

2019 State of Motherhood Survey—Millennial Respondents Only

Total Survey Respondents: 6,457
Field Dates: March 28, 2019 to April 11, 2019
Data Run Date: April 16, 2019
Analysis conducted by Edge Research

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Analysis conducted by Edge Research		1	Total					ı		1				1		
		Total	Millennial Only		Ethn	icity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q01: Children come into our lives in many different ways.	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
How did you become a mother? Select all that apply.	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	Fertility treatment Adoption	8% 0%	8% 0%	9% 0%	7% 0%	6%	6%	8% 0%	7% 0%	9% 0%	9% 0%	9% 0%	7% 0%	2% 0%	8% 0%	12% 0%
	Foster system	0%	0%	0%	0%	0%	_	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Sex	94%	94%	94%	94%	95%	91%	92%	97%	93%	93%	93%	96%	98%	94%	91%
	Other (please specify)	2%	2%	2%	2%	1%	5%	1%	3%	2%	2%	2%	1%	2%	1%	3%
		Total	Total Millennial		Ethn	icitv		Number	of Children		Empl	oyment			Age	
			Only									•			•	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q02: How many children are you parent or guardian for?	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	0 1	0% 59%	0% 59%	0% 58%	0% 61%	0% 58%	64%	100%	-	0% 65%	0% 58%	0% 64%	0% 48%	0% 67%	0% 61%	- 51%
	2	32%	32%	34%	30%	32%	25%	-	79%	28%	34%	30%	38%	25%	31%	38%
	3	7%	7%	6%	8%	9%	8%	-	17%	5%	5%	5%	10%	6%	6%	9%
	4	2%	2%	2%	2%	1%	3%	-	4%	1%	2%	1%	3%	2%	1%	2%
	5 or more	0%	0%	0%	0%	0%	-	-	1%	0%	0%	0%	1%	0%	0%	0%
		Total	Total Millennial Only		Ethn	icity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q03: What is your current relationship status?	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
	Base: All Respondents Married	1000 91%	1000 91%	561 94%	420 87%	210 88%	106 80%	589 89%	408 93%	534 91%	152 93%	686 91%	281 90%	194 83%	486 93%	320 92%
	Single	2%	2%	1%	3%	2%	6%	2%	1%	2%	1%	2%	2%	4%	1%	2%
	Divorced	0%	0%	0%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	0%
	Separated	0%	0%	0%	0%	0%	-	0%	0%	0%	0%	0%	0%	0%	0%	1%
	Partner, co-living	6%	6%	4%	8%	8%	8%	6%	5%	5%	4%	5%	7%	11%	5%	3%
	Partner, not co-living Other (please specify)	1% 1%	1% 1%	0% 0%	1% 1%	1% 0%	3% 3%	1% 1%	1% 0%	1% 0%	0% 1%	1% 1%	1% 1%	1% 1%	1% 1%	0% 1%
	Other (please specify)	1 76	1 76	0 76	1 76	0 %	3%	1 76	0.76	0 76	1 76	1 76	1 76	1 76	1 76	1 76
		Total	Total Millennial		Ethn	icity		Number	of Children	[Empl	oyment		[Age	
		Total	Only		Luiii		A 5-i	Number	S. Simuren		Lilipi	-	NI-4		Age	
			Q57: Born	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not	<30	30-34	35+
		Total	1981-1996										Employed			
Q04: What was your relationship status when you had your		3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
Q04: What was your relationship status when you had your first child?	Base: All Respondents	3920 1000	3920 1000	561	420	210	64 106	589	408	534	152	2712 686	1073 281	194	486	320
	Base: All Respondents Married	3920	3920	561 91%	420 82%	210 82%	64 106 78%	589 88%	408 86%		152 90%	2712 686 89%	1073 281 83%	194 77%	486 89%	320 90%
	Base: All Respondents	3920 1000 87% 3% 0%	3920 1000 87% 3% 0%	561	420 82% 4%	210	64 106	589	408 86% 3% 0%	534 89% 3% 0%	152 90% 1%	2712 686 89% 3% 0%	1073 281 83% 3%	194	486 89% 2% 0%	320 90% 3% 0%
	Base: All Respondents Married Single Divorced Separated	3920 1000 87% 3% 0% 0%	3920 1000 87% 3% 0% 0%	561 91% 2% 0% 0%	420 82% 4% - 0%	210 82% 3% - -	64 106 78% 9% -	589 88% 2% 0% 0%	408 86% 3% 0% 0%	534 89% 3% 0% 0%	152 90% 1% - 0%	2712 686 89% 3% 0% 0%	1073 281 83% 3% - 0%	194 77% 5% 0% 0%	486 89% 2% 0% 0%	320 90% 3% 0% 0%
	Base: All Respondents Married Single Divorced Separated Partner, co-living	3920 1000 87% 3% 0% 0% 8%	3920 1000 87% 3% 0% 0% 8%	561 91% 2% 0% 0% 6%	420 82% 4% - 0% 10%	210 82% 3% - - 11%	64 106 78% 9%	589 88% 2% 0% 0% 8%	408 86% 3% 0% 0% 8%	534 89% 3% 0% 0% 7%	152 90% 1% - 0% 6%	2712 686 89% 3% 0% 0% 7%	1073 281 83% 3% - 0% 10%	194 77% 5% 0% 0% 13%	486 89% 2% 0% 0% 7%	320 90% 3% 0% 0% 5%
	Base: All Respondents Married Single Divorced Separated Partner, co-living Partner, not co-living	3920 1000 87% 3% 0% 0% 8% 1%	3920 1000 87% 3% 0% 0% 8% 1%	561 91% 2% 0% 0% 6% 1%	420 82% 4% - 0% 10% 2%	210 82% 3% - - 11% 3%	64 106 78% 9% - - 11%	589 88% 2% 0% 0% 8% 1%	408 86% 3% 0% 0% 8% 2%	534 89% 3% 0% 0% 7% 1%	152 90% 1% - 0% 6% 1%	2712 686 89% 3% 0% 0% 7% 1%	1073 281 83% 3% - 0% 10% 2%	194 77% 5% 0% 0% 13% 3%	486 89% 2% 0% 0% 7% 1%	320 90% 3% 0% 0% 5% 1%
	Base: All Respondents Married Single Divorced Separated Partner, co-living	3920 1000 87% 3% 0% 0% 8%	3920 1000 87% 3% 0% 0% 8%	561 91% 2% 0% 0% 6%	420 82% 4% - 0% 10%	210 82% 3% - - 11%	64 106 78% 9% -	589 88% 2% 0% 0% 8%	408 86% 3% 0% 0% 8%	534 89% 3% 0% 0% 7%	152 90% 1% - 0% 6%	2712 686 89% 3% 0% 0% 7%	1073 281 83% 3% - 0% 10%	194 77% 5% 0% 0% 13%	486 89% 2% 0% 0% 7%	320 90% 3% 0% 0% 5%

	Total				
Total	Millennial	Ethnicity	Number of Children	Employment	Age
	Only				

		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q05: Are you planning on having more children?	Unweighted Base Base: All Respondents	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
	Yes	51%	51%	561 52%	420 50%	50%	106 48%	589 69%	408 25%	534 51%	1 52 53%	51%	281 50%	194 68%	486 56%	320 33%
	No	24%	24%	24%	25%	25%	25%	10%	45%	25%	22%	24%	24%	12%	20%	38%
	Unsure	25%	25%	25%	25%	24%	27%	21%	31%	24%	25%	25%	26%	20%	24%	30%
		Total	Total Millennial Only		Ethr	nicity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q06: If no, what is the top reason for that decision?	Unweighted Base	936	936	695	217	129	16	217	719	482	143	625	273	97	372	467
	Base: Q5=No, not planning for more	241	241	133	103	53	27	59	183	132	33	164	67	23	97	121
	children				420/			400/			400/	470/	440/			
	Financial reasons Career reasons	15% 1%	15% 1%	16% 1%	13% 1%	12% 2%	13%	13% 2%	15% 1%	18% 1%	13%	17% 1%	11% 1%	10%	15% 1%	15% 1%
	Medical considerations	12%	12%	10%	14%	14%	19%	16%	11%	11%	11%	11%	14%	8%	15%	11%
	Age	6%	6%	6%	8%	6%	13%	7%	6%	6%	8%	6%	4%	1%	3%	11%
	Didn't want to be pregnant again	11%	11%	12%	11%	9%	13%	14%	10%	11%	8%	10%	15%	14%	12%	10%
	Family feels complete	44%	44%	47%	40%	45%	19%	35%	47%	41%	50%	43%	47%	56%	47%	39%
	Other (please specify)	9%	9%	7%	12%	10%	19%	13%	8%	10%	10%	10%	6%	11%	6%	11%
	Prefer not to answer	1%	1%	1%	2%	1%	6%	1%	2%	1%	1%	1%	1%	-	1%	2%
		l	Total			,		l		l				1		
		Total	Millennial Only		Ethr	nicity	African	Number	of Children		Empl	loyment	Not		Age	
OOT. Which boot describes the impact on your relationship	I Investment of Page	Total 3920	Q57: Born 1981-1996 3920	White 2940	Non-White 898	Hispanic 508	African- American 64	1 2281	2 or more 1625	Full Time 2064	Part Time	Full or Part Time 2712	Not Employed 1073	<30 769	30-34 1941	35+ 1210
Q07: Which best describes the impact on your relationship since becoming a parent?	Unweighted Base Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
since becoming a parent.	Overall, it brought us closer together	74%	74%	75%	74%	74%	70%	74%	75%	75%	75%	75%	74%	79%	76%	70%
	Overall, it pulled us apart	21%	21%	21%	21%	20%	23%	21%	21%	21%	21%	21%	21%	14%	21%	25%
		I	Total					I		I				· I		
		Total	Millennial Only		Ethr	nicity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Employed	<30	30-34	35+
Q08: What is your greatest parent-related relationship	Unweighted Base	3749	3749	2827	849	482	60	2181	1564	1976	626	2602	1018	725	1875	1149
tension?	Base: Answeing Q7, in relationship Time spent with partner	955 33%	955 33%	540 33%	398 32%	199 34%	99 22%	562 31%	393 35%	511 31%	147 36%	657 32%	266 34%	182 32%	469 35%	304 29%
	Money	19%	19%	17%	21%	20%	25%	19%	18%	19%	19%	19%	18%	23%	17%	18%
	Sex life	26%	26%	28%	25%	23%	33%	29%	22%	27%	25%	26%	26%	25%	26%	27%
	Disciplinary differences	9%	9%	8%	10%	10%	8%	6%	13%	8%	5%	7%	12%	8%	9%	9%
	Other (please specify)	13%	13%	14%	12%	13%	12%	15%	11%	15%	15%	15%	9%	12%	12%	16%
		I	Total					I		I				Ī		
		Total	Millennial Only		Ethr	nicity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Employed	<30	30-34	35+
Q09: At what point did you feel interested/ready to re-engag		3920 1000	3920 1000	2940	898 420	508 210	64 106	2281	1625 408	2064	648 152	2712	1073	769	1941 486	1210
in sexual intimacy after becoming a mother?	Base: All Respondents	1000 11%	1000 11%	561 11%		210 14%	106 13%	589 10%		534 9%		686 10%	281	194 18%		320
	Before 6 weeks After 6 weeks	11% 42%	11% 42%	11% 44%	12% 40%	14% 44%	13% 33%	10% 41%	12% 45%	9% 42%	12% 43%	10% 42%	14% 42%	18% 49%	10% 44%	9% 35%
	6 months after	29%	29%	29%	28%	26%	28%	29%	28%	31%	27%	30%	26%	20%	29%	33%
	12 mothers after	9%	9%	7%	10%	8%	14%	9%	9%	8%	10%	9%	9%	4%	8%	12%
	Other (please specify)	10%	10%	10%	10%	8%	13%	12%	6%	10%	8%	10%	10%	9%	9%	11%
		Total	Total Millennial		Ethr	nicity		Number	of Children		Empl	oyment			Age	
			Only Q57: Born	100 "		-	African-			E		Full or Part	Not	400		95.
Q10: Did you have sex before you felt ready to do so?		Total 3920	1981-1996 3920	White 2940	Non-White 898	Hispanic 508	American 64	2281	2 or more 1625	Full Time 2064	Part Time 648	Time 2712	Employed	<30 769	30-34 1941	35+ 1210
,	Unweighted Base	3920		2940	898		64	2281	1625	2004	648	2/12	1073	769		
	Unweighted Base Base: All Respondents Yes	1000 31%	1000 31%	561 32%	420 29%	210 31%	106 28%	589 30%	408 32%	534 32%	152 27%	686 31%	281 30%	194 28%	486 31%	320 31%

