Women’s Funds of Northeast Wisconsin COVID-19’s Impact on Women in Northeast Wisconsin Study

June 2021
INTRODUCTION:

This report is based on the responses of 1,050 women from the northeast region of Wisconsin that lived, worked, and parented through the COVID-19 global pandemic. This document summarizes data and analysis from a survey that covers multiple themes (e.g., employment, family, schooling, violence, mental health, etc.) as well as multiple demographic measures. The findings speak to the challenges faced by many during the pandemic, but our focus is to understand the unique challenges faced by women in Northeast Wisconsin. The goal of the following sections is to provide a narrative analysis that establishes broad themes and patterns in the data. A supplementary dashboard tool will allow for closer inspection of each survey item and analysis by discrete categories (e.g., age, county, income level, and more).

Gender inequality is a pressing and pervasive issue that impacts many aspects of work and has important ramifications for life inside the home. We find that the lives of women, especially those working full-time or caring for children, were dramatically disrupted by the challenges brought about by COVID-19. Increases in remote work and disruptions to schooling have undoubtedly impacted health, health decisions, and plans for future work or advanced education. The findings in this report will serve as a valuable resource for stakeholders committed to building data-informed policies designed to improve the lives of women in Northeast Wisconsin who are eager to live a better life after the global pandemic.

This research was led by a team at the Strategic Research Institute at St. Norbert College in collaboration with expert analysts at Neighborhood Analytics, LLC. Data for this report are drawn from an online survey designed in collaboration with the four Women’s Funds in Northeast Wisconsin (Women’s Fund of Greater Green Bay, Women’s Fund for the Fox Valley Region, Women’s Fund of the Oshkosh Area Community Foundation, and Fond du Lac Area Women’s Fund). This collaborative study and digital dashboard are made possible through a grant from the Basic Needs Giving Partnership of the Greater Green Bay Community Foundation, a funding collaborative that includes funds from the U.S. Venture Open Fund for Basic Needs, the J. J. Keller Foundation, and other community donors.

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1 Data collection spanned from March 16 to April 27, 2021.
2 The public dashboard connected to the data in this report can be found here: https://public.tableau.com/app/profile/joseph.cera/viz/WomensFundofNEWisconsinCOVID-19ImpactonWomenSurveyDashboard/SurveyAudienceandProfile.
EXECUTIVE SUMMARY

KEY OBJECTIVES AND GOALS

The purpose of this study was to measure and assess the impact of the novel Coronavirus (COVID-19) pandemic on lives of women in Northeast Wisconsin.

Specific focus areas include:

- Personal employment | Income assistance
- Ability to pay rent/mortgage
- Family/child care responsibilities
- Children and schooling
- Intention to complete post-secondary education
- Mental health
- Hostility and violence

IN BRIEF

THE RESPONSIBILITY BURDEN OF WORKING WOMEN

A dramatic impact of COVID-19 was the increase of remote work coupled with a sudden loss of child care and schooling. Survey data indicate that the COVID-19 shutdown contributed to an increased responsibility burden for working women in Northeast Wisconsin. For instance, more than any other family member, working women were responsible for the direct supervision of their children throughout the pandemic and were most frequently responsible for coordinating at-home or online schooling. Unpartnered working women with children relied on other family members to provide child care during the pandemic much more frequently than married or partnered women. Young working women faced significant challenges juggling work and child care; more than 50% of working women aged 18-34 reported that lack of child care had a moderate or significant impact on their employment during the pandemic.

All families faced challenges during the pandemic, but our data show that the challenges faced by women were steep and unique. Please see the dashboard for detailed analysis of employment and child care responsibility for working women.

WORKING + CARING FOR CHILDREN = POOR MENTAL HEALTH AND STRESS

Looking at health challenges during COVID-19, working women who care for children experienced increased rates of poor mental health and increased stress during the pandemic. Working women with children had less time for rest and healing because they spent significant time doing unpaid care work and likely faced challenges at work due to increased time constraints. For example, though there are significant variations, our data show that Northeast Wisconsin working women were caring for their
family with inadequate support during the pandemic. More than 70% of women with children in the home during the pandemic reported that COVID-19 had a moderate or major impact on their mental health, and more than 80% reported their daily stress increased during the pandemic.

**Gender-Based Violence and Hostility**

In some instances, the pandemic exacerbated long-established disparities in violence against women. Using a definition of hostility and violence that includes a range of behaviors, survey data indicate the intensity, but not the prevalence of hostility, violence, and aggression, increased during the pandemic. Though most women did not report experiencing violence, those that did, experienced more frequent abuse during the pandemic. For example, survey data show increases in verbal threats, criticism, blame, mean teasing, and physical attacks among women who reported at least one form of violence or hostility prior to the start of the pandemic.

The survey data also validate concerns that children were exposed to higher rates of verbal abuse during the pandemic. More than half of surveyed women with children report observing some form of verbal abuse or criticism directed at their child(ren) during the pandemic. For more detailed information on hostility and violence, please review the summary survey data and visit the public data dashboard.

