (13)	4% (9)	4%

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

Table BPC20_3: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (396)	32% (560)	29% (517)	5% (83)	3% (45)	9%
Gender: Female	23% (396)	32% (560)	29% (517)	5% (83)	3% (45)	9%
Age: 18-34	31% (135)	30% (129)	24% (103)	5% (21)	3% (13)	7%
Age: 35-44	22% (173)	37% (290)	26% (202)	5% (36)	3% (21)	7%
Age: 45-64	16% (84)	26% (139)	39% (208)	5% (26)	2% (11)	12%
GenZers: 1997-2012	37% (21)	25% (14)	18% (10)	4% (3)	5% (3)	11%
Millennials: 1981-1996	26% (241)	35% (322)	26% (238)	5% (42)	3% (24)	7%
GenXers: 1965-1980	19% (106)	31% (176)	33% (185)	5% (28)	2% (13)	11%
Baby Boomers: 1946-1964	14% (29)	24% (47)	42% (84)	5% (10)	3% (6)	12%
PID: Dem (no lean)	26% (175)	31% (211)	28% (186)	6% (39)	2% (14)	7%
PID: Ind (no lean)	21% (112)	31% (163)	31% (164)	4% (19)	2% (8)	11%
PID: Rep (no lean)	20% (109)	34% (186)	30% (167)	5% (25)	4% (23)	8%
PID/Gender: Dem Women	26% (175)	31% (211)	28% (186)	6% (39)	2% (14)	7%
PID/Gender: Ind Women	21% (112)	31% (163)	31% (164)	4% (19)	2% (8)	11%
PID/Gender: Rep Women	20% (109)	34% (186)	30% (167)	5% (25)	4% (23)	8%
Ideo: Liberal (1-3)	27% (133)	33% (160)	28% (138)	4% (21)	2% (10)	6%
Ideo: Moderate (4)	21% (113)	33% (172)	29% (154)	6% (33)	3% (15)	8%
Ideo: Conservative (5-7)	21% (115)	32% (180)	32% (179)	4% (25)	2% (14)	8%
Educ: < College	24% (221)	29% (271)	28% (261)	5% (46)	3% (31)	11%
Educ: Bachelors degree	21% (106)	37% (187)	28% (141)	4% (21)	2% (12)	7%
Educ: Post-grad	21% (69)	32% (102)	36% (115)	5% (17)	— (1)	6%
Income: Under 50k	26% (178)	29% (202)	25% (172)	6% (42)	3% (20)	12%
Income: 50k-100k	22% (147)	33% (221)	32% (212)	4% (29)	3% (21)	6%
Income: 100k+	18% (71)	36% (137)	34% (133)	3% (11)	1% (4)	8%
Ethnicity: White	21% (288)	32% (442)	31% (421)	4% (55)	3% (39)	9%
Ethnicity: Hispanic	29% (86)	30% (91)	26% (80)	3% (9)	2% (6)	10%
Ethnicity: Black	35% (68)	25% (48)	21% (42)	7% (13)	2% (4)	11%
Ethnicity: Other	21% (41)	36% (70)	28% (55)	8% (15)	1% (2)	6%

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Table BPC20_3: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (396)	32% (560)	29% (517)	5% (83)	3% (45)	9%
All Christian	21% (160)	33% (251)	32% (248)	4% (32)	3% (19)	7%
All Non-Christian	20% (11)	25% (14)	28% (16)	16% (9)	3% (2)	8%
Agnostic/Nothing in particular	22% (116)	30% (157)	31% (162)	4% (22)	2% (11)	10%
Something Else	27% (99)	34% (125)	22% (79)	5% (19)	3% (10)	10%
Religious Non-Protestant/Catholic	18% (12)	27% (18)	32% (21)	14% (9)	2% (2)	7%
Evangelical	25% (123)	34% (166)	23% (114)	4% (22)	3% (15)	10%
Non-Evangelical	21% (132)	33% (200)	33% (202)	5% (28)	2% (13)	7%
Community: Urban	25% (101)	32% (131)	25% (105)	6% (24)	3% (12)	10%
Community: Suburban	22% (192)	33% (290)	31% (273)	4% (35)	2% (16)	7%
Community: Rural	22% (103)	29% (138)	29% (140)	5% (25)	4% (18)	11%
Employ: Private Sector	22% (310)	32% (452)	29% (407)	5% (69)	2% (34)	9%
Employ: Government	24% (75)	31% (95)	31% (96)	4% (13)	3% (10)	7%
Military HH: Yes	28% (43)	31% (48)	31% (48)	4% (6)	1% (2)	5%
Military HH: No	22% (353)	32% (512)	29% (469)	5% (77)	3% (44)	9%
RD/WT: Right Direction	23% (100)	32% (137)	28% (118)	5% (19)	2% (9)	10%
RD/WT: Wrong Track	22% (297)	32% (423)	30% (399)	5% (64)	3% (36)	8%
Biden Job Approve	25% (165)	34% (227)	29% (192)	4% (27)	2% (11)	7%
Biden Job Disapprove	22% (219)	31% (316)	30% (304)	5% (55)	3% (35)	8%
Biden Job Strongly Approve	25% (44)	30% (52)	27% (46)	4% (7)	4% (6)	10%
Biden Job Somewhat Approve	25% (121)	36% (176)	30% (145)	4% (20)	1% (4)	5%
Biden Job Somewhat Disapprove	22% (79)	36% (128)	24% (86)	10% (35)	3% (12)	5%
Biden Job Strongly Disapprove	21% (139)	29% (188)	34% (219)	3% (20)	3% (22)	9%
Favorable of Biden	27% (189)	32% (226)	29% (203)	4% (31)	2% (14)	7%
Unfavorable of Biden	21% (200)	33% (317)	30% (291)	5% (48)	3% (30)	8%

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Table BPC20_3: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (396)	32% (560)	29% (517)	5% (83)	3% (45)	9%
Very Favorable of Biden	30% (58)	27% (53)	28% (55)	3% (6)	3% (6)	9%
Somewhat Favorable of Biden	25% (131)	34% (173)	29% (148)	5% (25)	1% (8)	6%
Somewhat Unfavorable of Biden	23% (66)	39% (112)	24% (69)	7% (20)	2% (5)	5%
Very Unfavorable of Biden	20% (134)	30% (205)	33% (222)	4% (27)	4% (25)	9%
#1 Issue: Economy	21% (203)	34% (324)	29% (272)	4% (42)	3% (32)	8%
#1 Issue: Security	25% (45)	27% (50)	31% (57)	5% (10)	2% (3)	10%
#1 Issue: Health Care	23% (36)	24% (37)	30% (46)	8% (12)	1% (2)	14%
#1 Issue: Women's Issues	30% (43)	33% (47)	29% (41)	1% (2)	2% (2)	5%
#1 Issue: Education	23% (26)	39% (43)	24% (27)	7% (8)	3% (3)	5%
#1 Issue: Energy	23% (26)	33% (38)	32% (37)	7% (8)	2% (2)	3%
#1 Issue: Other	25% (13)	19% (10)	39% (20)	2% (1)	— (0)	14%
2020 Vote: Joe Biden	26% (202)	31% (244)	29% (223)	5% (38)	2% (15)	7%
2020 Vote: Donald Trump	19% (118)	32% (198)	32% (192)	5% (32)	4% (21)	8%
2020 Vote: Other	20% (14)	38% (27)	34% (24)	4% (3)	2% (2)	1%
2020 Vote: Didn't Vote	21% (63)	31% (91)	26% (78)	4% (10)	2% (7)	16%
2018 House Vote: Democrat	26% (165)	32% (200)	27% (171)	5% (34)	2% (10)	8%
2018 House Vote: Republican	19% (99)	34% (176)	33% (170)	5% (25)	3% (16)	5%
2018 House Vote: Someone else	18% (11)	31% (18)	27% (16)	8% (5)	— (0)	17%
2016 Vote: Hillary Clinton	25% (150)	33% (197)	28% (167)	4% (27)	2% (10)	8%
2016 Vote: Donald Trump	18% (97)	33% (181)	34% (188)	5% (26)	3% (15)	7%
2016 Vote: Other	16% (14)	40% (35)	35% (30)	5% (5)	2% (2)	2%
2016 Vote: Didn't Vote	26% (136)	28% (147)	25% (133)	5% (26)	4% (19)	12%
Voted in 2014: Yes	21% (214)	32% (328)	32% (321)	5% (52)	2% (23)	7%
Voted in 2014: No	25% (183)	31% (232)	26% (196)	4% (31)	3% (22)	11%

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Table BPC20_3: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (396)	32% (560)	29% (517)	5% (83)	3% (45)	9%
4-Region: Northeast	20% (59)	28% (81)	34% (99)	5% (15)	2% (6)	10%
4-Region: Midwest	23% (98)	37% (158)	27% (117)	5% (20)	2% (7)	7%
4-Region: South	27% (181)	31% (205)	24% (161)	5% (36)	3% (19)	9%
4-Region: West	16% (59)	31% (116)	38% (141)	3% (12)	3% (13)	9%
Child(Ren) Aged 0-17	25% (312)	35% (435)	26% (327)	4% (54)	3% (35)	6%
Child(Ren) Aged 0-5	28% (157)	33% (181)	24% (134)	5% (26)	3% (17)	7%
Caregivers	27% (256)	35% (334)	26% (251)	4% (42)	2% (24)	5%
Caregiver for Aging Parent	24% (33)	37% (52)	25% (35)	5% (7)	3% (4)	6%
Caregiver for Sick or Disabled Family Member	34% (62)	26% (47)	26% (48)	4% (7)	4% (7)	6%
Caregiver for Child/Dependent	26% (190)	37% (274)	26% (193)	4% (29)	2% (15)	5%
Non-Business Owners	23% (396)	32% (560)	29% (517)	5% (83)	3% (45)	9%
Service Worker/Retail Sales/Laborers/Helpers	25% (106)	33% (141)	26% (109)	4% (16)	2% (9)	11%
Trade/Skilled Workers	23% (21)	25% (23)	26% (24)	7% (6)	2% (2)	16%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21% (128)	32% (191)	34% (205)	4% (27)	3% (18)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	24% (68)	31% (89)	28% (82)	5% (13)	3% (8)	10%
Other Professionals	21% (72)	34% (117)	29% (98)	6% (22)	2% (8)	7%
Access to Childcare	24% (120)	40% (200)	23% (112)	4% (22)	2% (9)	7%
No Access to Childcare	30% (117)	30% (117)	26% (102)	6% (22)	3% (13)	5%
Unsure of Access to Childcare	17% (24)	30% (41)	38% (52)	2% (2)	5% (6)	9%
More Financially Secure after Pandemic	23% (59)	32% (81)	29% (73)	4% (10)	2% (5)	9%
Less Financially Secure after the Pandemic	27% (252)	34% (324)	24% (224)	5% (49)	3% (32)	7%
Same Financial Security after the Pandemic	15% (86)	28% (155)	40% (220)	4% (24)	1% (8)	11%
Access to Paid Parental Leave	21% (159)	35% (262)	31% (231)	4% (31)	3% (20)	6%
No Access to Paid Parental Leave	25% (186)	31% (232)	27% (204)	6% (43)	3% (20)	9%
Access to Paid Caregiving Leave	22% (109)	35% (176)	29% (147)	4% (22)	3% (13)	7%
No Access to Paid Caregiving Leave	25% (229)	31% (282)	28% (250)	6% (52)	3% (24)	7%

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Table BPC20_3: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (396)	32% (560)	29% (517)	5% (83)	3% (45)	9%
Access to Flexible Work Hours	24% (174)	33% (237)	30% (219)	4% (29)	2% (15)	6%
No Access to Flexible Work Hours	22% (204)	33% (309)	28% (262)	5% (51)	3% (30)	8%
Access to Child Care as Employer Benefit	20% (40)	35% (70)	26% (52)	7% (13)	2% (5)	10%
No Access to Child Care as Employer Benefit	23% (293)	33% (412)	30% (374)	5% (62)	2% (31)	7%
Access to Mental Health Benefits	20% (131)	37% (242)	30% (195)	4% (26)	2% (14)	8%
No Access to Mental Health Benefits	26% (201)	29% (221)	29% (226)	6% (48)	3% (23)	7%
Ethnicity: White (Non-Hispanic)	20% (233)	33% (371)	31% (357)	4% (51)	3% (33)	8%
Ethnicity: Hispanic	29% (86)	30% (91)	26% (80)	3% (9)	2% (6)	10%
Ethnicity: Black (Non-Hispanic)	31% (55)	26% (47)	22% (40)	7% (12)	2% (4)	12%
Ethnicity: Asian + Other (Non-Hispanic)	17% (22)	38% (50)	31% (41)	9% (11)	1% (2)	4%
Single, never married	29% (80)	22% (62)	24% (66)	4% (10)	5% (13)	17%
Married	21% (207)	34% (331)	32% (314)	5% (48)	2% (17)	7%
Divorced	20% (45)	36% (81)	27% (60)	5% (11)	3% (7)	9%
Living with a partner	28% (53)	31% (58)	27% (51)	6% (12)	4% (8)	5%

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

Table BPC20_4: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	16% (287)	24% (417)	43% (748)	5% (79)	2% (43)	10%
Gender: Female	16% (287)	24% (417)	43% (748)	5% (79)	2% (43)	10%
Age: 18-34	22% (95)	29% (125)	33% (142)	5% (23)	4% (16)	7%
Age: 35-44	17% (132)	27% (209)	40% (311)	5% (36)	3% (21)	9%
Age: 45-64	10% (55)	16% (83)	54% (290)	4% (20)	1% (6)	15%
GenZers: 1997-2012	30% (17)	20% (12)	23% (13)	14% (8)	2% (1)	11%
Millennials: 1981-1996	20% (182)	28% (257)	38% (349)	5% (43)	3% (31)	7%
GenXers: 1965-1980	11% (65)	22% (124)	48% (273)	4% (22)	1% (8)	14%
Baby Boomers: 1946-1964	11% (23)	12% (24)	56% (113)	4% (7)	2% (3)	15%
PID: Dem (no lean)	19% (125)	25% (169)	40% (269)	5% (36)	2% (12)	9%
PID: Ind (no lean)	16% (85)	20% (103)	45% (239)	4% (19)	2% (12)	13%
PID: Rep (no lean)	14% (76)	26% (145)	44% (241)	4% (25)	4% (20)	8%
PID/Gender: Dem Women	19% (125)	25% (169)	40% (269)	5% (36)	2% (12)	9%
PID/Gender: Ind Women	16% (85)	20% (103)	45% (239)	4% (19)	2% (12)	13%
PID/Gender: Rep Women	14% (76)	26% (145)	44% (241)	4% (25)	4% (20)	8%
Ideo: Liberal (1-3)	20% (97)	27% (132)	40% (196)	5% (22)	2% (9)	7%
Ideo: Moderate (4)	16% (86)	22% (118)	43% (228)	6% (31)	3% (14)	10%
Ideo: Conservative (5-7)	13% (73)	25% (138)	46% (256)	4% (21)	3% (15)	10%
Educ: < College	18% (165)	21% (198)	41% (379)	5% (51)	3% (25)	12%
Educ: Bachelors degree	15% (78)	28% (138)	41% (207)	3% (16)	3% (14)	10%
Educ: Post-grad	14% (44)	25% (81)	50% (163)	4% (13)	1% (4)	6%
Income: Under 50k	21% (143)	22% (154)	38% (261)	3% (23)	3% (22)	13%
Income: 50k-100k	15% (102)	25% (168)	44% (294)	6% (41)	3% (19)	7%
Income: 100k+	11% (42)	25% (95)	50% (193)	4% (15)	1% (3)	10%
Ethnicity: White	15% (199)	25% (336)	43% (588)	5% (65)	3% (35)	10%
Ethnicity: Hispanic	20% (61)	24% (74)	35% (106)	7% (21)	2% (7)	11%
Ethnicity: Black	31% (60)	19% (37)	35% (69)	3% (5)	2% (4)	10%
Ethnicity: Other	14% (27)	22% (43)	47% (92)	5% (10)	3% (5)	9%

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Table BPC20_4: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	16% (287)	24% (417)	43% (748)	5% (79)	2% (43)	10%
All Christian	15% (115)	25% (188)	46% (351)	4% (29)	2% (15)	9%
All Non-Christian	15% (9)	14% (8)	43% (25)	8% (5)	7% (4)	12%
Agnostic/Nothing in particular	16% (83)	21% (109)	43% (225)	6% (30)	3% (14)	11%
Something Else	19% (71)	27% (100)	36% (133)	3% (12)	3% (10)	11%
Religious Non-Protestant/Catholic	14% (9)	14% (9)	49% (32)	7% (5)	6% (4)	11%
Evangelical	18% (87)	27% (134)	37% (182)	4% (17)	3% (13)	11%
Non-Evangelical	16% (97)	23% (144)	47% (289)	4% (23)	2% (10)	9%
Community: Urban	19% (79)	25% (101)	39% (160)	3% (12)	4% (15)	11%
Community: Suburban	15% (130)	24% (205)	45% (394)	5% (42)	1% (12)	10%
Community: Rural	16% (77)	23% (111)	41% (194)	5% (25)	3% (16)	11%
Employ: Private Sector	16% (230)	23% (322)	44% (608)	5% (65)	2% (27)	10%
Employ: Government	16% (51)	26% (81)	40% (124)	4% (12)	5% (15)	9%
Military HH: Yes	18% (28)	30% (46)	44% (68)	2% (3)	— (0)	6%
Military HH: No	16% (259)	23% (371)	43% (681)	5% (77)	3% (43)	11%
RD/WT: Right Direction	18% (79)	23% (97)	40% (172)	5% (19)	2% (9)	12%
RD/WT: Wrong Track	16% (208)	24% (320)	43% (576)	5% (60)	3% (34)	10%
Biden Job Approve	18% (116)	26% (171)	43% (285)	4% (27)	1% (9)	9%
Biden Job Disapprove	16% (162)	23% (237)	43% (436)	5% (48)	3% (34)	9%
Biden Job Strongly Approve	21% (36)	26% (44)	36% (61)	3% (6)	2% (4)	13%
Biden Job Somewhat Approve	16% (81)	26% (127)	45% (223)	4% (21)	1% (6)	7%
Biden Job Somewhat Disapprove	18% (65)	24% (85)	41% (147)	7% (24)	3% (11)	8%
Biden Job Strongly Disapprove	15% (97)	23% (151)	45% (289)	4% (24)	4% (23)	10%
Favorable of Biden	18% (129)	26% (183)	41% (294)	4% (28)	2% (13)	9%
Unfavorable of Biden	16% (151)	24% (229)	44% (427)	4% (42)	3% (28)	9%

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Table BPC20_4: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	16% (287)	24% (417)	43% (748)	5% (79)	2% (43)	10%
Very Favorable of Biden	24% (48)	23% (46)	35% (70)	3% (6)	2% (3)	12%
Somewhat Favorable of Biden	16% (80)	27% (137)	44% (225)	4% (23)	2% (10)	8%
Somewhat Unfavorable of Biden	20% (58)	23% (65)	43% (124)	6% (18)	1% (3)	7%
Very Unfavorable of Biden	14% (93)	24% (165)	45% (303)	4% (24)	4% (26)	10%
#1 Issue: Economy	16% (150)	25% (240)	43% (406)	4% (36)	2% (23)	10%
#1 Issue: Security	12% (22)	22% (40)	46% (84)	7% (13)	2% (3)	12%
#1 Issue: Health Care	15% (23)	20% (32)	41% (64)	4% (6)	4% (6)	16%
#1 Issue: Women's Issues	26% (38)	21% (30)	40% (56)	7% (10)	1% (1)	5%
#1 Issue: Education	18% (21)	29% (32)	36% (40)	6% (7)	4% (4)	7%
#1 Issue: Energy	17% (20)	27% (31)	47% (54)	4% (4)	1% (1)	5%
#1 Issue: Other	16% (8)	17% (9)	44% (23)	2% (1)	6% (3)	15%
2020 Vote: Joe Biden	18% (141)	24% (187)	42% (328)	4% (30)	2% (16)	10%
2020 Vote: Donald Trump	13% (80)	25% (151)	45% (277)	5% (33)	3% (18)	8%
2020 Vote: Other	18% (12)	33% (24)	37% (26)	5% (4)	4% (3)	3%
2020 Vote: Didn't Vote	18% (53)	19% (56)	40% (118)	4% (13)	2% (7)	17%
2018 House Vote: Democrat	19% (122)	25% (158)	39% (247)	6% (35)	1% (9)	9%
2018 House Vote: Republican	14% (69)	26% (135)	48% (244)	3% (18)	3% (17)	6%
2018 House Vote: Someone else	10% (6)	20% (12)	48% (29)	5% (3)	— (0)	16%
2016 Vote: Hillary Clinton	18% (108)	26% (153)	42% (250)	4% (22)	2% (11)	9%
2016 Vote: Donald Trump	12% (67)	26% (139)	46% (251)	5% (29)	3% (15)	8%
2016 Vote: Other	15% (13)	24% (20)	53% (46)	3% (2)	2% (2)	3%
2016 Vote: Didn't Vote	19% (99)	20% (105)	38% (202)	5% (27)	3% (15)	15%
Voted in 2014: Yes	15% (149)	26% (258)	45% (454)	4% (42)	2% (22)	8%
Voted in 2014: No	19% (138)	21% (160)	40% (294)	5% (38)	3% (21)	13%

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Table BPC20_4: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	16% (287)	24% (417)	43% (748)	5% (79)	2% (43)	10%
4-Region: Northeast	15% (42)	22% (63)	46% (133)	4% (12)	2% (4)	12%
4-Region: Midwest	14% (62)	30% (127)	42% (180)	4% (17)	2% (9)	8%
4-Region: South	22% (144)	23% (152)	39% (255)	4% (25)	2% (14)	10%
4-Region: West	10% (38)	20% (75)	48% (179)	7% (25)	4% (16)	11%
Child(Ren) Aged 0-17	18% (228)	28% (345)	38% (476)	5% (64)	3% (33)	8%
Child(Ren) Aged 0-5	20% (113)	29% (161)	35% (192)	5% (28)	3% (18)	8%
Caregivers	20% (188)	27% (259)	39% (375)	5% (44)	3% (26)	7%
Caregiver for Aging Parent	19% (27)	24% (33)	44% (62)	5% (6)	1% (2)	7%
Caregiver for Sick or Disabled Family Member	24% (43)	19% (34)	41% (75)	2% (4)	4% (7)	10%
Caregiver for Child/Dependent	20% (145)	29% (213)	38% (282)	5% (34)	3% (20)	6%
Non-Business Owners	16% (287)	24% (417)	43% (748)	5% (79)	2% (43)	10%
Service Worker/Retail Sales/Laborers/Helpers	22% (92)	22% (96)	39% (165)	3% (15)	2% (11)	12%
Trade/Skilled Workers	24% (22)	22% (20)	26% (24)	2% (2)	4% (3)	22%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	14% (82)	23% (140)	48% (288)	5% (30)	2% (14)	8%
Health Care and Medical Professionals/Lab Techs/Pharmacists	16% (46)	22% (64)	46% (132)	3% (9)	2% (6)	11%
Other Professionals	13% (44)	28% (97)	41% (140)	7% (24)	3% (10)	8%
Access to Childcare	16% (81)	33% (163)	36% (180)	4% (21)	2% (9)	9%
No Access to Childcare	23% (91)	25% (100)	35% (138)	7% (27)	4% (14)	6%
Unsure of Access to Childcare	11% (15)	25% (34)	44% (60)	4% (5)	4% (6)	12%
More Financially Secure after Pandemic	12% (31)	25% (62)	44% (111)	5% (13)	3% (8)	10%
Less Financially Secure after the Pandemic	20% (191)	27% (257)	37% (350)	5% (45)	3% (27)	8%
Same Financial Security after the Pandemic	12% (65)	18% (98)	52% (288)	4% (22)	1% (8)	13%
Access to Paid Parental Leave	15% (112)	25% (190)	44% (327)	4% (32)	3% (23)	9%
No Access to Paid Parental Leave	18% (135)	23% (176)	42% (312)	6% (44)	2% (16)	9%
Access to Paid Caregiving Leave	15% (74)	25% (125)	46% (230)	5% (23)	2% (12)	8%
No Access to Paid Caregiving Leave	18% (167)	24% (217)	41% (369)	5% (43)	3% (27)	9%

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Table BPC20_4: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	16% (287)	24% (417)	43% (748)	5% (79)	2% (43)	10%
Access to Flexible Work Hours	16% (117)	27% (195)	43% (311)	4% (28)	2% (16)	7%
No Access to Flexible Work Hours	17% (162)	23% (212)	42% (396)	5% (46)	3% (25)	10%
Access to Child Care as Employer Benefit	16% (33)	25% (51)	40% (80)	4% (8)	3% (6)	11%
No Access to Child Care as Employer Benefit	17% (210)	25% (310)	43% (545)	5% (63)	2% (29)	8%
Access to Mental Health Benefits	14% (93)	26% (171)	45% (294)	4% (26)	2% (13)	9%
No Access to Mental Health Benefits	19% (150)	23% (177)	40% (314)	6% (46)	3% (22)	9%
Ethnicity: White (Non-Hispanic)	14% (156)	25% (284)	45% (512)	4% (47)	2% (28)	10%
Ethnicity: Hispanic	20% (61)	24% (74)	35% (106)	7% (21)	2% (7)	11%
Ethnicity: Black (Non-Hispanic)	31% (56)	19% (34)	34% (61)	3% (5)	2% (4)	11%
Ethnicity: Asian + Other (Non-Hispanic)	10% (13)	20% (26)	53% (69)	5% (7)	4% (5)	8%
Single, never married	24% (66)	20% (54)	30% (83)	4% (11)	6% (15)	17%
Married	15% (151)	24% (236)	46% (453)	4% (40)	2% (17)	9%
Divorced	12% (27)	27% (60)	42% (94)	5% (12)	3% (6)	11%
Living with a partner	16% (31)	26% (50)	43% (83)	7% (13)	2% (4)	5%

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

Table BPC20_5: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (410)	31% (541)	30% (527)	4% (77)	3% (54)	8%
Gender: Female	23% (410)	31% (541)	30% (527)	4% (77)	3% (54)	8%
Age: 18-34	32% (138)	28% (122)	26% (112)	4% (17)	4% (19)	5%
Age: 35-44	23% (178)	35% (275)	26% (203)	5% (38)	4% (28)	7%
Age: 45-64	17% (88)	27% (142)	39% (210)	4% (22)	2% (8)	12%
GenZers: 1997-2012	35% (20)	22% (13)	26% (15)	4% (2)	4% (3)	8%
Millennials: 1981-1996	26% (245)	33% (308)	26% (243)	4% (41)	3% (32)	6%
GenXers: 1965-1980	21% (119)	29% (165)	33% (187)	4% (23)	3% (19)	10%
Baby Boomers: 1946-1964	13% (26)	27% (55)	41% (82)	6% (11)	— (1)	13%
PID: Dem (no lean)	27% (182)	29% (199)	30% (205)	3% (23)	3% (17)	7%
PID: Ind (no lean)	24% (125)	28% (146)	31% (163)	4% (20)	4% (20)	10%
PID: Rep (no lean)	19% (104)	36% (197)	29% (159)	6% (35)	3% (17)	8%
PID/Gender: Dem Women	27% (182)	29% (199)	30% (205)	3% (23)	3% (17)	7%
PID/Gender: Ind Women	24% (125)	28% (146)	31% (163)	4% (20)	4% (20)	10%
PID/Gender: Rep Women	19% (104)	36% (197)	29% (159)	6% (35)	3% (17)	8%
Ideo: Liberal (1-3)	28% (137)	33% (161)	28% (137)	3% (15)	3% (14)	5%
Ideo: Moderate (4)	22% (116)	32% (169)	30% (159)	5% (27)	3% (15)	8%
Ideo: Conservative (5-7)	20% (113)	32% (177)	32% (178)	5% (30)	2% (14)	8%
Educ: < College	25% (231)	27% (252)	30% (275)	4% (42)	4% (37)	10%
Educ: Bachelors degree	21% (105)	37% (184)	29% (144)	4% (18)	3% (17)	7%
Educ: Post-grad	23% (74)	33% (106)	33% (108)	5% (18)	— (1)	5%
Income: Under 50k	26% (180)	25% (175)	28% (196)	5% (34)	5% (32)	11%
Income: 50k-100k	22% (150)	34% (228)	30% (203)	4% (29)	3% (20)	6%
Income: 100k+	21% (80)	36% (138)	33% (129)	4% (14)	1% (2)	6%
Ethnicity: White	23% (310)	32% (435)	30% (406)	4% (57)	3% (46)	8%
Ethnicity: Hispanic	25% (74)	28% (85)	32% (95)	5% (14)	2% (5)	9%
Ethnicity: Black	35% (68)	23% (44)	26% (51)	5% (9)	2% (4)	10%
Ethnicity: Other	17% (33)	32% (62)	36% (71)	6% (11)	2% (4)	7%

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Table BPC20_5: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (410)	31% (541)	30% (527)	4% (77)	3% (54)	8%
All Christian	21% (158)	32% (243)	32% (247)	5% (39)	3% (20)	8%
All Non-Christian	18% (10)	40% (23)	28% (16)	4% (2)	3% (2)	7%
Agnostic/Nothing in particular	24% (124)	29% (152)	30% (155)	4% (19)	5% (25)	9%
Something Else	29% (105)	29% (107)	27% (101)	4% (14)	2% (8)	9%
Religious Non-Protestant/Catholic	15% (10)	37% (25)	34% (23)	4% (2)	4% (2)	6%
Evangelical	25% (123)	31% (152)	27% (130)	5% (23)	3% (16)	9%
Non-Evangelical	22% (136)	31% (192)	33% (205)	5% (29)	1% (9)	7%
Community: Urban	24% (98)	28% (116)	32% (131)	4% (15)	3% (13)	9%
Community: Suburban	24% (206)	33% (290)	30% (260)	4% (32)	2% (20)	7%
Community: Rural	22% (106)	29% (136)	29% (136)	6% (30)	5% (22)	9%
Employ: Private Sector	23% (317)	31% (437)	30% (423)	4% (63)	3% (39)	8%
Employ: Government	26% (82)	30% (93)	29% (91)	4% (12)	5% (14)	7%
Military HH: Yes	27% (42)	38% (59)	25% (39)	2% (3)	3% (4)	5%
Military HH: No	23% (369)	30% (483)	31% (488)	5% (74)	3% (50)	8%
RD/WT: Right Direction	24% (102)	30% (128)	29% (123)	5% (21)	2% (10)	10%
RD/WT: Wrong Track	23% (308)	31% (413)	30% (404)	4% (56)	3% (44)	8%
Biden Job Approve	25% (166)	33% (217)	31% (203)	3% (22)	2% (13)	7%
Biden Job Disapprove	23% (229)	30% (306)	30% (307)	5% (54)	4% (39)	7%
Biden Job Strongly Approve	28% (48)	28% (47)	27% (47)	4% (8)	2% (3)	11%
Biden Job Somewhat Approve	24% (118)	34% (169)	32% (156)	3% (14)	2% (11)	5%
Biden Job Somewhat Disapprove	26% (95)	30% (107)	29% (103)	6% (21)	4% (13)	5%
Biden Job Strongly Disapprove	21% (134)	31% (199)	31% (203)	5% (33)	4% (26)	8%
Favorable of Biden	26% (183)	33% (233)	29% (208)	3% (25)	2% (15)	7%
Unfavorable of Biden	22% (216)	31% (298)	31% (297)	5% (47)	4% (34)	7%

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Table BPC20_5: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (410)	31% (541)	30% (527)	4% (77)	3% (54)	8%
Very Favorable of Biden	28% (56)	30% (59)	27% (54)	4% (8)	1% (3)	9%
Somewhat Favorable of Biden	25% (127)	34% (174)	30% (153)	3% (17)	2% (13)	6%
Somewhat Unfavorable of Biden	29% (84)	30% (87)	31% (88)	4% (11)	2% (5)	4%
Very Unfavorable of Biden	20% (133)	31% (211)	31% (208)	5% (36)	4% (29)	9%
#1 Issue: Economy	23% (220)	31% (299)	31% (291)	5% (44)	3% (24)	8%
#1 Issue: Security	19% (35)	30% (55)	29% (53)	7% (14)	4% (8)	10%
#1 Issue: Health Care	22% (34)	25% (39)	31% (48)	3% (4)	5% (8)	14%
#1 Issue: Women's Issues	32% (45)	33% (47)	25% (36)	2% (3)	3% (5)	5%
#1 Issue: Education	27% (30)	36% (40)	23% (26)	4% (5)	4% (4)	7%
#1 Issue: Energy	23% (27)	35% (40)	32% (36)	4% (5)	3% (3)	4%
#1 Issue: Other	24% (12)	27% (14)	34% (18)	1% (1)	6% (3)	8%
2020 Vote: Joe Biden	26% (201)	31% (242)	30% (237)	3% (26)	3% (20)	7%
2020 Vote: Donald Trump	20% (121)	33% (204)	30% (182)	7% (40)	3% (19)	7%
2020 Vote: Other	26% (18)	42% (30)	22% (15)	1% (1)	7% (5)	3%
2020 Vote: Didn't Vote	24% (69)	22% (66)	31% (93)	4% (11)	4% (11)	15%
2018 House Vote: Democrat	26% (160)	31% (195)	31% (192)	3% (20)	2% (12)	8%
2018 House Vote: Republican	21% (109)	35% (181)	30% (151)	6% (32)	3% (13)	5%
2018 House Vote: Someone else	18% (11)	35% (21)	30% (18)	2% (1)	3% (2)	12%
2016 Vote: Hillary Clinton	27% (159)	32% (190)	30% (179)	3% (16)	2% (12)	7%
2016 Vote: Donald Trump	19% (103)	34% (185)	31% (170)	6% (34)	3% (16)	7%
2016 Vote: Other	19% (17)	39% (33)	34% (29)	2% (2)	4% (3)	2%
2016 Vote: Didn't Vote	25% (131)	25% (133)	28% (148)	5% (26)	4% (23)	12%
Voted in 2014: Yes	22% (222)	33% (336)	31% (315)	5% (45)	2% (23)	7%
Voted in 2014: No	25% (188)	28% (205)	28% (212)	4% (32)	4% (31)	10%

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Table BPC20_5: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (410)	31% (541)	30% (527)	4% (77)	3% (54)	8%
4-Region: Northeast	21% (61)	29% (83)	32% (94)	4% (11)	3% (8)	11%
4-Region: Midwest	24% (104)	37% (161)	25% (108)	6% (25)	2% (7)	6%
4-Region: South	29% (190)	28% (183)	26% (175)	5% (30)	4% (28)	8%
4-Region: West	15% (55)	31% (115)	40% (151)	3% (11)	3% (11)	8%
Child(Ren) Aged 0-17	26% (321)	33% (404)	28% (350)	4% (51)	3% (38)	6%
Child(Ren) Aged 0-5	29% (159)	32% (178)	26% (144)	4% (25)	3% (17)	6%
Caregivers	28% (267)	34% (324)	26% (244)	5% (43)	3% (32)	5%
Caregiver for Aging Parent	22% (31)	31% (44)	27% (37)	7% (10)	5% (8)	8%
Caregiver for Sick or Disabled Family Member	37% (67)	20% (37)	26% (47)	4% (6)	6% (12)	7%
Caregiver for Child/Dependent	28% (206)	37% (272)	25% (187)	4% (29)	2% (14)	4%
Non-Business Owners	23% (410)	31% (541)	30% (527)	4% (77)	3% (54)	8%
Service Worker/Retail Sales/Laborers/Helpers	25% (108)	29% (122)	30% (127)	4% (15)	3% (12)	10%
Trade/Skilled Workers	30% (27)	25% (23)	16% (15)	3% (3)	6% (6)	20%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	20% (122)	33% (197)	35% (212)	5% (30)	2% (10)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	26% (75)	31% (91)	25% (72)	4% (11)	5% (13)	9%
Other Professionals	23% (78)	32% (108)	30% (101)	5% (18)	4% (13)	7%
Access to Childcare	26% (128)	36% (180)	25% (126)	4% (18)	3% (13)	6%
No Access to Childcare	29% (114)	32% (127)	24% (96)	6% (23)	3% (12)	5%
Unsure of Access to Childcare	20% (28)	23% (31)	40% (55)	4% (6)	3% (4)	9%
More Financially Secure after Pandemic	22% (54)	30% (74)	31% (78)	6% (16)	3% (7)	8%
Less Financially Secure after the Pandemic	27% (254)	33% (310)	24% (232)	5% (50)	4% (38)	7%
Same Financial Security after the Pandemic	18% (102)	28% (157)	39% (216)	2% (11)	2% (10)	11%
Access to Paid Parental Leave	22% (168)	32% (243)	31% (233)	5% (35)	3% (25)	6%
No Access to Paid Parental Leave	25% (190)	32% (239)	27% (201)	4% (32)	3% (26)	8%
Access to Paid Caregiving Leave	22% (113)	34% (170)	30% (150)	4% (21)	3% (17)	6%
No Access to Paid Caregiving Leave	26% (239)	30% (273)	29% (259)	4% (39)	3% (29)	7%

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Table BPC20_5: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (410)	31% (541)	30% (527)	4% (77)	3% (54)	8%
Access to Flexible Work Hours	24% (174)	31% (223)	31% (222)	5% (34)	3% (22)	6%
No Access to Flexible Work Hours	24% (225)	32% (296)	29% (271)	4% (40)	3% (30)	8%
Access to Child Care as Employer Benefit	19% (39)	33% (67)	29% (58)	3% (6)	5% (11)	10%
No Access to Child Care as Employer Benefit	24% (307)	32% (405)	30% (374)	5% (58)	3% (37)	6%
Access to Mental Health Benefits	22% (146)	36% (236)	28% (187)	5% (30)	2% (16)	7%
No Access to Mental Health Benefits	26% (199)	29% (221)	31% (240)	4% (33)	4% (28)	7%
Ethnicity: White (Non-Hispanic)	22% (252)	33% (372)	30% (337)	4% (50)	4% (41)	8%
Ethnicity: Hispanic	25% (74)	28% (85)	32% (95)	5% (14)	2% (5)	9%
Ethnicity: Black (Non-Hispanic)	33% (59)	24% (42)	26% (47)	4% (7)	2% (4)	11%
Ethnicity: Asian + Other (Non-Hispanic)	18% (24)	33% (43)	37% (48)	4% (6)	3% (4)	5%
Single, never married	27% (74)	19% (53)	26% (73)	5% (13)	7% (18)	16%
Married	23% (228)	34% (334)	31% (302)	4% (35)	2% (18)	7%
Divorced	22% (49)	29% (65)	31% (69)	6% (13)	5% (12)	8%
Living with a partner	25% (48)	33% (63)	31% (60)	5% (10)	2% (3)	3%

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

Table BPC20_6: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (257)	21% (373)	44% (780)	7% (121)	3% (56)	10%
Gender: Female	15% (257)	21% (373)	44% (780)	7% (121)	3% (56)	10%
Age: 18-34	18% (78)	22% (95)	41% (176)	7% (30)	4% (19)	7%
Age: 35-44	15% (119)	24% (183)	43% (332)	7% (54)	3% (24)	9%
Age: 45-64	10% (55)	18% (94)	50% (267)	7% (37)	2% (13)	13%
GenZers: 1997-2012	21% (12)	24% (14)	27% (15)	12% (7)	7% (4)	9%
Millennials: 1981-1996	17% (157)	23% (216)	42% (390)	7% (65)	3% (29)	8%
GenXers: 1965-1980	12% (71)	19% (108)	48% (274)	6% (35)	3% (17)	11%
Baby Boomers: 1946-1964	8% (17)	18% (36)	50% (101)	7% (15)	3% (5)	13%
PID: Dem (no lean)	18% (119)	21% (139)	42% (286)	7% (50)	3% (23)	8%
PID: Ind (no lean)	12% (65)	21% (110)	47% (249)	5% (27)	2% (12)	12%
PID: Rep (no lean)	13% (72)	22% (124)	44% (245)	8% (44)	4% (20)	9%
PID/Gender: Dem Women	18% (119)	21% (139)	42% (286)	7% (50)	3% (23)	8%
PID/Gender: Ind Women	12% (65)	21% (110)	47% (249)	5% (27)	2% (12)	12%
PID/Gender: Rep Women	13% (72)	22% (124)	44% (245)	8% (44)	4% (20)	9%
Ideo: Liberal (1-3)	18% (87)	22% (109)	46% (224)	4% (19)	2% (11)	8%
Ideo: Moderate (4)	14% (75)	22% (116)	45% (236)	8% (44)	3% (16)	8%
Ideo: Conservative (5-7)	12% (68)	20% (114)	46% (254)	8% (44)	4% (22)	10%
Educ: < College	18% (163)	21% (193)	40% (369)	7% (66)	4% (37)	11%
Educ: Bachelors degree	10% (52)	25% (125)	47% (236)	7% (37)	3% (14)	8%
Educ: Post-grad	13% (42)	17% (56)	54% (175)	6% (18)	1% (5)	9%
Income: Under 50k	19% (135)	20% (139)	37% (261)	7% (51)	4% (30)	12%
Income: 50k-100k	12% (83)	24% (159)	46% (309)	7% (45)	4% (24)	8%
Income: 100k+	10% (39)	19% (75)	55% (210)	7% (26)	1% (2)	9%
Ethnicity: White	14% (190)	21% (284)	46% (630)	6% (88)	3% (42)	9%
Ethnicity: Hispanic	16% (49)	24% (74)	37% (112)	9% (27)	4% (12)	9%
Ethnicity: Black	24% (47)	16% (32)	34% (67)	8% (15)	6% (11)	12%
Ethnicity: Other	10% (19)	29% (57)	42% (82)	9% (18)	1% (3)	8%

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Table BPC20_6: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (257)	21% (373)	44% (780)	7% (121)	3% (56)	10%
All Christian	14% (104)	22% (166)	45% (346)	7% (57)	4% (28)	8%
All Non-Christian	10% (5)	32% (18)	44% (25)	5% (3)	2% (1)	7%
Agnostic/Nothing in particular	13% (68)	21% (110)	48% (247)	5% (28)	3% (13)	10%
Something Else	20% (72)	19% (71)	39% (144)	8% (29)	3% (12)	11%
Religious Non-Protestant/Catholic	9% (6)	27% (18)	51% (34)	5% (3)	1% (1)	7%
Evangelical	16% (78)	22% (105)	41% (202)	8% (41)	3% (14)	10%
Non-Evangelical	15% (95)	21% (129)	44% (272)	7% (43)	4% (25)	8%
Community: Urban	17% (69)	20% (83)	43% (175)	6% (23)	4% (16)	11%
Community: Suburban	13% (114)	23% (203)	46% (398)	7% (58)	3% (24)	8%
Community: Rural	16% (74)	19% (88)	44% (207)	8% (40)	3% (16)	11%
Employ: Private Sector	15% (207)	22% (302)	44% (613)	7% (94)	4% (49)	9%
Employ: Government	14% (43)	20% (63)	47% (148)	7% (23)	2% (5)	10%
Military HH: Yes	14% (21)	26% (40)	45% (70)	6% (10)	2% (2)	7%
Military HH: No	15% (235)	21% (333)	44% (710)	7% (111)	3% (54)	10%
RD/WT: Right Direction	17% (71)	22% (92)	41% (174)	6% (26)	4% (16)	11%
RD/WT: Wrong Track	14% (185)	21% (281)	46% (605)	7% (95)	3% (40)	9%
Biden Job Approve	16% (104)	23% (153)	44% (292)	7% (45)	3% (23)	7%
Biden Job Disapprove	14% (143)	20% (205)	46% (466)	7% (74)	3% (31)	9%
Biden Job Strongly Approve	16% (28)	20% (35)	41% (71)	6% (11)	5% (9)	11%
Biden Job Somewhat Approve	15% (75)	24% (118)	45% (221)	7% (34)	3% (14)	6%
Biden Job Somewhat Disapprove	17% (61)	19% (68)	48% (172)	8% (27)	3% (9)	6%
Biden Job Strongly Disapprove	13% (82)	21% (137)	45% (294)	7% (47)	3% (22)	10%
Favorable of Biden	16% (114)	23% (162)	44% (310)	7% (48)	3% (22)	8%
Unfavorable of Biden	14% (135)	21% (204)	46% (444)	7% (66)	3% (31)	9%

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Table BPC20_6: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (257)	21% (373)	44% (780)	7% (121)	3% (56)	10%
Very Favorable of Biden	19% (37)	19% (38)	43% (84)	6% (13)	4% (7)	9%
Somewhat Favorable of Biden	15% (77)	24% (124)	44% (226)	7% (35)	3% (15)	7%
Somewhat Unfavorable of Biden	18% (51)	18% (52)	50% (144)	6% (16)	3% (8)	5%
Very Unfavorable of Biden	12% (83)	22% (152)	44% (300)	7% (50)	3% (22)	10%
#1 Issue: Economy	14% (138)	21% (204)	44% (419)	8% (74)	3% (31)	9%
#1 Issue: Security	12% (22)	21% (39)	45% (83)	7% (12)	6% (10)	9%
#1 Issue: Health Care	17% (27)	17% (26)	44% (68)	4% (7)	2% (3)	15%
#1 Issue: Women's Issues	19% (27)	21% (30)	50% (71)	2% (4)	2% (3)	6%
#1 Issue: Education	14% (15)	27% (30)	38% (42)	10% (11)	3% (3)	8%
#1 Issue: Energy	16% (18)	29% (33)	39% (45)	6% (7)	3% (3)	7%
#1 Issue: Other	16% (9)	10% (5)	53% (28)	6% (3)	— (0)	14%
2020 Vote: Joe Biden	16% (127)	22% (174)	45% (349)	6% (46)	2% (19)	8%
2020 Vote: Donald Trump	12% (75)	22% (136)	45% (276)	8% (49)	4% (23)	9%
2020 Vote: Other	15% (11)	21% (15)	48% (34)	7% (5)	4% (3)	5%
2020 Vote: Didn't Vote	15% (44)	17% (49)	41% (121)	7% (22)	4% (11)	17%
2018 House Vote: Democrat	17% (108)	23% (147)	42% (262)	7% (41)	2% (14)	9%
2018 House Vote: Republican	12% (62)	22% (113)	49% (251)	7% (38)	4% (18)	6%
2018 House Vote: Someone else	13% (8)	18% (11)	45% (27)	4% (3)	2% (1)	18%
2016 Vote: Hillary Clinton	18% (105)	22% (129)	44% (264)	6% (34)	2% (12)	9%
2016 Vote: Donald Trump	10% (57)	22% (119)	48% (260)	8% (44)	4% (19)	8%
2016 Vote: Other	13% (11)	23% (20)	55% (47)	5% (4)	2% (2)	3%
2016 Vote: Didn't Vote	16% (83)	20% (105)	40% (208)	7% (39)	4% (23)	13%
Voted in 2014: Yes	14% (145)	21% (212)	47% (475)	7% (69)	3% (29)	8%
Voted in 2014: No	15% (112)	22% (161)	41% (305)	7% (52)	4% (27)	12%

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Table BPC20_6: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (257)	21% (373)	44% (780)	7% (121)	3% (56)	10%
4-Region: Northeast	15% (45)	18% (53)	46% (133)	7% (20)	3% (9)	10%
4-Region: Midwest	12% (51)	23% (100)	47% (204)	7% (30)	2% (9)	9%
4-Region: South	20% (132)	20% (133)	40% (261)	7% (43)	4% (29)	9%
4-Region: West	8% (29)	23% (87)	48% (182)	7% (28)	2% (8)	11%
Child(Ren) Aged 0-17	17% (206)	22% (278)	43% (536)	7% (82)	4% (45)	8%
Child(Ren) Aged 0-5	16% (88)	26% (144)	40% (222)	7% (37)	3% (19)	8%
Caregivers	17% (162)	23% (219)	44% (421)	6% (60)	4% (35)	6%
Caregiver for Aging Parent	18% (26)	23% (32)	40% (56)	9% (13)	2% (3)	8%
Caregiver for Sick or Disabled Family Member	20% (37)	19% (35)	41% (74)	5% (9)	6% (11)	9%
Caregiver for Child/Dependent	16% (120)	24% (174)	46% (338)	5% (40)	3% (24)	6%
Non-Business Owners	15% (257)	21% (373)	44% (780)	7% (121)	3% (56)	10%
Service Worker/Retail Sales/Laborers/Helpers	18% (78)	22% (94)	39% (168)	7% (28)	3% (15)	10%
Trade/Skilled Workers	21% (19)	24% (22)	26% (24)	8% (7)	2% (2)	18%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	11% (69)	23% (136)	50% (303)	6% (36)	3% (20)	7%
Health Care and Medical Professionals/Lab Techs/Pharmacists	18% (52)	19% (54)	42% (121)	7% (21)	3% (9)	11%
Other Professionals	11% (37)	20% (67)	48% (164)	8% (29)	3% (10)	10%
Access to Childcare	16% (81)	25% (124)	42% (210)	5% (26)	3% (15)	8%
No Access to Childcare	18% (71)	24% (94)	38% (150)	10% (37)	4% (15)	6%
Unsure of Access to Childcare	12% (16)	15% (20)	53% (73)	6% (8)	4% (6)	10%
More Financially Secure after Pandemic	10% (26)	23% (58)	44% (111)	9% (22)	4% (11)	9%
Less Financially Secure after the Pandemic	18% (167)	25% (234)	39% (372)	7% (65)	3% (33)	8%
Same Financial Security after the Pandemic	12% (64)	15% (81)	54% (297)	6% (35)	2% (12)	12%
Access to Paid Parental Leave	12% (87)	24% (183)	45% (341)	7% (53)	4% (27)	8%
No Access to Paid Parental Leave	17% (131)	20% (151)	43% (326)	7% (49)	3% (26)	9%
Access to Paid Caregiving Leave	10% (52)	25% (128)	46% (229)	6% (31)	4% (22)	8%
No Access to Paid Caregiving Leave	19% (169)	19% (176)	44% (397)	7% (65)	3% (26)	8%

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Table BPC20_6: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	15% (257)	21% (373)	44% (780)	7% (121)	3% (56)	10%
Access to Flexible Work Hours	14% (99)	21% (153)	46% (332)	8% (55)	3% (23)	8%
No Access to Flexible Work Hours	16% (149)	22% (206)	43% (407)	7% (61)	3% (31)	9%
Access to Child Care as Employer Benefit	15% (30)	22% (44)	43% (87)	5% (11)	3% (7)	11%
No Access to Child Care as Employer Benefit	15% (187)	22% (276)	46% (576)	7% (88)	3% (39)	8%
Access to Mental Health Benefits	12% (79)	22% (146)	46% (305)	7% (48)	3% (19)	9%
No Access to Mental Health Benefits	18% (142)	20% (152)	44% (341)	7% (52)	4% (29)	8%
Ethnicity: White (Non-Hispanic)	13% (151)	20% (232)	48% (548)	6% (69)	3% (34)	9%
Ethnicity: Hispanic	16% (49)	24% (74)	37% (112)	9% (27)	4% (12)	9%
Ethnicity: Black (Non-Hispanic)	25% (44)	15% (28)	34% (62)	9% (15)	5% (8)	13%
Ethnicity: Asian + Other (Non-Hispanic)	10% (13)	31% (40)	44% (58)	7% (9)	1% (1)	7%
Single, never married	19% (52)	21% (59)	32% (90)	6% (16)	6% (17)	16%
Married	14% (134)	20% (200)	48% (477)	7% (64)	3% (25)	9%
Divorced	11% (24)	21% (48)	47% (105)	8% (18)	4% (9)	9%
Living with a partner	19% (36)	24% (46)	41% (78)	9% (18)	2% (4)	5%

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

Table BPC20_7: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (236)	22% (380)	40% (703)	8% (148)	5% (80)	12% (
Gender: Female	13% (236)	22% (380)	40% (703)	8% (148)	5% (80)	12% (
Age: 18-34	16% (71)	22% (94)	36% (155)	9% (39)	6% (24)	11%
Age: 35-44	15% (116)	26% (199)	36% (284)	9% (71)	5% (37)	9%
Age: 45-64	9% (46)	16% (87)	49% (260)	7% (37)	4% (19)	16%
GenZers: 1997-2012	15% (9)	13% (7)	34% (19)	15% (9)	8% (5)	14%
Millennials: 1981-1996	16% (152)	25% (230)	36% (338)	9% (80)	5% (43)	9%
GenXers: 1965-1980	10% (58)	19% (111)	43% (247)	9% (48)	4% (24)	14%
Baby Boomers: 1946-1964	9% (18)	16% (32)	50% (99)	5% (11)	4% (9)	16%
PID: Dem (no lean)	15% (102)	22% (146)	39% (266)	9% (63)	3% (23)	11%
PID: Ind (no lean)	13% (69)	20% (107)	40% (212)	7% (37)	5% (25)	15%
PID: Rep (no lean)	12% (66)	23% (127)	41% (225)	9% (48)	6% (32)	10%
PID/Gender: Dem Women	15% (102)	22% (146)	39% (266)	9% (63)	3% (23)	11%
PID/Gender: Ind Women	13% (69)	20% (107)	40% (212)	7% (37)	5% (25)	15%
PID/Gender: Rep Women	12% (66)	23% (127)	41% (225)	9% (48)	6% (32)	10%
Ideo: Liberal (1-3)	16% (76)	22% (108)	40% (196)	10% (47)	4% (20)	9%
Ideo: Moderate (4)	14% (72)	22% (116)	40% (210)	10% (52)	4% (23)	10%
Ideo: Conservative (5-7)	12% (66)	22% (125)	42% (236)	8% (43)	5% (28)	11%
Educ: < College	15% (140)	19% (175)	40% (371)	7% (65)	5% (49)	14%
Educ: Bachelors degree	9% (44)	26% (130)	40% (202)	10% (48)	5% (26)	10%
Educ: Post-grad	16% (52)	23% (75)	40% (130)	11% (34)	2% (5)	8%
Income: Under 50k	18% (123)	19% (135)	36% (248)	7% (52)	5% (36)	15%
Income: 50k-100k	11% (73)	23% (154)	43% (286)	10% (69)	5% (33)	8%
Income: 100k+	10% (40)	24% (92)	44% (169)	7% (26)	3% (12)	12%
Ethnicity: White	13% (172)	22% (304)	40% (549)	8% (108)	5% (69)	12%
Ethnicity: Hispanic	14% (42)	22% (68)	36% (108)	8% (23)	6% (18)	15%
Ethnicity: Black	22% (44)	17% (33)	36% (71)	11% (21)	4% (7)	10%
Ethnicity: Other	11% (21)	22% (44)	43% (84)	10% (19)	2% (5)	11%

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Table BPC20_7: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (236)	22% (380)	40% (703)	8% (148)	5% (80)	12% (
All Christian	12% (95)	23% (176)	41% (317)	8% (63)	5% (35)	10%
All Non-Christian	14% (8)	16% (9)	45% (25)	15% (8)	4% (2)	7%
Agnostic/Nothing in particular	12% (65)	21% (108)	39% (201)	10% (50)	4% (23)	14%
Something Else	17% (62)	21% (76)	39% (144)	7% (25)	5% (20)	11%
Religious Non-Protestant/Catholic	14% (9)	13% (9)	49% (32)	14% (9)	4% (2)	7%
Evangelical	14% (67)	25% (121)	38% (184)	8% (38)	5% (23)	11%
Non-Evangelical	14% (86)	21% (128)	43% (261)	8% (48)	5% (28)	10%
Community: Urban	16% (65)	20% (82)	37% (153)	9% (37)	5% (21)	13%
Community: Suburban	12% (105)	22% (192)	43% (373)	9% (77)	4% (31)	10%
Community: Rural	14% (66)	22% (106)	37% (178)	7% (34)	6% (28)	13%
Employ: Private Sector	13% (188)	21% (299)	41% (568)	8% (119)	4% (60)	12%
Employ: Government	13% (41)	23% (71)	38% (119)	9% (27)	6% (18)	12%
Military HH: Yes	14% (21)	25% (38)	43% (67)	5% (8)	4% (6)	8%
Military HH: No	13% (215)	21% (342)	40% (636)	9% (139)	5% (74)	12%
RD/WT: Right Direction	16% (70)	21% (88)	37% (158)	10% (41)	4% (15)	13%
RD/WT: Wrong Track	13% (167)	22% (292)	41% (546)	8% (106)	5% (65)	11%
Biden Job Approve	15% (101)	23% (152)	40% (264)	9% (59)	4% (28)	9%
Biden Job Disapprove	13% (128)	22% (220)	41% (413)	9% (86)	5% (52)	11%
Biden Job Strongly Approve	17% (29)	23% (39)	35% (60)	9% (15)	5% (8)	12%
Biden Job Somewhat Approve	15% (72)	23% (113)	42% (204)	9% (44)	4% (19)	8%
Biden Job Somewhat Disapprove	15% (54)	22% (81)	37% (134)	13% (46)	5% (18)	8%
Biden Job Strongly Disapprove	11% (75)	21% (139)	43% (279)	6% (40)	5% (35)	12%
Favorable of Biden	16% (113)	22% (160)	40% (283)	9% (63)	3% (24)	10%
Unfavorable of Biden	12% (116)	23% (218)	41% (396)	8% (75)	6% (53)	11%

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Table BPC20_7: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (236)	22% (380)	40% (703)	8% (148)	5% (80)	12% (
Very Favorable of Biden	19% (38)	19% (37)	37% (73)	9% (17)	4% (8)	12%
Somewhat Favorable of Biden	15% (75)	24% (123)	41% (210)	9% (46)	3% (16)	9%
Somewhat Unfavorable of Biden	14% (41)	24% (68)	39% (111)	11% (32)	4% (12)	8%
Very Unfavorable of Biden	11% (76)	22% (149)	42% (285)	6% (43)	6% (41)	12%
#1 Issue: Economy	12% (113)	23% (221)	39% (371)	9% (85)	5% (43)	13%
#1 Issue: Security	13% (23)	19% (34)	47% (85)	9% (16)	3% (5)	11%
#1 Issue: Health Care	14% (21)	16% (26)	40% (62)	7% (11)	7% (11)	16%
#1 Issue: Women's Issues	19% (28)	20% (28)	42% (60)	7% (10)	6% (8)	6%
#1 Issue: Education	22% (24)	26% (29)	37% (42)	5% (6)	3% (3)	8%
#1 Issue: Energy	14% (16)	24% (27)	35% (40)	15% (18)	3% (4)	8%
#1 Issue: Other	17% (9)	14% (7)	45% (24)	2% (1)	8% (4)	14%
2020 Vote: Joe Biden	15% (115)	21% (163)	41% (322)	9% (72)	4% (31)	10%
2020 Vote: Donald Trump	11% (67)	22% (136)	42% (256)	8% (49)	6% (38)	11%
2020 Vote: Other	20% (14)	25% (18)	35% (25)	13% (10)	2% (2)	4%
2020 Vote: Didn't Vote	14% (41)	21% (63)	34% (100)	6% (17)	3% (10)	22%
2018 House Vote: Democrat	16% (101)	23% (142)	38% (238)	10% (60)	4% (23)	10%
2018 House Vote: Republican	11% (59)	23% (119)	44% (226)	8% (39)	7% (36)	7%
2018 House Vote: Someone else	12% (7)	20% (12)	35% (21)	8% (5)	4% (3)	20%
2016 Vote: Hillary Clinton	15% (91)	23% (135)	39% (231)	9% (55)	4% (26)	10%
2016 Vote: Donald Trump	10% (57)	24% (129)	42% (229)	8% (42)	7% (36)	10%
2016 Vote: Other	17% (14)	22% (19)	44% (38)	10% (8)	2% (2)	5%
2016 Vote: Didn't Vote	14% (73)	18% (96)	39% (205)	8% (43)	3% (17)	17%
Voted in 2014: Yes	13% (127)	22% (224)	42% (422)	8% (83)	6% (58)	9%
Voted in 2014: No	15% (109)	21% (156)	38% (281)	9% (64)	3% (23)	15%

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Table BPC20_7: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (236)	22% (380)	40% (703)	8% (148)	5% (80)	12% (
4-Region: Northeast	13% (37)	23% (66)	41% (117)	7% (19)	3% (9)	14%
4-Region: Midwest	10% (43)	27% (116)	42% (180)	8% (36)	4% (16)	9%
4-Region: South	19% (123)	18% (117)	37% (242)	10% (64)	6% (39)	11%
4-Region: West	9% (33)	22% (81)	44% (163)	8% (28)	4% (16)	14%
Child(Ren) Aged 0-17	15% (187)	23% (284)	39% (483)	9% (113)	5% (58)	9%
Child(Ren) Aged 0-5	16% (89)	25% (138)	34% (187)	9% (52)	5% (30)	11%
Caregivers	16% (156)	24% (226)	38% (362)	9% (82)	5% (44)	9%
Caregiver for Aging Parent	14% (19)	21% (29)	39% (54)	14% (20)	2% (2)	11%
Caregiver for Sick or Disabled Family Member	23% (42)	19% (35)	31% (57)	6% (12)	9% (17)	11%
Caregiver for Child/Dependent	16% (116)	24% (180)	39% (291)	8% (59)	4% (31)	8%
Non-Business Owners	13% (236)	22% (380)	40% (703)	8% (148)	5% (80)	12% (
Service Worker/Retail Sales/Laborers/Helpers	17% (73)	18% (77)	38% (161)	8% (32)	5% (22)	14%
Trade/Skilled Workers	16% (15)	19% (17)	35% (31)	4% (4)	3% (2)	24%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	11% (64)	23% (139)	46% (276)	8% (49)	4% (26)	8%
Health Care and Medical Professionals/Lab Techs/Pharmacists	15% (42)	20% (59)	38% (109)	8% (22)	5% (15)	14%
Other Professionals	12% (42)	26% (87)	37% (126)	12% (41)	4% (15)	9%
Access to Childcare	15% (74)	26% (130)	36% (180)	8% (39)	4% (18)	11%
No Access to Childcare	18% (72)	23% (89)	33% (131)	13% (50)	6% (23)	7%
Unsure of Access to Childcare	10% (14)	15% (21)	48% (66)	6% (9)	6% (8)	14%
More Financially Secure after Pandemic	11% (27)	23% (57)	39% (99)	10% (24)	5% (12)	12%
Less Financially Secure after the Pandemic	16% (152)	24% (231)	35% (333)	9% (82)	6% (56)	10%
Same Financial Security after the Pandemic	10% (57)	17% (93)	49% (271)	7% (42)	2% (12)	14%
Access to Paid Parental Leave	10% (72)	23% (176)	42% (317)	11% (80)	5% (36)	9%
No Access to Paid Parental Leave	17% (127)	21% (155)	38% (285)	8% (59)	5% (37)	12%
Access to Paid Caregiving Leave	10% (48)	23% (114)	42% (210)	9% (43)	6% (30)	11%
No Access to Paid Caregiving Leave	17% (157)	22% (197)	37% (333)	10% (87)	4% (38)	10%

Continued on next page

Table BPC20_7: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (236)	22% (380)	40% (703)	8% (148)	5% (80)	12% (
Access to Flexible Work Hours	13% (92)	25% (177)	41% (292)	9% (67)	4% (32)	8%
No Access to Flexible Work Hours	15% (136)	21% (195)	39% (367)	8% (77)	5% (47)	12%
Access to Child Care as Employer Benefit	12% (24)	25% (50)	37% (74)	11% (23)	4% (7)	11%
No Access to Child Care as Employer Benefit	14% (175)	22% (275)	40% (508)	9% (119)	5% (60)	10%
Access to Mental Health Benefits	12% (79)	24% (160)	39% (256)	9% (60)	5% (32)	11%
No Access to Mental Health Benefits	15% (118)	20% (156)	41% (319)	9% (69)	5% (38)	10%
Ethnicity: White (Non-Hispanic)	13% (144)	22% (254)	41% (471)	8% (92)	4% (51)	11%
Ethnicity: Hispanic	14% (42)	22% (68)	36% (108)	8% (23)	6% (18)	15%
Ethnicity: Black (Non-Hispanic)	20% (37)	18% (33)	36% (64)	10% (18)	4% (7)	11%
Ethnicity: Asian + Other (Non-Hispanic)	10% (14)	20% (26)	46% (60)	12% (15)	3% (5)	9%
Single, never married	18% (51)	18% (51)	31% (86)	6% (16)	7% (19)	20%
Married	13% (126)	23% (229)	41% (406)	8% (82)	4% (39)	10%
Divorced	11% (24)	22% (50)	42% (94)	11% (25)	4% (10)	10%
Living with a partner	13% (26)	19% (37)	45% (86)	9% (17)	6% (12)	7%

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

Table BPC20_8: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	14% (246)	18% (315)	39% (690)	6% (100)	3% (60)	20% (
Gender: Female	14% (246)	18% (315)	39% (690)	6% (100)	3% (60)	20% (
Age: 18-34	20% (86)	18% (80)	34% (147)	6% (26)	4% (19)	17%
Age: 35-44	15% (116)	21% (166)	35% (273)	7% (53)	3% (26)	18%
Age: 45-64	8% (42)	13% (69)	49% (263)	4% (20)	3% (15)	24%
GenZers: 1997-2012	18% (10)	26% (15)	29% (17)	5% (3)	3% (2)	20%
Millennials: 1981-1996	18% (169)	20% (183)	36% (331)	6% (60)	4% (35)	16%
GenXers: 1965-1980	9% (53)	17% (94)	41% (234)	5% (30)	3% (19)	24%
Baby Boomers: 1946-1964	6% (13)	11% (23)	54% (108)	4% (7)	3% (5)	22%
PID: Dem (no lean)	16% (105)	19% (125)	38% (255)	6% (40)	3% (19)	19%
PID: Ind (no lean)	13% (70)	18% (96)	41% (216)	4% (20)	3% (15)	21%
PID: Rep (no lean)	13% (71)	17% (94)	40% (219)	7% (40)	5% (26)	19%
PID/Gender: Dem Women	16% (105)	19% (125)	38% (255)	6% (40)	3% (19)	19%
PID/Gender: Ind Women	13% (70)	18% (96)	41% (216)	4% (20)	3% (15)	21%
PID/Gender: Rep Women	13% (71)	17% (94)	40% (219)	7% (40)	5% (26)	19%
Ideo: Liberal (1-3)	18% (89)	18% (90)	39% (191)	5% (24)	2% (11)	17%
Ideo: Moderate (4)	14% (74)	21% (109)	37% (194)	7% (39)	4% (22)	17%
Ideo: Conservative (5-7)	12% (65)	17% (93)	43% (237)	5% (31)	3% (19)	20%
Educ: < College	15% (137)	16% (151)	37% (345)	6% (54)	5% (44)	21%
Educ: Bachelors degree	12% (60)	22% (112)	39% (195)	6% (28)	2% (12)	19%
Educ: Post-grad	15% (49)	16% (52)	47% (150)	5% (17)	1% (4)	16%
Income: Under 50k	17% (118)	17% (116)	33% (232)	7% (49)	5% (35)	21%
Income: 50k-100k	12% (79)	19% (126)	41% (277)	6% (38)	3% (22)	19%
Income: 100k+	13% (49)	19% (73)	47% (180)	3% (12)	1% (3)	18%
Ethnicity: White	12% (169)	17% (231)	41% (562)	6% (75)	3% (44)	21% (
Ethnicity: Hispanic	19% (57)	19% (58)	33% (99)	6% (18)	4% (12)	19%
Ethnicity: Black	25% (50)	24% (48)	28% (55)	4% (8)	3% (5)	16%
Ethnicity: Other	14% (27)	19% (36)	38% (73)	9% (17)	6% (12)	15%

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Table BPC20_8: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	14% (246)	18% (315)	39% (690)	6% (100)	3% (60)	20% (
All Christian	13% (97)	17% (133)	42% (324)	6% (43)	3% (25)	19%
All Non-Christian	16% (9)	8% (5)	51% (29)	5% (3)	7% (4)	12%
Agnostic/Nothing in particular	14% (73)	17% (90)	37% (193)	7% (34)	4% (21)	21%
Something Else	16% (59)	22% (79)	34% (127)	5% (17)	3% (11)	20%
Religious Non-Protestant/Catholic	15% (10)	9% (6)	51% (34)	5% (3)	7% (4)	14%
Evangelical	14% (69)	22% (108)	37% (180)	6% (28)	2% (12)	19%
Non-Evangelical	13% (83)	16% (99)	42% (258)	5% (31)	4% (22)	20%
Community: Urban	17% (71)	20% (81)	36% (148)	5% (22)	4% (15)	18%
Community: Suburban	13% (115)	19% (164)	41% (356)	6% (48)	3% (22)	19%
Community: Rural	12% (59)	15% (70)	39% (186)	6% (30)	5% (23)	23%
Employ: Private Sector	14% (195)	18% (253)	39% (542)	6% (79)	3% (46)	20%
Employ: Government	13% (42)	17% (52)	42% (132)	6% (19)	4% (12)	18%
Military HH: Yes	16% (25)	21% (32)	40% (62)	2% (2)	4% (6)	18%
Military HH: No	14% (221)	18% (282)	39% (628)	6% (97)	3% (54)	20%
RD/WT: Right Direction	16% (67)	21% (89)	36% (156)	4% (19)	3% (14)	19%
RD/WT: Wrong Track	13% (179)	17% (226)	40% (534)	6% (80)	4% (47)	20%
Biden Job Approve	15% (99)	20% (130)	40% (264)	5% (32)	2% (16)	19%
Biden Job Disapprove	14% (140)	18% (179)	40% (402)	7% (66)	4% (43)	18%
Biden Job Strongly Approve	17% (29)	19% (33)	34% (58)	5% (9)	4% (6)	22%
Biden Job Somewhat Approve	14% (70)	20% (97)	42% (206)	5% (23)	2% (10)	18%
Biden Job Somewhat Disapprove	17% (60)	17% (63)	39% (139)	9% (33)	5% (18)	13%
Biden Job Strongly Disapprove	12% (80)	18% (116)	40% (262)	5% (33)	4% (25)	20%
Favorable of Biden	16% (111)	18% (128)	39% (279)	5% (36)	2% (18)	20%
Unfavorable of Biden	13% (127)	19% (182)	40% (386)	6% (59)	4% (36)	18%

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Table BPC20_8: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	14% (246)	18% (315)	39% (690)	6% (100)	3% (60)	20% (
Very Favorable of Biden	20% (39)	17% (33)	33% (64)	6% (12)	4% (8)	21%
Somewhat Favorable of Biden	14% (72)	19% (96)	42% (215)	5% (24)	2% (10)	19%
Somewhat Unfavorable of Biden	16% (46)	20% (56)	43% (122)	9% (26)	2% (7)	10%
Very Unfavorable of Biden	12% (80)	19% (126)	39% (263)	5% (33)	4% (29)	21%
#1 Issue: Economy	14% (136)	18% (171)	39% (372)	6% (58)	3% (33)	19%
#1 Issue: Security	12% (21)	18% (34)	41% (75)	6% (10)	5% (10)	18%
#1 Issue: Health Care	10% (16)	15% (23)	36% (56)	7% (11)	5% (7)	27%
#1 Issue: Women's Issues	20% (29)	15% (21)	40% (57)	2% (3)	2% (3)	20%
#1 Issue: Education	17% (19)	25% (28)	31% (35)	5% (6)	4% (4)	18%
#1 Issue: Energy	11% (13)	24% (28)	37% (42)	9% (11)	2% (2)	17%
#1 Issue: Other	13% (7)	10% (5)	53% (28)	— (0)	4% (2)	20%
2020 Vote: Joe Biden	15% (119)	19% (146)	40% (307)	5% (38)	3% (22)	19%
2020 Vote: Donald Trump	12% (76)	17% (106)	41% (252)	6% (39)	4% (27)	18%
2020 Vote: Other	19% (13)	25% (18)	33% (24)	10% (7)	3% (2)	10%
2020 Vote: Didn't Vote	13% (37)	15% (45)	36% (107)	5% (16)	3% (10)	27%
2018 House Vote: Democrat	17% (104)	19% (119)	38% (235)	6% (35)	3% (17)	19%
2018 House Vote: Republican	13% (64)	18% (91)	42% (217)	7% (36)	4% (23)	16%
2018 House Vote: Someone else	16% (9)	10% (6)	40% (24)	4% (2)	3% (2)	28%
2016 Vote: Hillary Clinton	15% (92)	19% (112)	38% (226)	5% (32)	3% (16)	20%
2016 Vote: Donald Trump	12% (63)	18% (96)	43% (233)	6% (35)	4% (22)	18%
2016 Vote: Other	14% (12)	22% (19)	37% (32)	9% (8)	4% (4)	14%
2016 Vote: Didn't Vote	15% (79)	17% (88)	38% (198)	5% (25)	4% (19)	22%
Voted in 2014: Yes	13% (134)	19% (188)	40% (405)	6% (62)	3% (34)	18%
Voted in 2014: No	15% (112)	17% (127)	38% (285)	5% (38)	4% (26)	21%

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Table BPC20_8: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	14% (246)	18% (315)	39% (690)	6% (100)	3% (60)	20% (
4-Region: Northeast	13% (39)	17% (50)	40% (115)	5% (15)	3% (9)	21%
4-Region: Midwest	10% (44)	20% (87)	42% (182)	5% (22)	2% (10)	20%
4-Region: South	19% (129)	17% (113)	35% (231)	6% (36)	4% (25)	19%
4-Region: West	9% (34)	17% (65)	43% (161)	7% (26)	4% (15)	20%
Child(Ren) Aged 0-17	16% (204)	20% (246)	37% (456)	6% (72)	4% (47)	17%
Child(Ren) Aged 0-5	17% (96)	22% (122)	34% (191)	5% (30)	4% (21)	17%
Caregivers	17% (162)	19% (184)	36% (348)	7% (64)	3% (33)	17%
Caregiver for Aging Parent	16% (22)	21% (29)	35% (49)	10% (13)	3% (4)	15%
Caregiver for Sick or Disabled Family Member	19% (34)	20% (36)	33% (60)	5% (10)	6% (10)	17%
Caregiver for Child/Dependent	17% (122)	19% (142)	37% (277)	6% (45)	3% (20)	18%
Non-Business Owners	14% (246)	18% (315)	39% (690)	6% (100)	3% (60)	20% (
Service Worker/Retail Sales/Laborers/Helpers	17% (71)	19% (81)	33% (143)	5% (22)	4% (16)	22%
Trade/Skilled Workers	17% (15)	16% (14)	37% (33)	7% (7)	3% (3)	21%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	11% (64)	18% (108)	47% (284)	5% (28)	3% (19)	17%
Health Care and Medical Professionals/Lab Techs/Pharmacists	17% (49)	16% (46)	36% (103)	5% (16)	4% (13)	21%
Other Professionals	13% (46)	19% (65)	37% (126)	8% (28)	3% (10)	19%
Access to Childcare	16% (79)	20% (99)	36% (181)	4% (20)	3% (13)	21%
No Access to Childcare	18% (72)	21% (84)	34% (133)	8% (33)	5% (20)	13%
Unsure of Access to Childcare	11% (15)	17% (23)	38% (52)	6% (8)	5% (7)	24%
More Financially Secure after Pandemic	14% (34)	19% (47)	37% (93)	7% (18)	4% (9)	19%
Less Financially Secure after the Pandemic	17% (161)	20% (188)	35% (336)	7% (65)	4% (39)	17%
Same Financial Security after the Pandemic	9% (51)	14% (80)	47% (261)	3% (16)	2% (13)	24%
Access to Paid Parental Leave	13% (94)	18% (138)	40% (300)	6% (43)	4% (28)	20%
No Access to Paid Parental Leave	16% (119)	19% (140)	38% (287)	6% (44)	4% (29)	18%
Access to Paid Caregiving Leave	12% (59)	19% (97)	39% (198)	5% (27)	4% (20)	20%
No Access to Paid Caregiving Leave	17% (154)	19% (171)	39% (347)	6% (54)	4% (34)	16%

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Table BPC20_8: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	14% (246)	18% (315)	39% (690)	6% (100)	3% (60)	20% (
Access to Flexible Work Hours	15% (109)	18% (127)	40% (285)	6% (45)	3% (23)	18%
No Access to Flexible Work Hours	14% (128)	19% (175)	39% (362)	6% (53)	4% (36)	19%
Access to Child Care as Employer Benefit	17% (35)	23% (47)	32% (64)	6% (12)	5% (9)	17%
No Access to Child Care as Employer Benefit	14% (175)	18% (226)	40% (502)	6% (80)	4% (45)	19% (
Access to Mental Health Benefits	13% (86)	19% (126)	39% (260)	5% (33)	4% (23)	20%
No Access to Mental Health Benefits	16% (122)	18% (137)	40% (307)	7% (56)	4% (29)	16%
Ethnicity: White (Non-Hispanic)	11% (128)	17% (192)	43% (488)	5% (60)	3% (38)	21% (
Ethnicity: Hispanic	19% (57)	19% (58)	33% (99)	6% (18)	4% (12)	19%
Ethnicity: Black (Non-Hispanic)	24% (43)	23% (42)	29% (51)	4% (8)	3% (5)	17%
Ethnicity: Asian + Other (Non-Hispanic)	14% (18)	18% (23)	39% (51)	10% (14)	4% (5)	15%
Single, never married	21% (58)	15% (43)	26% (73)	9% (26)	4% (10)	24%
Married	13% (128)	19% (185)	42% (417)	4% (38)	3% (28)	19%
Divorced	10% (22)	16% (37)	40% (91)	10% (22)	4% (8)	20%
Living with a partner	16% (30)	19% (37)	39% (73)	6% (11)	6% (11)	15%

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

Table BPC20_9: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (231)	15% (270)	39% (684)	4% (62)	4% (71)	25% (
Gender: Female	13% (231)	15% (270)	39% (684)	4% (62)	4% (71)	25% (
Age: 18-34	23% (100)	21% (90)	32% (139)	6% (26)	3% (15)	14%
Age: 35-44	14% (105)	19% (144)	38% (297)	3% (25)	5% (38)	22%
Age: 45-64	5% (25)	7% (36)	46% (245)	2% (10)	3% (18)	38%
GenZers: 1997-2012	24% (14)	20% (12)	33% (19)	9% (5)	2% (1)	12%
Millennials: 1981-1996	18% (166)	21% (198)	35% (321)	5% (44)	4% (40)	17%
GenXers: 1965-1980	8% (47)	9% (51)	46% (259)	1% (8)	4% (25)	32%
Baby Boomers: 1946-1964	2% (5)	4% (8)	43% (85)	3% (5)	2% (5)	46%
PID: Dem (no lean)	15% (100)	17% (112)	37% (253)	4% (24)	4% (24)	24%
PID: Ind (no lean)	14% (73)	12% (66)	43% (226)	3% (15)	4% (20)	24%
PID: Rep (no lean)	11% (59)	17% (92)	37% (206)	4% (22)	5% (26)	27%
PID/Gender: Dem Women	15% (100)	17% (112)	37% (253)	4% (24)	4% (24)	24%
PID/Gender: Ind Women	14% (73)	12% (66)	43% (226)	3% (15)	4% (20)	24%
PID/Gender: Rep Women	11% (59)	17% (92)	37% (206)	4% (22)	5% (26)	27%
Ideo: Liberal (1-3)	16% (77)	18% (88)	39% (192)	3% (13)	4% (20)	20%
Ideo: Moderate (4)	13% (69)	14% (74)	40% (212)	5% (24)	4% (22)	24%
Ideo: Conservative (5-7)	10% (58)	16% (90)	40% (221)	3% (19)	4% (24)	26%
Educ: < College	14% (134)	13% (124)	36% (333)	3% (30)	5% (50)	28% (
Educ: Bachelors degree	11% (58)	17% (86)	41% (208)	4% (21)	3% (16)	23%
Educ: Post-grad	12% (40)	19% (60)	45% (144)	4% (11)	1% (5)	20%
Income: Under 50k	16% (112)	13% (90)	32% (224)	4% (28)	6% (40)	29% (
Income: 50k-100k	13% (84)	16% (108)	42% (283)	3% (22)	4% (26)	22%
Income: 100k+	9% (35)	19% (72)	46% (177)	3% (12)	1% (5)	22%
Ethnicity: White	12% (168)	15% (211)	40% (540)	3% (46)	4% (51)	25% (
Ethnicity: Hispanic	13% (39)	16% (49)	36% (109)	1% (4)	4% (11)	30%
Ethnicity: Black	25% (48)	11% (21)	32% (62)	5% (10)	4% (7)	24%
Ethnicity: Other	8% (15)	19% (37)	42% (82)	3% (5)	6% (13)	22%

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Table BPC20_9: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (231)	15% (270)	39% (684)	4% (62)	4% (71)	25% (
All Christian	13% (96)	15% (114)	41% (313)	4% (29)	3% (24)	25%
All Non-Christian	12% (7)	17% (10)	41% (23)	3% (2)	10% (6)	17%
Agnostic/Nothing in particular	13% (65)	17% (89)	39% (204)	4% (19)	4% (23)	23%
Something Else	16% (59)	13% (49)	34% (125)	3% (13)	5% (17)	28%
Religious Non-Protestant/Catholic	10% (7)	15% (10)	46% (31)	2% (2)	9% (6)	17%
Evangelical	15% (72)	16% (80)	35% (173)	4% (20)	5% (24)	25%
Non-Evangelical	13% (80)	13% (79)	41% (250)	3% (19)	3% (16)	28%
Community: Urban	19% (76)	15% (60)	36% (150)	2% (9)	6% (23)	22%
Community: Suburban	11% (96)	16% (141)	42% (367)	3% (30)	3% (22)	24%
Community: Rural	12% (59)	14% (68)	35% (168)	5% (23)	5% (25)	28%
Employ: Private Sector	13% (176)	15% (211)	40% (556)	4% (51)	4% (52)	25%
Employ: Government	15% (48)	16% (51)	36% (113)	3% (11)	5% (16)	23%
Military HH: Yes	15% (23)	11% (17)	42% (64)	1% (1)	2% (3)	30%
Military HH: No	13% (209)	16% (252)	39% (620)	4% (61)	4% (68)	24% (
RD/WT: Right Direction	13% (57)	18% (77)	34% (146)	5% (20)	4% (19)	25%
RD/WT: Wrong Track	13% (174)	15% (193)	41% (538)	3% (42)	4% (52)	25% (
Biden Job Approve	14% (91)	17% (111)	40% (265)	3% (20)	3% (22)	23%
Biden Job Disapprove	13% (132)	15% (153)	39% (397)	4% (41)	5% (46)	24% (
Biden Job Strongly Approve	17% (30)	12% (21)	39% (67)	2% (4)	4% (6)	26%
Biden Job Somewhat Approve	13% (62)	18% (89)	40% (199)	3% (16)	3% (16)	22%
Biden Job Somewhat Disapprove	16% (57)	16% (56)	37% (131)	5% (17)	5% (19)	22%
Biden Job Strongly Disapprove	12% (75)	15% (96)	41% (265)	4% (25)	4% (26)	25%
Favorable of Biden	15% (103)	15% (110)	40% (283)	3% (19)	3% (25)	24%
Unfavorable of Biden	12% (120)	16% (155)	39% (380)	4% (37)	4% (43)	24% (

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Table BPC20_9: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (231)	15% (270)	39% (684)	4% (62)	4% (71)	25% (
Very Favorable of Biden	19% (37)	13% (26)	40% (79)	2% (4)	3% (6)	23%
Somewhat Favorable of Biden	13% (66)	16% (83)	40% (204)	3% (15)	4% (19)	25%
Somewhat Unfavorable of Biden	16% (46)	17% (48)	41% (118)	4% (11)	4% (10)	18%
Very Unfavorable of Biden	11% (74)	16% (107)	39% (262)	4% (26)	5% (33)	26%
#1 Issue: Economy	13% (124)	17% (157)	38% (359)	4% (34)	4% (38)	25% (
#1 Issue: Security	9% (17)	10% (18)	47% (87)	4% (7)	4% (7)	26%
#1 Issue: Health Care	13% (19)	13% (20)	34% (53)	3% (5)	8% (13)	28%
#1 Issue: Women's Issues	18% (25)	22% (32)	38% (54)	3% (4)	1% (1)	18%
#1 Issue: Education	17% (19)	21% (23)	32% (35)	6% (7)	3% (4)	21%
#1 Issue: Energy	15% (18)	13% (14)	44% (50)	2% (2)	4% (5)	23%
#1 Issue: Other	11% (6)	5% (3)	48% (25)	1% (0)	6% (3)	30%
2020 Vote: Joe Biden	15% (115)	15% (120)	40% (309)	3% (21)	4% (30)	23%
2020 Vote: Donald Trump	11% (65)	16% (99)	39% (238)	4% (23)	5% (30)	25%
2020 Vote: Other	12% (9)	19% (13)	43% (31)	5% (4)	4% (3)	16%
2020 Vote: Didn't Vote	14% (42)	13% (37)	36% (107)	5% (15)	3% (8)	29%
2018 House Vote: Democrat	14% (91)	16% (101)	38% (241)	3% (20)	3% (19)	25%
2018 House Vote: Republican	11% (54)	16% (83)	40% (207)	3% (16)	6% (30)	24%
2018 House Vote: Someone else	10% (6)	12% (7)	43% (26)	3% (2)	5% (3)	26%
2016 Vote: Hillary Clinton	14% (81)	15% (91)	39% (232)	3% (16)	4% (25)	25%
2016 Vote: Donald Trump	10% (52)	16% (86)	41% (226)	3% (18)	5% (25)	25%
2016 Vote: Other	12% (10)	21% (18)	46% (39)	1% (1)	4% (3)	17%
2016 Vote: Didn't Vote	17% (88)	14% (75)	36% (187)	5% (27)	3% (17)	25%
Voted in 2014: Yes	12% (117)	15% (150)	41% (415)	3% (26)	4% (45)	25% (
Voted in 2014: No	15% (114)	16% (120)	36% (269)	5% (36)	3% (25)	24%

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Table BPC20_9: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (231)	15% (270)	39% (684)	4% (62)	4% (71)	25% (
4-Region: Northeast	12% (34)	16% (47)	41% (118)	4% (11)	2% (5)	25%
4-Region: Midwest	11% (46)	16% (70)	41% (178)	3% (14)	3% (14)	25%
4-Region: South	18% (116)	14% (92)	36% (239)	4% (27)	5% (32)	23%
4-Region: West	9% (35)	16% (60)	40% (149)	3% (9)	5% (20)	27%
Child(Ren) Aged 0-17	16% (202)	20% (242)	37% (462)	4% (53)	4% (48)	19% (
Child(Ren) Aged 0-5	20% (113)	24% (132)	34% (190)	5% (26)	3% (18)	14%
Caregivers	17% (166)	19% (178)	37% (353)	3% (31)	3% (31)	21%
Caregiver for Aging Parent	18% (25)	12% (17)	34% (48)	4% (6)	3% (5)	28%
Caregiver for Sick or Disabled Family Member	17% (31)	13% (23)	33% (60)	1% (3)	5% (9)	31%
Caregiver for Child/Dependent	17% (124)	22% (161)	38% (277)	3% (23)	3% (19)	18%
Non-Business Owners	13% (231)	15% (270)	39% (684)	4% (62)	4% (71)	25% (
Service Worker/Retail Sales/Laborers/Helpers	14% (60)	14% (59)	35% (148)	4% (16)	5% (22)	29%
Trade/Skilled Workers	16% (14)	11% (10)	37% (34)	4% (4)	4% (4)	27%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	10% (61)	14% (86)	47% (284)	3% (20)	4% (26)	21%
Health Care and Medical Professionals/Lab Techs/Pharmacists	19% (54)	15% (43)	35% (102)	1% (3)	2% (6)	28%
Other Professionals	12% (41)	21% (72)	34% (116)	6% (19)	4% (12)	24%
Access to Childcare	18% (87)	25% (123)	34% (167)	4% (20)	2% (12)	18%
No Access to Childcare	18% (70)	20% (80)	35% (138)	6% (23)	4% (15)	17%
Unsure of Access to Childcare	12% (17)	15% (20)	43% (59)	2% (3)	6% (8)	22%
More Financially Secure after Pandemic	13% (33)	17% (43)	40% (100)	4% (11)	4% (11)	21%
Less Financially Secure after the Pandemic	16% (151)	17% (161)	33% (317)	4% (35)	5% (48)	25% (
Same Financial Security after the Pandemic	9% (47)	12% (66)	48% (268)	3% (16)	2% (12)	26%
Access to Paid Parental Leave	12% (90)	19% (139)	37% (280)	3% (21)	5% (38)	24%
No Access to Paid Parental Leave	15% (110)	14% (107)	40% (298)	5% (38)	3% (24)	23%
Access to Paid Caregiving Leave	11% (57)	18% (91)	37% (185)	3% (15)	4% (22)	26%
No Access to Paid Caregiving Leave	16% (145)	15% (136)	39% (356)	4% (37)	4% (34)	21%

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Table BPC20_9: *If your employer provided access to an emergency savings account you could contribute to, how much would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	13% (231)	15% (270)	39% (684)	4% (62)	4% (71)	25% (
Access to Flexible Work Hours	13% (92)	14% (100)	42% (301)	4% (30)	4% (32)	23%
No Access to Flexible Work Hours	14% (130)	17% (163)	36% (340)	3% (30)	4% (37)	25% (
Access to Child Care as Employer Benefit	13% (26)	19% (39)	35% (70)	6% (11)	4% (9)	23%
No Access to Child Care as Employer Benefit	14% (174)	16% (204)	39% (496)	4% (48)	4% (50)	23%
Access to Mental Health Benefits	12% (76)	16% (103)	38% (249)	4% (24)	4% (24)	28%
No Access to Mental Health Benefits	15% (117)	16% (125)	40% (308)	4% (31)	4% (34)	21%
Ethnicity: White (Non-Hispanic)	12% (139)	16% (182)	40% (456)	4% (45)	4% (43)	24% (
Ethnicity: Hispanic	13% (39)	16% (49)	36% (109)	1% (4)	4% (11)	30%
Ethnicity: Black (Non-Hispanic)	25% (45)	10% (18)	31% (56)	6% (10)	4% (7)	24%
Ethnicity: Asian + Other (Non-Hispanic)	6% (8)	16% (21)	49% (64)	2% (2)	8% (10)	19%
Single, never married	19% (51)	13% (36)	27% (76)	3% (9)	8% (21)	30%
Married	12% (116)	18% (176)	42% (415)	3% (33)	3% (28)	22%
Divorced	11% (25)	8% (18)	38% (86)	2% (5)	5% (11)	35%
Living with a partner	15% (29)	17% (33)	40% (76)	5% (10)	4% (7)	19%

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

Table BPC21_1: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(88)	31%	(98)	26%	(82)	6%	(18)	5%	(15)	6%
Gender: Female	27%	(88)	31%	(98)	26%	(82)	6%	(18)	5%	(15)	6%
Age: 18-34	26%	(32)	34%	(42)	23%	(29)	5%	(6)	5%	(6)	7%
Age: 35-44	30%	(42)	28%	(40)	25%	(36)	8%	(11)	4%	(6)	5%
Age: 45-64	25%	(13)	29%	(15)	32%	(17)	—	(0)	6%	(3)	8%
Millennials: 1981-1996	30%	(66)	32%	(72)	23%	(51)	6%	(14)	3%	(7)	6%
GenXers: 1965-1980	23%	(15)	30%	(19)	24%	(16)	6%	(4)	9%	(6)	8%
PID: Dem (no lean)	27%	(40)	35%	(51)	23%	(34)	6%	(9)	7%	(10)	3%
PID: Ind (no lean)	23%	(18)	25%	(20)	28%	(22)	8%	(7)	3%	(2)	13%
PID: Rep (no lean)	32%	(30)	29%	(27)	28%	(26)	3%	(2)	3%	(3)	5%
PID/Gender: Dem Women	27%	(40)	35%	(51)	23%	(34)	6%	(9)	7%	(10)	3%
PID/Gender: Ind Women	23%	(18)	25%	(20)	28%	(22)	8%	(7)	3%	(2)	13%
PID/Gender: Rep Women	32%	(30)	29%	(27)	28%	(26)	3%	(2)	3%	(3)	5%
Ideo: Liberal (1-3)	25%	(27)	39%	(41)	19%	(20)	4%	(5)	7%	(7)	6%
Ideo: Moderate (4)	34%	(37)	21%	(23)	33%	(36)	3%	(3)	3%	(3)	7%
Ideo: Conservative (5-7)	28%	(24)	35%	(29)	24%	(20)	8%	(7)	2%	(2)	3%
Educ: < College	31%	(55)	27%	(49)	25%	(44)	8%	(14)	6%	(10)	4%
Educ: Bachelors degree	24%	(20)	39%	(33)	22%	(19)	3%	(2)	6%	(5)	6%
Educ: Post-grad	21%	(12)	29%	(17)	33%	(19)	4%	(2)	—	(0)	13%
Income: Under 50k	29%	(39)	27%	(37)	29%	(40)	5%	(6)	3%	(5)	7%
Income: 50k-100k	32%	(35)	34%	(38)	17%	(19)	7%	(8)	8%	(9)	2%
Income: 100k+	18%	(13)	33%	(24)	31%	(23)	5%	(3)	2%	(1)	11%
Ethnicity: White	27%	(57)	27%	(56)	27%	(57)	5%	(11)	5%	(11)	8%
Ethnicity: Hispanic	25%	(17)	26%	(18)	33%	(22)	4%	(2)	7%	(5)	6%
Ethnicity: Black	33%	(20)	34%	(21)	19%	(11)	8%	(5)	6%	(3)	—
Ethnicity: Other	21%	(11)	40%	(22)	27%	(15)	4%	(2)	1%	(1)	7%

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Table BPC21_1: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(88)	31%	(98)	26%	(82)	6%	(18)	5%	(15)	6%
All Christian	33%	(48)	25%	(37)	28%	(42)	5%	(7)	5%	(7)	5%
Agnostic/Nothing in particular	20%	(15)	38%	(28)	25%	(19)	5%	(4)	7%	(5)	6%
Something Else	31%	(23)	27%	(20)	23%	(17)	10%	(7)	2%	(2)	7%
Evangelical	31%	(35)	22%	(25)	32%	(37)	10%	(11)	2%	(2)	2%
Non-Evangelical	32%	(33)	30%	(30)	22%	(22)	2%	(3)	7%	(7)	7%
Community: Urban	29%	(28)	37%	(37)	23%	(23)	5%	(5)	5%	(4)	2%
Community: Suburban	26%	(35)	28%	(37)	26%	(34)	5%	(7)	3%	(4)	11%
Community: Rural	27%	(25)	27%	(25)	28%	(25)	7%	(6)	7%	(7)	4%
Employ: Private Sector	27%	(70)	31%	(79)	27%	(68)	6%	(15)	4%	(10)	5%
Employ: Government	29%	(17)	31%	(18)	21%	(12)	3%	(2)	7%	(4)	9%
Military HH: No	27%	(77)	32%	(92)	26%	(75)	4%	(11)	5%	(14)	5%
RD/WT: Right Direction	28%	(34)	32%	(39)	27%	(33)	5%	(6)	4%	(5)	4%
RD/WT: Wrong Track	27%	(54)	30%	(59)	25%	(49)	6%	(11)	5%	(10)	7%
Biden Job Approve	27%	(41)	35%	(52)	23%	(35)	6%	(9)	5%	(7)	4%
Biden Job Disapprove	28%	(45)	28%	(44)	29%	(46)	5%	(7)	5%	(8)	6%
Biden Job Strongly Approve	34%	(21)	28%	(17)	26%	(16)	4%	(3)	4%	(2)	4%
Biden Job Somewhat Approve	22%	(20)	39%	(35)	22%	(19)	7%	(7)	5%	(5)	4%
Biden Job Somewhat Disapprove	18%	(11)	39%	(23)	27%	(16)	4%	(3)	7%	(4)	5%
Biden Job Strongly Disapprove	35%	(34)	21%	(21)	30%	(29)	5%	(5)	4%	(3)	7%
Favorable of Biden	30%	(47)	32%	(51)	21%	(34)	6%	(10)	6%	(9)	4%
Unfavorable of Biden	26%	(38)	29%	(42)	30%	(44)	4%	(7)	4%	(6)	7%
Very Favorable of Biden	38%	(29)	26%	(20)	23%	(17)	5%	(4)	5%	(4)	3%
Somewhat Favorable of Biden	23%	(18)	39%	(31)	20%	(16)	7%	(6)	6%	(5)	5%
Very Unfavorable of Biden	30%	(32)	24%	(26)	31%	(33)	5%	(5)	5%	(6)	6%
#1 Issue: Economy	33%	(52)	32%	(51)	21%	(34)	6%	(9)	3%	(5)	5%
2020 Vote: Joe Biden	28%	(43)	34%	(53)	22%	(35)	5%	(8)	5%	(7)	6%
2020 Vote: Donald Trump	29%	(32)	30%	(34)	30%	(34)	5%	(6)	3%	(3)	3%

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Table BPC21_1: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(88)	31%	(98)	26%	(82)	6%	(18)	5%	(15)	6%
2018 House Vote: Democrat	28%	(40)	35%	(50)	22%	(32)	6%	(8)	6%	(8)	3%
2018 House Vote: Republican	30%	(25)	29%	(25)	26%	(22)	9%	(7)	3%	(3)	3%
2016 Vote: Hillary Clinton	29%	(40)	33%	(45)	25%	(34)	5%	(7)	5%	(6)	4%
2016 Vote: Donald Trump	33%	(28)	24%	(20)	28%	(24)	8%	(7)	4%	(3)	3%
2016 Vote: Didn't Vote	23%	(21)	34%	(30)	24%	(21)	3%	(2)	6%	(5)	11%
Voted in 2014: Yes	30%	(57)	30%	(58)	23%	(45)	7%	(14)	5%	(10)	4%
Voted in 2014: No	24%	(31)	31%	(40)	29%	(37)	3%	(4)	4%	(5)	9%
4-Region: Midwest	28%	(16)	27%	(15)	21%	(12)	9%	(5)	5%	(3)	10%
4-Region: South	30%	(41)	30%	(41)	25%	(35)	5%	(7)	6%	(9)	4%
4-Region: West	24%	(20)	37%	(31)	28%	(23)	4%	(3)	4%	(3)	3%
Child(Ren) Aged 0-17	28%	(76)	32%	(88)	23%	(63)	6%	(17)	4%	(10)	6%
Child(Ren) Aged 0-5	31%	(43)	33%	(46)	21%	(30)	6%	(9)	4%	(5)	6%
Caregivers	27%	(50)	32%	(59)	30%	(55)	6%	(12)	2%	(3)	4%
Caregiver for Child/Dependent	30%	(40)	34%	(46)	25%	(34)	5%	(7)	1%	(2)	5%
Non-Business Owners	27%	(88)	31%	(98)	26%	(82)	6%	(18)	5%	(15)	6%
Service Worker/Retail Sales/Laborers/Helpers	41%	(31)	23%	(17)	24%	(18)	6%	(5)	3%	(2)	4%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18%	(19)	29%	(31)	33%	(36)	7%	(7)	8%	(9)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	26%	(17)	39%	(26)	20%	(14)	5%	(3)	4%	(3)	6%
Access to Childcare	26%	(40)	32%	(49)	23%	(36)	6%	(9)	4%	(7)	8%
More Financially Secure after Pandemic	30%	(30)	29%	(29)	26%	(26)	9%	(9)	3%	(3)	3%
Less Financially Secure after the Pandemic	30%	(41)	29%	(39)	24%	(33)	6%	(8)	8%	(11)	3%
Same Financial Security after the Pandemic	20%	(17)	35%	(30)	28%	(23)	1%	(1)	1%	(1)	15%
Access to Paid Parental Leave	31%	(73)	30%	(71)	22%	(52)	5%	(13)	5%	(13)	7%
No Access to Paid Parental Leave	12%	(6)	37%	(21)	42%	(24)	4%	(2)	1%	(1)	4%
Access to Paid Caregiving Leave	30%	(62)	33%	(68)	20%	(40)	6%	(12)	5%	(10)	7%
No Access to Paid Caregiving Leave	26%	(20)	25%	(19)	34%	(26)	5%	(4)	5%	(4)	5%

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Table BPC21_1: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(88)	31%	(98)	26%	(82)	6%	(18)	5%	(15)	6%
Access to Flexible Work Hours	30%	(63)	32%	(67)	22%	(47)	5%	(11)	5%	(10)	6%
No Access to Flexible Work Hours	20%	(20)	27%	(28)	33%	(33)	7%	(7)	5%	(5)	8%
Access to Child Care as Employer Benefit	30%	(46)	35%	(54)	18%	(27)	8%	(12)	4%	(7)	5%
No Access to Child Care as Employer Benefit	23%	(28)	30%	(38)	32%	(41)	2%	(3)	6%	(7)	7%
Access to Mental Health Benefits	26%	(58)	28%	(62)	28%	(61)	5%	(12)	5%	(11)	7%
No Access to Mental Health Benefits	32%	(20)	32%	(20)	22%	(13)	7%	(4)	5%	(3)	2%
Ethnicity: White (Non-Hispanic)	28%	(48)	27%	(47)	27%	(47)	6%	(11)	4%	(6)	8%
Ethnicity: Hispanic	25%	(17)	26%	(18)	33%	(22)	4%	(2)	7%	(5)	6%
Ethnicity: Black (Non-Hispanic)	39%	(20)	30%	(15)	16%	(8)	8%	(4)	7%	(3)	—
Single, never married	27%	(22)	29%	(23)	23%	(19)	6%	(5)	7%	(6)	7%
Married	22%	(36)	37%	(59)	27%	(43)	7%	(11)	2%	(3)	6%

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

Table BPC21_2: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(87)	31%	(100)	22%	(71)	8%	(26)	5%	(16)	6%
Gender: Female	27%	(87)	31%	(100)	22%	(71)	8%	(26)	5%	(16)	6%
Age: 18-34	29%	(36)	28%	(34)	18%	(22)	12%	(15)	5%	(7)	8%
Age: 35-44	26%	(37)	32%	(46)	24%	(34)	8%	(11)	5%	(8)	5%
Age: 45-64	26%	(13)	34%	(18)	26%	(14)	2%	(1)	4%	(2)	8%
Millennials: 1981-1996	29%	(64)	32%	(72)	19%	(42)	8%	(19)	5%	(11)	6%
GenXers: 1965-1980	25%	(16)	31%	(20)	21%	(14)	7%	(4)	7%	(5)	8%
PID: Dem (no lean)	28%	(41)	33%	(49)	18%	(26)	11%	(16)	8%	(12)	2%
PID: Ind (no lean)	21%	(17)	34%	(27)	21%	(17)	8%	(7)	3%	(2)	13%
PID: Rep (no lean)	31%	(29)	25%	(24)	30%	(28)	4%	(4)	2%	(2)	7%
PID/Gender: Dem Women	28%	(41)	33%	(49)	18%	(26)	11%	(16)	8%	(12)	2%
PID/Gender: Ind Women	21%	(17)	34%	(27)	21%	(17)	8%	(7)	3%	(2)	13%
PID/Gender: Rep Women	31%	(29)	25%	(24)	30%	(28)	4%	(4)	2%	(2)	7%
Ideo: Liberal (1-3)	29%	(30)	28%	(30)	19%	(20)	11%	(11)	9%	(9)	5%
Ideo: Moderate (4)	27%	(30)	38%	(42)	18%	(20)	7%	(7)	4%	(4)	7%
Ideo: Conservative (5-7)	28%	(24)	28%	(23)	27%	(23)	7%	(6)	4%	(4)	6%
Educ: < College	31%	(55)	27%	(49)	21%	(38)	9%	(17)	6%	(11)	5%
Educ: Bachelors degree	22%	(19)	36%	(30)	26%	(22)	5%	(4)	6%	(5)	5%
Educ: Post-grad	23%	(13)	36%	(20)	19%	(11)	9%	(5)	—	(0)	13%
Income: Under 50k	25%	(34)	30%	(42)	26%	(36)	7%	(10)	4%	(5)	7%
Income: 50k-100k	31%	(34)	33%	(37)	16%	(18)	11%	(12)	7%	(7)	3%
Income: 100k+	26%	(19)	29%	(21)	23%	(17)	6%	(4)	5%	(4)	11%
Ethnicity: White	26%	(54)	30%	(62)	24%	(51)	7%	(14)	4%	(9)	8%
Ethnicity: Hispanic	27%	(19)	25%	(17)	25%	(17)	8%	(5)	9%	(6)	6%
Ethnicity: Black	30%	(18)	32%	(19)	17%	(10)	13%	(8)	9%	(5)	—
Ethnicity: Other	27%	(15)	34%	(19)	19%	(10)	8%	(5)	4%	(2)	7%

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Table BPC21_2: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(87)	31%	(100)	22%	(71)	8%	(26)	5%	(16)	6%
All Christian	29%	(43)	29%	(43)	23%	(35)	6%	(10)	8%	(12)	5%
Agnostic/Nothing in particular	24%	(18)	34%	(25)	23%	(17)	10%	(7)	2%	(1)	8%
Something Else	33%	(24)	28%	(21)	20%	(15)	9%	(7)	4%	(3)	6%
Evangelical	31%	(34)	29%	(33)	21%	(24)	8%	(9)	8%	(9)	3%
Non-Evangelical	28%	(28)	30%	(30)	24%	(25)	7%	(8)	5%	(5)	6%
Community: Urban	32%	(32)	32%	(32)	19%	(19)	8%	(8)	5%	(5)	3%
Community: Suburban	24%	(31)	29%	(38)	22%	(29)	9%	(12)	5%	(7)	11%
Community: Rural	26%	(24)	33%	(30)	25%	(23)	7%	(6)	5%	(5)	4%
Employ: Private Sector	25%	(64)	32%	(82)	25%	(64)	9%	(22)	4%	(11)	5%
Employ: Government	37%	(22)	29%	(17)	9%	(6)	5%	(3)	8%	(5)	12%
Military HH: No	28%	(78)	31%	(90)	23%	(65)	8%	(23)	4%	(13)	6%
RD/WT: Right Direction	23%	(28)	40%	(49)	20%	(24)	7%	(9)	6%	(8)	4%
RD/WT: Wrong Track	30%	(59)	26%	(51)	24%	(47)	9%	(18)	4%	(9)	8%
Biden Job Approve	24%	(36)	36%	(53)	20%	(31)	9%	(13)	8%	(12)	4%
Biden Job Disapprove	30%	(48)	27%	(43)	24%	(38)	8%	(13)	3%	(5)	7%
Biden Job Strongly Approve	32%	(19)	30%	(18)	22%	(14)	4%	(2)	8%	(5)	4%
Biden Job Somewhat Approve	18%	(17)	39%	(35)	19%	(17)	12%	(11)	7%	(7)	3%
Biden Job Somewhat Disapprove	22%	(13)	36%	(22)	25%	(15)	7%	(4)	4%	(2)	7%
Biden Job Strongly Disapprove	35%	(35)	22%	(22)	24%	(23)	9%	(9)	3%	(3)	8%
Favorable of Biden	26%	(42)	32%	(51)	21%	(33)	9%	(14)	7%	(12)	4%
Unfavorable of Biden	28%	(40)	30%	(44)	24%	(35)	9%	(13)	2%	(3)	7%
Very Favorable of Biden	36%	(28)	24%	(18)	17%	(13)	11%	(9)	8%	(6)	3%
Somewhat Favorable of Biden	17%	(14)	41%	(33)	24%	(19)	6%	(5)	7%	(5)	5%
Very Unfavorable of Biden	31%	(34)	24%	(26)	26%	(28)	9%	(10)	3%	(3)	7%
#1 Issue: Economy	34%	(55)	29%	(46)	18%	(28)	9%	(14)	4%	(6)	6%
2020 Vote: Joe Biden	25%	(39)	35%	(54)	17%	(26)	11%	(17)	7%	(11)	5%
2020 Vote: Donald Trump	30%	(33)	28%	(31)	28%	(32)	8%	(9)	2%	(2)	4%

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Table BPC21_2: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(87)	31%	(100)	22%	(71)	8%	(26)	5%	(16)	6%
2018 House Vote: Democrat	27%	(38)	36%	(51)	16%	(23)	11%	(16)	8%	(11)	2%
2018 House Vote: Republican	30%	(26)	27%	(23)	26%	(22)	9%	(8)	3%	(2)	5%
2016 Vote: Hillary Clinton	27%	(37)	35%	(48)	17%	(24)	11%	(15)	7%	(9)	3%
2016 Vote: Donald Trump	32%	(27)	24%	(21)	27%	(23)	9%	(7)	3%	(2)	5%
2016 Vote: Didn't Vote	25%	(22)	30%	(26)	25%	(22)	5%	(4)	5%	(4)	11%
Voted in 2014: Yes	28%	(54)	33%	(63)	20%	(39)	9%	(16)	6%	(11)	4%
Voted in 2014: No	25%	(33)	28%	(36)	25%	(32)	8%	(10)	4%	(6)	10%
4-Region: Midwest	22%	(12)	27%	(15)	27%	(15)	10%	(6)	5%	(3)	10%
4-Region: South	32%	(43)	33%	(46)	20%	(27)	8%	(11)	3%	(4)	4%
4-Region: West	28%	(23)	28%	(23)	25%	(20)	9%	(7)	8%	(7)	3%
Child(Ren) Aged 0-17	29%	(77)	30%	(82)	21%	(56)	9%	(25)	4%	(12)	7%
Child(Ren) Aged 0-5	31%	(44)	30%	(43)	18%	(25)	12%	(16)	2%	(4)	7%
Caregivers	26%	(48)	32%	(60)	24%	(45)	10%	(18)	5%	(9)	4%
Caregiver for Child/Dependent	28%	(38)	33%	(45)	23%	(31)	7%	(9)	4%	(5)	6%
Non-Business Owners	27%	(87)	31%	(100)	22%	(71)	8%	(26)	5%	(16)	6%
Service Worker/Retail Sales/Laborers/Helpers	35%	(27)	30%	(23)	23%	(18)	7%	(6)	1%	(1)	4%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	24%	(26)	32%	(35)	24%	(26)	11%	(12)	5%	(6)	4%
Health Care and Medical Professionals/Lab Techs/Pharmacists	20%	(13)	31%	(21)	22%	(15)	10%	(7)	7%	(5)	9%
Access to Childcare	28%	(43)	32%	(50)	16%	(24)	11%	(16)	5%	(7)	9%
More Financially Secure after Pandemic	30%	(30)	38%	(39)	15%	(15)	11%	(11)	2%	(2)	4%
Less Financially Secure after the Pandemic	30%	(41)	25%	(35)	25%	(34)	8%	(10)	9%	(12)	3%
Same Financial Security after the Pandemic	19%	(16)	31%	(26)	25%	(21)	6%	(5)	3%	(3)	15%
Access to Paid Parental Leave	30%	(72)	31%	(73)	19%	(45)	8%	(18)	5%	(13)	8%
No Access to Paid Parental Leave	11%	(6)	36%	(20)	33%	(18)	12%	(7)	4%	(2)	4%
Access to Paid Caregiving Leave	29%	(59)	33%	(68)	19%	(40)	5%	(11)	6%	(13)	7%
No Access to Paid Caregiving Leave	26%	(20)	28%	(21)	23%	(17)	15%	(11)	3%	(3)	5%

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Table BPC21_2: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(87)	31%	(100)	22%	(71)	8%	(26)	5%	(16)	6%
Access to Flexible Work Hours	29%	(61)	30%	(63)	23%	(48)	8%	(16)	4%	(7)	6%
No Access to Flexible Work Hours	21%	(22)	30%	(30)	21%	(22)	10%	(10)	9%	(9)	8%
Access to Child Care as Employer Benefit	33%	(50)	30%	(46)	17%	(26)	7%	(11)	8%	(12)	5%
No Access to Child Care as Employer Benefit	21%	(27)	32%	(40)	26%	(32)	10%	(13)	4%	(5)	7%
Access to Mental Health Benefits	26%	(58)	28%	(62)	26%	(56)	8%	(17)	4%	(10)	7%
No Access to Mental Health Benefits	25%	(15)	38%	(23)	15%	(9)	13%	(8)	5%	(3)	3%
Ethnicity: White (Non-Hispanic)	26%	(46)	30%	(52)	24%	(41)	8%	(13)	3%	(6)	9%
Ethnicity: Hispanic	27%	(19)	25%	(17)	25%	(17)	8%	(5)	9%	(6)	6%
Ethnicity: Black (Non-Hispanic)	30%	(15)	33%	(17)	20%	(10)	8%	(4)	9%	(4)	—
Single, never married	30%	(25)	32%	(26)	16%	(13)	7%	(5)	8%	(6)	7%
Married	24%	(38)	30%	(49)	25%	(40)	10%	(16)	5%	(8)	7%

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

Table BPC21_3: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	29%	(92)	32%	(102)	22%	(72)	7%	(23)	4%	(11)	7%
Gender: Female	29%	(92)	32%	(102)	22%	(72)	7%	(23)	4%	(11)	7%
Age: 18-34	31%	(38)	35%	(43)	16%	(20)	10%	(12)	1%	(1)	8%
Age: 35-44	26%	(37)	31%	(44)	26%	(37)	7%	(11)	4%	(6)	5%
Age: 45-64	31%	(16)	27%	(14)	27%	(14)	1%	(1)	7%	(4)	7%
Millennials: 1981-1996	29%	(64)	35%	(78)	19%	(43)	9%	(20)	1%	(2)	7%
GenXers: 1965-1980	28%	(18)	27%	(17)	21%	(14)	2%	(1)	14%	(9)	8%
PID: Dem (no lean)	28%	(42)	36%	(54)	20%	(29)	8%	(12)	5%	(8)	3%
PID: Ind (no lean)	26%	(21)	25%	(20)	26%	(21)	6%	(5)	4%	(3)	13%
PID: Rep (no lean)	32%	(29)	30%	(28)	23%	(22)	7%	(7)	1%	(1)	7%
PID/Gender: Dem Women	28%	(42)	36%	(54)	20%	(29)	8%	(12)	5%	(8)	3%
PID/Gender: Ind Women	26%	(21)	25%	(20)	26%	(21)	6%	(5)	4%	(3)	13%
PID/Gender: Rep Women	32%	(29)	30%	(28)	23%	(22)	7%	(7)	1%	(1)	7%
Ideo: Liberal (1-3)	26%	(27)	31%	(33)	17%	(18)	13%	(14)	7%	(7)	6%
Ideo: Moderate (4)	32%	(35)	34%	(37)	22%	(25)	3%	(3)	3%	(3)	6%
Ideo: Conservative (5-7)	30%	(26)	34%	(29)	23%	(19)	6%	(5)	1%	(1)	5%
Educ: < College	32%	(57)	30%	(54)	21%	(37)	8%	(14)	5%	(9)	5%
Educ: Bachelors degree	28%	(24)	32%	(27)	23%	(19)	9%	(8)	1%	(1)	6%
Educ: Post-grad	20%	(11)	36%	(20)	27%	(15)	2%	(1)	2%	(1)	13%
Income: Under 50k	28%	(38)	29%	(39)	24%	(33)	8%	(11)	3%	(4)	8%
Income: 50k-100k	32%	(36)	32%	(36)	18%	(20)	10%	(11)	6%	(7)	2%
Income: 100k+	25%	(18)	37%	(27)	26%	(19)	2%	(1)	—	(0)	11%
Ethnicity: White	27%	(57)	30%	(63)	25%	(51)	6%	(13)	3%	(6)	9%
Ethnicity: Hispanic	34%	(23)	30%	(20)	24%	(16)	1%	(1)	6%	(4)	4%
Ethnicity: Black	31%	(19)	32%	(19)	19%	(11)	11%	(6)	7%	(4)	—
Ethnicity: Other	30%	(17)	37%	(20)	18%	(10)	7%	(4)	2%	(1)	6%

Continued on next page

Table BPC21_3: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	29%	(92)	32%	(102)	22%	(72)	7%	(23)	4%	(11)	7%
All Christian	32%	(48)	33%	(49)	19%	(29)	6%	(9)	5%	(8)	4%
Agnostic/Nothing in particular	23%	(17)	27%	(20)	30%	(23)	10%	(7)	2%	(1)	9%
Something Else	33%	(24)	23%	(17)	26%	(19)	8%	(6)	3%	(2)	7%
Evangelical	31%	(35)	29%	(33)	26%	(29)	8%	(9)	4%	(4)	2%
Non-Evangelical	31%	(32)	33%	(34)	17%	(18)	6%	(6)	6%	(6)	7%
Community: Urban	32%	(32)	34%	(34)	22%	(21)	5%	(5)	3%	(3)	3%
Community: Suburban	28%	(37)	28%	(37)	20%	(26)	9%	(12)	3%	(3)	11%
Community: Rural	25%	(23)	33%	(30)	26%	(24)	6%	(6)	5%	(5)	4%
Employ: Private Sector	26%	(66)	35%	(91)	24%	(62)	6%	(16)	3%	(9)	5%
Employ: Government	43%	(26)	18%	(11)	13%	(8)	10%	(6)	4%	(2)	12%
Military HH: No	27%	(76)	33%	(93)	23%	(65)	8%	(22)	4%	(11)	6%
RD/WT: Right Direction	25%	(30)	34%	(42)	24%	(29)	9%	(11)	5%	(6)	3%
RD/WT: Wrong Track	31%	(61)	30%	(59)	21%	(43)	6%	(12)	3%	(6)	9%
Biden Job Approve	25%	(38)	37%	(55)	21%	(31)	8%	(11)	6%	(9)	4%
Biden Job Disapprove	32%	(50)	29%	(46)	23%	(36)	8%	(12)	1%	(2)	8%
Biden Job Strongly Approve	35%	(21)	30%	(18)	18%	(11)	7%	(4)	6%	(3)	4%
Biden Job Somewhat Approve	19%	(17)	41%	(36)	22%	(20)	8%	(7)	7%	(6)	3%
Biden Job Somewhat Disapprove	25%	(15)	38%	(23)	21%	(13)	8%	(5)	2%	(1)	7%
Biden Job Strongly Disapprove	36%	(35)	23%	(23)	24%	(24)	7%	(7)	1%	(1)	9%
Favorable of Biden	29%	(46)	36%	(57)	18%	(28)	7%	(11)	6%	(9)	4%
Unfavorable of Biden	29%	(43)	30%	(43)	24%	(35)	7%	(11)	1%	(2)	9%
Very Favorable of Biden	39%	(30)	34%	(26)	14%	(11)	4%	(3)	6%	(5)	3%
Somewhat Favorable of Biden	20%	(16)	39%	(31)	22%	(17)	10%	(8)	6%	(5)	4%
Very Unfavorable of Biden	33%	(36)	26%	(28)	23%	(25)	9%	(9)	2%	(2)	8%
#1 Issue: Economy	34%	(55)	34%	(55)	17%	(27)	7%	(12)	2%	(4)	5%
2020 Vote: Joe Biden	28%	(43)	34%	(53)	18%	(28)	8%	(13)	6%	(10)	6%
2020 Vote: Donald Trump	32%	(36)	31%	(35)	26%	(29)	7%	(7)	1%	(1)	4%

