

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

Total	Total Millennial Only	Ethnicity	Number of Children	Employment	Age
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		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	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
	Yes	51%	51%	52%	50%	50%	48%	69%	25%	51%	53%	51%	50%	68%	56%	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	Ethnicity				Number of Children		Employment				Age		
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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 children	241	241	133	103	53	27	59	183	132	33	164	67	23	97	121
	Financial reasons	15%	15%	16%	13%	12%	13%	13%	15%	18%	13%	17%	11%	10%	15%	15%
	Career reasons	1%	1%	1%	1%	2%	-	2%	1%	1%	-	1%	1%	-	1%	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%

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Q07: Which best describes the impact on your relationship since becoming a parent?	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
	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%
	Not applicable	4%	4%	4%	5%	5%	6%	5%	4%	4%	4%	4%	5%	6%	3%	5%

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Q08: What is your greatest parent-related relationship tension?	Unweighted Base	3749	3749	2827	849	482	60	2181	1564	1976	626	2602	1018	725	1875	1149
	Base: Answering Q7, in relationship	955	955	540	398	199	99	562	393	511	147	657	266	182	469	304
	Time spent with partner	33%	33%	33%	32%	34%	22%	31%	35%	31%	36%	32%	34%	32%	35%	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%

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Q09: At what point did you feel interested/ready to re-engage in sexual intimacy after becoming a mother?	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
	Before 6 weeks	11%	11%	11%	12%	14%	13%	10%	12%	9%	12%	10%	14%	18%	10%	9%
	After 6 weeks	42%	42%	44%	40%	44%	33%	41%	45%	42%	43%	42%	42%	49%	44%	35%
	6 months after	29%	29%	29%	28%	26%	28%	29%	28%	31%	27%	30%	26%	20%	29%	33%
	12 months 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%

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Q10: Did you have sex before you felt ready to do so?	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
	Yes	31%	31%	32%	29%	31%	28%	30%	32%	32%	27%	31%	30%	28%	31%	31%

No	65%	65%	65%	66%	66%	66%	64%	67%	63%	69%	65%	67%	68%	65%	64%
Not applicable	4%	4%	3%	5%	3%	6%	6%	1%	5%	4%	5%	3%	4%	4%	5%

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Q11: In general, do you feel that society does a good job of understanding and supporting mothers?	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
	Yes	15%	15%	15%	15%	15%	13%	13%	17%	13%	17%	14%	16%	21%	14%	13%
	No	85%	85%	85%	85%	85%	88%	87%	83%	87%	83%	86%	82%	79%	86%	87%

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Q12: In your opinion, what would have the biggest impact on the support of mothers?	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
	Stronger government policy (paid 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 schools, etc)	12%	12%	11%	13%	12%	16%	11%	13%	7%	14%	8%	20%	17%	12%	9%
	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%

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Q13: In your opinion, how is today's generation of moms different from your mother's generation?	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
	Today's generation is more OPTIMISTIC about the state of motherhood.	26%	26%	24%	29%	23%	38%	27%	26%	28%	22%	27%	26%	28%	26%	25%
	Today's generation is more PESSIMISTIC about the state of motherhood.	27%	27%	27%	27%	30%	22%	27%	27%	26%	29%	26%	28%	30%	27%	26%
	Neither/mixed	39%	39%	40%	37%	40%	36%	38%	40%	38%	42%	39%	39%	37%	38%	42%
	Other (please specify)	8%	8%	9%	6%	7%	5%	8%	7%	8%	6%	8%	7%	5%	9%	8%

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Q14: How old were you when you had your first child?	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
	Younger than 15	0%	0%	0%	0%	-	-	0%	0%	-	0%	0%	0%	-	0%	0%
	15-20	3%	3%	2%	4%	4%	5%	2%	6%	2%	2%	5%	8%	1%	1%	1%
	21-25	13%	13%	12%	14%	16%	13%	9%	18%	7%	14%	9%	22%	48%	6%	2%
	26-30	44%	44%	46%	42%	45%	39%	43%	46%	43%	47%	44%	44%	44%	64%	14%
	31-35	36%	36%	37%	36%	32%	36%	42%	29%	43%	33%	41%	26%	0%	28%	71%
	36-40	3%	3%	3%	4%	3%	8%	5%	1%	4%	3%	4%	2%	0%	-	11%
	40+	0%	0%	0%	-	-	-	-	0%	-	0%	0%	-	-	-	0%
	Not applicable, not yet a mother	0%	0%	0%	0%	0%	-	0%	0%	0%	-	0%	0%	1%	0%	-

