COVID-19 Caregiver Task Force Survey Results

Executive summary

On behalf of the COVID-19 Caregiver Task Force, UW Human Resources administered two surveys to all UW employees and graduate students between August 10 – 22, 2020. The first survey (n= 2,974) was directed at caregivers and assessed their caregiving responsibilities, plans for autumn 2020, interest in various caregiving options and resources and their perception of the support their managers have provided thus far during the pandemic. The second survey (n=765) was directed at managers and captured actions they have taken to support employees with caregiving responsibilities and their assessment how feasible various caregiver support options are and their needs as supervisors.

Findings suggest that respondents are facing tremendous caregiving challenges, and that these challenges will inevitably conflict with their UW responsibilities. 96.3% of participants are either primary caregivers (41.7%, n = 1100) or will share caregiving responsibility (54.6%, n=1440) this fall. Notably, most respondents with school-aged children will have daily involvement with their child's remote learning: 44% (n=1,189) will provide hands-on instruction and 42.2% (n=1,1410) will provide guidance and oversight throughout the day. Respondents are concerned that their emergent caregiving plans are subject to change and worried how they will navigate work-life conflicts if they, a family member or a fellow caregiver gets ill. Caregivers report they need help finding support for remote learning and education to help them meet their caregiving responsibilities during the pandemic. They also shared their concern about the financial implications that remote schooling and child care closures will have on their families.

Managers who responded to the survey report a strong commitment to supporting caregivers. However, the options and resources they think are feasible vary based upon the both the managers' position (i.e. is the manager faculty or staff) and the types of employees the manager supervises. Managers requested training and resources to understand what options are available to them for supporting employees, how flexible they can be when providing options and resources and how they can adjust operating standards during the pandemic emergency. Managers are also concerned about the impact that caregivers' leave and schedule-changes may have on other employees in their units. They also expressed concern for all of their employees' mental health and well-being given the ongoing stress they are experiencing.

Most caregivers reported that their supervisor has been highly or mostly supportive of family concerns and workplace flexibility. However, caregivers expressed concern that the forced-choices they need to make daily, and in the overall arc of the pandemic, will have significant short-term and long-term consequences for their work, their careers and their families. Respondents to both surveys said they would value a statement of support from UW leaders that acknowledges the unprecedented challenges caregivers are facing and that creates an expectation that the University community provide flexibility and support to caregivers as they work to meet their professional and personal responsibilities during the pandemic.

Survey administration and respondent characteristics

On Monday, August 10, 2020 a message was sent from the Vice President of Human Resources to all UW employees and graduate students on behalf of the executive sponsors of the task force to encourage participation in the *Supporting Working Parents & Other Caregivers Needs Assessment* and the *Manager Survey: Supporting Working Parents & Other Caregivers.* The surveys were also promoted in the UW Insider newsletter, the UW Medicine Well-Being newsletter, by departmental HR leaders and to members of the parenting@uw.edu listserv.

The survey closed on August 20 with responses from 2,974 caregivers and 765 managers. Response rates by employment type and campus are listed in Table One for the caregiver survey and Table Two for the manager survey. Appendix A includes complete descriptive statistics for each campus. Survey responses were anonymous and, to assure participants of their anonymity, the instrument did not collect demographic information.

Responses to caregivers' multiple-choice items were analyzed for statistical differences based upon the respondents' position type. Responses to the multiple-choice items on the manager survey were analyzed for statistical differences based upon the manager's position type and the type of employee(s) the manager supervised. Several questions included open-ended prompts and comments and were reviewed for themes to elaborate respondents' needs, ideas and experiences.