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Table BPC21_3: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	29%	(92)	32%	(102)	22%	(72)	7%	(23)	4%	(11)	7%
2018 House Vote: Democrat	30%	(43)	35%	(49)	18%	(26)	8%	(11)	6%	(9)	3%
2018 House Vote: Republican	32%	(27)	28%	(24)	25%	(21)	9%	(8)	1%	(1)	5%
2016 Vote: Hillary Clinton	29%	(39)	36%	(49)	19%	(26)	6%	(9)	6%	(9)	4%
2016 Vote: Donald Trump	34%	(29)	30%	(26)	21%	(18)	8%	(7)	1%	(1)	5%
2016 Vote: Didn't Vote	26%	(23)	25%	(22)	30%	(27)	7%	(6)	2%	(2)	10%
Voted in 2014: Yes	32%	(61)	29%	(57)	22%	(42)	8%	(15)	5%	(9)	5%
Voted in 2014: No	24%	(31)	35%	(45)	24%	(30)	7%	(9)	2%	(2)	9%
4-Region: Midwest	23%	(13)	29%	(17)	19%	(11)	10%	(6)	6%	(4)	13%
4-Region: South	32%	(44)	32%	(44)	21%	(29)	8%	(10)	3%	(5)	4%
4-Region: West	27%	(22)	30%	(25)	29%	(24)	8%	(6)	4%	(3)	3%
Child(Ren) Aged 0-17	29%	(78)	34%	(91)	21%	(56)	8%	(22)	2%	(6)	6%
Child(Ren) Aged 0-5	30%	(43)	36%	(51)	20%	(28)	6%	(8)	2%	(3)	7%
Caregivers	27%	(50)	33%	(62)	24%	(44)	10%	(18)	2%	(3)	5%
Caregiver for Child/Dependent	29%	(39)	34%	(46)	21%	(29)	8%	(11)	2%	(2)	6%
Non-Business Owners	29%	(92)	32%	(102)	22%	(72)	7%	(23)	4%	(11)	7%
Service Worker/Retail Sales/Laborers/Helpers	38%	(29)	27%	(21)	24%	(18)	6%	(5)	2%	(2)	3%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21%	(23)	33%	(36)	29%	(31)	7%	(7)	5%	(6)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	25%	(16)	41%	(27)	15%	(10)	9%	(6)	2%	(1)	8%
Access to Childcare	27%	(41)	35%	(54)	21%	(33)	7%	(11)	—	(1)	9%
More Financially Secure after Pandemic	32%	(32)	38%	(39)	18%	(19)	6%	(6)	2%	(2)	5%
Less Financially Secure after the Pandemic	33%	(45)	23%	(32)	25%	(34)	9%	(13)	6%	(9)	3%
Same Financial Security after the Pandemic	18%	(15)	37%	(31)	23%	(19)	6%	(5)	1%	(1)	15%
Access to Paid Parental Leave	32%	(77)	30%	(73)	20%	(49)	6%	(15)	3%	(6)	8%
No Access to Paid Parental Leave	12%	(7)	37%	(21)	33%	(18)	9%	(5)	7%	(4)	2%
Access to Paid Caregiving Leave	32%	(66)	32%	(66)	20%	(41)	5%	(10)	3%	(7)	8%
No Access to Paid Caregiving Leave	23%	(17)	34%	(26)	23%	(17)	11%	(8)	5%	(4)	5%

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Table BPC21_3: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	29%	(92)	32%	(102)	22%	(72)	7%	(23)	4%	(11)	7%
Access to Flexible Work Hours	32%	(66)	32%	(66)	21%	(43)	6%	(12)	3%	(7)	7%
No Access to Flexible Work Hours	19%	(19)	33%	(34)	24%	(25)	11%	(11)	4%	(4)	8%
Access to Child Care as Employer Benefit	35%	(53)	33%	(50)	18%	(27)	7%	(11)	2%	(3)	6%
No Access to Child Care as Employer Benefit	22%	(27)	35%	(44)	24%	(30)	8%	(10)	4%	(5)	7%
Access to Mental Health Benefits	28%	(61)	33%	(72)	24%	(52)	4%	(9)	4%	(8)	8%
No Access to Mental Health Benefits	28%	(17)	33%	(20)	18%	(11)	15%	(10)	3%	(2)	2%
Ethnicity: White (Non-Hispanic)	27%	(46)	31%	(54)	24%	(41)	7%	(13)	2%	(3)	10%
Ethnicity: Hispanic	34%	(23)	30%	(20)	24%	(16)	1%	(1)	6%	(4)	4%
Ethnicity: Black (Non-Hispanic)	30%	(15)	28%	(14)	21%	(11)	12%	(6)	9%	(4)	—
Single, never married	31%	(25)	26%	(21)	21%	(17)	9%	(7)	7%	(5)	7%
Married	25%	(40)	34%	(56)	25%	(40)	6%	(10)	2%	(3)	7%

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

Table BPC21_4: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(88)	26%	(84)	30%	(95)	4%	(14)	5%	(16)	7%
Gender: Female	27%	(88)	26%	(84)	30%	(95)	4%	(14)	5%	(16)	7%
Age: 18-34	35%	(43)	24%	(30)	23%	(29)	7%	(8)	4%	(5)	7%
Age: 35-44	22%	(31)	32%	(45)	31%	(45)	4%	(6)	5%	(7)	6%
Age: 45-64	26%	(13)	18%	(9)	37%	(19)	—	(0)	8%	(4)	12%
Millennials: 1981-1996	28%	(63)	31%	(68)	26%	(59)	5%	(11)	3%	(7)	7%
GenXers: 1965-1980	24%	(15)	20%	(13)	33%	(21)	2%	(1)	14%	(9)	8%
PID: Dem (no lean)	29%	(43)	31%	(46)	23%	(34)	6%	(9)	7%	(11)	4%
PID: Ind (no lean)	24%	(19)	22%	(17)	34%	(27)	4%	(4)	2%	(2)	14%
PID: Rep (no lean)	28%	(26)	22%	(21)	37%	(34)	2%	(1)	4%	(4)	8%
PID/Gender: Dem Women	29%	(43)	31%	(46)	23%	(34)	6%	(9)	7%	(11)	4%
PID/Gender: Ind Women	24%	(19)	22%	(17)	34%	(27)	4%	(4)	2%	(2)	14%
PID/Gender: Rep Women	28%	(26)	22%	(21)	37%	(34)	2%	(1)	4%	(4)	8%
Ideo: Liberal (1-3)	28%	(30)	28%	(30)	24%	(26)	7%	(7)	8%	(9)	4%
Ideo: Moderate (4)	29%	(32)	31%	(34)	24%	(26)	3%	(3)	4%	(5)	8%
Ideo: Conservative (5-7)	27%	(23)	23%	(20)	39%	(33)	3%	(2)	2%	(2)	6%
Educ: < College	28%	(51)	24%	(44)	30%	(53)	5%	(9)	6%	(11)	7%
Educ: Bachelors degree	27%	(23)	28%	(24)	29%	(24)	3%	(2)	6%	(5)	8%
Educ: Post-grad	25%	(14)	29%	(17)	30%	(17)	6%	(3)	—	(0)	10%
Income: Under 50k	26%	(36)	26%	(35)	30%	(42)	4%	(6)	4%	(5)	10%
Income: 50k-100k	28%	(31)	30%	(34)	26%	(29)	8%	(9)	6%	(6)	2%
Income: 100k+	29%	(21)	21%	(16)	33%	(24)	—	(0)	6%	(4)	11%
Ethnicity: White	23%	(47)	27%	(56)	32%	(67)	4%	(9)	4%	(8)	10%
Ethnicity: Hispanic	41%	(28)	18%	(12)	25%	(17)	1%	(1)	11%	(8)	3%
Ethnicity: Black	32%	(19)	22%	(13)	27%	(16)	6%	(4)	8%	(5)	4%
Ethnicity: Other	41%	(22)	27%	(15)	21%	(12)	2%	(1)	6%	(3)	2%

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Table BPC21_4: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(88)	26%	(84)	30%	(95)	4%	(14)	5%	(16)	7%
All Christian	30%	(45)	26%	(38)	27%	(40)	4%	(7)	7%	(10)	6%
Agnostic/Nothing in particular	19%	(14)	27%	(20)	37%	(28)	6%	(4)	3%	(2)	9%
Something Else	28%	(21)	20%	(15)	34%	(25)	4%	(3)	5%	(4)	9%
Evangelical	30%	(33)	26%	(29)	29%	(32)	4%	(5)	7%	(7)	5%
Non-Evangelical	29%	(29)	23%	(23)	30%	(31)	5%	(5)	7%	(7)	7%
Community: Urban	30%	(30)	33%	(33)	21%	(21)	5%	(5)	6%	(6)	4%
Community: Suburban	26%	(34)	26%	(33)	28%	(37)	4%	(5)	5%	(6)	12%
Community: Rural	26%	(24)	19%	(18)	40%	(37)	5%	(4)	4%	(4)	5%
Employ: Private Sector	26%	(68)	27%	(70)	31%	(80)	4%	(11)	5%	(12)	6%
Employ: Government	31%	(19)	22%	(13)	24%	(14)	2%	(1)	6%	(4)	14%
Military HH: No	27%	(76)	26%	(74)	30%	(86)	5%	(13)	5%	(14)	7%
RD/WT: Right Direction	25%	(31)	31%	(37)	28%	(35)	6%	(7)	7%	(9)	3%
RD/WT: Wrong Track	29%	(57)	24%	(47)	30%	(60)	4%	(7)	4%	(7)	10%
Biden Job Approve	27%	(40)	29%	(44)	28%	(42)	5%	(8)	6%	(10)	5%
Biden Job Disapprove	28%	(44)	25%	(40)	32%	(50)	4%	(6)	4%	(6)	8%
Biden Job Strongly Approve	39%	(24)	22%	(13)	27%	(16)	4%	(2)	5%	(3)	4%
Biden Job Somewhat Approve	18%	(16)	35%	(31)	29%	(26)	6%	(5)	7%	(7)	5%
Biden Job Somewhat Disapprove	19%	(11)	29%	(17)	33%	(20)	6%	(4)	5%	(3)	9%
Biden Job Strongly Disapprove	33%	(32)	23%	(23)	31%	(31)	2%	(2)	3%	(3)	8%
Favorable of Biden	30%	(47)	28%	(44)	25%	(40)	6%	(9)	7%	(11)	4%
Unfavorable of Biden	26%	(38)	24%	(36)	34%	(50)	3%	(5)	3%	(4)	9%
Very Favorable of Biden	44%	(33)	23%	(17)	19%	(14)	6%	(5)	6%	(4)	3%
Somewhat Favorable of Biden	17%	(14)	33%	(26)	31%	(25)	5%	(4)	8%	(7)	5%
Very Unfavorable of Biden	29%	(31)	24%	(26)	33%	(35)	3%	(3)	4%	(4)	7%
#1 Issue: Economy	33%	(53)	27%	(42)	28%	(45)	2%	(4)	3%	(5)	7%
2020 Vote: Joe Biden	29%	(45)	29%	(44)	24%	(37)	6%	(10)	7%	(11)	5%
2020 Vote: Donald Trump	26%	(29)	23%	(26)	39%	(44)	3%	(3)	3%	(4)	6%

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Table BPC21_4: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(88)	26%	(84)	30%	(95)	4%	(14)	5%	(16)	7%
2018 House Vote: Democrat	29%	(41)	30%	(43)	24%	(34)	6%	(9)	7%	(10)	4%
2018 House Vote: Republican	26%	(22)	24%	(20)	39%	(33)	1%	(1)	4%	(4)	6%
2016 Vote: Hillary Clinton	29%	(40)	27%	(37)	26%	(36)	5%	(7)	8%	(11)	5%
2016 Vote: Donald Trump	29%	(25)	23%	(20)	35%	(30)	2%	(2)	4%	(4)	6%
2016 Vote: Didn't Vote	23%	(20)	29%	(26)	31%	(27)	5%	(5)	1%	(1)	11%
Voted in 2014: Yes	28%	(53)	27%	(52)	29%	(55)	5%	(9)	6%	(11)	7%
Voted in 2014: No	27%	(35)	25%	(32)	31%	(40)	4%	(5)	4%	(5)	9%
4-Region: Midwest	25%	(14)	20%	(11)	30%	(17)	5%	(3)	6%	(4)	15%
4-Region: South	30%	(41)	27%	(37)	27%	(38)	6%	(8)	5%	(6)	6%
4-Region: West	28%	(23)	33%	(27)	27%	(22)	3%	(2)	6%	(5)	3%
Child(Ren) Aged 0-17	29%	(79)	28%	(76)	27%	(73)	5%	(12)	4%	(12)	7%
Child(Ren) Aged 0-5	33%	(47)	25%	(36)	28%	(40)	5%	(7)	3%	(4)	7%
Caregivers	25%	(47)	30%	(56)	31%	(58)	5%	(8)	5%	(9)	4%
Caregiver for Child/Dependent	25%	(34)	30%	(40)	31%	(42)	4%	(6)	5%	(7)	5%
Non-Business Owners	27%	(88)	26%	(84)	30%	(95)	4%	(14)	5%	(16)	7%
Service Worker/Retail Sales/Laborers/Helpers	34%	(26)	29%	(22)	26%	(20)	4%	(3)	2%	(2)	5%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	24%	(26)	22%	(24)	33%	(36)	7%	(8)	7%	(8)	7%
Health Care and Medical Professionals/Lab Techs/Pharmacists	23%	(15)	32%	(21)	31%	(21)	3%	(2)	5%	(3)	6%
Access to Childcare	28%	(43)	31%	(48)	24%	(37)	6%	(10)	2%	(3)	8%
More Financially Secure after Pandemic	37%	(37)	23%	(24)	26%	(26)	6%	(6)	4%	(4)	4%
Less Financially Secure after the Pandemic	25%	(35)	24%	(32)	35%	(48)	5%	(7)	7%	(9)	3%
Same Financial Security after the Pandemic	20%	(17)	34%	(28)	24%	(20)	1%	(1)	3%	(3)	18%
Access to Paid Parental Leave	31%	(74)	27%	(64)	25%	(59)	5%	(11)	5%	(13)	8%
No Access to Paid Parental Leave	18%	(10)	26%	(14)	47%	(26)	2%	(1)	3%	(2)	5%
Access to Paid Caregiving Leave	30%	(61)	29%	(59)	24%	(50)	3%	(6)	6%	(13)	8%
No Access to Paid Caregiving Leave	28%	(21)	22%	(17)	35%	(27)	7%	(5)	3%	(2)	4%

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Table BPC21_4: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(88)	26%	(84)	30%	(95)	4%	(14)	5%	(16)	7%
Access to Flexible Work Hours	33%	(68)	25%	(52)	27%	(56)	2%	(5)	5%	(11)	8%
No Access to Flexible Work Hours	16%	(16)	28%	(29)	36%	(36)	9%	(9)	5%	(5)	6%
Access to Child Care as Employer Benefit	33%	(51)	27%	(42)	24%	(37)	5%	(8)	6%	(9)	4%
No Access to Child Care as Employer Benefit	24%	(30)	25%	(32)	34%	(42)	3%	(4)	4%	(5)	10%
Access to Mental Health Benefits	27%	(60)	25%	(55)	31%	(68)	4%	(9)	5%	(10)	8%
No Access to Mental Health Benefits	27%	(16)	33%	(20)	25%	(15)	9%	(5)	2%	(2)	4%
Ethnicity: White (Non-Hispanic)	21%	(37)	29%	(50)	33%	(58)	5%	(9)	2%	(3)	10%
Ethnicity: Hispanic	41%	(28)	18%	(12)	25%	(17)	1%	(1)	11%	(8)	3%
Ethnicity: Black (Non-Hispanic)	32%	(16)	20%	(10)	28%	(14)	6%	(3)	10%	(5)	5%
Single, never married	30%	(24)	28%	(23)	21%	(17)	5%	(4)	9%	(7)	8%
Married	27%	(44)	25%	(40)	35%	(57)	4%	(6)	3%	(5)	7%

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

Table BPC21_5: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(78)	33%	(105)	24%	(78)	8%	(27)	4%	(11)	7%
Gender: Female	24%	(78)	33%	(105)	24%	(78)	8%	(27)	4%	(11)	7%
Age: 18-34	26%	(32)	33%	(41)	18%	(22)	11%	(14)	3%	(4)	10%
Age: 35-44	22%	(32)	35%	(50)	27%	(39)	6%	(9)	5%	(7)	5%
Age: 45-64	26%	(14)	26%	(14)	31%	(16)	8%	(4)	2%	(1)	7%
Millennials: 1981-1996	26%	(59)	35%	(78)	20%	(44)	8%	(17)	3%	(7)	7%
GenXers: 1965-1980	22%	(14)	30%	(19)	26%	(16)	9%	(6)	7%	(4)	7%
PID: Dem (no lean)	25%	(37)	36%	(53)	22%	(33)	9%	(13)	5%	(7)	3%
PID: Ind (no lean)	21%	(17)	29%	(23)	25%	(20)	6%	(5)	4%	(3)	16%
PID: Rep (no lean)	26%	(24)	32%	(29)	27%	(25)	9%	(8)	1%	(1)	5%
PID/Gender: Dem Women	25%	(37)	36%	(53)	22%	(33)	9%	(13)	5%	(7)	3%
PID/Gender: Ind Women	21%	(17)	29%	(23)	25%	(20)	6%	(5)	4%	(3)	16%
PID/Gender: Rep Women	26%	(24)	32%	(29)	27%	(25)	9%	(8)	1%	(1)	5%
Ideo: Liberal (1-3)	23%	(24)	34%	(36)	20%	(21)	13%	(14)	6%	(6)	5%
Ideo: Moderate (4)	29%	(32)	29%	(32)	24%	(27)	6%	(6)	2%	(2)	9%
Ideo: Conservative (5-7)	25%	(21)	39%	(33)	23%	(20)	7%	(6)	2%	(2)	3%
Educ: < College	24%	(43)	31%	(56)	26%	(46)	8%	(14)	5%	(9)	6%
Educ: Bachelors degree	28%	(24)	40%	(34)	16%	(14)	8%	(7)	3%	(2)	5%
Educ: Post-grad	19%	(11)	27%	(15)	32%	(18)	9%	(5)	—	(0)	13%
Income: Under 50k	19%	(26)	34%	(46)	25%	(35)	10%	(14)	3%	(5)	8%
Income: 50k-100k	31%	(34)	33%	(37)	22%	(25)	6%	(7)	5%	(5)	3%
Income: 100k+	23%	(17)	30%	(22)	25%	(19)	9%	(6)	1%	(1)	11%
Ethnicity: White	23%	(47)	31%	(64)	27%	(56)	8%	(17)	4%	(8)	7%
Ethnicity: Hispanic	33%	(22)	24%	(16)	25%	(17)	3%	(2)	5%	(3)	10%
Ethnicity: Black	29%	(17)	32%	(19)	21%	(12)	12%	(7)	5%	(3)	1%
Ethnicity: Other	25%	(14)	40%	(21)	18%	(10)	5%	(3)	—	(0)	12%

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Table BPC21_5: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(78)	33%	(105)	24%	(78)	8%	(27)	4%	(11)	7%
All Christian	27%	(41)	32%	(47)	24%	(35)	7%	(11)	5%	(7)	5%
Agnostic/Nothing in particular	18%	(14)	37%	(27)	26%	(19)	9%	(6)	3%	(3)	7%
Something Else	28%	(21)	27%	(20)	28%	(21)	10%	(7)	2%	(1)	5%
Evangelical	29%	(32)	26%	(29)	31%	(35)	10%	(11)	1%	(1)	3%
Non-Evangelical	25%	(25)	37%	(38)	19%	(19)	7%	(7)	7%	(7)	5%
Community: Urban	27%	(27)	33%	(33)	27%	(27)	6%	(6)	4%	(4)	2%
Community: Suburban	24%	(32)	34%	(44)	20%	(26)	10%	(12)	2%	(3)	11%
Community: Rural	21%	(19)	31%	(28)	27%	(25)	9%	(8)	5%	(4)	8%
Employ: Private Sector	24%	(60)	33%	(85)	26%	(66)	8%	(21)	3%	(8)	6%
Employ: Government	28%	(17)	33%	(20)	19%	(11)	6%	(3)	5%	(3)	9%
Military HH: No	24%	(68)	33%	(94)	25%	(70)	8%	(24)	4%	(11)	6%
RD/WT: Right Direction	24%	(29)	32%	(40)	24%	(30)	13%	(15)	3%	(3)	4%
RD/WT: Wrong Track	24%	(49)	33%	(65)	24%	(48)	6%	(11)	4%	(8)	9%
Biden Job Approve	24%	(36)	38%	(56)	21%	(32)	9%	(13)	5%	(7)	3%
Biden Job Disapprove	24%	(39)	30%	(47)	27%	(42)	8%	(13)	2%	(3)	8%
Biden Job Strongly Approve	32%	(20)	25%	(15)	25%	(15)	8%	(5)	5%	(3)	5%
Biden Job Somewhat Approve	19%	(17)	46%	(41)	19%	(17)	10%	(9)	5%	(4)	2%
Biden Job Somewhat Disapprove	17%	(10)	35%	(21)	27%	(16)	11%	(7)	3%	(2)	7%
Biden Job Strongly Disapprove	29%	(29)	26%	(26)	27%	(27)	7%	(6)	1%	(1)	10%
Favorable of Biden	26%	(40)	36%	(56)	20%	(32)	8%	(13)	5%	(8)	5%
Unfavorable of Biden	24%	(35)	32%	(48)	25%	(36)	9%	(13)	2%	(3)	8%
Very Favorable of Biden	32%	(25)	27%	(21)	23%	(18)	9%	(7)	4%	(3)	4%
Somewhat Favorable of Biden	19%	(15)	44%	(36)	18%	(14)	8%	(6)	6%	(5)	5%
Very Unfavorable of Biden	27%	(29)	25%	(27)	27%	(29)	10%	(11)	3%	(3)	8%
#1 Issue: Economy	29%	(47)	37%	(59)	19%	(30)	6%	(9)	3%	(4)	6%
2020 Vote: Joe Biden	25%	(39)	34%	(53)	20%	(31)	9%	(14)	5%	(8)	6%
2020 Vote: Donald Trump	26%	(29)	32%	(36)	26%	(30)	10%	(11)	3%	(3)	3%

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Table BPC21_5: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(78)	33%	(105)	24%	(78)	8%	(27)	4%	(11)	7%
2018 House Vote: Democrat	27%	(39)	35%	(49)	22%	(31)	9%	(13)	4%	(6)	3%
2018 House Vote: Republican	25%	(21)	32%	(27)	27%	(23)	11%	(9)	2%	(2)	3%
2016 Vote: Hillary Clinton	26%	(35)	35%	(48)	20%	(28)	10%	(13)	5%	(7)	4%
2016 Vote: Donald Trump	27%	(23)	34%	(29)	24%	(21)	9%	(8)	3%	(3)	3%
2016 Vote: Didn't Vote	22%	(20)	30%	(27)	30%	(27)	6%	(6)	1%	(1)	10%
Voted in 2014: Yes	27%	(53)	33%	(64)	23%	(44)	9%	(18)	3%	(7)	4%
Voted in 2014: No	19%	(25)	32%	(41)	27%	(34)	7%	(9)	4%	(5)	12%
4-Region: Midwest	15%	(8)	45%	(25)	15%	(9)	9%	(5)	8%	(5)	8%
4-Region: South	27%	(37)	33%	(45)	25%	(34)	9%	(13)	3%	(3)	4%
4-Region: West	27%	(22)	26%	(21)	30%	(25)	8%	(6)	4%	(3)	6%
Child(Ren) Aged 0-17	25%	(68)	34%	(92)	22%	(61)	9%	(23)	2%	(6)	7%
Child(Ren) Aged 0-5	25%	(35)	32%	(46)	22%	(32)	10%	(15)	2%	(3)	8%
Caregivers	21%	(40)	33%	(62)	29%	(54)	9%	(16)	2%	(4)	6%
Caregiver for Child/Dependent	22%	(29)	37%	(50)	28%	(37)	6%	(8)	2%	(3)	6%
Non-Business Owners	24%	(78)	33%	(105)	24%	(78)	8%	(27)	4%	(11)	7%
Service Worker/Retail Sales/Laborers/Helpers	26%	(20)	31%	(24)	29%	(22)	7%	(5)	3%	(2)	5%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	20%	(22)	32%	(35)	26%	(28)	12%	(13)	4%	(5)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	24%	(16)	36%	(24)	20%	(13)	10%	(6)	3%	(2)	7%
Access to Childcare	23%	(35)	34%	(52)	22%	(34)	10%	(16)	2%	(3)	8%
More Financially Secure after Pandemic	27%	(27)	34%	(35)	16%	(17)	12%	(12)	5%	(5)	5%
Less Financially Secure after the Pandemic	26%	(35)	30%	(40)	28%	(38)	9%	(13)	4%	(6)	3%
Same Financial Security after the Pandemic	18%	(15)	36%	(30)	28%	(23)	2%	(1)	1%	(1)	15%
Access to Paid Parental Leave	27%	(64)	32%	(77)	22%	(53)	8%	(19)	4%	(9)	7%
No Access to Paid Parental Leave	13%	(7)	32%	(18)	33%	(19)	10%	(6)	3%	(2)	8%
Access to Paid Caregiving Leave	27%	(56)	36%	(75)	19%	(39)	6%	(13)	4%	(8)	7%
No Access to Paid Caregiving Leave	22%	(17)	26%	(19)	29%	(22)	12%	(9)	4%	(3)	8%

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Table BPC21_5: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(78)	33%	(105)	24%	(78)	8%	(27)	4%	(11)	7%
Access to Flexible Work Hours	28%	(59)	33%	(69)	22%	(46)	6%	(13)	3%	(7)	7%
No Access to Flexible Work Hours	16%	(16)	32%	(33)	27%	(27)	14%	(14)	4%	(4)	7%
Access to Child Care as Employer Benefit	30%	(46)	31%	(48)	19%	(29)	12%	(18)	4%	(5)	4%
No Access to Child Care as Employer Benefit	18%	(23)	36%	(46)	27%	(34)	4%	(6)	5%	(6)	9%
Access to Mental Health Benefits	24%	(54)	32%	(71)	25%	(56)	6%	(12)	4%	(9)	8%
No Access to Mental Health Benefits	21%	(13)	36%	(22)	21%	(13)	18%	(11)	2%	(2)	2%
Ethnicity: White (Non-Hispanic)	22%	(39)	32%	(56)	26%	(45)	9%	(15)	3%	(5)	8%
Ethnicity: Hispanic	33%	(22)	24%	(16)	25%	(17)	3%	(2)	5%	(3)	10%
Ethnicity: Black (Non-Hispanic)	23%	(12)	32%	(16)	24%	(12)	13%	(7)	6%	(3)	1%
Single, never married	21%	(17)	31%	(25)	21%	(17)	9%	(7)	7%	(6)	12%
Married	25%	(40)	35%	(56)	23%	(38)	9%	(15)	2%	(4)	6%

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

Table BPC21_6: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	25%	(81)	23%	(74)	32%	(104)	9%	(28)	4%	(13)	7%
Gender: Female	25%	(81)	23%	(74)	32%	(104)	9%	(28)	4%	(13)	7%
Age: 18-34	29%	(36)	25%	(31)	25%	(31)	9%	(11)	5%	(6)	8%
Age: 35-44	20%	(28)	24%	(35)	37%	(52)	10%	(14)	4%	(6)	6%
Age: 45-64	32%	(17)	16%	(9)	36%	(19)	5%	(2)	3%	(2)	8%
Millennials: 1981-1996	27%	(59)	26%	(57)	29%	(63)	10%	(21)	3%	(7)	6%
GenXers: 1965-1980	21%	(14)	15%	(10)	41%	(26)	6%	(4)	7%	(4)	10%
PID: Dem (no lean)	26%	(39)	28%	(41)	29%	(43)	8%	(12)	7%	(10)	3%
PID: Ind (no lean)	23%	(18)	20%	(16)	31%	(25)	10%	(8)	3%	(2)	13%
PID: Rep (no lean)	26%	(24)	18%	(17)	39%	(36)	8%	(8)	1%	(1)	8%
PID/Gender: Dem Women	26%	(39)	28%	(41)	29%	(43)	8%	(12)	7%	(10)	3%
PID/Gender: Ind Women	23%	(18)	20%	(16)	31%	(25)	10%	(8)	3%	(2)	13%
PID/Gender: Rep Women	26%	(24)	18%	(17)	39%	(36)	8%	(8)	1%	(1)	8%
Ideo: Liberal (1-3)	24%	(25)	30%	(31)	24%	(25)	10%	(11)	7%	(7)	6%
Ideo: Moderate (4)	31%	(34)	22%	(24)	31%	(34)	8%	(8)	2%	(2)	6%
Ideo: Conservative (5-7)	24%	(20)	21%	(18)	38%	(32)	9%	(8)	1%	(1)	6%
Educ: < College	29%	(53)	20%	(36)	31%	(56)	9%	(15)	5%	(10)	5%
Educ: Bachelors degree	22%	(19)	31%	(26)	30%	(25)	7%	(6)	4%	(3)	6%
Educ: Post-grad	18%	(10)	21%	(12)	38%	(22)	11%	(6)	—	(0)	13%
Income: Under 50k	26%	(35)	25%	(34)	32%	(44)	7%	(9)	3%	(3)	8%
Income: 50k-100k	30%	(33)	22%	(24)	29%	(33)	8%	(9)	8%	(9)	3%
Income: 100k+	18%	(13)	22%	(16)	37%	(27)	13%	(10)	—	(0)	11%
Ethnicity: White	21%	(44)	21%	(43)	37%	(77)	8%	(16)	4%	(9)	9%
Ethnicity: Hispanic	39%	(27)	18%	(12)	29%	(20)	2%	(2)	5%	(3)	7%
Ethnicity: Black	35%	(21)	25%	(15)	22%	(13)	12%	(7)	7%	(4)	—
Ethnicity: Other	30%	(17)	29%	(16)	26%	(14)	8%	(4)	—	(0)	6%

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Table BPC21_6: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	25%	(81)	23%	(74)	32%	(104)	9%	(28)	4%	(13)	7%
All Christian	24%	(36)	24%	(35)	34%	(51)	8%	(12)	4%	(7)	5%
Agnostic/Nothing in particular	24%	(18)	20%	(15)	34%	(25)	8%	(6)	5%	(4)	8%
Something Else	30%	(22)	19%	(14)	30%	(22)	13%	(10)	2%	(2)	7%
Evangelical	26%	(29)	21%	(24)	32%	(36)	15%	(16)	3%	(3)	3%
Non-Evangelical	26%	(27)	23%	(23)	34%	(35)	5%	(5)	5%	(5)	7%
Community: Urban	31%	(31)	29%	(29)	29%	(28)	6%	(6)	3%	(3)	3%
Community: Suburban	24%	(32)	18%	(24)	33%	(43)	11%	(15)	2%	(2)	12%
Community: Rural	21%	(19)	23%	(21)	36%	(33)	8%	(7)	9%	(8)	4%
Employ: Private Sector	24%	(61)	25%	(65)	33%	(86)	8%	(21)	4%	(10)	6%
Employ: Government	32%	(19)	16%	(9)	28%	(16)	8%	(5)	4%	(3)	12%
Military HH: No	25%	(70)	23%	(67)	33%	(95)	8%	(23)	5%	(13)	6%
RD/WT: Right Direction	27%	(33)	26%	(32)	32%	(39)	8%	(10)	3%	(3)	4%
RD/WT: Wrong Track	25%	(49)	21%	(42)	32%	(64)	9%	(17)	5%	(10)	8%
Biden Job Approve	27%	(41)	25%	(38)	31%	(47)	7%	(11)	5%	(7)	4%
Biden Job Disapprove	24%	(38)	22%	(35)	33%	(53)	10%	(16)	3%	(5)	8%
Biden Job Strongly Approve	34%	(21)	24%	(15)	30%	(18)	4%	(3)	4%	(3)	4%
Biden Job Somewhat Approve	22%	(20)	27%	(24)	32%	(29)	9%	(8)	5%	(5)	4%
Biden Job Somewhat Disapprove	18%	(11)	25%	(15)	39%	(24)	7%	(4)	6%	(3)	5%
Biden Job Strongly Disapprove	27%	(27)	21%	(20)	29%	(29)	12%	(12)	2%	(2)	9%
Favorable of Biden	28%	(44)	26%	(41)	31%	(48)	5%	(9)	6%	(9)	4%
Unfavorable of Biden	24%	(35)	20%	(30)	35%	(51)	11%	(16)	2%	(3)	8%
Very Favorable of Biden	36%	(28)	20%	(16)	32%	(24)	3%	(2)	5%	(4)	3%
Somewhat Favorable of Biden	20%	(16)	32%	(26)	30%	(24)	8%	(6)	6%	(5)	5%
Very Unfavorable of Biden	26%	(29)	18%	(20)	32%	(35)	13%	(14)	3%	(3)	8%
#1 Issue: Economy	30%	(48)	23%	(37)	30%	(48)	9%	(15)	2%	(3)	6%
2020 Vote: Joe Biden	26%	(40)	26%	(40)	30%	(46)	8%	(12)	5%	(8)	6%
2020 Vote: Donald Trump	25%	(28)	20%	(23)	39%	(44)	11%	(12)	1%	(1)	5%

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Table BPC21_6: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	25%	(81)	23%	(74)	32%	(104)	9%	(28)	4%	(13)	7%
2018 House Vote: Democrat	28%	(40)	25%	(35)	30%	(42)	9%	(12)	6%	(8)	3%
2018 House Vote: Republican	24%	(20)	21%	(17)	37%	(31)	13%	(11)	1%	(1)	6%
2016 Vote: Hillary Clinton	27%	(37)	26%	(36)	32%	(43)	7%	(9)	5%	(7)	4%
2016 Vote: Donald Trump	27%	(23)	15%	(13)	38%	(32)	12%	(11)	1%	(1)	6%
2016 Vote: Didn't Vote	21%	(18)	27%	(24)	30%	(27)	6%	(6)	5%	(5)	10%
Voted in 2014: Yes	27%	(52)	21%	(40)	32%	(62)	10%	(20)	5%	(9)	5%
Voted in 2014: No	23%	(29)	26%	(34)	33%	(42)	6%	(8)	3%	(4)	9%
4-Region: Midwest	21%	(12)	21%	(12)	32%	(18)	9%	(5)	5%	(3)	12%
4-Region: South	27%	(38)	21%	(29)	33%	(46)	9%	(12)	5%	(7)	4%
4-Region: West	26%	(22)	29%	(24)	28%	(23)	10%	(8)	4%	(3)	3%
Child(Ren) Aged 0-17	25%	(69)	23%	(63)	32%	(87)	9%	(25)	3%	(8)	7%
Child(Ren) Aged 0-5	27%	(39)	27%	(39)	28%	(40)	9%	(13)	2%	(3)	7%
Caregivers	22%	(42)	27%	(51)	35%	(66)	9%	(17)	2%	(3)	4%
Caregiver for Child/Dependent	23%	(32)	28%	(38)	35%	(47)	7%	(9)	1%	(2)	6%
Non-Business Owners	25%	(81)	23%	(74)	32%	(104)	9%	(28)	4%	(13)	7%
Service Worker/Retail Sales/Laborers/Helpers	35%	(27)	21%	(16)	31%	(24)	6%	(4)	4%	(3)	3%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21%	(23)	21%	(23)	32%	(35)	12%	(14)	7%	(8)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	17%	(12)	21%	(14)	43%	(29)	9%	(6)	2%	(1)	8%
Access to Childcare	24%	(36)	26%	(40)	28%	(43)	10%	(16)	2%	(4)	10%
More Financially Secure after Pandemic	37%	(38)	21%	(21)	28%	(28)	9%	(9)	—	(0)	5%
Less Financially Secure after the Pandemic	23%	(32)	24%	(32)	33%	(45)	8%	(11)	8%	(12)	3%
Same Financial Security after the Pandemic	14%	(12)	24%	(20)	36%	(30)	9%	(8)	1%	(1)	16%
Access to Paid Parental Leave	29%	(70)	21%	(51)	30%	(72)	8%	(18)	4%	(9)	8%
No Access to Paid Parental Leave	14%	(8)	32%	(18)	37%	(21)	12%	(6)	2%	(1)	4%
Access to Paid Caregiving Leave	28%	(58)	22%	(46)	29%	(61)	8%	(17)	4%	(8)	7%
No Access to Paid Caregiving Leave	26%	(19)	30%	(22)	28%	(21)	7%	(6)	5%	(3)	5%

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Table BPC21_6: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	25%	(81)	23%	(74)	32%	(104)	9%	(28)	4%	(13)	7%
Access to Flexible Work Hours	29%	(60)	26%	(55)	29%	(60)	6%	(12)	4%	(8)	7%
No Access to Flexible Work Hours	17%	(17)	18%	(18)	39%	(40)	14%	(14)	4%	(5)	8%
Access to Child Care as Employer Benefit	31%	(48)	21%	(32)	27%	(42)	12%	(18)	3%	(5)	6%
No Access to Child Care as Employer Benefit	20%	(25)	28%	(35)	34%	(43)	5%	(6)	5%	(6)	8%
Access to Mental Health Benefits	26%	(58)	25%	(55)	29%	(64)	7%	(15)	4%	(9)	8%
No Access to Mental Health Benefits	22%	(13)	23%	(14)	38%	(23)	11%	(7)	4%	(2)	2%
Ethnicity: White (Non-Hispanic)	19%	(34)	23%	(39)	36%	(63)	9%	(16)	3%	(5)	9%
Ethnicity: Hispanic	39%	(27)	18%	(12)	29%	(20)	2%	(2)	5%	(3)	7%
Ethnicity: Black (Non-Hispanic)	31%	(16)	24%	(12)	25%	(13)	12%	(6)	8%	(4)	—
Single, never married	27%	(22)	17%	(14)	28%	(22)	12%	(10)	8%	(7)	8%
Married	21%	(34)	27%	(43)	35%	(57)	9%	(15)	1%	(2)	7%

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

Table BPC21_7: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	20%	(64)	19%	(62)	35%	(114)	11%	(34)	6%	(19)	9%
Gender: Female	20%	(64)	19%	(62)	35%	(114)	11%	(34)	6%	(19)	9%
Age: 18-34	21%	(26)	20%	(25)	33%	(40)	13%	(17)	6%	(7)	7%
Age: 35-44	18%	(26)	19%	(28)	36%	(52)	10%	(14)	7%	(10)	9%
Age: 45-64	23%	(12)	17%	(9)	39%	(20)	8%	(4)	4%	(2)	9%
Millennials: 1981-1996	21%	(47)	21%	(46)	34%	(75)	11%	(25)	5%	(10)	8%
GenXers: 1965-1980	16%	(10)	17%	(11)	35%	(22)	7%	(5)	12%	(8)	13%
PID: Dem (no lean)	19%	(28)	22%	(32)	32%	(47)	15%	(22)	7%	(11)	5%
PID: Ind (no lean)	16%	(13)	20%	(16)	31%	(24)	9%	(7)	7%	(6)	17%
PID: Rep (no lean)	25%	(23)	14%	(13)	45%	(42)	5%	(5)	3%	(3)	8%
PID/Gender: Dem Women	19%	(28)	22%	(32)	32%	(47)	15%	(22)	7%	(11)	5%
PID/Gender: Ind Women	16%	(13)	20%	(16)	31%	(24)	9%	(7)	7%	(6)	17%
PID/Gender: Rep Women	25%	(23)	14%	(13)	45%	(42)	5%	(5)	3%	(3)	8%
Ideo: Liberal (1-3)	15%	(16)	27%	(29)	35%	(37)	9%	(10)	7%	(7)	6%
Ideo: Moderate (4)	22%	(25)	17%	(19)	35%	(38)	13%	(14)	6%	(6)	7%
Ideo: Conservative (5-7)	25%	(21)	14%	(12)	34%	(29)	9%	(7)	7%	(6)	11%
Educ: < College	23%	(41)	14%	(26)	37%	(66)	12%	(21)	8%	(14)	6%
Educ: Bachelors degree	20%	(17)	24%	(20)	34%	(29)	11%	(10)	5%	(4)	6%
Educ: Post-grad	10%	(6)	28%	(16)	33%	(19)	6%	(3)	2%	(1)	21%
Income: Under 50k	21%	(29)	16%	(21)	39%	(53)	13%	(17)	4%	(6)	8%
Income: 50k-100k	21%	(23)	25%	(28)	32%	(36)	8%	(9)	10%	(12)	4%
Income: 100k+	17%	(12)	16%	(12)	34%	(25)	12%	(9)	3%	(2)	18%
Ethnicity: White	20%	(42)	17%	(35)	38%	(79)	8%	(16)	6%	(13)	11%
Ethnicity: Hispanic	25%	(17)	10%	(7)	35%	(24)	14%	(10)	7%	(5)	8%
Ethnicity: Black	18%	(11)	26%	(15)	31%	(18)	19%	(11)	4%	(2)	2%
Ethnicity: Other	20%	(11)	21%	(12)	29%	(16)	13%	(7)	8%	(4)	8%

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Table BPC21_7: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	20%	(64)	19%	(62)	35%	(114)	11%	(34)	6%	(19)	9%
All Christian	23%	(34)	19%	(29)	33%	(49)	11%	(16)	6%	(9)	8%
Agnostic/Nothing in particular	15%	(11)	19%	(14)	44%	(33)	9%	(6)	7%	(5)	7%
Something Else	23%	(17)	20%	(15)	36%	(27)	4%	(3)	5%	(4)	11%
Evangelical	21%	(24)	20%	(22)	35%	(39)	14%	(15)	4%	(4)	7%
Non-Evangelical	24%	(24)	19%	(20)	35%	(35)	4%	(4)	9%	(9)	9%
Community: Urban	24%	(23)	24%	(24)	28%	(27)	15%	(14)	6%	(6)	4%
Community: Suburban	16%	(21)	23%	(30)	34%	(44)	8%	(10)	5%	(6)	15%
Community: Rural	22%	(20)	9%	(8)	46%	(42)	11%	(10)	8%	(7)	5%
Employ: Private Sector	19%	(49)	19%	(50)	36%	(93)	11%	(29)	6%	(16)	8%
Employ: Government	23%	(14)	20%	(12)	33%	(20)	5%	(3)	6%	(3)	13%
Military HH: No	21%	(60)	20%	(56)	36%	(102)	11%	(30)	6%	(17)	7%
RD/WT: Right Direction	15%	(18)	26%	(31)	39%	(48)	11%	(14)	4%	(5)	5%
RD/WT: Wrong Track	23%	(46)	15%	(30)	33%	(65)	10%	(21)	7%	(14)	11%
Biden Job Approve	16%	(24)	25%	(38)	34%	(50)	15%	(22)	5%	(8)	6%
Biden Job Disapprove	23%	(37)	14%	(23)	38%	(60)	7%	(12)	7%	(12)	10%
Biden Job Strongly Approve	24%	(15)	18%	(11)	30%	(18)	13%	(8)	7%	(4)	8%
Biden Job Somewhat Approve	10%	(9)	30%	(27)	36%	(32)	15%	(14)	3%	(3)	4%
Biden Job Somewhat Disapprove	15%	(9)	22%	(13)	43%	(26)	6%	(4)	9%	(6)	5%
Biden Job Strongly Disapprove	29%	(28)	10%	(9)	35%	(34)	8%	(8)	6%	(6)	12%
Favorable of Biden	19%	(30)	25%	(39)	30%	(48)	15%	(23)	5%	(8)	5%
Unfavorable of Biden	21%	(31)	15%	(22)	39%	(57)	7%	(11)	7%	(10)	11%
Very Favorable of Biden	30%	(23)	17%	(13)	23%	(18)	18%	(14)	6%	(4)	6%
Somewhat Favorable of Biden	9%	(7)	32%	(26)	37%	(30)	11%	(9)	5%	(4)	5%
Very Unfavorable of Biden	25%	(28)	13%	(14)	35%	(38)	7%	(8)	8%	(9)	11%
#1 Issue: Economy	24%	(39)	15%	(25)	36%	(58)	11%	(18)	5%	(9)	7%
2020 Vote: Joe Biden	18%	(28)	25%	(38)	30%	(47)	14%	(21)	6%	(10)	7%
2020 Vote: Donald Trump	24%	(27)	15%	(17)	44%	(49)	5%	(6)	4%	(5)	8%

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Table BPC21_7: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	20%	(64)	19%	(62)	35%	(114)	11%	(34)	6%	(19)	9%
2018 House Vote: Democrat	19%	(28)	23%	(33)	30%	(42)	16%	(22)	8%	(11)	4%
2018 House Vote: Republican	24%	(20)	15%	(13)	41%	(35)	5%	(4)	5%	(4)	10%
2016 Vote: Hillary Clinton	18%	(25)	23%	(32)	31%	(43)	14%	(19)	7%	(10)	6%
2016 Vote: Donald Trump	26%	(22)	14%	(12)	39%	(33)	5%	(4)	5%	(4)	10%
2016 Vote: Didn't Vote	18%	(16)	17%	(15)	41%	(36)	9%	(8)	4%	(4)	11%
Voted in 2014: Yes	20%	(39)	21%	(39)	33%	(63)	12%	(23)	7%	(13)	8%
Voted in 2014: No	19%	(25)	17%	(22)	40%	(51)	9%	(12)	5%	(7)	9%
4-Region: Midwest	19%	(11)	14%	(8)	32%	(18)	11%	(6)	10%	(5)	15%
4-Region: South	23%	(31)	19%	(26)	35%	(48)	12%	(17)	6%	(8)	6%
4-Region: West	16%	(13)	23%	(19)	40%	(33)	10%	(8)	5%	(4)	6%
Child(Ren) Aged 0-17	20%	(54)	20%	(54)	34%	(92)	12%	(32)	5%	(15)	8%
Child(Ren) Aged 0-5	22%	(31)	22%	(32)	30%	(43)	13%	(19)	5%	(7)	8%
Caregivers	16%	(30)	22%	(42)	37%	(70)	14%	(25)	5%	(8)	6%
Caregiver for Child/Dependent	17%	(24)	26%	(35)	36%	(50)	9%	(13)	4%	(6)	7%
Non-Business Owners	20%	(64)	19%	(62)	35%	(114)	11%	(34)	6%	(19)	9%
Service Worker/Retail Sales/Laborers/Helpers	29%	(22)	15%	(12)	39%	(30)	9%	(7)	3%	(2)	4%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18%	(19)	17%	(19)	38%	(42)	12%	(13)	7%	(8)	8%
Health Care and Medical Professionals/Lab Techs/Pharmacists	13%	(8)	24%	(16)	33%	(22)	16%	(11)	6%	(4)	9%
Access to Childcare	18%	(27)	24%	(36)	31%	(47)	12%	(19)	4%	(6)	11%
More Financially Secure after Pandemic	22%	(23)	30%	(30)	27%	(27)	9%	(9)	6%	(7)	5%
Less Financially Secure after the Pandemic	24%	(32)	15%	(20)	36%	(49)	13%	(18)	8%	(11)	4%
Same Financial Security after the Pandemic	11%	(9)	13%	(11)	44%	(37)	9%	(8)	2%	(2)	20%
Access to Paid Parental Leave	23%	(55)	21%	(51)	33%	(79)	7%	(16)	7%	(16)	10%
No Access to Paid Parental Leave	9%	(5)	14%	(8)	42%	(24)	23%	(13)	4%	(2)	8%
Access to Paid Caregiving Leave	22%	(45)	20%	(42)	34%	(70)	8%	(16)	7%	(14)	10%
No Access to Paid Caregiving Leave	21%	(16)	16%	(12)	33%	(25)	17%	(13)	7%	(5)	7%

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Table BPC21_7: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	20%	(64)	19%	(62)	35%	(114)	11%	(34)	6%	(19)	9%
Access to Flexible Work Hours	22%	(46)	20%	(42)	33%	(69)	10%	(21)	6%	(12)	9%
No Access to Flexible Work Hours	14%	(15)	17%	(17)	39%	(39)	13%	(13)	7%	(7)	10%
Access to Child Care as Employer Benefit	23%	(36)	22%	(34)	31%	(48)	10%	(16)	6%	(10)	7%
No Access to Child Care as Employer Benefit	16%	(20)	15%	(19)	39%	(50)	11%	(14)	8%	(10)	10%
Access to Mental Health Benefits	20%	(44)	20%	(44)	34%	(75)	10%	(22)	6%	(12)	11%
No Access to Mental Health Benefits	16%	(10)	26%	(16)	35%	(21)	11%	(7)	8%	(5)	4%
Ethnicity: White (Non-Hispanic)	19%	(33)	18%	(31)	37%	(65)	9%	(15)	6%	(10)	12%
Ethnicity: Hispanic	25%	(17)	10%	(7)	35%	(24)	14%	(10)	7%	(5)	8%
Ethnicity: Black (Non-Hispanic)	21%	(10)	25%	(13)	31%	(16)	17%	(9)	5%	(2)	2%
Single, never married	22%	(18)	17%	(14)	34%	(28)	12%	(10)	5%	(4)	9%
Married	16%	(26)	21%	(34)	37%	(60)	11%	(19)	5%	(9)	9%

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

Table BPC21_8: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(78)	20%	(63)	28%	(90)	10%	(33)	7%	(21)	11%
Gender: Female	24%	(78)	20%	(63)	28%	(90)	10%	(33)	7%	(21)	11%
Age: 18-34	29%	(36)	19%	(24)	22%	(27)	10%	(12)	10%	(12)	11%
Age: 35-44	22%	(31)	20%	(29)	29%	(41)	13%	(19)	5%	(7)	11%
Age: 45-64	19%	(10)	19%	(10)	40%	(21)	3%	(1)	4%	(2)	15%
Millennials: 1981-1996	28%	(63)	20%	(45)	25%	(56)	10%	(23)	5%	(11)	11%
GenXers: 1965-1980	15%	(10)	20%	(13)	29%	(18)	14%	(9)	9%	(6)	13%
PID: Dem (no lean)	24%	(36)	21%	(31)	25%	(36)	10%	(15)	11%	(17)	9%
PID: Ind (no lean)	20%	(16)	20%	(16)	21%	(17)	18%	(14)	5%	(4)	16%
PID: Rep (no lean)	28%	(26)	17%	(16)	39%	(36)	3%	(3)	1%	(1)	12%
PID/Gender: Dem Women	24%	(36)	21%	(31)	25%	(36)	10%	(15)	11%	(17)	9%
PID/Gender: Ind Women	20%	(16)	20%	(16)	21%	(17)	18%	(14)	5%	(4)	16%
PID/Gender: Rep Women	28%	(26)	17%	(16)	39%	(36)	3%	(3)	1%	(1)	12%
Ideo: Liberal (1-3)	27%	(29)	22%	(23)	23%	(24)	10%	(10)	10%	(10)	9%
Ideo: Moderate (4)	23%	(26)	18%	(20)	27%	(29)	14%	(16)	5%	(6)	12%
Ideo: Conservative (5-7)	24%	(20)	22%	(18)	35%	(29)	4%	(3)	2%	(2)	13%
Educ: < College	26%	(47)	16%	(28)	28%	(50)	12%	(21)	9%	(16)	9%
Educ: Bachelors degree	23%	(19)	28%	(24)	27%	(23)	6%	(5)	6%	(6)	9%
Educ: Post-grad	19%	(11)	20%	(11)	29%	(17)	11%	(6)	—	(0)	21%
Income: Under 50k	24%	(33)	16%	(21)	29%	(39)	13%	(18)	7%	(10)	11%
Income: 50k-100k	26%	(29)	27%	(30)	24%	(27)	7%	(8)	9%	(11)	7%
Income: 100k+	22%	(16)	16%	(12)	32%	(23)	10%	(7)	1%	(1)	19%
Ethnicity: White	23%	(48)	16%	(34)	35%	(73)	6%	(12)	5%	(10)	14%
Ethnicity: Hispanic	29%	(20)	12%	(8)	29%	(19)	8%	(5)	13%	(9)	9%
Ethnicity: Black	32%	(19)	21%	(12)	17%	(10)	16%	(9)	13%	(7)	2%
Ethnicity: Other	19%	(11)	31%	(17)	12%	(7)	20%	(11)	7%	(4)	10%

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Table BPC21_8: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(78)	20%	(63)	28%	(90)	10%	(33)	7%	(21)	11%
All Christian	28%	(42)	18%	(27)	26%	(39)	8%	(12)	8%	(12)	11%
Agnostic/Nothing in particular	17%	(13)	27%	(20)	40%	(30)	5%	(4)	3%	(2)	9%
Something Else	30%	(22)	12%	(9)	24%	(18)	17%	(12)	4%	(3)	13%
Evangelical	31%	(35)	16%	(18)	26%	(29)	11%	(13)	5%	(6)	11%
Non-Evangelical	26%	(27)	16%	(17)	25%	(26)	10%	(11)	9%	(9)	12%
Community: Urban	32%	(32)	23%	(22)	21%	(21)	9%	(9)	9%	(8)	6%
Community: Suburban	20%	(26)	21%	(28)	27%	(35)	13%	(16)	2%	(3)	17%
Community: Rural	21%	(20)	14%	(13)	37%	(34)	8%	(7)	11%	(10)	9%
Employ: Private Sector	20%	(52)	21%	(55)	30%	(76)	10%	(26)	7%	(19)	11%
Employ: Government	42%	(25)	13%	(8)	22%	(13)	9%	(5)	2%	(1)	13%
Military HH: No	25%	(70)	20%	(58)	30%	(85)	10%	(29)	6%	(17)	9%
RD/WT: Right Direction	21%	(26)	28%	(34)	26%	(32)	12%	(15)	6%	(8)	7%
RD/WT: Wrong Track	26%	(52)	15%	(29)	29%	(58)	9%	(18)	7%	(14)	14%
Biden Job Approve	22%	(33)	23%	(35)	26%	(39)	11%	(17)	10%	(15)	8%
Biden Job Disapprove	26%	(42)	18%	(28)	31%	(49)	9%	(14)	4%	(6)	13%
Biden Job Strongly Approve	33%	(20)	22%	(13)	14%	(9)	9%	(6)	10%	(6)	12%
Biden Job Somewhat Approve	15%	(13)	24%	(22)	34%	(30)	12%	(11)	10%	(9)	6%
Biden Job Somewhat Disapprove	14%	(8)	29%	(18)	29%	(18)	10%	(6)	9%	(5)	9%
Biden Job Strongly Disapprove	34%	(33)	11%	(10)	31%	(31)	8%	(7)	1%	(1)	16%
Favorable of Biden	25%	(40)	23%	(36)	23%	(36)	10%	(16)	11%	(17)	7%
Unfavorable of Biden	24%	(35)	18%	(27)	33%	(48)	7%	(11)	3%	(4)	15%
Very Favorable of Biden	37%	(28)	18%	(13)	19%	(15)	9%	(7)	8%	(6)	9%
Somewhat Favorable of Biden	14%	(11)	28%	(22)	27%	(21)	12%	(9)	14%	(11)	6%
Very Unfavorable of Biden	30%	(32)	13%	(14)	32%	(35)	8%	(9)	3%	(3)	14%
#1 Issue: Economy	28%	(44)	20%	(31)	30%	(48)	11%	(17)	5%	(7)	7%
2020 Vote: Joe Biden	23%	(36)	26%	(40)	21%	(32)	11%	(18)	8%	(13)	10%
2020 Vote: Donald Trump	27%	(30)	17%	(19)	40%	(44)	3%	(4)	1%	(1)	13%

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Table BPC21_8: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(78)	20%	(63)	28%	(90)	10%	(33)	7%	(21)	11%
2018 House Vote: Democrat	25%	(36)	24%	(34)	22%	(32)	11%	(16)	9%	(13)	8%
2018 House Vote: Republican	27%	(23)	18%	(15)	37%	(31)	4%	(4)	1%	(1)	13%
2016 Vote: Hillary Clinton	24%	(33)	21%	(29)	28%	(39)	8%	(11)	9%	(12)	9%
2016 Vote: Donald Trump	28%	(24)	20%	(17)	32%	(27)	6%	(5)	1%	(1)	13%
2016 Vote: Didn't Vote	23%	(20)	18%	(16)	26%	(23)	11%	(10)	9%	(8)	12%
Voted in 2014: Yes	28%	(54)	19%	(37)	27%	(51)	9%	(17)	5%	(10)	12%
Voted in 2014: No	18%	(23)	20%	(26)	30%	(38)	12%	(16)	9%	(11)	11%
4-Region: Midwest	20%	(12)	14%	(8)	23%	(13)	17%	(10)	5%	(3)	21%
4-Region: South	27%	(37)	21%	(30)	28%	(39)	8%	(12)	6%	(9)	9%
4-Region: West	24%	(20)	19%	(15)	28%	(23)	13%	(11)	11%	(9)	5%
Child(Ren) Aged 0-17	26%	(70)	20%	(53)	27%	(72)	12%	(31)	5%	(13)	11%
Child(Ren) Aged 0-5	26%	(36)	23%	(33)	26%	(37)	9%	(13)	4%	(6)	12%
Caregivers	23%	(43)	20%	(38)	28%	(52)	13%	(25)	6%	(12)	9%
Caregiver for Child/Dependent	24%	(33)	22%	(30)	30%	(40)	12%	(17)	2%	(2)	10%
Non-Business Owners	24%	(78)	20%	(63)	28%	(90)	10%	(33)	7%	(21)	11%
Service Worker/Retail Sales/Laborers/Helpers	32%	(25)	17%	(13)	30%	(23)	10%	(8)	2%	(1)	9%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19%	(20)	19%	(21)	31%	(34)	11%	(12)	9%	(9)	12%
Health Care and Medical Professionals/Lab Techs/Pharmacists	21%	(14)	25%	(16)	26%	(17)	8%	(5)	8%	(5)	12%
Access to Childcare	27%	(41)	22%	(33)	26%	(40)	7%	(11)	5%	(7)	13%
More Financially Secure after Pandemic	33%	(34)	26%	(26)	21%	(21)	10%	(10)	1%	(1)	9%
Less Financially Secure after the Pandemic	22%	(30)	16%	(22)	32%	(44)	11%	(16)	11%	(16)	7%
Same Financial Security after the Pandemic	17%	(14)	18%	(15)	29%	(24)	9%	(7)	5%	(5)	22%
Access to Paid Parental Leave	27%	(64)	22%	(52)	27%	(65)	7%	(17)	5%	(11)	13%
No Access to Paid Parental Leave	20%	(11)	12%	(7)	29%	(16)	21%	(12)	14%	(8)	5%
Access to Paid Caregiving Leave	29%	(59)	22%	(46)	24%	(50)	8%	(16)	4%	(8)	12%
No Access to Paid Caregiving Leave	20%	(15)	17%	(13)	33%	(25)	11%	(9)	13%	(10)	6%

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Table BPC21_8: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(78)	20%	(63)	28%	(90)	10%	(33)	7%	(21)	11%
Access to Flexible Work Hours	27%	(55)	21%	(45)	24%	(50)	8%	(17)	8%	(16)	12%
No Access to Flexible Work Hours	17%	(17)	16%	(17)	39%	(40)	12%	(12)	5%	(5)	10%
Access to Child Care as Employer Benefit	33%	(50)	24%	(37)	21%	(33)	10%	(15)	3%	(5)	9%
No Access to Child Care as Employer Benefit	17%	(21)	17%	(21)	32%	(41)	8%	(10)	11%	(14)	15%
Access to Mental Health Benefits	23%	(50)	18%	(41)	32%	(69)	6%	(14)	8%	(17)	13%
No Access to Mental Health Benefits	28%	(17)	27%	(17)	17%	(10)	15%	(9)	6%	(4)	7%
Ethnicity: White (Non-Hispanic)	22%	(38)	17%	(30)	34%	(59)	7%	(12)	4%	(7)	16%
Ethnicity: Hispanic	29%	(20)	12%	(8)	29%	(19)	8%	(5)	13%	(9)	9%
Ethnicity: Black (Non-Hispanic)	33%	(17)	19%	(10)	17%	(9)	19%	(9)	9%	(5)	3%
Single, never married	27%	(22)	16%	(13)	31%	(25)	11%	(9)	7%	(5)	9%
Married	22%	(36)	20%	(32)	28%	(45)	13%	(21)	7%	(12)	10%

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

Table BPC21_9: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(77)	18%	(56)	32%	(102)	5%	(16)	5%	(15)	17%
Gender: Female	24%	(77)	18%	(56)	32%	(102)	5%	(16)	5%	(15)	17%
Age: 18-34	33%	(40)	24%	(29)	23%	(29)	8%	(9)	3%	(3)	10%
Age: 35-44	19%	(27)	14%	(20)	40%	(57)	3%	(5)	7%	(10)	17%
Age: 45-64	18%	(9)	13%	(7)	28%	(15)	3%	(1)	4%	(2)	35%
Millennials: 1981-1996	26%	(59)	20%	(43)	32%	(70)	6%	(12)	3%	(8)	13%
GenXers: 1965-1980	17%	(11)	12%	(8)	27%	(17)	4%	(3)	11%	(7)	29%
PID: Dem (no lean)	28%	(42)	16%	(24)	31%	(46)	7%	(10)	7%	(10)	11%
PID: Ind (no lean)	19%	(15)	17%	(14)	34%	(27)	2%	(1)	4%	(3)	26%
PID: Rep (no lean)	22%	(20)	20%	(19)	31%	(29)	4%	(4)	3%	(2)	20%
PID/Gender: Dem Women	28%	(42)	16%	(24)	31%	(46)	7%	(10)	7%	(10)	11%
PID/Gender: Ind Women	19%	(15)	17%	(14)	34%	(27)	2%	(1)	4%	(3)	26%
PID/Gender: Rep Women	22%	(20)	20%	(19)	31%	(29)	4%	(4)	3%	(2)	20%
Ideo: Liberal (1-3)	22%	(23)	18%	(19)	31%	(32)	6%	(7)	10%	(10)	13%
Ideo: Moderate (4)	28%	(30)	16%	(18)	31%	(34)	6%	(7)	1%	(1)	18%
Ideo: Conservative (5-7)	24%	(21)	20%	(17)	31%	(26)	1%	(1)	3%	(3)	20%
Educ: < College	25%	(44)	19%	(34)	30%	(53)	6%	(10)	5%	(9)	16%
Educ: Bachelors degree	24%	(21)	19%	(16)	31%	(26)	6%	(5)	7%	(6)	12%
Educ: Post-grad	21%	(12)	10%	(6)	39%	(22)	—	(0)	—	(0)	29%
Income: Under 50k	20%	(27)	20%	(27)	34%	(47)	5%	(7)	3%	(4)	18%
Income: 50k-100k	32%	(35)	15%	(17)	28%	(31)	4%	(4)	8%	(9)	13%
Income: 100k+	20%	(15)	17%	(12)	32%	(23)	6%	(5)	3%	(2)	22%
Ethnicity: White	22%	(45)	17%	(36)	35%	(73)	4%	(8)	4%	(9)	18%
Ethnicity: Hispanic	31%	(21)	16%	(11)	28%	(19)	6%	(4)	7%	(5)	12%
Ethnicity: Black	30%	(18)	12%	(7)	27%	(16)	9%	(5)	7%	(4)	16%
Ethnicity: Other	26%	(14)	25%	(13)	24%	(13)	5%	(3)	4%	(2)	16%

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Table BPC21_9: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(77)	18%	(56)	32%	(102)	5%	(16)	5%	(15)	17%
All Christian	27%	(41)	16%	(23)	30%	(45)	5%	(7)	7%	(10)	15%
Agnostic/Nothing in particular	17%	(13)	20%	(15)	39%	(29)	5%	(3)	4%	(3)	16%
Something Else	25%	(18)	16%	(12)	28%	(21)	6%	(5)	2%	(2)	23%
Evangelical	27%	(30)	14%	(16)	29%	(33)	6%	(7)	4%	(5)	20%
Non-Evangelical	26%	(26)	18%	(18)	30%	(30)	5%	(5)	7%	(7)	14%
Community: Urban	31%	(30)	22%	(22)	31%	(30)	3%	(3)	4%	(4)	9%
Community: Suburban	20%	(26)	15%	(19)	32%	(41)	7%	(9)	4%	(5)	23%
Community: Rural	22%	(20)	16%	(15)	33%	(30)	3%	(3)	8%	(7)	19%
Employ: Private Sector	23%	(59)	17%	(44)	35%	(90)	4%	(11)	5%	(12)	16%
Employ: Government	29%	(17)	18%	(11)	18%	(11)	7%	(4)	5%	(3)	24%
Military HH: No	24%	(68)	19%	(54)	33%	(95)	4%	(13)	5%	(14)	15%
RD/WT: Right Direction	24%	(30)	21%	(25)	31%	(38)	9%	(11)	4%	(5)	11%
RD/WT: Wrong Track	24%	(47)	16%	(31)	32%	(63)	2%	(5)	5%	(10)	21%
Biden Job Approve	24%	(36)	21%	(32)	31%	(47)	6%	(10)	6%	(9)	12%
Biden Job Disapprove	24%	(38)	14%	(23)	33%	(52)	3%	(5)	4%	(6)	21%
Biden Job Strongly Approve	33%	(20)	13%	(8)	27%	(16)	7%	(4)	6%	(4)	14%
Biden Job Somewhat Approve	18%	(16)	27%	(24)	34%	(30)	6%	(6)	6%	(5)	10%
Biden Job Somewhat Disapprove	18%	(11)	11%	(7)	41%	(25)	6%	(3)	4%	(2)	20%
Biden Job Strongly Disapprove	28%	(27)	16%	(16)	28%	(28)	2%	(2)	4%	(4)	22%
Favorable of Biden	27%	(43)	19%	(30)	28%	(44)	7%	(10)	6%	(9)	13%
Unfavorable of Biden	21%	(31)	17%	(25)	33%	(48)	4%	(5)	4%	(5)	21%
Very Favorable of Biden	40%	(31)	11%	(8)	27%	(21)	3%	(3)	7%	(5)	11%
Somewhat Favorable of Biden	15%	(12)	27%	(21)	29%	(23)	10%	(8)	5%	(4)	15%
Very Unfavorable of Biden	24%	(27)	15%	(17)	29%	(31)	4%	(5)	4%	(5)	23%
#1 Issue: Economy	28%	(46)	17%	(28)	35%	(55)	4%	(7)	3%	(4)	13%
2020 Vote: Joe Biden	24%	(36)	17%	(26)	32%	(50)	6%	(10)	7%	(11)	14%
2020 Vote: Donald Trump	23%	(25)	20%	(22)	34%	(38)	4%	(5)	1%	(2)	18%

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Table BPC21_9: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(77)	18%	(56)	32%	(102)	5%	(16)	5%	(15)	17%
2018 House Vote: Democrat	24%	(35)	16%	(22)	33%	(46)	7%	(10)	6%	(9)	14%
2018 House Vote: Republican	23%	(20)	19%	(16)	29%	(25)	5%	(4)	3%	(2)	21%
2016 Vote: Hillary Clinton	24%	(33)	18%	(25)	30%	(42)	6%	(8)	7%	(10)	14%
2016 Vote: Donald Trump	25%	(21)	19%	(16)	30%	(26)	6%	(5)	3%	(2)	17%
2016 Vote: Didn't Vote	22%	(19)	16%	(15)	36%	(32)	2%	(2)	2%	(2)	21%
Voted in 2014: Yes	26%	(49)	17%	(32)	29%	(56)	5%	(9)	6%	(12)	18%
Voted in 2014: No	21%	(27)	19%	(24)	36%	(46)	5%	(6)	3%	(4)	16%
4-Region: Midwest	21%	(12)	17%	(9)	26%	(15)	3%	(2)	6%	(4)	26%
4-Region: South	25%	(35)	20%	(28)	27%	(38)	6%	(9)	5%	(6)	16%
4-Region: West	25%	(20)	10%	(8)	45%	(37)	3%	(2)	6%	(5)	12%
Child(Ren) Aged 0-17	26%	(70)	19%	(51)	31%	(84)	6%	(16)	4%	(10)	15%
Child(Ren) Aged 0-5	31%	(44)	19%	(27)	31%	(44)	4%	(6)	3%	(4)	12%
Caregivers	25%	(46)	19%	(35)	36%	(67)	6%	(11)	4%	(7)	11%
Caregiver for Child/Dependent	24%	(32)	19%	(25)	38%	(52)	5%	(7)	3%	(4)	11%
Non-Business Owners	24%	(77)	18%	(56)	32%	(102)	5%	(16)	5%	(15)	17%
Service Worker/Retail Sales/Laborers/Helpers	31%	(24)	24%	(19)	28%	(21)	1%	(1)	3%	(2)	13%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	23%	(25)	18%	(20)	33%	(36)	6%	(7)	6%	(7)	14%
Health Care and Medical Professionals/Lab Techs/Pharmacists	16%	(10)	9%	(6)	41%	(27)	10%	(6)	4%	(2)	21%
Access to Childcare	26%	(40)	19%	(29)	31%	(47)	6%	(10)	3%	(4)	15%
More Financially Secure after Pandemic	34%	(34)	23%	(23)	23%	(24)	6%	(6)	2%	(2)	11%
Less Financially Secure after the Pandemic	25%	(33)	13%	(18)	32%	(43)	7%	(9)	8%	(11)	16%
Same Financial Security after the Pandemic	11%	(9)	18%	(15)	41%	(35)	—	(0)	3%	(3)	26%
Access to Paid Parental Leave	28%	(68)	19%	(45)	27%	(66)	5%	(12)	4%	(9)	16%
No Access to Paid Parental Leave	13%	(7)	16%	(9)	48%	(27)	4%	(2)	6%	(3)	13%
Access to Paid Caregiving Leave	26%	(54)	21%	(43)	25%	(50)	5%	(10)	4%	(8)	20%
No Access to Paid Caregiving Leave	24%	(18)	14%	(10)	41%	(31)	5%	(4)	5%	(4)	11%

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Table BPC21_9: *You mentioned your employer offers access to an emergency savings account. How much does access to an emergency savings account positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(77)	18%	(56)	32%	(102)	5%	(16)	5%	(15)	17%
Access to Flexible Work Hours	26%	(54)	17%	(36)	29%	(61)	4%	(7)	5%	(11)	19%
No Access to Flexible Work Hours	20%	(20)	19%	(19)	35%	(36)	8%	(8)	5%	(5)	13%
Access to Child Care as Employer Benefit	33%	(51)	19%	(29)	24%	(36)	7%	(11)	5%	(7)	12%
No Access to Child Care as Employer Benefit	17%	(21)	19%	(23)	40%	(51)	3%	(3)	5%	(7)	16%
Access to Mental Health Benefits	25%	(55)	15%	(33)	33%	(72)	4%	(8)	4%	(9)	20%
No Access to Mental Health Benefits	23%	(14)	24%	(15)	30%	(18)	7%	(4)	5%	(3)	11%
Ethnicity: White (Non-Hispanic)	21%	(36)	17%	(29)	36%	(63)	3%	(6)	3%	(6)	19%
Ethnicity: Hispanic	31%	(21)	16%	(11)	28%	(19)	6%	(4)	7%	(5)	12%
Ethnicity: Black (Non-Hispanic)	29%	(15)	9%	(5)	24%	(12)	10%	(5)	8%	(4)	19%
Single, never married	25%	(20)	22%	(18)	26%	(21)	7%	(6)	8%	(6)	13%
Married	26%	(41)	15%	(24)	36%	(58)	4%	(7)	4%	(7)	16%

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

Table BPC22_1: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (224)	25% (171)	25% (172)	5% (35)	4% (30)	8%
Gender: Female	33% (224)	25% (171)	25% (172)	5% (35)	4% (30)	8%
Age: 18-34	36% (104)	26% (73)	21% (61)	6% (18)	5% (14)	5%
Age: 35-44	31% (107)	24% (83)	28% (96)	5% (16)	4% (12)	9%
Age: 45-64	24% (14)	25% (15)	25% (15)	1% (1)	6% (4)	18%
Millennials: 1981-1996	35% (181)	26% (135)	24% (127)	5% (27)	4% (21)	7%
GenXers: 1965-1980	25% (30)	24% (29)	28% (34)	2% (2)	7% (8)	14%
PID: Dem (no lean)	37% (94)	25% (63)	22% (56)	4% (10)	5% (13)	6%
PID: Ind (no lean)	32% (74)	19% (44)	26% (60)	6% (14)	4% (9)	12%
PID: Rep (no lean)	27% (56)	31% (64)	27% (56)	5% (10)	4% (8)	6%
PID/Gender: Dem Women	37% (94)	25% (63)	22% (56)	4% (10)	5% (13)	6%
PID/Gender: Ind Women	32% (74)	19% (44)	26% (60)	6% (14)	4% (9)	12%
PID/Gender: Rep Women	27% (56)	31% (64)	27% (56)	5% (10)	4% (8)	6%
Ideo: Liberal (1-3)	39% (73)	22% (41)	24% (45)	5% (10)	6% (12)	4%
Ideo: Moderate (4)	33% (69)	22% (45)	26% (53)	7% (15)	4% (9)	7%
Ideo: Conservative (5-7)	25% (50)	36% (71)	23% (46)	4% (7)	3% (6)	9%
Educ: < College	33% (135)	21% (88)	25% (101)	7% (27)	4% (17)	10%
Educ: Bachelors degree	27% (45)	30% (49)	27% (45)	4% (6)	6% (10)	7%
Educ: Post-grad	39% (45)	30% (34)	23% (26)	1% (1)	3% (4)	3%
Income: Under 50k	34% (113)	21% (70)	24% (80)	7% (22)	4% (14)	10%
Income: 50k-100k	29% (75)	27% (71)	28% (72)	5% (13)	5% (14)	6%
Income: 100k+	37% (36)	30% (29)	21% (20)	— (0)	2% (2)	10%
Ethnicity: White	32% (165)	24% (125)	27% (137)	4% (21)	4% (20)	9%
Ethnicity: Hispanic	34% (45)	28% (36)	17% (22)	6% (8)	4% (6)	10%
Ethnicity: Black	35% (31)	24% (21)	19% (17)	10% (9)	6% (5)	5%
Ethnicity: Other	34% (29)	30% (25)	21% (18)	6% (5)	6% (5)	3%

Continued on next page

Table BPC22_1: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (224)	25% (171)	25% (172)	5% (35)	4% (30)	8%
All Christian	28% (69)	29% (71)	25% (61)	6% (14)	4% (10)	8%
Agnostic/Nothing in particular	33% (76)	24% (56)	24% (56)	6% (14)	4% (8)	9%
Something Else	32% (49)	25% (39)	26% (40)	4% (6)	6% (10)	7%
Evangelical	28% (54)	26% (49)	24% (45)	7% (12)	7% (13)	8%
Non-Evangelical	30% (60)	29% (59)	27% (54)	4% (7)	2% (5)	8%
Community: Urban	33% (52)	22% (34)	25% (40)	4% (7)	3% (5)	12%
Community: Suburban	31% (105)	26% (88)	24% (82)	5% (17)	5% (15)	8%
Community: Rural	34% (67)	25% (48)	26% (50)	5% (10)	5% (10)	5%
Employ: Private Sector	34% (172)	24% (123)	25% (125)	5% (27)	4% (20)	8%
Employ: Government	30% (33)	28% (31)	25% (29)	4% (4)	6% (7)	7%
Employ: Self-Employed	28% (19)	24% (17)	27% (18)	4% (3)	5% (3)	12%
Military HH: Yes	49% (25)	23% (12)	19% (10)	1% (1)	4% (2)	4%
Military HH: No	31% (200)	25% (159)	25% (162)	5% (34)	4% (28)	8%
RD/WT: Right Direction	29% (44)	27% (40)	25% (37)	5% (7)	6% (9)	10%
RD/WT: Wrong Track	34% (181)	24% (131)	25% (135)	5% (28)	4% (21)	8%
Biden Job Approve	33% (76)	26% (59)	22% (49)	4% (10)	8% (18)	7%
Biden Job Disapprove	32% (136)	25% (106)	26% (110)	6% (25)	3% (12)	8%
Biden Job Strongly Approve	22% (12)	33% (18)	22% (12)	4% (2)	11% (6)	9%
Biden Job Somewhat Approve	37% (64)	23% (41)	22% (37)	5% (8)	7% (12)	6%
Biden Job Somewhat Disapprove	32% (51)	23% (36)	30% (47)	9% (14)	1% (1)	5%
Biden Job Strongly Disapprove	32% (85)	27% (70)	24% (62)	4% (11)	4% (11)	9%
Favorable of Biden	35% (90)	25% (63)	24% (62)	4% (9)	7% (17)	6%
Unfavorable of Biden	32% (126)	27% (105)	25% (100)	5% (20)	3% (11)	8%
Very Favorable of Biden	27% (21)	29% (22)	24% (18)	2% (2)	8% (6)	10%
Somewhat Favorable of Biden	38% (69)	23% (41)	24% (44)	4% (7)	6% (12)	4%
Somewhat Unfavorable of Biden	39% (51)	23% (30)	25% (32)	6% (8)	1% (1)	6%
Very Unfavorable of Biden	29% (76)	28% (75)	26% (69)	4% (12)	4% (10)	9%

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Table BPC22_1: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (224)	25% (171)	25% (172)	5% (35)	4% (30)	8%
#1 Issue: Economy	33% (129)	27% (106)	23% (89)	5% (20)	3% (11)	8%
#1 Issue: Security	21% (12)	22% (13)	37% (21)	5% (3)	6% (4)	9%
#1 Issue: Health Care	25% (13)	29% (16)	20% (11)	7% (4)	7% (4)	12%
#1 Issue: Women's Issues	39% (29)	16% (12)	30% (22)	3% (3)	6% (4)	5%
2020 Vote: Joe Biden	38% (108)	24% (67)	23% (64)	4% (12)	5% (14)	6%
2020 Vote: Donald Trump	28% (62)	31% (70)	28% (62)	6% (14)	2% (6)	4%
2020 Vote: Didn't Vote	30% (45)	17% (24)	23% (33)	6% (8)	5% (7)	20%
2018 House Vote: Democrat	39% (90)	25% (59)	22% (52)	5% (11)	4% (9)	4%
2018 House Vote: Republican	25% (43)	35% (61)	27% (47)	6% (10)	5% (8)	4%
2016 Vote: Hillary Clinton	36% (80)	27% (59)	24% (54)	3% (6)	5% (11)	5%
2016 Vote: Donald Trump	26% (48)	32% (58)	27% (49)	8% (14)	3% (6)	5%
2016 Vote: Didn't Vote	33% (80)	18% (43)	25% (60)	6% (14)	5% (11)	14%
Voted in 2014: Yes	31% (103)	31% (104)	26% (88)	4% (13)	4% (13)	5%
Voted in 2014: No	35% (122)	19% (67)	24% (84)	6% (22)	5% (18)	11%
4-Region: Northeast	32% (33)	27% (28)	24% (25)	4% (4)	6% (6)	8%
4-Region: Midwest	32% (53)	24% (40)	28% (45)	4% (7)	6% (10)	5%
4-Region: South	35% (91)	23% (60)	22% (57)	6% (16)	3% (7)	10%
4-Region: West	29% (48)	26% (44)	27% (45)	5% (9)	4% (7)	8%
Child(Ren) Aged 0-17	33% (224)	25% (171)	25% (172)	5% (35)	4% (30)	8%
Child(Ren) Aged 0-5	38% (135)	26% (93)	18% (64)	6% (21)	5% (18)	7%
Caregivers	36% (168)	26% (119)	24% (112)	5% (24)	5% (22)	5%
Caregiver for Sick or Disabled Family Member	28% (22)	23% (17)	29% (22)	6% (4)	10% (8)	4%
Caregiver for Child/Dependent	37% (149)	26% (105)	23% (92)	4% (18)	4% (15)	5%
Business Owners	29% (26)	31% (28)	22% (20)	8% (7)	4% (3)	6%
Non-Business Owners	33% (198)	24% (143)	25% (152)	5% (27)	4% (27)	8%

Continued on next page

Table BPC22_1: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (224)	25% (171)	25% (172)	5% (35)	4% (30)	8%
Service Worker/Retail Sales/Laborers/Helpers	33% (56)	25% (42)	21% (36)	3% (6)	5% (9)	12%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	32% (59)	27% (50)	30% (57)	3% (6)	4% (7)	4%
Health Care and Medical Professionals/Lab Techs/Pharmacists	37% (34)	25% (23)	19% (18)	9% (9)	4% (4)	6%
Other Professionals	34% (40)	18% (21)	32% (38)	4% (5)	4% (5)	7%
Business Owners w/Employees	29% (20)	31% (22)	20% (14)	10% (7)	4% (3)	6%
No Access to Childcare	36% (182)	25% (125)	21% (107)	6% (31)	5% (26)	7%
Unsure of Access to Childcare	23% (43)	26% (46)	36% (65)	2% (3)	2% (4)	11%
More Financially Secure after Pandemic	34% (25)	25% (19)	18% (13)	4% (3)	6% (5)	13%
Less Financially Secure after the Pandemic	35% (150)	26% (112)	22% (95)	6% (25)	5% (20)	6%
Same Financial Security after the Pandemic	27% (49)	22% (40)	35% (64)	4% (7)	3% (5)	10%
Access to Paid Parental Leave	33% (81)	26% (64)	27% (66)	4% (10)	5% (12)	6%
No Access to Paid Parental Leave	31% (83)	24% (63)	24% (64)	6% (16)	5% (13)	10%
Access to Paid Caregiving Leave	32% (52)	24% (39)	26% (42)	5% (8)	5% (8)	8%
No Access to Paid Caregiving Leave	35% (111)	24% (77)	23% (74)	5% (16)	4% (12)	9%
Access to Flexible Work Hours	32% (75)	26% (61)	26% (62)	4% (8)	4% (10)	8%
No Access to Flexible Work Hours	34% (112)	24% (78)	23% (76)	5% (18)	5% (17)	8%
Access to Child Care as Employer Benefit	17% (10)	37% (22)	32% (19)	8% (5)	2% (1)	5%
No Access to Child Care as Employer Benefit	36% (161)	24% (108)	25% (111)	4% (18)	4% (20)	8%
Access to Mental Health Benefits	32% (60)	26% (49)	27% (51)	2% (4)	3% (6)	9%
No Access to Mental Health Benefits	31% (93)	23% (70)	25% (74)	7% (20)	5% (16)	9%
Ethnicity: White (Non-Hispanic)	32% (136)	25% (107)	28% (119)	4% (18)	4% (16)	8%
Ethnicity: Hispanic	34% (45)	28% (36)	17% (22)	6% (8)	4% (6)	10%
Ethnicity: Black (Non-Hispanic)	33% (25)	25% (19)	22% (17)	10% (8)	5% (4)	6%
Ethnicity: Asian + Other (Non-Hispanic)	36% (18)	18% (9)	29% (14)	2% (1)	10% (5)	6%

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Table BPC22_1: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (224)	25% (171)	25% (172)	5% (35)	4% (30)	8%
Single, never married	37% (51)	22% (30)	22% (30)	7% (10)	5% (6)	8%
Married	30% (111)	28% (103)	25% (94)	4% (16)	4% (17)	9%
Divorced	35% (18)	20% (11)	25% (13)	8% (4)	4% (2)	9%
Living with a partner	35% (33)	23% (22)	26% (25)	5% (5)	4% (4)	7%

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

Table BPC22_2: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (212)	24% (164)	26% (181)	5% (37)	4% (25)	10%
Gender: Female	31% (212)	24% (164)	26% (181)	5% (37)	4% (25)	10%
Age: 18-34	33% (94)	22% (63)	28% (79)	8% (22)	4% (11)	6%
Age: 35-44	31% (107)	26% (89)	25% (87)	4% (13)	3% (12)	11%
Age: 45-64	19% (11)	22% (13)	26% (15)	3% (2)	4% (2)	26%
Millennials: 1981-1996	33% (172)	25% (130)	26% (135)	6% (33)	3% (17)	7%
GenXers: 1965-1980	20% (24)	23% (28)	30% (36)	2% (3)	4% (5)	20%
PID: Dem (no lean)	34% (86)	26% (65)	21% (54)	7% (18)	2% (5)	9%
PID: Ind (no lean)	27% (62)	23% (53)	30% (69)	3% (7)	4% (8)	13%
PID: Rep (no lean)	31% (64)	22% (46)	28% (58)	6% (12)	6% (12)	8%
PID/Gender: Dem Women	34% (86)	26% (65)	21% (54)	7% (18)	2% (5)	9%
PID/Gender: Ind Women	27% (62)	23% (53)	30% (69)	3% (7)	4% (8)	13%
PID/Gender: Rep Women	31% (64)	22% (46)	28% (58)	6% (12)	6% (12)	8%
Ideo: Liberal (1-3)	34% (65)	29% (55)	20% (37)	7% (14)	4% (7)	6%
Ideo: Moderate (4)	33% (68)	20% (40)	30% (61)	8% (16)	2% (3)	8%
Ideo: Conservative (5-7)	30% (60)	23% (46)	29% (57)	3% (5)	6% (11)	9%
Educ: < College	29% (117)	21% (84)	29% (119)	6% (23)	4% (15)	12%
Educ: Bachelors degree	32% (53)	27% (44)	24% (40)	3% (6)	4% (7)	9%
Educ: Post-grad	36% (41)	32% (36)	19% (22)	7% (8)	2% (3)	5%
Income: Under 50k	31% (102)	18% (60)	29% (96)	5% (15)	5% (16)	13%
Income: 50k-100k	28% (72)	29% (75)	25% (64)	7% (19)	4% (9)	8%
Income: 100k+	39% (38)	30% (30)	21% (20)	2% (2)	— (0)	8%
Ethnicity: White	29% (152)	26% (134)	25% (128)	5% (23)	4% (22)	11%
Ethnicity: Hispanic	31% (40)	22% (29)	25% (33)	6% (8)	2% (2)	13%
Ethnicity: Black	36% (32)	17% (15)	28% (24)	8% (7)	— (0)	10%
Ethnicity: Other	33% (28)	17% (15)	34% (29)	7% (6)	4% (4)	5%

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Table BPC22_2: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (212)	24% (164)	26% (181)	5% (37)	4% (25)	10%
All Christian	28% (70)	27% (65)	25% (62)	4% (11)	4% (9)	11%
Agnostic/Nothing in particular	29% (68)	23% (53)	27% (63)	6% (13)	5% (11)	10%
Something Else	32% (50)	20% (32)	30% (47)	5% (8)	3% (4)	10%
Evangelical	28% (53)	22% (41)	29% (54)	6% (11)	4% (8)	12%
Non-Evangelical	32% (65)	27% (54)	26% (52)	4% (8)	2% (3)	10%
Community: Urban	28% (45)	23% (36)	23% (37)	7% (11)	3% (5)	15%
Community: Suburban	33% (109)	25% (82)	25% (85)	5% (17)	3% (11)	9%
Community: Rural	30% (58)	24% (46)	30% (60)	4% (8)	5% (10)	7%
Employ: Private Sector	32% (163)	23% (115)	28% (140)	5% (23)	4% (20)	9%
Employ: Government	30% (34)	29% (32)	22% (24)	8% (9)	2% (3)	9%
Employ: Self-Employed	21% (15)	25% (17)	24% (17)	7% (5)	4% (2)	19%
Military HH: Yes	45% (23)	28% (14)	16% (8)	2% (1)	— (0)	9%
Military HH: No	30% (189)	24% (150)	27% (173)	6% (36)	4% (25)	10%
RD/WT: Right Direction	32% (49)	23% (35)	28% (43)	5% (8)	1% (2)	11%
RD/WT: Wrong Track	30% (163)	24% (129)	26% (138)	5% (29)	4% (24)	10%
Biden Job Approve	31% (71)	26% (59)	25% (57)	6% (13)	4% (9)	8%
Biden Job Disapprove	30% (125)	24% (103)	26% (111)	6% (24)	4% (16)	10%
Biden Job Strongly Approve	19% (10)	27% (15)	37% (20)	2% (1)	5% (3)	10%
Biden Job Somewhat Approve	35% (61)	26% (44)	21% (37)	7% (12)	4% (7)	7%
Biden Job Somewhat Disapprove	24% (38)	31% (48)	24% (37)	10% (16)	3% (5)	8%
Biden Job Strongly Disapprove	33% (87)	21% (55)	28% (74)	3% (8)	4% (10)	12%
Favorable of Biden	34% (87)	24% (61)	26% (67)	6% (15)	3% (7)	8%
Unfavorable of Biden	30% (118)	26% (102)	25% (100)	5% (21)	4% (15)	10%
Very Favorable of Biden	25% (19)	26% (20)	32% (24)	3% (2)	2% (1)	12%
Somewhat Favorable of Biden	38% (68)	23% (41)	23% (42)	7% (13)	3% (5)	6%
Somewhat Unfavorable of Biden	30% (39)	35% (45)	18% (23)	6% (8)	4% (5)	8%
Very Unfavorable of Biden	30% (79)	21% (57)	29% (77)	5% (14)	4% (10)	11%

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Table BPC22_2: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (212)	24% (164)	26% (181)	5% (37)	4% (25)	10%
#1 Issue: Economy	31% (119)	25% (98)	26% (100)	6% (22)	3% (12)	9%
#1 Issue: Security	26% (15)	13% (8)	44% (25)	2% (1)	7% (4)	8%
#1 Issue: Health Care	29% (16)	24% (13)	22% (12)	7% (4)	4% (2)	14%
#1 Issue: Women's Issues	36% (26)	22% (16)	26% (19)	6% (5)	1% (1)	9%
2020 Vote: Joe Biden	37% (104)	26% (72)	20% (55)	8% (22)	2% (6)	8%
2020 Vote: Donald Trump	31% (69)	25% (56)	30% (67)	4% (8)	6% (13)	4%
2020 Vote: Didn't Vote	20% (30)	14% (21)	33% (48)	4% (6)	4% (5)	25%
2018 House Vote: Democrat	39% (91)	28% (65)	18% (43)	5% (11)	3% (7)	7%
2018 House Vote: Republican	29% (51)	27% (48)	28% (50)	7% (13)	4% (7)	4%
2016 Vote: Hillary Clinton	35% (78)	31% (69)	18% (39)	7% (14)	2% (4)	7%
2016 Vote: Donald Trump	32% (59)	22% (40)	30% (56)	3% (6)	7% (13)	6%
2016 Vote: Didn't Vote	26% (63)	17% (42)	30% (73)	6% (14)	4% (9)	17%
Voted in 2014: Yes	33% (111)	28% (93)	24% (80)	5% (17)	3% (11)	7%
Voted in 2014: No	28% (100)	20% (72)	29% (101)	5% (19)	4% (15)	13%
4-Region: Northeast	31% (32)	23% (23)	27% (28)	8% (9)	4% (4)	7%
4-Region: Midwest	30% (48)	32% (52)	22% (36)	6% (9)	3% (6)	7%
4-Region: South	36% (92)	21% (55)	26% (65)	3% (7)	4% (11)	10%
4-Region: West	24% (40)	21% (34)	31% (51)	7% (12)	3% (5)	14%
Child(Ren) Aged 0-17	31% (212)	24% (164)	26% (181)	5% (37)	4% (25)	10%
Child(Ren) Aged 0-5	37% (130)	25% (87)	22% (78)	5% (17)	3% (9)	9%
Caregivers	33% (156)	25% (117)	26% (123)	5% (25)	4% (19)	6%
Caregiver for Sick or Disabled Family Member	38% (28)	23% (17)	23% (18)	4% (3)	6% (5)	6%
Caregiver for Child/Dependent	34% (137)	26% (102)	26% (103)	5% (19)	4% (14)	6%
Business Owners	30% (27)	26% (24)	22% (20)	8% (7)	4% (4)	10%
Non-Business Owners	31% (185)	24% (141)	27% (161)	5% (30)	4% (21)	10%

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Table BPC22_2: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	31%	(212)	24%	(164)	26%	(181)	5%	(37)	4%	(25)	10%
Service Worker/Retail Sales/Laborers/Helpers	31%	(52)	23%	(39)	25%	(42)	4%	(7)	4%	(7)	13%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	28%	(53)	25%	(47)	33%	(62)	4%	(8)	3%	(6)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	37%	(34)	23%	(22)	26%	(24)	5%	(5)	2%	(1)	8%
Other Professionals	30%	(36)	23%	(27)	23%	(27)	8%	(10)	4%	(4)	11%
Business Owners w/Employees	29%	(20)	29%	(21)	21%	(15)	8%	(6)	5%	(4)	8%
No Access to Childcare	35%	(175)	25%	(128)	22%	(111)	7%	(35)	4%	(22)	7%
Unsure of Access to Childcare	20%	(36)	20%	(36)	39%	(70)	1%	(1)	2%	(3)	19%
More Financially Secure after Pandemic	27%	(21)	21%	(16)	29%	(22)	3%	(3)	4%	(3)	15%
Less Financially Secure after the Pandemic	36%	(154)	25%	(108)	23%	(97)	5%	(21)	4%	(18)	7%
Same Financial Security after the Pandemic	20%	(37)	22%	(40)	34%	(62)	7%	(13)	2%	(4)	15%
Access to Paid Parental Leave	36%	(88)	22%	(55)	25%	(61)	7%	(18)	4%	(9)	6%
No Access to Paid Parental Leave	27%	(73)	24%	(65)	29%	(77)	4%	(10)	4%	(11)	12%
Access to Paid Caregiving Leave	30%	(48)	25%	(40)	27%	(43)	5%	(8)	5%	(7)	9%
No Access to Paid Caregiving Leave	33%	(105)	21%	(68)	27%	(87)	6%	(19)	3%	(9)	10%
Access to Flexible Work Hours	30%	(71)	25%	(59)	30%	(70)	5%	(11)	2%	(6)	7%
No Access to Flexible Work Hours	32%	(106)	23%	(74)	25%	(82)	6%	(19)	4%	(15)	10%
Access to Child Care as Employer Benefit	25%	(15)	26%	(16)	34%	(20)	9%	(5)	2%	(1)	4%
No Access to Child Care as Employer Benefit	33%	(151)	23%	(103)	27%	(120)	5%	(23)	3%	(12)	9%
Access to Mental Health Benefits	31%	(58)	26%	(48)	25%	(47)	6%	(11)	3%	(5)	10%
No Access to Mental Health Benefits	31%	(92)	21%	(62)	29%	(87)	5%	(16)	4%	(12)	11%
Ethnicity: White (Non-Hispanic)	29%	(125)	26%	(113)	27%	(115)	4%	(19)	4%	(19)	9%
Ethnicity: Hispanic	31%	(40)	22%	(29)	25%	(33)	6%	(8)	2%	(2)	13%
Ethnicity: Black (Non-Hispanic)	38%	(29)	18%	(14)	25%	(19)	8%	(7)	—	(0)	11%
Ethnicity: Asian + Other (Non-Hispanic)	34%	(17)	17%	(9)	28%	(14)	6%	(3)	7%	(4)	7%

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Table BPC22_2: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	31%	(212)	24%	(164)	26%	(181)	5%	(37)	4%	(25)	10%
Single, never married	31%	(43)	16%	(22)	28%	(38)	8%	(11)	5%	(7)	12%
Married	26%	(96)	28%	(102)	28%	(103)	7%	(24)	2%	(7)	10%
Divorced	41%	(22)	19%	(10)	22%	(12)	—	(0)	11%	(6)	7%
Living with a partner	41%	(39)	21%	(20)	24%	(23)	2%	(1)	3%	(3)	10%

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

Table BPC22_3: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (227)	27% (189)	22% (153)	6% (40)	4% (26)	8%
Gender: Female	33% (227)	27% (189)	22% (153)	6% (40)	4% (26)	8%
Age: 18-34	37% (105)	30% (84)	17% (48)	6% (17)	6% (17)	5%
Age: 35-44	31% (106)	27% (93)	26% (90)	7% (23)	1% (5)	8%
Age: 45-64	26% (15)	19% (11)	25% (15)	2% (1)	6% (4)	21%
Millennials: 1981-1996	35% (182)	28% (149)	22% (116)	6% (31)	3% (17)	6%
GenXers: 1965-1980	24% (28)	25% (30)	26% (31)	7% (8)	4% (4)	15%
PID: Dem (no lean)	37% (92)	27% (69)	17% (44)	7% (17)	3% (7)	9%
PID: Ind (no lean)	33% (74)	26% (60)	24% (55)	5% (10)	4% (9)	9%
PID: Rep (no lean)	29% (60)	29% (60)	26% (54)	6% (13)	4% (9)	6%
PID/Gender: Dem Women	37% (92)	27% (69)	17% (44)	7% (17)	3% (7)	9%
PID/Gender: Ind Women	33% (74)	26% (60)	24% (55)	5% (10)	4% (9)	9%
PID/Gender: Rep Women	29% (60)	29% (60)	26% (54)	6% (13)	4% (9)	6%
Ideo: Liberal (1-3)	38% (71)	31% (58)	19% (36)	5% (9)	3% (6)	5%
Ideo: Moderate (4)	34% (70)	25% (51)	23% (47)	8% (16)	4% (7)	7%
Ideo: Conservative (5-7)	28% (56)	30% (59)	23% (46)	7% (15)	5% (9)	7%
Educ: < College	32% (131)	25% (101)	23% (93)	6% (26)	5% (19)	10%
Educ: Bachelors degree	33% (54)	27% (45)	27% (45)	2% (4)	4% (7)	7%
Educ: Post-grad	36% (41)	38% (44)	13% (15)	10% (11)	— (0)	3%
Income: Under 50k	32% (106)	25% (83)	23% (77)	5% (16)	5% (16)	10%
Income: 50k-100k	34% (87)	28% (72)	22% (56)	8% (21)	3% (9)	6%
Income: 100k+	35% (34)	35% (34)	20% (20)	3% (3)	1% (1)	7%
Ethnicity: White	32% (166)	29% (149)	22% (114)	5% (28)	3% (18)	8%
Ethnicity: Hispanic	41% (54)	28% (37)	9% (12)	3% (4)	7% (9)	11%
Ethnicity: Black	38% (33)	19% (16)	21% (19)	9% (8)	4% (4)	9%
Ethnicity: Other	33% (28)	28% (24)	25% (21)	5% (4)	5% (4)	4%

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Table BPC22_3: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (227)	27% (189)	22% (153)	6% (40)	4% (26)	8%
All Christian	29% (71)	28% (70)	23% (57)	7% (16)	4% (9)	9%
Agnostic/Nothing in particular	31% (73)	29% (67)	24% (55)	4% (10)	4% (9)	8%
Something Else	34% (52)	27% (43)	21% (32)	7% (11)	5% (7)	7%
Evangelical	29% (54)	27% (52)	22% (42)	7% (13)	5% (10)	9%
Non-Evangelical	33% (66)	30% (60)	21% (42)	7% (14)	3% (5)	8%
Community: Urban	33% (52)	22% (35)	21% (33)	6% (10)	4% (6)	13%
Community: Suburban	35% (116)	28% (92)	23% (78)	5% (18)	2% (6)	7%
Community: Rural	30% (58)	31% (61)	21% (41)	6% (12)	7% (14)	4%
Employ: Private Sector	34% (174)	26% (133)	22% (114)	6% (30)	4% (18)	8%
Employ: Government	33% (37)	33% (38)	18% (21)	7% (8)	3% (4)	5%
Employ: Self-Employed	24% (16)	26% (18)	27% (18)	4% (3)	6% (4)	14%
Military HH: Yes	51% (26)	22% (11)	17% (8)	2% (1)	1% (0)	7%
Military HH: No	32% (201)	28% (178)	23% (145)	6% (39)	4% (25)	8%
RD/WT: Right Direction	30% (45)	28% (42)	25% (38)	5% (7)	3% (5)	9%
RD/WT: Wrong Track	34% (181)	27% (147)	21% (115)	6% (33)	4% (21)	7%
Biden Job Approve	32% (74)	30% (69)	21% (47)	7% (15)	3% (7)	7%
Biden Job Disapprove	32% (134)	28% (117)	23% (96)	6% (24)	4% (18)	8%
Biden Job Strongly Approve	20% (11)	33% (18)	29% (16)	5% (3)	1% (1)	11%
Biden Job Somewhat Approve	36% (63)	29% (51)	18% (31)	7% (13)	4% (7)	5%
Biden Job Somewhat Disapprove	33% (52)	28% (44)	21% (33)	8% (13)	4% (6)	5%
Biden Job Strongly Disapprove	31% (82)	28% (73)	24% (63)	4% (11)	5% (12)	9%
Favorable of Biden	36% (92)	29% (74)	20% (51)	6% (16)	2% (6)	6%
Unfavorable of Biden	32% (126)	28% (112)	23% (90)	6% (24)	3% (13)	7%
Very Favorable of Biden	29% (22)	32% (24)	24% (19)	2% (1)	1% (1)	12%
Somewhat Favorable of Biden	39% (70)	28% (50)	18% (33)	8% (15)	3% (5)	4%
Somewhat Unfavorable of Biden	36% (47)	28% (36)	22% (29)	7% (9)	1% (1)	6%
Very Unfavorable of Biden	30% (80)	29% (76)	23% (62)	6% (15)	5% (12)	8%

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Table BPC22_3: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (227)	27% (189)	22% (153)	6% (40)	4% (26)	8%
#1 Issue: Economy	33% (127)	30% (117)	21% (80)	6% (22)	3% (13)	7%
#1 Issue: Security	19% (11)	22% (13)	35% (20)	2% (1)	15% (9)	7%
#1 Issue: Health Care	27% (15)	27% (15)	25% (14)	8% (4)	— (0)	14%
#1 Issue: Women's Issues	47% (35)	21% (15)	22% (16)	4% (3)	— (0)	6%
2020 Vote: Joe Biden	41% (115)	27% (76)	17% (49)	6% (18)	3% (7)	6%
2020 Vote: Donald Trump	29% (65)	30% (67)	27% (61)	5% (11)	5% (11)	3%
2020 Vote: Didn't Vote	25% (37)	21% (31)	24% (35)	8% (11)	3% (4)	19%
2018 House Vote: Democrat	42% (98)	28% (66)	17% (40)	4% (10)	2% (6)	6%
2018 House Vote: Republican	26% (46)	34% (60)	24% (43)	8% (15)	4% (7)	3%
2016 Vote: Hillary Clinton	39% (85)	31% (68)	18% (40)	5% (11)	2% (4)	5%
2016 Vote: Donald Trump	29% (53)	28% (52)	27% (49)	7% (12)	5% (10)	5%
2016 Vote: Didn't Vote	31% (75)	21% (52)	23% (55)	7% (18)	5% (12)	13%
Voted in 2014: Yes	32% (107)	32% (108)	23% (79)	5% (16)	2% (7)	6%
Voted in 2014: No	34% (120)	23% (81)	21% (74)	7% (24)	5% (18)	10%
4-Region: Northeast	30% (31)	27% (28)	27% (28)	8% (8)	1% (1)	7%
4-Region: Midwest	29% (47)	38% (62)	20% (33)	4% (6)	3% (6)	5%
4-Region: South	39% (100)	22% (55)	22% (57)	4% (11)	3% (8)	9%
4-Region: West	29% (48)	26% (43)	21% (35)	9% (15)	7% (11)	8%
Child(Ren) Aged 0-17	33% (227)	27% (189)	22% (153)	6% (40)	4% (26)	8%
Child(Ren) Aged 0-5	39% (138)	30% (105)	14% (51)	6% (21)	4% (14)	7%
Caregivers	35% (163)	30% (140)	21% (97)	5% (24)	5% (21)	5%
Caregiver for Sick or Disabled Family Member	42% (32)	17% (13)	28% (21)	2% (2)	6% (5)	5%
Caregiver for Child/Dependent	35% (141)	32% (127)	19% (78)	5% (19)	4% (15)	5%
Business Owners	32% (29)	27% (24)	24% (22)	6% (5)	6% (5)	6%
Non-Business Owners	33% (197)	28% (164)	22% (131)	6% (35)	3% (20)	8%

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Table BPC22_3: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (227)	27% (189)	22% (153)	6% (40)	4% (26)	8%
Service Worker/Retail Sales/Laborers/Helpers	35% (60)	28% (47)	13% (22)	5% (8)	5% (9)	13%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	33% (62)	25% (46)	30% (56)	4% (7)	4% (7)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	32% (29)	33% (31)	20% (19)	5% (5)	4% (3)	6%
Other Professionals	30% (35)	29% (33)	24% (28)	10% (12)	1% (1)	6%
Business Owners w/Employees	33% (23)	28% (20)	22% (15)	7% (5)	6% (4)	4%
No Access to Childcare	36% (181)	30% (151)	17% (88)	7% (37)	5% (23)	5%
Unsure of Access to Childcare	25% (45)	21% (38)	36% (65)	2% (4)	1% (3)	14%
More Financially Secure after Pandemic	30% (22)	32% (24)	14% (10)	5% (4)	6% (4)	14%
Less Financially Secure after the Pandemic	38% (163)	27% (115)	20% (84)	5% (22)	4% (19)	6%
Same Financial Security after the Pandemic	23% (42)	27% (50)	32% (58)	8% (15)	1% (3)	9%
Access to Paid Parental Leave	36% (89)	28% (68)	21% (51)	7% (17)	3% (8)	5%
No Access to Paid Parental Leave	30% (81)	29% (78)	21% (56)	7% (18)	4% (11)	9%
Access to Paid Caregiving Leave	35% (57)	28% (44)	19% (30)	7% (11)	4% (7)	7%
No Access to Paid Caregiving Leave	35% (111)	28% (88)	20% (65)	6% (19)	4% (12)	8%
Access to Flexible Work Hours	33% (77)	27% (64)	25% (58)	6% (14)	3% (7)	6%
No Access to Flexible Work Hours	34% (112)	28% (93)	19% (64)	6% (21)	4% (12)	8%
Access to Child Care as Employer Benefit	32% (19)	25% (15)	35% (21)	3% (2)	3% (2)	1%
No Access to Child Care as Employer Benefit	33% (150)	28% (128)	21% (93)	6% (29)	3% (14)	8%
Access to Mental Health Benefits	26% (48)	37% (70)	21% (39)	7% (13)	1% (2)	8%
No Access to Mental Health Benefits	36% (109)	23% (69)	21% (64)	7% (20)	4% (12)	9%
Ethnicity: White (Non-Hispanic)	30% (130)	29% (125)	25% (107)	6% (27)	3% (13)	7%
Ethnicity: Hispanic	41% (54)	28% (37)	9% (12)	3% (4)	7% (9)	11%
Ethnicity: Black (Non-Hispanic)	36% (28)	20% (16)	24% (19)	6% (5)	3% (2)	11%
Ethnicity: Asian + Other (Non-Hispanic)	29% (15)	22% (11)	31% (15)	9% (4)	3% (1)	6%

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Table BPC22_3: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (227)	27% (189)	22% (153)	6% (40)	4% (26)	8%
Single, never married	37% (52)	22% (30)	21% (29)	4% (5)	6% (9)	10%
Married	29% (107)	31% (113)	23% (84)	6% (23)	4% (14)	8%
Divorced	42% (22)	26% (14)	22% (12)	6% (3)	3% (2)	2%
Living with a partner	38% (37)	24% (23)	24% (23)	6% (6)	1% (1)	7%

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

Table BPC22_4: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (208)	26% (176)	24% (164)	6% (41)	5% (31)	10%
Gender: Female	30% (208)	26% (176)	24% (164)	6% (41)	5% (31)	10%
Age: 18-34	36% (103)	23% (65)	21% (61)	8% (24)	6% (16)	5%
Age: 35-44	27% (93)	28% (98)	25% (88)	5% (16)	4% (12)	11%
Age: 45-64	20% (12)	22% (13)	26% (15)	2% (1)	4% (2)	26%
Millennials: 1981-1996	33% (172)	26% (137)	23% (121)	6% (32)	4% (23)	7%
GenXers: 1965-1980	20% (24)	23% (28)	28% (33)	4% (5)	4% (5)	21%
PID: Dem (no lean)	37% (92)	24% (59)	21% (54)	4% (11)	5% (12)	9%
PID: Ind (no lean)	26% (60)	25% (57)	26% (59)	6% (15)	4% (9)	12%
PID: Rep (no lean)	27% (55)	29% (60)	25% (51)	7% (15)	5% (10)	8%
PID/Gender: Dem Women	37% (92)	24% (59)	21% (54)	4% (11)	5% (12)	9%
PID/Gender: Ind Women	26% (60)	25% (57)	26% (59)	6% (15)	4% (9)	12%
PID/Gender: Rep Women	27% (55)	29% (60)	25% (51)	7% (15)	5% (10)	8%
Ideo: Liberal (1-3)	36% (68)	28% (52)	19% (37)	4% (8)	7% (13)	6%
Ideo: Moderate (4)	31% (64)	25% (52)	24% (50)	8% (17)	4% (8)	7%
Ideo: Conservative (5-7)	27% (53)	27% (53)	26% (51)	6% (12)	4% (8)	11%
Educ: < College	29% (119)	25% (101)	24% (97)	6% (23)	5% (21)	12%
Educ: Bachelors degree	27% (44)	29% (49)	25% (42)	6% (10)	3% (5)	10%
Educ: Post-grad	39% (45)	23% (27)	22% (25)	7% (8)	5% (5)	4%
Income: Under 50k	30% (101)	23% (75)	23% (77)	7% (22)	5% (17)	12%
Income: 50k-100k	30% (77)	27% (69)	25% (65)	5% (14)	5% (13)	9%
Income: 100k+	32% (31)	32% (31)	23% (22)	4% (4)	1% (1)	8%
Ethnicity: White	29% (148)	28% (145)	24% (122)	5% (26)	4% (20)	11%
Ethnicity: Hispanic	34% (44)	24% (31)	19% (25)	4% (6)	6% (7)	14%
Ethnicity: Black	39% (35)	15% (14)	22% (19)	5% (4)	10% (9)	8%
Ethnicity: Other	31% (26)	21% (18)	27% (23)	12% (11)	3% (3)	6%

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Table BPC22_4: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (208)	26% (176)	24% (164)	6% (41)	5% (31)	10%
All Christian	28% (70)	25% (62)	27% (66)	5% (11)	5% (12)	10%
Agnostic/Nothing in particular	31% (72)	25% (57)	25% (58)	6% (14)	4% (9)	9%
Something Else	29% (45)	25% (39)	22% (35)	5% (8)	6% (9)	12%
Evangelical	29% (55)	23% (44)	23% (43)	6% (11)	7% (13)	12%
Non-Evangelical	28% (56)	28% (55)	27% (55)	4% (8)	3% (7)	10%
Community: Urban	31% (49)	22% (35)	21% (33)	6% (10)	5% (7)	14%
Community: Suburban	30% (100)	26% (86)	26% (87)	5% (17)	4% (12)	10%
Community: Rural	30% (59)	28% (55)	22% (44)	7% (13)	6% (12)	6%
Employ: Private Sector	30% (152)	26% (131)	26% (131)	5% (27)	4% (21)	9%
Employ: Government	34% (38)	26% (30)	16% (18)	8% (9)	6% (6)	10%
Employ: Self-Employed	27% (18)	22% (15)	23% (15)	6% (4)	6% (4)	17%
Military HH: Yes	50% (26)	14% (7)	24% (12)	3% (2)	2% (1)	7%
Military HH: No	29% (183)	26% (169)	24% (152)	6% (39)	5% (30)	10%
RD/WT: Right Direction	29% (44)	27% (40)	27% (41)	5% (7)	3% (4)	10%
RD/WT: Wrong Track	31% (165)	25% (136)	23% (123)	6% (34)	5% (27)	10%
Biden Job Approve	30% (69)	28% (65)	22% (50)	6% (13)	6% (14)	8%
Biden Job Disapprove	30% (127)	25% (105)	25% (105)	7% (28)	4% (16)	10%
Biden Job Strongly Approve	22% (12)	28% (16)	31% (17)	4% (2)	2% (1)	12%
Biden Job Somewhat Approve	33% (57)	28% (49)	19% (33)	6% (11)	7% (13)	7%
Biden Job Somewhat Disapprove	31% (49)	23% (37)	31% (48)	5% (8)	3% (5)	6%
Biden Job Strongly Disapprove	30% (78)	26% (68)	21% (56)	7% (19)	4% (11)	12%
Favorable of Biden	33% (85)	28% (73)	22% (56)	5% (14)	5% (12)	7%
Unfavorable of Biden	30% (117)	26% (102)	24% (94)	7% (26)	4% (15)	10%
Very Favorable of Biden	29% (22)	25% (19)	28% (21)	4% (3)	— (0)	13%
Somewhat Favorable of Biden	35% (63)	30% (54)	19% (34)	6% (10)	6% (12)	4%
Somewhat Unfavorable of Biden	34% (44)	27% (35)	24% (30)	3% (4)	3% (5)	8%
Very Unfavorable of Biden	28% (74)	25% (67)	24% (64)	8% (22)	4% (11)	10%

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Table BPC22_4: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (208)	26% (176)	24% (164)	6% (41)	5% (31)	10%
#1 Issue: Economy	31% (119)	27% (106)	21% (81)	6% (25)	5% (18)	10%
#1 Issue: Security	19% (11)	27% (15)	36% (21)	4% (2)	5% (3)	9%
#1 Issue: Health Care	31% (17)	22% (12)	22% (12)	9% (5)	2% (1)	14%
#1 Issue: Women's Issues	38% (28)	18% (13)	29% (21)	4% (3)	5% (4)	5%
2020 Vote: Joe Biden	39% (110)	25% (69)	20% (56)	5% (13)	5% (13)	7%
2020 Vote: Donald Trump	27% (60)	31% (69)	26% (57)	6% (13)	5% (10)	5%
2020 Vote: Didn't Vote	19% (28)	17% (25)	28% (41)	9% (13)	4% (6)	23%
2018 House Vote: Democrat	41% (96)	26% (60)	18% (42)	4% (10)	4% (9)	7%
2018 House Vote: Republican	24% (41)	33% (58)	27% (47)	7% (13)	5% (9)	4%
2016 Vote: Hillary Clinton	37% (81)	28% (61)	20% (44)	4% (9)	4% (9)	7%
2016 Vote: Donald Trump	28% (52)	30% (56)	22% (41)	7% (13)	6% (11)	6%
2016 Vote: Didn't Vote	26% (63)	20% (48)	28% (67)	6% (14)	4% (10)	17%
Voted in 2014: Yes	32% (108)	29% (99)	23% (76)	6% (19)	4% (12)	7%
Voted in 2014: No	29% (101)	22% (77)	25% (88)	6% (22)	5% (19)	13%
4-Region: Northeast	28% (29)	28% (29)	29% (30)	4% (4)	4% (4)	7%
4-Region: Midwest	31% (50)	27% (44)	26% (43)	11% (17)	1% (2)	4%
4-Region: South	35% (90)	23% (59)	20% (52)	5% (12)	5% (13)	12%
4-Region: West	24% (40)	26% (43)	24% (39)	4% (7)	7% (12)	15%
Child(Ren) Aged 0-17	30% (208)	26% (176)	24% (164)	6% (41)	5% (31)	10%
Child(Ren) Aged 0-5	35% (125)	28% (98)	19% (67)	6% (21)	4% (14)	8%
Caregivers	33% (156)	27% (127)	23% (108)	6% (28)	4% (21)	6%
Caregiver for Sick or Disabled Family Member	34% (26)	29% (22)	18% (14)	5% (4)	6% (5)	7%
Caregiver for Child/Dependent	34% (134)	28% (111)	25% (98)	5% (20)	3% (12)	6%
Business Owners	30% (27)	29% (27)	18% (17)	7% (6)	8% (7)	7%
Non-Business Owners	30% (181)	25% (149)	25% (147)	6% (35)	4% (24)	10%

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Table BPC22_4: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (208)	26% (176)	24% (164)	6% (41)	5% (31)	10%
Service Worker/Retail Sales/Laborers/Helpers	29% (50)	27% (46)	22% (37)	2% (3)	6% (10)	14%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	28% (52)	22% (41)	34% (63)	9% (16)	2% (4)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	33% (31)	33% (31)	17% (16)	7% (6)	4% (4)	6%
Other Professionals	35% (41)	19% (22)	24% (28)	8% (9)	3% (3)	12%
Business Owners w/Employees	31% (22)	31% (22)	17% (12)	7% (5)	9% (6)	5%
No Access to Childcare	34% (173)	27% (137)	20% (100)	6% (33)	5% (28)	7%
Unsure of Access to Childcare	19% (35)	21% (39)	35% (64)	4% (8)	2% (3)	18%
More Financially Secure after Pandemic	31% (23)	21% (16)	25% (19)	7% (5)	2% (2)	14%
Less Financially Secure after the Pandemic	34% (146)	28% (119)	20% (84)	6% (27)	6% (24)	7%
Same Financial Security after the Pandemic	22% (40)	22% (41)	34% (62)	5% (8)	3% (5)	15%
Access to Paid Parental Leave	34% (84)	24% (59)	25% (61)	6% (14)	5% (12)	7%
No Access to Paid Parental Leave	25% (67)	28% (76)	25% (67)	5% (13)	4% (11)	12%
Access to Paid Caregiving Leave	30% (49)	28% (45)	20% (33)	7% (11)	5% (9)	9%
No Access to Paid Caregiving Leave	31% (100)	24% (77)	26% (84)	4% (14)	3% (11)	10%
Access to Flexible Work Hours	32% (75)	17% (40)	29% (69)	8% (19)	4% (9)	9%
No Access to Flexible Work Hours	30% (99)	31% (102)	20% (67)	4% (14)	4% (14)	10%
Access to Child Care as Employer Benefit	32% (19)	28% (17)	26% (16)	5% (3)	5% (3)	5%
No Access to Child Care as Employer Benefit	30% (136)	26% (119)	25% (113)	6% (25)	4% (16)	10%
Access to Mental Health Benefits	30% (57)	27% (51)	23% (43)	6% (11)	3% (5)	11%
No Access to Mental Health Benefits	28% (84)	25% (75)	26% (78)	6% (18)	5% (14)	10%
Ethnicity: White (Non-Hispanic)	28% (121)	28% (121)	25% (109)	6% (25)	4% (15)	9%
Ethnicity: Hispanic	34% (44)	24% (31)	19% (25)	4% (6)	6% (7)	14%
Ethnicity: Black (Non-Hispanic)	37% (29)	17% (14)	23% (18)	4% (3)	9% (7)	10%
Ethnicity: Asian + Other (Non-Hispanic)	29% (15)	21% (11)	25% (12)	14% (7)	4% (2)	7%

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Table BPC22_4: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	30% (208)	26% (176)	24% (164)	6% (41)	5% (31)	10%
Single, never married	33% (45)	18% (25)	23% (32)	9% (13)	8% (10)	9%
Married	28% (103)	28% (103)	25% (91)	6% (21)	4% (14)	10%
Divorced	30% (16)	34% (18)	16% (8)	5% (3)	6% (3)	9%
Living with a partner	35% (33)	24% (22)	26% (25)	4% (4)	1% (1)	10%

