

National Tracking Poll

Project: 2204117

N Size: 2500 Working Mothers

Margin of Error: ± 2%

April 19-29, 2022

Topline Report

Question	Response	Frequency	Percentage
BPC1	<i>Thinking about your work hours, how far in advance are you aware of your work schedule, or do you have a fixed work schedule?</i>		
	Less than a week in advance	152	6%
	1 week in advance	322	13%
	2 weeks in advance	237	9%
	3 weeks in advance	136	5%
	4-7 weeks in advance	131	5%
	8-12 weeks in advance	22	1%
	I have a fixed work schedule	1199	48%
	I make my own schedule.	289	12%
	Other, please specify	11	0%
BPC2_1	<i>Does your current employer offer the following benefits? Paid vacation days (N=2,074)</i>		
	Yes	1552	75%
	No	443	21%
	Don't know/Unsure	79	4%
BPC2_2	<i>Does your current employer offer the following benefits? Paid sick days (N=2,074)</i>		
	Yes	1454	70%
	No	525	25%
	Don't know/Unsure	95	5%
BPC2_3	<i>Does your current employer offer the following benefits? Paid parental leave (to care for a newborn or adopted child) (N=2,074)</i>		
	Yes	989	48%
	No	807	39%
	Don't know/Unsure	279	13%
BPC2_4	<i>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) (N=2,074)</i>		
	Yes	706	34%
	No	977	47%
	Don't know/Unsure	391	19%

Question	Response	Frequency	Percentage
BPC2_5	<i>Does your current employer offer the following benefits? Reimbursement or funding for professional development (N=2,074)</i>		
	Yes	701	34%
	No	973	47%
	Don't know/Unsure	401	19%
BPC2_6	<i>Does your current employer offer the following benefits? Health insurance benefits (N=2,074)</i>		
	Yes	1624	78%
	No	400	19%
	Don't know/Unsure	50	2%
BPC2_7	<i>Does your current employer offer the following benefits? Mental health benefits (N=2,074)</i>		
	Yes	878	42%
	No	836	40%
	Don't know/Unsure	360	17%
BPC2_8	<i>Does your current employer offer the following benefits? Flexible work options and/or ability to work from home (N=2,074)</i>		
	Yes	926	45%
	No	1037	50%
	Don't know/Unsure	111	5%
BPC2_9	<i>Does your current employer offer the following benefits? Access to affordable child care and/or financial assistance to pay for child care (N=2,074)</i>		
	Yes	354	17%
	No	1388	67%
	Don't know/Unsure	332	16%
BPC2_10	<i>Does your current employer offer the following benefits? Retirement benefits (N=2,074)</i>		
	Yes	1391	67%
	No	548	26%
	Don't know/Unsure	135	7%
BPC2_11	<i>Does your current employer offer the following benefits? Emergency savings benefits (N=2,074)</i>		
	Yes	321	15%
	No	1318	64%
	Don't know/Unsure	435	21%

Question	Response	Frequency	Percentage
BPC2_12	<i>Does your current employer offer the following benefits? Short-term disability (N=2,074)</i>		
	Yes	1074	52%
	No	714	34%
	Don't know/Unsure	287	14%
BPC2_13	<i>Does your current employer offer the following benefits? Long-term disability (N=2,074)</i>		
	Yes	952	46%
	No	781	38%
	Don't know/Unsure	342	16%
BPC3	<i>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?</i>		
	Less than one week	648	26%
	One to three weeks	440	18%
	One month	384	15%
	Two to three months	368	15%
	Three to six months	254	10%
	More than six months	246	10%
	Don't know/No opinion	159	6%
BPC4	<i>Do you feel more or less financially secure today than before the pandemic?</i>		
	More financially secure	507	20%
	Less financially secure	1268	51%
	Neither more nor less financially secure.	725	29%
BPC5	<i>Do you have access to affordable, quality childcare in your local community? (N=1,544)</i>		
	Yes	855	55%
	No	508	33%
	Don't know/Unsure	181	12%
BPC6_1	<i>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</i>		
	Very comfortable	138	6%
	Somewhat comfortable	169	7%
	Not too comfortable	426	17%
	Not comfortable at all	1648	66%
	Don't know/Not applicable	117	5%

Question	Response	Frequency	Percentage
BPC6_2	<i>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</i>		
	Very comfortable	183	7%
	Somewhat comfortable	380	15%
	Not too comfortable	588	24%
	Not comfortable at all	1219	49%
	Don't know/Not applicable	130	5%
BPC6_3	<i>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</i>		
	Very comfortable	268	11%
	Somewhat comfortable	478	19%
	Not too comfortable	573	23%
	Not comfortable at all	943	38%
	Don't know/Not applicable	237	9%
BPC6_4	<i>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</i>		
	Very comfortable	146	6%
	Somewhat comfortable	240	10%
	Not too comfortable	611	24%
	Not comfortable at all	1382	55%
	Don't know/Not applicable	120	5%
BPC6_5	<i>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</i>		
	Very comfortable	163	7%
	Somewhat comfortable	333	13%
	Not too comfortable	656	26%
	Not comfortable at all	1170	47%
	Don't know/Not applicable	177	7%
BPC7	<i>In your experience, have caregiving responsibilities made you more or less willing to take risks in your career?</i>		
	Much more willing	248	10%
	Somewhat more willing	457	18%
	Somewhat less willing	632	25%
	Much less willing	650	26%
	Don't know/No opinion	513	21%

Question	Response	Frequency	Percentage	
BPC8_1	<i>Have caregiving responsibilities ever influenced you to do any of the following? Turn down a job opportunity</i>	Yes	928	37%
		No	1571	63%
BPC8_2	<i>Have caregiving responsibilities ever influenced you to do any of the following? Turn down a promotion</i>	Yes	509	20%
		No	1991	80%
BPC8_3	<i>Have caregiving responsibilities ever influenced you to do any of the following? Change career paths</i>	Yes	902	36%
		No	1597	64%
BPC8_4	<i>Have caregiving responsibilities ever influenced you to do any of the following? Delay higher education plans</i>	Yes	856	34%
		No	1643	66%
BPC8_5	<i>Have caregiving responsibilities ever influenced you to do any of the following? Delay saving for retirement</i>	Yes	1032	41%
		No	1467	59%
BPC8_6	<i>Have caregiving responsibilities ever influenced you to do any of the following? Not save enough for emergencies</i>	Yes	1178	47%
		No	1321	53%
BPC9_1	<i>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</i>	Much more willing	121	5%
		Somewhat more willing	203	8%
		Somewhat less willing	367	15%
		Much less willing	1461	58%
		Don't know/No opinion	347	14%