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Q15: How old were you when you had your youngest child?	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
	Younger than 15	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	15-20	1%	1%	0%	1%	0%	3%	0%	1%	0%	0%	0%	1%	2%	0%	1%
	21-25	8%	8%	7%	9%	11%	6%	8%	7%	3%	10%	5%	14%	37%	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	8%	8%	6%	10%	6%	16%	6%	10%	9%	6%	9%	6%	-	0%	24%
	40+	-	0%	0%	-	-	-	0%	-	0%	-	0%	-	-	0%	-
	Not applicable, not yet a mother	2%	2%	3%	2%	2%	2%	3%	0%	2%	3%	3%	1%	3%	2%	2%

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Q16: Select which best describes how you view your identity:	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
	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 and self	33%	33%	33%	35%	32%	42%	41%	23%	44%	27%	40%	18%	24%	33%	40%

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Q17: What is the most important quality you aim to cultivate in your child(ren)?	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
	Kindness	46%	46%	51%	38%	41%	27%	44%	48%	45%	49%	46%	46%	44%	45%	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	6%	6%	6%	5%	6%	2%	7%	4%	7%	5%	6%	4%	4%	6%	5%
	Braveness	2%	2%	2%	3%	5%	-	2%	2%	2%	3%	2%	3%	3%	2%	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	12%	12%	9%	15%	12%	23%	12%	12%	13%	10%	13%	10%	9%	11%	14%
	Other (please specify)	7%	7%	6%	7%	6%	11%	6%	8%	5%	6%	5%	8%	6%	7%	7%

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Q18: What is your most important source of inspiration as a parent?	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
	Family	36%	36%	34%	38%	41%	33%	36%	35%	39%	35%	38%	31%	34%	37%	35%
	Faith	18%	18%	17%	19%	16%	25%	14%	24%	13%	21%	15%	26%	29%	16%	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	3%	3%	2%	3%	2%	6%	3%	2%	2%	2%	2%	4%	3%	3%	2%
	Social media	6%	6%	6%	6%	6%	5%	6%	5%	5%	5%	5%	7%	7%	5%	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%

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Q19: Overall, what best describes your parenting style:	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
	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 all else	4%	4%	3%	6%	6%	3%	2%	7%	3%	4%	4%	6%	4%	4%	5%
Free-range—I want my child to make their own decisions with limited parental interference	5%	5%	4%	6%	6%	6%	6%	4%	5%	4%	5%	5%	8%	4%	5%
Other (please specify)	6%	6%	5%	6%	4%	9%	6%	5%	5%	5%	5%	7%	5%	6%	5%

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Q20: The last time you had to discipline your child, what action did you take:	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
	Put them in time-out	10%	10%	10%	10%	11%	11%	5%	17%	9%	9%	9%	13%	11%	10%	10%
	Calmly redirected/guided	43%	43%	46%	40%	40%	42%	53%	29%	45%	47%	46%	38%	42%	45%	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 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%

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Q21: The last time you faced a parenting challenge, who or what did you first turn to?	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
	Google search	16%	16%	17%	15%	15%	16%	18%	13%	16%	17%	16%	16%	19%	15%	16%
	Facebook group/social media communities	7%	7%	7%	7%	6%	8%	7%	6%	6%	9%	7%	7%	6%	8%	6%
	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 Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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	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
	Yes, full time	53%	53%	54%	54%	50%	63%	59%	45%	100%	-	78%	-	35%	54%	63%
	Yes, part time	15%	15%	17%	12%	13%	6%	15%	15%	-	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%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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 spouse/partner?	Unweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	-	420	1377	915
	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	28%	28%	29%	27%	27%	27%	28%	28%	27%	30%	28%	-	28%	29%	26%
	Not Applicable	1%	1%	1%	1%	1%	2%	2%	0%	2%	1%	1%	-	1%	1%	2%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not 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 household	50%	50%	54%	44%	44%	36%	51%	49%	49%	53%	50%	-	43%	50%	53%
	Commitment to career	36%	36%	39%	31%	34%	16%	37%	34%	39%	26%	36%	-	26%	38%	38%
	Not applicable	4%	4%	3%	5%	6%	7%	4%	4%	4%	5%	4%	-	4%	4%	4%
	Other (please specify)	5%	5%	5%	4%	4%	5%	5%	4%	4%	6%	5%	-	5%	4%	6%

