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Stanford Campus Childcare Needs Assessment

Prepared For: The County of Santa Clara

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TABLE OF CONTENTS

EXECUTIVE SUMMARY	3
RECOMMENDATIONS	5
Finalize Quality Ratings for All On-Campus Childcare Centers	5
Increase Transparency and Reduce Redundancy for On-Campus Childcare Applications	5
Ongoing Childcare Needs Assessments	5
Provide Greater Information About Off-Campus Childcare Alternatives	6
Design Childcare Benefits Specifically FOR Graduate Students	6
METHODS	7
Student Survey Details	7
Faculty and Staff Survey Details	7
Focus Groups	8
Limitations	8
PEER INSTITUTION COMPARISONS	9
Area Costs of Living	9
Program Capacity and Childcare Service Options	10
Childcare Tuition Fees	13
Financial Aid	15
Program Quality	19
Waiting List	20
RESEARCH RESULTS	22
STUDENT RESEARCH RESULTS	22
FACULTY AND STAFF RESEARCH RESULTS	28
FOCUS GROUP RESPONSES	32
Students	32
Faculty and Staff	32
APPENDIX A: SURVEY INSTRUMENTS	33
Student Survey Instrument	33
1. Demographics	34
2. Children and Childcare Needs	39
3. Childcare Use	41
4. Barriers	45

5. Future Children	48
6. Health Insurance Questions	49
7. Open Questions	51
8. Income and Affordability	51
9. Policing	54
10. Mental Health Care	55
Faculty and Staff Survey Instrument	58
1. Demographics	59
2. Children and Childcare Needs	62
3. Childcare Use	64
4. Barriers	68
5. Future Children	70
7. Open Questions	71
8. Health Insurance Questions	71
9. Income and Food Security	75
10. Policing	76
11. Mental Health Care	78
APPENDIX B: FOCUS GROUP MODERATOR GUIDE	81
APPENDIX C: MAP OF STANFORD UNIVERSITY CHILDCARE SITES	87

EXECUTIVE SUMMARY

The County of Santa Clara (County) requested an assessment of childcare programs and services offered by Stanford University (referred to herein as University or Stanford) as part of a review and update of the County's Stanford Community Plan – the General Plan policy document that governs growth and development in the Stanford Community Plan Area – and in response to public testimony during the consideration of Stanford's 2019 General Use Permit application. This review included original quantitative and qualitative research to learn more about the needs and suitability of the University's current childcare offerings and comparison to a group of public and private peer institutions throughout the country. Peer institutions refers to those that 1) operate within the Carnegie classification system as R1 institutions, which are doctoral universities with high levels of research, 2) offer on-campus childcare services, and 3) have campuses located in regions with similar costs of living.

Stanford's on-campus childcare centers appear to offer similar levels of service and cost to that offered at peer institutions. However, Stanford does not yet have posted quality ratings in major childcare quality rating systems – in part due to pandemic-related delays as well as California's own historical lack of a quality rating system – which makes quality comparisons difficult. Despite this, the University's childcare centers were characterized in focus groups as high quality by current users and desirable by non-users, and program descriptions on each center's website describe program and curricula models that imply high quality, if followed with fidelity.

While the University offers roughly comparable services overall, it specifically offers more childcare programs and slots per potential user than its peer institutions. This contrasts with perceptions of graduate students, faculty, and staff who report long wait times and an inability to access on-campus childcare. They were, therefore, unlikely to indicate that their childcare needs were always met. Despite Stanford offering a greater quantity of childcare slots than its peers, there remains a reported unmet need in the population served.

It is important to state clearly that the services offered by Stanford are only roughly comparable to services offered by peer institutions, because the University's on-campus childcare facilities are at various steps in the validation and self-rating process for third-party organizations/ systems such as the National Association for the Education of Young Children (NAEYC) and the California Quality Rating and Improvement System (CA QRIS). Similar standardized third-party rating systems are currently in place and being used by Stanford's peers. Therefore, completing these evaluations and maintaining ratings should be an immediate goal for the University. Without these standardized third-party ratings currently in place, an assessment of childcare offerings and quality at Stanford that can be directly compared to childcare offerings and quality at peer institutions is not feasible within the scope of this study.

Stanford's reported cost for on-campus childcare remains higher than the reported average childcare costs incurred by students, faculty, and staff for on- and off-campus childcare, combined. According to federal metrics of affordability, the cost of Stanford's on-campus childcare centers is unaffordable for the average graduate student, faculty, or staff member. Student, faculty, and staff households report desiring more childcare than they are currently consuming but report being constrained by costs despite current financial aid and subsidies.

In surveys and focus groups, responding Stanford graduate students, faculty, and staff with children reported cost of care as their primary concern and the majority reported having unmet

childcare needs. More than half of responding graduate students (60%), and faculty and staff (60%), ranked cost of childcare as ‘most concerning’, making it the single most concerning issue for both groups. Childcare costs in the area are unaffordable for most families using national affordability standards. Utilizing Stanford’s on-campus childcare would, on average, raise the amount of money families are spending on childcare. While Stanford does work to subsidize the cost of employee childcare, graduate students receive significantly less support from the University.

The landscape of subsidies, grants, and scholarships meant to defray the cost of childcare for students, faculty, and staff at Stanford and its peers is complex, making specific one-to-one comparisons prohibitively challenging. There is significant heterogeneity in funding sources, price schedule criteria, and subsidy qualifications stipulated by Stanford and its peers.

The majority of Stanford graduate students, faculty, and staff ranked ‘providing more substantial childcare subsidies’ as the most preferred form of additional childcare benefit, regardless of whether that benefit could be applied to on- or off-campus childcare facilities. This would allow them to more readily address their most pressing childcare concern – cost – without needing to wait for the University to construct and staff new childcare facilities. A cash subsidy would also allow families to continue making their own choices regarding childcare – in focus groups, some individuals mentioned preferring culturally specific childcare providers and providers in specific locations or those that offer specific programming.

Providing a more generous direct subsidy was ranked by the majority of Stanford graduate students, faculty, and staff as the top choice – above providing more on-campus childcare or providing enrollment at off-campus childcare – for how the University could assist families with their childcare needs. The potential reasons for this are many – it keeps families in control of their choices, it provides benefits potentially immediately, and can be provided to all families largely without regard to status or rank. It should be noted that, as of January 2022, Stanford University has increased the grant provided to graduate students to \$20,000. This change was announced too late to be considered further or its effects understood within this study.

The inability to access care at on-campus childcare facilities was a repeated theme throughout the primary research. Graduate students, faculty, and staff all noted that enrollment openings at on-campus facilities were highly prized, yet limited. Focus groups participants expressed dissatisfaction with the equity of the current order of selection and wait list practices at these facilities.

Some students, faculty, and staff -report having considered moving out of the Bay Area while at Stanford due to affordability issues, or once their degree program ends to pursue the family size they want to have. These findings highlight the crucial role that childcare has in the minds of students, faculty, and staff when they are considering whether to continue living within Santa Clara County as their relationship with Stanford ends due to graduation or employment opportunities elsewhere.

Ultimately, the challenges faced by the population of Stanford community members related to childcare are similar to those faced by many individuals. A lack of supply, a lack of access, all leading to higher costs. While Stanford can help somewhat, through the use of subsidies and direct childcare provision, this is a challenge that faces Santa Clara County and the greater metro region and must be faced systemically. As a member of the community, Stanford should be involved, however, these challenges are unlikely to be solved by a single institution.

RECOMMENDATIONS

FINALIZE QUALITY RATINGS FOR ALL ON-CAMPUS CHILDCARE CENTERS

Stanford University is currently not participating in the California Quality Rating and Improvement System (CA QRIS). This participation has been delayed, in part due to the COVID-19 public health emergency, as well as due to the state's own delay in launching a QRIS. California was one of the last states to implement a QRIS. The University should seek to complete the necessary steps to be included as part of the CA QRIS as quickly as possible. Information on program quality, as measured by the CA QRIS, should be readily available to all students, faculty, and staff so they can make informed choices about their childcare and the relative costs and benefits of providers for their specific childcare needs and circumstances.

While the CA QRIS is in the early stages of implementation, Stanford has an opportunity to contribute to the learning and development of the QRIS as they work closely with their program raters through the assessment process.

INCREASE TRANSPARENCY AND REDUCE REDUNDANCY FOR ON-CAMPUS CHILDCARE APPLICATIONS

In focus groups, individuals expressed frustration with current wait list practices, wait times, and application fees regarding Stanford's on-campus childcare centers. The University should publish current estimated wait list times for relevant age groups prior to application fees being charged. This could help overcome the perception expressed in focus groups that 'application needed to happen prior to pregnancy' to get a spot in one of the childcare centers.

Stanford has a centralized application process, but each Operator for each childcare program location charges a separate application fee. The University subsidizes \$35 of the \$50 application fee, leaving a \$15 parent/ caregiver fee payment. Since focus group members expressed frustration over having to pay an individual application fee to each specific childcare center, more transparency into the use of the application fee by the program Operators is recommended so prospective parents understand where their \$15 application fee is going and how it is being used.

Graduate students, faculty, and staff expressed a sense of inequity associated with current wait list practices. The established order of selection was reported as designed to be a perk offered to attract and retain elite faculty – who would most likely have the resources to secure other forms of childcare – rather than to allow complete participation in campus life and employment to those who are most in need. Revising wait list practices to focus on providing childcare to those most in need could address these concerns and improve campus equity in a meaningful way. This would require a much greater level of reform than other recommendations in this section.

ONGOING CHILDCARE NEEDS ASSESSMENTS

This research provides a point-in-time evaluation of Stanford's student, faculty, and staff childcare needs. Numerous factors changed during this research – such as the University beginning to offer an expanded childcare subsidy to employees – and those changes could have impacted assessments of childcare experiences, and thus our findings. Furthermore, data collection conducted over winter 2021/2022 was designed to assess childcare experiences over

the course of the prior year, during which the COVID-19 pandemic had a pronounced impact on childcare availability, costs, and offerings throughout the country. The relationship between childcare safety and access issues and the COVID-19 pandemic are unknown and indistinguishable from pre-existing structural conditions.

Any ongoing needs assessment research should be performed by an independent, outside evaluator. The University should be expected to participate fully in any such evaluation. Furthermore, on-campus stakeholders should be invited to participate in a wide ranging and mutually beneficial needs assessment process.

A current limitation that future needs assessments should attempt to overcome is the exclusion of on-campus contractors. This group includes individuals working on campus in a variety of positions that are necessary for the maintenance of the University's quality of life. This group likely has considerable unmet childcare needs and lower average wages compared to University faculty and staff. Since this group was not included in this research, we cannot report on their childcare experiences. While their employment relationship with the University is mediated by a third party, they remain part of campus life and are likely residents of Santa Clara County. Future needs assessments should take all steps necessary to include them.

PROVIDE GREATER INFORMATION ABOUT OFF-CAMPUS CHILDCARE ALTERNATIVES

Stanford provides individuals with access to resources to help them find off-campus childcare providers.¹ However, at no point in surveys or focus groups did any individual make clear they were aware of these resources, nor did they state they had used them. Rather, individuals mentioned finding care through social networks, word-of-mouth referrals, and online tools.

The University should publicize these resources more widely among students, faculty, and staff with children. This may include providing them directly to members of the Stanford community, even those without children. The cost of this effort is low, as existing resources are available in electronic format. Additionally, Stanford's existing materials should be updated – they provide only telephone numbers for local resource and referral agencies.

Stanford provides grants to eligible University employees to assist with meeting the cost of childcare, including off-campus, non-University affiliated parent-selected childcare. Grants are provided in alignment with Internal Revenue Service (IRS) regulations governing dependent care employee benefit programs.

DESIGN CHILDCARE BENEFITS SPECIFICALLY FOR GRADUATE STUDENTS

A majority of graduate students with children express that they have had to forego academic or career opportunities due to lack of childcare. Furthermore, current University childcare resources are reported to be provided in ways incongruous with how students actually live, and rather favor more established individuals with higher incomes. For instance, direct cash subsidies are limited to University employees and wait lists are perceived to place students at the back of the line. While graduate students typically have a great need for childcare, they often perceive that they are offered few resources, and that their childcare needs are rarely met.

¹ <https://cardinalatwork.stanford.edu/benefits-rewards/worklife/children-family/site-early-childhood-child-care-support>

METHODS

Surveys and focus groups were conducted among two populations: Stanford students – including undergraduate, graduate, professional degree, and PhD students – and Stanford faculty and staff – including administrative staff, faculty, and postdoctoral scholars (postdocs).

The survey instrument was initially created for County of Santa Clara employees. In collaboration with Stanford's Student Government and additional University student organizations, the survey was modified to fit the project's objective and circumstances. This survey considered respondents to have children if there was at least one child in their household for whom they were the primary caregiver. Student, faculty, and staff survey respondents who reported having children were then invited to participate in follow-up focus groups to learn more about their experiences with childcare while at Stanford University.

STUDENT SURVEY DETAILS

The student survey was distributed online November to December 2021 using the Qualtrics web-survey platform. Anonymous individualized survey links were sent to email addresses provided by Stanford's Student Government. The survey instrument was available in English and Spanish. In total, 1,732 students anonymously completed at least some of the survey, resulting in a response rate of 10.8%.

TABLE 1: STUDENT SURVEY RESPONSE DETAILS

Total Student Body (IPEDS 2019 - 2020)	Student Responses	Response Rate	Responses from Students with Children
15,953	1,732	10.8%	117

To provide reliable and representative results, student surveys were weighted using a raked weighting procedure. In order to execute this procedure properly, additional demographic data (student population size, gender, and race) was obtained through the Integrated Postsecondary Data System (IPEDS) for the population as a whole. Raked weighting is a procedure by which incremental adjustments are made to the weighting variable to align survey totals with population totals. This helps to account for differences in response propensity between groups and provides data that can be called validly representative. The student survey instrument is included in Appendix A: Survey Instruments.

FACULTY AND STAFF SURVEY DETAILS

The faculty and staff survey was distributed online November to December 2021 using the Qualtrics web-survey platform. Anonymous individualized survey links were sent to email addresses identified on public-facing Stanford websites. Invitations were sent to 5,994 individual email addresses. Of these, 283 anonymously answered at least some of the survey, resulting in a response rate of 4.7%. The faculty and staff survey instrument is included in Appendix A: Survey Instruments.