Table One: Caregiver survey participation by campus and employee type (n=2,974)

Campus	Number	Percent
Bothell	95	3.2
Harborview Medical Center	316	10.6
Seattle	1775	59.7
Tacoma	117	3.9
UWMC Montlake	330	11.1
UWMC Northwest	68	2.3
Other	273	9.2
Position Type	Number	Percent
Academic student employees	73	2.5
Contract covered staff and classified non-union staff	265	8.9
Faculty	669	22.5
Librarians	35	1.2
Postdoctoral scholars	44	1.5
Professional staff	1598	53.7
Residents and Fellows	59	2.0
Student employees	23	.8
Other academic staff	23	8
Temporary staff	16	.5
Other staff	79	2.7
Other	90	3.0

Table Two: Manager survey participation by campus, manager employment category and types of employees supervised (n=765)

Campus	Number	Percent
Bothell	26	3.4
Harborview Medical Center	72	9.4
Seattle	501	65.0
Tacoma	38	5.0
UWMC Montlake	64	8.4
UWMC Northwest	11	1.4
Other	53	6.9
Manager employment category	**Number**	**Percent**
Faculty	142	18.6
Librarian	19	2.5
Staff	603	79.3
Types of employees managers supervise*	**Number**	**Percent**
Academic student employees	104	13.6
Contract covered staff and classified non-union staff	344	45.0
Faculty	67	8.8
Librarians	19	2.5
Postdoctoral scholars	65	8.5
Professional staff	565	74.0
Residents and Fellows	49	6.4
Student employees	176	23
Other academic staff	40	5.2
Temporary staff	144	18.9
Other staff	65	8.5
* Individual managers may supervise multiple employee types. The percentages will not total 100%.		

Fall 2020 caregiving responsibilities

The survey sought to understand the populations that UW employees and graduate students are caring for and how their caregiving responsibilities may conflict with their work. The majority of respondents are caring for children (88%, n=2,617) and the average number of children in their care is 1.9 (sd = .78). Residents and fellows, postdocs and academic student employees were significantly more likely than other employment categories to have young children. Adult caregivers comprised 16.7% (n = 497) of the survey sample.

Child care responsibilities
The survey sought to understand whether UW caregivers were solely responsible for child care in their homes or if they had networks of support to assist them. A majority of respondents (54.6%, n=1440) will be sharing responsibility for the care and education of a child with others this fall. However, many are primary caregivers (41.7%, n = 1100), and a small number reported that someone other than themselves manages care (3.7%, n = 97).

Table Three summarizes what respondents with responsibility for young (infant, toddler, preschool) and school-aged children have planned for child care this fall, if they have plans at all. Of the respondents caring for young children, 24.2% (n=576) reported that they would be responsible for child care during their workday, and 14.4% (n=342) did not have plans for their young children's care at the time they completed the survey. Most respondents with school-aged children will have daily involvement with their child's remote learning; 44% (n=1,189) will be required to provide hands-on instruction and 42.2% (n=1,141) will need to provide guidance and oversight throughout the day. It was instructive that many respondents commented on several of the survey's response options for caregivers of school aged children. which began with, "I *may* be required to provide…": they offered corrections similar to this respondent, "My answer is not may be, I WILL be…"

Table Three: Respondents plans for child care during fall 2020

Plans for young children (infant, toddler, preschooler)	Number	Percent
My children will be at home and I will be caring for them during my work day.	576	24.2
My children will be at home but taken care of by someone other than myself.	377	15.8
My children will be at a child care center during my work day.	453	19.0
I have not finalized plans because I do not have sufficient options.	342	14.4
I have sufficient child care options, but have not finalized plans.	67	2.8
Plans for school-aged children	Number	Percent
I may be required to provide hands-on guidance and instruction throughout the day.	1,189	44.0
I may need to provide guidance and oversight throughout the day.	1,141	42.2
My children are old enough to work fairly independently	278	10.3
I am working with my child's school to meet their special support needs.	232	8.6

In their qualitative responses, caregivers of children of all ages expressed concern that care plans are likely to be disrupted as cold and flu season begins and, in accordance with public health guidance, symptomatic children and/or caregivers will need to isolate while waiting for COVID-19 test results or while sick. They are worried that this will create additional work-life conflicts and many noted that they are concerned about their ongoing access to leave or backup supports to address such situations. One caregiver wrote:

> *One of the particular challenges is what to do when they have a runny nose or cough which I anticipate will be ~12-16 weeks this winter. In COVID times children can't be at daycare or (school) with any symptoms and must be COVID tested and have two doctor's appointments. Whereas these symptoms would've meant no sick time in years past I conservatively estimate 12 weeks where our childcare system (and backup with grandparents) is likely to completely break down.*