**Mental Health and Stress**

As expected, we found that daily stress increased during the pandemic; more than 75% of women reported their daily stress as moderate or high during the pandemic. Most women expressed confidence that daily stress levels will drop after the pandemic, but few anticipate their amount of daily stress will return to where it was before the pandemic. Two-thirds of women (66%) said during the past year, the pandemic has had a major or moderate impact on their mental health. This is higher than the impact they reported for both their child(ren) (58%) and their spouse/partner (50%). Additionally, 19% needed but were unable to obtain counseling from a mental health professional, 21% received counseling or therapy, and 31% took prescription medication to help with emotions or their concentration. Managing stress, burnout, and exhaustion will be important for many women as the return-to-work effort gets underway.

**Unique Challenges for Lower Income or Unpartnered Women**

The pandemic presented unique challenges for Northeast Wisconsin women that were lower income or unpartnered. For instance, study data indicate that single or below-average earners in Northeast Wisconsin worked fewer hours during the pandemic, had a less flexible work schedule, and were furloughed at a higher rate compared to all other women. These challenges were exacerbated for single- or lower-income women with direct supervision of children in the home.
SURVEY AUDIENCE AND PROFILE

The women in our data are from Northeast Wisconsin (N=1,050) and have a median age of 45 to 54 years old. Most own (or are buying) their home, are married, White, and do not identify as Hispanic or Latino. Nearly half have earned a bachelor’s degree and over one-fourth have a graduate or professional degree. Approximately 82% are employed with 65% being employed for wages full-time. Median combined total family income before taxes was $75,000 to $99,999. Slightly over one-third stated they or someone in their immediate family had COVID-19.

<table>
<thead>
<tr>
<th>In which NE WI county do you live?</th>
<th>%</th>
<th>In which NE WI county do you primarily work?</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown</td>
<td>19</td>
<td>Brown</td>
<td>22</td>
</tr>
<tr>
<td>Calumet</td>
<td>4</td>
<td>Calumet</td>
<td>2</td>
</tr>
<tr>
<td>Fond du Lac</td>
<td>16</td>
<td>Fond du Lac</td>
<td>15</td>
</tr>
<tr>
<td>Kewaunee</td>
<td>1</td>
<td>Kewaunee</td>
<td>&lt;1</td>
</tr>
<tr>
<td>Oconto</td>
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<td>Oconto</td>
<td>1</td>
</tr>
<tr>
<td>Outagamie</td>
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<td>Outagamie</td>
<td>26</td>
</tr>
<tr>
<td>Shawano</td>
<td>1</td>
<td>Shawano</td>
<td>1</td>
</tr>
<tr>
<td>Waupaca</td>
<td>4</td>
<td>Waupaca</td>
<td>3</td>
</tr>
<tr>
<td>Winnebago</td>
<td>25</td>
<td>Winnebago</td>
<td>25</td>
</tr>
<tr>
<td>I do not live in the listed counties</td>
<td>5</td>
<td>County outside of NE WI</td>
<td>5</td>
</tr>
</tbody>
</table>
**Methodology:**

An online survey was designed in collaboration with the four Women’s Funds in the Northeast Wisconsin region (Women’s Fund of Greater Green Bay, Women’s Fund for the Fox Valley Region, Women’s Fund of the Oshkosh Area Community Foundation, and Fond du Lac Area Women’s Fund). Participants opted into the survey from invitations from the four Women’s Funds and from online solicitations from local websites and media outlets. The survey questions covered multiple COVID-19-related themes including life at work and home, daycare/child care responsibilities, children schooling, post-secondary education plans, mental health, and hostility/violence, as well as demographic measures. Data collection lasted from March 16 to April 27, 2021. A total of 1,050 women consented to participate in the survey. Participation was optional and the sample represents adult women living in Northeast Wisconsin during the COVID-19 global pandemic.

Summary survey results and analyses below highlight unweighted descriptive statistics, averages, and percentages of survey responses across Northeast Wisconsin counties organized by theme. Throughout the report, we highlight differences between groups that exceed five percentage points and reach conventional statistical significance (95% confidence interval) using regression, chi-square, or t-test analysis. Typically, only results that exceed five percentage points of difference are reported.

**Note:** Summary results are also available in a public dashboard where data can be aggregated by county, income level, or additional demographic characteristics. Dashboard users will have access to a wide variety of tools to arrive at unique and valuable insights that complement the analyses presented in this report. Please feel to visit the dashboard by copying and pasting the link below into an Internet browser.


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1 A total of 161 women started but did not complete all survey items. The final analytical sample was limited to completed surveys.
SUMMARY POINTS BY FOCUS AREA

EMPLOYMENT

Work did not stop during the pandemic, but it did change. In our data, roughly 80% of women are employed and another 3% have been out of work for less than 1 year. Of these women, approximately 1 in 5 had been laid off, furloughed, or lost their job since the pandemic lockdown in March 2020. Job changes were sudden and impactful but not always consistent. 43% of women said their job or hours were impacted by the pandemic; 23% said they worked less hours while 20% said they worked more hours. More than a quarter of women had their pay impacted by the pandemic; 22% said they made less while 6% said they made more.

Due to a lack of safe workplaces or public health guidelines, more than 60% of women reported they transitioned to a flexible work schedule (i.e., some control over the days and time they work). One-third of employed women maintained a consistent, common work schedule during the pandemic. Approximately one-third (31%) remained in their regular place of employment and never worked from home while the remaining two-thirds could work from home to some extent, including 22% who worked from home exclusively.