TABLE 2: FACULTY AND STAFF SURVEY RESPONSE DETAILS

Total Faculty and Staff	Faculty and Staff Responses	Response Rate	Responses from Faculty and Staff with Children
5,994	283	4.7%	77

FOCUS GROUPS

Students, faculty, and staff with children who completed the survey were invited to participate in follow-up focus groups to learn more about their experiences with childcare while at Stanford University. In total, 18 individuals participated in one of three focus groups – each a mix of students, faculty, and staff – conducted virtually throughout February 2022 using Microsoft Teams teleconferencing software. The moderator’s discussion guide is presented in Appendix B: Focus Group Moderator Guide.

LIMITATIONS

All research comes with some limitations. Survey research, in particular, can be misunderstood if limitations are not explicitly noted. There are groups within the surveyed population that this report does not contain findings for and is not representative of. These groups, and the reasons for these limitations, are set forth below.

The response rate from Stanford University undergraduate students was relatively modest, with fewer than 300 completing the survey. Although this provides for robust analysis of the student group as a whole, undergraduates reporting children were extremely rare. Only six undergraduate responses with children were recorded. Combining higher weights for the undergraduate population would distort the overall analysis of childcare needs. Therefore, this report will primarily focus on graduate-, professional-, and PhD-level student results.

Additionally, no outside information could be found to verify the number of students with children. As this survey topic may have been of greater interest to students with children, they may have been over-represented in respondents. Without verifiable information we are unable to provide estimates of the actual number of students with children attending Stanford. We do not attempt to make any estimate of the total number of students this applies to throughout this study, only estimates within the population of students with children.

The faculty and staff survey results were not weighted to be representative of the population. No data on the overall makeup of the population of faculty and staff was available. Likewise, the sampling frame – taken from public facing websites – was likely not capable of providing universal coverage of this population. Many websites did not provide email addresses or information was out of date. The faculty and staff web survey results should be understood to solely represent those who participated in the survey. Although the results display reliable trends, it cannot be stated to reflect the perspectives of all University faculty and staff.

PEER INSTITUTION COMPARISONS

As part of this study, Public Consulting Group (PCG) conducted peer institution outreach, researching the publicly available program information online as well as interviewing program directors of childcare programs at the following universities:

- University of Michigan (U of M);
- University of California, Berkeley (UC Berkeley);
- Massachusetts Institute of Technology (MIT); and,
- Harvard University.

Peer Institutions were selected based on several criteria: 1) they operate within the Carnegie classification system as R1 institutions, which are doctoral universities with high levels of research, 2) they offer on-campus childcare services, and 3) they have campuses located in regions with similar costs of living. PCG conducted both phone and email interviews, collecting data from a standard interview protocol of questions asked of each peer institution. Data was collected for comparison across the following areas: (a) capacity and service options, (b) tuition fees, (c) financial aid, (d) quality of program, and (e) waiting lists.

AREA COSTS OF LIVING

As part of understanding the overall picture of affordability and costs, it is important to consider the interconnected network of costs. Childcare prices are, in part, a reflection of local demand, local trends in wages for potential providers, local requirements surrounding childcare facility and provider licensure, and even land costs. Each can impact costs of living and childcare. While creating an individual assessment for all the peer institutions, is outside the scope of this study, we can use previously established work to understand relative cost of living.

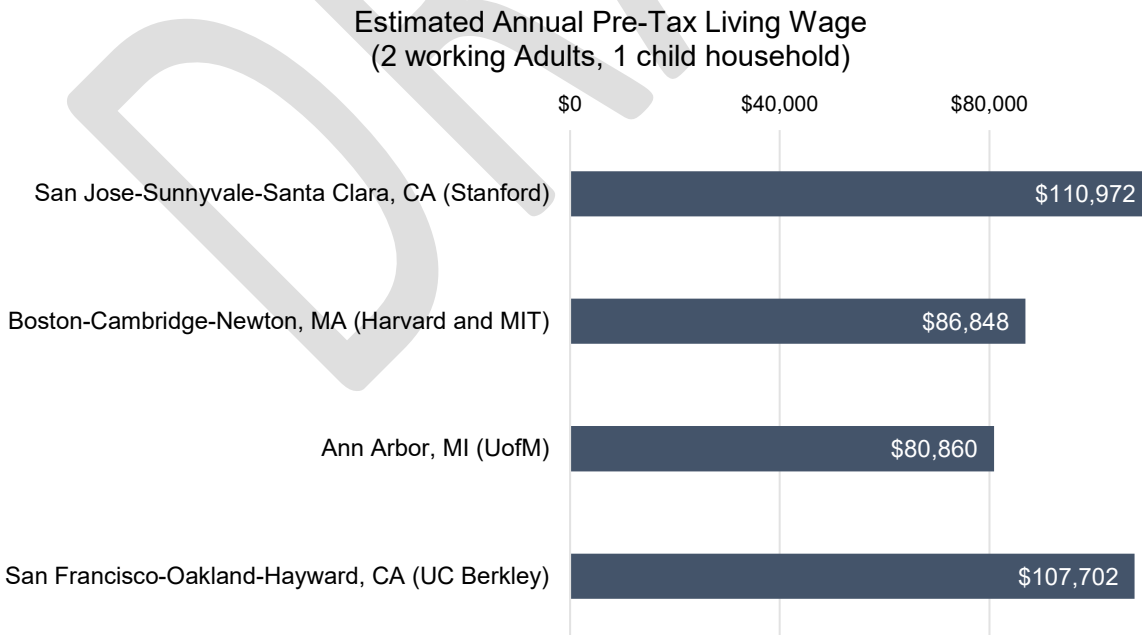


FIGURE 1: ESTIMATED ANNUAL PRE-TAX LIVING WAGE FOR PEER INSTITUTION LOCAL METROPOLITAN STATISTICAL AREA (MSA)

Researchers at MIT compile and regularly update their Cost-of-Living Calculator (Calculator). The Calculator uses a combination of data sources, including original market rate studies, to arrive at a basic, minimum affordability index for an area.² This cost is more inclusive than the poverty line established by the United States Department of Agriculture as it includes costs beyond the basic food budget of a family, such as, childcare and housing. These figures are a low-end estimate of the costs associated with of living in a specific area.

Living wage information was collected for each of the four Metropolitan Statistical Areas (MSAs) in which the peer institution campuses reside. MSAs are highly populated residential areas that surround an urban core and are tightly economically integrated with that urban core as measured by items like commuting patterns.³ All MSAs are determined at the county level.

The San Jose-Sunnyvale-Santa Clara MSA has the highest necessary living wage of the four examined. However, their childcare costs are estimated to be slightly lower than that of the other MSAs, while costs are much higher in other categories, particularly housing. Again, it is important to note that this is a low-end estimate of area childcare costs and leaves out any factors a family might consider about their childcare aside from costs.

TABLE 3: MONTHLY CHILDCARE LOWEST COST ESTIMATE BY PEER INSTITUTION MSA

Metropolitan Statistical Area (MSA)	Monthly Childcare Lowest Cost Estimate (1 Child)
San Jose-Sunnyvale-Santa Clara, CA (Stanford)	\$1,134
Boston-Cambridge-Newton, MA (Harvard and MIT)	\$1,285
Ann Arbor, MI (U of M)	\$1,591
San Francisco-Oakland-Hayward, CA (UC Berkley)	\$1,173

While childcare specifically can be purchased for less in the San Jose-Sunnyvale-Santa Clara area than other MSAs, overall cost of living is higher. The primary data collection done for this study shows that it is overall cost that drives concerns about affordability and should be the more important factor when determining the overall adequacy of various childcare subsidy or provision plans offered by these universities.

PROGRAM CAPACITY AND CHILDCARE SERVICE OPTIONS

Since the 1960s, Stanford has offered childcare to students, faculty, and staff through what began as a student-generated parent cooperative program. By 2014, there were over 600 spaces across Stanford’s childcare offerings. More were added when new faculty and staff housing was added in 2015, increasing childcare slots by 100. In February 2020, Stanford’s childcare services were serving close to 900 children across various programs/ sites, not including the Bing Nursery School, a lab school program operated by the psychology department. For the purposes of this study, the Bing Nursery School is not included because they are a lab school under the School of Humanities and Science and does not offer "typical" childcare schedules, generally offering care to families on a two- or three-day part-time basis, and either mornings or afternoons on those days. Additionally, the services provided generally

² <https://livingwage.mit.edu/resources/Living-Wage-Users-Guide-Technical-Documentation-2021-12-28.pdf>

³ <https://www2.census.gov/geo/pdfs/reference/GARM/Ch13GARM.pdf>

serve as a support to research on campus rather than being considered as part of the campus childcare offerings.

With a total enrollment capacity around 920 children through operating agreements with three childcare operators (ICRI, CCSC, and Bright Horizons), Stanford offers the following programs:

TABLE 4: STANFORD CAMPUS CHILDCARE PROGRAMS

Program Name	Ages Served	Enrollment Capacity	Populations Served (In Order of Priority)	Notes
Stock Farm Road Children's Center (SFRCC)	8 weeks to 5 years	140	Enrollment priority is given to faculty, clinician educators, students, postdocs, university staff, employees of Stanford Health Care and Stanford Children's Health, respectively	Operated by ICRI
The Stanford Arboretum Children's Center (SACC)	8 weeks to 5 years	138	Enrollment priority is given to faculty, students, postdocs, university staff, employees of Stanford Health Care and Stanford Children's Health, respectively	Operated by ICRI
Stanford Madera Grove Children's Center (SMG)	8 weeks to 5 years	204	Enrollment priority is given to faculty, students, postdocs, and university staff, respectively	Operated by ICRI
The Children's Center of the Stanford Community (CCSC)	8 weeks to 5 years	210	Enrollment priority is given to faculty, students, postdocs, and university staff, respectively	Parents may participate in their child's classroom for a reduced tuition fee. Operated by CCSC
Pine Cone Children's Center (PCCC)	8 weeks to 5 years	120	Enrollment priority is given to faculty, students, postdocs, university staff, employees of Stanford Health Care and Stanford Children's Health, respectively	Located at the Stanford Redwood City campus. Operated by Bright Horizons
Stanford West Children's Center (SWCC)	8 weeks to 5 years	108	Enrollment priority is given to Stanford West apartment residents, faculty, students, postdocs, university staff, employees of Stanford Health Care and Stanford Children's Health, respectively	Located in the Stanford West Apartments. Operated by Bright Horizons

A map of Stanford University's program locations is in Appendix C: Map of Stanford University childcare sites.

Data collected from peer institutions, related to the number of childcare programs and total number of children served is reflected in Table 5.

TABLE 5: TOTAL NUMBER OF PROGRAMS AND CHILDREN SERVED AT PEER INSTITUTIONS

Institution	No. of Childcare Facilities	No. of Children Served	No. of Full Time Students	No. of Faculty and Staff	No. of Full Time Students, Faculty, and Staff	No. of Full Time Students, Faculty, and Staff per Child Served
Stanford	6	920	16,937	17,593	34,530	37.5
U of M	5	500	62,725	37,084 ⁴	99,809	199.6
MIT	5	380	11,934	11,855	23,789	62.6
UC Berkeley	6	195 ⁵	45,057	22,439	67,496	N/A
Harvard	6	385	22,200 ⁶	19,178	41,378	107.5

The University's childcare offerings have changed over the years as student, faculty, and staff needs have required. The University has made several land use decisions over the years that impacted the childcare services offered to students, faculty, and staff, including when some of the medical facilities on campus were adding to their parking areas or relocated programs more centrally on campus. This added ability to serve 200 more children.

Of these on-site programs, International Child Resource Institute (ICRI) operates three programs serving approximately 482 children, from infancy to pre-school age. As a local nonprofit organization, this partnership for expanding childcare service options for Stanford's community of students, faculty, and staff came about after an extensive request for proposals process in 2017. Additionally, there is a program located on the Stanford Redwood City campus where many of the administrative functions are managed. This program is operated by Bright Horizons.

Similar to all the peer institutions, temporary childcare options are available through the Back-Up Care plan, managed through Bright Horizons for benefits-eligible faculty and staff, and postdocs, but not students. The Back-Up Care plan recently increased the number of days for back up care to ten days per calendar year and offers:

- \$15 co-pay per child per day with a maximum of \$25 per family per day for center-based childcare (maximum benefit - \$250 based on 10 allowable days per year)
- \$6 co-pay per hour with a four-hour minimum for in home childcare services (maximum benefit - \$240 based on 10 allowable days per year)
- And added during the pandemic, the ability to choose out-of-network care that reimburses a family \$100 per day for a provider of their choosing
- Ability to purchase virtual tutoring services for dependents in school, in lieu of utilizing the days for back-up childcare

⁴ Excluding Ann Arbor Hospital faculty and staff

⁵ Data verified at https://childcarecenter.us/provider_detail as university contact from UC Berkeley did not provide this information.

⁶ Fall 2020 was the most recent publicly available count published by Harvard University.

CHILDCARE TUITION FEES

Current rates for childcare services across Stanford's six childcare sites are included below and taken from the University Affiliates Tuition Schedule 2021-2022.⁷ They have been reformatted for ease of reading. All costs presented here are monthly.

TABLE 6: MONTHLY FEE SCHEDULE - CHILDREN'S CENTER OF THE STANFORD COMMUNITY (CCSC)

	Co-Op Fee	Craig Infant Program and Teen Kids' Place (8 wks-2.5 yrs)	Little Kids' Place (2-3.5 yrs)	Big Kids' Place (3-5 yrs)
Full Time: Five Full Days, Weekly	Yes	\$2,505	\$2,258	\$1,924
	No	\$2,724	\$2,562	\$2,185
Part Week: Four Full Days, Weekly	Yes	\$2,312	\$2,076	\$1,773
	No	\$2,509	\$2,357	\$2,011
Part Week: Three Full Days, Weekly	Yes	\$1,781	\$1,593	\$1,366
	No	\$1,938	\$1,810	\$1,550

TABLE 7: MONTHLY FEE SCHEDULE - PROGRAMS OPERATED BY INTERNATIONAL CHILD RESOURCE INSTITUTE (ICRI); STANFORD ARBORETUM CHILDREN'S CENTER (SACC), STANFORD MADERA GROVE CHILDREN'S CENTER (SMG), AND STOCK FARM ROAD CHILDREN'S CENTER (SFRCC)

	Infants	Toddlers	Twos	Preschool	Pre-K
Full Time (5 days: M-F)	\$2,489	\$2,461	\$2,025	\$1,988	\$1,828
Part Week (3 days: M,W,F)	\$1,858	\$1,837	\$1,520	\$1,489	\$1,278
Part Week (2 days: Tu,Th)	\$1,328	\$1,311	\$1,135	\$1,114	\$990

TABLE 8: MONTHLY FEE SCHEDULE - PROGRAMS OPERATED BY BRIGHT HORIZONS, PINE CONE CHILDREN'S CENTER (PCCC), AND STANFORD WEST CHILDREN'S CENTER (SWCC)

	Infants and Toddlers (6 wks-24 mo.)	Twos (2-3 yrs)	Preschool (3-5 yrs)
Full Time (5 days; M-F)	\$2,546	\$2,258	\$1,969
Part Week (3 days; M,W,F)	\$1,910	\$1,694	\$1,477
Part Week (2 days; Tu,Th)	\$1,400	\$1,242	\$1,083

Table 9 presents the childcare tuition fees of peer institutions arranged by children's age, and options such as number of days per week or family status used to arrive at the determined fee.