Adult care responsibilities

Respondents caring for adults manage a variety of responsibilities that are summarized in Table Four. Importantly, the survey allowed for only one response to this question although caregivers may hold more than one of the roles that are listed; one respondent candidly observed from experience that adult caregiver needs may become more complex and time consuming after a loved-one dies and caregivers must attend to the legal issues of their estates. Adult caregivers indicated a need for understanding that their responsibilities may require travel to their relatives, creating a unique and potentially prolonged need for flexible scheduling and/or remote work. Adult caregivers say they need more education and support related to medical care, transportation and basic needs issues that have become more complicated for vulnerable populations during COVID-19. These caregivers also want educational resources to help them make responsible decisions about their loved one's care and well-being during the pandemic.

Table Four: Respondents responsibilities for adult or elder care

	Number	Percent
I am responsible for the daily care needs and safety of an adult family member(s) who lives in my home	274	9.7
I have responsibility for financial, legal and/or health care planning and decision-making of an adult family member	232	8.2
I am responsible for the daily care needs and safety of a family member(s) who lives outside of my home, but who does not have professional care/supervision	145	5.11
I am on-call to make decisions regarding the care of a family member(s) who lives in an assisted care or skilled nursing facility	77	2.71

Needs for caregiving resources

Not surprisingly, health and safety concerns shape how respondents assess their caregiving options; 19% (n=525) are not comfortable having their child learn or socialize outside of their home. However, 38.6% (n=1,064) would be comfortable having their child learn or socialize within a small group of families who committed to safe COVID-19 practices and 13.9% (n=384) would be comfortable sending their child to a child care center or youth program. Those who would utilize outside care overwhelmingly prefer that care be located close to their home, versus close to their workplace.

The survey asked caregivers to indicate their interest in a menu of child care support resources and their responses are summarized in Table Five. Among these respondents, those caring for younger children were statistically significantly more likely to express interest in backup care, in-home care network and drop-off care than those caring for school-aged children or adults.

Table Five: Interest in child care resources

	Number	Percent
Support for parents with remote learning	1,418	47.7
Neighborhood-based learning groups	953	32
Backup care for children or adults	811	27.3
In-home care network	809	27.2
Drop-off care for children	626	21
Afterschool programs	521	17.5

Themes in open-ended responses further characterize caregivers' needs and the resources they would find helpful. For example, they expressed an overwhelming need for help with remote learning, such as help finding tutors or part-time in-home caregivers (e.g. UW students) and access to curriculum resources, quality online and in-person programs that provide supervised learning and instructional support. The number of caregivers who requested help to support children with special learning needs was particularly notable. Through the survey, 8.6% (n=232) reported they were working with their school district to meet their child's special support needs.

Respondents also expressed a desire for caregiver education and support which might take various forms including support groups, parenting workshops and tips for structuring and supporting remote learning. They also expressed concern about their and their children's mental well-being, indicating that resources for managing the stress and anxiety remote learning has caused would be helpful.

Open-ended responses often illustrated how caregiving challenges intersect with and are compounded by other COVID-related and/or societal issues. For example, many families are either relying upon care provided by populations who are particularly vulnerable to the virus or have a household member who is at high-risk for the disease. This circumstance affects their ability to bring in caregivers outside of the household, or the long-term stability of their current care plan. Other families are reliant upon friends or family who are currently unemployed but who hope their circumstance will change which would create a positive financial impact while creating a caregiving gap. The needs of employees who are single-parents, or who earn low wages and have little or no flexibility in their working hours or location, also stood out.

Affordability, a perennial barrier to child care access, is also a concern for UW's caregivers and they indicated that programs to provide direct financial support to families (e.g. child care subsidies or scholarships) and that reduce the amount of unpaid leave caregivers would need to take would be especially supportive. Families who rely on schools to provide structure and safety for their children have needed to assume unbudgeted extra costs to hire caregivers or tutors. Some employees shared that the cost of technology and internet for multiple family members working and learning from home is prohibitive. As mentioned previously, contract classified and classified non-union staff were underrepresented in the survey. Such employees include the University's lowest wage earners. Even with the low survey response rate among this group, affordability was a common theme in caregiver concerns. However, the true financial impact of remote learning and child care closures is likely to be understated in this survey without better representation from this employee group.