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

Table BPC22_5: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (232)	27% (188)	21% (143)	5% (38)	4% (29)	8%
Gender: Female	34% (232)	27% (188)	21% (143)	5% (38)	4% (29)	8%
Age: 18-34	38% (107)	27% (77)	17% (48)	7% (19)	4% (11)	8%
Age: 35-44	32% (111)	28% (96)	23% (79)	4% (15)	4% (14)	8%
Age: 45-64	24% (14)	25% (15)	27% (16)	6% (3)	5% (3)	12%
Millennials: 1981-1996	37% (192)	28% (147)	19% (102)	5% (27)	3% (18)	7%
GenXers: 1965-1980	23% (28)	26% (31)	28% (33)	6% (8)	6% (7)	11%
PID: Dem (no lean)	34% (87)	30% (76)	21% (53)	5% (13)	2% (4)	8%
PID: Ind (no lean)	36% (82)	23% (51)	19% (42)	7% (17)	4% (10)	12%
PID: Rep (no lean)	31% (64)	29% (61)	23% (48)	4% (8)	7% (15)	6%
PID/Gender: Dem Women	34% (87)	30% (76)	21% (53)	5% (13)	2% (4)	8%
PID/Gender: Ind Women	36% (82)	23% (51)	19% (42)	7% (17)	4% (10)	12%
PID/Gender: Rep Women	31% (64)	29% (61)	23% (48)	4% (8)	7% (15)	6%
Ideo: Liberal (1-3)	39% (74)	31% (58)	15% (28)	7% (14)	2% (5)	6%
Ideo: Moderate (4)	32% (66)	25% (51)	22% (46)	8% (16)	4% (9)	9%
Ideo: Conservative (5-7)	30% (60)	29% (58)	23% (46)	3% (7)	6% (13)	8%
Educ: < College	32% (132)	25% (100)	22% (88)	7% (27)	5% (21)	10%
Educ: Bachelors degree	31% (51)	31% (52)	22% (36)	4% (7)	2% (4)	10%
Educ: Post-grad	43% (49)	32% (36)	16% (19)	3% (4)	4% (4)	2%
Income: Under 50k	33% (108)	24% (80)	21% (70)	7% (22)	5% (17)	10%
Income: 50k-100k	33% (86)	31% (80)	19% (50)	6% (16)	4% (10)	6%
Income: 100k+	39% (38)	29% (28)	23% (22)	— (0)	2% (2)	8%
Ethnicity: White	33% (171)	29% (150)	20% (103)	5% (24)	5% (24)	9%
Ethnicity: Hispanic	32% (41)	27% (35)	17% (22)	7% (9)	7% (9)	10%
Ethnicity: Black	38% (33)	19% (17)	25% (22)	9% (8)	2% (2)	8%
Ethnicity: Other	34% (29)	25% (21)	22% (19)	7% (6)	4% (3)	9%

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Table BPC22_5: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (232)	27% (188)	21% (143)	5% (38)	4% (29)	8%
All Christian	31% (76)	28% (69)	23% (56)	6% (15)	4% (9)	9%
Agnostic/Nothing in particular	33% (76)	28% (66)	20% (47)	5% (12)	4% (9)	9%
Something Else	34% (52)	28% (44)	19% (30)	6% (9)	6% (10)	7%
Evangelical	29% (55)	26% (50)	23% (44)	7% (14)	6% (11)	8%
Non-Evangelical	34% (69)	30% (61)	20% (41)	5% (10)	3% (7)	7%
Community: Urban	36% (56)	20% (31)	22% (34)	5% (8)	5% (8)	13%
Community: Suburban	34% (114)	29% (99)	22% (73)	4% (14)	3% (11)	7%
Community: Rural	32% (62)	30% (58)	18% (35)	8% (16)	5% (10)	7%
Employ: Private Sector	35% (177)	26% (133)	22% (111)	5% (25)	4% (22)	8%
Employ: Government	34% (38)	33% (37)	16% (18)	7% (8)	4% (4)	6%
Employ: Self-Employed	25% (17)	27% (18)	20% (14)	7% (5)	4% (3)	16%
Military HH: Yes	53% (27)	22% (11)	12% (6)	3% (2)	— (0)	9%
Military HH: No	32% (205)	28% (177)	21% (137)	6% (36)	5% (29)	8%
RD/WT: Right Direction	32% (48)	28% (42)	20% (30)	5% (7)	5% (8)	10%
RD/WT: Wrong Track	34% (184)	27% (146)	21% (113)	6% (30)	4% (21)	8%
Biden Job Approve	33% (76)	30% (68)	17% (40)	7% (15)	5% (12)	8%
Biden Job Disapprove	33% (139)	28% (117)	22% (92)	5% (22)	4% (18)	8%
Biden Job Strongly Approve	17% (9)	31% (17)	31% (17)	3% (2)	9% (5)	9%
Biden Job Somewhat Approve	39% (67)	29% (51)	13% (23)	8% (13)	4% (7)	7%
Biden Job Somewhat Disapprove	33% (52)	30% (47)	23% (36)	7% (12)	2% (4)	4%
Biden Job Strongly Disapprove	33% (88)	26% (70)	21% (55)	4% (10)	5% (14)	10%
Favorable of Biden	36% (92)	28% (73)	20% (50)	5% (12)	5% (12)	7%
Unfavorable of Biden	33% (131)	29% (114)	21% (82)	5% (20)	4% (17)	8%
Very Favorable of Biden	25% (19)	30% (23)	26% (20)	2% (1)	7% (5)	10%
Somewhat Favorable of Biden	40% (73)	28% (50)	17% (30)	6% (11)	4% (7)	5%
Somewhat Unfavorable of Biden	37% (48)	31% (39)	21% (28)	6% (8)	1% (2)	4%
Very Unfavorable of Biden	31% (83)	28% (75)	21% (55)	4% (12)	6% (15)	9%

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Table BPC22_5: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (232)	27% (188)	21% (143)	5% (38)	4% (29)	8%
#1 Issue: Economy	34% (133)	30% (118)	19% (74)	4% (14)	4% (16)	8%
#1 Issue: Security	19% (11)	23% (13)	37% (22)	11% (6)	3% (2)	6%
#1 Issue: Health Care	23% (12)	33% (18)	16% (9)	11% (6)	7% (4)	11%
#1 Issue: Women's Issues	45% (32)	20% (15)	18% (13)	8% (6)	3% (2)	6%
2020 Vote: Joe Biden	39% (110)	29% (83)	17% (48)	6% (16)	3% (8)	6%
2020 Vote: Donald Trump	30% (67)	33% (73)	22% (50)	6% (14)	4% (10)	4%
2020 Vote: Didn't Vote	29% (42)	15% (23)	25% (37)	5% (7)	6% (8)	21%
2018 House Vote: Democrat	39% (91)	29% (67)	18% (41)	6% (13)	2% (6)	6%
2018 House Vote: Republican	29% (51)	33% (58)	22% (38)	8% (14)	6% (11)	3%
2016 Vote: Hillary Clinton	37% (81)	34% (75)	16% (36)	4% (9)	2% (5)	6%
2016 Vote: Donald Trump	31% (58)	30% (55)	23% (43)	7% (14)	4% (8)	4%
2016 Vote: Didn't Vote	33% (80)	19% (47)	24% (58)	5% (13)	6% (14)	13%
Voted in 2014: Yes	33% (111)	34% (113)	19% (64)	6% (19)	3% (10)	6%
Voted in 2014: No	34% (121)	21% (75)	23% (79)	5% (19)	5% (19)	11%
4-Region: Northeast	31% (32)	29% (30)	25% (25)	4% (4)	1% (1)	11%
4-Region: Midwest	34% (55)	32% (53)	19% (31)	7% (12)	3% (5)	4%
4-Region: South	40% (102)	22% (57)	19% (49)	4% (11)	5% (13)	9%
4-Region: West	26% (43)	29% (48)	23% (37)	6% (11)	6% (10)	10%
Child(Ren) Aged 0-17	34% (232)	27% (188)	21% (143)	5% (38)	4% (29)	8%
Child(Ren) Aged 0-5	38% (135)	27% (94)	15% (54)	6% (21)	5% (19)	9%
Caregivers	37% (175)	28% (133)	19% (87)	6% (28)	4% (17)	6%
Caregiver for Sick or Disabled Family Member	33% (25)	29% (22)	20% (15)	7% (5)	7% (5)	4%
Caregiver for Child/Dependent	39% (155)	29% (115)	18% (73)	5% (21)	3% (13)	6%
Business Owners	32% (30)	30% (27)	16% (15)	9% (8)	4% (4)	9%
Non-Business Owners	34% (203)	27% (161)	21% (128)	5% (29)	4% (26)	8%

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Table BPC22_5: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (232)	27% (188)	21% (143)	5% (38)	4% (29)	8%
Service Worker/Retail Sales/Laborers/Helpers	34% (57)	23% (38)	24% (40)	4% (6)	5% (8)	12%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	31% (58)	30% (55)	25% (47)	4% (8)	4% (7)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	37% (34)	30% (28)	18% (16)	5% (4)	3% (3)	7%
Other Professionals	34% (40)	27% (31)	18% (21)	7% (8)	6% (7)	8%
Business Owners w/Employees	35% (25)	29% (21)	15% (10)	10% (7)	5% (3)	6%
No Access to Childcare	38% (190)	29% (148)	16% (83)	6% (32)	5% (23)	6%
Unsure of Access to Childcare	23% (42)	22% (40)	33% (60)	3% (6)	3% (6)	15%
More Financially Secure after Pandemic	32% (24)	26% (19)	14% (11)	4% (3)	3% (2)	21%
Less Financially Secure after the Pandemic	37% (159)	28% (120)	19% (81)	6% (26)	4% (17)	6%
Same Financial Security after the Pandemic	27% (50)	26% (49)	28% (51)	4% (8)	6% (10)	9%
Access to Paid Parental Leave	36% (88)	29% (73)	21% (52)	5% (13)	3% (7)	6%
No Access to Paid Parental Leave	31% (83)	27% (72)	20% (54)	5% (13)	6% (16)	10%
Access to Paid Caregiving Leave	38% (60)	28% (45)	16% (26)	5% (8)	6% (10)	6%
No Access to Paid Caregiving Leave	34% (108)	27% (85)	21% (67)	5% (15)	5% (15)	9%
Access to Flexible Work Hours	32% (75)	25% (60)	25% (60)	5% (12)	4% (9)	8%
No Access to Flexible Work Hours	36% (120)	29% (96)	17% (55)	5% (16)	5% (16)	8%
Access to Child Care as Employer Benefit	23% (14)	38% (23)	31% (19)	4% (2)	2% (1)	2%
No Access to Child Care as Employer Benefit	35% (157)	27% (121)	21% (94)	4% (20)	5% (23)	8%
Access to Mental Health Benefits	28% (53)	35% (65)	19% (35)	4% (8)	4% (8)	10%
No Access to Mental Health Benefits	34% (103)	24% (72)	23% (69)	6% (18)	5% (14)	9%
Ethnicity: White (Non-Hispanic)	33% (144)	29% (126)	20% (88)	5% (20)	4% (17)	8%
Ethnicity: Hispanic	32% (41)	27% (35)	17% (22)	7% (9)	7% (9)	10%
Ethnicity: Black (Non-Hispanic)	36% (28)	21% (16)	25% (20)	7% (5)	2% (2)	9%
Ethnicity: Asian + Other (Non-Hispanic)	38% (19)	20% (10)	25% (13)	5% (3)	4% (2)	7%

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Table BPC22_5: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (232)	27% (188)	21% (143)	5% (38)	4% (29)	8%
Single, never married	37% (51)	20% (28)	19% (26)	7% (9)	5% (6)	13%
Married	31% (116)	30% (112)	21% (78)	5% (20)	6% (21)	7%
Divorced	36% (19)	25% (13)	28% (15)	8% (4)	— (0)	4%
Living with a partner	38% (36)	25% (24)	22% (21)	5% (4)	1% (1)	11%

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

Table BPC22_6: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (219)	24% (168)	26% (178)	6% (38)	3% (24)	9%
Gender: Female	32% (219)	24% (168)	26% (178)	6% (38)	3% (24)	9%
Age: 18-34	35% (100)	26% (73)	23% (66)	6% (17)	4% (13)	6%
Age: 35-44	30% (103)	24% (82)	29% (99)	6% (20)	3% (9)	9%
Age: 45-64	27% (16)	21% (12)	21% (12)	3% (2)	4% (2)	24%
Millennials: 1981-1996	34% (178)	25% (129)	26% (138)	6% (30)	3% (15)	7%
GenXers: 1965-1980	24% (29)	26% (31)	24% (30)	5% (6)	6% (7)	16%
PID: Dem (no lean)	35% (87)	26% (65)	22% (57)	5% (14)	3% (6)	9%
PID: Ind (no lean)	33% (74)	20% (46)	26% (60)	7% (17)	3% (7)	11%
PID: Rep (no lean)	28% (58)	27% (57)	30% (61)	4% (7)	5% (11)	7%
PID/Gender: Dem Women	35% (87)	26% (65)	22% (57)	5% (14)	3% (6)	9%
PID/Gender: Ind Women	33% (74)	20% (46)	26% (60)	7% (17)	3% (7)	11%
PID/Gender: Rep Women	28% (58)	27% (57)	30% (61)	4% (7)	5% (11)	7%
Ideo: Liberal (1-3)	34% (65)	30% (56)	22% (43)	5% (9)	2% (4)	6%
Ideo: Moderate (4)	32% (67)	22% (46)	27% (55)	9% (18)	3% (7)	7%
Ideo: Conservative (5-7)	29% (57)	25% (51)	29% (57)	4% (8)	5% (10)	8%
Educ: < College	32% (131)	23% (95)	23% (95)	7% (28)	4% (15)	11%
Educ: Bachelors degree	25% (42)	27% (45)	31% (51)	4% (7)	3% (5)	9%
Educ: Post-grad	40% (46)	25% (28)	27% (31)	3% (3)	3% (3)	2%
Income: Under 50k	35% (115)	19% (62)	25% (84)	6% (21)	4% (14)	11%
Income: 50k-100k	27% (70)	30% (78)	27% (69)	6% (15)	4% (9)	7%
Income: 100k+	34% (34)	28% (27)	26% (25)	2% (2)	1% (1)	9%
Ethnicity: White	30% (157)	27% (137)	25% (129)	5% (24)	4% (19)	9%
Ethnicity: Hispanic	33% (43)	27% (35)	19% (24)	5% (7)	5% (6)	11%
Ethnicity: Black	36% (32)	15% (13)	29% (26)	7% (6)	3% (3)	10%
Ethnicity: Other	36% (30)	21% (18)	27% (23)	10% (8)	3% (2)	5%

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Table BPC22_6: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (219)	24% (168)	26% (178)	6% (38)	3% (24)	9%
All Christian	29% (71)	24% (59)	28% (69)	6% (15)	3% (7)	10%
Agnostic/Nothing in particular	28% (66)	27% (62)	27% (62)	5% (13)	4% (8)	9%
Something Else	35% (54)	22% (35)	24% (36)	6% (9)	5% (8)	8%
Evangelical	27% (52)	23% (44)	29% (54)	7% (13)	5% (9)	9%
Non-Evangelical	36% (72)	24% (49)	23% (46)	5% (11)	2% (4)	10%
Community: Urban	33% (53)	17% (27)	24% (38)	8% (13)	2% (3)	15%
Community: Suburban	30% (100)	28% (95)	27% (91)	4% (13)	3% (9)	9%
Community: Rural	34% (67)	24% (46)	25% (48)	7% (13)	6% (12)	5%
Employ: Private Sector	32% (162)	25% (128)	25% (128)	5% (25)	4% (19)	9%
Employ: Government	35% (40)	20% (22)	30% (34)	7% (8)	1% (1)	7%
Employ: Self-Employed	25% (17)	26% (18)	23% (16)	8% (6)	5% (3)	13%
Military HH: Yes	48% (24)	17% (9)	24% (12)	3% (2)	2% (1)	7%
Military HH: No	31% (195)	25% (159)	26% (166)	6% (37)	4% (23)	9%
RD/WT: Right Direction	30% (45)	26% (39)	26% (40)	5% (7)	4% (6)	10%
RD/WT: Wrong Track	32% (174)	24% (128)	26% (138)	6% (31)	3% (18)	9%
Biden Job Approve	31% (70)	26% (60)	26% (60)	6% (14)	3% (8)	8%
Biden Job Disapprove	32% (137)	24% (101)	25% (106)	6% (24)	3% (14)	9%
Biden Job Strongly Approve	27% (15)	25% (14)	32% (18)	2% (1)	5% (3)	10%
Biden Job Somewhat Approve	32% (55)	27% (46)	24% (42)	7% (13)	3% (5)	7%
Biden Job Somewhat Disapprove	31% (48)	24% (38)	29% (46)	9% (14)	1% (2)	6%
Biden Job Strongly Disapprove	34% (89)	24% (63)	23% (61)	4% (10)	5% (13)	11%
Favorable of Biden	34% (87)	26% (67)	24% (62)	6% (15)	3% (8)	7%
Unfavorable of Biden	32% (126)	25% (99)	27% (105)	5% (20)	3% (12)	8%
Very Favorable of Biden	29% (22)	29% (22)	22% (17)	5% (3)	4% (3)	11%
Somewhat Favorable of Biden	36% (65)	25% (45)	25% (45)	7% (12)	2% (4)	5%
Somewhat Unfavorable of Biden	31% (39)	25% (33)	32% (41)	6% (8)	— (1)	6%
Very Unfavorable of Biden	33% (86)	25% (66)	24% (64)	4% (11)	4% (12)	10%

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Table BPC22_6: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (219)	24% (168)	26% (178)	6% (38)	3% (24)	9%
#1 Issue: Economy	34% (133)	24% (95)	25% (96)	4% (15)	4% (15)	9%
#1 Issue: Security	20% (12)	24% (14)	34% (20)	12% (7)	4% (2)	6%
#1 Issue: Health Care	24% (13)	30% (16)	20% (11)	13% (7)	3% (1)	11%
#1 Issue: Women's Issues	41% (30)	15% (11)	31% (23)	5% (3)	2% (1)	7%
2020 Vote: Joe Biden	38% (106)	26% (73)	21% (61)	6% (17)	2% (7)	7%
2020 Vote: Donald Trump	31% (68)	28% (63)	26% (58)	6% (13)	5% (11)	4%
2020 Vote: Didn't Vote	23% (34)	13% (20)	34% (49)	5% (8)	3% (5)	21%
2018 House Vote: Democrat	38% (88)	24% (56)	24% (55)	6% (14)	2% (4)	6%
2018 House Vote: Republican	25% (44)	29% (51)	32% (56)	5% (9)	5% (8)	4%
2016 Vote: Hillary Clinton	35% (76)	26% (58)	25% (55)	6% (12)	1% (3)	7%
2016 Vote: Donald Trump	29% (54)	29% (53)	26% (48)	5% (8)	6% (11)	6%
2016 Vote: Didn't Vote	30% (73)	18% (45)	27% (65)	7% (17)	4% (9)	14%
Voted in 2014: Yes	31% (105)	28% (93)	26% (88)	6% (19)	3% (10)	7%
Voted in 2014: No	33% (115)	21% (75)	26% (90)	6% (20)	4% (14)	11%
4-Region: Northeast	30% (31)	26% (27)	25% (26)	6% (7)	3% (4)	10%
4-Region: Midwest	27% (43)	32% (53)	29% (47)	4% (7)	2% (3)	6%
4-Region: South	38% (96)	21% (55)	23% (60)	4% (9)	5% (13)	9%
4-Region: West	29% (49)	20% (33)	27% (45)	10% (16)	3% (5)	11%
Child(Ren) Aged 0-17	32% (219)	24% (168)	26% (178)	6% (38)	3% (24)	9%
Child(Ren) Aged 0-5	38% (132)	26% (91)	19% (67)	7% (23)	3% (12)	8%
Caregivers	35% (161)	27% (125)	25% (116)	5% (23)	4% (17)	5%
Caregiver for Sick or Disabled Family Member	36% (27)	25% (19)	25% (19)	1% (1)	7% (5)	6%
Caregiver for Child/Dependent	34% (138)	27% (107)	26% (104)	5% (20)	3% (11)	5%
Business Owners	31% (28)	27% (25)	22% (20)	8% (7)	6% (5)	6%
Non-Business Owners	32% (191)	24% (143)	26% (157)	5% (31)	3% (19)	9%

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Table BPC22_6: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (219)	24% (168)	26% (178)	6% (38)	3% (24)	9%
Service Worker/Retail Sales/Laborers/Helpers	31% (52)	26% (44)	21% (35)	2% (4)	6% (10)	14%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	30% (56)	26% (49)	30% (56)	6% (11)	3% (5)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	42% (39)	20% (19)	23% (21)	6% (5)	1% (1)	7%
Other Professionals	29% (34)	20% (24)	32% (37)	8% (10)	1% (2)	10%
Business Owners w/Employees	30% (21)	31% (22)	19% (13)	9% (6)	6% (4)	5%
No Access to Childcare	36% (181)	27% (135)	21% (106)	7% (33)	4% (21)	6%
Unsure of Access to Childcare	21% (38)	18% (33)	39% (71)	3% (5)	1% (3)	17%
More Financially Secure after Pandemic	39% (29)	25% (19)	13% (10)	5% (4)	4% (3)	15%
Less Financially Secure after the Pandemic	34% (148)	25% (107)	24% (101)	6% (27)	4% (16)	7%
Same Financial Security after the Pandemic	23% (42)	23% (42)	36% (67)	4% (8)	3% (5)	11%
Access to Paid Parental Leave	33% (81)	25% (62)	28% (70)	5% (11)	4% (9)	6%
No Access to Paid Parental Leave	30% (81)	26% (71)	23% (62)	6% (17)	3% (8)	11%
Access to Paid Caregiving Leave	31% (51)	23% (37)	28% (46)	6% (9)	4% (7)	7%
No Access to Paid Caregiving Leave	34% (108)	25% (80)	23% (73)	5% (16)	3% (11)	10%
Access to Flexible Work Hours	28% (67)	26% (61)	30% (70)	6% (13)	3% (7)	8%
No Access to Flexible Work Hours	36% (117)	23% (75)	24% (79)	5% (16)	4% (12)	9%
Access to Child Care as Employer Benefit	34% (21)	24% (14)	34% (21)	5% (3)	1% (1)	2%
No Access to Child Care as Employer Benefit	32% (144)	25% (115)	25% (111)	5% (25)	3% (14)	10%
Access to Mental Health Benefits	31% (58)	31% (57)	24% (45)	5% (9)	3% (5)	8%
No Access to Mental Health Benefits	31% (94)	24% (71)	25% (75)	6% (18)	4% (12)	10%
Ethnicity: White (Non-Hispanic)	31% (132)	26% (113)	27% (115)	5% (22)	3% (14)	8%
Ethnicity: Hispanic	33% (43)	27% (35)	19% (24)	5% (7)	5% (6)	11%
Ethnicity: Black (Non-Hispanic)	35% (27)	13% (10)	30% (24)	7% (6)	2% (2)	11%
Ethnicity: Asian + Other (Non-Hispanic)	34% (17)	19% (9)	30% (15)	6% (3)	3% (1)	8%

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Table BPC22_6: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (219)	24% (168)	26% (178)	6% (38)	3% (24)	9%
Single, never married	38% (52)	12% (17)	28% (39)	7% (10)	4% (6)	11%
Married	29% (107)	29% (108)	25% (92)	5% (19)	4% (13)	9%
Divorced	34% (18)	17% (9)	29% (16)	8% (4)	3% (2)	9%
Living with a partner	32% (30)	25% (24)	28% (26)	4% (4)	3% (3)	9%

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

Table BPC22_7: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	27%	(184)	24%	(162)	26%	(181)	8%	(53)	6%	(43)	10%
Gender: Female	27%	(184)	24%	(162)	26%	(181)	8%	(53)	6%	(43)	10%
Age: 18-34	30%	(85)	22%	(61)	25%	(71)	10%	(28)	6%	(18)	8%
Age: 35-44	27%	(92)	25%	(87)	28%	(95)	6%	(21)	5%	(18)	9%
Age: 45-64	11%	(7)	24%	(14)	25%	(15)	7%	(4)	12%	(7)	22%
Millennials: 1981-1996	29%	(152)	24%	(125)	27%	(142)	7%	(39)	5%	(28)	8%
GenXers: 1965-1980	15%	(18)	27%	(33)	27%	(32)	5%	(6)	11%	(13)	15%
PID: Dem (no lean)	28%	(70)	27%	(67)	23%	(58)	8%	(21)	7%	(17)	7%
PID: Ind (no lean)	26%	(58)	21%	(48)	27%	(62)	8%	(19)	4%	(9)	14%
PID: Rep (no lean)	27%	(55)	22%	(46)	29%	(60)	6%	(13)	8%	(17)	8%
PID/Gender: Dem Women	28%	(70)	27%	(67)	23%	(58)	8%	(21)	7%	(17)	7%
PID/Gender: Ind Women	26%	(58)	21%	(48)	27%	(62)	8%	(19)	4%	(9)	14%
PID/Gender: Rep Women	27%	(55)	22%	(46)	29%	(60)	6%	(13)	8%	(17)	8%
Ideo: Liberal (1-3)	26%	(50)	31%	(58)	25%	(48)	7%	(13)	5%	(9)	6%
Ideo: Moderate (4)	33%	(67)	19%	(39)	23%	(48)	13%	(27)	4%	(9)	7%
Ideo: Conservative (5-7)	25%	(49)	24%	(47)	29%	(58)	4%	(8)	9%	(18)	10%
Educ: < College	27%	(112)	19%	(79)	26%	(105)	9%	(37)	7%	(29)	11%
Educ: Bachelors degree	19%	(32)	32%	(53)	30%	(50)	3%	(5)	6%	(10)	10%
Educ: Post-grad	35%	(40)	27%	(30)	22%	(26)	9%	(10)	4%	(5)	3%
Income: Under 50k	28%	(91)	17%	(55)	28%	(94)	7%	(24)	9%	(28)	12%
Income: 50k-100k	25%	(64)	29%	(75)	22%	(57)	11%	(28)	5%	(14)	8%
Income: 100k+	29%	(28)	33%	(32)	30%	(29)	1%	(1)	1%	(1)	8%
Ethnicity: White	26%	(135)	23%	(119)	27%	(139)	7%	(35)	6%	(32)	11%
Ethnicity: Hispanic	24%	(31)	27%	(36)	17%	(22)	11%	(14)	10%	(13)	11%
Ethnicity: Black	29%	(26)	22%	(19)	28%	(24)	7%	(6)	6%	(5)	8%
Ethnicity: Other	26%	(22)	28%	(23)	20%	(17)	14%	(12)	8%	(7)	5%

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Table BPC22_7: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (184)	24% (162)	26% (181)	8% (53)	6% (43)	10%
All Christian	22% (54)	30% (75)	23% (56)	7% (17)	9% (21)	9%
Agnostic/Nothing in particular	27% (61)	21% (49)	29% (68)	7% (16)	4% (10)	12%
Something Else	31% (48)	15% (24)	32% (49)	6% (9)	8% (12)	8%
Evangelical	27% (51)	19% (36)	27% (52)	8% (15)	9% (17)	10%
Non-Evangelical	24% (49)	30% (61)	25% (50)	6% (11)	7% (14)	8%
Community: Urban	27% (42)	19% (30)	24% (38)	9% (14)	7% (11)	15%
Community: Suburban	27% (90)	24% (80)	28% (95)	7% (22)	5% (17)	9%
Community: Rural	26% (52)	26% (52)	25% (48)	9% (17)	8% (16)	6%
Employ: Private Sector	28% (143)	22% (114)	27% (135)	8% (38)	6% (29)	10%
Employ: Government	23% (26)	27% (30)	25% (28)	9% (11)	9% (10)	7%
Employ: Self-Employed	21% (14)	26% (18)	26% (18)	6% (4)	7% (5)	15%
Military HH: Yes	39% (20)	28% (14)	17% (9)	8% (4)	— (0)	7%
Military HH: No	26% (164)	23% (147)	27% (172)	8% (49)	7% (43)	10%
RD/WT: Right Direction	26% (40)	29% (44)	22% (34)	7% (11)	5% (8)	10%
RD/WT: Wrong Track	27% (144)	22% (118)	27% (147)	8% (42)	7% (36)	9%
Biden Job Approve	27% (62)	30% (69)	21% (49)	8% (19)	5% (11)	8%
Biden Job Disapprove	26% (109)	21% (87)	29% (121)	7% (31)	8% (32)	10%
Biden Job Strongly Approve	23% (12)	35% (19)	21% (12)	8% (4)	2% (1)	11%
Biden Job Somewhat Approve	29% (50)	28% (49)	21% (37)	9% (15)	6% (10)	7%
Biden Job Somewhat Disapprove	23% (36)	22% (35)	32% (50)	8% (13)	7% (11)	7%
Biden Job Strongly Disapprove	28% (73)	20% (52)	27% (71)	7% (18)	8% (21)	11%
Favorable of Biden	29% (75)	29% (73)	22% (57)	9% (22)	5% (12)	7%
Unfavorable of Biden	26% (102)	22% (87)	29% (112)	7% (28)	7% (27)	9%
Very Favorable of Biden	30% (22)	32% (25)	17% (13)	7% (5)	2% (1)	13%
Somewhat Favorable of Biden	29% (52)	27% (49)	25% (44)	9% (17)	6% (10)	4%
Somewhat Unfavorable of Biden	24% (30)	27% (35)	30% (39)	7% (9)	6% (8)	6%
Very Unfavorable of Biden	27% (71)	20% (52)	28% (73)	7% (20)	7% (19)	11%

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Table BPC22_7: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (184)	24% (162)	26% (181)	8% (53)	6% (43)	10%
#1 Issue: Economy	28% (107)	23% (87)	26% (100)	7% (28)	7% (27)	10%
#1 Issue: Security	14% (8)	19% (11)	39% (23)	10% (6)	12% (7)	7%
#1 Issue: Health Care	21% (12)	23% (12)	22% (12)	13% (7)	7% (4)	14%
#1 Issue: Women's Issues	34% (25)	26% (19)	30% (22)	5% (4)	— (0)	5%
2020 Vote: Joe Biden	29% (82)	27% (76)	22% (63)	8% (22)	6% (17)	7%
2020 Vote: Donald Trump	27% (59)	24% (54)	31% (68)	7% (15)	6% (13)	6%
2020 Vote: Didn't Vote	22% (32)	14% (20)	29% (42)	8% (12)	8% (11)	20%
2018 House Vote: Democrat	27% (63)	28% (65)	24% (56)	8% (19)	6% (15)	6%
2018 House Vote: Republican	24% (42)	27% (47)	29% (51)	10% (18)	5% (9)	5%
2016 Vote: Hillary Clinton	28% (62)	30% (65)	24% (52)	6% (13)	6% (14)	6%
2016 Vote: Donald Trump	26% (48)	24% (44)	30% (56)	7% (13)	7% (12)	6%
2016 Vote: Didn't Vote	26% (63)	17% (41)	26% (64)	8% (20)	7% (17)	16%
Voted in 2014: Yes	24% (80)	29% (97)	28% (95)	7% (25)	5% (18)	6%
Voted in 2014: No	29% (103)	18% (65)	24% (85)	8% (28)	7% (25)	13%
4-Region: Northeast	27% (28)	20% (21)	34% (35)	6% (6)	3% (4)	10%
4-Region: Midwest	26% (43)	29% (47)	26% (43)	8% (12)	4% (7)	6%
4-Region: South	31% (79)	22% (57)	25% (65)	5% (13)	6% (16)	11%
4-Region: West	20% (33)	22% (37)	23% (38)	13% (22)	11% (18)	11%
Child(Ren) Aged 0-17	27% (184)	24% (162)	26% (181)	8% (53)	6% (43)	10%
Child(Ren) Aged 0-5	31% (108)	27% (95)	20% (71)	7% (26)	6% (22)	9%
Caregivers	28% (131)	25% (118)	28% (129)	7% (31)	7% (31)	6%
Caregiver for Sick or Disabled Family Member	31% (24)	22% (16)	28% (21)	5% (4)	10% (8)	4%
Caregiver for Child/Dependent	29% (116)	25% (99)	28% (113)	5% (20)	7% (27)	6%
Business Owners	22% (20)	32% (29)	28% (26)	4% (4)	7% (6)	7%
Non-Business Owners	27% (164)	22% (132)	26% (155)	8% (49)	6% (37)	10%

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Table BPC22_7: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (184)	24% (162)	26% (181)	8% (53)	6% (43)	10%
Service Worker/Retail Sales/Laborers/Helpers	28% (47)	20% (33)	23% (39)	8% (14)	6% (11)	15%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	24% (45)	22% (41)	34% (63)	9% (16)	6% (12)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	36% (33)	24% (23)	20% (19)	4% (4)	7% (7)	9%
Other Professionals	27% (31)	24% (28)	24% (28)	11% (13)	6% (7)	9%
Business Owners w/Employees	20% (14)	36% (25)	26% (18)	4% (3)	9% (6)	5%
No Access to Childcare	29% (149)	24% (123)	24% (119)	9% (46)	7% (34)	7%
Unsure of Access to Childcare	19% (34)	22% (39)	34% (61)	4% (7)	5% (9)	17%
More Financially Secure after Pandemic	23% (17)	25% (19)	18% (14)	12% (9)	5% (4)	16%
Less Financially Secure after the Pandemic	31% (132)	27% (115)	22% (94)	7% (30)	6% (27)	8%
Same Financial Security after the Pandemic	19% (35)	15% (28)	40% (73)	8% (14)	7% (13)	12%
Access to Paid Parental Leave	29% (71)	23% (56)	25% (61)	9% (23)	7% (18)	7%
No Access to Paid Parental Leave	26% (70)	23% (61)	24% (64)	10% (25)	5% (13)	12%
Access to Paid Caregiving Leave	27% (44)	27% (43)	24% (38)	7% (11)	6% (10)	9%
No Access to Paid Caregiving Leave	30% (97)	21% (66)	23% (72)	10% (31)	6% (18)	11%
Access to Flexible Work Hours	26% (60)	23% (54)	26% (61)	12% (28)	5% (12)	8%
No Access to Flexible Work Hours	30% (98)	22% (74)	25% (82)	6% (18)	6% (21)	10%
Access to Child Care as Employer Benefit	26% (16)	25% (15)	31% (19)	5% (3)	8% (5)	4%
No Access to Child Care as Employer Benefit	28% (128)	23% (102)	25% (114)	9% (39)	6% (27)	10%
Access to Mental Health Benefits	26% (50)	26% (50)	23% (43)	9% (17)	5% (10)	10%
No Access to Mental Health Benefits	27% (83)	21% (64)	26% (77)	10% (30)	5% (14)	11%
Ethnicity: White (Non-Hispanic)	26% (113)	24% (102)	29% (124)	7% (28)	5% (23)	9%
Ethnicity: Hispanic	24% (31)	27% (36)	17% (22)	11% (14)	10% (13)	11%
Ethnicity: Black (Non-Hispanic)	30% (23)	17% (14)	30% (24)	7% (6)	6% (5)	9%
Ethnicity: Asian + Other (Non-Hispanic)	33% (16)	22% (11)	22% (11)	11% (5)	4% (2)	8%

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Table BPC22_7: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (184)	24% (162)	26% (181)	8% (53)	6% (43)	10%
Single, never married	31% (42)	17% (23)	24% (33)	11% (15)	7% (10)	10%
Married	24% (88)	28% (104)	26% (98)	6% (23)	7% (25)	9%
Divorced	33% (18)	16% (9)	25% (13)	7% (4)	9% (5)	9%
Living with a partner	29% (28)	19% (18)	29% (28)	10% (10)	3% (3)	9%

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

Table BPC22_8: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(163)	23%	(155)	27%	(189)	6%	(41)	4%	(30)	16%
Gender: Female	24%	(163)	23%	(155)	27%	(189)	6%	(41)	4%	(30)	16%
Age: 18-34	29%	(82)	21%	(59)	26%	(74)	5%	(15)	5%	(15)	14%
Age: 35-44	20%	(68)	24%	(82)	30%	(103)	7%	(24)	4%	(13)	16%
Age: 45-64	21%	(12)	25%	(14)	21%	(12)	3%	(2)	4%	(3)	26%
Millennials: 1981-1996	25%	(129)	23%	(119)	28%	(145)	6%	(33)	4%	(20)	15%
GenXers: 1965-1980	18%	(22)	26%	(32)	25%	(31)	5%	(6)	7%	(9)	18%
PID: Dem (no lean)	25%	(62)	24%	(61)	23%	(58)	6%	(15)	3%	(7)	19%
PID: Ind (no lean)	28%	(63)	19%	(44)	26%	(60)	6%	(14)	5%	(11)	16%
PID: Rep (no lean)	18%	(38)	24%	(50)	34%	(72)	6%	(12)	6%	(12)	12%
PID/Gender: Dem Women	25%	(62)	24%	(61)	23%	(58)	6%	(15)	3%	(7)	19%
PID/Gender: Ind Women	28%	(63)	19%	(44)	26%	(60)	6%	(14)	5%	(11)	16%
PID/Gender: Rep Women	18%	(38)	24%	(50)	34%	(72)	6%	(12)	6%	(12)	12%
Ideo: Liberal (1-3)	28%	(52)	22%	(42)	22%	(42)	10%	(19)	2%	(3)	16%
Ideo: Moderate (4)	25%	(52)	23%	(47)	29%	(60)	3%	(5)	9%	(18)	11%
Ideo: Conservative (5-7)	20%	(41)	24%	(49)	32%	(63)	6%	(12)	3%	(5)	15%
Educ: < College	23%	(94)	21%	(85)	25%	(103)	6%	(25)	6%	(25)	19%
Educ: Bachelors degree	23%	(39)	25%	(42)	29%	(48)	6%	(10)	2%	(3)	14%
Educ: Post-grad	26%	(30)	24%	(28)	34%	(38)	5%	(6)	2%	(2)	9%
Income: Under 50k	27%	(89)	20%	(68)	24%	(78)	5%	(18)	5%	(17)	18%
Income: 50k-100k	19%	(48)	26%	(67)	30%	(77)	8%	(21)	4%	(11)	13%
Income: 100k+	26%	(26)	21%	(20)	34%	(33)	1%	(1)	2%	(2)	16%
Ethnicity: White	19%	(97)	24%	(122)	30%	(153)	6%	(30)	3%	(18)	18%
Ethnicity: Hispanic	30%	(39)	27%	(35)	18%	(23)	4%	(5)	6%	(8)	15%
Ethnicity: Black	37%	(32)	17%	(15)	23%	(20)	9%	(8)	3%	(3)	11%
Ethnicity: Other	40%	(34)	21%	(18)	18%	(15)	3%	(2)	11%	(10)	7%

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Table BPC22_8: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (163)	23% (155)	27% (189)	6% (41)	4% (30)	16%
All Christian	20% (49)	25% (62)	25% (61)	7% (17)	5% (13)	18%
Agnostic/Nothing in particular	26% (59)	18% (41)	32% (73)	7% (15)	2% (5)	16%
Something Else	21% (33)	26% (40)	28% (43)	4% (7)	6% (10)	14%
Evangelical	20% (38)	27% (51)	22% (42)	7% (13)	5% (10)	18%
Non-Evangelical	20% (40)	25% (49)	30% (61)	5% (11)	5% (11)	14%
Community: Urban	25% (40)	22% (34)	27% (43)	5% (7)	3% (5)	18%
Community: Suburban	25% (82)	23% (77)	26% (86)	6% (19)	4% (14)	17%
Community: Rural	21% (41)	23% (44)	31% (60)	8% (15)	6% (12)	12%
Employ: Private Sector	25% (125)	20% (104)	28% (141)	6% (29)	4% (22)	17%
Employ: Government	20% (22)	28% (32)	28% (31)	7% (8)	5% (6)	12%
Employ: Self-Employed	24% (16)	28% (19)	24% (17)	5% (3)	3% (2)	16%
Military HH: Yes	47% (24)	29% (15)	14% (7)	3% (2)	— (0)	8%
Military HH: No	22% (139)	22% (140)	29% (182)	6% (39)	5% (30)	17%
RD/WT: Right Direction	27% (41)	24% (37)	24% (37)	4% (6)	4% (6)	17%
RD/WT: Wrong Track	23% (122)	22% (118)	28% (152)	6% (35)	5% (24)	16%
Biden Job Approve	27% (61)	24% (54)	22% (49)	8% (19)	3% (8)	17%
Biden Job Disapprove	22% (92)	23% (96)	30% (127)	5% (21)	5% (22)	15%
Biden Job Strongly Approve	24% (13)	24% (13)	25% (14)	9% (5)	4% (2)	13%
Biden Job Somewhat Approve	28% (48)	23% (40)	20% (35)	8% (14)	3% (6)	17%
Biden Job Somewhat Disapprove	19% (31)	25% (39)	31% (48)	4% (7)	6% (10)	15%
Biden Job Strongly Disapprove	23% (62)	22% (57)	30% (78)	6% (15)	5% (12)	15%
Favorable of Biden	26% (66)	22% (57)	25% (65)	6% (16)	4% (10)	17%
Unfavorable of Biden	23% (90)	25% (97)	29% (115)	5% (20)	4% (17)	14%
Very Favorable of Biden	26% (19)	26% (20)	24% (18)	5% (4)	4% (3)	15%
Somewhat Favorable of Biden	26% (46)	21% (37)	26% (46)	7% (12)	4% (7)	17%
Somewhat Unfavorable of Biden	22% (28)	30% (39)	29% (38)	4% (6)	2% (3)	13%
Very Unfavorable of Biden	23% (62)	22% (58)	29% (78)	6% (15)	5% (14)	14%

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Table BPC22_8: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(163)	23%	(155)	27%	(189)	6%	(41)	4%	(30)	16%
#1 Issue: Economy	25%	(95)	25%	(98)	26%	(101)	5%	(20)	4%	(17)	14%
#1 Issue: Security	12%	(7)	18%	(11)	44%	(25)	8%	(5)	7%	(4)	11%
#1 Issue: Health Care	25%	(14)	16%	(9)	21%	(11)	5%	(3)	6%	(3)	27%
#1 Issue: Women's Issues	27%	(20)	16%	(12)	32%	(23)	6%	(4)	4%	(3)	16%
2020 Vote: Joe Biden	29%	(83)	23%	(64)	24%	(68)	6%	(16)	3%	(7)	16%
2020 Vote: Donald Trump	20%	(45)	26%	(58)	32%	(71)	6%	(13)	6%	(14)	9%
2020 Vote: Didn't Vote	19%	(28)	14%	(21)	28%	(41)	7%	(11)	2%	(4)	29%
2018 House Vote: Democrat	28%	(64)	25%	(57)	24%	(57)	6%	(13)	2%	(4)	16%
2018 House Vote: Republican	17%	(30)	25%	(44)	38%	(67)	6%	(10)	8%	(13)	7%
2016 Vote: Hillary Clinton	26%	(57)	27%	(59)	23%	(50)	5%	(11)	2%	(4)	17%
2016 Vote: Donald Trump	21%	(39)	26%	(47)	31%	(57)	8%	(15)	5%	(10)	9%
2016 Vote: Didn't Vote	22%	(54)	16%	(38)	31%	(74)	5%	(12)	6%	(14)	21%
Voted in 2014: Yes	23%	(78)	26%	(87)	28%	(96)	6%	(19)	3%	(11)	14%
Voted in 2014: No	24%	(85)	19%	(68)	27%	(93)	6%	(22)	5%	(19)	18%
4-Region: Northeast	19%	(20)	22%	(23)	32%	(34)	10%	(10)	—	(0)	17%
4-Region: Midwest	17%	(28)	24%	(39)	33%	(54)	6%	(10)	4%	(6)	16%
4-Region: South	31%	(79)	22%	(57)	21%	(55)	5%	(12)	5%	(12)	16%
4-Region: West	22%	(36)	22%	(36)	28%	(46)	5%	(8)	7%	(12)	16%
Child(Ren) Aged 0-17	24%	(163)	23%	(155)	27%	(189)	6%	(41)	4%	(30)	16%
Child(Ren) Aged 0-5	27%	(96)	23%	(83)	22%	(78)	6%	(22)	5%	(19)	16%
Caregivers	25%	(116)	23%	(107)	28%	(133)	5%	(26)	5%	(23)	13%
Caregiver for Sick or Disabled Family Member	28%	(21)	25%	(19)	23%	(17)	7%	(5)	10%	(8)	7%
Caregiver for Child/Dependent	24%	(94)	24%	(95)	28%	(113)	5%	(21)	4%	(17)	15%
Business Owners	30%	(27)	29%	(26)	30%	(27)	3%	(3)	1%	(1)	8%
Non-Business Owners	23%	(136)	22%	(128)	27%	(162)	6%	(38)	5%	(29)	17%

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Table BPC22_8: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (163)	23% (155)	27% (189)	6% (41)	4% (30)	16%
Service Worker/Retail Sales/Laborers/Helpers	21% (36)	22% (37)	23% (39)	7% (12)	6% (11)	21%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	22% (42)	20% (38)	30% (57)	6% (11)	5% (10)	15%
Health Care and Medical Professionals/Lab Techs/Pharmacists	23% (21)	25% (23)	17% (16)	10% (10)	2% (2)	22%
Other Professionals	23% (27)	20% (24)	39% (45)	4% (4)	4% (4)	11%
Business Owners w/Employees	29% (20)	29% (20)	30% (21)	4% (3)	1% (1)	7%
No Access to Childcare	27% (135)	23% (115)	25% (125)	7% (37)	5% (28)	13%
Unsure of Access to Childcare	15% (28)	22% (40)	35% (64)	2% (4)	1% (2)	24%
More Financially Secure after Pandemic	22% (17)	27% (20)	23% (17)	5% (4)	2% (2)	21%
Less Financially Secure after the Pandemic	28% (119)	25% (106)	24% (101)	7% (30)	5% (21)	12%
Same Financial Security after the Pandemic	15% (28)	16% (29)	38% (71)	4% (7)	4% (7)	23%
Access to Paid Parental Leave	22% (55)	21% (53)	29% (72)	8% (20)	4% (10)	15%
No Access to Paid Parental Leave	23% (62)	21% (57)	25% (68)	6% (17)	7% (18)	17%
Access to Paid Caregiving Leave	22% (35)	21% (33)	31% (50)	7% (12)	4% (7)	15%
No Access to Paid Caregiving Leave	26% (83)	23% (74)	23% (74)	5% (17)	7% (22)	16%
Access to Flexible Work Hours	22% (51)	20% (48)	31% (72)	6% (15)	5% (11)	16%
No Access to Flexible Work Hours	25% (81)	23% (74)	23% (77)	7% (23)	5% (18)	17%
Access to Child Care as Employer Benefit	19% (11)	22% (13)	33% (20)	10% (6)	2% (2)	14%
No Access to Child Care as Employer Benefit	24% (109)	21% (96)	26% (120)	5% (25)	6% (26)	17%
Access to Mental Health Benefits	22% (42)	22% (41)	29% (55)	6% (11)	2% (4)	18%
No Access to Mental Health Benefits	23% (70)	20% (61)	26% (77)	7% (22)	8% (23)	16%
Ethnicity: White (Non-Hispanic)	18% (79)	22% (96)	32% (140)	6% (28)	3% (13)	18%
Ethnicity: Hispanic	30% (39)	27% (35)	18% (23)	4% (5)	6% (8)	15%
Ethnicity: Black (Non-Hispanic)	35% (27)	19% (15)	24% (18)	6% (5)	3% (3)	12%
Ethnicity: Asian + Other (Non-Hispanic)	36% (18)	18% (9)	16% (8)	5% (2)	13% (7)	11%

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Table BPC22_8: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	24%	(163)	23%	(155)	27%	(189)	6%	(41)	4%	(30)	16%
Single, never married	27%	(37)	23%	(32)	26%	(36)	6%	(8)	3%	(5)	15%
Married	20%	(76)	24%	(88)	28%	(103)	6%	(21)	5%	(20)	17%
Divorced	30%	(16)	23%	(12)	20%	(11)	10%	(5)	4%	(2)	12%
Living with a partner	28%	(27)	17%	(16)	33%	(32)	6%	(5)	1%	(1)	15%

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

Table BPC22_9: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	22%	(149)	17%	(119)	34%	(235)	5%	(34)	4%	(26)	18%
Gender: Female	22%	(149)	17%	(119)	34%	(235)	5%	(34)	4%	(26)	18%
Age: 18-34	29%	(82)	21%	(60)	28%	(81)	7%	(21)	5%	(14)	10%
Age: 35-44	18%	(63)	15%	(51)	39%	(135)	4%	(13)	3%	(9)	22%
Age: 45-64	7%	(4)	13%	(8)	35%	(20)	1%	(1)	6%	(3)	39%
Millennials: 1981-1996	24%	(128)	18%	(92)	34%	(180)	5%	(27)	4%	(19)	15%
GenXers: 1965-1980	9%	(11)	13%	(16)	39%	(47)	4%	(5)	4%	(4)	31%
PID: Dem (no lean)	23%	(57)	20%	(49)	29%	(72)	6%	(14)	4%	(9)	20%
PID: Ind (no lean)	21%	(47)	13%	(30)	39%	(90)	3%	(7)	4%	(9)	20%
PID: Rep (no lean)	21%	(45)	19%	(39)	36%	(74)	6%	(13)	4%	(8)	14%
PID/Gender: Dem Women	23%	(57)	20%	(49)	29%	(72)	6%	(14)	4%	(9)	20%
PID/Gender: Ind Women	21%	(47)	13%	(30)	39%	(90)	3%	(7)	4%	(9)	20%
PID/Gender: Rep Women	21%	(45)	19%	(39)	36%	(74)	6%	(13)	4%	(8)	14%
Ideo: Liberal (1-3)	25%	(47)	15%	(28)	30%	(58)	6%	(11)	6%	(11)	18%
Ideo: Moderate (4)	23%	(46)	19%	(39)	34%	(70)	7%	(15)	3%	(6)	14%
Ideo: Conservative (5-7)	19%	(39)	20%	(40)	37%	(74)	4%	(7)	3%	(6)	17%
Educ: < College	19%	(77)	16%	(67)	34%	(138)	5%	(21)	5%	(20)	21%
Educ: Bachelors degree	23%	(37)	19%	(31)	35%	(58)	6%	(11)	2%	(4)	15%
Educ: Post-grad	30%	(34)	18%	(20)	35%	(40)	3%	(3)	2%	(3)	12%
Income: Under 50k	20%	(65)	15%	(50)	32%	(106)	5%	(17)	5%	(17)	23%
Income: 50k-100k	21%	(55)	18%	(46)	37%	(95)	6%	(16)	4%	(10)	15%
Income: 100k+	30%	(29)	23%	(22)	35%	(34)	2%	(2)	—	(0)	11%
Ethnicity: White	20%	(103)	17%	(88)	35%	(182)	4%	(22)	4%	(20)	19%
Ethnicity: Hispanic	24%	(32)	19%	(25)	29%	(38)	4%	(5)	5%	(7)	18%
Ethnicity: Black	28%	(25)	13%	(11)	31%	(27)	7%	(6)	3%	(3)	18%
Ethnicity: Other	25%	(21)	22%	(19)	31%	(26)	8%	(6)	4%	(3)	10%

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Table BPC22_9: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	22%	(149)	17%	(119)	34%	(235)	5%	(34)	4%	(26)	18%
All Christian	20%	(48)	21%	(52)	33%	(80)	5%	(13)	4%	(9)	18%
Agnostic/Nothing in particular	23%	(53)	15%	(35)	38%	(89)	5%	(11)	3%	(7)	16%
Something Else	21%	(32)	15%	(23)	33%	(52)	4%	(6)	6%	(9)	21%
Evangelical	19%	(36)	16%	(30)	31%	(58)	6%	(11)	7%	(12)	22%
Non-Evangelical	21%	(42)	21%	(43)	36%	(73)	4%	(7)	2%	(4)	16%
Community: Urban	23%	(37)	13%	(20)	30%	(48)	5%	(8)	3%	(5)	25%
Community: Suburban	23%	(76)	19%	(65)	34%	(114)	5%	(18)	3%	(9)	16%
Community: Rural	18%	(36)	17%	(34)	38%	(74)	4%	(9)	6%	(12)	16%
Employ: Private Sector	24%	(121)	16%	(83)	34%	(175)	5%	(23)	4%	(18)	17%
Employ: Government	17%	(19)	21%	(24)	33%	(37)	7%	(8)	3%	(4)	18%
Employ: Self-Employed	12%	(8)	17%	(12)	34%	(23)	5%	(3)	6%	(4)	25%
Military HH: Yes	32%	(16)	17%	(9)	30%	(15)	2%	(1)	—	(0)	18%
Military HH: No	21%	(133)	17%	(110)	35%	(220)	5%	(33)	4%	(26)	18%
RD/WT: Right Direction	23%	(35)	20%	(30)	28%	(43)	6%	(9)	2%	(4)	20%
RD/WT: Wrong Track	21%	(114)	16%	(88)	36%	(193)	5%	(25)	4%	(23)	18%
Biden Job Approve	25%	(56)	19%	(44)	28%	(65)	5%	(12)	5%	(12)	17%
Biden Job Disapprove	19%	(82)	17%	(70)	37%	(157)	5%	(22)	4%	(15)	18%
Biden Job Strongly Approve	14%	(7)	23%	(13)	42%	(23)	2%	(1)	5%	(3)	14%
Biden Job Somewhat Approve	28%	(49)	18%	(31)	24%	(42)	6%	(11)	5%	(9)	18%
Biden Job Somewhat Disapprove	19%	(30)	15%	(24)	40%	(63)	8%	(12)	3%	(5)	15%
Biden Job Strongly Disapprove	20%	(52)	18%	(47)	36%	(94)	4%	(10)	4%	(10)	20%
Favorable of Biden	24%	(61)	19%	(48)	31%	(78)	6%	(14)	4%	(9)	18%
Unfavorable of Biden	20%	(81)	17%	(69)	36%	(144)	5%	(19)	4%	(15)	17%
Very Favorable of Biden	16%	(12)	21%	(16)	36%	(27)	2%	(2)	2%	(2)	22%
Somewhat Favorable of Biden	27%	(48)	18%	(32)	28%	(51)	7%	(13)	4%	(7)	16%
Somewhat Unfavorable of Biden	22%	(29)	16%	(21)	37%	(47)	5%	(7)	3%	(3)	16%
Very Unfavorable of Biden	20%	(52)	18%	(47)	36%	(96)	4%	(12)	4%	(11)	18%

Continued on next page

Table BPC22_9: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	22%	(149)	17%	(119)	34%	(235)	5%	(34)	4%	(26)	18%
#1 Issue: Economy	22%	(86)	16%	(61)	36%	(138)	5%	(17)	3%	(13)	19%
#1 Issue: Security	5%	(3)	24%	(14)	42%	(24)	6%	(3)	7%	(4)	16%
#1 Issue: Health Care	12%	(6)	22%	(12)	36%	(20)	9%	(5)	4%	(2)	18%
#1 Issue: Women's Issues	35%	(25)	18%	(13)	28%	(21)	4%	(3)	1%	(1)	15%
2020 Vote: Joe Biden	26%	(73)	18%	(51)	28%	(79)	6%	(17)	3%	(9)	19%
2020 Vote: Donald Trump	23%	(50)	21%	(47)	36%	(79)	5%	(11)	5%	(10)	11%
2020 Vote: Didn't Vote	13%	(19)	11%	(16)	40%	(59)	4%	(6)	4%	(5)	29%
2018 House Vote: Democrat	25%	(59)	18%	(42)	31%	(71)	4%	(10)	4%	(10)	17%
2018 House Vote: Republican	19%	(33)	21%	(37)	37%	(65)	6%	(10)	4%	(8)	13%
2016 Vote: Hillary Clinton	24%	(52)	19%	(42)	31%	(67)	5%	(12)	2%	(5)	19%
2016 Vote: Donald Trump	18%	(33)	21%	(39)	37%	(69)	5%	(10)	5%	(10)	13%
2016 Vote: Didn't Vote	21%	(50)	14%	(33)	34%	(83)	5%	(13)	5%	(11)	21%
Voted in 2014: Yes	21%	(70)	21%	(69)	35%	(118)	4%	(12)	4%	(12)	16%
Voted in 2014: No	22%	(79)	14%	(49)	33%	(118)	6%	(22)	4%	(14)	20%
4-Region: Northeast	24%	(24)	18%	(19)	38%	(40)	4%	(4)	2%	(2)	14%
4-Region: Midwest	21%	(34)	18%	(30)	32%	(52)	6%	(10)	5%	(7)	18%
4-Region: South	24%	(62)	16%	(42)	34%	(87)	4%	(10)	4%	(9)	18%
4-Region: West	17%	(28)	17%	(28)	34%	(57)	6%	(10)	5%	(8)	22%
Child(Ren) Aged 0-17	22%	(149)	17%	(119)	34%	(235)	5%	(34)	4%	(26)	18%
Child(Ren) Aged 0-5	26%	(93)	19%	(68)	31%	(111)	5%	(16)	4%	(15)	14%
Caregivers	24%	(112)	18%	(82)	35%	(163)	5%	(21)	4%	(21)	15%
Caregiver for Sick or Disabled Family Member	20%	(15)	21%	(16)	30%	(23)	4%	(3)	7%	(5)	17%
Caregiver for Child/Dependent	25%	(99)	19%	(75)	33%	(132)	4%	(18)	4%	(14)	15%
Business Owners	18%	(16)	16%	(15)	36%	(33)	5%	(4)	6%	(5)	19%
Non-Business Owners	22%	(133)	17%	(104)	34%	(203)	5%	(30)	4%	(21)	18%

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Table BPC22_9: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	22% (149)	17% (119)	34% (235)	5% (34)	4% (26)	18%
Service Worker/Retail Sales/Laborers/Helpers	20% (33)	15% (26)	31% (53)	4% (6)	5% (9)	25%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21% (39)	19% (36)	39% (73)	5% (8)	3% (6)	13%
Health Care and Medical Professionals/Lab Techs/Pharmacists	25% (23)	21% (20)	28% (26)	6% (5)	2% (2)	17%
Other Professionals	25% (29)	14% (16)	36% (43)	8% (9)	2% (2)	15%
Business Owners w/Employees	19% (13)	17% (12)	39% (27)	5% (4)	7% (5)	12%
No Access to Childcare	23% (117)	17% (88)	34% (171)	6% (29)	5% (23)	15%
Unsure of Access to Childcare	18% (32)	17% (30)	35% (64)	3% (5)	2% (3)	25%
More Financially Secure after Pandemic	29% (22)	16% (12)	26% (19)	6% (4)	5% (4)	18%
Less Financially Secure after the Pandemic	23% (99)	18% (78)	33% (142)	6% (24)	4% (17)	16%
Same Financial Security after the Pandemic	15% (28)	16% (29)	40% (74)	3% (6)	3% (5)	23%
Access to Paid Parental Leave	25% (62)	20% (48)	31% (76)	7% (17)	4% (9)	14%
No Access to Paid Parental Leave	21% (55)	15% (41)	37% (98)	3% (9)	4% (12)	20%
Access to Paid Caregiving Leave	24% (39)	16% (26)	30% (48)	7% (11)	5% (8)	18%
No Access to Paid Caregiving Leave	23% (75)	19% (60)	34% (110)	4% (14)	2% (7)	17%
Access to Flexible Work Hours	23% (55)	16% (37)	37% (88)	5% (11)	4% (9)	15%
No Access to Flexible Work Hours	23% (75)	18% (60)	32% (105)	5% (18)	4% (12)	18%
Access to Child Care as Employer Benefit	23% (14)	18% (11)	39% (24)	6% (4)	4% (2)	11%
No Access to Child Care as Employer Benefit	23% (103)	18% (82)	34% (155)	5% (24)	3% (12)	17%
Access to Mental Health Benefits	21% (40)	21% (40)	35% (65)	3% (6)	3% (5)	17%
No Access to Mental Health Benefits	22% (66)	16% (48)	34% (104)	6% (18)	4% (12)	18%
Ethnicity: White (Non-Hispanic)	19% (83)	17% (72)	37% (160)	5% (19)	4% (16)	18%
Ethnicity: Hispanic	24% (32)	19% (25)	29% (38)	4% (5)	5% (7)	18%
Ethnicity: Black (Non-Hispanic)	27% (21)	15% (11)	31% (24)	8% (6)	1% (1)	19%
Ethnicity: Asian + Other (Non-Hispanic)	28% (14)	19% (10)	27% (13)	9% (4)	4% (2)	13%

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Table BPC22_9: *If you had access to affordable, quality childcare in your local community, would that access positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	22% (149)	17% (119)	34% (235)	5% (34)	4% (26)	18%
Single, never married	21% (29)	16% (23)	31% (43)	5% (7)	5% (7)	21%
Married	21% (78)	17% (63)	36% (133)	4% (15)	3% (13)	18%
Divorced	20% (11)	12% (6)	39% (21)	5% (3)	7% (4)	18%
Living with a partner	26% (24)	22% (21)	31% (30)	6% (6)	2% (2)	13%

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

Table BPC23_1: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Don't know/No opinion		Total N
Working Mothers	30%	(62)	30%	(63)	21%	(43)	8%	(17)	3%	(6)	7%	(15)	206
Gender: Female	30%	(62)	30%	(63)	21%	(43)	8%	(17)	3%	(6)	7%	(15)	206
Age: 18-34	30%	(37)	29%	(36)	22%	(27)	10%	(13)	2%	(3)	6%	(7)	123
Age: 35-44	28%	(20)	36%	(26)	18%	(14)	3%	(3)	3%	(3)	11%	(8)	74
Millennials: 1981-1996	30%	(47)	32%	(50)	21%	(33)	8%	(12)	3%	(4)	7%	(12)	159
PID: Dem (no lean)	34%	(46)	33%	(45)	19%	(26)	6%	(9)	4%	(5)	5%	(7)	138
PID/Gender: Dem Women	34%	(46)	33%	(45)	19%	(26)	6%	(9)	4%	(5)	5%	(7)	138
Ideo: Liberal (1-3)	29%	(25)	34%	(30)	22%	(20)	7%	(6)	1%	(1)	8%	(7)	89
Ideo: Moderate (4)	29%	(19)	29%	(19)	21%	(14)	10%	(7)	7%	(5)	5%	(3)	66
Educ: < College	37%	(24)	19%	(12)	31%	(20)	1%	(1)	4%	(3)	8%	(5)	64
Educ: Post-grad	32%	(31)	36%	(35)	13%	(13)	12%	(11)	2%	(2)	4%	(4)	97
Income: Under 50k	33%	(17)	19%	(10)	26%	(13)	13%	(7)	2%	(1)	8%	(4)	52
Income: 50k-100k	26%	(18)	39%	(28)	22%	(16)	3%	(2)	2%	(1)	7%	(5)	70
Income: 100k+	32%	(26)	30%	(25)	17%	(14)	10%	(8)	4%	(3)	8%	(6)	83
Ethnicity: White	23%	(28)	33%	(40)	24%	(29)	10%	(12)	2%	(3)	9%	(11)	123
Ethnicity: Hispanic	36%	(25)	34%	(24)	23%	(16)	5%	(3)	—	(0)	3%	(2)	71
Ethnicity: Black	44%	(29)	24%	(16)	19%	(12)	6%	(4)	6%	(4)	2%	(2)	67
All Christian	29%	(31)	36%	(38)	20%	(22)	10%	(10)	2%	(2)	3%	(3)	106
Evangelical	44%	(34)	29%	(23)	16%	(13)	4%	(3)	2%	(2)	5%	(4)	79
Non-Evangelical	14%	(9)	36%	(23)	28%	(17)	15%	(9)	3%	(2)	4%	(3)	63
Community: Urban	32%	(37)	36%	(41)	15%	(17)	10%	(12)	3%	(4)	4%	(4)	116
Community: Suburban	25%	(16)	25%	(16)	27%	(17)	8%	(5)	3%	(2)	13%	(8)	64
Employ: Private Sector	26%	(35)	33%	(44)	23%	(31)	10%	(14)	3%	(4)	5%	(7)	135
Employ: Self-Employed	33%	(17)	28%	(14)	18%	(9)	6%	(3)	4%	(2)	10%	(5)	50
Military HH: No	29%	(54)	31%	(57)	21%	(39)	7%	(13)	3%	(5)	8%	(15)	183
RD/WT: Right Direction	34%	(42)	36%	(45)	19%	(24)	5%	(6)	3%	(3)	4%	(5)	125
RD/WT: Wrong Track	24%	(20)	22%	(18)	24%	(19)	14%	(11)	4%	(3)	13%	(10)	81

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Table BPC23_1: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Don't know/No opinion		Total N
Working Mothers	30%	(62)	30%	(63)	21%	(43)	8%	(17)	3%	(6)	7%	(15)	206
Biden Job Approve	33%	(43)	34%	(45)	21%	(28)	8%	(10)	3%	(3)	2%	(2)	131
Biden Job Disapprove	24%	(17)	25%	(17)	22%	(16)	6%	(4)	4%	(3)	17%	(12)	69
Biden Job Strongly Approve	42%	(35)	35%	(29)	14%	(12)	3%	(2)	4%	(3)	2%	(2)	82
Favorable of Biden	34%	(46)	33%	(44)	19%	(25)	9%	(13)	2%	(3)	2%	(2)	133
Unfavorable of Biden	22%	(14)	28%	(18)	25%	(16)	7%	(4)	5%	(3)	14%	(9)	66
Very Favorable of Biden	45%	(36)	31%	(25)	17%	(14)	3%	(2)	2%	(2)	2%	(2)	80
Somewhat Favorable of Biden	19%	(10)	37%	(20)	22%	(11)	19%	(10)	3%	(1)	1%	(0)	53
#1 Issue: Economy	34%	(31)	29%	(26)	19%	(17)	7%	(6)	2%	(2)	8%	(7)	89
2020 Vote: Joe Biden	33%	(46)	35%	(50)	20%	(29)	5%	(8)	2%	(3)	4%	(6)	142
2018 House Vote: Democrat	35%	(44)	33%	(42)	19%	(24)	4%	(5)	3%	(4)	5%	(7)	126
2016 Vote: Hillary Clinton	35%	(37)	37%	(39)	21%	(23)	1%	(2)	2%	(3)	3%	(3)	107
2016 Vote: Didn't Vote	22%	(11)	17%	(9)	14%	(7)	26%	(14)	6%	(3)	16%	(8)	53
Voted in 2014: Yes	34%	(48)	36%	(50)	21%	(29)	2%	(3)	2%	(3)	4%	(6)	138
Voted in 2014: No	21%	(14)	19%	(13)	20%	(14)	21%	(14)	4%	(3)	14%	(10)	67
4-Region: South	27%	(25)	30%	(27)	29%	(26)	6%	(5)	3%	(2)	6%	(5)	91
Child(Ren) Aged 0-17	30%	(62)	30%	(63)	21%	(43)	8%	(17)	3%	(6)	7%	(15)	206
Child(Ren) Aged 0-5	23%	(30)	33%	(43)	24%	(31)	11%	(14)	3%	(4)	7%	(9)	131
Caregivers	30%	(50)	32%	(55)	21%	(35)	9%	(16)	4%	(6)	4%	(7)	169
Caregiver for Aging Parent	31%	(16)	39%	(20)	17%	(9)	3%	(2)	—	(0)	9%	(5)	51
Caregiver for Sick or Disabled Family Member	19%	(11)	38%	(23)	28%	(16)	3%	(2)	5%	(3)	7%	(4)	59
Caregiver for Child/Dependent	33%	(30)	26%	(24)	17%	(16)	17%	(16)	4%	(3)	3%	(3)	92
Business Owners	30%	(62)	30%	(63)	21%	(43)	8%	(17)	3%	(6)	7%	(15)	206
Business Owners w/Employees	30%	(59)	31%	(61)	21%	(42)	8%	(16)	3%	(6)	7%	(14)	197
Access to Childcare	30%	(62)	30%	(63)	21%	(43)	8%	(17)	3%	(6)	7%	(15)	206
More Financially Secure after Pandemic	33%	(42)	33%	(41)	15%	(19)	9%	(11)	3%	(4)	7%	(9)	127
Less Financially Secure after the Pandemic	24%	(13)	21%	(11)	31%	(16)	11%	(6)	2%	(1)	10%	(6)	53

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Table BPC23_1: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Don't know/No opinion		Total N
Working Mothers	30%	(62)	30%	(63)	21%	(43)	8%	(17)	3%	(6)	7%	(15)	206
Ethnicity: White (Non-Hispanic)	23%	(20)	30%	(27)	19%	(17)	13%	(12)	3%	(3)	12%	(11)	90
Ethnicity: Hispanic	36%	(25)	34%	(24)	23%	(16)	5%	(3)	—	(0)	3%	(2)	71
Married	29%	(44)	33%	(50)	19%	(29)	9%	(13)	3%	(5)	6%	(9)	150

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

Table BPC23_2: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (268)	32% (274)	23% (195)	6% (50)	2% (13)	6%
Gender: Female	31% (268)	32% (274)	23% (195)	6% (50)	2% (13)	6%
Age: 18-34	34% (135)	29% (115)	21% (85)	8% (32)	2% (7)	6%
Age: 35-44	29% (123)	36% (150)	24% (100)	3% (12)	1% (5)	7%
GenZers: 1997-2012	34% (21)	26% (16)	18% (11)	8% (5)	3% (2)	10%
Millennials: 1981-1996	31% (213)	32% (220)	23% (157)	5% (37)	1% (9)	6%
GenXers: 1965-1980	31% (33)	35% (37)	21% (23)	6% (7)	1% (1)	6%
PID: Dem (no lean)	33% (144)	36% (156)	19% (81)	6% (24)	1% (6)	5%
PID: Ind (no lean)	31% (63)	24% (48)	25% (49)	7% (13)	1% (2)	12%
PID: Rep (no lean)	27% (61)	32% (70)	29% (65)	6% (12)	2% (5)	4%
PID/Gender: Dem Women	33% (144)	36% (156)	19% (81)	6% (24)	1% (6)	5%
PID/Gender: Ind Women	31% (63)	24% (48)	25% (49)	7% (13)	1% (2)	12%
PID/Gender: Rep Women	27% (61)	32% (70)	29% (65)	6% (12)	2% (5)	4%
Ideo: Liberal (1-3)	34% (105)	37% (113)	18% (57)	5% (15)	1% (5)	5%
Ideo: Moderate (4)	28% (76)	32% (88)	25% (69)	8% (22)	1% (3)	5%
Ideo: Conservative (5-7)	32% (70)	28% (62)	27% (59)	5% (11)	1% (3)	7%
Educ: < College	36% (120)	25% (83)	24% (78)	5% (18)	2% (8)	7%
Educ: Bachelors degree	28% (78)	36% (99)	21% (57)	7% (21)	2% (5)	6%
Educ: Post-grad	28% (70)	37% (92)	24% (60)	5% (11)	— (0)	6%
Income: Under 50k	36% (90)	26% (64)	22% (55)	7% (16)	3% (6)	8%
Income: 50k-100k	30% (98)	34% (112)	24% (80)	6% (18)	1% (2)	5%
Income: 100k+	29% (80)	35% (98)	21% (59)	5% (15)	1% (4)	7%
Ethnicity: White	30% (185)	32% (198)	24% (151)	6% (39)	2% (10)	6%
Ethnicity: Hispanic	34% (58)	29% (49)	22% (38)	7% (12)	— (0)	7%
Ethnicity: Black	41% (61)	33% (49)	16% (23)	5% (7)	1% (2)	3%
Ethnicity: Other	25% (22)	32% (28)	24% (21)	4% (4)	2% (2)	12%

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Table BPC23_2: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (268)	32% (274)	23% (195)	6% (50)	2% (13)	6%
All Christian	30% (123)	35% (142)	22% (89)	7% (30)	— (2)	5%
Agnostic/Nothing in particular	29% (65)	30% (66)	24% (53)	6% (13)	3% (7)	8%
Something Else	37% (62)	27% (45)	25% (41)	3% (5)	2% (3)	7%
Evangelical	34% (92)	29% (79)	27% (72)	5% (14)	1% (4)	4%
Non-Evangelical	31% (87)	35% (98)	19% (53)	7% (20)	— (1)	7%
Community: Urban	30% (93)	36% (111)	21% (66)	8% (24)	— (0)	5%
Community: Suburban	32% (118)	30% (113)	22% (82)	5% (18)	2% (7)	9%
Community: Rural	32% (57)	29% (51)	26% (47)	4% (8)	3% (6)	5%
Employ: Private Sector	29% (188)	34% (221)	23% (150)	6% (39)	1% (8)	5%
Employ: Government	37% (56)	26% (39)	20% (30)	4% (6)	2% (4)	11%
Employ: Self-Employed	37% (23)	23% (15)	22% (14)	8% (5)	3% (2)	8%
Military HH: Yes	37% (32)	27% (23)	27% (24)	3% (2)	1% (1)	6%
Military HH: No	31% (235)	33% (251)	22% (171)	6% (47)	2% (12)	7%
RD/WT: Right Direction	28% (93)	37% (123)	19% (63)	8% (27)	1% (5)	6%
RD/WT: Wrong Track	33% (175)	29% (151)	25% (132)	4% (23)	2% (8)	7%
Biden Job Approve	32% (139)	37% (158)	19% (81)	7% (28)	1% (5)	4%
Biden Job Disapprove	31% (121)	27% (107)	28% (109)	5% (22)	2% (8)	7%
Biden Job Strongly Approve	37% (62)	32% (54)	20% (33)	7% (11)	1% (2)	3%
Biden Job Somewhat Approve	29% (77)	40% (103)	18% (48)	6% (17)	1% (3)	5%
Biden Job Somewhat Disapprove	33% (53)	29% (46)	24% (39)	6% (9)	2% (3)	7%
Biden Job Strongly Disapprove	29% (69)	26% (61)	30% (70)	5% (13)	2% (5)	8%
Favorable of Biden	35% (153)	37% (163)	18% (77)	6% (25)	1% (4)	4%
Unfavorable of Biden	28% (107)	28% (106)	29% (113)	6% (24)	2% (9)	7%
Very Favorable of Biden	38% (69)	33% (61)	17% (31)	7% (13)	1% (2)	3%
Somewhat Favorable of Biden	33% (84)	40% (102)	18% (45)	5% (12)	1% (2)	4%
Somewhat Unfavorable of Biden	28% (36)	28% (36)	26% (34)	5% (7)	3% (3)	9%
Very Unfavorable of Biden	28% (71)	27% (70)	31% (79)	7% (18)	2% (5)	6%

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Table BPC23_2: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (268)	32% (274)	23% (195)	6% (50)	2% (13)	6%
#1 Issue: Economy	30% (132)	32% (139)	25% (108)	5% (20)	1% (5)	8%
#1 Issue: Security	28% (19)	32% (21)	23% (15)	12% (8)	— (0)	5%
#1 Issue: Health Care	33% (32)	25% (24)	25% (24)	6% (6)	3% (3)	9%
#1 Issue: Women's Issues	29% (27)	38% (35)	18% (17)	9% (8)	1% (1)	5%
#1 Issue: Education	42% (30)	36% (26)	15% (11)	1% (1)	3% (2)	3%
#1 Issue: Energy	37% (21)	31% (18)	22% (13)	6% (4)	4% (2)	1%
2020 Vote: Joe Biden	34% (159)	37% (173)	19% (87)	5% (25)	1% (5)	5%
2020 Vote: Donald Trump	26% (69)	29% (75)	29% (76)	6% (17)	2% (6)	7%
2020 Vote: Didn't Vote	30% (30)	20% (20)	28% (28)	8% (8)	2% (2)	12%
2018 House Vote: Democrat	34% (135)	37% (147)	19% (76)	5% (19)	1% (3)	5%
2018 House Vote: Republican	28% (60)	29% (63)	29% (62)	5% (12)	3% (6)	6%
2016 Vote: Hillary Clinton	35% (127)	37% (136)	19% (68)	5% (17)	1% (5)	3%
2016 Vote: Donald Trump	25% (57)	30% (68)	29% (64)	7% (15)	2% (5)	7%
2016 Vote: Didn't Vote	30% (73)	26% (62)	24% (58)	7% (18)	1% (3)	11%
Voted in 2014: Yes	33% (171)	35% (185)	21% (110)	5% (27)	1% (7)	5%
Voted in 2014: No	29% (97)	27% (90)	26% (85)	7% (23)	2% (6)	9%
4-Region: Northeast	29% (42)	34% (51)	24% (35)	6% (8)	— (1)	7%
4-Region: Midwest	30% (55)	36% (67)	19% (36)	8% (14)	2% (3)	5%
4-Region: South	35% (126)	24% (88)	25% (91)	7% (25)	2% (9)	6%
4-Region: West	27% (44)	42% (69)	20% (33)	2% (3)	— (1)	9%
Child(Ren) Aged 0-17	31% (268)	32% (274)	23% (195)	6% (50)	2% (13)	6%
Child(Ren) Aged 0-5	33% (174)	32% (168)	21% (111)	6% (33)	2% (10)	6%
Caregivers	33% (197)	35% (212)	21% (128)	6% (34)	1% (8)	4%
Caregiver for Aging Parent	24% (26)	40% (42)	20% (21)	8% (9)	1% (1)	6%
Caregiver for Sick or Disabled Family Member	36% (37)	35% (36)	14% (15)	7% (7)	2% (2)	6%
Caregiver for Child/Dependent	34% (155)	35% (160)	22% (102)	5% (21)	1% (5)	3%

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Table BPC23_2: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (268)	32% (274)	23% (195)	6% (50)	2% (13)	6%
Business Owners	29% (61)	36% (75)	18% (36)	10% (21)	1% (2)	6%
Non-Business Owners	32% (207)	31% (200)	24% (159)	5% (29)	2% (11)	7%
Service Worker/Retail Sales/Laborers/Helpers	36% (40)	27% (30)	27% (30)	4% (5)	1% (1)	5%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	28% (67)	33% (79)	25% (59)	6% (15)	2% (4)	7%
Health Care and Medical Professionals/Lab Techs/Pharmacists	34% (48)	32% (45)	22% (31)	5% (7)	1% (2)	6%
Other Professionals	35% (45)	26% (33)	28% (36)	1% (2)	3% (3)	7%
Business Owners w/Employees	30% (59)	37% (73)	18% (35)	9% (19)	1% (2)	5%
Access to Childcare	31% (268)	32% (274)	23% (195)	6% (50)	2% (13)	6%
More Financially Secure after Pandemic	31% (91)	34% (102)	19% (56)	7% (20)	2% (5)	8%
Less Financially Secure after the Pandemic	32% (110)	32% (109)	22% (77)	7% (25)	2% (7)	5%
Same Financial Security after the Pandemic	31% (67)	30% (64)	29% (62)	2% (5)	— (1)	7%
Access to Paid Parental Leave	29% (112)	32% (121)	25% (95)	5% (20)	2% (6)	7%
No Access to Paid Parental Leave	35% (75)	32% (68)	22% (48)	3% (6)	2% (4)	5%
Access to Paid Caregiving Leave	28% (78)	31% (86)	26% (71)	5% (14)	2% (5)	8%
No Access to Paid Caregiving Leave	38% (104)	30% (81)	22% (59)	4% (11)	2% (5)	4%
Access to Flexible Work Hours	30% (104)	35% (121)	23% (81)	4% (14)	2% (8)	6%
No Access to Flexible Work Hours	36% (97)	27% (73)	24% (67)	5% (14)	1% (3)	7%
Access to Child Care as Employer Benefit	27% (55)	26% (52)	30% (60)	7% (14)	2% (5)	8%
No Access to Child Care as Employer Benefit	34% (130)	34% (128)	22% (82)	3% (12)	2% (6)	5%
Access to Mental Health Benefits	33% (108)	30% (96)	24% (77)	5% (16)	1% (4)	7%
No Access to Mental Health Benefits	33% (75)	29% (65)	26% (57)	5% (11)	3% (6)	4%
Ethnicity: White (Non-Hispanic)	30% (156)	32% (168)	24% (123)	6% (30)	2% (10)	7%
Ethnicity: Hispanic	34% (58)	29% (49)	22% (38)	7% (12)	— (0)	7%
Ethnicity: Black (Non-Hispanic)	40% (44)	31% (33)	17% (18)	6% (7)	1% (2)	5%
Ethnicity: Asian + Other (Non-Hispanic)	18% (10)	43% (24)	28% (15)	3% (2)	3% (2)	5%

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Table BPC23_2: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (268)	32% (274)	23% (195)	6% (50)	2% (13)	6%
Single, never married	35% (51)	22% (32)	22% (32)	7% (10)	3% (4)	12%
Married	30% (168)	36% (203)	22% (123)	6% (33)	1% (5)	5%
Living with a partner	34% (30)	29% (26)	24% (21)	6% (5)	3% (3)	4%

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

Table BPC23_3: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (231)	33% (282)	22% (190)	8% (72)	3% (27)	6%
Gender: Female	27% (231)	33% (282)	22% (190)	8% (72)	3% (27)	6%
Age: 18-34	29% (116)	32% (125)	20% (79)	10% (40)	4% (14)	6%
Age: 35-44	25% (106)	35% (147)	24% (98)	7% (28)	3% (11)	6%
GenZers: 1997-2012	39% (24)	22% (13)	12% (7)	12% (7)	6% (4)	10%
Millennials: 1981-1996	26% (179)	34% (230)	22% (152)	8% (57)	3% (22)	6%
GenXers: 1965-1980	26% (28)	36% (38)	25% (27)	4% (5)	1% (2)	7%
PID: Dem (no lean)	30% (132)	37% (162)	19% (81)	6% (26)	3% (11)	5%
PID: Ind (no lean)	24% (47)	25% (49)	25% (50)	12% (23)	3% (7)	11%
PID: Rep (no lean)	23% (52)	32% (70)	26% (59)	10% (23)	4% (9)	4%
PID/Gender: Dem Women	30% (132)	37% (162)	19% (81)	6% (26)	3% (11)	5%
PID/Gender: Ind Women	24% (47)	25% (49)	25% (50)	12% (23)	3% (7)	11%
PID/Gender: Rep Women	23% (52)	32% (70)	26% (59)	10% (23)	4% (9)	4%
Ideo: Liberal (1-3)	28% (88)	35% (109)	21% (67)	7% (22)	3% (10)	5%
Ideo: Moderate (4)	27% (74)	32% (87)	22% (59)	11% (31)	4% (10)	4%
Ideo: Conservative (5-7)	25% (55)	36% (78)	23% (51)	8% (17)	3% (6)	6%
Educ: < College	31% (103)	26% (86)	24% (78)	8% (25)	4% (13)	7%
Educ: Bachelors degree	23% (63)	37% (103)	24% (66)	7% (20)	3% (8)	6%
Educ: Post-grad	27% (66)	37% (92)	18% (46)	11% (27)	2% (6)	4%
Income: Under 50k	30% (76)	27% (69)	21% (53)	11% (28)	3% (8)	7%
Income: 50k-100k	26% (84)	38% (125)	23% (77)	5% (15)	4% (11)	5%
Income: 100k+	26% (71)	32% (88)	22% (61)	11% (29)	3% (7)	7%
Ethnicity: White	26% (162)	32% (196)	25% (154)	9% (53)	3% (21)	6%
Ethnicity: Hispanic	30% (50)	23% (40)	25% (42)	12% (20)	4% (7)	6%
Ethnicity: Black	37% (54)	34% (50)	15% (22)	9% (13)	2% (3)	3%
Ethnicity: Other	18% (15)	41% (35)	17% (15)	7% (6)	5% (4)	13%

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Table BPC23_3: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (231)	33% (282)	22% (190)	8% (72)	3% (27)	6%
All Christian	29% (118)	35% (142)	21% (87)	6% (26)	3% (14)	5%
Agnostic/Nothing in particular	20% (44)	33% (73)	26% (58)	10% (22)	3% (6)	8%
Something Else	35% (58)	29% (48)	21% (35)	7% (12)	3% (5)	5%
Evangelical	35% (94)	32% (87)	21% (58)	7% (19)	2% (5)	3%
Non-Evangelical	27% (75)	34% (94)	21% (59)	7% (19)	4% (12)	6%
Community: Urban	32% (98)	33% (103)	17% (51)	8% (26)	4% (12)	6%
Community: Suburban	24% (89)	32% (120)	26% (98)	8% (30)	2% (8)	7%
Community: Rural	25% (44)	33% (59)	23% (41)	9% (17)	4% (6)	6%
Employ: Private Sector	24% (155)	35% (223)	24% (153)	9% (58)	3% (20)	5%
Employ: Government	39% (58)	27% (40)	16% (24)	5% (8)	3% (5)	11%
Employ: Self-Employed	28% (18)	30% (19)	22% (14)	10% (6)	4% (2)	6%
Military HH: Yes	26% (23)	28% (25)	26% (23)	12% (11)	3% (3)	4%
Military HH: No	27% (208)	33% (257)	22% (168)	8% (61)	3% (24)	6%
RD/WT: Right Direction	28% (91)	36% (118)	19% (64)	8% (27)	3% (11)	6%
RD/WT: Wrong Track	27% (140)	31% (164)	24% (126)	9% (45)	3% (16)	6%
Biden Job Approve	28% (121)	37% (158)	19% (82)	9% (37)	3% (12)	4%
Biden Job Disapprove	26% (104)	30% (120)	25% (98)	8% (31)	4% (15)	7%
Biden Job Strongly Approve	37% (63)	34% (57)	16% (26)	7% (12)	3% (5)	3%
Biden Job Somewhat Approve	22% (58)	39% (101)	21% (56)	10% (25)	3% (7)	5%
Biden Job Somewhat Disapprove	28% (46)	32% (52)	23% (36)	6% (10)	4% (6)	7%
Biden Job Strongly Disapprove	25% (59)	29% (68)	26% (62)	9% (21)	4% (9)	7%
Favorable of Biden	30% (132)	36% (156)	20% (87)	8% (36)	2% (9)	4%
Unfavorable of Biden	24% (93)	31% (120)	25% (96)	9% (35)	5% (18)	6%
Very Favorable of Biden	41% (74)	31% (57)	15% (28)	6% (10)	3% (6)	4%
Somewhat Favorable of Biden	22% (57)	39% (100)	23% (59)	10% (26)	1% (3)	4%
Somewhat Unfavorable of Biden	28% (36)	30% (39)	22% (28)	7% (9)	5% (7)	8%
Very Unfavorable of Biden	22% (57)	32% (81)	26% (68)	10% (26)	4% (12)	5%

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Table BPC23_3: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (231)	33% (282)	22% (190)	8% (72)	3% (27)	6%
#1 Issue: Economy	23% (99)	32% (142)	24% (105)	10% (44)	3% (14)	8%
#1 Issue: Security	27% (18)	34% (23)	22% (15)	4% (3)	8% (5)	5%
#1 Issue: Health Care	31% (30)	34% (33)	17% (16)	9% (9)	3% (3)	7%
#1 Issue: Women's Issues	31% (30)	29% (27)	23% (22)	9% (8)	2% (2)	5%
#1 Issue: Education	30% (22)	38% (27)	23% (16)	5% (3)	1% (1)	4%
#1 Issue: Energy	38% (22)	37% (21)	17% (10)	4% (2)	3% (2)	1%
2020 Vote: Joe Biden	29% (138)	37% (172)	19% (90)	8% (36)	3% (12)	5%
2020 Vote: Donald Trump	21% (55)	32% (84)	27% (70)	10% (27)	4% (10)	6%
2020 Vote: Didn't Vote	28% (28)	20% (20)	27% (27)	9% (9)	5% (5)	12%
2018 House Vote: Democrat	28% (113)	38% (154)	19% (77)	7% (28)	2% (9)	5%
2018 House Vote: Republican	23% (48)	31% (65)	27% (57)	11% (24)	4% (8)	5%
2016 Vote: Hillary Clinton	30% (108)	38% (138)	21% (75)	6% (23)	2% (8)	4%
2016 Vote: Donald Trump	21% (46)	29% (65)	27% (61)	11% (24)	5% (11)	6%
2016 Vote: Didn't Vote	28% (66)	29% (71)	20% (48)	11% (25)	3% (8)	9%
Voted in 2014: Yes	29% (151)	36% (186)	21% (112)	7% (36)	3% (14)	4%
Voted in 2014: No	24% (80)	29% (96)	24% (78)	11% (36)	4% (13)	9%
4-Region: Northeast	18% (27)	41% (60)	28% (41)	6% (8)	1% (2)	6%
4-Region: Midwest	25% (47)	32% (59)	23% (42)	10% (18)	3% (5)	7%
4-Region: South	32% (114)	28% (102)	22% (79)	8% (30)	4% (15)	5%
4-Region: West	26% (43)	37% (61)	17% (28)	10% (16)	3% (5)	7%
Child(Ren) Aged 0-17	27% (231)	33% (282)	22% (190)	8% (72)	3% (27)	6%
Child(Ren) Aged 0-5	29% (152)	31% (166)	21% (109)	10% (52)	4% (19)	6%
Caregivers	26% (159)	36% (215)	22% (132)	10% (58)	3% (17)	4%
Caregiver for Aging Parent	19% (20)	44% (46)	16% (16)	17% (18)	1% (1)	4%
Caregiver for Sick or Disabled Family Member	21% (22)	46% (47)	18% (19)	7% (7)	3% (3)	4%
Caregiver for Child/Dependent	28% (127)	33% (149)	23% (108)	9% (43)	3% (14)	4%

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Table BPC23_3: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (231)	33% (282)	22% (190)	8% (72)	3% (27)	6%
Business Owners	25% (52)	32% (66)	17% (36)	15% (30)	5% (10)	5%
Non-Business Owners	28% (179)	33% (216)	24% (155)	6% (42)	3% (17)	6%
Service Worker/Retail Sales/Laborers/Helpers	36% (41)	30% (33)	22% (24)	4% (4)	1% (1)	7%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19% (46)	36% (87)	30% (72)	7% (18)	2% (5)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	33% (46)	31% (43)	20% (28)	7% (9)	3% (5)	6%
Other Professionals	32% (41)	31% (40)	19% (24)	7% (9)	3% (4)	7%
Business Owners w/Employees	25% (49)	33% (65)	17% (34)	15% (29)	5% (9)	5%
Access to Childcare	27% (231)	33% (282)	22% (190)	8% (72)	3% (27)	6%
More Financially Secure after Pandemic	31% (91)	35% (106)	16% (48)	7% (22)	3% (9)	7%
Less Financially Secure after the Pandemic	24% (84)	33% (115)	23% (79)	10% (33)	4% (13)	6%
Same Financial Security after the Pandemic	26% (56)	29% (61)	30% (64)	8% (16)	2% (4)	5%
Access to Paid Parental Leave	26% (100)	31% (120)	27% (104)	7% (28)	1% (5)	6%
No Access to Paid Parental Leave	31% (66)	37% (79)	17% (36)	6% (12)	4% (8)	6%
Access to Paid Caregiving Leave	25% (69)	34% (92)	25% (70)	6% (16)	3% (8)	7%
No Access to Paid Caregiving Leave	34% (91)	32% (87)	21% (57)	6% (17)	2% (5)	5%
Access to Flexible Work Hours	26% (91)	34% (117)	24% (84)	7% (26)	3% (10)	6%
No Access to Flexible Work Hours	30% (82)	33% (91)	22% (61)	6% (16)	2% (6)	6%
Access to Child Care as Employer Benefit	28% (57)	29% (58)	23% (47)	7% (14)	5% (9)	8%
No Access to Child Care as Employer Benefit	28% (105)	35% (133)	24% (90)	7% (26)	2% (7)	5%
Access to Mental Health Benefits	28% (91)	31% (100)	26% (84)	7% (23)	2% (6)	5%
No Access to Mental Health Benefits	31% (69)	33% (74)	21% (47)	6% (14)	4% (8)	5%
Ethnicity: White (Non-Hispanic)	24% (128)	35% (182)	24% (124)	8% (40)	3% (14)	7%
Ethnicity: Hispanic	30% (50)	23% (40)	25% (42)	12% (20)	4% (7)	6%
Ethnicity: Black (Non-Hispanic)	39% (42)	32% (34)	17% (18)	6% (7)	2% (2)	4%
Ethnicity: Asian + Other (Non-Hispanic)	19% (11)	47% (26)	13% (7)	9% (5)	7% (4)	6%

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Table BPC23_3: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	27% (231)	33% (282)	22% (190)	8% (72)	3% (27)	6%
Single, never married	31% (45)	24% (36)	22% (32)	9% (13)	5% (7)	10%
Married	27% (150)	36% (200)	20% (115)	9% (51)	3% (18)	5%
Living with a partner	27% (24)	31% (28)	29% (26)	7% (6)	1% (1)	4%

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

Table BPC23_4: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (271)	32% (278)	22% (188)	6% (53)	2% (18)	5%
Gender: Female	32% (271)	32% (278)	22% (188)	6% (53)	2% (18)	5%
Age: 18-34	34% (137)	30% (120)	21% (84)	7% (28)	2% (9)	5%
Age: 35-44	29% (122)	36% (151)	22% (93)	5% (20)	2% (8)	5%
GenZers: 1997-2012	38% (23)	23% (14)	23% (14)	3% (2)	4% (3)	10%
Millennials: 1981-1996	31% (209)	34% (233)	22% (146)	6% (41)	2% (15)	5%
GenXers: 1965-1980	35% (38)	27% (29)	23% (24)	9% (10)	1% (1)	6%
PID: Dem (no lean)	34% (148)	34% (147)	19% (84)	7% (31)	1% (6)	4%
PID: Ind (no lean)	31% (62)	27% (54)	24% (47)	7% (13)	2% (3)	10%
PID: Rep (no lean)	27% (61)	35% (77)	26% (57)	4% (10)	4% (9)	4%
PID/Gender: Dem Women	34% (148)	34% (147)	19% (84)	7% (31)	1% (6)	4%
PID/Gender: Ind Women	31% (62)	27% (54)	24% (47)	7% (13)	2% (3)	10%
PID/Gender: Rep Women	27% (61)	35% (77)	26% (57)	4% (10)	4% (9)	4%
Ideo: Liberal (1-3)	33% (101)	35% (109)	20% (63)	5% (17)	3% (8)	4%
Ideo: Moderate (4)	31% (84)	32% (87)	23% (62)	7% (20)	2% (4)	5%
Ideo: Conservative (5-7)	31% (69)	31% (68)	25% (55)	6% (13)	2% (5)	4%
Educ: < College	36% (117)	28% (93)	23% (76)	4% (15)	2% (6)	7%
Educ: Bachelors degree	30% (84)	34% (95)	20% (56)	7% (19)	3% (8)	6%
Educ: Post-grad	28% (70)	36% (90)	22% (55)	8% (20)	1% (4)	4%
Income: Under 50k	34% (86)	29% (72)	24% (59)	5% (12)	2% (6)	7%
Income: 50k-100k	31% (102)	37% (119)	21% (67)	6% (20)	1% (3)	5%
Income: 100k+	30% (83)	31% (86)	22% (61)	8% (21)	3% (10)	5%
Ethnicity: White	32% (198)	32% (199)	22% (136)	7% (42)	2% (14)	5%
Ethnicity: Hispanic	35% (60)	27% (45)	25% (43)	7% (11)	— (1)	6%
Ethnicity: Black	39% (58)	32% (46)	22% (32)	4% (5)	2% (3)	2%
Ethnicity: Other	18% (16)	37% (32)	24% (20)	7% (6)	2% (2)	11%

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Table BPC23_4: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (271)	32% (278)	22% (188)	6% (53)	2% (18)	5%
All Christian	32% (131)	35% (142)	20% (82)	7% (28)	1% (5)	5%
Agnostic/Nothing in particular	28% (62)	33% (72)	23% (50)	8% (17)	3% (7)	6%
Something Else	39% (65)	23% (39)	25% (42)	5% (8)	1% (2)	6%
Evangelical	36% (99)	31% (83)	23% (64)	5% (14)	1% (3)	3%
Non-Evangelical	33% (92)	32% (88)	20% (57)	7% (19)	1% (4)	7%
Community: Urban	33% (100)	33% (102)	19% (58)	9% (27)	2% (6)	4%
Community: Suburban	31% (116)	32% (120)	24% (87)	4% (15)	2% (6)	7%
Community: Rural	31% (56)	32% (56)	24% (43)	6% (10)	3% (6)	4%
Employ: Private Sector	29% (184)	35% (222)	23% (147)	7% (46)	2% (11)	5%
Employ: Government	44% (67)	24% (36)	18% (28)	2% (2)	3% (5)	9%
Employ: Self-Employed	31% (20)	30% (19)	21% (13)	8% (5)	3% (2)	6%
Military HH: Yes	31% (28)	31% (28)	29% (26)	2% (2)	2% (2)	4%
Military HH: No	32% (243)	33% (250)	21% (163)	7% (51)	2% (16)	6%
RD/WT: Right Direction	31% (101)	33% (108)	22% (71)	7% (23)	3% (11)	5%
RD/WT: Wrong Track	32% (170)	32% (169)	22% (117)	6% (30)	1% (7)	6%
Biden Job Approve	33% (142)	35% (152)	19% (82)	7% (31)	2% (7)	4%
Biden Job Disapprove	31% (122)	30% (118)	25% (99)	6% (23)	3% (12)	6%
Biden Job Strongly Approve	37% (62)	32% (53)	19% (31)	7% (12)	3% (4)	2%
Biden Job Somewhat Approve	30% (79)	38% (99)	19% (51)	7% (19)	1% (2)	5%
Biden Job Somewhat Disapprove	33% (53)	30% (49)	22% (35)	7% (11)	1% (2)	7%
Biden Job Strongly Disapprove	30% (69)	29% (69)	27% (63)	5% (11)	4% (10)	5%
Favorable of Biden	36% (159)	34% (148)	19% (85)	7% (29)	1% (3)	3%
Unfavorable of Biden	28% (107)	31% (120)	26% (98)	6% (25)	3% (13)	6%
Very Favorable of Biden	41% (75)	32% (58)	16% (29)	7% (14)	1% (1)	3%
Somewhat Favorable of Biden	33% (84)	35% (90)	22% (56)	6% (15)	1% (2)	3%
Somewhat Unfavorable of Biden	30% (39)	28% (36)	23% (29)	8% (11)	3% (4)	8%
Very Unfavorable of Biden	27% (69)	33% (84)	27% (69)	5% (14)	3% (9)	5%

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Table BPC23_4: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (271)	32% (278)	22% (188)	6% (53)	2% (18)	5%
#1 Issue: Economy	29% (127)	35% (152)	23% (99)	5% (21)	2% (9)	7%
#1 Issue: Security	26% (18)	33% (23)	25% (17)	10% (6)	— (0)	6%
#1 Issue: Health Care	33% (33)	25% (24)	23% (22)	10% (9)	5% (5)	5%
#1 Issue: Women's Issues	33% (31)	32% (30)	19% (18)	12% (11)	— (0)	5%
#1 Issue: Education	41% (30)	31% (22)	24% (17)	1% (1)	2% (1)	2%
#1 Issue: Energy	41% (23)	30% (17)	19% (11)	4% (2)	5% (3)	1%
2020 Vote: Joe Biden	34% (160)	35% (165)	19% (91)	6% (30)	1% (6)	4%
2020 Vote: Donald Trump	27% (70)	32% (84)	27% (69)	6% (14)	4% (10)	5%
2020 Vote: Didn't Vote	34% (34)	20% (20)	24% (25)	8% (8)	2% (2)	12%
2018 House Vote: Democrat	34% (135)	35% (142)	20% (79)	6% (23)	2% (7)	3%
2018 House Vote: Republican	29% (63)	32% (68)	26% (56)	4% (9)	4% (9)	4%
2016 Vote: Hillary Clinton	36% (131)	36% (130)	19% (71)	5% (18)	1% (4)	3%
2016 Vote: Donald Trump	26% (57)	30% (66)	26% (58)	9% (20)	3% (8)	6%
2016 Vote: Didn't Vote	29% (70)	31% (74)	23% (56)	6% (14)	3% (6)	9%
Voted in 2014: Yes	34% (178)	34% (179)	21% (108)	5% (27)	2% (9)	4%
Voted in 2014: No	28% (93)	30% (99)	24% (80)	8% (26)	3% (9)	7%
4-Region: Northeast	25% (37)	39% (58)	20% (29)	8% (11)	1% (1)	7%
4-Region: Midwest	31% (57)	33% (61)	21% (39)	6% (12)	2% (4)	6%
4-Region: South	37% (133)	26% (94)	24% (85)	6% (22)	3% (10)	4%
4-Region: West	27% (44)	39% (65)	21% (35)	5% (9)	2% (3)	6%
Child(Ren) Aged 0-17	32% (271)	32% (278)	22% (188)	6% (53)	2% (18)	5%
Child(Ren) Aged 0-5	33% (176)	32% (168)	20% (107)	7% (39)	3% (14)	5%
Caregivers	34% (207)	35% (210)	20% (121)	6% (38)	2% (13)	2%
Caregiver for Aging Parent	25% (27)	40% (42)	18% (19)	10% (11)	4% (5)	2%
Caregiver for Sick or Disabled Family Member	34% (35)	35% (36)	21% (22)	5% (5)	3% (3)	2%
Caregiver for Child/Dependent	35% (163)	35% (161)	19% (89)	5% (25)	2% (8)	3%

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Table BPC23_4: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (271)	32% (278)	22% (188)	6% (53)	2% (18)	5%
Business Owners	31% (63)	31% (64)	19% (40)	12% (24)	3% (6)	4%
Non-Business Owners	32% (208)	33% (214)	23% (149)	4% (29)	2% (12)	6%
Service Worker/Retail Sales/Laborers/Helpers	34% (38)	34% (38)	21% (23)	4% (4)	2% (2)	6%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	29% (69)	33% (78)	26% (61)	7% (16)	2% (4)	4%
Health Care and Medical Professionals/Lab Techs/Pharmacists	31% (44)	38% (54)	21% (29)	3% (4)	2% (3)	5%
Other Professionals	40% (52)	26% (33)	22% (27)	3% (4)	3% (4)	6%
Business Owners w/Employees	31% (61)	31% (62)	20% (38)	12% (24)	2% (4)	4%
Access to Childcare	32% (271)	32% (278)	22% (188)	6% (53)	2% (18)	5%
More Financially Secure after Pandemic	34% (100)	27% (81)	22% (65)	8% (23)	3% (10)	6%
Less Financially Secure after the Pandemic	32% (111)	34% (118)	20% (69)	7% (24)	2% (7)	5%
Same Financial Security after the Pandemic	28% (60)	37% (79)	25% (54)	3% (7)	— (1)	6%
Access to Paid Parental Leave	31% (116)	31% (119)	26% (97)	5% (19)	2% (8)	6%
No Access to Paid Parental Leave	34% (72)	39% (84)	17% (37)	3% (6)	2% (5)	5%
Access to Paid Caregiving Leave	32% (87)	32% (89)	24% (67)	4% (12)	1% (4)	6%
No Access to Paid Caregiving Leave	35% (96)	34% (91)	19% (52)	5% (13)	3% (7)	4%
Access to Flexible Work Hours	32% (113)	34% (118)	21% (72)	6% (21)	2% (8)	5%
No Access to Flexible Work Hours	33% (91)	32% (88)	24% (66)	3% (8)	1% (4)	6%
Access to Child Care as Employer Benefit	28% (57)	34% (68)	23% (47)	6% (12)	3% (5)	7%
No Access to Child Care as Employer Benefit	34% (128)	34% (128)	22% (83)	4% (15)	2% (6)	5%
Access to Mental Health Benefits	33% (107)	34% (111)	24% (76)	3% (9)	2% (5)	5%
No Access to Mental Health Benefits	33% (73)	31% (70)	21% (47)	9% (19)	2% (5)	4%
Ethnicity: White (Non-Hispanic)	31% (161)	33% (172)	21% (110)	6% (33)	3% (13)	6%
Ethnicity: Hispanic	35% (60)	27% (45)	25% (43)	7% (11)	— (1)	6%
Ethnicity: Black (Non-Hispanic)	37% (40)	34% (36)	19% (21)	5% (5)	2% (3)	2%
Ethnicity: Asian + Other (Non-Hispanic)	18% (10)	43% (24)	25% (14)	7% (4)	3% (2)	4%

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Table BPC23_4: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	32% (271)	32% (278)	22% (188)	6% (53)	2% (18)	5%
Single, never married	30% (44)	24% (35)	28% (41)	7% (11)	2% (2)	9%
Married	31% (176)	35% (198)	20% (114)	7% (40)	2% (12)	4%
Living with a partner	33% (29)	33% (29)	23% (20)	3% (3)	4% (4)	4%

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

Table BPC23_5: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (227)	33% (285)	25% (212)	6% (53)	2% (19)	7%
Gender: Female	26% (227)	33% (285)	25% (212)	6% (53)	2% (19)	7%
Age: 18-34	29% (116)	34% (137)	21% (84)	8% (30)	2% (8)	6%
Age: 35-44	25% (103)	33% (139)	28% (119)	4% (16)	2% (8)	7%
GenZers: 1997-2012	28% (17)	33% (20)	20% (12)	6% (3)	5% (3)	9%
Millennials: 1981-1996	27% (182)	34% (229)	25% (171)	6% (40)	2% (12)	7%
GenXers: 1965-1980	25% (27)	33% (36)	23% (25)	6% (7)	3% (3)	9%
PID: Dem (no lean)	29% (127)	37% (159)	20% (89)	6% (26)	2% (8)	6%
PID: Ind (no lean)	20% (40)	31% (62)	30% (59)	7% (14)	1% (2)	11%
PID: Rep (no lean)	27% (60)	29% (64)	29% (64)	6% (14)	4% (8)	6%
PID/Gender: Dem Women	29% (127)	37% (159)	20% (89)	6% (26)	2% (8)	6%
PID/Gender: Ind Women	20% (40)	31% (62)	30% (59)	7% (14)	1% (2)	11%
PID/Gender: Rep Women	27% (60)	29% (64)	29% (64)	6% (14)	4% (8)	6%
Ideo: Liberal (1-3)	27% (84)	38% (117)	23% (73)	5% (15)	2% (6)	5%
Ideo: Moderate (4)	23% (64)	34% (93)	25% (68)	8% (22)	3% (9)	6%
Ideo: Conservative (5-7)	30% (65)	28% (62)	28% (62)	6% (13)	1% (3)	6%
Educ: < College	30% (99)	27% (88)	27% (88)	5% (18)	3% (10)	8%
Educ: Bachelors degree	21% (58)	37% (103)	25% (68)	7% (19)	3% (7)	8%
Educ: Post-grad	28% (69)	38% (94)	22% (55)	7% (16)	1% (1)	5%
Income: Under 50k	29% (74)	28% (70)	25% (64)	7% (17)	3% (8)	8%
Income: 50k-100k	25% (83)	38% (123)	25% (80)	6% (20)	1% (4)	5%
Income: 100k+	25% (70)	33% (92)	25% (68)	6% (16)	2% (7)	8%
Ethnicity: White	25% (156)	33% (205)	27% (167)	6% (38)	2% (13)	7%
Ethnicity: Hispanic	34% (58)	27% (46)	26% (44)	5% (8)	2% (4)	6%
Ethnicity: Black	35% (52)	35% (51)	18% (26)	6% (9)	3% (4)	2%
Ethnicity: Other	22% (18)	33% (28)	22% (19)	8% (7)	2% (2)	15%

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Table BPC23_5: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (227)	33% (285)	25% (212)	6% (53)	2% (19)	7%
All Christian	28% (112)	35% (143)	22% (91)	6% (26)	3% (11)	6%
Agnostic/Nothing in particular	23% (51)	32% (72)	30% (67)	5% (12)	1% (2)	8%
Something Else	30% (50)	31% (51)	24% (40)	7% (12)	2% (4)	6%
Evangelical	29% (79)	35% (95)	24% (66)	6% (16)	2% (6)	4%
Non-Evangelical	27% (75)	32% (90)	21% (58)	8% (22)	3% (9)	8%
Community: Urban	28% (85)	38% (116)	19% (57)	8% (25)	2% (5)	6%
Community: Suburban	26% (95)	31% (114)	28% (102)	6% (20)	2% (9)	8%
Community: Rural	26% (46)	31% (55)	30% (53)	5% (8)	3% (5)	6%
Employ: Private Sector	25% (162)	34% (219)	26% (164)	7% (42)	2% (14)	6%
Employ: Government	31% (47)	31% (47)	24% (36)	4% (5)	— (0)	11%
Employ: Self-Employed	28% (17)	29% (18)	20% (13)	10% (6)	7% (4)	6%
Military HH: Yes	23% (21)	35% (31)	28% (24)	5% (4)	4% (4)	4%
Military HH: No	27% (206)	33% (254)	24% (188)	6% (49)	2% (15)	7%
RD/WT: Right Direction	26% (86)	35% (117)	21% (71)	8% (26)	3% (10)	6%
RD/WT: Wrong Track	27% (141)	32% (168)	27% (141)	5% (27)	2% (9)	7%
Biden Job Approve	29% (123)	35% (150)	23% (98)	7% (32)	2% (8)	4%
Biden Job Disapprove	25% (98)	31% (122)	28% (111)	6% (22)	3% (11)	8%
Biden Job Strongly Approve	34% (57)	40% (68)	15% (26)	6% (10)	2% (4)	2%
Biden Job Somewhat Approve	25% (66)	32% (83)	28% (73)	8% (21)	1% (4)	6%
Biden Job Somewhat Disapprove	20% (33)	36% (57)	26% (42)	5% (8)	4% (7)	9%
Biden Job Strongly Disapprove	28% (65)	28% (65)	29% (68)	6% (14)	2% (4)	8%
Favorable of Biden	31% (136)	36% (156)	21% (91)	7% (29)	2% (7)	4%
Unfavorable of Biden	23% (87)	31% (121)	30% (115)	6% (23)	3% (11)	7%
Very Favorable of Biden	37% (68)	37% (67)	13% (23)	8% (14)	2% (4)	2%
Somewhat Favorable of Biden	27% (68)	35% (89)	27% (69)	6% (14)	1% (3)	5%
Somewhat Unfavorable of Biden	18% (23)	33% (43)	30% (39)	6% (7)	4% (5)	9%
Very Unfavorable of Biden	25% (64)	30% (78)	30% (76)	6% (16)	2% (6)	6%

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Table BPC23_5: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (227)	33% (285)	25% (212)	6% (53)	2% (19)	7%
#1 Issue: Economy	24% (104)	34% (150)	26% (113)	5% (21)	3% (12)	9%
#1 Issue: Security	24% (16)	36% (24)	27% (18)	5% (4)	3% (2)	6%
#1 Issue: Health Care	29% (28)	36% (35)	16% (15)	12% (12)	1% (1)	7%
#1 Issue: Women's Issues	26% (24)	30% (29)	31% (29)	8% (8)	— (0)	4%
#1 Issue: Education	36% (26)	28% (20)	27% (20)	4% (3)	— (0)	4%
#1 Issue: Energy	41% (24)	23% (13)	23% (13)	4% (2)	5% (3)	3%
2020 Vote: Joe Biden	28% (130)	38% (177)	22% (103)	6% (29)	1% (6)	5%
2020 Vote: Donald Trump	23% (60)	30% (79)	30% (77)	7% (18)	4% (10)	6%
2020 Vote: Didn't Vote	27% (27)	22% (22)	28% (28)	6% (6)	3% (3)	14%
2018 House Vote: Democrat	29% (116)	38% (152)	22% (86)	5% (19)	2% (7)	5%
2018 House Vote: Republican	24% (52)	29% (62)	30% (64)	7% (14)	4% (9)	6%
2016 Vote: Hillary Clinton	32% (118)	37% (134)	20% (73)	5% (19)	2% (7)	4%
2016 Vote: Donald Trump	20% (46)	30% (67)	31% (70)	8% (17)	3% (7)	7%
2016 Vote: Didn't Vote	24% (57)	30% (72)	26% (63)	7% (18)	2% (4)	11%
Voted in 2014: Yes	28% (149)	35% (182)	24% (126)	5% (26)	2% (13)	6%
Voted in 2014: No	23% (78)	31% (103)	26% (86)	8% (28)	2% (6)	9%
4-Region: Northeast	27% (39)	32% (48)	24% (36)	7% (10)	2% (3)	8%
4-Region: Midwest	22% (41)	31% (57)	27% (51)	8% (16)	1% (3)	9%
4-Region: South	31% (112)	29% (105)	26% (93)	5% (17)	3% (12)	6%
4-Region: West	21% (34)	45% (74)	20% (32)	7% (11)	1% (1)	7%
Child(Ren) Aged 0-17	26% (227)	33% (285)	25% (212)	6% (53)	2% (19)	7%
Child(Ren) Aged 0-5	27% (141)	34% (179)	24% (124)	7% (37)	2% (12)	7%
Caregivers	27% (161)	35% (210)	25% (152)	7% (44)	2% (11)	4%
Caregiver for Aging Parent	19% (20)	43% (45)	22% (23)	12% (12)	1% (1)	4%
Caregiver for Sick or Disabled Family Member	27% (27)	39% (40)	19% (19)	9% (10)	2% (2)	4%
Caregiver for Child/Dependent	28% (127)	33% (150)	27% (122)	6% (29)	2% (9)	4%

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Table BPC23_5: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (227)	33% (285)	25% (212)	6% (53)	2% (19)	7%
Business Owners	25% (50)	37% (76)	19% (40)	11% (22)	3% (6)	6%
Non-Business Owners	27% (176)	32% (209)	27% (172)	5% (31)	2% (12)	7%
Service Worker/Retail Sales/Laborers/Helpers	31% (35)	30% (34)	27% (31)	3% (4)	— (0)	7%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	23% (54)	35% (83)	27% (65)	6% (14)	4% (9)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	26% (37)	33% (45)	30% (42)	4% (6)	— (1)	7%
Other Professionals	33% (42)	29% (38)	24% (30)	4% (5)	2% (2)	8%
Business Owners w/Employees	25% (49)	38% (74)	19% (38)	10% (20)	3% (6)	5%
Access to Childcare	26% (227)	33% (285)	25% (212)	6% (53)	2% (19)	7%
More Financially Secure after Pandemic	28% (84)	33% (98)	20% (59)	7% (22)	3% (8)	9%
Less Financially Secure after the Pandemic	27% (92)	32% (112)	25% (86)	7% (25)	3% (10)	6%
Same Financial Security after the Pandemic	24% (50)	35% (75)	32% (67)	3% (7)	— (0)	6%
Access to Paid Parental Leave	26% (99)	32% (123)	26% (101)	6% (22)	2% (7)	8%
No Access to Paid Parental Leave	29% (61)	36% (76)	26% (55)	3% (6)	1% (3)	6%
Access to Paid Caregiving Leave	27% (74)	32% (87)	25% (69)	6% (16)	1% (3)	9%
No Access to Paid Caregiving Leave	31% (85)	33% (89)	26% (71)	3% (9)	2% (4)	5%
Access to Flexible Work Hours	28% (98)	32% (113)	26% (90)	6% (19)	2% (7)	6%
No Access to Flexible Work Hours	27% (73)	33% (90)	27% (74)	4% (11)	2% (5)	8%
Access to Child Care as Employer Benefit	30% (61)	30% (60)	20% (41)	8% (17)	3% (6)	9%
No Access to Child Care as Employer Benefit	27% (101)	33% (124)	30% (112)	3% (12)	1% (5)	6%
Access to Mental Health Benefits	28% (92)	32% (103)	27% (86)	4% (14)	2% (7)	7%
No Access to Mental Health Benefits	30% (68)	30% (67)	26% (59)	6% (14)	2% (3)	6%
Ethnicity: White (Non-Hispanic)	24% (126)	34% (180)	26% (134)	6% (32)	2% (9)	8%
Ethnicity: Hispanic	34% (58)	27% (46)	26% (44)	5% (8)	2% (4)	6%
Ethnicity: Black (Non-Hispanic)	33% (36)	33% (36)	18% (20)	8% (9)	3% (4)	3%
Ethnicity: Asian + Other (Non-Hispanic)	12% (7)	42% (23)	27% (15)	8% (5)	3% (2)	9%

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Table BPC23_5: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (227)	33% (285)	25% (212)	6% (53)	2% (19)	7%
Single, never married	27% (40)	28% (40)	24% (35)	7% (11)	3% (5)	10%
Married	27% (152)	35% (197)	24% (136)	6% (34)	2% (9)	6%
Living with a partner	29% (26)	33% (29)	24% (21)	7% (7)	4% (3)	4%

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

Table BPC23_6: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	29% (250)	33% (281)	22% (189)	7% (56)	4% (32)	6%
Gender: Female	29% (250)	33% (281)	22% (189)	7% (56)	4% (32)	6%
Age: 18-34	30% (119)	31% (125)	23% (91)	7% (26)	4% (17)	5%
Age: 35-44	29% (121)	35% (147)	21% (89)	6% (23)	3% (14)	5%
GenZers: 1997-2012	25% (15)	18% (11)	33% (20)	5% (3)	10% (6)	9%
Millennials: 1981-1996	30% (201)	35% (235)	21% (143)	6% (41)	4% (24)	5%
GenXers: 1965-1980	31% (34)	30% (33)	20% (22)	10% (11)	1% (2)	6%
PID: Dem (no lean)	31% (135)	36% (157)	19% (82)	6% (26)	3% (14)	4%
PID: Ind (no lean)	26% (51)	26% (52)	28% (57)	7% (13)	3% (7)	10%
PID: Rep (no lean)	29% (64)	32% (71)	22% (50)	8% (17)	5% (11)	4%
PID/Gender: Dem Women	31% (135)	36% (157)	19% (82)	6% (26)	3% (14)	4%
PID/Gender: Ind Women	26% (51)	26% (52)	28% (57)	7% (13)	3% (7)	10%
PID/Gender: Rep Women	29% (64)	32% (71)	22% (50)	8% (17)	5% (11)	4%
Ideo: Liberal (1-3)	30% (94)	37% (114)	21% (64)	6% (17)	2% (7)	5%
Ideo: Moderate (4)	27% (75)	35% (95)	22% (61)	8% (22)	3% (8)	5%
Ideo: Conservative (5-7)	32% (69)	29% (63)	23% (51)	6% (13)	6% (13)	5%
Educ: < College	33% (107)	25% (81)	26% (85)	6% (21)	4% (14)	7%
Educ: Bachelors degree	25% (68)	42% (116)	17% (48)	6% (18)	4% (12)	6%
Educ: Post-grad	30% (75)	34% (83)	23% (56)	7% (17)	2% (6)	4%
Income: Under 50k	32% (80)	23% (59)	25% (64)	9% (21)	5% (12)	6%
Income: 50k-100k	27% (87)	40% (130)	22% (73)	5% (16)	2% (6)	5%
Income: 100k+	30% (83)	33% (92)	19% (52)	7% (19)	5% (13)	6%
Ethnicity: White	29% (181)	33% (206)	22% (136)	7% (45)	3% (22)	6%
Ethnicity: Hispanic	31% (52)	26% (44)	24% (41)	9% (15)	3% (6)	6%
Ethnicity: Black	35% (52)	31% (46)	22% (32)	4% (6)	5% (7)	3%
Ethnicity: Other	20% (17)	34% (29)	24% (21)	6% (6)	4% (3)	11%

