



Strayer University Research Survey on the Impact of COVID-19 on Women in the Workforce

Overview

[Over 2 million women](#) left the workforce during the COVID-19 pandemic and [millions of jobs](#) primarily held by women (in retail, restaurant, travel and hospitality fields) have vanished without certainty they will return. Even as industries reopen, employment opportunities are still sluggish. At April’s rate of job growth, [it would take more than 2 years to regain pandemic losses](#).

Women account for 72 **percent** of Strayer University students. Strayer recognizes that continued education is key to helping women secure more stable, higher paying, and flexible jobs that will allow them to rejoin and advance in the workforce. To understand the current challenges facing women and find ways to support their continued education, Strayer commissioned a survey by Atomik research of more than 2,000 women.

Methodology

The online survey was served to an online survey of 2,009 women in the United States. The margin of error fell within +/- 2 percentage points with a confidence interval of 95 percent. The fieldwork took place between May 1st and May 6th, 2021. Atomik Research is an independent creative market research agency.

Did you experience a change in employment status or work arrangements due to the COVID-19 pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	2,009	390	1,190	245	100	17	20	30	17
Yes	953	247	476	131	57	11	9	15	7
No	1,056	143	714	114	43	6	11	15	10

If yes, how did your employment status or work arrangements change due to the pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=953	N=247	N=476	N=131	N=57	N=11	N=9	N=15	N=7
Went back to school	9%	10%	7%	15%	9%	0%	0%	13%	29%



Left the workforce voluntarily	10%	11%	9%	17%	5%	0%	0%	13%	14%
Working increased/long hours	16%	19%	12%	16%	19%	9%	33%	33%	29%
Began working remotely/working from home	31%	30%	32%	29%	42%	27%	33%	27%	29%
Laid off/terminated	20%	17%	22%	21%	16%	0%	11%	13%	14%
Reduced employment/reduction in hours	29%	30%	30%	21%	33%	27%	22%	33%	43%
Gained full-time employment	10%	11%	9%	11%	11%	9%	33%	20%	14%
Gained part-time employment	6%	7%	6%	7%	7%	9%	0%	0%	14%
None of the above	5%	6%	5%	6%	0%	18%	0%	0%	0%
Other, please specify	4%	1%	5%	3%	2%	9%	0%	13%	29%

Were these changes voluntary?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=953	N=247	N=476	N=131	N=57	N=11	N=9	N=15	N=7
Yes	42%	44%	36%	50%	54%	55%	67%	33%	29%
No	58%	56%	64%	50%	46%	45%	33%	67%	71%

How optimistic are you about the outlook of your professional career?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Optimistic	71%	79%	68%	74%	67%	80%	75%	81%	80%
Very optimistic	37%	40%	36%	42%	27%	40%	25%	31%	40%
Somewhat optimistic	34%	38%	32%	31%	39%	40%	50%	50%	40%
Neither optimistic nor pessimistic	21%	16%	23%	21%	26%	20%	13%	19%	0%
Somewhat pessimistic	6%	5%	7%	1%	5%	0%	13%	0%	20%
Strongly pessimistic	2%	0%	2%	4%	3%	0%	0%	0%	0%
Pessimistic	8%	6%	9%	5%	8%	0%	13%	0%	20%



Have you become more or less pessimistic about the outlook of your professional career since the onset of the COVID-19 pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=85	N=14	N=57	N=7	N=5	N=0	N=1	N=0	N=1
More Pessimistic	60%	57%	63%	57%	20%	0%	100%	0%	100%
Much more pessimistic	32%	14%	37%	14%	20%	0%	100%	0%	100%
Somewhat more pessimistic	28%	43%	26%	43%	0%	0%	0%	0%	0%
Neither	25%	14%	26%	14%	60%	0%	0%	0%	0%
Somewhat less pessimistic	13%	29%	11%	0%	20%	0%	0%	0%	0%
Much less pessimistic	2%	0%	0%	29%	0%	0%	0%	0%	0%
Less Pessimistic	15%	29%	11%	29%	20%	0%	0%	0%	0%

What has driven you to become more pessimistic about the outlook of your professional career since the onset of the COVID-19 pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=51	N=8	N=36	N=4	N=1	N=0	N=1	N=0	N=1
Fewer job opportunities	47%	38%	47%	50%	100%	0%	0%	0%	100%
Lower salary	37%	38%	33%	75%	100%	0%	0%	0%	0%
Lack of flexibility	25%	13%	25%	50%	100%	0%	0%	0%	0%
Safety	35%	25%	36%	50%	100%	0%	0%	0%	0%
Security	25%	25%	25%	0%	100%	0%	100%	0%	0%
Family obligations	25%	50%	22%	25%	0%	0%	0%	0%	0%
Transportation	14%	13%	11%	25%	100%	0%	0%	0%	0%
Less training available	6%	13%	6%	0%	0%	0%	0%	0%	0%
Less understanding employers	16%	25%	17%	0%	0%	0%	0%	0%	0%
Other, please specify	2%	0%	3%	0%	0%	0%	0%	0%	0%
None of the above	2%	0%	3%	0%	0%	0%	0%	0%	0%



How much do you agree or disagree with the statement: I believe I have the skills necessary to advance in my career.

