



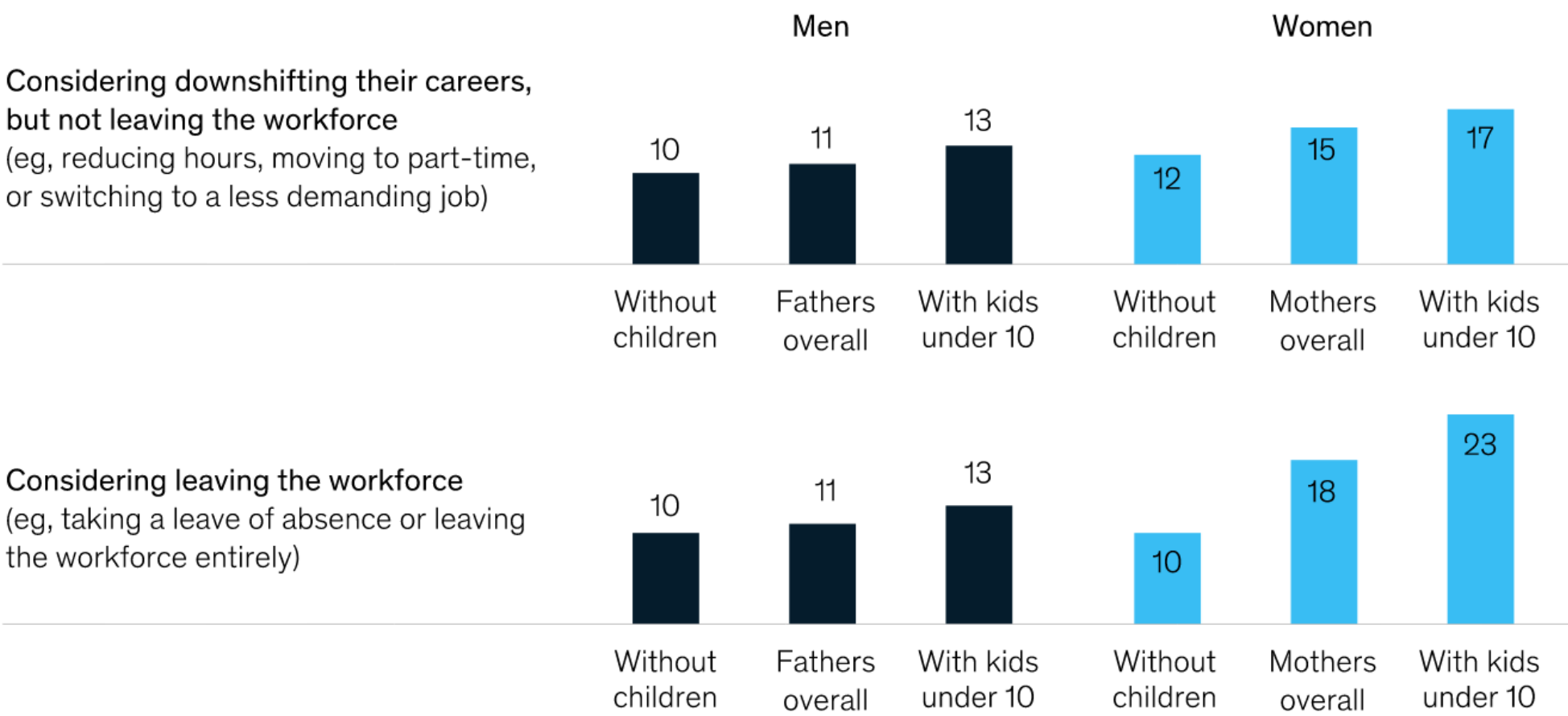
UCDAVIS FEMINIST RESEARCH INSTITUTE

Dr. Kalindi Vora, Director
Professor of Gender, Sexuality and Women's Studies

Exhibit 5

Mothers, and particularly mothers with young children, are far more likely to consider leaving the workforce entirely.