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Table BPC23_6: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	29% (250)	33% (281)	22% (189)	7% (56)	4% (32)	6%
All Christian	31% (125)	34% (139)	18% (73)	9% (38)	3% (13)	5%
Agnostic/Nothing in particular	25% (55)	35% (78)	28% (62)	2% (5)	4% (8)	6%
Something Else	33% (55)	25% (42)	26% (43)	6% (10)	5% (8)	5%
Evangelical	33% (91)	32% (87)	20% (54)	7% (18)	5% (13)	3%
Non-Evangelical	30% (83)	31% (85)	20% (55)	10% (29)	3% (8)	6%
Community: Urban	29% (89)	36% (110)	19% (57)	6% (19)	5% (15)	5%
Community: Suburban	31% (115)	31% (115)	23% (84)	7% (25)	2% (7)	7%
Community: Rural	26% (46)	31% (55)	27% (48)	7% (12)	5% (10)	4%
Employ: Private Sector	26% (169)	36% (231)	22% (140)	7% (46)	4% (23)	5%
Employ: Government	41% (62)	23% (35)	22% (34)	2% (2)	3% (5)	8%
Employ: Self-Employed	30% (19)	24% (15)	24% (15)	12% (7)	6% (4)	5%
Military HH: Yes	28% (25)	32% (29)	23% (21)	7% (6)	4% (4)	5%
Military HH: No	29% (225)	33% (252)	22% (168)	7% (50)	4% (28)	6%
RD/WT: Right Direction	28% (92)	37% (122)	18% (60)	8% (25)	4% (13)	6%
RD/WT: Wrong Track	30% (158)	30% (158)	25% (129)	6% (31)	4% (19)	6%
Biden Job Approve	31% (134)	36% (153)	20% (85)	7% (30)	2% (10)	4%
Biden Job Disapprove	27% (109)	30% (121)	24% (96)	6% (25)	6% (22)	6%
Biden Job Strongly Approve	35% (58)	35% (58)	19% (32)	6% (10)	3% (5)	2%
Biden Job Somewhat Approve	29% (76)	36% (95)	20% (53)	8% (20)	2% (4)	5%
Biden Job Somewhat Disapprove	26% (42)	33% (53)	22% (35)	7% (12)	5% (9)	6%
Biden Job Strongly Disapprove	28% (67)	29% (68)	26% (60)	5% (13)	6% (13)	6%
Favorable of Biden	33% (144)	35% (154)	19% (85)	7% (29)	2% (10)	4%
Unfavorable of Biden	26% (101)	30% (117)	25% (98)	7% (26)	6% (22)	5%
Very Favorable of Biden	37% (68)	30% (55)	19% (34)	7% (13)	4% (7)	3%
Somewhat Favorable of Biden	30% (76)	39% (99)	20% (51)	6% (16)	1% (3)	4%
Somewhat Unfavorable of Biden	26% (33)	31% (40)	24% (31)	7% (9)	5% (6)	8%
Very Unfavorable of Biden	26% (68)	30% (77)	26% (67)	7% (17)	6% (16)	4%

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Table BPC23_6: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	29% (250)	33% (281)	22% (189)	7% (56)	4% (32)	6%
#1 Issue: Economy	27% (117)	34% (148)	23% (102)	6% (25)	4% (18)	7%
#1 Issue: Security	33% (22)	18% (12)	28% (19)	8% (5)	8% (5)	6%
#1 Issue: Health Care	33% (32)	28% (27)	22% (21)	7% (7)	2% (2)	8%
#1 Issue: Women's Issues	29% (28)	40% (38)	16% (15)	10% (9)	— (0)	4%
#1 Issue: Education	30% (22)	43% (31)	13% (10)	4% (3)	6% (5)	3%
#1 Issue: Energy	40% (23)	27% (15)	24% (14)	6% (3)	3% (2)	1%
2020 Vote: Joe Biden	31% (148)	37% (173)	20% (93)	5% (24)	2% (12)	4%
2020 Vote: Donald Trump	26% (67)	30% (78)	25% (66)	9% (23)	5% (14)	5%
2020 Vote: Didn't Vote	26% (26)	21% (21)	29% (29)	9% (9)	5% (5)	10%
2018 House Vote: Democrat	31% (126)	38% (150)	20% (79)	5% (19)	3% (11)	4%
2018 House Vote: Republican	29% (62)	30% (65)	22% (48)	10% (21)	4% (9)	4%
2016 Vote: Hillary Clinton	32% (118)	37% (136)	19% (68)	6% (20)	3% (10)	3%
2016 Vote: Donald Trump	25% (55)	29% (66)	24% (54)	10% (22)	6% (13)	6%
2016 Vote: Didn't Vote	27% (65)	29% (69)	26% (63)	6% (14)	4% (8)	9%
Voted in 2014: Yes	32% (168)	35% (181)	19% (101)	7% (36)	3% (16)	4%
Voted in 2014: No	25% (82)	30% (100)	27% (88)	6% (20)	5% (16)	8%
4-Region: Northeast	26% (38)	34% (50)	22% (32)	10% (15)	2% (3)	6%
4-Region: Midwest	25% (47)	38% (71)	17% (32)	9% (16)	4% (8)	6%
4-Region: South	33% (118)	27% (97)	25% (89)	5% (19)	6% (20)	5%
4-Region: West	29% (47)	38% (63)	21% (35)	4% (6)	1% (2)	7%
Child(Ren) Aged 0-17	29% (250)	33% (281)	22% (189)	7% (56)	4% (32)	6%
Child(Ren) Aged 0-5	29% (151)	34% (177)	21% (110)	7% (35)	5% (25)	5%
Caregivers	31% (189)	35% (209)	20% (123)	7% (43)	4% (22)	3%
Caregiver for Aging Parent	26% (27)	42% (45)	18% (19)	6% (6)	4% (4)	4%
Caregiver for Sick or Disabled Family Member	27% (28)	39% (40)	16% (17)	8% (8)	5% (6)	4%
Caregiver for Child/Dependent	33% (150)	33% (153)	21% (95)	7% (32)	3% (14)	3%

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Table BPC23_6: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	29% (250)	33% (281)	22% (189)	7% (56)	4% (32)	6%
Business Owners	26% (54)	31% (64)	21% (43)	11% (22)	6% (13)	5%
Non-Business Owners	30% (196)	33% (216)	23% (146)	5% (34)	3% (19)	6%
Service Worker/Retail Sales/Laborers/Helpers	37% (41)	21% (23)	27% (30)	6% (7)	4% (4)	5%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	23% (56)	40% (95)	24% (56)	6% (15)	2% (6)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	33% (46)	33% (47)	22% (31)	3% (4)	3% (5)	5%
Other Professionals	36% (46)	33% (42)	17% (22)	6% (7)	1% (2)	7%
Business Owners w/Employees	26% (51)	32% (63)	21% (41)	11% (21)	6% (11)	5%
Access to Childcare	29% (250)	33% (281)	22% (189)	7% (56)	4% (32)	6%
More Financially Secure after Pandemic	29% (86)	34% (100)	19% (57)	7% (22)	5% (14)	6%
Less Financially Secure after the Pandemic	29% (100)	32% (110)	22% (77)	8% (26)	4% (15)	5%
Same Financial Security after the Pandemic	30% (64)	33% (70)	26% (55)	4% (8)	1% (2)	6%
Access to Paid Parental Leave	29% (109)	32% (122)	24% (90)	6% (24)	4% (14)	6%
No Access to Paid Parental Leave	32% (68)	39% (84)	19% (40)	3% (6)	2% (4)	5%
Access to Paid Caregiving Leave	28% (77)	34% (94)	20% (55)	7% (19)	5% (12)	6%
No Access to Paid Caregiving Leave	35% (95)	34% (92)	22% (61)	3% (8)	1% (3)	4%
Access to Flexible Work Hours	30% (103)	34% (119)	22% (77)	6% (20)	4% (12)	5%
No Access to Flexible Work Hours	32% (87)	34% (92)	22% (60)	5% (15)	2% (6)	5%
Access to Child Care as Employer Benefit	27% (54)	32% (65)	21% (43)	8% (16)	5% (10)	7%
No Access to Child Care as Employer Benefit	32% (120)	35% (133)	22% (85)	4% (16)	2% (9)	4%
Access to Mental Health Benefits	31% (100)	34% (109)	21% (69)	6% (21)	3% (9)	5%
No Access to Mental Health Benefits	32% (71)	32% (71)	25% (55)	5% (10)	3% (7)	4%
Ethnicity: White (Non-Hispanic)	29% (152)	34% (180)	21% (109)	6% (33)	3% (18)	6%
Ethnicity: Hispanic	31% (52)	26% (44)	24% (41)	9% (15)	3% (6)	6%
Ethnicity: Black (Non-Hispanic)	35% (38)	30% (32)	21% (22)	5% (5)	6% (6)	3%
Ethnicity: Asian + Other (Non-Hispanic)	14% (8)	43% (24)	30% (17)	6% (3)	3% (2)	4%

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Table BPC23_6: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	29% (250)	33% (281)	22% (189)	7% (56)	4% (32)	6%
Single, never married	28% (41)	19% (28)	28% (41)	10% (14)	6% (9)	9%
Married	30% (168)	36% (203)	20% (112)	6% (36)	3% (19)	4%
Living with a partner	30% (27)	37% (33)	22% (19)	3% (2)	4% (3)	4%

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

Table BPC23_7: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (240)	30% (258)	25% (215)	7% (58)	4% (31)	6%
Gender: Female	28% (240)	30% (258)	25% (215)	7% (58)	4% (31)	6%
Age: 18-34	34% (136)	28% (111)	22% (87)	7% (26)	4% (16)	5%
Age: 35-44	23% (97)	33% (138)	27% (111)	7% (29)	3% (13)	7%
GenZers: 1997-2012	29% (18)	17% (11)	29% (18)	8% (5)	6% (4)	11%
Millennials: 1981-1996	29% (199)	31% (212)	24% (162)	7% (46)	3% (22)	5%
GenXers: 1965-1980	21% (23)	33% (35)	28% (30)	5% (6)	4% (5)	9%
PID: Dem (no lean)	31% (135)	32% (139)	24% (102)	5% (20)	3% (15)	5%
PID: Ind (no lean)	21% (41)	29% (57)	28% (56)	11% (21)	2% (3)	10%
PID: Rep (no lean)	29% (64)	28% (62)	26% (57)	8% (17)	6% (13)	4%
PID/Gender: Dem Women	31% (135)	32% (139)	24% (102)	5% (20)	3% (15)	5%
PID/Gender: Ind Women	21% (41)	29% (57)	28% (56)	11% (21)	2% (3)	10%
PID/Gender: Rep Women	29% (64)	28% (62)	26% (57)	8% (17)	6% (13)	4%
Ideo: Liberal (1-3)	31% (96)	31% (97)	24% (75)	5% (17)	2% (6)	6%
Ideo: Moderate (4)	23% (63)	36% (98)	26% (72)	7% (18)	4% (11)	4%
Ideo: Conservative (5-7)	31% (67)	25% (54)	26% (57)	9% (20)	4% (9)	6%
Educ: < College	32% (106)	23% (77)	27% (89)	6% (19)	5% (18)	7%
Educ: Bachelors degree	23% (63)	35% (98)	26% (71)	8% (21)	2% (6)	7%
Educ: Post-grad	29% (71)	33% (83)	22% (55)	7% (18)	3% (7)	5%
Income: Under 50k	33% (82)	23% (57)	25% (64)	7% (19)	6% (16)	6%
Income: 50k-100k	28% (93)	32% (105)	24% (79)	7% (24)	2% (7)	6%
Income: 100k+	23% (65)	35% (96)	26% (73)	5% (15)	3% (8)	7%
Ethnicity: White	26% (163)	32% (198)	25% (157)	7% (45)	4% (24)	6%
Ethnicity: Hispanic	33% (56)	27% (45)	26% (44)	6% (10)	3% (4)	6%
Ethnicity: Black	40% (58)	25% (36)	22% (32)	7% (10)	2% (3)	4%
Ethnicity: Other	22% (19)	27% (23)	31% (26)	3% (2)	4% (4)	13%

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Table BPC23_7: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (240)	30% (258)	25% (215)	7% (58)	4% (31)	6%
All Christian	28% (115)	34% (138)	23% (94)	7% (27)	3% (11)	5%
Agnostic/Nothing in particular	25% (55)	28% (61)	28% (63)	8% (18)	4% (9)	7%
Something Else	35% (58)	24% (40)	24% (40)	7% (12)	5% (9)	6%
Evangelical	29% (79)	34% (94)	24% (64)	7% (19)	2% (5)	4%
Non-Evangelical	31% (86)	28% (77)	23% (64)	7% (19)	5% (14)	7%
Community: Urban	31% (94)	34% (105)	22% (67)	5% (16)	3% (10)	5%
Community: Suburban	26% (96)	28% (105)	28% (103)	8% (30)	2% (8)	8%
Community: Rural	28% (50)	27% (48)	26% (46)	7% (12)	7% (13)	6%
Employ: Private Sector	26% (165)	33% (209)	25% (163)	7% (46)	3% (22)	6%
Employ: Government	37% (56)	23% (34)	25% (37)	3% (5)	4% (6)	9%
Employ: Self-Employed	30% (19)	24% (15)	23% (15)	12% (7)	5% (3)	6%
Military HH: Yes	29% (25)	26% (23)	33% (29)	7% (6)	1% (1)	4%
Military HH: No	28% (215)	31% (235)	24% (186)	7% (52)	4% (29)	7%
RD/WT: Right Direction	28% (92)	33% (110)	25% (82)	5% (15)	3% (9)	7%
RD/WT: Wrong Track	28% (148)	28% (148)	25% (133)	8% (43)	4% (22)	6%
Biden Job Approve	29% (125)	34% (146)	24% (102)	6% (24)	3% (13)	4%
Biden Job Disapprove	28% (109)	26% (105)	27% (106)	8% (31)	4% (17)	7%
Biden Job Strongly Approve	35% (60)	30% (50)	22% (38)	7% (12)	2% (4)	4%
Biden Job Somewhat Approve	25% (66)	37% (96)	25% (64)	5% (13)	4% (10)	5%
Biden Job Somewhat Disapprove	25% (40)	29% (46)	28% (46)	8% (13)	3% (5)	7%
Biden Job Strongly Disapprove	30% (70)	25% (59)	26% (60)	8% (18)	5% (12)	7%
Favorable of Biden	30% (133)	33% (146)	24% (105)	5% (22)	3% (12)	4%
Unfavorable of Biden	26% (102)	27% (105)	27% (104)	9% (36)	4% (16)	6%
Very Favorable of Biden	37% (68)	30% (55)	21% (38)	4% (7)	3% (6)	4%
Somewhat Favorable of Biden	26% (66)	35% (90)	26% (68)	6% (15)	2% (6)	4%
Somewhat Unfavorable of Biden	25% (32)	30% (38)	24% (30)	10% (13)	3% (4)	8%
Very Unfavorable of Biden	27% (70)	26% (66)	29% (73)	9% (22)	5% (12)	5%

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Table BPC23_7: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (240)	30% (258)	25% (215)	7% (58)	4% (31)	6%
#1 Issue: Economy	25% (110)	33% (144)	24% (107)	6% (27)	4% (17)	8%
#1 Issue: Security	24% (16)	27% (18)	31% (21)	7% (5)	5% (3)	6%
#1 Issue: Health Care	31% (30)	26% (25)	27% (26)	7% (7)	3% (3)	7%
#1 Issue: Women's Issues	27% (25)	29% (27)	28% (27)	6% (5)	3% (3)	6%
#1 Issue: Education	35% (26)	32% (23)	20% (15)	10% (7)	1% (1)	2%
#1 Issue: Energy	38% (22)	26% (15)	23% (13)	8% (4)	6% (3)	1%
2020 Vote: Joe Biden	29% (137)	32% (152)	24% (112)	7% (31)	3% (15)	5%
2020 Vote: Donald Trump	27% (70)	26% (67)	27% (71)	9% (25)	5% (13)	6%
2020 Vote: Didn't Vote	25% (25)	30% (30)	30% (30)	3% (3)	2% (2)	11%
2018 House Vote: Democrat	31% (122)	32% (126)	24% (95)	7% (26)	3% (11)	5%
2018 House Vote: Republican	29% (62)	24% (52)	26% (57)	10% (21)	5% (10)	5%
2016 Vote: Hillary Clinton	33% (121)	33% (122)	22% (79)	5% (18)	3% (10)	4%
2016 Vote: Donald Trump	25% (56)	23% (52)	30% (67)	11% (25)	4% (9)	6%
2016 Vote: Didn't Vote	23% (55)	30% (73)	27% (64)	6% (14)	5% (12)	9%
Voted in 2014: Yes	30% (159)	30% (159)	24% (128)	7% (37)	3% (15)	5%
Voted in 2014: No	24% (81)	30% (98)	26% (87)	6% (21)	5% (16)	8%
4-Region: Northeast	24% (36)	38% (55)	25% (37)	4% (6)	2% (3)	7%
4-Region: Midwest	28% (51)	32% (59)	26% (47)	5% (10)	3% (5)	7%
4-Region: South	32% (115)	23% (82)	27% (96)	8% (30)	5% (18)	5%
4-Region: West	23% (39)	38% (62)	21% (35)	7% (12)	3% (5)	7%
Child(Ren) Aged 0-17	28% (240)	30% (258)	25% (215)	7% (58)	4% (31)	6%
Child(Ren) Aged 0-5	28% (147)	31% (165)	23% (121)	8% (40)	5% (26)	6%
Caregivers	31% (186)	31% (190)	25% (148)	6% (38)	3% (19)	4%
Caregiver for Aging Parent	33% (35)	28% (30)	28% (30)	4% (4)	3% (3)	4%
Caregiver for Sick or Disabled Family Member	37% (38)	30% (31)	20% (20)	7% (7)	2% (3)	4%
Caregiver for Child/Dependent	30% (136)	33% (150)	24% (111)	6% (29)	3% (15)	4%

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Table BPC23_7: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (240)	30% (258)	25% (215)	7% (58)	4% (31)	6%
Business Owners	31% (64)	31% (63)	24% (50)	5% (10)	4% (8)	6%
Non-Business Owners	27% (177)	30% (195)	25% (165)	7% (48)	4% (23)	6%
Service Worker/Retail Sales/Laborers/Helpers	42% (46)	21% (23)	24% (27)	3% (3)	5% (6)	5%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19% (46)	33% (80)	30% (72)	8% (19)	3% (8)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	28% (40)	33% (46)	23% (33)	7% (9)	3% (5)	5%
Other Professionals	28% (36)	32% (41)	20% (25)	10% (13)	3% (4)	8%
Business Owners w/Employees	32% (63)	30% (60)	25% (48)	5% (10)	3% (6)	5%
Access to Childcare	28% (240)	30% (258)	25% (215)	7% (58)	4% (31)	6%
More Financially Secure after Pandemic	31% (91)	31% (93)	22% (67)	5% (15)	3% (10)	7%
Less Financially Secure after the Pandemic	28% (95)	28% (96)	25% (86)	9% (32)	5% (17)	5%
Same Financial Security after the Pandemic	25% (54)	32% (69)	29% (62)	5% (11)	2% (4)	6%
Access to Paid Parental Leave	27% (102)	28% (105)	28% (107)	7% (28)	4% (14)	7%
No Access to Paid Parental Leave	29% (62)	34% (73)	21% (44)	8% (16)	3% (6)	6%
Access to Paid Caregiving Leave	23% (62)	33% (92)	26% (71)	6% (17)	5% (13)	7%
No Access to Paid Caregiving Leave	35% (96)	27% (74)	23% (62)	7% (20)	2% (5)	5%
Access to Flexible Work Hours	27% (94)	30% (103)	28% (96)	7% (25)	3% (10)	6%
No Access to Flexible Work Hours	28% (77)	31% (85)	22% (60)	8% (23)	4% (11)	6%
Access to Child Care as Employer Benefit	26% (53)	31% (63)	22% (44)	9% (19)	4% (9)	8%
No Access to Child Care as Employer Benefit	29% (108)	30% (113)	26% (100)	7% (26)	3% (12)	5%
Access to Mental Health Benefits	27% (88)	31% (102)	25% (80)	8% (25)	3% (10)	6%
No Access to Mental Health Benefits	30% (67)	29% (64)	27% (61)	7% (15)	3% (8)	4%
Ethnicity: White (Non-Hispanic)	27% (140)	32% (167)	24% (123)	7% (39)	4% (20)	6%
Ethnicity: Hispanic	33% (56)	27% (45)	26% (44)	6% (10)	3% (4)	6%
Ethnicity: Black (Non-Hispanic)	32% (34)	26% (28)	27% (29)	7% (7)	3% (3)	6%
Ethnicity: Asian + Other (Non-Hispanic)	18% (10)	31% (17)	35% (19)	3% (1)	7% (4)	6%

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Table BPC23_7: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (240)	30% (258)	25% (215)	7% (58)	4% (31)	6%
Single, never married	29% (42)	20% (29)	29% (42)	7% (10)	6% (8)	10%
Married	28% (156)	33% (186)	23% (131)	7% (39)	4% (20)	5%
Living with a partner	33% (29)	28% (24)	23% (20)	8% (7)	3% (3)	5%

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

Table BPC23_8: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (207)	25% (215)	32% (274)	7% (58)	3% (28)	9%
Gender: Female	24% (207)	25% (215)	32% (274)	7% (58)	3% (28)	9%
Age: 18-34	25% (100)	23% (90)	33% (130)	9% (37)	3% (10)	8%
Age: 35-44	24% (99)	29% (120)	31% (128)	4% (17)	4% (16)	9%
GenZers: 1997-2012	24% (15)	20% (12)	31% (19)	10% (6)	3% (2)	12%
Millennials: 1981-1996	25% (168)	26% (175)	31% (213)	7% (46)	3% (21)	8%
GenXers: 1965-1980	23% (24)	26% (28)	34% (36)	4% (5)	5% (5)	9%
PID: Dem (no lean)	28% (122)	27% (116)	31% (134)	6% (28)	2% (8)	6%
PID: Ind (no lean)	20% (40)	21% (41)	33% (66)	7% (13)	5% (9)	15%
PID: Rep (no lean)	20% (45)	26% (57)	33% (74)	8% (17)	5% (11)	8%
PID/Gender: Dem Women	28% (122)	27% (116)	31% (134)	6% (28)	2% (8)	6%
PID/Gender: Ind Women	20% (40)	21% (41)	33% (66)	7% (13)	5% (9)	15%
PID/Gender: Rep Women	20% (45)	26% (57)	33% (74)	8% (17)	5% (11)	8%
Ideo: Liberal (1-3)	29% (89)	24% (75)	34% (105)	6% (20)	2% (5)	5%
Ideo: Moderate (4)	22% (59)	27% (74)	31% (83)	7% (20)	5% (14)	8%
Ideo: Conservative (5-7)	22% (49)	25% (55)	35% (76)	7% (15)	2% (5)	9%
Educ: < College	26% (85)	23% (75)	29% (94)	10% (33)	4% (13)	9%
Educ: Bachelors degree	20% (55)	25% (69)	39% (108)	3% (10)	4% (10)	9%
Educ: Post-grad	27% (66)	29% (72)	29% (71)	6% (15)	2% (5)	7%
Income: Under 50k	26% (67)	21% (52)	29% (74)	11% (29)	4% (10)	8%
Income: 50k-100k	24% (77)	28% (91)	35% (116)	5% (18)	2% (5)	6%
Income: 100k+	23% (63)	26% (71)	31% (84)	4% (11)	5% (13)	12%
Ethnicity: White	22% (135)	27% (166)	32% (198)	7% (44)	4% (22)	9%
Ethnicity: Hispanic	29% (49)	21% (35)	29% (49)	9% (16)	4% (7)	8%
Ethnicity: Black	39% (57)	21% (31)	27% (39)	8% (11)	2% (3)	3%
Ethnicity: Other	18% (15)	20% (17)	43% (37)	3% (3)	3% (2)	13%

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Table BPC23_8: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (207)	25% (215)	32% (274)	7% (58)	3% (28)	9%
All Christian	27% (111)	27% (108)	29% (117)	6% (25)	4% (18)	7%
Agnostic/Nothing in particular	20% (44)	25% (55)	39% (86)	6% (13)	2% (5)	8%
Something Else	23% (38)	25% (42)	31% (51)	9% (15)	2% (4)	10%
Evangelical	27% (74)	27% (75)	30% (81)	7% (19)	2% (7)	6%
Non-Evangelical	24% (68)	26% (71)	28% (78)	7% (21)	5% (14)	10%
Community: Urban	31% (95)	25% (77)	28% (85)	8% (24)	3% (8)	6%
Community: Suburban	20% (74)	25% (92)	35% (128)	6% (21)	3% (10)	12%
Community: Rural	21% (38)	26% (46)	34% (61)	8% (14)	6% (10)	6%
Employ: Private Sector	22% (141)	27% (175)	32% (207)	7% (48)	3% (21)	7%
Employ: Government	32% (48)	17% (26)	32% (49)	4% (6)	2% (3)	13%
Employ: Self-Employed	28% (17)	22% (14)	28% (18)	6% (4)	6% (4)	9%
Military HH: Yes	16% (14)	25% (22)	41% (36)	8% (7)	1% (1)	10%
Military HH: No	25% (193)	25% (193)	31% (238)	7% (51)	4% (27)	8%
RD/WT: Right Direction	27% (88)	26% (87)	30% (99)	7% (23)	3% (9)	7%
RD/WT: Wrong Track	23% (119)	24% (128)	33% (175)	7% (35)	4% (19)	10%
Biden Job Approve	28% (119)	27% (117)	31% (132)	7% (32)	2% (8)	5%
Biden Job Disapprove	21% (84)	23% (89)	35% (137)	6% (23)	5% (20)	11%
Biden Job Strongly Approve	40% (68)	21% (36)	29% (48)	5% (8)	2% (3)	3%
Biden Job Somewhat Approve	20% (52)	31% (81)	32% (83)	9% (24)	2% (5)	6%
Biden Job Somewhat Disapprove	18% (29)	22% (36)	37% (59)	6% (10)	7% (12)	10%
Biden Job Strongly Disapprove	23% (55)	23% (54)	33% (78)	6% (13)	3% (8)	11%
Favorable of Biden	29% (127)	27% (117)	31% (134)	7% (31)	2% (8)	5%
Unfavorable of Biden	20% (77)	24% (92)	34% (130)	7% (27)	5% (20)	10%
Very Favorable of Biden	40% (73)	22% (39)	27% (50)	5% (10)	2% (3)	4%
Somewhat Favorable of Biden	21% (55)	30% (77)	33% (84)	8% (21)	2% (4)	5%
Somewhat Unfavorable of Biden	17% (22)	23% (30)	34% (44)	8% (10)	7% (9)	10%
Very Unfavorable of Biden	21% (54)	24% (62)	34% (86)	6% (16)	4% (11)	10%

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Table BPC23_8: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (207)	25% (215)	32% (274)	7% (58)	3% (28)	9%
#1 Issue: Economy	21% (90)	26% (114)	34% (148)	7% (31)	3% (15)	9%
#1 Issue: Security	18% (12)	27% (18)	34% (23)	6% (4)	5% (3)	10%
#1 Issue: Health Care	27% (26)	26% (25)	31% (30)	2% (2)	2% (2)	11%
#1 Issue: Women's Issues	28% (26)	21% (20)	29% (27)	12% (12)	3% (3)	5%
#1 Issue: Education	29% (21)	29% (21)	30% (22)	4% (3)	2% (1)	6%
#1 Issue: Energy	38% (22)	20% (12)	26% (15)	6% (3)	4% (2)	6%
2020 Vote: Joe Biden	28% (134)	26% (121)	32% (149)	6% (29)	2% (12)	5%
2020 Vote: Donald Trump	18% (48)	24% (64)	35% (90)	8% (21)	4% (11)	10%
2020 Vote: Didn't Vote	19% (19)	24% (24)	31% (31)	8% (8)	4% (4)	14%
2018 House Vote: Democrat	30% (118)	25% (99)	32% (129)	6% (26)	2% (7)	5%
2018 House Vote: Republican	21% (46)	25% (54)	31% (66)	8% (17)	5% (10)	10%
2016 Vote: Hillary Clinton	32% (115)	24% (89)	31% (113)	6% (23)	3% (9)	4%
2016 Vote: Donald Trump	19% (42)	23% (52)	32% (72)	8% (18)	6% (13)	11%
2016 Vote: Didn't Vote	17% (40)	27% (65)	34% (82)	7% (16)	2% (6)	13%
Voted in 2014: Yes	29% (153)	25% (130)	31% (161)	5% (28)	3% (17)	7%
Voted in 2014: No	16% (54)	26% (85)	34% (113)	9% (29)	3% (11)	12%
4-Region: Northeast	24% (35)	24% (35)	38% (56)	2% (3)	2% (2)	10%
4-Region: Midwest	23% (43)	27% (49)	27% (50)	12% (21)	3% (6)	8%
4-Region: South	24% (86)	23% (84)	34% (123)	6% (21)	5% (19)	8%
4-Region: West	26% (43)	28% (46)	28% (45)	7% (12)	1% (1)	10%
Child(Ren) Aged 0-17	24% (207)	25% (215)	32% (274)	7% (58)	3% (28)	9%
Child(Ren) Aged 0-5	23% (123)	26% (137)	31% (162)	8% (42)	4% (20)	8%
Caregivers	24% (147)	26% (159)	33% (198)	7% (44)	3% (18)	6%
Caregiver for Aging Parent	33% (34)	18% (19)	35% (36)	8% (8)	1% (1)	6%
Caregiver for Sick or Disabled Family Member	30% (31)	20% (20)	37% (38)	8% (8)	2% (2)	4%
Caregiver for Child/Dependent	21% (97)	28% (130)	33% (153)	7% (31)	3% (16)	7%

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Table BPC23_8: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (207)	25% (215)	32% (274)	7% (58)	3% (28)	9%
Business Owners	29% (60)	22% (45)	30% (62)	10% (20)	3% (7)	7%
Non-Business Owners	23% (147)	26% (170)	33% (212)	6% (38)	3% (21)	9%
Service Worker/Retail Sales/Laborers/Helpers	33% (36)	26% (29)	26% (29)	6% (6)	3% (4)	7%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	18% (44)	27% (64)	37% (89)	5% (12)	5% (11)	8%
Health Care and Medical Professionals/Lab Techs/Pharmacists	23% (32)	30% (41)	30% (42)	7% (10)	2% (3)	8%
Other Professionals	24% (31)	23% (29)	32% (41)	6% (7)	2% (2)	13%
Business Owners w/Employees	29% (58)	22% (43)	30% (59)	10% (20)	3% (5)	6%
Access to Childcare	24% (207)	25% (215)	32% (274)	7% (58)	3% (28)	9%
More Financially Secure after Pandemic	31% (93)	23% (68)	25% (75)	8% (25)	3% (8)	10%
Less Financially Secure after the Pandemic	21% (73)	25% (88)	35% (119)	7% (24)	5% (16)	7%
Same Financial Security after the Pandemic	19% (40)	28% (59)	38% (80)	4% (8)	2% (4)	10%
Access to Paid Parental Leave	21% (81)	23% (89)	36% (137)	6% (24)	3% (12)	10%
No Access to Paid Parental Leave	25% (52)	33% (69)	27% (58)	6% (12)	3% (7)	7%
Access to Paid Caregiving Leave	21% (56)	23% (64)	35% (96)	7% (19)	4% (10)	10%
No Access to Paid Caregiving Leave	28% (76)	27% (75)	31% (83)	5% (15)	2% (6)	6%
Access to Flexible Work Hours	26% (89)	25% (89)	33% (115)	5% (18)	4% (13)	7%
No Access to Flexible Work Hours	20% (55)	27% (74)	33% (89)	7% (20)	3% (8)	10%
Access to Child Care as Employer Benefit	26% (52)	24% (48)	30% (61)	7% (15)	4% (8)	9%
No Access to Child Care as Employer Benefit	22% (84)	28% (107)	33% (123)	6% (21)	3% (12)	8%
Access to Mental Health Benefits	23% (73)	24% (79)	32% (104)	8% (25)	3% (11)	10%
No Access to Mental Health Benefits	25% (57)	27% (61)	33% (73)	5% (12)	4% (9)	5%
Ethnicity: White (Non-Hispanic)	22% (116)	27% (139)	32% (166)	7% (34)	3% (15)	10%
Ethnicity: Hispanic	29% (49)	21% (35)	29% (49)	9% (16)	4% (7)	8%
Ethnicity: Black (Non-Hispanic)	33% (36)	25% (27)	30% (32)	5% (5)	3% (3)	4%
Ethnicity: Asian + Other (Non-Hispanic)	10% (6)	26% (14)	49% (27)	5% (3)	4% (2)	7%

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Table BPC23_8: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (207)	25% (215)	32% (274)	7% (58)	3% (28)	9%
Single, never married	25% (37)	19% (27)	31% (45)	11% (15)	4% (6)	10%
Married	25% (142)	27% (152)	31% (172)	6% (32)	3% (17)	8%
Living with a partner	21% (19)	25% (22)	36% (32)	10% (9)	1% (1)	6%

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

Table BPC23_9: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	23%	(193)	23%	(195)	31%	(263)	6%	(54)	2%	(18)	15%
Gender: Female	23%	(193)	23%	(195)	31%	(263)	6%	(54)	2%	(18)	15%
Age: 18-34	27%	(108)	22%	(86)	30%	(118)	6%	(24)	3%	(10)	13%
Age: 35-44	19%	(79)	24%	(99)	31%	(130)	6%	(27)	2%	(7)	18%
GenZers: 1997-2012	33%	(21)	18%	(11)	26%	(16)	5%	(3)	4%	(2)	14%
Millennials: 1981-1996	23%	(153)	24%	(161)	31%	(211)	7%	(46)	2%	(12)	14%
GenXers: 1965-1980	18%	(19)	20%	(22)	30%	(33)	3%	(4)	4%	(4)	25%
PID: Dem (no lean)	26%	(114)	28%	(120)	26%	(111)	6%	(25)	2%	(9)	13%
PID: Ind (no lean)	19%	(37)	16%	(31)	37%	(74)	7%	(13)	1%	(2)	21%
PID: Rep (no lean)	19%	(42)	20%	(44)	35%	(78)	8%	(17)	3%	(7)	15%
PID/Gender: Dem Women	26%	(114)	28%	(120)	26%	(111)	6%	(25)	2%	(9)	13%
PID/Gender: Ind Women	19%	(37)	16%	(31)	37%	(74)	7%	(13)	1%	(2)	21%
PID/Gender: Rep Women	19%	(42)	20%	(44)	35%	(78)	8%	(17)	3%	(7)	15%
Ideo: Liberal (1-3)	24%	(74)	25%	(78)	29%	(91)	6%	(18)	1%	(4)	15%
Ideo: Moderate (4)	23%	(63)	26%	(72)	28%	(77)	7%	(19)	2%	(7)	13%
Ideo: Conservative (5-7)	22%	(48)	19%	(41)	36%	(79)	7%	(15)	1%	(3)	15%
Educ: < College	25%	(84)	21%	(68)	30%	(100)	7%	(23)	4%	(12)	13%
Educ: Bachelors degree	16%	(45)	26%	(71)	30%	(82)	8%	(23)	1%	(4)	19%
Educ: Post-grad	26%	(65)	22%	(56)	33%	(82)	3%	(8)	1%	(2)	14%
Income: Under 50k	24%	(61)	22%	(56)	28%	(71)	7%	(19)	5%	(12)	13%
Income: 50k-100k	21%	(69)	26%	(86)	31%	(100)	5%	(16)	1%	(4)	16%
Income: 100k+	23%	(63)	19%	(53)	33%	(92)	7%	(19)	1%	(2)	17%
Ethnicity: White	20%	(127)	22%	(135)	32%	(200)	7%	(42)	2%	(12)	17%
Ethnicity: Hispanic	31%	(52)	19%	(32)	29%	(49)	7%	(13)	1%	(3)	13%
Ethnicity: Black	33%	(49)	29%	(42)	22%	(33)	6%	(9)	3%	(5)	6%
Ethnicity: Other	20%	(17)	20%	(17)	35%	(30)	4%	(4)	1%	(1)	19%

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Table BPC23_9: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (193)	23% (195)	31% (263)	6% (54)	2% (18)	15%
All Christian	24% (98)	26% (105)	29% (120)	6% (25)	2% (10)	12%
Agnostic/Nothing in particular	21% (47)	20% (45)	33% (73)	7% (15)	1% (3)	18%
Something Else	23% (38)	18% (30)	34% (56)	4% (7)	3% (5)	18%
Evangelical	25% (67)	23% (63)	32% (88)	6% (17)	2% (6)	11%
Non-Evangelical	22% (62)	24% (67)	29% (80)	5% (15)	3% (8)	17%
Community: Urban	31% (95)	27% (84)	25% (77)	6% (17)	2% (5)	9%
Community: Suburban	19% (69)	20% (74)	36% (132)	7% (25)	1% (5)	18%
Community: Rural	16% (29)	21% (37)	30% (54)	7% (12)	5% (8)	21%
Employ: Private Sector	21% (133)	24% (152)	32% (205)	6% (41)	2% (14)	15%
Employ: Government	26% (40)	19% (29)	29% (43)	5% (8)	1% (2)	20%
Employ: Self-Employed	32% (20)	23% (14)	23% (15)	8% (5)	4% (3)	9%
Military HH: Yes	17% (15)	24% (21)	33% (29)	7% (6)	3% (3)	16%
Military HH: No	23% (178)	23% (174)	31% (235)	6% (48)	2% (16)	15%
RD/WT: Right Direction	29% (94)	28% (94)	25% (83)	6% (18)	2% (6)	11%
RD/WT: Wrong Track	19% (99)	19% (101)	34% (181)	7% (36)	2% (13)	18%
Biden Job Approve	26% (111)	27% (116)	27% (115)	6% (25)	1% (6)	13%
Biden Job Disapprove	20% (78)	19% (76)	35% (137)	7% (29)	3% (12)	16%
Biden Job Strongly Approve	39% (65)	25% (43)	23% (39)	3% (5)	2% (4)	7%
Biden Job Somewhat Approve	18% (46)	28% (73)	29% (76)	8% (21)	1% (1)	17%
Biden Job Somewhat Disapprove	20% (33)	20% (32)	36% (58)	6% (9)	4% (7)	13%
Biden Job Strongly Disapprove	19% (45)	19% (44)	34% (79)	8% (20)	2% (6)	18%
Favorable of Biden	27% (119)	27% (118)	25% (111)	5% (22)	2% (9)	13%
Unfavorable of Biden	18% (70)	19% (72)	38% (145)	8% (32)	2% (9)	15%
Very Favorable of Biden	40% (72)	24% (43)	20% (36)	6% (12)	3% (5)	8%
Somewhat Favorable of Biden	18% (47)	29% (75)	29% (75)	4% (11)	2% (4)	17%
Somewhat Unfavorable of Biden	19% (24)	18% (23)	41% (53)	8% (11)	3% (3)	11%
Very Unfavorable of Biden	18% (46)	19% (50)	36% (92)	8% (21)	2% (6)	16%

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Table BPC23_9: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact		Somewhat positive impact		Neither positive nor negative impact		Somewhat negative impact		Significantly negative impact		Do know opin
Working Mothers	23%	(193)	23%	(195)	31%	(263)	6%	(54)	2%	(18)	15%
#1 Issue: Economy	19%	(83)	23%	(101)	33%	(146)	7%	(32)	3%	(14)	14%
#1 Issue: Security	18%	(12)	19%	(13)	31%	(21)	7%	(5)	—	(0)	24%
#1 Issue: Health Care	31%	(30)	23%	(22)	26%	(26)	5%	(5)	1%	(1)	14%
#1 Issue: Women's Issues	28%	(27)	23%	(22)	24%	(23)	8%	(8)	—	(0)	16%
#1 Issue: Education	26%	(19)	20%	(15)	31%	(23)	1%	(1)	2%	(2)	19%
#1 Issue: Energy	30%	(17)	23%	(13)	33%	(19)	6%	(3)	2%	(1)	7%
2020 Vote: Joe Biden	26%	(122)	26%	(124)	27%	(128)	5%	(26)	2%	(9)	13%
2020 Vote: Donald Trump	17%	(44)	19%	(49)	37%	(95)	9%	(22)	3%	(7)	16%
2020 Vote: Didn't Vote	18%	(18)	17%	(17)	37%	(37)	6%	(6)	1%	(1)	21%
2018 House Vote: Democrat	27%	(107)	26%	(105)	27%	(109)	6%	(23)	1%	(3)	13%
2018 House Vote: Republican	20%	(43)	18%	(39)	35%	(74)	8%	(17)	3%	(7)	16%
2016 Vote: Hillary Clinton	27%	(99)	25%	(92)	26%	(95)	6%	(21)	1%	(5)	14%
2016 Vote: Donald Trump	18%	(40)	18%	(41)	35%	(77)	10%	(23)	3%	(7)	16%
2016 Vote: Didn't Vote	19%	(46)	23%	(55)	36%	(86)	4%	(10)	2%	(5)	16%
Voted in 2014: Yes	25%	(129)	24%	(125)	28%	(149)	6%	(32)	2%	(11)	15%
Voted in 2014: No	19%	(64)	21%	(70)	34%	(114)	7%	(23)	2%	(8)	16%
4-Region: Northeast	22%	(32)	28%	(41)	29%	(43)	6%	(9)	1%	(1)	14%
4-Region: Midwest	19%	(34)	16%	(29)	35%	(64)	9%	(17)	1%	(2)	21%
4-Region: South	23%	(84)	22%	(81)	32%	(116)	5%	(19)	4%	(14)	13%
4-Region: West	26%	(43)	27%	(45)	25%	(41)	6%	(11)	1%	(1)	15%
Child(Ren) Aged 0-17	23%	(193)	23%	(195)	31%	(263)	6%	(54)	2%	(18)	15%
Child(Ren) Aged 0-5	24%	(125)	21%	(108)	31%	(161)	7%	(39)	3%	(14)	15%
Caregivers	23%	(141)	23%	(141)	31%	(187)	7%	(41)	2%	(14)	13%
Caregiver for Aging Parent	24%	(25)	30%	(31)	27%	(29)	10%	(10)	—	(0)	10%
Caregiver for Sick or Disabled Family Member	26%	(27)	32%	(32)	24%	(25)	7%	(7)	5%	(5)	6%
Caregiver for Child/Dependent	23%	(103)	21%	(97)	32%	(147)	7%	(30)	2%	(10)	15%

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Table BPC23_9: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (193)	23% (195)	31% (263)	6% (54)	2% (18)	15%
Business Owners	33% (68)	26% (53)	24% (50)	8% (17)	2% (3)	7%
Non-Business Owners	19% (125)	22% (141)	33% (214)	6% (37)	2% (15)	18%
Service Worker/Retail Sales/Laborers/Helpers	27% (30)	22% (24)	33% (36)	5% (5)	4% (4)	10%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	17% (40)	26% (61)	33% (78)	6% (14)	2% (6)	17%
Health Care and Medical Professionals/Lab Techs/Pharmacists	16% (22)	20% (27)	32% (45)	8% (11)	2% (2)	23%
Other Professionals	24% (30)	14% (18)	37% (47)	4% (5)	1% (1)	21%
Business Owners w/Employees	33% (65)	26% (52)	24% (47)	9% (17)	2% (3)	6%
Access to Childcare	23% (193)	23% (195)	31% (263)	6% (54)	2% (18)	15%
More Financially Secure after Pandemic	28% (84)	26% (79)	24% (72)	6% (18)	2% (6)	13%
Less Financially Secure after the Pandemic	20% (68)	18% (63)	35% (120)	9% (31)	3% (11)	15%
Same Financial Security after the Pandemic	19% (41)	25% (53)	33% (71)	3% (6)	1% (2)	19%
Access to Paid Parental Leave	19% (72)	24% (92)	30% (113)	7% (27)	3% (10)	18%
No Access to Paid Parental Leave	21% (45)	19% (40)	37% (79)	4% (10)	1% (3)	17%
Access to Paid Caregiving Leave	18% (50)	23% (63)	29% (81)	8% (22)	2% (6)	19%
No Access to Paid Caregiving Leave	23% (62)	21% (58)	35% (95)	5% (13)	2% (5)	15%
Access to Flexible Work Hours	22% (76)	20% (68)	31% (109)	7% (23)	3% (9)	18%
No Access to Flexible Work Hours	16% (43)	24% (66)	35% (96)	5% (15)	2% (6)	18%
Access to Child Care as Employer Benefit	23% (46)	24% (48)	27% (55)	8% (16)	3% (6)	15%
No Access to Child Care as Employer Benefit	18% (70)	22% (82)	34% (128)	5% (20)	2% (9)	19%
Access to Mental Health Benefits	22% (70)	21% (68)	30% (96)	7% (22)	2% (6)	19%
No Access to Mental Health Benefits	19% (43)	24% (55)	34% (77)	6% (14)	4% (8)	12%
Ethnicity: White (Non-Hispanic)	19% (101)	23% (118)	32% (167)	6% (33)	2% (10)	18%
Ethnicity: Hispanic	31% (52)	19% (32)	29% (49)	7% (13)	1% (3)	13%
Ethnicity: Black (Non-Hispanic)	29% (31)	30% (32)	24% (26)	5% (5)	5% (5)	7%
Ethnicity: Asian + Other (Non-Hispanic)	16% (9)	24% (13)	38% (21)	5% (3)	1% (1)	15%

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Table BPC23_9: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (193)	23% (195)	31% (263)	6% (54)	2% (18)	15%
Single, never married	23% (33)	18% (26)	31% (46)	7% (10)	4% (5)	17%
Married	23% (129)	24% (132)	29% (166)	7% (41)	2% (11)	15%
Living with a partner	27% (24)	23% (21)	31% (27)	3% (3)	2% (2)	14%

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

Table BPC23_10: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (204)	24% (207)	29% (246)	6% (48)	3% (29)	14%
Gender: Female	24% (204)	24% (207)	29% (246)	6% (48)	3% (29)	14%
Age: 18-34	29% (114)	24% (97)	26% (104)	6% (25)	4% (15)	10%
Age: 35-44	20% (84)	25% (102)	31% (131)	4% (16)	3% (11)	17%
GenZers: 1997-2012	24% (15)	22% (13)	24% (15)	12% (7)	7% (5)	12%
Millennials: 1981-1996	26% (175)	25% (171)	28% (193)	5% (34)	3% (21)	13%
GenXers: 1965-1980	13% (14)	20% (22)	32% (35)	7% (7)	1% (1)	26%
PID: Dem (no lean)	29% (125)	26% (112)	26% (111)	6% (28)	2% (9)	11%
PID: Ind (no lean)	20% (39)	21% (43)	33% (65)	5% (10)	4% (7)	18%
PID: Rep (no lean)	18% (39)	24% (53)	31% (70)	5% (10)	6% (13)	17%
PID/Gender: Dem Women	29% (125)	26% (112)	26% (111)	6% (28)	2% (9)	11%
PID/Gender: Ind Women	20% (39)	21% (43)	33% (65)	5% (10)	4% (7)	18%
PID/Gender: Rep Women	18% (39)	24% (53)	31% (70)	5% (10)	6% (13)	17%
Ideo: Liberal (1-3)	26% (79)	26% (80)	29% (90)	6% (18)	2% (8)	11%
Ideo: Moderate (4)	22% (60)	26% (70)	28% (77)	6% (17)	4% (12)	14%
Ideo: Conservative (5-7)	24% (52)	22% (48)	31% (67)	5% (12)	3% (7)	15%
Educ: < College	23% (77)	22% (73)	30% (99)	5% (17)	5% (15)	15%
Educ: Bachelors degree	23% (65)	24% (66)	29% (81)	6% (17)	2% (7)	15%
Educ: Post-grad	25% (62)	27% (68)	27% (66)	6% (14)	3% (6)	12%
Income: Under 50k	25% (62)	22% (55)	26% (67)	7% (18)	6% (16)	13%
Income: 50k-100k	23% (76)	26% (84)	31% (101)	3% (11)	2% (7)	14%
Income: 100k+	24% (66)	24% (67)	28% (78)	7% (19)	2% (6)	15%
Ethnicity: White	22% (137)	25% (155)	30% (185)	5% (32)	3% (19)	15%
Ethnicity: Hispanic	30% (51)	18% (31)	26% (44)	6% (10)	5% (9)	14%
Ethnicity: Black	35% (51)	23% (34)	23% (33)	6% (9)	4% (6)	9%
Ethnicity: Other	18% (16)	21% (18)	32% (28)	8% (7)	4% (4)	16%

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Table BPC23_10: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (204)	24% (207)	29% (246)	6% (48)	3% (29)	14%
All Christian	27% (111)	26% (106)	25% (102)	7% (27)	4% (15)	11%
Agnostic/Nothing in particular	16% (35)	23% (52)	38% (85)	3% (7)	4% (8)	16%
Something Else	28% (47)	19% (32)	26% (43)	6% (10)	3% (5)	18%
Evangelical	32% (87)	24% (65)	24% (64)	5% (14)	4% (11)	12%
Non-Evangelical	23% (64)	24% (66)	27% (74)	8% (22)	3% (9)	16%
Community: Urban	30% (93)	30% (91)	21% (65)	8% (25)	3% (11)	7%
Community: Suburban	21% (76)	21% (78)	34% (124)	5% (17)	3% (11)	17%
Community: Rural	20% (35)	21% (38)	32% (56)	3% (6)	4% (7)	21%
Employ: Private Sector	22% (144)	27% (172)	30% (190)	5% (35)	3% (18)	13%
Employ: Government	31% (48)	15% (23)	26% (40)	6% (8)	2% (4)	19%
Employ: Self-Employed	20% (13)	19% (12)	25% (16)	8% (5)	12% (7)	16%
Military HH: Yes	23% (21)	13% (12)	29% (26)	8% (7)	9% (8)	17%
Military HH: No	24% (183)	25% (195)	29% (220)	5% (41)	3% (21)	14%
RD/WT: Right Direction	27% (90)	25% (83)	25% (81)	7% (24)	4% (14)	11%
RD/WT: Wrong Track	22% (114)	24% (124)	31% (165)	5% (24)	3% (15)	16%
Biden Job Approve	27% (115)	25% (108)	28% (118)	6% (28)	3% (13)	11%
Biden Job Disapprove	21% (84)	24% (93)	30% (121)	4% (17)	4% (15)	17%
Biden Job Strongly Approve	37% (62)	27% (45)	23% (39)	5% (8)	3% (5)	6%
Biden Job Somewhat Approve	20% (54)	24% (63)	31% (80)	7% (20)	3% (9)	14%
Biden Job Somewhat Disapprove	20% (33)	23% (37)	32% (51)	5% (8)	4% (6)	17%
Biden Job Strongly Disapprove	22% (51)	24% (57)	30% (69)	4% (9)	4% (9)	17%
Favorable of Biden	30% (132)	24% (104)	26% (114)	7% (29)	3% (13)	11%
Unfavorable of Biden	18% (69)	25% (95)	33% (125)	5% (19)	4% (15)	16%
Very Favorable of Biden	39% (71)	22% (40)	22% (41)	6% (12)	3% (6)	6%
Somewhat Favorable of Biden	24% (60)	25% (64)	29% (73)	7% (17)	2% (6)	14%
Somewhat Unfavorable of Biden	16% (21)	23% (30)	36% (47)	6% (8)	3% (4)	15%
Very Unfavorable of Biden	19% (48)	26% (66)	31% (79)	4% (11)	4% (11)	16%

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Table BPC23_10: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (204)	24% (207)	29% (246)	6% (48)	3% (29)	14%
#1 Issue: Economy	21% (94)	23% (101)	31% (135)	6% (28)	3% (15)	15%
#1 Issue: Security	21% (14)	16% (11)	31% (21)	8% (6)	4% (3)	20%
#1 Issue: Health Care	29% (28)	26% (26)	25% (24)	4% (4)	2% (2)	14%
#1 Issue: Women's Issues	27% (26)	32% (30)	24% (23)	5% (5)	2% (2)	9%
#1 Issue: Education	20% (15)	26% (19)	25% (18)	2% (2)	7% (5)	19%
#1 Issue: Energy	37% (21)	20% (12)	32% (18)	6% (3)	2% (1)	3%
2020 Vote: Joe Biden	28% (133)	26% (120)	27% (126)	5% (25)	3% (15)	11%
2020 Vote: Donald Trump	16% (42)	24% (61)	33% (85)	5% (14)	5% (13)	17%
2020 Vote: Didn't Vote	22% (23)	20% (20)	31% (32)	9% (9)	1% (1)	16%
2018 House Vote: Democrat	28% (113)	25% (98)	28% (112)	5% (20)	3% (12)	11%
2018 House Vote: Republican	21% (45)	22% (47)	30% (63)	5% (11)	6% (12)	16%
2016 Vote: Hillary Clinton	29% (108)	25% (92)	27% (97)	4% (14)	3% (10)	12%
2016 Vote: Donald Trump	19% (42)	21% (47)	33% (75)	5% (12)	6% (13)	16%
2016 Vote: Didn't Vote	20% (49)	24% (59)	28% (67)	9% (22)	2% (5)	16%
Voted in 2014: Yes	26% (135)	23% (120)	28% (148)	5% (25)	4% (20)	14%
Voted in 2014: No	21% (69)	26% (87)	29% (97)	7% (23)	3% (9)	14%
4-Region: Northeast	23% (33)	23% (34)	35% (51)	5% (7)	2% (3)	13%
4-Region: Midwest	21% (38)	24% (45)	30% (55)	9% (16)	2% (4)	14%
4-Region: South	25% (89)	24% (88)	27% (99)	5% (18)	5% (16)	14%
4-Region: West	26% (44)	24% (40)	25% (41)	5% (8)	4% (6)	16%
Child(Ren) Aged 0-17	24% (204)	24% (207)	29% (246)	6% (48)	3% (29)	14%
Child(Ren) Aged 0-5	25% (132)	26% (137)	28% (148)	5% (28)	4% (23)	11%
Caregivers	25% (152)	25% (150)	29% (176)	6% (36)	3% (19)	12%
Caregiver for Aging Parent	27% (28)	22% (23)	29% (31)	3% (4)	7% (7)	13%
Caregiver for Sick or Disabled Family Member	24% (24)	27% (28)	26% (27)	9% (9)	7% (7)	8%
Caregiver for Child/Dependent	23% (108)	26% (120)	29% (134)	6% (27)	2% (11)	13%

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Table BPC23_10: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (204)	24% (207)	29% (246)	6% (48)	3% (29)	14%
Business Owners	25% (52)	25% (51)	23% (48)	10% (21)	6% (12)	11%
Non-Business Owners	23% (152)	24% (156)	30% (197)	4% (27)	3% (17)	15%
Service Worker/Retail Sales/Laborers/Helpers	27% (31)	25% (28)	28% (31)	4% (5)	1% (1)	15%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	20% (48)	24% (58)	34% (82)	5% (13)	4% (9)	12%
Health Care and Medical Professionals/Lab Techs/Pharmacists	26% (36)	23% (33)	32% (44)	2% (3)	3% (5)	13%
Other Professionals	25% (32)	22% (28)	24% (31)	4% (5)	2% (2)	24%
Business Owners w/Employees	26% (50)	25% (49)	23% (46)	10% (20)	6% (11)	10%
Access to Childcare	24% (204)	24% (207)	29% (246)	6% (48)	3% (29)	14%
More Financially Secure after Pandemic	29% (86)	22% (67)	23% (70)	8% (23)	4% (12)	14%
Less Financially Secure after the Pandemic	21% (73)	24% (83)	31% (105)	6% (22)	4% (14)	14%
Same Financial Security after the Pandemic	21% (45)	27% (57)	33% (70)	2% (3)	1% (2)	16%
Access to Paid Parental Leave	22% (85)	26% (98)	30% (113)	4% (16)	3% (10)	15%
No Access to Paid Parental Leave	23% (49)	23% (50)	33% (71)	3% (7)	2% (4)	15%
Access to Paid Caregiving Leave	23% (63)	25% (70)	26% (70)	5% (13)	4% (10)	18%
No Access to Paid Caregiving Leave	26% (72)	25% (67)	33% (89)	4% (11)	1% (2)	12%
Access to Flexible Work Hours	24% (84)	24% (85)	31% (106)	3% (12)	4% (14)	13%
No Access to Flexible Work Hours	23% (62)	24% (64)	30% (82)	5% (14)	1% (3)	17%
Access to Child Care as Employer Benefit	30% (61)	22% (44)	25% (51)	5% (10)	6% (12)	12%
No Access to Child Care as Employer Benefit	21% (80)	26% (99)	33% (125)	4% (14)	1% (3)	15%
Access to Mental Health Benefits	25% (80)	26% (84)	27% (87)	3% (11)	3% (10)	16%
No Access to Mental Health Benefits	25% (56)	22% (48)	34% (75)	6% (13)	2% (5)	12%
Ethnicity: White (Non-Hispanic)	22% (116)	26% (134)	30% (156)	5% (24)	2% (13)	15%
Ethnicity: Hispanic	30% (51)	18% (31)	26% (44)	6% (10)	5% (9)	14%
Ethnicity: Black (Non-Hispanic)	29% (31)	28% (30)	22% (23)	6% (6)	4% (5)	12%
Ethnicity: Asian + Other (Non-Hispanic)	10% (6)	23% (13)	39% (22)	13% (7)	5% (3)	10%

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Table BPC23_10: *You mentioned you have access to affordable, quality childcare in your local community. How does access to affordable, quality childcare in your local community positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	24% (204)	24% (207)	29% (246)	6% (48)	3% (29)	14%
Single, never married	24% (34)	19% (28)	30% (44)	8% (11)	5% (7)	14%
Married	25% (142)	26% (145)	27% (154)	5% (26)	3% (17)	14%
Living with a partner	21% (18)	27% (23)	31% (27)	8% (7)	1% (1)	13%

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

Table BPC24_1: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (386)	25% (289)	26% (301)	4% (51)	2% (25)	8%
Gender: Female	34% (386)	25% (289)	26% (301)	4% (51)	2% (25)	8%
Age: 18-34	40% (116)	29% (84)	19% (55)	5% (14)	1% (3)	7%
Age: 35-44	36% (180)	27% (135)	23% (114)	5% (27)	3% (17)	6%
Age: 45-64	25% (84)	20% (69)	38% (129)	3% (9)	1% (5)	14%
Millennials: 1981-1996	38% (233)	28% (170)	20% (124)	5% (34)	3% (15)	6%
GenXers: 1965-1980	30% (111)	22% (82)	31% (115)	4% (13)	2% (7)	12%
Baby Boomers: 1946-1964	23% (29)	19% (24)	43% (53)	3% (4)	2% (2)	11%
PID: Dem (no lean)	38% (163)	28% (119)	22% (96)	3% (13)	3% (12)	7%
PID: Ind (no lean)	32% (111)	21% (73)	28% (97)	6% (20)	1% (4)	13%
PID: Rep (no lean)	31% (111)	27% (97)	30% (108)	5% (18)	3% (9)	5%
PID/Gender: Dem Women	38% (163)	28% (119)	22% (96)	3% (13)	3% (12)	7%
PID/Gender: Ind Women	32% (111)	21% (73)	28% (97)	6% (20)	1% (4)	13%
PID/Gender: Rep Women	31% (111)	27% (97)	30% (108)	5% (18)	3% (9)	5%
Ideo: Liberal (1-3)	39% (120)	29% (87)	22% (66)	2% (7)	3% (9)	5%
Ideo: Moderate (4)	34% (117)	24% (83)	29% (100)	6% (22)	2% (5)	6%
Ideo: Conservative (5-7)	31% (113)	27% (97)	29% (106)	4% (15)	2% (7)	7%
Educ: < College	33% (231)	24% (165)	26% (182)	5% (35)	2% (14)	10%
Educ: Bachelors degree	32% (83)	33% (85)	25% (66)	2% (6)	2% (5)	5%
Educ: Post-grad	37% (72)	20% (39)	27% (52)	5% (9)	3% (6)	7%
Income: Under 50k	35% (191)	21% (117)	25% (138)	5% (29)	3% (14)	11%
Income: 50k-100k	32% (128)	29% (115)	27% (106)	3% (13)	3% (10)	6%
Income: 100k+	32% (66)	28% (58)	27% (56)	4% (8)	1% (1)	8%
Ethnicity: White	31% (285)	25% (230)	28% (254)	4% (39)	2% (17)	9%
Ethnicity: Hispanic	32% (57)	26% (47)	20% (36)	6% (11)	2% (4)	13%
Ethnicity: Black	46% (57)	18% (22)	21% (26)	5% (6)	1% (2)	9%
Ethnicity: Other	37% (44)	32% (38)	18% (21)	5% (6)	6% (7)	4%

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Table BPC24_1: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (386)	25% (289)	26% (301)	4% (51)	2% (25)	8%
All Christian	33% (162)	24% (116)	29% (144)	5% (23)	2% (10)	7%
Agnostic/Nothing in particular	30% (102)	26% (90)	26% (87)	5% (15)	3% (12)	10%
Something Else	40% (99)	26% (65)	22% (55)	4% (10)	— (1)	8%
Evangelical	34% (121)	27% (95)	25% (89)	4% (16)	1% (5)	8%
Non-Evangelical	37% (135)	23% (83)	28% (102)	4% (15)	2% (6)	7%
Community: Urban	34% (90)	25% (65)	26% (69)	2% (5)	3% (9)	10%
Community: Suburban	34% (183)	28% (151)	24% (130)	4% (21)	1% (7)	8%
Community: Rural	32% (112)	21% (73)	29% (102)	7% (24)	3% (9)	8%
Employ: Private Sector	34% (305)	26% (235)	25% (229)	5% (42)	2% (19)	8%
Employ: Government	34% (73)	23% (49)	30% (66)	4% (8)	2% (5)	8%
Military HH: Yes	42% (41)	16% (16)	33% (33)	3% (3)	— (0)	6%
Military HH: No	33% (344)	26% (274)	25% (267)	5% (48)	2% (25)	9%
RD/WT: Right Direction	40% (114)	22% (63)	22% (63)	5% (14)	3% (8)	9%
RD/WT: Wrong Track	32% (271)	26% (226)	28% (238)	4% (37)	2% (17)	8%
Biden Job Approve	37% (155)	28% (117)	23% (98)	3% (15)	3% (12)	6%
Biden Job Disapprove	32% (215)	24% (161)	28% (186)	5% (35)	2% (13)	8%
Biden Job Strongly Approve	39% (44)	17% (20)	28% (32)	2% (2)	5% (6)	9%
Biden Job Somewhat Approve	36% (111)	32% (98)	21% (65)	4% (13)	2% (6)	5%
Biden Job Somewhat Disapprove	32% (76)	32% (76)	23% (53)	5% (12)	2% (4)	6%
Biden Job Strongly Disapprove	32% (139)	20% (85)	31% (133)	5% (23)	2% (9)	9%
Favorable of Biden	38% (174)	27% (124)	23% (103)	3% (13)	3% (13)	6%
Unfavorable of Biden	31% (197)	25% (153)	29% (181)	5% (31)	2% (10)	9%
Very Favorable of Biden	41% (54)	19% (26)	28% (37)	1% (2)	4% (5)	8%
Somewhat Favorable of Biden	37% (120)	31% (98)	21% (67)	4% (11)	2% (8)	5%
Somewhat Unfavorable of Biden	31% (53)	32% (53)	25% (42)	4% (7)	1% (2)	6%
Very Unfavorable of Biden	31% (144)	22% (100)	30% (139)	5% (23)	2% (8)	9%

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Table BPC24_1: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (386)	25% (289)	26% (301)	4% (51)	2% (25)	8%
#1 Issue: Economy	33% (208)	26% (160)	26% (164)	6% (35)	2% (11)	7%
#1 Issue: Security	27% (35)	28% (36)	28% (36)	3% (4)	5% (6)	9%
#1 Issue: Health Care	34% (38)	28% (31)	18% (20)	4% (4)	2% (2)	14%
#1 Issue: Women's Issues	42% (37)	24% (21)	25% (22)	— (0)	— (0)	10%
#1 Issue: Education	33% (22)	20% (14)	28% (19)	5% (4)	6% (4)	8%
#1 Issue: Energy	40% (28)	25% (17)	24% (17)	5% (3)	2% (1)	4%
2020 Vote: Joe Biden	37% (177)	27% (126)	23% (107)	3% (12)	3% (14)	8%
2020 Vote: Donald Trump	31% (125)	27% (111)	29% (117)	6% (23)	2% (6)	6%
2020 Vote: Didn't Vote	30% (68)	19% (41)	31% (68)	4% (10)	2% (4)	14%
2018 House Vote: Democrat	38% (146)	27% (101)	22% (85)	2% (9)	2% (7)	8%
2018 House Vote: Republican	33% (112)	28% (94)	27% (89)	5% (16)	2% (8)	5%
2016 Vote: Hillary Clinton	39% (146)	26% (96)	23% (87)	2% (8)	2% (9)	7%
2016 Vote: Donald Trump	28% (98)	29% (101)	29% (100)	5% (17)	2% (8)	7%
2016 Vote: Other	36% (19)	29% (15)	25% (13)	6% (3)	— (0)	4%
2016 Vote: Didn't Vote	33% (123)	20% (77)	27% (100)	6% (23)	2% (8)	12%
Voted in 2014: Yes	34% (213)	26% (164)	27% (169)	4% (23)	2% (14)	6%
Voted in 2014: No	33% (173)	24% (126)	25% (131)	5% (28)	2% (11)	11%
4-Region: Northeast	31% (62)	22% (44)	31% (61)	3% (5)	2% (4)	12%
4-Region: Midwest	38% (98)	26% (65)	27% (69)	3% (9)	1% (4)	4%
4-Region: South	35% (160)	25% (115)	25% (114)	5% (22)	2% (10)	8%
4-Region: West	28% (66)	28% (65)	24% (57)	6% (14)	3% (8)	10%
Child(Ren) Aged 0-17	37% (303)	28% (229)	21% (175)	5% (44)	2% (17)	6%
Child(Ren) Aged 0-5	39% (137)	28% (100)	18% (62)	6% (21)	2% (7)	7%
Caregivers	38% (234)	28% (170)	22% (137)	5% (30)	2% (14)	5%
Caregiver for Aging Parent	38% (35)	25% (23)	21% (20)	7% (6)	3% (3)	6%
Caregiver for Sick or Disabled Family Member	41% (51)	21% (26)	22% (28)	6% (8)	3% (3)	7%

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Table BPC24_1: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (386)	25% (289)	26% (301)	4% (51)	2% (25)	8%
Caregiver for Child/Dependent	39% (184)	30% (143)	21% (101)	4% (17)	2% (9)	4%
Non-Business Owners	34% (386)	25% (289)	26% (301)	4% (51)	2% (25)	8%
Service Worker/Retail Sales/Laborers/Helpers	35% (126)	24% (86)	25% (90)	4% (16)	2% (8)	10%
Trade/Skilled Workers	43% (33)	16% (13)	22% (17)	2% (2)	7% (5)	10%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	27% (66)	33% (81)	26% (63)	5% (13)	3% (7)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	37% (79)	26% (55)	25% (53)	4% (9)	— (1)	9%
Other Professionals	32% (82)	22% (55)	31% (77)	4% (10)	2% (4)	9%
Access to Childcare	35% (106)	30% (90)	23% (69)	5% (14)	3% (9)	5%
No Access to Childcare	43% (117)	26% (72)	15% (41)	6% (16)	3% (7)	8%
Unsure of Access to Childcare	35% (31)	25% (22)	32% (28)	4% (4)	1% (1)	4%
More Financially Secure after Pandemic	36% (59)	24% (39)	24% (39)	4% (7)	5% (7)	7%
Less Financially Secure after the Pandemic	39% (238)	26% (160)	23% (139)	5% (28)	2% (15)	6%
Same Financial Security after the Pandemic	24% (89)	25% (91)	33% (122)	4% (15)	1% (2)	13%
Access to Paid Parental Leave	38% (172)	25% (114)	26% (118)	3% (14)	2% (7)	5%
No Access to Paid Parental Leave	30% (157)	29% (152)	23% (123)	6% (32)	2% (13)	10%
Access to Paid Caregiving Leave	37% (110)	25% (73)	29% (84)	3% (8)	1% (2)	6%
No Access to Paid Caregiving Leave	34% (210)	27% (166)	25% (154)	5% (33)	2% (15)	7%
No Access to Flexible Work Hours	35% (362)	26% (266)	26% (267)	5% (48)	2% (22)	7%
Access to Child Care as Employer Benefit	28% (30)	31% (34)	27% (29)	6% (6)	3% (3)	6%
No Access to Child Care as Employer Benefit	34% (294)	26% (226)	26% (223)	5% (39)	2% (16)	7%
Access to Mental Health Benefits	34% (130)	27% (101)	26% (99)	4% (16)	1% (5)	7%
No Access to Mental Health Benefits	32% (175)	28% (152)	26% (138)	5% (25)	2% (13)	7%
Ethnicity: White (Non-Hispanic)	32% (246)	25% (194)	29% (219)	4% (32)	2% (16)	8%
Ethnicity: Hispanic	32% (57)	26% (47)	20% (36)	6% (11)	2% (4)	13%
Ethnicity: Black (Non-Hispanic)	44% (54)	18% (22)	21% (26)	5% (6)	1% (2)	10%
Ethnicity: Asian + Other (Non-Hispanic)	35% (28)	33% (26)	24% (20)	2% (2)	4% (3)	1%

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Table BPC24_1: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	34% (386)	25% (289)	26% (301)	4% (51)	2% (25)	8%
Single, never married	34% (68)	19% (39)	24% (49)	6% (12)	3% (5)	14%
Married	32% (191)	28% (168)	27% (160)	5% (29)	1% (7)	8%
Divorced	33% (50)	23% (35)	29% (43)	4% (6)	5% (7)	6%
Living with a partner	42% (55)	26% (35)	22% (29)	— (1)	4% (5)	5%

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

Table BPC24_2: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (361)	23% (263)	29% (336)	5% (59)	2% (26)	9%
Gender: Female	31% (361)	23% (263)	29% (336)	5% (59)	2% (26)	9%
Age: 18-34	34% (101)	28% (83)	19% (56)	6% (19)	3% (10)	8%
Age: 35-44	37% (187)	22% (109)	27% (136)	5% (25)	2% (12)	7%
Age: 45-64	20% (68)	21% (71)	41% (141)	4% (14)	1% (4)	13%
Millennials: 1981-1996	37% (227)	25% (154)	23% (143)	6% (38)	1% (9)	7%
GenXers: 1965-1980	25% (94)	19% (72)	37% (138)	4% (15)	3% (11)	12%
Baby Boomers: 1946-1964	22% (27)	22% (27)	41% (51)	4% (5)	2% (2)	10%
PID: Dem (no lean)	36% (155)	22% (96)	27% (116)	5% (21)	2% (10)	8%
PID: Ind (no lean)	30% (107)	21% (72)	29% (102)	5% (17)	2% (9)	13%
PID: Rep (no lean)	28% (100)	26% (95)	32% (117)	6% (21)	2% (7)	6%
PID/Gender: Dem Women	36% (155)	22% (96)	27% (116)	5% (21)	2% (10)	8%
PID/Gender: Ind Women	30% (107)	21% (72)	29% (102)	5% (17)	2% (9)	13%
PID/Gender: Rep Women	28% (100)	26% (95)	32% (117)	6% (21)	2% (7)	6%
Ideo: Liberal (1-3)	39% (117)	23% (71)	24% (72)	5% (14)	2% (6)	7%
Ideo: Moderate (4)	31% (108)	23% (79)	32% (112)	6% (21)	2% (7)	6%
Ideo: Conservative (5-7)	28% (102)	25% (91)	33% (120)	4% (16)	2% (7)	8%
Educ: < College	31% (217)	23% (158)	28% (196)	5% (32)	3% (24)	10%
Educ: Bachelors degree	29% (75)	27% (69)	31% (82)	6% (16)	— (0)	7%
Educ: Post-grad	36% (69)	18% (36)	31% (59)	6% (11)	1% (2)	8%
Income: Under 50k	34% (184)	20% (109)	27% (146)	5% (30)	3% (18)	11%
Income: 50k-100k	29% (115)	28% (112)	30% (119)	5% (18)	2% (7)	6%
Income: 100k+	31% (63)	20% (42)	35% (71)	5% (11)	— (0)	9%
Ethnicity: White	30% (272)	23% (207)	31% (280)	5% (45)	2% (17)	9%
Ethnicity: Hispanic	31% (55)	27% (48)	23% (41)	4% (7)	4% (8)	12%
Ethnicity: Black	42% (52)	19% (23)	24% (30)	4% (6)	1% (1)	10%
Ethnicity: Other	31% (37)	27% (32)	22% (27)	7% (8)	7% (8)	6%

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Table BPC24_2: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (361)	23% (263)	29% (336)	5% (59)	2% (26)	9%
All Christian	33% (159)	21% (104)	31% (153)	5% (26)	2% (10)	8%
Agnostic/Nothing in particular	29% (99)	21% (71)	30% (102)	6% (20)	4% (13)	10%
Something Else	33% (82)	30% (75)	26% (65)	3% (8)	— (1)	8%
Evangelical	32% (111)	27% (95)	28% (97)	5% (18)	1% (3)	8%
Non-Evangelical	34% (123)	22% (81)	31% (115)	4% (15)	2% (8)	7%
Community: Urban	33% (88)	19% (50)	29% (78)	5% (14)	3% (7)	11%
Community: Suburban	32% (173)	25% (136)	28% (153)	4% (22)	1% (7)	9%
Community: Rural	29% (101)	22% (78)	30% (106)	7% (23)	3% (12)	8%
Employ: Private Sector	31% (279)	24% (217)	30% (269)	5% (47)	2% (21)	8%
Employ: Government	34% (73)	20% (44)	28% (60)	4% (10)	2% (4)	12%
Military HH: Yes	34% (34)	19% (19)	35% (35)	4% (4)	1% (1)	7%
Military HH: No	31% (328)	23% (244)	29% (301)	5% (55)	2% (25)	9%
RD/WT: Right Direction	36% (104)	20% (59)	26% (74)	6% (18)	1% (3)	11%
RD/WT: Wrong Track	30% (257)	24% (204)	31% (262)	5% (41)	3% (23)	8%
Biden Job Approve	33% (141)	24% (101)	29% (121)	6% (25)	1% (5)	7%
Biden Job Disapprove	31% (203)	23% (150)	30% (199)	5% (33)	3% (21)	8%
Biden Job Strongly Approve	37% (42)	12% (14)	31% (35)	9% (11)	1% (1)	10%
Biden Job Somewhat Approve	32% (99)	28% (87)	28% (86)	5% (14)	1% (4)	7%
Biden Job Somewhat Disapprove	32% (76)	27% (63)	25% (58)	6% (14)	4% (9)	6%
Biden Job Strongly Disapprove	30% (128)	20% (87)	33% (141)	4% (18)	3% (12)	10%
Favorable of Biden	35% (159)	24% (108)	27% (124)	6% (27)	1% (5)	7%
Unfavorable of Biden	30% (186)	23% (145)	31% (197)	4% (28)	2% (13)	9%
Very Favorable of Biden	37% (50)	16% (21)	32% (42)	6% (8)	1% (1)	8%
Somewhat Favorable of Biden	34% (109)	27% (87)	25% (81)	6% (19)	1% (4)	7%
Somewhat Unfavorable of Biden	31% (53)	27% (45)	28% (47)	4% (7)	2% (3)	8%
Very Unfavorable of Biden	29% (133)	22% (99)	33% (149)	5% (21)	2% (10)	10%

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Table BPC24_2: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (361)	23% (263)	29% (336)	5% (59)	2% (26)	9%
#1 Issue: Economy	33% (204)	21% (132)	30% (190)	6% (35)	2% (15)	8%
#1 Issue: Security	25% (33)	27% (35)	28% (36)	4% (5)	6% (7)	10%
#1 Issue: Health Care	28% (31)	22% (25)	26% (29)	7% (8)	2% (2)	14%
#1 Issue: Women's Issues	34% (31)	30% (27)	25% (22)	1% (1)	— (0)	9%
#1 Issue: Education	36% (25)	23% (15)	27% (19)	5% (4)	— (0)	8%
#1 Issue: Energy	36% (25)	28% (19)	24% (17)	7% (5)	2% (1)	4%
2020 Vote: Joe Biden	36% (172)	22% (104)	26% (124)	5% (25)	2% (8)	9%
2020 Vote: Donald Trump	27% (111)	25% (101)	34% (137)	5% (21)	3% (11)	6%
2020 Vote: Didn't Vote	29% (64)	20% (44)	29% (65)	5% (12)	3% (7)	14%
2018 House Vote: Democrat	36% (135)	22% (83)	28% (108)	4% (14)	1% (5)	9%
2018 House Vote: Republican	31% (102)	25% (84)	31% (103)	7% (22)	2% (7)	5%
2016 Vote: Hillary Clinton	37% (140)	23% (86)	26% (97)	4% (14)	1% (5)	8%
2016 Vote: Donald Trump	27% (94)	24% (83)	34% (117)	6% (22)	2% (7)	7%
2016 Vote: Other	40% (21)	27% (14)	26% (13)	5% (2)	— (0)	3%
2016 Vote: Didn't Vote	28% (106)	22% (81)	29% (108)	5% (20)	4% (14)	12%
Voted in 2014: Yes	33% (204)	24% (151)	30% (189)	5% (31)	1% (7)	7%
Voted in 2014: No	30% (158)	21% (113)	28% (147)	5% (28)	4% (19)	12%
4-Region: Northeast	28% (57)	18% (36)	34% (68)	4% (8)	2% (4)	14%
4-Region: Midwest	35% (89)	26% (66)	29% (73)	6% (14)	1% (2)	4%
4-Region: South	35% (160)	24% (111)	25% (115)	6% (26)	2% (11)	8%
4-Region: West	24% (55)	22% (51)	34% (80)	5% (11)	4% (8)	12%
Child(Ren) Aged 0-17	35% (288)	24% (199)	26% (213)	6% (45)	2% (18)	6%
Child(Ren) Aged 0-5	35% (123)	27% (94)	24% (84)	4% (15)	3% (11)	7%
Caregivers	36% (223)	24% (149)	27% (166)	5% (28)	3% (19)	5%
Caregiver for Aging Parent	37% (34)	20% (19)	28% (26)	4% (3)	4% (4)	7%
Caregiver for Sick or Disabled Family Member	44% (54)	16% (20)	24% (30)	7% (9)	2% (2)	6%

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Table BPC24_2: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (361)	23% (263)	29% (336)	5% (59)	2% (26)	9%
Caregiver for Child/Dependent	37% (176)	26% (124)	26% (121)	3% (16)	3% (15)	5%
Non-Business Owners	31% (361)	23% (263)	29% (336)	5% (59)	2% (26)	9%
Service Worker/Retail Sales/Laborers/Helpers	34% (124)	24% (86)	26% (94)	4% (16)	3% (11)	8%
Trade/Skilled Workers	37% (29)	16% (12)	25% (20)	5% (4)	2% (2)	14%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	24% (59)	27% (65)	35% (85)	6% (14)	3% (8)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	31% (66)	23% (50)	31% (66)	4% (9)	— (1)	10%
Other Professionals	33% (83)	20% (50)	28% (72)	6% (16)	2% (4)	11%
Access to Childcare	34% (104)	27% (80)	26% (80)	5% (16)	1% (3)	6%
No Access to Childcare	41% (113)	22% (60)	21% (56)	5% (14)	4% (10)	7%
Unsure of Access to Childcare	31% (27)	24% (22)	30% (26)	6% (5)	3% (3)	6%
More Financially Secure after Pandemic	31% (49)	26% (42)	29% (47)	5% (8)	1% (1)	9%
Less Financially Secure after the Pandemic	38% (232)	23% (143)	23% (144)	6% (40)	3% (19)	6%
Same Financial Security after the Pandemic	22% (80)	21% (79)	39% (145)	3% (11)	1% (5)	13%
Access to Paid Parental Leave	35% (155)	25% (112)	29% (129)	5% (23)	1% (5)	5%
No Access to Paid Parental Leave	29% (154)	24% (126)	28% (150)	6% (31)	4% (19)	9%
Access to Paid Caregiving Leave	35% (104)	22% (65)	31% (90)	3% (8)	1% (4)	8%
No Access to Paid Caregiving Leave	32% (200)	23% (142)	29% (177)	7% (43)	3% (20)	7%
No Access to Flexible Work Hours	32% (337)	23% (242)	29% (303)	5% (56)	2% (26)	7%
Access to Child Care as Employer Benefit	28% (30)	30% (32)	24% (27)	8% (8)	— (0)	10%
No Access to Child Care as Employer Benefit	32% (273)	24% (205)	30% (256)	5% (44)	3% (22)	6%
Access to Mental Health Benefits	32% (122)	25% (95)	30% (113)	4% (17)	1% (2)	8%
No Access to Mental Health Benefits	31% (166)	23% (126)	29% (159)	6% (31)	4% (22)	7%
Ethnicity: White (Non-Hispanic)	30% (232)	22% (172)	32% (243)	5% (39)	2% (12)	9%
Ethnicity: Hispanic	31% (55)	27% (48)	23% (41)	4% (7)	4% (8)	12%
Ethnicity: Black (Non-Hispanic)	41% (49)	19% (23)	25% (30)	5% (6)	1% (1)	10%
Ethnicity: Asian + Other (Non-Hispanic)	31% (25)	24% (19)	28% (23)	9% (8)	6% (5)	1%

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Table BPC24_2: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	31% (361)	23% (263)	29% (336)	5% (59)	2% (26)	9%
Single, never married	34% (68)	15% (31)	24% (48)	7% (15)	3% (7)	17%
Married	29% (177)	25% (149)	31% (187)	5% (27)	2% (12)	8%
Divorced	33% (50)	25% (37)	31% (47)	4% (7)	2% (3)	5%
Living with a partner	36% (47)	24% (32)	27% (35)	6% (7)	2% (2)	6%

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

Table BPC24_3: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (414)	26% (296)	24% (277)	4% (42)	2% (21)	9%
Gender: Female	36% (414)	26% (296)	24% (277)	4% (42)	2% (21)	9%
Age: 18-34	43% (127)	30% (87)	13% (38)	6% (18)	2% (5)	7%
Age: 35-44	40% (200)	26% (128)	23% (114)	2% (12)	2% (11)	7%
Age: 45-64	24% (83)	23% (79)	36% (122)	3% (12)	1% (5)	12%
Millennials: 1981-1996	41% (253)	27% (163)	19% (117)	4% (25)	2% (12)	7%
GenXers: 1965-1980	32% (119)	26% (98)	28% (103)	2% (8)	2% (6)	10%
Baby Boomers: 1946-1964	22% (27)	19% (23)	41% (52)	5% (6)	3% (3)	11%
PID: Dem (no lean)	40% (172)	25% (110)	21% (91)	4% (15)	2% (9)	9%
PID: Ind (no lean)	34% (121)	26% (90)	23% (81)	5% (16)	1% (4)	11%
PID: Rep (no lean)	33% (121)	27% (96)	29% (105)	3% (11)	2% (8)	6%
PID/Gender: Dem Women	40% (172)	25% (110)	21% (91)	4% (15)	2% (9)	9%
PID/Gender: Ind Women	34% (121)	26% (90)	23% (81)	5% (16)	1% (4)	11%
PID/Gender: Rep Women	33% (121)	27% (96)	29% (105)	3% (11)	2% (8)	6%
Ideo: Liberal (1-3)	43% (130)	26% (78)	18% (56)	4% (13)	1% (4)	7%
Ideo: Moderate (4)	34% (119)	27% (94)	26% (92)	5% (17)	2% (8)	5%
Ideo: Conservative (5-7)	34% (123)	28% (101)	27% (100)	2% (8)	2% (7)	7%
Educ: < College	35% (246)	23% (160)	26% (178)	5% (33)	2% (13)	10%
Educ: Bachelors degree	35% (90)	34% (88)	23% (60)	2% (4)	1% (2)	6%
Educ: Post-grad	41% (79)	25% (48)	20% (39)	3% (5)	3% (7)	8%
Income: Under 50k	35% (193)	22% (120)	26% (141)	5% (25)	2% (10)	11%
Income: 50k-100k	36% (142)	28% (112)	23% (93)	3% (12)	3% (11)	7%
Income: 100k+	39% (80)	31% (63)	21% (43)	2% (5)	— (0)	7%
Ethnicity: White	35% (314)	25% (226)	26% (234)	4% (33)	2% (15)	9%
Ethnicity: Hispanic	32% (57)	25% (45)	21% (38)	6% (11)	2% (3)	14%
Ethnicity: Black	45% (56)	23% (28)	19% (23)	4% (5)	1% (2)	7%
Ethnicity: Other	37% (44)	35% (42)	16% (19)	4% (4)	4% (4)	5%

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Table BPC24_3: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (414)	26% (296)	24% (277)	4% (42)	2% (21)	9%
All Christian	37% (181)	23% (113)	27% (132)	4% (19)	2% (8)	7%
Agnostic/Nothing in particular	33% (112)	27% (91)	24% (82)	3% (11)	3% (9)	10%
Something Else	39% (98)	28% (70)	22% (54)	4% (10)	— (1)	7%
Evangelical	37% (131)	27% (94)	24% (83)	5% (17)	1% (3)	7%
Non-Evangelical	39% (143)	23% (86)	26% (94)	3% (12)	2% (6)	7%
Community: Urban	35% (93)	26% (68)	21% (56)	3% (9)	3% (7)	12%
Community: Suburban	37% (197)	29% (154)	23% (125)	3% (15)	1% (5)	7%
Community: Rural	36% (125)	21% (74)	28% (96)	5% (18)	2% (9)	7%
Employ: Private Sector	36% (326)	26% (234)	25% (224)	3% (32)	1% (13)	9%
Employ: Government	37% (80)	28% (60)	21% (45)	4% (9)	3% (7)	7%
Military HH: Yes	37% (37)	28% (28)	25% (25)	3% (3)	2% (2)	5%
Military HH: No	36% (377)	26% (268)	24% (252)	4% (39)	2% (19)	9%
RD/WT: Right Direction	38% (110)	22% (64)	23% (67)	5% (14)	1% (3)	11%
RD/WT: Wrong Track	36% (305)	27% (232)	24% (209)	3% (29)	2% (18)	8%
Biden Job Approve	37% (157)	27% (115)	22% (95)	4% (18)	1% (5)	8%
Biden Job Disapprove	35% (235)	26% (169)	26% (170)	3% (23)	2% (15)	8%
Biden Job Strongly Approve	37% (43)	18% (21)	27% (31)	3% (3)	5% (5)	10%
Biden Job Somewhat Approve	37% (114)	30% (94)	21% (65)	5% (15)	— (0)	7%
Biden Job Somewhat Disapprove	35% (81)	34% (80)	19% (44)	3% (7)	5% (11)	5%
Biden Job Strongly Disapprove	36% (154)	21% (89)	29% (126)	4% (16)	1% (5)	9%
Favorable of Biden	39% (176)	27% (122)	22% (101)	4% (17)	2% (7)	7%
Unfavorable of Biden	35% (217)	26% (164)	26% (162)	3% (19)	2% (12)	8%
Very Favorable of Biden	40% (54)	19% (25)	27% (36)	3% (4)	3% (4)	8%
Somewhat Favorable of Biden	38% (122)	30% (97)	20% (65)	4% (13)	1% (3)	6%
Somewhat Unfavorable of Biden	36% (60)	35% (58)	21% (35)	1% (2)	2% (3)	6%
Very Unfavorable of Biden	34% (157)	23% (106)	28% (128)	4% (17)	2% (9)	9%

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Table BPC24_3: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (414)	26% (296)	24% (277)	4% (42)	2% (21)	9%
#1 Issue: Economy	38% (240)	24% (147)	24% (147)	5% (29)	2% (11)	8%
#1 Issue: Security	32% (41)	25% (32)	29% (38)	3% (4)	3% (3)	9%
#1 Issue: Health Care	28% (31)	33% (37)	23% (26)	3% (4)	3% (3)	9%
#1 Issue: Women's Issues	42% (37)	25% (23)	24% (22)	— (0)	— (0)	9%
#1 Issue: Education	38% (25)	27% (18)	20% (14)	3% (2)	4% (3)	8%
#1 Issue: Energy	34% (24)	36% (26)	19% (13)	4% (3)	1% (1)	6%
2020 Vote: Joe Biden	39% (185)	26% (122)	21% (99)	4% (17)	2% (10)	9%
2020 Vote: Donald Trump	34% (140)	26% (104)	28% (115)	4% (16)	2% (7)	6%
2020 Vote: Didn't Vote	34% (76)	24% (53)	25% (55)	3% (8)	1% (2)	13%
2018 House Vote: Democrat	39% (146)	25% (95)	22% (84)	4% (16)	1% (6)	9%
2018 House Vote: Republican	38% (128)	25% (85)	25% (83)	3% (11)	3% (10)	5%
2016 Vote: Hillary Clinton	41% (155)	26% (98)	20% (73)	3% (9)	2% (7)	8%
2016 Vote: Donald Trump	34% (117)	25% (88)	28% (99)	5% (17)	2% (6)	6%
2016 Vote: Other	41% (22)	24% (12)	28% (14)	— (0)	3% (2)	4%
2016 Vote: Didn't Vote	32% (121)	26% (98)	24% (90)	4% (16)	2% (6)	12%
Voted in 2014: Yes	37% (232)	26% (159)	25% (156)	3% (20)	2% (10)	7%
Voted in 2014: No	35% (182)	26% (137)	23% (121)	4% (22)	2% (10)	10%
4-Region: Northeast	35% (69)	25% (51)	25% (49)	3% (5)	1% (2)	12%
4-Region: Midwest	40% (103)	29% (73)	22% (56)	4% (9)	1% (3)	5%
4-Region: South	38% (175)	25% (113)	23% (106)	3% (16)	2% (9)	8%
4-Region: West	29% (67)	25% (59)	28% (65)	5% (12)	3% (7)	10%
Child(Ren) Aged 0-17	41% (334)	26% (215)	20% (164)	4% (34)	2% (14)	6%
Child(Ren) Aged 0-5	41% (144)	24% (85)	20% (71)	6% (20)	2% (8)	7%
Caregivers	42% (261)	26% (160)	19% (116)	5% (33)	2% (14)	5%
Caregiver for Aging Parent	40% (37)	19% (17)	20% (19)	8% (7)	4% (3)	9%
Caregiver for Sick or Disabled Family Member	40% (50)	26% (33)	20% (25)	4% (5)	5% (6)	5%

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Table BPC24_3: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (414)	26% (296)	24% (277)	4% (42)	2% (21)	9%
Caregiver for Child/Dependent	44% (210)	27% (130)	18% (85)	5% (23)	1% (6)	4%
Non-Business Owners	36% (414)	26% (296)	24% (277)	4% (42)	2% (21)	9%
Service Worker/Retail Sales/Laborers/Helpers	39% (142)	23% (84)	23% (85)	3% (10)	1% (5)	10%
Trade/Skilled Workers	34% (27)	25% (19)	18% (14)	2% (1)	3% (3)	18%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	31% (75)	29% (70)	31% (75)	3% (8)	2% (4)	4%
Health Care and Medical Professionals/Lab Techs/Pharmacists	35% (74)	28% (60)	22% (47)	7% (15)	1% (3)	7%
Other Professionals	38% (96)	25% (63)	23% (57)	3% (7)	2% (6)	9%
Access to Childcare	39% (119)	29% (88)	19% (58)	5% (14)	1% (4)	6%
No Access to Childcare	47% (128)	22% (60)	16% (43)	6% (18)	2% (6)	7%
Unsure of Access to Childcare	41% (37)	20% (18)	30% (27)	2% (2)	1% (0)	6%
More Financially Secure after Pandemic	38% (61)	23% (37)	25% (40)	4% (7)	2% (3)	8%
Less Financially Secure after the Pandemic	42% (260)	26% (159)	20% (123)	4% (27)	2% (12)	6%
Same Financial Security after the Pandemic	25% (93)	27% (100)	31% (113)	2% (8)	2% (6)	13%
Access to Paid Parental Leave	38% (171)	29% (128)	22% (97)	6% (25)	2% (8)	4%
No Access to Paid Parental Leave	35% (184)	27% (142)	24% (124)	2% (13)	2% (12)	10%
Access to Paid Caregiving Leave	39% (114)	25% (73)	26% (76)	4% (13)	1% (2)	6%
No Access to Paid Caregiving Leave	36% (223)	28% (176)	23% (140)	4% (23)	3% (17)	7%
No Access to Flexible Work Hours	38% (391)	26% (269)	23% (244)	4% (40)	2% (21)	7%
Access to Child Care as Employer Benefit	31% (34)	32% (34)	18% (20)	12% (13)	2% (2)	5%
No Access to Child Care as Employer Benefit	37% (314)	27% (228)	25% (212)	3% (25)	2% (17)	7%
Access to Mental Health Benefits	36% (137)	30% (112)	22% (85)	4% (15)	1% (4)	7%
No Access to Mental Health Benefits	36% (193)	26% (139)	25% (136)	4% (19)	3% (14)	7%
Ethnicity: White (Non-Hispanic)	36% (274)	25% (192)	26% (201)	3% (25)	1% (11)	8%
Ethnicity: Hispanic	32% (57)	25% (45)	21% (38)	6% (11)	2% (3)	14%
Ethnicity: Black (Non-Hispanic)	44% (53)	23% (28)	19% (23)	4% (5)	1% (2)	7%
Ethnicity: Asian + Other (Non-Hispanic)	39% (31)	37% (30)	18% (14)	— (0)	6% (4)	1%

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Table BPC24_3: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (414)	26% (296)	24% (277)	4% (42)	2% (21)	9%
Single, never married	37% (74)	20% (41)	22% (44)	5% (11)	— (1)	15%
Married	35% (210)	28% (168)	24% (146)	4% (22)	2% (10)	7%
Divorced	35% (53)	24% (36)	30% (46)	2% (3)	4% (5)	5%
Living with a partner	41% (55)	25% (33)	20% (26)	3% (4)	3% (4)	7%

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

Table BPC24_4: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (294)	23% (266)	34% (388)	5% (56)	2% (21)	11%
Gender: Female	26% (294)	23% (266)	34% (388)	5% (56)	2% (21)	11%
Age: 18-34	34% (98)	27% (78)	24% (69)	7% (20)	— (1)	9%
Age: 35-44	30% (148)	24% (119)	30% (153)	5% (25)	3% (15)	9%
Age: 45-64	13% (44)	20% (67)	47% (162)	4% (12)	1% (5)	15%
Millennials: 1981-1996	33% (199)	25% (155)	27% (165)	5% (31)	2% (11)	8%
GenXers: 1965-1980	18% (67)	22% (82)	42% (155)	4% (15)	2% (7)	13%
Baby Boomers: 1946-1964	13% (17)	18% (22)	45% (57)	5% (7)	2% (3)	16%
PID: Dem (no lean)	27% (117)	26% (112)	30% (128)	5% (21)	3% (12)	10%
PID: Ind (no lean)	24% (85)	19% (66)	39% (137)	4% (13)	— (1)	14%
PID: Rep (no lean)	25% (92)	24% (88)	34% (122)	6% (22)	2% (8)	8%
PID/Gender: Dem Women	27% (117)	26% (112)	30% (128)	5% (21)	3% (12)	10%
PID/Gender: Ind Women	24% (85)	19% (66)	39% (137)	4% (13)	— (1)	14%
PID/Gender: Rep Women	25% (92)	24% (88)	34% (122)	6% (22)	2% (8)	8%
Ideo: Liberal (1-3)	30% (90)	23% (71)	30% (91)	6% (18)	2% (5)	9%
Ideo: Moderate (4)	26% (89)	24% (83)	36% (124)	5% (19)	2% (6)	8%
Ideo: Conservative (5-7)	23% (83)	26% (95)	36% (131)	5% (17)	2% (8)	8%
Educ: < College	27% (186)	22% (154)	32% (226)	5% (36)	2% (14)	12%
Educ: Bachelors degree	20% (51)	26% (69)	39% (101)	4% (11)	2% (5)	9%
Educ: Post-grad	30% (58)	22% (43)	32% (61)	5% (9)	1% (2)	10%
Income: Under 50k	26% (143)	23% (125)	31% (170)	5% (27)	3% (14)	12%
Income: 50k-100k	27% (106)	21% (84)	35% (139)	6% (23)	2% (7)	9%
Income: 100k+	22% (45)	27% (56)	38% (78)	3% (7)	— (0)	9%
Ethnicity: White	25% (225)	23% (207)	35% (315)	5% (44)	1% (13)	11%
Ethnicity: Hispanic	23% (40)	24% (44)	30% (54)	6% (11)	2% (3)	15%
Ethnicity: Black	33% (41)	22% (27)	28% (35)	5% (6)	2% (3)	9%
Ethnicity: Other	23% (28)	26% (31)	32% (38)	6% (7)	4% (5)	9%

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Table BPC24_4: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (294)	23% (266)	34% (388)	5% (56)	2% (21)	11%
All Christian	25% (124)	26% (126)	32% (158)	5% (23)	2% (8)	10%
Agnostic/Nothing in particular	23% (79)	21% (72)	35% (120)	5% (18)	3% (11)	12%
Something Else	27% (69)	25% (62)	35% (86)	4% (10)	1% (1)	8%
Evangelical	27% (94)	27% (95)	32% (112)	6% (20)	1% (3)	8%
Non-Evangelical	26% (96)	24% (88)	34% (125)	4% (14)	1% (6)	11%
Community: Urban	27% (73)	23% (61)	31% (83)	4% (10)	3% (9)	11%
Community: Suburban	25% (136)	24% (129)	35% (187)	4% (22)	2% (9)	10%
Community: Rural	25% (86)	22% (76)	34% (118)	7% (24)	1% (3)	11%
Employ: Private Sector	25% (227)	23% (213)	35% (315)	5% (44)	2% (15)	10%
Employ: Government	27% (59)	23% (50)	30% (65)	5% (12)	2% (5)	12%
Military HH: Yes	29% (29)	19% (19)	42% (41)	3% (3)	— (0)	8%
Military HH: No	25% (265)	24% (247)	33% (346)	5% (53)	2% (21)	11%
RD/WT: Right Direction	30% (87)	22% (64)	32% (92)	4% (10)	1% (4)	11%
RD/WT: Wrong Track	24% (207)	23% (201)	34% (296)	5% (46)	2% (17)	11%
Biden Job Approve	26% (112)	26% (112)	35% (150)	2% (10)	1% (5)	9%
Biden Job Disapprove	25% (167)	22% (148)	33% (220)	7% (45)	2% (15)	10%
Biden Job Strongly Approve	30% (35)	19% (22)	33% (38)	1% (1)	4% (4)	13%
Biden Job Somewhat Approve	25% (77)	29% (90)	36% (111)	3% (9)	— (1)	7%
Biden Job Somewhat Disapprove	25% (58)	29% (68)	30% (69)	7% (17)	2% (6)	7%
Biden Job Strongly Disapprove	25% (109)	19% (81)	35% (150)	7% (28)	2% (10)	12%
Favorable of Biden	27% (125)	25% (116)	34% (156)	3% (14)	1% (5)	9%
Unfavorable of Biden	25% (154)	22% (137)	34% (215)	6% (38)	2% (13)	11%
Very Favorable of Biden	31% (41)	20% (27)	34% (45)	1% (1)	3% (4)	11%
Somewhat Favorable of Biden	26% (84)	28% (89)	34% (111)	4% (12)	— (1)	8%
Somewhat Unfavorable of Biden	26% (43)	26% (44)	33% (55)	3% (5)	3% (6)	9%
Very Unfavorable of Biden	24% (112)	20% (93)	35% (160)	7% (34)	2% (7)	11%

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Table BPC24_4: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (294)	23% (266)	34% (388)	5% (56)	2% (21)	11%
#1 Issue: Economy	27% (170)	22% (137)	32% (198)	7% (46)	2% (11)	10%
#1 Issue: Security	19% (24)	23% (29)	42% (54)	1% (2)	4% (5)	12%
#1 Issue: Health Care	27% (30)	27% (30)	26% (28)	4% (5)	2% (3)	14%
#1 Issue: Women's Issues	25% (22)	27% (24)	39% (35)	— (0)	— (0)	9%
#1 Issue: Education	29% (19)	23% (15)	37% (25)	— (0)	— (0)	12%
#1 Issue: Energy	25% (18)	21% (15)	41% (29)	3% (2)	2% (2)	8%
2020 Vote: Joe Biden	26% (125)	25% (121)	31% (146)	4% (20)	2% (12)	11%
2020 Vote: Donald Trump	25% (101)	23% (95)	36% (148)	6% (26)	1% (6)	7%
2020 Vote: Didn't Vote	24% (54)	17% (38)	37% (82)	3% (8)	2% (4)	17%
2018 House Vote: Democrat	28% (107)	25% (93)	33% (125)	4% (13)	2% (7)	9%
2018 House Vote: Republican	27% (92)	23% (75)	33% (110)	7% (23)	2% (6)	8%
2016 Vote: Hillary Clinton	28% (106)	25% (93)	30% (112)	4% (14)	3% (11)	10%
2016 Vote: Donald Trump	23% (81)	21% (72)	38% (132)	7% (23)	2% (8)	9%
2016 Vote: Other	34% (18)	19% (10)	37% (19)	6% (3)	— (0)	4%
2016 Vote: Didn't Vote	24% (89)	24% (90)	33% (124)	4% (17)	1% (2)	14%
Voted in 2014: Yes	27% (168)	21% (132)	35% (220)	5% (29)	2% (14)	9%
Voted in 2014: No	24% (126)	25% (134)	32% (168)	5% (27)	1% (7)	12%
4-Region: Northeast	26% (51)	21% (42)	33% (66)	4% (9)	1% (2)	15%
4-Region: Midwest	26% (67)	26% (67)	34% (87)	4% (11)	2% (5)	7%
4-Region: South	28% (129)	23% (106)	31% (143)	5% (25)	2% (7)	10%
4-Region: West	20% (46)	22% (51)	39% (91)	5% (12)	3% (7)	12%
Child(Ren) Aged 0-17	30% (245)	26% (208)	29% (232)	6% (47)	2% (13)	9%
Child(Ren) Aged 0-5	31% (108)	27% (96)	26% (93)	6% (20)	1% (2)	10%
Caregivers	29% (181)	28% (174)	29% (180)	5% (29)	2% (10)	7%
Caregiver for Aging Parent	31% (28)	24% (22)	26% (24)	5% (5)	5% (5)	8%
Caregiver for Sick or Disabled Family Member	31% (38)	27% (34)	27% (33)	6% (7)	1% (2)	7%

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Table BPC24_4: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (294)	23% (266)	34% (388)	5% (56)	2% (21)	11%
Caregiver for Child/Dependent	30% (142)	29% (140)	29% (139)	4% (20)	1% (4)	6%
Non-Business Owners	26% (294)	23% (266)	34% (388)	5% (56)	2% (21)	11%
Service Worker/Retail Sales/Laborers/Helpers	29% (106)	20% (74)	32% (117)	4% (14)	3% (11)	11%
Trade/Skilled Workers	30% (23)	23% (18)	24% (18)	2% (2)	1% (1)	20%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21% (51)	28% (67)	38% (93)	5% (13)	2% (5)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	25% (55)	26% (56)	30% (64)	6% (13)	— (1)	12%
Other Professionals	23% (59)	20% (51)	38% (95)	6% (15)	2% (4)	11%
Access to Childcare	28% (86)	29% (88)	29% (88)	4% (13)	1% (2)	8%
No Access to Childcare	37% (101)	23% (63)	23% (61)	7% (20)	1% (4)	9%
Unsure of Access to Childcare	27% (24)	23% (21)	34% (31)	2% (2)	5% (5)	8%
More Financially Secure after Pandemic	25% (40)	23% (37)	37% (59)	3% (5)	2% (3)	11%
Less Financially Secure after the Pandemic	30% (183)	25% (151)	30% (183)	6% (39)	3% (17)	7%
Same Financial Security after the Pandemic	19% (71)	21% (77)	39% (146)	4% (13)	— (2)	16%
Access to Paid Parental Leave	27% (122)	26% (118)	33% (149)	4% (20)	2% (7)	7%
No Access to Paid Parental Leave	25% (129)	23% (123)	33% (175)	6% (31)	2% (13)	10%
Access to Paid Caregiving Leave	25% (75)	27% (80)	32% (93)	5% (14)	1% (3)	10%
No Access to Paid Caregiving Leave	27% (168)	22% (140)	34% (214)	5% (33)	2% (15)	8%
No Access to Flexible Work Hours	27% (276)	24% (246)	33% (346)	5% (54)	2% (20)	9%
Access to Child Care as Employer Benefit	24% (26)	28% (31)	28% (30)	7% (7)	2% (2)	11%
No Access to Child Care as Employer Benefit	26% (219)	24% (206)	34% (292)	5% (46)	2% (18)	8%
Access to Mental Health Benefits	24% (91)	27% (102)	33% (126)	3% (12)	1% (5)	11%
No Access to Mental Health Benefits	26% (138)	23% (126)	34% (183)	6% (32)	3% (15)	8%
Ethnicity: White (Non-Hispanic)	25% (194)	23% (178)	35% (270)	5% (35)	1% (10)	10%
Ethnicity: Hispanic	23% (40)	24% (44)	30% (54)	6% (11)	2% (3)	15%
Ethnicity: Black (Non-Hispanic)	33% (40)	23% (27)	28% (33)	5% (6)	3% (3)	9%
Ethnicity: Asian + Other (Non-Hispanic)	25% (20)	20% (16)	38% (30)	6% (5)	6% (5)	5%

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Table BPC24_4: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	26% (294)	23% (266)	34% (388)	5% (56)	2% (21)	11%
Single, never married	30% (60)	16% (32)	28% (57)	7% (13)	1% (3)	18%
Married	25% (150)	24% (146)	35% (209)	5% (32)	1% (6)	10%
Divorced	23% (35)	25% (37)	34% (52)	4% (5)	5% (8)	9%
Living with a partner	26% (35)	26% (34)	33% (44)	3% (4)	3% (4)	8%

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

Table BPC24_5: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (415)	26% (294)	23% (259)	5% (60)	2% (24)	8%
Gender: Female	36% (415)	26% (294)	23% (259)	5% (60)	2% (24)	8%
Age: 18-34	41% (119)	28% (81)	17% (51)	6% (16)	2% (5)	7%
Age: 35-44	40% (199)	24% (121)	20% (100)	6% (31)	3% (15)	7%
Age: 45-64	27% (91)	26% (90)	31% (105)	4% (13)	1% (4)	12%
Millennials: 1981-1996	41% (249)	26% (159)	19% (115)	6% (35)	2% (13)	7%
GenXers: 1965-1980	33% (125)	25% (92)	26% (97)	4% (16)	2% (9)	9%
Baby Boomers: 1946-1964	20% (25)	29% (37)	30% (38)	5% (6)	2% (2)	14%
PID: Dem (no lean)	37% (162)	28% (120)	20% (85)	6% (26)	2% (8)	8%
PID: Ind (no lean)	37% (130)	23% (82)	24% (83)	5% (18)	— (0)	11%
PID: Rep (no lean)	34% (123)	25% (91)	25% (92)	5% (16)	4% (16)	7%
PID/Gender: Dem Women	37% (162)	28% (120)	20% (85)	6% (26)	2% (8)	8%
PID/Gender: Ind Women	37% (130)	23% (82)	24% (83)	5% (18)	— (0)	11%
PID/Gender: Rep Women	34% (123)	25% (91)	25% (92)	5% (16)	4% (16)	7%
Ideo: Liberal (1-3)	43% (129)	29% (89)	14% (42)	6% (19)	1% (4)	7%
Ideo: Moderate (4)	35% (123)	22% (76)	28% (97)	7% (23)	1% (5)	7%
Ideo: Conservative (5-7)	32% (118)	29% (107)	24% (88)	4% (15)	4% (13)	7%
Educ: < College	35% (245)	23% (159)	25% (174)	5% (37)	2% (16)	9%
Educ: Bachelors degree	34% (88)	31% (81)	21% (55)	5% (14)	1% (4)	7%
Educ: Post-grad	42% (81)	28% (54)	16% (30)	5% (9)	2% (4)	7%
Income: Under 50k	35% (189)	23% (126)	24% (133)	6% (30)	2% (13)	10%
Income: 50k-100k	37% (146)	28% (109)	21% (84)	5% (20)	3% (11)	6%
Income: 100k+	39% (80)	28% (58)	21% (42)	5% (10)	— (0)	8%
Ethnicity: White	35% (312)	26% (234)	24% (218)	5% (44)	2% (19)	8%
Ethnicity: Hispanic	38% (68)	24% (43)	19% (35)	6% (11)	1% (1)	12%
Ethnicity: Black	44% (55)	19% (24)	21% (27)	5% (7)	2% (2)	8%
Ethnicity: Other	40% (48)	30% (35)	12% (14)	9% (10)	2% (3)	8%

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Table BPC24_5: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (415)	26% (294)	23% (259)	5% (60)	2% (24)	8%
All Christian	35% (172)	27% (131)	24% (117)	5% (22)	2% (8)	8%
Agnostic/Nothing in particular	33% (113)	29% (98)	22% (75)	5% (18)	2% (6)	9%
Something Else	41% (103)	20% (49)	24% (61)	4% (9)	3% (8)	7%
Evangelical	35% (124)	26% (91)	24% (85)	5% (16)	3% (12)	7%
Non-Evangelical	40% (148)	23% (85)	23% (86)	4% (14)	1% (5)	8%
Community: Urban	34% (90)	30% (79)	22% (58)	3% (9)	2% (5)	9%
Community: Suburban	39% (210)	25% (134)	21% (112)	6% (31)	1% (6)	8%
Community: Rural	33% (115)	23% (81)	26% (89)	6% (20)	4% (13)	8%
Employ: Private Sector	36% (327)	25% (229)	23% (212)	5% (48)	1% (13)	9%
Employ: Government	37% (80)	27% (60)	19% (41)	6% (12)	5% (10)	7%
Military HH: Yes	44% (44)	21% (21)	20% (20)	6% (6)	1% (1)	8%
Military HH: No	35% (371)	26% (273)	23% (239)	5% (54)	2% (23)	8%
RD/WT: Right Direction	38% (109)	24% (69)	23% (66)	4% (12)	2% (5)	10%
RD/WT: Wrong Track	36% (306)	26% (225)	23% (193)	6% (48)	2% (19)	8%
Biden Job Approve	37% (158)	28% (120)	21% (88)	5% (23)	1% (6)	7%
Biden Job Disapprove	36% (235)	25% (166)	24% (158)	5% (33)	3% (19)	8%
Biden Job Strongly Approve	39% (45)	21% (24)	20% (23)	8% (9)	3% (4)	9%
Biden Job Somewhat Approve	37% (113)	31% (95)	21% (65)	5% (15)	1% (2)	6%
Biden Job Somewhat Disapprove	38% (88)	28% (66)	22% (51)	7% (16)	2% (5)	4%
Biden Job Strongly Disapprove	34% (147)	24% (101)	25% (108)	4% (17)	3% (14)	10%
Favorable of Biden	39% (180)	26% (118)	21% (96)	6% (26)	1% (6)	7%
Unfavorable of Biden	34% (215)	26% (164)	24% (149)	5% (30)	3% (16)	8%
Very Favorable of Biden	43% (58)	22% (30)	20% (26)	5% (6)	1% (2)	9%
Somewhat Favorable of Biden	38% (121)	27% (88)	22% (69)	6% (19)	1% (4)	6%
Somewhat Unfavorable of Biden	35% (59)	32% (55)	21% (35)	4% (8)	2% (4)	5%
Very Unfavorable of Biden	34% (156)	24% (109)	25% (114)	5% (23)	3% (13)	9%

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Table BPC24_5: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (415)	26% (294)	23% (259)	5% (60)	2% (24)	8%
#1 Issue: Economy	37% (233)	25% (153)	24% (149)	5% (34)	2% (10)	7%
#1 Issue: Security	30% (39)	27% (35)	23% (30)	7% (9)	4% (5)	9%
#1 Issue: Health Care	29% (33)	31% (34)	15% (17)	6% (7)	4% (4)	14%
#1 Issue: Women's Issues	45% (40)	23% (20)	21% (19)	3% (3)	— (0)	9%
#1 Issue: Education	37% (25)	25% (17)	20% (13)	7% (5)	3% (2)	8%
#1 Issue: Energy	40% (28)	28% (20)	25% (17)	— (0)	3% (2)	4%
2020 Vote: Joe Biden	40% (191)	25% (118)	20% (96)	5% (25)	2% (10)	8%
2020 Vote: Donald Trump	35% (140)	27% (109)	24% (98)	5% (22)	2% (10)	7%
2020 Vote: Didn't Vote	31% (70)	24% (54)	25% (55)	4% (10)	2% (4)	13%
2018 House Vote: Democrat	38% (143)	27% (104)	19% (74)	5% (20)	2% (6)	8%
2018 House Vote: Republican	40% (133)	24% (79)	22% (74)	6% (22)	2% (8)	6%
2016 Vote: Hillary Clinton	40% (149)	28% (104)	20% (73)	4% (16)	1% (4)	7%
2016 Vote: Donald Trump	34% (120)	25% (85)	24% (84)	6% (20)	3% (9)	8%
2016 Vote: Other	38% (20)	33% (17)	19% (10)	7% (4)	— (0)	3%
2016 Vote: Didn't Vote	34% (127)	23% (87)	25% (92)	6% (21)	3% (11)	10%
Voted in 2014: Yes	37% (229)	28% (172)	22% (138)	5% (30)	2% (10)	7%
Voted in 2014: No	35% (185)	23% (122)	23% (122)	6% (31)	3% (14)	10%
4-Region: Northeast	35% (70)	22% (45)	24% (48)	5% (11)	1% (2)	12%
4-Region: Midwest	38% (97)	29% (74)	22% (56)	5% (12)	2% (4)	5%
4-Region: South	38% (173)	25% (113)	22% (99)	5% (24)	3% (12)	8%
4-Region: West	32% (74)	27% (63)	24% (55)	6% (13)	3% (7)	9%
Child(Ren) Aged 0-17	41% (333)	25% (202)	21% (168)	6% (46)	2% (15)	6%
Child(Ren) Aged 0-5	39% (139)	26% (94)	18% (64)	7% (23)	2% (6)	8%
Caregivers	42% (257)	24% (148)	21% (129)	6% (37)	2% (13)	5%
Caregiver for Aging Parent	40% (38)	19% (18)	21% (19)	7% (6)	4% (4)	9%
Caregiver for Sick or Disabled Family Member	42% (51)	17% (22)	27% (33)	8% (10)	2% (2)	4%

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Table BPC24_5: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (415)	26% (294)	23% (259)	5% (60)	2% (24)	8%
Caregiver for Child/Dependent	44% (207)	26% (123)	19% (92)	5% (24)	2% (8)	5%
Non-Business Owners	36% (415)	26% (294)	23% (259)	5% (60)	2% (24)	8%
Service Worker/Retail Sales/Laborers/Helpers	37% (133)	25% (92)	22% (81)	4% (14)	2% (7)	9%
Trade/Skilled Workers	45% (35)	18% (14)	13% (10)	6% (5)	4% (3)	13%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	32% (77)	29% (69)	27% (64)	7% (17)	1% (3)	5%
Health Care and Medical Professionals/Lab Techs/Pharmacists	37% (79)	23% (50)	24% (52)	7% (15)	1% (1)	8%
Other Professionals	36% (92)	27% (69)	21% (52)	4% (9)	4% (9)	9%
Access to Childcare	38% (115)	30% (89)	21% (63)	5% (14)	1% (3)	6%
No Access to Childcare	47% (128)	21% (57)	15% (40)	8% (22)	2% (7)	7%
Unsure of Access to Childcare	34% (30)	28% (25)	30% (27)	2% (2)	1% (1)	6%
More Financially Secure after Pandemic	40% (65)	19% (32)	23% (38)	6% (9)	2% (3)	9%
Less Financially Secure after the Pandemic	42% (257)	25% (153)	19% (118)	6% (38)	3% (16)	6%
Same Financial Security after the Pandemic	25% (93)	30% (110)	28% (104)	4% (13)	1% (5)	12%
Access to Paid Parental Leave	39% (173)	25% (112)	24% (107)	5% (24)	2% (7)	5%
No Access to Paid Parental Leave	36% (189)	27% (142)	20% (105)	6% (32)	3% (15)	8%
Access to Paid Caregiving Leave	40% (118)	24% (69)	26% (75)	4% (11)	1% (4)	6%
No Access to Paid Caregiving Leave	37% (228)	27% (169)	20% (127)	7% (42)	3% (17)	6%
No Access to Flexible Work Hours	38% (393)	26% (271)	22% (224)	5% (55)	2% (22)	7%
Access to Child Care as Employer Benefit	36% (39)	25% (27)	22% (24)	9% (10)	1% (1)	7%
No Access to Child Care as Employer Benefit	36% (311)	28% (235)	22% (185)	5% (47)	2% (19)	7%
Access to Mental Health Benefits	36% (139)	30% (112)	22% (83)	3% (13)	2% (6)	7%
No Access to Mental Health Benefits	36% (195)	25% (134)	22% (120)	7% (40)	3% (15)	7%
Ethnicity: White (Non-Hispanic)	35% (269)	26% (199)	24% (183)	5% (36)	2% (18)	8%
Ethnicity: Hispanic	38% (68)	24% (43)	19% (35)	6% (11)	1% (1)	12%
Ethnicity: Black (Non-Hispanic)	43% (51)	20% (24)	22% (27)	5% (7)	2% (2)	8%
Ethnicity: Asian + Other (Non-Hispanic)	33% (27)	34% (28)	18% (14)	9% (7)	3% (3)	3%

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Table BPC24_5: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	36% (415)	26% (294)	23% (259)	5% (60)	2% (24)	8%
Single, never married	36% (73)	18% (35)	20% (40)	9% (18)	3% (5)	15%
Married	36% (214)	29% (175)	23% (135)	4% (26)	1% (7)	7%
Divorced	32% (49)	27% (40)	24% (37)	5% (7)	5% (7)	7%
Living with a partner	43% (57)	23% (31)	21% (27)	5% (7)	3% (3)	5%

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

Table BPC24_6: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (380)	26% (302)	24% (278)	5% (59)	2% (22)	9%
Gender: Female	33% (380)	26% (302)	24% (278)	5% (59)	2% (22)	9%
Age: 18-34	42% (124)	28% (82)	15% (43)	6% (19)	1% (4)	8%
Age: 35-44	35% (174)	27% (137)	24% (119)	5% (24)	2% (9)	8%
Age: 45-64	23% (78)	24% (82)	33% (112)	4% (15)	3% (10)	13%
Millennials: 1981-1996	38% (233)	28% (172)	20% (123)	5% (33)	2% (9)	7%
GenXers: 1965-1980	30% (110)	23% (86)	28% (106)	5% (19)	2% (8)	12%
Baby Boomers: 1946-1964	17% (21)	26% (33)	36% (45)	4% (5)	4% (5)	13%
PID: Dem (no lean)	36% (156)	28% (121)	20% (88)	5% (21)	3% (11)	8%
PID: Ind (no lean)	32% (113)	23% (81)	27% (93)	5% (16)	— (2)	13%
PID: Rep (no lean)	31% (111)	28% (100)	27% (97)	6% (21)	3% (9)	7%
PID/Gender: Dem Women	36% (156)	28% (121)	20% (88)	5% (21)	3% (11)	8%
PID/Gender: Ind Women	32% (113)	23% (81)	27% (93)	5% (16)	— (2)	13%
PID/Gender: Rep Women	31% (111)	28% (100)	27% (97)	6% (21)	3% (9)	7%
Ideo: Liberal (1-3)	38% (115)	30% (92)	18% (56)	5% (15)	1% (4)	7%
Ideo: Moderate (4)	34% (118)	26% (92)	25% (86)	6% (21)	2% (6)	7%
Ideo: Conservative (5-7)	28% (101)	28% (101)	28% (103)	6% (21)	3% (11)	7%
Educ: < College	34% (237)	23% (161)	26% (179)	5% (32)	2% (13)	11%
Educ: Bachelors degree	28% (72)	36% (95)	22% (57)	4% (10)	3% (7)	7%
Educ: Post-grad	37% (72)	24% (46)	22% (42)	8% (16)	1% (2)	8%
Income: Under 50k	35% (191)	24% (130)	23% (126)	5% (26)	2% (13)	11%
Income: 50k-100k	31% (123)	28% (109)	26% (102)	5% (20)	2% (10)	8%
Income: 100k+	32% (66)	30% (62)	25% (50)	6% (12)	— (0)	7%
Ethnicity: White	31% (280)	27% (240)	26% (234)	6% (50)	2% (16)	9%
Ethnicity: Hispanic	39% (70)	25% (44)	21% (38)	4% (7)	— (0)	11%
Ethnicity: Black	42% (53)	22% (27)	19% (24)	3% (4)	2% (3)	11%
Ethnicity: Other	40% (48)	29% (34)	17% (21)	4% (5)	3% (3)	7%