Question	Response	Frequency	Percentage
BPC9_2	<i>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</i>		
	Much more willing	146	6%
	Somewhat more willing	259	10%
	Somewhat less willing	517	21%
	Much less willing	1229	49%
	Don't know/No opinion	349	14%
BPC9_3	<i>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</i>		
	Much more willing	166	7%
	Somewhat more willing	282	11%
	Somewhat less willing	548	22%
	Much less willing	1039	42%
	Don't know/No opinion	463	19%
BPC9_4	<i>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</i>		
	Much more willing	145	6%
	Somewhat more willing	162	6%
	Somewhat less willing	518	21%
	Much less willing	1316	53%
	Don't know/No opinion	358	14%
BPC9_5	<i>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</i>		
	Much more willing	107	4%
	Somewhat more willing	238	10%
	Somewhat less willing	577	23%
	Much less willing	1204	48%
	Don't know/No opinion	373	15%
BPC10_1	<i>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</i>		
	Yes	836	33%
	No	1663	67%

Question	Response	Frequency	Percentage
BPC10_2	<i>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</i>	Yes 844 No 1655	34% 66%
BPC10_3	<i>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</i>	Yes 732 No 1768	29% 71%
BPC10_4	<i>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</i>	Yes 506 No 1993	20% 80%
BPC10_5	<i>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</i>	Yes 1552 No 947	62% 38%
BPC10_6	<i>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</i>	Yes 467 No 2033	19% 81%
BPC10_7	<i>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</i>	Yes 1035 No 1464	41% 59%

Question	Response	Frequency	Percentage
BPC10_8	<i>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</i>	Yes 864 No 1635	35% 65%
BPC10_9	<i>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</i>	Yes 932 No 1567	37% 63%
BPC11_1	<i>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</i>	Yes 996 No 1503	40% 60%
BPC11_2	<i>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</i>	Yes 1156 No 1344	46% 54%
BPC11_3	<i>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</i>	Yes 540 No 1959	22% 78%
BPC11_4	<i>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</i>	Yes 269 No 2231	11% 89%

Question	Response	Frequency	Percentage
BPC11_5	<i>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.</i>	Yes 1659 No 840	66% 34%
BPC11_6	<i>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</i>	Yes 1318 No 1181	53% 47%
BPC11_7	<i>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</i>	Yes 516 No 1983	21% 79%
BPC11_8	<i>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)</i>	Yes 367 No 2132	15% 85%
BPC11_9	<i>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</i>	Yes 1103 No 1396	44% 56%
BPC11_10	<i>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</i>	Yes 999 No 1500	40% 60%

Question	Response	Frequency	Percentage	
BPC11_11	<i>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</i>	Yes	572	23%
		No	1927	77%
BPC12	<i>In the past month, how frequently, if at all, have caregiving responsibilities impeded your ability to work or perform work-related tasks?</i>	Never	691	28%
		Rarely	558	22%
		Sometimes	720	29%
		Often	259	10%
		Always	110	4%
		Don't know/No opinion	163	7%
BPC13_1	<i>Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Remaining in the workforce</i>	Very challenging	334	13%
		Somewhat challenging	604	24%
		Not too challenging	669	27%
		Not at all challenging	608	24%
		Don't know/Not applicable	283	11%
BPC13_2	<i>Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Working more hours</i>	Very challenging	652	26%
		Somewhat challenging	799	32%
		Not too challenging	442	18%
		Not at all challenging	302	12%
		Don't know/Not applicable	304	12%
BPC13_3	<i>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</i>	Very challenging	423	17%
		Somewhat challenging	747	30%
		Not too challenging	517	21%
		Not at all challenging	355	14%
		Don't know/Not applicable	457	18%

Question	Response	Frequency	Percentage
BPC13_4	<i>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</i>		
	Very challenging	806	32%
	Somewhat challenging	653	26%
	Not too challenging	263	11%
	Not at all challenging	248	10%
	Don't know/Not applicable	530	21%
BPC13_5	<i>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</i>		
	Very challenging	485	19%
	Somewhat challenging	758	30%
	Not too challenging	452	18%
	Not at all challenging	353	14%
	Don't know/Not applicable	451	18%
BPC13_6	<i>Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Advancing your education or skills</i>		
	Very challenging	652	26%
	Somewhat challenging	763	31%
	Not too challenging	350	14%
	Not at all challenging	286	11%
	Don't know/Not applicable	448	18%
BPC13_7	<i>Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Starting your own business (N=2,074)</i>		
	Very challenging	749	36%
	Somewhat challenging	368	18%
	Not too challenging	149	7%
	Not at all challenging	159	8%
	Don't know/Not applicable	650	31%
BPC13_8	<i>Thinking about your current work arrangement and caregiving responsibilities, how challenging, if at all, are each of the following? Growing your business (N=425)</i>		
	Very challenging	130	30%
	Somewhat challenging	148	35%
	Not too challenging	69	16%
	Not at all challenging	36	8%
	Don't know/Not applicable	42	10%

Question	Response	Frequency	Percentage
BPC14	<i>How interested are you, if at all, in starting your own business? (N=2,075)</i>		
	Very interested	341	16%
	Somewhat interested	629	30%
	Not too interested	460	22%
	Not interested at all	645	31%
BPC15_1	<i>How much of a barrier are each of the following, if at all, to starting your own business? Caregiving responsibilities for children (N=969)</i>		
	A significant barrier	216	22%
	Somewhat of a barrier	296	31%
	Not much of a barrier	156	16%
	Not a barrier at all	240	25%
	Don't know/No opinion	61	6%
BPC15_2	<i>How much of a barrier are each of the following, if at all, to starting your own business? Other forms of caregiving responsibilities (N=969)</i>		
	A significant barrier	162	17%
	Somewhat of a barrier	310	32%
	Not much of a barrier	203	21%
	Not a barrier at all	220	23%
	Don't know/No opinion	75	8%
BPC15_3	<i>How much of a barrier are each of the following, if at all, to starting your own business? Access to affordable child care (N=969)</i>		
	A significant barrier	199	21%
	Somewhat of a barrier	220	23%
	Not much of a barrier	162	17%
	Not a barrier at all	311	32%
	Don't know/No opinion	77	8%
BPC15_4	<i>How much of a barrier are each of the following, if at all, to starting your own business? Insufficient personal funds (N=969)</i>		
	A significant barrier	524	54%
	Somewhat of a barrier	259	27%
	Not much of a barrier	88	9%
	Not a barrier at all	68	7%
	Don't know/No opinion	30	3%
BPC15_5	<i>How much of a barrier are each of the following, if at all, to starting your own business? Student loan debt (N=969)</i>		
	A significant barrier	179	19%
	Somewhat of a barrier	165	17%
	Not much of a barrier	121	12%
	Not a barrier at all	398	41%
	Don't know/No opinion	105	11%