Employees considering career changes since the start of the COVID-19 crisis, % of employees



Source: *Women in the Workplace 2020*, LeanIn.Org and McKinsey, 2020

McKinsey
& Company

McKinsey, “Women in the Workplace 2020,”

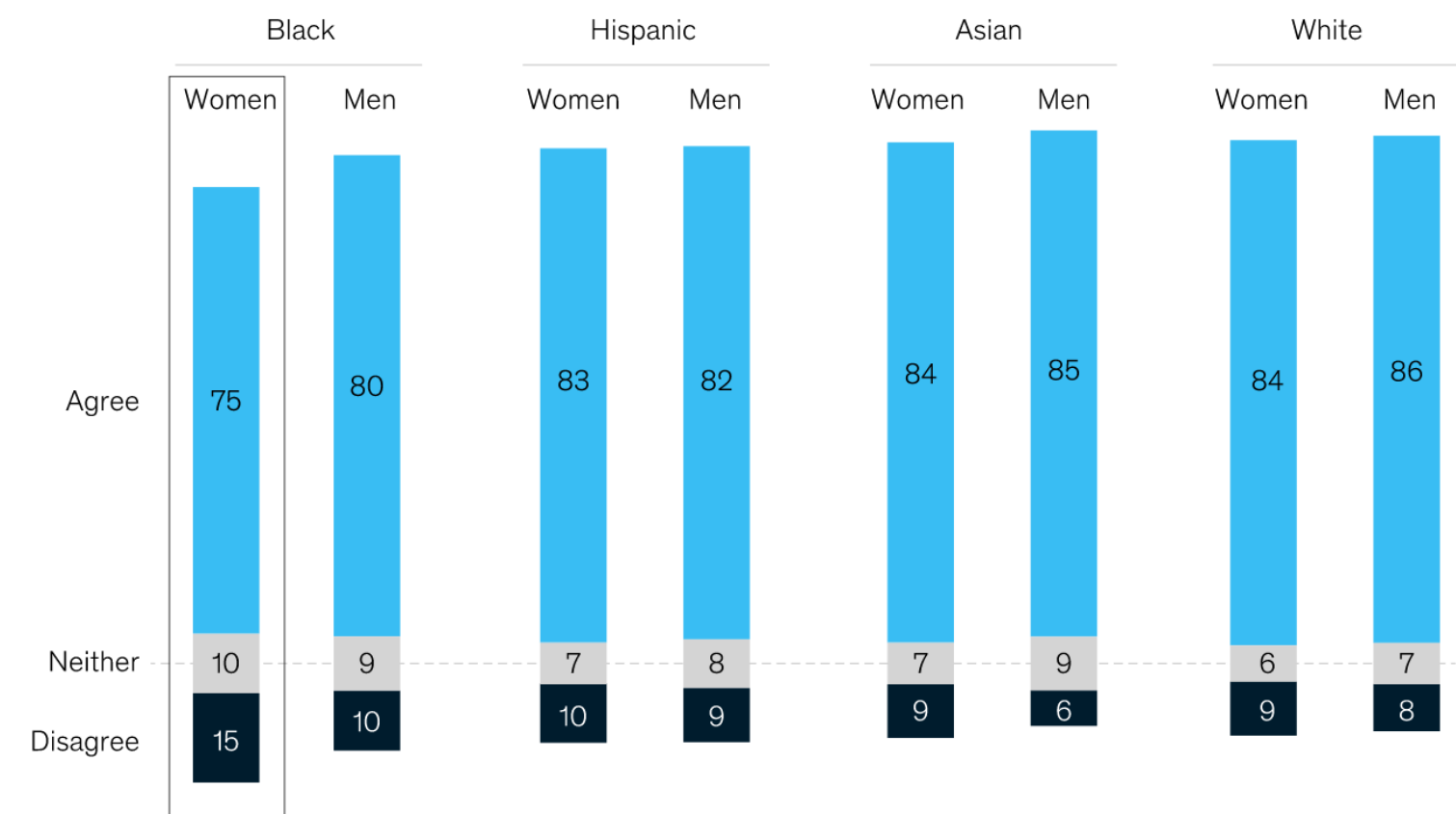
<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/women-in-the-workplace#>

Black women are less likely to feel supported at work during COVID-19

Exhibit 7

Black women are less likely than women or men of other races to feel supported by their manager.