		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+
Q25: Have you changed your work status (i.e., full time to part time, etc) in some way since becoming a parent?	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
	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)	3%	3%	4%	3%	4%	2%	4%	2%	5%	1%	4%	1%	4%	3%	4%
	Not applicable	7%	7%	6%	9%	8%	8%	6%	9%	2%	1%	1%	22%	11%	7%	5%

		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+
Q26: If "Yes", please describe how your job situation has changed since becoming a parent? Select 'Not applicable' if you are not employed.	Unweighted Base	3505	3505	2647	785	444	58	2056	1441	1922	637	2559	832	659	1746	1100
	Base: Changed Work Status in Q25	893	893	505	371	183	96	530	362	499	150	648	216	166	435	291
	I work fewer hours	13%	13%	15%	11%	12%	3%	13%	13%	6%	55%	17%	0%	12%	14%	12%
	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	4%	4%	4%	5%	4%	7%	4%	5%	4%	11%	6%	1%	4%	4%	5%
	I changed my field of work	2%	2%	3%	2%	2%	-	2%	3%	2%	4%	3%	0%	4%	2%	2%
	I became a stay-at-home parent	24%	24%	24%	25%	28%	19%	21%	30%	0%	9%	2%	88%	38%	23%	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%	4%	5%	5%	5%	3%	4%	4%	4%	3%	3%	4%	4%
	Not applicable	42%	42%	41%	44%	39%	55%	46%	36%	70%	6%	56%	5%	28%	43%	47%

		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+
Q27: If "Yes, which best describes the reason for adjusting your approach to work? Select 'Not applicable' if you are not employed.	Unweighted Base	3505	3505	2647	785	444	58	2056	1441	1922	637	2559	832	659	1746	1100
	Base: Changed Work Status in Q25	893	893	505	371	183	96	530	362	499	150	648	216	166	435	291
	It's less important to me/my priorities have changed	20%	20%	21%	19%	22%	16%	18%	24%	7%	29%	12%	43%	27%	20%	17%
	Adjusting to accommodate my new schedule and parenting responsibilities	22%	22%	23%	22%	21%	19%	23%	22%	16%	48%	24%	18%	27%	22%	21%
	Conditions offered by my employer weren't conducive to working and parenting	10%	10%	10%	10%	11%	9%	8%	11%	4%	10%	5%	22%	11%	10%	9%
	Did not change my approach	11%	11%	10%	12%	9%	17%	12%	9%	18%	2%	14%	2%	6%	11%	13%
	Other (please specify)	4%	4%	4%	3%	4%	-	3%	4%	2%	4%	3%	6%	4%	4%	3%
	Not applicable	33%	33%	33%	34%	33%	40%	36%	30%	53%	8%	42%	10%	25%	33%	37%

		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+
Q28: If you chose 'Conditions offered by my employer weren't conducive to working and parenting', what conditions were least conducive to your ability to maintain employment?	Unweighted Base	331	331	248	76	47	5	170	161	68	63	131	176	75	156	100
	Base: Changed Work Status because of Employer Conditions in Q27	84	84	47	35	19	8	44	40	18	15	32	47	19	41	25
	Cost of childcare	26%	26%	29%	20%	28%	-	22%	30%	10%	22%	16%	32%	29%	24%	25%
	Length of maternity leave	7%	7%	4%	11%	11%	20%	10%	4%	6%	5%	6%	8%	8%	8%	4%
	Ability to be near the baby	7%	7%	8%	5%	9%	-	11%	6%	11%	3%	7%	5%	13%	4%	6%
	Ability to balance family and work responsibilities	34%	34%	33%	35%	34%	40%	27%	41%	47%	34%	41%	29%	18%	39%	37%