INCOME AND COMMUNITY AID OR ASSISTANCE

Our data indicate that 13% of women reported they received some type of community aid in the form of financial assistance or food during the pandemic (87% did not). A small percentage (7%) regularly received public income assistance (Wisconsin Works (W2), Subsidized Childcare, Food Stamps, General Assistance, Supplemental Security Income (SSI), or Medical Assistance).

In general, income and age were negatively correlated with community aid in the form of financial assistance or food during the pandemic; younger women with lower income more frequently reported receiving assistance compared to their older and higher income counterparts. Unpartnered women with children reported the highest levels of received assistance.

HOUSING CHALLENGES IN A PANDEMIC

To better understand the challenges faced by families in a pandemic, we measured multiple indicators of housing. The data show that most women (89%) were highly confident that their household would be able to pay their next rent or mortgage payment on time; this confidence is likely a reflection of a highly-educated, unweighted sample. Approximately 8% are moderately confident, 2% slightly confident, and 1% not at all confident; 1% reported their payment is/will be deferred.

Compared to the rest of the country, foreclosure or eviction was not an immediate concern for most Northeast Wisconsin women. Nearly all (92%) believe it is not at all likely they will have to leave their home or apartment within the next two months because of eviction or foreclosure. 7% said not very likely, 1% somewhat likely, and less than 1% said it is very likely they will have to leave their home or apartment within the next two months.
**FAMILY/CHILD CARE RESPONSIBILITIES**

A little more than one-third of the surveyed women had children under the age of 18 living in their household that required supervision during the pandemic. Of those with children in the home, most (65%) said “mom” provided primary care for children that require daycare/child care during the pandemic. A little over one-third of mothers reported that someone else provided direct supervision (9% said dad, 7% other family member, 6% sibling, 2% legal guardian, and 12% other non-family member).

An analysis of gender roles shows many women face a double bind in the workforce and at home. For instance, 45% of surveyed women said a lack of daycare/child care had a moderate or significant effect on their employment; however, 28% reported that the pandemic did not alter their parenting or work life.

One-third of women with children in the household either had themselves or an immediate family member contract COVID-19 compared to 41% for those without children in the household.

**Figure 1** indicates rates of COVID-19 were lower in households with children among surveyed women.

**Figure 1. Household member had COVID-19, by children in the household**

<table>
<thead>
<tr>
<th></th>
<th>Had COVID-19</th>
<th>Did not have COVID-19</th>
</tr>
</thead>
<tbody>
<tr>
<td>With children in the household</td>
<td>33%</td>
<td>68%</td>
</tr>
<tr>
<td>Without children in the household</td>
<td>42%</td>
<td>59%</td>
</tr>
</tbody>
</table>

*Are there any children under the age of 18 living in your household that require supervision?*
A higher proportion of women with children in the household work outside of the home than those without children in the household; 45% of women with children in the household work from home exclusively or more than once a week compared to 36% without children in the household. 34% of women without children in the household reported they never worked from home during the pandemic.

**Analysis of employment data suggests that most women continued to work at least partially outside the home (Figure 2).**

![Figure 2. Frequency of working from home, by children in the household](image)

**CHILDREN AND SCHOOL**

Schooling presented broad challenges during the pandemic. To understand the challenges of schooling to the lives of women in Northeast Wisconsin, we examined differences in schooling and work during the pandemic. Among women in the survey, 41% reported having children under the age of 19 in their household enrolled in a public or private school at any time during the 2020-2021 school year; 29% did not have any children under the age of 19 enrolled in a public or private school during the 2020-2021 school year and 31% do not have children.

Of those that have children currently enrolled in a public or private school under the age of 19, 66% said “mom” primarily aided their children in their at-home or online learning; 14% said no one aided their child(ren) in their at-home or online learning. Over three-quarters reported that a computer or other digital device (78%) and the Internet (76%) was always available to their child(ren) for education purposes. Another 16% said a computer or other digital device and 19% said the Internet was only usually available. Fewer than 1 in 10 women only had a computer or other digital device or Internet sometimes, rarely, or never available to their child(ren) for educational purposes. Please see the dashboard for additional analyses related to work, children, and schooling.
In Northeast Wisconsin, women were primarily responsible for supporting children in at-home or online learning (See Figures 3 and 4).

![Figure 3. Person who primarily aided child(ren) in at-home or online learning, by age](chart)

![Figure 4. Person who primarily aided child(ren) in at-home or online learning, by children in the household](chart)
Planning to Attend Post-Secondary Education

Not only did the pandemic impact children attending primary and secondary schools, it also had an impact on roughly 10% of women in Northeast Wisconsin planning to further their education and take post-secondary education classes this fall (2021). Before the coronavirus pandemic, 11% of women were planning to take fall classes from a college, university, community college, trade school, or other occupational school (such as cosmetology school or a school of culinary arts).

Of these women who were planning on taking post-secondary education classes this fall, 41% were planning on pursuing a graduate degree program, 16% a bachelor’s degree program, 15% an associate’s degree program, 8% a certificate or diploma program from a school that provides occupational training, 8% another credential program not previously listed, and 12% said they were planning on taking classes that are not part of a credential program.