I feel support from my manager, % of employees¹



Note: Figures may not sum to 100%, because of rounding.
¹Question: How much do you agree with the following statements? I feel support from my manager.
Source: *Women in the Workplace 2020*, LeanIn.Org and McKinsey, 2020

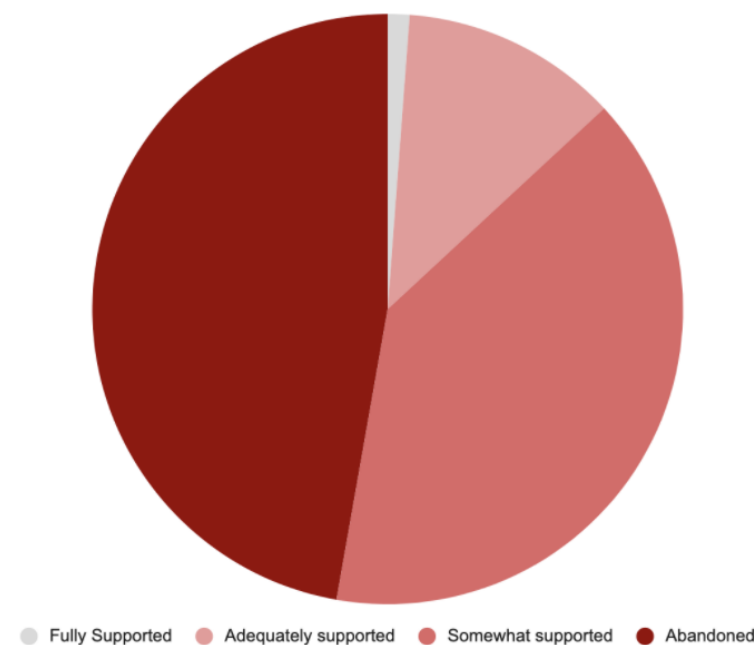
McKinsey
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1. Caregivers feel abandoned by their institutions

We asked caregivers to answer the question: "How do you feel about your university's caregiver policies during the pandemic?"

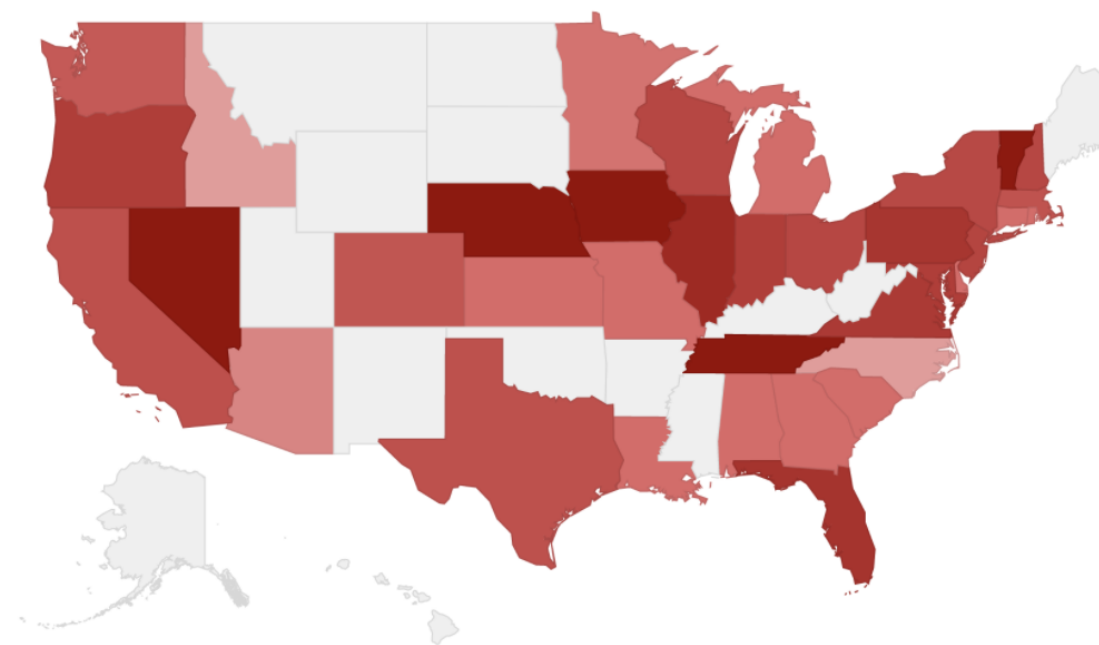
Here's what you told us.

