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**Motherhood on the Brink:  
COVID's Caregiving Crisis & Maternal Mental Health  
#MomsAreOnTheBrink**

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## Motherhood on the Brink: COVID'S CAREGIVING CRISIS & MATERNAL MENTAL HEALTH

IN CONJUNCTION WITH:

Congressional Caucus on  
Maternity Care

Congressional  
Pre-K Caucus

Congressional  
Mental Health Caucus



IN PARTNERSHIP WITH:



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**#MomsAreOnTheBrink #ChildcareSolutions**

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**Joy Burkhard**

Founder & Executive Director

2020 Mom / Mom Congress

LinkedIn: Joy Burkhard

Twitter: @JoyBurkhard



**Congresswoman,  
Debbie Wasserman Schultz**  
Serving Florida's 23rd Congressional District  
Twitter: @RepDWSTweets  
Facebook: @RepDWS

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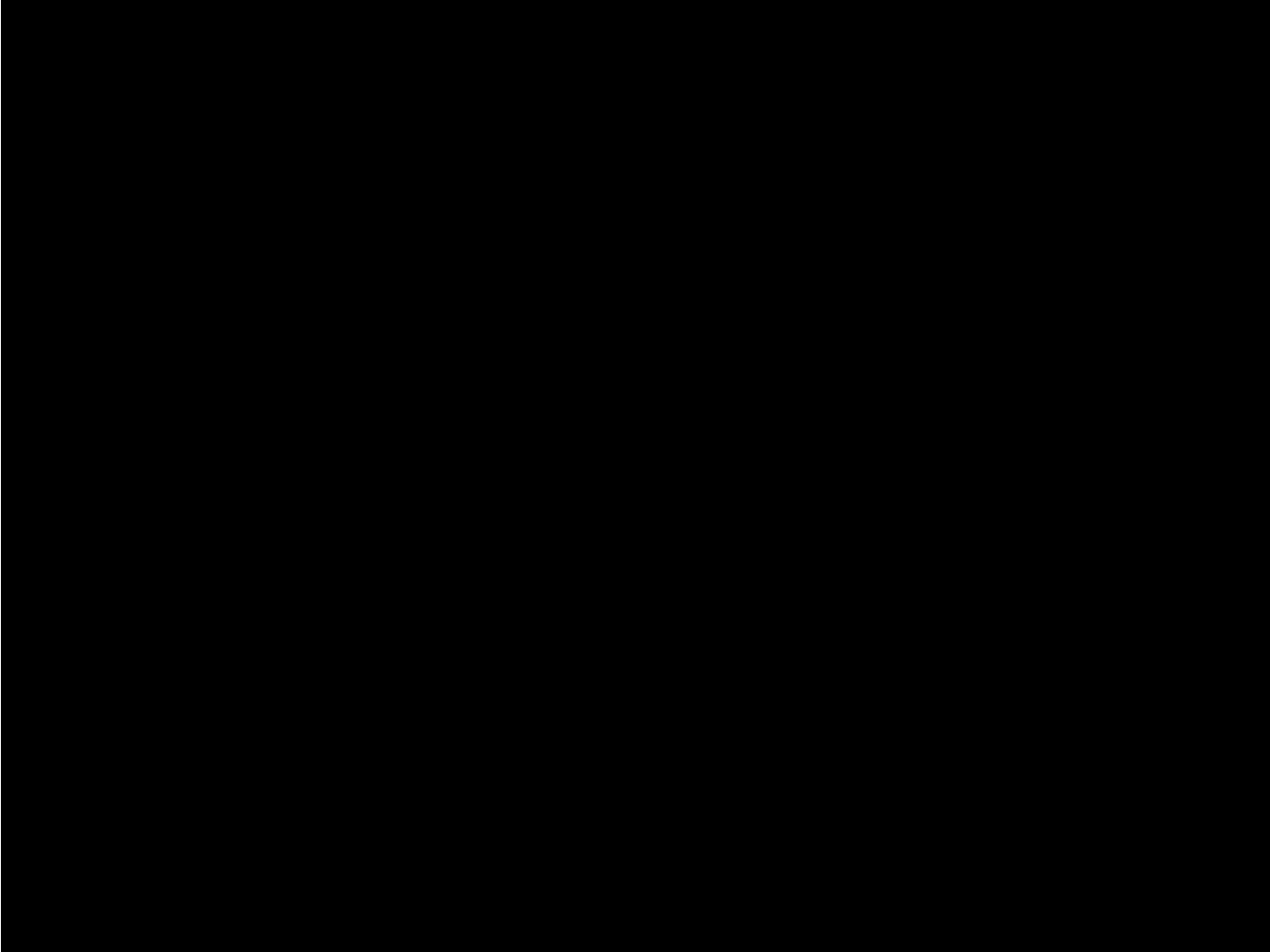