TABLE 9: PEER INSTITUTION MONTHLY FEE SCHEDULES

Institution	Age Range	Option	Monthly Fee
U of M	Infants/ Toddlers	2 days/week	\$882
		3 days/week	\$1,324
		5 days/week	\$1,986
	Preschool	2 days/week	\$623
		3 days/week	\$935
		5 days/week	\$1,401
MIT	Infants	2 days/week	\$1,451
		3 days/week	\$2,032
		5 days/week	\$2,900

⁷ <https://stanford.app.box.com/s/x8pxmqirbx170bpiededx0oq8duzofp>.

Institution	Age Range	Option	Monthly Fee
	Toddlers	2 days/week	\$1,219
		3 days/week	\$1,698
		5 days/week	\$2,430
	Preschool	2 days/week	\$1,028
		3 days/week	\$1,437
		5 days/week	\$2,057
UC Berkley	Infants	Employed and student families	\$2,570
		Employed full tuition	\$2,710
	Toddlers	Employed and student families	\$2,310
		Employed full tuition	\$2,440
	Preschool	Employed and student families	\$1,920
		Employed full tuition	\$2,030
Harvard	Infant	N/A	\$3,290
	Young Toddler	N/A	\$3,005
	Toddlers	1	\$2,930
		2	\$2,610
	Preschool	1	\$2,300
		2	\$2,040
	Mixed Preschool Room	N/A	\$2,175

A COMPARISON OF CHILDCARE TUITION RATES ACROSS PEER INSTITUTIONS IS INCLUDED BELOW. SINCE THERE ARE MULTIPLE RATES AT SOME INSTITUTIONS, AN AVERAGE OF THE RATES BY AGE GROUP WAS USED FOR THIS COMPARISON. AS REPRESENTED IN

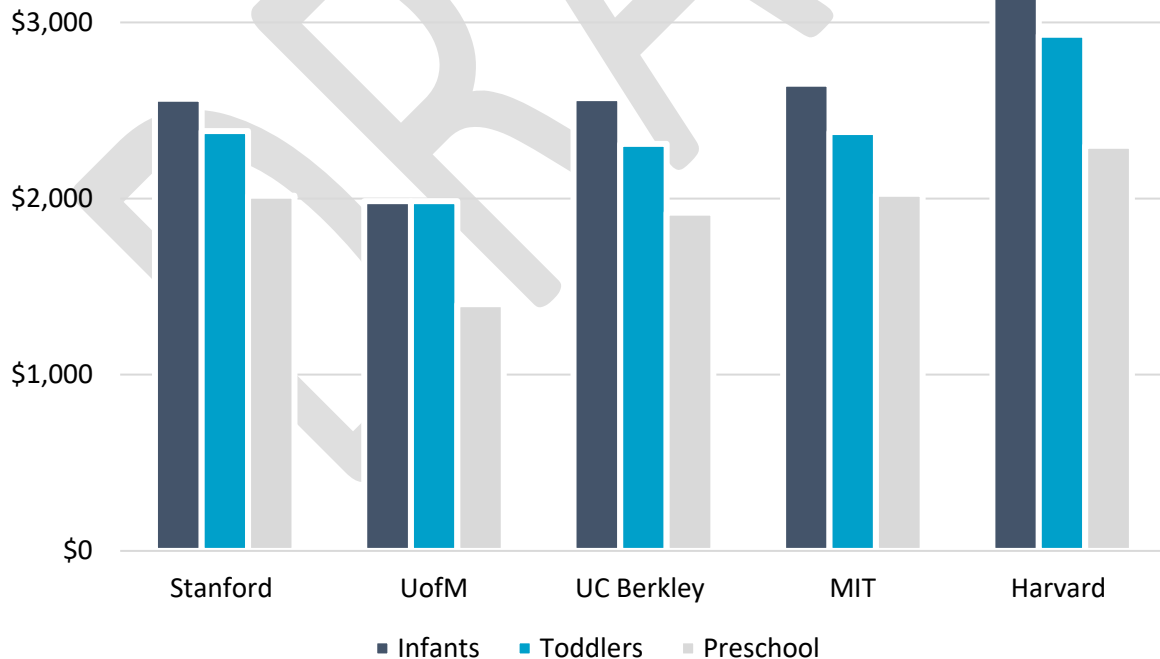


Figure 2, compared to the peer institutions included in this analysis, Stanford is at or very near both UC Berkeley and MIT's childcare tuition rates, is slightly higher than the University of Michigan and slightly lower than Harvard.

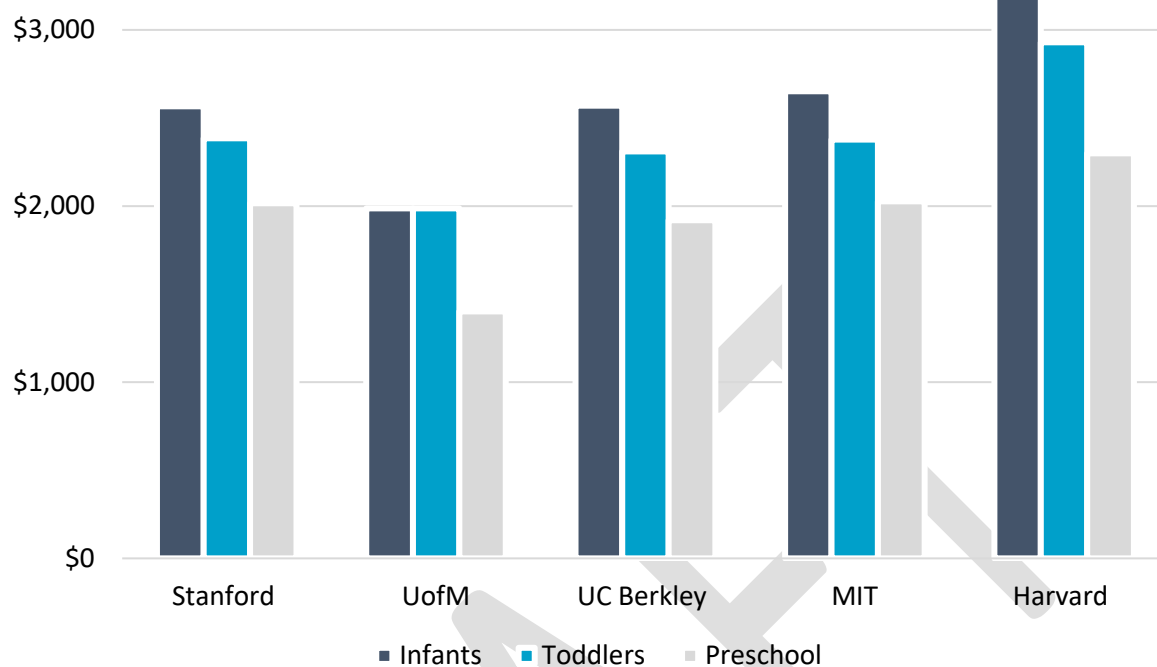


FIGURE 2: COMPARISON OF AVERAGE CHILDCARE FEES BY AGE GROUP

FINANCIAL AID

Stanford provides childcare operators with rent-free facilities and subsidized utility costs so that tuition can be directly applied to the quality of care. In 2022, Stanford expanded its Childcare Subsidy Grant Program (CCSG) with changes led by the Affordability Task Force, to provide grants to reimburse childcare expenses, expanding the eligibility for reimbursed expenses, and increasing award amounts. The following information was available:⁸

- Maximum household income eligibility increased from \$174,999 to \$200,000.
- Age of eligible children increased from 10 years to 13 years.
- The maximum award amount increased from \$5,000 to \$10,000.

Each childcare program offers at least two financial assistance options providing for an automatic tuition reduction of 5% and a tuition assistance program that reduces tuition for income-eligible families earning less than \$150,000 annually. Childcare tuition rate increases are proposed by the childcare operators, reviewed by the WorkLife Office, and approved by University leadership following benchmarking with local programs, ensuring childcare operator budget alignment, providing for quality of care for children and teacher salary increases.

Stanford offers childcare financial assistance programs for students, faculty, and staff, described below. Similar to the peer institutions, several of the financial assistance options provide for off-campus, non-University affiliated childcare programming selections of the student/ faculty/ staff parent's choice, including the Faculty Childcare Assistance Program (FCCAP), the Childcare

⁸ [Childcare Subsidy Grant program expanded - Stanford Report](#)

Assistance Grant program (CCAGP), and the Graduate Student Family Grant. The following information was taken from Stanford's financial online resources:⁹

- The Faculty Childcare Assistance Program (FCCAP) provides a salary supplement to eligible faculty to offset qualified childcare expenses. Awards are based on the applicant's household income, with a sliding scale for award, ranging from a salary of less than \$124,000 with an award of \$24,000 to a salary less than \$225,000 and an award of \$6,000.¹⁰
- The Tuition Reduction Program (TRP) which provides a 5% childcare tuition reduction for all students and postdocs enrolled in Stanford on-site childcare.¹¹
- The Childcare Assistance Grant program (CCAGP) provides postdocs with up to \$5,000 per year to assist with childcare expenses.
- In addition to the CCAGP, the Family Grant (FG) offers postdocs with families up to \$10,000 per year for living expenses that span beyond childcare, including food, transportation and medical expenses.
- The Graduate Student Family Grant Program (GSFGP) offers graduate students up to \$20,000 to cover child expenses such as childcare, healthcare, and insurance.

The following table represents financial aid information provided by Stanford University:

⁹ [Stanford's Philosophy for On-site Childcare Programs | Cardinal at Work](#)

¹⁰ [Faculty Childcare Assistance Program | Cardinal at Work \(stanford.edu\)](#)

¹¹ [Childcare Tuition Support for Students and Postdocs | Cardinal at Work \(stanford.edu\)](#)

TABLE 10: STANFORD FINANCIAL AID PROGRAMS

Program	Affiliation(s) Served	Income Eligibility	Grant Amount	Eligible for additional financial assistance programs?	Applicable on and off campus?
Faculty Child Care Assistance Program (FCCAP)	Faculty (benefits-eligible)	<\$123,999 <\$224,999	\$24,000 \$6000	CCSG and JFDCTG	Yes
Child Care Subsidy Grant (CCSG)	Faculty and staff (benefits-eligible)	<\$200,000	Up to \$10,000/year	N/A	Yes
Junior Faculty Dependent Care Travel Grant (JFDCTG)	Faculty (benefits-eligible)	None	Up to \$1,000/year	FCCAP and CCSG	Yes
Child Care Assistance Grant (CCAG)	Postdocs	<\$150,000	Up to \$5,000/year	Family Grant, TRP, and TAP	Yes
Postdoc Family Grant	Postdocs	<\$150,000	Up to \$10,000/year	CCAGP, TRP, and TAP	No
Graduate Student Family Grant Program (GSFGP)	Grad students	<\$125,000	Up to \$20,000	TAP and TRP	Yes
Tuition Assistance Program (TAP)	Students and postdocs	<\$65,000	20%	TRP, GSFGP, Family Grant, and CCAG	No
		\$65,001-\$100,000	15%		
		\$100,001-\$150,000	10%		
Tuition Reduction Program (TRP)	Students and postdocs	None	5% tuition reduction per child	TAP, GSFGP, Family Grant, and CCAG	No

The peer institutions interviewed also offer various financial supports and services to students to offset the high cost of childcare services. Information was also found on each peer institution website:

TABLE 11: PEER INSTITUTION CHILDCARE GRANTS, SUBSIDIES, AND SCHOLARSHIPS

Institution	Subsidy Description	Grants and Scholarships
U of M	<p>The amount awarded to eligible applicants is based on financial need, the number of children the applicant has enrolled in licensed childcare facilities, their childcare expenses, and available funding.</p> <p><u>2021-2022 Maximums</u> One Child: \$3,118 per term Two Children: \$4,572 per term Three+ Children: \$6,028 per term</p>	<p>The Childcare Tuition Grant is offered to U of M affiliated families who are enrolled at one of the U-M Ann Arbor Children's Centers.</p>
UC Berkeley	<p>Fees are assessed on a sliding scale based on age of the child and gross income (adjusted for family size according to State Department of Education rankings). Current subsidized fees go up to \$19.20 per day.</p>	
MIT	<p>Employees are able to request a nontaxable \$2,000 subsidy, per term, for each dependent child, up to a maximum of three children per household.</p>	<p>Grant amounts for the 2021-2022 academic year are: \$5,000- One dependent child \$6,000- Two dependent children \$7,000- Three or more dependent children</p>
Harvard	<p>None Reported</p>	<p>Harvard offers childcare scholarships, based on need, to eligible faculty, staff and postdocs (not for students) that help defray the cost of childcare. Scholarship awards vary from family to family and year to year, and payments are made on a reimbursement basis. Applicants must be eligible for full active benefits AND a faculty, staff member, postdoc, fellow, or member of one of Harvard's staff unions AND on a Harvard payroll AND working at least half-time (FTE >=0.5). There is also a scholarship for students in the Division of Medical Sciences. Eligible students must be in good academic standing, have a total household income of less than \$100,000, have 1 or more children under the age of 16 who are their legal dependent and are living with them in the US.</p>

PROGRAM QUALITY

The basic indicators of high quality widely accepted across the field of early care and education include factors such as: health and safety, supervision, group size and ratios, staff credentials/ qualifications, curriculum, program leadership and operational policies.

One of the widely held measurements in the early childhood field for market indicators of quality are state Quality Rating and Improvement Systems (QRIS), which in California is Quality Counts California.¹² A QRIS is a method, beyond baseline program licensure, to assess, improve, and communicate the level of quality in a childcare center. The QRIS in California is new since California is one of the last states to implement a state-wide QRIS. As such, Stanford is working with local licensing boards and exploring QRIS participation but has implemented various internal quality measures and set curriculum standards that align with best practices for instruction and engagement, including research-based teaching and caregiving practices known to create high quality early learning environments, such as Reggio Emilia, and others.