Mental Health Challenges

COVID-19 increased stress and negatively impacted the mental health of the entire world’s population. New and emerging data indicates that COVID-19 will likely have a lasting emotional impact post-pandemic as well. Women in Northeast Wisconsin faced many mental health challenges. For instance, two-thirds of women said that during the past year, the COVID-19 pandemic had a major (24%) or moderate (42%) impact on their mental health. Additionally, over half reported it had a major or moderate impact on the mental health of their spouse/partner (11% major, 39% moderate) and the mental health of their child(ren) (21% major, 37% moderate). Only 12% or less said the pandemic had no impact at all on themselves, their spouse/partner, or their child(ren).

When asked the following question, “thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days in the past 30 days was your mental health not good,” women on average reported 9 days in which their mental health was not good with 3 poor mental health days being reported most frequently.

Stress also increased during COVID-19. Approximately 40% of Northeast Wisconsin women experienced a moderate or high amount of daily stress before the pandemic. During COVID-19, more than 75% of women reported they are experiencing moderate or high stress, a substantial increase from pre-pandemic levels. While many anticipate a reduction in daily stress after the pandemic, approximately half of all surveyed women anticipate experiencing a moderate or high amount of daily stress post-pandemic.

Moreover, at any time during the pandemic:

- 54% of women delayed getting medical care because of the coronavirus pandemic.
- 33% needed medical care for something other than coronavirus but DID NOT GET IT because of the coronavirus pandemic.
- 31% took prescription medication to help with emotions or with their concentration, behavior, or mental health.
- 21% received counseling or therapy from a mental health professional such as a psychiatrist, psychologist, psychiatric nurse, or clinical social worker (including counseling or therapy online or by phone).
- 19% needed counseling therapy from a mental health professional but DID NOT GET IT for any reason.

Figure 5 indicates unpartnered women more frequently reported experiencing major or moderate impacts to their mental health during the pandemic.

Figure 5. Impact of the pandemic on mental health over the past year, by marital status

What is your current marital status?

<table>
<thead>
<tr>
<th>Major impact</th>
<th>Moderate impact</th>
<th>Minor impact</th>
<th>No impact at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single, never married</td>
<td>37%</td>
<td>40%</td>
<td>18%</td>
</tr>
<tr>
<td>Married</td>
<td>19%</td>
<td>44%</td>
<td>30%</td>
</tr>
</tbody>
</table>
Figures 6 and 7 provide an analysis of health challenges associated with the supervision of children. These figures show that stress and mental health challenges were common for most women during the pandemic, and particularly challenging for women with direct supervision of children in the home. For instance, 29% of women with a child in the home indicated that COVID-19 had a major impact on their mental health compared to 21% of women without a child in the home.

**Figure 6. Impact of the pandemic on mental health over the past year, by children in the household**

- Major impact
- Moderate impact
- Minor impact
- No impact at all

With children in the household
- 29% Major impact
- 43% Moderate impact
- 23% Minor impact
- 5% No impact

Without children in the household
- 21% Major impact
- 42% Moderate impact
- 30% Minor impact
- 7% No impact

Are there any children under the age of 18 living in your household that require supervision?

**Figure 7. Daily stress experienced during the pandemic, by children in the household**

- High amount
- Moderate amount
- Low amount
- None at all

With children in the household
- 36% High amount
- 45% Moderate amount
- 17% Low amount
- 2% None

Without children in the household
- 27% High amount
- 46% Moderate amount
- 25% Low amount
- 2% None

Are there any children under the age of 18 living in your household that require supervision?
HOSTILITY, AGGRESSION, AND VIOLENCE

Of the indicators examined in the survey, data suggest that most women experience some form of hostility or aggression (more than 60% experience being yelled at, criticized, or blamed). However, the more intense experiences of hostility and aggression are comparatively infrequent. The intensity or level of hostility and aggression increased within most indicators compared to pre-pandemic rates.

The results in Figure 8 show variation in the frequency of women who report they never experienced indicators of hostility or aggression. Fewer than 35% of women report they never experienced being yelled at, criticized, or blamed when things go wrong before or during the pandemic. More than 90% of women never experienced a violent threat or physical attack before or during the pandemic.

![Figure 8. Frequency of those NEVER experiencing indicators of hostility and aggression prior to and during the pandemic](image-url)
A closer look at the data reveals an increase in the intensity of hostile or aggressive acts against women during the pandemic. Figure 10 shows that the frequency of the response categories always, never, and sometimes (grouped into one category) increases for most indicators compared to rates prior to the pandemic (Figure 9).
An analysis of indicators of hostility and aggression against children reveals that more than 60% of children never experienced blame, teasing, or physical threats or attacks before or during the pandemic. However, results in Figure 11 show that more than 50% of women report that their child(ren) experienced some instance of yelling or criticism before and during the pandemic.

Figure 11. Frequency of children NEVER experiencing indicators of hostility and aggression before and during the pandemic

- Argue with or yell at my child(ren)
- Criticize the way my child(ren) do things
- Blame my child(ren) when things go wrong
- Tease my child(ren) in a mean way
- Threaten my child(ren) with violence, push my child(ren), or throw something at my child(ren) that could hurt them
- Hit, kick, or push my child(ren)

Prior to the pandemic: 46%, 49%, 65%, 76%, 94%, 96%
During the pandemic: 43%, 48%, 61%, 76%, 94%, 96%
Data suggest that indicators of hostility and aggression against children increased in intensity and frequency during the pandemic: frequency of yelling, criticizing, blaming, and teasing children all increased relative to rates prior to the pandemic. Although infrequent, Figure 13 indicates that the frequency of physical violence against children increased during the pandemic.