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Agree	83%	87%	82%	81%	83%	90%	88%	81%	100%
Strongly agree	51%	54%	48%	59%	45%	70%	63%	44%	40%
Somewhat agree	32%	32%	33%	21%	38%	20%	25%	38%	60%
Neither agree nor disagree	14%	11%	15%	13%	12%	10%	0%	13%	0%
Somewhat disagree	3%	2%	3%	4%	5%	0%	13%	6%	0%
Strongly disagree	1%	0%	0%	2%	0%	0%	0%	0%	0%
Disagree	4%	2%	3%	6%	5%	0%	13%	6%	0%

On average, how much time do you spend browsing the internet for a new job during the day?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=2009	N=390	N=1190	N=245	N=100	N=17	N=20	N=30	N=17
Less than 1 hour	18%	17%	19%	12%	16%	35%	5%	17%	18%
1-2 hours	17%	21%	15%	20%	17%	12%	5%	20%	18%
3-4 hours	13%	17%	10%	22%	23%	12%	20%	10%	0%
4-5 hours	6%	10%	4%	10%	8%	6%	10%	13%	6%
5+ hours	7%	8%	5%	11%	10%	24%	5%	13%	0%
Other (Please specify)	0%	1%	0%	0%	1%	0%	5%	0%	0%
I am not currently looking for a new job	39%	25%	47%	25%	25%	12%	50%	27%	59%

Would you agree or disagree that you have sufficient time in the day to update your resume and actively apply for a new job?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1235	N=291	N=631	N=184	N=75	N=15	N=10	N=22	N=7
Agree	69%	73%	68%	72%	60%	93%	60%	55%	71%

Strongly agree	35%	37%	34%	40%	23%	40%	20%	27%	29%
Somewhat agree	35%	36%	34%	33%	37%	53%	40%	27%	43%
Neither agree nor disagree	20%	18%	20%	18%	29%	7%	20%	27%	14%
Somewhat disagree	8%	7%	8%	5%	9%	0%	10%	14%	14%
Strongly disagree	3%	3%	3%	4%	1%	0%	10%	5%	0%
Disagree	11%	10%	11%	9%	11%	0%	20%	18%	14%

What keeps you from having the time you need in the day to update your resume or actively apply for a new job?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=133	N=29	N=72	N=17	N=8	N=0	N=2	N=4	N=1
Childcare	26%	41%	26%	12%	0%	0%	50%	0%	100%
Eldercare	3%	0%	6%	0%	0%	0%	0%	0%	0%
Housework	49%	59%	54%	35%	13%	0%	50%	25%	0%
Current job	53%	52%	58%	47%	50%	0%	0%	50%	0%
Side job	8%	7%	8%	0%	0%	0%	0%	50%	0%
Social activities	12%	17%	11%	6%	25%	0%	0%	0%	0%
Too tired	40%	31%	47%	29%	38%	0%	50%	25%	0%
Technology access	5%	3%	7%	0%	0%	0%	0%	25%	0%
Other, please specify	12%	3%	14%	18%	13%	0%	0%	25%	0%
None of the above	6%	7%	3%	18%	13%	0%	0%	0%	0%

Since the onset of the COVID-19 pandemic, would you agree or disagree that the job market is right for a career change?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1235	N=291	N=631	N=184	N=75	N=15	N=10	N=22	N=7
Agree	56%	60%	51%	64%	56%	53%	70%	45%	71%
Strongly agree	21%	20%	19%	30%	16%	20%	10%	23%	29%
Somewhat agree	35%	40%	32%	34%	40%	33%	60%	23%	43%
Neither agree nor disagree	28%	25%	30%	26%	29%	40%	20%	32%	29%
Somewhat disagree	11%	12%	12%	8%	13%	7%	10%	18%	0%
Strongly disagree	5%	3%	7%	2%	1%	0%	0%	5%	0%
Disagree	16%	15%	19%	10%	15%	7%	10%	23%	0%