Workplace supports for caregivers

The caregiver and manager surveys both asked questions to assess the current climate of support for caregivers and the feasibility/desirability of several leave or job change options.

The majority of caregivers reported that their immediate supervisor was highly supportive of family responsibilities (66.0%, n = 1898) and alternative work arrangements (64.2%, n = 1830) or that their manager was mostly supportive of family responsibilities (26.7%, n=793) and alternative work (26.9%, n=800). However, faculty and residents and fellows reported statistically significantly lower perceptions that their supervisor was supportive when compared to other employment groups.

Managers reported actions they have already taken to support employees with caregiving responsibilities, which may be contributing to the generally positive sense of support among employees. Their responses are summarized in Table Six. The responses of faculty and staff managers had statistically significant differences, however. For example, managers who are staff were less likely to have reported doing the following: made remote work options available, approved modified work schedules and had modified their own expectations for productivity. Staff managers were *more* likely than faculty managers to have provided leave of absence resources. There was no difference across manager types in the proportion who reported accommodating work schedule changes.

Table Six: Ways managers have supported employees with caregiving responsibilities

	Number	Percent
Accommodated schedule changes as possible	690	90.3
Made remote work options available as possible	643	84.1
Approved modified work schedules	527	70.0
Modified my own expectations for productivity	479	62.7
Provided leave of absence resources	339	44.4
Not yet provided any resources	83	10.9

It was not possible to analyze the responses of managers who supervise distinct groups of employees with one another because most managers supervise multiple employee types. We therefore conducted logistic regressions. These analyses indicated that managing professional staff has a positive and significantly significant effect on the odds of a manager offering all five accommodations listed in Table Six. Statistically significant differences among managers of the remaining employment groups (i.e. academic personnel (librarians and other academic staff), contract covered staff and classified non-union staff; faculty, post-doctoral scholars and residents and fellows) included the following:

- Modifying work schedules was more likely to be reported by supervisors of faculty, academic personnel, and postdoctoral scholars.
- Modifying expectations of employees was more likely to be reported by supervisors of academic personnel, academic student employees, and postdoctoral scholars.
- Offering remote work options was more likely to be reported by supervisors of academic personnel and classified staff.

- Modifying their own expectations for productivity was *less* likely to be reported by supervisors of residents and fellows.

The survey instruments also presented options for changes at work that some caregivers may find supportive. Caregiver were asked to indicate their interest in these options (Table Seven) and managers were asked how feasible they considered these options to be, based upon their department's needs (Table Eight). Caregivers open-ended responses expressed concern about these workplace options, citing that with the exception of modifying work schedules, each of the options required lost employee income during a time when financial pressures are acute and economic anxiety is high. Respondents also expressed concern that taking leave may have consequences for their career by negatively affecting performance reviews, decisions about budget-related layoffs and furloughs and/or negatively affecting promotion, merit and tenure decisions. Proposed options to mitigate these concerns included providing course releases, altering the tenure clock, reducing service obligations, supporting asynchronous teaching and investing in additional teaching assistants.

Table Seven: Survey options caregivers say may support their needs, departmental needs permitting

	Number	Percent
Work schedule modifications	2,129	81.6
Changes to weekly scheduled hours / FTE	1,160	44.5
Leave of absence options	1,109	42.5
Voluntary furloughs	523	20.1

Managers were asked to rate the feasibility of the workplace options listed in Table Seven and their responses are summarized in Table Eight. Faculty and staff managers did not differ significantly in how they assessed most future accommodations. However, managers who are faculty were slightly more likely to report that leaves of absences were "not feasible" than managers who are staff. Similarly, there were few differences in how supervisors of different employees assessed the feasibility of future accommodations. Managers of professional staff were again more likely to report that the four proposed accommodations listed in Table Seven are feasible than managers of other employee groups.