Figure 12. Frequency of hostile or aggressive acts against children prior to the pandemic

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Never</th>
<th>Rarely</th>
<th>Always + Usually + Sometimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Argue with or yell at my child(ren)</td>
<td>96%</td>
<td>0%</td>
<td>25%</td>
</tr>
<tr>
<td>Criticize the way my child(ren) do things</td>
<td>96%</td>
<td>0%</td>
<td>23%</td>
</tr>
<tr>
<td>Blame my child(ren) when things go wrong</td>
<td>94%</td>
<td>1%</td>
<td>15%</td>
</tr>
<tr>
<td>Tease my child(ren) in a mean way</td>
<td>76%</td>
<td>5%</td>
<td>10%</td>
</tr>
<tr>
<td>Threaten my child(ren) with violence, push my child(ren), or throw something at my child(ren) that could hurt them</td>
<td>94%</td>
<td>1%</td>
<td>5%</td>
</tr>
</tbody>
</table>

Figure 13. Frequency of hostile or aggressive acts against children during the pandemic

<table>
<thead>
<tr>
<th>Behavior</th>
<th>Never</th>
<th>Rarely</th>
<th>Always + Usually + Sometimes</th>
</tr>
</thead>
<tbody>
<tr>
<td>Argue with or yell at my child(ren)</td>
<td>96%</td>
<td>0%</td>
<td>25%</td>
</tr>
<tr>
<td>Criticize the way my child(ren) do things</td>
<td>94%</td>
<td>1%</td>
<td>23%</td>
</tr>
<tr>
<td>Blame my child(ren) when things go wrong</td>
<td>96%</td>
<td>0%</td>
<td>23%</td>
</tr>
<tr>
<td>Tease my child(ren) in a mean way</td>
<td>76%</td>
<td>5%</td>
<td>15%</td>
</tr>
<tr>
<td>Threaten my child(ren) with violence, push my child(ren), or throw something at my child(ren) that could hurt them</td>
<td>94%</td>
<td>1%</td>
<td>4%</td>
</tr>
</tbody>
</table>

*2021 Northeast Wisconsin Women’s Fund COVID-19 Impact on Women Study*
**Final Recommendations:**

1) Affordable child care is a must if we want to support women coming out of a pandemic. The unequal burden faced by women during the pandemic is unlikely to be mitigated soon. However, without immediate improvements to affordable, available, and quality child care, women in Northeast Wisconsin will face an uphill climb to recovery after the pandemic. Helping women and families access affordable, timely child care could help protect employment and health for many in Northeast Wisconsin.

2) We need new approaches to protect women and children from violence and abuse.

   The pandemic laid bare the challenges faced by women and children when traditional access to support is limited or cutoff. Women and children are at a greater risk of violence and abuse than men. Violence against women and children should be considered a public health and social justice problem.

3) Remote work is here to stay for some but not all.

   COVID-19 dramatically increased the possibility of employees working remotely, but data from our study and other sources suggest many working women have no opportunity to work from home. Considering that remote work is likely here to stay, it is critically important for private companies, elected officials, and public schools to effectively plan for the support challenges associated with flexible work schedules, especially for women.
The purpose of this study is to measure and assess the impact of the Coronavirus (COVID-19) pandemic on lives of women in Northeast Wisconsin. This survey is being conducted by the Strategic Research Institute at St. Norbert College on behalf of the four Women’s Funds in the region (Women’s Fund of Greater Green Bay, Women’s Fund for the Fox Valley Region, Women’s Fund of the Oshkosh Area Community Foundation and Fond du Lac Area Women’s Fund). This collaboration is made possible through a grant from the Basic Needs Giving Partnership of the Greater Green Bay Community Foundation, a funding collaborative which includes funds from the U.S. Venture Open Fund for Basic Needs, the J. J. Keller Foundation and other community donors.

All information shared in this survey will remain anonymous and data collected will be separated from any personally identifiable data. Please direct questions about the survey or its methodology to Dr. Jamie Lynch, Executive Director, Strategic Research Institute at jamie.lynch@snc.edu or 920.403.3088.

**DEMOGRAPHICS**

1) Are you...
   - Female............................................................. 100%
   - Male............................................................ 0 (SKIP TO END)
   - Non-binary/third gender ......................... 0 (SKIP TO END)
   - Prefer to self-describe ......................... 0 (SKIP TO END)
   - Prefer not to say.......................................... 0 (SKIP TO END)

2) Which of the following age groups do you fall into?
   - 18 - 24............................................................. 3%
   - 25 - 34............................................................. 18
   - 35 - 44............................................................. 26
   - 45 - 54............................................................. 23
   - 55 - 64............................................................. 19
   - 65 - 74............................................................. 8
   - 75 years or over ........................................... 2
3) In which Northeast Wisconsin county do you live?

- Brown: 19% | n=196
- Calumet: 4% | n=43
- Fond du Lac: 16% | n=172
- Kewaunee: 1% | n=5
- Oconto: 1% | n=7
- Outagamie: 25% | n=263
- Shawano: 1% | n=14
- Waupaca: 4% | n=37
- Winnebago: 25% | n=258
- I do not live in the listed counties: 5% | n=53

4) Do you own or rent your home?

- Own (or buying): 81%
- Rent: 14%
- Other: 4%

**HAD COVID-19**

5) Did you or someone in your immediate family have COVID-19?