Company culture was not supportive or understanding	18%	18%	17%	20%	9%	40%	24%	11%	21%	17%	19%	17%	21%	14%	22%
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%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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?	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
	I feel discouraged: It's extremely challenging managing trade-offs	51%	51%	51%	49%	51%	45%	51%	50%	46%	47%	46%	61%	52%	51%	48%
	I feel optimistic: I believe it's possible to combine them creatively	33%	33%	33%	33%	33%	34%	33%	33%	35%	39%	36%	27%	33%	32%	34%
	I feel empowered: I believe that becoming a mother has helped me excel in my career	9%	9%	9%	10%	8%	16%	9%	9%	13%	9%	12%	2%	7%	10%	9%
	Other (please specify)	7%	7%	7%	7%	8%	5%	7%	8%	6%	5%	5%	10%	8%	6%	8%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African-American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q30: If you answered empowered, when did that feeling take hold? (If you did not, please select "not applicable.")	Unweighted Base	339	339	251	82	43	10	201	138	250	56	306	17	59	174	106
	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.	39%	39%	42%	34%	37%	20%	35%	44%	38%	37%	38%	43%	40%	38%	39%
	When my child was older: School age or teens.	5%	5%	1%	9%	2%	20%	-	11%	5%	3%	5%	6%	-	4%	8%
	Not applicable	1%	1%	1%	1%	2%	-	1%	-	1%	-	1%	4%	-	2%	-

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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	3861	3861	2901	881	500	60	2234	1613	2028	641	2669	1060	752	1922	1187
	Base: Have Partner	981	981	554	408	207	99	575	403	521	150	671	277	189	480	311
	Yes	98%	98%	98%	98%	98%	97%	98%	98%	96%	98%	97%	99%	98%	98%	97%
	No	2%	2%	2%	2%	2%	3%	2%	2%	4%	2%	3%	1%	2%	2%	3%
	Not applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African-American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q32: Has your partner opted to scale back or scale up their work since becoming a parent?	Unweighted Base	3861	3861	2901	881	500	60	2234	1613	2028	641	2669	1060	752	1922	1187
	Base: Have Partner	981	981	554	408	207	99	575	403	521	150	671	277	189	480	311
	My partner has scaled back his/her career	8%	8%	7%	10%	10%	8%	9%	8%	10%	6%	9%	6%	7%	8%	10%
	My partner has scaled up his/her career	31%	31%	30%	32%	38%	18%	26%	38%	22%	35%	25%	45%	34%	33%	27%
	My partner's career has not changed	59%	59%	61%	56%	50%	70%	64%	52%	65%	58%	64%	48%	58%	57%	61%
	Not applicable	1%	1%	1%	2%	1%	3%	1%	2%	2%	1%	2%	1%	1%	2%	2%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African-American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q33: Who is the primary breadwinner in your household?	Unweighted Base	3861	3861	2901	881	500	60	2234	1613	2028	641	2669	1060	752	1922	1187
	Base: Have Partner	981	981	554	408	207	99	575	403	521	150	671	277	189	480	311
	Myself	18%	18%	16%	19%	17%	23%	20%	14%	31%	4%	25%	0%	13%	17%	22%
	My partner	63%	63%	65%	61%	65%	52%	59%	69%	38%	85%	49%	96%	72%	64%	57%
	Equal earnings	18%	18%	17%	18%	17%	22%	19%	16%	29%	9%	25%	2%	13%	18%	20%