National standards of childcare quality are typically set by accreditation standards, such as the National Association for the Education of Young Children (NAEYC). Accreditation standards are the highest quality indicators, exceeding both licensing requirements and, typically, the highest QRIS ratings within a state's QRIS. The pandemic slowed down the pace at which NAEYC supported their accreditation process. NAEYC recently re-started their validation visits.

PCG reached out to the following program site directors to confirm QRIS and NAEYC accreditation status, and received the following responses:

TABLE 12: STANFORD QUALITY RATINGS

Stanford University Programs	QRIS Rating	NAEYC Accredited
Stanford Arboretum Children's Center (SACC)	QRIS is new in CA, reviewing ratings and requirements	Self-study completed, validation visit confirmed to take place before July 16,2022.
Stanford Madera Grove Children's Center (SMG)		Self-study completed, validation visit confirmed to take place before July 16,2022.
Stock Farm Road Children's Center (SFRCC)		Self-study completed, validation visit confirmed to take place before July 16,2022.
Children's Center of the Stanford Community (CCSC)		Yes
Pine Cone Children's Center (PCCC)	Working with an assigned QRIS coach	Self-Study process delayed from August 2020 due to COVID-19. Preparing to pursue
Stanford West Children's Center (SWCC)	Will assess readiness for participation in August 2022	Eligible to pursue in August 2022

¹² <https://qualitycountsca.net/>.

TABLE 13: PEER INSTITUTION QUALITY RATINGS (CONTINUED)

Institution	QRIS Rating	NAEYC Accredited
U of M	4 out of 5 Participate due to using High Scope curriculum	Yes
UC Berkeley	Working on	1 site location is
MIT	Participates, ratings not reported due to state QRIS being paused for the pandemic	Yes
Harvard	Participates, ratings not reported due to state QRIS being paused for the pandemic	Yes

WAITING LIST

Stanford moved to a centralized, cloud-based system for enrollment and wait list tracking across childcare sites. Parents now apply online through a database where eligibility is verified. If the child/ family is wait listed, Stanford shares information and provides resources on child development in the meantime. Operators/ Directors of the childcare sites use the database to fill enrollment vacancies, with data matching for child/ family enrollment needs across the system with open childcare slots within Stanford’s network of programs. Matching occurs on child’s age, sibling status, and schedule. Peer institutions manage their waiting list in the following ways:

TABLE 14: PEER INSTITUTION WAIT LIST PRACTICES

Institution	Wait List Management
U of M	Siblings of currently enrolled children are given priority, followed by children of current U of M faculty, staff, and students. Children of non-affiliated families from the community may also be enrolled, pending availability.
UC Berkeley	First priority are children of UC Berkeley students, faculty, and staff. Second priority are children of visiting scholars, LBNL, UCOP, and other UC campus staff/ faculty families. Third priority are children of community families.
MIT	<u>Level one priority</u> is given to: benefits- eligible MIT employees, then MIT students enrolled in degree programs and MIT postdoc associates and fellows, employees of the Howard Hughes Medical Institute at MIT. <u>Level two priority</u> is given to: active MIT affiliates who do not qualify for Level 1 priority (such as visiting engineers, scholars, and scientists only) employees of on-site contracted vendors (non-MIT affiliate tuition rates apply), Broad Institute employees (non-MIT affiliate tuition rates apply) edX employees (non-MIT affiliate tuition rates apply), Whitehead Institute staff (non-MIT affiliate tuition rates apply). <u>Level 3 priority</u> is given to: Draper Laboratory staff (non-MIT affiliate tuition rates apply) non-MIT affiliated community members for TCC Lincoln Laboratory Childcare Center in Lexington, MA, only (non-MIT affiliate tuition rates apply).
Harvard	Each center offers spaces to current families first, giving returning children and siblings priority. Preference is then given to Harvard affiliates according to a tier system established by the university. Harvard faculty eligible for ACCESS Program are considered Tier 1A and have priority enrollment on up to half of all childcare center slots. Preference then given to other benefits-eligible faculty, staff and postdoc fellows on a regular Harvard payroll, and to active degree students, all of whom comprise Tier one. Other affiliates who have a Harvard ID number (HUID) but receive their salary and benefits from someone other than Harvard University are considered Tier two. Following these Tier

Institution	Wait List Management
	one and Tier two assignments, slots are allocated to all others, including alumni and members of the local communities, generally considered in Tier 3.

DRAFT

RESEARCH RESULTS

STUDENT RESEARCH RESULTS

Data reported in focus groups and survey results suggest graduate students with children are cost burdened by childcare. On average, this sub-group is concerned about the cost and overall availability of childcare in the University area. In addition, graduate students report this concern seriously impacts their career goals, current achievement, and aspirations. Qualitative survey and focus group responses suggest that graduate students see the benefits Stanford provides for graduate students with children as necessary, high-quality, and currently insufficient to meet the needs of the entire campus population. Of particular concern for graduate students were long wait times to access on-campus facilities, fees related to application for childcare, cost of childcare both on and off campus, and the impact of juggling their role as graduate students and parents.

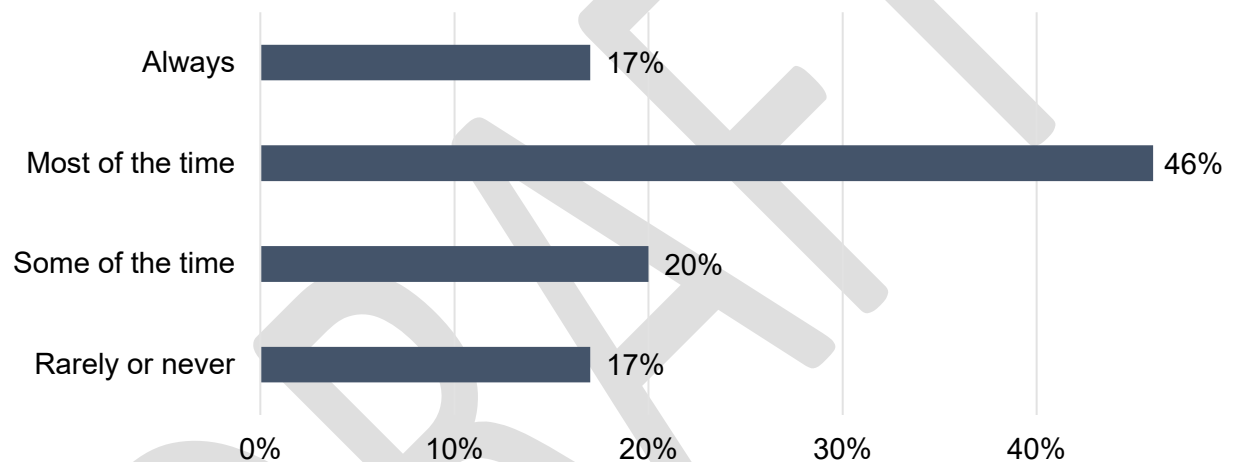


FIGURE 3: HOW OFTEN WERE THE CHILDCARE NEEDS MET FOR ALL YOUR CHILDREN DURING THE LAST 12 MONTHS? (GRADUATE STUDENTS)

Childcare is an important need for graduate students with children. Only 17% of graduate students with children at Stanford report their childcare needs are ‘always’ met. This is similar to the number of graduate students reporting their childcare needs are ‘never’ met, as illustrated in the figure below. Qualitative survey and focus group responses reinforce this finding.

TABLE 15: REASONS CHILDCARE NEEDS WERE NOT MET (GRADUATE STUDENTS)

Barrier	Percentage
The cost of care was too high	37%
Couldn't find anyone to care for my children	31%
Care wasn't available when I needed it	31%
Childcare was not available because of pandemic-related closures	28%
I needed sick care for my child	17%
I, or my partner, had a change in work schedule	17%
Care was too far away	8%
Other (Please specify)	5%

Over one-third (37%) of those who reported that their childcare needs were not 'always' met cited cost as a reason. The barrier of cost was cited about 20% more frequently than the next two most common barriers related to caretakers being unavailable (31%) and timing of care (31%). Cost of care is clearly a major concern among the graduate student population.

Respondents were asked to rate a group of potential concerns about their childcare situation on a scale of one (least concerning) to five (most concerning). Individuals were allowed to rate as many items they wished at any rating from one to five.

The results of the survey analysis found that 60% of graduate students were most likely to select cost of childcare as a most concerning factor. Only 2% of graduate students ranked cost of childcare the least concerning. Childcare affordability was the only factor that received a 'most concerning' rating from over 50% of graduate student respondents.

Figure 4 below provides additional results for questions which were completed.

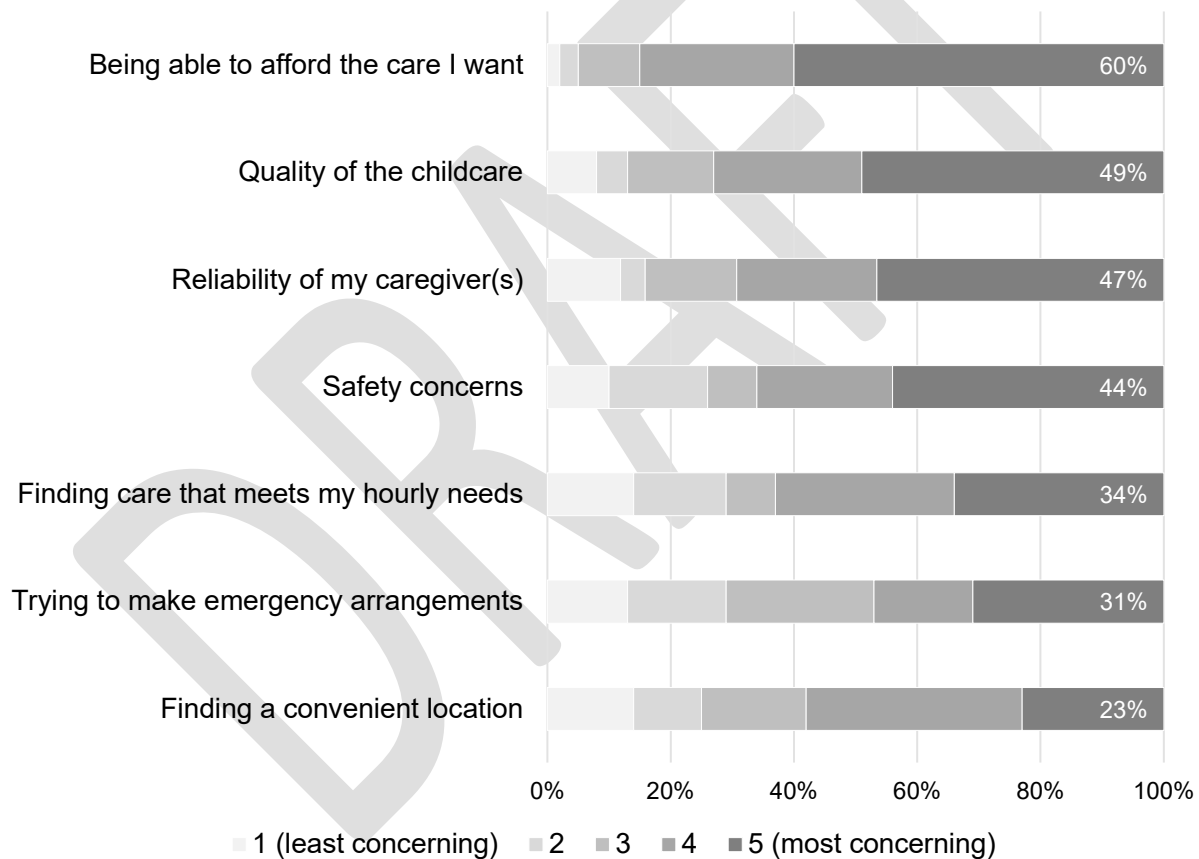


FIGURE 4: PLEASE LET US KNOW HOW MUCH EACH OF THE FOLLOWING CONCERNS YOU ABOUT YOUR CHILDCARE SITUATION (GRADUATE STUDENTS)

The concern over cost of care is driven in part by the amount of childcare this population consumes. Graduate students in particular are most likely to have the youngest children, with 41% having infants and 79% having at least one child under the age of five within their household. Children at this developmental stage often require costly intensive and specialized care facilitated through low staff-to-child ratios.

TABLE 16: PRESENCE OF CHILDREN WITHIN AGE GROUPS (GRADUATE STUDENTS)

Child Age	% Present
Infants (newborn - 17 months)	41%
Toddlers (18 months - 2 years)	30%
Preschool (3 - 4 years)	29%
Kindergarten (5 - 6 years)	14%
Elementary (7 - 12 years)	15%
Teenagers (13 - 18 years)	9%

Graduate students report their youngest children spend 20 hours a week or more in childcare. The average amount of time graduate students with children report having using childcare is presented in the table below. It is important to consider that this analysis represents current usage, which graduate students report as being inadequate to meet their needs. Were prices and availability better suited to the circumstances of the students they would likely consume more hours of childcare on average.

TABLE 17: AVERAGE WEEKLY HOURS IN CHILDCARE BY AGE OF CHILD (GRADUATE STUDENTS)

Age Range	Hours in Childcare
Under the age of 5	22
5 to 12	10
Older than 12	0

The current amount of childcare consumed, and the fact that it is heavily weighted toward the youngest children, may explain why many graduate students experience cost as a major limiting factor on their childcare choices. The average annual household income among these graduate students was \$94,694. While this is above the average income of most Americans, data gathered by MIT in 2019 suggests that the minimum 'living wage' for a family of two working adults with one child in Santa Clara County is \$114,997.¹³ Thus, this income is only 82% of a predicted living wage.

Graduate students with children report far more of their income goes to childcare expenses than is affordable. The Department of Health and Human Services considers affordable childcare as constituting less than 7% of total household income, after any applicable subsidies and benefits.¹⁴ On average, graduate students with children report spending 21% of their household income on childcare. The table below presents the average reported cost of childcare weekly.

TABLE 18: AVERAGE COST OF CHILDCARE AND HOUSEHOLD INCOMES (GRADUATE STUDENTS)

	How much do you pay each week in childcare fees, on average?	What is your annual household income?
Mean	\$391	\$94,694

The costs reported by graduate students as a weekly amount spent on childcare is both well outside the range of affordability and notably lower than the cost presented by the University for their own on-campus childcare offerings.¹⁵ Those costs ranged from \$457 per week, for older children at less expensive facilities, to \$681 per week for the youngest children at the most

¹³ <https://livingwage.mit.edu/counties/06085>

¹⁴ <https://www.acf.hhs.gov/occ>.