Table Eight: Managers' assessment of feasibility of workplace options to support caregivers

	Feasible		Feasible with Challenges		Not Feasible	
	Number	Percent	Number	Percent	Number	Percent
Work schedule modifications	489	64	246	32.3	22	2.9
Changes to weekly scheduled hours / FTE	304	39.4	339	44.4	84	11
Leave of absence options	159	21	405	53.1	140	18.3
Voluntary furloughs	82	10.7	270	35.3	273	35.7

Several themes align between managers' and caregivers' open-ended responses about workplace supports. For example, both populations expressed concern about the toll that being a working or

studying caregiver is taking on mental and physical well-being and requested stress reduction and wellness supports. Managers would like training and resources to help them identify and respond to potential mental health issues among their employees. One manager wrote, "*Managing during a global pandemic, which the US is handling so poorly, is very difficult. My team members are often overwhelmed with grief, stress, anxiety and other emotions. I am not a mental health professional, but I would love to find ways to support the team through these ongoing challenging times.*"

Responses from both caregivers and managers also articulated the importance of a senior leadership statement that acknowledges the challenges the COVID-19 caregiving crisis has created, establishes/reestablishes an expectation of flexibility and support for caregivers and that provides concrete guidance to help employees and managers operationalize workplace changes. These responses are reflective of others captured by the survey:

> *In the current COVID state, it would be helpful to have the UW provide guidelines, principles and such to support and foster the culture across the institution. (Manager)*

> *Some very clear messaging from UW leadership and HR that employee wellness matters and therefore managers will be supported to provide maximum flexibility to support employees with the impossible task of homeschooling or care giving while trying to work FT. (Manager)*

> *Statements from the UW to faculty, staff, and students asking them to be patient with those who may have young children occasionally interrupting Zoom conferences, etc. (Caregiver)*

> *Acknowledgement from upper administration that this is an issue, and being very explicit about the support that working parents need at this moment in time. (Caregiver)*

Managers expressed their desire to be supportive and requested training and resources to understand what options are available to them for supporting employees. In particular, managers called for information regarding the extent to which they can adjust operational standards during the pandemic emergency and, while the term "maximum flexibility" was cited in many responses, it was evident that managers need help understanding what this means. One manager shared:

> *Guidance more concrete than "maximum flexibility" would be appreciated. Interpretation and action upon this guidance could vary greatly between several rational perspectives. HR consulting could also be very beneficial as case by case scenarios emerge. The three employees who I supervise all have young elementary aged children. It was difficult and very stressful for them during the spring. They need to closely engage with their children during the school day (which overlaps with our typical business day.)*

Managers supportive statements were balanced with their concern about how work will get done when departments appropriately provide flexibility for caregivers. They are concerned about the impact on the workload of employees who do not have caregiving responsibilities, for example, and note that funding is not available to backfill for caregivers who need to take leave or adjust their schedules.

Caregivers overwhelmingly say they need flexibility, such as the ability to work remotely, adjust their scheduled hours, have family members present during remote work and to make optimal use of paid leave options. They also indicated that reducing meetings and service expectations, as well as help reprioritizing work to identify what is truly urgent and important, would be helpful. Caregiver comments also caution that flexible schedules that allow them to support family during the day alongside their paid work - while also doing paid work in the morning, evenings and weekends – is suboptimal for everyone and not healthy in the long term. One respondent shared, "*I can work 40 hours a week. I can't continue to work 45-50 hours per week as this is unhealthy for me and my family*." Another characteristic respondent wrote, "*I'm doing childcare during the day and UW work late into the night*."

Conclusions

The survey findings convey a critical situation for UW caregivers and for their managers and colleagues. However, they also illustrate a supportive climate at the unit level. Managers who responded to the survey are deeply concerned about supporting success and well-being for all of their employees, are committed to providing caregivers with options and resources and remain committed to sustaining excellent work in their units. Taken together, the surveys suggest it is important that the University's senior leaders explicitly reiterate support for caregivers and managers as they seek to resolve work-life conflicts and highlight the need for specific guidance, whenever possible, to adjust operational standards and identify specific ways to provide flexibility. Caregivers are desperate for help and are looking to the University to provide flexibility, as well as programs and services such as help for remote learning, caregiver education and access to financial supports.