Other (please specify)	1%	1%	1%	0%	0%	-	1%	1%	0%	1%	1%	0%	1%	0%	1%	0%	1%
Not applicable	1%	1%	0%	1%	1%	3%	1%	1%	1%	-	1%	1%	1%	1%	1%	1%	1%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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	3861	3861	2901	881	500	60	2234	1613	2028	641	2669	1060	752	1922	1187
	Base: Have Partner	981	981	554	408	207	99	575	403	521	150	671	277	189	480	311
	0-25%	39%	39%	39%	39%	42%	37%	33%	47%	5%	54%	16%	91%	52%	39%	31%
	26-50%	31%	31%	32%	29%	29%	25%	34%	27%	46%	33%	43%	2%	24%	31%	34%
	51-75%	22%	22%	22%	22%	21%	25%	25%	19%	38%	8%	31%	2%	16%	23%	24%
	76-100%	5%	5%	5%	6%	4%	12%	6%	5%	10%	1%	8%	0%	4%	5%	7%
	Prefer not to answer	3%	3%	2%	4%	3%	2%	3%	3%	1%	4%	2%	5%	4%	2%	4%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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 Working Moms: How much of your family's annual household income do you contribute?	Unweighted Base	2669	2669	2050	571	313	41	1671	987	2028	641	2669	-	411	1362	896
	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%	43%	43%	44%	42%	44%	37%	43%	42%	46%	33%	43%	-	42%	44%	42%
	51-75%	31%	31%	31%	32%	34%	32%	32%	31%	38%	8%	31%	-	27%	33%	31%
	76-100%	8%	8%	7%	10%	6%	17%	8%	7%	10%	1%	8%	-	7%	7%	10%
	Prefer not to answer	2%	2%	2%	2%	1%	2%	2%	2%	1%	4%	2%	-	2%	1%	4%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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 support you as a mother?	Unweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	-	420	1377	915
	Base: Employed in Q22	686	686	397	277	132	73	436	248	534	152	686	-	101	340	245
	More flexible schedule	12%	12%	12%	13%	11%	14%	12%	12%	12%	11%	12%	-	13%	12%	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	1%	1%	1%	0%	1%	-	1%	0%	1%	1%	1%	-	0%	1%	1%
	Accommodations for unconventional hours	3%	3%	4%	3%	2%	5%	4%	2%	3%	4%	3%	-	4%	3%	4%
	Part-time work options	7%	7%	7%	7%	8%	2%	7%	7%	7%	5%	7%	-	4%	8%	7%
	Ability to come in / leave early	5%	5%	5%	6%	6%	7%	5%	5%	6%	4%	5%	-	6%	5%	6%
	Equal maternity + paternity leave options	2%	2%	2%	2%	2%	2%	1%	3%	2%	3%	2%	-	1%	2%	1%
	Longer, paid maternity leave	24%	24%	28%	19%	20%	16%	26%	22%	26%	20%	24%	-	26%	27%	20%
	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 Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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 adequate breastfeeding support? (i.e. time, privacy)	Unweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	-	420	1377	915
	Base: Employed in Q22	686	686	397	277	132	73	436	248	534	152	686	-	101	340	245
	Yes	60%	60%	62%	58%	59%	55%	60%	61%	64%	49%	60%	-	53%	61%	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%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+