- Yes: 38%
- No: 62%

**EMPLOYMENT STATUS**

6) What is your current employment status?

- Employed for wages full-time: 65%
- Employed for wages part-time: 12%
- Self-employed: 5%
- Out of work > 1 year: 1 (SKIP TO Q13)
- Out of work < 1 year due to COVID-19 related reasons: 2
- Out of work < 1 year NOT due to COVID-19 related reasons: 1
- Stay-at-home parent: 3 (SKIP TO Q13)
- Student/going to school: 1 (SKIP TO Q13)
- Retired: 11 (SKIP TO Q13)
- Unable to work/disabled: <1 (SKIP TO Q13)
7) In which Northeast Wisconsin county do you primarily work?

<table>
<thead>
<tr>
<th>County</th>
<th>Percentage</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brown</td>
<td>22%</td>
<td>192</td>
</tr>
<tr>
<td>Calumet</td>
<td>2%</td>
<td>13</td>
</tr>
<tr>
<td>Fond du Lac</td>
<td>15%</td>
<td>136</td>
</tr>
<tr>
<td>Kewaunee</td>
<td>&lt;1%</td>
<td>2</td>
</tr>
<tr>
<td>Oconto</td>
<td>1%</td>
<td>8</td>
</tr>
<tr>
<td>Outagamie</td>
<td>26%</td>
<td>229</td>
</tr>
<tr>
<td>Shawano</td>
<td>1%</td>
<td>9</td>
</tr>
<tr>
<td>Waupaca</td>
<td>3%</td>
<td>28</td>
</tr>
<tr>
<td>Winnebago</td>
<td>3%</td>
<td>28</td>
</tr>
<tr>
<td>County outside of Northeast</td>
<td>5%</td>
<td>47</td>
</tr>
</tbody>
</table>

8) Have you been laid off, furloughed, or lost a job since the pandemic lockdown in March 2020?
   - Yes .......................................................... 19%
   - No ............................................................ 81%

9) Was your job/hours impacted as a result of the pandemic?
   - Yes, worked less .............................................. 23%
   - Yes, worked more ............................................ 20%
   - No, hours remained stable ................................. 57%

10) Was your pay impacted as a result of the pandemic?
    - Yes, made less ............................................... 22%
    - Yes, made more ............................................. 6%
    - No, pay remained stable ................................. 72%

11) Do you currently have a flexible work schedule (i.e., some control over the days and times you work)?
    - Yes ............................................................. 64%
    - No .............................................................. 33%
    - Do not currently work .................................. 2%
12) How often do you work from home?
   - Never ................................................................. 31%
   - Less than once a month ...................................... 11
   - 1+ times a month ............................................... 9
   - Once a week .................................................... 7
   - More than once a week ...................................... 17
   - Work from home exclusively ............................... 22
   - Do not currently work ....................................... 3

13) Did you receive any type of community aid in the form of financial assistance or food during the pandemic?
   - Yes ........................................................................ 13%
   - No .......................................................................... 88

14) Do you regularly receive public income assistance (Wisconsin Works (W2), Subsidized Childcare, Food Stamps, General Assistance, Supplemental Security Income (SSI), or Medical Assistance)?
   - Yes, before the pandemic .................................. 5%
   - Yes, as a result of the pandemic ...................... 2
   - No .......................................................................... 93

ABILITY TO PAY RENT/MORTGAGE

15) How confident are you that your household will be able to pay your next rent or mortgage payment on time?
   - Not at all confident .............................................. 1%
   - Slightly confident ................................................ 2
   - Moderately confident ......................................... 8
   - Highly confident ................................................ 89
   - Payment is/will be deferred ............................... 1

16) How likely is it that your household will have to leave this home or apartment within the next two months because of eviction or foreclosure?
   - Not at all likely ....................................................... 92%
   - Not very likely ..................................................... 7
   - Somewhat likely .................................................. 1
   - Very likely .......................................................... <1
**FAMILY/CHILD CARE RESPONSIBILITIES**

17) Are there any children under the age of 18 living in your household that require supervision?
   Yes................................................................. 37%
   No ................................................................. 63 (SKIP TO Q20)

18) Who provided primary care for children that require daycare/child care during the pandemic?
   Mom................................................................. 65%
   Dad................................................................. 9
   Legal guardian ............................................... 2
   Sibling ............................................................ 6
   Other family member ....................................... 7
   Other non-family member ................................. 12

19) How much of an effect did a lack of daycare/child care have on your employment?
   No effect at all ................................................. 28%
   Little effect................................................... 18
   Moderate effect............................................... 28
   Significant effect............................................ 17
   Had no lack of daycare/child care ...................... 7
   Not employed.................................................. 2

**CHILDREN SCHOOLING**

20) At any time during the current 2020-2021 school year, are any children under the age of 19 in your household enrolled in a public or private school?
   Yes................................................................. 41%
   No ................................................................. 29 (SKIP TO Q24)
   Do not have children ........................................ 31 (SKIP TO Q24)

21) Who primarily aided your child(ren) in their at-home or online learning?
   Mom................................................................. 66%
   Dad................................................................. 10
   Legal guardian ............................................... 2
   Sibling ............................................................ 2
   Other family member ....................................... 5
   Other non-family member ................................. 2
   No one ........................................................... 14
22) How often is a computer or other digital device available to your child(ren) for educational purposes?
Never available .............................................. 1%
Rarely available ............................................. 1
Sometimes available....................................... 5
Usually available .......................................... 16
Always available .......................................... 78

