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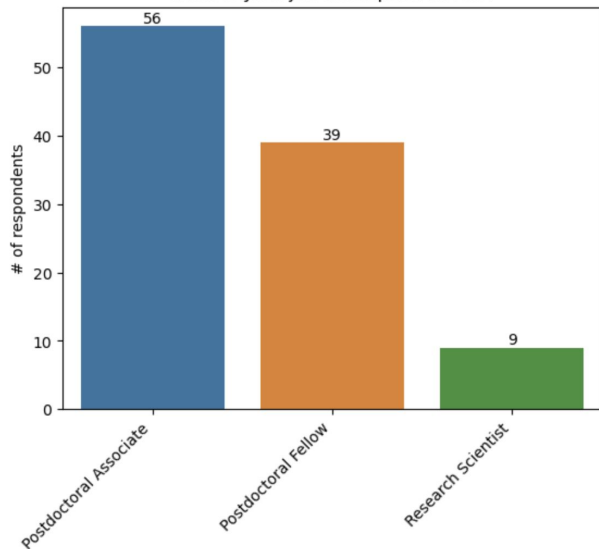
***Results from the 2023 POWER Survey on  
Parental Leave and Childcare at MIT***

*Compiled and presented by Maedbh King, PhD*



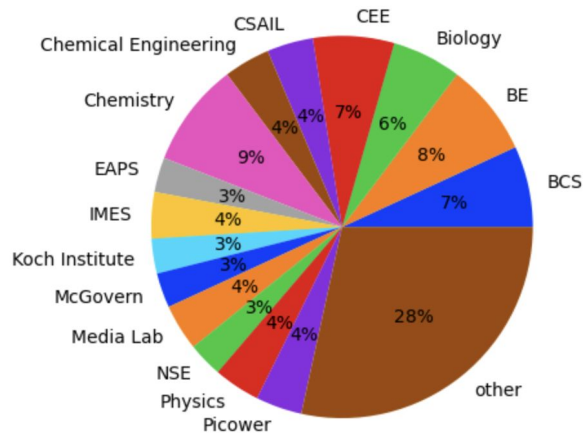
# Who responded to the survey?

What is your job description at MIT?



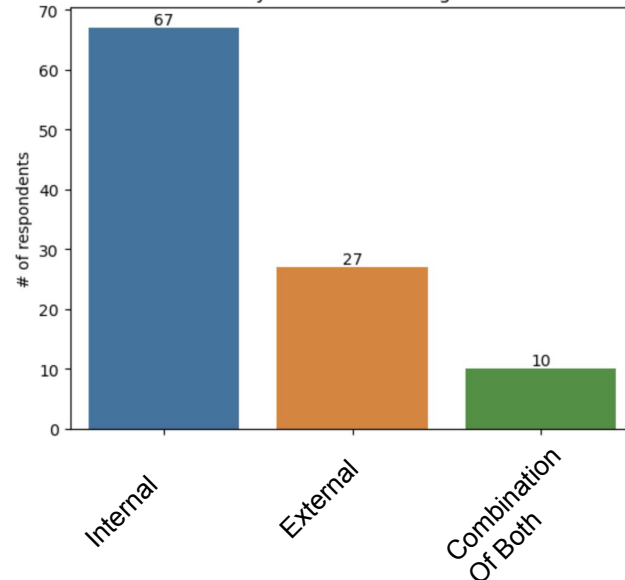
Majority of respondents are postdoc. associates

**n=104 respondents**



Respondents are from 40 unique departments

What is your current funding status?