		1	1 1													
	No Not applicable	65% 4%	65% 4%	65% 3%	66% 5%	66% 3%	66% 6%	64% 6%	67% 1%	63% 5%	69% 4%	65% 5%	67% 3%	68% 4%	65% 4%	64% 5%
		Total	Total Millennial		Ethr	icity		Number	of Children		Empl	oyment			Age	
		Total	Only Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not	<30	30-34	35+
Q11: In general, do you feel that society does a good job of	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	Employed 1073	769	1941	1210
understanding and supporting mothers?	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	Yes No	15% 85%	15% 85%	15% 85%	15% 85%	15% 85%	13% 88%	13% 87%	17% 83%	13% 87%	17% 83%	14% 86%	18% 82%	21% 79%	14% 86%	13% 87%
		Total	Total Millennial		Ethr	icity		Number	of Children		Empl	oyment			Age	
		T-4-1	Only Q57: Born) A //- 14	NI 10//- i4		African-		0	Full Time	Ded Tire	Full or Part	Not	-20	20.24	25.
Q12: In your opinion, what would have the biggest impact on	Unweighted Base	Total 3920	1981-1996 3920	White 2940	Non-White 898	Hispanic 508	American 64	2281	2 or more 1625	Full Time 2064	Part Time 648	Time 2712	Employed 1073	<30 769	30-34 1941	35+ 1210
the support of mothers?	Base: All Respondents Stronger government policy (paid	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	family leave, childcare credits, family aid programs)	50%	50%	52%	48%	48%	44%	52%	49%	56%	49%	55%	40%	41%	52%	54%
	Better social support (more family- friendly spaces, accommodations at	12%	12%	11%	13%	12%	16%	11%	13%	7%	14%	8%	20%	17%	12%	9%
	schools, etc) More understanding employers															
	(allowing flexible hours, part-time work, etc)	22%	22%	20%	25%	25%	28%	22%	23%	25%	17%	24%	20%	22%	22%	22%
	A more positive narrative about motherhood	6%	6%	6%	6%	6%	5%	6%	6%	3%	8%	4%	11%	11%	6%	4%
	Greater equality between men and women	6%	6%	6%	5%	5%	5%	6%	5%	5%	7%	6%	5%	5%	4%	8%
	Other (please specify)	4%	4%	4%	3%	3%	3%	4%	3%	3%	4%	3%	4%	4%	4%	3%
		I	Total					ı		ı				1		
		Total	Millennial		Ethr	icity		Number	of Children		Empl	oyment			Age	
		Total	Millennial Only Q57: Born	White	Ethr Non-White	icity Hispanic	African-	Number 1	of Children	Full Time	Empl Part Time	Full or Part	Not Employed	<30	Age 30-34	35+
Q13: In your opinion, how is today's generation of moms	Unweighted Base	Total 3920	Millennial Only Q57: Born 1981-1996 3920	2940	Non-White	Hispanic	American 64	1 2281	2 or more 1625	2064	Part Time	Full or Part Time 2712	Employed 1073	769	30-34 1941	1210
Q13: In your opinion, how is today's generation of moms different from your mother's generation?	Base: All Respondents Today's generation is more	Total 3920 1000	Millennial Only Q57: Born 1981-1996 3920 1000	2940 561	Non-White 898 420	Hispanic 508 210	American 64 106	1 2281 589	2 or more 1625 408	2064 534	Part Time 648 152	Full or Part Time 2712 686	1073 281	769 194	30-34 1941 486	1210 320
	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood.	Total 3920	Millennial Only Q57: Born 1981-1996 3920	2940	Non-White	Hispanic	American 64	1 2281	2 or more 1625	2064	Part Time	Full or Part Time 2712	Employed 1073	769	30-34 1941	1210
	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of	Total 3920 1000	Millennial Only Q57: Born 1981-1996 3920 1000	2940 561	Non-White 898 420	Hispanic 508 210	American 64 106	1 2281 589	2 or more 1625 408	2064 534	Part Time 648 152	Full or Part Time 2712 686	1073 281	769 194	30-34 1941 486	1210 320
	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed	Total 3920 1000 26% 27% 39%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39%	2940 561 24% 27% 40%	Non-White 898 420 29% 27% 37%	Hispanic 508 210 23% 30% 40%	American 64 106 38% 22% 36%	2281 589 27% 27%	2 or more 1625 408 26% 27% 40%	2064 534 28% 26% 38%	Part Time 648 152 22% 29% 42%	Full or Part Time 2712 686 27% 26% 39%	Employed 1073 281 26% 28% 39%	769 194 28% 30% 37%	30-34 1941 486 26% 27% 38%	1210 320 25% 26% 42%
	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood.	Total 3920 1000 26%	Millennial Only Q57: Born 1981-1996 3920 1000 26%	2940 561 24% 27%	Non-White 898 420 29% 27%	Hispanic 508 210 23% 30%	American 64 106 38% 22%	1 2281 589 27%	2 or more 1625 408 26%	2064 534 28% 26%	Part Time 648 152 22%	Full or Part Time 2712 686 27%	Employed 1073 281 26% 28%	769 194 28% 30%	30-34 1941 486 26%	1210 320 25% 26%
	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed	Total 3920 1000 26% 27% 39% 8%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8%	2940 561 24% 27% 40%	Non-White 898 420 29% 27% 37% 6%	Hispanic 508 210 23% 30% 40% 7%	American 64 106 38% 22% 36%	2281 589 27% 27% 27% 38% 8%	2 or more 1625 408 26% 27% 40% 7%	2064 534 28% 26% 38%	Part Time 648 152 22% 29% 42% 6%	Full or Part Time 2712 686 27% 26% 39% 8%	Employed 1073 281 26% 28% 39%	769 194 28% 30% 37%	30-34 1941 486 26% 27% 38% 9%	1210 320 25% 26% 42%
	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed	Total 3920 1000 26% 27% 39%	Millennial Only Q57: Bom 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only	2940 561 24% 27% 40%	Non-White 898 420 29% 27% 37%	Hispanic 508 210 23% 30% 40% 7%	American 64 106 38% 22% 36% 5%	2281 589 27% 27% 27% 38% 8%	2 or more 1625 408 26% 27% 40%	2064 534 28% 26% 38%	Part Time 648 152 22% 29% 42% 6%	Full or Part Time 2712 686 27% 26% 39% 8%	Employed 1073 281 26% 28% 39% 7%	769 194 28% 30% 37%	30-34 1941 486 26% 27% 38%	1210 320 25% 26% 42%
	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed	Total 3920 1000 26% 27% 39% 8%	Millennial Only 057: Born 1981-1996 3920 1000 26% 27% 39% 8%	2940 561 24% 27% 40%	Non-White 898 420 29% 27% 37% 6%	Hispanic 508 210 23% 30% 40% 7%	American 64 106 38% 22% 36%	1 2281 589 27% 27% 38% 8%	2 or more 1625 408 26% 27% 40% 7%	2064 534 28% 26% 38%	Part Time 648 152 22% 29% 42% 6%	Full or Part Time 2712 686 27% 26% 39% 8%	Employed 1073 281 26% 28% 39%	769 194 28% 30% 37%	30-34 1941 486 26% 27% 38% 9%	1210 320 25% 26% 42%
	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify)	Total 3920 1000 26% 27% 39% 8% Total Total 3920	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Born 1981-1996 3920	2940 561 24% 27% 40% 9% White	Non-White 898 420 29% 27% 37% 6% Ethn Non-White 898	Hispanic 508 210 23% 30% 40% 7% Hispanic 508	American 64 106 38% 22% 36% 5% African-American 64	1 2281 589 27% 27% 38% 8% Number 1 2281	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625	2064 534 28% 26% 38% 8%	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648	Full or Part Time 2712 686 27% 26% 39% 8% soyment Full or Part Time 2712	Employed 1073 281 26% 28% 39% 7% Not Employed 1073	769 194 28% 30% 37% 5%	30-34 1941 486 26% 27% 38% 9% Age 30-34	1210 320 25% 26% 42% 8%
different from your mother's generation?	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify) Unweighted Base Base: All Respondents Younger than 15	Total 3920 1000 26% 27% 39% 8% Total Total 3920 1000 0%	Millennial Only Q57: Bom 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Bom 1981-1996 3920 1000 0%	2940 561 24% 27% 40% 9% White 2940 561 0%	Non-White 898 420 29% 27% 37% 6% Ethr Non-White 898 420 0%	Hispanic 508 210 23% 30% 40% 7% Hispanic 508 210	American 64 106 38% 22% 36% 5% African- American 64 106	1 2281 589 27% 27% 38% 8% Number 1 2281 589 0%	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625 408 0%	2064 534 28% 26% 38% 8% Full Time 2064 534	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648 152 0%	Full or Part Time 2712 686 27% 26% 39% 8% loyment Full or Part Time 2712 686 0%	Employed 1073 281 26% 28% 39% 7% Not Employed 1073 281 0%	769 194 28% 30% 37% 5% <30 769 194	30-34 1941 486 26% 27% 38% 9% Age 30-34 1941 486 0%	1210 320 25% 26% 42% 8% 35+
different from your mother's generation?	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify) Unweighted Base Base: All Respondents Younger than 15 15-20	Total 3920 1000 26% 27% 39% 8% Total Total 3920 1000 0% 3%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Born 1981-1996 3920 1000 0% 3%	2940 561 24% 27% 40% 9% White 2940 561 0% 2%	Non-White 898 420 29% 27% 37% 6% Ethn Non-White 898 420 0% 4%	Hispanic 508 210 23% 30% 40% 7% Hispanic 508 210 - 4%	American 64 106 38% 22% 36% 5% African- American 64 106 - 5%	1 2281 589 27% 27% 38% 8% Number 1 2281 589 0% 0% 0%	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625 408 0% 6%	2064 534 28% 26% 38% 8% Full Time 2064 534 - 2%	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648 152 0% 2%	Full or Part Time 2712 686 27% 26% 39% 8% loyment Full or Part Time 2712 686 0% 2%	Employed 1073 281 26% 28% 39% 7% Not Employed 1073 281 0% 5%	769 194 28% 30% 37% 5% <30 769 194 - 8%	30-34 1941 486 26% 27% 38% 9% Age 30-34 1941 486 0% 1%	1210 320 25% 26% 42% 8% 35+ 1210 320 0% 1%
different from your mother's generation?	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify) Unweighted Base Base: All Respondents Younger than 15 15-20 21-25 26-30	Total 3920 1000 26% 27% 39% 8% Total Total 3920 1000 0% 3% 13% 44%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Born 1981-1996 3920 1000 0% 3% 13% 44%	2940 561 24% 27% 40% 9% White 2940 561 0% 2% 12% 46%	Non-White 898 420 29% 27% 37% 6% Ethr Non-White 898 420 0% 4% 14% 42%	Hispanic 508 210 23% 30% 40% 7% Hispanic 508 210 - 4% 16% 45%	American 64 106 38% 22% 36% 5% African- American 64 106 - 5% 13%	1 2281 589 27% 27% 38% 8% Number 1 2281 589 0% 9% 43%	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625 408 0% 6% 18% 46%	2064 534 28% 26% 38% 8% Full Time 2064 534 - - 2% 7% 43%	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648 152 0% 2% 14% 47%	Full or Part Time 2712 686 27% 26% 39% 8% Soyment Full or Part Time 2712 686 0% 2% 9% 44%	Employed 1073 281 26% 28% 39% 7% Not Employed 1073 281 0% 5% 22% 44%	769 194 28% 30% 37% 5% <30 769 194 - 8% 48% 44%	30-34 1941 486 26% 27% 38% 9% Age 30-34 1941 486 0% 1% 6%	1210 320 25% 26% 42% 8% 35+ 1210 320 0% 1% 2%
different from your mother's generation?	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify) Unweighted Base Base: All Respondents Younger than 15 15-20 21-25 26-30 31-35	Total 3920 1000 26% 27% 39% 8% Total Total 3920 1000 0% 3% 13% 44% 36%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Born 1981-1996 3920 1000 0% 3% 13% 44% 366%	2940 561 24% 27% 40% 9% White 2940 561 0% 2% 12% 46% 37%	898 420 29% 27% 37% 6% Ethr Non-White 898 420 0% 4% 14% 42% 36%	Hispanic 508 210 23% 30% 40% 7% Hispanic 508 210 - 4% 16% 45% 45%	American 64 106 38% 22% 36% 5% African-American 64 106 - 5% 13% 39%	1 2281 589 27% 27% 38% 8% Number 1 2281 589 0% 0% 42% 42%	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625 408 0% 6% 18% 46% 29%	2064 534 28% 26% 38% 8% Full Time 2064 534 	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648 152 0% 2% 14% 47% 33%	Full or Part Time 2712 686 27% 26% 39% 8% loyment Full or Part Time 2712 686 0% 2% 9% 44% 41%	Employed 1073 281 26% 28% 39% 7% Not Employed 1073 281 0% 5% 42% 4444 26%	769 194 28% 30% 37% 5% <30 769 194 8 48% 48% 0%	30-34 1941 486 26% 27% 38% 9% Age 30-34 1941 486 0% 1% 6% 64% 6% 64% 28%	1210 320 25% 26% 42% 8% 35+ 1210 320 0% 1% 2% 14% 71%
different from your mother's generation?	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify) Unweighted Base Base: All Respondents Younger than 15 15-20 21-25 26-30	Total 3920 1000 26% 27% 39% 8% Total 3920 1000 0% 3% 44% 36% 3%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Born 1981-1996 3920 1000 0% 3% 13% 44%	2940 561 24% 27% 40% 9% White 2940 561 0% 2% 12% 46%	Non-White 898 420 29% 27% 37% 6% Ethr Non-White 898 420 0% 4% 14% 42%	Hispanic 508 210 23% 30% 40% 7% Hispanic 508 210 - 4% 16% 45%	American 64 106 38% 22% 36% 5% African- American 64 106 - 5% 13%	1 2281 589 27% 27% 38% 8% Number 1 2281 589 0% 9% 43%	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625 408 0% 6% 18% 46%	2064 534 28% 26% 38% 8% Full Time 2064 534 - - 2% 7% 43%	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648 152 0% 2% 47% 33%	Full or Part Time 2712 686 27% 26% 39% 8% Soyment Full or Part Time 2712 686 0% 2% 9% 44%	Employed 1073 281 26% 28% 39% 7% Not Employed 1073 281 0% 5% 22% 44%	769 194 28% 30% 37% 5% <30 769 194 - 8% 48% 44%	30-34 1941 486 26% 27% 38% 9% Age 30-34 1941 486 0% 1% 6%	1210 320 25% 26% 42% 8% 35+ 1210 320 0% 1% 2% 14% 71% 11%
different from your mother's generation?	Base: All Respondents Today's generation is more OPTIMISTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify) Unweighted Base Base: All Respondents Younger than 15 15-20 21-25 26-30 31-35 36-40	Total 3920 1000 26% 27% 39% 8% Total Total 3920 1000 0% 3% 13% 44% 36%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Born 1981-1996 3920 1000 0% 3% 13% 44% 36% 36% 3%	2940 561 24% 27% 40% 9% White 2940 561 0% 2% 12% 46% 37% 3%	898 420 29% 27% 37% 6% Ethr Non-White 898 420 0% 4% 42% 36% 4%	Hispanic 508 210 23% 30% 40% 7% Hispanic 508 210 4% 16% 45% 32% 33%	American 64 106 38% 22% 36% 5% African-American 64 106 - 5% 13% 39%	1 2281 589 27% 27% 38% 8% Number 1 2281 589 0% 0% 42% 42%	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625 408 0% 6% 18% 46% 29% 1%	2064 534 28% 26% 38% 8% Full Time 2064 534 - 2% 43% 43% 43% 43%	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648 152 0% 2% 14% 47% 33%	Full or Part Time 2712 686 27% 26% 39% 8% loyment Full or Part Time 2712 686 0% 2% 9% 44% 41% 4%	Employed 1073 281 26% 28% 39% 7% Not Employed 1073 281 0% 5% 42% 4444 26%	769 194 28% 30% 37% 5% <30 769 194 8 48% 48% 0%	30-34 1941 486 26% 27% 38% 9% Age 30-34 1941 486 0% 1% 64% 64%	1210 320 25% 26% 42% 8% 35+ 1210 320 0% 1% 2% 14% 71%
different from your mother's generation?	Base: All Respondents Today's generation is more OPTIMSTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify) Unweighted Base Base: All Respondents Younger than 15 15-20 21-25 26-30 31-35 36-40 40+	Total 3920 1000 26% 27% 39% 8% Total Total 3920 1000 0% 3% 43% 44% 36% 3% 0%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Born 1981-1996 3920 1000 0% 3% 13% 44% 36% 36% 3% 0% 0%	2940 561 24% 27% 40% 9% White 2940 561 0% 12% 46% 37% 3% 0%	Non-White 898 420 29% 27% 37% 6% Ethn Non-White 898 420 0% 4% 14% 42% 36% 4%	Hispanic 508 210 23% 30% 40% 7% Hispanic 508 210 - 4% 16% 45% 45% 32% 33% -	American 64 106 38% 22% 36% 5% African-American 64 106 - 5% 13% 39%	1 2281 589 27% 27% 38% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8% 8	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625 408 0% 6% 18% 46% 29% 1% 0%	2064 534 28% 26% 38% 8% Full Time 2064 534 	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648 152 0% 2% 47% 33%	Full or Part Time 2712 686 27% 26% 39% 8% Soyment Full or Part Time 2712 686 0% 2% 9% 44% 44% 44% 0%	Employed 1073 281 26% 28% 39% 7% Not Employed 1073 281 0% 44% 44% 46% 26% 2%	769 194 28% 30% 37% 5% <30 769 194 - 8% 48% 44% 0% 0%	30-34 1941 486 26% 27% 38% 9% Age 30-34 1941 486 0% 6% 64% 6-4 -	1210 320 25% 26% 42% 8% 35+ 1210 320 0% 1% 2% 14% 71% 11%
different from your mother's generation?	Base: All Respondents Today's generation is more OPTIMSTIC about the state of motherhood. Today's generation is more PESSIMISTIC about the state of motherhood. Neither/mixed Other (please specify) Unweighted Base Base: All Respondents Younger than 15 15-20 21-25 26-30 31-35 36-40 40+	Total 3920 1000 26% 27% 39% 8% Total Total 3920 1000 0% 3% 43% 44% 36% 3% 0%	Millennial Only Q57: Born 1981-1996 3920 1000 26% 27% 39% 8% Total Millennial Only Q57: Born 1981-1996 3920 1000 0% 3% 13% 44% 36% 3% 0%	2940 561 24% 27% 40% 9% White 2940 561 0% 12% 46% 37% 3% 0%	Non-White 898 420 29% 27% 37% 6% Ethn Non-White 898 420 0% 4% 14% 42% 36% 4%	Hispanic 508 210 23% 30% 40% 7% Hispanic 508 210 - 4% 16% 45% 32% 33% - 0%	American 64 106 38% 22% 36% 5% African-American 64 106 - 5% 13% 39%	1 2281 589 27% 27% 38% 8% Number 1 2281 589 0% 0% 9% 43% 5% - 0%	2 or more 1625 408 26% 27% 40% 7% of Children 2 or more 1625 408 0% 6% 18% 46% 29% 1% 0%	2064 534 28% 26% 38% 8% Full Time 2064 534 	Part Time 648 152 22% 29% 42% 6% Empl Part Time 648 152 0% 2% 14% 47% 33% 3% 0%	Full or Part Time 2712 686 27% 26% 39% 8% Soyment Full or Part Time 2712 686 0% 2% 9% 44% 44% 44% 0%	Employed 1073 281 26% 28% 39% 7% Not Employed 1073 281 0% 44% 44% 46% 26% 2%	769 194 28% 30% 37% 5% <30 769 194 - 8% 48% 44% 0% 0%	30-34 1941 486 26% 27% 38% 9% Age 30-34 1941 486 0% 6% 64% 6-4 -	1210 320 25% 26% 42% 8% 35+ 1210 320 0% 1% 2% 14% 71% 11%

		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q15: How old were you when you had your youngest child?	Unweighted Base Base: All Respondents	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
	Younger than 15	-	-	-	-	-	-		-	-	-	-	-	-	-	-
	15-20 21-25	1% 8%	1% 8%	0% 7%	1% 9%	0% 11%	3% 6%	0% 8%	1% 7%	0% 3%	0% 10%	0% 5%	1% 14%	2% 37%	0% 1%	1% 0%
	26-30	37%	37%	38%	36%	43%	31%	41%	32%	35%	37%	35%	40%	59%	51%	2%
	31-35	45%	45%	46%	43%	38%	42%	41%	50%	49%	44%	48%	37%	0%	46%	71%
	36-40 40+	8% 0%	8% 0%	6% 0%	10%	6%	16%	6% 0%	10%	9% 0%	6%	9% 0%	6%	-	0% 0%	24%
	Not applicable, not yet a mother	2%	2%	3%	2%	2%	2%	3%	0%	2%	3%	3%	1%	3%	2%	2%
		I	l Total	1				ſ		I				1		
		Total	Millennial Only		Ethr	nicity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q16: Select which best describes how you view your identity:	Unweighted Base Base: All Respondents	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
identity.	I am most strongly defined by motherhood	67%	67%	67%	65%	68%	58%	59%	77%	56%	73%	60%	82%	76%	67%	60%
	I am most strongly defined by other non-motherhood aspects of my life	33%	33%	33%	35%	32%	42%	41%	23%	44%	27%	40%	18%	24%	33%	40%
	and self	3370	3070	0070	3070	32 /0	42 /0	4170	2370	4476	2770	4070	1070	2470	0070	4070
		Total	Total Millennial		Ethr	nicity		Number	of Children	Ì	Emple	oyment		Ì	Age	
			Only Q57: Born			licity	African-	Number	or official en			Full or Part	Not		-	
		Total	1981-1996	White	Non-White	Hispanic	American	1	2 or more	Full Time	Part Time	Time	Employed	<30	30-34	35+
Q17: What is the most important quality you aim to cultivate		3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
in your child(ren)?	Base: All Respondents Kindness	1000 46%	1000 46%	561 51%	420 38%	210 41%	106 27%	589 44%	408 48%	534 45%	152 49%	686 46%	281 46%	194 44%	486 45%	320 47%
	Generosity	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	2%	1%	2%	1%
	Open-mindedness	8%	8%	8%	7%	7%	5%	9%	6%	8%	7%	8%	7%	7%	8%	7%
	Tolerance	1%	1%	1%	1%	2%	-	1%	1%	1%	1%	1%	1%	1%	1%	1%
	Curiosity Braveness	6% 2%	6% 2%	6% 2%	5% 3%	6% 5%	2%	7% 2%	4% 2%	7% 2%	5% 3%	6% 2%	4% 3%	4% 3%	6% 2%	5% 2%
	Respect	14%	14%	12%	17%	16%	20%	13%	15%	14%	16%	14%	14%	19%	13%	12%
	Intelligence	4%	4%	3%	6%	4%	11%	5%	4%	5%	2%	4%	5%	5%	5%	4%
	Resilience Other (please specify)	12% 7%	12% 7%	9% 6%	15% 7%	12% 6%	23% 11%	12% 6%	12% 8%	13% 5%	10% 6%	13% 5%	10% 8%	9% 6%	11% 7%	14% 7%
	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	 I	Total					1		,]		
		Total	Millennial Only		Ethr	nicity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q18: What is your most important source of inspiration as a	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
parent?	Base: All Respondents	1000 36%	1000	561 34%	420	210 41%	106	589 36%	408	534 39%	152	686 38%	281	194 34%	486 37%	320 35%
	Family Faith	18%	36% 18%	17%	38% 19%	41% 16%	33% 25%	14%	35% 24%	13%	35% 21%	38% 15%	31% 26%	34% 29%	37% 16%	35% 14%
	Friends	6%	6%	8%	4%	4%	3%	6%	6%	7%	5%	7%	4%	3%	6%	8%
	Fellow moms	26%	26%	28%	23%	25%	20%	28%	23%	28%	26%	27%	23%	19%	27%	28%
	Other cultures Social media	3% 6%	3% 6%	2% 6%	3% 6%	2% 6%	6% 5%	3% 6%	2% 5%	2% 5%	2% 5%	2% 5%	4% 7%	3% 7%	3% 5%	2% 5%
	Media outlets	1%	1%	1%	1%	1%	-	1%	1%	1%	1%	1%	0%	1%	1%	1%
	Other (please specify)	5%	5%	5%	6%	6%	8%	6%	5%	4%	6%	5%	5%	4%	5%	6%
		ı	Total	1				ı		i				i		
		Total	Millennial Only		Ethi	nicity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q19: Overall, what best describes your parenting style:	Unweighted Base Base: All Respondents	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
	Collaborative—I try to solve problems with my child	57%	57%	62%	50%	52%	42%	60%	54%	61%	58%	61%	50%	51%	59%	59%
	Hands-on—I'm very involved in directing my child	28%	28%	25%	32%	32%	39%	26%	30%	26%	28%	26%	32%	32%	27%	26%
	• •	•	•	•				•		•				•		