¹⁵ Cardinal at Work; On-Site Childcare for the University 2021 – 2022 Monthly Fee Schedule

expensive on-campus facility. Considering the age of children reported by graduate students (see Table 16), switching to on-campus facilities – should space become available at current costs – would likely increase the already unaffordable childcare costs by almost 75%.

These outsized costs are a driver of some negative associations between childcare situations and experiences of student life. In focus groups, graduate students spoke about difficulty navigating the need for childcare and their complex obligations as graduate students and workers on campus. They reported feelings of missing opportunities and that their situations were not considered with empathy by faculty, staff, and University administration.

The feeling of childcare limiting the ability of graduate students to participate fully in University life is further demonstrated in survey results. Three-quarters of graduate students with children (75%) report that they have had to change a class schedule, turn in an assignment late, or otherwise limited their academic success because of a lack of childcare. More than half (60%) feel they have had to somehow limit their current or future career because of childcare needs while at Stanford. These findings are highlighted in the figures below.



FIGURE 5: HAVE YOU EVER HAD TO CHANGE YOUR CLASS SCHEDULE, TURN IN AN ASSIGNMENT LATE, BEEN UNABLE TO PARTICIPATE IN AN ACADEMIC ACTIVITY, OR OTHERWISE LIMIT YOUR ACADEMIC SUCCESS BECAUSE YOU WERE NOT ABLE TO FIND CHILDCARE? (GRADUATE STUDENTS)

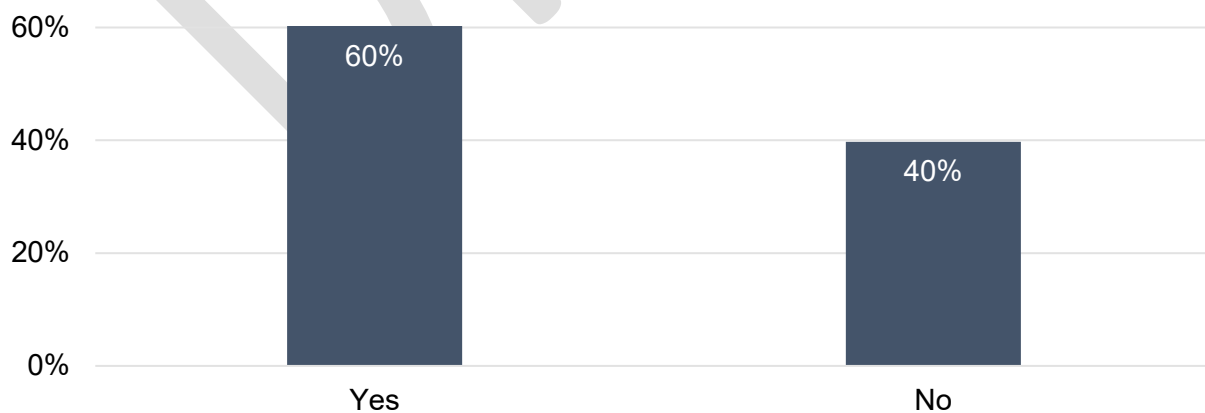


FIGURE 6: SINCE YOU HAVE BEEN ENROLLED AT STANFORD UNIVERSITY, HAS A LACK OF CHILDCARE OR CONCERN OVER CHILDCARE ARRANGEMENTS EVER PREVENTED YOU FROM ACCEPTING A JOB,

PROMOTION, OR OPPORTUNITY TO ADVANCE YOUR CURRENT OR FUTURE CAREER? (GRADUATE STUDENTS)

Some graduate students with children report that these hurdles and the experience of missing opportunities while attending Stanford have had notable impacts on their family planning decisions. In focus groups, several graduate students mentioned desiring more children but being unable to afford to have a family of the size they wanted. Some of these students mentioned childcare costs specifically, but others placed childcare among a network of issues that made living in the area of Stanford University unaffordable. This included not only childcare costs, but also housing costs, distance from family, and general cost of living. Others spoke about a need to potentially leave the University area to live somewhere with a lower general cost of living and access to strong social support networks. This feeling – a lack of access to family and friend networks that could reduce some of the costs associated with child rearing – was expressed particularly by international students in focus groups.

More than one-third of graduate students with children (35%) say that ideally, they would like to add more children to their family within a year, while another 40% say they would like to add children to their family a year or two from the time of the survey.

TABLE 19: REASONS STUDENTS WITH CHILDREN ARE NOT ADDING ADDITIONAL CHILDREN

Reason	% Graduate Students with Children	% All Students Desiring more children
Lack of space, cost of living in the area	39%	45%
Cost of childcare	35%	45%
Timing, waiting to finish school or reach a specific milestone in my career	27%	61%
Too many hours of work are expected of me at my job to have another child	23%	33%
Lack of childcare	23%	30%
Some other reason	6%	16%

A lack of space and the general cost of living in the Stanford University area (39%) was the most cited reason why these graduate students do not currently have families as large as they would like. This is followed by the cost of childcare (35%) and waiting to finish school or reach a certain milestone, work hours, and lack of childcare, each reported by about 25% of graduate students with children.

Among all students desiring more children, 61% say they are waiting to finish school or reach a specific milestone before having additional children. Otherwise, their responses are similar to the graduate students with children, though each reason tends to be cited by a higher proportion of the population. When specifying answers for other concerns, climate change and desire to find a long-term partner were among the most common reasons for students to be waiting to add children to their families.

Graduate students with children expressed different ideal solutions to their childcare needs in focus groups than in the surveys. Those attending focus groups were vocal about the need for expanding on-campus childcare facilities and for greater equity of access to those facilities among fellow students. However, survey respondents – while in favor of more on-campus childcare centers – preferred expanding and improving childcare subsidies or grants by a substantial margin.

Survey respondents were asked to rank potential options for increasing access to childcare based on their preference. The majority of graduate students (67%) ranked ‘providing a more substantial childcare subsidy’ as the most preferred form of additional childcare benefit. It appears that graduate students have less preference for where this additional subsidy is applied – either at on- or off-campus childcare facilities – as only 25% ranked ‘expanding on-campus childcare offerings’ as the most preferred form of additional childcare benefit. Doing none of the offered choices was ranked number one by 4% of graduate students with children. None of the graduate students with children ranked providing a larger subsidy or expanding on-campus childcare as a least-popular choice.

TABLE 20: MOST PREFERRED FORM OF ADDITIONAL CHILDCARE BENEFIT (GRADUATE STUDENTS)

Option	% Ranked No. 1
Providing a more substantial childcare subsidy for students, faculty, and staff to purchase childcare	67%
Expanding on-campus childcare offerings	25%
Offer childcare programs before and after school hours and on school holidays and vacations at or near campus	5%
Reserving slots in nearby, off-campus childcare centers for students, faculty, and staff	0%
None of these	4%

FACULTY AND STAFF RESEARCH RESULTS

Almost three-quarters (70%) of faculty and staff with children who responded to the survey say they have unmet childcare needs at least some of the time. The largest differences between responding faculty and staff and graduate students appear at the extremes of the scale. The proportion of respondents indicating their childcare needs are 'always' met was much higher among faculty and staff (30%) than graduate students (17%). The proportion of respondents indicating their childcare needs are 'rarely or never' met, however, was much higher among graduate students (17%) than faculty and staff (2%).

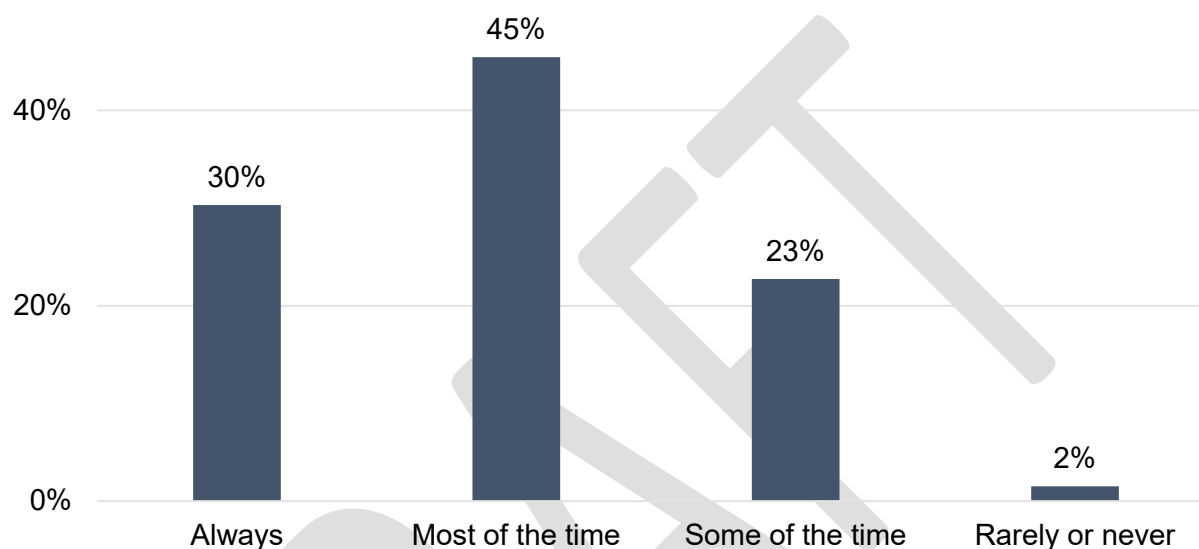


FIGURE 7: HOW OFTEN WERE THE CHILDCARE NEEDS MET FOR ALL YOUR CHILDREN DURING THE LAST 12 MONTHS? (FACULTY AND STAFF)

When childcare was not available, responding faculty and staff were more likely to state that it was for reasons of availability or difficulties in access than cost-related barriers. Only 19% of responding faculty and staff stated that cost was a reason they were not able to access childcare, making it the fourth most common reason. Availability of childcare when it was needed was most common (30%) followed by the need for sick childcare (26%). Pandemic-related closures were third (25%).

TABLE 21: REASONS CHILDCARE WAS NOT AVAILABLE (RESPONDING FACULTY AND STAFF)

Barrier	Percentage
Care wasn't available when I needed it	30%
I needed sick care for my child	26%
Childcare was not available because of pandemic-related closures	25%
The cost of care was too high	19%
Couldn't find anyone to care for my children	18%
I, or my partner, had a change in work schedule	14%
Care was too far away	1%
Other (Please specify)	5%

Faculty and staff underlined these difficulties during focus groups when they spoke about their inability to get access to on-campus facilities. There was a perception of inequity among faculty and staff regarding these facilities. Access was seen as preferentially given to the most senior and high-status faculty and staff who would be most capable of making other arrangements. Lower status faculty and staff were reportedly left on long wait lists or searching for alternate arrangements. While the University states they provide information on other sources of childcare for those who are wait listed, as well as providing tuition reimbursement for off-campus, non-affiliated childcare selections of the student/ faculty/ staff parent's choice, some individuals reported having no knowledge of other potential means of accessing childcare.

Of particular concern to some faculty and staff with children in the focus groups were precautions related to COVID-19 and 'out days'. They reported feeling that the system of refunds and timing of absences seemed designed to offer the minimum amount of childcare and maximize payment from parents without regard for parents' need of childcare.

Asked what aspects of their current childcare situation they found most concerning, responding faculty and staff with children were most likely to choose quality and affordability of childcare (60% each). They were least likely to rate affordability of childcare as a least concerning aspect, with only 5% providing a rating of one.

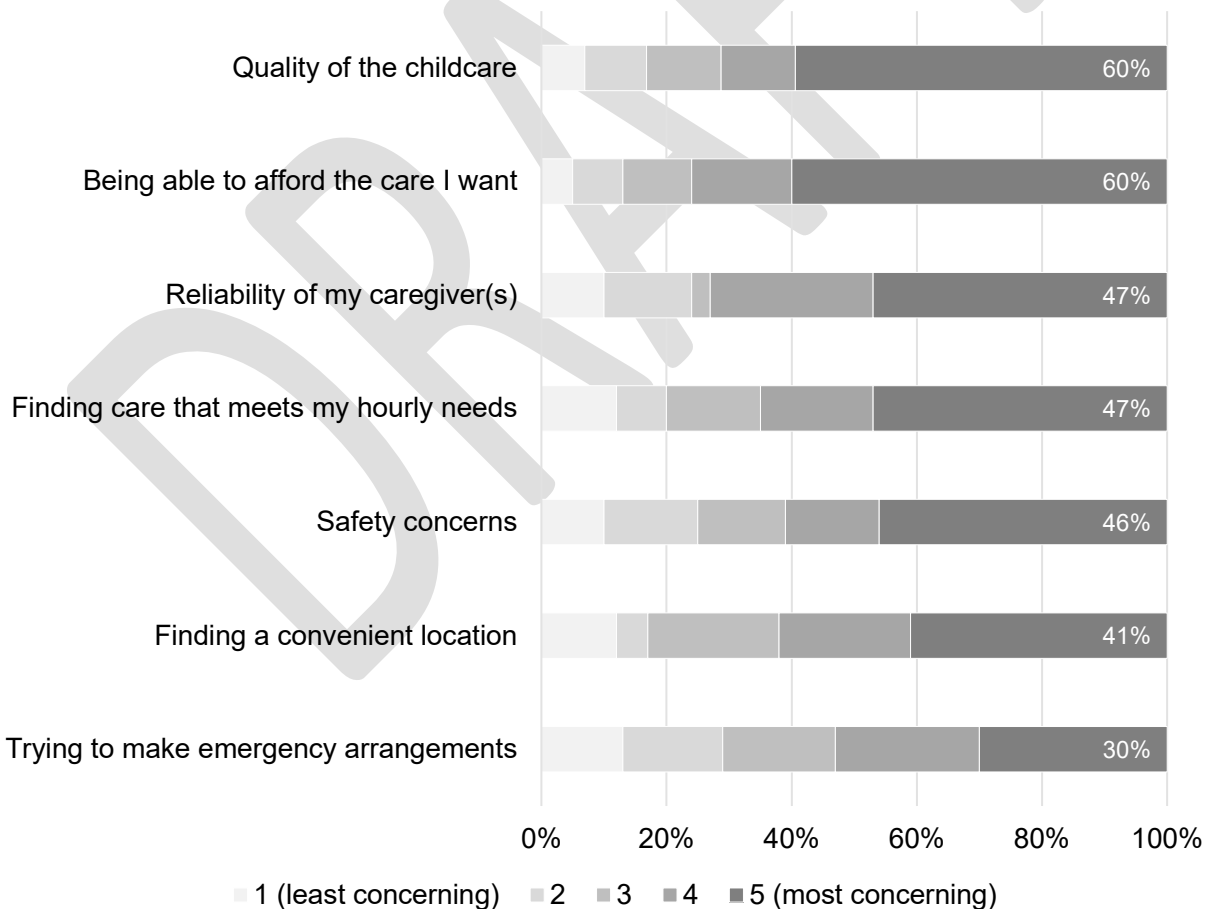


FIGURE 8: PLEASE LET US KNOW HOW MUCH EACH OF THE FOLLOWING CONCERNS YOU ABOUT YOUR CHILDCARE SITUATION (FACULTY AND STAFF)

Cost is a meaningful barrier to accessing childcare for faculty and staff. They reported an average weekly cost of childcare of \$449, against an average household income of \$230,196.¹⁶ This represents an average expenditure of 12% of household income. For reference, the Department of Health and Human Services has set the benchmark for affordable childcare at 7% of household income. The table below sets forth the portion of income going to childcare considering the current average cost, the average cost factoring in Stanford's \$5,000 childcare grant for faculty and staff, and the proposed additional \$5,000 taxable grant the University Affordability Task Force has proposed.