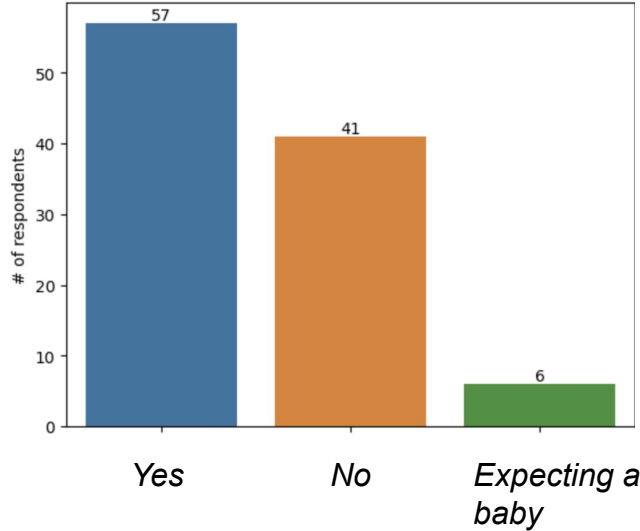


Majority of respondents receive internal MIT funding



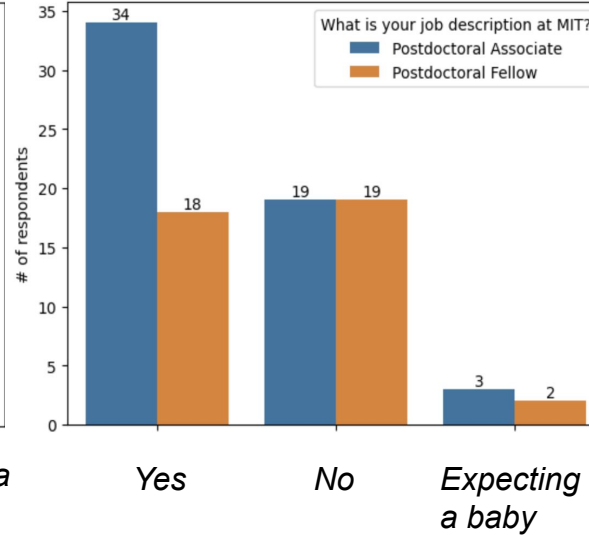
# Which postdocs are parents?

Are you currently a parent?



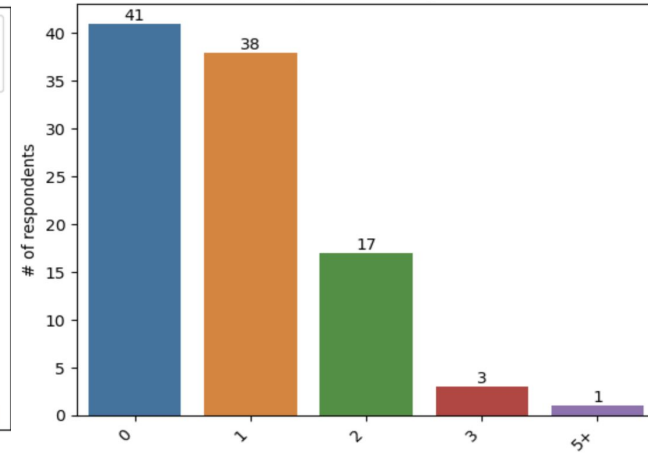
*Majority of respondents are parents*

Are you currently a parent?



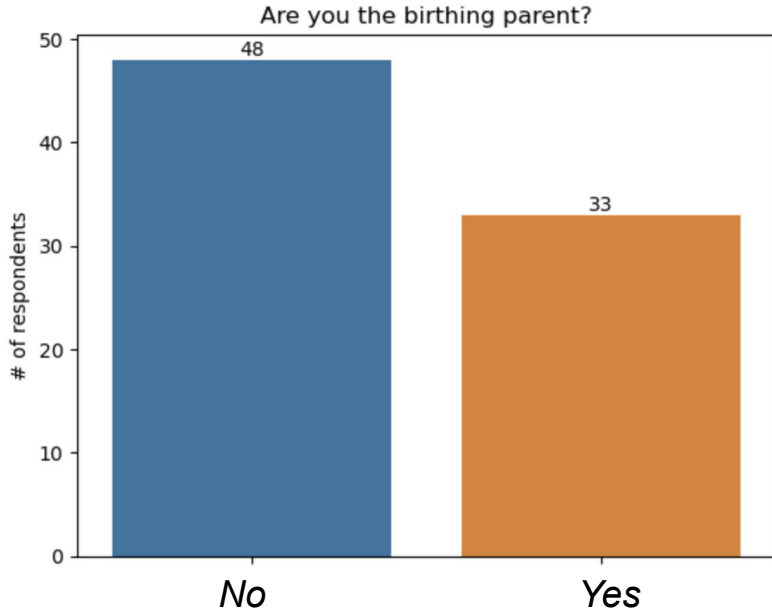
*More postdoc. associates are parents compared to fellows*

How many children do you have?