**Senator Joni Ernst**

**Serving Iowa**

**Twitter: @SenJoniErnst**

**Facebook: @SenJoniErnst**





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**ZERO TO THREE**

Early connections last a lifetime

**Myra Jones-Taylor**

**Chief Policy Officer, Zero to Three**

**Twitter: @MyraJonesTaylor**

**LinkedIn: Myra Jones-Taylor**

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**Katherine Goldstein**

Journalist and Founder / Director 'The Double Shift'

Twitter: @KGeee

Instagram: @TheDoubleShift

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# Prior to the CoVID Crisis, Motherhood was on the Brink

- Of women who had a baby between the ages of 25-35, their wages NEVER recover relative to male partners
- Only 19% of workers had access to paid leave in the U.S.
- Half of the country lived in a neighborhood that had too few licensed childcare spots
- U.S. Childcare workers are some of the lowest paid workers in the country
- 85% of Women Felt the U.S. did not do a good job of supporting and understanding mothers
  - Half said stronger govt policies like paid leave and child care credits would make the biggest impact
  - While 22% wanted more understanding from employers, like flex hours and more part-time arrangements.



# The CoVID Crisis Exacerbated the Existing Motherhood Crisis

- **Women/Mothers Make up a significant portion of the labor force**
  - 64% of non-Black mothers are the primary breadwinners or co-breadwinners in their households.
  - 84% of Black mothers are the primary or co-breadwinner in their households.
- **1 in 5 working age adults is now unemployed because CoVID upended their child care arrangements**
  - Women are nearly 3x more likely than men to have been impacted
  - 865,000 women had no choice but to leave the labor force between Aug-Sept



# What Should We do About It?

- We Need a UNIVERSAL \*and\* EVERYTHING but the Kitchen Sink Approach & We Need It Now
  - Voices at a National, State, Local, Private Sector, Non-Profit and Grassroots Level to push for Federal Support.



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100  
YEARS

# WOMEN'S BUREAU

**Our Purpose. Your Work.**

**Laurie Todd-Smith, PhD**  
Director, Women's Bureau  
Twitter: @LaurieToddSmith

Twitter: @WB\_DOL

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# Priorities

## **Access and Affordability of Child Care**

Regular Rate Reform

Child and Dependent Care Credit

National Child Care Cost Database

## **Paid Leave**

Analyzing the RFI about Paid Leave

## **COVID-19**

Broad Public Survey of Working Women

COVID-19 Child Care Grant

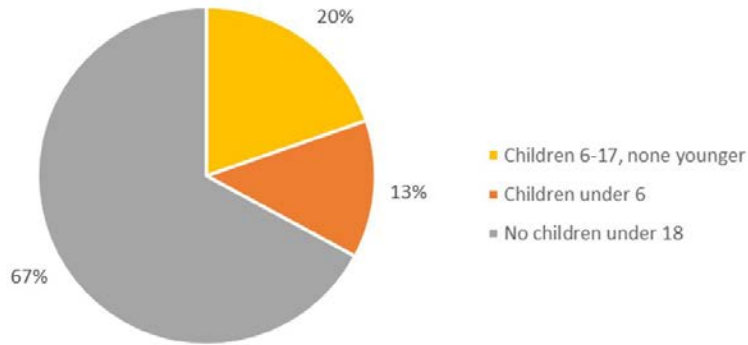
Impact on Labor Force Participation

## **Expanding Access to Apprenticeships**

WANTO Grants

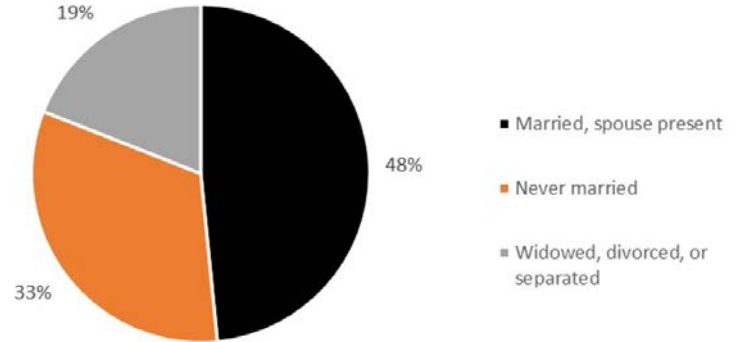
# Composition of Women in Labor Force by Family Status