	Disciplinarian/strict—I want my child to follow and obey family rules above	4%	4%	3%	6%	6%	3%	2%	7%	3%	4%	4%	6%	4%	4%	5%
	all else Free-range—I want my child to make	470	470	070	070	070	370	270	7 70	370	470	470	0 /0	470	470	570
	their own decisions with limited	5%	5%	4%	6%	6%	6%	6%	4%	5%	4%	5%	5%	8%	4%	5%
	parental interference Other (please specify)	6%	6%	5%	6%	4%	9%	6%	5%	5%	5%	5%	7%	5%	6%	5%
		•						•					•			
		ſ	Total					ı		Ī			ı			
		Total	Millennial Only		Ethn	icity		Number	of Children		Emplo	oyment			Age	
		Total	Q57: Born	White	Non-White	Hispanic	African-	1	2 or more	Full Time	Part Time	Full or Part	Not	<30	30-34	35+
Q20: The last time you had to discipline your child, what	Unweighted Base	3920	1981-1996 3920	2940	898	508	American 64	2281	1625	2064	648	7ime 2712	Employed 1073	769	1941	1210
action did you take:	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	Put them in time-out Calmly redirected/guided	10% 43%	10% 43%	10% 46%	10% 40%	11% 40%	11% 42%	5% 53%	17% 29%	9% 45%	9% 47%	9% 46%	13% 38%	11% 42%	10% 45%	10% 42%
	Used emotional coaching/reasoning	18%	18%	17%	19%	19%	14%	15%	23%	17%	18%	17%	19%	16%	18%	19%
	Yelled	7%	7%	6%	9%	9%	11%	4%	12%	7%	6%	6%	10%	6%	7%	9%
	Took something away - i.e. no			8%	11%					8%						
	screens, etc.	9%	9%	8%	11%	10%	14%	5%	16%	8%	9%	8%	12%	9%	8%	11%
	Other (please specify)	12%	12%	13%	11%	10%	8%	18%	3%	14%	11%	13%	9%	17%	12%	9%
		l	Total		Ethr	laite		Number	of Children		Emale	oyment			A ===	
		Total	Millennial Only		Luii	icity		Number	oi cillidi eli		Linpit				Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q21: The last time you faced a parenting challenge, who or		3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
what did you first turn to?	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	Google search	16%	16%	17%	15%	15%	16%	18%	13%	16%	17%	16%	16%	19%	15%	16%
	Facebook group/social media	7%	7%	7%	7%	6%	8%	7%	6%	6%	9%	7%	7%	6%	8%	6%
	communities Personal friend	20%	20%	22%	18%	15%	14%	20%	20%	23%	22%	23%	13%	11%	23%	21%
	Family member	38%	38%	36%	39%	42%	39%	35%	41%	36%	34%	36%	42%	47%	36%	35%
	Expert (doctor/ therapist/etc.)	4%	4%	4%	3%	5%	2%	4%	3%	4%	5%	4%	3%	2%	4%	4%
	Book	3%	3%	4%	2%	3%	2%	3%	3%	3%	3%	3%	3%	2%	3%	3%
	Digital resource—website, app, etc	7%	7%	6%	9%	7%	13%	8%	6%	7%	5%	7%	9%	7%	7%	8%
	Other (please specify)	6%	6%	5%	7%	6%	8%	5%	7%	5%	5%	5%	7%	6%	5%	7%
		Total	Total Millennial		Ethr	icity		Number-	of Children		E	oyment			Age	
		Iotai	Only		Euiii	icity		Number	or Children		Emple				Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q22: Are you employed?	Unweighted Base	3920 1000	3920 1000	2940	898 420	508 210	64	2281 589	1625 408	2064	648 152	2712 686	1073	769	1941 486	1210 320
	Base: All Respondents	53%	1000 53%	561 54%	420 54%	210 50%	106	589 59%	408 45%	534 100%	152	686 78%	281	194 35%	486 54%	320 63%
	Yes, full time Yes, part time	15%	15%	17%	12%	13%	63% 6%	15%	45% 15%	100%	100%	22%	-	17%	15%	14%
	No	28%	28%	26%	31%	34%	28%	23%	36%	_	-	-	100%	44%	26%	21%
	Other (please specify)	3%	3%	4%	3%	3%	3%	3%	4%	-	-	-	-	4%	4%	2%
		Ī	Total					I		İ			ı			
		Total	Millennial Only		Ethn	icity		Number	of Children		Emplo	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q23: If you are employed, do you feel supported by your	Unweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	-	420	1377	915
spouse/partner?	Base: Employed in Q22	686	686	397	277	132	73	436	248	534	152	686	-	101	340	245
	Yes	68%	68%	69%	68%	69%	66%	68%	69%	69%	67%	68%	-	69%	67%	70%
	No	2%	2%	1%	3%	3%	5%	2%	2%	2%	3%	2%	-	2%	2%	2%
	Sometimes Not Applicable	28% 1%	28% 1%	29% 1%	27% 1%	27% 1%	27% 2%	28% 2%	28% 0%	27% 2%	30% 1%	28% 1%	-	28% 1%	29% 1%	26% 2%
	No. Applicable	1 /0	1 1/0	1 /0	1 /0	1 /0	∠ /0	I /0	J /6	2/0	1 /0	1 /0	- 1	1 /0	1 /0	2 /0
		ĺ	l Total					ĺ					I			
		Total	Millennial		Ethr	icity		Number	of Children		Emplo	oyment			Age	
			Only Q57: Born				African-					Full or Part	Not			
		Total	1981-1996	White	Non-White	Hispanic	American	1	2 or more	Full Time	Part Time	Time	Employed	<30	30-34	35+
Q24: If "Yes", which best matches your reason for working	? Unweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	-	420	1377	915

Select all that apply.	Base: Employed in Q22	686	686	397	277	132	73	436	248	534	152	686		101	340	245
	Financial need to contribute to household income	75%	75%	74%	76%	75%	77%	74%	75%	78%	62%	75%	-	77%	74%	75%
	Desire to participate in work outside of	50%	50%	54%	44%	44%	36%	51%	49%	49%	53%	50%		43%	50%	53%
	household												-			
	Commitment to career Not applicable	36% 4%	36% 4%	39% 3%	31% 5%	34% 6%	16% 7%	37% 4%	34% 4%	39% 4%	26% 5%	36% 4%	-	26% 4%	38% 4%	38% 4%
	Other (please specify)	5%	5%	5%	4%	4%	5%	5%	4%	4%	6%	5%	-	5%	4%	6%
		•'	•					•						-"		
			Total		F41	1-14.		N	of Children		F					
		Total	Millennial Only		Ethn	icity		Number	or Children		Emp	oyment			Age	
		Total	Q57: Born	White	Non-White	Hispanic	African-	1	2 or more	Full Time	Part Time	Full or Part		<30	30-34	35+
Q25: Have you changed your work status (i.e., full time to	Unweighted Base	3920	1981-1996 3920	2940	898	508	American 64	2281	1625	2064	648	7ime 2712	Employed 1073	769	1941	1210
part time, etc) in some way since becoming a parent?	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	Yes	50%	50%	51%	47%	50%	42%	45%	56%	24%	90%	38%	73%	60%	48%	46%
	No	40%	40%	39%	41%	37%	48%	45%	33%	70%	8%	56%	3%	26%	41%	45%
	Other (please specify) Not applicable	3% 7%	3% 7%	4% 6%	3% 9%	4% 8%	2% 8%	4% 6%	2% 9%	5% 2%	1% 1%	4% 1%	1% 22%	4% 11%	3% 7%	4% 5%
	,,				- / *					/-	.,,				. , ,	- /-
			Total					ĺ								
		Total	Millennial		Ethn	icity		Number	of Children		Empl	oyment			Age	
			Only Q57: Born				African-					Full or Part	Not			
		Total	1981-1996	White	Non-White	Hispanic	American	1	2 or more	Full Time	Part Time	Time	Employed	<30	30-34	35+
Q26: If "Yes", please describe how your job situation has	Unweighted Base	3505	3505	2647	785	444	58	2056	1441	1922	637	2559	832	659	1746	1100
changed since becoming a parent? Select 'Not applicable' if you are not employed.	Base: Changed Work Status in Q25 I work fewer hours	893 13%	893 13%	505 15%	371 11%	183 12%	96 3%	530 13%	362 13%	499 6%	150 55%	648 17%	216 0%	166 12%	435 14%	291 12%
you are not employed.	I work more hours	1%	1%	2%	1%	1%	2%	1%	2%	2%	1%	2%	0%	2%	1%	2%
	I have a more flexible role	7%	7%	7%	7%	7%	5%	7%	7%	10%	7%	9%	0%	5%	6%	8%
	I have a less flexible role	0%	0%	0%	1%	0%	-	0%	0%	0%	0%	0%	-	0%	0%	1%
	I work from home I changed my field of work	4% 2%	4% 2%	4% 3%	5% 2%	4% 2%	7%	4% 2%	5% 3%	4% 2%	11% 4%	6% 3%	1% 0%	4% 4%	4% 2%	5% 2%
	I became a stay-at-home parent	24%	24%	24%	25%	2%	19%	2%	30%	0%	4% 9%	3% 2%	88%	38%	2%	2% 19%
	I went back to school	1%	1%	0%	2%	2%	3%	1%	1%	1%	1%	1%	2%	3%	1%	0%
	Other (please specify)	4%	4%	4% 41%	4%	5%	5%	5%	3%	4%	4%	4%	3%	3%	4% 43%	4%
							55%	46%	36%	70%	6%	56%				
	Not applicable	42%	42%	4176	44%	39%	3370	4070	0070			0070	5%	28%	43%	47%
	Not applicable	42%	42%	4176	44%	39%	3370	4070	0070			0070	5%	28%	43%	47%
	Not applicable	42%		4176	44%	39%	3376	I 40%	30,0	1		00%	5%	28%	43%	47%
	Not applicable	42%	Total Millennial	4176	44% Ethn		33 /6	I	of Children			loyment	5%	28%	Age	41%
	Not applicable	1	Total Millennial Only	4170				I				-		28%		47%
	Not applicable	1	Total Millennial Only Q57: Born	White			African-	I		Full Time		oyment Full or Part Time	Not	<30		4 <i>1</i> %
Q27: If "Yes, which best describes the reason for adjusting	Unweighted Base	Total Total 3505	Total Millennial Only Q57: Born 1981-1996 3505	White 2647	Ethn Non-White 785	licity Hispanic 444	African- American 58	Number 1 2056	of Children 2 or more 1441	Full Time	Empl Part Time 637	Full or Part Time 2559	Not Employed 832	<30 659	Age 30-34 1746	35+ 1100
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25	Total Total 3505 893	Total Millennial Only Q57: Born 1981-1996 3505 893	White 2647 505	Ethn Non-White 785 371	Hispanic 444 183	African- American 58 96	Number 1 2056 530	of Children 2 or more 1441 362	Full Time 1922 499	Empl Part Time 637 150	Full or Part Time 2559 648	Not Employed 832 216	<30 659 166	Age 30-34 1746 435	35+ 1100 291
	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities	Total Total 3505	Total Millennial Only Q57: Born 1981-1996 3505	White 2647	Ethn Non-White 785	licity Hispanic 444	African- American 58	Number 1 2056	of Children 2 or more 1441	Full Time	Empl Part Time 637	Full or Part Time 2559	Not Employed 832	<30 659	Age 30-34 1746	35+ 1100
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new	Total Total 3505 893 20%	Total Millennial Only Q57: Born 1981-1996 3505 893 20%	White 2647 505 21%	Ethn Non-White 785 371 19%	Hispanic 444 183 22%	African- American 58 96 16%	Number 1 2056 530 18%	2 or more 1441 362 24%	Full Time 1922 499 7%	Empl Part Time 637 150 29%	Full or Part Time 2559 648 12%	Not Employed 832 216 43%	<30 659 166 27%	Age 30-34 1746 435 20%	35+ 1100 291 17%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting	Total Total 3505 893	Total Millennial Only Q57: Born 1981-1996 3505 893	White 2647 505	Ethn Non-White 785 371	Hispanic 444 183	African- American 58 96	Number 1 2056 530	of Children 2 or more 1441 362	Full Time 1922 499	Empl Part Time 637 150	Full or Part Time 2559 648	Not Employed 832 216	<30 659 166	Age 30-34 1746 435	35+ 1100 291
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities	Total Total 3505 893 20%	Total Millennial Only Q57: Born 1981-1996 3505 893 20%	White 2647 505 21%	Ethn Non-White 785 371 19%	Hispanic 444 183 22%	African- American 58 96 16%	Number 1 2056 530 18%	2 or more 1441 362 24%	Full Time 1922 499 7%	Empl Part Time 637 150 29%	Full or Part Time 2559 648 12%	Not Employed 832 216 43%	<30 659 166 27%	Age 30-34 1746 435 20%	35+ 1100 291 17%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and	Total Total 3505 893 20%	Total Millennial Only Q57: Born 1981-1996 3505 893 20%	White 2647 505 21%	Ethn Non-White 785 371 19%	Hispanic 444 183 22%	African- American 58 96 16%	Number 1 2056 530 18%	2 or more 1441 362 24%	Full Time 1922 499 7%	Empl Part Time 637 150 29%	Full or Part Time 2559 648 12%	Not Employed 832 216 43%	<30 659 166 27%	Age 30-34 1746 435 20%	35+ 1100 291 17%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting	Total Total 3505 893 20% 22%	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22%	White 2647 505 21% 23% 10%	Ethn Non-White 785 371 19% 22%	Hispanic 444 183 22% 21%	African- American 58 96 16% 19%	Number 1 2056 530 18% 23%	2 or more 1441 362 24% 22%	Full Time 1922 499 7% 16%	Employer Time 637 150 29% 48%	Full or Part Time 2559 648 12% 24%	Not Employed 832 216 43% 18%	<30 659 166 27% 27%	Age 30-34 1746 435 20% 22%	35+ 1100 291 17% 21%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach	Total Total 3505 893 20% 22% 10%	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22%	White 2647 505 21% 23% 10% 10%	Ethn Non-White 785 371 19% 22% 10%	Hispanic 444 183 22% 21% 11% 9%	African- American 58 96 16%	Number 1 2056 530 18% 23% 8% 12%	2 or more 1441 362 24% 22% 11% 9%	Full Time 1922 499 7% 16% 4%	Empl Part Time 637 150 29% 48% 10% 2%	Full or Part Time 2559 648 12% 24% 5% 14%	Not Employed 832 216 43% 18%	<30 659 166 27% 27%	Age 30-34 1746 435 20% 22% 10%	35+ 1100 291 17% 21% 9% 13%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting	Total Total 3505 893 20% 22%	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22%	White 2647 505 21% 23% 10%	Ethn Non-White 785 371 19% 22%	Hispanic 444 183 22% 21%	African- American 58 96 16% 19%	Number 1 2056 530 18% 23%	2 or more 1441 362 24% 22%	Full Time 1922 499 7% 16%	Employer Time 637 150 29% 48%	Full or Part Time 2559 648 12% 24%	Not Employed 832 216 43% 18%	<30 659 166 27% 27%	Age 30-34 1746 435 20% 22%	35+ 1100 291 17% 21%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify)	Total Total 3505 893 20% 22% 10% 4%	Total Millennial Only Q57: Bom 1981-1996 3505 893 20% 22% 10% 11% 4%	White 2647 505 21% 23% 10% 4%	Ethn Non-White 785 371 19% 22% 10% 12% 3%	Hispanic 444 183 22% 21% 11% 9% 4%	African- American 58 96 16% 19%	Number 1 2056 530 18% 23% 8% 12% 3%	2 or more 1441 362 24% 22% 11% 9% 4%	Full Time 1922 499 7% 16% 4% 18% 2%	Emplo Part Time 637 150 29% 48% 10% 2% 4%	Full or Part Time 2559 648 12% 24% 5% 14% 3%	Not Employed 832 216 43% 18% 22% 2% 6%	<30 659 166 27% 27%	Age 30-34 1746 435 20% 22% 10% 11% 4%	35+ 1100 291 17% 21% 9% 13% 3%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify)	Total Total 3505 893 20% 22% 10% 4%	Total Millennial Only Q57: Bom 1981-1996 3505 893 20% 22% 10% 11% 4%	White 2647 505 21% 23% 10% 4%	Ethn Non-White 785 371 19% 22% 10% 12% 3%	Hispanic 444 183 22% 21% 11% 9% 4%	African- American 58 96 16% 19%	Number 1 2056 530 18% 23% 8% 12% 3%	2 or more 1441 362 24% 22% 11% 9% 4%	Full Time 1922 499 7% 16% 4% 18% 2%	Emplo Part Time 637 150 29% 48% 10% 2% 4%	Full or Part Time 2559 648 12% 24% 5% 14% 3%	Not Employed 832 216 43% 18% 22% 2% 6%	<30 659 166 27% 27%	Age 30-34 1746 435 20% 22% 10% 11% 4%	35+ 1100 291 17% 21% 9% 13% 3%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify)	Total 3505 893 20% 22% 10% 4% 33%	Total Millennial Only Q57: Bom 1981-1996 3505 893 20% 22% 10% 4% 33%	White 2647 505 21% 23% 10% 4%	Ethn Non-White 785 371 19% 22% 10% 12% 3% 34%	Hispanic 444 183 22% 21% 11% 9% 4% 33%	African- American 58 96 16% 19%	Number 1 2056 530 18% 23% 8% 12% 3% 36%	2 or more 1441 362 24% 22% 11% 9% 4% 30%	Full Time 1922 499 7% 16% 4% 18% 2%	Empl Part Time 637 150 29% 48% 10% 2% 4% 8%	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42%	Not Employed 832 216 43% 18% 22% 2% 6%	<30 659 166 27% 27%	Age 30-34 1746 435 20% 22% 10% 4% 33%	35+ 1100 291 17% 21% 9% 13% 3%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify)	Total Total 3505 893 20% 22% 10% 4%	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22% 10% 11% 4% 33%	White 2647 505 21% 23% 10% 4%	Ethn Non-White 785 371 19% 22% 10% 12% 3%	Hispanic 444 183 22% 21% 11% 9% 4% 33%	African- American 58 96 16% 19%	Number 1 2056 530 18% 23% 8% 12% 3% 36%	2 or more 1441 362 24% 22% 11% 9% 4%	Full Time 1922 499 7% 16% 4% 18% 2%	Empl Part Time 637 150 29% 48% 10% 2% 4% 8%	Full or Part Time 2559 648 12% 24% 5% 14% 3%	Not Employed 832 216 43% 18% 22% 2% 6%	<30 659 166 27% 27%	Age 30-34 1746 435 20% 22% 10% 11% 4%	35+ 1100 291 17% 21% 9% 13% 3%
your approach to work? Select 'Not applicable' if you are no	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify)	Total Total 3505 893 20% 22% 10% 11% 4% 33%	Total Millennial Only Q57: Bom 1981-1996 3505 893 20% 22% 10% 4% 33%	White 2647 505 21% 23% 10% 4% 33%	Ethn Non-White 785 371 19% 22% 10% 12% 3% 34%	Hispanic 444 183 22% 21% 11% 9% 4% 33%	African- American 58 96 16% 19% 9% 17% - 40% African-	Number 1 2056 530 18% 23% 8% 12% 3% 36%	2 or more 1441 362 24% 22% 11% 9% 4% 30%	Full Time 1922 499 7% 16% 4% 4% 53%	Empl Part Time 637 150 29% 48% 10% 2% 4% 8%	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42%	Not Employed 832 216 43% 18% 22% 2% 6% 10%	<30 659 166 27% 27% 11% 6% 4% 25%	Age 30-34 1746 435 20% 22% 10% 11% 4% 33%	35+ 1100 291 17% 21% 9% 13% 3% 37%
your approach to work? Select 'Not applicable' if you are no employed.	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify) Not applicable	Total Total 3505 893 20% 22% 10% 11% 4% 33%	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22% 10% 11% 4% 33% Total Millennial Only Q57: Born 1981-1996	White 2647 505 21% 23% 10% 4% 33%	Ethn Non-White 785 371 19% 22% 10% 12% 34% Sethn Non-White	Hispanic 444 183 22% 21% 11% 9% 4% 33%	African- American 58 96 16% 19% 9% 17% 40%	Number 1 2056 530 18% 23% 8% 12% 3% 36% Number	2 or more 1441 362 24% 22% 11% 9% 4% 30% of Children 2 or more	Full Time 1922 499 7% 16% 4% 4% 53%	Empl Part Time 637 150 29% 48% 10% 2% 4% 8% Empl Part Time	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42% loyment Full or Part Time	Not Employed 832 216 43% 18% 22% 2% 6% 10%	<30 659 166 27% 27% 11% 6% 4% 25%	Age 30-34 1746 435 20% 22% 10% 11% 4% 33% Age 30-34	35+ 1100 291 17% 21% 9% 13% 3% 37%
your approach to work? Select 'Not applicable' if you are no employed. Q28: If you chose 'Conditions offered by my employer	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify)	Total Total 3505 893 20% 22% 10% 11% 4% 33%	Total Millennial Only Q57: Bom 1981-1996 3505 893 20% 22% 10% 4% 33%	White 2647 505 21% 23% 10% 4% 33%	Ethn Non-White 785 371 19% 22% 10% 12% 3% 34%	Hispanic 444 183 22% 21% 11% 9% 4% 33%	African- American 58 96 16% 19% 9% 17% - 40% African-	Number 1 2056 530 18% 23% 8% 12% 3% 36%	2 or more 1441 362 24% 22% 11% 9% 4% 30%	Full Time 1922 499 7% 16% 4% 4% 53%	Empl Part Time 637 150 29% 48% 10% 2% 4% 8%	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42%	Not Employed 832 216 43% 18% 22% 2% 6% 10%	<30 659 166 27% 27% 11% 6% 4% 25%	Age 30-34 1746 435 20% 22% 10% 11% 4% 33%	35+ 1100 291 17% 21% 9% 13% 3% 37%
Q28: If you chose 'Conditions offered by my employer weren't conducive to working and parenting', what conditions were least conductor to your ability to maintain	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify) Not applicable Unweighted Base Base: Changed Work Status because of Employer Conditions in	Total Total 3505 893 20% 22% 10% 11% 4% 33%	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22% 10% 11% 4% 33% Total Millennial Only Q57: Born 1981-1996	White 2647 505 21% 23% 10% 4% 33%	Ethn Non-White 785 371 19% 22% 10% 12% 34% Sethn Non-White	Hispanic 444 183 22% 21% 11% 9% 4% 33%	African- American 58 96 16% 19% 9% 17% 40%	Number 1 2056 530 18% 23% 8% 12% 3% 36% Number	2 or more 1441 362 24% 22% 11% 9% 4% 30% of Children 2 or more	Full Time 1922 499 7% 16% 4% 4% 53%	Empl Part Time 637 150 29% 48% 10% 2% 4% 8% Empl Part Time	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42% loyment Full or Part Time	Not Employed 832 216 43% 18% 22% 2% 6% 10%	<30 659 166 27% 27% 11% 6% 4% 25%	Age 30-34 1746 435 20% 22% 10% 11% 4% 33% Age 30-34	35+ 1100 291 17% 21% 9% 13% 3% 37%
your approach to work? Select 'Not applicable' if you are no employed. Q28: If you chose 'Conditions offered by my employer weren't conducive to working and parenting', what	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify) Not applicable Unweighted Base Base: Changed Work Status because of Employer Conditions in Q27	Total 3505 893 20% 22% 10% 4% 33% Total Total 331	Total Millennial Only Q57: Bom 1981-1996 3505 893 20% 22% 10% 4% 33% Total Millennial Only Q57: Born 1981-1996 331	White 2647 505 21% 23% 10% 4% 33% White 248 47	Ethn Non-White 785 371 19% 22% 10% 12% 34% Ethn Non-White 76 35	Hispanic 444 183 22% 21% 11% 9% 4% 33% Hispanic Hispanic 47	African- American 58 96 16% 19% 9% 17% - 40% African- American 5	Number 1 2056 530 18% 23% 8% 12% 3% 36% Number 1 170 44	2 or more 1441 362 24% 22% 11% 9% 4% 30% of Children 2 or more 161 40	Full Time 1922 499 7% 16% 4% 48 28 53% Full Time 68 18	Empl Part Time 637 150 29% 48% 10% 2% 4% 8% Empl Part Time 63 15	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42% loyment Full or Part Time 131 32	Not Employed 832 216 43% 18% 22% 2% 6% 10% Not Employed 176 47	<30 659 166 27% 27% 11% 6% 4% 25% <30 75	Age 30-34 1746 435 20% 22% 10% 44% 33% Age 30-34 156 41	35+ 1100 291 17% 21% 9% 13% 37% 35+
Q28: If you chose 'Conditions offered by my employer weren't conducive to working and parenting', what conditions were least conductor to your ability to maintain	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify) Not applicable Unweighted Base Base: Changed Work Status because of Employer Conditions in	Total Total 3505 893 20% 22% 10% 4% 4% 33% Total Total 331	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22% 10% 11% 4% 33% Total Millennial Only Q57: Born 1981-1996 331	White 2647 505 21% 23% 10% 4% 33% White 248	Ethn Non-White 785 371 19% 22% 10% 12% 34% Ethn Non-White 76	Hispanic 444 183 22% 21% 11% 9% 4% 33% icity Hispanic 47	African- American 58 96 16% 19% 9% 17% - 40% African- American 5	Number 1 2056 530 18% 23% 8% 12% 3% Number 1 170	2 or more 1441 362 24% 22% 11% 9% 4% 30% of Children 2 or more 161	Full Time 1922 499 7% 16% 4% 4% 53% Full Time 68	Empl Part Time 637 150 29% 48% 10% 2% 4% 8% Empl Part Time 63	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42% loyment Full or Part Time 131	Not Employed 832 216 43% 18% 22% 6% 10% Not Employed 176	<30 659 166 27% 27% 11% 6% 4% 25% <30 75	Age 30-34 1746 435 20% 22% 10% 11% 4% 33% Age 30-34	35+ 1100 291 17% 21% 9% 13% 3% 37%
Q28: If you chose 'Conditions offered by my employer weren't conducive to working and parenting', what conditions were least conductor to your ability to maintain	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conductive to working and parenting Did not change my approach Other (please specify) Not applicable Unweighted Base Base: Changed Work Status because of Employer Conditions in Q27 Cost of childcare Length of maternity leave Ability to be near the baby	Total Total 3505 893 20% 22% 10% 4% 33% Total Total 331 84 26%	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22% 10% 11% 4% 33% Total Millennial Only Q57: Born 1981-1996 331 84	White 2647 505 21% 23% 10% 4% 33% White 248 47 29%	Ethn Non-White 785 371 19% 22% 10% 12% 34% Ethn Non-White 76 35	Hispanic 444 183 22% 21% 11% 9% 4% 33% icity Hispanic 47 19 28%	African- American 58 96 16% 19% 9% 17% - 40% African- American 5 8	Number 1 2056 530 18% 23% 8% 12% 3% 36% Number 1 170 44 22%	2 or more 1441 362 24% 22% 11% 9% 4% 30% of Children 2 or more 161 40 30%	Full Time 1922 499 7% 16% 4% 18% 2% 53% Full Time 68 18	Empl Part Time 637 150 29% 48% 10% 2% Empl Part Time 63 15	Full or Part Time 2559 648 12% 24% 5% 149, 3% 42% loyment Full or Part Time 131 32 16%	Not Employed 832 216 43% 18% 22% 6% 10% Not Employed 176 47 32%	<30 659 166 27% 27% 11% 6% 4% 25% <30 75 19 29%	Age 30-34 1746 435 20% 22% 10% 11% 4% 33% Age 30-34 156 41 24%	35+ 1100 291 17% 21% 9% 13% 3% 37% 35+ 100 25
Q28: If you chose 'Conditions offered by my employer weren't conducive to working and parenting', what conditions were least conductor to your ability to maintain	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conducive to working and parenting Did not change my approach Other (please specify) Not applicable Unweighted Base Base: Changed Work Status because of Employer Conditions in Q27 Cost of childcare Length of maternity leave Ability to be lear the baby Ability to be lance family and work	Total 3505 893 20% 22% 10% 4% 33% Total Total 331 84 26% 7%	Total Millennial Only Q57: Bom 1981-1996 3505 893 20% 22% 10% 4% 33% Total Millennial Only Q57: Bom 1981-1996 331 84 266% 7%	White 2647 505 21% 23% 10% 4% 33% White 248 47 29% 4%	Ethn Non-White 785 371 19% 22% 10% 12% 3% 34% Ethn Non-White 76 35	Hispanic 444 183 22% 21% 11% 9% 4% 33% Hispanic 47 19 28% 11%	African- American 58 96 16% 19% 9% 17% - 40% African- American 5 8	Number 1 2056 530 18% 23% 8% 12% 3% 36% Number 1 170 44 22% 10%	2 or more 1441 362 24% 22% 11% 9% 4% 30% of Children 2 or more 161 40 30% 4%	Full Time 1922 499 7% 16% 4% 48% 53% Full Time 68 18 10% 6%	Empl Part Time 637 150 29% 48% 10% 2% 4% 8% Empl Part Time 63 15 22% 5%	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42% loyment Full or Part Time 131 32 16% 6%	Not Employed 832 216 43% 18% 22% 6% 10% Not Employed 176 47 32% 8%	<30 659 166 27% 27% 11% 6% 4% 25% <30 75 19 29% 8%	Age 30-34 1746 435 20% 22% 10% 4% 33% Age 30-34 156 41 24% 8%	35+ 1100 291 17% 21% 9% 13% 37% 35+ 100 25 25% 4%
your approach to work? Select 'Not applicable' if you are no employed. Q28: If you chose 'Conditions offered by my employer weren't conductive to working and parenting', what conditions were least conductive to your ability to maintain	Unweighted Base t Base: Changed Work Status in Q25 It's less important to me/my priorities have changed Adjusting to accommodate my new schedule and parenting responsibilities Conditions offered by my employer weren't conductive to working and parenting Did not change my approach Other (please specify) Not applicable Unweighted Base Base: Changed Work Status because of Employer Conditions in Q27 Cost of childcare Length of maternity leave Ability to be near the baby	Total 3505 893 20% 22% 10% 4% 433% Total Total 331 84 26% 7% 7%	Total Millennial Only Q57: Born 1981-1996 3505 893 20% 22% 10% 11% 4% 33% Total Millennial Only Q57: Born 1981-1996 331 84 26% 7% 7%	White 2647 505 21% 23% 10% 4% 33% White 248 47 29% 4% 8%	Ethn Non-White 785 371 19% 22% 10% 12% 34% Ethn Non-White 76 35 20% 11% 5%	Hispanic 444 183 22% 21% 11% 9% 4% 33% Hispanic 47 19 28% 11% 9%	African- American 58 96 16% 19% 9% 17% - 40% African- American 5 8	Number 1 2056 530 18% 23% 8% 12% 3% 36% Number 1 170 44 22% 10% 7%	2 or more 1441 362 24% 22% 11% 9% 4% 30% of Children 2 or more 161 40 30% 4% 6%	Full Time 1922 499 7% 16% 4% 48 28 53% Full Time 68 18 10% 6% 11%	Empl Part Time 637 150 29% 48% 10% 2% 4% 8% Empl Part Time 63 15 22% 5% 3%	Full or Part Time 2559 648 12% 24% 5% 14% 3% 42% loyment Full or Part Time 131 32 16% 6% 7%	Not Employed 832 216 43% 18% 22% 6% 60% 10% Not Employed 176 47 32% 8% 5%	<30 659 166 27% 27% 11% 6% 4% 25% <30 75 19 29% 8% 13%	Age 30-34 1746 435 20% 22% 10% 4% 33% Age 30-34 156 41 24% 8% 4%	35+ 1100 291 17% 21% 9% 13% 3% 37% 35+ 100 25 25% 4% 6%