Question	Response	Frequency	Percentage
BPC15_6	<i>How much of a barrier are each of the following, if at all, to starting your own business? Necessary skills/education (N=969)</i>		
	A significant barrier	171	18%
	Somewhat of a barrier	315	33%
	Not much of a barrier	225	23%
	Not a barrier at all	208	22%
	Don't know/No opinion	49	5%
BPC15_7	<i>How much of a barrier are each of the following, if at all, to starting your own business? Professional networking (N=969)</i>		
	A significant barrier	194	20%
	Somewhat of a barrier	372	38%
	Not much of a barrier	190	20%
	Not a barrier at all	150	15%
	Don't know/No opinion	63	7%
BPC15_8	<i>How much of a barrier are each of the following, if at all, to starting your own business? Inability to access external capital (N=969)</i>		
	A significant barrier	377	39%
	Somewhat of a barrier	278	29%
	Not much of a barrier	118	12%
	Not a barrier at all	97	10%
	Don't know/No opinion	98	10%
BPC15_9	<i>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 (N=969)</i>		
	A significant barrier	98	10%
	Somewhat of a barrier	188	19%
	Not much of a barrier	203	21%
	Not a barrier at all	387	40%
	Don't know/No opinion	93	10%
BPC15_10	<i>How much of a barrier are each of the following, if at all, to starting your own business? Risk aversion (N=969)</i>		
	A significant barrier	274	28%
	Somewhat of a barrier	337	35%
	Not much of a barrier	132	14%
	Not a barrier at all	119	12%
	Don't know/No opinion	107	11%

Question	Response	Frequency	Percentage
BPC16_1 <i>How much of a barrier are each of the following, if at all, to changing jobs? Caregiving responsibilities for children</i>	A significant barrier	514	21%
	Somewhat of a barrier	623	25%
	Not much of a barrier	404	16%
	Not a barrier at all	688	28%
	Don't know/No opinion	271	11%
	BPC16_2 <i>How much of a barrier are each of the following, if at all, to changing jobs? Other forms of caregiving responsibilities</i>	A significant barrier	344
Somewhat of a barrier		670	27%
Not much of a barrier		489	20%
Not a barrier at all		644	26%
Don't know/No opinion		352	14%
BPC16_3 <i>How much of a barrier are each of the following, if at all, to changing jobs? Access to affordable child care</i>		A significant barrier	443
	Somewhat of a barrier	483	19%
	Not much of a barrier	373	15%
	Not a barrier at all	871	35%
	Don't know/No opinion	329	13%
	BPC16_4 <i>How much of a barrier are each of the following, if at all, to changing jobs? Student loan debt</i>	A significant barrier	326
Somewhat of a barrier		377	15%
Not much of a barrier		329	13%
Not a barrier at all		1062	42%
Don't know/No opinion		405	16%
BPC16_5 <i>How much of a barrier are each of the following, if at all, to changing jobs? Necessary skills/education</i>		A significant barrier	359
	Somewhat of a barrier	709	28%
	Not much of a barrier	561	22%
	Not a barrier at all	615	25%
	Don't know/No opinion	254	10%

Question	Response	Frequency	Percentage
BPC16_6	<i>How much of a barrier are each of the following, if at all, to changing jobs? Professional networking</i>		
	A significant barrier	332	13%
	Somewhat of a barrier	730	29%
	Not much of a barrier	531	21%
	Not a barrier at all	569	23%
	Don't know/No opinion	337	13%
BPC16_7	<i>How much of a barrier are each of the following, if at all, to changing jobs? Discrimination due to gender, pregnancy, or raising children</i>		
	A significant barrier	269	11%
	Somewhat of a barrier	430	17%
	Not much of a barrier	519	21%
	Not a barrier at all	962	39%
	Don't know/No opinion	318	13%
BPC16_8	<i>How much of a barrier are each of the following, if at all, to changing jobs? Risk aversion</i>		
	A significant barrier	472	19%
	Somewhat of a barrier	726	29%
	Not much of a barrier	410	16%
	Not a barrier at all	509	20%
	Don't know/No opinion	382	15%
BPC17_1	<i>How much of a barrier are each of the following, if at all, to staying at your current job? Caregiving responsibilities for children</i>		
	A significant barrier	285	11%
	Somewhat of a barrier	503	20%
	Not much of a barrier	509	20%
	Not a barrier at all	971	39%
	Don't know/No opinion	231	9%
BPC17_2	<i>How much of a barrier are each of the following, if at all, to staying at your current job? Other forms of caregiving responsibilities</i>		
	A significant barrier	240	10%
	Somewhat of a barrier	502	20%
	Not much of a barrier	522	21%
	Not a barrier at all	970	39%
	Don't know/No opinion	265	11%

Question	Response	Frequency	Percentage
BPC17_3 <i>How much of a barrier are each of the following, if at all, to staying at your current job? Access to affordable child care</i>	A significant barrier	301	12%
	Somewhat of a barrier	399	16%
	Not much of a barrier	417	17%
	Not a barrier at all	1102	44%
	Don't know/No opinion	280	11%
BPC17_4 <i>How much of a barrier are each of the following, if at all, to staying at your current job? Student loan debt</i>	A significant barrier	248	10%
	Somewhat of a barrier	294	12%
	Not much of a barrier	354	14%
	Not a barrier at all	1265	51%
	Don't know/No opinion	338	14%
BPC17_5 <i>How much of a barrier are each of the following, if at all, to staying at your current job? Necessary skills/education</i>	A significant barrier	230	9%
	Somewhat of a barrier	405	16%
	Not much of a barrier	536	21%
	Not a barrier at all	1114	45%
	Don't know/No opinion	215	9%
BPC17_6 <i>How much of a barrier are each of the following, if at all, to staying at your current job? Professional networking</i>	A significant barrier	204	8%
	Somewhat of a barrier	432	17%
	Not much of a barrier	575	23%
	Not a barrier at all	1003	40%
	Don't know/No opinion	285	11%
BPC17_7 <i>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</i>	A significant barrier	214	9%
	Somewhat of a barrier	317	13%
	Not much of a barrier	418	17%
	Not a barrier at all	1287	51%
	Don't know/No opinion	263	11%