Q37: If yes, but culturally you feel it is looked down upon, at what level do you feel like it is not accepted?	Unweighted Base	413	413	312	95	44	7	275	138	339	74	413	-	80	221	112
	Base: Employed in Q22 and Employer Culture not favorable to breastfeeding	105	105	60	44	18	12	71	33	88	16	105	-	20	55	30
	Co-workers/Peers	24%	24%	26%	21%	18%	14%	24%	24%	23%	29%	24%	-	25%	25%	21%
	Management	27%	27%	25%	30%	30%	43%	28%	24%	28%	20%	27%	-	20%	22%	40%
	Both	48%	48%	48%	47%	50%	43%	47%	51%	48%	50%	48%	-	53%	53%	38%
	Not applicable	1%	1%	1%	1%	2%	-	1%	1%	1%	-	1%	-	2%	0%	1%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q38: If you are employed, does your work empower or inspire you to be a better mother?	Unweighted Base	2712	2712	2077	585	320	44	1704	997	2064	648	2712	-	420	1377	915
	Base: Employed in Q22	686	686	397	277	132	73	436	248	534	152	686	-	101	340	245
	Yes	55%	55%	54%	56%	56%	52%	56%	53%	54%	56%	55%	-	56%	55%	53%
	No	38%	38%	39%	37%	36%	41%	38%	38%	40%	29%	38%	-	34%	40%	37%
	Not applicable	7%	7%	7%	7%	8%	7%	7%	8%	5%	15%	7%	-	10%	5%	9%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q39: Do you believe that your work choice helps you to set a positive example for your children?	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
	Yes	73%	73%	76%	69%	70%	67%	76%	68%	91%	89%	90%	29%	61%	74%	78%
	No	7%	7%	6%	7%	6%	9%	7%	6%	7%	6%	7%	6%	7%	7%	6%
	Not applicable	21%	21%	18%	24%	24%	23%	17%	26%	2%	5%	3%	64%	32%	19%	16%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q40: If you don't currently work, are you planning to re-enter the paid workforce (part time or full time) at some point in the future?	Unweighted Base	1208	1208	863	313	188	20	577	628	-	-	-	1073	349	564	295
	Base: Not working in Q22	315	315	165	142	78	33	153	160	-	-	-	281	93	147	75
	Yes	60%	60%	57%	63%	63%	65%	62%	58%	-	-	-	63%	53%	61%	66%
	No	3%	3%	5%	2%	1%	-	2%	5%	-	-	-	4%	4%	4%	2%
	Unsure	28%	28%	30%	25%	28%	20%	28%	28%	-	-	-	29%	35%	25%	24%
	Other (please specify)	2%	2%	1%	3%	1%	10%	2%	3%	-	-	-	2%	1%	3%	2%
	Not applicable	7%	7%	7%	7%	7%	5%	7%	7%	-	-	-	3%	7%	7%	6%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q41: What contributes to the majority of your debt?	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
	Student loans	27%	27%	24%	32%	28%	48%	30%	24%	27%	26%	27%	29%	32%	28%	23%
	Credit cards	15%	15%	11%	20%	18%	27%	15%	15%	14%	18%	15%	15%	16%	13%	17%
	Mortgage	41%	41%	47%	32%	39%	14%	38%	45%	44%	40%	43%	35%	31%	43%	44%
	Medical expense	3%	3%	3%	4%	4%	3%	3%	4%	3%	4%	3%	5%	6%	4%	2%
	Other (please specify)	2%	2%	3%	2%	2%	-	3%	2%	2%	2%	2%	3%	4%	2%	2%
	Not applicable	9%	9%	9%	8%	7%	8%	9%	8%	8%	8%	8%	10%	10%	8%	10%
	Prefer not to answer	2%	2%	2%	2%	2%	-	2%	2%	1%	3%	1%	3%	2%	2%	3%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q42: Did your mother work outside of the home while growing up?	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
	Yes	54%	54%	50%	60%	53%	70%	55%	53%	57%	53%	56%	50%	52%	54%	55%
	No	19%	19%	20%	17%	19%	11%	18%	21%	16%	20%	17%	23%	18%	18%	18%
	Periodically on/off	25%	25%	27%	22%	26%	17%	25%	25%	25%	26%	25%	26%	24%	26%	24%
	Other (please specify)	1%	1%	1%	1%	1%	2%	1%	1%	1%	1%	1%	2%	1%	1%	2%

Not applicable	0%	0%	0%	0%	1%	-	0%	0%	1%	0%	0%	0%	1%	1%	0%
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		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q43: Which monthly bill is most expensive?	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
	Mortgage/Rent	69%	69%	72%	67%	68%	63%	69%	70%	68%	71%	69%	71%	70%	72%	66%
	Childcare	10%	10%	10%	10%	8%	14%	9%	12%	17%	4%	14%	1%	6%	9%	14%
	Medical	1%	1%	1%	2%	2%	-	1%	2%	1%	2%	1%	3%	2%	1%	1%
	Credit card payment	8%	8%	7%	8%	8%	6%	8%	7%	6%	9%	7%	9%	6%	7%	9%
	Student loans	6%	6%	6%	6%	7%	5%	6%	5%	6%	6%	5%	7%	7%	6%	5%
	Car	3%	3%	2%	5%	4%	8%	3%	3%	2%	4%	3%	5%	6%	3%	3%
	Utilities	1%	1%	1%	2%	2%	3%	2%	1%	0%	1%	1%	4%	2%	1%	1%
	Other (please specify)	1%	1%	1%	1%	1%	2%	1%	1%	1%	2%	1%	1%	1%	1%	1%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q44: What percentage of your monthly household income goes to childcare?	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
	Less than 10%	59%	59%	58%	61%	64%	55%	59%	59%	39%	71%	47%	88%	71%	61%	50%
	11-25%	30%	30%	33%	27%	26%	27%	31%	29%	45%	22%	40%	9%	21%	29%	38%
	26-50%	10%	10%	9%	11%	8%	17%	9%	10%	15%	6%	13%	2%	7%	9%	12%
	More than 50%	1%	1%	0%	1%	1%	2%	1%	1%	1%	0%	1%	1%	1%	1%	1%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q45: Where do you feel you need the most support in your life since becoming a mom?	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
	At home	25%	25%	27%	22%	23%	19%	24%	27%	26%	28%	26%	23%	22%	26%	26%
	At work	6%	6%	6%	6%	6%	5%	7%	5%	10%	3%	8%	1%	5%	6%	7%
	With my spouse	24%	24%	21%	27%	23%	38%	24%	24%	22%	23%	22%	28%	26%	23%	23%
	With friends	10%	10%	10%	10%	11%	11%	11%	10%	10%	12%	10%	10%	10%	10%	11%
	With my physical or mental health	33%	33%	34%	32%	35%	25%	33%	32%	31%	33%	32%	35%	35%	33%	31%
	Other (please specify)	2%	2%	2%	2%	2%	3%	1%	3%	1%	2%	2%	3%	3%	2%	2%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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?	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
	You	93%	93%	94%	91%	93%	92%	92%	95%	91%	94%	92%	95%	94%	93%	92%
	Your co-parent	6%	6%	5%	6%	6%	5%	7%	4%	7%	5%	7%	3%	4%	6%	6%
	Other (please specify)	2%	2%	1%	2%	2%	3%	2%	1%	2%	1%	1%	2%	2%	1%	1%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q47: In the last month, how many times did you go out with friends?	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	43%	43%	39%	49%	49%	56%	40%	48%	40%	39%	40%	52%	49%	41%	42%
	1-3	54%	54%	58%	48%	47%	42%	57%	49%	57%	56%	57%	45%	47%	55%	55%
	4+	3%	3%	3%	3%	4%	2%	4%	3%	3%	5%	3%	3%	4%	4%	3%