Appendix A: Caregiver responses by campus

	Bothell		Seattle		Tacoma		Harborview		UWMC Montlake		UWMC Northwest	
	n	%	n	%	n	%	n	%	n	%	n	%
Please choose your employment category.												
Academic student employees	0	0.00%	71	4.00%	0	0.00%	0	0.00%	<10	-	0	0.00%
Contract-covered and classified non-union	<10		94	5.30%	<10	-	54	17.09%	43	13.03%	<10	-
Faculty	33	34.74%	393	22.14%	43	36.75%	52	16.46%	71	21.52%	11	16.18%
Librarians	<10	-	29	1.63%	<10	-		0.00%		0.00%		0.00%
Other	<10	-	46	2.59%	6	5.13%	14	4.43%	17	5.15%	<10	-
Other academic staff	<10	-	13	0.73%	<10	-	<10	-	<10		<10	-
Other staff	<10	-	30	1.69%	<10	-	16	5.06%	13	3.94%	6	8.82%
Postdoctoral scholars	0	0.00%	37	2.08%		0.00%	1	0.32%		0.00%	0	0.00%
Professional staff	42	44.21%	1014	57.13%	52	44.44%	165	52.22%	152	46.06%	33	48.53%
Residents and fellows	0	0.00%	16	0.90%		0.00%	11	3.48%	28	8.48%		0.00%
Student employee	0	0.00%	22	1.24%	<10	-	0	0.00%	0	0.00%	0	0.00%
Temporary staff	0	0.00%	10	0.56%	<10	-	2	0.63%	<10	-	<10	-
Respondents	95		1775		117		316		330		68	
Where do you anticipate you will be working from this fall?												
Home	80	84.21%	1313	73.97%	96	82.05%	67	21.20%	48	14.55%	3	4.41%
On-site UW work location	3	3.16%	90	5.07%	1	0.85%	179	56.65%	182	55.15%	59	86.76%
Mix of on-site and at home	12	12.63%	372	20.96%	20	17.09%	70	22.15%	100	30.30%	6	8.82%
Respondents	95		1775		117		316		330		68	
If you are a UW employee, please describe your regular work hours												
I typically work days.	86	90.53%	1619	91.21%	108	92.31%	259	81.96%	249	75.45%	53	77.94%
I typically work evenings of nights.	4	4.21%	21	1.18%	2	1.71%	17	5.38%	18	5.45%	5	7.35%
I have a work schedule that includes weekends.	5	5.26%	135	7.61%	7	5.98%	40	12.66%	63	19.09%	10	14.71%
Respondents	95		1775		117		316		330		68	
*Please help us understand who you take care of.												
Child/Chidren	84	100.00%	1528	100.00%	108	100.00%	285	100.00%	302	100.00%	63	100.00%
Adult(s) who require care	17	18.48%	322	18.70%	21	17.95%	49	15.71%	41	12.62%	7	10.45%
Respondents	92		1722		117		312		325		67	
*If you have young children (infant, toddler, preschool), please select which statement best characterizes your child care plans for fall 2020.												
Not applicable	25	35.71%	532	38.41%	40	41.67%	86	31.97%	75	27.17%	19	34.55%
My child(ren) will be at home but taken care of by someone other than myself.	9	12.86%	184	13.29%	14	14.58%	61	22.68%	70	25.36%	8	14.55%
My child(ren) will be at a child care center during my work day.	7	10.00%	254	18.34%	7	7.29%	68	25.28%	65	23.55%	9	16.36%
My child(ren) will be at home and I will be caring for them during my workday	27	38.57%	392	28.30%	33	34.38%	36	13.38%	43	15.58%	6	10.91%
I have sufficient child care options but have not finalized plans.	3	4.29%	36	2.60%	3	3.13%	10	3.72%	8	2.90%		0.00%
I have not finalized plans because I do not have sufficient options.	8	11.43%	163	11.77%	9	9.38%	52	19.33%	59	21.38%	17	30.91%
Other	7	10.00%	110	7.94%	7	7.29%	20	7.43%	13	4.71%	2	3.64%
Respondents	70	100.00%	1385	100.00%	96	100.00%	269	100.00%	276	100.00%	55	100.00%
*If you have school aged children, how would you best characterize their remote learning plans for fall 2020?												
Not applicable	27	27	447	447	20	20	80	80	79	79	5	5
My child(ren) are old enough to work fairly independently	11	12.50%	183	11.51%	11	10.09%	16	5.50%	19	6.29%	7	10.94%
I may need to provide guidance and oversight throughout the day	36	40.91%	667	41.95%	55	50.46%	122	41.92%	115	38.08%	31	48.44%
I may be required to provide hands-on instruction throughout the day	32	36.36%	663	41.70%	59	54.13%	130	44.67%	153	50.66%	35	54.69%
I am working with my child's school to meet their special support needs	8	9.09%	132	8.30%	11	10.09%	29	9.97%	24	7.95%	9	14.06%
Please feel free to describe any special circumstances you have:	10	11.36%	160	10.06%	7	6.42%	35	12.03%	43	14.24%	14	21.88%
Grand Total	88	100.00%	1590	100.00%	109	100.00%	291	100.00%	302	100.00%	64	100.00%