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Table BPC24_6: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (380)	26% (302)	24% (278)	5% (59)	2% (22)	9%
All Christian	32% (158)	24% (119)	27% (134)	6% (29)	2% (9)	8%
Agnostic/Nothing in particular	33% (112)	27% (93)	22% (76)	5% (18)	3% (9)	10%
Something Else	33% (83)	29% (71)	24% (59)	3% (8)	1% (3)	10%
Evangelical	31% (110)	28% (98)	25% (90)	6% (20)	1% (4)	9%
Non-Evangelical	34% (126)	24% (88)	27% (99)	4% (16)	2% (8)	9%
Community: Urban	33% (88)	28% (73)	22% (57)	4% (11)	1% (3)	12%
Community: Suburban	34% (184)	27% (144)	24% (128)	5% (28)	2% (11)	8%
Community: Rural	31% (109)	24% (85)	27% (94)	6% (20)	2% (8)	9%
Employ: Private Sector	34% (305)	26% (237)	24% (219)	5% (44)	2% (16)	10%
Employ: Government	31% (67)	28% (61)	25% (53)	6% (12)	3% (6)	8%
Military HH: Yes	39% (39)	25% (24)	20% (20)	8% (8)	— (0)	8%
Military HH: No	33% (341)	26% (277)	25% (258)	5% (50)	2% (22)	9%
RD/WT: Right Direction	36% (105)	24% (69)	23% (68)	4% (11)	2% (5)	11%
RD/WT: Wrong Track	32% (275)	27% (232)	25% (211)	6% (48)	2% (17)	9%
Biden Job Approve	32% (135)	29% (125)	25% (104)	5% (20)	2% (7)	8%
Biden Job Disapprove	34% (224)	26% (169)	24% (161)	6% (38)	2% (12)	9%
Biden Job Strongly Approve	34% (39)	21% (24)	25% (28)	6% (7)	3% (3)	11%
Biden Job Somewhat Approve	31% (97)	32% (100)	25% (76)	4% (13)	1% (3)	6%
Biden Job Somewhat Disapprove	35% (82)	30% (70)	21% (49)	6% (14)	2% (5)	6%
Biden Job Strongly Disapprove	33% (143)	23% (99)	26% (112)	6% (24)	2% (7)	10%
Favorable of Biden	34% (156)	28% (128)	23% (105)	4% (20)	2% (8)	8%
Unfavorable of Biden	33% (205)	26% (163)	25% (157)	5% (34)	2% (11)	9%
Very Favorable of Biden	38% (50)	19% (26)	24% (32)	5% (6)	3% (3)	12%
Somewhat Favorable of Biden	33% (106)	32% (102)	23% (73)	4% (14)	2% (5)	7%
Somewhat Unfavorable of Biden	34% (57)	33% (55)	22% (37)	4% (7)	2% (4)	5%
Very Unfavorable of Biden	32% (148)	24% (108)	26% (120)	6% (27)	2% (8)	10%

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Table BPC24_6: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (380)	26% (302)	24% (278)	5% (59)	2% (22)	9%
#1 Issue: Economy	35% (217)	25% (158)	24% (151)	6% (35)	2% (11)	8%
#1 Issue: Security	28% (37)	21% (27)	32% (41)	4% (6)	3% (3)	12%
#1 Issue: Health Care	29% (32)	28% (31)	22% (24)	6% (7)	3% (3)	12%
#1 Issue: Women's Issues	41% (37)	29% (26)	19% (17)	1% (1)	— (0)	10%
#1 Issue: Education	34% (23)	24% (16)	23% (16)	9% (6)	1% (1)	8%
#1 Issue: Energy	34% (24)	38% (27)	17% (12)	3% (2)	3% (2)	4%
2020 Vote: Joe Biden	36% (171)	27% (130)	20% (97)	5% (26)	2% (10)	9%
2020 Vote: Donald Trump	32% (131)	25% (102)	30% (124)	4% (15)	2% (8)	6%
2020 Vote: Didn't Vote	29% (65)	24% (53)	23% (51)	6% (14)	2% (4)	16%
2018 House Vote: Democrat	37% (139)	27% (101)	21% (80)	4% (17)	2% (8)	9%
2018 House Vote: Republican	33% (111)	27% (90)	27% (90)	5% (18)	2% (7)	6%
2016 Vote: Hillary Clinton	36% (134)	28% (106)	22% (82)	5% (17)	1% (5)	8%
2016 Vote: Donald Trump	30% (103)	25% (88)	29% (100)	5% (18)	2% (8)	8%
2016 Vote: Other	35% (18)	25% (13)	24% (13)	8% (4)	4% (2)	4%
2016 Vote: Didn't Vote	33% (125)	25% (94)	22% (83)	5% (19)	2% (7)	12%
Voted in 2014: Yes	32% (200)	26% (163)	27% (168)	5% (30)	2% (13)	8%
Voted in 2014: No	34% (180)	26% (138)	21% (111)	5% (29)	2% (9)	11%
4-Region: Northeast	30% (59)	26% (52)	23% (46)	6% (12)	3% (6)	12%
4-Region: Midwest	33% (86)	33% (85)	23% (59)	3% (8)	2% (5)	5%
4-Region: South	35% (159)	22% (99)	26% (120)	6% (27)	2% (8)	10%
4-Region: West	33% (77)	28% (65)	23% (53)	5% (11)	1% (3)	11%
Child(Ren) Aged 0-17	37% (305)	28% (226)	21% (170)	6% (47)	1% (11)	7%
Child(Ren) Aged 0-5	39% (137)	28% (99)	17% (60)	6% (22)	2% (5)	8%
Caregivers	37% (229)	29% (180)	21% (128)	5% (30)	2% (14)	6%
Caregiver for Aging Parent	35% (33)	24% (22)	26% (24)	2% (2)	4% (4)	9%
Caregiver for Sick or Disabled Family Member	34% (41)	28% (35)	24% (30)	6% (7)	3% (3)	5%

Continued on next page

Table BPC24_6: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (380)	26% (302)	24% (278)	5% (59)	2% (22)	9%
Caregiver for Child/Dependent	40% (188)	30% (143)	19% (89)	5% (23)	2% (8)	5%
Non-Business Owners	33% (380)	26% (302)	24% (278)	5% (59)	2% (22)	9%
Service Worker/Retail Sales/Laborers/Helpers	39% (142)	23% (83)	23% (82)	4% (13)	1% (5)	10%
Trade/Skilled Workers	39% (30)	23% (18)	19% (15)	3% (3)	2% (2)	13%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	27% (67)	27% (66)	31% (74)	6% (15)	3% (6)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	33% (70)	30% (64)	22% (47)	6% (13)	1% (2)	9%
Other Professionals	28% (71)	28% (71)	24% (61)	6% (15)	3% (8)	11%
Access to Childcare	33% (100)	31% (92)	20% (60)	8% (24)	1% (2)	8%
No Access to Childcare	46% (127)	23% (64)	16% (44)	5% (15)	2% (6)	7%
Unsure of Access to Childcare	37% (33)	31% (27)	26% (23)	2% (1)	— (0)	6%
More Financially Secure after Pandemic	36% (58)	25% (40)	25% (40)	4% (7)	2% (3)	9%
Less Financially Secure after the Pandemic	38% (233)	27% (169)	20% (125)	5% (33)	2% (14)	7%
Same Financial Security after the Pandemic	24% (89)	25% (93)	31% (113)	5% (19)	1% (5)	13%
Access to Paid Parental Leave	36% (163)	25% (114)	27% (120)	3% (15)	1% (6)	7%
No Access to Paid Parental Leave	30% (158)	30% (156)	22% (115)	7% (38)	2% (13)	9%
Access to Paid Caregiving Leave	36% (107)	26% (75)	26% (76)	3% (8)	1% (4)	8%
No Access to Paid Caregiving Leave	32% (202)	27% (167)	24% (149)	7% (43)	2% (15)	7%
No Access to Flexible Work Hours	34% (355)	27% (277)	24% (250)	5% (57)	2% (21)	7%
Access to Child Care as Employer Benefit	31% (33)	28% (31)	24% (26)	5% (6)	2% (2)	10%
No Access to Child Care as Employer Benefit	34% (287)	28% (236)	24% (204)	6% (49)	2% (17)	7%
Access to Mental Health Benefits	29% (110)	32% (122)	24% (90)	5% (19)	1% (4)	9%
No Access to Mental Health Benefits	34% (181)	25% (137)	25% (137)	6% (33)	2% (11)	7%
Ethnicity: White (Non-Hispanic)	30% (234)	27% (204)	26% (198)	6% (43)	2% (16)	9%
Ethnicity: Hispanic	39% (70)	25% (44)	21% (38)	4% (7)	— (0)	11%
Ethnicity: Black (Non-Hispanic)	41% (49)	23% (27)	20% (24)	3% (4)	2% (3)	11%
Ethnicity: Asian + Other (Non-Hispanic)	34% (27)	32% (26)	22% (18)	6% (5)	4% (3)	2%

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Table BPC24_6: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (380)	26% (302)	24% (278)	5% (59)	2% (22)	9%
Single, never married	34% (70)	23% (46)	20% (41)	4% (8)	1% (2)	17%
Married	31% (188)	29% (174)	26% (154)	5% (32)	1% (8)	8%
Divorced	29% (44)	23% (34)	29% (44)	7% (10)	4% (7)	8%
Living with a partner	43% (56)	25% (33)	17% (23)	6% (8)	3% (3)	7%

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

Table BPC24_7: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (259)	19% (222)	37% (425)	6% (66)	4% (44)	11%
Gender: Female	23% (259)	19% (222)	37% (425)	6% (66)	4% (44)	11%
Age: 18-34	25% (74)	23% (68)	30% (88)	7% (22)	2% (7)	12%
Age: 35-44	27% (138)	19% (98)	34% (172)	5% (27)	5% (23)	9%
Age: 45-64	13% (43)	16% (56)	47% (160)	5% (16)	4% (14)	15%
Millennials: 1981-1996	27% (165)	22% (138)	31% (190)	7% (40)	3% (19)	10%
GenXers: 1965-1980	18% (69)	17% (63)	43% (161)	5% (17)	5% (18)	12%
Baby Boomers: 1946-1964	12% (15)	15% (18)	49% (61)	5% (6)	3% (4)	16%
PID: Dem (no lean)	24% (104)	21% (93)	34% (148)	7% (30)	4% (17)	10%
PID: Ind (no lean)	22% (76)	18% (63)	36% (126)	6% (22)	4% (13)	15%
PID: Rep (no lean)	22% (79)	18% (67)	42% (151)	4% (13)	4% (15)	10%
PID/Gender: Dem Women	24% (104)	21% (93)	34% (148)	7% (30)	4% (17)	10%
PID/Gender: Ind Women	22% (76)	18% (63)	36% (126)	6% (22)	4% (13)	15%
PID/Gender: Rep Women	22% (79)	18% (67)	42% (151)	4% (13)	4% (15)	10%
Ideo: Liberal (1-3)	24% (74)	24% (72)	30% (92)	7% (22)	4% (12)	10%
Ideo: Moderate (4)	24% (84)	19% (68)	38% (132)	6% (22)	4% (14)	8%
Ideo: Conservative (5-7)	20% (72)	19% (68)	42% (154)	4% (16)	4% (13)	11%
Educ: < College	23% (162)	18% (127)	37% (258)	6% (42)	3% (18)	13%
Educ: Bachelors degree	18% (47)	22% (58)	38% (99)	6% (17)	7% (18)	8%
Educ: Post-grad	26% (49)	19% (37)	35% (68)	4% (7)	4% (8)	12%
Income: Under 50k	25% (135)	18% (101)	35% (190)	6% (32)	3% (18)	13%
Income: 50k-100k	21% (83)	20% (81)	40% (157)	5% (21)	4% (17)	9%
Income: 100k+	20% (41)	20% (41)	38% (79)	6% (13)	4% (9)	11%
Ethnicity: White	21% (189)	20% (180)	38% (343)	6% (51)	4% (33)	12%
Ethnicity: Hispanic	25% (45)	18% (32)	33% (59)	4% (8)	6% (11)	14%
Ethnicity: Black	30% (38)	17% (21)	33% (41)	3% (4)	5% (6)	12%
Ethnicity: Other	27% (32)	18% (21)	34% (41)	9% (11)	4% (5)	8%

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Table BPC24_7: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (259)	19% (222)	37% (425)	6% (66)	4% (44)	11%
All Christian	22% (110)	21% (104)	36% (175)	5% (25)	4% (18)	12%
Agnostic/Nothing in particular	19% (66)	20% (69)	37% (126)	8% (27)	4% (13)	12%
Something Else	27% (66)	17% (43)	40% (101)	4% (11)	3% (7)	9%
Evangelical	24% (84)	21% (74)	38% (134)	5% (18)	4% (12)	9%
Non-Evangelical	24% (89)	19% (69)	37% (137)	4% (15)	3% (13)	12%
Community: Urban	27% (71)	16% (43)	35% (93)	4% (11)	6% (15)	12%
Community: Suburban	22% (118)	22% (117)	34% (184)	6% (31)	3% (17)	13%
Community: Rural	20% (70)	18% (62)	43% (148)	7% (24)	4% (12)	9%
Employ: Private Sector	22% (202)	20% (180)	38% (341)	6% (55)	3% (31)	11%
Employ: Government	22% (48)	19% (41)	35% (76)	5% (10)	5% (11)	14%
Military HH: Yes	17% (17)	17% (17)	47% (47)	6% (6)	3% (3)	11%
Military HH: No	23% (241)	20% (206)	36% (379)	6% (60)	4% (42)	12%
RD/WT: Right Direction	23% (65)	20% (58)	35% (101)	6% (16)	4% (12)	13%
RD/WT: Wrong Track	23% (194)	19% (165)	38% (324)	6% (49)	4% (33)	11%
Biden Job Approve	22% (92)	24% (100)	35% (147)	6% (25)	4% (18)	10%
Biden Job Disapprove	23% (152)	18% (119)	39% (258)	6% (37)	3% (23)	11%
Biden Job Strongly Approve	24% (28)	18% (21)	37% (43)	5% (6)	4% (4)	12%
Biden Job Somewhat Approve	21% (64)	26% (79)	34% (105)	6% (19)	5% (14)	9%
Biden Job Somewhat Disapprove	21% (49)	21% (49)	38% (90)	9% (22)	5% (11)	6%
Biden Job Strongly Disapprove	24% (104)	16% (70)	39% (169)	4% (15)	3% (12)	14%
Favorable of Biden	23% (105)	22% (101)	34% (156)	7% (34)	4% (17)	9%
Unfavorable of Biden	22% (140)	19% (116)	39% (247)	4% (27)	3% (21)	12%
Very Favorable of Biden	24% (32)	20% (27)	35% (46)	6% (8)	3% (4)	12%
Somewhat Favorable of Biden	23% (73)	23% (73)	34% (110)	8% (26)	4% (13)	8%
Somewhat Unfavorable of Biden	21% (35)	25% (42)	36% (60)	5% (8)	5% (8)	9%
Very Unfavorable of Biden	23% (105)	16% (74)	41% (187)	4% (19)	3% (13)	13%

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Table BPC24_7: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (259)	19% (222)	37% (425)	6% (66)	4% (44)	11%
#1 Issue: Economy	23% (141)	18% (114)	37% (234)	6% (40)	4% (24)	11%
#1 Issue: Security	23% (29)	15% (20)	44% (57)	6% (7)	3% (4)	9%
#1 Issue: Health Care	21% (23)	23% (25)	31% (35)	2% (3)	8% (9)	14%
#1 Issue: Women's Issues	26% (23)	21% (19)	36% (32)	5% (4)	2% (2)	10%
#1 Issue: Education	22% (15)	21% (14)	33% (22)	9% (6)	2% (1)	14%
#1 Issue: Energy	22% (16)	28% (20)	38% (26)	7% (5)	1% (1)	4%
2020 Vote: Joe Biden	23% (108)	21% (102)	33% (158)	6% (29)	5% (26)	11%
2020 Vote: Donald Trump	22% (90)	19% (78)	43% (174)	3% (13)	3% (13)	10%
2020 Vote: Didn't Vote	22% (50)	16% (35)	36% (80)	9% (19)	1% (3)	16%
2018 House Vote: Democrat	24% (90)	19% (71)	36% (135)	6% (24)	5% (20)	11%
2018 House Vote: Republican	24% (81)	21% (69)	39% (131)	3% (11)	4% (12)	9%
2016 Vote: Hillary Clinton	23% (85)	22% (82)	34% (126)	6% (24)	5% (17)	11%
2016 Vote: Donald Trump	21% (73)	20% (68)	41% (141)	4% (13)	5% (16)	10%
2016 Vote: Other	32% (17)	23% (12)	33% (17)	5% (3)	2% (1)	4%
2016 Vote: Didn't Vote	22% (84)	16% (60)	38% (141)	7% (26)	3% (10)	15%
Voted in 2014: Yes	23% (142)	20% (123)	38% (237)	5% (31)	4% (26)	10%
Voted in 2014: No	22% (117)	19% (99)	36% (189)	7% (34)	3% (18)	13%
4-Region: Northeast	19% (38)	19% (38)	35% (71)	6% (12)	4% (8)	17%
4-Region: Midwest	24% (61)	21% (53)	40% (101)	7% (17)	3% (9)	6%
4-Region: South	25% (117)	21% (95)	35% (161)	3% (15)	4% (19)	11%
4-Region: West	18% (43)	16% (36)	39% (92)	9% (22)	4% (9)	14%
Child(Ren) Aged 0-17	26% (213)	21% (169)	34% (277)	6% (51)	3% (27)	10%
Child(Ren) Aged 0-5	26% (92)	22% (78)	31% (108)	8% (27)	3% (10)	11%
Caregivers	27% (164)	20% (124)	32% (200)	8% (48)	5% (29)	8%
Caregiver for Aging Parent	29% (27)	13% (12)	36% (34)	2% (2)	9% (8)	11%
Caregiver for Sick or Disabled Family Member	34% (41)	20% (25)	27% (34)	8% (10)	4% (5)	7%

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Table BPC24_7: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (259)	19% (222)	37% (425)	6% (66)	4% (44)	11%
Caregiver for Child/Dependent	26% (122)	22% (106)	31% (148)	8% (40)	4% (21)	8%
Non-Business Owners	23% (259)	19% (222)	37% (425)	6% (66)	4% (44)	11%
Service Worker/Retail Sales/Laborers/Helpers	24% (86)	19% (70)	37% (133)	4% (14)	4% (13)	13%
Trade/Skilled Workers	26% (20)	15% (12)	32% (25)	3% (2)	5% (4)	20%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19% (47)	22% (54)	42% (101)	7% (17)	4% (10)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	26% (56)	21% (46)	31% (66)	9% (19)	3% (6)	10%
Other Professionals	20% (50)	16% (41)	40% (101)	5% (14)	5% (13)	13%
Access to Childcare	23% (71)	23% (71)	36% (108)	6% (17)	1% (3)	10%
No Access to Childcare	30% (81)	21% (58)	25% (68)	8% (21)	6% (16)	10%
Unsure of Access to Childcare	26% (24)	16% (14)	43% (38)	6% (5)	1% (1)	8%
More Financially Secure after Pandemic	17% (28)	25% (41)	33% (54)	7% (11)	4% (7)	14%
Less Financially Secure after the Pandemic	28% (172)	19% (115)	34% (211)	7% (40)	5% (29)	8%
Same Financial Security after the Pandemic	16% (59)	18% (66)	44% (161)	4% (14)	2% (9)	16%
Access to Paid Parental Leave	25% (112)	19% (84)	38% (171)	6% (27)	4% (17)	8%
No Access to Paid Parental Leave	20% (108)	21% (111)	36% (190)	6% (34)	4% (23)	12%
Access to Paid Caregiving Leave	24% (72)	19% (56)	36% (105)	7% (21)	3% (10)	10%
No Access to Paid Caregiving Leave	23% (143)	20% (126)	37% (230)	6% (37)	4% (28)	9%
No Access to Flexible Work Hours	23% (242)	20% (210)	36% (375)	6% (63)	4% (42)	10%
Access to Child Care as Employer Benefit	20% (22)	26% (28)	30% (32)	11% (12)	2% (2)	11%
No Access to Child Care as Employer Benefit	23% (194)	21% (176)	38% (326)	5% (43)	4% (38)	9%
Access to Mental Health Benefits	21% (79)	23% (88)	34% (129)	7% (26)	4% (17)	11%
No Access to Mental Health Benefits	24% (128)	18% (99)	40% (214)	5% (27)	4% (22)	9%
Ethnicity: White (Non-Hispanic)	20% (155)	20% (156)	39% (298)	6% (46)	3% (22)	12%
Ethnicity: Hispanic	25% (45)	18% (32)	33% (59)	4% (8)	6% (11)	14%
Ethnicity: Black (Non-Hispanic)	30% (36)	17% (21)	33% (40)	3% (4)	5% (6)	12%
Ethnicity: Asian + Other (Non-Hispanic)	29% (23)	16% (13)	36% (29)	9% (8)	7% (5)	3%

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Table BPC24_7: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (259)	19% (222)	37% (425)	6% (66)	4% (44)	11%
Single, never married	26% (51)	16% (33)	30% (60)	6% (12)	4% (7)	19%
Married	22% (130)	20% (122)	37% (223)	7% (41)	3% (20)	11%
Divorced	22% (33)	15% (22)	47% (70)	2% (3)	6% (10)	8%
Living with a partner	23% (30)	28% (37)	33% (43)	4% (6)	5% (7)	7%

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

Table BPC24_8: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (240)	16% (187)	38% (431)	4% (46)	4% (41)	18% (
Gender: Female	21% (240)	16% (187)	38% (431)	4% (46)	4% (41)	18% (
Age: 18-34	27% (79)	20% (58)	29% (86)	4% (13)	3% (10)	16%
Age: 35-44	24% (120)	16% (82)	37% (188)	4% (23)	4% (22)	14%
Age: 45-64	12% (40)	13% (46)	44% (151)	3% (10)	3% (10)	25%
Millennials: 1981-1996	26% (158)	18% (110)	34% (208)	5% (29)	3% (21)	14%
GenXers: 1965-1980	16% (60)	16% (59)	42% (158)	3% (10)	3% (12)	20%
Baby Boomers: 1946-1964	9% (11)	12% (15)	44% (55)	5% (6)	5% (6)	26%
PID: Dem (no lean)	19% (84)	17% (72)	37% (162)	6% (26)	3% (14)	17%
PID: Ind (no lean)	22% (77)	15% (52)	39% (135)	3% (11)	3% (11)	19%
PID: Rep (no lean)	22% (79)	17% (63)	37% (134)	3% (10)	5% (17)	17%
PID/Gender: Dem Women	19% (84)	17% (72)	37% (162)	6% (26)	3% (14)	17%
PID/Gender: Ind Women	22% (77)	15% (52)	39% (135)	3% (11)	3% (11)	19%
PID/Gender: Rep Women	22% (79)	17% (63)	37% (134)	3% (10)	5% (17)	17%
Ideo: Liberal (1-3)	22% (67)	19% (57)	33% (101)	6% (18)	3% (9)	17%
Ideo: Moderate (4)	20% (68)	16% (56)	43% (149)	4% (13)	4% (12)	14%
Ideo: Conservative (5-7)	22% (81)	17% (62)	38% (137)	3% (10)	4% (15)	17%
Educ: < College	21% (149)	16% (109)	36% (247)	4% (28)	4% (27)	20%
Educ: Bachelors degree	17% (43)	20% (51)	41% (106)	5% (12)	3% (7)	15%
Educ: Post-grad	25% (48)	14% (27)	41% (78)	3% (6)	4% (8)	13%
Income: Under 50k	23% (126)	17% (95)	33% (179)	4% (19)	5% (25)	19%
Income: 50k-100k	18% (71)	16% (64)	41% (162)	4% (16)	4% (16)	17%
Income: 100k+	21% (43)	13% (28)	44% (90)	5% (11)	— (0)	17%
Ethnicity: White	19% (172)	15% (140)	41% (368)	3% (30)	3% (31)	18%
Ethnicity: Hispanic	23% (40)	18% (32)	33% (59)	3% (6)	5% (8)	19%
Ethnicity: Black	37% (46)	16% (19)	24% (30)	5% (6)	2% (3)	16%
Ethnicity: Other	19% (22)	23% (28)	28% (34)	8% (10)	6% (7)	15%

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Table BPC24_8: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (240)	16% (187)	38% (431)	4% (46)	4% (41)	18% (
All Christian	20% (96)	16% (79)	40% (194)	3% (17)	3% (16)	18%
Agnostic/Nothing in particular	19% (63)	18% (61)	37% (125)	5% (18)	3% (11)	19%
Something Else	26% (66)	16% (39)	38% (94)	2% (5)	4% (10)	14%
Evangelical	25% (87)	17% (60)	38% (134)	3% (10)	5% (17)	13%
Non-Evangelical	19% (71)	15% (54)	40% (148)	3% (11)	2% (9)	20%
Community: Urban	26% (69)	17% (45)	32% (86)	4% (11)	4% (10)	17%
Community: Suburban	21% (112)	15% (83)	40% (213)	5% (25)	1% (8)	18%
Community: Rural	17% (60)	17% (59)	38% (132)	3% (10)	7% (24)	18%
Employ: Private Sector	21% (192)	17% (153)	38% (341)	4% (34)	3% (28)	18%
Employ: Government	18% (40)	14% (30)	39% (85)	5% (11)	6% (12)	18%
Military HH: Yes	25% (25)	8% (8)	44% (44)	7% (7)	1% (1)	15%
Military HH: No	20% (215)	17% (179)	37% (387)	4% (40)	4% (41)	18%
RD/WT: Right Direction	20% (59)	18% (51)	35% (102)	6% (18)	3% (9)	17%
RD/WT: Wrong Track	21% (181)	16% (136)	38% (329)	3% (28)	4% (32)	18%
Biden Job Approve	18% (78)	19% (80)	38% (161)	5% (20)	3% (13)	17%
Biden Job Disapprove	23% (152)	15% (102)	38% (249)	4% (25)	4% (27)	16%
Biden Job Strongly Approve	27% (31)	16% (18)	29% (33)	6% (7)	4% (4)	19%
Biden Job Somewhat Approve	15% (47)	20% (61)	41% (128)	4% (13)	3% (9)	17%
Biden Job Somewhat Disapprove	23% (55)	17% (41)	37% (87)	7% (16)	5% (12)	10%
Biden Job Strongly Disapprove	23% (97)	14% (61)	38% (162)	2% (9)	4% (15)	19%
Favorable of Biden	20% (92)	17% (78)	37% (168)	5% (24)	3% (13)	18%
Unfavorable of Biden	22% (136)	17% (105)	39% (241)	3% (20)	3% (20)	16%
Very Favorable of Biden	30% (40)	13% (17)	31% (42)	5% (7)	2% (3)	19%
Somewhat Favorable of Biden	16% (52)	19% (61)	39% (126)	5% (16)	3% (11)	17%
Somewhat Unfavorable of Biden	21% (35)	22% (36)	46% (77)	1% (2)	2% (3)	9%
Very Unfavorable of Biden	22% (101)	15% (68)	36% (165)	4% (18)	4% (17)	19%

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Table BPC24_8: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (240)	16% (187)	38% (431)	4% (46)	4% (41)	18% (
#1 Issue: Economy	21% (134)	16% (97)	39% (244)	5% (28)	3% (19)	16%
#1 Issue: Security	17% (21)	21% (27)	38% (49)	2% (2)	6% (8)	16%
#1 Issue: Health Care	17% (18)	15% (17)	31% (35)	4% (4)	6% (7)	27%
#1 Issue: Women's Issues	30% (27)	14% (13)	37% (33)	5% (4)	1% (1)	13%
#1 Issue: Education	23% (16)	14% (9)	35% (23)	5% (3)	5% (3)	19%
#1 Issue: Energy	22% (15)	22% (15)	32% (22)	4% (3)	3% (2)	17%
2020 Vote: Joe Biden	20% (93)	16% (76)	37% (178)	6% (29)	3% (17)	18%
2020 Vote: Donald Trump	22% (88)	17% (68)	40% (163)	2% (8)	4% (18)	15%
2020 Vote: Didn't Vote	21% (48)	14% (32)	35% (78)	3% (6)	3% (6)	24%
2018 House Vote: Democrat	20% (76)	17% (64)	37% (141)	5% (21)	4% (13)	17%
2018 House Vote: Republican	23% (76)	15% (51)	39% (130)	3% (11)	4% (13)	16%
2016 Vote: Hillary Clinton	19% (71)	17% (64)	37% (138)	7% (26)	2% (8)	18%
2016 Vote: Donald Trump	20% (69)	14% (47)	42% (146)	3% (11)	5% (16)	17%
2016 Vote: Other	30% (16)	23% (12)	28% (15)	3% (2)	1% (1)	15%
2016 Vote: Didn't Vote	23% (85)	17% (64)	35% (133)	2% (8)	4% (16)	18%
Voted in 2014: Yes	21% (128)	16% (99)	39% (241)	5% (32)	3% (19)	17%
Voted in 2014: No	21% (112)	17% (88)	36% (190)	3% (14)	4% (23)	19%
4-Region: Northeast	21% (42)	16% (33)	38% (75)	2% (4)	1% (3)	22%
4-Region: Midwest	21% (53)	18% (47)	40% (101)	4% (10)	4% (10)	14%
4-Region: South	24% (111)	16% (72)	35% (160)	4% (17)	3% (14)	18%
4-Region: West	15% (35)	15% (35)	40% (94)	7% (15)	6% (15)	17%
Child(Ren) Aged 0-17	25% (202)	17% (140)	35% (286)	5% (40)	4% (29)	14%
Child(Ren) Aged 0-5	26% (92)	17% (62)	32% (113)	5% (18)	3% (11)	17%
Caregivers	24% (145)	17% (102)	36% (222)	4% (27)	4% (24)	16%
Caregiver for Aging Parent	21% (19)	12% (11)	39% (36)	6% (5)	6% (6)	16%
Caregiver for Sick or Disabled Family Member	25% (31)	17% (22)	31% (38)	5% (6)	2% (2)	20%

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Table BPC24_8: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (240)	16% (187)	38% (431)	4% (46)	4% (41)	18% (
Caregiver for Child/Dependent	24% (112)	18% (83)	35% (168)	4% (19)	4% (20)	15%
Non-Business Owners	21% (240)	16% (187)	38% (431)	4% (46)	4% (41)	18% (
Service Worker/Retail Sales/Laborers/Helpers	21% (76)	17% (60)	38% (138)	2% (7)	3% (12)	19%
Trade/Skilled Workers	35% (27)	16% (12)	24% (18)	2% (2)	5% (4)	18%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19% (45)	17% (42)	42% (103)	4% (10)	4% (9)	14%
Health Care and Medical Professionals/Lab Techs/Pharmacists	22% (47)	17% (36)	30% (64)	8% (17)	2% (3)	23%
Other Professionals	18% (46)	15% (37)	43% (108)	4% (10)	5% (13)	15%
Access to Childcare	22% (67)	19% (57)	36% (108)	4% (12)	2% (5)	17%
No Access to Childcare	28% (78)	20% (55)	26% (72)	7% (19)	5% (14)	13%
Unsure of Access to Childcare	23% (20)	9% (8)	49% (44)	4% (3)	2% (2)	13%
More Financially Secure after Pandemic	22% (36)	18% (29)	30% (49)	6% (10)	5% (8)	19%
Less Financially Secure after the Pandemic	24% (148)	16% (102)	35% (215)	4% (27)	5% (30)	16%
Same Financial Security after the Pandemic	15% (57)	15% (56)	45% (167)	2% (9)	1% (4)	21%
Access to Paid Parental Leave	22% (98)	16% (72)	38% (169)	4% (17)	4% (20)	16%
No Access to Paid Parental Leave	21% (109)	18% (94)	36% (190)	5% (24)	4% (21)	17%
Access to Paid Caregiving Leave	21% (61)	18% (53)	38% (110)	3% (10)	3% (10)	17%
No Access to Paid Caregiving Leave	23% (141)	18% (110)	36% (224)	5% (31)	4% (27)	14%
No Access to Flexible Work Hours	21% (218)	17% (177)	37% (388)	4% (42)	4% (40)	17%
Access to Child Care as Employer Benefit	22% (23)	23% (25)	34% (37)	6% (7)	1% (1)	14%
No Access to Child Care as Employer Benefit	21% (180)	17% (145)	37% (318)	4% (37)	4% (35)	16%
Access to Mental Health Benefits	19% (73)	16% (63)	39% (147)	4% (17)	3% (13)	18%
No Access to Mental Health Benefits	24% (129)	16% (84)	38% (204)	4% (21)	4% (24)	14%
Ethnicity: White (Non-Hispanic)	19% (144)	15% (116)	41% (318)	3% (26)	3% (26)	18%
Ethnicity: Hispanic	23% (40)	18% (32)	33% (59)	3% (6)	5% (8)	19%
Ethnicity: Black (Non-Hispanic)	35% (43)	16% (19)	25% (30)	5% (6)	2% (3)	16%
Ethnicity: Asian + Other (Non-Hispanic)	16% (13)	24% (20)	30% (24)	10% (8)	6% (4)	14%

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Table BPC24_8: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (240)	16% (187)	38% (431)	4% (46)	4% (41)	18% (
Single, never married	23% (47)	12% (25)	33% (67)	4% (8)	4% (9)	23%
Married	19% (112)	17% (105)	38% (231)	5% (33)	3% (15)	18%
Divorced	20% (30)	18% (27)	37% (56)	3% (4)	7% (11)	15%
Living with a partner	28% (37)	19% (25)	38% (50)	— (1)	3% (4)	12%

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

Table BPC24_9: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (224)	15% (174)	35% (404)	4% (46)	3% (32)	23% (
Gender: Female	20% (224)	15% (174)	35% (404)	4% (46)	3% (32)	23% (
Age: 18-34	29% (84)	24% (71)	24% (71)	6% (19)	3% (10)	13%
Age: 35-44	23% (116)	15% (78)	35% (174)	4% (20)	3% (13)	20%
Age: 45-64	7% (24)	7% (24)	45% (154)	2% (7)	2% (8)	36%
Millennials: 1981-1996	26% (156)	20% (122)	30% (186)	5% (31)	3% (16)	16%
GenXers: 1965-1980	13% (49)	11% (39)	40% (150)	2% (9)	4% (14)	30%
Baby Boomers: 1946-1964	3% (4)	3% (4)	49% (61)	2% (2)	2% (2)	42%
PID: Dem (no lean)	20% (85)	16% (70)	33% (145)	4% (18)	3% (13)	24%
PID: Ind (no lean)	19% (68)	14% (48)	36% (126)	4% (15)	2% (5)	25%
PID: Rep (no lean)	20% (71)	15% (55)	37% (133)	4% (13)	4% (13)	21%
PID/Gender: Dem Women	20% (85)	16% (70)	33% (145)	4% (18)	3% (13)	24%
PID/Gender: Ind Women	19% (68)	14% (48)	36% (126)	4% (15)	2% (5)	25%
PID/Gender: Rep Women	20% (71)	15% (55)	37% (133)	4% (13)	4% (13)	21%
Ideo: Liberal (1-3)	22% (67)	17% (53)	34% (102)	5% (14)	1% (4)	21%
Ideo: Moderate (4)	19% (65)	16% (56)	38% (133)	4% (15)	3% (9)	20%
Ideo: Conservative (5-7)	18% (67)	14% (52)	37% (136)	4% (13)	4% (13)	23%
Educ: < College	18% (127)	16% (111)	34% (234)	4% (30)	3% (22)	25%
Educ: Bachelors degree	20% (51)	15% (39)	39% (101)	3% (7)	2% (6)	21%
Educ: Post-grad	24% (46)	12% (24)	36% (68)	5% (9)	2% (3)	22%
Income: Under 50k	19% (104)	16% (87)	31% (167)	5% (25)	3% (16)	27%
Income: 50k-100k	19% (74)	17% (66)	37% (148)	4% (15)	3% (13)	20%
Income: 100k+	22% (46)	10% (20)	43% (89)	3% (7)	1% (3)	20%
Ethnicity: White	18% (159)	15% (134)	37% (336)	4% (34)	3% (23)	24%
Ethnicity: Hispanic	21% (38)	14% (25)	29% (52)	4% (8)	3% (5)	29%
Ethnicity: Black	32% (39)	13% (16)	26% (32)	5% (6)	6% (7)	19%
Ethnicity: Other	22% (26)	19% (23)	30% (36)	5% (6)	2% (2)	22%

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Table BPC24_9: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (224)	15% (174)	35% (404)	4% (46)	3% (32)	23% (
All Christian	18% (90)	14% (67)	37% (181)	3% (17)	3% (13)	25%
Agnostic/Nothing in particular	18% (60)	19% (64)	34% (115)	5% (16)	2% (8)	23%
Something Else	22% (56)	14% (36)	36% (89)	5% (11)	2% (5)	21%
Evangelical	22% (78)	15% (53)	39% (137)	4% (13)	2% (8)	18%
Non-Evangelical	18% (65)	12% (45)	35% (129)	4% (16)	2% (8)	28%
Community: Urban	23% (60)	17% (44)	30% (79)	4% (10)	5% (13)	22%
Community: Suburban	19% (100)	17% (90)	36% (193)	4% (20)	2% (11)	23%
Community: Rural	18% (64)	11% (39)	38% (132)	5% (16)	2% (8)	26%
Employ: Private Sector	19% (174)	16% (143)	35% (319)	4% (36)	3% (23)	23%
Employ: Government	20% (43)	13% (27)	36% (79)	4% (8)	3% (7)	24%
Military HH: Yes	17% (17)	13% (13)	39% (38)	4% (4)	1% (1)	26%
Military HH: No	20% (208)	15% (160)	35% (365)	4% (42)	3% (30)	23% (
RD/WT: Right Direction	19% (54)	14% (41)	36% (103)	5% (15)	3% (9)	23%
RD/WT: Wrong Track	20% (171)	15% (133)	35% (300)	4% (32)	3% (23)	23%
Biden Job Approve	18% (78)	16% (67)	38% (161)	4% (16)	2% (9)	22%
Biden Job Disapprove	20% (130)	15% (102)	35% (231)	4% (27)	3% (20)	23%
Biden Job Strongly Approve	16% (18)	10% (12)	44% (51)	4% (4)	2% (2)	24%
Biden Job Somewhat Approve	19% (60)	18% (55)	35% (110)	4% (12)	2% (7)	21%
Biden Job Somewhat Disapprove	18% (41)	20% (48)	30% (70)	6% (14)	5% (12)	21%
Biden Job Strongly Disapprove	21% (88)	13% (54)	38% (161)	3% (13)	2% (9)	24%
Favorable of Biden	19% (87)	15% (68)	36% (164)	4% (16)	3% (13)	24%
Unfavorable of Biden	20% (125)	16% (98)	36% (224)	4% (23)	2% (15)	22%
Very Favorable of Biden	19% (25)	11% (15)	39% (53)	4% (5)	2% (3)	24%
Somewhat Favorable of Biden	19% (62)	16% (53)	35% (111)	3% (11)	3% (9)	23%
Somewhat Unfavorable of Biden	18% (31)	22% (36)	34% (57)	3% (5)	2% (3)	21%
Very Unfavorable of Biden	21% (94)	14% (62)	36% (167)	4% (18)	3% (12)	23%

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Table BPC24_9: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (224)	15% (174)	35% (404)	4% (46)	3% (32)	23% (
#1 Issue: Economy	21% (128)	15% (94)	34% (214)	4% (25)	3% (17)	23%
#1 Issue: Security	17% (22)	13% (16)	40% (51)	3% (4)	3% (3)	25%
#1 Issue: Health Care	14% (16)	18% (20)	35% (39)	6% (7)	4% (5)	23%
#1 Issue: Women's Issues	30% (27)	14% (13)	32% (29)	4% (4)	— (0)	20%
#1 Issue: Education	19% (13)	14% (10)	35% (23)	6% (4)	5% (3)	22%
#1 Issue: Energy	19% (14)	18% (13)	36% (25)	3% (2)	3% (2)	21%
2020 Vote: Joe Biden	20% (94)	14% (67)	36% (169)	4% (17)	3% (15)	24%
2020 Vote: Donald Trump	20% (80)	16% (66)	39% (157)	4% (18)	2% (6)	20%
2020 Vote: Didn't Vote	19% (42)	15% (34)	28% (62)	4% (9)	4% (8)	30%
2018 House Vote: Democrat	21% (78)	14% (53)	35% (134)	4% (16)	2% (9)	23%
2018 House Vote: Republican	20% (66)	13% (43)	39% (132)	3% (11)	3% (10)	22%
2016 Vote: Hillary Clinton	20% (74)	16% (59)	34% (129)	3% (13)	2% (8)	25%
2016 Vote: Donald Trump	17% (58)	13% (46)	42% (147)	4% (13)	2% (7)	22%
2016 Vote: Other	31% (16)	13% (7)	32% (17)	3% (2)	— (0)	21%
2016 Vote: Didn't Vote	20% (76)	16% (62)	30% (112)	5% (19)	4% (17)	24%
Voted in 2014: Yes	18% (115)	13% (82)	39% (243)	4% (26)	2% (11)	23%
Voted in 2014: No	21% (110)	17% (92)	30% (160)	4% (21)	4% (20)	23%
4-Region: Northeast	19% (38)	13% (26)	38% (76)	2% (5)	2% (5)	25%
4-Region: Midwest	18% (46)	14% (37)	43% (109)	2% (5)	2% (5)	21%
4-Region: South	24% (111)	14% (64)	33% (151)	4% (20)	3% (12)	22%
4-Region: West	12% (28)	20% (47)	29% (68)	7% (16)	4% (10)	28%
Child(Ren) Aged 0-17	24% (194)	18% (148)	32% (261)	5% (42)	2% (18)	18%
Child(Ren) Aged 0-5	28% (99)	21% (73)	28% (97)	7% (25)	3% (10)	14%
Caregivers	23% (144)	16% (99)	33% (203)	6% (34)	2% (14)	20%
Caregiver for Aging Parent	16% (15)	13% (12)	26% (24)	8% (8)	4% (4)	33%
Caregiver for Sick or Disabled Family Member	20% (25)	10% (12)	39% (48)	2% (2)	4% (5)	25%

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Table BPC24_9: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (224)	15% (174)	35% (404)	4% (46)	3% (32)	23% (
Caregiver for Child/Dependent	25% (119)	18% (83)	34% (160)	6% (28)	1% (5)	17%
Non-Business Owners	20% (224)	15% (174)	35% (404)	4% (46)	3% (32)	23% (
Service Worker/Retail Sales/Laborers/Helpers	19% (70)	17% (60)	30% (110)	2% (8)	3% (13)	28%
Trade/Skilled Workers	29% (23)	13% (10)	32% (25)	2% (1)	3% (2)	22%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	16% (38)	17% (42)	40% (96)	6% (15)	3% (7)	18%
Health Care and Medical Professionals/Lab Techs/Pharmacists	22% (48)	14% (31)	33% (70)	5% (11)	2% (4)	24%
Other Professionals	18% (46)	12% (31)	41% (103)	4% (11)	2% (6)	22%
Access to Childcare	22% (68)	23% (68)	32% (95)	5% (15)	1% (4)	17%
No Access to Childcare	28% (75)	18% (49)	28% (77)	6% (16)	3% (9)	17%
Unsure of Access to Childcare	24% (21)	14% (13)	32% (29)	3% (2)	3% (3)	24%
More Financially Secure after Pandemic	20% (33)	21% (33)	28% (45)	7% (11)	3% (5)	22%
Less Financially Secure after the Pandemic	24% (148)	14% (86)	34% (213)	4% (24)	3% (19)	21%
Same Financial Security after the Pandemic	12% (44)	15% (55)	40% (146)	3% (11)	2% (9)	28%
Access to Paid Parental Leave	21% (93)	18% (79)	32% (145)	5% (21)	4% (16)	21%
No Access to Paid Parental Leave	19% (102)	15% (78)	37% (193)	4% (20)	2% (13)	23%
Access to Paid Caregiving Leave	15% (45)	19% (56)	33% (98)	5% (16)	3% (9)	24%
No Access to Paid Caregiving Leave	22% (139)	15% (96)	35% (216)	4% (24)	3% (19)	20%
No Access to Flexible Work Hours	20% (211)	15% (159)	35% (364)	4% (43)	3% (28)	22%
Access to Child Care as Employer Benefit	20% (22)	22% (23)	34% (37)	7% (8)	5% (5)	12%
No Access to Child Care as Employer Benefit	20% (172)	16% (138)	36% (303)	4% (34)	2% (21)	22%
Access to Mental Health Benefits	18% (67)	16% (63)	36% (135)	3% (11)	3% (10)	25%
No Access to Mental Health Benefits	22% (117)	16% (86)	36% (194)	4% (24)	3% (14)	19%
Ethnicity: White (Non-Hispanic)	18% (135)	15% (116)	38% (292)	4% (29)	2% (17)	23%
Ethnicity: Hispanic	21% (38)	14% (25)	29% (52)	4% (8)	3% (5)	29%
Ethnicity: Black (Non-Hispanic)	30% (36)	13% (16)	26% (32)	5% (6)	6% (7)	19%
Ethnicity: Asian + Other (Non-Hispanic)	20% (16)	21% (17)	35% (28)	4% (3)	2% (2)	18%

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Table BPC24_9: *If your employer provided flexible work hours and/or the ability to work from home, would that positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (224)	15% (174)	35% (404)	4% (46)	3% (32)	23% (
Single, never married	22% (45)	15% (29)	31% (62)	6% (12)	3% (6)	23%
Married	19% (113)	16% (98)	37% (220)	4% (24)	2% (12)	22%
Divorced	15% (23)	10% (14)	39% (58)	4% (6)	3% (5)	29%
Living with a partner	25% (33)	19% (25)	29% (38)	3% (4)	4% (6)	19%

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

Table BPC25_1: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	42% (390)	28% (256)	19% (174)	4% (37)	3% (27)	5%
Gender: Female	42% (390)	28% (256)	19% (174)	4% (37)	3% (27)	5%
Age: 18-34	43% (111)	23% (59)	21% (54)	7% (17)	4% (12)	3%
Age: 35-44	43% (181)	31% (129)	14% (60)	3% (11)	2% (10)	6%
Age: 45-64	40% (98)	27% (66)	24% (59)	3% (8)	2% (5)	4%
Millennials: 1981-1996	46% (245)	26% (137)	16% (88)	5% (25)	3% (15)	5%
GenXers: 1965-1980	38% (98)	32% (83)	20% (53)	3% (9)	3% (8)	3%
Baby Boomers: 1946-1964	41% (38)	26% (24)	25% (23)	— (0)	1% (1)	6%
PID: Dem (no lean)	44% (172)	28% (108)	19% (73)	4% (15)	3% (12)	3%
PID: Ind (no lean)	40% (103)	24% (62)	21% (52)	4% (11)	2% (6)	8%
PID: Rep (no lean)	41% (116)	30% (86)	17% (49)	4% (10)	3% (9)	5%
PID/Gender: Dem Women	44% (172)	28% (108)	19% (73)	4% (15)	3% (12)	3%
PID/Gender: Ind Women	40% (103)	24% (62)	21% (52)	4% (11)	2% (6)	8%
PID/Gender: Rep Women	41% (116)	30% (86)	17% (49)	4% (10)	3% (9)	5%
Ideo: Liberal (1-3)	48% (139)	29% (86)	14% (40)	4% (13)	2% (6)	3%
Ideo: Moderate (4)	40% (114)	25% (72)	24% (70)	5% (14)	2% (7)	4%
Ideo: Conservative (5-7)	40% (110)	31% (86)	18% (49)	3% (8)	4% (10)	5%
Educ: < College	40% (164)	24% (98)	22% (92)	2% (10)	6% (23)	6%
Educ: Bachelors degree	43% (140)	32% (105)	15% (50)	6% (19)	1% (4)	3%
Educ: Post-grad	46% (86)	28% (53)	17% (33)	4% (7)	— (0)	4%
Income: Under 50k	42% (119)	21% (61)	23% (64)	4% (11)	5% (14)	6%
Income: 50k-100k	44% (170)	30% (117)	16% (60)	4% (17)	3% (10)	4%
Income: 100k+	40% (101)	31% (78)	20% (50)	4% (9)	1% (3)	5%
Ethnicity: White	42% (281)	28% (184)	18% (122)	3% (19)	3% (22)	6%
Ethnicity: Hispanic	41% (78)	23% (44)	19% (36)	6% (12)	8% (15)	4%
Ethnicity: Black	42% (56)	28% (36)	21% (28)	5% (6)	1% (2)	3%
Ethnicity: Other	42% (54)	27% (35)	19% (25)	9% (12)	2% (3)	1%

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Table BPC25_1: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	42% (390)	28% (256)	19% (174)	4% (37)	3% (27)	5%
All Christian	43% (184)	27% (114)	20% (83)	4% (17)	2% (10)	4%
Agnostic/Nothing in particular	41% (104)	26% (65)	18% (45)	5% (12)	5% (12)	6%
Something Else	42% (81)	32% (62)	17% (32)	3% (6)	2% (3)	4%
Evangelical	42% (104)	29% (71)	17% (42)	4% (10)	3% (7)	6%
Non-Evangelical	45% (156)	28% (99)	20% (69)	4% (13)	2% (6)	2%
Community: Urban	43% (104)	34% (84)	14% (33)	4% (11)	3% (7)	2%
Community: Suburban	43% (198)	27% (127)	21% (96)	3% (13)	1% (6)	5%
Community: Rural	40% (88)	21% (45)	20% (44)	6% (13)	6% (14)	7%
Employ: Private Sector	43% (322)	27% (201)	19% (141)	4% (29)	2% (18)	4%
Employ: Government	38% (59)	30% (46)	19% (29)	4% (6)	5% (8)	5%
Military HH: Yes	47% (43)	27% (24)	15% (14)	4% (3)	— (0)	7%
Military HH: No	42% (348)	28% (232)	19% (160)	4% (34)	3% (27)	4%
RD/WT: Right Direction	42% (110)	26% (68)	20% (52)	6% (16)	1% (3)	4%
RD/WT: Wrong Track	42% (280)	28% (188)	18% (122)	3% (20)	4% (24)	5%
Biden Job Approve	43% (167)	26% (103)	21% (80)	5% (20)	2% (6)	3%
Biden Job Disapprove	42% (212)	29% (149)	17% (86)	3% (17)	4% (20)	4%
Biden Job Strongly Approve	43% (51)	22% (26)	25% (30)	7% (8)	1% (1)	3%
Biden Job Somewhat Approve	43% (117)	28% (77)	19% (51)	4% (12)	2% (5)	4%
Biden Job Somewhat Disapprove	47% (86)	33% (60)	14% (27)	2% (4)	2% (4)	2%
Biden Job Strongly Disapprove	39% (125)	28% (88)	18% (59)	4% (13)	5% (16)	6%
Favorable of Biden	44% (180)	26% (108)	21% (87)	5% (19)	2% (8)	3%
Unfavorable of Biden	42% (204)	30% (142)	16% (79)	4% (18)	4% (19)	4%
Very Favorable of Biden	42% (58)	25% (35)	23% (33)	5% (8)	2% (2)	3%
Somewhat Favorable of Biden	45% (122)	27% (73)	20% (54)	4% (12)	2% (5)	3%
Somewhat Unfavorable of Biden	48% (76)	33% (52)	12% (19)	2% (4)	3% (5)	1%
Very Unfavorable of Biden	39% (128)	28% (91)	18% (60)	4% (14)	5% (15)	6%

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Table BPC25_1: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	42% (390)	28% (256)	19% (174)	4% (37)	3% (27)	5%
#1 Issue: Economy	45% (220)	29% (140)	16% (79)	4% (18)	3% (13)	4%
#1 Issue: Security	33% (27)	32% (26)	18% (15)	6% (5)	3% (2)	8%
#1 Issue: Health Care	34% (31)	22% (20)	22% (20)	6% (5)	5% (4)	11%
#1 Issue: Women's Issues	42% (37)	35% (31)	17% (15)	2% (2)	1% (1)	4%
#1 Issue: Education	54% (33)	24% (15)	18% (11)	2% (1)	— (0)	2%
#1 Issue: Energy	37% (24)	22% (15)	29% (19)	6% (4)	5% (3)	1%
2020 Vote: Joe Biden	46% (208)	27% (123)	19% (87)	4% (17)	1% (6)	3%
2020 Vote: Donald Trump	41% (130)	30% (95)	17% (53)	4% (11)	5% (15)	4%
2020 Vote: Didn't Vote	32% (38)	22% (26)	24% (28)	7% (8)	4% (5)	11%
2018 House Vote: Democrat	45% (174)	28% (110)	17% (65)	5% (19)	3% (10)	3%
2018 House Vote: Republican	42% (111)	29% (75)	20% (51)	3% (9)	2% (5)	4%
2016 Vote: Hillary Clinton	47% (171)	25% (92)	18% (64)	4% (14)	2% (7)	3%
2016 Vote: Donald Trump	40% (115)	27% (75)	21% (58)	4% (13)	4% (11)	4%
2016 Vote: Didn't Vote	39% (92)	30% (71)	17% (41)	4% (8)	4% (9)	7%
Voted in 2014: Yes	45% (263)	27% (155)	18% (102)	4% (21)	3% (16)	4%
Voted in 2014: No	37% (127)	29% (101)	21% (72)	4% (15)	3% (11)	6%
4-Region: Northeast	41% (55)	31% (42)	18% (24)	2% (3)	1% (2)	6%
4-Region: Midwest	40% (93)	30% (69)	18% (42)	4% (10)	1% (3)	5%
4-Region: South	45% (152)	25% (86)	19% (63)	4% (12)	3% (11)	4%
4-Region: West	40% (90)	26% (59)	20% (44)	5% (12)	5% (11)	3%
Child(Ren) Aged 0-17	43% (297)	29% (205)	17% (120)	4% (26)	2% (17)	5%
Child(Ren) Aged 0-5	45% (157)	26% (90)	17% (60)	5% (17)	2% (8)	4%
Caregivers	46% (242)	30% (158)	16% (83)	3% (18)	2% (10)	3%
Caregiver for Aging Parent	42% (36)	34% (29)	14% (12)	3% (2)	2% (1)	5%
Caregiver for Sick or Disabled Family Member	46% (39)	28% (24)	13% (11)	6% (5)	3% (2)	4%
Caregiver for Child/Dependent	47% (187)	30% (119)	16% (65)	3% (12)	1% (6)	2%
Non-Business Owners	42% (390)	28% (256)	19% (174)	4% (37)	3% (27)	5%

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Table BPC25_1: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to remain in the workforce

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	42% (390)	28% (256)	19% (174)	4% (37)	3% (27)	5%
Service Worker/Retail Sales/Laborers/Helpers	37% (52)	32% (46)	21% (30)	1% (1)	5% (7)	4%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	44% (209)	26% (124)	18% (84)	5% (21)	3% (12)	4%
Health Care and Medical Professionals/Lab Techs/Pharmacists	38% (54)	31% (44)	19% (27)	5% (7)	2% (3)	4%
Other Professionals	46% (64)	26% (36)	18% (25)	5% (7)	2% (2)	3%
Access to Childcare	44% (155)	29% (101)	17% (59)	3% (11)	1% (4)	5%
No Access to Childcare	45% (75)	25% (41)	16% (27)	4% (7)	8% (13)	2%
Unsure of Access to Childcare	34% (23)	29% (20)	22% (15)	7% (5)	— (0)	7%
More Financially Secure after Pandemic	41% (77)	31% (59)	16% (29)	4% (8)	2% (3)	6%
Less Financially Secure after the Pandemic	44% (206)	27% (126)	16% (75)	4% (19)	4% (21)	4%
Same Financial Security after the Pandemic	40% (107)	26% (70)	26% (69)	4% (10)	1% (3)	4%
Access to Paid Parental Leave	44% (236)	28% (150)	17% (92)	4% (24)	3% (14)	5%
No Access to Paid Parental Leave	38% (107)	29% (82)	20% (55)	4% (11)	5% (13)	4%
Access to Paid Caregiving Leave	44% (182)	27% (112)	18% (73)	4% (15)	3% (12)	5%
No Access to Paid Caregiving Leave	43% (152)	27% (96)	18% (64)	5% (17)	4% (14)	3%
Access to Flexible Work Hours	42% (390)	28% (256)	19% (174)	4% (37)	3% (27)	5%
Access to Child Care as Employer Benefit	46% (113)	26% (63)	17% (42)	5% (11)	1% (2)	6%
No Access to Child Care as Employer Benefit	40% (216)	29% (157)	18% (96)	5% (24)	4% (24)	3%
Access to Mental Health Benefits	44% (220)	27% (134)	17% (85)	4% (22)	2% (11)	5%
No Access to Mental Health Benefits	38% (112)	29% (86)	21% (62)	4% (12)	5% (15)	3%
Ethnicity: White (Non-Hispanic)	42% (229)	29% (161)	18% (101)	3% (15)	2% (11)	6%
Ethnicity: Hispanic	41% (78)	23% (44)	19% (36)	6% (12)	8% (15)	4%
Ethnicity: Black (Non-Hispanic)	45% (50)	23% (25)	22% (24)	6% (6)	1% (1)	3%
Ethnicity: Asian + Other (Non-Hispanic)	43% (34)	33% (26)	17% (14)	5% (4)	— (0)	2%
Single, never married	42% (66)	20% (32)	20% (31)	4% (7)	7% (12)	6%
Married	41% (225)	30% (162)	19% (105)	4% (23)	2% (8)	4%
Divorced	40% (43)	33% (36)	17% (18)	4% (4)	2% (3)	5%
Living with a partner	46% (38)	26% (21)	17% (14)	4% (3)	2% (1)	5%

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

Table BPC25_2: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (305)	28% (257)	27% (253)	5% (47)	3% (28)	4%
Gender: Female	33% (305)	28% (257)	27% (253)	5% (47)	3% (28)	4%
Age: 18-34	39% (100)	25% (64)	22% (56)	8% (21)	4% (10)	3%
Age: 35-44	32% (133)	31% (131)	25% (105)	4% (17)	4% (15)	4%
Age: 45-64	29% (71)	25% (61)	38% (92)	3% (8)	1% (3)	4%
Millennials: 1981-1996	36% (192)	28% (151)	23% (122)	5% (29)	4% (21)	4%
GenXers: 1965-1980	27% (71)	31% (80)	33% (87)	4% (9)	3% (7)	3%
Baby Boomers: 1946-1964	34% (32)	23% (21)	34% (31)	1% (1)	— (0)	8%
PID: Dem (no lean)	34% (132)	32% (123)	25% (99)	5% (19)	2% (9)	2%
PID: Ind (no lean)	30% (77)	23% (58)	32% (82)	5% (12)	4% (9)	7%
PID: Rep (no lean)	34% (97)	27% (76)	26% (73)	6% (16)	4% (11)	4%
PID/Gender: Dem Women	34% (132)	32% (123)	25% (99)	5% (19)	2% (9)	2%
PID/Gender: Ind Women	30% (77)	23% (58)	32% (82)	5% (12)	4% (9)	7%
PID/Gender: Rep Women	34% (97)	27% (76)	26% (73)	6% (16)	4% (11)	4%
Ideo: Liberal (1-3)	34% (98)	33% (96)	25% (74)	4% (11)	3% (8)	2%
Ideo: Moderate (4)	29% (85)	25% (72)	30% (87)	7% (21)	3% (10)	5%
Ideo: Conservative (5-7)	35% (96)	28% (77)	28% (78)	4% (12)	2% (5)	3%
Educ: < College	34% (139)	25% (104)	24% (100)	6% (26)	6% (25)	4%
Educ: Bachelors degree	32% (104)	33% (107)	26% (87)	5% (17)	1% (3)	3%
Educ: Post-grad	33% (62)	25% (47)	36% (67)	2% (5)	— (0)	4%
Income: Under 50k	32% (92)	25% (72)	25% (72)	7% (20)	5% (15)	5%
Income: 50k-100k	34% (132)	32% (123)	24% (93)	4% (16)	3% (11)	3%
Income: 100k+	32% (82)	24% (62)	35% (88)	4% (11)	1% (2)	3%
Ethnicity: White	33% (219)	27% (176)	28% (189)	4% (30)	4% (24)	4%
Ethnicity: Hispanic	37% (71)	23% (43)	20% (39)	8% (14)	8% (15)	4%
Ethnicity: Black	30% (40)	29% (38)	27% (36)	7% (10)	2% (3)	4%
Ethnicity: Other	36% (46)	33% (43)	22% (29)	6% (7)	1% (1)	3%

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Table BPC25_2: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (305)	28% (257)	27% (253)	5% (47)	3% (28)	4%
All Christian	32% (134)	31% (131)	28% (120)	4% (15)	2% (10)	3%
Agnostic/Nothing in particular	30% (77)	25% (63)	29% (73)	6% (16)	5% (13)	4%
Something Else	35% (68)	26% (51)	27% (52)	5% (10)	3% (5)	3%
Evangelical	34% (86)	30% (75)	24% (61)	4% (11)	3% (7)	4%
Non-Evangelical	33% (115)	28% (97)	31% (107)	4% (12)	2% (7)	3%
Community: Urban	31% (77)	35% (86)	22% (53)	7% (16)	2% (6)	3%
Community: Suburban	35% (164)	26% (121)	29% (135)	3% (15)	2% (8)	4%
Community: Rural	29% (64)	23% (51)	30% (65)	7% (15)	7% (15)	4%
Employ: Private Sector	33% (249)	28% (206)	27% (202)	5% (39)	3% (21)	4%
Employ: Government	31% (48)	26% (40)	30% (46)	5% (7)	5% (8)	3%
Military HH: Yes	37% (33)	26% (23)	30% (27)	5% (4)	2% (2)	1%
Military HH: No	33% (272)	28% (234)	27% (227)	5% (42)	3% (26)	4%
RD/WT: Right Direction	31% (82)	29% (76)	28% (73)	7% (18)	1% (2)	3%
RD/WT: Wrong Track	34% (223)	27% (181)	27% (180)	4% (29)	4% (26)	4%
Biden Job Approve	31% (122)	30% (117)	28% (109)	5% (20)	2% (7)	4%
Biden Job Disapprove	35% (175)	27% (136)	26% (133)	5% (27)	4% (21)	3%
Biden Job Strongly Approve	29% (35)	27% (32)	34% (40)	5% (6)	1% (2)	3%
Biden Job Somewhat Approve	32% (88)	31% (85)	25% (69)	5% (13)	2% (6)	4%
Biden Job Somewhat Disapprove	32% (60)	33% (61)	27% (50)	4% (8)	2% (4)	1%
Biden Job Strongly Disapprove	36% (115)	23% (74)	26% (84)	6% (19)	5% (17)	3%
Favorable of Biden	32% (131)	29% (121)	29% (121)	4% (18)	2% (8)	3%
Unfavorable of Biden	36% (172)	27% (129)	25% (120)	6% (29)	4% (20)	3%
Very Favorable of Biden	31% (43)	32% (44)	29% (40)	5% (6)	2% (3)	3%
Somewhat Favorable of Biden	32% (88)	28% (77)	30% (81)	4% (11)	2% (6)	4%
Somewhat Unfavorable of Biden	36% (57)	32% (51)	23% (36)	3% (5)	2% (4)	2%
Very Unfavorable of Biden	35% (115)	24% (78)	26% (83)	7% (24)	5% (17)	3%

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Table BPC25_2: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (305)	28% (257)	27% (253)	5% (47)	3% (28)	4%
#1 Issue: Economy	33% (162)	31% (153)	24% (117)	6% (27)	2% (11)	4%
#1 Issue: Security	33% (27)	20% (17)	29% (24)	10% (8)	5% (4)	4%
#1 Issue: Health Care	30% (27)	24% (22)	31% (28)	5% (5)	5% (5)	6%
#1 Issue: Women's Issues	33% (29)	32% (28)	27% (24)	1% (1)	3% (2)	4%
#1 Issue: Education	39% (24)	21% (13)	33% (20)	2% (1)	— (0)	5%
#1 Issue: Energy	35% (23)	24% (16)	30% (20)	6% (4)	5% (3)	1%
2020 Vote: Joe Biden	33% (151)	31% (141)	27% (124)	4% (20)	1% (5)	3%
2020 Vote: Donald Trump	34% (108)	26% (83)	26% (83)	5% (17)	5% (16)	3%
2020 Vote: Didn't Vote	31% (37)	18% (22)	30% (35)	8% (9)	5% (6)	9%
2018 House Vote: Democrat	33% (130)	32% (123)	24% (95)	5% (18)	2% (8)	4%
2018 House Vote: Republican	33% (87)	28% (73)	30% (78)	4% (10)	4% (10)	2%
2016 Vote: Hillary Clinton	33% (120)	30% (109)	26% (95)	4% (15)	1% (5)	5%
2016 Vote: Donald Trump	33% (93)	25% (71)	30% (85)	6% (16)	5% (13)	2%
2016 Vote: Didn't Vote	34% (81)	26% (62)	26% (62)	5% (13)	4% (10)	5%
Voted in 2014: Yes	35% (201)	28% (162)	27% (157)	4% (24)	3% (17)	3%
Voted in 2014: No	30% (104)	28% (96)	28% (97)	6% (22)	3% (11)	5%
4-Region: Northeast	27% (36)	30% (41)	35% (47)	4% (5)	— (0)	4%
4-Region: Midwest	35% (81)	26% (59)	25% (57)	7% (16)	1% (2)	7%
4-Region: South	36% (124)	26% (87)	27% (92)	3% (12)	4% (15)	3%
4-Region: West	29% (64)	32% (71)	25% (57)	6% (14)	5% (12)	2%
Child(Ren) Aged 0-17	33% (233)	30% (208)	25% (175)	5% (37)	2% (17)	4%
Child(Ren) Aged 0-5	35% (121)	28% (98)	23% (79)	6% (20)	4% (12)	4%
Caregivers	34% (179)	32% (166)	24% (127)	5% (27)	2% (13)	3%
Caregiver for Aging Parent	35% (30)	33% (28)	23% (20)	6% (5)	3% (2)	—
Caregiver for Sick or Disabled Family Member	29% (25)	32% (28)	24% (20)	6% (5)	5% (4)	5%
Caregiver for Child/Dependent	34% (137)	32% (127)	24% (96)	5% (19)	2% (8)	3%
Non-Business Owners	33% (305)	28% (257)	27% (253)	5% (47)	3% (28)	4%

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Table BPC25_2: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your own financial security

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (305)	28% (257)	27% (253)	5% (47)	3% (28)	4%
Service Worker/Retail Sales/Laborers/Helpers	36% (51)	32% (45)	21% (30)	2% (3)	4% (6)	5%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	32% (150)	28% (132)	30% (141)	5% (22)	3% (13)	3%
Health Care and Medical Professionals/Lab Techs/Pharmacists	34% (48)	28% (39)	22% (31)	8% (11)	4% (5)	4%
Other Professionals	34% (47)	23% (32)	31% (44)	8% (11)	— (0)	4%
Access to Childcare	34% (119)	32% (111)	21% (74)	6% (21)	2% (6)	5%
No Access to Childcare	35% (58)	25% (42)	25% (42)	8% (13)	6% (9)	2%
Unsure of Access to Childcare	29% (20)	33% (22)	26% (17)	2% (1)	3% (2)	7%
More Financially Secure after Pandemic	37% (70)	30% (56)	20% (37)	6% (12)	2% (4)	5%
Less Financially Secure after the Pandemic	34% (157)	29% (136)	24% (114)	5% (22)	4% (21)	4%
Same Financial Security after the Pandemic	29% (78)	24% (65)	38% (102)	5% (13)	1% (3)	3%
Access to Paid Parental Leave	34% (186)	26% (142)	27% (146)	6% (33)	3% (15)	3%
No Access to Paid Parental Leave	29% (82)	32% (90)	26% (74)	4% (12)	4% (12)	4%
Access to Paid Caregiving Leave	34% (139)	27% (112)	27% (113)	6% (24)	2% (10)	4%
No Access to Paid Caregiving Leave	34% (119)	29% (104)	26% (92)	4% (14)	4% (16)	3%
Access to Flexible Work Hours	33% (305)	28% (257)	27% (253)	5% (47)	3% (28)	4%
Access to Child Care as Employer Benefit	31% (75)	32% (79)	24% (59)	4% (10)	4% (10)	5%
No Access to Child Care as Employer Benefit	34% (181)	26% (140)	28% (148)	6% (32)	4% (19)	3%
Access to Mental Health Benefits	34% (167)	29% (142)	26% (130)	5% (27)	2% (12)	4%
No Access to Mental Health Benefits	29% (86)	29% (86)	29% (87)	5% (14)	5% (13)	3%
Ethnicity: White (Non-Hispanic)	31% (172)	28% (156)	30% (161)	5% (26)	2% (11)	4%
Ethnicity: Hispanic	37% (71)	23% (43)	20% (39)	8% (14)	8% (15)	4%
Ethnicity: Black (Non-Hispanic)	30% (33)	30% (33)	29% (32)	5% (5)	1% (1)	4%
Ethnicity: Asian + Other (Non-Hispanic)	36% (28)	32% (25)	26% (21)	2% (1)	1% (1)	3%
Single, never married	32% (50)	24% (37)	21% (34)	8% (13)	9% (14)	6%
Married	33% (179)	30% (165)	29% (160)	4% (19)	1% (6)	3%
Divorced	32% (34)	25% (27)	29% (31)	7% (7)	3% (4)	5%
Living with a partner	38% (31)	22% (18)	28% (23)	9% (7)	1% (1)	3%

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

Table BPC25_3: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	43% (402)	30% (274)	17% (161)	5% (42)	2% (18)	3%
Gender: Female	43% (402)	30% (274)	17% (161)	5% (42)	2% (18)	3%
Age: 18-34	47% (123)	25% (65)	15% (40)	9% (23)	1% (3)	2%
Age: 35-44	45% (189)	30% (125)	17% (70)	3% (13)	2% (7)	4%
Age: 45-64	36% (90)	34% (83)	21% (52)	2% (6)	3% (7)	3%
Millennials: 1981-1996	47% (254)	26% (142)	17% (90)	5% (28)	1% (5)	3%
GenXers: 1965-1980	39% (101)	35% (91)	18% (46)	3% (7)	4% (11)	2%
Baby Boomers: 1946-1964	35% (32)	35% (32)	21% (19)	2% (2)	1% (1)	7%
PID: Dem (no lean)	46% (179)	30% (119)	16% (64)	4% (15)	2% (9)	1%
PID: Ind (no lean)	41% (105)	26% (65)	23% (58)	4% (10)	1% (1)	6%
PID: Rep (no lean)	42% (119)	32% (90)	14% (40)	6% (17)	3% (7)	4%
PID/Gender: Dem Women	46% (179)	30% (119)	16% (64)	4% (15)	2% (9)	1%
PID/Gender: Ind Women	41% (105)	26% (65)	23% (58)	4% (10)	1% (1)	6%
PID/Gender: Rep Women	42% (119)	32% (90)	14% (40)	6% (17)	3% (7)	4%
Ideo: Liberal (1-3)	49% (144)	30% (87)	13% (38)	4% (12)	2% (6)	2%
Ideo: Moderate (4)	41% (118)	28% (81)	20% (59)	6% (17)	1% (3)	4%
Ideo: Conservative (5-7)	41% (115)	32% (88)	17% (46)	5% (13)	3% (8)	3%
Educ: < College	41% (168)	27% (112)	21% (86)	4% (17)	3% (11)	4%
Educ: Bachelors degree	45% (146)	31% (100)	16% (51)	6% (20)	1% (5)	2%
Educ: Post-grad	47% (89)	33% (61)	13% (25)	3% (5)	1% (1)	3%
Income: Under 50k	40% (115)	26% (75)	20% (57)	5% (15)	3% (8)	6%
Income: 50k-100k	42% (163)	34% (132)	16% (63)	4% (16)	1% (5)	2%
Income: 100k+	49% (125)	27% (68)	16% (41)	4% (11)	2% (4)	2%
Ethnicity: White	44% (291)	29% (192)	18% (117)	4% (29)	2% (12)	4%
Ethnicity: Hispanic	45% (86)	25% (48)	16% (30)	6% (12)	4% (8)	3%
Ethnicity: Black	41% (53)	32% (43)	17% (22)	5% (6)	3% (4)	3%
Ethnicity: Other	44% (57)	30% (39)	18% (23)	5% (7)	1% (2)	1%

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Table BPC25_3: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	43% (402)	30% (274)	17% (161)	5% (42)	2% (18)	3%
All Christian	42% (179)	31% (130)	18% (77)	4% (16)	3% (11)	3%
Agnostic/Nothing in particular	43% (110)	27% (68)	18% (46)	6% (15)	2% (4)	4%
Something Else	44% (84)	33% (63)	16% (31)	4% (8)	— (1)	2%
Evangelical	41% (102)	35% (88)	14% (35)	3% (8)	2% (5)	4%
Non-Evangelical	45% (157)	28% (97)	20% (68)	4% (14)	2% (7)	2%
Community: Urban	41% (101)	35% (86)	14% (36)	6% (14)	1% (4)	2%
Community: Suburban	46% (213)	28% (128)	18% (85)	4% (17)	1% (6)	3%
Community: Rural	41% (89)	28% (60)	19% (41)	5% (12)	4% (8)	4%
Employ: Private Sector	44% (327)	30% (220)	17% (129)	4% (30)	2% (14)	3%
Employ: Government	43% (66)	29% (45)	16% (25)	8% (12)	2% (3)	2%
Military HH: Yes	50% (45)	27% (24)	18% (16)	4% (4)	— (0)	1%
Military HH: No	43% (357)	30% (250)	17% (145)	5% (38)	2% (18)	3%
RD/WT: Right Direction	39% (103)	32% (83)	17% (45)	6% (16)	2% (5)	3%
RD/WT: Wrong Track	45% (300)	29% (191)	17% (116)	4% (26)	2% (12)	3%
Biden Job Approve	44% (172)	30% (116)	18% (69)	4% (17)	2% (7)	3%
Biden Job Disapprove	44% (221)	30% (150)	17% (87)	5% (24)	2% (10)	2%
Biden Job Strongly Approve	37% (44)	31% (37)	23% (28)	5% (6)	1% (1)	2%
Biden Job Somewhat Approve	47% (128)	29% (79)	15% (41)	4% (11)	2% (6)	3%
Biden Job Somewhat Disapprove	48% (89)	32% (58)	15% (28)	4% (8)	— (1)	1%
Biden Job Strongly Disapprove	41% (132)	29% (91)	18% (59)	5% (17)	3% (10)	3%
Favorable of Biden	45% (187)	29% (120)	19% (77)	3% (14)	2% (7)	2%
Unfavorable of Biden	43% (209)	30% (146)	16% (77)	6% (28)	2% (10)	2%
Very Favorable of Biden	40% (56)	32% (45)	20% (28)	5% (7)	1% (1)	2%
Somewhat Favorable of Biden	48% (131)	27% (75)	18% (50)	2% (7)	2% (6)	2%
Somewhat Unfavorable of Biden	49% (76)	32% (50)	12% (19)	4% (7)	1% (2)	1%
Very Unfavorable of Biden	41% (133)	29% (96)	18% (58)	6% (21)	3% (8)	3%

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Table BPC25_3: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	43% (402)	30% (274)	17% (161)	5% (42)	2% (18)	3%
#1 Issue: Economy	46% (224)	31% (149)	14% (70)	5% (25)	2% (10)	2%
#1 Issue: Security	33% (27)	34% (28)	17% (14)	7% (5)	— (0)	9%
#1 Issue: Health Care	43% (39)	20% (18)	23% (21)	4% (4)	6% (5)	4%
#1 Issue: Women's Issues	45% (39)	37% (32)	12% (11)	2% (2)	1% (1)	4%
#1 Issue: Education	49% (30)	28% (17)	20% (12)	1% (1)	— (0)	3%
#1 Issue: Energy	47% (31)	20% (13)	25% (16)	5% (3)	3% (2)	1%
2020 Vote: Joe Biden	48% (218)	29% (133)	16% (71)	4% (18)	2% (7)	2%
2020 Vote: Donald Trump	42% (132)	28% (90)	19% (60)	6% (19)	2% (7)	3%
2020 Vote: Didn't Vote	34% (40)	29% (34)	20% (24)	4% (5)	3% (3)	11%
2018 House Vote: Democrat	46% (179)	30% (119)	14% (56)	5% (19)	2% (9)	2%
2018 House Vote: Republican	43% (112)	31% (82)	20% (51)	4% (11)	1% (2)	2%
2016 Vote: Hillary Clinton	45% (163)	31% (112)	16% (56)	4% (14)	2% (7)	2%
2016 Vote: Donald Trump	40% (115)	29% (83)	21% (59)	6% (17)	2% (4)	2%
2016 Vote: Didn't Vote	43% (103)	29% (69)	16% (38)	3% (8)	3% (6)	6%
Voted in 2014: Yes	46% (264)	29% (167)	17% (99)	4% (24)	2% (11)	2%
Voted in 2014: No	40% (138)	31% (107)	18% (62)	5% (18)	2% (6)	5%
4-Region: Northeast	38% (51)	30% (40)	22% (30)	6% (8)	— (0)	4%
4-Region: Midwest	46% (106)	29% (68)	16% (36)	4% (9)	1% (3)	4%
4-Region: South	47% (158)	28% (94)	14% (48)	6% (19)	2% (8)	3%
4-Region: West	39% (87)	32% (72)	21% (48)	2% (5)	3% (7)	2%
Child(Ren) Aged 0-17	46% (320)	29% (206)	15% (105)	5% (36)	1% (10)	3%
Child(Ren) Aged 0-5	50% (173)	27% (92)	15% (50)	5% (19)	1% (4)	2%
Caregivers	50% (261)	31% (165)	13% (70)	3% (18)	1% (4)	2%
Caregiver for Aging Parent	45% (38)	35% (30)	13% (11)	4% (3)	1% (1)	3%
Caregiver for Sick or Disabled Family Member	48% (41)	31% (27)	14% (12)	1% (1)	3% (2)	3%
Caregiver for Child/Dependent	50% (201)	31% (122)	13% (54)	4% (16)	— (1)	1%
Non-Business Owners	43% (402)	30% (274)	17% (161)	5% (42)	2% (18)	3%

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Table BPC25_3: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to fulfill your family responsibilities

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	43% (402)	30% (274)	17% (161)	5% (42)	2% (18)	3%
Service Worker/Retail Sales/Laborers/Helpers	41% (58)	35% (50)	19% (27)	3% (4)	— (0)	3%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	46% (215)	28% (132)	18% (87)	3% (16)	3% (12)	2%
Health Care and Medical Professionals/Lab Techs/Pharmacists	40% (56)	34% (47)	13% (18)	7% (9)	3% (4)	4%
Other Professionals	45% (63)	25% (35)	18% (25)	7% (10)	1% (2)	3%
Access to Childcare	47% (164)	27% (96)	14% (49)	8% (27)	1% (3)	3%
No Access to Childcare	48% (81)	29% (48)	13% (22)	4% (7)	3% (5)	2%
Unsure of Access to Childcare	34% (23)	33% (22)	24% (16)	2% (1)	— (0)	7%
More Financially Secure after Pandemic	43% (81)	30% (56)	15% (28)	8% (14)	2% (3)	4%
Less Financially Secure after the Pandemic	46% (215)	29% (135)	16% (74)	4% (18)	3% (13)	3%
Same Financial Security after the Pandemic	39% (106)	31% (83)	22% (60)	3% (9)	1% (2)	3%
Access to Paid Parental Leave	44% (237)	29% (157)	18% (96)	5% (28)	2% (8)	3%
No Access to Paid Parental Leave	45% (125)	31% (86)	15% (41)	4% (10)	3% (9)	3%
Access to Paid Caregiving Leave	44% (183)	28% (116)	17% (71)	5% (22)	2% (7)	3%
No Access to Paid Caregiving Leave	47% (166)	30% (105)	15% (54)	4% (15)	2% (8)	2%
Access to Flexible Work Hours	43% (402)	30% (274)	17% (161)	5% (42)	2% (18)	3%
Access to Child Care as Employer Benefit	41% (101)	28% (70)	17% (43)	7% (18)	— (1)	5%
No Access to Child Care as Employer Benefit	46% (244)	29% (155)	17% (90)	4% (21)	3% (14)	2%
Access to Mental Health Benefits	46% (227)	30% (147)	17% (85)	3% (14)	2% (11)	3%
No Access to Mental Health Benefits	40% (119)	31% (93)	18% (52)	6% (18)	2% (7)	2%
Ethnicity: White (Non-Hispanic)	43% (234)	31% (167)	18% (100)	4% (22)	1% (6)	3%
Ethnicity: Hispanic	45% (86)	25% (48)	16% (30)	6% (12)	4% (8)	3%
Ethnicity: Black (Non-Hispanic)	40% (44)	31% (34)	19% (21)	4% (4)	3% (3)	3%
Ethnicity: Asian + Other (Non-Hispanic)	48% (38)	32% (25)	13% (11)	5% (4)	— (0)	2%
Single, never married	43% (67)	21% (34)	20% (31)	9% (14)	3% (5)	4%
Married	45% (244)	32% (174)	17% (91)	3% (18)	1% (7)	2%
Divorced	35% (38)	39% (43)	15% (16)	3% (4)	2% (2)	6%
Living with a partner	45% (37)	24% (19)	19% (15)	8% (6)	2% (1)	3%

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

Table BPC25_4: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (262)	26% (243)	31% (284)	7% (61)	3% (23)	6%
Gender: Female	28% (262)	26% (243)	31% (284)	7% (61)	3% (23)	6%
Age: 18-34	36% (94)	25% (66)	26% (67)	5% (12)	4% (11)	4%
Age: 35-44	28% (117)	28% (118)	28% (115)	8% (33)	2% (9)	6%
Age: 45-64	21% (51)	24% (58)	41% (101)	6% (15)	1% (3)	7%
Millennials: 1981-1996	32% (169)	27% (144)	27% (144)	7% (38)	3% (15)	5%
GenXers: 1965-1980	22% (57)	27% (71)	35% (91)	7% (17)	3% (7)	6%
Baby Boomers: 1946-1964	23% (21)	18% (16)	42% (39)	5% (4)	1% (1)	11%
PID: Dem (no lean)	31% (122)	29% (114)	27% (106)	6% (22)	3% (13)	3%
PID: Ind (no lean)	26% (66)	20% (51)	35% (90)	7% (18)	2% (6)	9%
PID: Rep (no lean)	26% (73)	27% (77)	31% (88)	7% (20)	2% (5)	7%
PID/Gender: Dem Women	31% (122)	29% (114)	27% (106)	6% (22)	3% (13)	3%
PID/Gender: Ind Women	26% (66)	20% (51)	35% (90)	7% (18)	2% (6)	9%
PID/Gender: Rep Women	26% (73)	27% (77)	31% (88)	7% (20)	2% (5)	7%
Ideo: Liberal (1-3)	33% (96)	31% (90)	27% (78)	4% (11)	3% (9)	3%
Ideo: Moderate (4)	27% (77)	23% (67)	32% (91)	10% (28)	2% (6)	7%
Ideo: Conservative (5-7)	24% (68)	26% (73)	33% (92)	7% (19)	2% (6)	7%
Educ: < College	31% (128)	21% (85)	33% (136)	5% (21)	4% (15)	7%
Educ: Bachelors degree	25% (83)	31% (102)	27% (89)	9% (29)	2% (8)	5%
Educ: Post-grad	28% (52)	30% (56)	31% (58)	6% (11)	— (0)	5%
Income: Under 50k	33% (95)	18% (51)	33% (95)	6% (16)	3% (9)	7%
Income: 50k-100k	26% (102)	30% (118)	29% (112)	6% (24)	3% (13)	5%
Income: 100k+	26% (65)	29% (74)	30% (77)	8% (21)	1% (2)	6%
Ethnicity: White	27% (180)	27% (177)	31% (205)	7% (46)	2% (15)	6%
Ethnicity: Hispanic	32% (62)	24% (45)	27% (52)	8% (15)	6% (10)	3%
Ethnicity: Black	33% (43)	27% (36)	25% (33)	6% (7)	5% (7)	4%
Ethnicity: Other	31% (39)	23% (30)	35% (45)	6% (7)	1% (2)	5%

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Table BPC25_4: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (262)	26% (243)	31% (284)	7% (61)	3% (23)	6%
All Christian	26% (111)	28% (117)	31% (132)	7% (31)	2% (9)	6%
Agnostic/Nothing in particular	26% (67)	23% (59)	35% (88)	6% (15)	3% (9)	6%
Something Else	37% (71)	25% (49)	25% (47)	7% (14)	2% (4)	4%
Evangelical	32% (79)	30% (75)	23% (58)	7% (17)	2% (6)	6%
Non-Evangelical	28% (99)	24% (83)	33% (116)	8% (28)	2% (7)	4%
Community: Urban	30% (72)	32% (79)	24% (59)	7% (18)	2% (6)	4%
Community: Suburban	27% (126)	24% (113)	34% (155)	6% (30)	2% (10)	6%
Community: Rural	29% (64)	23% (51)	32% (70)	6% (13)	3% (7)	6%
Employ: Private Sector	28% (210)	27% (198)	31% (228)	7% (50)	2% (15)	6%
Employ: Government	30% (47)	23% (36)	31% (48)	6% (9)	5% (8)	4%
Military HH: Yes	28% (25)	30% (27)	27% (25)	8% (7)	2% (2)	5%
Military HH: No	28% (237)	26% (216)	31% (259)	6% (54)	3% (21)	6%
RD/WT: Right Direction	30% (77)	30% (77)	27% (69)	7% (18)	2% (5)	5%
RD/WT: Wrong Track	28% (185)	25% (165)	32% (215)	6% (43)	3% (18)	6%
Biden Job Approve	30% (118)	27% (104)	30% (119)	5% (21)	2% (9)	5%
Biden Job Disapprove	27% (137)	26% (133)	31% (156)	8% (39)	3% (14)	5%
Biden Job Strongly Approve	26% (30)	30% (36)	30% (36)	6% (7)	4% (4)	4%
Biden Job Somewhat Approve	32% (88)	25% (68)	31% (83)	5% (14)	2% (5)	5%
Biden Job Somewhat Disapprove	28% (53)	30% (55)	32% (59)	6% (11)	1% (2)	3%
Biden Job Strongly Disapprove	26% (84)	24% (78)	30% (97)	9% (28)	4% (12)	6%
Favorable of Biden	31% (127)	26% (108)	31% (129)	5% (22)	2% (9)	4%
Unfavorable of Biden	27% (130)	27% (131)	30% (143)	8% (38)	3% (14)	5%
Very Favorable of Biden	30% (42)	29% (40)	28% (40)	6% (8)	4% (5)	4%
Somewhat Favorable of Biden	31% (86)	25% (68)	33% (90)	5% (14)	1% (4)	4%
Somewhat Unfavorable of Biden	29% (45)	32% (51)	28% (44)	5% (7)	1% (2)	4%
Very Unfavorable of Biden	26% (85)	25% (80)	30% (99)	9% (30)	4% (12)	6%

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Table BPC25_4: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (262)	26% (243)	31% (284)	7% (61)	3% (23)	6%
#1 Issue: Economy	29% (142)	29% (143)	28% (138)	7% (33)	1% (7)	5%
#1 Issue: Security	24% (20)	24% (19)	36% (29)	5% (4)	3% (2)	9%
#1 Issue: Health Care	24% (21)	23% (21)	32% (29)	5% (5)	5% (5)	11%
#1 Issue: Women's Issues	37% (33)	29% (26)	21% (19)	7% (6)	1% (1)	4%
#1 Issue: Education	28% (17)	33% (20)	25% (16)	6% (4)	2% (1)	5%
#1 Issue: Energy	29% (19)	15% (10)	38% (25)	9% (6)	6% (4)	2%
2020 Vote: Joe Biden	31% (139)	28% (128)	31% (139)	4% (20)	2% (11)	4%
2020 Vote: Donald Trump	26% (83)	28% (87)	29% (92)	9% (27)	3% (10)	6%
2020 Vote: Didn't Vote	27% (32)	15% (18)	33% (39)	9% (11)	2% (3)	13%
2018 House Vote: Democrat	30% (119)	30% (116)	27% (105)	5% (20)	3% (12)	5%
2018 House Vote: Republican	26% (70)	27% (72)	32% (83)	8% (22)	2% (6)	4%
2016 Vote: Hillary Clinton	30% (107)	29% (103)	29% (103)	5% (19)	2% (7)	6%
2016 Vote: Donald Trump	26% (75)	26% (73)	29% (83)	10% (29)	4% (11)	4%
2016 Vote: Didn't Vote	30% (71)	25% (59)	32% (77)	4% (9)	2% (5)	7%
Voted in 2014: Yes	28% (165)	27% (159)	29% (170)	6% (37)	3% (18)	5%
Voted in 2014: No	28% (97)	24% (84)	33% (114)	7% (24)	1% (5)	7%
4-Region: Northeast	23% (31)	32% (43)	32% (43)	6% (7)	1% (1)	7%
4-Region: Midwest	29% (67)	23% (54)	30% (68)	8% (19)	1% (3)	9%
4-Region: South	33% (111)	24% (83)	27% (93)	7% (23)	3% (12)	5%
4-Region: West	24% (53)	28% (63)	36% (80)	5% (12)	3% (7)	3%
Child(Ren) Aged 0-17	30% (212)	29% (199)	27% (186)	7% (47)	2% (14)	6%
Child(Ren) Aged 0-5	34% (118)	28% (98)	25% (87)	6% (19)	2% (7)	4%
Caregivers	31% (161)	31% (166)	28% (147)	6% (31)	1% (7)	3%
Caregiver for Aging Parent	33% (28)	32% (27)	27% (23)	7% (6)	1% (1)	—
Caregiver for Sick or Disabled Family Member	29% (25)	28% (24)	31% (26)	6% (5)	2% (1)	5%
Caregiver for Child/Dependent	30% (120)	32% (127)	27% (109)	6% (24)	1% (5)	3%
Non-Business Owners	28% (262)	26% (243)	31% (284)	7% (61)	3% (23)	6%

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Table BPC25_4: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Advancing your career

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	28% (262)	26% (243)	31% (284)	7% (61)	3% (23)	6%
Service Worker/Retail Sales/Laborers/Helpers	35% (50)	21% (30)	26% (37)	5% (7)	4% (6)	10%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	28% (131)	28% (132)	31% (145)	7% (33)	2% (11)	4%
Health Care and Medical Professionals/Lab Techs/Pharmacists	24% (33)	26% (37)	38% (53)	3% (4)	4% (5)	6%
Other Professionals	29% (41)	27% (37)	28% (39)	10% (14)	— (0)	6%
Access to Childcare	29% (102)	34% (119)	23% (80)	7% (25)	2% (5)	5%
No Access to Childcare	34% (56)	23% (38)	28% (46)	8% (14)	3% (5)	5%
Unsure of Access to Childcare	21% (14)	23% (15)	34% (23)	6% (4)	4% (3)	12%
More Financially Secure after Pandemic	29% (54)	27% (51)	26% (49)	9% (16)	4% (7)	6%
Less Financially Secure after the Pandemic	31% (145)	24% (110)	29% (137)	7% (33)	3% (13)	6%
Same Financial Security after the Pandemic	23% (62)	30% (82)	36% (97)	4% (12)	1% (4)	5%
Access to Paid Parental Leave	30% (163)	28% (153)	27% (146)	7% (36)	3% (18)	4%
No Access to Paid Parental Leave	24% (68)	27% (74)	33% (92)	7% (20)	1% (3)	8%
Access to Paid Caregiving Leave	31% (129)	30% (124)	26% (108)	5% (20)	3% (13)	5%
No Access to Paid Caregiving Leave	29% (102)	23% (82)	34% (119)	7% (25)	2% (7)	6%
Access to Flexible Work Hours	28% (262)	26% (243)	31% (284)	7% (61)	3% (23)	6%
Access to Child Care as Employer Benefit	32% (78)	30% (74)	22% (54)	7% (18)	2% (6)	7%
No Access to Child Care as Employer Benefit	27% (145)	26% (140)	32% (169)	7% (37)	3% (15)	5%
Access to Mental Health Benefits	29% (143)	30% (150)	27% (134)	6% (31)	2% (12)	5%
No Access to Mental Health Benefits	26% (76)	23% (69)	35% (103)	8% (23)	2% (6)	6%
Ethnicity: White (Non-Hispanic)	26% (141)	27% (150)	32% (174)	7% (37)	1% (8)	7%
Ethnicity: Hispanic	32% (62)	24% (45)	27% (52)	8% (15)	6% (10)	3%
Ethnicity: Black (Non-Hispanic)	34% (38)	25% (27)	27% (30)	5% (6)	5% (5)	4%
Ethnicity: Asian + Other (Non-Hispanic)	27% (21)	26% (21)	35% (27)	4% (3)	— (0)	8%
Single, never married	35% (54)	16% (25)	29% (46)	5% (9)	10% (15)	5%
Married	26% (143)	31% (167)	32% (173)	5% (30)	1% (7)	4%
Divorced	26% (29)	19% (21)	33% (36)	12% (13)	1% (1)	8%
Living with a partner	34% (28)	25% (21)	25% (20)	9% (7)	— (0)	7%

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

Table BPC25_5: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	39% (366)	30% (278)	18% (164)	6% (57)	4% (34)	3%
Gender: Female	39% (366)	30% (278)	18% (164)	6% (57)	4% (34)	3%
Age: 18-34	40% (105)	29% (75)	14% (37)	8% (22)	6% (15)	2%
Age: 35-44	43% (181)	30% (124)	16% (66)	5% (21)	3% (13)	3%
Age: 45-64	33% (80)	31% (77)	25% (61)	6% (14)	2% (5)	3%
Millennials: 1981-1996	44% (236)	27% (145)	16% (86)	6% (34)	4% (21)	3%
GenXers: 1965-1980	33% (85)	38% (99)	18% (47)	6% (15)	4% (9)	2%
Baby Boomers: 1946-1964	38% (35)	25% (23)	25% (23)	4% (4)	1% (1)	7%
PID: Dem (no lean)	41% (161)	31% (121)	17% (68)	5% (20)	4% (14)	1%
PID: Ind (no lean)	36% (91)	31% (78)	18% (46)	8% (19)	2% (6)	6%
PID: Rep (no lean)	40% (114)	28% (79)	18% (50)	6% (18)	5% (14)	3%
PID/Gender: Dem Women	41% (161)	31% (121)	17% (68)	5% (20)	4% (14)	1%
PID/Gender: Ind Women	36% (91)	31% (78)	18% (46)	8% (19)	2% (6)	6%
PID/Gender: Rep Women	40% (114)	28% (79)	18% (50)	6% (18)	5% (14)	3%
Ideo: Liberal (1-3)	46% (135)	33% (96)	12% (35)	4% (13)	3% (9)	2%
Ideo: Moderate (4)	33% (96)	32% (93)	22% (63)	6% (19)	3% (10)	4%
Ideo: Conservative (5-7)	40% (112)	28% (77)	18% (50)	7% (20)	4% (10)	3%
Educ: < College	37% (151)	25% (103)	21% (88)	8% (33)	5% (21)	4%
Educ: Bachelors degree	37% (120)	38% (124)	16% (53)	5% (16)	3% (9)	2%
Educ: Post-grad	51% (95)	27% (51)	13% (23)	4% (7)	2% (3)	4%
Income: Under 50k	36% (103)	22% (64)	23% (66)	7% (20)	6% (17)	6%
Income: 50k-100k	41% (158)	35% (135)	13% (52)	6% (23)	3% (11)	2%
Income: 100k+	41% (104)	31% (80)	18% (46)	5% (14)	2% (6)	1%
Ethnicity: White	40% (269)	29% (194)	18% (120)	5% (34)	4% (27)	3%
Ethnicity: Hispanic	36% (68)	27% (51)	22% (43)	7% (13)	7% (13)	2%
Ethnicity: Black	38% (50)	31% (41)	15% (20)	9% (12)	3% (4)	3%
Ethnicity: Other	36% (47)	33% (43)	19% (25)	8% (10)	2% (3)	1%

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Table BPC25_5: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	39% (366)	30% (278)	18% (164)	6% (57)	4% (34)	3%
All Christian	39% (164)	30% (129)	20% (86)	5% (20)	3% (13)	3%
Agnostic/Nothing in particular	42% (106)	26% (66)	17% (43)	8% (21)	4% (10)	3%
Something Else	40% (76)	29% (56)	16% (30)	7% (13)	5% (10)	4%
Evangelical	38% (94)	32% (80)	14% (36)	6% (14)	5% (12)	5%
Non-Evangelical	40% (141)	28% (99)	21% (75)	5% (17)	3% (11)	2%
Community: Urban	40% (99)	30% (74)	17% (41)	8% (20)	3% (6)	2%
Community: Suburban	40% (187)	32% (147)	18% (83)	4% (20)	2% (12)	3%
Community: Rural	36% (79)	26% (57)	19% (41)	8% (17)	7% (16)	4%
Employ: Private Sector	39% (294)	30% (225)	18% (138)	5% (40)	4% (27)	3%
Employ: Government	40% (61)	29% (45)	15% (23)	10% (15)	4% (6)	2%
Military HH: Yes	54% (49)	19% (17)	17% (16)	6% (5)	2% (2)	1%
Military HH: No	38% (317)	31% (261)	18% (149)	6% (52)	4% (32)	3%
RD/WT: Right Direction	38% (98)	34% (88)	15% (40)	8% (21)	2% (6)	3%
RD/WT: Wrong Track	40% (268)	28% (190)	19% (125)	5% (36)	4% (27)	3%
Biden Job Approve	39% (152)	34% (134)	16% (64)	6% (22)	2% (9)	3%
Biden Job Disapprove	40% (203)	28% (140)	19% (94)	7% (34)	5% (24)	2%
Biden Job Strongly Approve	36% (43)	35% (41)	18% (22)	6% (7)	3% (3)	2%
Biden Job Somewhat Approve	40% (109)	34% (93)	15% (42)	5% (15)	2% (6)	3%
Biden Job Somewhat Disapprove	45% (83)	29% (54)	17% (31)	6% (11)	1% (3)	1%
Biden Job Strongly Disapprove	37% (119)	27% (86)	20% (63)	7% (23)	7% (22)	2%
Favorable of Biden	40% (166)	33% (135)	17% (72)	6% (23)	2% (10)	2%
Unfavorable of Biden	40% (194)	28% (136)	18% (87)	7% (33)	5% (24)	2%
Very Favorable of Biden	38% (54)	35% (49)	16% (23)	6% (9)	2% (3)	2%
Somewhat Favorable of Biden	41% (112)	32% (86)	18% (49)	5% (14)	2% (7)	2%
Somewhat Unfavorable of Biden	47% (74)	31% (49)	12% (19)	7% (11)	1% (2)	1%
Very Unfavorable of Biden	37% (120)	27% (87)	21% (67)	7% (22)	7% (21)	2%

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Table BPC25_5: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	39% (366)	30% (278)	18% (164)	6% (57)	4% (34)	3%
#1 Issue: Economy	41% (200)	30% (149)	16% (78)	6% (32)	4% (19)	2%
#1 Issue: Security	35% (29)	30% (24)	25% (20)	4% (4)	2% (2)	4%
#1 Issue: Health Care	38% (34)	27% (25)	17% (16)	8% (7)	6% (5)	4%
#1 Issue: Women's Issues	34% (30)	41% (36)	16% (14)	3% (3)	3% (2)	4%
#1 Issue: Education	59% (36)	18% (11)	8% (5)	9% (6)	3% (2)	3%
#1 Issue: Energy	38% (25)	30% (20)	22% (15)	3% (2)	6% (4)	1%
2020 Vote: Joe Biden	42% (191)	33% (151)	15% (71)	5% (23)	3% (11)	2%
2020 Vote: Donald Trump	40% (127)	27% (85)	18% (58)	7% (22)	6% (18)	2%
2020 Vote: Didn't Vote	28% (33)	25% (30)	28% (34)	6% (7)	2% (2)	10%
2018 House Vote: Democrat	42% (163)	33% (130)	14% (54)	6% (24)	3% (10)	2%
2018 House Vote: Republican	41% (109)	29% (75)	19% (49)	7% (17)	4% (10)	1%
2016 Vote: Hillary Clinton	41% (149)	33% (120)	15% (54)	6% (21)	2% (8)	2%
2016 Vote: Donald Trump	39% (110)	27% (76)	21% (59)	7% (19)	5% (14)	2%
2016 Vote: Didn't Vote	38% (90)	27% (65)	20% (47)	5% (12)	5% (11)	5%
Voted in 2014: Yes	42% (242)	31% (179)	15% (89)	7% (38)	3% (19)	2%
Voted in 2014: No	36% (124)	29% (99)	22% (75)	6% (19)	4% (15)	4%
4-Region: Northeast	37% (50)	35% (46)	16% (21)	5% (7)	2% (3)	5%
4-Region: Midwest	39% (89)	31% (71)	17% (39)	9% (21)	1% (1)	4%
4-Region: South	42% (141)	28% (95)	17% (57)	5% (18)	6% (19)	3%
4-Region: West	39% (86)	29% (66)	21% (47)	5% (12)	4% (10)	1%
Child(Ren) Aged 0-17	41% (288)	30% (211)	16% (112)	6% (40)	4% (26)	3%
Child(Ren) Aged 0-5	44% (151)	29% (100)	14% (50)	6% (22)	5% (16)	2%
Caregivers	44% (233)	33% (172)	14% (72)	5% (27)	3% (16)	1%
Caregiver for Aging Parent	35% (29)	44% (38)	12% (11)	9% (7)	— (0)	—
Caregiver for Sick or Disabled Family Member	37% (32)	34% (29)	13% (11)	6% (5)	6% (5)	3%
Caregiver for Child/Dependent	47% (187)	31% (124)	14% (55)	4% (17)	3% (12)	1%
Non-Business Owners	39% (366)	30% (278)	18% (164)	6% (57)	4% (34)	3%

Continued on next page

Table BPC25_5: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your mental health and stress level

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	39% (366)	30% (278)	18% (164)	6% (57)	4% (34)	3%
Service Worker/Retail Sales/Laborers/Helpers	36% (51)	35% (50)	16% (23)	7% (10)	4% (6)	3%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	40% (191)	29% (136)	20% (95)	5% (23)	4% (17)	2%
Health Care and Medical Professionals/Lab Techs/Pharmacists	42% (59)	32% (45)	12% (16)	6% (9)	4% (6)	4%
Other Professionals	41% (57)	28% (39)	16% (23)	10% (13)	2% (3)	4%
Access to Childcare	44% (152)	30% (104)	15% (51)	6% (20)	3% (11)	3%
No Access to Childcare	42% (71)	26% (43)	15% (26)	8% (14)	6% (11)	2%
Unsure of Access to Childcare	35% (24)	30% (21)	17% (11)	6% (4)	2% (2)	9%
More Financially Secure after Pandemic	40% (76)	30% (57)	14% (26)	7% (13)	5% (10)	4%
Less Financially Secure after the Pandemic	40% (186)	31% (146)	15% (72)	7% (32)	4% (18)	3%
Same Financial Security after the Pandemic	38% (103)	28% (75)	25% (66)	5% (12)	2% (5)	3%
Access to Paid Parental Leave	41% (219)	30% (164)	17% (92)	6% (35)	4% (19)	2%
No Access to Paid Parental Leave	38% (105)	31% (86)	18% (50)	6% (15)	5% (13)	3%
Access to Paid Caregiving Leave	42% (174)	30% (124)	16% (65)	6% (25)	3% (14)	3%
No Access to Paid Caregiving Leave	39% (138)	32% (112)	17% (61)	6% (21)	4% (16)	2%
Access to Flexible Work Hours	39% (366)	30% (278)	18% (164)	6% (57)	4% (34)	3%
Access to Child Care as Employer Benefit	44% (109)	26% (64)	17% (41)	6% (14)	3% (7)	4%
No Access to Child Care as Employer Benefit	38% (205)	32% (171)	18% (95)	6% (31)	4% (23)	2%
Access to Mental Health Benefits	42% (210)	31% (154)	15% (77)	6% (31)	3% (13)	3%
No Access to Mental Health Benefits	34% (101)	32% (94)	20% (61)	6% (17)	5% (15)	3%
Ethnicity: White (Non-Hispanic)	40% (219)	30% (167)	17% (93)	6% (31)	3% (18)	4%
Ethnicity: Hispanic	36% (68)	27% (51)	22% (43)	7% (13)	7% (13)	2%
Ethnicity: Black (Non-Hispanic)	42% (46)	28% (31)	16% (17)	9% (10)	2% (2)	3%
Ethnicity: Asian + Other (Non-Hispanic)	41% (32)	37% (29)	14% (11)	5% (4)	2% (1)	2%
Single, never married	38% (60)	22% (35)	18% (29)	10% (16)	7% (11)	4%
Married	40% (219)	32% (175)	17% (95)	5% (29)	3% (16)	2%
Divorced	35% (38)	34% (37)	21% (23)	3% (3)	2% (3)	5%
Living with a partner	45% (37)	27% (22)	13% (11)	10% (9)	1% (1)	3%

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

Table BPC25_6: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (301)	29% (267)	25% (230)	6% (55)	4% (37)	4%
Gender: Female	33% (301)	29% (267)	25% (230)	6% (55)	4% (37)	4%
Age: 18-34	36% (94)	28% (73)	21% (54)	7% (19)	5% (12)	3%
Age: 35-44	33% (137)	30% (125)	24% (99)	5% (22)	3% (14)	5%
Age: 45-64	28% (70)	28% (69)	31% (77)	5% (13)	4% (10)	2%
Millennials: 1981-1996	36% (195)	28% (148)	23% (122)	6% (32)	3% (17)	4%
GenXers: 1965-1980	29% (77)	32% (82)	26% (67)	4% (11)	6% (15)	3%
Baby Boomers: 1946-1964	24% (22)	30% (27)	34% (31)	5% (4)	2% (2)	5%
PID: Dem (no lean)	33% (128)	30% (117)	25% (97)	6% (23)	4% (17)	2%
PID: Ind (no lean)	30% (77)	26% (67)	29% (74)	6% (15)	3% (6)	6%
PID: Rep (no lean)	34% (96)	30% (84)	21% (59)	6% (16)	5% (13)	5%
PID/Gender: Dem Women	33% (128)	30% (117)	25% (97)	6% (23)	4% (17)	2%
PID/Gender: Ind Women	30% (77)	26% (67)	29% (74)	6% (15)	3% (6)	6%
PID/Gender: Rep Women	34% (96)	30% (84)	21% (59)	6% (16)	5% (13)	5%
Ideo: Liberal (1-3)	36% (105)	30% (88)	23% (67)	5% (15)	4% (11)	2%
Ideo: Moderate (4)	29% (85)	27% (79)	29% (85)	7% (19)	4% (11)	4%
Ideo: Conservative (5-7)	32% (87)	33% (90)	21% (59)	6% (18)	4% (11)	4%
Educ: < College	33% (135)	25% (103)	26% (107)	6% (24)	6% (24)	5%
Educ: Bachelors degree	32% (103)	31% (102)	25% (83)	7% (22)	3% (8)	3%
Educ: Post-grad	34% (64)	33% (63)	21% (40)	5% (9)	2% (4)	4%
Income: Under 50k	31% (90)	27% (77)	25% (71)	6% (16)	7% (20)	4%
Income: 50k-100k	35% (136)	28% (109)	25% (95)	6% (24)	2% (9)	4%
Income: 100k+	30% (75)	33% (82)	25% (63)	6% (15)	3% (8)	4%
Ethnicity: White	32% (215)	30% (199)	24% (160)	5% (34)	4% (27)	5%
Ethnicity: Hispanic	34% (64)	22% (42)	27% (51)	8% (14)	8% (16)	2%
Ethnicity: Black	34% (45)	22% (29)	29% (39)	9% (12)	3% (5)	3%
Ethnicity: Other	32% (42)	31% (40)	24% (32)	7% (9)	4% (5)	2%

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Table BPC25_6: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (301)	29% (267)	25% (230)	6% (55)	4% (37)	4%
All Christian	30% (125)	31% (134)	26% (110)	7% (28)	4% (17)	2%
Agnostic/Nothing in particular	30% (75)	26% (67)	28% (72)	5% (12)	6% (15)	5%
Something Else	41% (79)	26% (50)	19% (37)	6% (12)	2% (4)	5%
Evangelical	29% (73)	33% (82)	21% (53)	7% (17)	5% (12)	5%
Non-Evangelical	36% (127)	27% (95)	26% (90)	6% (22)	3% (9)	2%
Community: Urban	34% (84)	31% (75)	23% (57)	6% (14)	4% (9)	2%
Community: Suburban	33% (154)	28% (130)	26% (119)	6% (29)	2% (11)	4%
Community: Rural	29% (63)	28% (62)	25% (54)	5% (11)	7% (16)	6%
Employ: Private Sector	32% (235)	31% (232)	24% (179)	6% (46)	4% (29)	3%
Employ: Government	37% (58)	19% (29)	29% (45)	4% (6)	5% (8)	6%
Military HH: Yes	29% (26)	26% (23)	29% (26)	9% (8)	2% (2)	5%
Military HH: No	33% (275)	29% (244)	24% (204)	6% (47)	4% (35)	4%
RD/WT: Right Direction	31% (81)	28% (73)	25% (65)	9% (24)	3% (8)	3%
RD/WT: Wrong Track	33% (220)	29% (194)	25% (165)	5% (31)	4% (29)	4%
Biden Job Approve	32% (125)	30% (119)	25% (97)	6% (25)	3% (12)	3%
Biden Job Disapprove	33% (168)	28% (143)	24% (122)	6% (29)	5% (25)	3%
Biden Job Strongly Approve	25% (29)	29% (34)	32% (38)	8% (10)	4% (5)	3%
Biden Job Somewhat Approve	35% (96)	31% (85)	22% (60)	6% (15)	3% (7)	3%
Biden Job Somewhat Disapprove	33% (61)	34% (62)	23% (43)	5% (9)	4% (7)	1%
Biden Job Strongly Disapprove	33% (107)	25% (81)	25% (79)	6% (20)	6% (18)	5%
Favorable of Biden	33% (138)	29% (120)	27% (110)	5% (22)	3% (13)	2%
Unfavorable of Biden	33% (159)	29% (142)	23% (112)	6% (30)	5% (23)	3%
Very Favorable of Biden	28% (39)	30% (41)	28% (40)	7% (10)	4% (6)	2%
Somewhat Favorable of Biden	36% (99)	29% (79)	26% (70)	4% (12)	3% (7)	2%
Somewhat Unfavorable of Biden	33% (51)	35% (55)	23% (35)	6% (9)	3% (4)	1%
Very Unfavorable of Biden	33% (108)	27% (87)	23% (77)	6% (21)	6% (19)	4%

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Table BPC25_6: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (301)	29% (267)	25% (230)	6% (55)	4% (37)	4%
#1 Issue: Economy	35% (171)	30% (148)	22% (109)	5% (25)	3% (16)	4%
#1 Issue: Security	25% (20)	29% (24)	28% (23)	8% (7)	5% (4)	4%
#1 Issue: Health Care	29% (26)	27% (25)	26% (24)	10% (9)	3% (3)	4%
#1 Issue: Women's Issues	34% (30)	29% (26)	24% (21)	4% (4)	2% (2)	7%
#1 Issue: Education	40% (25)	25% (15)	22% (14)	6% (4)	3% (2)	3%
#1 Issue: Energy	31% (21)	26% (17)	24% (16)	5% (3)	14% (9)	1%
2020 Vote: Joe Biden	33% (152)	30% (135)	26% (119)	5% (24)	3% (15)	2%
2020 Vote: Donald Trump	33% (105)	29% (93)	22% (69)	6% (19)	6% (18)	4%
2020 Vote: Didn't Vote	27% (32)	24% (28)	28% (33)	8% (9)	4% (5)	10%
2018 House Vote: Democrat	32% (125)	31% (122)	24% (93)	6% (23)	4% (17)	3%
2018 House Vote: Republican	34% (89)	29% (77)	24% (63)	7% (18)	3% (9)	3%
2016 Vote: Hillary Clinton	33% (117)	31% (112)	26% (92)	5% (19)	3% (10)	3%
2016 Vote: Donald Trump	32% (92)	28% (79)	25% (70)	7% (19)	5% (15)	3%
2016 Vote: Didn't Vote	35% (83)	27% (63)	23% (55)	5% (12)	4% (9)	6%
Voted in 2014: Yes	33% (190)	30% (176)	24% (138)	6% (36)	4% (24)	3%
Voted in 2014: No	32% (112)	26% (91)	27% (93)	6% (19)	4% (13)	6%
4-Region: Northeast	26% (35)	31% (42)	31% (42)	4% (5)	2% (3)	6%
4-Region: Midwest	32% (75)	32% (74)	22% (50)	6% (14)	2% (5)	6%
4-Region: South	37% (126)	25% (85)	20% (68)	7% (25)	7% (23)	3%
4-Region: West	30% (66)	30% (66)	31% (70)	5% (10)	3% (6)	2%
Child(Ren) Aged 0-17	34% (236)	30% (206)	23% (160)	6% (41)	4% (24)	4%
Child(Ren) Aged 0-5	34% (117)	31% (108)	22% (75)	6% (20)	4% (14)	3%
Caregivers	36% (188)	33% (175)	21% (108)	5% (25)	3% (18)	2%
Caregiver for Aging Parent	37% (31)	34% (29)	17% (14)	6% (5)	5% (4)	2%
Caregiver for Sick or Disabled Family Member	44% (38)	25% (22)	18% (16)	9% (7)	2% (1)	2%
Caregiver for Child/Dependent	34% (137)	34% (137)	21% (85)	4% (14)	3% (14)	3%
Non-Business Owners	33% (301)	29% (267)	25% (230)	6% (55)	4% (37)	4%

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Table BPC25_6: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your ability to work longer hours

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	33% (301)	29% (267)	25% (230)	6% (55)	4% (37)	4%
Service Worker/Retail Sales/Laborers/Helpers	30% (43)	28% (40)	26% (38)	5% (7)	6% (9)	4%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	33% (158)	29% (139)	25% (118)	6% (27)	3% (16)	3%
Health Care and Medical Professionals/Lab Techs/Pharmacists	31% (43)	29% (40)	26% (37)	7% (9)	3% (4)	5%
Other Professionals	34% (47)	29% (40)	21% (29)	8% (12)	4% (5)	4%
Access to Childcare	32% (110)	34% (120)	21% (74)	6% (20)	3% (12)	4%
No Access to Childcare	40% (66)	21% (36)	25% (41)	7% (11)	5% (9)	2%
Unsure of Access to Childcare	23% (15)	35% (24)	24% (16)	6% (4)	— (0)	12%
More Financially Secure after Pandemic	37% (70)	21% (40)	26% (49)	8% (15)	5% (9)	4%
Less Financially Secure after the Pandemic	34% (158)	30% (139)	23% (108)	6% (26)	4% (19)	4%
Same Financial Security after the Pandemic	27% (74)	33% (88)	27% (74)	5% (13)	3% (9)	4%
Access to Paid Parental Leave	33% (181)	29% (156)	24% (131)	6% (33)	4% (22)	3%
No Access to Paid Parental Leave	30% (83)	30% (85)	26% (72)	6% (17)	5% (13)	3%
Access to Paid Caregiving Leave	33% (135)	28% (116)	24% (101)	6% (23)	4% (18)	5%
No Access to Paid Caregiving Leave	36% (128)	27% (96)	24% (85)	6% (22)	4% (16)	2%
Access to Flexible Work Hours	33% (301)	29% (267)	25% (230)	6% (55)	4% (37)	4%
Access to Child Care as Employer Benefit	35% (85)	28% (69)	21% (53)	7% (17)	4% (11)	4%
No Access to Child Care as Employer Benefit	32% (173)	30% (160)	24% (127)	7% (35)	4% (24)	3%
Access to Mental Health Benefits	34% (170)	28% (140)	25% (123)	6% (29)	3% (16)	4%
No Access to Mental Health Benefits	30% (88)	31% (91)	26% (78)	6% (17)	5% (14)	3%
Ethnicity: White (Non-Hispanic)	32% (174)	32% (176)	23% (126)	5% (28)	3% (18)	5%
Ethnicity: Hispanic	34% (64)	22% (42)	27% (51)	8% (14)	8% (16)	2%
Ethnicity: Black (Non-Hispanic)	36% (39)	18% (19)	32% (35)	11% (12)	2% (2)	3%
Ethnicity: Asian + Other (Non-Hispanic)	31% (24)	39% (30)	23% (18)	1% (1)	2% (2)	3%
Single, never married	35% (54)	25% (39)	23% (36)	5% (8)	9% (14)	4%
Married	32% (175)	32% (173)	24% (133)	6% (31)	2% (13)	4%
Divorced	26% (28)	31% (34)	36% (40)	4% (4)	2% (2)	1%
Living with a partner	40% (33)	18% (14)	18% (14)	13% (11)	4% (3)	8%

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

Table BPC25_7: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (209)	20% (186)	33% (307)	12% (108)	6% (56)	6%
Gender: Female	23% (209)	20% (186)	33% (307)	12% (108)	6% (56)	6%
Age: 18-34	29% (75)	21% (54)	26% (67)	14% (37)	5% (14)	5%
Age: 35-44	22% (93)	21% (86)	31% (130)	11% (47)	7% (28)	8%
Age: 45-64	17% (41)	18% (45)	45% (109)	10% (24)	5% (12)	6%
Millennials: 1981-1996	27% (147)	20% (107)	30% (159)	12% (63)	6% (30)	6%
GenXers: 1965-1980	16% (41)	20% (53)	38% (98)	11% (29)	8% (20)	7%
Baby Boomers: 1946-1964	15% (14)	17% (16)	45% (41)	8% (8)	6% (5)	8%
PID: Dem (no lean)	24% (92)	22% (87)	33% (129)	12% (45)	6% (25)	3%
PID: Ind (no lean)	23% (58)	15% (38)	37% (94)	10% (25)	5% (12)	10%
PID: Rep (no lean)	21% (59)	21% (61)	30% (85)	13% (38)	7% (18)	8%
PID/Gender: Dem Women	24% (92)	22% (87)	33% (129)	12% (45)	6% (25)	3%
PID/Gender: Ind Women	23% (58)	15% (38)	37% (94)	10% (25)	5% (12)	10%
PID/Gender: Rep Women	21% (59)	21% (61)	30% (85)	13% (38)	7% (18)	8%
Ideo: Liberal (1-3)	23% (66)	21% (62)	33% (95)	12% (34)	7% (20)	5%
Ideo: Moderate (4)	20% (58)	20% (58)	36% (103)	13% (37)	5% (15)	6%
Ideo: Conservative (5-7)	24% (67)	19% (53)	32% (88)	11% (32)	6% (18)	7%
Educ: < College	23% (96)	18% (74)	32% (130)	12% (49)	7% (29)	8%
Educ: Bachelors degree	22% (72)	21% (67)	37% (122)	10% (34)	6% (19)	4%
Educ: Post-grad	22% (42)	24% (44)	30% (55)	14% (26)	4% (7)	7%
Income: Under 50k	25% (71)	17% (48)	32% (92)	13% (37)	6% (17)	8%
Income: 50k-100k	20% (79)	23% (88)	32% (124)	11% (44)	8% (30)	6%
Income: 100k+	24% (60)	20% (50)	36% (92)	11% (28)	4% (9)	6%
Ethnicity: White	22% (145)	19% (128)	32% (214)	13% (85)	6% (42)	8%
Ethnicity: Hispanic	27% (52)	19% (36)	29% (55)	12% (22)	10% (19)	3%
Ethnicity: Black	23% (30)	25% (33)	30% (40)	12% (15)	7% (9)	3%
Ethnicity: Other	27% (34)	20% (25)	41% (53)	6% (8)	4% (5)	3%