To what extent would you agree or disagree that you are settling for your current job?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1568	N=298	N=959	N=174	N=76	N=11	N=16	N=21	N=13
Agree	43%	50%	39%	49%	50%	64%	31%	43%	38%
Strongly agree	19%	19%	18%	26%	21%	36%	13%	14%	23%
Somewhat agree	24%	32%	21%	24%	29%	27%	19%	29%	15%
Neither agree nor disagree	34%	31%	36%	36%	28%	27%	19%	29%	31%
Somewhat disagree	8%	11%	8%	1%	13%	9%	6%	10%	0%
Strongly disagree	14%	8%	16%	13%	9%	0%	44%	19%	31%
Disagree	22%	19%	24%	14%	22%	9%	50%	29%	31%

Do you feel valued or undervalued by your current employer?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Valued	55%	53%	56%	52%	59%	60%	63%	81%	40%
Undervalued	33%	34%	33%	36%	32%	0%	13%	19%	40%
I don't know	12%	13%	11%	12%	9%	40%	25%	0%	20%

What do you believe about your compensation compared to your male counterparts at your current employer?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
I believe I am paid more than my male counterparts	17%	19%	15%	24%	18%	10%	13%	19%	40%
I believe I am paid about the same as same as my male counterparts	53%	49%	56%	44%	52%	50%	63%	69%	60%
I believe I am paid less than my male counterparts	17%	20%	16%	17%	21%	20%	13%	13%	0%
I don't know	12%	13%	12%	15%	9%	20%	13%	0%	0%



Would you agree or disagree that continuous education is necessary to help advance your career?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=953	N=186	N=554	N=143	N=28	N=7	N=11	N=12	N=12
Agree	57%	69%	51%	63%	61%	71%	45%	50%	42%
Strongly agree	29%	39%	23%	36%	32%	14%	27%	33%	25%
Somewhat agree	28%	30%	28%	27%	29%	57%	18%	17%	17%
Neither agree nor disagree	29%	21%	34%	24%	25%	14%	45%	25%	25%
Somewhat disagree	7%	6%	7%	7%	11%	14%	0%	8%	8%
Strongly disagree	7%	4%	8%	6%	4%	0%	9%	17%	25%
Disagree	14%	10%	15%	13%	14%	14%	9%	25%	33%

Are you aware if your current employer offers a flexible program to start or complete your college degree to advance professionally?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Yes	53%	57%	49%	61%	52%	40%	63%	88%	60%
No	47%	43%	51%	39%	48%	60%	38%	13%	40%

If your job offered a flexible program to start or complete your college degree, would you take advantage of this program to advance professionally (whether with your current employer or change careers)?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Yes	59%	71%	52%	66%	64%	80%	50%	69%	40%
No	23%	13%	27%	23%	23%	10%	13%	19%	20%
Not sure	18%	15%	21%	11%	14%	10%	38%	13%	40%



Do you believe your employer would support you with initiatives such as (ex: tuition reimbursement, flexible hours, part-time schedule, etc.) if you went back to school or participated in an education program?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Yes	53%	57%	51%	54%	48%	90%	63%	69%	40%
No	26%	22%	28%	26%	32%	0%	25%	13%	40%
Not sure	21%	21%	21%	19%	20%	10%	13%	19%	20%

Does this lack of employer support (ex: tuition reimbursement, flexible hours, part-time schedule, etc.) to go back to school or participate in an education program frustrate you?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=298	N=54	N=180	N=37	N=21	N=0	N=2	N=2	N=2
Yes	50%	65%	43%	57%	52%	0%	0%	100%	50%
No	50%	35%	57%	43%	48%	0%	100%	0%	50%

What resources would you need to support you in going back to school?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Flexible schedule	56%	60%	53%	53%	65%	60%	50%	88%	80%
Reduced hours	29%	32%	29%	26%	29%	30%	25%	31%	60%
Tuition reimbursement	49%	43%	52%	39%	56%	60%	75%	50%	20%
Partnership with universities	17%	19%	13%	21%	24%	20%	50%	44%	20%
Childcare assistance	22%	35%	17%	22%	23%	40%	25%	25%	20%
Other, please specify	3%	2%	3%	2%	0%	0%	13%	6%	0%
None of the above	13%	7%	16%	9%	14%	0%	0%	0%	0%