	Company culture was not supportive	18%	18%	17%	20%	9%	40%	24%	11%	21%	17%	19%	17%	21%	14%	22%
	or understanding Other (please specify)	8%	8%	6%	9%	9%	-	7%	8%	6%	17%	11%	5%	10%	7%	6%
	Not applicable	2%	2%	2%	1%	2%	-	2%	1%	-	1%	1%	3%	1%	3%	1%
		l	Total					۱		I					_	
		Total	Millennial Only		Ethr	licity		Number	of Children		Empi	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q29: Which best describes your mentality around combining a career and motherhood?	g Unweighted Base Base: All Respondents	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
a career and modernood?	I feel discouraged: it's extremely	51%	51%	51%	49%	51%	45%	51%	50%	46%	47%	46%	61%	52%	51%	48%
	challenging managing trade-offs I feel optimistic: I believe it's possible	33%	33%	33%	33%	33%	34%	33%	33%	35%	39%	36%	27%	33%	32%	34%
	to combine them creatively I feel empowered: I believe that	3376	33%	33%	33%	33%	34 76	33%	33%	35%	39%	30%	2176	33%	32%	34 %
	becoming a mother has helped me	9%	9%	9%	10%	8%	16%	9%	9%	13%	9%	12%	2%	7%	10%	9%
	excel in my career Other (please specify)	7%	7%	7%	7%	8%	5%	7%	8%	6%	5%	5%	10%	8%	6%	8%
		ı	Total					ı		ı			İ	İ		
		Total	Millennial		Ethr	icity		Number	of Children		Empl	oyment			Age	
		Total	Only Q57: Born	White	Non-White	Hispanic	African-	1	2 or more	Full Time	Part Time	Full or Part		<30	30-34	35+
Q30: If you answered empowered, when did that feeling tak	e Unweighted Base	339	1981-1996 339	251	82	43	American 10	201	138	250	56	Time 306	Employed 17	59	174	106
hold? (If you did not, please select "not applicable.")	Base: Feel empowered combining career and motherhood	93	93	48	43	18	17	54	38	69	14	83	4	13	49	30
	When my child was a baby.	56%	56%	56%	56%	58%	60%	64%	44%	56%	60%	57%	47%	60%	57%	52%
	When my child was a toddler. When my child was older: School age	39% 5%	39% 5%	42% 1%	34% 9%	37%	20% 20%	35%	44% 11%	38% 5%	37%	38% 5%	43% 6%	40%	38% 4%	39% 8%
	or teens. Not applicable	1%	1%	1%	1%	2% 2%	20%	1%	11%	1%	3%	1%	4%	-	2%	-
	rect applicable	. ,,,	1 ./*	. 70	. 70	270		. ,,,		. ,,		. , ,	. , ,		270	
		•						Ī		•				-		
		Total	Total Millennial		Ethr	iicity		Number	of Children		Empl	oyment			Age	
			Millennial Only			-	African-	Number				-	Not			
		Total	Millennial Only Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q31: Is your partner employed?	Unweighted Base Bass: Have Partner	Total 3861 981	Millennial Only Q57: Born 1981-1996 3861 981	2901 554	Non-White 881 408	Hispanic 500 207	American 60 99	1 2234 575	2 or more 1613 403	2028 521	Part Time 641 150	Full or Part Time 2669 671	1060 277	752 189	30-34 1922 480	1187 311
Q31: Is your partner employed?	Base: Have Partner Yes	Total 3861 981 98%	Millennial Only Q57: Born 1981-1996 3861 981 98%	2901 554 98%	Non-White 881 408 98%	Hispanic 500 207 98%	American 60 99 97%	1 2234 575 98%	2 or more 1613 403 98%	2028 521 96%	Part Time 641 150 98%	Full or Part Time 2669 671 97%	1060 277 99%	752 189 98%	30-34 1922 480 98%	1187 311 97%
Q31: Is your partner employed?	Base: Have Partner	Total 3861 981	Millennial Only Q57: Born 1981-1996 3861 981	2901 554	Non-White 881 408	Hispanic 500 207	American 60 99	1 2234 575	2 or more 1613 403	2028 521	Part Time 641 150	Full or Part Time 2669 671	1060 277	752 189	30-34 1922 480	1187 311
Q31: Is your partner employed?	Base: Have Partner Yes No	Total 3861 981 98%	Millennial Only Q57: Born 1981-1996 3861 981 98%	2901 554 98%	Non-White 881 408 98%	Hispanic 500 207 98%	American 60 99 97%	1 2234 575 98%	2 or more 1613 403 98%	2028 521 96%	Part Time 641 150 98%	Full or Part Time 2669 671 97%	1060 277 99%	752 189 98% 2%	30-34 1922 480 98%	1187 311 97%
Q31: Is your partner employed?	Base: Have Partner Yes No	Total 3861 981 98%	Millennial Only Q57: Born 1981-1996 3861 981 98%	2901 554 98%	Non-White 881 408 98%	Hispanic 500 207 98%	American 60 99 97%	1 2234 575 98%	2 or more 1613 403 98%	2028 521 96%	Part Time 641 150 98%	Full or Part Time 2669 671 97%	1060 277 99%	752 189 98% 2%	30-34 1922 480 98%	1187 311 97%
Q31: Is your partner employed?	Base: Have Partner Yes No	Total 3861 981 98%	Millennial Only Q57: Born 1981-1996 3861 981 98% 2% - Total Millennial	2901 554 98%	Non-White 881 408 98%	Hispanic 500 207 98% 2%	American 60 99 97%	1 2234 575 98% 2%	2 or more 1613 403 98%	2028 521 96%	Part Time 641 150 98% 2%	Full or Part Time 2669 671 97%	1060 277 99%	752 189 98% 2%	30-34 1922 480 98%	1187 311 97%
Q31: Is your partner employed?	Base: Have Partner Yes No	Total 3861 981 98% 2%	Millennial Only Q57: Born 1981-1996 3861 981 98% 2% - Total Millennial Q57: Born	2901 554 98%	881 408 98% 2%	Hispanic 500 207 98% 2%	American 60 99 97% 3% -	1 2234 575 98% 2%	2 or more 1613 403 98% 2%	2028 521 96%	Part Time 641 150 98% 2%	Full or Part Time 2669 671 97% 3% -	Employed 1060 277 99% 1%	752 189 98% 2%	30-34 1922 480 98% 2%	1187 311 97%
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base	Total 3861 981 98% 2% Total Total 3861	Millennial Only Q57: Born 1981-1996 3861 981 98% 2% - Total Millennial Only Q57: Born 1981-1996 3861	2901 554 98% 2% - - White	Non-White 881 408 98% 2% 	Hispanic 500 207 98% 2%	American 60 99 97% 3% - African- American 60	1 2234 575 98% 2% - Number 1 2234	2 or more 1613 403 98% 2% - of Children 2 or more 1613	2028 521 96% 4% -	Part Time 641 150 98% 2% Empl Part Time 641	Full or Part Time 2669 671 97% 3%	Employed 1060 277 99% 1% - Not Employed 1060	752 189 98% 2% - <30	30-34 1922 480 98% 2% - - Age 30-34	1187 311 97% 3% -
	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner	Total 3861 981 98% 2% Total Total 3861 981	Millennial Only Q57: Born 1981-1996 3861 981 98% 2% Total Millennial Only Q57: Born 1981-1996 3861 981	2901 554 98% 2% - - White 2901 554	Non-White 881 408 98% 2% Ethr Non-White 881 408	Hispanic 500 207 98% 2% Hispanic 500 207	American 60 99 97% 3% - African- American 60 99	1 2234 575 98% 2% - Number 1 2234 575	2 or more 1613 403 98% 2% - of Children 2 or more 1613 403	2028 521 96% 4% - Full Time 2028 521	Part Time 641 150 98% 2%	Full or Part Time 2669 671 97% 3% - oyment Full or Part Time 2669 671	Employed 1060 277 99% 1% - Not Employed 1060 277	752 189 98% 2% - - <30 752 189	30-34 1922 480 98% 2% - - Age 30-34 1922 480	1187 311 97% 3% - 35+ 1187 311
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career	Total 3861 981 987 2% Total Total 3861 981 8%	Millennial Only Q57: Born 1981-1996 3861 981 98% 2% - Total Millennial Only Q57: Born 1981-1996 3861 981 8%	2901 554 98% 2% - White 2901 554 7%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10%	Hispanic 500 207 98% 2% Hispanic 500 207 10%	American 60 99 97% 3% - African- American 60 99 8%	1 2234 575 98% 2 Number 1 2234 575 9%	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8%	2028 521 96% 4% - Full Time 2028 521 10%	Part Time 641 150 98% 2% Empl Part Time 641 150 6%	Full or Part Time 2669 671 97% 3% ovyment Full or Part Time 2669 671 9%	Employed 1060 277 99% 1% - Not Employed 1060 277 6%	752 189 98% 2% - - <30 752 189 7%	30-34 1922 480 98% 2% - - Age 30-34 1922 480 8%	1187 311 97% 3% - 35+ 1187 311
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her career	Total 3861 981 988 2% Total Total 3861 981 8% 31%	Millennial Only Q57: Born 1981-1996 3861 981 98% 2% - Total Millennial Only Q57: Born 1981-1996 3861 981 8% 31%	2901 554 98% 2% - White 2901 554 7% 30%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10% 32%	Hispanic 500 207 98% 2% sicity Hispanic 500 207 10% 38%	African- African- American 60 99 8% 18%	1 2234 575 98% 2% - 1 2234 575 9% 26%	2 or more 1613 403 98% 2% - of Children 2 or more 1613 403 8% 38%	2028 521 96% 4% - Full Time 2028 521 10% 22%	Part Time 641 150 684 Empl Part Time 641 150 6% 35%	Full or Part Time 2669 671 97% 3%	Employed 1060 277 99% 1% - Not Employed 1060 277 6% 45%	752 189 98% 2% - - <30 752 189 7%	30-34 1922 480 98% 2% - Age 30-34 1922 480 8% 33%	1187 311 97% 3% - 35+ 1187 311 10%
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her	Total 3861 981 987 2% Total Total 3861 981 8%	Millennial Only Q57: Born 1981-1996 3861 981 98% 2% - Total Millennial Only Q57: Born 1981-1996 3861 981 8%	2901 554 98% 2% - White 2901 554 7%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10%	Hispanic 500 207 98% 2% Hispanic 500 207 10%	American 60 99 97% 3% - African- American 60 99 8%	1 2234 575 98% 2 Number 1 2234 575 9%	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8%	2028 521 96% 4% - Full Time 2028 521 10%	Part Time 641 150 98% 2% Empl Part Time 641 150 6%	Full or Part Time 2669 671 97% 3% ovyment Full or Part Time 2669 671 9%	Employed 1060 277 99% 1% - Not Employed 1060 277 6%	752 189 98% 2% - - <30 752 189 7%	30-34 1922 480 98% 2% - - Age 30-34 1922 480 8%	1187 311 97% 3% - 35+ 1187 311
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her career My partner has not changed	Total 3861 981 988 2% Total Total 3861 981 8% 31% 59%	Millennial Only Q57: Born 1981-1996 3861 981 98% 2%	2901 554 98% 2% - - White 2901 554 7% 30% 61%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10% 32% 56%	Hispanic 500 207 98% 2%	American 60 99 97% 3% - African- American 60 99 8% 18% 70%	1 2234 575 9% 26% 64%	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8% 38% 52%	2028 521 96% 4% - Full Time 2028 521 10% 22% 65%	Part Time 641 150 98% 2% Empl Part Time 641 150 6% 35% 58%	Full or Part Time 2669 671 97% 3%	Employed 1060 277 99% 1% - Not Employed 1060 277 6% 45% 48%	752 189 98% 2% - - <30 752 189 7% 34% 58%	30-34 1922 480 98% 2% - - Age 30-34 1922 480 8% 33% 57%	1187 311 97% 3% - 35+ 1187 311 10% 27% 61%
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her career My partner has not changed	Total 3861 981 988 2% Total Total 3861 981 8% 31% 59%	Millennial Only Q57: Born 1981-1996 3861 981 98% 2%	2901 554 98% 2% - - White 2901 554 7% 30% 61%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10% 32% 56%	Hispanic 500 207 98% 2%	American 60 99 97% 3% - African- American 60 99 8% 18% 70%	1 2234 575 9% 26% 64%	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8% 38% 52%	2028 521 96% 4% - Full Time 2028 521 10% 22% 65%	Part Time 641 150 98% 2% Empl Part Time 641 150 6% 35% 58%	Full or Part Time 2669 671 97% 3%	Employed 1060 277 99% 1% - Not Employed 1060 277 6% 45% 48%	752 189 98% 2% - - <30 752 189 7% 34% 58%	30-34 1922 480 98% 2% - - Age 30-34 1922 480 8% 33% 57%	1187 311 97% 3% - 35+ 1187 311 10% 27% 61%
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her career My partner has not changed	Total 3861 981 988 2% Total Total 3861 981 8% 31% 59%	Millennial Only Q57: Bom 1981-1996 3861 981 983 2% - Total Millennial Only Q57: Bom 1981-1996 3861 981 8% 311% 59% 1%	2901 554 98% 2% - - White 2901 554 7% 30% 61%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10% 32% 56%	Hispanic 500 207 98% 2% Hispanic 500 207 10% 38% 50% 1%	American 60 99 97% 3% - African- American 60 99 8% 18% 70%	1 2234 575 98% 2% Number 1 2234 575 9% 26% 64% 1%	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8% 38% 52%	2028 521 96% 4% - Full Time 2028 521 10% 22% 65%	Part Time 641 150 98% 2% Empl Part Time 641 150 6% 35% 58% 1%	Full or Part Time 2669 671 97% 3%	Employed 1060 277 99% 1% - Not Employed 1060 277 6% 45% 48%	752 189 98% 2% - - <30 752 189 7% 34% 58%	30-34 1922 480 98% 2% - - Age 30-34 1922 480 8% 33% 57%	1187 311 97% 3% - 35+ 1187 311 10% 27% 61%
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her career My partner has not changed	Total 3861 981 98% 2% Total Total 3861 981 8% 31% 59% 1%	Millennial Only O57: Born 1981-1996 3861 981 981 2% - Total Millennial Only Q57: Born 1981-1996 3861 981 8% 31% 59% 1%	2901 554 98% 2% - - - White 2901 554 7% 30% 61% 1%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10% 32% 56% 2%	Hispanic 500 207 98% 2% Hispanic 500 207 10% 38% 50% 1%	American 60 99 97% 3% - African- American 60 99 8% 18% 70%	1 2234 575 98% 2% Number 1 2234 575 9% 26% 64% 1%	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8% 38% 52% 2% of Children	2028 521 96% 4% - Full Time 2028 521 10% 22% 65% 2%	Part Time 641 150 98% 2% Empl Part Time 641 150 6% 35% 58% 1%	Full or Part Time 2669 671 97% 3% - oyment Full or Part Time 2669 671 9% 25% 64% 2%	Not Employed 1060 277 99% 1%	752 189 98% 2% - <30 752 189 7% 34% 58% 1%	30-34 1922 480 98% 2% - Age 30-34 1922 480 8% 33% 57% 2%	1187 311 97% 3% - 35+ 1187 311 10% 27% 61% 2%
Q32: Has your partner opted to scale back or scale up their work since becoming a parent?	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her career My partner has not changed Not applicable	Total 3861 981 98% 2% Total Total 3861 981 8% 31% 59% 1% Total	Millennial Only Q57: Born 1981-1996 3861 981 981 2% - Total Millennial Only Q57: Born 1981-1996 3861 981 8% 31% 59% 1% Total Millennial Only Q57: Born 1981-1996 1981	2901 554 98% 2% - - - White 2901 554 7% 30% 61% 1%	Non-White 881 408 98% 2%	Hispanic 500 207 98% 2% bicity Hispanic 500 207 10% 50% 1% Hispanic	African- African- American 60 99 8% 18% 70% 3%	1 2234 575 98% 2% Number 1 2234 575 9% 26% 64% 1% Number	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8% 52% 2% of Children 2 or more	2028 521 96% 4% - - Full Time 2028 521 10% 22% 65% 2%	Part Time 641 150 98% 2% Empl Part Time 641 150 6% 35% 58% 1% Empl	Full or Part Time 2669 671 97% 3%	Not Employed 1060 277 99% 1%	752 189 98% 2% - <30 752 189 7% 34% 58% 1%	30-34 1922 480 98% 2% - Age 30-34 1922 480 8% 33% 57% 2% Age 30-34	1187 311 97% 3% - 35+ 1187 311 10% 27% 61% 2%
Q32: Has your partner opted to scale back or scale up their	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her career My partner's career has not changed Not applicable Unweighted Base Base: Have Partner	Total 3861 981 989 2% Total Total 3861 981 Total Total Total Total Total 3861 981	Millennial Only Q57: Born 1981-1996 3861 981 981 989 2% - Total Millennial Only Q57: Born 1981-1996 3861 981 8% 31% 59% 1% Total Millennial Only Q57: Born 1981-1996 3861 981	2901 554 98% 2% - - White 2901 554 7% 30% 61% 1%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10% 32% 56% 2% Ethr Non-White	Hispanic 500 207 98% 2% Hispanic 500 207 10% 38% 50% 1% Hispanic	American 60 99 97% 3% - African-American 60 99 8% African-American 60 99	1 2234 575 98% 2% Number 1 2234 575 9% 64% 1% Number 1 2234 575 9% Number 1 2234 575	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8% 38% 52% 2% of Children 2 or more	2028 521 96% 4% - Full Time 2028 521 10% 65% 2% 65% 2%	Part Time 641 150 98% 2% Empl Part Time 641 150 6% 435% 58% 1% Empl Part Time	Full or Part Time 2669 671 97% 3% - oyment Full or Part Time 2669 671 9% 25% 64% 2% oyment Full or Part Time 2669 671 Full or Part Time 6769 671	Employed 1060 277 99% 1% - Not Employed 1060 277 6% 45% 48% 1% Not Employed 1060 277	752 189 98% 2% - - <30 752 189 7% 34% 58% 1%	30-34 1922 480 30-34 1922 480 8% 2% - Age 30-34 1922 480 Age 30-34	1187 311 97% 3% - 35+ 1187 311 10% 27% 61% 2%
Q32: Has your partner opted to scale back or scale up their work since becoming a parent?	Base: Have Partner Yes No Not applicable Unweighted Base Base: Have Partner My partner has scaled back his/her career My partner has scaled up his/her career My partner's career has not changed Not applicable Unweighted Base	Total 3861 981 987 2% Total Total 3861 981 3861 981 1% Total Total Total 3861 3861 3861	Millennial Only O57: Born 1981-1996 3861 981 981 988 2% Total Millennial Only Q57: Born 1981-1996 3861 31% 59% 1%	2901 554 98% 2% 2% - White 2901 554 7% 30% 61% 1%	Non-White 881 408 98% 2% Ethr Non-White 881 408 10% 32% 56% 2% Ethr Non-White	Hispanic 500 207 98% 2%	### African- ####################################	1 2234 575 98% 2%	2 or more 1613 403 98% 2% of Children 2 or more 1613 403 8% 52% 2% of Children 2 or more 1613	2028 521 96% 4% - Full Time 2028 521 10% 22% 65% 2%	Part Time 641 150 98% 2% 2% Empl Part Time 641 150 6% 35% 58% 1% Empl Part Time	Full or Part Time 2669 671 97% 3%	Employed 1060 277 99% 1% 1% 1% 1% 1% 1% 1	752 189 98% 2% <30 752 189 7% 34% 58% 1% <30 752	30-34 1922 480 98% 2% Age 30-34 1922 480 8% 33-34 1922	1187 311 97% 3% - 35+ 1187 311 10% 27% 61% 2%