Women in Labor Force by Age of Children (16+), 2019



Source: Bureau of Labor Statistics, Current Population Survey

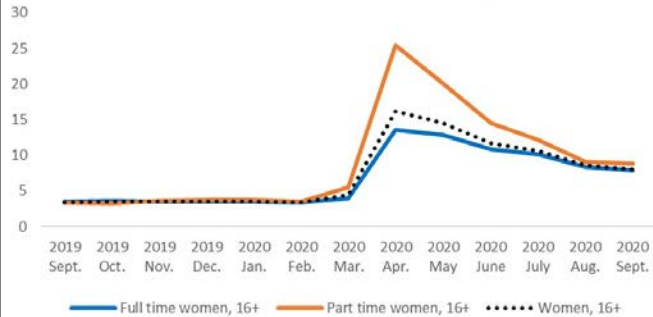
Women in Labor Force by Marital Status (16+), 2019



Note: Statistics are not seasonally adjusted  
Source: Bureau of Labor Statistics, Current Population Survey

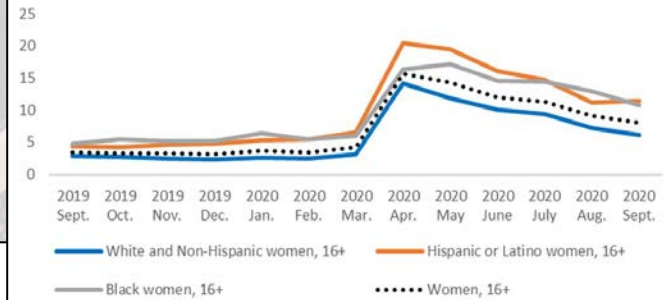
# Unemployment Rate for Women by Selected Characteristics

Unemployment Rate for Full vs. Part Time Women (16+)



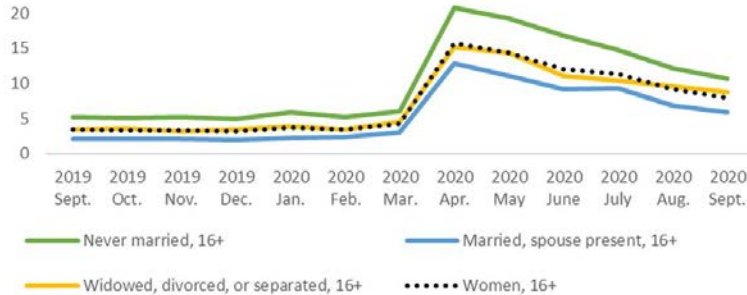
Source: Bureau of Labor Statistics, Current Population Survey

Unemployment Rate for Women by Race and Ethnicity (16+)



Note: Statistics are not seasonally adjusted  
Source: Bureau of Labor Statistics, Current Population Survey

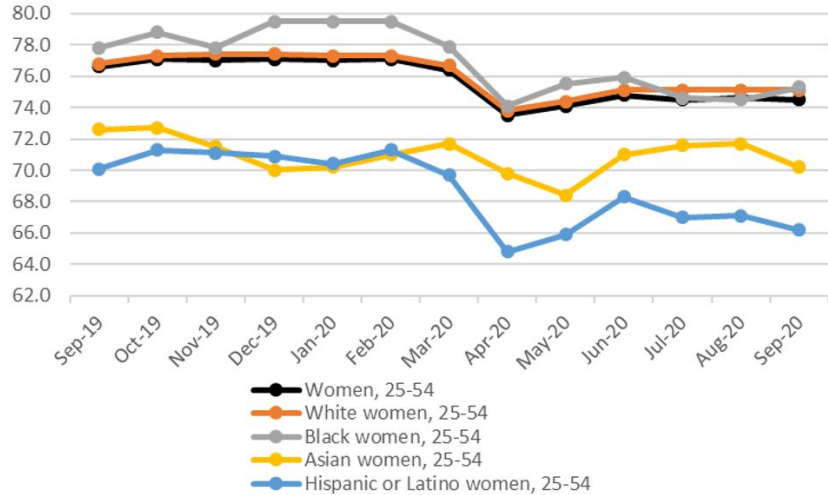
Unemployment Rate for Women by Marital Status (16+)



Note: Statistics are not seasonally adjusted  
Source: Bureau of Labor Statistics, Current Population Survey