23) How often is the Internet available to your child(ren) for educational purposes?
Never available .............................................. 1%
Rarely available ............................................. 1
Sometimes available....................................... 4
Usually available .......................................... 19
Always available .......................................... 76

PLANNING TO ATTEND POST-SECONDARY EDUCATION

24) Before the coronavirus pandemic, were you planning to take classes this fall from a college, university, community college, trade school, or other occupational school (such as a cosmetology school or a school of culinary arts)?
Yes.............................................................................. 11%
No .............................................................................. 89 (SKIP TO 26)

25) What type of post-secondary education program were you planning on pursuing?
Certificate or diploma program from a school that provides occupational training
(usually a 2-year program, often leading to a license, such as cosmetology school or a school of culinary arts) ............................................................. 8%
Associate's degree program (usually a 2-year degree)................................. 15
Bachelor's degree program (usually a 4-year degree) ..................................... 16
Graduate degree program (for example, Master's, PhD, MD).......................... 41
Another credential program not listed above.................................................. 8
Classes that are not part of a credential program ........................................... 12
Mental Health Impact

26) Overall, during the past year, how much of an impact has the COVID-19 pandemic had on...

<table>
<thead>
<tr>
<th></th>
<th>No impact at all</th>
<th>Minor impact</th>
<th>Moderate impact</th>
<th>Major impact</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Your mental health</td>
<td>6%</td>
<td>27%</td>
<td>42%</td>
<td>24%</td>
</tr>
<tr>
<td>B. The mental health of your spouse/partner</td>
<td>12</td>
<td>38</td>
<td>39</td>
<td>11</td>
</tr>
<tr>
<td>C. The mental health of your child(ren)</td>
<td>11</td>
<td>31</td>
<td>37</td>
<td>21</td>
</tr>
</tbody>
</table>

27) Thinking about your mental health, which includes stress, depression, and problems with emotions, for how many days in the past 30 days was your mental health not good? ________ days

Mean = 9.06 days  | Median = 6.00 days  | Mode = 3.00 days

28) On average, how much daily stress did you experience before the pandemic?
   - None at all.................................................. 5%
   - Low amount.................................................. 53
   - Moderate amount........................................... 38
   - High amount.................................................. 4

29) On average, how much daily stress do you currently experience during this pandemic?
   - None at all.................................................. 2%
   - Low amount.................................................. 22
   - Moderate amount........................................... 46
   - High amount.................................................. 30

30) On average, how much daily stress do you anticipate experiencing post-pandemic?
   - None at all.................................................. 5%
   - Low amount.................................................. 45
   - Moderate amount........................................... 42
   - High amount.................................................. 8
31) Over the **last 90 days**, how often have you experienced the following? Would you say not at all, several days, more than half the days, or nearly every day?

<table>
<thead>
<tr>
<th>A. Feeling nervous, anxious, or on edge</th>
<th>Not at all</th>
<th>Several days</th>
<th>More than half the days</th>
<th>Nearly every day</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>16%</td>
<td>51%</td>
<td>22%</td>
<td>12%</td>
</tr>
<tr>
<td>B. Not being able to stop or control worrying</td>
<td>32</td>
<td>43</td>
<td>17</td>
<td>9</td>
</tr>
<tr>
<td>C. Having little interest or pleasure in doing things</td>
<td>38</td>
<td>41</td>
<td>15</td>
<td>6</td>
</tr>
<tr>
<td>D. Feeling down, depressed, or hopeless</td>
<td>37</td>
<td>46</td>
<td>12</td>
<td>5</td>
</tr>
</tbody>
</table>

32) At **any time during the pandemic**, did you…

<table>
<thead>
<tr>
<th>A. Delay getting medical care because of the coronavirus pandemic</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>54%</td>
<td>46%</td>
</tr>
<tr>
<td>B. Need medical care for something other than coronavirus, but DID NOT GET IT because of the coronavirus pandemic</td>
<td>33</td>
<td>67</td>
</tr>
<tr>
<td>C. Take prescription medication to help you with any emotions or with your concentration, behavior, or mental health</td>
<td>31</td>
<td>69</td>
</tr>
<tr>
<td>D. Receive counseling or therapy from a mental health professional such as a psychiatrist, psychologist, psychiatric nurse, or clinical social worker (include counseling or therapy online or by phone)</td>
<td>21</td>
<td>79</td>
</tr>
<tr>
<td>E. Need counseling therapy from a mental health professional, but DID NOT GET IT for any reason</td>
<td>19</td>
<td>81</td>
</tr>
</tbody>
</table>
## Hostility | Violence

33) **Prior** to the pandemic (before April 2020), how often did people in your life…