Importantly, this reported cost per week is slightly lower than the cost per week for full time childcare services at any of Stanford's on-campus childcare centers for any age group of children.¹⁷ Those costs ranged from \$457 per week to \$681 per week for the youngest children at the most expensive on-campus facility.

TABLE 22: AVERAGE CHILDCARE COSTS AND INCOME (FACULTY AND STAFF)

How much do you pay each week in childcare fees, on average?	Average Household Income	% of income	% income (w/ \$5k grant)	% income (w/ \$10k grant)
\$449	\$230,196	10%	8%	6%

While the childcare grant would offer some relief to faculty and staff, the average income of the faculty and staff respondents would disqualify an individual from receiving any subsidies. The Stanford Childcare Grant is limited to households with incomes under \$200,000. The table below sets forth the portion of income going to childcare using the average reported fees of responding faculty and staff, calculated against the minimum and maximum income within each of the Grant's income brackets.

TABLE 23: MINIMUM AND MAXIMUM CHILDCARE EXPENSES AS A PERCENT OF INCOME, INCLUDING STANFORD CHILDCARE GRANT

Income	Base Childcare as % of Income	Tax Free Grant Amount	% Income w/ Grant	Taxable Grant Amount	% Income w/ Grant
\$0	N/A	\$5,000	N/A	\$5,000	N/A
\$124,999	19%	\$5,000	15%	\$5,000	11%
\$125,000	19%	\$3,500	16%	\$3,500	13%
\$174,999	13%	\$3,500	11%	\$3,500	9%
\$175,000	13%	\$2,000	12%	\$2,000	11%
\$200,000	12%	\$2,000	11%	\$2,000	10%

Difficulty accessing childcare can take a meaningful portion of the day for responding faculty and staff – commuting between home, childcare, and campus can be a long route. Responding faculty and staff reported this journey taking, on average, just under an hour in total. Faculty and staff also reported that they miss an hour or more of work on three and a half days each month because of unmet childcare needs.

¹⁶ Some faculty and staff reported outlier childcare costs. Any cost more than two standard deviations above the average was determined to be likely reporting monthly rather than weekly costs and was reset to the average cost of childcare reported.

¹⁷ Cardinal at Work; On-Site Childcare for the University 2021 – 2022 Monthly Fee Schedule

TABLE 24: AVERAGE TRAVEL TIMES AND DAYS WITH OBLIGATIONS MISSED DUE TO CHILDCARE (FACULTY AND STAFF)

	How many minutes away from your home is the place where the children in your household go for childcare?	How many minutes away from campus is the place where the children in your household go for childcare?	In the past month, how many days have you had to miss an hour or more of classes, work, or other school obligations because you could not access childcare?
Mean	12.4	45.0	3.5

Parents of children under five report using more than 35 hours of childcare a week, while parents of children twelve or older report using only 2.3 hours of childcare a week for those children. The availability of childcare in the form of school is clearly impactful on the amount of time spent at childcare.

TABLE 25: AVERAGE HOURS IN CHILDCARE PER WEEK BY CHILD'S AGE (FACULTY AND STAFF)

	Less than 5 years	5 to 12 years	Over 12 years
Mean	35.4	17.1	2.3

The most popular potential solution among responding faculty and staff was increasing the size of childcare subsidies provided by Stanford. Again, this survey was conducted before the announcement of the Affordability Task Force's decision to raise the amount of the Childcare Grant the University provides – similar individuals might answer differently today. However, it is clear that responding faculty and staff would prefer receiving a larger subsidy. This may be linked to some issues of equity mentioned earlier – an improved cash subsidy would allow for more individualized decision-making and could be easily provided to all qualifying families.

TABLE 26: PREFERRED OPTION FOR PROVIDING CHILDCARE BENEFITS (FACULTY AND STAFF)

Option	% Ranked 1
Providing a more substantial childcare subsidy for students, faculty, and staff to purchase childcare	56%
Expanding on-campus childcare offerings	18%
Offer childcare programs before and after school hours and on school holidays and vacations at or near campus	16%
Reserving slots in nearby, off-campus childcare centers for students, faculty, and staff	3%
None of these	7%

Inaccessibility of current resources and lack of information were common feelings among the faculty and staff present in focus groups. Individuals were grateful that the University was providing some options, but these were seen as insufficient to meet their needs.

FOCUS GROUP RESPONSES

STUDENTS

- “The childcare that is there in the facility is excellent but it’s not sufficient for all the demand [. . .] the demand is so much higher than they even realize.”
- “A lot of people say that you have to get onto the wait list when you are pregnant [. . .] In terms of price – it is very expensive, and it makes me wonder if I want to have another kid. In the Bay area you have to have both parents working to be living and that’s the fact.”
- “I don’t know if they care. This is not something that’s new. This problem has been there for a while – ever since I’ve been at Stanford [. . .] I haven’t seen anyone do anything about it.”
- “After I graduate from Stanford University, I feel like I might want to go back to Japan to have another kid, and raise the kids. It doesn’t make sense to stay here.”
- “If we end up deciding to have a second kid, we have to move back to France where we have our family.”
- “Having something reliable on campus would be a big help in meeting the needs of my family.”

FACULTY AND STAFF

- “I wasn’t able to continue living in the Bay Area.”

APPENDIX A: SURVEY INSTRUMENTS

STUDENT SURVEY INSTRUMENT

All students are encouraged to participate in this survey.

This survey will take about 15 minutes to complete. Responses will allow us to better understand the experiences of Stanford students like you with questions about mental health, policing, student debt, housing, health insurance, and the childcare needs of student-parents.

Your answers will be anonymous and reported only in aggregate. If you reach a question you prefer not to answer, please skip and continue to the next question.

The questions in this survey were prepared in consultation with several Stanford student groups, including the **Student Solidarity Network**, the **Stanford Students for Workers' Rights**, the **Stanford University Postdoctoral Association**, and the **Associated Students of Stanford University**.

Postdocs will be surveyed in a subsequent faculty and staff survey.

1. Demographics

Demo01

What is your current degree program at Stanford University?

- 1 Undergraduate
- 2 Masters
- 3 Professional degree (JD, MD, MBA, etc.)
- 4 PhD
- 6 Something else (Please specify: *[OPEN TEXT]*)
- 7 Not currently a student *[GO TO END1]*

End01

Thank you, but this survey is for Stanford undergraduate and graduate students. We are also running a survey to understand the childcare needs of staff, postdoctoral scholars, faculty, and on-campus workers. If you are in one of those groups, please use that survey at this link: [\[SURVEY LINK\]](#)

Demo02

These first few questions are used to create a demographic profile for the population surveyed.

What zip code do you live in? *[NUMERIC RESPONSE]*

Demo03

Which of the following best describes your housing situation?

- 1 Stanford on-campus dorm or student housing
- 2 Stanford off-campus housing
- 3 Rent an apartment or house off-campus
- 4 Own a home off-campus
- 5 Currently unhoused
- 6 Live with parents
- 7 Some other situation (Please specify)
- 8 Unsure

Demo04

How old are you, in years? *[NUMERIC RESPONSE]*

Demo05a

To ensure we track the needs of all students, please consider the following question: What is your sex assigned at birth as stated on your original birth certificate?

- 1 Male
- 2 Female
- 3 Intersex
- 8 I'd prefer not to say, or am unsure

DRAFT

Demo05b

What is your current gender identity? Please select the one answer that best fits how you describe yourself.

- 1 Male/Man
- 2 Female/Woman
- 3 Transgender Male/Transman
- 4 Transgender Female/Transwoman
- 5 Nonbinary
- 7 Another gender: *[OPEN TEXT]*
- 8 I'd prefer not to say, or am unsure

Demo06a

What is your race? Please select all that apply.

- 1 African, African American, or Black
- 2 Asian
- 3 Hawaiian or Pacific Islander
- 4 Native American or Alaska Native
- 5 White
- 7 Another race (Please specify: *[OPEN TEXT]*)
- 8 I'd prefer not to say, or am unsure

Demo06b

Are you of Hispanic or Latino/a/x ethnicity?

- 1 Yes
- 2 No
- 8 I'd prefer not to say, or am unsure

Demo07

What is your current residency or visa status?

- ▶ 1 U.S. citizen or permanent resident
- ▶ 2 F-1 Visa

-
- ▶ 3 J-1 Visa
 - ▶ 7 Another status or visa type (Please Specify: *[OPEN TEXT]*)

8 I'd prefer not to say, or am unsure

Demo08

What is your current marital or relationship status?

- 1 Married or living with a partner
- 2 Never been married
- 3 Divorced, separated or widowed
- 5 In a committed relationship, not living together
- 8 I'd prefer not to say, or am unsure

DRAFT

Demo08a

[ASK IF DEMO08=1]

What is your spouse or partner's residency or visa status?

- ▶ 1 U.S. citizen or permanent resident
- ▶ 2 J-2 or F-2 Visa
- ▶ 3 F-1 or J-1 Visa
- ▶ 7 Another status or visa type (Please Specify: [OPEN TEXT])
- ▶ 8 I'd prefer not to say, or am unsure

Demo13.

[ASK IF DEMO08=1]

For your spouse or partner, please specify their current occupation. Please select all that apply.

- 1 In school at Stanford
- 2 Attends another school
- 3 Works for a wage or salary
- 4 Cares for children full time
- 5 Other [Open Text]
- 6 I'd prefer not to say, or am unsure

Demo08b

Please select the one answer that best fits how you describe your sexual orientation.

- 1 Straight
- 2 Lesbian or Gay
- 3 Bisexual/Pansexual
- 4 Asexual
- 5 Queer
- 6 Questioning/Unsure
- 7 Something Else: [OPEN TEXT]
- 8 I'd prefer not to say, or am unsure

Child01a

How many people live in your household? Please **include** yourself and any spouse, partner or children who lives with you. Please **DO NOT include** unrelated roommates or housemates or anyone who usually lives somewhere else.

___ [Numeric Entry; if 1 skip to Future01].

2. Children and Childcare Needs

Child01

How many children live in your household for whom you are primarily responsible for providing care? ___ [Numeric Entry; if 0 skip to Future01]

Child02

How many children in your household are within each of the following age categories?

- a. Infants (newborn - 17 months) [Numeric Entry]
- b. Toddlers (18 months - 2 years) [Numeric Entry]
- c. Preschool (3 – 4 years) [Numeric Entry]
- d. Kindergarten (5 – 6 years) [Numeric Entry]
- e. Elementary (7 – 12 years) [Numeric Entry]
- f. Teenagers (13 -18 years) [Numeric Entry]

Child03

Have you needed childcare for any of the children in your household while you were attending classes, doing schoolwork, or attending a job?

- 1 Yes
- 2 No
- 8 Unsure

Child04

Do you have children in your household who have any special needs? Select all that apply.

- 10 Mobility Impairment
- 11 Developmental delay or intellectual impairment
- 12 Behavioral or Emotional impairment
- 13 Sensory impairment – Blind, visually impaired, deaf, limited hearing

14 Dietary restriction or food allergies

95 Another special need (Please specify [OPEN TEXT])

97 None of the above

99 I'd prefer not to say

DRAFT

3. Childcare Use

Use01

What forms of childcare do you most commonly use for the children in your household? This includes the forms of childcare you are currently using, and the forms you used or will use outside of the current public health crisis. Please mark all that apply, and to the age ranges of the children using that form of care.

[DISPLAY ALL STATEMENTS, DISPLAY ANSWER GROUPS ONLY IF THAT GROUP >= 1 IN CHILD02]

	Infants (newborn - 17 months)	Toddlers (18 months - 2 years)	Preschool (3 – 4 years)	Kindergarte n (5 – 6 years)	Elementary (7 – 12 years)	Teenagers (13 -18 years)
a. Full-day care						
b. Half-day care						
c. Before/after school care						
d. Night or weekend care (while parent/s work)						
e. Full-day care (summers only)						
f. Half-day care (summers only)						
g. Back up or emergency care						
h. Sick care						
i. I take care of the children in my household and do not use any other form of childcare						
j. Other (please explain: [OPEN TEXT])						

Use02

[SKIP IF USE01<>18 FOR ALL]

What kind of places/program types do the children in your household use for childcare? This includes the forms of childcare you are currently using, and the forms you used or will use outside of the current public health crisis. Please mark all that apply, and to the age ranges of the children using that place/program.

[DISPLAY ALL STATEMENTS, DISPLAY ANSWER GROUPS ONLY IF THAT GROUP>=1 IN CHILD02]

	Infants (newborn - 17 months)	Toddlers (18 months - 2 years)	Preschool (3 – 4 years)	Kindergart en (5 – 6 years)	Elementary (7 – 12 years)	Teenagers (13 -18 years)
a. Relative in our home						
b. In relative's home						
c. Licensed Family Childcare Home						
d. Non-relative in our home (babysitters, nannies)						
e. Off-campus childcare center						
f. On-campus childcare center						
g. Non-relative in their home or other setting						
h. A Before/After-school program at the children's school						
i. A Before/After-school program that is not based at the children's school						
j. Other (please explain: [OPEN TEXT])						

Use03

Please let us know how much each of the following concerns you have about your childcare situation.

	Least concerning (1)	2	3	4	Most concerning (5)	N/A (8)
a. Finding care that meets my hourly needs						
b. Being able to afford the care I want						
c. Reliability of my caregiver(s)						
d. Quality of the childcare						
e. Finding a convenient location						
f. Safety concerns						
g. Trying to make emergency arrangements						

Use04a

[ASK IF CHILD01a+CHILD02b+CHILD02c>=1]

How many total hours per week are the children in your household under the age of 5 in childcare, on average? [Numeric Entry]

Use04b

[ASK IF CHILD01d+CHILD02e >=1]

How many total hours per week are the children in your household 5 to 12 in childcare, on average? [Numeric Entry]

Use04b

[ASK IF CHILD02f >=1]

How many total hours per week are the children in your household older than 12 in childcare, on average? *[Numeric Entry]*

Use05

How much do you pay each week in childcare fees, on average? *[Numeric Entry]*

DRAFT

4. Barriers

Barriers01

How often were the childcare needs met for all your children during the last 12 months?