		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+
Q48: In the last month, how many times did you go on a date with your partner?	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	47%	47%	45%	50%	49%	45%	46%	50%	43%	46%	44%	54%	49%	46%	48%
	1-3	51%	51%	53%	47%	49%	50%	52%	49%	55%	51%	54%	44%	48%	53%	49%
	4+	1%	1%	1%	1%	1%	-	1%	1%	1%	1%	1%	1%	1%	1%	1%
	Not applicable	1%	1%	1%	2%	1%	5%	2%	1%	1%	2%	1%	2%	2%	1%	3%

		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+
Q49: What are your go-to 'life hacks'? Select all that apply.	Unweighted Base	3914	3914	2934	898	508	64	2276	1624	2060	647	2707	1072	767	1938	1209
	Base: All Respondents	999	999	560	420	210	106	588	408	533	152	685	281	194	486	320
	Pre-prepped dinners (meal boxes delivered or made-ahead at home)	21%	21%	23%	18%	18%	14%	22%	18%	25%	17%	23%	16%	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	18%	18%	17%	20%	20%	22%	18%	19%	21%	14%	19%	17%	12%	18%	24%
	Child care assistance	22%	22%	24%	20%	21%	13%	22%	22%	30%	25%	29%	8%	16%	22%	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%

		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+
Q50: What is the #1 activity you spend the most time on when you are on your phone?	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
	Catching up on social media	48%	48%	49%	47%	49%	48%	49%	47%	49%	49%	49%	46%	53%	50%	42%
	Using photo / camera	7%	7%	8%	7%	8%	3%	7%	8%	6%	8%	6%	9%	9%	8%	7%
	Consuming news / media	6%	6%	5%	7%	5%	9%	6%	6%	6%	4%	6%	7%	4%	5%	8%
	Shopping	4%	4%	5%	4%	3%	3%	4%	5%	5%	4%	5%	4%	4%	4%	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	5%	5%	5%	4%	4%	6%	5%	4%	6%	4%	5%	4%	3%	5%	5%
	Reading books	2%	2%	3%	2%	3%	-	2%	3%	2%	2%	2%	2%	2%	2%	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 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+
Q51: Who in your household handles household chores/responsibilities most of the time?	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
	Mostly myself	61%	61%	62%	60%	63%	55%	57%	66%	49%	67%	53%	80%	65%	60%	60%
	Mostly my partner	5%	5%	4%	7%	4%	13%	6%	3%	7%	2%	6%	3%	4%	5%	6%
	Share equally	32%	32%	33%	31%	31%	33%	34%	30%	42%	30%	39%	16%	29%	33%	33%
	Not applicable - single parent	1%	1%	1%	1%	1%	-	1%	0%	1%	1%	1%	1%	1%	1%	1%
	Not applicable - mostly outsource chores/responsibilities to non-parent/partner	0%	0%	1%	0%	1%	-	0%	0%	0%	0%	0%	1%	1%	0%	0%