	Other (please specify) Not applicable	1% 1%	1% 1%	1% 0%	0% 1%	0% 1%	3%	1% 1%	1% 1%	0% 1%	1% -	1% 1%	0% 1%	1% 1%	0% 1%	1% 1%
		Total	Total Millennial Only		Ethn	icity		Number	of Children		Emple	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q34: How much of your family's annual household income do you contribute?	Unweighted Base Base: Have Partner 0-25% 26-50% 51-75% 76-100% Prefer not to answer	3861 981 39% 31% 22% 5% 3%	3861 981 39% 31% 22% 5% 3%	2901 554 39% 32% 22% 5% 2%	881 408 39% 29% 22% 6% 4%	500 207 42% 29% 21% 4% 3%	60 99 37% 25% 25% 12% 2%	2234 575 33% 34% 25% 6% 3%	1613 403 47% 27% 19% 5% 3%	2028 521 5% 46% 38% 10% 1%	641 150 54% 33% 8% 1% 4%	2669 671 16% 43% 31% 8% 2%	1060 277 91% 2% 2% 0% 5%	752 189 52% 24% 16% 4%	1922 480 39% 31% 23% 5% 2%	1187 311 31% 34% 24% 7% 4%
		Total	Total Millennial		Ethn	icity		Number	of Children		Emple	oyment			Age	
		Total	Only Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not	<30	30-34	35+
Q34 Working Moms: How much of your family's annual	Unweighted Base	2669	2669	2050	571	313	41	1671	987	2028	641	2669	Employed -	411	1362	896
household income do you contribute?	Base: Have Partner and Employed in Q22	671	671	391	269	129	68	426	243	521	150	671	-	99	335	238
	0-25%	16%	16%	17%	15%	15%	12%	15%	18%	5%	54%	16%	-	22%	16%	13%
	26-50% 51-75%	43% 31%	43% 31%	44% 31%	42% 32%	44% 34%	37% 32%	43% 32%	42% 31%	46% 38%	33% 8%	43% 31%	-	42% 27%	44% 33%	42% 31%
	76-100% Prefer not to answer	8% 2%	8% 2%	7% 2%	10% 2%	6% 1%	17% 2%	8% 2%	7% 2%	10% 1%	1% 4%	8% 2%	-	7% 2%	7% 1%	10% 4%
	Fieler not to answer	270	276	270	276	1 70	270	270	276	1 70	4 70	276	- !	2 70	1 70	4 70
		Total	Total Millennial Only		Ethn	icity		Number	of Children		Emplo	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q35: If you are employed, how could your employer best	Unweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	•	420	1377	915
support you as a mother?	Base: Employed in Q22 More flexible schedule	686 12%	686 12%	397 12%	277 13%	132 11%	73 14%	436 12%	248 12%	534 12%	152 11%	686 12%	-	101 13%	340 12%	245 12%
	Provide childcare on-site / Subsidies for childcare	21%	21%	20%	22%	22%	23%	21%	21%	21%	21%	21%	-	19%	21%	21%
	Remote work opportunities	15%	15%	13%	19%	20%	20%	15%	16%	16%	14%	15%	-	16%	13%	18%
	Less travel Accommodations for unconventional	1%	1%	1%	0%	1%	-	1%	0%	1%	1%	1%	-	0%	1%	1%
	hours	3%	3%	4%	3%	2%	5%	4%	2%	3%	4%	3%	-	4%	3%	4%
	Part-time work options	7% 5%	7% 5%	7% 5%	7% 6%	8% 6%	2%	7% 5%	7% 5%	7% 6%	5% 4%	7%	-	4% 6%	8% 5%	7% 6%
	Ability to come in / leave early Equal maternity + paternity leave	2%	2%	2%	2%	2%	7% 2%	1%	3%	2%	3%	5% 2%	-	1%	2%	1%
	options	24%	24%	28%	19%	20%	16%	26%	22%	26%	20%	24%	-	26%	27%	20%
	Longer, paid maternity leave Other (please specify)	4%	4%	4%	4%	3%	5%	3%	4%	3%	4%	4%	-	3%	4%	4%
	Not applicable	6%	6%	6%	5%	4%	7%	6%	6%	4%	13%	6%	-	7%	5%	6%
		Total	Total Millennial		Ethn	icity		Number	of Children		Emplo	oyment			Age	
		Total	Only Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q36: If you are employed, does your employer provide	Unweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	- Employed	420	1377	915
adequate breastfeeding support? (i.e. time, privacy)	Base: Employed in Q22 Yes	686 60%	686 60%	397 62%	277 58%	132 59%	73 55%	436 60%	248 61%	534 64%	152 49%	686 60%	-	101 53%	340 61%	245 63%
	No	12%	12%	11%	13%	13%	14%	11%	12%	12%	11%	12%	-	13%	13%	10%
	Yes – But culturally I feel like it is looked down upon	15%	15%	15%	16%	14%	16%	16%	13%	17%	11%	15%	-	20%	16%	12%
	Not applicable	12%	12%	12%	13%	14%	16%	12%	13%	8%	29%	12%	-	14%	10%	15%
		•						•		1						
		Total	Total Millennial Only		Ethn	icity		Number	of Children		Emple	oyment			Age	
-		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+