Question	Response	Frequency	Percentage
BPC17_8	<i>How much of a barrier are each of the following, if at all, to staying at your current job? Risk aversion</i>		
	A significant barrier	247	10%
	Somewhat of a barrier	414	17%
	Not much of a barrier	513	21%
	Not a barrier at all	970	39%
	Don't know/No opinion	355	14%
BPC18_1	<i>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 (N=946)</i>		
	Significantly positive impact	252	27%
	Somewhat positive impact	242	26%
	Neither positive nor negative impact	274	29%
	Somewhat negative impact	45	5%
	Significantly negative impact	20	2%
	Don't know/No opinion	112	12%
BPC18_2	<i>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 (N=946)</i>		
	Significantly positive impact	263	28%
	Somewhat positive impact	237	25%
	Neither positive nor negative impact	242	26%
	Somewhat negative impact	63	7%
	Significantly negative impact	26	3%
	Don't know/No opinion	115	12%
BPC18_3	<i>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 (N=946)</i>		
	Significantly positive impact	279	30%
	Somewhat positive impact	248	26%
	Neither positive nor negative impact	244	26%
	Somewhat negative impact	44	5%
	Significantly negative impact	27	3%
	Don't know/No opinion	103	11%

Question	Response	Frequency	Percentage
BPC18_4	<i>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 (N=946)</i>		
	Significantly positive impact	191	20%
	Somewhat positive impact	223	24%
	Neither positive nor negative impact	337	36%
	Somewhat negative impact	47	5%
	Significantly negative impact	21	2%
	Don't know/No opinion	128	14%
BPC18_5	<i>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 (N=946)</i>		
	Significantly positive impact	280	30%
	Somewhat positive impact	234	25%
	Neither positive nor negative impact	236	25%
	Somewhat negative impact	50	5%
	Significantly negative impact	34	4%
	Don't know/No opinion	111	12%
BPC18_6	<i>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 (N=946)</i>		
	Significantly positive impact	180	19%
	Somewhat positive impact	190	20%
	Neither positive nor negative impact	335	35%
	Somewhat negative impact	65	7%
	Significantly negative impact	40	4%
	Don't know/No opinion	135	14%
BPC18_7	<i>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 (N=946)</i>		
	Significantly positive impact	166	18%
	Somewhat positive impact	214	23%
	Neither positive nor negative impact	326	35%
	Somewhat negative impact	66	7%
	Significantly negative impact	40	4%
	Don't know/No opinion	133	14%

Question	Response	Frequency	Percentage
BPC18_8	<i>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 (N=946)</i>		
	Significantly positive impact	140	15%
	Somewhat positive impact	159	17%
	Neither positive nor negative impact	339	36%
	Somewhat negative impact	46	5%
	Significantly negative impact	45	5%
	Don't know/No opinion	217	23%
BPC18_9	<i>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 (N=946)</i>		
	Significantly positive impact	185	20%
	Somewhat positive impact	123	13%
	Neither positive nor negative impact	333	35%
	Somewhat negative impact	28	3%
	Significantly negative impact	27	3%
	Don't know/No opinion	250	26%
BPC19_1	<i>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 (N=1,129)</i>		
	Significantly positive impact	283	25%
	Somewhat positive impact	292	26%
	Neither positive nor negative impact	351	31%
	Somewhat negative impact	72	6%
	Significantly negative impact	44	4%
	Don't know/No opinion	85	8%
BPC19_2	<i>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 (N=1,129)</i>		
	Significantly positive impact	230	20%
	Somewhat positive impact	303	27%
	Neither positive nor negative impact	359	32%
	Somewhat negative impact	98	9%
	Significantly negative impact	55	5%
	Don't know/No opinion	83	7%

Question	Response	Frequency	Percentage
BPC19_3 <i>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 (N=1,129)</i>	Significantly positive impact	282	25%
	Somewhat positive impact	318	28%
	Neither positive nor negative impact	341	30%
	Somewhat negative impact	75	7%
	Significantly negative impact	36	3%
	Don't know/No opinion	76	7%
	BPC19_4 <i>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 (N=1,129)</i>	Significantly positive impact	172
Somewhat positive impact		246	22%
Neither positive nor negative impact		452	40%
Somewhat negative impact		91	8%
Significantly negative impact		53	5%
Don't know/No opinion		115	10%
BPC19_5 <i>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 (N=1,129)</i>		Significantly positive impact	269
	Somewhat positive impact	277	25%
	Neither positive nor negative impact	342	30%
	Somewhat negative impact	97	9%
	Significantly negative impact	63	6%
	Don't know/No opinion	81	7%
	BPC19_6 <i>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 (N=1,129)</i>	Significantly positive impact	152
Somewhat positive impact		238	21%
Neither positive nor negative impact		448	40%
Somewhat negative impact		125	11%
Significantly negative impact		61	5%
Don't know/No opinion		105	9%

Question	Response	Frequency	Percentage
BPC19_7	<i>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 (N=1,129)</i>		
	Significantly positive impact	138	12%
	Somewhat positive impact	187	17%
	Neither positive nor negative impact	451	40%
	Somewhat negative impact	157	14%
	Significantly negative impact	85	7%
	Don't know/No opinion	110	10%
BPC19_8	<i>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 (N=1,129)</i>		
	Significantly positive impact	121	11%
	Somewhat positive impact	167	15%
	Neither positive nor negative impact	415	37%
	Somewhat negative impact	112	10%
	Significantly negative impact	87	8%
	Don't know/No opinion	227	20%
BPC19_9	<i>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 (N=1,129)</i>		
	Significantly positive impact	170	15%
	Somewhat positive impact	203	18%
	Neither positive nor negative impact	379	34%
	Somewhat negative impact	60	5%
	Significantly negative impact	56	5%
	Don't know/No opinion	261	23%
BPC20_1	<i>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 (N=1,753)</i>		
	Significantly positive impact	393	22%
	Somewhat positive impact	480	27%
	Neither positive nor negative impact	603	34%
	Somewhat negative impact	68	4%
	Significantly negative impact	45	3%
	Don't know/No opinion	164	9%