Which of the following factors would prohibit you from going back to school?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Cost	52%	52%	53%	49%	48%	70%	50%	56%	60%
Inflexible employer	20%	25%	17%	21%	30%	20%	13%	38%	60%
Childcare	19%	30%	14%	21%	24%	30%	25%	25%	20%
Transportation	12%	15%	11%	14%	11%	20%	13%	19%	20%
Time	36%	36%	37%	34%	39%	20%	38%	38%	40%
Undecided course of study	17%	16%	18%	14%	14%	20%	13%	19%	20%
Motivation	27%	24%	27%	27%	30%	30%	38%	38%	20%
Too old	22%	18%	25%	14%	27%	10%	38%	19%	20%
Been out of school too long	26%	24%	27%	21%	26%	10%	38%	19%	40%
None of the above	10%	6%	12%	7%	6%	0%	13%	6%	0%
Other, please specify	2%	1%	3%	1%	2%	0%	0%	0%	20%

What factors prevented you from completing your college degree?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1056	N=207	N=604	N=162	N=34	N=11	N=12	N=14	N=12
Cost	41%	43%	40%	40%	44%	64%	50%	50%	17%
Work responsibilities	20%	26%	18%	17%	24%	36%	25%	36%	17%
Transportation	12%	17%	10%	17%	9%	9%	8%	21%	0%
Time	22%	25%	20%	24%	32%	18%	33%	29%	17%
Family responsibilities	40%	51%	39%	35%	26%	36%	42%	57%	25%
None of the above	21%	14%	24%	19%	24%	18%	25%	14%	50%
Other, please specify	7%	3%	10%	5%	3%	0%	17%	0%	0%

When thinking of going back to school, which method of learning would you prefer?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
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Total	N=1056	N=207	N=604	N=162	N=34	N=11	N=12	N=14	N=12
Online only	48%	43%	50%	52%	32%	27%	58%	43%	17%
In person learning	24%	28%	22%	23%	53%	27%	25%	21%	33%
Hybrid learning (some online and some in person)	28%	29%	28%	24%	15%	45%	17%	36%	50%

Do you feel the COVID-19 pandemic has put you behind on your professional career trajectory?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Yes	37%	43%	31%	42%	47%	60%	38%	44%	60%
No	52%	41%	58%	51%	45%	30%	50%	56%	20%
Not sure	11%	16%	11%	6%	8%	10%	13%	0%	20%

How long do you believe it will take you to get back on track professionally to where you were before the pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=415	N=107	N=199	N=59	N=31	N=6	N=3	N=7	N=3
0-1 year	24%	23%	25%	22%	23%	0%	33%	29%	33%
1-2 years	52%	54%	49%	53%	61%	50%	33%	43%	67%
2-3 years	18%	19%	17%	20%	10%	33%	33%	14%	0%
3 years or more	7%	4%	10%	5%	6%	17%	0%	14%	0%

As a working mom, do you believe you received adequate support (ex: tuition reimbursement, flexible hours, part-time schedule, etc.) from your employer during the pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=651	N=210	N=318	N=65	N=39	N=7	N=3	N=9	N=0
Yes	70%	68%	70%	69%	72%	100%	67%	78%	0%
No	30%	32%	30%	31%	28%	0%	33%	22%	0%



Did you feel comfortable taking support (ex: tuition reimbursement, flexible hours, part-time schedule, etc.) offered by your employer during the pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=651	N=210	N=318	N=65	N=39	N=7	N=3	N=9	N=0
Yes	80%	79%	81%	80%	69%	100%	100%	100%	0%
No	20%	21%	19%	20%	31%	0%	0%	0%	0%

What were the top reason(s) you reduced your working hours during the pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=274	N=73	N=141	N=28	N=19	N=3	N=2	N=5	N=3
Lack of childcare or other family caregiving responsibilities	17%	26%	10%	25%	16%	0%	50%	20%	33%
Need to support children's homeschooling/virtual school	20%	23%	22%	14%	5%	0%	0%	40%	33%
Went back to school	11%	11%	8%	25%	11%	33%	0%	20%	33%
Burnout	15%	12%	13%	25%	11%	33%	50%	0%	33%
Not necessary to work	16%	25%	14%	14%	11%	0%	0%	0%	33%
Released from employment/fired	15%	14%	16%	14%	11%	33%	0%	20%	33%
Safety/health concerns	48%	49%	45%	57%	53%	33%	50%	60%	67%
Inflexible employer	18%	19%	14%	29%	21%	33%	50%	0%	33%
None of the above	9%	8%	11%	7%	0%	0%	50%	20%	33%
Other, please specify	11%	3%	17%	7%	5%	0%	0%	20%	0%

What were the top reason(s) you left the workforce during the pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=333	N=84	N=166	N=59	N=16	N=0	N=1	N=5	N=2