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Table BPC25_7: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (209)	20% (186)	33% (307)	12% (108)	6% (56)	6%
All Christian	24% (101)	23% (97)	34% (144)	11% (45)	6% (24)	3%
Agnostic/Nothing in particular	22% (57)	13% (33)	36% (91)	14% (35)	7% (18)	8%
Something Else	18% (35)	23% (43)	31% (60)	12% (24)	4% (7)	12%
Evangelical	23% (58)	24% (60)	28% (69)	13% (33)	4% (11)	7%
Non-Evangelical	22% (76)	21% (74)	37% (129)	9% (33)	6% (20)	5%
Community: Urban	24% (58)	23% (57)	31% (76)	10% (24)	8% (20)	4%
Community: Suburban	21% (98)	19% (87)	36% (168)	13% (59)	4% (20)	6%
Community: Rural	24% (53)	19% (42)	29% (63)	12% (25)	7% (15)	9%
Employ: Private Sector	23% (168)	20% (150)	34% (253)	11% (80)	6% (46)	7%
Employ: Government	23% (36)	20% (31)	29% (44)	17% (27)	6% (9)	5%
Military HH: Yes	25% (22)	24% (21)	29% (27)	10% (9)	3% (3)	9%
Military HH: No	22% (187)	20% (164)	34% (281)	12% (100)	6% (53)	6%
RD/WT: Right Direction	25% (65)	21% (55)	33% (86)	12% (32)	4% (10)	4%
RD/WT: Wrong Track	22% (144)	20% (131)	33% (221)	12% (77)	7% (45)	7%
Biden Job Approve	25% (96)	19% (74)	34% (135)	12% (47)	5% (21)	5%
Biden Job Disapprove	22% (109)	21% (108)	32% (160)	12% (62)	7% (35)	6%
Biden Job Strongly Approve	29% (34)	22% (27)	29% (34)	12% (14)	4% (5)	4%
Biden Job Somewhat Approve	23% (62)	17% (47)	37% (100)	12% (33)	6% (16)	5%
Biden Job Somewhat Disapprove	21% (40)	23% (42)	35% (65)	12% (21)	6% (12)	3%
Biden Job Strongly Disapprove	22% (69)	21% (66)	30% (95)	13% (40)	7% (23)	8%
Favorable of Biden	26% (107)	19% (80)	35% (144)	11% (46)	5% (19)	4%
Unfavorable of Biden	21% (101)	22% (104)	31% (150)	13% (62)	7% (34)	7%
Very Favorable of Biden	31% (44)	23% (32)	25% (35)	12% (16)	6% (8)	4%
Somewhat Favorable of Biden	23% (63)	18% (49)	40% (109)	11% (30)	4% (11)	4%
Somewhat Unfavorable of Biden	20% (32)	24% (38)	30% (48)	15% (23)	6% (10)	4%
Very Unfavorable of Biden	21% (69)	20% (66)	31% (102)	12% (39)	7% (24)	8%

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Table BPC25_7: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (209)	20% (186)	33% (307)	12% (108)	6% (56)	6%
#1 Issue: Economy	23% (111)	22% (107)	32% (158)	9% (45)	7% (37)	7%
#1 Issue: Security	13% (11)	22% (18)	38% (31)	17% (14)	5% (4)	5%
#1 Issue: Health Care	25% (22)	10% (9)	37% (34)	12% (11)	8% (7)	9%
#1 Issue: Women's Issues	27% (24)	21% (19)	28% (25)	14% (13)	4% (3)	5%
#1 Issue: Education	30% (18)	27% (17)	21% (13)	12% (7)	2% (1)	8%
#1 Issue: Energy	26% (17)	12% (8)	43% (29)	15% (10)	1% (1)	3%
2020 Vote: Joe Biden	24% (110)	20% (93)	35% (161)	10% (48)	6% (27)	4%
2020 Vote: Donald Trump	22% (70)	22% (69)	29% (92)	13% (41)	6% (20)	8%
2020 Vote: Didn't Vote	18% (21)	15% (18)	35% (41)	15% (17)	4% (5)	13%
2018 House Vote: Democrat	25% (96)	22% (84)	32% (124)	12% (45)	6% (24)	4%
2018 House Vote: Republican	21% (55)	21% (54)	32% (83)	14% (37)	5% (13)	8%
2016 Vote: Hillary Clinton	23% (84)	22% (79)	33% (118)	10% (38)	6% (23)	5%
2016 Vote: Donald Trump	23% (66)	19% (54)	31% (88)	14% (38)	6% (18)	6%
2016 Vote: Didn't Vote	23% (54)	18% (43)	35% (83)	11% (25)	5% (13)	9%
Voted in 2014: Yes	22% (130)	22% (129)	32% (183)	12% (70)	5% (32)	6%
Voted in 2014: No	23% (80)	16% (57)	36% (124)	11% (39)	7% (24)	7%
4-Region: Northeast	21% (28)	19% (25)	35% (47)	15% (20)	3% (4)	8%
4-Region: Midwest	22% (50)	18% (41)	35% (81)	12% (27)	6% (14)	7%
4-Region: South	25% (86)	19% (64)	31% (107)	12% (42)	5% (16)	7%
4-Region: West	20% (45)	25% (55)	33% (72)	9% (19)	10% (22)	4%
Child(Ren) Aged 0-17	25% (171)	21% (150)	31% (214)	11% (77)	6% (39)	7%
Child(Ren) Aged 0-5	28% (98)	23% (78)	28% (97)	10% (33)	5% (18)	6%
Caregivers	24% (129)	22% (116)	29% (154)	13% (66)	6% (33)	5%
Caregiver for Aging Parent	23% (20)	21% (18)	24% (21)	21% (18)	8% (7)	4%
Caregiver for Sick or Disabled Family Member	24% (20)	25% (22)	26% (22)	9% (8)	10% (9)	6%
Caregiver for Child/Dependent	24% (94)	22% (87)	31% (123)	12% (47)	6% (25)	6%
Non-Business Owners	23% (209)	20% (186)	33% (307)	12% (108)	6% (56)	6%

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Table BPC25_7: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your comfort level switching jobs

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	23% (209)	20% (186)	33% (307)	12% (108)	6% (56)	6%
Service Worker/Retail Sales/Laborers/Helpers	28% (40)	19% (26)	31% (44)	11% (15)	3% (4)	9%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21% (101)	20% (96)	37% (175)	9% (42)	6% (29)	6%
Health Care and Medical Professionals/Lab Techs/Pharmacists	19% (26)	20% (28)	30% (42)	15% (22)	9% (13)	7%
Other Professionals	25% (35)	22% (31)	26% (37)	17% (24)	5% (7)	4%
Access to Childcare	28% (97)	23% (80)	28% (99)	9% (32)	5% (18)	6%
No Access to Childcare	25% (41)	20% (33)	27% (45)	16% (27)	7% (12)	5%
Unsure of Access to Childcare	10% (7)	20% (13)	43% (29)	13% (9)	2% (1)	12%
More Financially Secure after Pandemic	28% (53)	23% (43)	25% (46)	11% (21)	5% (10)	8%
Less Financially Secure after the Pandemic	24% (110)	19% (88)	31% (143)	12% (58)	8% (37)	7%
Same Financial Security after the Pandemic	17% (46)	20% (54)	44% (118)	11% (29)	3% (8)	5%
Access to Paid Parental Leave	23% (122)	22% (121)	32% (173)	11% (62)	6% (34)	5%
No Access to Paid Parental Leave	23% (65)	18% (49)	33% (91)	13% (36)	7% (18)	7%
Access to Paid Caregiving Leave	27% (110)	22% (92)	30% (125)	9% (37)	6% (23)	6%
No Access to Paid Caregiving Leave	23% (80)	17% (59)	33% (118)	15% (52)	7% (25)	6%
Access to Flexible Work Hours	23% (209)	20% (186)	33% (307)	12% (108)	6% (56)	6%
Access to Child Care as Employer Benefit	29% (72)	24% (59)	25% (61)	8% (20)	6% (14)	8%
No Access to Child Care as Employer Benefit	20% (108)	18% (94)	35% (188)	15% (78)	7% (37)	6%
Access to Mental Health Benefits	24% (118)	22% (110)	28% (140)	12% (60)	7% (33)	8%
No Access to Mental Health Benefits	21% (61)	17% (52)	38% (112)	14% (40)	6% (18)	4%
Ethnicity: White (Non-Hispanic)	21% (113)	20% (107)	34% (184)	13% (70)	5% (28)	8%
Ethnicity: Hispanic	27% (52)	19% (36)	29% (55)	12% (22)	10% (19)	3%
Ethnicity: Black (Non-Hispanic)	23% (26)	25% (27)	30% (33)	13% (15)	5% (5)	4%
Ethnicity: Asian + Other (Non-Hispanic)	25% (19)	20% (16)	44% (35)	2% (2)	4% (3)	5%
Single, never married	27% (42)	19% (30)	30% (47)	10% (15)	9% (14)	5%
Married	22% (122)	21% (117)	34% (188)	11% (59)	5% (27)	6%
Divorced	15% (17)	21% (23)	33% (36)	19% (21)	6% (7)	5%
Living with a partner	31% (26)	16% (13)	25% (21)	13% (11)	3% (3)	11%

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

Table BPC25_8: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (194)	18% (164)	33% (304)	6% (53)	5% (47)	18%
Gender: Female	21% (194)	18% (164)	33% (304)	6% (53)	5% (47)	18%
Age: 18-34	26% (68)	20% (51)	29% (77)	6% (15)	5% (14)	14%
Age: 35-44	21% (88)	18% (74)	30% (124)	6% (23)	6% (24)	20%
Age: 45-64	15% (37)	16% (39)	42% (103)	6% (14)	4% (9)	18%
Millennials: 1981-1996	25% (132)	18% (99)	29% (156)	5% (28)	6% (30)	17%
GenXers: 1965-1980	14% (36)	16% (41)	39% (101)	8% (21)	5% (13)	19%
Baby Boomers: 1946-1964	17% (15)	16% (14)	39% (36)	1% (1)	2% (2)	25%
PID: Dem (no lean)	23% (89)	22% (86)	30% (115)	7% (26)	5% (21)	13%
PID: Ind (no lean)	19% (49)	13% (33)	37% (95)	6% (14)	3% (8)	21%
PID: Rep (no lean)	20% (56)	16% (45)	33% (94)	4% (13)	6% (18)	21%
PID/Gender: Dem Women	23% (89)	22% (86)	30% (115)	7% (26)	5% (21)	13%
PID/Gender: Ind Women	19% (49)	13% (33)	37% (95)	6% (14)	3% (8)	21%
PID/Gender: Rep Women	20% (56)	16% (45)	33% (94)	4% (13)	6% (18)	21%
Ideo: Liberal (1-3)	23% (67)	20% (60)	30% (88)	4% (12)	6% (16)	17%
Ideo: Moderate (4)	22% (64)	17% (49)	33% (96)	9% (25)	4% (12)	15%
Ideo: Conservative (5-7)	19% (51)	15% (42)	34% (94)	5% (13)	5% (14)	22%
Educ: < College	22% (92)	17% (71)	32% (132)	5% (22)	8% (32)	15%
Educ: Bachelors degree	20% (64)	20% (64)	32% (106)	6% (21)	4% (14)	18%
Educ: Post-grad	20% (37)	16% (30)	35% (65)	6% (11)	1% (1)	23%
Income: Under 50k	23% (65)	16% (45)	33% (96)	6% (17)	9% (27)	13%
Income: 50k-100k	21% (81)	20% (76)	31% (119)	6% (22)	4% (16)	19%
Income: 100k+	19% (48)	17% (43)	35% (89)	6% (14)	1% (4)	22%
Ethnicity: White	19% (129)	17% (111)	34% (223)	5% (33)	5% (31)	21%
Ethnicity: Hispanic	26% (50)	16% (30)	27% (52)	3% (7)	13% (24)	15%
Ethnicity: Black	23% (31)	22% (30)	28% (36)	13% (17)	9% (12)	5%
Ethnicity: Other	26% (34)	19% (24)	34% (44)	2% (3)	4% (5)	15%

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Table BPC25_8: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (194)	18% (164)	33% (304)	6% (53)	5% (47)	18%
All Christian	22% (91)	17% (74)	35% (147)	5% (23)	4% (19)	17%
Agnostic/Nothing in particular	19% (48)	16% (41)	35% (88)	6% (15)	5% (13)	19%
Something Else	19% (37)	20% (38)	29% (56)	8% (15)	6% (11)	19%
Evangelical	21% (51)	24% (60)	26% (66)	7% (17)	6% (14)	16%
Non-Evangelical	21% (75)	13% (45)	38% (131)	6% (20)	4% (15)	18%
Community: Urban	27% (66)	18% (45)	27% (67)	7% (17)	6% (15)	14%
Community: Suburban	18% (86)	17% (80)	39% (180)	5% (25)	2% (8)	18%
Community: Rural	19% (42)	18% (39)	26% (57)	5% (11)	11% (23)	21%
Employ: Private Sector	21% (156)	18% (132)	33% (250)	5% (37)	5% (39)	18%
Employ: Government	21% (33)	15% (23)	31% (47)	9% (14)	5% (8)	19%
Military HH: Yes	18% (16)	18% (17)	33% (30)	7% (6)	5% (4)	19%
Military HH: No	21% (178)	18% (148)	33% (274)	6% (47)	5% (43)	18%
RD/WT: Right Direction	25% (64)	23% (61)	29% (75)	7% (19)	3% (8)	13%
RD/WT: Wrong Track	20% (130)	15% (103)	34% (229)	5% (34)	6% (39)	20%
Biden Job Approve	22% (87)	20% (79)	31% (121)	7% (27)	4% (16)	15%
Biden Job Disapprove	21% (104)	16% (83)	34% (171)	5% (25)	6% (31)	18%
Biden Job Strongly Approve	26% (30)	25% (29)	27% (32)	10% (11)	4% (4)	10%
Biden Job Somewhat Approve	21% (56)	18% (50)	33% (89)	6% (16)	4% (12)	18%
Biden Job Somewhat Disapprove	23% (43)	16% (30)	39% (72)	6% (10)	3% (6)	13%
Biden Job Strongly Disapprove	19% (61)	16% (53)	31% (99)	5% (15)	8% (25)	21%
Favorable of Biden	23% (94)	20% (84)	31% (129)	7% (28)	4% (16)	15%
Unfavorable of Biden	20% (98)	16% (76)	34% (164)	5% (25)	6% (30)	19%
Very Favorable of Biden	28% (40)	23% (32)	30% (41)	8% (12)	5% (7)	6%
Somewhat Favorable of Biden	20% (54)	19% (52)	32% (88)	6% (16)	3% (9)	20%
Somewhat Unfavorable of Biden	22% (34)	19% (30)	38% (60)	4% (6)	4% (7)	13%
Very Unfavorable of Biden	20% (64)	14% (46)	32% (104)	6% (19)	7% (23)	21%

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Table BPC25_8: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (194)	18% (164)	33% (304)	6% (53)	5% (47)	18%
#1 Issue: Economy	23% (114)	17% (84)	33% (159)	6% (29)	5% (25)	16%
#1 Issue: Security	18% (15)	25% (20)	32% (27)	3% (2)	6% (5)	17%
#1 Issue: Health Care	18% (17)	15% (14)	31% (28)	4% (4)	9% (8)	22%
#1 Issue: Women's Issues	20% (18)	20% (18)	27% (24)	7% (7)	2% (2)	24%
#1 Issue: Education	21% (13)	14% (9)	31% (19)	10% (6)	6% (4)	18%
#1 Issue: Energy	22% (14)	19% (13)	37% (25)	5% (3)	6% (4)	12%
2020 Vote: Joe Biden	22% (101)	21% (95)	32% (145)	6% (25)	4% (18)	16%
2020 Vote: Donald Trump	20% (62)	15% (49)	33% (106)	5% (15)	7% (21)	20%
2020 Vote: Didn't Vote	22% (26)	13% (15)	31% (37)	11% (12)	5% (6)	19%
2018 House Vote: Democrat	22% (86)	22% (87)	29% (114)	7% (26)	5% (19)	15%
2018 House Vote: Republican	18% (48)	14% (38)	37% (99)	5% (13)	4% (11)	21%
2016 Vote: Hillary Clinton	21% (76)	22% (80)	31% (113)	5% (20)	4% (16)	16%
2016 Vote: Donald Trump	18% (52)	14% (39)	34% (96)	6% (17)	7% (19)	21%
2016 Vote: Didn't Vote	25% (59)	16% (39)	33% (77)	6% (15)	5% (11)	15%
Voted in 2014: Yes	19% (112)	19% (110)	32% (184)	6% (34)	5% (28)	19%
Voted in 2014: No	24% (82)	16% (55)	35% (120)	5% (19)	6% (19)	15%
4-Region: Northeast	17% (23)	22% (30)	34% (46)	6% (8)	2% (3)	18%
4-Region: Midwest	15% (34)	16% (37)	38% (89)	6% (14)	3% (6)	22%
4-Region: South	25% (86)	19% (64)	29% (100)	6% (19)	7% (23)	14%
4-Region: West	23% (51)	15% (34)	31% (70)	5% (12)	7% (15)	19%
Child(Ren) Aged 0-17	22% (157)	19% (130)	31% (214)	6% (44)	5% (34)	17%
Child(Ren) Aged 0-5	24% (84)	20% (69)	29% (101)	6% (20)	5% (18)	16%
Caregivers	22% (114)	20% (105)	30% (160)	6% (31)	5% (26)	17%
Caregiver for Aging Parent	22% (19)	26% (22)	24% (21)	9% (8)	8% (7)	11%
Caregiver for Sick or Disabled Family Member	29% (25)	17% (15)	26% (22)	3% (2)	13% (11)	12%
Caregiver for Child/Dependent	19% (77)	20% (79)	32% (128)	6% (25)	3% (12)	20%
Non-Business Owners	21% (194)	18% (164)	33% (304)	6% (53)	5% (47)	18%

Continued on next page

Table BPC25_8: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Your comfort level to start your own business

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	21% (194)	18% (164)	33% (304)	6% (53)	5% (47)	18%
Service Worker/Retail Sales/Laborers/Helpers	28% (40)	22% (31)	26% (37)	6% (9)	4% (6)	14%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	20% (93)	16% (77)	36% (169)	5% (25)	4% (20)	18%
Health Care and Medical Professionals/Lab Techs/Pharmacists	21% (29)	19% (27)	25% (35)	5% (7)	10% (15)	19%
Other Professionals	17% (24)	17% (23)	37% (52)	6% (9)	2% (3)	20%
Access to Childcare	26% (91)	19% (66)	25% (88)	5% (17)	5% (17)	20%
No Access to Childcare	19% (31)	21% (35)	32% (54)	8% (13)	8% (13)	12%
Unsure of Access to Childcare	9% (6)	15% (10)	44% (30)	8% (6)	2% (2)	21%
More Financially Secure after Pandemic	30% (57)	20% (38)	27% (51)	4% (8)	5% (10)	13%
Less Financially Secure after the Pandemic	21% (97)	18% (83)	31% (146)	7% (33)	6% (28)	17%
Same Financial Security after the Pandemic	15% (40)	16% (43)	40% (107)	4% (12)	3% (9)	22%
Access to Paid Parental Leave	22% (121)	18% (98)	31% (167)	6% (35)	4% (24)	18%
No Access to Paid Parental Leave	20% (55)	18% (49)	35% (97)	6% (16)	6% (17)	16%
Access to Paid Caregiving Leave	25% (101)	19% (77)	29% (122)	6% (23)	5% (22)	16%
No Access to Paid Caregiving Leave	21% (75)	18% (65)	34% (121)	7% (24)	5% (17)	15%
Access to Flexible Work Hours	21% (194)	18% (164)	33% (304)	6% (53)	5% (47)	18%
Access to Child Care as Employer Benefit	33% (80)	19% (46)	25% (61)	4% (10)	7% (17)	13%
No Access to Child Care as Employer Benefit	17% (93)	18% (96)	34% (180)	7% (35)	5% (26)	19%
Access to Mental Health Benefits	21% (105)	18% (90)	30% (147)	7% (33)	4% (22)	20%
No Access to Mental Health Benefits	19% (58)	21% (61)	35% (105)	5% (15)	7% (20)	13%
Ethnicity: White (Non-Hispanic)	18% (97)	18% (97)	35% (193)	6% (31)	3% (15)	21%
Ethnicity: Hispanic	26% (50)	16% (30)	27% (52)	3% (7)	13% (24)	15%
Ethnicity: Black (Non-Hispanic)	26% (29)	19% (20)	31% (34)	12% (14)	6% (7)	5%
Ethnicity: Asian + Other (Non-Hispanic)	24% (19)	21% (17)	32% (25)	2% (2)	1% (1)	20%
Single, never married	25% (40)	17% (27)	28% (44)	8% (12)	12% (18)	10%
Married	20% (109)	18% (98)	35% (193)	4% (22)	4% (19)	19%
Divorced	17% (18)	19% (20)	30% (33)	10% (11)	4% (4)	21%
Living with a partner	29% (23)	15% (13)	27% (22)	7% (6)	3% (2)	18%

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

Table BPC25_9: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (187)	15% (143)	35% (326)	4% (37)	3% (32)	22% (
Gender: Female	20% (187)	15% (143)	35% (326)	4% (37)	3% (32)	22% (
Age: 18-34	34% (88)	22% (57)	27% (70)	5% (12)	4% (11)	9%
Age: 35-44	19% (78)	16% (68)	35% (147)	5% (19)	3% (12)	22%
Age: 45-64	9% (21)	7% (16)	44% (109)	3% (6)	3% (8)	35%
Millennials: 1981-1996	27% (145)	20% (105)	30% (161)	5% (28)	3% (17)	15%
GenXers: 1965-1980	9% (23)	10% (26)	44% (116)	2% (5)	4% (10)	31%
Baby Boomers: 1946-1964	6% (5)	6% (6)	39% (36)	3% (2)	3% (3)	43%
PID: Dem (no lean)	20% (79)	19% (72)	34% (134)	4% (16)	4% (14)	19%
PID: Ind (no lean)	21% (54)	12% (29)	37% (94)	3% (7)	4% (9)	24%
PID: Rep (no lean)	19% (54)	14% (41)	34% (98)	5% (14)	3% (9)	24%
PID/Gender: Dem Women	20% (79)	19% (72)	34% (134)	4% (16)	4% (14)	19%
PID/Gender: Ind Women	21% (54)	12% (29)	37% (94)	3% (7)	4% (9)	24%
PID/Gender: Rep Women	19% (54)	14% (41)	34% (98)	5% (14)	3% (9)	24%
Ideo: Liberal (1-3)	20% (57)	20% (60)	32% (95)	4% (12)	3% (8)	21%
Ideo: Moderate (4)	19% (56)	14% (41)	37% (108)	3% (8)	6% (18)	20%
Ideo: Conservative (5-7)	19% (52)	13% (36)	37% (103)	5% (15)	2% (5)	24%
Educ: < College	22% (91)	11% (46)	35% (145)	5% (20)	5% (21)	22%
Educ: Bachelors degree	19% (61)	21% (69)	33% (107)	4% (14)	2% (8)	21%
Educ: Post-grad	19% (36)	15% (28)	39% (73)	1% (3)	1% (3)	24%
Income: Under 50k	23% (66)	13% (36)	33% (96)	6% (18)	4% (10)	21%
Income: 50k-100k	20% (78)	14% (55)	34% (131)	4% (14)	5% (18)	24%
Income: 100k+	17% (44)	20% (51)	39% (99)	2% (6)	2% (4)	19%
Ethnicity: White	19% (126)	15% (98)	35% (233)	4% (28)	3% (22)	24%
Ethnicity: Hispanic	23% (44)	11% (20)	32% (60)	6% (11)	7% (13)	22%
Ethnicity: Black	23% (30)	15% (20)	35% (46)	4% (6)	3% (4)	19%
Ethnicity: Other	24% (31)	19% (25)	36% (46)	3% (4)	5% (6)	13%

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Table BPC25_9: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (187)	15% (143)	35% (326)	4% (37)	3% (32)	22% (
All Christian	19% (81)	15% (66)	39% (164)	3% (11)	3% (15)	21%
Agnostic/Nothing in particular	21% (52)	15% (38)	36% (91)	6% (15)	4% (10)	18%
Something Else	21% (40)	13% (25)	29% (55)	5% (9)	3% (6)	30%
Evangelical	18% (46)	17% (42)	32% (80)	4% (11)	4% (9)	25%
Non-Evangelical	21% (73)	12% (42)	38% (132)	3% (10)	3% (11)	23%
Community: Urban	25% (61)	19% (46)	31% (76)	6% (14)	3% (7)	16%
Community: Suburban	18% (83)	14% (66)	40% (185)	2% (10)	3% (13)	23%
Community: Rural	20% (43)	14% (30)	30% (65)	6% (13)	6% (12)	25%
Employ: Private Sector	20% (149)	15% (114)	35% (261)	4% (32)	3% (23)	22%
Employ: Government	22% (34)	17% (26)	35% (55)	3% (4)	6% (9)	17%
Military HH: Yes	10% (9)	9% (8)	36% (33)	5% (5)	1% (1)	39%
Military HH: No	21% (178)	16% (134)	35% (293)	4% (32)	4% (31)	20%
RD/WT: Right Direction	16% (42)	18% (46)	37% (96)	4% (11)	3% (7)	22%
RD/WT: Wrong Track	22% (145)	14% (97)	34% (230)	4% (26)	4% (25)	22%
Biden Job Approve	19% (76)	18% (70)	37% (143)	3% (11)	3% (11)	20%
Biden Job Disapprove	21% (107)	14% (72)	34% (171)	5% (26)	4% (19)	22%
Biden Job Strongly Approve	24% (29)	17% (20)	34% (41)	5% (6)	3% (3)	16%
Biden Job Somewhat Approve	17% (47)	18% (49)	38% (102)	2% (5)	3% (8)	22%
Biden Job Somewhat Disapprove	22% (40)	16% (29)	40% (73)	5% (8)	2% (4)	16%
Biden Job Strongly Disapprove	21% (67)	13% (43)	31% (98)	5% (17)	5% (15)	25%
Favorable of Biden	20% (83)	17% (69)	39% (161)	2% (10)	2% (9)	19%
Unfavorable of Biden	21% (100)	15% (70)	32% (155)	5% (27)	4% (22)	23%
Very Favorable of Biden	27% (38)	16% (23)	36% (51)	4% (6)	2% (2)	15%
Somewhat Favorable of Biden	17% (45)	17% (46)	41% (111)	1% (4)	3% (7)	22%
Somewhat Unfavorable of Biden	23% (36)	18% (28)	34% (54)	5% (7)	5% (8)	15%
Very Unfavorable of Biden	20% (65)	13% (42)	31% (102)	6% (19)	4% (13)	26%

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Table BPC25_9: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (187)	15% (143)	35% (326)	4% (37)	3% (32)	22% (
#1 Issue: Economy	23% (110)	16% (78)	34% (168)	4% (22)	3% (14)	20%
#1 Issue: Security	13% (10)	10% (8)	41% (34)	3% (3)	4% (3)	30%
#1 Issue: Health Care	12% (11)	20% (19)	33% (30)	4% (3)	7% (6)	23%
#1 Issue: Women's Issues	27% (24)	16% (14)	34% (30)	4% (3)	2% (2)	17%
#1 Issue: Education	22% (13)	9% (6)	31% (19)	2% (1)	3% (2)	32%
#1 Issue: Energy	19% (12)	22% (15)	40% (26)	5% (4)	2% (2)	11%
2020 Vote: Joe Biden	21% (94)	18% (81)	37% (170)	3% (13)	3% (12)	19%
2020 Vote: Donald Trump	21% (66)	13% (41)	32% (101)	7% (22)	5% (14)	23%
2020 Vote: Didn't Vote	21% (25)	14% (16)	34% (40)	2% (2)	5% (6)	25%
2018 House Vote: Democrat	20% (79)	17% (65)	36% (142)	4% (15)	3% (13)	20%
2018 House Vote: Republican	19% (50)	14% (38)	34% (88)	4% (10)	4% (12)	24%
2016 Vote: Hillary Clinton	18% (66)	17% (61)	37% (134)	3% (10)	3% (10)	22%
2016 Vote: Donald Trump	20% (55)	12% (35)	34% (96)	6% (17)	5% (14)	23%
2016 Vote: Didn't Vote	24% (58)	18% (42)	32% (77)	4% (9)	3% (7)	19%
Voted in 2014: Yes	18% (106)	14% (82)	36% (209)	3% (20)	4% (24)	24%
Voted in 2014: No	23% (81)	17% (60)	34% (117)	5% (18)	2% (8)	18%
4-Region: Northeast	18% (24)	16% (21)	41% (55)	3% (4)	3% (3)	20%
4-Region: Midwest	20% (46)	14% (33)	37% (86)	3% (8)	3% (6)	23%
4-Region: South	19% (66)	15% (51)	35% (118)	5% (17)	5% (16)	21%
4-Region: West	23% (51)	17% (38)	30% (67)	4% (8)	3% (7)	23%
Child(Ren) Aged 0-17	24% (164)	19% (133)	33% (232)	4% (30)	3% (19)	17%
Child(Ren) Aged 0-5	30% (104)	21% (74)	31% (106)	4% (12)	3% (12)	11%
Caregivers	23% (120)	20% (103)	32% (169)	3% (18)	3% (14)	19%
Caregiver for Aging Parent	23% (19)	15% (13)	34% (29)	2% (2)	3% (2)	24%
Caregiver for Sick or Disabled Family Member	13% (11)	19% (16)	31% (26)	4% (3)	4% (4)	29%
Caregiver for Child/Dependent	24% (94)	20% (80)	33% (132)	4% (14)	2% (9)	17%
Non-Business Owners	20% (187)	15% (143)	35% (326)	4% (37)	3% (32)	22% (

Continued on next page

Table BPC25_9: *You mentioned your employer provides flexible work hours and/or the ability to work from home. How much, if at all, do flexible work hours and/or the ability to work from home positively or negatively impact each of the following for you personally, if at all?*
Future plans to have children

Demographic	Significantly positive impact	Somewhat positive impact	Neither positive nor negative impact	Somewhat negative impact	Significantly negative impact	Do know opin
Working Mothers	20% (187)	15% (143)	35% (326)	4% (37)	3% (32)	22% (
Service Worker/Retail Sales/Laborers/Helpers	25% (36)	15% (22)	33% (48)	5% (6)	4% (6)	17%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	19% (92)	15% (70)	37% (176)	3% (14)	4% (20)	21%
Health Care and Medical Professionals/Lab Techs/Pharmacists	16% (23)	19% (27)	31% (43)	6% (9)	2% (3)	26%
Other Professionals	22% (31)	13% (18)	34% (47)	5% (6)	1% (2)	26%
Access to Childcare	24% (84)	24% (83)	28% (97)	5% (19)	3% (10)	16%
No Access to Childcare	26% (43)	20% (34)	36% (61)	1% (2)	5% (8)	12%
Unsure of Access to Childcare	19% (13)	12% (8)	42% (29)	2% (1)	2% (1)	23%
More Financially Secure after Pandemic	21% (40)	22% (42)	30% (56)	7% (13)	2% (4)	18%
Less Financially Secure after the Pandemic	21% (99)	13% (62)	34% (160)	4% (20)	4% (19)	23%
Same Financial Security after the Pandemic	18% (47)	14% (38)	41% (110)	2% (5)	4% (10)	22%
Access to Paid Parental Leave	22% (119)	17% (94)	33% (180)	5% (26)	4% (19)	19%
No Access to Paid Parental Leave	19% (52)	14% (40)	38% (107)	4% (10)	3% (8)	22%
Access to Paid Caregiving Leave	22% (92)	19% (77)	30% (123)	5% (20)	3% (12)	22%
No Access to Paid Caregiving Leave	21% (75)	12% (44)	39% (140)	4% (13)	4% (13)	20%
Access to Flexible Work Hours	20% (187)	15% (143)	35% (326)	4% (37)	3% (32)	22% (
Access to Child Care as Employer Benefit	28% (68)	22% (53)	27% (65)	6% (14)	3% (7)	15%
No Access to Child Care as Employer Benefit	18% (98)	14% (76)	39% (206)	4% (20)	4% (20)	21%
Access to Mental Health Benefits	21% (104)	15% (77)	33% (165)	3% (14)	4% (20)	24%
No Access to Mental Health Benefits	19% (55)	16% (46)	39% (114)	4% (13)	3% (10)	20%
Ethnicity: White (Non-Hispanic)	18% (99)	16% (88)	37% (202)	4% (23)	2% (11)	23%
Ethnicity: Hispanic	23% (44)	11% (20)	32% (60)	6% (11)	7% (13)	22%
Ethnicity: Black (Non-Hispanic)	26% (28)	13% (15)	35% (39)	2% (3)	3% (4)	20%
Ethnicity: Asian + Other (Non-Hispanic)	21% (17)	25% (19)	31% (25)	1% (1)	5% (4)	17%
Single, never married	31% (48)	11% (17)	29% (45)	8% (12)	7% (12)	14%
Married	18% (99)	19% (102)	38% (205)	2% (12)	3% (14)	21%
Divorced	12% (13)	6% (7)	39% (43)	5% (5)	3% (3)	35%
Living with a partner	25% (21)	16% (13)	28% (23)	5% (4)	3% (3)	23%

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

Table BPC26_1: *Do you currently provide the following benefits to your full-time employees?*
Paid vacation days

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	56%	(206)	38%	(140)	7%	(24)	370
Gender: Female	56%	(206)	38%	(140)	7%	(24)	370
Age: 18-34	66%	(107)	29%	(46)	6%	(9)	162
Age: 35-44	47%	(65)	43%	(60)	9%	(13)	137
Age: 45-64	47%	(32)	49%	(33)	4%	(3)	68
Millennials: 1981-1996	61%	(147)	32%	(78)	7%	(16)	241
GenXers: 1965-1980	51%	(33)	44%	(28)	5%	(3)	64
PID: Dem (no lean)	65%	(133)	31%	(63)	5%	(10)	206
PID: Ind (no lean)	38%	(33)	50%	(43)	12%	(10)	85
PID: Rep (no lean)	51%	(40)	43%	(34)	6%	(5)	79
PID/Gender: Dem Women	65%	(133)	31%	(63)	5%	(10)	206
PID/Gender: Ind Women	38%	(33)	50%	(43)	12%	(10)	85
PID/Gender: Rep Women	51%	(40)	43%	(34)	6%	(5)	79
Ideo: Liberal (1-3)	56%	(77)	40%	(55)	4%	(6)	138
Ideo: Moderate (4)	62%	(73)	32%	(38)	7%	(8)	118
Ideo: Conservative (5-7)	49%	(46)	44%	(41)	7%	(6)	94
Educ: < College	44%	(66)	45%	(67)	11%	(16)	150
Educ: Bachelors degree	67%	(60)	30%	(27)	4%	(3)	91
Educ: Post-grad	61%	(79)	35%	(46)	4%	(5)	130
Income: Under 50k	41%	(49)	49%	(59)	10%	(12)	119
Income: 50k-100k	61%	(85)	35%	(48)	4%	(5)	138
Income: 100k+	64%	(72)	29%	(33)	7%	(8)	113
Ethnicity: White	54%	(126)	39%	(92)	7%	(17)	235
Ethnicity: Hispanic	65%	(70)	30%	(33)	5%	(6)	108
Ethnicity: Black	62%	(58)	32%	(30)	6%	(6)	94
All Christian	60%	(103)	35%	(60)	4%	(7)	170
Agnostic/Nothing in particular	51%	(45)	37%	(32)	12%	(11)	89
Something Else	53%	(42)	42%	(33)	6%	(5)	80
Evangelical	58%	(73)	35%	(44)	7%	(8)	125
Non-Evangelical	58%	(67)	39%	(45)	2%	(3)	115

Continued on next page

Table BPC26_1: *Do you currently provide the following benefits to your full-time employees?*
Paid vacation days

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	56%	(206)	38%	(140)	7%	(24)	370
Community: Urban	59%	(89)	36%	(55)	5%	(8)	152
Community: Suburban	57%	(80)	36%	(50)	8%	(11)	141
Community: Rural	47%	(37)	45%	(35)	8%	(6)	78
Employ: Private Sector	63%	(138)	32%	(70)	5%	(10)	218
Employ: Self-Employed	43%	(53)	48%	(59)	9%	(11)	123
Military HH: No	56%	(186)	37%	(121)	7%	(22)	329
RD/WT: Right Direction	62%	(111)	32%	(58)	5%	(9)	178
RD/WT: Wrong Track	49%	(95)	43%	(82)	8%	(15)	192
Biden Job Approve	59%	(116)	34%	(66)	6%	(13)	194
Biden Job Disapprove	53%	(88)	41%	(67)	6%	(10)	165
Biden Job Strongly Approve	64%	(67)	34%	(35)	3%	(3)	105
Biden Job Somewhat Approve	55%	(49)	35%	(31)	11%	(10)	89
Biden Job Somewhat Disapprove	60%	(40)	39%	(26)	2%	(1)	67
Biden Job Strongly Disapprove	49%	(48)	42%	(41)	9%	(9)	98
Favorable of Biden	59%	(123)	35%	(73)	5%	(11)	207
Unfavorable of Biden	52%	(81)	41%	(63)	6%	(10)	154
Very Favorable of Biden	65%	(69)	32%	(34)	2%	(3)	106
Somewhat Favorable of Biden	53%	(54)	39%	(39)	8%	(8)	101
Very Unfavorable of Biden	50%	(53)	42%	(45)	8%	(8)	105
#1 Issue: Economy	56%	(101)	37%	(66)	7%	(13)	180
#1 Issue: Health Care	61%	(32)	35%	(18)	4%	(2)	52
2020 Vote: Joe Biden	58%	(129)	36%	(79)	6%	(14)	221
2020 Vote: Donald Trump	57%	(50)	38%	(33)	5%	(4)	87
2020 Vote: Didn't Vote	41%	(22)	48%	(26)	10%	(6)	53
2018 House Vote: Democrat	64%	(119)	31%	(58)	5%	(9)	185
2018 House Vote: Republican	52%	(45)	44%	(39)	4%	(3)	87
2016 Vote: Hillary Clinton	66%	(110)	30%	(50)	4%	(7)	167
2016 Vote: Donald Trump	51%	(46)	45%	(41)	4%	(4)	91
2016 Vote: Didn't Vote	45%	(45)	42%	(42)	13%	(13)	100
Voted in 2014: Yes	61%	(143)	35%	(81)	4%	(9)	233
Voted in 2014: No	46%	(63)	43%	(59)	11%	(15)	137

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Table BPC26_1: *Do you currently provide the following benefits to your full-time employees?*
Paid vacation days

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	56%	(206)	38%	(140)	7%	(24)	370
4-Region: Northeast	57%	(36)	33%	(20)	11%	(7)	63
4-Region: Midwest	56%	(37)	34%	(22)	10%	(7)	66
4-Region: South	57%	(88)	38%	(58)	5%	(8)	155
4-Region: West	52%	(45)	45%	(39)	3%	(3)	87
Child(Ren) Aged 0-17	59%	(186)	35%	(110)	6%	(20)	316
Child(Ren) Aged 0-5	58%	(96)	34%	(56)	8%	(12)	164
Caregivers	60%	(167)	33%	(92)	6%	(18)	277
Caregiver for Aging Parent	54%	(35)	39%	(26)	7%	(5)	66
Caregiver for Sick or Disabled Family Member	58%	(50)	33%	(28)	9%	(8)	86
Caregiver for Child/Dependent	62%	(104)	33%	(56)	6%	(9)	170
Business Owners	56%	(206)	38%	(140)	7%	(24)	370
Business Owners w/Employees	56%	(206)	38%	(140)	7%	(24)	370
Access to Childcare	66%	(131)	28%	(55)	6%	(11)	197
No Access to Childcare	45%	(23)	51%	(27)	4%	(2)	52
More Financially Secure after Pandemic	62%	(93)	32%	(47)	6%	(9)	149
Less Financially Secure after the Pandemic	49%	(74)	45%	(69)	6%	(9)	151
Same Financial Security after the Pandemic	56%	(39)	34%	(24)	10%	(7)	70
Ethnicity: White (Non-Hispanic)	52%	(93)	40%	(71)	8%	(14)	179
Ethnicity: Hispanic	65%	(70)	30%	(33)	5%	(6)	108
Ethnicity: Black (Non-Hispanic)	53%	(31)	41%	(25)	6%	(3)	59
Single, never married	47%	(25)	42%	(23)	12%	(6)	54
Married	62%	(142)	33%	(75)	5%	(11)	228

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

Table BPC26_2: *Do you currently provide the following benefits to your full-time employees?*
Paid sick days

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	60%	(220)	33%	(121)	8%	(29)	370
Gender: Female	60%	(220)	33%	(121)	8%	(29)	370
Age: 18-34	68%	(111)	24%	(39)	8%	(12)	162
Age: 35-44	51%	(70)	40%	(55)	9%	(12)	137
Age: 45-64	53%	(36)	39%	(27)	7%	(5)	68
Millennials: 1981-1996	63%	(152)	29%	(70)	8%	(20)	241
GenXers: 1965-1980	57%	(36)	37%	(24)	7%	(4)	64
PID: Dem (no lean)	65%	(135)	29%	(60)	5%	(11)	206
PID: Ind (no lean)	55%	(47)	33%	(28)	12%	(10)	85
PID: Rep (no lean)	49%	(39)	41%	(33)	10%	(8)	79
PID/Gender: Dem Women	65%	(135)	29%	(60)	5%	(11)	206
PID/Gender: Ind Women	55%	(47)	33%	(28)	12%	(10)	85
PID/Gender: Rep Women	49%	(39)	41%	(33)	10%	(8)	79
Ideo: Liberal (1-3)	59%	(82)	36%	(50)	5%	(7)	138
Ideo: Moderate (4)	68%	(80)	25%	(29)	8%	(9)	118
Ideo: Conservative (5-7)	53%	(50)	38%	(35)	9%	(9)	94
Educ: < College	55%	(82)	34%	(51)	11%	(16)	150
Educ: Bachelors degree	66%	(59)	29%	(26)	5%	(5)	91
Educ: Post-grad	60%	(79)	33%	(43)	6%	(8)	130
Income: Under 50k	49%	(58)	41%	(49)	10%	(12)	119
Income: 50k-100k	68%	(94)	25%	(35)	7%	(9)	138
Income: 100k+	60%	(68)	33%	(37)	7%	(8)	113
Ethnicity: White	57%	(133)	34%	(79)	10%	(23)	235
Ethnicity: Hispanic	65%	(70)	30%	(32)	5%	(6)	108
Ethnicity: Black	70%	(66)	25%	(23)	6%	(5)	94
All Christian	64%	(108)	31%	(52)	6%	(9)	170
Agnostic/Nothing in particular	55%	(49)	33%	(29)	12%	(10)	89
Something Else	56%	(45)	38%	(30)	6%	(5)	80
Evangelical	63%	(79)	31%	(39)	6%	(8)	125
Non-Evangelical	59%	(68)	35%	(41)	6%	(6)	115

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Table BPC26_2: *Do you currently provide the following benefits to your full-time employees?*
Paid sick days

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	60%	(220)	33%	(121)	8%	(29)	370
Community: Urban	59%	(90)	32%	(49)	9%	(13)	152
Community: Suburban	63%	(88)	31%	(44)	6%	(8)	141
Community: Rural	54%	(42)	36%	(28)	10%	(8)	78
Employ: Private Sector	66%	(144)	28%	(61)	6%	(14)	218
Employ: Self-Employed	45%	(56)	45%	(56)	9%	(11)	123
Military HH: No	60%	(198)	32%	(104)	8%	(27)	329
RD/WT: Right Direction	67%	(120)	26%	(46)	7%	(12)	178
RD/WT: Wrong Track	52%	(101)	39%	(75)	9%	(17)	192
Biden Job Approve	65%	(127)	28%	(54)	7%	(14)	194
Biden Job Disapprove	55%	(91)	36%	(60)	9%	(14)	165
Biden Job Strongly Approve	65%	(68)	31%	(32)	4%	(4)	105
Biden Job Somewhat Approve	66%	(59)	24%	(21)	11%	(9)	89
Biden Job Somewhat Disapprove	65%	(44)	32%	(21)	3%	(2)	67
Biden Job Strongly Disapprove	49%	(48)	39%	(38)	12%	(12)	98
Favorable of Biden	64%	(133)	30%	(62)	6%	(13)	207
Unfavorable of Biden	55%	(85)	37%	(57)	8%	(12)	154
Very Favorable of Biden	73%	(78)	23%	(24)	4%	(4)	106
Somewhat Favorable of Biden	54%	(55)	37%	(38)	8%	(8)	101
Very Unfavorable of Biden	54%	(57)	37%	(39)	9%	(10)	105
#1 Issue: Economy	61%	(110)	31%	(57)	8%	(14)	180
#1 Issue: Health Care	71%	(37)	23%	(12)	6%	(3)	52
2020 Vote: Joe Biden	62%	(137)	32%	(70)	6%	(14)	221
2020 Vote: Donald Trump	57%	(50)	33%	(29)	10%	(9)	87
2020 Vote: Didn't Vote	52%	(28)	37%	(20)	11%	(6)	53
2018 House Vote: Democrat	65%	(120)	30%	(56)	5%	(9)	185
2018 House Vote: Republican	52%	(46)	39%	(34)	9%	(8)	87
2016 Vote: Hillary Clinton	68%	(113)	28%	(47)	4%	(7)	167
2016 Vote: Donald Trump	55%	(50)	37%	(34)	8%	(7)	91
2016 Vote: Didn't Vote	52%	(52)	34%	(34)	14%	(14)	100
Voted in 2014: Yes	62%	(145)	33%	(76)	5%	(12)	233
Voted in 2014: No	55%	(75)	33%	(45)	13%	(17)	137

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Table BPC26_2: *Do you currently provide the following benefits to your full-time employees?*
Paid sick days

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	60%	(220)	33%	(121)	8%	(29)	370
4-Region: Northeast	62%	(39)	30%	(19)	8%	(5)	63
4-Region: Midwest	55%	(36)	32%	(21)	13%	(9)	66
4-Region: South	61%	(94)	32%	(49)	7%	(11)	155
4-Region: West	59%	(51)	36%	(32)	5%	(4)	87
Child(Ren) Aged 0-17	61%	(194)	31%	(99)	7%	(24)	316
Child(Ren) Aged 0-5	59%	(97)	31%	(52)	10%	(16)	164
Caregivers	60%	(166)	32%	(89)	8%	(21)	277
Caregiver for Aging Parent	54%	(36)	33%	(22)	12%	(8)	66
Caregiver for Sick or Disabled Family Member	60%	(52)	26%	(23)	14%	(12)	86
Caregiver for Child/Dependent	61%	(103)	35%	(59)	5%	(8)	170
Business Owners	60%	(220)	33%	(121)	8%	(29)	370
Business Owners w/Employees	60%	(220)	33%	(121)	8%	(29)	370
Access to Childcare	68%	(134)	25%	(49)	7%	(13)	197
No Access to Childcare	44%	(23)	53%	(28)	4%	(2)	52
More Financially Secure after Pandemic	64%	(95)	29%	(43)	7%	(11)	149
Less Financially Secure after the Pandemic	58%	(87)	35%	(54)	7%	(11)	151
Same Financial Security after the Pandemic	55%	(38)	34%	(24)	10%	(7)	70
Ethnicity: White (Non-Hispanic)	56%	(101)	32%	(58)	11%	(20)	179
Ethnicity: Hispanic	65%	(70)	30%	(32)	5%	(6)	108
Ethnicity: Black (Non-Hispanic)	61%	(36)	34%	(20)	5%	(3)	59
Single, never married	54%	(29)	37%	(20)	9%	(5)	54
Married	63%	(143)	30%	(68)	8%	(18)	228

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

Table BPC26_3: *Do you currently provide the following benefits to your full-time employees?*
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	46%	(170)	46%	(170)	8%	(30)	370
Gender: Female	46%	(170)	46%	(170)	8%	(30)	370
Age: 18-34	57%	(93)	33%	(53)	10%	(16)	162
Age: 35-44	41%	(57)	50%	(69)	8%	(11)	137
Age: 45-64	30%	(20)	66%	(45)	4%	(2)	68
Millennials: 1981-1996	53%	(127)	38%	(93)	9%	(21)	241
GenXers: 1965-1980	38%	(25)	55%	(36)	6%	(4)	64
PID: Dem (no lean)	55%	(112)	38%	(79)	7%	(15)	206
PID: Ind (no lean)	42%	(36)	50%	(43)	8%	(7)	85
PID: Rep (no lean)	28%	(22)	61%	(49)	11%	(8)	79
PID/Gender: Dem Women	55%	(112)	38%	(79)	7%	(15)	206
PID/Gender: Ind Women	42%	(36)	50%	(43)	8%	(7)	85
PID/Gender: Rep Women	28%	(22)	61%	(49)	11%	(8)	79
Ideo: Liberal (1-3)	43%	(59)	49%	(67)	8%	(11)	138
Ideo: Moderate (4)	54%	(64)	41%	(49)	5%	(6)	118
Ideo: Conservative (5-7)	42%	(40)	51%	(48)	7%	(7)	94
Educ: < College	36%	(54)	51%	(77)	13%	(19)	150
Educ: Bachelors degree	44%	(40)	50%	(45)	6%	(6)	91
Educ: Post-grad	59%	(77)	37%	(48)	4%	(5)	130
Income: Under 50k	36%	(43)	52%	(62)	11%	(14)	119
Income: 50k-100k	46%	(64)	48%	(66)	5%	(7)	138
Income: 100k+	55%	(63)	37%	(42)	8%	(9)	113
Ethnicity: White	41%	(96)	51%	(120)	8%	(19)	235
Ethnicity: Hispanic	58%	(63)	36%	(39)	6%	(7)	108
Ethnicity: Black	63%	(60)	30%	(28)	7%	(7)	94
All Christian	50%	(85)	46%	(78)	4%	(7)	170
Agnostic/Nothing in particular	42%	(37)	45%	(39)	14%	(12)	89
Something Else	42%	(33)	51%	(41)	7%	(5)	80
Evangelical	51%	(63)	41%	(51)	8%	(10)	125
Non-Evangelical	45%	(52)	53%	(61)	2%	(2)	115

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Table BPC26_3: *Do you currently provide the following benefits to your full-time employees? Paid parental leave (to care for a newborn or adopted child)*

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	46%	(170)	46%	(170)	8%	(30)	370
Community: Urban	55%	(83)	38%	(58)	7%	(11)	152
Community: Suburban	45%	(63)	47%	(66)	8%	(11)	141
Community: Rural	31%	(24)	59%	(46)	10%	(8)	78
Employ: Private Sector	50%	(110)	42%	(92)	7%	(16)	218
Employ: Self-Employed	37%	(45)	54%	(66)	9%	(11)	123
Military HH: No	46%	(151)	46%	(151)	8%	(27)	329
RD/WT: Right Direction	52%	(93)	40%	(71)	8%	(15)	178
RD/WT: Wrong Track	40%	(77)	52%	(100)	8%	(15)	192
Biden Job Approve	51%	(100)	41%	(79)	8%	(15)	194
Biden Job Disapprove	42%	(69)	51%	(84)	8%	(13)	165
Biden Job Strongly Approve	57%	(60)	38%	(40)	6%	(6)	105
Biden Job Somewhat Approve	45%	(41)	44%	(40)	10%	(9)	89
Biden Job Somewhat Disapprove	56%	(37)	42%	(28)	3%	(2)	67
Biden Job Strongly Disapprove	32%	(31)	57%	(56)	11%	(11)	98
Favorable of Biden	52%	(107)	42%	(86)	7%	(14)	207
Unfavorable of Biden	39%	(60)	54%	(83)	7%	(11)	154
Very Favorable of Biden	60%	(64)	34%	(36)	6%	(6)	106
Somewhat Favorable of Biden	43%	(43)	50%	(50)	7%	(7)	101
Very Unfavorable of Biden	34%	(35)	57%	(60)	9%	(10)	105
#1 Issue: Economy	41%	(74)	51%	(91)	8%	(15)	180
#1 Issue: Health Care	61%	(32)	31%	(16)	8%	(4)	52
2020 Vote: Joe Biden	52%	(114)	41%	(91)	7%	(16)	221
2020 Vote: Donald Trump	34%	(30)	58%	(50)	8%	(7)	87
2020 Vote: Didn't Vote	39%	(21)	48%	(26)	13%	(7)	53
2018 House Vote: Democrat	53%	(98)	41%	(76)	6%	(12)	185
2018 House Vote: Republican	36%	(31)	57%	(50)	7%	(6)	87
2016 Vote: Hillary Clinton	56%	(93)	39%	(65)	5%	(9)	167
2016 Vote: Donald Trump	34%	(31)	59%	(53)	7%	(7)	91
2016 Vote: Didn't Vote	45%	(45)	42%	(42)	13%	(13)	100
Voted in 2014: Yes	49%	(115)	47%	(108)	4%	(10)	233
Voted in 2014: No	41%	(56)	45%	(62)	14%	(19)	137

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Table BPC26_3: *Do you currently provide the following benefits to your full-time employees?*
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	46%	(170)	46%	(170)	8%	(30)	370
4-Region: Northeast	52%	(32)	40%	(25)	8%	(5)	63
4-Region: Midwest	36%	(23)	51%	(34)	13%	(9)	66
4-Region: South	52%	(81)	41%	(63)	7%	(11)	155
4-Region: West	39%	(34)	56%	(49)	6%	(5)	87
Child(Ren) Aged 0-17	51%	(160)	41%	(130)	8%	(25)	316
Child(Ren) Aged 0-5	49%	(80)	42%	(68)	10%	(16)	164
Caregivers	51%	(141)	42%	(115)	8%	(21)	277
Caregiver for Aging Parent	58%	(38)	32%	(21)	10%	(6)	66
Caregiver for Sick or Disabled Family Member	47%	(40)	44%	(38)	9%	(8)	86
Caregiver for Child/Dependent	47%	(80)	46%	(77)	7%	(12)	170
Business Owners	46%	(170)	46%	(170)	8%	(30)	370
Business Owners w/Employees	46%	(170)	46%	(170)	8%	(30)	370
Access to Childcare	60%	(117)	33%	(65)	7%	(14)	197
No Access to Childcare	34%	(18)	60%	(31)	6%	(3)	52
More Financially Secure after Pandemic	59%	(88)	35%	(52)	7%	(10)	149
Less Financially Secure after the Pandemic	37%	(57)	55%	(84)	7%	(11)	151
Same Financial Security after the Pandemic	37%	(26)	50%	(35)	13%	(9)	70
Ethnicity: White (Non-Hispanic)	38%	(69)	52%	(93)	9%	(17)	179
Ethnicity: Hispanic	58%	(63)	36%	(39)	6%	(7)	108
Ethnicity: Black (Non-Hispanic)	53%	(32)	39%	(23)	8%	(5)	59
Single, never married	41%	(22)	46%	(25)	13%	(7)	54
Married	53%	(120)	41%	(93)	6%	(14)	228

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

Table BPC26_4: *Do you currently provide the following benefits to your 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/No opinion		Total N
Working Mothers	44%	(163)	45%	(167)	11%	(40)	370
Gender: Female	44%	(163)	45%	(167)	11%	(40)	370
Age: 18-34	56%	(91)	33%	(53)	11%	(18)	162
Age: 35-44	38%	(53)	51%	(70)	10%	(14)	137
Age: 45-64	27%	(19)	62%	(42)	11%	(7)	68
Millennials: 1981-1996	48%	(116)	42%	(102)	10%	(23)	241
GenXers: 1965-1980	38%	(24)	51%	(33)	11%	(7)	64
PID: Dem (no lean)	51%	(104)	40%	(82)	9%	(19)	206
PID: Ind (no lean)	42%	(36)	45%	(38)	13%	(11)	85
PID: Rep (no lean)	29%	(23)	58%	(46)	13%	(10)	79
PID/Gender: Dem Women	51%	(104)	40%	(82)	9%	(19)	206
PID/Gender: Ind Women	42%	(36)	45%	(38)	13%	(11)	85
PID/Gender: Rep Women	29%	(23)	58%	(46)	13%	(10)	79
Ideo: Liberal (1-3)	45%	(63)	44%	(61)	11%	(15)	138
Ideo: Moderate (4)	53%	(63)	39%	(47)	7%	(8)	118
Ideo: Conservative (5-7)	33%	(31)	54%	(51)	13%	(12)	94
Educ: < College	35%	(52)	50%	(74)	15%	(23)	150
Educ: Bachelors degree	42%	(38)	49%	(44)	9%	(8)	91
Educ: Post-grad	56%	(72)	37%	(48)	7%	(9)	130
Income: Under 50k	34%	(41)	50%	(60)	16%	(19)	119
Income: 50k-100k	48%	(66)	45%	(62)	8%	(11)	138
Income: 100k+	50%	(57)	40%	(45)	9%	(11)	113
Ethnicity: White	38%	(90)	51%	(119)	11%	(26)	235
Ethnicity: Hispanic	56%	(60)	33%	(35)	12%	(13)	108
Ethnicity: Black	61%	(57)	29%	(28)	10%	(9)	94
All Christian	48%	(81)	45%	(76)	7%	(12)	170
Agnostic/Nothing in particular	40%	(35)	46%	(41)	14%	(12)	89
Something Else	41%	(33)	46%	(36)	13%	(11)	80
Evangelical	52%	(65)	37%	(46)	11%	(14)	125
Non-Evangelical	38%	(44)	54%	(62)	8%	(9)	115

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Table BPC26_4: *Do you currently provide the following benefits to your 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/No opinion		Total N
Working Mothers	44%	(163)	45%	(167)	11%	(40)	370
Community: Urban	55%	(84)	36%	(55)	9%	(13)	152
Community: Suburban	38%	(53)	50%	(70)	12%	(17)	141
Community: Rural	33%	(26)	54%	(42)	13%	(10)	78
Employ: Private Sector	51%	(111)	39%	(86)	10%	(22)	218
Employ: Self-Employed	30%	(36)	59%	(73)	11%	(13)	123
Military HH: No	45%	(148)	45%	(147)	10%	(34)	329
RD/WT: Right Direction	52%	(93)	39%	(69)	9%	(15)	178
RD/WT: Wrong Track	36%	(70)	51%	(98)	13%	(25)	192
Biden Job Approve	50%	(98)	39%	(76)	11%	(21)	194
Biden Job Disapprove	38%	(63)	53%	(87)	9%	(15)	165
Biden Job Strongly Approve	52%	(54)	44%	(46)	4%	(5)	105
Biden Job Somewhat Approve	48%	(43)	33%	(29)	19%	(17)	89
Biden Job Somewhat Disapprove	51%	(34)	47%	(32)	2%	(1)	67
Biden Job Strongly Disapprove	30%	(29)	56%	(55)	14%	(14)	98
Favorable of Biden	47%	(98)	42%	(87)	11%	(23)	207
Unfavorable of Biden	41%	(62)	50%	(78)	9%	(14)	154
Very Favorable of Biden	53%	(56)	39%	(41)	8%	(9)	106
Somewhat Favorable of Biden	41%	(42)	45%	(45)	14%	(14)	101
Very Unfavorable of Biden	34%	(36)	54%	(57)	11%	(12)	105
#1 Issue: Economy	38%	(69)	52%	(93)	10%	(19)	180
#1 Issue: Health Care	56%	(29)	36%	(19)	8%	(4)	52
2020 Vote: Joe Biden	48%	(106)	41%	(92)	11%	(24)	221
2020 Vote: Donald Trump	35%	(30)	57%	(49)	9%	(8)	87
2020 Vote: Didn't Vote	41%	(22)	44%	(23)	15%	(8)	53
2018 House Vote: Democrat	49%	(90)	41%	(77)	10%	(18)	185
2018 House Vote: Republican	37%	(33)	54%	(47)	9%	(8)	87
2016 Vote: Hillary Clinton	51%	(85)	42%	(71)	7%	(11)	167
2016 Vote: Donald Trump	35%	(32)	56%	(51)	8%	(7)	91
2016 Vote: Didn't Vote	44%	(44)	38%	(38)	18%	(18)	100

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Table BPC26_4: *Do you currently provide the following benefits to your 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/No opinion		Total N
Working Mothers	44%	(163)	45%	(167)	11%	(40)	370
Voted in 2014: Yes	45%	(105)	47%	(109)	8%	(19)	233
Voted in 2014: No	42%	(58)	42%	(58)	16%	(22)	137
4-Region: Northeast	50%	(31)	36%	(23)	14%	(9)	63
4-Region: Midwest	36%	(24)	49%	(32)	14%	(9)	66
4-Region: South	47%	(73)	45%	(70)	8%	(12)	155
4-Region: West	40%	(35)	49%	(43)	11%	(9)	87
Child(Ren) Aged 0-17	48%	(153)	42%	(133)	10%	(30)	316
Child(Ren) Aged 0-5	49%	(81)	39%	(63)	12%	(20)	164
Caregivers	48%	(134)	42%	(115)	10%	(27)	277
Caregiver for Aging Parent	57%	(38)	30%	(20)	12%	(8)	66
Caregiver for Sick or Disabled Family Member	42%	(36)	46%	(39)	12%	(11)	86
Caregiver for Child/Dependent	46%	(78)	45%	(77)	8%	(14)	170
Business Owners	44%	(163)	45%	(167)	11%	(40)	370
Business Owners w/Employees	44%	(163)	45%	(167)	11%	(40)	370
Access to Childcare	59%	(115)	31%	(61)	10%	(20)	197
No Access to Childcare	30%	(16)	64%	(34)	6%	(3)	52
More Financially Secure after Pandemic	60%	(89)	31%	(47)	9%	(13)	149
Less Financially Secure after the Pandemic	34%	(52)	55%	(83)	11%	(16)	151
Same Financial Security after the Pandemic	31%	(22)	54%	(37)	15%	(11)	70
Ethnicity: White (Non-Hispanic)	35%	(63)	53%	(95)	11%	(20)	179
Ethnicity: Hispanic	56%	(60)	33%	(35)	12%	(13)	108
Ethnicity: Black (Non-Hispanic)	55%	(33)	38%	(22)	7%	(4)	59
Single, never married	42%	(23)	37%	(20)	21%	(12)	54
Married	50%	(113)	42%	(95)	9%	(20)	228

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

Table BPC26_5: *Do you currently provide the following benefits to your full-time employees? Reimbursement or funding for professional development*

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	41%	(151)	50%	(185)	9%	(35)	370
Gender: Female	41%	(151)	50%	(185)	9%	(35)	370
Age: 18-34	51%	(83)	40%	(65)	9%	(15)	162
Age: 35-44	36%	(49)	54%	(75)	10%	(13)	137
Age: 45-64	29%	(19)	62%	(42)	9%	(6)	68
Millennials: 1981-1996	47%	(114)	46%	(110)	7%	(17)	241
GenXers: 1965-1980	28%	(18)	61%	(39)	11%	(7)	64
PID: Dem (no lean)	48%	(98)	45%	(93)	7%	(14)	206
PID: Ind (no lean)	38%	(32)	50%	(43)	12%	(10)	85
PID: Rep (no lean)	26%	(21)	61%	(48)	13%	(10)	79
PID/Gender: Dem Women	48%	(98)	45%	(93)	7%	(14)	206
PID/Gender: Ind Women	38%	(32)	50%	(43)	12%	(10)	85
PID/Gender: Rep Women	26%	(21)	61%	(48)	13%	(10)	79
Ideo: Liberal (1-3)	36%	(50)	56%	(77)	8%	(11)	138
Ideo: Moderate (4)	49%	(58)	41%	(49)	10%	(12)	118
Ideo: Conservative (5-7)	38%	(36)	54%	(50)	8%	(8)	94
Educ: < College	31%	(46)	55%	(82)	14%	(21)	150
Educ: Bachelors degree	29%	(26)	64%	(58)	7%	(7)	91
Educ: Post-grad	60%	(79)	34%	(45)	5%	(7)	130
Income: Under 50k	33%	(40)	55%	(65)	12%	(15)	119
Income: 50k-100k	41%	(57)	51%	(70)	8%	(11)	138
Income: 100k+	48%	(54)	44%	(49)	8%	(9)	113
Ethnicity: White	35%	(83)	54%	(128)	10%	(24)	235
Ethnicity: Hispanic	54%	(59)	36%	(39)	10%	(11)	108
Ethnicity: Black	61%	(58)	30%	(28)	9%	(8)	94
All Christian	42%	(71)	53%	(90)	5%	(9)	170
Agnostic/Nothing in particular	40%	(36)	44%	(39)	15%	(14)	89
Something Else	39%	(31)	50%	(40)	11%	(9)	80
Evangelical	51%	(63)	41%	(52)	8%	(10)	125
Non-Evangelical	32%	(37)	63%	(72)	5%	(6)	115

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Table BPC26_5: *Do you currently provide the following benefits to your full-time employees? Reimbursement or funding for professional development*

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	41%	(151)	50%	(185)	9%	(35)	370
Community: Urban	56%	(86)	37%	(56)	7%	(10)	152
Community: Suburban	33%	(46)	56%	(79)	11%	(16)	141
Community: Rural	25%	(19)	64%	(49)	12%	(9)	78
Employ: Private Sector	49%	(107)	45%	(97)	7%	(14)	218
Employ: Self-Employed	27%	(33)	62%	(76)	12%	(14)	123
Military HH: No	39%	(130)	51%	(168)	10%	(32)	329
RD/WT: Right Direction	49%	(88)	45%	(80)	6%	(10)	178
RD/WT: Wrong Track	33%	(63)	54%	(105)	13%	(25)	192
Biden Job Approve	46%	(89)	48%	(93)	6%	(12)	194
Biden Job Disapprove	35%	(58)	53%	(87)	12%	(21)	165
Biden Job Strongly Approve	55%	(58)	39%	(41)	6%	(6)	105
Biden Job Somewhat Approve	35%	(31)	58%	(52)	7%	(6)	89
Biden Job Somewhat Disapprove	44%	(30)	46%	(31)	10%	(7)	67
Biden Job Strongly Disapprove	29%	(28)	57%	(56)	14%	(14)	98
Favorable of Biden	47%	(98)	47%	(98)	6%	(11)	207
Unfavorable of Biden	34%	(52)	54%	(83)	13%	(20)	154
Very Favorable of Biden	57%	(60)	37%	(39)	6%	(7)	106
Somewhat Favorable of Biden	37%	(37)	58%	(59)	5%	(5)	101
Very Unfavorable of Biden	32%	(34)	56%	(59)	12%	(13)	105
#1 Issue: Economy	37%	(67)	55%	(99)	8%	(14)	180
#1 Issue: Health Care	41%	(21)	46%	(24)	13%	(7)	52
2020 Vote: Joe Biden	43%	(96)	49%	(108)	8%	(17)	221
2020 Vote: Donald Trump	32%	(28)	59%	(52)	9%	(8)	87
2020 Vote: Didn't Vote	50%	(26)	37%	(20)	13%	(7)	53
2018 House Vote: Democrat	45%	(83)	49%	(92)	6%	(10)	185
2018 House Vote: Republican	35%	(31)	56%	(49)	9%	(8)	87
2016 Vote: Hillary Clinton	48%	(81)	47%	(79)	4%	(7)	167
2016 Vote: Donald Trump	30%	(27)	63%	(57)	7%	(7)	91
2016 Vote: Didn't Vote	42%	(42)	39%	(39)	20%	(19)	100
Voted in 2014: Yes	42%	(98)	52%	(122)	6%	(13)	233
Voted in 2014: No	39%	(53)	46%	(63)	16%	(21)	137

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Table BPC26_5: *Do you currently provide the following benefits to your full-time employees? Reimbursement or funding for professional development*

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	41%	(151)	50%	(185)	9%	(35)	370
4-Region: Northeast	51%	(32)	41%	(26)	8%	(5)	63
4-Region: Midwest	38%	(25)	47%	(31)	14%	(9)	66
4-Region: South	39%	(60)	53%	(81)	8%	(13)	155
4-Region: West	38%	(34)	53%	(46)	8%	(7)	87
Child(Ren) Aged 0-17	45%	(142)	46%	(146)	9%	(28)	316
Child(Ren) Aged 0-5	46%	(75)	44%	(72)	10%	(17)	164
Caregivers	46%	(127)	46%	(128)	8%	(22)	277
Caregiver for Aging Parent	50%	(33)	38%	(25)	12%	(8)	66
Caregiver for Sick or Disabled Family Member	40%	(34)	48%	(41)	13%	(11)	86
Caregiver for Child/Dependent	46%	(78)	48%	(81)	6%	(10)	170
Business Owners	41%	(151)	50%	(185)	9%	(35)	370
Business Owners w/Employees	41%	(151)	50%	(185)	9%	(35)	370
Access to Childcare	53%	(104)	39%	(78)	8%	(16)	197
No Access to Childcare	29%	(15)	62%	(33)	9%	(5)	52
More Financially Secure after Pandemic	57%	(85)	33%	(50)	10%	(15)	149
Less Financially Secure after the Pandemic	31%	(46)	62%	(94)	7%	(11)	151
Same Financial Security after the Pandemic	29%	(20)	58%	(40)	14%	(9)	70
Ethnicity: White (Non-Hispanic)	32%	(57)	57%	(101)	11%	(20)	179
Ethnicity: Hispanic	54%	(59)	36%	(39)	10%	(11)	108
Ethnicity: Black (Non-Hispanic)	50%	(30)	43%	(25)	7%	(4)	59
Single, never married	42%	(23)	45%	(25)	12%	(7)	54
Married	45%	(103)	46%	(105)	9%	(20)	228

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

Table BPC26_6: *Do you currently provide the following benefits to your full-time employees?*
Health insurance benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	59%	(218)	34%	(126)	7%	(26)	370
Gender: Female	59%	(218)	34%	(126)	7%	(26)	370
Age: 18-34	67%	(108)	26%	(41)	8%	(13)	162
Age: 35-44	56%	(77)	37%	(50)	7%	(9)	137
Age: 45-64	47%	(32)	48%	(32)	5%	(3)	68
Millennials: 1981-1996	62%	(151)	30%	(73)	7%	(18)	241
GenXers: 1965-1980	56%	(36)	39%	(25)	5%	(4)	64
PID: Dem (no lean)	67%	(138)	27%	(56)	6%	(12)	206
PID: Ind (no lean)	51%	(43)	41%	(35)	8%	(7)	85
PID: Rep (no lean)	47%	(37)	45%	(36)	8%	(7)	79
PID/Gender: Dem Women	67%	(138)	27%	(56)	6%	(12)	206
PID/Gender: Ind Women	51%	(43)	41%	(35)	8%	(7)	85
PID/Gender: Rep Women	47%	(37)	45%	(36)	8%	(7)	79
Ideo: Liberal (1-3)	60%	(83)	34%	(47)	5%	(8)	138
Ideo: Moderate (4)	68%	(80)	27%	(32)	5%	(6)	118
Ideo: Conservative (5-7)	48%	(45)	43%	(41)	8%	(8)	94
Educ: < College	47%	(71)	42%	(63)	11%	(16)	150
Educ: Bachelors degree	68%	(62)	28%	(25)	4%	(3)	91
Educ: Post-grad	66%	(85)	30%	(39)	5%	(6)	130
Income: Under 50k	47%	(56)	44%	(53)	9%	(10)	119
Income: 50k-100k	63%	(86)	32%	(45)	5%	(7)	138
Income: 100k+	67%	(75)	26%	(29)	8%	(9)	113
Ethnicity: White	52%	(123)	40%	(94)	8%	(18)	235
Ethnicity: Hispanic	68%	(73)	27%	(30)	5%	(6)	108
Ethnicity: Black	78%	(73)	16%	(16)	6%	(5)	94
All Christian	58%	(99)	38%	(64)	4%	(7)	170
Agnostic/Nothing in particular	63%	(56)	25%	(22)	11%	(10)	89
Something Else	59%	(47)	37%	(29)	4%	(4)	80
Evangelical	68%	(85)	27%	(33)	5%	(6)	125
Non-Evangelical	49%	(57)	48%	(55)	3%	(4)	115

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Table BPC26_6: *Do you currently provide the following benefits to your full-time employees?*
Health insurance benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	59%	(218)	34%	(126)	7%	(26)	370
Community: Urban	65%	(98)	29%	(45)	6%	(9)	152
Community: Suburban	59%	(83)	33%	(46)	8%	(11)	141
Community: Rural	47%	(36)	46%	(36)	8%	(6)	78
Employ: Private Sector	67%	(146)	28%	(60)	6%	(12)	218
Employ: Self-Employed	44%	(54)	48%	(60)	8%	(9)	123
Military HH: No	58%	(192)	34%	(113)	7%	(24)	329
RD/WT: Right Direction	67%	(119)	27%	(47)	7%	(12)	178
RD/WT: Wrong Track	52%	(99)	41%	(79)	7%	(14)	192
Biden Job Approve	64%	(124)	29%	(57)	7%	(13)	194
Biden Job Disapprove	53%	(87)	40%	(66)	7%	(12)	165
Biden Job Strongly Approve	65%	(68)	32%	(33)	3%	(3)	105
Biden Job Somewhat Approve	63%	(56)	26%	(24)	11%	(10)	89
Biden Job Somewhat Disapprove	58%	(39)	39%	(26)	3%	(2)	67
Biden Job Strongly Disapprove	49%	(48)	41%	(40)	10%	(10)	98
Favorable of Biden	66%	(138)	28%	(59)	5%	(11)	207
Unfavorable of Biden	51%	(79)	42%	(64)	7%	(11)	154
Very Favorable of Biden	74%	(79)	21%	(23)	5%	(5)	106
Somewhat Favorable of Biden	58%	(59)	36%	(36)	6%	(6)	101
Very Unfavorable of Biden	50%	(53)	41%	(43)	9%	(9)	105
#1 Issue: Economy	59%	(107)	33%	(60)	7%	(13)	180
#1 Issue: Health Care	62%	(32)	33%	(17)	4%	(2)	52
2020 Vote: Joe Biden	64%	(142)	29%	(65)	7%	(15)	221
2020 Vote: Donald Trump	49%	(43)	43%	(38)	7%	(7)	87
2020 Vote: Didn't Vote	53%	(28)	40%	(21)	8%	(4)	53
2018 House Vote: Democrat	66%	(122)	29%	(54)	5%	(10)	185
2018 House Vote: Republican	55%	(48)	38%	(33)	7%	(6)	87
2016 Vote: Hillary Clinton	67%	(112)	29%	(48)	4%	(7)	167
2016 Vote: Donald Trump	56%	(50)	38%	(35)	6%	(6)	91
2016 Vote: Didn't Vote	53%	(53)	35%	(35)	12%	(12)	100
Voted in 2014: Yes	63%	(147)	33%	(77)	4%	(10)	233
Voted in 2014: No	52%	(71)	36%	(50)	11%	(16)	137

Continued on next page

Table BPC26_6: *Do you currently provide the following benefits to your full-time employees?*
Health insurance benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	59%	(218)	34%	(126)	7%	(26)	370
4-Region: Northeast	66%	(41)	27%	(17)	8%	(5)	63
4-Region: Midwest	47%	(31)	39%	(25)	14%	(9)	66
4-Region: South	61%	(94)	34%	(52)	6%	(9)	155
4-Region: West	59%	(52)	37%	(33)	3%	(3)	87
Child(Ren) Aged 0-17	64%	(201)	30%	(93)	7%	(22)	316
Child(Ren) Aged 0-5	61%	(100)	32%	(52)	7%	(12)	164
Caregivers	61%	(170)	32%	(89)	7%	(18)	277
Caregiver for Aging Parent	59%	(39)	30%	(20)	11%	(7)	66
Caregiver for Sick or Disabled Family Member	59%	(51)	29%	(25)	12%	(10)	86
Caregiver for Child/Dependent	62%	(105)	34%	(58)	3%	(6)	170
Business Owners	59%	(218)	34%	(126)	7%	(26)	370
Business Owners w/Employees	59%	(218)	34%	(126)	7%	(26)	370
Access to Childcare	71%	(140)	22%	(43)	7%	(14)	197
No Access to Childcare	51%	(27)	46%	(24)	3%	(2)	52
More Financially Secure after Pandemic	67%	(99)	27%	(40)	6%	(9)	149
Less Financially Secure after the Pandemic	53%	(80)	42%	(63)	5%	(8)	151
Same Financial Security after the Pandemic	56%	(39)	33%	(23)	11%	(8)	70
Ethnicity: White (Non-Hispanic)	50%	(89)	41%	(73)	9%	(17)	179
Ethnicity: Hispanic	68%	(73)	27%	(30)	5%	(6)	108
Ethnicity: Black (Non-Hispanic)	73%	(43)	22%	(13)	5%	(3)	59
Single, never married	64%	(35)	23%	(13)	13%	(7)	54
Married	63%	(143)	31%	(71)	6%	(14)	228

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

Table BPC26_7: *Do you currently provide the following benefits to your full-time employees?*
Mental health benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	48%	(176)	44%	(161)	9%	(33)	370
Gender: Female	48%	(176)	44%	(161)	9%	(33)	370
Age: 18-34	55%	(90)	37%	(59)	8%	(13)	162
Age: 35-44	46%	(63)	46%	(63)	9%	(12)	137
Age: 45-64	35%	(24)	53%	(36)	12%	(8)	68
Millennials: 1981-1996	51%	(122)	41%	(99)	8%	(20)	241
GenXers: 1965-1980	46%	(30)	44%	(28)	10%	(7)	64
PID: Dem (no lean)	55%	(113)	37%	(77)	8%	(16)	206
PID: Ind (no lean)	49%	(42)	39%	(33)	12%	(10)	85
PID: Rep (no lean)	27%	(21)	64%	(51)	9%	(7)	79
PID/Gender: Dem Women	55%	(113)	37%	(77)	8%	(16)	206
PID/Gender: Ind Women	49%	(42)	39%	(33)	12%	(10)	85
PID/Gender: Rep Women	27%	(21)	64%	(51)	9%	(7)	79
Ideo: Liberal (1-3)	51%	(70)	42%	(58)	7%	(9)	138
Ideo: Moderate (4)	57%	(68)	36%	(42)	7%	(8)	118
Ideo: Conservative (5-7)	32%	(30)	59%	(55)	10%	(9)	94
Educ: < College	35%	(52)	52%	(78)	13%	(19)	150
Educ: Bachelors degree	46%	(41)	48%	(43)	6%	(6)	91
Educ: Post-grad	64%	(83)	30%	(39)	6%	(8)	130
Income: Under 50k	36%	(43)	52%	(62)	12%	(14)	119
Income: 50k-100k	48%	(66)	45%	(63)	7%	(9)	138
Income: 100k+	59%	(67)	32%	(36)	9%	(10)	113
Ethnicity: White	39%	(91)	51%	(121)	10%	(23)	235
Ethnicity: Hispanic	58%	(63)	35%	(38)	7%	(7)	108
Ethnicity: Black	68%	(64)	24%	(23)	8%	(8)	94
All Christian	51%	(86)	45%	(76)	4%	(7)	170
Agnostic/Nothing in particular	45%	(40)	41%	(36)	15%	(13)	89
Something Else	43%	(34)	48%	(38)	10%	(8)	80
Evangelical	51%	(64)	41%	(52)	8%	(10)	125
Non-Evangelical	44%	(51)	52%	(59)	4%	(5)	115

Continued on next page

Table BPC26_7: *Do you currently provide the following benefits to your full-time employees?*
Mental health benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	48%	(176)	44%	(161)	9%	(33)	370
Community: Urban	55%	(84)	37%	(55)	8%	(13)	152
Community: Suburban	45%	(64)	45%	(64)	9%	(13)	141
Community: Rural	37%	(29)	54%	(42)	10%	(8)	78
Employ: Private Sector	56%	(122)	38%	(84)	6%	(13)	218
Employ: Self-Employed	33%	(40)	55%	(68)	12%	(15)	123
Military HH: No	47%	(156)	43%	(143)	9%	(31)	329
RD/WT: Right Direction	55%	(98)	37%	(66)	8%	(14)	178
RD/WT: Wrong Track	40%	(78)	50%	(95)	10%	(19)	192
Biden Job Approve	52%	(102)	38%	(74)	10%	(19)	194
Biden Job Disapprove	42%	(69)	50%	(83)	8%	(13)	165
Biden Job Strongly Approve	62%	(66)	33%	(35)	5%	(5)	105
Biden Job Somewhat Approve	41%	(36)	44%	(39)	15%	(14)	89
Biden Job Somewhat Disapprove	52%	(35)	45%	(31)	3%	(2)	67
Biden Job Strongly Disapprove	34%	(34)	54%	(53)	12%	(12)	98
Favorable of Biden	55%	(115)	37%	(76)	8%	(16)	207
Unfavorable of Biden	38%	(59)	54%	(83)	8%	(13)	154
Very Favorable of Biden	63%	(66)	32%	(34)	5%	(6)	106
Somewhat Favorable of Biden	48%	(49)	42%	(42)	10%	(10)	101
Very Unfavorable of Biden	36%	(38)	55%	(58)	9%	(10)	105
#1 Issue: Economy	46%	(83)	46%	(84)	8%	(14)	180
#1 Issue: Health Care	53%	(28)	39%	(20)	8%	(4)	52
2020 Vote: Joe Biden	54%	(119)	38%	(85)	8%	(18)	221
2020 Vote: Donald Trump	30%	(26)	62%	(54)	8%	(7)	87
2020 Vote: Didn't Vote	48%	(26)	37%	(20)	15%	(8)	53
2018 House Vote: Democrat	56%	(103)	38%	(70)	6%	(12)	185
2018 House Vote: Republican	36%	(31)	55%	(48)	9%	(8)	87
2016 Vote: Hillary Clinton	54%	(90)	40%	(67)	6%	(9)	167
2016 Vote: Donald Trump	41%	(37)	53%	(48)	6%	(6)	91
2016 Vote: Didn't Vote	47%	(47)	38%	(38)	15%	(15)	100
Voted in 2014: Yes	49%	(114)	44%	(103)	7%	(16)	233
Voted in 2014: No	45%	(62)	42%	(58)	13%	(17)	137

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Table BPC26_7: *Do you currently provide the following benefits to your full-time employees?*
Mental health benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	48%	(176)	44%	(161)	9%	(33)	370
4-Region: Northeast	59%	(37)	33%	(21)	8%	(5)	63
4-Region: Midwest	40%	(26)	44%	(29)	16%	(11)	66
4-Region: South	47%	(73)	46%	(72)	7%	(11)	155
4-Region: West	47%	(41)	46%	(40)	8%	(7)	87
Child(Ren) Aged 0-17	52%	(164)	40%	(127)	8%	(25)	316
Child(Ren) Aged 0-5	53%	(87)	38%	(63)	9%	(15)	164
Caregivers	52%	(143)	40%	(110)	9%	(24)	277
Caregiver for Aging Parent	57%	(38)	32%	(21)	11%	(7)	66
Caregiver for Sick or Disabled Family Member	46%	(39)	42%	(36)	13%	(11)	86
Caregiver for Child/Dependent	50%	(84)	44%	(74)	7%	(11)	170
Business Owners	48%	(176)	44%	(161)	9%	(33)	370
Business Owners w/Employees	48%	(176)	44%	(161)	9%	(33)	370
Access to Childcare	58%	(115)	34%	(68)	7%	(14)	197
No Access to Childcare	41%	(21)	54%	(29)	4%	(2)	52
More Financially Secure after Pandemic	59%	(89)	33%	(50)	7%	(11)	149
Less Financially Secure after the Pandemic	38%	(57)	53%	(81)	9%	(13)	151
Same Financial Security after the Pandemic	44%	(30)	44%	(30)	13%	(9)	70
Ethnicity: White (Non-Hispanic)	37%	(67)	51%	(92)	11%	(20)	179
Ethnicity: Hispanic	58%	(63)	35%	(38)	7%	(7)	108
Ethnicity: Black (Non-Hispanic)	58%	(35)	32%	(19)	10%	(6)	59
Single, never married	42%	(23)	40%	(22)	18%	(10)	54
Married	53%	(121)	40%	(91)	7%	(16)	228

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

Table BPC26_8: *Do you currently provide the following benefits to your full-time employees?*
Flexible work options and/or ability to work from home

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	64%	(237)	31%	(113)	5%	(20)	370
Gender: Female	64%	(237)	31%	(113)	5%	(20)	370
Age: 18-34	70%	(113)	24%	(39)	6%	(10)	162
Age: 35-44	63%	(87)	31%	(43)	5%	(7)	137
Age: 45-64	51%	(35)	44%	(30)	5%	(3)	68
Millennials: 1981-1996	68%	(165)	27%	(64)	5%	(12)	241
GenXers: 1965-1980	56%	(36)	39%	(25)	5%	(3)	64
PID: Dem (no lean)	68%	(140)	27%	(56)	5%	(9)	206
PID: Ind (no lean)	68%	(58)	24%	(21)	8%	(7)	85
PID: Rep (no lean)	49%	(39)	46%	(37)	5%	(4)	79
PID/Gender: Dem Women	68%	(140)	27%	(56)	5%	(9)	206
PID/Gender: Ind Women	68%	(58)	24%	(21)	8%	(7)	85
PID/Gender: Rep Women	49%	(39)	46%	(37)	5%	(4)	79
Ideo: Liberal (1-3)	64%	(88)	32%	(44)	4%	(6)	138
Ideo: Moderate (4)	72%	(86)	22%	(26)	5%	(6)	118
Ideo: Conservative (5-7)	55%	(52)	40%	(37)	5%	(5)	94
Educ: < College	55%	(82)	37%	(55)	8%	(13)	150
Educ: Bachelors degree	61%	(56)	36%	(33)	3%	(2)	91
Educ: Post-grad	76%	(99)	20%	(26)	4%	(5)	130
Income: Under 50k	62%	(74)	31%	(37)	7%	(9)	119
Income: 50k-100k	60%	(83)	36%	(50)	4%	(5)	138
Income: 100k+	71%	(80)	23%	(26)	6%	(7)	113
Ethnicity: White	60%	(141)	34%	(79)	6%	(15)	235
Ethnicity: Hispanic	69%	(75)	27%	(29)	4%	(4)	108
Ethnicity: Black	71%	(67)	24%	(23)	5%	(5)	94
All Christian	63%	(107)	34%	(58)	3%	(5)	170
Agnostic/Nothing in particular	58%	(51)	31%	(28)	10%	(9)	89
Something Else	70%	(56)	28%	(22)	2%	(1)	80
Evangelical	70%	(87)	26%	(33)	4%	(4)	125
Non-Evangelical	60%	(69)	38%	(44)	2%	(2)	115

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Table BPC26_8: *Do you currently provide the following benefits to your full-time employees?*
Flexible work options and/or ability to work from home

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	64%	(237)	31%	(113)	5%	(20)	370
Community: Urban	69%	(105)	25%	(38)	6%	(9)	152
Community: Suburban	66%	(93)	30%	(42)	4%	(6)	141
Community: Rural	50%	(39)	43%	(34)	7%	(5)	78
Employ: Private Sector	66%	(143)	30%	(65)	4%	(10)	218
Employ: Self-Employed	65%	(80)	30%	(37)	5%	(6)	123
Military HH: No	62%	(205)	32%	(105)	6%	(19)	329
RD/WT: Right Direction	69%	(124)	25%	(45)	5%	(9)	178
RD/WT: Wrong Track	59%	(113)	35%	(68)	6%	(11)	192
Biden Job Approve	69%	(134)	25%	(50)	5%	(11)	194
Biden Job Disapprove	58%	(97)	36%	(60)	5%	(9)	165
Biden Job Strongly Approve	71%	(75)	27%	(28)	3%	(3)	105
Biden Job Somewhat Approve	67%	(60)	24%	(22)	9%	(8)	89
Biden Job Somewhat Disapprove	61%	(41)	38%	(26)	1%	(1)	67
Biden Job Strongly Disapprove	57%	(55)	35%	(34)	8%	(8)	98
Favorable of Biden	71%	(146)	25%	(52)	4%	(9)	207
Unfavorable of Biden	57%	(87)	39%	(59)	5%	(8)	154
Very Favorable of Biden	77%	(82)	19%	(20)	3%	(4)	106
Somewhat Favorable of Biden	63%	(64)	31%	(32)	5%	(5)	101
Very Unfavorable of Biden	57%	(60)	37%	(39)	6%	(6)	105
#1 Issue: Economy	64%	(115)	31%	(55)	6%	(10)	180
#1 Issue: Health Care	63%	(33)	33%	(17)	4%	(2)	52
2020 Vote: Joe Biden	66%	(147)	28%	(63)	5%	(12)	221
2020 Vote: Donald Trump	55%	(48)	39%	(34)	6%	(5)	87
2020 Vote: Didn't Vote	67%	(36)	26%	(14)	7%	(3)	53
2018 House Vote: Democrat	69%	(128)	26%	(49)	5%	(9)	185
2018 House Vote: Republican	51%	(44)	45%	(39)	4%	(4)	87
2016 Vote: Hillary Clinton	70%	(117)	27%	(46)	3%	(4)	167
2016 Vote: Donald Trump	60%	(54)	36%	(33)	4%	(3)	91
2016 Vote: Didn't Vote	59%	(59)	29%	(29)	12%	(12)	100
Voted in 2014: Yes	68%	(158)	29%	(68)	3%	(7)	233
Voted in 2014: No	57%	(79)	33%	(45)	10%	(13)	137

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Table BPC26_8: *Do you currently provide the following benefits to your full-time employees?*
Flexible work options and/or ability to work from home

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	64%	(237)	31%	(113)	5%	(20)	370
4-Region: Northeast	72%	(45)	23%	(14)	5%	(3)	63
4-Region: Midwest	63%	(41)	27%	(18)	10%	(7)	66
4-Region: South	60%	(92)	35%	(54)	5%	(8)	155
4-Region: West	67%	(58)	31%	(27)	2%	(2)	87
Child(Ren) Aged 0-17	66%	(210)	28%	(88)	6%	(18)	316
Child(Ren) Aged 0-5	69%	(112)	25%	(41)	7%	(11)	164
Caregivers	68%	(189)	26%	(72)	6%	(16)	277
Caregiver for Aging Parent	69%	(45)	24%	(16)	8%	(5)	66
Caregiver for Sick or Disabled Family Member	64%	(55)	25%	(21)	11%	(10)	86
Caregiver for Child/Dependent	71%	(120)	26%	(45)	3%	(5)	170
Business Owners	64%	(237)	31%	(113)	5%	(20)	370
Business Owners w/Employees	64%	(237)	31%	(113)	5%	(20)	370
Access to Childcare	70%	(138)	24%	(48)	5%	(11)	197
No Access to Childcare	66%	(35)	31%	(16)	3%	(2)	52
More Financially Secure after Pandemic	70%	(105)	24%	(36)	6%	(8)	149
Less Financially Secure after the Pandemic	62%	(94)	33%	(51)	4%	(7)	151
Same Financial Security after the Pandemic	54%	(38)	38%	(27)	8%	(5)	70
Ethnicity: White (Non-Hispanic)	61%	(108)	32%	(57)	7%	(13)	179
Ethnicity: Hispanic	69%	(75)	27%	(29)	4%	(4)	108
Ethnicity: Black (Non-Hispanic)	62%	(37)	33%	(19)	5%	(3)	59
Single, never married	65%	(36)	26%	(14)	8%	(5)	54
Married	65%	(149)	30%	(68)	5%	(11)	228

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

Table BPC26_9: *Do you currently provide the following benefits to your full-time employees?*
Access to affordable child care and/or financial assistance to pay for child care

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	38%	(143)	52%	(192)	10%	(36)	370
Gender: Female	38%	(143)	52%	(192)	10%	(36)	370
Age: 18-34	53%	(86)	38%	(61)	9%	(14)	162
Age: 35-44	29%	(40)	61%	(83)	10%	(14)	137
Age: 45-64	23%	(16)	66%	(45)	10%	(7)	68
Millennials: 1981-1996	43%	(105)	48%	(116)	9%	(21)	241
GenXers: 1965-1980	27%	(18)	63%	(41)	10%	(6)	64
PID: Dem (no lean)	48%	(99)	44%	(91)	8%	(16)	206
PID: Ind (no lean)	26%	(22)	61%	(52)	13%	(11)	85
PID: Rep (no lean)	27%	(21)	62%	(49)	11%	(9)	79
PID/Gender: Dem Women	48%	(99)	44%	(91)	8%	(16)	206
PID/Gender: Ind Women	26%	(22)	61%	(52)	13%	(11)	85
PID/Gender: Rep Women	27%	(21)	62%	(49)	11%	(9)	79
Ideo: Liberal (1-3)	43%	(60)	50%	(69)	7%	(10)	138
Ideo: Moderate (4)	36%	(43)	53%	(63)	11%	(13)	118
Ideo: Conservative (5-7)	37%	(35)	54%	(50)	9%	(9)	94
Educ: < College	28%	(42)	61%	(91)	12%	(17)	150
Educ: Bachelors degree	32%	(29)	57%	(51)	11%	(10)	91
Educ: Post-grad	55%	(71)	39%	(50)	6%	(8)	130
Income: Under 50k	33%	(40)	57%	(69)	9%	(11)	119
Income: 50k-100k	38%	(53)	53%	(74)	8%	(12)	138
Income: 100k+	44%	(50)	44%	(50)	11%	(13)	113
Ethnicity: White	33%	(78)	58%	(135)	9%	(22)	235
Ethnicity: Hispanic	48%	(52)	42%	(45)	11%	(12)	108
Ethnicity: Black	56%	(53)	33%	(32)	10%	(10)	94
All Christian	45%	(77)	50%	(85)	5%	(8)	170
Agnostic/Nothing in particular	31%	(27)	53%	(47)	16%	(14)	89
Something Else	34%	(27)	55%	(44)	11%	(9)	80
Evangelical	49%	(61)	43%	(53)	9%	(11)	125
Non-Evangelical	32%	(37)	62%	(72)	5%	(6)	115

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Table BPC26_9: *Do you currently provide the following benefits to your full-time employees?*
Access to affordable child care and/or financial assistance to pay for child care

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	38%	(143)	52%	(192)	10%	(36)	370
Community: Urban	54%	(82)	38%	(58)	7%	(11)	152
Community: Suburban	30%	(42)	60%	(84)	10%	(15)	141
Community: Rural	23%	(18)	64%	(50)	12%	(10)	78
Employ: Private Sector	44%	(97)	47%	(102)	9%	(19)	218
Employ: Self-Employed	27%	(33)	63%	(78)	10%	(12)	123
Military HH: No	37%	(121)	53%	(176)	10%	(32)	329
RD/WT: Right Direction	48%	(86)	45%	(80)	7%	(12)	178
RD/WT: Wrong Track	29%	(57)	58%	(112)	12%	(23)	192
Biden Job Approve	47%	(91)	46%	(89)	7%	(14)	194
Biden Job Disapprove	28%	(47)	60%	(98)	12%	(20)	165
Biden Job Strongly Approve	55%	(58)	40%	(42)	5%	(6)	105
Biden Job Somewhat Approve	37%	(33)	53%	(47)	10%	(9)	89
Biden Job Somewhat Disapprove	25%	(17)	66%	(44)	10%	(6)	67
Biden Job Strongly Disapprove	31%	(30)	55%	(54)	14%	(14)	98
Favorable of Biden	45%	(94)	48%	(99)	7%	(15)	207
Unfavorable of Biden	30%	(46)	59%	(91)	11%	(17)	154
Very Favorable of Biden	56%	(59)	39%	(41)	6%	(6)	106
Somewhat Favorable of Biden	34%	(34)	57%	(58)	9%	(9)	101
Very Unfavorable of Biden	31%	(32)	57%	(60)	12%	(13)	105
#1 Issue: Economy	35%	(63)	57%	(102)	8%	(15)	180
#1 Issue: Health Care	46%	(24)	45%	(23)	9%	(4)	52
2020 Vote: Joe Biden	43%	(95)	49%	(108)	8%	(19)	221
2020 Vote: Donald Trump	31%	(27)	61%	(53)	8%	(7)	87
2020 Vote: Didn't Vote	36%	(19)	51%	(27)	13%	(7)	53
2018 House Vote: Democrat	45%	(84)	48%	(89)	7%	(12)	185
2018 House Vote: Republican	29%	(25)	62%	(54)	10%	(8)	87
2016 Vote: Hillary Clinton	44%	(74)	50%	(83)	6%	(10)	167
2016 Vote: Donald Trump	34%	(31)	59%	(54)	6%	(6)	91
2016 Vote: Didn't Vote	36%	(36)	46%	(46)	18%	(18)	100
Voted in 2014: Yes	42%	(98)	51%	(119)	7%	(16)	233
Voted in 2014: No	32%	(44)	53%	(73)	14%	(20)	137

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Table BPC26_9: *Do you currently provide the following benefits to your full-time employees?*
Access to affordable child care and/or financial assistance to pay for child care

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	38%	(143)	52%	(192)	10%	(36)	370
4-Region: Northeast	42%	(27)	46%	(29)	11%	(7)	63
4-Region: Midwest	37%	(24)	48%	(32)	15%	(10)	66
4-Region: South	38%	(59)	55%	(85)	7%	(11)	155
4-Region: West	37%	(33)	54%	(47)	9%	(8)	87
Child(Ren) Aged 0-17	43%	(137)	48%	(150)	9%	(29)	316
Child(Ren) Aged 0-5	48%	(79)	41%	(67)	11%	(18)	164
Caregivers	43%	(118)	48%	(133)	9%	(25)	277
Caregiver for Aging Parent	53%	(35)	34%	(23)	13%	(9)	66
Caregiver for Sick or Disabled Family Member	33%	(29)	54%	(47)	13%	(11)	86
Caregiver for Child/Dependent	42%	(72)	50%	(86)	7%	(12)	170
Business Owners	38%	(143)	52%	(192)	10%	(36)	370
Business Owners w/Employees	38%	(143)	52%	(192)	10%	(36)	370
Access to Childcare	56%	(110)	36%	(71)	8%	(16)	197
No Access to Childcare	23%	(12)	70%	(37)	7%	(4)	52
More Financially Secure after Pandemic	60%	(90)	30%	(45)	9%	(14)	149
Less Financially Secure after the Pandemic	25%	(38)	67%	(101)	8%	(12)	151
Same Financial Security after the Pandemic	21%	(15)	66%	(46)	13%	(9)	70
Ethnicity: White (Non-Hispanic)	30%	(54)	59%	(106)	11%	(19)	179
Ethnicity: Hispanic	48%	(52)	42%	(45)	11%	(12)	108
Ethnicity: Black (Non-Hispanic)	54%	(32)	40%	(24)	7%	(4)	59
Single, never married	46%	(25)	42%	(23)	11%	(6)	54
Married	42%	(95)	49%	(111)	10%	(22)	228

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

Table BPC26_10: *Do you currently provide the following benefits to your full-time employees?*
Retirement benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	46%	(172)	46%	(169)	8%	(30)	370
Gender: Female	46%	(172)	46%	(169)	8%	(30)	370
Age: 18-34	57%	(92)	35%	(57)	8%	(13)	162
Age: 35-44	43%	(58)	50%	(68)	8%	(10)	137
Age: 45-64	30%	(20)	62%	(42)	8%	(5)	68
Millennials: 1981-1996	50%	(120)	43%	(103)	7%	(18)	241
GenXers: 1965-1980	39%	(25)	54%	(35)	7%	(4)	64
PID: Dem (no lean)	55%	(113)	38%	(78)	7%	(15)	206
PID: Ind (no lean)	38%	(32)	53%	(45)	9%	(8)	85
PID: Rep (no lean)	34%	(27)	57%	(45)	9%	(7)	79
PID/Gender: Dem Women	55%	(113)	38%	(78)	7%	(15)	206
PID/Gender: Ind Women	38%	(32)	53%	(45)	9%	(8)	85
PID/Gender: Rep Women	34%	(27)	57%	(45)	9%	(7)	79
Ideo: Liberal (1-3)	49%	(67)	45%	(61)	7%	(9)	138
Ideo: Moderate (4)	52%	(61)	43%	(51)	5%	(6)	118
Ideo: Conservative (5-7)	37%	(35)	52%	(49)	11%	(11)	94
Educ: < College	31%	(47)	58%	(87)	11%	(16)	150
Educ: Bachelors degree	51%	(47)	41%	(37)	8%	(7)	91
Educ: Post-grad	60%	(78)	34%	(45)	5%	(7)	130
Income: Under 50k	33%	(39)	57%	(68)	10%	(12)	119
Income: 50k-100k	49%	(68)	46%	(63)	5%	(7)	138
Income: 100k+	58%	(65)	33%	(38)	9%	(10)	113
Ethnicity: White	39%	(91)	53%	(124)	9%	(21)	235
Ethnicity: Hispanic	54%	(58)	41%	(44)	5%	(6)	108
Ethnicity: Black	63%	(60)	29%	(27)	8%	(7)	94
All Christian	51%	(86)	44%	(75)	5%	(8)	170
Agnostic/Nothing in particular	43%	(38)	47%	(42)	10%	(9)	89
Something Else	46%	(36)	46%	(37)	9%	(7)	80
Evangelical	59%	(74)	34%	(43)	7%	(8)	125
Non-Evangelical	38%	(44)	55%	(64)	6%	(7)	115

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Table BPC26_10: *Do you currently provide the following benefits to your full-time employees?*
Retirement benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	46%	(172)	46%	(169)	8%	(30)	370
Community: Urban	53%	(80)	40%	(61)	7%	(11)	152
Community: Suburban	46%	(65)	44%	(62)	10%	(13)	141
Community: Rural	35%	(27)	58%	(45)	7%	(5)	78
Employ: Private Sector	54%	(119)	40%	(88)	6%	(12)	218
Employ: Self-Employed	30%	(37)	61%	(74)	9%	(11)	123
Military HH: No	45%	(147)	47%	(154)	9%	(28)	329
RD/WT: Right Direction	57%	(101)	37%	(66)	7%	(12)	178
RD/WT: Wrong Track	37%	(71)	54%	(103)	9%	(18)	192
Biden Job Approve	53%	(103)	39%	(76)	8%	(15)	194
Biden Job Disapprove	39%	(64)	53%	(88)	8%	(14)	165
Biden Job Strongly Approve	59%	(62)	39%	(41)	3%	(3)	105
Biden Job Somewhat Approve	46%	(41)	40%	(35)	14%	(12)	89
Biden Job Somewhat Disapprove	47%	(32)	48%	(33)	4%	(3)	67
Biden Job Strongly Disapprove	32%	(32)	57%	(55)	11%	(11)	98
Favorable of Biden	55%	(115)	39%	(80)	6%	(13)	207
Unfavorable of Biden	36%	(56)	56%	(86)	8%	(13)	154
Very Favorable of Biden	67%	(71)	30%	(32)	3%	(3)	106
Somewhat Favorable of Biden	43%	(44)	48%	(48)	9%	(10)	101
Very Unfavorable of Biden	34%	(36)	57%	(60)	9%	(10)	105
#1 Issue: Economy	49%	(88)	44%	(79)	7%	(13)	180
#1 Issue: Health Care	57%	(30)	39%	(20)	4%	(2)	52
2020 Vote: Joe Biden	52%	(115)	40%	(88)	8%	(18)	221
2020 Vote: Donald Trump	36%	(31)	57%	(50)	7%	(7)	87
2020 Vote: Didn't Vote	42%	(22)	48%	(25)	10%	(5)	53
2018 House Vote: Democrat	53%	(99)	40%	(75)	6%	(12)	185
2018 House Vote: Republican	40%	(35)	52%	(45)	8%	(7)	87
2016 Vote: Hillary Clinton	57%	(95)	38%	(64)	5%	(8)	167
2016 Vote: Donald Trump	40%	(36)	54%	(49)	6%	(5)	91
2016 Vote: Didn't Vote	39%	(39)	46%	(46)	15%	(15)	100
Voted in 2014: Yes	51%	(119)	43%	(100)	6%	(14)	233
Voted in 2014: No	39%	(53)	50%	(68)	11%	(16)	137

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Table BPC26_10: *Do you currently provide the following benefits to your full-time employees?*
Retirement benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	46%	(172)	46%	(169)	8%	(30)	370
4-Region: Northeast	62%	(39)	29%	(18)	10%	(6)	63
4-Region: Midwest	42%	(27)	46%	(30)	13%	(8)	66
4-Region: South	45%	(69)	48%	(75)	7%	(10)	155
4-Region: West	42%	(36)	53%	(46)	6%	(5)	87
Child(Ren) Aged 0-17	50%	(159)	42%	(132)	8%	(24)	316
Child(Ren) Aged 0-5	47%	(77)	45%	(74)	8%	(13)	164
Caregivers	49%	(135)	44%	(122)	7%	(20)	277
Caregiver for Aging Parent	51%	(34)	40%	(26)	9%	(6)	66
Caregiver for Sick or Disabled Family Member	38%	(33)	48%	(42)	14%	(12)	86
Caregiver for Child/Dependent	54%	(92)	41%	(70)	5%	(8)	170
Business Owners	46%	(172)	46%	(169)	8%	(30)	370
Business Owners w/Employees	46%	(172)	46%	(169)	8%	(30)	370
Access to Childcare	60%	(117)	33%	(65)	7%	(15)	197
No Access to Childcare	30%	(16)	65%	(34)	5%	(3)	52
More Financially Secure after Pandemic	60%	(90)	34%	(50)	6%	(9)	149
Less Financially Secure after the Pandemic	35%	(54)	57%	(87)	7%	(11)	151
Same Financial Security after the Pandemic	41%	(29)	45%	(32)	14%	(10)	70
Ethnicity: White (Non-Hispanic)	39%	(70)	51%	(91)	10%	(17)	179
Ethnicity: Hispanic	54%	(58)	41%	(44)	5%	(6)	108
Ethnicity: Black (Non-Hispanic)	54%	(32)	37%	(22)	9%	(5)	59
Single, never married	44%	(24)	40%	(22)	15%	(8)	54
Married	52%	(119)	41%	(93)	7%	(16)	228

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

Table BPC26_11: *Do you currently provide the following benefits to your full-time employees?*
Emergency savings benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	36%	(132)	55%	(202)	10%	(36)	370
Gender: Female	36%	(132)	55%	(202)	10%	(36)	370
Age: 18-34	49%	(79)	41%	(67)	9%	(15)	162
Age: 35-44	31%	(42)	57%	(79)	12%	(16)	137
Age: 45-64	15%	(10)	80%	(54)	5%	(4)	68
Millennials: 1981-1996	43%	(104)	48%	(115)	9%	(22)	241
GenXers: 1965-1980	23%	(14)	72%	(47)	5%	(3)	64
PID: Dem (no lean)	48%	(98)	46%	(95)	6%	(13)	206
PID: Ind (no lean)	24%	(20)	59%	(50)	17%	(15)	85
PID: Rep (no lean)	17%	(14)	72%	(57)	11%	(8)	79
PID/Gender: Dem Women	48%	(98)	46%	(95)	6%	(13)	206
PID/Gender: Ind Women	24%	(20)	59%	(50)	17%	(15)	85
PID/Gender: Rep Women	17%	(14)	72%	(57)	11%	(8)	79
Ideo: Liberal (1-3)	42%	(58)	50%	(69)	8%	(11)	138
Ideo: Moderate (4)	38%	(45)	51%	(61)	10%	(12)	118
Ideo: Conservative (5-7)	25%	(23)	65%	(61)	10%	(9)	94
Educ: < College	23%	(35)	63%	(95)	13%	(20)	150
Educ: Bachelors degree	26%	(23)	63%	(57)	11%	(10)	91
Educ: Post-grad	57%	(74)	38%	(50)	5%	(6)	130
Income: Under 50k	23%	(27)	64%	(76)	14%	(16)	119
Income: 50k-100k	39%	(54)	56%	(77)	5%	(7)	138
Income: 100k+	45%	(51)	43%	(49)	12%	(13)	113
Ethnicity: White	33%	(77)	58%	(136)	9%	(22)	235
Ethnicity: Hispanic	44%	(48)	46%	(50)	10%	(11)	108
Ethnicity: Black	51%	(48)	38%	(36)	10%	(10)	94
All Christian	44%	(75)	51%	(86)	5%	(9)	170
Agnostic/Nothing in particular	24%	(22)	60%	(53)	16%	(14)	89
Something Else	29%	(23)	61%	(49)	10%	(8)	80
Evangelical	46%	(57)	47%	(59)	7%	(9)	125
Non-Evangelical	34%	(40)	59%	(68)	7%	(8)	115

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Table BPC26_11: *Do you currently provide the following benefits to your full-time employees?*
Emergency savings benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	36%	(132)	55%	(202)	10%	(36)	370
Community: Urban	55%	(83)	38%	(57)	7%	(11)	152
Community: Suburban	22%	(31)	66%	(93)	12%	(16)	141
Community: Rural	23%	(18)	66%	(51)	11%	(8)	78
Employ: Private Sector	41%	(91)	51%	(111)	8%	(17)	218
Employ: Self-Employed	25%	(31)	64%	(78)	11%	(14)	123
Military HH: No	36%	(118)	55%	(181)	9%	(30)	329
RD/WT: Right Direction	50%	(89)	43%	(76)	8%	(14)	178
RD/WT: Wrong Track	23%	(44)	66%	(126)	12%	(22)	192
Biden Job Approve	48%	(94)	44%	(86)	8%	(15)	194
Biden Job Disapprove	22%	(37)	66%	(109)	12%	(20)	165
Biden Job Strongly Approve	60%	(64)	36%	(38)	4%	(4)	105
Biden Job Somewhat Approve	34%	(30)	54%	(48)	12%	(11)	89
Biden Job Somewhat Disapprove	19%	(13)	73%	(50)	8%	(5)	67
Biden Job Strongly Disapprove	25%	(24)	60%	(59)	15%	(14)	98
Favorable of Biden	46%	(95)	47%	(97)	7%	(15)	207
Unfavorable of Biden	24%	(37)	65%	(100)	11%	(17)	154
Very Favorable of Biden	60%	(63)	37%	(39)	3%	(3)	106
Somewhat Favorable of Biden	31%	(31)	57%	(58)	12%	(12)	101
Very Unfavorable of Biden	25%	(26)	63%	(67)	12%	(13)	105
#1 Issue: Economy	29%	(52)	61%	(110)	10%	(18)	180
#1 Issue: Health Care	48%	(25)	43%	(22)	9%	(5)	52
2020 Vote: Joe Biden	42%	(94)	50%	(111)	7%	(17)	221
2020 Vote: Donald Trump	23%	(20)	68%	(60)	9%	(8)	87
2020 Vote: Didn't Vote	33%	(18)	50%	(27)	16%	(9)	53
2018 House Vote: Democrat	45%	(83)	49%	(90)	7%	(12)	185
2018 House Vote: Republican	27%	(23)	66%	(58)	7%	(6)	87
2016 Vote: Hillary Clinton	46%	(76)	48%	(81)	6%	(10)	167
2016 Vote: Donald Trump	27%	(24)	67%	(61)	7%	(6)	91
2016 Vote: Didn't Vote	31%	(31)	50%	(50)	18%	(18)	100
Voted in 2014: Yes	40%	(93)	54%	(126)	6%	(14)	233
Voted in 2014: No	29%	(39)	55%	(76)	16%	(22)	137

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Table BPC26_11: *Do you currently provide the following benefits to your full-time employees?*
Emergency savings benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	36%	(132)	55%	(202)	10%	(36)	370
4-Region: Northeast	40%	(25)	45%	(28)	15%	(9)	63
4-Region: Midwest	33%	(22)	55%	(36)	13%	(8)	66
4-Region: South	38%	(59)	55%	(85)	7%	(11)	155
4-Region: West	31%	(27)	60%	(53)	9%	(8)	87
Child(Ren) Aged 0-17	41%	(129)	49%	(156)	10%	(31)	316
Child(Ren) Aged 0-5	43%	(71)	44%	(72)	13%	(21)	164
Caregivers	41%	(115)	50%	(137)	9%	(25)	277
Caregiver for Aging Parent	55%	(36)	34%	(23)	10%	(7)	66
Caregiver for Sick or Disabled Family Member	36%	(31)	52%	(45)	12%	(10)	86
Caregiver for Child/Dependent	36%	(62)	55%	(93)	9%	(14)	170
Business Owners	36%	(132)	55%	(202)	10%	(36)	370
Business Owners w/Employees	36%	(132)	55%	(202)	10%	(36)	370
Access to Childcare	53%	(104)	38%	(74)	9%	(19)	197
No Access to Childcare	21%	(11)	70%	(37)	8%	(4)	52
More Financially Secure after Pandemic	57%	(86)	32%	(48)	10%	(15)	149
Less Financially Secure after the Pandemic	20%	(31)	73%	(110)	7%	(11)	151
Same Financial Security after the Pandemic	23%	(16)	63%	(44)	14%	(10)	70
Ethnicity: White (Non-Hispanic)	30%	(54)	60%	(107)	10%	(18)	179
Ethnicity: Hispanic	44%	(48)	46%	(50)	10%	(11)	108
Ethnicity: Black (Non-Hispanic)	46%	(27)	43%	(26)	11%	(7)	59
Single, never married	25%	(14)	56%	(31)	18%	(10)	54
Married	43%	(98)	48%	(110)	9%	(19)	228

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

Table BPC26_12: *Do you currently provide the following benefits to your full-time employees?*
Short-term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	43%	(161)	49%	(181)	8%	(29)	370
Gender: Female	43%	(161)	49%	(181)	8%	(29)	370
Age: 18-34	49%	(79)	43%	(70)	8%	(14)	162
Age: 35-44	43%	(59)	49%	(68)	8%	(10)	137
Age: 45-64	33%	(22)	61%	(41)	6%	(4)	68
Millennials: 1981-1996	49%	(118)	44%	(106)	7%	(18)	241
GenXers: 1965-1980	36%	(23)	58%	(38)	5%	(3)	64
PID: Dem (no lean)	48%	(99)	46%	(94)	6%	(13)	206
PID: Ind (no lean)	37%	(32)	53%	(45)	10%	(8)	85
PID: Rep (no lean)	37%	(29)	53%	(42)	10%	(8)	79
PID/Gender: Dem Women	48%	(99)	46%	(94)	6%	(13)	206
PID/Gender: Ind Women	37%	(32)	53%	(45)	10%	(8)	85
PID/Gender: Rep Women	37%	(29)	53%	(42)	10%	(8)	79
Ideo: Liberal (1-3)	43%	(60)	50%	(69)	7%	(9)	138
Ideo: Moderate (4)	54%	(64)	39%	(47)	7%	(8)	118
Ideo: Conservative (5-7)	32%	(31)	60%	(56)	8%	(7)	94
Educ: < College	33%	(49)	55%	(82)	12%	(18)	150
Educ: Bachelors degree	47%	(43)	47%	(42)	6%	(5)	91
Educ: Post-grad	53%	(69)	43%	(56)	4%	(5)	130
Income: Under 50k	34%	(41)	56%	(66)	10%	(12)	119
Income: 50k-100k	49%	(68)	46%	(63)	5%	(7)	138
Income: 100k+	46%	(52)	45%	(51)	9%	(10)	113
Ethnicity: White	38%	(90)	54%	(126)	8%	(19)	235
Ethnicity: Hispanic	52%	(56)	42%	(45)	6%	(7)	108
Ethnicity: Black	57%	(54)	37%	(35)	6%	(6)	94
All Christian	44%	(74)	51%	(87)	5%	(9)	170
Agnostic/Nothing in particular	45%	(39)	42%	(37)	13%	(12)	89
Something Else	46%	(37)	46%	(37)	8%	(6)	80
Evangelical	48%	(59)	45%	(57)	7%	(9)	125
Non-Evangelical	42%	(48)	53%	(60)	6%	(6)	115

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Table BPC26_12: *Do you currently provide the following benefits to your full-time employees?*
Short-term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	43%	(161)	49%	(181)	8%	(29)	370
Community: Urban	46%	(70)	48%	(73)	6%	(9)	152
Community: Suburban	43%	(61)	47%	(66)	10%	(13)	141
Community: Rural	38%	(30)	53%	(41)	9%	(7)	78
Employ: Private Sector	54%	(118)	40%	(88)	6%	(13)	218
Employ: Self-Employed	26%	(33)	63%	(77)	11%	(13)	123
Military HH: No	44%	(144)	49%	(160)	8%	(26)	329
RD/WT: Right Direction	46%	(81)	48%	(85)	7%	(12)	178
RD/WT: Wrong Track	41%	(79)	50%	(96)	9%	(17)	192
Biden Job Approve	44%	(85)	48%	(94)	8%	(16)	194
Biden Job Disapprove	43%	(71)	49%	(81)	8%	(12)	165
Biden Job Strongly Approve	52%	(55)	45%	(47)	3%	(3)	105
Biden Job Somewhat Approve	34%	(31)	52%	(46)	14%	(12)	89
Biden Job Somewhat Disapprove	50%	(34)	48%	(32)	2%	(1)	67
Biden Job Strongly Disapprove	38%	(38)	50%	(49)	12%	(11)	98
Favorable of Biden	46%	(96)	47%	(98)	7%	(14)	207
Unfavorable of Biden	41%	(63)	51%	(78)	8%	(13)	154
Very Favorable of Biden	52%	(55)	43%	(46)	5%	(5)	106
Somewhat Favorable of Biden	40%	(41)	52%	(52)	8%	(8)	101
Very Unfavorable of Biden	39%	(41)	50%	(53)	11%	(11)	105
#1 Issue: Economy	42%	(76)	50%	(89)	8%	(15)	180
#1 Issue: Health Care	46%	(24)	50%	(26)	4%	(2)	52
2020 Vote: Joe Biden	46%	(101)	48%	(105)	7%	(15)	221
2020 Vote: Donald Trump	41%	(36)	53%	(46)	6%	(6)	87
2020 Vote: Didn't Vote	37%	(20)	48%	(25)	15%	(8)	53
2018 House Vote: Democrat	47%	(87)	47%	(88)	6%	(10)	185
2018 House Vote: Republican	42%	(36)	51%	(45)	7%	(6)	87
2016 Vote: Hillary Clinton	50%	(83)	44%	(74)	6%	(10)	167
2016 Vote: Donald Trump	38%	(35)	55%	(50)	6%	(6)	91
2016 Vote: Didn't Vote	41%	(41)	46%	(46)	13%	(13)	100
Voted in 2014: Yes	46%	(107)	49%	(114)	5%	(12)	233
Voted in 2014: No	39%	(53)	49%	(67)	13%	(17)	137