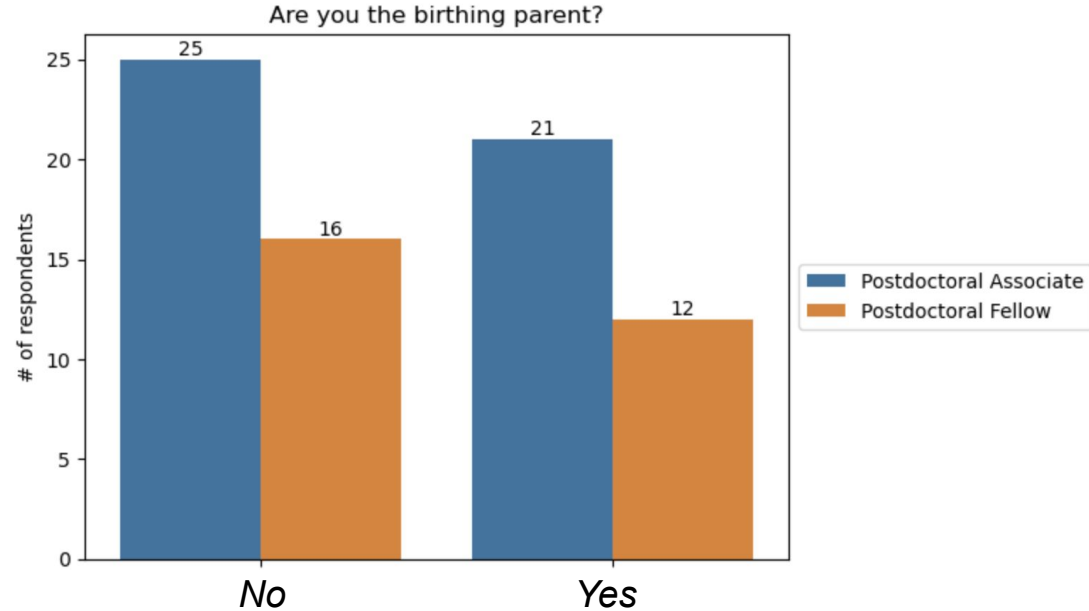


*Majority of respondents do not have children followed closely by respondents who have 1 child*