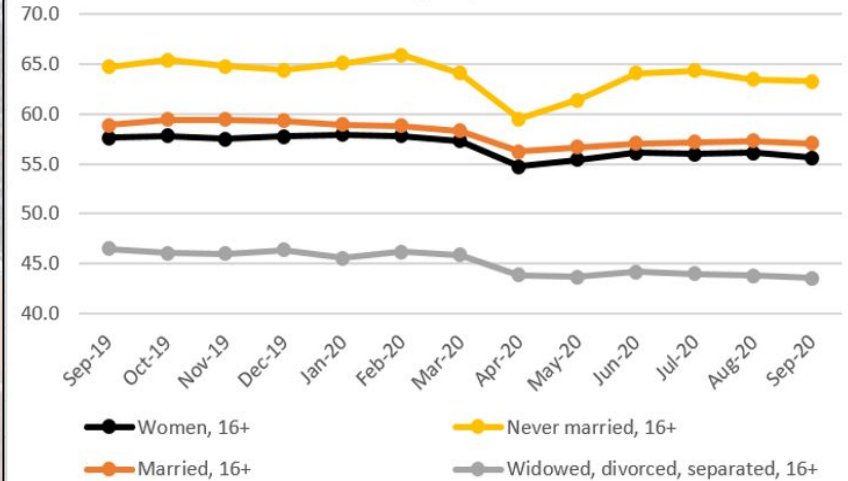
# Labor Force Participation Rate of Women

Labor Force Participation Rate of Women by Race and Ethnicity (25-54)



Note: Statistics are not seasonally adjusted  
 Source: Bureau of Labor Statistics, Current Population Survey

Labor Force Participation Rate of Women by Marital Status (16+)



Note: Statistics are not seasonally adjusted  
 Source: Bureau of Labor Statistics, Current Population Survey



# WANTO Grants

In 2020, the Women's Bureau awarded grants to the following organizations:

- [Apprenticeship and Nontraditional Employment for Women](#)
- [Center for Employment Training](#)
- [Chicago Women in Trades](#)
- [Gang Alternatives Inc.](#)
- [Goodwill Industries of East Texas Inc.](#)
- [Workforce Development Board of Herkimer, Madison and Oneida Counties Inc.](#)

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**Samantha Meltzer-Brody, MD, MPH**

**Assad Meymandi Distinguished Professor and Chair**

**Department of Psychiatry**

**The University of North Carolina at Chapel Hill**

**Twitter: @smeltzerb, @PsychiatryUNC**

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# Pre-Pandemic: Perinatal Mood and Anxiety Disorders

- Prevalence is at least 10–15% in general population. Occurs in reproductive-aged women during pregnancy or after childbirth.<sup>1</sup>
- The underlying cause is unknown and is likely multifactorial.<sup>2-10</sup>
  - PMADs have been linked to history of depression, inflammatory signaling, fluctuations in perinatal hormones, dysregulation of stress pathways, such as the hypothalamic-pituitary-adrenal (HPA) axis, and GABA signaling dysfunction, including altered GABA receptor regulation.
- More heritable than non-perinatal depression<sup>11</sup>
  - 44 to 54% in perinatal vs 32% in non-perinatal depression v

1. American Psychiatric Association, *Diagnostic and statistical manual of mental disorders: DSM-5*. 2013; 2. Osborne LM, et al. *Psychoneuroendocrinology*. 2017; 79: 116-21; 3. Roberston E et al. *Gen Hosp Psychiatry*. 2004;26:289-295; 4. Silverman ME et al. *Depress Anxiety*. 2017;34:178-187; 5. Osborne LM and Monk C. *Psychoneuroendocrinol*. 2013;38:1929-1952; 6. Luisi S, et al. *J Clin Endocrinol Metab*. 2000; 85(7): 2429-2433; 7. Guintivano J et al. *Psychological Med* 2017; 48(7): 1190-2000; 8. Melon LC, et al. *Psychoneuroendocrinology*. 2018; 90:182-193; 9. Maguire J and Mody I. *Neuron*. 2008; 59(2): 207-13; 10. Mody I and Maguire J. *Front Cell Neurosci*. 2011; 6:4; 11. Viktorin, A. et al. *Am J Psychiatry*. 2016;173:58-65.



# New Mothers' Untreated Mental Health Issues Cost Billions

Mental health issues not only weigh down new mothers but also often go untreated, leading to \$14.2 billion in economic costs.



## Issue BRIEF

### CONTEXT

- PMADs affect 1 in 7 pregnant and postpartum women nationwide, making it the most common obstetric complication.<sup>4,5</sup>
- These conditions often go undiagnosed and untreated, despite the existence of screening tools and effective treatments.<sup>6</sup> In fact, only 50% of perinatal women who are diagnosed with depression receive any treatment.

Dara Lee Luca, Nellie Garlow, Colleen Staatz, Caroline Margiotta, Kara Zivin

### Societal Costs of Untreated Perinatal Mood and Anxiety Disorders in the United States

**Summary.** Although perinatal mood and anxiety disorders (PMADs), which include depression and anxiety disorders during pregnancy and postpartum, are common among mothers in the United States, these medical conditions often go undiagnosed and untreated.<sup>1,2</sup> While PMADs have received increasing attention from policymakers and professional societies, the societal costs have not been well documented. This issue brief describes the findings from a new mathematical model that quantifies the societal costs<sup>3</sup> of untreated PMADs from conception to age 5. The model uses the most recent data and credible estimates of maternal, child, and societal outcomes associated with untreated PMADs from peer-reviewed literature. We estimate that the total societal cost of untreated PMADs in the U.S. is \$14.2 billion for all births in 2017 when following the mother-child pair from pregnancy through five years postpartum.



