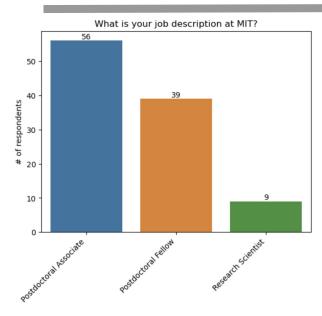
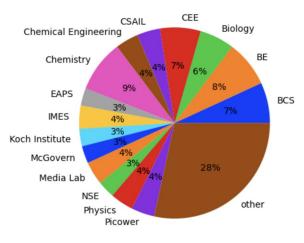
## Results from the 2023 POWER Survey on Parental Leave and Childcare at MIT

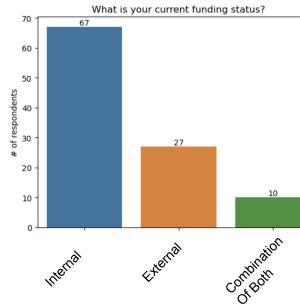
Compiled and presented by Maedbh King, PhD



## Who responded to the survey?







Majority of respondents are postdoc. associates

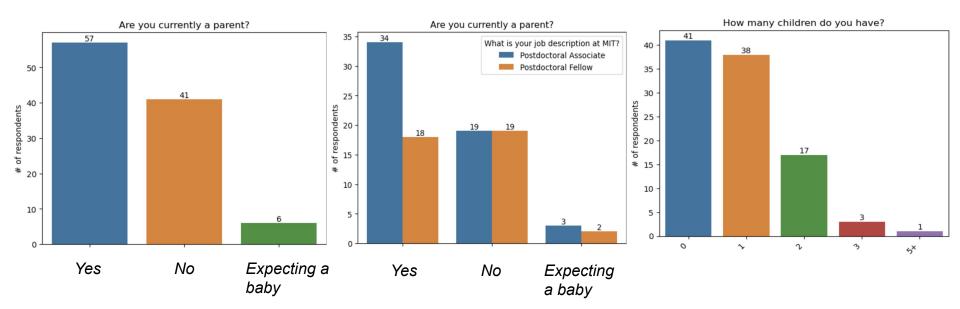
Respondents are from 40 unique departments

Majority of respondents receive internal MIT funding

n=104 respondents



### Which postdocs are parents?



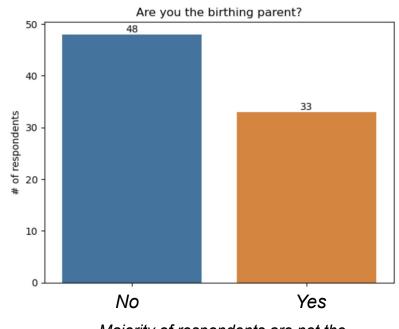
Majority of respondents are parents

More postdoc. associates are parents compared to fellows

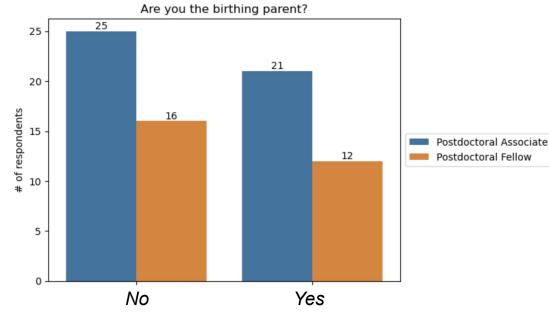
Majority of respondents do not have children followed closely by respondents who have 1 child



#### Which postdocs are birthing parents?



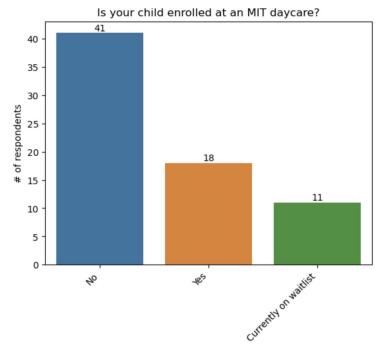
Majority of respondents are not the birthing parent



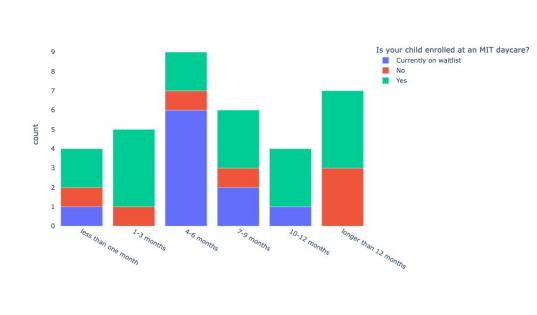
Proportion of associate/fellow respondents is similar across birthing parent and partner