- 4 Always
- 3 Most of the time
- 2 Some of the time
- 1 Rarely or never
- 8 Unsure

Barriers02

[ASK IF BARRIERS01<>4]

When you could not get childcare, what were the reasons? Please select all that apply.

- 10 The cost of care was too high
- 11 Care was too far away
- 12 Care wasn't available when I needed it
- 13 I couldn't find anyone to care for my children
- 14 I, or my partner, had a change in work schedule
- 15 I needed sick care for my child
- 16 Childcare was not available because of pandemic-related closures
- 95 Other (please explain: [OPEN TEXT])
- 99 I'd prefer not to say

Barrier02a

[ASK IF ANY CHILD HAS CHILD04<>"" and <>97]

Have you ever had difficulty finding childcare that can accommodate the special needs of your child?

- 1 Yes
- 2 No
- 8 Unsure

Barrier03

[ASK IF NOT RECEIVING CHILDCARE IN THE HOME IN USES04]

How many minutes away from your home is the place where the children in your household go for childcare? Please let us know how many minutes it takes you to from home to care, door to door, on an average day, including traffic. If you have to travel to multiple places, please estimate the entire trip. Your best estimate is fine.

Number of Minutes: **[NUMERIC ENTRY]**

Barrier04

[ASK IF DEMO03<>1]

How many minutes away from campus is the place where the children in your household go for childcare? Please let us know how many minutes it takes you to travel from care to campus, door to door, on an average day, including traffic. If you have to travel to multiple places, please estimate the entire trip. Your best estimate is fine.

Number of Minutes: **[NUMERIC ENTRY]**

Barrier05

In the past month, how many days have you had to miss an hour or more of classes, work, or other school obligations because you could not access childcare? **[NUMERIC ENTRY]**

Barrier06

Since you have been enrolled at Stanford University, have you ever had to change your class schedule, turn in an assignment late, been unable to participate in an academic activity such as attending a conference or writing a journal article, or otherwise limit your academic success because you were not able to find childcare?

1 Yes

2 No

Barrier07

Since you have been enrolled at Stanford University, has a lack of childcare or concern over childcare arrangements ever prevented you from accepting a job, promotion, or opportunity to advance your current or future career?

1 Yes

2 No

DRAFT

5. Future Children

Future01

In an ideal world, in which childcare access and costs were not constraints, how many children total would you like your family to have? If you are unsure, leave this question blank. *[NUMERIC ENTRY]*

Future02

[ASK OF FUTURE01<>0 SUM OF CHILD02]

When would you like to add children to your family?

- 1 Within the next year
- 2 A year to two years from now
- 3 Three to four years from now
- 4 Five or more years from now
- 5 I'm not sure when I would like to add additional children to my family
- 8 I do not plan to add any more children to my family

Future03

[ASK OF FUTURE01<>0 SUM OF CHILD02 AND FUTURE2<>8]

Are any of the following reasons that your family does not have as many children as you would like to have? Please select all that apply.

- 10 Cost of childcare
- 11 Lack of childcare
- 12 Lack of space, cost of living in the area
- 13 Timing, waiting to finish school or to reach another specific milestone in my career.
- 14 Too many hours of work are expected of me at my job to have another child
- 95 Some other reason (please specify)
- 97 Nothing
- 98 Unsure

6. Health Insurance Questions

Health01

[ASK IF DEMO08=1 OR DEMO08=5]

While Stanford provides students with healthcare coverage, we are also interested in learning more about the healthcare of student families. Is your spouse or significant other **currently** covered by any of the following types of health insurance or health coverage plans? Please select any that apply.

- 10 Insurance through Stanford's Dependent Health Care Plan
- 11 Insurance through my spouse's current or former employer or union
- 12 Insurance through my current or former employer or union
- 11 Insurance purchased directly from an insurance company (of this person or another family member)
- 12 Medicare, for people 65 or older, or people with certain disabilities
- 13 Medicaid, Medi-Cal, Medical Assistance, or any kind of government-assistance plan for those with low incomes or a disability
- 14 TRICARE or other military healthcare
- 15 VA (enrolled for VA health care)
- 16 Indian Health Service
- 95 Any other type of health insurance or health coverage plan (Please specify: [OPEN TEXT])
- 97 None of these, uninsured [EXCLUSIVE]
- 98 I'm not sure, or would prefer not to say [EXCLUSIVE]

Health02

[ASK IF CHILD01>=1]

Are the children in your household **currently** covered by any of the following types of health insurance or health coverage plans? Please select any that apply.

- 10 Insurance through Stanford's Dependent Health Care Plan
- 11 Insurance through my spouse's current or former employer or union
- 12 Insurance through my current or former employer or union
- 11 Insurance purchased directly from an insurance company (of this person or another family member)
- 12 Medicare, for people 65 or older, or people with certain disabilities

13 Medicaid, Medi-Cal, Medical Assistance, or any kind of government-assistance plan for those with low incomes or a disability

14 TRICARE or other military healthcare

15 VA (enrolled for VA health care)

16 Indian Health Service

95 Any other type of health insurance or health coverage plan (Please specify: *[OPEN TEXT]*)

97 None of these, uninsured *[EXCLUSIVE]*

98 I'm not sure, or would prefer not to say *[EXCLUSIVE]*

Health03

[ASK IF Health03=97 AND Child01>1]

How many of the children in your household are not currently covered by any health insurance or health coverage plan? *[NUMERIC ENTRY]*

Health05

[ASK IF Health01<>97 OR Health02<>97]

How much does your family currently pay, out of pocket, for your family's health insurance premiums? Your best estimate is fine. *[NUMERIC ENTRY]*

Health04

[ASK IF Health01=97 OR Health02=97]

Are any of the following reasons why the people in your household are not currently covered by any health insurance or health coverage plan? Please select all that apply.

10 We cannot afford health coverage

11 We are not eligible for government sponsored health coverage options

12 We are not aware of health coverage plans we could be eligible for

13 Employer does not offer health coverage plan

14 We'd prefer not to have health coverage

95 Some other reason (Please specify: *[OPEN TEXT]*)

98 I'm unsure, or would prefer not to say

Health06

[ASK IF Health01<>10 OR Health02<>10]

Why did you choose not to purchase Stanford's Dependent Health Care Plan? [OPEN TEXT]

7. Open Questions

Final01

Some potential options that could help provide childcare for students, staff, and faculty are listed below. Please click or press and drag to place them in order of your preferred options, with the option you would most like to see implemented at Stanford University at the top of the list (1) and the option you would least prefer to see implemented at the bottom of the list (5).

- a. Expanding on-campus childcare offerings
- b. Reserving slots in nearby, off campus childcare centers for students, faculty and staff
- c. Providing a more substantial childcare subsidy for students, faculty and staff to purchase childcare
- d. Offer childcare programs before and after school hours and on school holidays and vacations at or near campus
- e. None of these

Final02

What else would you like Stanford University to know or consider about childcare and your family's childcare needs? [OPEN TEXT]

8. Income and Affordability

Afford01

Which of the following best describes your current financial circumstances?

- ▶ 1 I always have adequate financial resources to meet basic needs.
- ▶ 2 I usually have adequate resources for basic needs but experience occasional gaps.
- ▶ 3 I frequently experience challenges covering expenses but always have housing and food.
- ▶ 4 I always or frequently have financial challenges and am not always sure if I will have housing or food.
- ▶ 8 Unsure or prefer not to say

Afford02

In a typical academic quarter, which of these statements best describes the food eaten in your household? Please select only one answer:

- 1 Enough of the kinds of food (I/we) wanted to eat
- 2 Enough, but not always the kinds of food (I/we) wanted to eat
- 3 Sometimes not enough to eat
- 4 Often not enough to eat
- ▶ 8 Unsure or prefer not to say

Afford03

[ASK IF AFFORD02<>1]

Which of the following would you find most useful in addressing food security?

- 1 Help applying to CalFresh or other assistance
- 2 Locations of free food/nearby food pantries
- 3 Information on how to cook cheaply
- 4 Permanent or more frequent on-campus food pantry
- 5 Help with budgeting or other resources
- 7 Something else (Please specify: *[OPEN TEXT]*)
- 8 Unsure or prefer not to say

Income01

What is your annual household income? Please **include** income from all sources for yourself and any spouse or partner who lives with you (e.g., wages, stipends, grants, fellowships, scholarships, child support, social security, or disability). Please **do not** include the income of unrelated roommates or housemates. Do not include tuition waivers as part of income. Your best estimate is fine. If you have no household income, please enter a zero.

[NUMERIC RESPONSE]

Income02

Excluding funding from loans, assistantships, fellowships, scholarships, grants, support from parents, or any other source, how much will your household pay, out of your own pocket, for tuition to Stanford University this year? Your best estimate is fine.

[NUMERIC RESPONSE]

Income03

(ASK IF GRADUATE STUDENT)

In dollars, how much student loan or other debt will your household take on this year? Please include borrowing by a spouse or partner who lives with you. If you will not be incurring any debt this year, enter 0. Your best estimate is fine.

[NUMERIC RESPONSE]

Income04

(ASK IF Income03<>0)

Roughly how much of this debt will be used to cover living expenses; that is, not paid for tuition? Please enter a dollar amount. Your best estimate is fine.

[NUMERIC RESPONSE]

Income05

(ASK IF GRADUATE STUDENT)

Roughly how much of your household's living expenses this year will be covered by financial support from parents or family members who do not live with you? Please enter a dollar amount. Enter 0 if you do not expect any support or if the support is only for tuition. Your best estimate is fine.

[NUMERIC RESPONSE]

9. Policing

Police02

We have a few questions about your world view and interactions with police. What types of interaction have you had with the Stanford University Department of Public Safety (SUDPS) in the last 12 months? Please choose all that apply.

- 10 Observed officer on campus
- 11 Observed officer off campus
- 12 Questioned in connection with an investigation
- 13 Questioned without any connection to an investigation
- 14 Stopped by an officer
- 15 Witness to a crime
- 16 Victim of a crime
- 95 Other (Please specify: *[OPEN TEXT]*)
- 98 I have not interacted with SUPDS in any way in the last 12 months

Police03

Based on your experience (including what you have seen, heard, or read), please let us know the extent to which you agree or disagree with each of the following statements.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
My views on police and policing are shaped by my own, personal experiences or the experience of my friends and family with law enforcement or SUDPS.					
My views on policing are shaped by news stories I have seen or heard about police conduct nationally.					
Seeing armed police officers on campus makes me feel safe.					

Stanford University should not have armed police officers on campus.					
I can always tell the difference between SUDPS officers and private security guards on campus.					
SUDPS officers always act in the community's best interests.					
SUDPS officers will stop, question, or arrest a person of color in situations where they might not do so with a white person.					

Police01

Finally, how would you describe your own political views?

- 1 Very conservative
- 2 Somewhat conservative
- 3 Neither liberal or conservative
- 4 Somewhat liberal
- 5 Very liberal
- 8 Prefer not to say

10. Mental Health Care

MH01

Have you ever sought out, or wanted to see out, mental health services while at Stanford?
Please choose the option that best describes you.

- 1 I have sought out mental health services
- 2 I have wanted to seek out mental health services
- 3 No, I have never sought, or wanted to seek, mental health services while at Stanford
- 8 I'm unsure, or would prefer not to say

MH02

[ASK IF MH01=1 OR MH01=2]

Where did you receive or seek out mental health services?

- 1 Through Vaden Health Services
- 2 Through mental health services in the community
- 8 I'm unsure, or would prefer not to say

MH03

[ASK IF MH02=1]

How well did Vaden Health Services resolve your concerns?

- 1 Not at all well
- 2 Not very well
- 3 Somewhat well
- 4 Completely
- 8 I'm unsure, or would prefer not to say

MH04

[ASK IF MH02=2]

Have you successfully found the mental health services you sought in the community?

- 1 Yes
- 2 No
- 8 I'm unsure, or would prefer not to say

MH05

[ASK IF MH02=2]

How many months have you spent seeking out the mental health services you wanted? If less than one month, please enter 1. *[NUMERIC ENTRY]*

MH06

[ASK IF MH02=2]

Are the mental health services you sought covered by your health insurance?

1 Yes

2 No

8 I'm unsure, or would prefer not to say

MH07

All in all, do you feel that you have been able to attain adequate mental healthcare while at Stanford?

1 Yes

2 No

8 I'm unsure, or would prefer not to say

DRAFT

FACULTY AND STAFF SURVEY INSTRUMENT

All faculty, staff, and postdoctoral scholars are encouraged to participate in this survey.

This survey will take about 15 minutes to complete. Responses will allow us to better understand the experiences of Stanford faculty and staff like you with questions about childcare, mental health, and food security needs as well as policing perceptions of Stanford's employees.

Your answers will be anonymous and reported only in aggregate. If you reach a question you prefer not to answer, please skip and continue to the next question.

The questions in this survey were prepared in consultation with several Stanford student groups, including the **Student Solidarity Network**, the **Stanford Students for Workers' Rights**, the **Stanford University Postdoctoral Association**, and the **Associated Students of Stanford University**.

DRAFT

1. Demographics

Demo01

What is your current position at Stanford University?

- 1 Teaching faculty
- 2 University Staff
- 3 On-campus worker or contractor
- 4 Postdoctorate Scholar
- 6 Something else (Please specify: *[OPEN TEXT]*)
- 7 Not currently employed at or by Stanford University *[GO TO END1]*

End01

Thank you, but this survey is for Stanford faculty, staff, and postdoctoral scholars. We also have a separate Stanford student (graduate and undergraduate) survey to understand university life experiences. If you are in one of those groups, please use that survey at this link: *[SURVEY LINK]*

Demo02

These first few questions are used to create a demographic profile for the population surveyed.

What zip code do you live in? *[NUMERIC RESPONSE]*

Demo03

Which of the following best describes your housing situation?

- 1 Own a home off-campus
- 2 Stanford off-campus housing
- 3 Rent an apartment or house off-campus
- 4 Stanford on-campus student housing
- 5 Currently unhoused
- 6 Live with parents
- 7 Some other situation (Please specify)
- 8 Unsure

Demo04

How old are you, in years? *[NUMERIC RESPONSE]*

Demo05a

To ensure we track the needs of all staff, please consider the following question: What is your sex assigned at birth as stated on your original birth certificate?