Question	Response	Frequency	Percentage
BPC20_2	<i>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 (N=1,753)</i>		
	Significantly positive impact	473	27%
	Somewhat positive impact	559	32%
	Neither positive nor negative impact	424	24%
	Somewhat negative impact	98	6%
	Significantly negative impact	57	3%
	Don't know/No opinion	142	8%
BPC20_3	<i>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 (N=1,753)</i>		
	Significantly positive impact	396	23%
	Somewhat positive impact	560	32%
	Neither positive nor negative impact	517	29%
	Somewhat negative impact	83	5%
	Significantly negative impact	45	3%
	Don't know/No opinion	152	9%
BPC20_4	<i>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 (N=1,753)</i>		
	Significantly positive impact	287	16%
	Somewhat positive impact	417	24%
	Neither positive nor negative impact	748	43%
	Somewhat negative impact	79	5%
	Significantly negative impact	43	2%
	Don't know/No opinion	178	10%
BPC20_5	<i>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 (N=1,753)</i>		
	Significantly positive impact	410	23%
	Somewhat positive impact	541	31%
	Neither positive nor negative impact	527	30%
	Somewhat negative impact	77	4%
	Significantly negative impact	54	3%
	Don't know/No opinion	143	8%

Question	Response	Frequency	Percentage
BPC20_6	<i>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 (N=1,753)</i>		
	Significantly positive impact	257	15%
	Somewhat positive impact	373	21%
	Neither positive nor negative impact	780	44%
	Somewhat negative impact	121	7%
	Significantly negative impact	56	3%
	Don't know/No opinion	167	10%
BPC20_7	<i>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 (N=1,753)</i>		
	Significantly positive impact	236	13%
	Somewhat positive impact	380	22%
	Neither positive nor negative impact	703	40%
	Somewhat negative impact	148	8%
	Significantly negative impact	80	5%
	Don't know/No opinion	205	12%
BPC20_8	<i>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 (N=1,753)</i>		
	Significantly positive impact	246	14%
	Somewhat positive impact	315	18%
	Neither positive nor negative impact	690	39%
	Somewhat negative impact	100	6%
	Significantly negative impact	60	3%
	Don't know/No opinion	343	20%
BPC20_9	<i>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 (N=1,753)</i>		
	Significantly positive impact	231	13%
	Somewhat positive impact	270	15%
	Neither positive nor negative impact	684	39%
	Somewhat negative impact	62	4%
	Significantly negative impact	71	4%
	Don't know/No opinion	435	25%

Question	Response	Frequency	Percentage
BPC21_1	<i>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 (N=321)</i>		
	Significantly positive impact	88	27%
	Somewhat positive impact	98	31%
	Neither positive nor negative impact	82	26%
	Somewhat negative impact	18	6%
	Significantly negative impact	15	5%
	Don't know/No opinion	20	6%
BPC21_2	<i>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 (N=321)</i>		
	Significantly positive impact	87	27%
	Somewhat positive impact	100	31%
	Neither positive nor negative impact	71	22%
	Somewhat negative impact	26	8%
	Significantly negative impact	16	5%
	Don't know/No opinion	21	6%
BPC21_3	<i>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 (N=321)</i>		
	Significantly positive impact	92	29%
	Somewhat positive impact	102	32%
	Neither positive nor negative impact	72	22%
	Somewhat negative impact	23	7%
	Significantly negative impact	11	4%
	Don't know/No opinion	21	7%
BPC21_4	<i>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 (N=321)</i>		
	Significantly positive impact	88	27%
	Somewhat positive impact	84	26%
	Neither positive nor negative impact	95	30%
	Somewhat negative impact	14	4%
	Significantly negative impact	16	5%
	Don't know/No opinion	24	7%

Question	Response	Frequency	Percentage
BPC21_5 <i>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 (N=321)</i>	Significantly positive impact	78	24%
	Somewhat positive impact	105	33%
	Neither positive nor negative impact	78	24%
	Somewhat negative impact	27	8%
	Significantly negative impact	11	4%
	Don't know/No opinion	22	7%
	BPC21_6 <i>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 (N=321)</i>	Significantly positive impact	81
Somewhat positive impact		74	23%
Neither positive nor negative impact		104	32%
Somewhat negative impact		28	9%
Significantly negative impact		13	4%
Don't know/No opinion		22	7%
BPC21_7 <i>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 (N=321)</i>		Significantly positive impact	64
	Somewhat positive impact	62	19%
	Neither positive nor negative impact	114	35%
	Somewhat negative impact	34	11%
	Significantly negative impact	19	6%
	Don't know/No opinion	28	9%
	BPC21_8 <i>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 (N=321)</i>	Significantly positive impact	78
Somewhat positive impact		63	20%
Neither positive nor negative impact		90	28%
Somewhat negative impact		33	10%
Significantly negative impact		21	7%
Don't know/No opinion		37	11%

Question	Response	Frequency	Percentage
BPC21_9	<i>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 (N=321)</i>		
	Significantly positive impact	77	24%
	Somewhat positive impact	56	18%
	Neither positive nor negative impact	102	32%
	Somewhat negative impact	16	5%
	Significantly negative impact	15	5%
	Don't know/No opinion	56	17%
BPC22_1	<i>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 (N=688)</i>		
	Significantly positive impact	224	33%
	Somewhat positive impact	171	25%
	Neither positive nor negative impact	172	25%
	Somewhat negative impact	35	5%
	Significantly negative impact	30	4%
	Don't know/No opinion	56	8%
BPC22_2	<i>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 (N=688)</i>		
	Significantly positive impact	212	31%
	Somewhat positive impact	164	24%
	Neither positive nor negative impact	181	26%
	Somewhat negative impact	37	5%
	Significantly negative impact	25	4%
	Don't know/No opinion	69	10%
BPC22_3	<i>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 (N=688)</i>		
	Significantly positive impact	227	33%
	Somewhat positive impact	189	27%
	Neither positive nor negative impact	153	22%
	Somewhat negative impact	40	6%
	Significantly negative impact	26	4%
	Don't know/No opinion	54	8%