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# 2020 COVID-19 Pandemic



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Commentary |  Free Access

## Perinatal mental health and the COVID-19 pandemic

Stephanie Brown

First published: 15 September 2020 | <https://doi.org/10.1002/wps.20779>

- **The COVID-19 pandemic necessitates worldwide action to strengthen both public health interventions promoting perinatal mental health and the capacity of mental health care services to support and enable the resilience of families dealing with cumulative social and economic stresses at times of crisis.**

Maternal Mental Health During The Coronavirus Pandemic



Image from Mental Health America website, article by Adrienne Griffen, Executive Director of the Maternal Mental Health Leadership Alliance

# Impact of COVID-19 on Perinatal Mental Health

- Studies demonstrate significant distress in perinatal women
- One of the greatest factors for postpartum depression is stress and distress during pregnancy
- Majority of pregnant women in two recent studies report severe psychological impact of the pandemic

[Saccone et al, Am J Obstet Gynecol.](#) Psychological impact of coronavirus disease 2019 in pregnant women  
2020 Aug; 223(2): 293–295.

[Lebel et al, J Affective Disorders.](#) Elevated depression and anxiety symptoms among pregnant individuals during the COVID-19 pandemic Affect Disorders, 2020 Aug 1;277:5–13.

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# Bipartisan Policy Center

**Linda Smith**

Director of Early Childhood Development, BPC

LinkedIn: Linda Smith

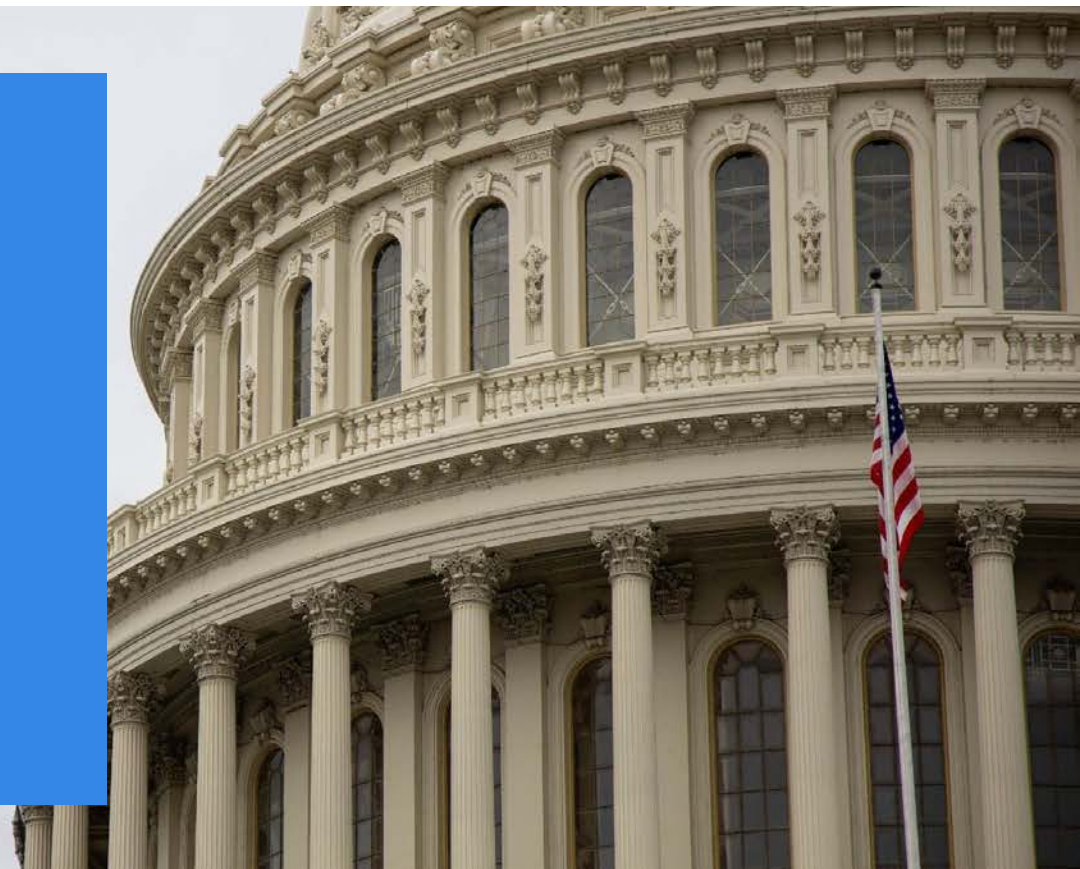
Twitter: @LKSMith1215, @BPC\_Bipartisan

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Bipartisan Policy Center

# Child Care in COVID-19: Understanding Parents' Perspectives



# About the Bipartisan Policy Center

BPC is a Washington, DC-based think-tank that fosters bipartisanship by combining the best ideas from both parties to promote health, security, and opportunity for all Americans.