# What are the rates of daycare enrollment?



Majority of respondents do not have children enrolled at MIT daycare

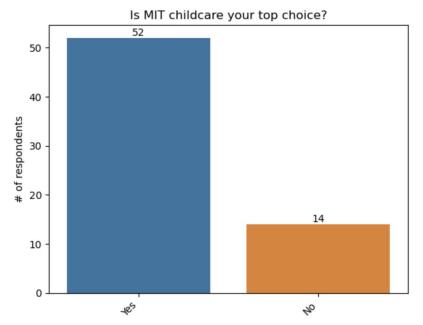


Majority of respondents currently on the waitlist have been on list for 4-6 months



## Is MIT daycare the top choice of postdocs?

35



Yes

Yes

Yes

To Describe the second of the

Is MIT childcare your top choice?

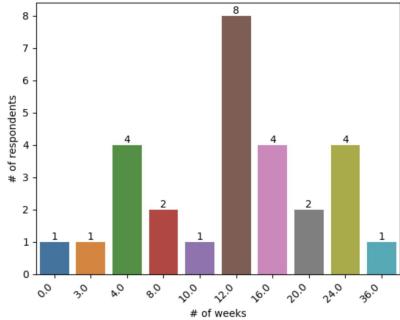
Vast majority of respondents have MIT daycare as their first choice

Of those whose child was not enrolled, MIT daycare was still their top choice



## How long are postdocs taking parental leave?

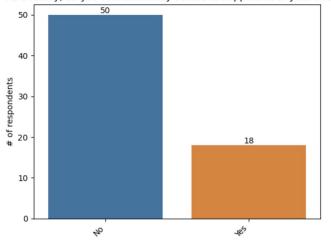
If you took parental leave: how long? Or if you plan on taking parental leave: how long?



Majority of respondents take 12 weeks leave

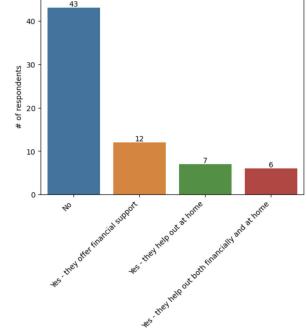
### Do postdocs feel financially secure?

As a family, do you feel financially secure to support all of your needs?



Majority of respondents do not feel financially secure

Does your family (parents, siblings etc.) offer you any support, either financially or by helping you out at home?

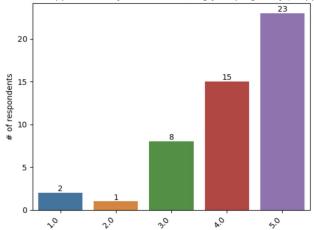


Majority of respondents do not receive any support from family



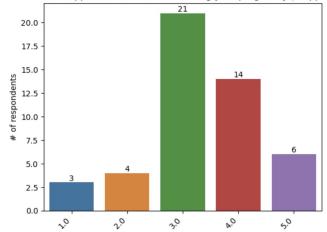
#### Do postdocs feel supported by their PI and MIT?

On a scale of 1-5, how supportive has your PI been during your pregnancy [if applicable] and leave?



Majority of respondents feel their PI was supportive during their pregnancy and leave

On a scale of 1-5, how supportive has MIT been during your pregnancy [if applicable] and leave?

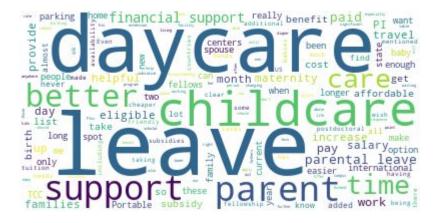


Majority of respondents feel neutral about MIT's support during their pregnancy and leave



assachusetts Institute of Technology

#### Policies that MIT could adopt for postdoc parents



#### More affordable daycare

#### More accessible daycare

#### Transparency about daycare waitlist

Transparency about leave policies between associates and fellows

Longer parental leave for non-birthing parent

Option to take longer maternity leave

More support for family housing

More institutional support for navigating leave policies

Better financial support (e.g., salary, child support)

#### What else should leadership know about being a postdoc parent?



"The cost of childcare makes it hard to continue to be a postdoc at MIT"

"There are a large number of postdocs who want to have a family but put it off because of the conditions"

"Having a child in the Boston area is incredibly expensive and the salary at MIT does not allow for a comfortable position as a parent."

"1 bedroom apartment in the Boston area is around \$2500-\$3000, 5-days daycare at MIT is \$3000. Life of a postdoc (even with a partner who is working) is miserable."

"Foreign postdocs don't have their families to help them with a newborn or take care of the other child when there is a new baby."