# Which postdocs are birthing parents?

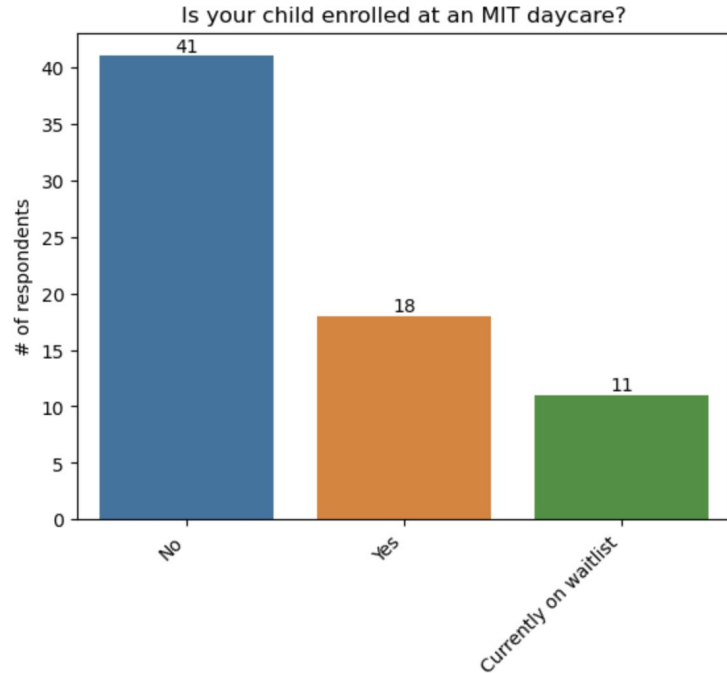


*Majority of respondents are not the birthing parent*

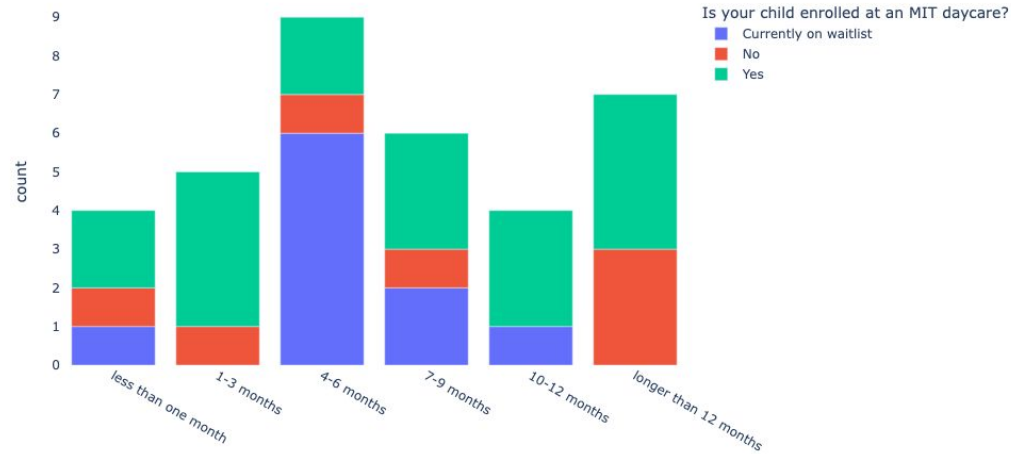


*Proportion of associate/fellow respondents is similar across birthing parent and partner*

# What are the rates of daycare enrollment?



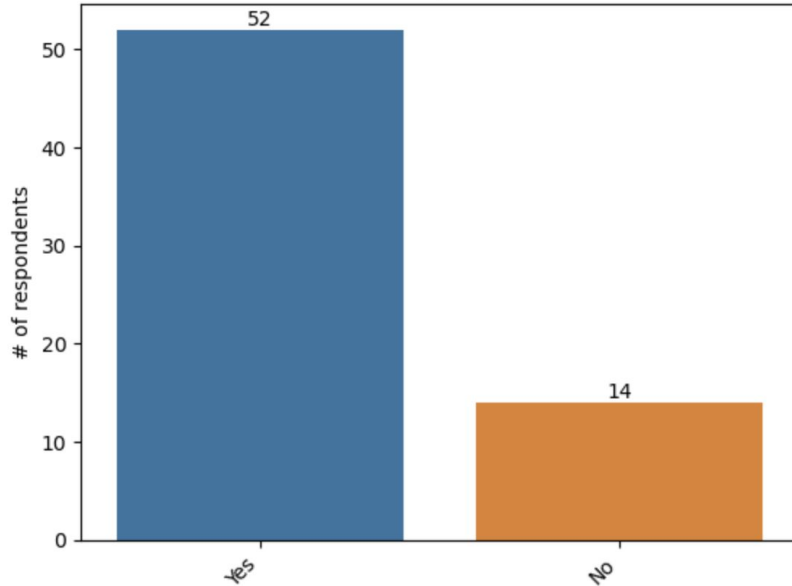
*Majority of respondents do not have children enrolled at MIT daycare*