Question	Response	Frequency	Percentage
BPC22_4 <i>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 (N=688)</i>	Significantly positive impact	208	30%
	Somewhat positive impact	176	26%
	Neither positive nor negative impact	164	24%
	Somewhat negative impact	41	6%
	Significantly negative impact	31	5%
	Don't know/No opinion	68	10%
	BPC22_5 <i>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 (N=688)</i>	Significantly positive impact	232
Somewhat positive impact		188	27%
Neither positive nor negative impact		143	21%
Somewhat negative impact		38	5%
Significantly negative impact		29	4%
Don't know/No opinion		58	8%
BPC22_6 <i>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 (N=688)</i>		Significantly positive impact	219
	Somewhat positive impact	168	24%
	Neither positive nor negative impact	178	26%
	Somewhat negative impact	38	6%
	Significantly negative impact	24	3%
	Don't know/No opinion	62	9%
	BPC22_7 <i>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 (N=688)</i>	Significantly positive impact	184
Somewhat positive impact		162	24%
Neither positive nor negative impact		181	26%
Somewhat negative impact		53	8%
Significantly negative impact		43	6%
Don't know/No opinion		66	10%

Question	Response	Frequency	Percentage
BPC22_8	<i>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 (N=688)</i>		
	Significantly positive impact	163	24%
	Somewhat positive impact	155	23%
	Neither positive nor negative impact	189	27%
	Somewhat negative impact	41	6%
	Significantly negative impact	30	4%
	Don't know/No opinion	111	16%
BPC22_9	<i>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 (N=688)</i>		
	Significantly positive impact	149	22%
	Somewhat positive impact	119	17%
	Neither positive nor negative impact	235	34%
	Somewhat negative impact	34	5%
	Significantly negative impact	26	4%
	Don't know/No opinion	124	18%
BPC23_1	<i>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 (N=206)</i>		
	Significantly positive impact	62	30%
	Somewhat positive impact	63	30%
	Neither positive nor negative impact	43	21%
	Somewhat negative impact	17	8%
	Significantly negative impact	6	3%
	Don't know/No opinion	15	7%
BPC23_2	<i>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 (N=855)</i>		
	Significantly positive impact	268	31%
	Somewhat positive impact	274	32%
	Neither positive nor negative impact	195	23%
	Somewhat negative impact	50	6%
	Significantly negative impact	13	2%
	Don't know/No opinion	56	6%

Question	Response	Frequency	Percentage
BPC23_3 <i>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 (N=855)</i>	Significantly positive impact	231	27%
	Somewhat positive impact	282	33%
	Neither positive nor negative impact	190	22%
	Somewhat negative impact	72	8%
	Significantly negative impact	27	3%
	Don't know/No opinion	52	6%
	BPC23_4 <i>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 (N=855)</i>	Significantly positive impact	271
Somewhat positive impact		278	32%
Neither positive nor negative impact		188	22%
Somewhat negative impact		53	6%
Significantly negative impact		18	2%
Don't know/No opinion		47	5%
BPC23_5 <i>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 (N=855)</i>		Significantly positive impact	227
	Somewhat positive impact	285	33%
	Neither positive nor negative impact	212	25%
	Somewhat negative impact	53	6%
	Significantly negative impact	19	2%
	Don't know/No opinion	60	7%
	BPC23_6 <i>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 (N=855)</i>	Significantly positive impact	250
Somewhat positive impact		281	33%
Neither positive nor negative impact		189	22%
Somewhat negative impact		56	7%
Significantly negative impact		32	4%
Don't know/No opinion		48	6%

Question	Response	Frequency	Percentage
BPC23_7	<i>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 (N=855)</i>		
	Significantly positive impact	240	28%
	Somewhat positive impact	258	30%
	Neither positive nor negative impact	215	25%
	Somewhat negative impact	58	7%
	Significantly negative impact	31	4%
	Don't know/No opinion	53	6%
BPC23_8	<i>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 (N=855)</i>		
	Significantly positive impact	207	24%
	Somewhat positive impact	215	25%
	Neither positive nor negative impact	274	32%
	Somewhat negative impact	58	7%
	Significantly negative impact	28	3%
	Don't know/No opinion	74	9%
BPC23_9	<i>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 (N=855)</i>		
	Significantly positive impact	193	23%
	Somewhat positive impact	195	23%
	Neither positive nor negative impact	263	31%
	Somewhat negative impact	54	6%
	Significantly negative impact	18	2%
	Don't know/No opinion	131	15%
BPC23_10	<i>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 (N=855)</i>		
	Significantly positive impact	204	24%
	Somewhat positive impact	207	24%
	Neither positive nor negative impact	246	29%
	Somewhat negative impact	48	6%
	Significantly negative impact	29	3%
	Don't know/No opinion	122	14%

Question	Response	Frequency	Percentage
BPC24_1 <i>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 (N=1,148)</i>	Significantly positive impact	386	34%
	Somewhat positive impact	289	25%
	Neither positive nor negative impact	301	26%
	Somewhat negative impact	51	4%
	Significantly negative impact	25	2%
	Don't know/No opinion	97	8%
	BPC24_2 <i>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 (N=1,148)</i>	Significantly positive impact	361
Somewhat positive impact		263	23%
Neither positive nor negative impact		336	29%
Somewhat negative impact		59	5%
Significantly negative impact		26	2%
Don't know/No opinion		103	9%
BPC24_3 <i>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 (N=1,148)</i>	Significantly positive impact	414	36%
	Somewhat positive impact	296	26%
	Neither positive nor negative impact	277	24%
	Somewhat negative impact	42	4%
	Significantly negative impact	21	2%
	Don't know/No opinion	98	9%
BPC24_4 <i>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 (N=1,148)</i>	Significantly positive impact	294	26%
	Somewhat positive impact	266	23%
	Neither positive nor negative impact	388	34%
	Somewhat negative impact	56	5%
	Significantly negative impact	21	2%
	Don't know/No opinion	123	11%