	Jnweighted Base	413	413	312	95	44	7	275	138	339	74	413		80	221	112
E	Base: Employed in Q22 and Employer Culture not favorable to	105	105	60	44	18	12	71	33	88	16	105	-	20	55	30
	oreastfeeding Co-workers/Peers	24%	24%	26%	21%	18%	14%	24%	24%	23%	29%	24%	-	25%	25%	21%
	Management Both	27% 48%	27% 48%	25% 48%	30% 47%	30% 50%	43% 43%	28% 47%	24% 51%	28% 48%	20% 50%	27% 48%	-	20% 53%	22% 53%	40% 38%
	Not applicable	1%	1%	1%	1%	2%	-	1%	1%	1%	-	1%	-	2%	0%	1%
		I	Total						j	Ī				1		
		Total	Millennial Only		Ethn	icity		Number	of Children		Emplo	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
	Jnweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	-	420	1377	915
	Base: Employed in Q22 Yes	686 55%	686 55%	397 54%	277 56%	132 56%	73 52%	436 56%	248 53%	534 54%	152 56%	686 55%	:	101 56%	340 55%	245 53%
**	No	38% 7%	38% 7%	39% 7%	37% 7%	36% 8%	41% 7%	38% 7%	38% 8%	40% 5%	29% 15%	38% 7%	-	34% 10%	40% 5%	37% 9%
N	Not applicable	1 %	170	1%	1 %	8%	1%	176	8%	5%	15%	1%	-	10%	5%	9%
								i	ı	Ī				Ī		
		Total	Total Millennial		Ethn	icity		Number	of Children		Emplo	oyment			Age	
		Total	Only Q57: Born	White	Non-White	Hispanic	African-	1	2 or more	Full Time	Part Time	Full or Part	Not	<30	30-34	35+
Q39: Do you believe that your work choice helps you to set a U	Jnweighted Base	3920	1981-1996 3920	2940	898	508	American 64	2281	1625	2064	648	7ime 2712	Employed 1073	769	1941	1210
	Base: All Respondents Yes	1000 73%	1000 73%	561 76%	420 69%	210 70%	106 67%	589 76%	408 68%	534 91%	152 89%	686 90%	281 29%	194 61%	486 74%	320 78%
	No	7%	7%	6%	7%	6%	9%	7%	6%	7%	6%	7%	6%	7%	7%	6%
N	Not applicable	21%	21%	18%	24%	24%	23%	17%	26%	2%	5%	3%	64%	32%	19%	16%
		I	Total					ĺ								
		Total	Millennial Only		Ethn	icity		Number	of Children		Emplo	oyment			Age	
		Total	Q57: Born	White	Non-White	Hispanic	African-	1	2 or more	Full Time	Part Time	Full or Part Time	Not	<30	30-34	35+
			1981-1996				American						Employed			
Q40: If you don't currently work, are you planning to re-enter U		1208	1208	863	313	188	20	577	628		-	-	1073	349	564	295
the paid workforce (part time or full time) at some point in the B	Jnweighted Base Base: Not working in Q22 Yes	1208 315 60%		863 165 57%				577 153 62%	628 160 58%	-	:	- - -			564 147 61%	295 75 66%
the paid workforce (part time or full time) at some point in the B future?	Base: Not working in Q22 Yes No	315 60% 3%	1208 315 60% 3%	165 57% 5%	313 142 63% 2%	188 78 63% 1%	20 33 65%	153 62% 2%	160 58% 5%	-	:		1073 281 63% 4%	349 93 53% 4%	147 61% 4%	75 66% 2%
the paid workforce (part time or full time) at some point in the B future? N U O	Base: Not working in Q22 res No Unsure Other (please specify)	315 60% 3% 28% 2%	1208 315 60% 3% 28% 2%	165 57% 5% 30% 1%	313 142 63% 2% 25% 3%	188 78 63% 1% 28% 1%	20 33 65% - 20% 10%	153 62% 2% 28% 2%	160 58% 5% 28% 3%	- - - - -	- - - -		1073 281 63% 4% 29% 2%	349 93 53% 4% 35% 1%	147 61% 4% 25% 3%	75 66% 2% 24% 2%
the paid workforce (part time or full time) at some point in the B future? N U O	Base: Not working in Q22 Yes No Unsure	315 60% 3% 28%	1208 315 60% 3% 28%	165 57% 5% 30%	313 142 63% 2% 25%	188 78 63% 1% 28%	20 33 65% - 20%	153 62% 2% 28%	160 58% 5% 28%	- - - - -	- - - - -		1073 281 63% 4% 29%	349 93 53% 4% 35%	147 61% 4% 25%	75 66% 2% 24%
the paid workforce (part time or full time) at some point in the B future? N U O	Base: Not working in Q22 res No Unsure Other (please specify)	315 60% 3% 28% 2%	1208 315 60% 3% 28% 2%	165 57% 5% 30% 1%	313 142 63% 2% 25% 3%	188 78 63% 1% 28% 1%	20 33 65% - 20% 10%	153 62% 2% 28% 2%	160 58% 5% 28% 3%	-	- - - - - -		1073 281 63% 4% 29% 2%	349 93 53% 4% 35% 1%	147 61% 4% 25% 3%	75 66% 2% 24% 2%
the paid workforce (part time or full time) at some point in the B future? N U O	Base: Not working in Q22 res No Unsure Other (please specify)	315 60% 3% 28% 2%	1208 315 60% 3% 28% 2%	165 57% 5% 30% 1%	313 142 63% 2% 25% 3%	188 78 63% 1% 28% 1% 7%	20 33 65% - 20% 10%	153 62% 2% 28% 28% 2% 7%	160 58% 5% 28% 3%		- - - - - - -		1073 281 63% 4% 29% 2%	349 93 53% 4% 35% 1%	147 61% 4% 25% 3%	75 66% 2% 24% 2%
the paid workforce (part time or full time) at some point in the B future? N U O	Base: Not working in Q22 res No Unsure Other (please specify)	315 60% 3% 28% 2% 7%	1208 315 60% 3% 28% 2% 7% Total Millennial Only	165 57% 5% 30% 1% 7%	313 142 63% 2% 25% 3% 7%	188 78 63% 1% 28% 1% 7%	20 33 65% - 20% 10% 5%	153 62% 2% 28% 28% 2% 7%	160 58% 5% 28% 3% 7%	-		- - - - - - -	1073 281 63% 4% 29% 2% 3%	349 93 53% 4% 35% 1% 7%	147 61% 4% 25% 3% 7%	75 66% 2% 24% 24% 6%
the paid workforce (part time or full time) at some point in the B future? N U O N	Base: Not working in Q22 fes No Jnsure Dther (please specify) Not applicable	315 60% 3% 28% 2% 7% Total	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born 1981-1996	165 57% 5% 30% 1% 7%	313 142 63% 2% 25% 3% 7% Ethn	188 78 63% 1% 28% 1% 7%	20 33 65% - 20% 10% 5%	153 62% 2% 28% 2% 7% Number	160 58% 5% 28% 3% 7% of Children	- - - - - - -	Part Time	- - - - - - - - - - - - - - - - - - -	1073 281 63% 4% 29% 2% 3% Not Employed	349 93 53% 4% 35% 1% 7%	147 61% 4% 25% 3% 7% Age	75 66% 2% 24% 2% 6%
the paid workforce (part time or full time) at some point in the B future? N U O N	Base: Not working in Q22 res No Unsure Other (please specify)	315 60% 3% 28% 2% 7%	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born	165 57% 5% 30% 1% 7%	313 142 63% 2% 25% 3% 7%	188 78 63% 1% 28% 1% 7%	20 33 65% - 20% 10% 5%	153 62% 2% 28% 28% 2% 7%	160 58% 5% 28% 3% 7%	- - - - - - - - 2064 534		- - - - - - - - - - - - - - - - - - -	1073 281 63% 4% 29% 2% 3%	349 93 53% 4% 35% 1% 7%	147 61% 4% 25% 3% 7%	75 66% 2% 24% 24% 6%
the paid workforce (part time or full time) at some point in the B future? N U O N Q41: What contributes to the majority of your debt? B S	Jase: Not working in Q22 fes No Jasure Other (please specify) Not applicable Jaweighted Base Base: All Respondents Student loans	315 60% 3% 28% 2% 7% Total Total 3920 1000 27%	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Bom 1881-1996 3920 1000 27%	165 57% 5% 30% 1% 7% White	313 142 63% 25% 255% 3% 7% Ethn Non-White	188 78 63% 1% 28% 1% 7% icity Hispanic 508 210 28%	20 33 65% - 20% 10% 5% African- American 64 106 48%	153 62% 2% 28% 22% 7% Number 1 2281 589 30%	160 58% 55% 28% 3% 7% of Children 2 or more 1625 408 24%	2064 534 27%	Part Time 648 152 26%	- - - - - - - - - - - - - - - - - - -	1073 281 63% 4% 29% 2% 3% Not Employed 1073 281 29%	349 93 53% 4% 35% 1% 7% <30 769 194 32%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28%	75 66% 2% 24% 24% 6% 6%
the paid workforce (part time or full time) at some point in the B future? N U O N Q41: What contributes to the majority of your debt? B S C	Jase: Not working in Q22 fees following the control of the contro	315 60% 3% 28% 2% 7% Total Total 3920 1000 27% 15% 41%	1208 315 60% 3% 28% 7% Total Millennial Only Q57: Born 1981-1996 3920 1000 27% 15% 41%	165 57% 5% 30% 1% 7% White 2940 561 24% 11% 47%	313 142 63% 25% 35% 7% Ethn Non-White 898 420 32% 20% 32%	188 78 63% 1% 28% 17% 7% icity Hispanic 508 210 28% 18% 39%	20 33 65% - 20% 10% 5% African- American 64 106 48% 27%	153 62% 28% 28% 27% 7% Number 1 2281 589 30% 15% 38%	160 58% 55% 28% 3% 7% of Children 2 or more 1625 408 24% 15%	2064 534 27% 14% 44%	Part Time 648 152 26% 18% 40%	- - - - - - - - - - - - - - - - - - -	1073 281 63% 4% 29% 3% Not Employed 1073 281 29% 15%	349 93 53% 4% 35% 1% 7% <30 769 194 32% 16% 31%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 13%	75 66% 2% 24% 24% 6% 6% 35+ 1210 320 23% 17% 44%
the paid workforce (part time or full time) at some point in the B future? N U Q41: What contributes to the majority of your debt? B C M M	Jase: Not working in Q22 Yes Yo Unsure Unsure Unsure Unter (please specify) Not applicable Jnweighted Base Base: All Respondents Student loans Credit cards Vortgage Wedical expense	315 60% 3% 28% 2% 7% Total Total 3920 1000 27% 15% 41% 3%	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born 1981-1996 3920 1000 27% 41% 3%	165 57% 30% 1% 7% White 2940 561 24% 11% 47% 3%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 20% 32% 4%	188 78 63% 1% 28% 1% 7% icity Hispanic 508 210 28% 4%	20 33 65% - 20% 10% 5% African- American 64 106 48% 27%	153 62% 28% 28% 27% 7% Number 1 2281 589 30% 15% 38% 33%	160 58% 5% 28% 3% 7% of Children 2 or more 1625 408 24% 15% 45% 4%	2064 534 27% 14% 44% 3%	Part Time 648 152 26% 18% 40% 4%		1073 281 4% 29% 2% 3% Not Employed 1073 281 29% 15% 35%	349 93 53% 4% 35% 1% 7% <30 769 194 32% 16% 31% 6%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 13% 43% 43%	75 66% 2% 24% 24% 6% 6% 35+ 1210 320 23% 17% 44% 2%
the paid workforce (part time or full time) at some point in the B future? N U O N Q41: What contributes to the majority of your debt? B S C M M O N	Jase: Not working in Q22 fes No Jnsure Dither (please specify) Not applicable Jnweighted Base Jase: All Respondents Student loans Tredit cards Mottgage Medical expense Dither (please specify) Not applicable	315 60% 3% 28% 2% 7% Total 3920 1000 27% 15% 41% 3% 2%	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Bom 1881-1996 3920 1000 27% 15% 41% 3% 2% 9%	165 57% 55% 30% 1% 7% White 2940 561 24% 11% 3% 3% 3% 9%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 4% 20% 32% 4% 8%	188 78 63% 1% 28% 1% 7% Hispanic 508 210 28% 18% 39% 4% 2% 7%	20 33 65% - - - - - - - - - - - - - - - - - - -	153 62% 28% 28% 27% 7% Number 1 2281 589 30% 15% 38% 3% 3% 3%	160 58% 5% 28% 3% 7% of Children 2 or more 1625 408 24% 15% 4% 2% 8%	2064 534 27% 14% 44% 3% 2% 8%	Part Time 648 152 26% 18% 40% 4% 2% 8%		1073 281 63% 4% 29% 29% 3% Not Employed 1073 281 29% 15% 35% 35% 10%	349 93 53% 4% 35% 7% 7% <30 769 194 32% 16% 6% 4%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 13% 43% 43% 43% 88%	75 66% 2% 24% 24% 2% 6% 35+ 1210 320 23% 17% 44% 2% 2% 10%
the paid workforce (part time or full time) at some point in the B future? N U O N Q41: What contributes to the majority of your debt? B S C M M O N	Jase: Not working in Q22 Yes Yes You Justine	315 60% 3% 28% 2% 7% Total Total 3920 1000 27% 41% 3% 2%	1208 315 60% 3% 28% 7% Total Millennial Only 057: Born 1981-1996 3920 1000 27% 41% 33% 24%	165 57% 5% 30% 1% 7% White 2940 561 24% 47% 3%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 32% 4% 20%	188 78 63% 1% 28% 1% 77% Hispanic 508 210 28% 39% 4% 39%	20 33 65% -20% 10% 5% African- American 64 106 48% 24% 14% 3%	153 62% 28% 28% 27% 7% Number 1 2281 589 30% 38% 38% 33%	160 58% 55% 28% 3% 7% of Children 2 or more 1625 408 24% 15% 45% 45%	2064 534 27% 14% 44% 3% 2%	Part Time 648 152 26% 18% 40% 4% 2%		1073 281 63% 4% 29% 2% 3% Not Employed 1073 281 15% 35% 5% 35%	349 93 53% 4% 35% 1% 7% <30 769 194 32% 16% 6% 4%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 13% 43% 43%	75 66% 2% 24% 24% 6% 6% 35+ 1210 320 23% 17% 44% 2%
the paid workforce (part time or full time) at some point in the B future? N U O N Q41: What contributes to the majority of your debt? B S C M M O N	Jase: Not working in Q22 fes No Jnsure Dither (please specify) Not applicable Jnweighted Base Jase: All Respondents Student loans Tredit cards Mottgage Medical expense Dither (please specify) Not applicable	315 60% 3% 28% 2% 7% Total 3920 1000 27% 15% 41% 3% 2%	1208 315 60% 3% 28% 27% 7% Total Millennial Only Q57: Born 1981-1996 3920 1000 27% 41% 33% 24% 9% 22%	165 57% 55% 30% 1% 7% White 2940 561 24% 11% 3% 3% 3% 9%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 4% 20% 32% 4% 8%	188 78 63% 1% 28% 1% 7% Hispanic 508 210 28% 18% 39% 4% 2% 7%	20 33 65% -20% 10% 5% African- American 64 106 48% 24% 14% 3%	153 62% 28% 28% 27% 7% Number 1 2281 589 30% 15% 38% 3% 3% 3%	160 58% 5% 28% 3% 7% of Children 2 or more 1625 408 24% 15% 4% 2% 8%	2064 534 27% 14% 44% 3% 2% 8%	Part Time 648 152 26% 18% 40% 4% 2% 8%		1073 281 63% 4% 29% 29% 3% Not Employed 1073 281 29% 15% 35% 35% 10%	349 93 53% 4% 35% 7% 7% <30 769 194 32% 16% 6% 4%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 13% 43% 43% 43% 88%	75 66% 2% 24% 24% 2% 6% 35+ 1210 320 23% 17% 44% 2% 2% 10%
the paid workforce (part time or full time) at some point in the B future? N U O N Q41: What contributes to the majority of your debt? B S C M M O N	Jase: Not working in Q22 fes No Jnsure Dither (please specify) Not applicable Jnweighted Base Jase: All Respondents Student loans Tredit cards Mottgage Medical expense Dither (please specify) Not applicable	315 60% 3% 28% 2% 7% Total 3920 1000 27% 15% 41% 3% 2%	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born 1981-1996 3920 1000 27% 41% 33% 2% 9% 2%	165 57% 55% 30% 1% 7% White 2940 561 24% 11% 3% 3% 3% 9%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 4% 20% 32% 4% 8%	188 78 63% 1% 28% 1% 7% Hispanic 508 210 28% 18% 39% 4% 2% 2%	20 33 65% -20% 10% 5% African- American 64 106 48% 24% 14% 3%	153 62% 28% 28% 27% 7% Number 1 2281 589 30% 15% 38% 3% 3% 3% 2%	160 58% 5% 28% 3% 7% of Children 2 or more 1625 408 24% 15% 4% 2% 8%	2064 534 27% 14% 44% 3% 2% 8%	Part Time 648 152 26% 18% 40% 4% 2% 8% 3%		1073 281 63% 4% 29% 29% 3% Not Employed 1073 281 29% 15% 35% 35% 10%	349 93 53% 4% 35% 7% 7% <30 769 194 32% 16% 6% 4%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 13% 43% 43% 43% 88%	75 66% 2% 24% 24% 2% 6% 35+ 1210 320 23% 17% 44% 2% 2% 10%
the paid workforce (part time or full time) at some point in the B future? N U O N Q41: What contributes to the majority of your debt? B S C M M O N	Jase: Not working in Q22 fes No Jnsure Dither (please specify) Not applicable Jnweighted Base Jase: All Respondents Student loans Tredit cards Mottgage Medical expense Dither (please specify) Not applicable	315 60% 28% 28% 2% 7% Total 3920 1000 27% 15% 3% 241% 3% 2%	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born 1981-1996 3920 1000 27% 15% 41% 3% 2% 9% 2% 9% 2%	165 57% 55% 30% 1% 7% White 2940 561 24% 11% 3% 3% 3% 9%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 4% 20% 32% 4% 2%	188 78 63% 1% 28% 1% 7% Hispanic 508 210 28% 4% 4% 2% 7% 2%	20 33 65% - 20% 10% 5% African- American 64 106 48% 27% 14% - 8% -	153 62% 28% 28% 27% 7% Number 1 2281 589 30% 15% 38% 3% 3% 3% 2%	160 58% 55% 28% 3% 7% of Children 2 or more 1625 408 24% 15% 45% 4% 2%	2064 534 27% 14% 44% 3% 2% 8%	Part Time 648 152 26% 18% 40% 4% 2% 8% 3%		1073 281 63% 4% 29% 29% 3% Not Employed 1073 281 29% 15% 35% 5% 33%	349 93 53% 4% 35% 7% 7% <30 769 194 32% 16% 6% 4%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 13% 4% 2%	75 66% 2% 24% 24% 2% 6% 35+ 1210 320 23% 17% 44% 2% 2% 10%
the paid workforce (part time or full time) at some point in the B future? N U O N Q41: What contributes to the majority of your debt? B S O N P	Jase: Not working in Q22 fes No Jnsure Dither (please specify) Not applicable Jnweighted Base Jase: All Respondents Student loans Tredit cards Mottgage Medical expense Dither (please specify) Not applicable	315 60% 3% 28% 2% 7% Total Total 3920 1000 27% 41% 3% 2% 9% 2%	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born 1881-1996 3920 1000 27% 15% 41% 3% 2% 9% 2% Total Millennial Only Total Millennial Only	165 57% 30% 1% 7% White 2940 561 24% 47% 3% 9% 2%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 20% 32% 4% 2% 8% 2%	188 78 63% 1% 28% 1% 7% Hispanic 508 210 28% 18% 39% 4% 2% 2%	20 33 65% - 20% 10% 5% African- American 64 106 48% 27% 14% 3% -	153 62% 28% 28% 2% 2% 7% Number 1 2281 589 30% 38% 33% 9% 2%	160 58% 5% 28% 3% 7% of Children 2 or more 1625 408 24% 45% 45% 45% 2% 8% 2%	2064 534 27% 14% 44% 3% 2% 8% 1%	Part Time 648 152 26% 18% 40% 4% 2% 8% 3%		1073 281 63% 4% 29% 29% 3% Not Employed 1073 281 129% 15% 5% 35% 10% 3%	349 93 53% 4% 35% 1% 7% <30 769 194 32% 6% 6% 4% 10% 2%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 43% 43% 43% 43% 44% 2% 8% 2%	75 66% 2% 24% 24% 6% 6% 35+ 1210 320 23% 17% 44% 2% 10% 3%
the paid workforce (part time or full time) at some point in the B future? N Q41: What contributes to the majority of your debt? B S C M O N P Q42: Did your mother work outside of the home while growing up? B G G G G G G G G G G G G	Jase: Not working in Q22 Yes Vo Jnsure Unter (please specify) Not applicable Jnweighted Base Base: All Respondents Student loans Tredit cards Wortgage Wedical expense Dither (please specify) Not applicable Prefer not to answer	315 60% 3% 28% 2% 7% Total Total 3920 1000 27% 41% 3% 2% 9% 2% 7 Total 3920 1000 1000	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born 1981-1996 3920 1000 27% 41% 3% 2% 9% 41% 3% 2% 9% 2% Total Millennial Only Q57: Born 1981-1996 3920 1000	165 57% 30% 1% 1% 7% White 2940 561 24% 47% 3% 9% 2%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 4% 2% Ethn Non-White 898 420	188 78 63% 1% 28% 1% 7% icity Hispanic 508 210 28% 2% 7% 2% icity Hispanic	20 33 65% - 20% 10% 5% African- American 64 106 48% - - 8% - - African- American 64 106	153 62% 288% 2% 288% 2% 7% Number 1 2281 589 30% 3% 9% 2% Number 1 2281 589	160 58% 5% 28% 3% 7% of Children 2 or more 1625 408 24% 15% 45% 2% 86 20 of Children 2 or more	2064 534 27% 14% 44% 3% 2% 8% 1% Full Time	Part Time 648 152 26% 18% 40% 4% 2% 8% 3% Emple Part Time 648 152		1073 281 63% 4% 29% 29% 3% Not Employed 1073 281 29% 15% 35% 3% 10% 3% Not Employed 1073 281 297 298 1073 281 297 298 298 298 298 298 298 298 298 298 298	349 93 53% 4% 35% 1% 67% 430 769 194 32% 4% 10% 2%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 43% 43% 43% 43% 2% 87 2% 30-34	75 66% 2% 24% 24% 6% 6% 35+ 1210 320 23% 17% 44% 2% 10% 3%
the paid workforce (part time or full time) at some point in the B future? You Do N N U U U U U U U U U U U U U U U U U	Jase: Not working in Q22 for for for for for for for for for for	315 60% 3% 28% 2% 7% Total Total 3920 1000 27% 15% 3% 2% Total Total Total 3920 Total 3920	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born 1811-1996 3920 Total Millennial Only Q57: Born 1881-1996 3920	165 57% 30% 1% 7% White 2940 24% 11% 3% 47% 3% 24% 24%	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 Ethn Non-White 898	188 78 63% 1% 28% 1% 7% icity Hispanic 508 210 4% 2% 4% 2% bicity Hispanic 508	20 33 65% - 20% 10% 5% African- American 64 106 27% 14% 3% - - - - African- American	153 62% 28% 28% 2% Number 1 2281 589 30% 15% 3% 3% 3% 2% Number 1	160 58% 55% 28% 3% 7% of Children 2 or more 1625 408 24% 45% 4% 2% of Children 2 or more 2 or more	2064 534 27% 14% 44% 3% 2% 8% 1%	Part Time 648 152 26% 18% 40% 4% 2% 8% 3% Emplo		1073 281 63% 4% 29% 29% 33% Not Employed 1073 281 29% 15% 35% 10% 33% Not Employed 1073	349 93 53% 4% 35% 1% 7% <30 769 194 32% 16% 4% 4% 22%	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 13% 4% 2% Age 30-34	75 66% 2% 24% 24% 6% 6% 35+ 1210 320 23% 17% 44% 2% 10% 3%
the paid workforce (part time or full time) at some point in the B future? N Q41: What contributes to the majority of your debt? B S S N M M M P Q42: Did your mother work outside of the home while growing up? N P	Jase: Not working in Q22 (Yes (Yes (Yes (Yes (Yes (Yes (Yes (Yes	315 60% 3% 28% 2% 7% Total Total 3920 1000 27% 15% 9% 2% Total Total	1208 315 60% 3% 28% 2% 7% Total Millennial Only Q57: Born 1981-1996 3920 1000 27% 15% 41% 3% 2% 9% 2% Total Millennial Only Q57: Born 1981-1996 3920 1000 54%	165 57% 30% 1% 7% White 2940 561 24% 11% 3% 9% 2% White	313 142 63% 2% 25% 3% 7% Ethn Non-White 898 420 32% 4% 2% Ethn Non-White 898 420 60%	188 78 63% 1% 28% 1% 77% Hispanic 508 210 28% 18% 2% 7% 2% Hispanic 508 210 508	20 33 55% - 20% 10% 5% 5% African- American 64 106 3% - - African- American 64 106 70%	153 62% 288 288 29 79 Number 1 2281 589 30% 15% 3% 2% Number 1 2281 589 55%	160 58% 55% 28% 3% 7% of Children 2 or more 1625 408 24% 45% 45% 2% of Children 2 or more 1625 408 23%	2064 534 27% 14% 44% 3% 2% 8% 1% Full Time 2064 534 57%	Part Time 648 152 26% 18% 40% 4% 2% 53% Emplo Part Time 648 152 53%		1073 281 63% 4% 29% 29% 3% Not Employed 1073 281 55% 35% 10% 3% Not Employed 1073 281 50%	349 93 53% 4% 35% 1% 7% 	147 61% 4% 25% 3% 7% Age 30-34 1941 486 28% 43% 43% 43% 43% 2% 8% 2% 80-30-34 1941 486 54%	75 66% 2% 24% 24% 6% 6% 35+ 1210 320 23% 17% 44% 2% 10% 3% 10% 35+