BPC's policy solutions are the product of informed deliberations by former elected and appointed officials, business and labor leaders, and academics and advocates who represent both sides of the political spectrum.

[www.bipartisanpolicy.org/earlychildhood](http://www.bipartisanpolicy.org/earlychildhood)





# Child Care Arrangements

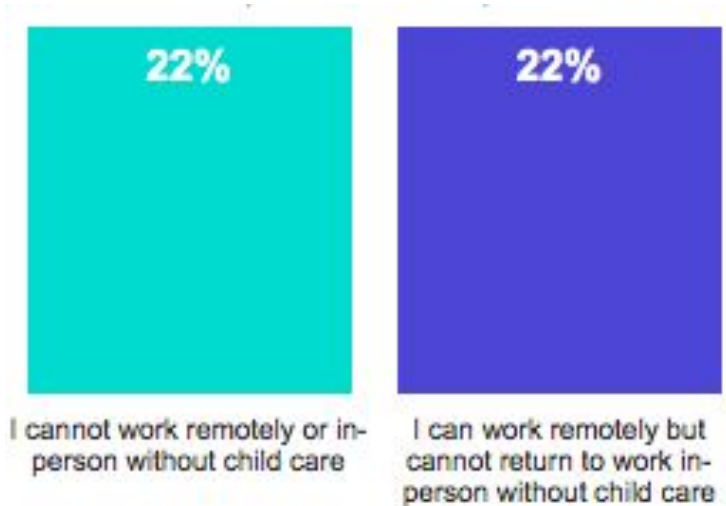
Survey conducted from August 3-10 among 1,000 parents who have:

- children under age 5, and
- someone in the household who was employed in January 2020.

- 32% of parents using a child care provider in January 2020 reported using a family member or relative to care for their children during COVID-19 (compared to 21% in January 2020).
- 13% reported alternating work hours with someone in their household.
- Parents with incomes below \$50,000 reported they are more likely to rely on a family member or relative to provide care for their children.

# Parents' Work Status

44% of parents are unable to work in some form without child care.



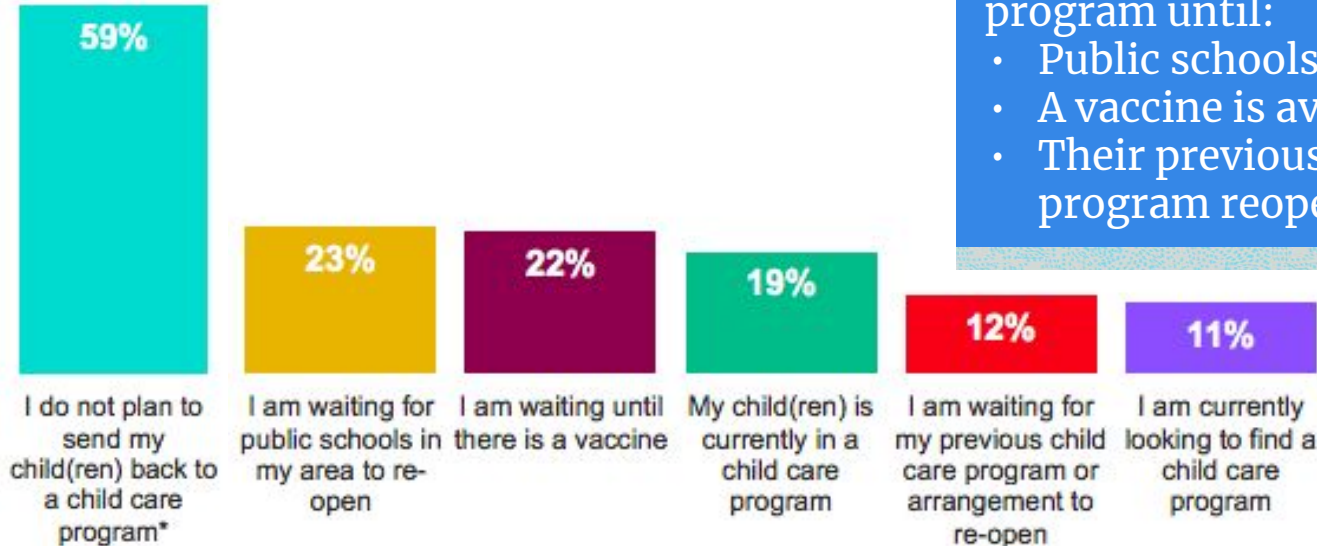
- 27% of parents with income less than \$35,000 say they cannot work in person or remotely without child care.
- 35% of Hispanic parents say they can work remotely but not in-person without child care.
- 38% of Black parents say they can work because they have a child care arrangement in their household.