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Table BPC26_12: *Do you currently provide the following benefits to your full-time employees?*
Short-term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	43%	(161)	49%	(181)	8%	(29)	370
4-Region: Northeast	49%	(31)	41%	(26)	9%	(6)	63
4-Region: Midwest	44%	(29)	42%	(27)	14%	(9)	66
4-Region: South	43%	(67)	50%	(77)	7%	(11)	155
4-Region: West	39%	(34)	57%	(50)	4%	(3)	87
Child(Ren) Aged 0-17	47%	(150)	45%	(142)	8%	(24)	316
Child(Ren) Aged 0-5	45%	(74)	46%	(76)	9%	(15)	164
Caregivers	47%	(131)	46%	(128)	7%	(18)	277
Caregiver for Aging Parent	55%	(36)	37%	(24)	8%	(5)	66
Caregiver for Sick or Disabled Family Member	44%	(38)	48%	(41)	8%	(7)	86
Caregiver for Child/Dependent	46%	(78)	48%	(82)	6%	(10)	170
Business Owners	43%	(161)	49%	(181)	8%	(29)	370
Business Owners w/Employees	43%	(161)	49%	(181)	8%	(29)	370
Access to Childcare	54%	(105)	40%	(78)	7%	(13)	197
No Access to Childcare	34%	(18)	61%	(32)	5%	(2)	52
More Financially Secure after Pandemic	52%	(78)	42%	(63)	6%	(9)	149
Less Financially Secure after the Pandemic	37%	(56)	57%	(86)	6%	(9)	151
Same Financial Security after the Pandemic	38%	(26)	46%	(32)	16%	(11)	70
Ethnicity: White (Non-Hispanic)	38%	(67)	53%	(96)	9%	(16)	179
Ethnicity: Hispanic	52%	(56)	42%	(45)	6%	(7)	108
Ethnicity: Black (Non-Hispanic)	48%	(28)	46%	(27)	6%	(4)	59
Single, never married	39%	(21)	49%	(27)	12%	(6)	54
Married	49%	(112)	43%	(99)	7%	(17)	228

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

Table BPC26_13: *Do you currently provide the following benefits to your full-time employees?*
Long-term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	39%	(143)	52%	(191)	10%	(36)	370
Gender: Female	39%	(143)	52%	(191)	10%	(36)	370
Age: 18-34	43%	(70)	46%	(74)	11%	(18)	162
Age: 35-44	37%	(51)	54%	(74)	9%	(12)	137
Age: 45-64	32%	(21)	60%	(41)	8%	(6)	68
Millennials: 1981-1996	44%	(106)	48%	(115)	8%	(20)	241
GenXers: 1965-1980	36%	(23)	56%	(36)	8%	(5)	64
PID: Dem (no lean)	49%	(100)	45%	(92)	6%	(13)	206
PID: Ind (no lean)	30%	(26)	56%	(47)	14%	(12)	85
PID: Rep (no lean)	21%	(17)	65%	(52)	14%	(11)	79
PID/Gender: Dem Women	49%	(100)	45%	(92)	6%	(13)	206
PID/Gender: Ind Women	30%	(26)	56%	(47)	14%	(12)	85
PID/Gender: Rep Women	21%	(17)	65%	(52)	14%	(11)	79
Ideo: Liberal (1-3)	36%	(50)	54%	(75)	10%	(13)	138
Ideo: Moderate (4)	50%	(59)	43%	(51)	7%	(8)	118
Ideo: Conservative (5-7)	29%	(28)	60%	(57)	10%	(10)	94
Educ: < College	27%	(41)	61%	(91)	12%	(18)	150
Educ: Bachelors degree	37%	(34)	53%	(48)	10%	(9)	91
Educ: Post-grad	52%	(68)	40%	(52)	8%	(10)	130
Income: Under 50k	27%	(32)	61%	(73)	12%	(14)	119
Income: 50k-100k	40%	(56)	51%	(70)	9%	(12)	138
Income: 100k+	48%	(54)	43%	(49)	9%	(10)	113
Ethnicity: White	30%	(71)	60%	(142)	9%	(22)	235
Ethnicity: Hispanic	43%	(47)	45%	(48)	12%	(13)	108
Ethnicity: Black	64%	(61)	25%	(24)	11%	(10)	94
All Christian	43%	(74)	51%	(87)	5%	(9)	170
Agnostic/Nothing in particular	36%	(32)	50%	(44)	14%	(12)	89
Something Else	37%	(29)	52%	(42)	11%	(9)	80
Evangelical	47%	(59)	42%	(53)	11%	(13)	125
Non-Evangelical	35%	(41)	61%	(71)	3%	(4)	115

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Table BPC26_13: *Do you currently provide the following benefits to your full-time employees?*
Long-term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	39%	(143)	52%	(191)	10%	(36)	370
Community: Urban	47%	(71)	44%	(67)	9%	(14)	152
Community: Suburban	35%	(50)	54%	(76)	10%	(14)	141
Community: Rural	28%	(22)	62%	(48)	10%	(8)	78
Employ: Private Sector	47%	(103)	45%	(99)	8%	(17)	218
Employ: Self-Employed	21%	(26)	68%	(84)	11%	(13)	123
Military HH: No	38%	(126)	52%	(173)	9%	(31)	329
RD/WT: Right Direction	42%	(75)	49%	(88)	8%	(15)	178
RD/WT: Wrong Track	35%	(67)	54%	(104)	11%	(21)	192
Biden Job Approve	42%	(83)	49%	(96)	8%	(16)	194
Biden Job Disapprove	36%	(59)	54%	(89)	10%	(17)	165
Biden Job Strongly Approve	51%	(54)	44%	(46)	5%	(5)	105
Biden Job Somewhat Approve	32%	(29)	55%	(49)	13%	(11)	89
Biden Job Somewhat Disapprove	47%	(32)	48%	(33)	5%	(3)	67
Biden Job Strongly Disapprove	28%	(27)	58%	(57)	14%	(14)	98
Favorable of Biden	44%	(92)	47%	(98)	8%	(17)	207
Unfavorable of Biden	32%	(50)	57%	(87)	11%	(17)	154
Very Favorable of Biden	57%	(60)	39%	(41)	4%	(4)	106
Somewhat Favorable of Biden	31%	(32)	56%	(57)	12%	(12)	101
Very Unfavorable of Biden	30%	(32)	59%	(62)	11%	(12)	105
#1 Issue: Economy	34%	(61)	56%	(101)	10%	(18)	180
#1 Issue: Health Care	48%	(25)	40%	(21)	11%	(6)	52
2020 Vote: Joe Biden	45%	(99)	47%	(105)	8%	(18)	221
2020 Vote: Donald Trump	26%	(23)	63%	(55)	11%	(9)	87
2020 Vote: Didn't Vote	36%	(19)	51%	(27)	13%	(7)	53
2018 House Vote: Democrat	44%	(81)	49%	(91)	7%	(13)	185
2018 House Vote: Republican	35%	(30)	54%	(47)	11%	(9)	87
2016 Vote: Hillary Clinton	47%	(79)	48%	(81)	5%	(8)	167
2016 Vote: Donald Trump	32%	(29)	59%	(54)	9%	(8)	91
2016 Vote: Didn't Vote	35%	(35)	47%	(47)	18%	(18)	100
Voted in 2014: Yes	43%	(100)	51%	(119)	6%	(14)	233
Voted in 2014: No	31%	(42)	53%	(73)	16%	(22)	137

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Table BPC26_13: *Do you currently provide the following benefits to your full-time employees?*
Long-term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Working Mothers	39%	(143)	52%	(191)	10%	(36)	370
4-Region: Northeast	51%	(32)	40%	(25)	9%	(6)	63
4-Region: Midwest	38%	(25)	49%	(32)	13%	(9)	66
4-Region: South	36%	(56)	56%	(86)	8%	(13)	155
4-Region: West	35%	(30)	54%	(48)	11%	(9)	87
Child(Ren) Aged 0-17	43%	(135)	48%	(152)	9%	(29)	316
Child(Ren) Aged 0-5	37%	(60)	50%	(83)	13%	(21)	164
Caregivers	42%	(116)	49%	(136)	9%	(25)	277
Caregiver for Aging Parent	51%	(33)	38%	(25)	11%	(7)	66
Caregiver for Sick or Disabled Family Member	38%	(33)	48%	(42)	13%	(12)	86
Caregiver for Child/Dependent	38%	(65)	55%	(93)	7%	(12)	170
Business Owners	39%	(143)	52%	(191)	10%	(36)	370
Business Owners w/Employees	39%	(143)	52%	(191)	10%	(36)	370
Access to Childcare	50%	(98)	41%	(81)	9%	(19)	197
No Access to Childcare	25%	(13)	68%	(36)	7%	(4)	52
More Financially Secure after Pandemic	49%	(73)	41%	(61)	10%	(15)	149
Less Financially Secure after the Pandemic	31%	(47)	61%	(92)	8%	(12)	151
Same Financial Security after the Pandemic	32%	(22)	54%	(38)	14%	(10)	70
Ethnicity: White (Non-Hispanic)	31%	(55)	59%	(106)	10%	(18)	179
Ethnicity: Hispanic	43%	(47)	45%	(48)	12%	(13)	108
Ethnicity: Black (Non-Hispanic)	57%	(34)	34%	(20)	9%	(5)	59
Single, never married	34%	(18)	48%	(26)	19%	(10)	54
Married	45%	(103)	47%	(107)	8%	(18)	228

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

Table BPC27_1: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Cost

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	29%	(106)	35%	(131)	22%	(82)	14%	(52)	370
Gender: Female	29%	(106)	35%	(131)	22%	(82)	14%	(52)	370
Age: 18-34	26%	(42)	35%	(56)	27%	(44)	12%	(19)	162
Age: 35-44	26%	(35)	39%	(54)	21%	(29)	14%	(19)	137
Age: 45-64	41%	(28)	28%	(19)	12%	(8)	19%	(13)	68
Millennials: 1981-1996	27%	(65)	41%	(99)	21%	(50)	11%	(27)	241
GenXers: 1965-1980	39%	(25)	28%	(18)	14%	(9)	19%	(12)	64
PID: Dem (no lean)	29%	(59)	39%	(80)	21%	(43)	12%	(24)	206
PID: Ind (no lean)	20%	(17)	39%	(33)	24%	(21)	17%	(14)	85
PID: Rep (no lean)	38%	(30)	22%	(18)	23%	(18)	17%	(13)	79
PID/Gender: Dem Women	29%	(59)	39%	(80)	21%	(43)	12%	(24)	206
PID/Gender: Ind Women	20%	(17)	39%	(33)	24%	(21)	17%	(14)	85
PID/Gender: Rep Women	38%	(30)	22%	(18)	23%	(18)	17%	(13)	79
Ideo: Liberal (1-3)	27%	(37)	35%	(48)	26%	(36)	12%	(17)	138
Ideo: Moderate (4)	19%	(23)	46%	(54)	21%	(25)	14%	(17)	118
Ideo: Conservative (5-7)	45%	(43)	26%	(25)	18%	(16)	11%	(10)	94
Educ: < College	27%	(40)	36%	(54)	21%	(32)	16%	(24)	150
Educ: Bachelors degree	28%	(25)	32%	(29)	26%	(24)	14%	(13)	91
Educ: Post-grad	32%	(41)	37%	(48)	20%	(26)	11%	(15)	130
Income: Under 50k	29%	(34)	33%	(40)	22%	(27)	16%	(19)	119
Income: 50k-100k	35%	(48)	34%	(47)	18%	(25)	13%	(18)	138
Income: 100k+	21%	(24)	39%	(44)	26%	(30)	13%	(15)	113
Ethnicity: White	28%	(67)	38%	(89)	20%	(47)	14%	(32)	235
Ethnicity: Hispanic	32%	(34)	33%	(36)	19%	(21)	16%	(17)	108
Ethnicity: Black	29%	(28)	34%	(32)	25%	(23)	12%	(11)	94
All Christian	33%	(56)	37%	(63)	18%	(31)	11%	(20)	170
Agnostic/Nothing in particular	21%	(18)	36%	(31)	28%	(25)	16%	(14)	89
Something Else	29%	(23)	31%	(25)	19%	(15)	21%	(16)	80
Evangelical	30%	(37)	35%	(44)	19%	(24)	16%	(20)	125
Non-Evangelical	32%	(37)	38%	(44)	17%	(20)	13%	(15)	115

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Table BPC27_1: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Cost

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	29%	(106)	35%	(131)	22%	(82)	14%	(52)	370
Community: Urban	25%	(38)	41%	(62)	26%	(39)	9%	(13)	152
Community: Suburban	29%	(40)	34%	(47)	19%	(27)	18%	(26)	141
Community: Rural	37%	(29)	27%	(21)	20%	(16)	16%	(13)	78
Employ: Private Sector	26%	(58)	41%	(89)	23%	(51)	10%	(21)	218
Employ: Self-Employed	33%	(40)	27%	(33)	22%	(27)	18%	(22)	123
Military HH: No	28%	(93)	36%	(117)	21%	(70)	15%	(49)	329
RD/WT: Right Direction	26%	(46)	39%	(70)	24%	(42)	11%	(20)	178
RD/WT: Wrong Track	32%	(61)	32%	(61)	20%	(39)	16%	(31)	192
Biden Job Approve	27%	(52)	38%	(74)	23%	(45)	12%	(23)	194
Biden Job Disapprove	31%	(51)	33%	(55)	20%	(33)	16%	(26)	165
Biden Job Strongly Approve	28%	(30)	40%	(42)	19%	(20)	13%	(13)	105
Biden Job Somewhat Approve	25%	(22)	36%	(32)	28%	(25)	11%	(10)	89
Biden Job Somewhat Disapprove	25%	(17)	41%	(28)	17%	(12)	17%	(11)	67
Biden Job Strongly Disapprove	35%	(34)	28%	(27)	22%	(22)	15%	(15)	98
Favorable of Biden	27%	(56)	38%	(79)	22%	(45)	13%	(27)	207
Unfavorable of Biden	32%	(50)	31%	(48)	21%	(33)	15%	(23)	154
Very Favorable of Biden	25%	(27)	40%	(42)	22%	(23)	13%	(14)	106
Somewhat Favorable of Biden	28%	(29)	37%	(38)	22%	(22)	13%	(13)	101
Very Unfavorable of Biden	33%	(35)	33%	(35)	19%	(20)	15%	(16)	105
#1 Issue: Economy	32%	(58)	32%	(58)	22%	(39)	14%	(26)	180
#1 Issue: Health Care	28%	(15)	33%	(17)	27%	(14)	12%	(6)	52
2020 Vote: Joe Biden	30%	(66)	35%	(78)	23%	(50)	12%	(27)	221
2020 Vote: Donald Trump	31%	(27)	34%	(29)	21%	(19)	14%	(12)	87
2020 Vote: Didn't Vote	21%	(11)	41%	(22)	20%	(10)	18%	(10)	53
2018 House Vote: Democrat	29%	(54)	35%	(65)	24%	(45)	12%	(22)	185
2018 House Vote: Republican	35%	(30)	34%	(30)	17%	(15)	14%	(12)	87
2016 Vote: Hillary Clinton	30%	(50)	37%	(62)	20%	(34)	13%	(21)	167
2016 Vote: Donald Trump	34%	(31)	34%	(31)	20%	(18)	12%	(11)	91
2016 Vote: Didn't Vote	21%	(21)	36%	(35)	29%	(29)	15%	(15)	100

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Table BPC27_1: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Cost

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	29%	(106)	35%	(131)	22%	(82)	14%	(52)	370
Voted in 2014: Yes	32%	(74)	36%	(83)	18%	(41)	15%	(35)	233
Voted in 2014: No	24%	(33)	34%	(47)	29%	(40)	12%	(17)	137
4-Region: Northeast	15%	(9)	43%	(27)	28%	(17)	14%	(9)	63
4-Region: Midwest	37%	(25)	31%	(20)	18%	(12)	14%	(9)	66
4-Region: South	28%	(44)	35%	(54)	22%	(34)	15%	(23)	155
4-Region: West	33%	(29)	34%	(29)	20%	(18)	13%	(11)	87
Child(Ren) Aged 0-17	26%	(82)	39%	(122)	23%	(73)	12%	(38)	316
Child(Ren) Aged 0-5	25%	(41)	39%	(65)	26%	(43)	10%	(16)	164
Caregivers	27%	(75)	38%	(104)	24%	(66)	11%	(32)	277
Caregiver for Aging Parent	23%	(15)	45%	(29)	25%	(16)	7%	(5)	66
Caregiver for Sick or Disabled Family Member	21%	(18)	41%	(35)	28%	(24)	10%	(9)	86
Caregiver for Child/Dependent	30%	(52)	34%	(58)	24%	(40)	12%	(20)	170
Business Owners	29%	(106)	35%	(131)	22%	(82)	14%	(52)	370
Business Owners w/Employees	29%	(106)	35%	(131)	22%	(82)	14%	(52)	370
Access to Childcare	24%	(47)	38%	(74)	28%	(55)	10%	(21)	197
No Access to Childcare	39%	(20)	39%	(21)	13%	(7)	9%	(5)	52
More Financially Secure after Pandemic	28%	(41)	32%	(48)	29%	(44)	11%	(17)	149
Less Financially Secure after the Pandemic	32%	(49)	35%	(53)	17%	(26)	16%	(24)	151
Same Financial Security after the Pandemic	24%	(17)	43%	(30)	18%	(12)	15%	(11)	70
Ethnicity: White (Non-Hispanic)	30%	(53)	37%	(66)	21%	(38)	12%	(22)	179
Ethnicity: Hispanic	32%	(34)	33%	(36)	19%	(21)	16%	(17)	108
Ethnicity: Black (Non-Hispanic)	21%	(12)	38%	(22)	29%	(17)	13%	(8)	59
Single, never married	24%	(13)	36%	(19)	22%	(12)	18%	(10)	54
Married	30%	(68)	38%	(87)	22%	(50)	10%	(24)	228

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

Table BPC27_2: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Understanding paid leave

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	17%	(63)	30%	(112)	28%	(103)	25%	(92)	370
Gender: Female	17%	(63)	30%	(112)	28%	(103)	25%	(92)	370
Age: 18-34	18%	(29)	37%	(60)	23%	(37)	23%	(37)	162
Age: 35-44	15%	(21)	29%	(40)	28%	(39)	27%	(37)	137
Age: 45-64	21%	(14)	17%	(11)	36%	(24)	27%	(18)	68
Millennials: 1981-1996	18%	(42)	35%	(85)	24%	(58)	23%	(56)	241
GenXers: 1965-1980	23%	(15)	25%	(16)	26%	(17)	25%	(16)	64
PID: Dem (no lean)	21%	(44)	35%	(72)	22%	(46)	22%	(45)	206
PID: Ind (no lean)	12%	(10)	20%	(17)	37%	(31)	31%	(27)	85
PID: Rep (no lean)	12%	(9)	29%	(23)	32%	(26)	26%	(21)	79
PID/Gender: Dem Women	21%	(44)	35%	(72)	22%	(46)	22%	(45)	206
PID/Gender: Ind Women	12%	(10)	20%	(17)	37%	(31)	31%	(27)	85
PID/Gender: Rep Women	12%	(9)	29%	(23)	32%	(26)	26%	(21)	79
Ideo: Liberal (1-3)	18%	(24)	29%	(41)	27%	(37)	26%	(36)	138
Ideo: Moderate (4)	14%	(17)	33%	(39)	30%	(35)	23%	(28)	118
Ideo: Conservative (5-7)	22%	(20)	30%	(28)	27%	(25)	21%	(20)	94
Educ: < College	18%	(26)	27%	(40)	25%	(38)	30%	(45)	150
Educ: Bachelors degree	16%	(15)	27%	(25)	30%	(27)	27%	(24)	91
Educ: Post-grad	17%	(22)	36%	(47)	29%	(37)	18%	(23)	130
Income: Under 50k	16%	(19)	26%	(31)	28%	(33)	31%	(37)	119
Income: 50k-100k	19%	(26)	31%	(43)	27%	(38)	22%	(31)	138
Income: 100k+	17%	(19)	34%	(38)	28%	(32)	22%	(24)	113
Ethnicity: White	14%	(33)	35%	(82)	26%	(62)	25%	(58)	235
Ethnicity: Hispanic	21%	(23)	30%	(33)	25%	(27)	23%	(25)	108
Ethnicity: Black	25%	(24)	24%	(23)	24%	(23)	26%	(24)	94
All Christian	19%	(32)	32%	(54)	27%	(46)	22%	(37)	170
Agnostic/Nothing in particular	14%	(13)	30%	(27)	28%	(25)	28%	(25)	89
Something Else	16%	(13)	22%	(18)	32%	(26)	30%	(24)	80
Evangelical	23%	(29)	24%	(30)	27%	(33)	27%	(33)	125
Non-Evangelical	12%	(13)	34%	(39)	30%	(35)	24%	(28)	115

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Table BPC27_2: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Understanding paid leave

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	17%	(63)	30%	(112)	28%	(103)	25%	(92)	370
Community: Urban	23%	(36)	37%	(56)	24%	(37)	15%	(23)	152
Community: Suburban	9%	(12)	27%	(38)	31%	(43)	33%	(47)	141
Community: Rural	20%	(16)	23%	(18)	29%	(22)	28%	(22)	78
Employ: Private Sector	17%	(36)	34%	(74)	31%	(67)	19%	(41)	218
Employ: Self-Employed	16%	(20)	25%	(30)	26%	(32)	34%	(42)	123
Military HH: No	17%	(55)	31%	(102)	27%	(90)	25%	(82)	329
RD/WT: Right Direction	20%	(35)	34%	(60)	27%	(48)	20%	(35)	178
RD/WT: Wrong Track	15%	(28)	27%	(52)	29%	(55)	30%	(57)	192
Biden Job Approve	18%	(34)	35%	(69)	26%	(51)	21%	(40)	194
Biden Job Disapprove	15%	(25)	26%	(43)	28%	(47)	30%	(50)	165
Biden Job Strongly Approve	24%	(25)	35%	(37)	23%	(25)	18%	(19)	105
Biden Job Somewhat Approve	10%	(9)	36%	(32)	30%	(26)	24%	(22)	89
Biden Job Somewhat Disapprove	10%	(6)	23%	(16)	31%	(21)	36%	(25)	67
Biden Job Strongly Disapprove	19%	(19)	28%	(28)	27%	(26)	26%	(25)	98
Favorable of Biden	19%	(39)	32%	(66)	26%	(53)	24%	(49)	207
Unfavorable of Biden	16%	(24)	27%	(42)	30%	(46)	27%	(42)	154
Very Favorable of Biden	26%	(28)	28%	(29)	24%	(25)	23%	(24)	106
Somewhat Favorable of Biden	11%	(11)	37%	(37)	28%	(28)	24%	(25)	101
Very Unfavorable of Biden	17%	(18)	29%	(31)	29%	(31)	25%	(26)	105
#1 Issue: Economy	14%	(25)	28%	(50)	30%	(55)	28%	(50)	180
#1 Issue: Health Care	29%	(15)	31%	(16)	22%	(11)	19%	(10)	52
2020 Vote: Joe Biden	19%	(41)	32%	(70)	26%	(59)	23%	(51)	221
2020 Vote: Donald Trump	17%	(15)	27%	(24)	32%	(28)	24%	(21)	87
2020 Vote: Didn't Vote	13%	(7)	33%	(18)	22%	(12)	32%	(17)	53
2018 House Vote: Democrat	20%	(37)	31%	(58)	27%	(50)	22%	(41)	185
2018 House Vote: Republican	17%	(15)	32%	(28)	26%	(23)	24%	(21)	87
2016 Vote: Hillary Clinton	23%	(38)	30%	(50)	25%	(41)	23%	(39)	167
2016 Vote: Donald Trump	13%	(12)	26%	(24)	33%	(30)	28%	(26)	91
2016 Vote: Didn't Vote	13%	(13)	36%	(36)	27%	(27)	23%	(23)	100

Continued on next page

Table BPC27_2: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Understanding paid leave

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	17%	(63)	30%	(112)	28%	(103)	25%	(92)	370
Voted in 2014: Yes	20%	(47)	28%	(66)	26%	(61)	26%	(60)	233
Voted in 2014: No	12%	(17)	34%	(46)	31%	(42)	24%	(32)	137
4-Region: Northeast	18%	(11)	24%	(15)	28%	(18)	30%	(19)	63
4-Region: Midwest	12%	(8)	34%	(22)	28%	(19)	26%	(17)	66
4-Region: South	18%	(28)	31%	(48)	26%	(41)	25%	(39)	155
4-Region: West	19%	(16)	31%	(27)	30%	(26)	21%	(18)	87
Child(Ren) Aged 0-17	18%	(57)	33%	(103)	26%	(83)	23%	(73)	316
Child(Ren) Aged 0-5	17%	(28)	38%	(62)	24%	(40)	21%	(35)	164
Caregivers	17%	(46)	34%	(94)	27%	(76)	22%	(61)	277
Caregiver for Aging Parent	20%	(13)	35%	(23)	28%	(18)	17%	(11)	66
Caregiver for Sick or Disabled Family Member	18%	(16)	28%	(24)	29%	(25)	25%	(22)	86
Caregiver for Child/Dependent	16%	(27)	35%	(59)	27%	(46)	22%	(37)	170
Business Owners	17%	(63)	30%	(112)	28%	(103)	25%	(92)	370
Business Owners w/Employees	17%	(63)	30%	(112)	28%	(103)	25%	(92)	370
Access to Childcare	19%	(37)	35%	(69)	27%	(53)	19%	(37)	197
No Access to Childcare	20%	(10)	38%	(20)	14%	(7)	29%	(15)	52
More Financially Secure after Pandemic	25%	(37)	36%	(53)	22%	(32)	18%	(27)	149
Less Financially Secure after the Pandemic	15%	(22)	25%	(39)	30%	(45)	30%	(46)	151
Same Financial Security after the Pandemic	6%	(4)	29%	(20)	37%	(26)	28%	(20)	70
Ethnicity: White (Non-Hispanic)	13%	(24)	33%	(58)	28%	(50)	26%	(47)	179
Ethnicity: Hispanic	21%	(23)	30%	(33)	25%	(27)	23%	(25)	108
Ethnicity: Black (Non-Hispanic)	23%	(14)	25%	(15)	25%	(15)	28%	(16)	59
Single, never married	11%	(6)	33%	(18)	22%	(12)	35%	(19)	54
Married	19%	(44)	35%	(79)	27%	(62)	19%	(43)	228

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

Table BPC27_3: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Implementing paid leave

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	22%	(82)	34%	(126)	25%	(92)	19%	(71)	370
Gender: Female	22%	(82)	34%	(126)	25%	(92)	19%	(71)	370
Age: 18-34	23%	(37)	35%	(57)	24%	(39)	18%	(29)	162
Age: 35-44	16%	(22)	33%	(45)	31%	(42)	20%	(27)	137
Age: 45-64	31%	(21)	32%	(22)	15%	(10)	21%	(14)	68
Millennials: 1981-1996	22%	(54)	34%	(81)	25%	(61)	19%	(45)	241
GenXers: 1965-1980	30%	(19)	30%	(19)	21%	(13)	19%	(12)	64
PID: Dem (no lean)	27%	(56)	38%	(78)	19%	(40)	15%	(32)	206
PID: Ind (no lean)	13%	(11)	26%	(23)	34%	(29)	27%	(23)	85
PID: Rep (no lean)	19%	(15)	32%	(25)	29%	(23)	21%	(16)	79
PID/Gender: Dem Women	27%	(56)	38%	(78)	19%	(40)	15%	(32)	206
PID/Gender: Ind Women	13%	(11)	26%	(23)	34%	(29)	27%	(23)	85
PID/Gender: Rep Women	19%	(15)	32%	(25)	29%	(23)	21%	(16)	79
Ideo: Liberal (1-3)	20%	(28)	36%	(50)	27%	(38)	16%	(23)	138
Ideo: Moderate (4)	20%	(24)	34%	(40)	26%	(31)	20%	(24)	118
Ideo: Conservative (5-7)	27%	(26)	33%	(31)	21%	(20)	18%	(17)	94
Educ: < College	20%	(30)	32%	(47)	27%	(40)	22%	(32)	150
Educ: Bachelors degree	19%	(17)	35%	(32)	24%	(22)	22%	(20)	91
Educ: Post-grad	27%	(35)	36%	(47)	23%	(30)	14%	(19)	130
Income: Under 50k	20%	(23)	34%	(40)	25%	(30)	22%	(26)	119
Income: 50k-100k	24%	(34)	34%	(47)	22%	(30)	20%	(27)	138
Income: 100k+	22%	(25)	35%	(39)	28%	(32)	15%	(17)	113
Ethnicity: White	20%	(46)	37%	(87)	23%	(53)	21%	(49)	235
Ethnicity: Hispanic	23%	(24)	38%	(41)	22%	(24)	18%	(20)	108
Ethnicity: Black	29%	(28)	27%	(26)	28%	(26)	15%	(15)	94
All Christian	27%	(47)	35%	(60)	21%	(36)	16%	(27)	170
Agnostic/Nothing in particular	17%	(15)	29%	(26)	31%	(28)	22%	(20)	89
Something Else	16%	(13)	34%	(27)	26%	(21)	24%	(19)	80
Evangelical	27%	(34)	31%	(38)	23%	(29)	19%	(24)	125
Non-Evangelical	19%	(22)	41%	(47)	20%	(23)	20%	(22)	115

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Table BPC27_3: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Implementing paid leave

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	22%	(82)	34%	(126)	25%	(92)	19%	(71)	370
Community: Urban	31%	(46)	34%	(52)	23%	(35)	12%	(18)	152
Community: Suburban	14%	(20)	36%	(51)	22%	(31)	27%	(38)	141
Community: Rural	19%	(15)	30%	(23)	32%	(25)	19%	(15)	78
Employ: Private Sector	21%	(45)	37%	(82)	27%	(60)	14%	(32)	218
Employ: Self-Employed	23%	(28)	29%	(35)	24%	(29)	25%	(30)	123
Military HH: No	22%	(73)	33%	(107)	26%	(84)	20%	(65)	329
RD/WT: Right Direction	24%	(42)	38%	(67)	23%	(41)	16%	(28)	178
RD/WT: Wrong Track	21%	(40)	31%	(59)	26%	(51)	22%	(43)	192
Biden Job Approve	25%	(48)	39%	(75)	22%	(42)	15%	(29)	194
Biden Job Disapprove	18%	(31)	30%	(50)	27%	(45)	24%	(40)	165
Biden Job Strongly Approve	30%	(32)	34%	(36)	22%	(23)	14%	(15)	105
Biden Job Somewhat Approve	18%	(16)	44%	(39)	22%	(19)	16%	(14)	89
Biden Job Somewhat Disapprove	14%	(9)	25%	(17)	29%	(20)	32%	(21)	67
Biden Job Strongly Disapprove	22%	(21)	33%	(33)	26%	(26)	19%	(19)	98
Favorable of Biden	24%	(49)	36%	(74)	23%	(47)	18%	(37)	207
Unfavorable of Biden	20%	(31)	32%	(50)	26%	(41)	21%	(33)	154
Very Favorable of Biden	28%	(30)	36%	(38)	22%	(23)	15%	(16)	106
Somewhat Favorable of Biden	19%	(20)	36%	(36)	24%	(24)	21%	(21)	101
Very Unfavorable of Biden	20%	(21)	35%	(37)	26%	(27)	19%	(20)	105
#1 Issue: Economy	18%	(33)	33%	(59)	30%	(53)	19%	(35)	180
#1 Issue: Health Care	33%	(17)	37%	(19)	16%	(9)	13%	(7)	52
2020 Vote: Joe Biden	24%	(53)	35%	(77)	24%	(53)	17%	(37)	221
2020 Vote: Donald Trump	18%	(16)	36%	(32)	27%	(24)	18%	(16)	87
2020 Vote: Didn't Vote	22%	(12)	29%	(16)	22%	(12)	27%	(14)	53
2018 House Vote: Democrat	26%	(49)	34%	(63)	23%	(42)	17%	(31)	185
2018 House Vote: Republican	17%	(15)	35%	(30)	29%	(25)	19%	(17)	87
2016 Vote: Hillary Clinton	27%	(46)	35%	(59)	21%	(36)	16%	(27)	167
2016 Vote: Donald Trump	18%	(17)	35%	(32)	23%	(20)	24%	(22)	91
2016 Vote: Didn't Vote	17%	(17)	32%	(32)	34%	(34)	17%	(17)	100

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Table BPC27_3: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Implementing paid leave

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	22%	(82)	34%	(126)	25%	(92)	19%	(71)	370
Voted in 2014: Yes	25%	(58)	35%	(81)	20%	(47)	21%	(48)	233
Voted in 2014: No	17%	(24)	33%	(45)	33%	(45)	17%	(23)	137
4-Region: Northeast	18%	(11)	32%	(20)	28%	(18)	21%	(13)	63
4-Region: Midwest	21%	(14)	34%	(22)	23%	(15)	21%	(14)	66
4-Region: South	21%	(32)	37%	(57)	25%	(38)	18%	(27)	155
4-Region: West	28%	(24)	30%	(26)	24%	(21)	19%	(16)	87
Child(Ren) Aged 0-17	22%	(69)	34%	(109)	26%	(81)	18%	(57)	316
Child(Ren) Aged 0-5	21%	(34)	38%	(63)	24%	(39)	17%	(28)	164
Caregivers	21%	(58)	36%	(98)	28%	(77)	15%	(43)	277
Caregiver for Aging Parent	24%	(16)	40%	(26)	26%	(17)	10%	(7)	66
Caregiver for Sick or Disabled Family Member	17%	(15)	41%	(35)	25%	(22)	17%	(14)	86
Caregiver for Child/Dependent	21%	(36)	34%	(58)	30%	(50)	15%	(25)	170
Business Owners	22%	(82)	34%	(126)	25%	(92)	19%	(71)	370
Business Owners w/Employees	22%	(82)	34%	(126)	25%	(92)	19%	(71)	370
Access to Childcare	23%	(46)	38%	(74)	23%	(45)	16%	(31)	197
No Access to Childcare	20%	(11)	29%	(15)	31%	(16)	19%	(10)	52
More Financially Secure after Pandemic	28%	(41)	37%	(55)	23%	(34)	13%	(19)	149
Less Financially Secure after the Pandemic	23%	(35)	31%	(47)	22%	(33)	23%	(36)	151
Same Financial Security after the Pandemic	8%	(5)	35%	(24)	35%	(24)	23%	(16)	70
Ethnicity: White (Non-Hispanic)	20%	(37)	34%	(60)	25%	(44)	21%	(38)	179
Ethnicity: Hispanic	23%	(24)	38%	(41)	22%	(24)	18%	(20)	108
Ethnicity: Black (Non-Hispanic)	29%	(17)	25%	(15)	31%	(18)	16%	(9)	59
Single, never married	13%	(7)	30%	(16)	27%	(15)	30%	(17)	54
Married	24%	(55)	37%	(85)	23%	(53)	15%	(34)	228

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

Table BPC27_4: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Disruption to business operations

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	21%	(79)	34%	(124)	24%	(90)	21%	(77)	370
Gender: Female	21%	(79)	34%	(124)	24%	(90)	21%	(77)	370
Age: 18-34	24%	(39)	35%	(56)	23%	(37)	19%	(30)	162
Age: 35-44	17%	(23)	31%	(42)	29%	(40)	23%	(32)	137
Age: 45-64	26%	(17)	36%	(24)	19%	(13)	20%	(13)	68
Millennials: 1981-1996	19%	(47)	36%	(87)	24%	(58)	21%	(49)	241
GenXers: 1965-1980	32%	(20)	27%	(17)	23%	(15)	18%	(12)	64
PID: Dem (no lean)	27%	(55)	35%	(72)	21%	(43)	17%	(35)	206
PID: Ind (no lean)	15%	(13)	33%	(28)	25%	(22)	27%	(23)	85
PID: Rep (no lean)	15%	(12)	30%	(24)	32%	(25)	23%	(18)	79
PID/Gender: Dem Women	27%	(55)	35%	(72)	21%	(43)	17%	(35)	206
PID/Gender: Ind Women	15%	(13)	33%	(28)	25%	(22)	27%	(23)	85
PID/Gender: Rep Women	15%	(12)	30%	(24)	32%	(25)	23%	(18)	79
Ideo: Liberal (1-3)	21%	(28)	33%	(46)	24%	(33)	23%	(31)	138
Ideo: Moderate (4)	18%	(22)	38%	(45)	26%	(30)	19%	(22)	118
Ideo: Conservative (5-7)	29%	(27)	29%	(27)	26%	(24)	17%	(16)	94
Educ: < College	23%	(34)	25%	(37)	26%	(38)	27%	(40)	150
Educ: Bachelors degree	23%	(21)	35%	(31)	21%	(19)	21%	(19)	91
Educ: Post-grad	19%	(24)	43%	(56)	25%	(32)	14%	(18)	130
Income: Under 50k	20%	(24)	30%	(36)	23%	(28)	26%	(31)	119
Income: 50k-100k	26%	(35)	30%	(41)	25%	(34)	20%	(28)	138
Income: 100k+	17%	(20)	42%	(47)	25%	(28)	16%	(18)	113
Ethnicity: White	17%	(40)	36%	(86)	26%	(62)	20%	(48)	235
Ethnicity: Hispanic	30%	(32)	22%	(24)	27%	(29)	21%	(22)	108
Ethnicity: Black	31%	(29)	29%	(27)	21%	(20)	20%	(19)	94
All Christian	24%	(40)	41%	(69)	18%	(30)	18%	(30)	170
Agnostic/Nothing in particular	19%	(17)	27%	(24)	32%	(29)	22%	(19)	89
Something Else	17%	(14)	30%	(24)	28%	(22)	25%	(20)	80
Evangelical	25%	(32)	34%	(43)	21%	(27)	19%	(24)	125
Non-Evangelical	15%	(18)	42%	(48)	21%	(24)	22%	(26)	115

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Table BPC27_4: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Disruption to business operations

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	21%	(79)	34%	(124)	24%	(90)	21%	(77)	370
Community: Urban	26%	(40)	36%	(55)	21%	(32)	16%	(24)	152
Community: Suburban	16%	(23)	33%	(46)	28%	(39)	23%	(33)	141
Community: Rural	21%	(16)	29%	(23)	24%	(19)	26%	(20)	78
Employ: Private Sector	20%	(43)	39%	(85)	27%	(59)	14%	(31)	218
Employ: Self-Employed	23%	(28)	26%	(32)	22%	(27)	29%	(36)	123
Military HH: No	19%	(62)	35%	(115)	25%	(84)	21%	(69)	329
RD/WT: Right Direction	22%	(39)	38%	(68)	23%	(41)	18%	(32)	178
RD/WT: Wrong Track	21%	(41)	30%	(57)	26%	(49)	24%	(45)	192
Biden Job Approve	23%	(44)	39%	(75)	21%	(41)	17%	(34)	194
Biden Job Disapprove	19%	(32)	29%	(47)	27%	(45)	25%	(41)	165
Biden Job Strongly Approve	25%	(26)	39%	(41)	18%	(19)	18%	(19)	105
Biden Job Somewhat Approve	20%	(18)	38%	(34)	25%	(22)	17%	(15)	89
Biden Job Somewhat Disapprove	19%	(13)	31%	(21)	21%	(14)	29%	(20)	67
Biden Job Strongly Disapprove	20%	(19)	27%	(27)	32%	(31)	22%	(21)	98
Favorable of Biden	23%	(48)	36%	(74)	22%	(46)	19%	(39)	207
Unfavorable of Biden	19%	(29)	32%	(49)	26%	(40)	23%	(35)	154
Very Favorable of Biden	24%	(25)	35%	(37)	20%	(22)	21%	(22)	106
Somewhat Favorable of Biden	23%	(23)	36%	(37)	24%	(24)	17%	(17)	101
Very Unfavorable of Biden	19%	(20)	28%	(29)	31%	(32)	23%	(24)	105
#1 Issue: Economy	19%	(35)	31%	(56)	31%	(56)	19%	(33)	180
#1 Issue: Health Care	31%	(16)	33%	(17)	20%	(10)	17%	(9)	52
2020 Vote: Joe Biden	25%	(56)	35%	(77)	21%	(47)	19%	(42)	221
2020 Vote: Donald Trump	15%	(13)	30%	(26)	36%	(31)	19%	(17)	87
2020 Vote: Didn't Vote	18%	(10)	34%	(18)	19%	(10)	29%	(15)	53
2018 House Vote: Democrat	25%	(46)	36%	(67)	22%	(41)	17%	(32)	185
2018 House Vote: Republican	17%	(15)	37%	(32)	27%	(23)	20%	(17)	87
2016 Vote: Hillary Clinton	24%	(41)	35%	(58)	23%	(38)	18%	(30)	167
2016 Vote: Donald Trump	18%	(16)	35%	(32)	26%	(24)	21%	(19)	91
2016 Vote: Didn't Vote	22%	(22)	29%	(29)	27%	(27)	23%	(23)	100

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Table BPC27_4: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Disruption to business operations

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	21%	(79)	34%	(124)	24%	(90)	21%	(77)	370
Voted in 2014: Yes	22%	(51)	36%	(85)	21%	(50)	21%	(48)	233
Voted in 2014: No	21%	(29)	29%	(39)	29%	(40)	21%	(29)	137
4-Region: Northeast	18%	(12)	38%	(24)	25%	(15)	19%	(12)	63
4-Region: Midwest	24%	(16)	35%	(23)	24%	(16)	18%	(12)	66
4-Region: South	18%	(29)	34%	(52)	27%	(42)	20%	(32)	155
4-Region: West	27%	(23)	30%	(26)	19%	(16)	25%	(21)	87
Child(Ren) Aged 0-17	22%	(70)	34%	(106)	24%	(77)	20%	(62)	316
Child(Ren) Aged 0-5	18%	(29)	42%	(68)	21%	(35)	19%	(31)	164
Caregivers	22%	(60)	37%	(101)	27%	(73)	15%	(42)	277
Caregiver for Aging Parent	25%	(16)	37%	(24)	23%	(15)	15%	(10)	66
Caregiver for Sick or Disabled Family Member	25%	(21)	34%	(29)	24%	(21)	17%	(15)	86
Caregiver for Child/Dependent	18%	(31)	38%	(64)	30%	(50)	14%	(24)	170
Business Owners	21%	(79)	34%	(124)	24%	(90)	21%	(77)	370
Business Owners w/Employees	21%	(79)	34%	(124)	24%	(90)	21%	(77)	370
Access to Childcare	23%	(45)	38%	(75)	23%	(45)	16%	(32)	197
No Access to Childcare	17%	(9)	34%	(18)	26%	(14)	23%	(12)	52
More Financially Secure after Pandemic	30%	(45)	33%	(49)	21%	(31)	16%	(24)	149
Less Financially Secure after the Pandemic	18%	(27)	34%	(52)	23%	(35)	25%	(38)	151
Same Financial Security after the Pandemic	11%	(8)	34%	(24)	34%	(24)	21%	(15)	70
Ethnicity: White (Non-Hispanic)	15%	(27)	39%	(70)	25%	(45)	21%	(37)	179
Ethnicity: Hispanic	30%	(32)	22%	(24)	27%	(29)	21%	(22)	108
Ethnicity: Black (Non-Hispanic)	20%	(12)	38%	(23)	20%	(12)	22%	(13)	59
Single, never married	18%	(10)	30%	(17)	25%	(14)	27%	(15)	54
Married	24%	(55)	38%	(86)	22%	(51)	16%	(36)	228

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

Table BPC27_5: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Lack of awareness

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	19%	(71)	32%	(118)	27%	(101)	22%	(81)	370
Gender: Female	19%	(71)	32%	(118)	27%	(101)	22%	(81)	370
Age: 18-34	20%	(33)	35%	(57)	25%	(40)	20%	(32)	162
Age: 35-44	17%	(23)	33%	(45)	31%	(42)	20%	(27)	137
Age: 45-64	22%	(15)	22%	(15)	26%	(18)	30%	(20)	68
Millennials: 1981-1996	21%	(50)	36%	(87)	24%	(58)	19%	(47)	241
GenXers: 1965-1980	19%	(12)	29%	(18)	25%	(16)	28%	(18)	64
PID: Dem (no lean)	22%	(46)	35%	(71)	22%	(46)	21%	(42)	206
PID: Ind (no lean)	11%	(9)	32%	(28)	35%	(30)	22%	(19)	85
PID: Rep (no lean)	19%	(15)	24%	(19)	32%	(25)	25%	(20)	79
PID/Gender: Dem Women	22%	(46)	35%	(71)	22%	(46)	21%	(42)	206
PID/Gender: Ind Women	11%	(9)	32%	(28)	35%	(30)	22%	(19)	85
PID/Gender: Rep Women	19%	(15)	24%	(19)	32%	(25)	25%	(20)	79
Ideo: Liberal (1-3)	17%	(24)	33%	(45)	28%	(39)	22%	(30)	138
Ideo: Moderate (4)	17%	(21)	32%	(38)	29%	(34)	22%	(26)	118
Ideo: Conservative (5-7)	26%	(24)	28%	(26)	26%	(25)	19%	(18)	94
Educ: < College	16%	(24)	31%	(47)	28%	(42)	25%	(37)	150
Educ: Bachelors degree	16%	(15)	32%	(29)	28%	(25)	24%	(22)	91
Educ: Post-grad	24%	(32)	32%	(42)	26%	(34)	17%	(22)	130
Income: Under 50k	17%	(20)	31%	(37)	30%	(36)	22%	(27)	119
Income: 50k-100k	23%	(31)	31%	(43)	25%	(34)	21%	(29)	138
Income: 100k+	17%	(20)	33%	(37)	28%	(31)	22%	(25)	113
Ethnicity: White	17%	(40)	30%	(71)	29%	(69)	23%	(55)	235
Ethnicity: Hispanic	26%	(29)	23%	(25)	25%	(28)	25%	(27)	108
Ethnicity: Black	25%	(23)	36%	(34)	22%	(21)	17%	(16)	94
All Christian	23%	(39)	36%	(60)	23%	(39)	19%	(32)	170
Agnostic/Nothing in particular	16%	(14)	33%	(29)	25%	(22)	27%	(24)	89
Something Else	11%	(9)	27%	(21)	36%	(29)	27%	(21)	80
Evangelical	19%	(24)	37%	(46)	24%	(30)	20%	(25)	125
Non-Evangelical	19%	(22)	27%	(31)	31%	(35)	23%	(26)	115

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Table BPC27_5: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Lack of awareness

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	19%	(71)	32%	(118)	27%	(101)	22%	(81)	370
Community: Urban	25%	(37)	40%	(60)	24%	(37)	12%	(18)	152
Community: Suburban	13%	(18)	28%	(39)	27%	(38)	32%	(45)	141
Community: Rural	19%	(15)	24%	(19)	34%	(26)	23%	(18)	78
Employ: Private Sector	20%	(44)	35%	(77)	27%	(59)	18%	(39)	218
Employ: Self-Employed	16%	(19)	26%	(32)	29%	(35)	29%	(36)	123
Military HH: No	18%	(58)	33%	(110)	27%	(90)	22%	(71)	329
RD/WT: Right Direction	24%	(42)	32%	(57)	29%	(52)	15%	(27)	178
RD/WT: Wrong Track	15%	(29)	32%	(61)	26%	(49)	28%	(53)	192
Biden Job Approve	23%	(44)	35%	(67)	27%	(53)	15%	(30)	194
Biden Job Disapprove	14%	(23)	29%	(48)	27%	(44)	30%	(49)	165
Biden Job Strongly Approve	29%	(31)	34%	(36)	21%	(22)	15%	(16)	105
Biden Job Somewhat Approve	15%	(14)	35%	(31)	34%	(31)	15%	(14)	89
Biden Job Somewhat Disapprove	8%	(5)	35%	(24)	19%	(13)	38%	(26)	67
Biden Job Strongly Disapprove	19%	(18)	25%	(24)	32%	(32)	24%	(24)	98
Favorable of Biden	22%	(46)	32%	(66)	27%	(56)	19%	(39)	207
Unfavorable of Biden	16%	(24)	31%	(48)	27%	(41)	26%	(40)	154
Very Favorable of Biden	27%	(28)	33%	(35)	21%	(22)	20%	(21)	106
Somewhat Favorable of Biden	18%	(18)	31%	(31)	33%	(34)	18%	(19)	101
Very Unfavorable of Biden	20%	(21)	26%	(28)	30%	(31)	24%	(25)	105
#1 Issue: Economy	14%	(26)	34%	(60)	30%	(55)	22%	(39)	180
#1 Issue: Health Care	19%	(10)	39%	(20)	26%	(14)	16%	(9)	52
2020 Vote: Joe Biden	20%	(43)	34%	(74)	27%	(60)	20%	(44)	221
2020 Vote: Donald Trump	17%	(15)	28%	(25)	31%	(27)	24%	(21)	87
2020 Vote: Didn't Vote	19%	(10)	33%	(18)	21%	(11)	26%	(14)	53
2018 House Vote: Democrat	21%	(39)	32%	(59)	26%	(49)	21%	(39)	185
2018 House Vote: Republican	19%	(16)	31%	(27)	26%	(22)	24%	(21)	87
2016 Vote: Hillary Clinton	23%	(38)	34%	(57)	23%	(38)	20%	(34)	167
2016 Vote: Donald Trump	16%	(15)	26%	(23)	32%	(30)	26%	(23)	91
2016 Vote: Didn't Vote	17%	(17)	34%	(34)	30%	(30)	19%	(19)	100

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Table BPC27_5: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Lack of awareness

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	19%	(71)	32%	(118)	27%	(101)	22%	(81)	370
Voted in 2014: Yes	21%	(48)	31%	(72)	24%	(56)	24%	(57)	233
Voted in 2014: No	16%	(22)	33%	(46)	33%	(45)	18%	(24)	137
4-Region: Northeast	18%	(11)	36%	(22)	25%	(16)	22%	(14)	63
4-Region: Midwest	22%	(14)	33%	(22)	21%	(13)	24%	(16)	66
4-Region: South	17%	(27)	31%	(47)	30%	(46)	22%	(34)	155
4-Region: West	21%	(18)	30%	(26)	30%	(26)	19%	(17)	87
Child(Ren) Aged 0-17	21%	(65)	34%	(109)	26%	(82)	19%	(61)	316
Child(Ren) Aged 0-5	20%	(34)	34%	(56)	29%	(47)	17%	(28)	164
Caregivers	19%	(52)	36%	(100)	27%	(74)	19%	(51)	277
Caregiver for Aging Parent	22%	(15)	41%	(27)	20%	(13)	17%	(11)	66
Caregiver for Sick or Disabled Family Member	24%	(21)	28%	(24)	28%	(24)	20%	(17)	86
Caregiver for Child/Dependent	16%	(27)	37%	(64)	28%	(48)	18%	(30)	170
Business Owners	19%	(71)	32%	(118)	27%	(101)	22%	(81)	370
Business Owners w/Employees	19%	(71)	32%	(118)	27%	(101)	22%	(81)	370
Access to Childcare	23%	(45)	34%	(67)	26%	(52)	17%	(33)	197
No Access to Childcare	17%	(9)	36%	(19)	21%	(11)	26%	(13)	52
More Financially Secure after Pandemic	29%	(43)	30%	(45)	26%	(39)	14%	(21)	149
Less Financially Secure after the Pandemic	14%	(21)	31%	(47)	24%	(37)	30%	(46)	151
Same Financial Security after the Pandemic	9%	(6)	36%	(25)	35%	(25)	20%	(14)	70
Ethnicity: White (Non-Hispanic)	16%	(29)	31%	(56)	29%	(53)	23%	(41)	179
Ethnicity: Hispanic	26%	(29)	23%	(25)	25%	(28)	25%	(27)	108
Ethnicity: Black (Non-Hispanic)	16%	(9)	46%	(27)	23%	(14)	15%	(9)	59
Single, never married	11%	(6)	34%	(18)	29%	(16)	26%	(14)	54
Married	23%	(53)	34%	(78)	25%	(56)	18%	(41)	228

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

Table BPC27_6: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Available tax credits that are confusing and difficult to claim

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	23%	(86)	33%	(122)	24%	(88)	20%	(75)	370
Gender: Female	23%	(86)	33%	(122)	24%	(88)	20%	(75)	370
Age: 18-34	25%	(40)	33%	(53)	25%	(40)	18%	(30)	162
Age: 35-44	23%	(31)	34%	(46)	24%	(33)	19%	(26)	137
Age: 45-64	22%	(15)	31%	(21)	20%	(13)	27%	(18)	68
Millennials: 1981-1996	27%	(66)	34%	(81)	21%	(50)	18%	(44)	241
GenXers: 1965-1980	22%	(14)	33%	(21)	22%	(14)	22%	(14)	64
PID: Dem (no lean)	28%	(58)	34%	(70)	19%	(39)	19%	(39)	206
PID: Ind (no lean)	14%	(12)	27%	(23)	34%	(29)	24%	(20)	85
PID: Rep (no lean)	20%	(16)	36%	(29)	25%	(20)	20%	(16)	79
PID/Gender: Dem Women	28%	(58)	34%	(70)	19%	(39)	19%	(39)	206
PID/Gender: Ind Women	14%	(12)	27%	(23)	34%	(29)	24%	(20)	85
PID/Gender: Rep Women	20%	(16)	36%	(29)	25%	(20)	20%	(16)	79
Ideo: Liberal (1-3)	24%	(33)	33%	(46)	24%	(33)	19%	(26)	138
Ideo: Moderate (4)	19%	(22)	34%	(40)	24%	(28)	24%	(28)	118
Ideo: Conservative (5-7)	29%	(27)	36%	(34)	22%	(20)	13%	(13)	94
Educ: < College	21%	(31)	27%	(40)	31%	(47)	21%	(31)	150
Educ: Bachelors degree	23%	(21)	29%	(26)	23%	(21)	26%	(23)	91
Educ: Post-grad	26%	(34)	43%	(56)	16%	(20)	16%	(20)	130
Income: Under 50k	20%	(24)	26%	(31)	32%	(38)	23%	(27)	119
Income: 50k-100k	29%	(39)	32%	(44)	19%	(26)	20%	(28)	138
Income: 100k+	20%	(23)	42%	(47)	21%	(23)	17%	(20)	113
Ethnicity: White	20%	(47)	37%	(87)	23%	(54)	20%	(47)	235
Ethnicity: Hispanic	26%	(28)	31%	(34)	25%	(27)	18%	(20)	108
Ethnicity: Black	34%	(32)	24%	(23)	21%	(20)	21%	(20)	94
All Christian	28%	(47)	37%	(62)	18%	(30)	18%	(31)	170
Agnostic/Nothing in particular	15%	(14)	26%	(23)	35%	(31)	24%	(21)	89
Something Else	16%	(12)	34%	(27)	27%	(21)	24%	(19)	80
Evangelical	29%	(36)	29%	(37)	22%	(27)	20%	(26)	125
Non-Evangelical	18%	(21)	42%	(48)	20%	(23)	20%	(23)	115

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Table BPC27_6: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Available tax credits that are confusing and difficult to claim

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	23%	(86)	33%	(122)	24%	(88)	20%	(75)	370
Community: Urban	32%	(49)	37%	(56)	21%	(31)	10%	(15)	152
Community: Suburban	16%	(23)	30%	(42)	24%	(33)	30%	(42)	141
Community: Rural	18%	(14)	31%	(24)	30%	(23)	22%	(17)	78
Employ: Private Sector	24%	(52)	39%	(84)	21%	(47)	16%	(36)	218
Employ: Self-Employed	23%	(28)	24%	(29)	27%	(34)	26%	(32)	123
Military HH: No	21%	(70)	35%	(114)	24%	(77)	20%	(67)	329
RD/WT: Right Direction	25%	(45)	36%	(65)	22%	(39)	17%	(30)	178
RD/WT: Wrong Track	22%	(41)	30%	(57)	26%	(49)	23%	(45)	192
Biden Job Approve	25%	(48)	38%	(74)	19%	(37)	18%	(35)	194
Biden Job Disapprove	21%	(35)	29%	(47)	28%	(46)	22%	(37)	165
Biden Job Strongly Approve	32%	(33)	40%	(42)	12%	(13)	16%	(17)	105
Biden Job Somewhat Approve	16%	(14)	36%	(32)	27%	(25)	20%	(18)	89
Biden Job Somewhat Disapprove	11%	(7)	32%	(21)	25%	(17)	32%	(22)	67
Biden Job Strongly Disapprove	28%	(28)	26%	(26)	30%	(29)	16%	(15)	98
Favorable of Biden	25%	(52)	35%	(73)	19%	(38)	21%	(44)	207
Unfavorable of Biden	21%	(33)	30%	(46)	30%	(46)	19%	(29)	154
Very Favorable of Biden	30%	(32)	33%	(35)	17%	(18)	19%	(21)	106
Somewhat Favorable of Biden	20%	(20)	38%	(38)	20%	(20)	23%	(23)	101
Very Unfavorable of Biden	24%	(25)	27%	(28)	33%	(34)	16%	(17)	105
#1 Issue: Economy	22%	(39)	33%	(60)	24%	(43)	21%	(38)	180
#1 Issue: Health Care	32%	(17)	26%	(13)	24%	(12)	18%	(10)	52
2020 Vote: Joe Biden	26%	(57)	33%	(73)	21%	(46)	21%	(46)	221
2020 Vote: Donald Trump	19%	(17)	36%	(32)	27%	(24)	17%	(15)	87
2020 Vote: Didn't Vote	19%	(10)	32%	(17)	27%	(14)	22%	(12)	53
2018 House Vote: Democrat	28%	(51)	34%	(63)	19%	(35)	20%	(36)	185
2018 House Vote: Republican	21%	(18)	35%	(31)	26%	(23)	18%	(16)	87
2016 Vote: Hillary Clinton	29%	(49)	34%	(57)	16%	(27)	21%	(35)	167
2016 Vote: Donald Trump	18%	(16)	37%	(33)	25%	(22)	21%	(19)	91
2016 Vote: Didn't Vote	19%	(19)	28%	(28)	37%	(37)	16%	(16)	100

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Table BPC27_6: *How significant, if at all, are each of the following barriers for you to offer paid family and medical leave to employees at your company?*
Available tax credits that are confusing and difficult to claim

Demographic	A significant barrier		Somewhat of a barrier		Not too much of a barrier		Not a barrier at all		Total N
Working Mothers	23%	(86)	33%	(122)	24%	(88)	20%	(75)	370
Voted in 2014: Yes	27%	(63)	35%	(81)	16%	(38)	22%	(51)	233
Voted in 2014: No	17%	(23)	30%	(41)	37%	(50)	17%	(23)	137
4-Region: Northeast	27%	(17)	27%	(17)	22%	(14)	24%	(15)	63
4-Region: Midwest	16%	(11)	42%	(28)	25%	(16)	17%	(11)	66
4-Region: South	21%	(33)	34%	(53)	25%	(38)	20%	(31)	155
4-Region: West	29%	(26)	27%	(24)	22%	(19)	21%	(19)	87
Child(Ren) Aged 0-17	24%	(76)	34%	(108)	24%	(76)	18%	(57)	316
Child(Ren) Aged 0-5	26%	(43)	33%	(54)	23%	(38)	18%	(29)	164
Caregivers	23%	(63)	37%	(101)	24%	(65)	17%	(47)	277
Caregiver for Aging Parent	32%	(21)	24%	(16)	28%	(19)	15%	(10)	66
Caregiver for Sick or Disabled Family Member	26%	(22)	28%	(24)	24%	(21)	22%	(19)	86
Caregiver for Child/Dependent	21%	(35)	40%	(69)	22%	(37)	17%	(28)	170
Business Owners	23%	(86)	33%	(122)	24%	(88)	20%	(75)	370
Business Owners w/Employees	23%	(86)	33%	(122)	24%	(88)	20%	(75)	370
Access to Childcare	26%	(52)	36%	(70)	21%	(42)	17%	(33)	197
No Access to Childcare	25%	(13)	30%	(16)	28%	(15)	17%	(9)	52
More Financially Secure after Pandemic	32%	(48)	29%	(43)	23%	(34)	16%	(24)	149
Less Financially Secure after the Pandemic	22%	(33)	34%	(52)	22%	(33)	22%	(33)	151
Same Financial Security after the Pandemic	6%	(4)	39%	(27)	30%	(21)	25%	(17)	70
Ethnicity: White (Non-Hispanic)	22%	(39)	35%	(63)	22%	(39)	21%	(38)	179
Ethnicity: Hispanic	26%	(28)	31%	(34)	25%	(27)	18%	(20)	108
Ethnicity: Black (Non-Hispanic)	28%	(17)	28%	(17)	22%	(13)	21%	(13)	59
Single, never married	14%	(8)	28%	(15)	34%	(19)	24%	(13)	54
Married	27%	(62)	36%	(82)	21%	(48)	16%	(36)	228

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

Table BPCdem1: *Do you own your own business?*

Demographic	Yes		No		Total N
Working Mothers	17%	(425)	83%	(2075)	2500
Gender: Female	17%	(425)	83%	(2075)	2500
Age: 18-34	24%	(174)	76%	(554)	728
Age: 35-44	15%	(158)	85%	(921)	1079
Age: 45-64	13%	(87)	87%	(588)	676
GenZers: 1997-2012	33%	(36)	67%	(75)	111
Millennials: 1981-1996	19%	(264)	81%	(1149)	1413
GenXers: 1965-1980	12%	(85)	88%	(634)	719
Baby Boomers: 1946-1964	15%	(38)	85%	(217)	255
PID: Dem (no lean)	21%	(221)	79%	(823)	1044
PID: Ind (no lean)	15%	(108)	85%	(606)	715
PID: Rep (no lean)	13%	(96)	87%	(646)	741
PID/Gender: Dem Women	21%	(221)	79%	(823)	1044
PID/Gender: Ind Women	15%	(108)	85%	(606)	715
PID/Gender: Rep Women	13%	(96)	87%	(646)	741
Ideo: Liberal (1-3)	20%	(153)	80%	(596)	749
Ideo: Moderate (4)	17%	(133)	83%	(638)	770
Ideo: Conservative (5-7)	15%	(112)	85%	(642)	754
Educ: < College	14%	(179)	86%	(1109)	1287
Educ: Bachelors degree	15%	(105)	85%	(587)	693
Educ: Post-grad	27%	(141)	73%	(379)	520
Income: Under 50k	15%	(147)	85%	(833)	979
Income: 50k-100k	17%	(156)	83%	(784)	940
Income: 100k+	21%	(122)	79%	(458)	581
Ethnicity: White	15%	(277)	85%	(1571)	1848
Ethnicity: Hispanic	24%	(119)	76%	(371)	490
Ethnicity: Black	28%	(102)	72%	(256)	357
Ethnicity: Other	16%	(46)	84%	(249)	295
All Christian	17%	(192)	83%	(913)	1106
All Non-Christian	26%	(22)	74%	(64)	87
Atheist	17%	(12)	83%	(61)	73
Agnostic/Nothing in particular	15%	(105)	85%	(595)	700
Something Else	17%	(93)	83%	(441)	534

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Table BPCdem1: *Do you own your own business?*

Demographic	Yes		No		Total N
Working Mothers	17%	(425)	83%	(2075)	2500
Religious Non-Protestant/Catholic	27%	(29)	73%	(78)	107
Evangelical	19%	(141)	81%	(602)	743
Non-Evangelical	16%	(134)	84%	(717)	851
Community: Urban	25%	(169)	75%	(510)	679
Community: Suburban	14%	(163)	86%	(999)	1163
Community: Rural	14%	(93)	86%	(566)	658
Employ: Private Sector	12%	(222)	88%	(1654)	1876
Employ: Government	9%	(35)	91%	(372)	407
Employ: Self-Employed	77%	(168)	23%	(50)	218
Military HH: Yes	21%	(49)	79%	(190)	239
Military HH: No	17%	(376)	83%	(1885)	2261
RD/WT: Right Direction	26%	(193)	74%	(550)	743
RD/WT: Wrong Track	13%	(232)	87%	(1525)	1757
Biden Job Approve	21%	(218)	79%	(815)	1033
Biden Job Disapprove	14%	(193)	86%	(1168)	1361
Biden Job Strongly Approve	32%	(112)	68%	(234)	345
Biden Job Somewhat Approve	15%	(106)	85%	(582)	687
Biden Job Somewhat Disapprove	15%	(77)	85%	(419)	496
Biden Job Strongly Disapprove	13%	(116)	87%	(749)	865
Favorable of Biden	21%	(231)	79%	(869)	1100
Unfavorable of Biden	14%	(181)	86%	(1109)	1290
Very Favorable of Biden	30%	(116)	70%	(274)	390
Somewhat Favorable of Biden	16%	(115)	84%	(595)	710
Somewhat Unfavorable of Biden	15%	(57)	85%	(325)	382
Very Unfavorable of Biden	14%	(123)	86%	(784)	907

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Table BPCdem1: *Do you own your own business?*

Demographic	Yes		No		Total N
Working Mothers	17%	(425)	83%	(2075)	2500
#1 Issue: Economy	16%	(210)	84%	(1113)	1323
#1 Issue: Security	15%	(36)	85%	(211)	248
#1 Issue: Health Care	21%	(53)	79%	(201)	254
#1 Issue: Medicare / Social Security	17%	(10)	83%	(50)	60
#1 Issue: Women's Issues	20%	(46)	80%	(178)	224
#1 Issue: Education	16%	(24)	84%	(129)	153
#1 Issue: Energy	17%	(29)	83%	(137)	166
#1 Issue: Other	22%	(16)	78%	(56)	71
2020 Vote: Joe Biden	21%	(242)	79%	(932)	1173
2020 Vote: Donald Trump	13%	(105)	87%	(723)	828
2020 Vote: Other	13%	(12)	87%	(80)	92
2020 Vote: Didn't Vote	16%	(66)	84%	(341)	407
2018 House Vote: Democrat	21%	(199)	79%	(770)	969
2018 House Vote: Republican	15%	(102)	85%	(598)	699
2018 House Vote: Someone else	20%	(18)	80%	(70)	88
2016 Vote: Hillary Clinton	20%	(181)	80%	(735)	916
2016 Vote: Donald Trump	14%	(105)	86%	(630)	736
2016 Vote: Other	16%	(18)	84%	(97)	115
2016 Vote: Didn't Vote	16%	(121)	84%	(614)	734
Voted in 2014: Yes	18%	(260)	82%	(1202)	1462
Voted in 2014: No	16%	(165)	84%	(873)	1038
4-Region: Northeast	17%	(68)	83%	(334)	402
4-Region: Midwest	13%	(73)	87%	(487)	560
4-Region: South	18%	(176)	82%	(797)	972
4-Region: West	19%	(109)	81%	(456)	565
Child(Ren) Aged 0-17	19%	(350)	81%	(1511)	1861
Child(Ren) Aged 0-5	21%	(182)	79%	(699)	881
Caregivers	21%	(305)	79%	(1144)	1449
Caregiver for Aging Parent	29%	(72)	71%	(178)	250
Caregiver for Sick or Disabled Family Member	31%	(94)	69%	(209)	303
Caregiver for Child/Dependent	18%	(189)	82%	(874)	1063

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Table BPCdem1: *Do you own your own business?*

Demographic	Yes		No		Total N
Working Mothers	17%	(425)	83%	(2075)	2500
Business Owners	100%	(425)	—	(0)	425
Non-Business Owners	—	(0)	100%	(2075)	2075
Service Worker/Retail Sales/Laborers/Helpers	—	(0)	100%	(504)	504
Trade/Skilled Workers	—	(0)	100%	(110)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	—	(0)	100%	(714)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	—	(0)	100%	(355)	355
Other Professionals	—	(0)	100%	(392)	392
Business Owners w/Employees	100%	(370)	—	(0)	370
Access to Childcare	24%	(206)	76%	(649)	855
No Access to Childcare	13%	(67)	87%	(441)	508
Unsure of Access to Childcare	13%	(24)	87%	(157)	181
More Financially Secure after Pandemic	31%	(156)	69%	(351)	507
Less Financially Secure after the Pandemic	14%	(182)	86%	(1086)	1268
Same Financial Security after the Pandemic	12%	(86)	88%	(639)	725
Access to Paid Parental Leave	—	(0)	100%	(989)	989
No Access to Paid Parental Leave	—	(0)	100%	(807)	807
Access to Paid Caregiving Leave	—	(0)	100%	(706)	706
No Access to Paid Caregiving Leave	—	(0)	100%	(977)	977
Access to Flexible Work Hours	—	(0)	100%	(926)	926
No Access to Flexible Work Hours	—	(0)	100%	(1037)	1037
Access to Child Care as Employer Benefit	—	(0)	100%	(354)	354
No Access to Child Care as Employer Benefit	—	(0)	100%	(1388)	1388
Access to Mental Health Benefits	—	(0)	100%	(878)	878
No Access to Mental Health Benefits	—	(0)	100%	(836)	836
Ethnicity: White (Non-Hispanic)	14%	(213)	86%	(1315)	1528
Ethnicity: Hispanic	24%	(119)	76%	(371)	490
Ethnicity: Black (Non-Hispanic)	22%	(67)	78%	(231)	297
Ethnicity: Asian + Other (Non-Hispanic)	14%	(26)	86%	(159)	185

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Table BPCdem1: *Do you own your own business?*

Demographic	Yes		No		Total N
Working Mothers	17%	(425)	83%	(2075)	2500
Single, never married	15%	(63)	85%	(358)	421
Married	18%	(252)	82%	(1146)	1398
Separated	15%	(10)	85%	(54)	64
Divorced	14%	(41)	86%	(260)	301
Widowed	19%	(10)	81%	(42)	52
Living with a partner	19%	(50)	81%	(215)	265

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

Table BPCdem2: *How many children, including adult children, do you have?*

Demographic	1		2		3		4		5 or more	
Working Mothers	35%	(871)	36%	(893)	19%	(482)	7%	(165)	4%	(89)
Gender: Female	35%	(871)	36%	(893)	19%	(482)	7%	(165)	4%	(89)
Age: 18-34	46%	(333)	32%	(235)	14%	(105)	4%	(31)	3%	(25)
Age: 35-44	31%	(336)	37%	(402)	21%	(222)	7%	(80)	4%	(39)
Age: 45-64	29%	(197)	37%	(248)	23%	(152)	8%	(53)	4%	(26)
GenZers: 1997-2012	58%	(65)	29%	(32)	9%	(10)	1%	(2)	2%	(2)
Millennials: 1981-1996	37%	(517)	35%	(499)	19%	(263)	6%	(85)	3%	(49)
GenXers: 1965-1980	31%	(219)	38%	(270)	19%	(139)	8%	(54)	5%	(35)
Baby Boomers: 1946-1964	27%	(69)	36%	(91)	27%	(69)	9%	(24)	1%	(3)
PID: Dem (no lean)	38%	(395)	34%	(357)	17%	(182)	7%	(70)	4%	(40)
PID: Ind (no lean)	36%	(256)	33%	(235)	21%	(151)	6%	(42)	4%	(30)
PID: Rep (no lean)	30%	(220)	41%	(301)	20%	(148)	7%	(53)	3%	(19)
PID/Gender: Dem Women	38%	(395)	34%	(357)	17%	(182)	7%	(70)	4%	(40)
PID/Gender: Ind Women	36%	(256)	33%	(235)	21%	(151)	6%	(42)	4%	(30)
PID/Gender: Rep Women	30%	(220)	41%	(301)	20%	(148)	7%	(53)	3%	(19)
Ideo: Liberal (1-3)	40%	(301)	36%	(268)	15%	(113)	6%	(47)	3%	(21)
Ideo: Moderate (4)	32%	(243)	36%	(280)	23%	(175)	6%	(45)	4%	(27)
Ideo: Conservative (5-7)	33%	(248)	37%	(281)	20%	(149)	7%	(53)	3%	(24)
Educ: < College	35%	(449)	34%	(438)	19%	(246)	8%	(105)	4%	(50)
Educ: Bachelors degree	35%	(243)	38%	(261)	19%	(129)	6%	(39)	3%	(20)
Educ: Post-grad	34%	(178)	37%	(193)	21%	(107)	4%	(21)	4%	(20)
Income: Under 50k	40%	(387)	31%	(308)	18%	(172)	7%	(70)	4%	(42)
Income: 50k-100k	35%	(328)	37%	(344)	19%	(183)	7%	(69)	2%	(16)
Income: 100k+	27%	(156)	41%	(240)	22%	(127)	5%	(27)	5%	(31)
Ethnicity: White	34%	(620)	37%	(687)	19%	(346)	7%	(129)	4%	(66)
Ethnicity: Hispanic	33%	(162)	34%	(166)	21%	(102)	6%	(27)	6%	(32)
Ethnicity: Black	41%	(146)	29%	(105)	19%	(68)	6%	(23)	5%	(16)
Ethnicity: Other	35%	(105)	34%	(101)	23%	(68)	5%	(14)	3%	(8)
All Christian	32%	(351)	36%	(394)	22%	(241)	6%	(71)	4%	(48)
All Non-Christian	38%	(33)	35%	(31)	17%	(15)	8%	(7)	1%	(1)
Atheist	49%	(36)	33%	(24)	10%	(7)	6%	(4)	2%	(1)
Agnostic/Nothing in particular	39%	(276)	36%	(249)	16%	(111)	7%	(49)	2%	(16)
Something Else	33%	(175)	36%	(195)	20%	(108)	6%	(33)	4%	(23)

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Table BPCdem2: *How many children, including adult children, do you have?*

Demographic	1		2		3		4		5 or more	
Working Mothers	35%	(871)	36%	(893)	19%	(482)	7%	(165)	4%	(89)
Religious Non-Protestant/Catholic	36%	(39)	33%	(35)	20%	(22)	8%	(9)	3%	(3)
Evangelical	28%	(211)	36%	(264)	25%	(187)	7%	(49)	4%	(32)
Non-Evangelical	35%	(299)	36%	(309)	18%	(151)	6%	(54)	4%	(38)
Community: Urban	37%	(254)	31%	(213)	20%	(135)	6%	(42)	5%	(35)
Community: Suburban	35%	(412)	37%	(425)	18%	(214)	7%	(76)	3%	(36)
Community: Rural	31%	(205)	39%	(255)	20%	(132)	7%	(48)	3%	(19)
Employ: Private Sector	34%	(637)	37%	(689)	19%	(365)	7%	(126)	3%	(59)
Employ: Government	40%	(162)	32%	(132)	17%	(70)	6%	(24)	5%	(19)
Employ: Self-Employed	33%	(72)	33%	(72)	22%	(47)	7%	(16)	5%	(11)
Military HH: Yes	32%	(76)	41%	(97)	18%	(43)	5%	(12)	5%	(12)
Military HH: No	35%	(795)	35%	(795)	19%	(439)	7%	(154)	3%	(78)
RD/WT: Right Direction	36%	(269)	32%	(240)	20%	(151)	7%	(52)	4%	(29)
RD/WT: Wrong Track	34%	(601)	37%	(652)	19%	(330)	6%	(113)	3%	(60)
Biden Job Approve	37%	(380)	32%	(335)	20%	(209)	7%	(68)	4%	(41)
Biden Job Disapprove	33%	(450)	39%	(525)	19%	(254)	6%	(88)	3%	(44)
Biden Job Strongly Approve	33%	(115)	32%	(112)	22%	(76)	6%	(21)	6%	(21)
Biden Job Somewhat Approve	39%	(265)	32%	(223)	19%	(133)	7%	(47)	3%	(19)
Biden Job Somewhat Disapprove	37%	(186)	37%	(184)	19%	(92)	4%	(18)	3%	(16)
Biden Job Strongly Disapprove	31%	(264)	39%	(341)	19%	(162)	8%	(69)	3%	(28)
Favorable of Biden	37%	(408)	32%	(352)	20%	(225)	7%	(72)	4%	(42)
Unfavorable of Biden	33%	(423)	39%	(500)	19%	(240)	7%	(84)	3%	(43)
Very Favorable of Biden	36%	(140)	31%	(119)	22%	(84)	7%	(26)	5%	(20)
Somewhat Favorable of Biden	38%	(268)	33%	(233)	20%	(140)	7%	(46)	3%	(23)
Somewhat Unfavorable of Biden	39%	(150)	34%	(131)	19%	(73)	4%	(16)	3%	(11)
Very Unfavorable of Biden	30%	(272)	41%	(369)	18%	(166)	7%	(68)	3%	(31)

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Table BPCdem2: *How many children, including adult children, do you have?*

Demographic	1		2		3		4		5 or more	
Working Mothers	35%	(871)	36%	(893)	19%	(482)	7%	(165)	4%	(89)
#1 Issue: Economy	33%	(432)	37%	(492)	20%	(268)	7%	(93)	3%	(38)
#1 Issue: Security	31%	(78)	36%	(89)	20%	(50)	9%	(22)	4%	(10)
#1 Issue: Health Care	43%	(108)	26%	(66)	21%	(54)	6%	(16)	4%	(10)
#1 Issue: Medicare / Social Security	28%	(17)	38%	(23)	16%	(10)	7%	(4)	11%	(7)
#1 Issue: Women's Issues	40%	(89)	33%	(74)	17%	(39)	7%	(15)	3%	(7)
#1 Issue: Education	35%	(54)	41%	(62)	15%	(23)	3%	(4)	6%	(10)
#1 Issue: Energy	41%	(68)	35%	(57)	17%	(28)	5%	(8)	3%	(6)
#1 Issue: Other	35%	(25)	41%	(30)	15%	(11)	5%	(3)	3%	(2)
2020 Vote: Joe Biden	37%	(435)	33%	(386)	20%	(232)	6%	(71)	4%	(49)
2020 Vote: Donald Trump	30%	(252)	40%	(335)	19%	(155)	8%	(66)	2%	(20)
2020 Vote: Other	27%	(25)	42%	(38)	22%	(21)	3%	(3)	6%	(5)
2020 Vote: Didn't Vote	39%	(158)	33%	(134)	18%	(74)	6%	(25)	4%	(15)
2018 House Vote: Democrat	36%	(348)	34%	(330)	19%	(181)	7%	(67)	4%	(43)
2018 House Vote: Republican	29%	(203)	41%	(288)	21%	(150)	6%	(42)	2%	(17)
2018 House Vote: Someone else	28%	(25)	41%	(36)	19%	(17)	9%	(8)	3%	(3)
2016 Vote: Hillary Clinton	37%	(343)	32%	(294)	19%	(176)	7%	(65)	4%	(38)
2016 Vote: Donald Trump	30%	(223)	42%	(305)	19%	(138)	7%	(48)	3%	(21)
2016 Vote: Other	29%	(33)	40%	(45)	22%	(26)	6%	(7)	3%	(3)
2016 Vote: Didn't Vote	37%	(271)	34%	(248)	19%	(142)	6%	(46)	4%	(27)
Voted in 2014: Yes	32%	(471)	38%	(549)	20%	(292)	7%	(96)	4%	(53)
Voted in 2014: No	39%	(400)	33%	(343)	18%	(189)	7%	(69)	4%	(37)
4-Region: Northeast	38%	(154)	40%	(161)	14%	(58)	5%	(22)	2%	(8)
4-Region: Midwest	36%	(202)	33%	(187)	22%	(122)	6%	(32)	3%	(17)
4-Region: South	33%	(325)	34%	(334)	21%	(201)	7%	(71)	4%	(41)
4-Region: West	34%	(191)	37%	(210)	18%	(100)	7%	(40)	4%	(23)
Child(Ren) Aged 0-17	35%	(653)	35%	(655)	19%	(359)	6%	(117)	4%	(76)
Child(Ren) Aged 0-5	33%	(288)	33%	(292)	22%	(194)	8%	(68)	4%	(39)
Caregivers	34%	(491)	36%	(519)	20%	(283)	6%	(89)	5%	(66)
Caregiver for Aging Parent	26%	(65)	34%	(85)	26%	(66)	8%	(19)	6%	(15)
Caregiver for Sick or Disabled Family Member	30%	(91)	35%	(104)	21%	(63)	6%	(20)	8%	(25)
Caregiver for Child/Dependent	35%	(370)	36%	(384)	19%	(205)	6%	(63)	4%	(41)

Continued on next page

Table BPCdem2: *How many children, including adult children, do you have?*

Demographic	1		2		3		4		5 or more	
Working Mothers	35%	(871)	36%	(893)	19%	(482)	7%	(165)	4%	(89)
Business Owners	32%	(137)	34%	(146)	23%	(96)	5%	(23)	5%	(23)
Non-Business Owners	35%	(733)	36%	(747)	19%	(386)	7%	(143)	3%	(67)
Service Worker/Retail Sales/Laborers/Helpers	39%	(197)	31%	(155)	19%	(94)	7%	(35)	5%	(23)
Trade/Skilled Workers	24%	(27)	42%	(47)	23%	(26)	10%	(11)	1%	(1)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	35%	(250)	36%	(258)	19%	(134)	7%	(47)	3%	(23)
Health Care and Medical Professionals/Lab Techs/Pharmacists	36%	(127)	37%	(133)	17%	(61)	7%	(26)	2%	(8)
Other Professionals	34%	(132)	39%	(154)	18%	(70)	6%	(23)	3%	(13)
Business Owners w/Employees	32%	(118)	35%	(129)	23%	(84)	5%	(18)	6%	(21)
Access to Childcare	33%	(279)	37%	(313)	21%	(179)	6%	(50)	4%	(34)
No Access to Childcare	35%	(177)	33%	(169)	20%	(102)	7%	(37)	4%	(23)
Unsure of Access to Childcare	38%	(68)	31%	(56)	20%	(36)	9%	(16)	3%	(6)
More Financially Secure after Pandemic	31%	(155)	39%	(196)	21%	(104)	5%	(27)	5%	(26)
Less Financially Secure after the Pandemic	36%	(458)	35%	(446)	19%	(239)	7%	(87)	3%	(39)
Same Financial Security after the Pandemic	36%	(258)	35%	(251)	19%	(138)	7%	(51)	3%	(25)
Access to Paid Parental Leave	36%	(356)	37%	(369)	17%	(168)	7%	(67)	3%	(28)
No Access to Paid Parental Leave	34%	(272)	36%	(290)	20%	(162)	7%	(53)	4%	(29)
Access to Paid Caregiving Leave	35%	(248)	36%	(257)	18%	(130)	8%	(54)	2%	(17)
No Access to Paid Caregiving Leave	35%	(346)	36%	(354)	19%	(187)	6%	(59)	3%	(32)
Access to Flexible Work Hours	37%	(341)	35%	(328)	18%	(169)	7%	(61)	3%	(28)
No Access to Flexible Work Hours	33%	(346)	38%	(392)	19%	(194)	7%	(73)	3%	(32)
Access to Child Care as Employer Benefit	35%	(123)	39%	(136)	18%	(63)	6%	(23)	2%	(8)
No Access to Child Care as Employer Benefit	35%	(488)	36%	(501)	19%	(263)	7%	(91)	3%	(45)
Access to Mental Health Benefits	35%	(306)	38%	(333)	18%	(158)	6%	(55)	3%	(26)
No Access to Mental Health Benefits	35%	(293)	36%	(297)	19%	(157)	7%	(61)	3%	(28)
Ethnicity: White (Non-Hispanic)	34%	(522)	38%	(578)	19%	(288)	7%	(104)	2%	(36)
Ethnicity: Hispanic	33%	(162)	34%	(166)	21%	(102)	6%	(27)	6%	(32)
Ethnicity: Black (Non-Hispanic)	42%	(125)	27%	(81)	18%	(54)	7%	(22)	5%	(15)
Ethnicity: Asian + Other (Non-Hispanic)	33%	(62)	36%	(67)	21%	(38)	6%	(12)	3%	(6)

Continued on next page

Table BPCdem2: *How many children, including adult children, do you have?*

Demographic	1		2		3		4		5 or more	
Working Mothers	35%	(871)	36%	(893)	19%	(482)	7%	(165)	4%	(89)
Single, never married	52%	(218)	28%	(119)	12%	(49)	5%	(20)	4%	(16)
Married	29%	(400)	38%	(525)	23%	(318)	7%	(99)	4%	(55)
Separated	29%	(18)	40%	(25)	18%	(12)	7%	(5)	6%	(4)
Divorced	36%	(109)	38%	(116)	18%	(53)	6%	(18)	2%	(5)
Widowed	41%	(21)	31%	(16)	20%	(10)	7%	(4)	1%	(1)
Living with a partner	39%	(104)	35%	(92)	15%	(40)	8%	(20)	3%	(9)

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

Table BPCdem3: *How many children, including adult children, currently live at your home?*

Demographic	0		1		2		3		4		5 or m
Working Mothers	14%	(342)	35%	(878)	29%	(724)	14%	(345)	5%	(135)	3%
Gender: Female	14%	(342)	35%	(878)	29%	(724)	14%	(345)	5%	(135)	3%
Age: 18-34	2%	(18)	43%	(316)	31%	(225)	14%	(101)	5%	(38)	4%
Age: 35-44	5%	(54)	32%	(348)	34%	(365)	18%	(197)	7%	(79)	3%
Age: 45-64	39%	(261)	31%	(208)	20%	(134)	7%	(45)	2%	(17)	1%
GenZers: 1997-2012	5%	(6)	56%	(62)	23%	(26)	12%	(13)	1%	(1)	3%
Millennials: 1981-1996	2%	(34)	36%	(506)	33%	(470)	17%	(245)	7%	(103)	4%
GenXers: 1965-1980	21%	(153)	34%	(244)	28%	(202)	11%	(78)	3%	(24)	2%
Baby Boomers: 1946-1964	58%	(147)	26%	(66)	10%	(27)	3%	(8)	2%	(6)	1%
PID: Dem (no lean)	11%	(111)	38%	(392)	28%	(296)	14%	(148)	6%	(62)	3%
PID: Ind (no lean)	15%	(106)	36%	(254)	27%	(190)	15%	(109)	4%	(30)	4%
PID: Rep (no lean)	17%	(124)	31%	(233)	32%	(238)	12%	(87)	6%	(42)	2%
PID/Gender: Dem Women	11%	(111)	38%	(392)	28%	(296)	14%	(148)	6%	(62)	3%
PID/Gender: Ind Women	15%	(106)	36%	(254)	27%	(190)	15%	(109)	4%	(30)	4%
PID/Gender: Rep Women	17%	(124)	31%	(233)	32%	(238)	12%	(87)	6%	(42)	2%
Ideo: Liberal (1-3)	11%	(82)	39%	(293)	29%	(215)	13%	(95)	6%	(46)	3%
Ideo: Moderate (4)	13%	(99)	34%	(263)	29%	(223)	16%	(126)	5%	(38)	3%
Ideo: Conservative (5-7)	18%	(134)	32%	(244)	30%	(228)	12%	(91)	5%	(37)	3%
Educ: < College	16%	(202)	35%	(456)	26%	(340)	13%	(165)	6%	(82)	3%
Educ: Bachelors degree	11%	(77)	37%	(255)	30%	(207)	15%	(106)	5%	(33)	2%
Educ: Post-grad	12%	(63)	32%	(167)	34%	(177)	14%	(74)	4%	(19)	4%
Income: Under 50k	16%	(155)	38%	(376)	25%	(244)	11%	(113)	5%	(52)	4%
Income: 50k-100k	13%	(119)	37%	(349)	29%	(271)	14%	(131)	6%	(55)	2%
Income: 100k+	12%	(67)	26%	(153)	36%	(209)	17%	(101)	5%	(27)	4%
Ethnicity: White	15%	(283)	33%	(618)	29%	(541)	13%	(245)	6%	(104)	3%
Ethnicity: Hispanic	14%	(68)	34%	(165)	28%	(138)	14%	(67)	4%	(21)	6%
Ethnicity: Black	7%	(26)	41%	(148)	28%	(99)	13%	(48)	6%	(21)	4%
Ethnicity: Other	11%	(32)	38%	(112)	28%	(84)	18%	(52)	3%	(10)	2%
All Christian	15%	(165)	33%	(364)	28%	(309)	16%	(172)	6%	(61)	3%
All Non-Christian	17%	(15)	28%	(24)	25%	(22)	15%	(13)	11%	(9)	4%
Atheist	6%	(5)	45%	(33)	32%	(23)	9%	(6)	4%	(3)	3%
Agnostic/Nothing in particular	12%	(86)	39%	(274)	29%	(203)	12%	(86)	5%	(33)	3%
Something Else	13%	(70)	34%	(183)	31%	(167)	13%	(67)	5%	(28)	4%

Continued on next page

Table BPCdem3: *How many children, including adult children, currently live at your home?*

Demographic	0		1		2		3		4		5 or m
Working Mothers	14%	(342)	35%	(878)	29%	(724)	14%	(345)	5%	(135)	3%
Religious Non-Protestant/Catholic	17%	(18)	28%	(30)	24%	(26)	17%	(19)	10%	(10)	3%
Evangelical	13%	(96)	32%	(235)	29%	(213)	16%	(120)	7%	(50)	4%
Non-Evangelical	16%	(133)	35%	(296)	29%	(250)	13%	(110)	4%	(37)	3%
Community: Urban	11%	(74)	34%	(231)	28%	(193)	16%	(106)	7%	(45)	5%
Community: Suburban	14%	(158)	36%	(420)	29%	(343)	14%	(158)	5%	(53)	3%
Community: Rural	17%	(109)	34%	(227)	29%	(189)	12%	(81)	6%	(37)	2%
Employ: Private Sector	14%	(265)	34%	(646)	30%	(555)	14%	(254)	5%	(100)	3%
Employ: Government	10%	(42)	40%	(162)	27%	(110)	14%	(55)	6%	(24)	3%
Employ: Self-Employed	16%	(34)	32%	(70)	28%	(60)	16%	(35)	5%	(11)	3%
Military HH: Yes	17%	(42)	34%	(81)	32%	(76)	10%	(24)	4%	(9)	3%
Military HH: No	13%	(300)	35%	(797)	29%	(649)	14%	(320)	6%	(125)	3%
RD/WT: Right Direction	12%	(86)	37%	(273)	25%	(189)	16%	(120)	6%	(46)	4%
RD/WT: Wrong Track	15%	(255)	34%	(605)	30%	(535)	13%	(225)	5%	(89)	3%
Biden Job Approve	12%	(125)	37%	(379)	26%	(272)	15%	(158)	6%	(61)	4%
Biden Job Disapprove	15%	(203)	34%	(456)	31%	(425)	13%	(173)	5%	(69)	3%
Biden Job Strongly Approve	14%	(47)	32%	(110)	25%	(87)	18%	(63)	5%	(17)	6%
Biden Job Somewhat Approve	11%	(78)	39%	(269)	27%	(186)	14%	(95)	6%	(44)	2%
Biden Job Somewhat Disapprove	9%	(43)	38%	(191)	32%	(156)	15%	(74)	4%	(21)	2%
Biden Job Strongly Disapprove	18%	(160)	31%	(266)	31%	(268)	11%	(98)	6%	(48)	3%
Favorable of Biden	12%	(133)	37%	(411)	26%	(285)	15%	(167)	6%	(66)	3%
Unfavorable of Biden	15%	(198)	33%	(428)	31%	(402)	13%	(163)	5%	(63)	3%
Very Favorable of Biden	12%	(45)	35%	(137)	24%	(92)	18%	(69)	7%	(28)	5%
Somewhat Favorable of Biden	12%	(88)	39%	(275)	27%	(193)	14%	(98)	5%	(38)	3%
Somewhat Unfavorable of Biden	8%	(31)	41%	(157)	29%	(111)	16%	(59)	4%	(14)	2%
Very Unfavorable of Biden	18%	(167)	30%	(270)	32%	(291)	11%	(104)	5%	(48)	3%

Continued on next page

Table BPCdem3: *How many children, including adult children, currently live at your home?*

Demographic	0		1		2		3		4		5 or m
Working Mothers	14%	(342)	35%	(878)	29%	(724)	14%	(345)	5%	(135)	3%
#1 Issue: Economy	12%	(162)	34%	(454)	31%	(405)	14%	(190)	6%	(79)	2%
#1 Issue: Security	25%	(61)	30%	(74)	27%	(67)	11%	(27)	5%	(11)	3%
#1 Issue: Health Care	12%	(31)	42%	(107)	21%	(52)	16%	(41)	5%	(14)	4%
#1 Issue: Medicare / Social Security	36%	(22)	29%	(18)	15%	(9)	8%	(5)	4%	(2)	8%
#1 Issue: Women's Issues	6%	(13)	39%	(87)	31%	(69)	16%	(37)	6%	(13)	2%
#1 Issue: Education	7%	(11)	36%	(55)	38%	(58)	13%	(19)	2%	(3)	4%
#1 Issue: Energy	13%	(21)	41%	(68)	27%	(45)	11%	(18)	5%	(9)	3%
#1 Issue: Other	29%	(20)	22%	(16)	28%	(20)	10%	(7)	4%	(3)	7%
2020 Vote: Joe Biden	11%	(125)	37%	(434)	27%	(320)	16%	(186)	5%	(64)	4%
2020 Vote: Donald Trump	17%	(138)	32%	(262)	32%	(261)	12%	(96)	6%	(50)	2%
2020 Vote: Other	11%	(10)	35%	(33)	38%	(35)	11%	(10)	3%	(3)	2%
2020 Vote: Didn't Vote	17%	(68)	37%	(149)	27%	(109)	13%	(53)	4%	(18)	3%
2018 House Vote: Democrat	10%	(101)	36%	(347)	28%	(269)	16%	(154)	6%	(58)	4%
2018 House Vote: Republican	18%	(127)	29%	(205)	33%	(229)	12%	(87)	5%	(37)	2%
2018 House Vote: Someone else	13%	(12)	35%	(31)	36%	(32)	7%	(6)	7%	(6)	2%
2016 Vote: Hillary Clinton	11%	(100)	38%	(343)	28%	(252)	15%	(137)	5%	(47)	4%
2016 Vote: Donald Trump	18%	(132)	30%	(222)	31%	(231)	12%	(90)	6%	(44)	2%
2016 Vote: Other	12%	(13)	31%	(36)	37%	(42)	13%	(15)	6%	(7)	1%
2016 Vote: Didn't Vote	13%	(96)	38%	(277)	27%	(199)	14%	(102)	5%	(37)	3%
Voted in 2014: Yes	15%	(212)	33%	(479)	30%	(438)	14%	(205)	5%	(78)	3%
Voted in 2014: No	12%	(129)	38%	(399)	28%	(286)	13%	(140)	5%	(57)	3%
4-Region: Northeast	14%	(58)	36%	(143)	31%	(127)	12%	(47)	5%	(21)	2%
4-Region: Midwest	14%	(77)	37%	(208)	28%	(159)	14%	(79)	4%	(24)	2%
4-Region: South	11%	(104)	36%	(346)	29%	(279)	15%	(146)	6%	(56)	4%
4-Region: West	18%	(102)	32%	(182)	28%	(160)	13%	(72)	6%	(34)	3%
Child(Ren) Aged 0-17	—	(0)	37%	(687)	35%	(647)	18%	(328)	7%	(128)	4%
Child(Ren) Aged 0-5	—	(0)	31%	(277)	32%	(278)	22%	(196)	9%	(82)	5%
Caregivers	6%	(83)	35%	(507)	32%	(465)	17%	(240)	7%	(94)	4%
Caregiver for Aging Parent	14%	(35)	26%	(64)	29%	(72)	21%	(53)	6%	(15)	5%
Caregiver for Sick or Disabled Family Member	15%	(44)	29%	(88)	25%	(76)	16%	(49)	8%	(25)	7%
Caregiver for Child/Dependent	1%	(11)	37%	(395)	35%	(369)	18%	(186)	7%	(70)	3%

Continued on next page

Table BPCdem3: *How many children, including adult children, currently live at your home?*

Demographic	0		1		2		3		4		5 or m
Working Mothers	14%	(342)	35%	(878)	29%	(724)	14%	(345)	5%	(135)	3%
Business Owners	10%	(45)	31%	(133)	30%	(129)	18%	(78)	5%	(22)	4%
Non-Business Owners	14%	(297)	36%	(745)	29%	(596)	13%	(267)	5%	(112)	3%
Service Worker/Retail Sales/Laborers/Helpers	16%	(79)	38%	(191)	25%	(124)	11%	(55)	6%	(29)	5%
Trade/Skilled Workers	15%	(16)	30%	(33)	37%	(41)	15%	(17)	3%	(3)	1%
Administrative Workers/Office Professionals/Exec and Sr Level Managers	14%	(102)	36%	(254)	29%	(207)	13%	(94)	5%	(38)	2%
Health Care and Medical Professionals/Lab Techs/Pharmacists	16%	(56)	36%	(129)	26%	(94)	14%	(50)	6%	(21)	2%
Other Professionals	11%	(43)	35%	(139)	33%	(130)	13%	(51)	5%	(20)	2%
Business Owners w/Employees	9%	(32)	31%	(115)	31%	(115)	19%	(71)	5%	(19)	5%
Access to Childcare	—	(0)	32%	(278)	35%	(300)	20%	(173)	7%	(61)	5%
No Access to Childcare	—	(0)	34%	(171)	34%	(172)	20%	(101)	9%	(44)	4%
Unsure of Access to Childcare	—	(0)	40%	(73)	34%	(62)	16%	(28)	8%	(14)	2%
More Financially Secure after Pandemic	7%	(36)	33%	(165)	33%	(167)	17%	(87)	5%	(28)	5%
Less Financially Secure after the Pandemic	15%	(192)	36%	(454)	27%	(345)	14%	(176)	6%	(71)	2%
Same Financial Security after the Pandemic	16%	(113)	36%	(259)	29%	(213)	11%	(81)	5%	(36)	3%
Access to Paid Parental Leave	13%	(124)	37%	(363)	30%	(297)	12%	(118)	6%	(61)	3%
No Access to Paid Parental Leave	15%	(124)	34%	(278)	29%	(230)	15%	(118)	5%	(37)	3%
Access to Paid Caregiving Leave	15%	(104)	36%	(254)	28%	(197)	13%	(91)	7%	(46)	2%
No Access to Paid Caregiving Leave	14%	(137)	36%	(347)	30%	(290)	13%	(131)	5%	(47)	3%
Access to Flexible Work Hours	14%	(130)	37%	(346)	28%	(256)	13%	(118)	6%	(52)	2%
No Access to Flexible Work Hours	15%	(152)	35%	(358)	30%	(308)	13%	(134)	5%	(56)	3%
Access to Child Care as Employer Benefit	7%	(26)	36%	(126)	33%	(117)	14%	(51)	7%	(25)	2%
No Access to Child Care as Employer Benefit	14%	(197)	36%	(501)	29%	(399)	13%	(180)	5%	(71)	3%
Access to Mental Health Benefits	15%	(133)	35%	(306)	29%	(257)	13%	(118)	5%	(44)	2%
No Access to Mental Health Benefits	13%	(111)	36%	(301)	29%	(244)	13%	(109)	6%	(49)	3%
Ethnicity: White (Non-Hispanic)	15%	(227)	34%	(521)	30%	(461)	13%	(205)	6%	(85)	2%
Ethnicity: Hispanic	14%	(68)	34%	(165)	28%	(138)	14%	(67)	4%	(21)	6%
Ethnicity: Black (Non-Hispanic)	8%	(23)	42%	(125)	24%	(73)	14%	(43)	6%	(19)	5%
Ethnicity: Asian + Other (Non-Hispanic)	12%	(23)	36%	(67)	29%	(53)	16%	(30)	5%	(10)	1%

Continued on next page

Table BPCdem3: *How many children, including adult children, currently live at your home?*

Demographic	0		1		2		3		4		5 or m
Working Mothers	14%	(342)	35%	(878)	29%	(724)	14%	(345)	5%	(135)	3%
Single, never married	9%	(38)	47%	(199)	26%	(109)	11%	(46)	4%	(15)	3%
Married	12%	(165)	30%	(424)	31%	(438)	16%	(230)	6%	(88)	4%
Separated	11%	(7)	40%	(25)	26%	(17)	12%	(8)	9%	(6)	1%
Divorced	27%	(80)	35%	(106)	25%	(75)	9%	(28)	3%	(10)	—
Widowed	36%	(19)	33%	(17)	24%	(12)	3%	(1)	3%	(2)	1%
Living with a partner	12%	(32)	40%	(107)	28%	(74)	12%	(32)	5%	(14)	2%

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

Table BPCdem4_1: *What are the ages of your children?*
Age of child 1

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (615)	31% (657)	23% (497)	12% (269)	4% (86)	1% (23)
Gender: Female	29% (615)	31% (657)	23% (497)	12% (269)	4% (86)	1% (23)
Age: 18-34	55% (388)	33% (233)	11% (74)	1% (8)	— (3)	— (0)
Age: 35-44	21% (213)	35% (363)	32% (330)	11% (112)	— (3)	— (3)
Age: 45-64	4% (15)	15% (61)	22% (92)	36% (148)	18% (76)	5% (19)
GenZers: 1997-2012	80% (82)	15% (15)	3% (3)	3% (3)	— (0)	— (0)
Millennials: 1981-1996	36% (496)	37% (504)	22% (301)	5% (69)	— (3)	— (3)
GenXers: 1965-1980	6% (32)	24% (134)	32% (181)	28% (160)	9% (48)	2% (9)
Baby Boomers: 1946-1964	4% (4)	4% (4)	11% (12)	35% (38)	33% (35)	11% (11)
PID: Dem (no lean)	28% (261)	34% (314)	20% (191)	12% (115)	4% (39)	1% (9)
PID: Ind (no lean)	32% (193)	25% (153)	25% (151)	13% (82)	3% (20)	1% (5)
PID: Rep (no lean)	26% (160)	31% (191)	25% (155)	12% (72)	5% (28)	1% (8)
PID/Gender: Dem Women	28% (261)	34% (314)	20% (191)	12% (115)	4% (39)	1% (9)
PID/Gender: Ind Women	32% (193)	25% (153)	25% (151)	13% (82)	3% (20)	1% (5)
PID/Gender: Rep Women	26% (160)	31% (191)	25% (155)	12% (72)	5% (28)	1% (8)
Ideo: Liberal (1-3)	31% (206)	33% (222)	20% (135)	11% (76)	3% (21)	1% (6)
Ideo: Moderate (4)	29% (193)	30% (198)	24% (160)	12% (78)	5% (30)	1% (7)
Ideo: Conservative (5-7)	23% (144)	31% (192)	26% (163)	13% (80)	5% (32)	1% (6)
Educ: < College	27% (291)	28% (299)	25% (275)	14% (148)	5% (50)	1% (15)
Educ: Bachelors degree	29% (181)	31% (193)	22% (138)	12% (76)	3% (21)	1% (5)
Educ: Post-grad	31% (143)	36% (165)	18% (84)	10% (45)	3% (15)	1% (3)
Income: Under 50k	30% (247)	28% (230)	22% (184)	14% (112)	4% (35)	1% (11)
Income: 50k-100k	28% (229)	31% (254)	25% (204)	11% (89)	4% (33)	1% (9)
Income: 100k+	27% (139)	34% (173)	21% (109)	13% (68)	4% (19)	— (3)
Ethnicity: White	29% (446)	31% (482)	24% (367)	12% (192)	3% (51)	1% (17)
Ethnicity: Hispanic	26% (108)	32% (135)	24% (102)	12% (48)	5% (22)	1% (3)
Ethnicity: Black	29% (96)	32% (105)	20% (67)	13% (42)	5% (17)	1% (2)
Ethnicity: Other	28% (72)	27% (70)	24% (62)	14% (35)	7% (18)	1% (4)

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Table BPCdem4_1: *What are the ages of your children?*
Age of child 1

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (615)	31% (657)	23% (497)	12% (269)	4% (86)	1% (23)
All Christian	25% (232)	31% (295)	23% (215)	14% (133)	5% (48)	1% (11)
All Non-Christian	46% (33)	29% (21)	16% (12)	4% (3)	3% (2)	— (0)
Atheist	41% (28)	32% (22)	13% (9)	11% (7)	3% (2)	1% (0)
Agnostic/Nothing in particular	31% (189)	32% (192)	23% (139)	11% (68)	3% (16)	1% (5)
Something Else	28% (132)	27% (127)	26% (123)	12% (57)	4% (18)	1% (7)
Religious Non-Protestant/Catholic	45% (40)	27% (24)	22% (19)	3% (3)	2% (2)	— (0)
Evangelical	27% (174)	29% (189)	25% (164)	12% (76)	5% (33)	1% (8)
Non-Evangelical	25% (176)	30% (218)	23% (164)	16% (114)	5% (33)	1% (10)
Community: Urban	31% (189)	31% (187)	26% (154)	8% (47)	3% (21)	1% (6)
Community: Suburban	28% (279)	32% (318)	21% (206)	14% (142)	4% (40)	1% (12)
Community: Rural	27% (147)	28% (153)	25% (136)	14% (79)	5% (26)	1% (5)
Employ: Private Sector	29% (460)	30% (484)	24% (379)	13% (202)	4% (62)	1% (17)
Employ: Government	30% (109)	34% (122)	19% (70)	12% (42)	4% (16)	1% (4)
Employ: Self-Employed	26% (46)	28% (52)	26% (48)	14% (25)	5% (9)	1% (2)
Military HH: Yes	29% (58)	31% (62)	23% (46)	7% (14)	8% (15)	2% (3)
Military HH: No	29% (557)	30% (596)	23% (451)	13% (255)	4% (71)	1% (20)
RD/WT: Right Direction	27% (177)	32% (211)	23% (152)	11% (75)	4% (26)	1% (10)
RD/WT: Wrong Track	29% (438)	30% (446)	23% (345)	13% (194)	4% (60)	1% (13)
Biden Job Approve	28% (257)	30% (274)	22% (201)	13% (118)	4% (39)	1% (13)
Biden Job Disapprove	28% (319)	31% (363)	25% (284)	12% (137)	3% (40)	1% (10)
Biden Job Strongly Approve	21% (63)	35% (105)	26% (76)	10% (29)	5% (15)	2% (7)
Biden Job Somewhat Approve	32% (194)	28% (169)	20% (124)	14% (88)	4% (24)	1% (7)
Biden Job Somewhat Disapprove	30% (135)	31% (139)	24% (108)	12% (52)	3% (14)	— (2)
Biden Job Strongly Disapprove	26% (184)	32% (224)	25% (176)	12% (84)	4% (26)	1% (8)
Favorable of Biden	28% (270)	31% (303)	22% (207)	13% (123)	5% (44)	1% (12)
Unfavorable of Biden	28% (306)	31% (338)	24% (265)	12% (134)	3% (37)	1% (11)
Very Favorable of Biden	26% (89)	34% (117)	21% (74)	12% (39)	5% (16)	2% (6)
Somewhat Favorable of Biden	29% (181)	30% (186)	22% (134)	13% (83)	5% (28)	1% (7)
Somewhat Unfavorable of Biden	33% (117)	30% (105)	21% (75)	12% (43)	3% (10)	1% (2)
Very Unfavorable of Biden	26% (189)	31% (233)	26% (190)	12% (91)	4% (27)	1% (8)

Continued on next page

Table BPCdem4_1: *What are the ages of your children?*
Age of child 1

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (615)	31% (657)	23% (497)	12% (269)	4% (86)	1% (23)
#1 Issue: Economy	26% (299)	33% (382)	24% (275)	13% (150)	3% (34)	1% (14)
#1 Issue: Security	22% (42)	30% (56)	25% (47)	12% (23)	8% (16)	1% (2)
#1 Issue: Health Care	26% (58)	30% (67)	24% (54)	14% (31)	4% (9)	2% (4)
#1 Issue: Women's Issues	43% (91)	24% (50)	22% (47)	8% (17)	3% (6)	— (0)
#1 Issue: Education	40% (56)	31% (44)	18% (25)	8% (12)	3% (4)	— (0)
#1 Issue: Energy	35% (51)	28% (40)	19% (28)	11% (16)	5% (8)	1% (1)
#1 Issue: Other	26% (13)	16% (8)	20% (10)	25% (13)	12% (6)	1% (0)
2020 Vote: Joe Biden	29% (299)	32% (330)	20% (214)	13% (137)	5% (52)	1% (11)
2020 Vote: Donald Trump	27% (185)	30% (209)	26% (178)	12% (83)	4% (24)	1% (8)
2020 Vote: Other	31% (25)	35% (28)	19% (15)	8% (7)	7% (5)	— (0)
2020 Vote: Didn't Vote	31% (106)	27% (91)	26% (89)	12% (42)	1% (5)	1% (5)
2018 House Vote: Democrat	28% (240)	32% (279)	20% (177)	14% (117)	5% (41)	1% (8)
2018 House Vote: Republican	24% (137)	32% (182)	26% (151)	12% (70)	4% (22)	1% (8)
2018 House Vote: Someone else	32% (24)	21% (16)	25% (19)	15% (11)	7% (5)	— (0)
2016 Vote: Hillary Clinton	26% (211)	34% (278)	22% (177)	13% (105)	4% (35)	1% (8)
2016 Vote: Donald Trump	24% (143)	31% (185)	24% (148)	14% (84)	6% (34)	1% (8)
2016 Vote: Other	28% (29)	23% (24)	26% (26)	14% (14)	6% (6)	— (0)
2016 Vote: Didn't Vote	37% (232)	27% (171)	23% (146)	10% (66)	2% (12)	1% (6)
Voted in 2014: Yes	23% (288)	33% (410)	23% (292)	14% (172)	5% (64)	1% (16)
Voted in 2014: No	36% (327)	27% (247)	23% (205)	11% (96)	2% (22)	1% (7)
4-Region: Northeast	27% (93)	33% (113)	21% (72)	14% (48)	4% (13)	1% (4)
4-Region: Midwest	33% (159)	30% (144)	17% (80)	15% (74)	4% (20)	1% (4)
4-Region: South	28% (244)	29% (251)	27% (236)	11% (96)	3% (26)	1% (10)
4-Region: West	26% (118)	32% (150)	24% (110)	11% (51)	6% (28)	1% (6)
Child(Ren) Aged 0-17	33% (615)	35% (657)	27% (497)	4% (81)	— (6)	— (3)
Child(Ren) Aged 0-5	70% (615)	16% (143)	12% (106)	2% (15)	— (1)	— (0)
Caregivers	32% (435)	33% (448)	23% (317)	9% (124)	2% (28)	1% (10)
Caregiver for Aging Parent	21% (46)	31% (67)	24% (52)	18% (38)	4% (8)	2% (4)
Caregiver for Sick or Disabled Family Member	23% (58)	30% (78)	27% (68)	13% (33)	6% (15)	1% (4)
Caregiver for Child/Dependent	35% (363)	34% (355)	23% (245)	7% (75)	1% (7)	— (3)

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Table BPCdem4_1: *What are the ages of your children?*
Age of child 1

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (615)	31% (657)	23% (497)	12% (269)	4% (86)	1% (23)
Business Owners	31% (118)	32% (121)	26% (98)	7% (28)	2% (8)	1% (3)
Non-Business Owners	28% (496)	30% (536)	22% (399)	14% (241)	4% (78)	1% (20)
Service Worker/Retail Sales/Laborers/Helpers	26% (111)	27% (113)	25% (108)	15% (63)	5% (21)	2% (7)
Trade/Skilled Workers	25% (23)	30% (29)	20% (19)	18% (17)	6% (5)	2% (2)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	26% (160)	29% (179)	25% (152)	14% (85)	5% (29)	1% (6)
Health Care and Medical Professionals/Lab Techs/Pharmacists	35% (103)	31% (93)	19% (57)	12% (35)	3% (9)	— (1)
Other Professionals	28% (98)	35% (122)	18% (64)	12% (42)	4% (15)	2% (5)
Business Owners w/Employees	32% (107)	33% (111)	27% (89)	6% (21)	1% (5)	1% (3)
Access to Childcare	42% (358)	42% (359)	14% (120)	2% (15)	— (2)	— (2)
No Access to Childcare	38% (192)	43% (215)	15% (77)	4% (20)	— (1)	— (0)
Unsure of Access to Childcare	35% (64)	46% (84)	14% (25)	4% (7)	1% (1)	— (0)
More Financially Secure after Pandemic	29% (137)	35% (164)	26% (124)	7% (31)	2% (11)	1% (4)
Less Financially Secure after the Pandemic	30% (326)	30% (323)	21% (227)	13% (138)	4% (43)	1% (12)
Same Financial Security after the Pandemic	25% (152)	28% (171)	24% (146)	16% (100)	5% (33)	1% (8)
Access to Paid Parental Leave	30% (259)	32% (276)	22% (194)	11% (96)	4% (36)	— (4)
No Access to Paid Parental Leave	27% (184)	30% (203)	24% (162)	14% (93)	4% (30)	1% (5)
Access to Paid Caregiving Leave	31% (187)	28% (168)	24% (141)	14% (85)	2% (14)	1% (5)
No Access to Paid Caregiving Leave	27% (229)	31% (262)	22% (189)	13% (106)	5% (43)	1% (8)
Access to Flexible Work Hours	32% (254)	30% (239)	22% (173)	11% (89)	4% (33)	1% (6)
No Access to Flexible Work Hours	24% (213)	31% (271)	24% (211)	15% (136)	5% (41)	1% (11)
Access to Child Care as Employer Benefit	35% (114)	34% (111)	22% (70)	7% (23)	2% (7)	— (1)
No Access to Child Care as Employer Benefit	27% (317)	31% (368)	22% (264)	14% (171)	5% (55)	1% (11)
Access to Mental Health Benefits	27% (204)	30% (224)	24% (177)	14% (104)	4% (30)	1% (5)
No Access to Mental Health Benefits	28% (202)	31% (227)	23% (163)	12% (89)	4% (30)	1% (10)
Ethnicity: White (Non-Hispanic)	30% (385)	31% (402)	23% (294)	12% (158)	3% (41)	1% (15)
Ethnicity: Hispanic	26% (108)	32% (135)	24% (102)	12% (48)	5% (22)	1% (3)
Ethnicity: Black (Non-Hispanic)	28% (78)	29% (79)	22% (60)	15% (41)	5% (14)	1% (2)
Ethnicity: Asian + Other (Non-Hispanic)	27% (44)	25% (41)	25% (41)	13% (21)	6% (10)	2% (4)

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Table BPCdem4_1: *What are the ages of your children?*
Age of child 1

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (615)	31% (657)	23% (497)	12% (269)	4% (86)	1% (23)
Single, never married	34% (130)	31% (117)	20% (77)	11% (43)	2% (8)	1% (5)
Married	29% (356)	32% (398)	22% (272)	12% (148)	3% (41)	1% (12)
Separated	13% (7)	36% (20)	30% (17)	18% (10)	5% (3)	— (0)
Divorced	12% (27)	20% (44)	30% (66)	23% (50)	13% (30)	2% (4)
Living with a partner	40% (93)	31% (71)	24% (56)	5% (11)	— (0)	— (0)

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

Table BPCdem4_2: *What are the ages of your children?*
Age of child 2

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	23% (291)	41% (516)	22% (282)	10% (123)	3% (32)	1% (12)
Gender: Female	23% (291)	41% (516)	22% (282)	10% (123)	3% (32)	1% (12)
Age: 18-34	46% (179)	45% (174)	8% (32)	1% (3)	— (1)	— (0)
Age: 35-44	16% (107)	46% (309)	30% (198)	7% (48)	— (1)	— (3)
Age: 45-64	3% (5)	16% (32)	26% (52)	36% (71)	15% (29)	4% (7)
Millennials: 1981-1996	28% (244)	48% (416)	20% (170)	3% (28)	— (1)	— (3)
GenXers: 1965-1980	6% (19)	28% (87)	33% (105)	25% (79)	6% (19)	1% (4)
PID: Dem (no lean)	22% (116)	44% (233)	22% (114)	9% (47)	2% (13)	1% (6)
PID: Ind (no lean)	27% (94)	36% (126)	24% (86)	10% (34)	2% (9)	1% (2)
PID: Rep (no lean)	21% (81)	41% (156)	22% (82)	11% (42)	3% (10)	1% (5)
PID/Gender: Dem Women	22% (116)	44% (233)	22% (114)	9% (47)	2% (13)	1% (6)
PID/Gender: Ind Women	27% (94)	36% (126)	24% (86)	10% (34)	2% (9)	1% (2)
PID/Gender: Rep Women	21% (81)	41% (156)	22% (82)	11% (42)	3% (10)	1% (5)
Ideo: Liberal (1-3)	24% (86)	44% (162)	21% (76)	9% (33)	1% (5)	1% (2)
Ideo: Moderate (4)	24% (99)	43% (176)	21% (83)	8% (33)	3% (10)	1% (4)
Ideo: Conservative (5-7)	20% (74)	40% (146)	23% (85)	12% (45)	3% (11)	2% (6)
Educ: < College	25% (152)	35% (214)	24% (148)	11% (68)	3% (21)	1% (8)
Educ: Bachelors degree	23% (81)	40% (143)	25% (90)	9% (31)	2% (8)	1% (3)
Educ: Post-grad	20% (58)	55% (159)	16% (45)	8% (23)	1% (3)	— (1)
Income: Under 50k	28% (123)	33% (146)	24% (107)	10% (43)	3% (13)	1% (5)
Income: 50k-100k	22% (100)	45% (209)	21% (98)	8% (39)	2% (11)	1% (5)
Income: 100k+	19% (68)	45% (161)	22% (77)	11% (41)	2% (8)	1% (3)
Ethnicity: White	22% (206)	44% (410)	22% (203)	9% (80)	2% (21)	1% (11)
Ethnicity: Hispanic	26% (66)	41% (103)	18% (45)	10% (24)	3% (9)	1% (2)
Ethnicity: Black	28% (51)	32% (57)	24% (42)	11% (20)	4% (7)	1% (2)
Ethnicity: Other	23% (35)	33% (48)	25% (37)	15% (23)	3% (5)	— (0)
All Christian	20% (114)	44% (251)	20% (113)	11% (60)	3% (17)	1% (8)
Agnostic/Nothing in particular	27% (89)	40% (134)	24% (80)	8% (27)	1% (3)	— (2)
Something Else	22% (62)	36% (102)	27% (76)	9% (26)	4% (11)	1% (3)
Religious Non-Protestant/Catholic	35% (20)	33% (18)	18% (10)	9% (5)	3% (2)	— (0)
Evangelical	22% (91)	40% (164)	22% (89)	10% (41)	3% (14)	1% (6)
Non-Evangelical	18% (75)	43% (181)	23% (94)	11% (45)	3% (14)	1% (5)

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Table BPCdem4_2: *What are the ages of your children?*
Age of child 2