How we feel



Overwhelmingly, caregivers feel undersupported by their institutions. Your responses: Abandoned (47.22%), Somewhat Supported (39.68%), Adequately Supported (11.9%), and Fully Supported (1.19%).

Feelings across the US



We've received responses from most of the United States as well as Mexico, Canada, and around the globe. This image shows responses across the U.S. The darker the state, the more abandoned our respondents feel.

Logistical or Financial Support

Act of support	Percent of institutions taking action
Financial support to help pay for professional care, like childcare or in-home help	4.96 %
Financial support for technology or equipment necessary for caregiving	4.96 %
Other financial support related to caregiving	0 %
Campus-provided childcare	7.44 %
Logistical support in finding caregiving services, like pods	6.61 %

Visionary Futures Collection (Hannah Alpert-Abrams and Brain DeGrazia)

<https://visionary-futures-collective.github.io/covid19/caregivers>

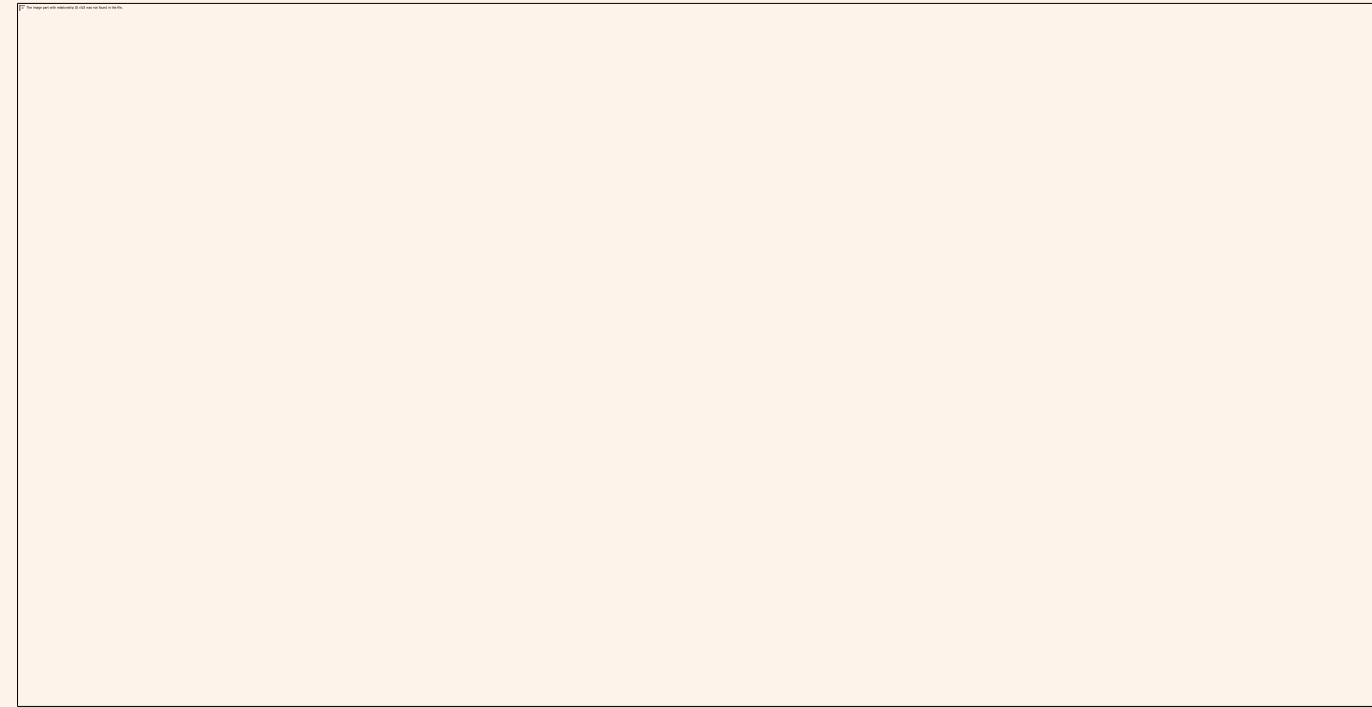
Scheduling and Workload Support

Act of support	Percent of institutions taking action
FMLA leave under the provisions of the FFCRA act	28.93%
Option to work fewer hours for less pay	20.66%
Option to work fewer hours with the same pay	8.26%
Work from home options & flexible work schedules for caregivers	68.60%
For instructors: course buyouts for caregiving	4.96%
For students: increased time to degree to accommodate caregiving	3.31%
For tt workers: paused tenure clocks for caregiving	42.15%
Ability to take early or delay scheduled leave	8.26%
For instructors: Additional TAs or RAs to reduce workload	2.48%