# Returning to Child Care

Parents are split on when they plan to send their children back to child care.

Many parents are waiting to send their children back to a child care program until:

- Public schools reopen.
- A vaccine is available.
- Their previous child care program reopens.



# Returning to Child Care

59% of parents said they do not plan to send their children back to a child care program. Among these parents, 57% said they or their spouse/partner will provide care, and 33% will rely on a family member or relative.

Among all parents:

- 91% said they are most comfortable with a family member or relative providing care for their children.
- 53% of parents are not comfortable sending their child to a child care center.
- 77% of parents are concerned that their child and family will be exposed to COVID-19 if they return to child care.

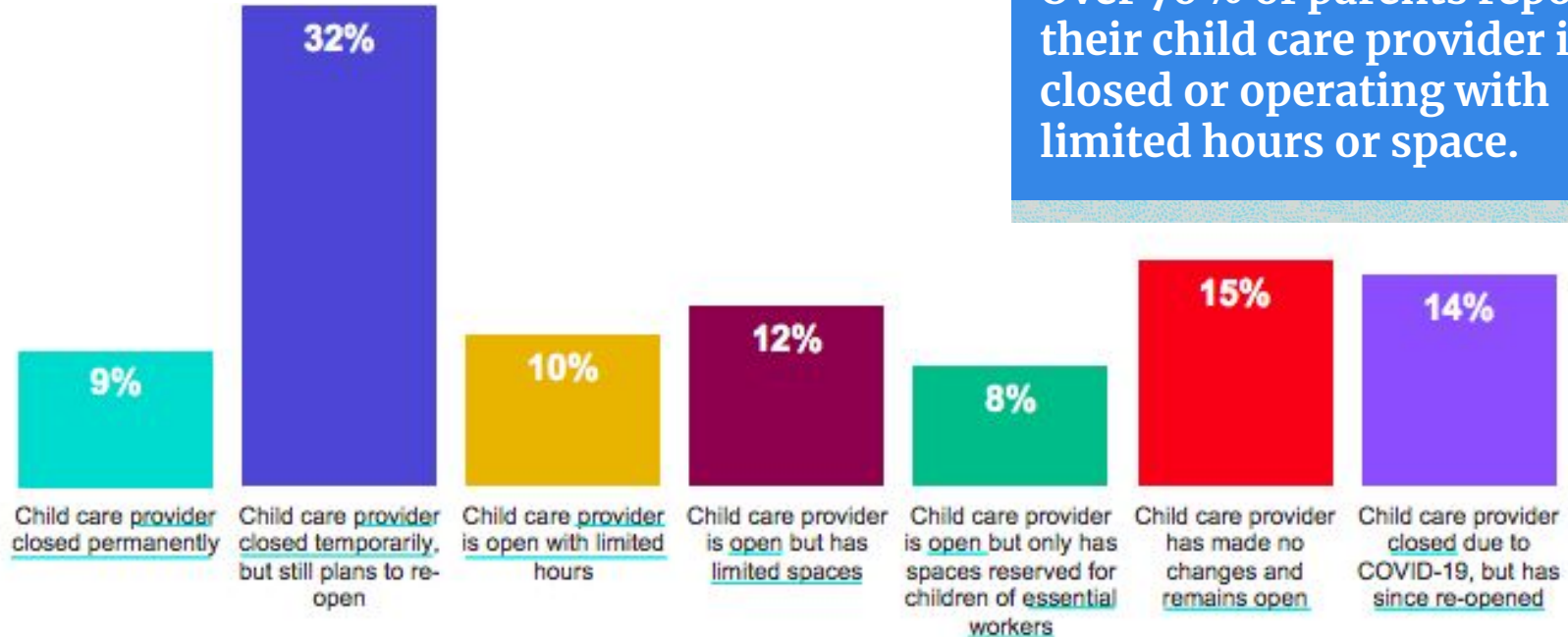
# Health and Safety Measures

When asked what is *most important* to parents in child care programs upon reopening, parents selected hand sanitizing, temperature checks, COVID-19 testing for staff, and required use of face masks for staff.



# Child Care Operating Status

Over 70% of parents report their child care provider is closed or operating with limited hours or space.



# School-Aged Children

## Child Care for School-Aged Children

- 38% of parents with school-aged children said they will look for a child care provider if their school does not open in the fall.
- 39% of these parents would prefer a formal child care program or provider to care for their school-aged children.