<table>
<thead>
<tr>
<th>Question</th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Usually</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Argue with or yell at me</td>
<td>22%</td>
<td>55%</td>
<td>21%</td>
<td>2%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>B. Criticize the way I do things</td>
<td>21%</td>
<td>51%</td>
<td>24%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>C. Blame me when things go wrong</td>
<td>33%</td>
<td>45%</td>
<td>19%</td>
<td>3%</td>
<td>1%</td>
</tr>
<tr>
<td>D. Withhold finances from me</td>
<td>86%</td>
<td>10%</td>
<td>3%</td>
<td>1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>E. Tease me in a mean way</td>
<td>63%</td>
<td>27%</td>
<td>8%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>F. Threaten me with violence, push me, or throw something at me that could hurt me</td>
<td>94%</td>
<td>5%</td>
<td>2%</td>
<td>&lt;1%</td>
<td>0%</td>
</tr>
<tr>
<td>G. Hit, kick, or push me</td>
<td>96%</td>
<td>3%</td>
<td>1%</td>
<td>&lt;1%</td>
<td>0%</td>
</tr>
</tbody>
</table>

34) Thinking back since the **start of the pandemic until today**, how often did people in your life…

<table>
<thead>
<tr>
<th>Question</th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Usually</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Argue with or yell at me</td>
<td>22%</td>
<td>40%</td>
<td>32%</td>
<td>5%</td>
<td>1%</td>
</tr>
<tr>
<td>B. Criticize the way I do things</td>
<td>22%</td>
<td>39%</td>
<td>32%</td>
<td>6%</td>
<td>2%</td>
</tr>
<tr>
<td>C. Blame me when things go wrong</td>
<td>35%</td>
<td>35%</td>
<td>24%</td>
<td>5%</td>
<td>2%</td>
</tr>
<tr>
<td>D. Withhold finances from me</td>
<td>87%</td>
<td>9%</td>
<td>3%</td>
<td>1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>E. Tease me in a mean way</td>
<td>65%</td>
<td>23%</td>
<td>10%</td>
<td>2%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>F. Threaten me with violence, push me, or throw something at me that could hurt me</td>
<td>94%</td>
<td>4%</td>
<td>2%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>G. Hit, kick, or push me</td>
<td>96%</td>
<td>2%</td>
<td>1%</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>
### [IF Q20=3 SKIP Q35 and Q36]

35) **Prior** to the pandemic (before April 2020), how often did people in your life...

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Usually</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Argue with or yell at my child(ren)</td>
<td>46%</td>
<td>39%</td>
<td>14%</td>
<td>1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>B. Criticize the way my child(ren) do things</td>
<td>49%</td>
<td>36%</td>
<td>14%</td>
<td>1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>C. Blame my child(ren) when things go wrong</td>
<td>65%</td>
<td>26%</td>
<td>9%</td>
<td>1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>D. Tease my child(ren) in a mean way</td>
<td>76%</td>
<td>19%</td>
<td>5%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>E. Threaten my child(ren) with violence, push my child(ren), or throw something at my child(ren) that could hurt them</td>
<td>94%</td>
<td>5%</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>F. Hit, kick, or push my child(ren)</td>
<td>96%</td>
<td>3%</td>
<td>&lt;1%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

36) Thinking back since the **start of the pandemic until today**, how often did people in your life...

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Usually</th>
<th>Always</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Argue with or yell at my child(ren)</td>
<td>43%</td>
<td>32%</td>
<td>22%</td>
<td>3%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>B. Criticize the way my child(ren) do things</td>
<td>48%</td>
<td>30%</td>
<td>20%</td>
<td>2%</td>
<td>1%</td>
</tr>
<tr>
<td>C. Blame my child(ren) when things go wrong</td>
<td>61%</td>
<td>24%</td>
<td>13%</td>
<td>2%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>D. Tease my child(ren) in a mean way</td>
<td>76%</td>
<td>17%</td>
<td>7%</td>
<td>1%</td>
<td>0%</td>
</tr>
<tr>
<td>E. Threaten my child(ren) with violence, push my child(ren), or throw something at my child(ren) that could hurt them</td>
<td>94%</td>
<td>5%</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>F. Hit, kick, or push my child(ren)</td>
<td>96%</td>
<td>4%</td>
<td>1%</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>
ADDITIONAL DEMOGRAPHICS

37) What is your combined total family income before taxes?

- Less than $25,000 ........................................... 5%
- $25,000 - $34,999 ........................................... 6
- $35,000 - $49,999 .......................................... 10
- $50,000 - $74,999 .......................................... 16
- $75,000 - $99,999 .......................................... 17
- $100,000 - $149,999 ...................................... 26
- $150,000 - $199,999 ....................................... 12
- $200,000 or more ........................................... 9

38) Which of the following best describes your ethnic background?

- White .......................................................... 97%
- Black/African American .................................. <1
- Asian or Pacific Islander .................................. 1
- Native American/American Indian ................. 1
- Multiracial .................................................... 1
- Other ............................................................ 1

39) Do you identify as Hispanic or Latino?

- Yes .............................................................. 2%
- No ............................................................... 98

40) What is your current marital status?

- Single, never married ...................................... 13%
- Unmarried, domestic partner ......................... 6
- Married ....................................................... 70
- Divorced ..................................................... 9
- Widowed ..................................................... 3
- Separated .................................................... <1

41) What is the highest level of education you have completed?

- Less than a high school diploma ...................... 1%
- High school diploma or GED ......................... 5
- Some college or tech school ......................... 12
- Associates degree ....................................... 9
- Bachelor’s degree ....................................... 45
- Graduate or professional degree ................. 28
St. Norbert College
Strategic Research Institute

Dr. Jamie Lynch       Executive Director
Craig Stencel       Director of Operations
Keri Pietsch        Research Coordinator