	Not applicable	0%	0%	0%	0%	1%	-	0%	0%	1%	0%	0%	0%	1%	1%	0%
		Total	Total Millennial Only		Ethr	nicity		Number	of Children		Emplo	pyment			Age	
		Total	Q57: Born	White	Non-White	Hispanic	African-	1	2 or more	Full Time	Part Time	Full or Part	Not	<30	30-34	35+
Q43: Which monthly bill is most expensive?	Unweighted Base Base: All Respondents Mortgage/Rent Childcare Medical Credit card payment Student loans Car Utilities Other (please specify)	3920 1000 69% 10% 1% 8% 6% 3% 1%	1981-1996 3920 1000 69% 10% 1% 8% 6% 3% 1%	2940 561 72% 10% 1% 7% 6% 2% 1%	898 420 67% 10% 2% 8% 6% 5% 2%	508 210 68% 8% 2% 8% 7% 4% 2%	American 64 106 63% 14% - 6% 5% 8% 3% 2%	2281 589 69% 9% 1% 8% 6% 3% 2% 1%	1625 408 70% 12% 2% 7% 5% 3% 1%	2064 534 68% 17% 1% 6% 5% 2% 0%	648 152 71% 4% 2% 9% 6% 4% 1% 2%	Time 2712 686 69% 14% 1% 7% 5% 3% 1%	Employed 1073 281 71% 1% 3% 9% 7% 5% 4% 1%	769 194 70% 6% 2% 6% 7% 6% 2% 1%	1941 486 72% 9% 1% 7% 6% 3% 1%	1210 320 66% 14% 1% 9% 5% 3% 1%
		Total	Total Millennial		Ethr	nicity		Number	of Children		Emplo	oyment			Age	
		Total	Only Q57: Born	White	Non-White	Hispanic	African-	1	2 or more	Full Time	Part Time	Full or Part	Not	<30	30-34	35+
Q44: What percentage of your monthly household income	Unweighted Base	3920	1981-1996 3920	2940	898	508	American 64	2281	1625	2064	648	7ime 2712	Employed 1073	769	1941	1210
goes to childcare?	Base: All Respondents Less than 10% 11-25% 26-50%	1000 59% 30% 10%	1000 59% 30% 10%	561 58% 33% 9%	420 61% 27% 11%	210 64% 26% 8%	106 55% 27% 17%	589 59% 31% 9%	408 59% 29% 10%	534 39% 45% 15%	152 71% 22% 6%	686 47% 40% 13%	281 88% 9% 2%	194 71% 21% 7%	486 61% 29% 9%	320 50% 38% 12%
	More than 50%	1%	1%	0%	1%	1%	2%	1%	1% of Children	1%	0%	1%	1%	1%	1%	1%
		Total Total	Millennial Only Q57: Born	White	Non-White	Hispanic	African-	Number 1	2 or more	Full Time	Part Time	Full or Part	Not	<30	Age 30-34	35+
Q45: Where do you feel you need the most support in your	Unweighted Base	3920	1981-1996 3920	2940	898	508	American 64	2281	2 or more 1625	2064	648	Time 2712	Employed 1073	769	1941	1210
life since becoming a mom?	At home At work With my spouse With friends With my physical or mental health Other (please specify)	1000 25% 6% 24% 10% 33% 2%	1000 25% 6% 24% 10% 33% 2%	561 27% 6% 21% 10% 34% 2%	420 22% 6% 27% 10% 32% 2%	210 23% 6% 23% 11% 35% 2%	106 19% 5% 38% 11% 25% 3%	589 24% 7% 24% 11% 33% 1%	408 27% 5% 24% 10% 32% 3%	534 26% 10% 22% 10% 31% 1%	152 28% 3% 23% 12% 33% 2%	686 26% 8% 22% 10% 32% 2%	281 23% 1% 28% 10% 35% 3%	194 22% 5% 26% 10% 35% 3%	486 26% 6% 23% 10% 33% 2%	320 26% 7% 23% 11% 31% 2%
		Total	Total Millennial Only		Ethr	nicity		Number	of Children		Emplo	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q46: Who scheduled your child's last doctor's appointment		3920 1000	3920 1000	2940 561	898 420	508	64 106	2281 589	1625 408	2064 534	648	2712 686	1073	769 194	1941 486	1210 320
	Base: All Respondents You	93%	93%	94%	91%	210 93%	92%	92%	95%	91%	152 94%	92%	281 95%	94%	93%	92%
	Your co-parent Other (please specify)	6% 2%	6% 2%	5% 1%	6% 2%	6% 2%	5% 3%	7% 2%	4% 1%	7% 2%	5% 1%	7% 1%	3% 2%	4% 2%	6% 1%	6% 1%
		Total	Total Millennial Only Q57: Born			nicity	African-		of Children			byment Full or Part	Not		Age	
Q47: In the last month, how many times did you go out with	Unweighted Base	Total 3920	1981-1996 3920	White 2940	Non-White 898	Hispanic 508	American 64	2281	2 or more 1625	Full Time 2064	Part Time 648	Time 2712	Employed 1073	<30 769	30-34 1941	35+ 1210
Q47: In the last month, how many times did you go out with friends?	Unweighted Base Base: All Respondents 0 1-3 4+	3920 1000 43% 54% 3%	3920 1000 43% 54% 3%	2940 561 39% 58% 3%	49% 48% 3%	508 210 49% 47% 4%	64 106 56% 42% 2%	2281 589 40% 57% 4%	408 48% 49% 3%	2064 534 40% 57% 3%	648 152 39% 56% 5%	2712 686 40% 57% 3%	1073 281 52% 45% 3%	769 194 49% 47% 4%	1941 486 41% 55% 4%	1210 320 42% 55% 3%

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		Total	Millennial Only		Ethr	nicity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q48: In the last month, how many times did you go on a date with your partner?	Unweighted Base Base: All Respondents	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
,	0	47%	47%	45%	50%	49%	45%	46%	50%	43%	46%	44%	54%	49%	46%	48%
	1-3 4+	51% 1%	51% 1%	53% 1%	47% 1%	49% 1%	50%	52% 1%	49% 1%	55% 1%	51% 1%	54% 1%	44% 1%	48% 1%	53% 1%	49% 1%
	Not applicable	1%	1%	1%	2%	1%	5%	2%	1%	1%	2%	1%	2%	2%	1%	3%
		•	•	<u>-</u> '				•		•			•			
		ı	Total	Ī				i		ı			i			
		Total	Millennial Only		Ethr	nicity		Number	of Children		Empl	oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q49: What are your go-to 'life hacks'? Select all that apply.	Unweighted Base Base: All Respondents	3914 999	3914 999	2934 560	898 420	508 210	64 106	2276 588	1624 408	2060 533	647 152	2707 685	1072	767 194	1938 486	1209 320
	Pre-prepped dinners (meal boxes	21%	21%	23%	18%	18%	14%	22%	18%	25%	17%		16%			
	delivered or made-ahead at home)	21%	21%	23%	18%	18%	14%	22%	18%	25%	17%	23%	10%	19%	22%	20%
	Scheduling working hours during child(ren)'s nap/sleep times	16%	16%	17%	15%	15%	11%	17%	15%	12%	35%	17%	12%	20%	16%	15%
	Shopping mostly online	65%	65%	65%	64%	65%	58%	65%	65%	68%	60%	66%	63%	55%	67%	68%
	Cleaning / laundry services Child care assistance	18% 22%	18% 22%	17% 24%	20% 20%	20% 21%	22% 13%	18% 22%	19% 22%	21% 30%	14% 25%	19% 29%	17% 8%	12% 16%	18% 22%	24% 27%
	Waking up before everyone else /															
	Going to sleep after everyone else	43%	43%	42%	44%	44%	42%	40%	48%	46%	38%	44%	42%	42%	45%	42%
	Calendars / To-do lists / productivity apps	59%	59%	61%	57%	54%	56%	60%	58%	59%	59%	59%	59%	60%	59%	58%
	Other (please specify)	5%	5%	5%	5%	4%	9%	4%	6%	4%	3%	4%	5%	7%	5%	3%
			1	ı						1			ı			
		Total	Total Millennial		Ethr	nicity		Number	of Children		Emple	oyment			Age	
			Only												•	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q50: What is the #1 activity you spend the most time on	Unweighted Base	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
when you are on your phone?	Base: All Respondents Catching up on social media	48%	48%	49%	420 47%	49%	48%	49%	408 47%	49%	49%	49%	46%	53%	486 50%	42%
	Using photo / camera	7%	7%	8%	7%	8%	3%	7%	8%	6%	8%	6%	9%	9%	8%	7%
	Consuming news / media Shopping	6% 4%	6% 4%	5% 5%	7% 4%	5% 3%	9% 3%	6% 4%	6% 5%	6% 5%	4% 4%	6% 5%	7% 4%	4% 4%	5% 4%	8% 5%
	Researching baby / child activities	7%	7%	5%	9%	8%	8%	9%	4%	6%	7%	6%	8%	8%	7%	6%
	Checking email	9%	9%	9%	11%	9%	14%	9%	11%	11%	8%	10%	8%	9%	8%	12%
	Listening to podcasts Reading books	5% 2%	5% 2%	5% 3%	4% 2%	4% 3%	6%	5% 2%	4% 3%	6% 2%	4% 2%	5% 2%	4% 2%	3% 2%	5% 2%	5% 3%
	Messaging people	9%	9%	9%	8%	8%	6%	8%	10%	7%	11%	8%	10%	7%	8%	10%
	Other (please specify)	2%	2%	3%	2%	2%	2%	2%	2%	2%	4%	2%	2%	2%	2%	3%
		Total	Total Millennial		Ethr	nicity		Number	of Children		Emple	oyment			Age	
		Total	Only						0. 0		p.	-			7.90	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q51: Who in your household handles household	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
chores/responsibilities most of the time?	Base: All Respondents	1000 61%	1000 61%	561 62%	420 60%	210 63%	106 55%	589 57%	408 66%	534 49%	152	686 53%	281 80%	194 65%	486	320 60%
	Mostly myself Mostly my partner	5%	5%	4%	7%	4%	13%	6%	3%	7%	67% 2%	6%	3%	4%	60% 5%	6%
	Share equally	32%	32%	33%	31%	31%	33%	34%	30%	42%	30%	39%	16%	29%	33%	33%
	Not applicable - single parent Not applicable - mostly outsource	1%	1%	1%	1%	1%	-	1%	0%	1%	1%	1%	1%	1%	1%	1%
	chores/responsibilities to non-	0%	0%	1%	0%	1%	-	0%	0%	0%	0%	0%	1%	1%	0%	0%
	parent/partner	1	1 1					I								
								_								
		Total	Total Millennial		Ethr	nicity		Number	of Children		Empl	oyment			Age	
]	Only			-	A #-:						N1 -		.	
		Total	Q57: Born 1981-1996	White	Non-White		African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q52: Yesterday, how much time did you get to yourself without work or family obligations?	Unweighted Base Base: All Respondents	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
		1000	1000	301	420	210	100	303	400	334	132	000	201	134	400	320