Lack of childcare or other family caregiving responsibilities	17%	26%	16%	12%	13%	0%	0%	0%	50%
Need to support children's homeschooling/virtual school	15%	17%	16%	14%	0%	0%	0%	20%	50%
Went back to school	17%	20%	12%	20%	25%	0%	0%	60%	50%
Working remotely was not a good fit	15%	19%	9%	19%	25%	0%	0%	40%	50%
Burnout	14%	13%	15%	8%	31%	0%	0%	20%	50%
Not necessary to work	12%	13%	11%	15%	6%	0%	0%	0%	50%
Released from employment/fired	35%	24%	45%	29%	19%	0%	100%	20%	50%
Safety/health concerns	33%	26%	37%	36%	25%	0%	0%	40%	50%
Inflexible employer	18%	17%	15%	19%	38%	0%	0%	20%	100%
None of the above	5%	6%	4%	7%	13%	0%	0%	0%	0%
Other, please specify	3%	2%	4%	3%	0%	0%	0%	0%	0%

If you left the workforce during the pandemic, are you worried about returning to the workforce when you are ready to come back?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=550	N=142	N=278	N=79	N=33	N=3	N=2	N=9	N=4
Yes	39%	41%	37%	34%	55%	100%	50%	0%	75%
No	36%	26%	40%	44%	21%	0%	0%	78%	0%
Not Sure	25%	33%	22%	22%	24%	0%	50%	22%	25%

If you have ever felt extra scrutiny on your work product from your employer during the pandemic when working from home, what might have been the reasoning?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=267	N=68	N=139	N=30	N=22	N=2	N=1	N=3	N=2
Pets	14%	12%	11%	20%	23%	50%	0%	33%	50%
Spouse/partner at home	17%	24%	10%	27%	27%	0%	0%	0%	50%
Children at home	27%	40%	23%	27%	18%	0%	0%	33%	50%
Not as productive	17%	13%	17%	13%	27%	0%	0%	33%	100%
Technology issues	30%	31%	28%	30%	27%	100%	0%	33%	100%

Home office setup	24%	24%	22%	40%	18%	50%	0%	0%	50%
I never felt as though my work was scrutinized	33%	31%	37%	33%	18%	0%	0%	33%	50%
None of the above	13%	10%	15%	3%	14%	0%	100%	33%	0%
Other, please specify	1%	1%	1%	0%	5%	0%	0%	0%	0%

Do you ever feel that you were passed up for a promotion, bonus or other compensation because of the perceived work/life balance of kids being home during the pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=651	N=210	N=318	N=65	N=39	N=7	N=3	N=9	N=0
Yes	45%	44%	45%	48%	54%	57%	33%	44%	0%
No	44%	41%	47%	40%	38%	43%	67%	56%	0%
Not sure	11%	15%	8%	12%	8%	0%	0%	0%	0%

Have you felt your male colleagues have had an unfair advantage in the workplace in the last year than in prior years before the pandemic?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=1132	N=247	N=640	N=140	N=66	N=10	N=8	N=16	N=5
Yes	31%	36%	26%	41%	30%	50%	38%	25%	40%
No	54%	48%	59%	44%	50%	40%	50%	69%	40%
Not sure	15%	17%	15%	14%	20%	10%	13%	6%	20%

Has your employer ever encouraged you to consider leaving your job to focus more on your children or family?

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=651	N=210	N=318	N=65	N=39	N=7	N=3	N=9	N=0
Yes	35%	36%	31%	46%	38%	29%	0%	56%	0%
No	65%	64%	69%	54%	62%	71%	100%	44%	0%



To what extent do you agree or disagree with the following statement: I feel overwhelmed during the pandemic, battling a front at home and at work.

	Total	Hispanic or Latino	White or Caucasian	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Other, please specify	Prefer not to say
Total	N=651	N=210	N=318	N=65	N=39	N=7	N=3	N=9	N=0
Agree	66%	65%	64%	71%	79%	71%	100%	56%	0%
Strongly agree	30%	23%	32%	43%	28%	29%	67%	22%	0%
Somewhat agree	36%	41%	32%	28%	51%	43%	33%	33%	0%
Neither agree nor disagree	21%	23%	22%	17%	5%	29%	0%	33%	0%
Somewhat disagree	8%	7%	8%	9%	10%	0%	0%	0%	0%
Strongly disagree	5%	5%	6%	3%	5%	0%	0%	11%	0%
Disagree	13%	12%	14%	12%	15%	0%	0%	11%	0%