Question	Response	Frequency	Percentage
BPC24_5 <i>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 (N=1,148)</i>	Significantly positive impact	415	36%
	Somewhat positive impact	294	26%
	Neither positive nor negative impact	259	23%
	Somewhat negative impact	60	5%
	Significantly negative impact	24	2%
	Don't know/No opinion	95	8%
	BPC24_6 <i>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 (N=1,148)</i>	Significantly positive impact	380
Somewhat positive impact		302	26%
Neither positive nor negative impact		278	24%
Somewhat negative impact		59	5%
Significantly negative impact		22	2%
Don't know/No opinion		107	9%
BPC24_7 <i>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 (N=1,148)</i>		Significantly positive impact	259
	Somewhat positive impact	222	19%
	Neither positive nor negative impact	425	37%
	Somewhat negative impact	66	6%
	Significantly negative impact	44	4%
	Don't know/No opinion	132	11%
	BPC24_8 <i>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 (N=1,148)</i>	Significantly positive impact	240
Somewhat positive impact		187	16%
Neither positive nor negative impact		431	38%
Somewhat negative impact		46	4%
Significantly negative impact		41	4%
Don't know/No opinion		202	18%

Question	Response	Frequency	Percentage
BPC24_9	<i>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 (N=1,148)</i>		
	Significantly positive impact	224	20%
	Somewhat positive impact	174	15%
	Neither positive nor negative impact	404	35%
	Somewhat negative impact	46	4%
	Significantly negative impact	32	3%
	Don't know/No opinion	268	23%
BPC25_1	<i>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 (N=926)</i>		
	Significantly positive impact	390	42%
	Somewhat positive impact	256	28%
	Neither positive nor negative impact	174	19%
	Somewhat negative impact	37	4%
	Significantly negative impact	27	3%
	Don't know/No opinion	42	5%
BPC25_2	<i>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 (N=926)</i>		
	Significantly positive impact	305	33%
	Somewhat positive impact	257	28%
	Neither positive nor negative impact	253	27%
	Somewhat negative impact	47	5%
	Significantly negative impact	28	3%
	Don't know/No opinion	35	4%
BPC25_3	<i>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 (N=926)</i>		
	Significantly positive impact	402	43%
	Somewhat positive impact	274	30%
	Neither positive nor negative impact	161	17%
	Somewhat negative impact	42	5%
	Significantly negative impact	18	2%
	Don't know/No opinion	29	3%

Question	Response	Frequency	Percentage
BPC25_4	<i>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 (N=926)</i>		
	Significantly positive impact	262	28%
	Somewhat positive impact	243	26%
	Neither positive nor negative impact	284	31%
	Somewhat negative impact	61	7%
	Significantly negative impact	23	3%
	Don't know/No opinion	54	6%
BPC25_5	<i>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 (N=926)</i>		
	Significantly positive impact	366	39%
	Somewhat positive impact	278	30%
	Neither positive nor negative impact	164	18%
	Somewhat negative impact	57	6%
	Significantly negative impact	34	4%
	Don't know/No opinion	28	3%
BPC25_6	<i>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 (N=926)</i>		
	Significantly positive impact	301	33%
	Somewhat positive impact	267	29%
	Neither positive nor negative impact	230	25%
	Somewhat negative impact	55	6%
	Significantly negative impact	37	4%
	Don't know/No opinion	36	4%
BPC25_7	<i>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 (N=926)</i>		
	Significantly positive impact	209	23%
	Somewhat positive impact	186	20%
	Neither positive nor negative impact	307	33%
	Somewhat negative impact	108	12%
	Significantly negative impact	56	6%
	Don't know/No opinion	60	6%

Question	Response	Frequency	Percentage
BPC25_8	<i>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 (N=926)</i>		
	Significantly positive impact	194	21%
	Somewhat positive impact	164	18%
	Neither positive nor negative impact	304	33%
	Somewhat negative impact	53	6%
	Significantly negative impact	47	5%
	Don't know/No opinion	164	18%
BPC25_9	<i>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 (N=926)</i>		
	Significantly positive impact	187	20%
	Somewhat positive impact	143	15%
	Neither positive nor negative impact	326	35%
	Somewhat negative impact	37	4%
	Significantly negative impact	32	3%
	Don't know/No opinion	202	22%
BPC26_1	<i>Do you currently provide the following benefits to your full-time employees? Paid vacation days (N=370)</i>		
	Yes	206	56%
	No	140	38%
	Don't know/No opinion	24	7%
BPC26_2	<i>Do you currently provide the following benefits to your full-time employees? Paid sick days (N=370)</i>		
	Yes	220	60%
	No	121	33%
	Don't know/No opinion	29	8%
BPC26_3	<i>Do you currently provide the following benefits to your full-time employees? Paid parental leave (to care for a newborn or adopted child) (N=370)</i>		
	Yes	170	46%
	No	170	46%
	Don't know/No opinion	30	8%

Question	Response	Frequency	Percentage
BPC26_4	<i>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) (N=370)</i>		
	Yes	163	44%
	No	167	45%
	Don't know/No opinion	40	11%
BPC26_5	<i>Do you currently provide the following benefits to your full-time employees? Reimbursement or funding for professional development (N=370)</i>		
	Yes	151	41%
	No	185	50%
	Don't know/No opinion	35	9%
BPC26_6	<i>Do you currently provide the following benefits to your full-time employees? Health insurance benefits (N=370)</i>		
	Yes	218	59%
	No	126	34%
	Don't know/No opinion	26	7%
BPC26_7	<i>Do you currently provide the following benefits to your full-time employees? Mental health benefits (N=370)</i>		
	Yes	176	48%
	No	161	44%
	Don't know/No opinion	33	9%
BPC26_8	<i>Do you currently provide the following benefits to your full-time employees? Flexible work options and/or ability to work from home (N=370)</i>		
	Yes	237	64%
	No	113	31%
	Don't know/No opinion	20	5%
BPC26_9	<i>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 (N=370)</i>		
	Yes	143	38%
	No	192	52%
	Don't know/No opinion	36	10%
BPC26_10	<i>Do you currently provide the following benefits to your full-time employees? Retirement benefits (N=370)</i>		
	Yes	172	46%
	No	169	46%
	Don't know/No opinion	30	8%