Among those who would look for a child care provider for their school-aged children, 75% would be unwilling or unable to afford to pay for this type of care.

# For More Information

Parent Survey Resource Center

[www.bipartisanpolicy.org/parent-survey-resource-center](http://www.bipartisanpolicy.org/parent-survey-resource-center)

August 2020 Survey: Child Care in COVID-19: Another Look at What Parents Want

[www.bipartisanpolicy.org/child-care-in-covid-another-look/](http://www.bipartisanpolicy.org/child-care-in-covid-another-look/)

New Data: Online Schooling a Logistical Nightmare for Working Parents

[www.bipartisanpolicy.org/new-data-online-schooling-a-logistical-nightmare-for-working-parents/](http://www.bipartisanpolicy.org/new-data-online-schooling-a-logistical-nightmare-for-working-parents/)





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## **Blessing Adesiyan**

Founder and CEO, Mother Honestly

LinkedIn: Blessing Adesiyan

Instagram: motherhonestly



# ABOUT US

We are reimagining how women thrive in motherhood, work and life.

**Modern motherhood is becoming increasingly demanding and overwhelming.** My name is Blessing Adesiyan and I am the Founder and CEO of Mother Honestly, a platform dedicated to motherhood and the forces shaping our future.

**The truth is, motherhood is becoming unsustainable and more women are seeking solutions on how to approach their lives in motherhood.** The pandemic has forced myself including millions of other women out of the workforce in more ways than we can imagine. From racism, sexism, discrimination, maternal biases, and harassment to complete lack of flexibility and support, women are leaving in droves. We are dealing with more than they can handle on a daily basis as they combine work and family.



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**HONESTLY**

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# Motherhood + Work Survey

We surveyed thousands of working mothers on how they are coping with the effects of Covid-19 on their work, career, home and life. The result? Mothers are at the tipping edge.



“I end up working more after bedtime, it’s exhausting”

“I can’t do this anymore, I am going crazy”

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# Motherhood + Work Survey

- 98% of working moms are burned out.
- **41% is currently considering leaving the workforce** to close the education/childcare gap for their kids (with ~1MM who left in Sept. 2020 alone)
- **Childcare is a major concern due to shortages and potential covid-19 outbreaks**
- **Things are not going well in these areas:**
  - Finances (73%)
  - Career (66%)
  - Childcare (60%)
  - Relationship (50%)
  - Mental Health (94%)

# Employer Support Is Critical

Companies who support their employees now, will retain their best talent post covid-19

- **Employers have lost 720 million hours/week** of work because of the current childcare crisis amongst working parents. It's evident that employers must create sustainable childcare solutions for caregivers.
- **Ways Employers Can Support Their Working Parents Right Now**
  - Practice empathy for employees with higher caregiving responsibilities
  - Provide the required flexibility for caregivers to re-arrange schedules
  - Re-evaluate EOY performance review metrics, with a huge focus on pre-pandemic performance
  - Subsidize caregiving or provide onsite childcare to ease the transition back to work
  - Pay adequate attention to the pandemic's impact on women of color
  - Directly ask employees how they can be supported during this time

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# Current Pending Child Care Legislation

## Back to Work Childcare Grants Act

- S 4221 Senator Ernst (IA):
- Provides 9-month financial assistance to any child care provider
- Does not pass funds through the HHS Child Care and Development Block Grant (CCDBG) but compliments the Block Grant Program
- Requires states to ensure a diverse field of child care setting options for parents, including center-based, family child care, and faith-based options

## Child Care is Essential Act

- S 3874 & HR 7027 - Congresswoman DeLauro (CT) - Senator Murray (WA)
- Establishes a fund within the existing HHS Child Care and Development Block Grant (CCDBG) program and funds existing child care providers/centers



# Additional Immediate In-Home Child Care Solutions

- Allow Flexible Spending Account (FSA) payments to go directly to family members.
- Allow multi-family FSA contributions for shared care arrangements, including nanny share, when more than one family splits a caregiver.
- Train those who have lost jobs (potentially through virtual community college training) to become in-home childcare providers, employed by childcare centers and employers. This could be done through grants, a tax incentive, or other means (hiring credit).
- Provide flexibility in the Federal Temporary Assistance for Needy Families (TANF) program to allow direct child care payments for parents with infants.

# Current Maternal Mental Health Ask

- **Support \$3.5 million for HRSA to fund a maternal mental health hotline within the FY 2021 spending package.**
  - Hotline would provide non-crisis support 24/7 to educate and support mothers and their families about MMH disorders and assist with care navigation



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**Thank you!**

Learn more at [Mom-Congress.com](https://Mom-Congress.com)

Questions? Contact [Crystal@2020mom.org](mailto:Crystal@2020mom.org)