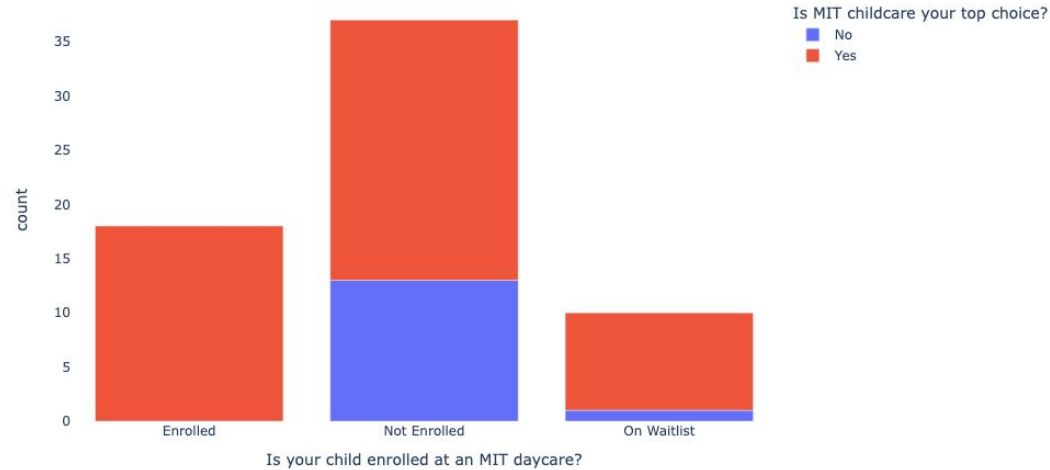
*Majority of respondents currently on the waitlist have been on list for 4-6 months*

# Is MIT daycare the top choice of postdocs?

Is MIT childcare your top choice?



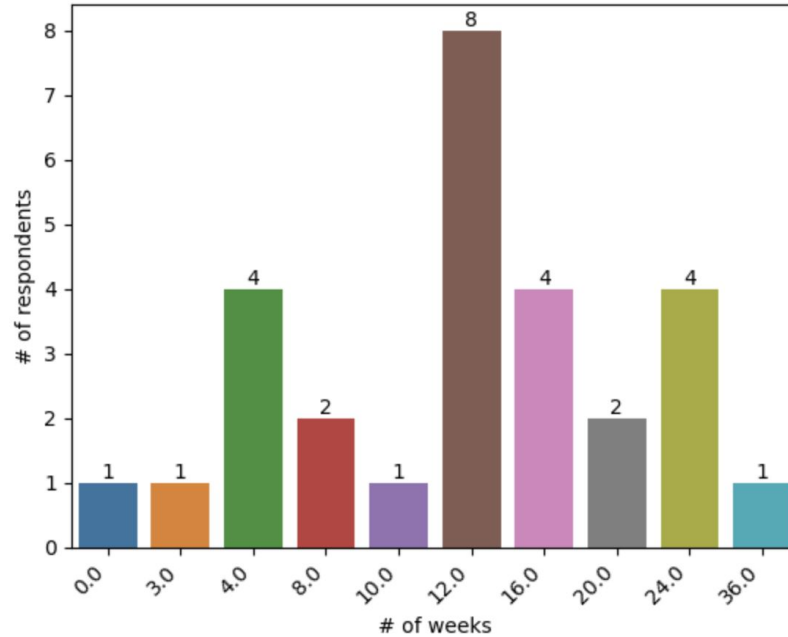
*Vast majority of respondents have MIT daycare as their first choice*



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

# How long are postdocs taking parental leave?

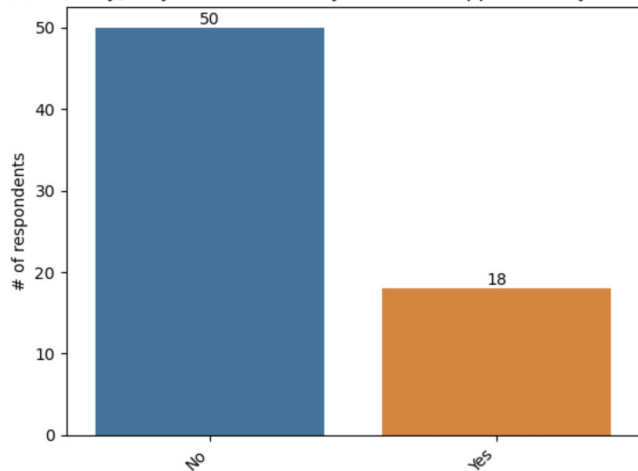
If you took parental leave: how long? Or if you plan on taking parental leave: how long?