		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+
Q52: Yesterday, how much time did you get to yourself without work or family obligations?	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

less than 1 hour	62%	62%	63%	60%	63%	53%	58%	68%	65%	61%	64%	58%	61%	63%	62%
1-2 hours	33%	33%	33%	33%	32%	34%	36%	29%	32%	34%	32%	36%	35%	32%	34%
3+ hours	5%	5%	3%	7%	5%	13%	6%	3%	4%	5%	4%	7%	5%	5%	5%

	Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
	Total		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)	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	16%	16%	15%	19%	14%	28%	18%	14%	22%	12%	20%	8%	13%	16%	20%
1-2 hours	54%	54%	56%	52%	53%	53%	56%	51%	58%	53%	57%	48%	52%	55%	54%
3+ hours	29%	29%	29%	28%	33%	19%	25%	35%	19%	35%	23%	44%	34%	29%	26%
Not applicable	0%	0%	0%	0%	0%	-	0%	0%	1%	0%	1%	-	0%	0%	1%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		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 cooking?	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
	less than 1 hour	43%	43%	45%	41%	37%	48%	44%	42%	53%	38%	50%	29%	39%	43%	46%
	1-2 hours	48%	48%	48%	47%	53%	36%	47%	49%	40%	57%	44%	57%	51%	49%	44%
	3+ hours	6%	6%	5%	7%	7%	8%	5%	7%	2%	5%	3%	13%	7%	5%	6%
	Not applicable	3%	3%	2%	5%	3%	8%	4%	2%	4%	1%	3%	2%	2%	3%	4%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q55: In the last 24 hours, how much time did you spend caring for children?	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
	less than 1 hour	1%	1%	1%	1%	1%	2%	1%	0%	2%	0%	1%	1%	1%	1%	1%
	1-2 hours	5%	5%	4%	6%	6%	6%	6%	3%	8%	2%	6%	0%	3%	5%	5%
	3+ hours	94%	94%	95%	93%	94%	92%	93%	97%	91%	97%	92%	99%	96%	94%	94%

		Total	Total Millennial Only Q57: Born 1981-1996	Ethnicity				Number of Children		Employment				Age		
		Total		White	Non-White	Hispanic	African- American	1	2 or more	Full Time	Part Time	Full or Part Time	Not Employed	<30	30-34	35+
Q56: Which race/ethnicity best describes you? (Please choose only one.)	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
	American Indian or Alaska Native	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Asian	7%	7%	-	17%	-	-	8%	7%	8%	7%	8%	7%	4%	6%	11%
	Black or African American	11%	11%	-	25%	-	100%	12%	9%	12%	4%	11%	11%	9%	9%	14%
	Native Hawaiian or other Pacific Islander	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	White, Caucasian	56%	56%	100%	-	-	-	55%	57%	56%	63%	58%	52%	55%	58%	54%
	White, Hispanic or Latino	21%	21%	-	50%	100%	-	21%	21%	20%	18%	19%	25%	26%	22%	16%
	Multiple ethnicities	3%	3%	-	7%	-	-	3%	3%	3%	5%	3%	3%	4%	3%	3%
Prefer not to answer	2%	2%	-	-	-	-	2%	2%	1%	3%	2%	3%	2%	2%	3%	

[illegible]

		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+
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	1000	1000	561	420	210	106	589	408	534	152	686	281	194	486	320
	Under 25	2%	2%	2%	3%	3%	3%	3%	1%	1%	2%	1%	5%	11%	-	-
	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	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

		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+
Q58: In what state or U.S. territory do you live? If not in the U.S., select "not applicable."	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
	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 raise children?	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
	Yes	68%	68%	71%	65%	65%	61%	66%	71%	69%	69%	69%	66%	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%

		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+
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 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+
Q61: What is your household's total, combined annual income?	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 - 24,999	2%	2%	2%	2%	2%	2%	1%	2%	1%	1%	4%	1%	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%	1%	1%	-	1%	1%	2%	0%	1%	0%	-	1%	2%
	Prefer not to answer	9%	9%	8%	9%	9%	6%	9%	10%	7%	11%	8%	12%	8%	8%	12%