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	23% (291)	41% (516)	22% (282)	10% (123)	3% (32)	1% (12)
Community: Urban	26% (97)	46% (169)	16% (57)	8% (30)	2% (8)	1% (3)
Community: Suburban	21% (118)	38% (218)	26% (149)	12% (68)	3% (16)	1% (3)
Community: Rural	24% (76)	40% (128)	24% (76)	8% (25)	3% (8)	2% (6)
Employ: Private Sector	23% (216)	43% (406)	21% (201)	10% (96)	2% (22)	1% (11)
Employ: Government	25% (48)	35% (68)	26% (50)	10% (19)	4% (7)	1% (1)
Employ: Self-Employed	24% (27)	38% (42)	28% (31)	7% (8)	2% (3)	— (0)
Military HH: Yes	21% (24)	36% (43)	27% (32)	10% (11)	4% (5)	1% (2)
Military HH: No	23% (267)	41% (473)	22% (250)	10% (111)	2% (27)	1% (11)
RD/WT: Right Direction	23% (86)	47% (178)	18% (68)	9% (33)	3% (12)	1% (3)
RD/WT: Wrong Track	23% (205)	38% (337)	24% (214)	10% (89)	2% (20)	1% (10)
Biden Job Approve	23% (122)	45% (235)	19% (97)	9% (44)	3% (14)	1% (5)
Biden Job Disapprove	22% (152)	38% (266)	26% (177)	10% (71)	3% (17)	1% (7)
Biden Job Strongly Approve	26% (48)	52% (97)	9% (17)	7% (13)	3% (6)	2% (4)
Biden Job Somewhat Approve	22% (74)	42% (138)	24% (80)	9% (31)	2% (8)	— (0)
Biden Job Somewhat Disapprove	22% (57)	38% (97)	27% (69)	10% (25)	3% (7)	— (0)
Biden Job Strongly Disapprove	22% (96)	39% (169)	25% (108)	11% (46)	2% (11)	1% (6)
Favorable of Biden	24% (128)	45% (245)	19% (102)	9% (50)	2% (13)	1% (5)
Unfavorable of Biden	22% (146)	38% (247)	26% (171)	10% (67)	2% (16)	1% (8)
Very Favorable of Biden	24% (49)	52% (105)	11% (22)	8% (17)	3% (5)	2% (4)
Somewhat Favorable of Biden	23% (79)	41% (141)	23% (80)	10% (33)	2% (8)	— (0)
Somewhat Unfavorable of Biden	25% (48)	40% (76)	25% (48)	8% (16)	1% (2)	— (0)
Very Unfavorable of Biden	21% (98)	37% (170)	27% (123)	11% (51)	3% (14)	2% (7)
#1 Issue: Economy	23% (160)	38% (265)	25% (175)	10% (68)	2% (15)	1% (7)
#1 Issue: Security	17% (19)	45% (51)	17% (19)	13% (14)	6% (7)	1% (1)
#1 Issue: Health Care	22% (26)	44% (51)	19% (22)	12% (14)	1% (1)	1% (1)
#1 Issue: Women's Issues	30% (37)	42% (52)	18% (22)	9% (11)	2% (2)	— (0)
#1 Issue: Education	28% (24)	53% (46)	13% (12)	3% (3)	3% (2)	— (0)
#1 Issue: Energy	23% (18)	40% (30)	23% (18)	10% (8)	2% (1)	2% (1)
2020 Vote: Joe Biden	24% (145)	41% (251)	21% (124)	10% (60)	3% (16)	1% (6)
2020 Vote: Donald Trump	21% (91)	40% (170)	24% (100)	11% (45)	3% (13)	1% (5)
2020 Vote: Didn't Vote	25% (45)	42% (76)	26% (47)	6% (11)	1% (2)	1% (1)

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Table BPCdem4_2: *What are the ages of your children?*
Age of child 2

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	23% (291)	41% (516)	22% (282)	10% (123)	3% (32)	1% (12)
2018 House Vote: Democrat	23% (118)	45% (228)	20% (102)	9% (44)	3% (13)	1% (4)
2018 House Vote: Republican	19% (71)	40% (146)	25% (91)	11% (39)	3% (13)	2% (7)
2016 Vote: Hillary Clinton	23% (106)	45% (209)	20% (93)	9% (40)	3% (13)	1% (4)
2016 Vote: Donald Trump	18% (67)	40% (152)	25% (96)	11% (43)	4% (14)	2% (7)
2016 Vote: Other	24% (16)	31% (20)	23% (15)	14% (9)	4% (2)	— (0)
2016 Vote: Didn't Vote	29% (102)	38% (134)	22% (78)	8% (29)	1% (3)	— (2)
Voted in 2014: Yes	19% (146)	43% (327)	22% (166)	11% (85)	3% (26)	1% (11)
Voted in 2014: No	29% (145)	38% (188)	23% (116)	8% (38)	1% (6)	— (2)
4-Region: Northeast	21% (42)	45% (89)	20% (40)	10% (20)	1% (3)	1% (2)
4-Region: Midwest	28% (77)	36% (98)	22% (59)	11% (29)	3% (8)	1% (3)
4-Region: South	23% (119)	39% (202)	25% (127)	9% (48)	2% (12)	1% (6)
4-Region: West	19% (52)	46% (127)	20% (56)	9% (26)	4% (10)	1% (2)
Child(Ren) Aged 0-17	25% (291)	44% (516)	24% (282)	5% (59)	1% (7)	— (3)
Child(Ren) Aged 0-5	49% (291)	42% (251)	7% (44)	2% (10)	— (0)	— (0)
Caregivers	26% (221)	44% (376)	20% (171)	7% (63)	1% (12)	1% (5)
Caregiver for Aging Parent	22% (32)	48% (70)	15% (22)	11% (17)	2% (3)	1% (1)
Caregiver for Sick or Disabled Family Member	21% (34)	39% (64)	22% (37)	14% (23)	3% (5)	1% (2)
Caregiver for Child/Dependent	27% (178)	44% (289)	22% (145)	5% (35)	1% (6)	— (1)
Business Owners	24% (58)	47% (117)	22% (55)	5% (12)	1% (3)	1% (2)
Non-Business Owners	23% (233)	39% (399)	22% (228)	11% (111)	3% (29)	1% (11)
Service Worker/Retail Sales/Laborers/Helpers	23% (52)	35% (78)	24% (55)	13% (30)	2% (5)	2% (5)
Trade/Skilled Workers	23% (14)	37% (22)	19% (11)	13% (8)	7% (4)	1% (1)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	21% (75)	42% (148)	23% (81)	9% (33)	3% (10)	1% (3)
Health Care and Medical Professionals/Lab Techs/Pharmacists	28% (47)	36% (61)	24% (40)	9% (15)	2% (3)	1% (2)
Other Professionals	22% (45)	43% (89)	19% (40)	12% (24)	3% (7)	1% (1)
Business Owners w/Employees	24% (54)	49% (109)	21% (46)	4% (9)	1% (2)	1% (2)
Access to Childcare	30% (172)	53% (304)	15% (83)	1% (8)	— (1)	— (1)
No Access to Childcare	29% (95)	47% (156)	21% (69)	3% (11)	— (1)	— (1)
Unsure of Access to Childcare	22% (24)	51% (56)	22% (24)	4% (4)	— (0)	1% (1)

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Table BPCdem4_2: *What are the ages of your children?*
Age of child 2

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	23% (291)	41% (516)	22% (282)	10% (123)	3% (32)	1% (12)
More Financially Secure after Pandemic	29% (90)	49% (149)	15% (45)	4% (13)	2% (6)	— (1)
Less Financially Secure after the Pandemic	23% (139)	37% (225)	26% (158)	10% (63)	3% (15)	1% (4)
Same Financial Security after the Pandemic	18% (62)	40% (141)	23% (80)	13% (46)	3% (11)	2% (7)
Access to Paid Parental Leave	24% (120)	42% (209)	19% (96)	10% (50)	2% (12)	1% (6)
No Access to Paid Parental Leave	24% (94)	37% (148)	25% (100)	11% (44)	2% (7)	— (2)
Access to Paid Caregiving Leave	25% (87)	42% (143)	20% (69)	10% (34)	2% (8)	1% (3)
No Access to Paid Caregiving Leave	23% (109)	39% (186)	24% (114)	11% (52)	2% (11)	1% (6)
Access to Flexible Work Hours	26% (113)	38% (167)	24% (105)	9% (38)	3% (12)	1% (5)
No Access to Flexible Work Hours	20% (104)	41% (212)	22% (114)	13% (66)	2% (12)	1% (5)
Access to Child Care as Employer Benefit	29% (57)	44% (87)	16% (32)	7% (14)	2% (5)	— (1)
No Access to Child Care as Employer Benefit	23% (157)	39% (263)	23% (155)	11% (77)	2% (14)	1% (9)
Access to Mental Health Benefits	24% (102)	38% (162)	22% (94)	11% (49)	3% (13)	2% (7)
No Access to Mental Health Benefits	24% (100)	41% (169)	23% (95)	10% (40)	2% (9)	1% (3)
Ethnicity: White (Non-Hispanic)	22% (169)	44% (339)	22% (170)	9% (67)	2% (15)	1% (9)
Ethnicity: Hispanic	26% (66)	41% (103)	18% (45)	10% (24)	3% (9)	1% (2)
Ethnicity: Black (Non-Hispanic)	26% (38)	30% (43)	25% (37)	13% (19)	4% (5)	1% (2)
Ethnicity: Asian + Other (Non-Hispanic)	19% (18)	32% (30)	33% (31)	13% (12)	3% (3)	— (0)
Single, never married	26% (47)	37% (66)	22% (39)	9% (17)	4% (8)	1% (1)
Married	23% (181)	45% (358)	21% (172)	9% (69)	1% (12)	1% (9)
Divorced	9% (10)	26% (29)	34% (38)	21% (24)	8% (9)	2% (2)
Living with a partner	40% (50)	35% (42)	19% (23)	5% (6)	1% (2)	— (0)

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

Table BPCdem4_3: *What are the ages of your children?*
Age of child 3

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (153)	37% (192)	18% (94)	12% (60)	3% (13)	1% (3)
Gender: Female	29% (153)	37% (192)	18% (94)	12% (60)	3% (13)	1% (3)
Age: 18-34	44% (70)	41% (65)	12% (19)	1% (2)	1% (2)	— (0)
Age: 35-44	27% (78)	39% (116)	21% (61)	12% (36)	— (1)	1% (2)
Age: 45-64	8% (5)	18% (12)	21% (13)	35% (23)	14% (9)	2% (1)
Millennials: 1981-1996	34% (128)	42% (157)	17% (64)	6% (23)	1% (3)	— (2)
GenXers: 1965-1980	13% (15)	25% (28)	19% (22)	33% (37)	9% (10)	— (0)
PID: Dem (no lean)	35% (78)	32% (71)	16% (36)	12% (26)	3% (7)	— (0)
PID: Ind (no lean)	21% (32)	42% (66)	22% (35)	12% (19)	2% (4)	— (1)
PID: Rep (no lean)	30% (42)	40% (56)	16% (22)	11% (16)	2% (2)	2% (3)
PID/Gender: Dem Women	35% (78)	32% (71)	16% (36)	12% (26)	3% (7)	— (0)
PID/Gender: Ind Women	21% (32)	42% (66)	22% (35)	12% (19)	2% (4)	— (1)
PID/Gender: Rep Women	30% (42)	40% (56)	16% (22)	11% (16)	2% (2)	2% (3)
Ideo: Liberal (1-3)	29% (42)	37% (53)	18% (26)	12% (17)	4% (5)	— (0)
Ideo: Moderate (4)	31% (55)	40% (71)	18% (32)	8% (14)	2% (4)	— (0)
Ideo: Conservative (5-7)	34% (46)	30% (41)	16% (22)	17% (23)	1% (1)	2% (3)
Educ: < College	25% (67)	39% (105)	19% (51)	13% (35)	3% (7)	1% (2)
Educ: Bachelors degree	25% (35)	44% (63)	16% (23)	10% (14)	4% (6)	1% (1)
Educ: Post-grad	47% (50)	23% (24)	19% (20)	11% (12)	— (0)	— (0)
Income: Under 50k	22% (42)	39% (76)	17% (33)	17% (33)	3% (6)	1% (3)
Income: 50k-100k	30% (56)	41% (76)	16% (30)	8% (15)	4% (7)	— (0)
Income: 100k+	39% (55)	29% (41)	22% (31)	9% (13)	1% (1)	— (1)
Ethnicity: White	31% (119)	41% (154)	15% (58)	10% (36)	2% (6)	1% (3)
Ethnicity: Hispanic	31% (36)	29% (33)	18% (21)	11% (12)	8% (9)	— (0)
Ethnicity: Black	25% (20)	30% (23)	25% (20)	16% (12)	3% (2)	— (0)
Ethnicity: Other	23% (14)	24% (15)	25% (16)	20% (12)	8% (5)	— (0)
All Christian	33% (81)	33% (82)	15% (37)	12% (31)	4% (11)	1% (3)
Agnostic/Nothing in particular	27% (34)	41% (53)	20% (25)	11% (14)	— (1)	— (1)
Something Else	29% (33)	37% (41)	21% (24)	10% (11)	2% (2)	— (0)
Evangelical	31% (58)	32% (61)	20% (38)	12% (22)	3% (5)	1% (3)
Non-Evangelical	32% (51)	36% (58)	14% (23)	12% (20)	5% (7)	— (0)

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Table BPCdem4_3: *What are the ages of your children?*
Age of child 3

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (153)	37% (192)	18% (94)	12% (60)	3% (13)	1% (3)
Community: Urban	40% (66)	30% (50)	18% (29)	9% (15)	2% (3)	— (0)
Community: Suburban	24% (56)	37% (86)	19% (44)	14% (32)	4% (8)	— (1)
Community: Rural	25% (31)	45% (57)	16% (21)	10% (13)	2% (2)	2% (2)
Employ: Private Sector	30% (115)	39% (150)	18% (71)	10% (40)	1% (3)	1% (3)
Employ: Government	26% (22)	28% (23)	15% (13)	20% (17)	10% (9)	— (0)
Employ: Self-Employed	31% (16)	38% (19)	20% (10)	7% (3)	2% (1)	— (0)
Military HH: No	29% (138)	37% (177)	18% (89)	12% (56)	3% (13)	1% (3)
RD/WT: Right Direction	39% (71)	30% (54)	15% (28)	10% (18)	4% (8)	— (1)
RD/WT: Wrong Track	24% (81)	41% (138)	20% (66)	12% (42)	2% (5)	1% (3)
Biden Job Approve	36% (85)	34% (80)	16% (38)	9% (22)	3% (8)	— (0)
Biden Job Disapprove	23% (61)	41% (107)	20% (53)	12% (32)	2% (5)	1% (3)
Biden Job Strongly Approve	49% (46)	23% (22)	13% (12)	10% (9)	3% (3)	— (0)
Biden Job Somewhat Approve	27% (39)	41% (58)	18% (26)	9% (13)	4% (5)	— (0)
Biden Job Somewhat Disapprove	19% (18)	43% (43)	25% (25)	10% (10)	1% (1)	1% (1)
Biden Job Strongly Disapprove	26% (42)	39% (64)	17% (28)	14% (22)	2% (4)	1% (2)
Favorable of Biden	32% (80)	35% (87)	17% (41)	12% (30)	3% (8)	— (0)
Unfavorable of Biden	26% (64)	39% (97)	20% (50)	11% (28)	2% (5)	1% (3)
Very Favorable of Biden	40% (41)	30% (32)	15% (15)	8% (8)	5% (5)	— (0)
Somewhat Favorable of Biden	27% (39)	38% (55)	18% (26)	15% (22)	2% (3)	— (0)
Somewhat Unfavorable of Biden	25% (20)	39% (31)	25% (20)	7% (6)	2% (1)	— (0)
Very Unfavorable of Biden	26% (43)	39% (66)	18% (29)	13% (22)	2% (4)	2% (3)
#1 Issue: Economy	27% (75)	36% (101)	19% (54)	13% (37)	3% (8)	1% (2)
#1 Issue: Health Care	42% (27)	27% (17)	17% (11)	10% (6)	1% (1)	2% (1)
#1 Issue: Women's Issues	24% (13)	48% (26)	15% (8)	11% (6)	2% (1)	— (0)
2020 Vote: Joe Biden	32% (87)	30% (83)	20% (55)	12% (33)	4% (10)	— (0)
2020 Vote: Donald Trump	28% (45)	42% (69)	15% (24)	12% (19)	2% (3)	1% (2)
2020 Vote: Didn't Vote	27% (20)	44% (32)	17% (13)	10% (7)	— (0)	2% (1)
2018 House Vote: Democrat	35% (80)	31% (71)	17% (38)	12% (28)	4% (9)	— (0)
2018 House Vote: Republican	22% (30)	46% (63)	17% (22)	10% (14)	2% (3)	2% (3)

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Table BPCdem4_3: *What are the ages of your children?*
Age of child 3

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (153)	37% (192)	18% (94)	12% (60)	3% (13)	1% (3)
2016 Vote: Hillary Clinton	35% (72)	33% (67)	15% (31)	13% (27)	3% (6)	— (0)
2016 Vote: Donald Trump	26% (38)	38% (55)	18% (26)	12% (17)	4% (6)	2% (3)
2016 Vote: Didn't Vote	27% (39)	38% (56)	24% (35)	11% (16)	— (0)	— (0)
Voted in 2014: Yes	30% (94)	38% (118)	14% (42)	13% (41)	4% (11)	1% (3)
Voted in 2014: No	28% (59)	36% (74)	25% (51)	10% (20)	1% (2)	— (0)
4-Region: Northeast	27% (17)	36% (23)	27% (17)	7% (4)	2% (1)	— (0)
4-Region: Midwest	18% (20)	46% (52)	21% (24)	10% (11)	2% (2)	3% (3)
4-Region: South	34% (80)	37% (86)	13% (31)	14% (34)	1% (3)	— (0)
4-Region: West	32% (35)	29% (32)	19% (21)	10% (11)	6% (7)	— (0)
Child(Ren) Aged 0-17	31% (153)	39% (192)	19% (94)	10% (48)	1% (7)	— (2)
Child(Ren) Aged 0-5	50% (153)	34% (105)	12% (37)	3% (10)	1% (3)	— (0)
Caregivers	32% (119)	36% (132)	18% (67)	10% (35)	3% (12)	— (2)
Caregiver for Aging Parent	44% (34)	22% (17)	21% (16)	5% (4)	6% (5)	1% (1)
Caregiver for Sick or Disabled Family Member	22% (19)	30% (25)	21% (18)	14% (12)	8% (7)	1% (1)
Caregiver for Child/Dependent	30% (82)	41% (112)	17% (47)	10% (28)	1% (4)	— (1)
Business Owners	36% (41)	26% (30)	29% (34)	5% (6)	3% (4)	— (0)
Non-Business Owners	28% (112)	40% (162)	15% (60)	13% (54)	2% (9)	1% (3)
Service Worker/Retail Sales/Laborers/Helpers	28% (27)	40% (39)	15% (14)	14% (14)	1% (1)	1% (1)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	27% (39)	43% (62)	13% (18)	15% (22)	1% (1)	1% (1)
Health Care and Medical Professionals/Lab Techs/Pharmacists	24% (16)	45% (31)	11% (7)	18% (12)	2% (1)	1% (1)
Other Professionals	34% (24)	30% (21)	18% (13)	9% (6)	8% (6)	— (0)
Business Owners w/Employees	36% (37)	25% (27)	31% (33)	5% (5)	2% (3)	— (0)
Access to Childcare	41% (105)	38% (99)	15% (39)	5% (13)	1% (2)	— (0)
No Access to Childcare	25% (39)	44% (69)	19% (29)	9% (14)	3% (5)	— (1)
More Financially Secure after Pandemic	48% (65)	25% (34)	17% (23)	6% (8)	3% (4)	— (0)
Less Financially Secure after the Pandemic	22% (54)	40% (101)	21% (52)	15% (38)	2% (5)	1% (2)
Same Financial Security after the Pandemic	25% (34)	43% (57)	14% (19)	11% (15)	3% (4)	1% (1)
Access to Paid Parental Leave	30% (56)	40% (75)	15% (28)	12% (22)	3% (5)	— (0)
No Access to Paid Parental Leave	28% (46)	38% (63)	17% (28)	13% (22)	— (0)	2% (3)
Access to Paid Caregiving Leave	36% (50)	38% (52)	11% (15)	12% (16)	3% (5)	— (0)
No Access to Paid Caregiving Leave	23% (44)	42% (80)	18% (34)	14% (26)	1% (1)	1% (2)

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Table BPCdem4_3: *What are the ages of your children?*
Age of child 3

Demographic	0-5	6-12	13-17	18-25	26-34	35-44
Working Mothers	29% (153)	37% (192)	18% (94)	12% (60)	3% (13)	1% (3)
Access to Flexible Work Hours	31% (56)	42% (75)	12% (21)	13% (23)	1% (1)	1% (1)
No Access to Flexible Work Hours	25% (50)	39% (79)	18% (36)	14% (28)	3% (5)	1% (2)
Access to Child Care as Employer Benefit	32% (24)	46% (34)	13% (10)	8% (6)	1% (1)	— (0)
No Access to Child Care as Employer Benefit	26% (71)	41% (114)	15% (40)	14% (39)	2% (4)	1% (3)
Access to Mental Health Benefits	27% (45)	38% (62)	17% (27)	15% (24)	2% (3)	— (1)
No Access to Mental Health Benefits	25% (42)	45% (75)	14% (24)	12% (21)	2% (3)	1% (3)
Ethnicity: White (Non-Hispanic)	30% (90)	43% (128)	15% (44)	10% (31)	— (1)	1% (3)
Ethnicity: Hispanic	31% (36)	29% (33)	18% (21)	11% (12)	8% (9)	— (0)
Ethnicity: Black (Non-Hispanic)	22% (15)	30% (21)	27% (19)	17% (12)	3% (2)	— (0)
Single, never married	31% (20)	36% (24)	15% (10)	9% (6)	9% (6)	— (0)
Married	32% (112)	36% (126)	19% (67)	10% (35)	1% (3)	1% (3)

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

Table BPCdem4_4: *What are the ages of your children?*
Age of child 4

Demographic	0-5		6-12		13-17		18-25		26-34		35-44		45+		Total N
Working Mothers	32%	(56)	30%	(53)	18%	(31)	13%	(23)	3%	(5)	1%	(3)	3%	(5)	176
Gender: Female	32%	(56)	30%	(53)	18%	(31)	13%	(23)	3%	(5)	1%	(3)	3%	(5)	176
Age: 18-34	44%	(25)	34%	(19)	13%	(7)	4%	(2)	3%	(2)	—	(0)	2%	(1)	57
Age: 35-44	30%	(28)	30%	(28)	26%	(24)	12%	(12)	—	(0)	2%	(2)	—	(0)	94
Millennials: 1981-1996	38%	(50)	34%	(45)	19%	(25)	6%	(7)	—	(0)	1%	(2)	1%	(1)	131
PID: Dem (no lean)	42%	(31)	22%	(16)	15%	(11)	17%	(13)	1%	(1)	—	(0)	3%	(2)	74
PID: Rep (no lean)	25%	(13)	34%	(18)	19%	(10)	12%	(6)	3%	(2)	4%	(2)	3%	(1)	53
PID/Gender: Dem Women	42%	(31)	22%	(16)	15%	(11)	17%	(13)	1%	(1)	—	(0)	3%	(2)	74
PID/Gender: Rep Women	25%	(13)	34%	(18)	19%	(10)	12%	(6)	3%	(2)	4%	(2)	3%	(1)	53
Ideo: Moderate (4)	24%	(12)	37%	(19)	15%	(8)	16%	(9)	3%	(2)	—	(0)	5%	(3)	52
Educ: < College	28%	(30)	32%	(35)	18%	(20)	17%	(19)	1%	(1)	1%	(1)	2%	(2)	109
Income: Under 50k	27%	(23)	35%	(29)	13%	(11)	18%	(14)	2%	(2)	2%	(2)	2%	(2)	83
Income: 50k-100k	30%	(17)	31%	(17)	22%	(12)	10%	(5)	3%	(2)	—	(0)	5%	(3)	56
Ethnicity: White	35%	(47)	29%	(39)	18%	(23)	12%	(15)	2%	(2)	2%	(3)	3%	(4)	133
All Christian	33%	(25)	30%	(23)	12%	(9)	18%	(14)	2%	(2)	3%	(2)	2%	(2)	77
Evangelical	30%	(20)	27%	(18)	23%	(15)	14%	(9)	2%	(1)	3%	(2)	1%	(1)	65
Non-Evangelical	40%	(22)	28%	(15)	8%	(4)	17%	(9)	4%	(2)	—	(0)	3%	(2)	54
Community: Urban	43%	(26)	31%	(18)	17%	(10)	6%	(3)	—	(0)	—	(0)	4%	(2)	60
Community: Suburban	22%	(15)	35%	(24)	15%	(10)	18%	(13)	4%	(3)	3%	(2)	3%	(2)	69
Employ: Private Sector	35%	(46)	29%	(38)	20%	(26)	10%	(13)	1%	(2)	2%	(3)	2%	(2)	130
Military HH: No	32%	(52)	30%	(49)	18%	(28)	13%	(20)	3%	(4)	2%	(3)	3%	(5)	161
RD/WT: Right Direction	42%	(25)	27%	(16)	15%	(9)	11%	(7)	3%	(2)	2%	(1)	—	(0)	60
RD/WT: Wrong Track	27%	(31)	32%	(37)	19%	(23)	14%	(16)	3%	(3)	1%	(1)	4%	(5)	117
Biden Job Approve	41%	(32)	26%	(20)	13%	(10)	13%	(10)	2%	(2)	—	(0)	4%	(3)	77
Biden Job Disapprove	24%	(22)	36%	(33)	20%	(18)	13%	(12)	4%	(3)	2%	(2)	1%	(1)	91
Biden Job Strongly Disapprove	31%	(20)	31%	(20)	17%	(11)	13%	(9)	4%	(3)	1%	(1)	2%	(1)	65
Favorable of Biden	37%	(29)	26%	(21)	17%	(14)	15%	(12)	1%	(0)	1%	(1)	4%	(3)	81
Unfavorable of Biden	27%	(24)	34%	(30)	19%	(17)	12%	(11)	5%	(4)	2%	(2)	1%	(1)	89
Very Unfavorable of Biden	28%	(19)	35%	(24)	16%	(11)	12%	(9)	4%	(3)	3%	(2)	2%	(1)	68
#1 Issue: Economy	26%	(23)	29%	(26)	19%	(18)	21%	(19)	3%	(3)	1%	(1)	1%	(1)	91
2020 Vote: Joe Biden	32%	(26)	26%	(22)	18%	(15)	17%	(14)	3%	(2)	—	(0)	4%	(3)	83
2020 Vote: Donald Trump	29%	(20)	37%	(25)	18%	(12)	8%	(5)	4%	(3)	2%	(1)	2%	(1)	67

Continued on next page

Table BPCdem4_4: *What are the ages of your children?*
Age of child 4

Demographic	0-5		6-12		13-17		18-25		26-34		35-44		45+		Total N
Working Mothers	32%	(56)	30%	(53)	18%	(31)	13%	(23)	3%	(5)	1%	(3)	3%	(5)	176
2018 House Vote: Democrat	38%	(28)	25%	(19)	15%	(11)	16%	(12)	3%	(2)	—	(0)	3%	(2)	74
2016 Vote: Hillary Clinton	38%	(27)	22%	(15)	18%	(12)	17%	(12)	2%	(1)	—	(0)	4%	(2)	69
2016 Vote: Donald Trump	24%	(13)	38%	(22)	22%	(12)	7%	(4)	5%	(3)	5%	(3)	—	(0)	57
Voted in 2014: Yes	33%	(36)	26%	(29)	21%	(22)	12%	(13)	3%	(4)	2%	(3)	3%	(3)	108
Voted in 2014: No	30%	(21)	37%	(25)	14%	(9)	16%	(11)	2%	(1)	—	(0)	2%	(1)	68
4-Region: South	32%	(29)	34%	(31)	12%	(11)	16%	(14)	4%	(3)	1%	(1)	1%	(1)	90
Child(Ren) Aged 0-17	34%	(56)	32%	(53)	19%	(31)	10%	(17)	2%	(4)	2%	(3)	1%	(2)	167
Child(Ren) Aged 0-5	51%	(56)	28%	(31)	14%	(15)	3%	(3)	2%	(2)	1%	(1)	2%	(2)	111
Caregivers	36%	(45)	30%	(38)	15%	(19)	11%	(14)	4%	(5)	1%	(2)	3%	(3)	125
Caregiver for Child/Dependent	35%	(30)	36%	(31)	15%	(13)	11%	(10)	1%	(1)	1%	(1)	2%	(1)	88
Non-Business Owners	28%	(40)	33%	(47)	17%	(24)	14%	(20)	3%	(4)	2%	(3)	3%	(4)	142
Access to Childcare	40%	(34)	35%	(30)	17%	(14)	3%	(2)	3%	(2)	1%	(1)	2%	(1)	85
No Access to Childcare	33%	(18)	35%	(20)	17%	(9)	11%	(6)	2%	(1)	1%	(1)	1%	(1)	55
Less Financially Secure after the Pandemic	22%	(17)	36%	(27)	20%	(16)	15%	(11)	3%	(2)	2%	(2)	2%	(1)	77
Same Financial Security after the Pandemic	31%	(17)	21%	(11)	18%	(10)	19%	(10)	4%	(2)	2%	(1)	6%	(3)	55
Access to Paid Parental Leave	30%	(21)	30%	(22)	21%	(15)	11%	(8)	4%	(3)	1%	(1)	3%	(2)	71
No Access to Paid Caregiving Leave	24%	(14)	41%	(24)	14%	(8)	11%	(7)	5%	(3)	1%	(1)	3%	(2)	59
Access to Flexible Work Hours	28%	(18)	39%	(25)	16%	(10)	10%	(6)	4%	(3)	1%	(1)	1%	(1)	64
No Access to Flexible Work Hours	31%	(21)	30%	(20)	14%	(10)	15%	(10)	2%	(2)	3%	(2)	5%	(3)	68
No Access to Child Care as Employer Benefit	27%	(25)	36%	(34)	14%	(13)	14%	(13)	3%	(3)	2%	(2)	3%	(3)	94
No Access to Mental Health Benefits	26%	(15)	42%	(25)	10%	(6)	14%	(8)	5%	(3)	2%	(1)	1%	(1)	58
Ethnicity: White (Non-Hispanic)	28%	(26)	34%	(31)	22%	(20)	11%	(10)	2%	(2)	2%	(2)	1%	(1)	92
Married	40%	(47)	29%	(34)	17%	(20)	8%	(10)	2%	(3)	1%	(2)	3%	(3)	118

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

Table BPCdem4_5: *What are the ages of your children?*
Age of child 5

Demographic	0-5		6-12		13-17		18-25		26-34		45+		Total N
Working Mothers	46%	(30)	19%	(12)	9%	(6)	17%	(11)	4%	(3)	5%	(3)	65
Gender: Female	46%	(30)	19%	(12)	9%	(6)	17%	(11)	4%	(3)	5%	(3)	65
Military HH: No	47%	(26)	22%	(12)	6%	(3)	16%	(9)	5%	(3)	5%	(3)	57
Child(Ren) Aged 0-17	50%	(30)	21%	(12)	10%	(6)	13%	(8)	4%	(3)	2%	(1)	60
Caregivers	51%	(27)	15%	(8)	10%	(5)	16%	(9)	3%	(1)	6%	(3)	54

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

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni-versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Gender: Female	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Age: 18-34	28%	(157)	5%	(29)	26%	(145)	21%	(115)	19%	(108)
Age: 35-44	24%	(218)	5%	(51)	35%	(325)	16%	(143)	20%	(185)
Age: 45-64	21%	(124)	5%	(30)	41%	(241)	16%	(95)	17%	(98)
GenZers: 1997-2012	43%	(32)	3%	(3)	13%	(9)	13%	(10)	27%	(20)
Millennials: 1981-1996	23%	(268)	6%	(69)	33%	(379)	18%	(212)	19%	(221)
GenXers: 1965-1980	23%	(148)	4%	(28)	37%	(238)	16%	(99)	19%	(122)
Baby Boomers: 1946-1964	26%	(56)	5%	(11)	40%	(88)	15%	(33)	13%	(29)
PID: Dem (no lean)	21%	(173)	6%	(47)	37%	(303)	18%	(149)	18%	(152)
PID: Ind (no lean)	29%	(177)	5%	(30)	33%	(198)	15%	(91)	18%	(110)
PID: Rep (no lean)	24%	(154)	5%	(34)	33%	(213)	18%	(115)	20%	(130)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni-versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
PID/Gender: Dem Women	21%	(173)	6%	(47)	37%	(303)	18%	(149)	18%	(152)
PID/Gender: Ind Women	29%	(177)	5%	(30)	33%	(198)	15%	(91)	18%	(110)
PID/Gender: Rep Women	24%	(154)	5%	(34)	33%	(213)	18%	(115)	20%	(130)
Ideo: Liberal (1-3)	19%	(113)	5%	(29)	40%	(237)	16%	(93)	21%	(123)
Ideo: Moderate (4)	22%	(141)	5%	(35)	36%	(232)	18%	(112)	18%	(118)
Ideo: Conservative (5-7)	25%	(163)	5%	(31)	31%	(200)	19%	(120)	20%	(128)
Educ: < College	39%	(429)	8%	(91)	27%	(302)	16%	(174)	10%	(113)
Educ: Bachelors degree	9%	(53)	2%	(11)	50%	(295)	18%	(105)	21%	(122)
Educ: Post-grad	6%	(22)	2%	(9)	31%	(117)	20%	(75)	41%	(157)
Income: Under 50k	40%	(334)	7%	(62)	23%	(194)	17%	(138)	13%	(105)
Income: 50k-100k	18%	(141)	5%	(40)	39%	(309)	15%	(120)	22%	(175)
Income: 100k+	6%	(29)	2%	(8)	46%	(211)	21%	(97)	25%	(113)
Ethnicity: White	24%	(384)	5%	(73)	34%	(538)	17%	(264)	20%	(311)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni- versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Ethnicity: Hispanic	24%	(89)	5%	(19)	41%	(150)	15%	(56)	15%	(57)
Ethnicity: Black	25%	(65)	8%	(19)	31%	(80)	21%	(53)	15%	(38)
Ethnicity: Other	22%	(55)	7%	(18)	38%	(95)	15%	(37)	17%	(43)
All Christian	20%	(179)	4%	(37)	39%	(354)	17%	(154)	21%	(189)
All Non-Christian	20%	(13)	6%	(4)	33%	(21)	20%	(13)	20%	(13)
Atheist	20%	(12)	4%	(3)	33%	(20)	21%	(13)	23%	(14)
Agnostic/Nothing in particular	28%	(169)	6%	(35)	33%	(196)	16%	(96)	17%	(99)
Something Else	30%	(131)	7%	(32)	28%	(122)	18%	(79)	17%	(77)
Religious Non-Protestant/Catholic	25%	(20)	5%	(4)	34%	(27)	18%	(14)	18%	(14)
Evangelical	26%	(159)	7%	(45)	28%	(166)	18%	(111)	20%	(120)
Non-Evangelical	20%	(141)	3%	(23)	42%	(298)	16%	(117)	19%	(137)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni- versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Community: Urban	26%	(135)	5%	(27)	40%	(204)	16%	(82)	12%	(62)
Community: Suburban	20%	(197)	4%	(43)	37%	(365)	17%	(168)	23%	(226)
Community: Rural	30%	(172)	7%	(40)	26%	(144)	18%	(105)	18%	(104)
Employ: Private Sector	27%	(439)	6%	(100)	36%	(590)	18%	(299)	14%	(226)
Employ: Government	11%	(41)	2%	(9)	32%	(117)	14%	(51)	41%	(153)
Employ: Self-Employed	48%	(24)	4%	(2)	12%	(6)	9%	(5)	26%	(13)
Military HH: Yes	17%	(33)	4%	(7)	32%	(61)	24%	(45)	23%	(44)
Military HH: No	25%	(471)	5%	(103)	35%	(652)	16%	(310)	18%	(348)
RD/WT: Right Direction	22%	(119)	6%	(30)	39%	(215)	16%	(89)	18%	(97)
RD/WT: Wrong Track	25%	(385)	5%	(80)	33%	(499)	17%	(266)	19%	(295)
Biden Job Approve	21%	(173)	5%	(38)	38%	(309)	17%	(135)	20%	(160)
Biden Job Disapprove	25%	(294)	6%	(65)	33%	(381)	17%	(203)	19%	(225)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni- versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Biden Job Strongly Approve	22%	(51)	5%	(11)	38%	(89)	15%	(34)	20%	(47)
Biden Job Somewhat Approve	21%	(121)	5%	(27)	38%	(220)	17%	(101)	19%	(113)
Biden Job Somewhat Disapprove	20%	(83)	6%	(23)	36%	(152)	17%	(73)	21%	(88)
Biden Job Strongly Disapprove	28%	(211)	6%	(41)	31%	(229)	17%	(130)	18%	(137)
Favorable of Biden	22%	(187)	5%	(40)	37%	(320)	17%	(145)	20%	(176)
Unfavorable of Biden	26%	(284)	6%	(63)	33%	(368)	17%	(193)	18%	(201)
Very Favorable of Biden	25%	(69)	5%	(13)	36%	(99)	17%	(45)	18%	(48)
Somewhat Favorable of Biden	20%	(119)	5%	(28)	37%	(221)	17%	(100)	21%	(128)
Somewhat Unfavorable of Biden	21%	(67)	6%	(19)	37%	(120)	17%	(55)	20%	(65)
Very Unfavorable of Biden	28%	(217)	6%	(44)	32%	(249)	18%	(138)	17%	(137)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni-versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
#1 Issue: Economy	25%	(282)	7%	(72)	35%	(390)	15%	(172)	18%	(196)
#1 Issue: Security	29%	(62)	5%	(10)	32%	(67)	16%	(34)	19%	(39)
#1 Issue: Health Care	21%	(42)	1%	(2)	39%	(78)	27%	(54)	12%	(24)
#1 Issue: Medicare / Social Security	21%	(10)	8%	(4)	38%	(19)	20%	(10)	13%	(6)
#1 Issue: Women's Issues	21%	(38)	2%	(3)	40%	(72)	16%	(29)	20%	(36)
#1 Issue: Education	10%	(13)	7%	(10)	22%	(29)	16%	(21)	44%	(57)
#1 Issue: Energy	33%	(45)	4%	(5)	31%	(42)	17%	(24)	15%	(21)
#1 Issue: Other	22%	(12)	5%	(3)	32%	(18)	20%	(11)	21%	(12)
2020 Vote: Joe Biden	18%	(168)	5%	(42)	40%	(375)	17%	(157)	20%	(190)
2020 Vote: Donald Trump	24%	(177)	5%	(37)	35%	(253)	18%	(128)	18%	(127)
2020 Vote: Other	23%	(18)	4%	(4)	19%	(16)	25%	(20)	29%	(23)
2020 Vote: Didn't Vote	41%	(141)	8%	(28)	21%	(70)	15%	(50)	15%	(51)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni- versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
2018 House Vote: Democrat	18%	(136)	5%	(38)	40%	(305)	17%	(132)	21%	(159)
2018 House Vote: Republican	24%	(143)	5%	(27)	35%	(208)	17%	(101)	20%	(118)
2018 House Vote: Someone else	21%	(15)	5%	(3)	28%	(20)	22%	(16)	24%	(17)
2016 Vote: Hillary Clinton	16%	(121)	4%	(32)	41%	(300)	17%	(123)	22%	(159)
2016 Vote: Donald Trump	24%	(151)	4%	(26)	36%	(225)	18%	(112)	18%	(116)
2016 Vote: Other	24%	(23)	3%	(3)	40%	(39)	13%	(13)	20%	(19)
2016 Vote: Didn't Vote	34%	(210)	8%	(50)	24%	(150)	18%	(107)	16%	(97)
Voted in 2014: Yes	18%	(217)	5%	(56)	40%	(478)	17%	(202)	21%	(250)
Voted in 2014: No	33%	(287)	6%	(55)	27%	(236)	17%	(153)	16%	(142)
4-Region: Northeast	22%	(74)	3%	(11)	34%	(115)	19%	(62)	22%	(73)
4-Region: Midwest	23%	(113)	5%	(23)	33%	(159)	18%	(88)	21%	(104)
4-Region: South	26%	(208)	7%	(59)	32%	(258)	18%	(142)	16%	(130)
4-Region: West	24%	(108)	4%	(18)	40%	(181)	14%	(63)	19%	(85)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni-versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Child(Ren) Aged 0-17	23%	(353)	5%	(80)	34%	(512)	18%	(270)	20%	(295)
Child(Ren) Aged 0-5	23%	(160)	4%	(28)	35%	(241)	21%	(143)	18%	(126)
Caregivers	22%	(256)	5%	(53)	34%	(392)	20%	(225)	19%	(219)
Caregiver for Aging Parent	19%	(34)	6%	(10)	37%	(67)	21%	(37)	17%	(31)
Caregiver for Sick or Disabled Family Member	26%	(55)	4%	(8)	31%	(65)	24%	(50)	14%	(30)
Caregiver for Child/Dependent	22%	(195)	5%	(40)	34%	(297)	18%	(160)	21%	(182)
Non-Business Owners	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Service Worker/Retail Sales/Laborers/Helpers	100%	(504)	—	(0)	—	(0)	—	(0)	—	(0)
Trade/Skilled Workers	—	(0)	100%	(110)	—	(0)	—	(0)	—	(0)
Administrative Workers/Office Professionals/Exec and Sr Level Managers	—	(0)	—	(0)	100%	(714)	—	(0)	—	(0)
Health Care and Medical Professionals/Lab Techs/Pharmacists	—	(0)	—	(0)	—	(0)	100%	(355)	—	(0)
Other Professionals	—	(0)	—	(0)	—	(0)	—	(0)	100%	(392)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni- versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Access to Childcare	17%	(111)	5%	(31)	37%	(240)	22%	(140)	20%	(127)
No Access to Childcare	28%	(123)	5%	(23)	30%	(132)	15%	(67)	22%	(95)
Unsure of Access to Childcare	29%	(45)	6%	(9)	35%	(55)	16%	(25)	14%	(22)
More Financially Secure after Pandemic	22%	(77)	7%	(26)	34%	(120)	15%	(54)	21%	(73)
Less Financially Secure after the Pandemic	28%	(300)	4%	(48)	32%	(348)	18%	(193)	18%	(196)
Same Financial Security after the Pandemic	20%	(127)	6%	(37)	38%	(245)	17%	(108)	19%	(122)
Access to Paid Parental Leave	19%	(190)	5%	(45)	42%	(412)	17%	(164)	18%	(178)
No Access to Paid Parental Leave	29%	(232)	6%	(50)	29%	(231)	16%	(130)	20%	(163)
Access to Paid Caregiving Leave	17%	(122)	3%	(24)	39%	(278)	20%	(144)	20%	(138)
No Access to Paid Caregiving Leave	28%	(277)	7%	(65)	31%	(302)	16%	(153)	19%	(181)
Access to Flexible Work Hours	15%	(143)	4%	(33)	51%	(471)	15%	(140)	15%	(139)
No Access to Flexible Work Hours	32%	(328)	7%	(71)	20%	(209)	19%	(197)	22%	(232)

Continued on next page

Table BPCdem5: *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; and roofers.		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; chil care workers an directors; uni-versity/college professors; and pilots and airlin workers.	
Working Mothers	24%	(504)	5%	(110)	34%	(714)	17%	(355)	19%	(392)
Access to Child Care as Employer Benefit	16%	(56)	5%	(19)	43%	(153)	20%	(70)	16%	(57)
No Access to Child Care as Employer Benefit	26%	(365)	5%	(70)	33%	(462)	16%	(221)	20%	(271)
Access to Mental Health Benefits	15%	(131)	4%	(34)	42%	(366)	19%	(163)	21%	(185)
No Access to Mental Health Benefits	32%	(265)	7%	(57)	29%	(246)	15%	(126)	17%	(142)
Ethnicity: White (Non-Hispanic)	25%	(323)	5%	(66)	33%	(429)	17%	(228)	20%	(269)
Ethnicity: Hispanic	24%	(89)	5%	(19)	41%	(150)	15%	(56)	15%	(57)
Ethnicity: Black (Non-Hispanic)	26%	(59)	8%	(19)	30%	(69)	22%	(51)	14%	(33)
Ethnicity: Asian + Other (Non-Hispanic)	21%	(34)	4%	(7)	41%	(66)	13%	(21)	20%	(32)
Single, never married	37%	(134)	6%	(21)	29%	(103)	16%	(57)	12%	(43)
Married	17%	(194)	4%	(50)	37%	(428)	19%	(218)	22%	(255)
Separated	29%	(16)	4%	(2)	38%	(21)	17%	(9)	12%	(6)
Divorced	27%	(69)	7%	(17)	37%	(96)	12%	(32)	18%	(46)
Living with a partner	37%	(79)	8%	(17)	24%	(51)	15%	(32)	16%	(35)

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

Table BPCdem6: *What industry best describes your company?*

Demographic	Agriculture	Automotive	Construction	Financial Services	Health Care	Manufacturing	Real Estate	Retail	Professional Services	Technology	Tourism / Ac-commo-dation	Trans
Working Mothers	1% (4)	1% (3)	5% (20)	7% (32)	10% (40)	4% (18)	3% (15)	15% (63)	12% (49)	13% (57)	1% (3)	2%
Gender: Female	1% (4)	1% (3)	5% (20)	7% (32)	10% (40)	4% (18)	3% (15)	15% (63)	12% (49)	13% (57)	1% (3)	2%
Age: 18-34	— (0)	— (0)	5% (8)	12% (20)	10% (17)	4% (8)	5% (8)	16% (27)	7% (13)	20% (36)	— (0)	1%
Age: 35-44	1% (2)	2% (3)	7% (10)	4% (7)	8% (12)	3% (5)	4% (6)	17% (28)	14% (22)	13% (20)	1% (2)	2%
Age: 45-64	3% (2)	— (0)	2% (2)	6% (5)	12% (11)	6% (5)	1% (1)	7% (6)	14% (13)	2% (2)	— (0)	4%
Millennials: 1981-1996	1% (2)	1% (2)	6% (17)	8% (21)	8% (21)	4% (10)	4% (10)	15% (40)	11% (30)	20% (52)	1% (2)	1%
GenXers: 1965-1980	1% (1)	1% (1)	2% (2)	9% (7)	10% (8)	4% (4)	1% (1)	15% (12)	15% (12)	4% (3)	1% (1)	2%
PID: Dem (no lean)	— (1)	— (1)	3% (6)	11% (25)	7% (15)	4% (9)	2% (4)	13% (28)	13% (28)	22% (48)	1% (1)	1%
PID: Ind (no lean)	2% (3)	1% (1)	4% (4)	3% (3)	10% (11)	4% (4)	5% (5)	17% (19)	13% (14)	7% (7)	1% (1)	2%
PID: Rep (no lean)	1% (1)	1% (1)	11% (10)	4% (4)	15% (14)	4% (4)	5% (5)	17% (16)	8% (8)	2% (2)	— (0)	3%
PID/Gender: Dem Women	— (1)	— (1)	3% (6)	11% (25)	7% (15)	4% (9)	2% (4)	13% (28)	13% (28)	22% (48)	1% (1)	1%
PID/Gender: Ind Women	2% (3)	1% (1)	4% (4)	3% (3)	10% (11)	4% (4)	5% (5)	17% (19)	13% (14)	7% (7)	1% (1)	2%
PID/Gender: Rep Women	1% (1)	1% (1)	11% (10)	4% (4)	15% (14)	4% (4)	5% (5)	17% (16)	8% (8)	2% (2)	— (0)	3%
Ideo: Liberal (1-3)	1% (1)	— (0)	2% (2)	10% (15)	7% (10)	5% (8)	4% (5)	15% (23)	13% (20)	17% (26)	1% (2)	1%
Ideo: Moderate (4)	2% (3)	— (0)	7% (9)	6% (8)	11% (15)	4% (5)	3% (4)	12% (15)	11% (14)	19% (25)	— (0)	1%
Ideo: Conservative (5-7)	1% (1)	2% (2)	8% (9)	8% (8)	11% (13)	3% (3)	5% (5)	16% (18)	10% (11)	6% (6)	— (0)	2%
Educ: < College	2% (3)	1% (2)	7% (13)	3% (5)	11% (19)	4% (8)	1% (2)	19% (35)	14% (26)	3% (6)	1% (2)	2%
Educ: Bachelors degree	— (0)	— (0)	6% (6)	7% (8)	6% (6)	7% (7)	4% (4)	10% (10)	12% (13)	10% (10)	— (0)	2%
Educ: Post-grad	— (1)	— (1)	1% (1)	14% (19)	11% (15)	2% (3)	6% (8)	13% (18)	8% (11)	29% (41)	— (1)	1%
Income: Under 50k	3% (4)	— (1)	3% (4)	3% (4)	9% (14)	5% (7)	3% (5)	21% (31)	11% (16)	3% (5)	1% (2)	1%
Income: 50k-100k	— (0)	1% (1)	8% (12)	6% (10)	10% (16)	4% (7)	3% (4)	9% (15)	14% (22)	12% (19)	1% (1)	3%
Income: 100k+	— (0)	— (1)	3% (4)	14% (18)	9% (11)	3% (4)	5% (6)	14% (17)	9% (11)	27% (33)	— (0)	1%
Ethnicity: White	1% (2)	1% (3)	6% (17)	4% (12)	8% (23)	5% (14)	3% (9)	14% (39)	12% (33)	16% (45)	1% (2)	2%
Ethnicity: Hispanic	— (0)	— (0)	3% (3)	11% (13)	12% (15)	5% (6)	4% (4)	15% (18)	12% (14)	18% (22)	— (0)	2%
Ethnicity: Black	2% (2)	— (0)	3% (3)	17% (17)	11% (12)	3% (4)	4% (4)	16% (16)	13% (13)	9% (9)	— (0)	1%
All Christian	1% (1)	1% (2)	5% (11)	6% (12)	8% (16)	4% (7)	3% (7)	15% (28)	7% (14)	22% (42)	1% (1)	2%
Agnostic/Nothing in particular	3% (3)	— (0)	7% (7)	8% (8)	12% (12)	8% (8)	3% (3)	15% (16)	19% (20)	4% (4)	— (0)	3%
Something Else	— (0)	1% (1)	3% (2)	6% (5)	12% (11)	3% (2)	4% (4)	14% (13)	12% (11)	2% (2)	— (0)	2%
Evangelical	1% (1)	1% (1)	4% (6)	10% (14)	11% (15)	4% (6)	4% (5)	14% (20)	9% (13)	15% (21)	— (0)	2%
Non-Evangelical	1% (1)	1% (1)	5% (6)	3% (3)	8% (11)	3% (3)	4% (6)	14% (19)	9% (12)	17% (23)	1% (1)	—
Community: Urban	1% (2)	— (1)	2% (4)	10% (16)	6% (10)	5% (9)	4% (6)	14% (24)	11% (19)	29% (50)	— (0)	2%
Community: Suburban	— (1)	— (1)	6% (10)	8% (13)	9% (14)	4% (7)	3% (5)	15% (24)	15% (25)	4% (7)	1% (1)	2%
Community: Rural	2% (2)	2% (1)	7% (7)	2% (2)	18% (16)	3% (2)	4% (3)	16% (15)	6% (6)	1% (1)	1% (1)	2%
Employ: Private Sector	1% (2)	— (0)	3% (7)	10% (23)	11% (24)	6% (13)	3% (7)	12% (26)	10% (22)	22% (49)	— (0)	1%
Employ: Self-Employed	1% (2)	2% (3)	8% (13)	2% (4)	8% (14)	2% (3)	3% (6)	21% (35)	16% (27)	3% (5)	1% (3)	2%
Military HH: No	1% (4)	1% (3)	5% (18)	6% (24)	10% (36)	3% (13)	3% (10)	15% (55)	12% (47)	15% (55)	1% (2)	2%
RD/WT: Right Direction	— (0)	— (1)	3% (5)	11% (21)	6% (11)	5% (9)	2% (4)	14% (26)	9% (17)	26% (50)	— (1)	1%
RD/WT: Wrong Track	2% (4)	1% (2)	6% (15)	5% (11)	13% (30)	4% (9)	5% (11)	16% (36)	14% (32)	3% (7)	1% (2)	2%
Biden Job Approve	— (1)	— (1)	2% (4)	10% (22)	7% (15)	4% (9)	2% (5)	14% (31)	10% (21)	23% (50)	1% (2)	1%
Biden Job Disapprove	2% (3)	1% (1)	8% (15)	5% (9)	13% (26)	4% (9)	3% (7)	15% (30)	14% (26)	4% (7)	— (1)	3%
Biden Job Strongly Approve	1% (1)	— (1)	1% (1)	12% (13)	6% (7)	5% (6)	— (0)	11% (13)	11% (12)	30% (34)	1% (1)	2%
Biden Job Somewhat Approve	— (0)	— (0)	2% (2)	8% (9)	7% (8)	3% (3)	5% (5)	17% (18)	8% (8)	15% (16)	1% (1)	—
Biden Job Somewhat Disapprove	3% (3)	— (0)	7% (5)	5% (4)	12% (9)	5% (4)	3% (2)	10% (8)	18% (14)	4% (3)	— (0)	3%
Biden Job Strongly Disapprove	1% (1)	1% (1)	9% (10)	5% (6)	14% (17)	4% (4)	4% (4)	19% (22)	11% (12)	4% (4)	— (0)	3%

Continued on next page

Table BPCdem6: *What industry best describes your company?*

Demographic	Agriculture	Automotive	Construction	Financial Services	Health Care	Manufacturing	Real Estate	Retail	Professional Services	Technology	Tourism / Ac-commo-dation	Trans
Working Mothers	1% (4)	1% (3)	5% (20)	7% (32)	10% (40)	4% (18)	3% (15)	15% (63)	12% (49)	13% (57)	1% (3)	2%
Favorable of Biden	— (1)	— (1)	2% (5)	11% (26)	7% (16)	4% (10)	3% (7)	14% (33)	10% (24)	21% (48)	1% (2)	1%
Unfavorable of Biden	2% (3)	1% (2)	8% (15)	3% (6)	13% (24)	4% (8)	4% (8)	14% (26)	13% (24)	4% (7)	— (1)	3%
Very Favorable of Biden	1% (1)	— (1)	1% (1)	14% (16)	7% (8)	6% (7)	1% (1)	16% (18)	10% (12)	23% (27)	1% (1)	1%
Somewhat Favorable of Biden	— (0)	— (0)	3% (4)	8% (9)	7% (8)	2% (3)	5% (6)	13% (15)	11% (13)	19% (22)	1% (1)	—
Somewhat Unfavorable of Biden	4% (3)	— (0)	5% (3)	2% (1)	8% (5)	4% (2)	3% (2)	13% (7)	13% (7)	6% (3)	— (0)	5%
Very Unfavorable of Biden	1% (1)	2% (2)	9% (12)	4% (5)	16% (19)	4% (5)	4% (6)	15% (18)	14% (17)	3% (3)	— (0)	3%
#1 Issue: Economy	— (1)	1% (1)	6% (13)	8% (17)	10% (21)	5% (10)	4% (8)	19% (41)	11% (23)	8% (16)	1% (1)	2%
#1 Issue: Health Care	1% (0)	— (0)	3% (1)	6% (3)	14% (7)	6% (3)	— (0)	12% (6)	14% (8)	19% (10)	1% (1)	—
2020 Vote: Joe Biden	1% (3)	— (1)	2% (6)	10% (24)	8% (20)	4% (11)	4% (8)	16% (38)	10% (25)	18% (44)	1% (2)	1%
2020 Vote: Donald Trump	1% (1)	1% (1)	11% (12)	4% (4)	14% (15)	5% (6)	4% (5)	16% (17)	9% (10)	4% (4)	— (0)	2%
2020 Vote: Didn't Vote	— (0)	1% (1)	3% (2)	5% (4)	6% (4)	2% (1)	1% (1)	10% (6)	20% (13)	13% (8)	1% (0)	3%
2018 House Vote: Democrat	1% (1)	— (1)	2% (5)	11% (22)	6% (11)	4% (9)	4% (7)	14% (28)	11% (22)	21% (42)	1% (2)	1%
2018 House Vote: Republican	3% (3)	1% (1)	11% (12)	5% (5)	15% (15)	5% (5)	5% (5)	11% (12)	10% (10)	3% (3)	— (0)	2%
2016 Vote: Hillary Clinton	1% (1)	— (1)	3% (6)	11% (19)	7% (13)	4% (7)	2% (4)	15% (28)	11% (21)	20% (37)	1% (2)	1%
2016 Vote: Donald Trump	1% (1)	1% (1)	7% (8)	8% (9)	16% (16)	6% (6)	6% (6)	13% (13)	11% (12)	4% (4)	— (0)	1%
2016 Vote: Didn't Vote	2% (3)	1% (1)	5% (6)	3% (3)	7% (9)	4% (5)	3% (3)	17% (20)	12% (14)	13% (16)	— (0)	5%
Voted in 2014: Yes	1% (2)	— (1)	5% (13)	9% (25)	9% (22)	5% (13)	3% (8)	15% (38)	11% (29)	16% (41)	1% (2)	1%
Voted in 2014: No	2% (3)	1% (2)	4% (7)	4% (7)	11% (18)	3% (4)	4% (6)	15% (25)	12% (21)	10% (16)	1% (1)	3%
4-Region: Northeast	— (0)	1% (1)	2% (2)	12% (8)	11% (7)	5% (3)	— (0)	21% (14)	10% (7)	18% (13)	1% (1)	1%
4-Region: Midwest	2% (1)	— (0)	6% (4)	6% (4)	8% (6)	4% (3)	5% (3)	15% (11)	6% (4)	15% (11)	— (0)	1%
4-Region: South	— (1)	— (1)	7% (12)	5% (9)	12% (21)	4% (7)	3% (5)	14% (25)	14% (25)	12% (22)	1% (2)	3%
4-Region: West	2% (2)	1% (1)	2% (2)	9% (10)	5% (6)	4% (5)	6% (6)	12% (13)	12% (13)	11% (12)	— (0)	1%
Child(Ren) Aged 0-17	1% (3)	1% (2)	5% (18)	8% (29)	9% (32)	4% (16)	4% (13)	15% (54)	11% (40)	16% (57)	1% (2)	1%
Child(Ren) Aged 0-5	— (0)	— (1)	3% (6)	8% (14)	9% (16)	3% (6)	5% (10)	20% (36)	9% (16)	21% (39)	— (1)	—
Caregivers	1% (3)	— (1)	4% (14)	9% (28)	10% (29)	4% (12)	4% (12)	14% (43)	10% (29)	18% (55)	1% (2)	2%
Caregiver for Aging Parent	3% (2)	1% (1)	2% (2)	13% (9)	5% (4)	3% (2)	4% (3)	13% (9)	10% (7)	27% (19)	— (0)	—
Caregiver for Sick or Disabled Family Member	1% (1)	— (0)	6% (6)	12% (11)	8% (8)	7% (6)	— (0)	12% (12)	5% (4)	26% (24)	1% (1)	2%
Caregiver for Child/Dependent	— (0)	— (0)	5% (9)	7% (14)	11% (21)	5% (9)	5% (10)	16% (30)	12% (22)	11% (20)	1% (1)	2%
Business Owners	1% (4)	1% (3)	5% (20)	7% (32)	10% (40)	4% (18)	3% (15)	15% (63)	12% (49)	13% (57)	1% (3)	2%
Business Owners w/Employees	1% (4)	1% (3)	5% (19)	9% (32)	10% (37)	5% (18)	3% (12)	14% (51)	11% (41)	15% (57)	1% (2)	2%
Access to Childcare	— (0)	— (1)	5% (11)	11% (23)	8% (16)	6% (12)	4% (7)	16% (33)	9% (19)	26% (54)	1% (1)	1%
No Access to Childcare	3% (2)	— (0)	3% (2)	— (0)	8% (5)	2% (1)	6% (4)	19% (13)	9% (6)	2% (1)	— (0)	—
More Financially Secure after Pandemic	— (0)	— (1)	3% (5)	12% (18)	8% (13)	3% (5)	4% (6)	16% (25)	8% (12)	28% (45)	— (1)	1%
Less Financially Secure after the Pandemic	1% (2)	1% (2)	4% (8)	4% (8)	9% (16)	5% (8)	4% (7)	14% (26)	13% (25)	4% (8)	1% (1)	3%
Same Financial Security after the Pandemic	3% (2)	— (0)	8% (7)	6% (5)	13% (11)	5% (5)	2% (2)	14% (12)	15% (13)	6% (5)	1% (1)	2%
Ethnicity: White (Non-Hispanic)	1% (2)	1% (3)	6% (14)	5% (11)	8% (16)	5% (10)	4% (8)	13% (28)	10% (22)	15% (33)	1% (2)	1%
Ethnicity: Hispanic	— (0)	— (0)	3% (3)	11% (13)	12% (15)	5% (6)	4% (4)	15% (18)	12% (14)	18% (22)	— (0)	2%
Ethnicity: Black (Non-Hispanic)	3% (2)	— (0)	4% (3)	7% (5)	10% (7)	4% (3)	2% (1)	22% (15)	15% (10)	3% (2)	— (0)	2%
Single, never married	4% (2)	— (0)	1% (1)	2% (1)	17% (10)	3% (2)	5% (3)	19% (12)	16% (10)	4% (2)	— (0)	—
Married	— (1)	1% (2)	6% (16)	11% (27)	7% (19)	5% (13)	3% (8)	14% (34)	8% (21)	22% (54)	— (1)	2%
Living with a partner	— (0)	2% (1)	5% (2)	6% (3)	14% (7)	5% (2)	2% (1)	16% (8)	15% (7)	1% (0)	— (0)	2%

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

Table BPCdem7: *How many total employees, excluding yourself, are currently employed by your business?*

Demographic	0 employees	1-4 employees	5-10 employees	11-20 employees	21-50 employees	51-100 employees	101-200 employees	201-300 employees	301-400 employees	401-500 employees	More than 500 employees	Total
Working Mothers	13% (55)	20% (86)	7% (32)	4% (17)	6% (27)	8% (35)	6% (24)	4% (18)	6% (28)	8% (35)	16% (69)	425
Gender: Female	13% (55)	20% (86)	7% (32)	4% (17)	6% (27)	8% (35)	6% (24)	4% (18)	6% (28)	8% (35)	16% (69)	425
Age: 18-34	7% (13)	13% (23)	6% (11)	6% (10)	8% (14)	13% (22)	7% (12)	6% (10)	11% (19)	11% (19)	13% (22)	174
Age: 35-44	13% (21)	25% (39)	9% (14)	4% (6)	7% (11)	6% (10)	5% (7)	2% (2)	5% (8)	8% (13)	17% (27)	158
Age: 45-64	22% (19)	25% (22)	8% (7)	2% (1)	3% (2)	3% (3)	5% (4)	7% (6)	1% (1)	2% (2)	23% (20)	87
Millennials: 1981-1996	9% (23)	18% (48)	7% (20)	5% (13)	7% (19)	10% (26)	5% (14)	4% (11)	9% (23)	11% (30)	14% (37)	264
GenXers: 1965-1980	24% (20)	27% (23)	4% (4)	2% (2)	3% (3)	4% (3)	5% (4)	7% (6)	1% (1)	2% (2)	19% (16)	85
PID: Dem (no lean)	7% (15)	16% (35)	5% (12)	4% (9)	6% (14)	6% (14)	6% (13)	6% (14)	11% (23)	13% (29)	20% (43)	221
PID: Ind (no lean)	21% (23)	24% (26)	8% (8)	5% (5)	5% (5)	13% (15)	4% (5)	1% (2)	3% (3)	3% (3)	13% (14)	108
PID: Rep (no lean)	17% (16)	27% (25)	12% (11)	2% (2)	9% (9)	7% (7)	7% (6)	3% (3)	2% (1)	3% (2)	12% (12)	96
PID/Gender: Dem Women	7% (15)	16% (35)	5% (12)	4% (9)	6% (14)	6% (14)	6% (13)	6% (14)	11% (23)	13% (29)	20% (43)	221
PID/Gender: Ind Women	21% (23)	24% (26)	8% (8)	5% (5)	5% (5)	13% (15)	4% (5)	1% (2)	3% (3)	3% (3)	13% (14)	108
PID/Gender: Rep Women	17% (16)	27% (25)	12% (11)	2% (2)	9% (9)	7% (7)	7% (6)	3% (3)	2% (1)	3% (2)	12% (12)	96
Ideo: Liberal (1-3)	10% (16)	17% (27)	9% (14)	4% (5)	6% (9)	7% (11)	5% (7)	6% (8)	16% (24)	7% (11)	13% (21)	153
Ideo: Moderate (4)	11% (14)	18% (24)	5% (6)	6% (7)	6% (7)	12% (16)	8% (10)	4% (6)	1% (2)	10% (14)	19% (26)	133
Ideo: Conservative (5-7)	16% (18)	24% (26)	9% (10)	3% (3)	9% (10)	5% (6)	5% (6)	3% (4)	1% (1)	8% (9)	16% (18)	112
Educ: < College	16% (29)	30% (54)	11% (20)	7% (13)	6% (11)	10% (18)	3% (6)	1% (2)	1% (1)	5% (8)	9% (17)	179
Educ: Bachelors degree	14% (15)	15% (16)	5% (6)	1% (1)	11% (12)	11% (12)	11% (12)	3% (3)	3% (3)	10% (11)	15% (16)	105
Educ: Post-grad	7% (11)	11% (16)	4% (6)	2% (3)	4% (5)	4% (6)	4% (6)	9% (13)	17% (23)	11% (16)	26% (36)	141
Income: Under 50k	18% (27)	30% (45)	8% (12)	5% (7)	6% (9)	12% (17)	4% (6)	2% (2)	2% (4)	4% (6)	8% (12)	147
Income: 50k-100k	12% (18)	17% (26)	10% (16)	5% (7)	4% (7)	7% (12)	8% (12)	5% (8)	7% (10)	7% (11)	17% (27)	156
Income: 100k+	8% (9)	12% (15)	3% (4)	2% (2)	10% (12)	5% (7)	4% (5)	6% (8)	11% (14)	14% (17)	24% (29)	122
Ethnicity: White	15% (42)	21% (57)	8% (23)	4% (11)	6% (15)	7% (20)	7% (18)	5% (14)	5% (14)	8% (23)	14% (39)	277
Ethnicity: Hispanic	9% (11)	16% (19)	8% (10)	4% (5)	2% (2)	9% (10)	6% (7)	8% (10)	19% (23)	7% (8)	13% (16)	119
Ethnicity: Black	7% (7)	12% (13)	5% (5)	6% (6)	9% (9)	9% (9)	4% (4)	3% (3)	12% (12)	11% (11)	22% (23)	102
All Christian	12% (22)	13% (25)	8% (16)	4% (8)	6% (12)	7% (14)	7% (13)	5% (10)	9% (17)	11% (21)	18% (34)	192
Agnostic/Nothing in particular	16% (17)	22% (23)	6% (6)	5% (6)	6% (6)	11% (12)	7% (8)	2% (2)	6% (6)	3% (3)	16% (17)	105
Something Else	14% (13)	32% (30)	8% (8)	2% (2)	9% (9)	6% (5)	2% (1)	4% (3)	3% (3)	4% (4)	16% (15)	93
Evangelical	11% (16)	18% (25)	6% (9)	2% (3)	7% (10)	10% (14)	5% (7)	4% (6)	10% (14)	6% (8)	20% (28)	141
Non-Evangelical	14% (19)	20% (26)	11% (14)	5% (7)	7% (9)	4% (5)	3% (4)	6% (7)	4% (6)	12% (16)	15% (20)	134
Community: Urban	10% (17)	11% (19)	4% (8)	5% (8)	5% (8)	8% (13)	5% (9)	6% (10)	16% (26)	13% (22)	17% (29)	169
Community: Suburban	14% (23)	24% (40)	8% (12)	3% (5)	7% (12)	9% (15)	7% (12)	4% (6)	— (0)	3% (6)	20% (32)	163
Community: Rural	16% (15)	29% (27)	13% (12)	4% (4)	8% (7)	8% (8)	3% (3)	3% (2)	1% (1)	7% (7)	8% (8)	93
Employ: Private Sector	2% (4)	8% (19)	5% (11)	4% (9)	6% (13)	11% (25)	9% (20)	5% (12)	12% (26)	12% (26)	26% (57)	222
Employ: Self-Employed	27% (45)	39% (65)	12% (20)	4% (7)	8% (13)	3% (4)	1% (1)	1% (2)	1% (1)	2% (3)	3% (5)	168
Military HH: No	12% (46)	20% (77)	8% (29)	4% (16)	6% (23)	8% (31)	5% (20)	5% (18)	7% (25)	8% (31)	16% (60)	376
RD/WT: Right Direction	7% (14)	15% (29)	6% (12)	2% (5)	6% (11)	8% (15)	7% (13)	6% (12)	10% (20)	13% (24)	19% (37)	193
RD/WT: Wrong Track	17% (40)	25% (57)	8% (19)	5% (12)	7% (17)	9% (20)	4% (10)	3% (6)	3% (8)	5% (11)	13% (31)	232
Biden Job Approve	11% (23)	15% (32)	6% (14)	4% (8)	5% (11)	8% (17)	6% (13)	6% (14)	9% (20)	13% (27)	18% (38)	218
Biden Job Disapprove	14% (28)	26% (50)	8% (16)	4% (8)	8% (16)	10% (19)	6% (11)	2% (5)	2% (4)	4% (7)	15% (29)	193
Biden Job Strongly Approve	6% (7)	14% (16)	2% (2)	— (1)	5% (6)	7% (7)	7% (8)	6% (7)	16% (18)	9% (10)	27% (30)	112
Biden Job Somewhat Approve	16% (17)	15% (16)	11% (11)	7% (8)	5% (5)	9% (9)	5% (5)	7% (7)	2% (2)	16% (17)	8% (8)	106
Biden Job Somewhat Disapprove	12% (9)	24% (19)	8% (6)	2% (2)	9% (7)	12% (9)	6% (5)	2% (1)	4% (3)	2% (2)	18% (14)	77
Biden Job Strongly Disapprove	16% (18)	27% (32)	8% (10)	6% (7)	8% (9)	8% (9)	5% (6)	3% (3)	1% (1)	5% (6)	13% (15)	116
Favorable of Biden	10% (24)	16% (37)	7% (15)	4% (8)	5% (10)	6% (15)	6% (13)	6% (13)	9% (21)	11% (25)	22% (50)	231
Unfavorable of Biden	15% (27)	26% (47)	8% (15)	4% (8)	9% (16)	11% (20)	6% (11)	3% (5)	3% (6)	4% (8)	10% (19)	181

Continued on next page

Table BPCdem7: *How many total employees, excluding yourself, are currently employed by your business?*

Demographic	0 employees	1-4 employees	5-10 employees	11-20 employees	21-50 employees	51-100 employees	101-200 employees	201-300 employees	301-400 employees	401-500 employees	More than 500 employees	Total
Working Mothers	13% (55)	20% (86)	7% (32)	4% (17)	6% (27)	8% (35)	6% (24)	4% (18)	6% (28)	8% (35)	16% (69)	425
Very Favorable of Biden	8% (9)	14% (16)	5% (6)	3% (3)	4% (5)	9% (11)	6% (7)	4% (4)	12% (14)	12% (14)	24% (27)	116
Somewhat Favorable of Biden	12% (14)	17% (20)	8% (10)	5% (5)	5% (6)	4% (4)	6% (7)	8% (9)	7% (8)	9% (11)	20% (23)	115
Somewhat Unfavorable of Biden	15% (9)	19% (11)	8% (5)	3% (2)	11% (6)	16% (9)	4% (3)	3% (2)	8% (5)	9% (5)	5% (3)	57
Very Unfavorable of Biden	14% (18)	29% (36)	8% (10)	5% (6)	8% (10)	9% (11)	6% (8)	3% (3)	1% (1)	3% (3)	13% (16)	123
#1 Issue: Economy	14% (30)	22% (45)	8% (17)	4% (8)	6% (13)	8% (16)	5% (11)	3% (6)	6% (12)	6% (12)	19% (39)	210
#1 Issue: Health Care	2% (1)	18% (9)	5% (3)	5% (3)	8% (4)	11% (6)	7% (4)	3% (1)	3% (2)	12% (7)	25% (13)	53
2020 Vote: Joe Biden	8% (20)	14% (34)	7% (17)	4% (9)	6% (15)	7% (18)	7% (16)	5% (13)	10% (24)	10% (24)	21% (51)	242
2020 Vote: Donald Trump	17% (18)	22% (24)	10% (11)	3% (4)	8% (8)	8% (9)	7% (7)	5% (5)	3% (3)	4% (4)	12% (13)	105
2020 Vote: Didn't Vote	19% (13)	39% (26)	5% (4)	5% (4)	5% (3)	10% (7)	1% (1)	— (0)	1% (0)	10% (6)	4% (3)	66
2018 House Vote: Democrat	7% (14)	15% (30)	5% (10)	4% (8)	7% (14)	6% (12)	4% (9)	7% (13)	12% (24)	10% (20)	23% (46)	199
2018 House Vote: Republican	14% (14)	20% (20)	12% (13)	4% (4)	8% (9)	10% (10)	10% (10)	4% (4)	3% (3)	5% (5)	11% (11)	102
2016 Vote: Hillary Clinton	8% (14)	15% (27)	7% (13)	4% (8)	6% (11)	5% (9)	3% (5)	7% (13)	12% (21)	10% (18)	23% (41)	181
2016 Vote: Donald Trump	14% (14)	20% (21)	8% (9)	1% (1)	9% (9)	12% (13)	12% (13)	4% (4)	3% (3)	2% (2)	16% (17)	105
2016 Vote: Didn't Vote	17% (21)	25% (30)	7% (8)	6% (8)	5% (6)	11% (13)	5% (6)	1% (1)	3% (4)	12% (15)	8% (10)	121
Voted in 2014: Yes	10% (27)	17% (45)	7% (18)	3% (8)	7% (19)	6% (15)	6% (16)	7% (17)	9% (24)	7% (18)	20% (53)	260
Voted in 2014: No	17% (28)	25% (41)	8% (13)	6% (9)	5% (8)	12% (20)	5% (8)	1% (1)	2% (4)	10% (17)	10% (16)	165
4-Region: Northeast	8% (5)	13% (9)	4% (3)	2% (2)	7% (5)	11% (8)	12% (8)	3% (2)	— (0)	14% (9)	25% (17)	68
4-Region: Midwest	10% (7)	28% (21)	7% (5)	7% (5)	11% (8)	4% (3)	2% (1)	4% (3)	— (0)	14% (10)	13% (9)	73
4-Region: South	12% (21)	18% (32)	8% (13)	5% (10)	8% (14)	9% (15)	6% (11)	6% (10)	8% (14)	5% (8)	15% (27)	176
4-Region: West	20% (21)	23% (25)	10% (11)	1% (1)	1% (1)	8% (9)	3% (3)	3% (3)	12% (13)	6% (7)	14% (15)	109
Child(Ren) Aged 0-17	10% (34)	18% (62)	7% (25)	5% (17)	7% (24)	10% (34)	6% (20)	5% (17)	8% (27)	10% (34)	16% (56)	350
Child(Ren) Aged 0-5	10% (18)	15% (26)	7% (12)	5% (9)	7% (13)	10% (18)	7% (13)	5% (9)	9% (16)	12% (22)	13% (24)	182
Caregivers	9% (28)	17% (50)	6% (18)	5% (14)	6% (20)	10% (30)	6% (19)	5% (16)	9% (27)	9% (28)	18% (55)	305
Caregiver for Aging Parent	9% (6)	7% (5)	4% (3)	2% (1)	3% (2)	10% (7)	10% (7)	5% (4)	12% (8)	15% (11)	24% (17)	72
Caregiver for Sick or Disabled Family Member	8% (7)	12% (11)	7% (6)	3% (3)	10% (9)	8% (7)	9% (9)	8% (7)	7% (6)	12% (11)	17% (16)	94
Caregiver for Child/Dependent	10% (20)	22% (41)	6% (12)	6% (12)	7% (13)	10% (19)	7% (13)	2% (5)	7% (14)	6% (12)	16% (30)	189
Business Owners	13% (55)	20% (86)	7% (32)	4% (17)	6% (27)	8% (35)	6% (24)	4% (18)	6% (28)	8% (35)	16% (69)	425
Business Owners w/Employees	— (0)	23% (86)	9% (32)	5% (17)	7% (27)	10% (35)	6% (24)	5% (18)	7% (28)	9% (35)	19% (69)	370
Access to Childcare	4% (9)	10% (22)	6% (13)	3% (5)	8% (17)	9% (19)	8% (17)	6% (12)	12% (26)	14% (28)	19% (39)	206
No Access to Childcare	22% (14)	24% (16)	8% (5)	8% (5)	8% (6)	15% (10)	1% (1)	1% (1)	1% (0)	5% (3)	7% (5)	67
More Financially Secure after Pandemic	5% (7)	13% (20)	4% (7)	4% (6)	6% (9)	10% (16)	7% (12)	6% (10)	13% (21)	15% (23)	17% (26)	156
Less Financially Secure after the Pandemic	17% (31)	26% (48)	9% (16)	4% (6)	6% (11)	8% (14)	6% (10)	4% (7)	2% (4)	4% (8)	15% (28)	182
Same Financial Security after the Pandemic	19% (16)	21% (18)	10% (9)	5% (5)	9% (8)	6% (5)	2% (2)	2% (1)	4% (3)	5% (4)	17% (15)	86
Ethnicity: White (Non-Hispanic)	16% (34)	22% (46)	7% (15)	4% (9)	7% (15)	8% (17)	6% (12)	3% (7)	2% (3)	10% (21)	16% (33)	213
Ethnicity: Hispanic	9% (11)	16% (19)	8% (10)	4% (5)	2% (2)	9% (10)	6% (7)	8% (10)	19% (23)	7% (8)	13% (16)	119
Ethnicity: Black (Non-Hispanic)	11% (7)	18% (12)	7% (5)	6% (4)	12% (8)	10% (6)	4% (3)	2% (2)	2% (2)	7% (5)	21% (14)	67
Single, never married	13% (8)	21% (13)	10% (6)	2% (1)	9% (5)	13% (8)	4% (3)	3% (2)	4% (3)	9% (6)	11% (7)	63
Married	9% (24)	17% (42)	6% (14)	4% (10)	7% (17)	7% (19)	7% (17)	5% (12)	9% (23)	11% (29)	18% (46)	252
Living with a partner	11% (6)	38% (19)	4% (2)	6% (3)	4% (2)	13% (6)	5% (2)	3% (2)	1% (1)	— (0)	15% (7)	50

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

Table BPCdem9_1NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for an aging parent who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	10%	(250)	90%	(2250)	2500
Gender: Female	10%	(250)	90%	(2250)	2500
Age: 18-34	9%	(66)	91%	(662)	728
Age: 35-44	10%	(111)	90%	(968)	1079
Age: 45-64	11%	(72)	89%	(603)	676
GenZers: 1997-2012	9%	(10)	91%	(101)	111
Millennials: 1981-1996	9%	(133)	91%	(1279)	1413
GenXers: 1965-1980	11%	(76)	89%	(643)	719
Baby Boomers: 1946-1964	12%	(31)	88%	(225)	255
PID: Dem (no lean)	12%	(129)	88%	(915)	1044
PID: Ind (no lean)	9%	(63)	91%	(652)	715
PID: Rep (no lean)	8%	(58)	92%	(683)	741
PID/Gender: Dem Women	12%	(129)	88%	(915)	1044
PID/Gender: Ind Women	9%	(63)	91%	(652)	715
PID/Gender: Rep Women	8%	(58)	92%	(683)	741
Ideo: Liberal (1-3)	11%	(82)	89%	(668)	749
Ideo: Moderate (4)	12%	(92)	88%	(679)	770
Ideo: Conservative (5-7)	8%	(60)	92%	(694)	754
Educ: < College	9%	(115)	91%	(1173)	1287
Educ: Bachelors degree	10%	(68)	90%	(625)	693
Educ: Post-grad	13%	(67)	87%	(453)	520
Income: Under 50k	9%	(93)	91%	(887)	979
Income: 50k-100k	9%	(87)	91%	(853)	940
Income: 100k+	12%	(70)	88%	(510)	581
Ethnicity: White	9%	(164)	91%	(1684)	1848
Ethnicity: Hispanic	15%	(73)	85%	(417)	490
Ethnicity: Black	13%	(46)	87%	(311)	357
Ethnicity: Other	13%	(40)	87%	(255)	295

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Table BPCdem9_1NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for an aging parent who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	10%	(250)	90%	(2250)	2500
All Christian	12%	(132)	88%	(974)	1106
All Non-Christian	12%	(10)	88%	(76)	87
Atheist	21%	(16)	79%	(58)	73
Agnostic/Nothing in particular	7%	(52)	93%	(648)	700
Something Else	8%	(40)	92%	(494)	534
Religious Non-Protestant/Catholic	11%	(12)	89%	(95)	107
Evangelical	13%	(93)	87%	(650)	743
Non-Evangelical	9%	(73)	91%	(777)	851
Community: Urban	14%	(97)	86%	(582)	679
Community: Suburban	8%	(98)	92%	(1065)	1163
Community: Rural	8%	(55)	92%	(604)	658
Employ: Private Sector	10%	(188)	90%	(1687)	1876
Employ: Government	10%	(39)	90%	(367)	407
Employ: Self-Employed	10%	(22)	90%	(196)	218
Military HH: Yes	14%	(34)	86%	(205)	239
Military HH: No	10%	(215)	90%	(2045)	2261
RD/WT: Right Direction	14%	(107)	86%	(636)	743
RD/WT: Wrong Track	8%	(143)	92%	(1615)	1757
Biden Job Approve	12%	(124)	88%	(909)	1033
Biden Job Disapprove	9%	(121)	91%	(1240)	1361
Biden Job Strongly Approve	16%	(55)	84%	(291)	345
Biden Job Somewhat Approve	10%	(69)	90%	(618)	687
Biden Job Somewhat Disapprove	9%	(45)	91%	(451)	496
Biden Job Strongly Disapprove	9%	(76)	91%	(789)	865
Favorable of Biden	11%	(124)	89%	(975)	1100
Unfavorable of Biden	9%	(115)	91%	(1174)	1290
Very Favorable of Biden	15%	(60)	85%	(329)	390
Somewhat Favorable of Biden	9%	(64)	91%	(646)	710
Somewhat Unfavorable of Biden	11%	(43)	89%	(339)	382
Very Unfavorable of Biden	8%	(73)	92%	(835)	907

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Table BPCdem9_1NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for an aging parent who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	10%	(250)	90%	(2250)	2500
#1 Issue: Economy	9%	(120)	91%	(1203)	1323
#1 Issue: Security	11%	(28)	89%	(220)	248
#1 Issue: Health Care	14%	(35)	86%	(220)	254
#1 Issue: Medicare / Social Security	14%	(8)	86%	(52)	60
#1 Issue: Women's Issues	13%	(30)	87%	(194)	224
#1 Issue: Education	6%	(9)	94%	(144)	153
#1 Issue: Energy	9%	(14)	91%	(152)	166
#1 Issue: Other	8%	(6)	92%	(65)	71
2020 Vote: Joe Biden	13%	(147)	87%	(1026)	1173
2020 Vote: Donald Trump	7%	(62)	93%	(766)	828
2020 Vote: Other	7%	(6)	93%	(86)	92
2020 Vote: Didn't Vote	8%	(34)	92%	(373)	407
2018 House Vote: Democrat	13%	(125)	87%	(844)	969
2018 House Vote: Republican	10%	(68)	90%	(632)	699
2018 House Vote: Someone else	3%	(3)	97%	(85)	88
2016 Vote: Hillary Clinton	12%	(108)	88%	(807)	916
2016 Vote: Donald Trump	9%	(69)	91%	(667)	736
2016 Vote: Other	9%	(11)	91%	(104)	115
2016 Vote: Didn't Vote	8%	(62)	92%	(672)	734
Voted in 2014: Yes	11%	(158)	89%	(1304)	1462
Voted in 2014: No	9%	(92)	91%	(946)	1038
4-Region: Northeast	8%	(33)	92%	(370)	402
4-Region: Midwest	7%	(40)	93%	(520)	560
4-Region: South	10%	(95)	90%	(878)	972
4-Region: West	15%	(82)	85%	(483)	565
Child(Ren) Aged 0-17	10%	(177)	90%	(1684)	1861
Child(Ren) Aged 0-5	11%	(97)	89%	(784)	881
Caregivers	17%	(250)	83%	(1199)	1449
Caregiver for Aging Parent	100%	(250)	—	(0)	250
Caregiver for Sick or Disabled Family Member	11%	(34)	89%	(269)	303
Caregiver for Child/Dependent	6%	(66)	94%	(998)	1063

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Table BPCdem9_1NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for an aging parent who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	10%	(250)	90%	(2250)	2500
Business Owners	17%	(72)	83%	(353)	425
Non-Business Owners	9%	(178)	91%	(1897)	2075
Service Worker/Retail Sales/Laborers/Helpers	7%	(34)	93%	(470)	504
Trade/Skilled Workers	9%	(10)	91%	(100)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	9%	(67)	91%	(647)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	10%	(37)	90%	(318)	355
Other Professionals	8%	(31)	92%	(361)	392
Business Owners w/Employees	18%	(66)	82%	(305)	370
Access to Childcare	12%	(106)	88%	(750)	855
No Access to Childcare	7%	(37)	93%	(471)	508
Unsure of Access to Childcare	6%	(11)	94%	(170)	181
More Financially Secure after Pandemic	16%	(82)	84%	(425)	507
Less Financially Secure after the Pandemic	8%	(104)	92%	(1164)	1268
Same Financial Security after the Pandemic	9%	(63)	91%	(662)	725
Access to Paid Parental Leave	9%	(87)	91%	(902)	989
No Access to Paid Parental Leave	8%	(64)	92%	(742)	807
Access to Paid Caregiving Leave	10%	(71)	90%	(635)	706
No Access to Paid Caregiving Leave	9%	(84)	91%	(893)	977
Access to Flexible Work Hours	9%	(85)	91%	(841)	926
No Access to Flexible Work Hours	8%	(81)	92%	(956)	1037
Access to Child Care as Employer Benefit	10%	(36)	90%	(318)	354
No Access to Child Care as Employer Benefit	9%	(120)	91%	(1268)	1388
Access to Mental Health Benefits	9%	(82)	91%	(796)	878
No Access to Mental Health Benefits	8%	(71)	92%	(765)	836
Ethnicity: White (Non-Hispanic)	8%	(126)	92%	(1402)	1528
Ethnicity: Hispanic	15%	(73)	85%	(417)	490
Ethnicity: Black (Non-Hispanic)	11%	(31)	89%	(266)	297
Ethnicity: Asian + Other (Non-Hispanic)	11%	(20)	89%	(165)	185

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Table BPCdem9_1NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for an aging parent who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	10%	(250)	90%	(2250)	2500
Single, never married	9%	(40)	91%	(381)	421
Married	11%	(150)	89%	(1248)	1398
Separated	9%	(6)	91%	(58)	64
Divorced	8%	(25)	92%	(276)	301
Widowed	11%	(6)	89%	(46)	52
Living with a partner	9%	(24)	91%	(241)	265

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

Table BPCdem9_2NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a child(ren) or dependent(s) who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	43%	(1063)	57%	(1437)	2500
Gender: Female	43%	(1063)	57%	(1437)	2500
Age: 18-34	54%	(391)	46%	(337)	728
Age: 35-44	51%	(553)	49%	(526)	1079
Age: 45-64	17%	(118)	83%	(558)	676
GenZers: 1997-2012	50%	(55)	50%	(55)	111
Millennials: 1981-1996	53%	(756)	47%	(657)	1413
GenXers: 1965-1980	32%	(232)	68%	(486)	719
Baby Boomers: 1946-1964	8%	(20)	92%	(235)	255
PID: Dem (no lean)	41%	(431)	59%	(613)	1044
PID: Ind (no lean)	43%	(310)	57%	(405)	715
PID: Rep (no lean)	44%	(323)	56%	(419)	741
PID/Gender: Dem Women	41%	(431)	59%	(613)	1044
PID/Gender: Ind Women	43%	(310)	57%	(405)	715
PID/Gender: Rep Women	44%	(323)	56%	(419)	741
Ideo: Liberal (1-3)	47%	(350)	53%	(400)	749
Ideo: Moderate (4)	42%	(321)	58%	(449)	770
Ideo: Conservative (5-7)	40%	(303)	60%	(451)	754
Educ: < College	38%	(492)	62%	(795)	1287
Educ: Bachelors degree	46%	(321)	54%	(372)	693
Educ: Post-grad	48%	(250)	52%	(270)	520
Income: Under 50k	40%	(388)	60%	(592)	979
Income: 50k-100k	43%	(405)	57%	(535)	940
Income: 100k+	47%	(271)	53%	(309)	581
Ethnicity: White	45%	(826)	55%	(1021)	1848
Ethnicity: Hispanic	37%	(180)	63%	(310)	490
Ethnicity: Black	37%	(133)	63%	(225)	357
Ethnicity: Other	36%	(105)	64%	(190)	295

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Table BPCdem9_2NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a child(ren) or dependent(s) who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	43%	(1063)	57%	(1437)	2500
All Christian	40%	(441)	60%	(665)	1106
All Non-Christian	28%	(24)	72%	(62)	87
Atheist	46%	(34)	54%	(40)	73
Agnostic/Nothing in particular	46%	(324)	54%	(376)	700
Something Else	45%	(241)	55%	(293)	534
Religious Non-Protestant/Catholic	31%	(33)	69%	(74)	107
Evangelical	43%	(319)	57%	(423)	743
Non-Evangelical	40%	(343)	60%	(508)	851
Community: Urban	41%	(281)	59%	(397)	679
Community: Suburban	44%	(507)	56%	(656)	1163
Community: Rural	42%	(275)	58%	(383)	658
Employ: Private Sector	42%	(790)	58%	(1085)	1876
Employ: Government	44%	(180)	56%	(227)	407
Employ: Self-Employed	43%	(93)	57%	(124)	218
Military HH: Yes	44%	(105)	56%	(135)	239
Military HH: No	42%	(959)	58%	(1302)	2261
RD/WT: Right Direction	40%	(297)	60%	(446)	743
RD/WT: Wrong Track	44%	(767)	56%	(991)	1757
Biden Job Approve	43%	(443)	57%	(590)	1033
Biden Job Disapprove	42%	(577)	58%	(784)	1361
Biden Job Strongly Approve	41%	(141)	59%	(205)	345
Biden Job Somewhat Approve	44%	(302)	56%	(385)	687
Biden Job Somewhat Disapprove	45%	(223)	55%	(273)	496
Biden Job Strongly Disapprove	41%	(354)	59%	(511)	865
Favorable of Biden	43%	(477)	57%	(623)	1100
Unfavorable of Biden	43%	(550)	57%	(740)	1290
Very Favorable of Biden	42%	(163)	58%	(227)	390
Somewhat Favorable of Biden	44%	(314)	56%	(396)	710
Somewhat Unfavorable of Biden	47%	(179)	53%	(203)	382
Very Unfavorable of Biden	41%	(371)	59%	(537)	907

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Table BPCdem9_2NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a child(ren) or dependent(s) who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	43%	(1063)	57%	(1437)	2500
#1 Issue: Economy	44%	(583)	56%	(741)	1323
#1 Issue: Security	34%	(84)	66%	(164)	248
#1 Issue: Health Care	37%	(95)	63%	(159)	254
#1 Issue: Medicare / Social Security	15%	(9)	85%	(51)	60
#1 Issue: Women's Issues	55%	(123)	45%	(101)	224
#1 Issue: Education	53%	(81)	47%	(73)	153
#1 Issue: Energy	42%	(69)	58%	(97)	166
#1 Issue: Other	28%	(20)	72%	(51)	71
2020 Vote: Joe Biden	43%	(501)	57%	(672)	1173
2020 Vote: Donald Trump	44%	(360)	56%	(468)	828
2020 Vote: Other	41%	(38)	59%	(54)	92
2020 Vote: Didn't Vote	40%	(164)	60%	(243)	407
2018 House Vote: Democrat	43%	(421)	57%	(548)	969
2018 House Vote: Republican	43%	(300)	57%	(399)	699
2018 House Vote: Someone else	32%	(28)	68%	(60)	88
2016 Vote: Hillary Clinton	43%	(393)	57%	(523)	916
2016 Vote: Donald Trump	42%	(308)	58%	(428)	736
2016 Vote: Other	44%	(50)	56%	(64)	115
2016 Vote: Didn't Vote	43%	(313)	57%	(422)	734
Voted in 2014: Yes	42%	(614)	58%	(848)	1462
Voted in 2014: No	43%	(450)	57%	(588)	1038
4-Region: Northeast	46%	(186)	54%	(217)	402
4-Region: Midwest	46%	(260)	54%	(300)	560
4-Region: South	44%	(426)	56%	(546)	972
4-Region: West	34%	(191)	66%	(374)	565
Child(Ren) Aged 0-17	54%	(1009)	46%	(852)	1861
Child(Ren) Aged 0-5	59%	(518)	41%	(363)	881
Caregivers	73%	(1063)	27%	(385)	1449
Caregiver for Aging Parent	26%	(66)	74%	(184)	250
Caregiver for Sick or Disabled Family Member	26%	(79)	74%	(224)	303
Caregiver for Child/Dependent	100%	(1063)	—	(0)	1063

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Table BPCdem9_2NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a child(ren) or dependent(s) who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	43%	(1063)	57%	(1437)	2500
Business Owners	45%	(189)	55%	(236)	425
Non-Business Owners	42%	(874)	58%	(1201)	2075
Service Worker/Retail Sales/Laborers/Helpers	39%	(195)	61%	(309)	504
Trade/Skilled Workers	37%	(40)	63%	(70)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	42%	(297)	58%	(417)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	45%	(160)	55%	(195)	355
Other Professionals	46%	(182)	54%	(210)	392
Business Owners w/Employees	46%	(170)	54%	(201)	370
Access to Childcare	54%	(458)	46%	(397)	855
No Access to Childcare	61%	(310)	39%	(198)	508
Unsure of Access to Childcare	50%	(90)	50%	(91)	181
More Financially Secure after Pandemic	43%	(218)	57%	(289)	507
Less Financially Secure after the Pandemic	44%	(555)	56%	(713)	1268
Same Financial Security after the Pandemic	40%	(290)	60%	(434)	725
Access to Paid Parental Leave	43%	(423)	57%	(566)	989
No Access to Paid Parental Leave	44%	(357)	56%	(449)	807
Access to Paid Caregiving Leave	44%	(311)	56%	(395)	706
No Access to Paid Caregiving Leave	42%	(408)	58%	(570)	977
Access to Flexible Work Hours	43%	(399)	57%	(528)	926
No Access to Flexible Work Hours	42%	(438)	58%	(599)	1037
Access to Child Care as Employer Benefit	46%	(162)	54%	(192)	354
No Access to Child Care as Employer Benefit	43%	(591)	57%	(797)	1388
Access to Mental Health Benefits	43%	(374)	57%	(504)	878
No Access to Mental Health Benefits	43%	(361)	57%	(475)	836
Ethnicity: White (Non-Hispanic)	46%	(698)	54%	(829)	1528
Ethnicity: Hispanic	37%	(180)	63%	(310)	490
Ethnicity: Black (Non-Hispanic)	38%	(112)	62%	(186)	297
Ethnicity: Asian + Other (Non-Hispanic)	40%	(74)	60%	(111)	185

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Table BPCdem9_2NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a child(ren) or dependent(s) who is otherwise healthy

Demographic	Selected		Not Selected		Total N
Working Mothers	43%	(1063)	57%	(1437)	2500
Single, never married	43%	(182)	57%	(239)	421
Married	44%	(620)	56%	(778)	1398
Separated	44%	(28)	56%	(35)	64
Divorced	31%	(92)	69%	(209)	301
Widowed	26%	(13)	74%	(39)	52
Living with a partner	48%	(128)	52%	(137)	265

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

Table BPCdem9_3NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a sick or disabled family member or relative

Demographic	Selected		Not Selected		Total N
Working Mothers	12%	(303)	88%	(2197)	2500
Gender: Female	12%	(303)	88%	(2197)	2500
Age: 18-34	12%	(89)	88%	(639)	728
Age: 35-44	11%	(120)	89%	(959)	1079
Age: 45-64	13%	(90)	87%	(586)	676
GenZers: 1997-2012	11%	(12)	89%	(99)	111
Millennials: 1981-1996	11%	(162)	89%	(1250)	1413
GenXers: 1965-1980	12%	(87)	88%	(632)	719
Baby Boomers: 1946-1964	16%	(41)	84%	(214)	255
PID: Dem (no lean)	14%	(147)	86%	(897)	1044
PID: Ind (no lean)	11%	(80)	89%	(635)	715
PID: Rep (no lean)	10%	(76)	90%	(665)	741
PID/Gender: Dem Women	14%	(147)	86%	(897)	1044
PID/Gender: Ind Women	11%	(80)	89%	(635)	715
PID/Gender: Rep Women	10%	(76)	90%	(665)	741
Ideo: Liberal (1-3)	14%	(104)	86%	(646)	749
Ideo: Moderate (4)	11%	(88)	89%	(683)	770
Ideo: Conservative (5-7)	12%	(87)	88%	(667)	754
Educ: < College	13%	(161)	87%	(1126)	1287
Educ: Bachelors degree	12%	(80)	88%	(612)	693
Educ: Post-grad	12%	(61)	88%	(459)	520
Income: Under 50k	13%	(131)	87%	(849)	979
Income: 50k-100k	11%	(102)	89%	(838)	940
Income: 100k+	12%	(70)	88%	(510)	581
Ethnicity: White	12%	(215)	88%	(1633)	1848
Ethnicity: Hispanic	17%	(83)	83%	(407)	490
Ethnicity: Black	15%	(55)	85%	(303)	357
Ethnicity: Other	11%	(33)	89%	(262)	295

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Table BPCdem9_3NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a sick or disabled family member or relative

Demographic	Selected		Not Selected		Total N
Working Mothers	12%	(303)	88%	(2197)	2500
All Christian	13%	(144)	87%	(962)	1106
All Non-Christian	20%	(17)	80%	(69)	87
Atheist	11%	(8)	89%	(66)	73
Agnostic/Nothing in particular	9%	(64)	91%	(636)	700
Something Else	13%	(70)	87%	(464)	534
Religious Non-Protestant/Catholic	16%	(18)	84%	(90)	107
Evangelical	14%	(105)	86%	(638)	743
Non-Evangelical	12%	(102)	88%	(749)	851
Community: Urban	15%	(101)	85%	(578)	679
Community: Suburban	10%	(119)	90%	(1044)	1163
Community: Rural	13%	(83)	87%	(576)	658
Employ: Private Sector	12%	(221)	88%	(1655)	1876
Employ: Government	12%	(48)	88%	(358)	407
Employ: Self-Employed	15%	(33)	85%	(184)	218
Military HH: Yes	20%	(49)	80%	(190)	239
Military HH: No	11%	(254)	89%	(2007)	2261
RD/WT: Right Direction	14%	(102)	86%	(641)	743
RD/WT: Wrong Track	11%	(201)	89%	(1557)	1757
Biden Job Approve	14%	(144)	86%	(888)	1033
Biden Job Disapprove	11%	(152)	89%	(1210)	1361
Biden Job Strongly Approve	17%	(60)	83%	(286)	345
Biden Job Somewhat Approve	12%	(85)	88%	(603)	687
Biden Job Somewhat Disapprove	12%	(60)	88%	(436)	496
Biden Job Strongly Disapprove	11%	(91)	89%	(774)	865
Favorable of Biden	14%	(152)	86%	(948)	1100
Unfavorable of Biden	11%	(140)	89%	(1150)	1290
Very Favorable of Biden	16%	(64)	84%	(326)	390
Somewhat Favorable of Biden	12%	(88)	88%	(622)	710
Somewhat Unfavorable of Biden	12%	(45)	88%	(337)	382
Very Unfavorable of Biden	10%	(95)	90%	(812)	907

Continued on next page

Table BPCdem9_3NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a sick or disabled family member or relative

Demographic	Selected		Not Selected		Total N
Working Mothers	12%	(303)	88%	(2197)	2500
#1 Issue: Economy	11%	(152)	89%	(1172)	1323
#1 Issue: Security	11%	(28)	89%	(220)	248
#1 Issue: Health Care	14%	(36)	86%	(218)	254
#1 Issue: Medicare / Social Security	21%	(13)	79%	(47)	60
#1 Issue: Women's Issues	10%	(22)	90%	(202)	224
#1 Issue: Education	12%	(19)	88%	(134)	153
#1 Issue: Energy	13%	(22)	87%	(144)	166
#1 Issue: Other	16%	(12)	84%	(60)	71
2020 Vote: Joe Biden	14%	(166)	86%	(1008)	1173
2020 Vote: Donald Trump	10%	(80)	90%	(748)	828
2020 Vote: Other	18%	(16)	82%	(76)	92
2020 Vote: Didn't Vote	10%	(41)	90%	(366)	407
2018 House Vote: Democrat	14%	(139)	86%	(830)	969
2018 House Vote: Republican	11%	(78)	89%	(621)	699
2018 House Vote: Someone else	9%	(8)	91%	(80)	88
2016 Vote: Hillary Clinton	14%	(125)	86%	(791)	916
2016 Vote: Donald Trump	11%	(82)	89%	(653)	736
2016 Vote: Other	11%	(12)	89%	(102)	115
2016 Vote: Didn't Vote	11%	(83)	89%	(651)	734
Voted in 2014: Yes	13%	(193)	87%	(1269)	1462
Voted in 2014: No	11%	(110)	89%	(928)	1038
4-Region: Northeast	14%	(55)	86%	(347)	402
4-Region: Midwest	10%	(55)	90%	(505)	560
4-Region: South	12%	(116)	88%	(857)	972
4-Region: West	14%	(77)	86%	(488)	565
Child(Ren) Aged 0-17	12%	(219)	88%	(1642)	1861
Child(Ren) Aged 0-5	11%	(99)	89%	(782)	881
Caregivers	21%	(303)	79%	(1146)	1449
Caregiver for Aging Parent	13%	(34)	87%	(216)	250
Caregiver for Sick or Disabled Family Member	100%	(303)	—	(0)	303
Caregiver for Child/Dependent	7%	(79)	93%	(984)	1063

Continued on next page

Table BPCdem9_3NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a sick or disabled family member or relative

Demographic	Selected		Not Selected		Total N
Working Mothers	12%	(303)	88%	(2197)	2500
Business Owners	22%	(94)	78%	(331)	425
Non-Business Owners	10%	(209)	90%	(1866)	2075
Service Worker/Retail Sales/Laborers/Helpers	11%	(55)	89%	(449)	504
Trade/Skilled Workers	7%	(8)	93%	(103)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	9%	(65)	91%	(649)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	14%	(50)	86%	(305)	355
Other Professionals	8%	(30)	92%	(362)	392
Business Owners w/Employees	23%	(86)	77%	(284)	370
Access to Childcare	12%	(103)	88%	(752)	855
No Access to Childcare	11%	(58)	89%	(450)	508
Unsure of Access to Childcare	10%	(18)	90%	(163)	181
More Financially Secure after Pandemic	13%	(64)	87%	(443)	507
Less Financially Secure after the Pandemic	15%	(190)	85%	(1078)	1268
Same Financial Security after the Pandemic	7%	(48)	93%	(677)	725
Access to Paid Parental Leave	9%	(94)	91%	(895)	989
No Access to Paid Parental Leave	10%	(82)	90%	(724)	807
Access to Paid Caregiving Leave	8%	(58)	92%	(648)	706
No Access to Paid Caregiving Leave	11%	(109)	89%	(868)	977
Access to Flexible Work Hours	9%	(86)	91%	(841)	926
No Access to Flexible Work Hours	11%	(111)	89%	(925)	1037
Access to Child Care as Employer Benefit	9%	(34)	91%	(320)	354
No Access to Child Care as Employer Benefit	10%	(141)	90%	(1247)	1388
Access to Mental Health Benefits	9%	(82)	91%	(796)	878
No Access to Mental Health Benefits	11%	(92)	89%	(744)	836
Ethnicity: White (Non-Hispanic)	11%	(168)	89%	(1360)	1528
Ethnicity: Hispanic	17%	(83)	83%	(407)	490
Ethnicity: Black (Non-Hispanic)	11%	(34)	89%	(263)	297
Ethnicity: Asian + Other (Non-Hispanic)	9%	(18)	91%	(167)	185

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Table BPCdem9_3NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
Yes, I am currently a caregiver for a sick or disabled family member or relative

Demographic	Selected		Not Selected		Total N
Working Mothers	12%	(303)	88%	(2197)	2500
Single, never married	11%	(46)	89%	(375)	421
Married	13%	(184)	87%	(1214)	1398
Separated	5%	(3)	95%	(61)	64
Divorced	9%	(26)	91%	(275)	301
Widowed	13%	(7)	87%	(45)	52
Living with a partner	14%	(37)	86%	(228)	265

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

Table BPCdem9_4NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
No, I am not a caregiver

Demographic	Selected		Not Selected		Total N
Working Mothers	42%	(1051)	58%	(1449)	2500
Gender: Female	42%	(1051)	58%	(1449)	2500
Age: 18-34	30%	(220)	70%	(509)	728
Age: 35-44	36%	(387)	64%	(692)	1079
Age: 45-64	64%	(432)	36%	(243)	676
GenZers: 1997-2012	32%	(36)	68%	(75)	111
Millennials: 1981-1996	32%	(458)	68%	(954)	1413
GenXers: 1965-1980	53%	(382)	47%	(337)	719
Baby Boomers: 1946-1964	67%	(172)	33%	(83)	255
PID: Dem (no lean)	39%	(412)	61%	(632)	1044
PID: Ind (no lean)	43%	(309)	57%	(405)	715
PID: Rep (no lean)	45%	(330)	55%	(411)	741
PID/Gender: Dem Women	39%	(412)	61%	(632)	1044
PID/Gender: Ind Women	43%	(309)	57%	(405)	715
PID/Gender: Rep Women	45%	(330)	55%	(411)	741
Ideo: Liberal (1-3)	37%	(274)	63%	(476)	749
Ideo: Moderate (4)	42%	(326)	58%	(445)	770
Ideo: Conservative (5-7)	46%	(347)	54%	(407)	754
Educ: < College	46%	(593)	54%	(694)	1287
Educ: Bachelors degree	41%	(281)	59%	(411)	693
Educ: Post-grad	34%	(177)	66%	(343)	520
Income: Under 50k	44%	(428)	56%	(552)	979
Income: 50k-100k	44%	(412)	56%	(528)	940
Income: 100k+	36%	(211)	64%	(369)	581
Ethnicity: White	42%	(768)	58%	(1080)	1848
Ethnicity: Hispanic	39%	(190)	61%	(300)	490
Ethnicity: Black	41%	(147)	59%	(210)	357
Ethnicity: Other	46%	(136)	54%	(159)	295

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Table BPCdem9_4NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
No, I am not a caregiver

Demographic	Selected		Not Selected		Total N
Working Mothers	42%	(1051)	58%	(1449)	2500
All Christian	43%	(472)	57%	(634)	1106
All Non-Christian	48%	(42)	52%	(45)	87
Atheist	31%	(23)	69%	(51)	73
Agnostic/Nothing in particular	42%	(291)	58%	(409)	700
Something Else	42%	(224)	58%	(310)	534
Religious Non-Protestant/Catholic	49%	(53)	51%	(55)	107
Evangelical	40%	(298)	60%	(445)	743
Non-Evangelical	44%	(378)	56%	(473)	851
Community: Urban	36%	(247)	64%	(432)	679
Community: Suburban	44%	(517)	56%	(646)	1163
Community: Rural	44%	(288)	56%	(371)	658
Employ: Private Sector	42%	(793)	58%	(1083)	1876
Employ: Government	42%	(169)	58%	(237)	407
Employ: Self-Employed	41%	(88)	59%	(129)	218
Military HH: Yes	35%	(85)	65%	(155)	239
Military HH: No	43%	(967)	57%	(1294)	2261
RD/WT: Right Direction	40%	(296)	60%	(447)	743
RD/WT: Wrong Track	43%	(755)	57%	(1002)	1757
Biden Job Approve	39%	(400)	61%	(633)	1033
Biden Job Disapprove	44%	(597)	56%	(764)	1361
Biden Job Strongly Approve	35%	(119)	65%	(226)	345
Biden Job Somewhat Approve	41%	(281)	59%	(407)	687
Biden Job Somewhat Disapprove	40%	(201)	60%	(295)	496
Biden Job Strongly Disapprove	46%	(396)	54%	(469)	865
Favorable of Biden	39%	(433)	61%	(667)	1100
Unfavorable of Biden	44%	(562)	56%	(727)	1290
Very Favorable of Biden	34%	(134)	66%	(255)	390
Somewhat Favorable of Biden	42%	(298)	58%	(412)	710
Somewhat Unfavorable of Biden	37%	(142)	63%	(240)	382
Very Unfavorable of Biden	46%	(420)	54%	(487)	907

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Table BPCdem9_4NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
No, I am not a caregiver

Demographic	Selected		Not Selected		Total N
Working Mothers	42%	(1051)	58%	(1449)	2500
#1 Issue: Economy	42%	(561)	58%	(762)	1323
#1 Issue: Security	49%	(121)	51%	(127)	248
#1 Issue: Health Care	42%	(106)	58%	(148)	254
#1 Issue: Medicare / Social Security	53%	(32)	47%	(28)	60
#1 Issue: Women's Issues	31%	(69)	69%	(155)	224
#1 Issue: Education	34%	(52)	66%	(102)	153
#1 Issue: Energy	42%	(71)	58%	(96)	166
#1 Issue: Other	57%	(41)	43%	(30)	71
2020 Vote: Joe Biden	38%	(450)	62%	(723)	1173
2020 Vote: Donald Trump	45%	(370)	55%	(458)	828
2020 Vote: Other	45%	(42)	55%	(51)	92
2020 Vote: Didn't Vote	47%	(189)	53%	(217)	407
2018 House Vote: Democrat	37%	(355)	63%	(614)	969
2018 House Vote: Republican	44%	(306)	56%	(394)	699
2018 House Vote: Someone else	58%	(51)	42%	(36)	88
2016 Vote: Hillary Clinton	40%	(363)	60%	(553)	916
2016 Vote: Donald Trump	45%	(327)	55%	(408)	736
2016 Vote: Other	44%	(50)	56%	(65)	115
2016 Vote: Didn't Vote	42%	(311)	58%	(423)	734
Voted in 2014: Yes	42%	(608)	58%	(854)	1462
Voted in 2014: No	43%	(443)	57%	(595)	1038
4-Region: Northeast	38%	(155)	62%	(248)	402
4-Region: Midwest	42%	(237)	58%	(323)	560
4-Region: South	42%	(406)	58%	(566)	972
4-Region: West	45%	(253)	55%	(312)	565
Child(Ren) Aged 0-17	32%	(604)	68%	(1257)	1861
Child(Ren) Aged 0-5	26%	(232)	74%	(648)	881
Caregivers	—	(0)	100%	(1449)	1449
Caregiver for Aging Parent	—	(0)	100%	(250)	250
Caregiver for Sick or Disabled Family Member	—	(0)	100%	(303)	303
Caregiver for Child/Dependent	—	(0)	100%	(1063)	1063

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Table BPCdem9_4NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
No, I am not a caregiver

Demographic	Selected		Not Selected		Total N
Working Mothers	42%	(1051)	58%	(1449)	2500
Business Owners	28%	(120)	72%	(305)	425
Non-Business Owners	45%	(931)	55%	(1144)	2075
Service Worker/Retail Sales/Laborers/Helpers	49%	(248)	51%	(256)	504
Trade/Skilled Workers	52%	(58)	48%	(53)	110
Administrative Workers/Office Professionals/Exec and Sr Level Managers	45%	(322)	55%	(392)	714
Health Care and Medical Professionals/Lab Techs/Pharmacists	36%	(129)	64%	(225)	355
Other Professionals	44%	(173)	56%	(219)	392
Business Owners w/Employees	25%	(93)	75%	(277)	370
Access to Childcare	29%	(252)	71%	(603)	855
No Access to Childcare	29%	(147)	71%	(361)	508
Unsure of Access to Childcare	41%	(74)	59%	(107)	181
More Financially Secure after Pandemic	36%	(181)	64%	(326)	507
Less Financially Secure after the Pandemic	41%	(516)	59%	(752)	1268
Same Financial Security after the Pandemic	49%	(355)	51%	(370)	725
Access to Paid Parental Leave	44%	(438)	56%	(551)	989
No Access to Paid Parental Leave	43%	(351)	57%	(456)	807
Access to Paid Caregiving Leave	43%	(304)	57%	(402)	706
No Access to Paid Caregiving Leave	44%	(434)	56%	(543)	977
Access to Flexible Work Hours	43%	(400)	57%	(527)	926
No Access to Flexible Work Hours	45%	(471)	55%	(566)	1037
Access to Child Care as Employer Benefit	41%	(144)	59%	(210)	354
No Access to Child Care as Employer Benefit	44%	(615)	56%	(773)	1388
Access to Mental Health Benefits	45%	(394)	55%	(485)	878
No Access to Mental Health Benefits	43%	(363)	57%	(473)	836
Ethnicity: White (Non-Hispanic)	42%	(641)	58%	(886)	1528
Ethnicity: Hispanic	39%	(190)	61%	(300)	490
Ethnicity: Black (Non-Hispanic)	46%	(137)	54%	(161)	297
Ethnicity: Asian + Other (Non-Hispanic)	45%	(83)	55%	(102)	185

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Table BPCdem9_4NET: *Are you currently a caregiver for any of the following individuals? Please select all that apply.*
No, I am not a caregiver

Demographic	Selected		Not Selected		Total N
Working Mothers	42%	(1051)	58%	(1449)	2500
Single, never married	42%	(178)	58%	(243)	421
Married	39%	(544)	61%	(854)	1398
Separated	47%	(30)	53%	(34)	64
Divorced	57%	(172)	43%	(128)	301
Widowed	56%	(29)	44%	(23)	52
Living with a partner	37%	(98)	63%	(167)	265

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	Working Mothers	2500	100%
xdemGender	Gender: Female	2500	100%
age	Age: 18-34	728	29%
	Age: 35-44	1079	43%
	Age: 45-64	676	27%
	Age: 65+	18	1%
	N	2500	
demAgeGeneration	GenZers: 1997-2012	111	4%
	Millennials: 1981-1996	1413	57%
	GenXers: 1965-1980	719	29%
	Baby Boomers: 1946-1964	255	10%
	N	2497	
xpid3	PID: Dem (no lean)	1044	42%
	PID: Ind (no lean)	715	29%
	PID: Rep (no lean)	741	30%
	N	2500	
xpidGender	PID/Gender: Dem Women	1044	42%
	PID/Gender: Ind Women	715	29%
	PID/Gender: Rep Women	741	30%
	N	2500	
xdemIdeo3	Ideo: Liberal (1-3)	749	30%
	Ideo: Moderate (4)	770	31%
	Ideo: Conservative (5-7)	754	30%
	N	2274	
xeduc3	Educ: < College	1287	51%
	Educ: Bachelors degree	693	28%
	Educ: Post-grad	520	21%
	N	2500	
xdemInc3	Income: Under 50k	979	39%
	Income: 50k-100k	940	38%
	Income: 100k+	581	23%
	N	2500	
xdemWhite	Ethnicity: White	1848	74%
xdemHispBin	Ethnicity: Hispanic	490	20%

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Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
demBlackBin	Ethnicity: Black	357	14%
demRaceOther	Ethnicity: Other	295	12%
xdemReligion	All Christian	1106	44%
	All Non-Christian	87	3%
	Atheist	73	3%
	Agnostic/Nothing in particular	700	28%
	Something Else	534	21%
	N	2500	
xdemReligOther	Religious Non-Protestant/Catholic	107	4%
xdemEvang	Evangelical	743	30%
	Non-Evangelical	851	34%
	N	1593	
xdemUsr	Community: Urban	679	27%
	Community: Suburban	1163	47%
	Community: Rural	658	26%
	N	2500	
xdemEmploy	Employ: Private Sector	1876	75%
	Employ: Government	407	16%
	Employ: Self-Employed	218	9%
	N	2500	
xdemMilHH1	Military HH: Yes	239	10%
	Military HH: No	2261	90%
	N	2500	
xnr1	RD/WT: Right Direction	743	30%
	RD/WT: Wrong Track	1757	70%
	N	2500	
xdemBidenApprove	Biden Job Approve	1033	41%
	Biden Job Disapprove	1361	54%
	N	2394	
xdemBidenApprove2	Biden Job Strongly Approve	345	14%
	Biden Job Somewhat Approve	687	27%
	Biden Job Somewhat Disapprove	496	20%
	Biden Job Strongly Disapprove	865	35%
	N	2394	

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Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
xdemBidenFav	Favorable of Biden	1100	44%
	Unfavorable of Biden	1290	52%
	N	2389	
xdemBidenFavFull	Very Favorable of Biden	390	16%
	Somewhat Favorable of Biden	710	28%
	Somewhat Unfavorable of Biden	382	15%
	Very Unfavorable of Biden	907	36%
	N	2389	
xnr3	#1 Issue: Economy	1323	53%
	#1 Issue: Security	248	10%
	#1 Issue: Health Care	254	10%
	#1 Issue: Medicare / Social Security	60	2%
	#1 Issue: Women's Issues	224	9%
	#1 Issue: Education	153	6%
	#1 Issue: Energy	166	7%
	#1 Issue: Other	71	3%
	N	2500	
xsubVote20O	2020 Vote: Joe Biden	1173	47%
	2020 Vote: Donald Trump	828	33%
	2020 Vote: Other	92	4%
	2020 Vote: Didn't Vote	407	16%
	N	2500	
xsubVote18O	2018 House Vote: Democrat	969	39%
	2018 House Vote: Republican	699	28%
	2018 House Vote: Someone else	88	4%
	N	1756	
xsubVote16O	2016 Vote: Hillary Clinton	916	37%
	2016 Vote: Donald Trump	736	29%
	2016 Vote: Other	115	5%
	2016 Vote: Didn't Vote	734	29%
	N	2500	
xsubVote14O	Voted in 2014: Yes	1462	58%
	Voted in 2014: No	1038	42%
	N	2500	
xreg4	4-Region: Northeast	402	16%
	4-Region: Midwest	560	22%
	4-Region: South	972	39%
	4-Region: West	565	23%
	N	2500	

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Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
BPCxdem1	Child(Ren) Aged 0-17	1861	74%
BPCxdem2	Child(Ren) Aged 0-5	881	35%
BPCxdem3	Caregivers	1449	58%
BPCxdem4	Caregiver for Aging Parent	250	10%
BPCxdem5	Caregiver for Sick or Disabled Family Member	303	12%
BPCxdem6	Caregiver for Child/Dependent	1063	43%
BPCxdem7	Business Owners	425	17%
	Non-Business Owners	2075	83%
	N	2500	
BPCxdem8	Service Worker/Retail Sales/Laborers/Helpers	504	20%
	Trade/Skilled Workers	110	4%
	Administrative Workers/Office Professionals/Exec and Sr Level Managers	714	29%
	Health Care and Medical Professionals/Lab Techs/Pharmacists	355	14%
	Other Professionals	392	16%
	N	2075	
BPCxdem9	Business Owners w/Employees	370	15%
BPCxdem10	Access to Childcare	855	34%
	No Access to Childcare	508	20%
	Unsure of Access to Childcare	181	7%
	N	1544	
BPCxdem11	More Financially Secure after Pandemic	507	20%
	Less Financially Secure after the Pandemic	1268	51%
	Same Financial Security after the Pandemic	725	29%
	N	2500	
BPCxdem12	Access to Paid Parental Leave	989	40%
	No Access to Paid Parental Leave	807	32%
	N	1796	
BPCxdem13	Access to Paid Caregiving Leave	706	28%
	No Access to Paid Caregiving Leave	977	39%
	N	1684	
BPCxdem14	Access to Flexible Work Hours	926	37%
	No Access to Flexible Work Hours	1037	41%
	N	1963	

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Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
BPCxdem15	Access to Child Care as Employer Benefit	354	14%
	No Access to Child Care as Employer Benefit	1388	56%
	N	1742	
BPCxdem16	Access to Mental Health Benefits	878	35%
	No Access to Mental Health Benefits	836	33%
	N	1714	
xrace_eth	Ethnicity: White (Non-Hispanic)	1528	61%
	Ethnicity: Hispanic	490	20%
	Ethnicity: Black (Non-Hispanic)	297	12%
	Ethnicity: Asian + Other (Non-Hispanic)	185	7%
	N	2500	
demMarital	Single, never married	421	17%
	Married	1398	56%
	Separated	64	3%
	Divorced	301	12%
	Widowed	52	2%
	Living with a partner	265	11%
	N	2500	

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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