	less than 1 hour	62%	62%	63%	60%	63%	53%	58%	68%	65%	61%	64%	58%	61%	63%	62%
	1-2 hours 3+ hours	33% 5%	33% 5%	33% 3%	33% 7%	32% 5%	34% 13%	36% 6%	29% 3%	32% 4%	34% 5%	32% 4%	36% 7%	35% 5%	32% 5%	34% 5%
		1	Total				ĺ	Number of Children		Employment						
		Total	Millennial Only	Ethnicity			Number	Number of Children Employment				Age				
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q53: In the last 24 hours, how much time did you spend on household chores? (i.e. laundry, cleaning)	Unweighted Base Base: All Respondents	3920 1000	3920 1000	2940 561	898 420	508 210	64 106	2281 589	1625 408	2064 534	648 152	2712 686	1073 281	769 194	1941 486	1210 320
	less than 1 hour 1-2 hours	16% 54%	16% 54%	15% 56%	19% 52%	14% 53%	28% 53%	18% 56%	14% 51%	22% 58%	12% 53%	20% 57%	8% 48%	13% 52%	16% 55%	20% 54%
	3+ hours	29% 0%	29% 0%	29% 0%	28% 0%	33% 0%	19%	25% 0%	35% 0%	19% 1%	35% 0%	23% 1%	44%	34% 0%	29% 0%	26% 1%
	Not applicable	0 76	0 76	0 76	0 76	0 %	-	0 %	076	176	0 76	1 76	- 1	0 %	0 76	1 76
		1	Total					Ì		İ				Ì		
		Total	Millennial Only		Ethnicity			Number	Number of Children Emp			oyment			Age	
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q54: In the last 24 hours, how much time did you spend	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
cooking?	Base: All Respondents less than 1 hour	1000 43%	1000 43%	561 45%	420 41%	210 37%	106 48%	589 44%	408 42%	534 53%	152 38%	686 50%	281 29%	194 39%	486 43%	320 46%
	1-2 hours 3+ hours	48% 6%	48% 6%	48% 5%	47% 7%	53% 7%	36% 8%	47% 5%	49% 7%	40% 2%	57% 5%	44% 3%	57% 13%	51% 7%	49% 5%	44% 6%
	Not applicable	3%	3%	2%	5%	3%	8%	4%	2%	4%	1%	3%	2%	2%	3%	4%
		Total	Total Millennial	Ethnicity				Number of Children			Employment			Age		
		Total	Only Q57: Born	White	White Non-White Hispanic African-			1	2 or more Full Time Part Time Full or Part Not				<30	30-34	35+	
Q55: In the last 24 hours, how much time did you spend	Unweighted Base	3920	1981-1996 3920	2940	898	508	American 64	2281	1625	2064	648	7ime 2712	Employed 1073	769	1941	1210
caring for children?	Base: All Respondents less than 1 hour	1000 1%	1000 1%	561 1%	420 1%	210 1%	106 2%	589 1%	408 0%	534 2%	152 0%	686 1%	281 1%	194 1%	486 1%	320 1%
	1-2 hours 3+ hours	5% 94%	5% 94%	4% 95%	6% 93%	6% 94%	6% 92%	6% 93%	3% 97%	8% 91%	2% 97%	6% 92%	0% 99%	3% 96%	5% 94%	5% 94%
	31 Hours	34 /6	34 /6	9376	3376	34 /0	92 /6	9376	31 /6	9176	31 /0	32 /0	3370	30 /6	34 /0	34 /6
		1	Total				ĺ			Ī			Ī	1		
		Total	Millennial		Ethn	icity		Number	of Children	Ì	Empl	oyment			Age	
		Total	Millennial Only Q57: Born	White	Ethn Non-White	icity Hispanic	African- American	Number	of Children	Full Time	Empl	Full or Part	Not Employed	<30	Age 30-34	35+
Q56: Which race/ethnicity best describes you? (Please	Unweighted Base	Total	Millennial Only Q57: Born 1981-1996 3920	2940	Non-White	Hispanic	American 64	1 2281	2 or more 1625	2064	Part Time	Full or Part Time 2712	Employed 1073	769	30-34 1941	1210
Q56: Which race/ethnicity best describes you? (Please choose only one.)	Base: All Respondents American Indian or Alaska Native	Total 3920 1000	Millennial Only Q57: Born 1981-1996 3920 1000		Non-White 898 420	Hispanic 508 210	American	1 2281 589	2 or more 1625 408	2064 534	Part Time 648 152	Full or Part Time 2712 686	Employed 1073 281	769 194 -	30-34 1941 486	1210 320
	Base: All Respondents American Indian or Alaska Native Asian Black or African American	Total	Millennial Only Q57: Born 1981-1996 3920	2940	Non-White	Hispanic	American 64	1 2281	2 or more 1625	2064	Part Time	Full or Part Time 2712	Employed 1073	769	30-34 1941	1210
	Base: All Respondents American Indian or Alaska Native Asian	Total 3920 1000 - 7%	Millennial Only Q57: Born 1981-1996 3920 1000 - 7%	2940	Non-White 898 420 - 17%	508 210 -	American 64 106 -	1 2281 589 - 8%	2 or more 1625 408 - 7%	2064 534 - 8%	Part Time 648 152 - 7%	Full or Part Time 2712 686 - 8%	Employed 1073 281 - 7%	769 194 - 4%	30-34 1941 486 - 6%	1210 320 - 11%
	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian	Total 3920 1000 - 7% 11% - 56%	Millennial Only Q57: Born 1981-1996 3920 1000 - - 7% 11% - 56%	2940 561 - - - - - 100%	Non-White 898 420 - 17% 25% -	Hispanic 508 210	American 64 106 -	1 2281 589 - 8% 12% -	2 or more 1625 408 - 7% 9% - 57%	2064 534 - 8% 12% - 56%	Part Time 648 152 - 7% 4% - 63%	Full or Part Time 2712 686 - 8% 11% - 58%	Employed 1073 281 - 7% 11% - 52%	769 194 - 4% 9% - 55%	30-34 1941 486 - 6% 9% - 58%	1210 320 - 11% 14% - 54%
	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian White, Hispanic or Latino Multiple ethnicities	Total 3920 1000 - 7% 11% - 56% 21% 3%	Millennial Only Q57: Born 1981-1996 3920 1000 - - 7% 11% - - 56% 21% 3%	2940 561 - - -	Non-White 898 420 - 17% 25% -	### Hispanic 508	American 64 106 -	1 2281 589 - 8% 12% - 55% 21% 3%	2 or more 1625 408 - 7% 9% - 57% 21% 3%	2064 534 - 8% 12% - 56% 20% 3%	Part Time 648 152 - 7% 4% - 63% 18% 5%	Full or Part Time 2712 686 - 8% 11% - 58% 19% 3%	Employed 1073 281 7% 11% - 52% 25% 3%	769 194 - 4% 9% - 55% 26% 4%	30-34 1941 486 - 6% 9% - 58% 22% 3%	1210 320 - 11% 14% - 54% 16% 3%
	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian White, Hispanic or Latino	Total 3920 1000 - 7% 11% - 56% 21%	Millennial Only Q57: Bom 1981-1996 3920 1000 - - 7% 11% - 56% 21%	2940 561 - - - - - 100%	898 420 - 17% 25% - - 50%	Hispanic 508 210	American 64 106 100%	1 2281 589 - 8% 12% - 55% 21%	2 or more 1625 408 - 7% 9% - 57% 21%	2064 534 - 8% 12% - 56% 20%	Part Time 648 152 - 7% 4% - 63% 18%	Full or Part Time 2712 686 - 8% 11% - 58% 19%	Employed 1073 281 - 7% 11% - 52% 25%	769 194 - 4% 9% - 55% 26%	30-34 1941 486 - 6% 9% - 58% 22%	1210 320 - 11% 14% - 54% 16%
	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian White, Hispanic or Latino Multiple ethnicities	Total 3920 1000 - 7% 11% - 56% 21% 3%	Millennial Only Q57: Born 1981-1996 3920 1000 - - 7% 11% - - 56% 21% 3%	2940 561 - - - - - 100%	898 420 - 17% 25% - - 50%	### Hispanic 508	American 64 106 100%	1 2281 589 - 8% 12% - 55% 21% 3%	2 or more 1625 408 - 7% 9% - 57% 21% 3%	2064 534 - 8% 12% - 56% 20% 3%	Part Time 648 152 - 7% 4% - 63% 18% 5%	Full or Part Time 2712 686 - 8% 11% - 58% 19% 3%	Employed 1073 281 7% 11% - 52% 25% 3%	769 194 - 4% 9% - 55% 26% 4%	30-34 1941 486 - 6% 9% - 58% 22% 3%	1210 320 - 11% 14% - 54% 16% 3%
	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian White, Hispanic or Latino Multiple ethnicities	Total 3920 1000 - 7% 11% - 56% 21% 3%	Millennial Only Q57: Born 1981-1996 3920 1000 - 7% 111% - 56% 21% 3% 2% Total Millennial Only	2940 561 - - - - - 100%	898 420 - 17% 25% - - 50%	Hispanic 508 210	American 64 106 100%	1 2281 589 - 8% 12% - 55% 21% 3% 2%	2 or more 1625 408 - 7% 9% - 57% 21% 3%	2064 534 - 8% 12% - 56% 20% 3%	Part Time 648 152 - 7% 4% 63% 18% 5% 3%	Full or Part Time 2712 686 - 8% 11% - 58% 19% 3%	Employed 1073 281 7% 11% - 52% 25% 3%	769 194 - 4% 9% - 55% 26% 4%	30-34 1941 486 - 6% 9% - 58% 22% 3%	1210 320 - 11% 14% - 54% 16% 3%
choose only one.)	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian White, Hispanic or Latino Multiple ethnicities Prefer not to answer	Total 3920 1000 - 7% 11% - 56% 21% 3% 2% Total	Millennial Only Q57: Born 1981-1996 3920 1000 - 7% 111% - 56% 21% 3% 2% Total Millennial Only Q57: Born 1981-1996	2940 561 - - - - 100% - - -	Non-White 898 420 - 17% 25% 50% 7% - Ethn Non-White	### Hispanic 508	American 64 106 100%	1 2281 589 - 8% 12% - 55% 21% 3% 2%	2 or more 1625 408 - 7% 9% - 57% 21% 3% 2% of Children 2 or more	2064 534 - 8% 12% - 56% 20% 3% 1%	Part Time 648 152 - 7% 4% - 63% 18% 5% 3% Emplo	Full or Part Time 2712 686 8% 11% - 58% 19% 3% 2% oyment Full or Part Time	Employed 1073 281 7% 11% - 52% 25% 3%	769 194 - 4% 9% - 55% 26% 4% 2%	30-34 1941 486 - 6% 9% - 58% 22% 3% 2% Age 30-34	1210 320
	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian White, Hispanic or Latino Multiple ethnicities Prefer not to answer	Total 3920 1000 - 7% 11% - 56% 21% 3% 2%	Millennial Only Q57: Born 1981-1996 3920 1000 - 7% 11% - 56% 21% 3% 2% Total Millennial Only Q57: Born	2940 561 - - - - 100% - -	Non-White 898 420 17% 25% 50% 7% -	Hispanic 508 210	American 64 106 100%	1 2281 589 - 8% 12% - 55% 21% 3% 2%	2 or more 1625 408 - 7% 9% - 57% 21% 3% 2% of Children	2064 534 - 8% 12% - 56% 20% 3% 1%	Part Time 648 152 - 7% 4% - 63% 18% 5% 3%	Full or Part Time 2712 686 8% 11% - 58% 19% 2%	Employed 1073 281 - 7% 11% - 52% 25% 3% 3%	769 194 - 4% 9% - 55% 26% 4% 2%	30-34 1941 486 - 6% 9% - 58% 22% 3% 2%	1210 320 - 111% 14% - 54% 16% 3% 3%
choose only one.)	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian White, Hispanic or Latino Multiple ethnicities Prefer not to answer	Total 3920 1000 7 7 11% - 56% 21% 3% 2% Total Total 3920	Millennial Only Q57: Born 1981-1996 3920 1000 - 7% 111% - 56% 21% 3% 2% Total Millennial Only Q57: Born 1981-1996	2940 561 - - - 100% - - - White	Non-White 898 420 - 17% 25% 50% 7% - Ethn Non-White 898	Hispanic 508 210 100% ticity Hispanic 508	American 64 106 100%	1 2281 1 589 8% 12% 55% 21% 3% 2%	2 or more 1625 408 7% 9% 57% 21% 3% 2% of Children 2 or more 1625	2064 534 - 8% 12% 566 20% 3% 1%	Part Time 648 152 - 7% 4% - 63% 18% 5% 3% Emple	Full or Part Time 2712 686 8% 11% 58% 19% 2% oyment Full or Part Time 2712	Employed 1073 281 - 7% 11% - 52% 33% 3% Not Employed 1073	769 194 - 4% 9% - 55% 26% 4% 2% <30 769	30-34 1941 486 - 6% 9% - 58% 22% 3% 2% Age	1210 320
choose only one.)	Base: All Respondents American Indian or Alaska Native Asian Black or African American Native Hawaiian or other Pacific Islander White, Caucasian White, Hispanic or Latino Multiple ethnicities Prefer not to answer	Total 3920 1000 -7% 6111% -56% 21% 2% Total Total 3920 1000 -	Millennial Only Q57: Born 1981-1996 3920 1000 - 7% 111% - 56% 211% 3% 2% Total Millennial Only Q57: Born 1981-1996 3920 1000	2940 561 - - - - 100% - - - - - - - - - - - - - - - - - -	Non-White 898 420 - 17% 25% 50% 7% - Ethn Non-White 898 420	Hispanic 508 210 100% 100% - 508 210 - 100%	American 64 106	1 2281 589 - 1 2 21% 3 % 2 % 2 1 % 3 % 2 % 2 1 % 3 % 2 % 2 1 % 3 % 2 % 2 % 2 1 % 3 % 2 % 2 % 2 % 2 % 2 % 2 % 2 % 2 % 2	2 or more 1625 408 - 7% 9% - 57% 21% 3% 2% of Children 2 or more 1625 408	2064 534 	Part Time 648 152 7% 4% - 63% 18% 3% Empl Part Time 648 152	Full or Part Time 2712 686 8% 11% - 58% 19% 2% byment Full or Part Time 2712 686	Employed 1073 281 - 7% 11% - 52% 25% 3% 3% Not Employed 1073 281 -	769 194 4% 9% - 55% 26% 4% 2% <30 769 194	30-34 1941 486 - 6% 9% - 58% 22% 3% 2% Age 30-34 1941 486	1210 320

		Total Millennial		ennial Ethnicity				Number	of Children		Emple	oyment	Age			
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q57: What year were you born?	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
	Base: All Respondents Under 25	1000 2%	1000 2%	561 2%	420 3%	210 3%	106 3%	589 3%	408 1%	534 1%	1 52 2%	686 1%	281 5%	194 11%	486	320
	25-29	17%	17%	17%	17%	21%	14%	19%	15%	12%	19%	14%	26%	89%	-	-
	30-33	39%	39%	40%	37%	42%	31%	41%	35%	39%	41%	40%	36%	-	79%	-
	34-38	42%	42%	41%	43%	34%	52%	37%	50%	48%	37%	46%	33%	-	21%	100%
	39 and over	-	- 1	-	-	-	-	-	-	-	-	-	-	-	-	-
	Total Total Millennial Ethnicity			Number	of Children	Employment				Age						
		Total	Only Q57: Born	White	Non-White	Hispanic	African-	1	2 or more	Full Time	Part Time	Full or Part	Not	<30	30-34	35+
Q58: In what state or U.S. territory do you live? If not in the	Unweighted Base	3920	1981-1996 3920	2940	898	508	American 64	2281	1625	2064	648	7ime 2712	Employed 1073	769	1941	1210
U.S., select "not applicable."	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
o.o., select not applicable.	Northeast	22%	22%	25%	19%	17%	23%	23%	20%	23%	25%	23%	20%	16%	23%	24%
	Mid-West	21%	21%	25%	15%	16%	14%	21%	21%	22%	20%	22%	18%	25%	21%	17%
	South	30%	30%	28%	33%	30%	48%	30%	30%	32%	25%	31%	29%	30%	30%	31%
	West	27%	27%	22%	34%	38%	14%	26%	29%	22%	31%	24%	34%	29%	26%	28%
		·						•		•				•		
		Total	Total Millennial Only	Ethnicity			Number of Children			Employment				Age		
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q59: Do you feel as though your state is an optimal place to		3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
raise children?	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	Yes	68%	68%	71%	65%	65%	61%	66%	71%	69%	69%	69%	68%	70%	69%	66%
	No	26%	26%	24%	29%	29%	33%	28%	24%	26%	26%	26%	28%	26%	25%	29%
	Other (please specify)	5%	5%	5%	6%	6%	6%	5%	5%	6%	5%	6%	4%	4%	6%	5%
		Í	Total				1						I			
		Total	Millennial Only	Ethnicity			Number of Children Employment				Age					
		Total	Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q60: What is the highest level of education you have completed?	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	Some high school	0%	0%	0%	0%	-	-	0%	0%	0%	0%	0%	0%	0%	0%	-
	Graduated from high school	3%	3%	3%	4%	5%	5%	3%	4%	2%	3%	2%	7%	10%	2%	2%
	Some college	13%	13%	11%	16%	18%	19%	11%	16%	8%	14%	9%	22%	26%	11%	9%
	Graduated from college	46%	46%	48%	44%	47%	38%	47%	44%	45%	45%	45%	49%	48%	48%	43%
	Some graduate school	6%	6%	5%	7%	5%	9%	5%	6%	6%	6%	6%	5%	4%	7%	6%
	Completed graduate school	31%	31%	33%	28%	26%	30%	33%	29%	39%	31%	37%	16%	12%	32%	40%
		Total	Total Millennial	Ethnicity			Number	Number of Children Employment			oyment	Age				
		Total	Only Q57: Born 1981-1996	White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q61: What is your household's total, combined annual	Unweighted Base	3920	3920	2940	898	508	64	2281	1625	2064	648	2712	1073	769	1941	1210
income?	Base: All Respondents	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	\$0 - 24,999	2%	2%	2%	2%	2%	2%	2%	2%	1%	1%	1%	4%	5%	1%	1%
	\$25,000 -\$44,999	7%	7%	5%	8%	9%	9%	6%	8%	3%	7%	3%	14%	16%	5%	2%
	\$45,000 -\$64,999	11%	11%	10%	12%	12%	16%	11%	11%	6%	14%	8%	18%	22%	9%	7%
	\$65,000 -\$84,999	12%	12%	12%	12%	14%	11%	12%	12%	10%	17%	11%	13%	17%	12%	9%
	\$85,000 -\$99,999	11%	11%	11%	10%	12%	6%	10%	11%	11%	10%	11%	9%	11%	12%	9%
	\$100,000 -\$149,999	25%	25%	26%	24%	22%	28%	25%	24%	30%	24%	29%	16%	15%	28%	26%
	\$150,000 -\$199,999	12%	12%	13%	10%	10%	11%	13%	11%	16%	8%	15%	6%	4%	14%	14%
	\$200,000 -\$299,999	8%	8%	8%	9%	7%	11%	10%	7%	11%	5%	10%	6%	1%	9%	12%
	\$300,000 -\$499,999	3%	3%	3%	2%	2%	-	3%	3%	4%	2%	3%	2%	0%	2%	6%
	Over \$500,000	1%	1%	1% 8%	1% 9%	1%	- 00/	1% 9%	1% 10%	2%	0%	1% 8%	0%	8%	1% 8%	2%
	Prefer not to answer	9%	9%	6%	9%	9%	6%	9%	10%	7%	11%	5%	12%	8%	5%	12%