	Bothell		Seattle		Tacoma		Harborview		UWMC Montlake		UWMC Northwest	
	n	%	n	%	n	%	n	%	n	%	n	%
During the period of remote learning and/or limited child care options, would you be the primary person responsible for care and education?												
Yes, the primary responsibility is mine.	47	56.63%	629	40.48%	44	41.90%	116	40.42%	125	41.95%	37	56.92%
I share these responsibilities.	32	38.55%	870	55.98%	57	54.29%	157	54.70%	160	53.69%	28	43.08%
No, another person manages these responsibilities.	4	4.82%	55	3.54%	4	3.81%	14	4.88%	13	4.36%		0.00%
Respondents	83	100.00%	1554	100.00%	105	100.00%	287	100.00%	298	100.00%	65	100.00%
Please help us understand any responsibilities you have related to adult/elder care.												
Not applicable	65	71.43%	1242	73.75%	82	73.87%	226	74.83%	244	76.73%	49	74.24%
I am responsible for the daily care needs and safety of a family member(s) who lives in my home.	7	7.69%	159	9.44%	9	8.11%	40	13.25%	30	9.43%	6	9.09%
I am responsible for the daily care needs and safety of a family member(s) who lives outside of my home, but who does not have professional care/supervision.	9	9.89%	90	5.34%	5	4.50%	10	3.31%	11	3.46%	5	7.58%
I am an on-call to make decisions regarding the care of a family member(s) who lives in an assisted care or skilled nursing facility.	3	3.30%	47	2.79%	3	2.70%	5	1.66%	10	3.14%		0.00%
I have responsibility for financial, legal and/or health care planning and decision-making of an adult family member.	7	7.69%	146	8.67%	12	10.81%	21	6.95%	23	7.23%	6	9.09%
Respondents	91	100.00%	1684	100.00%	111	100.00%	302	100.00%	318	100.00%	66	100.00%
***What resources are you most interested in to support your caregiving responsibilities?**												
Drop-off care for children	11	13.58%	326	21.27%	18	18.37%	97	32.33%	91	29.55%	19	29.23%
In-home care network	30	37.04%	432	28.18%	29	29.59%	106	35.33%	111	36.04%	18	27.69%
Backup care for children or adults	20	24.69%	432	28.18%	29	29.59%	110	36.67%	123	39.94%	17	26.15%
Neighborhood based learning groups	25	30.86%	550	35.88%	32	32.65%	103	34.33%	119	38.64%	29	44.62%
Afterschool programs	13	16.05%	300	19.57%	20	20.41%	52	17.33%	65	21.10%	13	20.00%
Support for parents with remote learning.	43	53.09%	821	53.56%	62	63.27%	146	48.67%	166	53.90%	35	53.85%
Other:_Resources	17	20.99%	269	17.55%	18	18.37%	41	13.67%	40	12.99%	11	16.92%
Respondents	81	100.00%	1533	100.00%	98	100.00%	300	100.00%	308	100.00%	65	100.00%
If your child is of the age where they need supervision, what is your current thinking about keeping your child at home versus using other care options?												
Not applicable	13	15.29%	275	16.93%	16	14.41%	34	11.37%	37	11.75%	5	7.69%
I am not comfortable having my child learn or socialize outside of our home.	22	25.88%	314	19.33%	24	21.62%	58	19.40%	57	18.10%	11	16.92%
I would be comfortable having my child learn or socialize within a small group of families who committed to save COVID-19 practices.	30	35.29%	622	38.30%	43	38.74%	112	37.46%	134	42.54%	27	41.54%
I would be comfortable sending my child to a child care center or youth program.	6	7.06%	196	12.07%	5	4.50%	66	22.07%	55	17.46%	10	15.38%
Uncertain.	14	16.47%	217	13.36%	23	20.72%	29	9.70%	32	10.16%	12	18.46%
Respondents	85	100.00%	1624	100.00%	111	100.00%	299	100.00%	315	100.00%	65	100.00%
If child care were available outside of your home, would you prefer it be located:												
Not applicable	37	43.02%	536	33.37%	44	40.37%	77	25.75%	76	24.13%	19	28.79%
Close to your campus location	4	4.65%	106	6.60%	10	9.17%	26	8.70%	48	15.24%	16	24.24%
Close to home	45	52.33%	964	60.02%	55	50.46%	196	65.55%	191	60.63%	31	46.97%
Respondents	86	100.00%	1606	100.00%	109	100.00%	299	100.00%	315	100.00%	66	100.00%
***The challenges this fall for UW employees in terms of balancing work and family responsibilities is unprecedented and some employees may benefit from options outside of using their paid time off. Departmental needs permitting, would any of the following work to support your needs? Select all that apply.**												
Work schedule modifications	68	83.95%	1251	81.39%	79	82.29%	222	77.62%	243	81.00%	53	82.81%
Change to weekly scheduled hours/FTE	38	46.91%	661	43.01%	40	41.67%	124	43.36%	144	48.00%	33	51.56%
Leave of absence options	38	46.91%	647	42.09%	30	31.25%	120	41.96%	130	43.33%	29	45.31%
Voluntary furlough	14	17.28%	255	16.59%	18	18.75%	79	27.62%	69	23.00%	23	35.94%
Other	12	14.81%	236	15.35%	20	20.83%	52	18.18%	51	17.00%	14	21.88%
Respondents	81	100.00%	1537	100.00%	96	100.00%	286	100.00%	300	100.00%	64	100.00%