*Majority of respondents take 12 weeks leave*

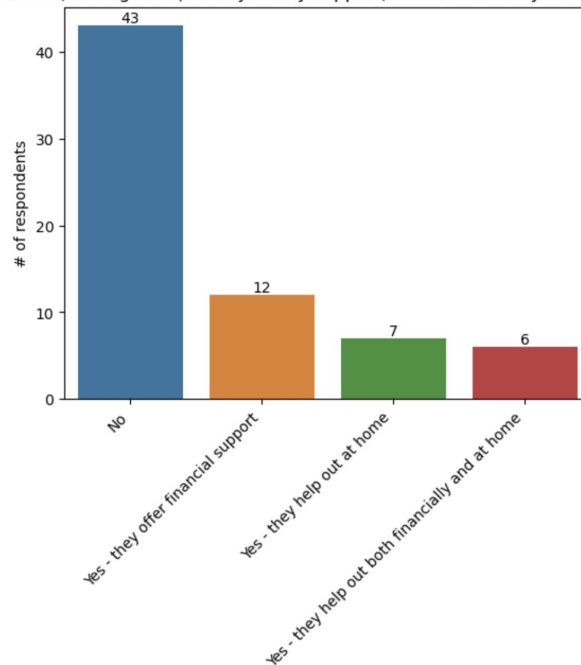
# Do postdocs feel financially secure?

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?

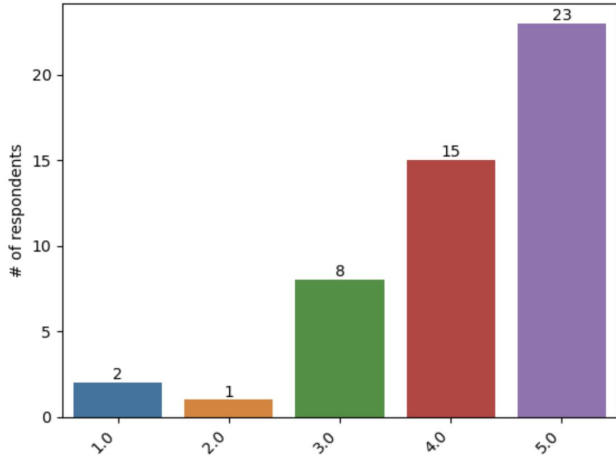


*Majority of respondents do not receive any support from family*



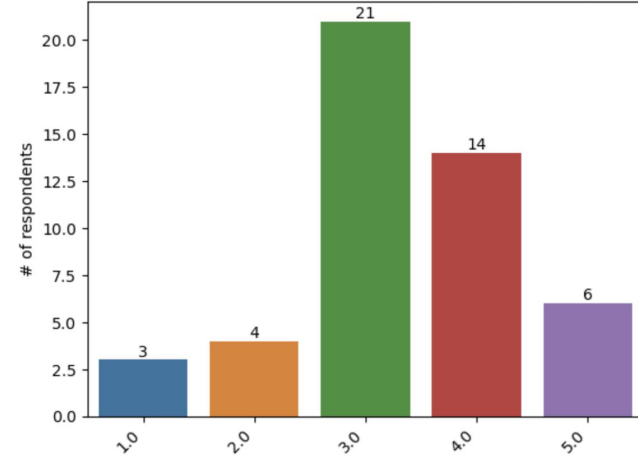
# Do postdocs feel supported by their PI and MIT?

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*



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

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***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)*