Visionary Futures Collection (Hannah Alpert-Abrams and Brain DeGrazia)

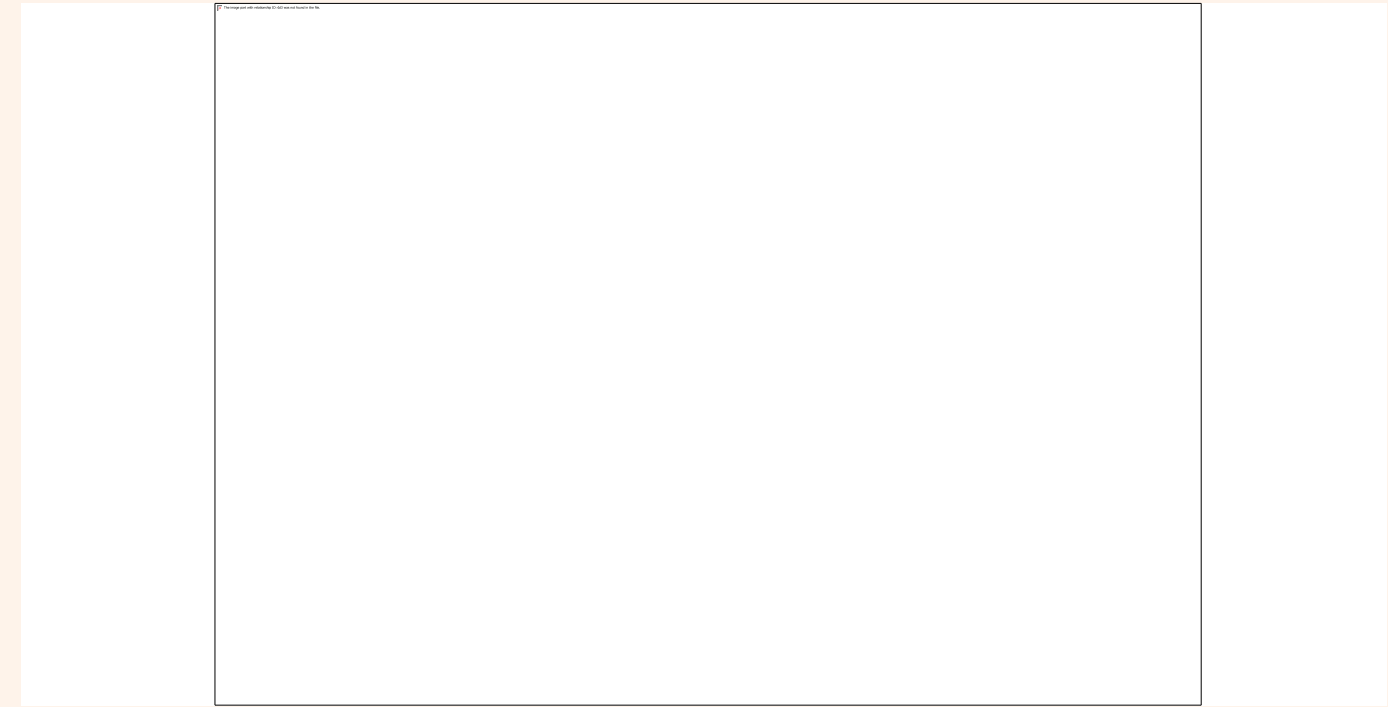
<https://visionary-futures-collective.github.io/covid19/caregivers>

UC Davis Feminist Research Institute



ADDRESSING PRIVILEGE & ANTI-BLACKNESS IN RESEARCH CULTURE

- 200 in attendance, including UC Davis leadership, faculty, students, staff, and community members.
- Expanding to UCD Health



NATIONAL SCIENCE FOUNDATION GRANT #1807056

ADQ SCHOLAR & RESEARCH TRAINING SERIES

- 40 graduate students and postdocs participating, 75 applications received.
- 8 sessions with 75-100 registering

TO LEARN MORE

<http://fri.ucdavis.edu>

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