	Bothell		Seattle		Tacoma		Harborview		UWMC Montlake		UWMC Northwest	
	n	%	n	%	n	%	n	%	n	%	n	%
My supervisor has been supportive of my family responsibilities that have arisen during COVID-19.												
Highly supportive	62	67.39%	1221	71.24%	77	69.37%	175	57.76%	169	52.81%	32	47.76%
Mostly supportive	21	22.83%	419	24.45%	29	26.13%	94	31.02%	123	38.44%	23	34.33%
Not supportive	9	9.78%	74	4.32%	5	4.50%	34	11.22%	28	8.75%	12	17.91%
Respondents	92	100.00%	1714	100.00%	111	100.00%	303	100.00%	320	100.00%	67	100.00%
My supervisor has been supportive of schedule, hours, or other alternative work arrangements needed to support my family responsibilities.												
Highly supportive	58	65.17%	1197	70.16%	77	68.75%	148	50.00%	165	52.22%	30	46.15%
Mostly supportive	24	26.97%	419	24.56%	29	25.89%	110	37.16%	118	37.34%	21	32.31%
Not supportive	7	7.87%	90	5.28%	6	5.36%	38	12.84%	33	10.44%	14	21.54%
Respondents	89	100.00%	1706	100.00%	112	100.00%	296	100.00%	316	100.00%	65	100.00%

* Respondents could select multiple response options. The percentages will not equal 100%.