Question	Response	Frequency	Percentage
BPC26_11	<i>Do you currently provide the following benefits to your full-time employees? Emergency savings benefits (N=370)</i>		
	Yes	132	36%
	No	202	55%
	Don't know/No opinion	36	10%
BPC26_12	<i>Do you currently provide the following benefits to your full-time employees? Short-term disability (N=370)</i>		
	Yes	161	43%
	No	181	49%
	Don't know/No opinion	29	8%
BPC26_13	<i>Do you currently provide the following benefits to your full-time employees? Long-term disability (N=370)</i>		
	Yes	143	39%
	No	191	52%
	Don't know/No opinion	36	10%
BPC27_1	<i>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 (N=370)</i>		
	A significant barrier	106	29%
	Somewhat of a barrier	131	35%
	Not too much of a barrier	82	22%
	Not a barrier at all	52	14%
BPC27_2	<i>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 (N=370)</i>		
	A significant barrier	63	17%
	Somewhat of a barrier	112	30%
	Not too much of a barrier	103	28%
	Not a barrier at all	92	25%
BPC27_3	<i>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 (N=370)</i>		
	A significant barrier	82	22%
	Somewhat of a barrier	126	34%
	Not too much of a barrier	92	25%
	Not a barrier at all	71	19%

Question	Response	Frequency	Percentage
BPC27_4	<i>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 (N=370)</i>		
	A significant barrier	79	21%
	Somewhat of a barrier	124	34%
	Not too much of a barrier	90	24%
	Not a barrier at all	77	21%
BPC27_5	<i>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 (N=370)</i>		
	A significant barrier	71	19%
	Somewhat of a barrier	118	32%
	Not too much of a barrier	101	27%
	Not a barrier at all	81	22%
BPC27_6	<i>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 (N=370)</i>		
	A significant barrier	86	23%
	Somewhat of a barrier	122	33%
	Not too much of a barrier	88	24%
	Not a barrier at all	75	20%
BPCdem1	<i>Do you own your own business?</i>		
	Yes	425	17%
	No	2075	83%
BPCdem2	<i>How many children, including adult children, do you have?</i>		
	1	871	35%
	2	893	36%
	3	482	19%
	4	165	7%
	5 or more	89	4%
BPCdem3	<i>How many children, including adult children, currently live at your home?</i>		
	0	342	14%
	1	878	35%
	2	724	29%
	3	345	14%
	4	135	5%
	5 or more	77	3%

Question	Response	Frequency	Percentage
BPCdem4_1	<i>What are the ages of your children? Age of child 1 (N=2,153)</i>		
	0-5	615	29%
	6-12	657	31%
	13-17	497	23%
	18-25	269	12%
	26-34	86	4%
	35-44	23	1%
	45+	6	0%
BPCdem4_2	<i>What are the ages of your children? Age of child 2 (N=1,259)</i>		
	0-5	291	23%
	6-12	516	41%
	13-17	282	22%
	18-25	123	10%
	26-34	32	3%
	35-44	12	1%
	45+	4	0%
BPCdem4_3	<i>What are the ages of your children? Age of child 3 (N=519)</i>		
	0-5	153	29%
	6-12	192	37%
	13-17	94	18%
	18-25	60	12%
	26-34	13	3%
	35-44	3	1%
	45+	4	1%
BPCdem4_4	<i>What are the ages of your children? Age of child 4 (N=176)</i>		
	0-5	56	32%
	6-12	53	30%
	13-17	31	18%
	18-25	23	13%
	26-34	5	3%
	35-44	3	1%
	45+	5	3%
BPCdem4_5	<i>What are the ages of your children? Age of child 5 (N=65)</i>		
	0-5	30	46%
	6-12	12	19%
	13-17	6	9%
	18-25	11	17%
	26-34	3	4%
	45+	3	5%

Question	Response	Frequency	Percentage
BPCdem5	<i>Which of the following categories best describes your current job? (N=2,075)</i>		
	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.	504	24%
	Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.	110	5%
	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.	714	34%
	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.	355	17%
	Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; university/college professors; and pilots and airline workers.	392	19%
BPCdem6	<i>What industry best describes your company? (N=425)</i>		
	Agriculture	4	1%
	Automotive	3	1%
	Construction	20	5%
	Financial Services	32	7%
	Health Care	40	10%
	Manufacturing	18	4%
	Real Estate	15	3%
	Retail	63	15%
	Professional Services	49	12%
	Technology	57	13%
	Tourism / Accommodation	3	1%
	Transportation	8	2%
	Food Services	13	3%
	Other, please specify	101	24%

Question	Response	Frequency	Percentage
BPCdem7	<i>How many total employees, excluding yourself, are currently employed by your business? (N=425)</i>		
	0 employees	55	13%
	1-4 employees	86	20%
	5-10 employees	32	7%
	11-20 employees	17	4%
	21-50 employees	27	6%
	51-100 employees	35	8%
	101-200 employees	24	6%
	201-300 employees	18	4%
	301-400 employees	28	6%
	401-500 employees	35	8%
	More than 500 employees	69	16%
BPCdem9_1NET	<i>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</i>		
	Selected	250	10%
	Not Selected	2250	90%
BPCdem9_2NET	<i>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</i>		
	Selected	1063	43%
	Not Selected	1437	57%
BPCdem9_3NET	<i>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</i>		
	Selected	303	12%
	Not Selected	2197	88%
BPCdem9_4NET	<i>Are you currently a caregiver for any of the following individuals? Please select all that apply. No, I am not a caregiver</i>		
	Selected	1051	42%
	Not Selected	1449	58%

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

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
PID/Gender: Ind Women		715	29%
PID/Gender: Rep Women		741	30%
N		2500	
xdemIdeo3		Ideo: Liberal (1-3)	749
	Ideo: Moderate (4)	770	31%
	Ideo: Conservative (5-7)	754	30%
	N	2274	
	xeduc3	Educ: < College	1287
Educ: Bachelors degree		693	28%
Educ: Post-grad		520	21%
N		2500	
xdemInc3		Income: Under 50k	979
	Income: 50k-100k	940	38%
	Income: 100k+	581	23%
	N	2500	
	xdemWhite	Ethnicity: White	1848
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%
	<i>N</i>	1742	
BPCxdem16	Access to Mental Health Benefits	878	35%
	No Access to Mental Health Benefits	836	33%
	<i>N</i>	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%
	<i>N</i>	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%
	<i>N</i>	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.

The logo consists of a stylized 'M' shape formed by two overlapping triangles, one pointing down and one pointing up, creating a central negative space.

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