- 1 Male
- 2 Female
- 3 Intersex
- 8 I'd prefer not to say, or am unsure

DRAFT

Demo05b

What is your current gender identity? Please select the one answer that best fits how you describe yourself.

- 1 Male/Man
- 2 Female/Woman
- 3 Transgender Male/Transman
- 4 Transgender Female/Transwoman
- 5 Nonbinary
- 7 Another gender: *[OPEN TEXT]*
- 8 I'd prefer not to say, or am unsure

Demo06a

What is your race? Please select all that apply.

- 1 African, African American, or Black
- 2 Asian
- 3 Hawaiian or Pacific Islander
- 4 Native American or Alaska Native
- 5 White
- 7 Another race (Please specify: *[OPEN TEXT]*)
- 8 I'd prefer not to say, or am unsure

Demo06b

Are you of Hispanic or Latino/a/x ethnicity?

- 1 Yes
- 2 No
- 8 I'd prefer not to say, or am unsure

Demo08

What is your current marital or relationship status?

- 1 Married or living with a partner

-
- 2 Never been married
 - 3 Divorced, separated or widowed
 - 5 In a committed relationship, not living together
 - 8 I'd prefer not to say, or am unsure

Demo08b

Please select the one answer that best fits how you describe your sexual orientation.

- 1 Straight
- 2 Lesbian or Gay
- 3 Bisexual/Pansexual
- 4 Asexual
- 5 Queer
- 6 Questioning/Unsure
- 7 Something Else: *[OPEN TEXT]*
- 8 I'd prefer not to say, or am unsure

Child01a

How many people live in your household? Please **include** yourself and any spouse, partner or children who lives with you. Please **DO NOT include** unrelated roommates or housemates or anyone who usually lives somewhere else.

___ *[Numeric Entry; if 1 skip to Future01].*

2. Children and Childcare Needs

Child01

How many children live in your household for whom you are primarily responsible for providing care? ___ *[Numeric Entry; if 0 skip to Future01]*

Child02

How many children in your household are within each of the following age categories?

- a. Infants (newborn - 17 months) *[Numeric Entry]*
- b. Toddlers (18 months - 2 years) *[Numeric Entry]*
- c. Preschool (3 – 4 years) *[Numeric Entry]*
- d. Kindergarten (5 – 6 years) *[Numeric Entry]*
- e. Elementary (7 – 12 years) *[Numeric Entry]*
- f. Teenagers (13 -18 years) *[Numeric Entry]*

Child03

Have you needed childcare for any of the children in your household while you were attending classes or attending a job?

- 1 Yes
- 2 No
- 8 Unsure

Child04

Do you have children in your household who have any special needs? Select all that apply.

- 10 Mobility Impairment
- 11 Developmental delay or intellectual impairment
- 12 Behavioral or Emotional impairment
- 13 Sensory impairment – Blind, visually impaired, deaf, limited hearing
- 14 Dietary restriction or food allergies
- 95 Another special need (Please specify [OPEN TEXT])
- 97 None of the above
- 99 I'd prefer not to say

3. Childcare Use

Use01

What forms of childcare do you most commonly use for the children in your household? This includes the forms of childcare you are currently using, and the forms you used or will use outside of the current public health crisis. Please mark all that apply, and to the age ranges of the children using that form of care.

[DISPLAY ALL STATEMENTS, DISPLAY ANSWER GROUPS ONLY IF THAT GROUP >= 1 IN CHILD02]

	Infants (newborn - 17 months)	Toddlers (18 months - 2 years)	Preschool (3 – 4 years)	Kindergarte n (5 – 6 years)	Elementary (7 – 12 years)	Teenagers (13 -18 years)
a. Full-day care						
b. Half-day care						
c. Before/after school care						
d. Night or weekend care (while parent/s work)						
e. Full-day care (summers only)						
f. Half-day care (summers only)						
g. Back up or emergency care						
h. Sick care						
i. I take care of the children in my household and do not use any other form of childcare						
j. Other (please explain: [OPEN TEXT])						

Use02

[SKIP IF USE01<>18 FOR ALL]

What kind of places/program types do the children in your household use for childcare? This includes the forms of childcare you are currently using, and the forms you used or will use outside of the current public health crisis. Please mark all that apply, and to the age ranges of the children using that place/program.

[DISPLAY ALL STATEMENTS, DISPLAY ANSWER GROUPS ONLY IF THAT GROUP>=1 IN CHILD02]

	Infants (newborn - 17 months)	Toddlers (18 months - 2 years)	Preschool (3 – 4 years)	Kindergart en (5 – 6 years)	Elementary (7 – 12 years)	Teenagers (13 -18 years)
a. Relative in our home						
b. In relative's home						
c. Licensed Family Childcare Home						
d. Non-relative in our home (babysitters, nannies)						
e. Off-campus childcare center						
f. On-campus childcare center						
g. Non-relative in their home or other setting						
h. A Before/After-school program at the children's school						
i. A Before/After-school program that is not based at the children's school						
j. Other (please explain: [OPEN TEXT])						

Use03

Please let us know how much each of the following concerns you have about your childcare situation.

	Least concerning (1)	2	3	4	Most concerning (5)	N/A (8)
a. Finding care that meets my hourly needs						
b. Being able to afford the care I want						
c. Reliability of my caregiver(s)						
d. Quality of the childcare						
e. Finding a convenient location						
f. Safety concerns						
g. Trying to make emergency arrangements						

Use04a

[ASK IF CHILD01a+CHILD02b+CHILD02c>=1]

How many total hours per week are the children in your household under the age of 5 in childcare, on average? *[Numeric Entry]*

Use04b

[ASK IF CHILD01d+CHILD02e >=1]

How many total hours per week are the children in your household 5 to 12 in childcare, on average? *[Numeric Entry]*

Use04b

[ASK IF CHILD02f >=1]

How many total hours per week are the children in your household older than 12 in childcare, on average? *[Numeric Entry]*

Use05

How much do you pay each week in childcare fees, on average? *[Numeric Entry]*

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4. Barriers

Barriers01

How often were the childcare needs met for all your children during the last 12 months?

- 4 Always
- 3 Most of the time
- 2 Some of the time
- 1 Rarely or never
- 8 Unsure

Barriers02

[ASK IF BARRIERS01<>4]

When you could not get childcare, what were the reasons? Please select all that apply.

- 10 The cost of care was too high
- 11 Care was too far away
- 12 Care wasn't available when I needed it
- 13 I couldn't find anyone to care for my children
- 14 I, or my partner, had a change in work schedule
- 15 I needed sick care for my child
- 16 Childcare was not available because of pandemic-related closures
- 95 Other (please explain: [OPEN TEXT])
- 99 I'd prefer not to say

Barrier02a

[ASK IF ANY CHILD HAS CHILD04<>"" and <>97]

Have you ever had difficulty finding childcare that can accommodate the special needs of your child?

- 1 Yes
- 2 No
- 8 Unsure

Barrier03

[ASK IF NOT RECEIVING CHILDCARE IN THE HOME IN USES04]

How many minutes away from your home is the place where the children in your household go for childcare? Please let us know how many minutes it takes you to from home to care, door to door, on an average day, including traffic. If you have to travel to multiple places, please estimate the entire trip. Your best estimate is fine.

Number of Minutes: **[NUMERIC ENTRY]**

Barrier04

[ASK IF DEMO03<>1]

How many minutes away from the place where you work is the place where the children in your household go for childcare? Please let us know how many minutes it takes you to travel from care to campus, door to door, on an average day, including traffic. If you have to travel to multiple places, please estimate the entire trip. Your best estimate is fine.

Number of Minutes: **[NUMERIC ENTRY]**

Barrier05

In the past month, how many days have you had to miss an hour or more of work or other school obligations because you could not access childcare? **[NUMERIC ENTRY]**

Barrier07

Since you have been working at Stanford University, has a lack of childcare or concern over childcare arrangements ever prevented you from accepting a job, promotion, or opportunity to advance your current or future career?

1 Yes

2 No

5. Future Children

Future01

In an ideal world, in which childcare access and costs were not constraints, how many children total would you like your family to have? If you are unsure, leave this question blank. *[NUMERIC ENTRY]*

Future02

[ASK OF FUTURE01<>0 SUM OF CHILD02]

When would you like to add children to your family?

- 1 Within the next year
- 2 A year to two years from now
- 3 Three to four years from now
- 4 Five or more years from now
- 5 I'm not sure when I would like to add additional children to my family
- 8 I do not plan to add any more children to my family

Future03

[ASK OF FUTURE01<>0 SUM OF CHILD02 AND FUTURE2<>8]

Are any of the following reasons that your family does not have as many children as you would like to have? Please select all that apply.

- 10 Cost of childcare
- 11 Lack of childcare
- 12 Lack of space, cost of living in the area
- 13 Timing, waiting to reach a specific milestone in my career.
- 14 Too many hours of work are expected of me at my job to have another child
- 95 Some other reason (please specify)
- 97 Nothing
- 98 Unsure

7. Open Questions

Final01

Some potential options that could help provide childcare for staff and faculty are listed below. Please click or press and drag to place them in order of your preferred options, with the option you would most like to see implemented at Stanford University at the top of the list (1) and the option you would least prefer to see implemented at the bottom of the list (5).

- a. Expanding on-campus childcare offerings
- b. Reserving slots in nearby, off campus childcare centers for students, faculty and staff
- c. Providing a more substantial childcare subsidy for students, faculty and staff to purchase childcare
- d. Offer childcare programs before and after school hours and on school holidays and vacations at or near campus
- e. None of these

Final02

What else would you like Stanford University to know or consider about childcare and your family's childcare needs? [OPEN TEXT]

8. Health Insurance Questions

Health01

[ASK IF DEMO08=1 OR DEMO08=5]

While Stanford provides employees and students with healthcare coverage, we are also interested in learning more about the healthcare of Stanford families. Is your spouse or significant other **currently** covered by any of the following types of health insurance or health coverage plans? Please select any that apply.

- 10 Insurance through Stanford's Dependent Health Care Plan
- 11 Insurance through my spouse's current or former employer or union
- 12 Insurance through my current or former employer or union
- 11 Insurance purchased directly from an insurance company (of this person or another family member)
- 12 Medicare, for people 65 or older, or people with certain disabilities
- 13 Medicaid, Medi-Cal, Medical Assistance, or any kind of government-assistance plan for those with low incomes or a disability
- 14 TRICARE or other military healthcare

15 VA (enrolled for VA health care)

16 Indian Health Service

95 Any other type of health insurance or health coverage plan (Please specify: *[OPEN TEXT]*)

97 None of these, uninsured *[EXCLUSIVE]*

98 I'm not sure, or would prefer not to say *[EXCLUSIVE]*

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Health02

[ASK IF CHILD01>=1]

Are the children in your household **currently** covered by any of the following types of health insurance or health coverage plans? Please select any that apply.

- 10 Insurance through Stanford's Dependent Health Care Plan
- 11 Insurance through my spouse's current or former employer or union
- 12 Insurance through my current or former employer or union
- 11 Insurance purchased directly from an insurance company (of this person or another family member)
- 12 Medicare, for people 65 or older, or people with certain disabilities
- 13 Medicaid, Medi-Cal, Medical Assistance, or any kind of government-assistance plan for those with low incomes or a disability
- 14 TRICARE or other military healthcare
- 15 VA (enrolled for VA health care)
- 16 Indian Health Service
- 95 Any other type of health insurance or health coverage plan (Please specify: *[OPEN TEXT]*)
- 97 None of these, uninsured *[EXCLUSIVE]*
- 98 I'm not sure, or would prefer not to say *[EXCLUSIVE]*

Health03

[ASK IF Health03=97 AND Child01>1]

How many of the children in your household are **not** currently covered by any health insurance or health coverage plan? *[NUMERIC ENTRY]*

Health05

[ASK IF Health01<>97 OR Health02<>97]

How much does your family currently pay annually, out of pocket, for your family's health insurance premiums? Your best estimate is fine. *[NUMERIC ENTRY]*

Health04

[ASK IF Health01=97 OR Health02=97]

Are any of the following reasons why the people in your household are not currently covered by any health insurance or health coverage plan? Please select all that apply.

10 We cannot afford health coverage

11 We are not eligible for government sponsored health coverage options

12 We are not aware of health coverage plans we could be eligible for

13 Employer does not offer health coverage plan

14 We'd prefer not to have health coverage

95 Some other reason (Please specify: *[OPEN TEXT]*)

98 I'm unsure, or would prefer not to say

Health06

[ASK IF Health01<>10 OR Health02<>10]

Why did you choose **not** to purchase Stanford's Dependent Health Care Plan? *[OPEN TEXT]*

9. Income and Food Security

Afford01

Which of the following best describes your current financial circumstances?

- ▶ 1 I always have adequate financial resources to meet basic needs.
- ▶ 2 I usually have adequate resources for basic needs but experience occasional gaps.
- ▶ 3 I frequently experience challenges covering expenses but always have housing and food.
- ▶ 4 I always or frequently have financial challenges and am not always sure if I will have housing or food.
- ▶ 8 Unsure or prefer not to say

Afford02

In a typical academic quarter, which of these statements best describes the food eaten in your household? Please select only one answer:

- 1 Enough of the kinds of food (I/we) wanted to eat
- 2 Enough, but not always the kinds of food (I/we) wanted to eat
- 3 Sometimes not enough to eat
- 4 Often not enough to eat
- ▶ 8 Unsure or prefer not to say

Afford03

[ASK IF AFFORD02<>1]

Which of the following would you find most useful in addressing food security?

- 1 Help applying to CalFresh or other assistance
- 2 Locations of free food/nearby food pantries
- 3 Information on how to cook cheaply
- 4 Permanent or more frequent on-campus food pantry
- 5 Help with budgeting or other resources
- 7 Something else (Please specify: [OPEN TEXT])
- 8 Unsure or prefer not to say

Income01

What is your annual household income?

[NUMERIC RESPONSE]

10. Policing

Police02

We have a few questions about your world view and interactions with police. What types of interaction have you had with the Stanford University Department of Public Safety (SUDPS) in the last 12 months? Please choose all that apply.

- 10 Observed officer on campus
- 11 Observed officer off campus
- 12 Questioned in connection with an investigation
- 13 Questioned without any connection to an investigation
- 14 Stopped by an officer
- 15 Witness to a crime
- 16 Victim of a crime
- 95 Other (Please specify: [OPEN TEXT])
- 98 I have not interacted with SUPDS in any way in the last 12 months

Police03

Based on your experience (including what you have seen, heard, or read), please let us know the extent to which you agree or disagree with each of the following statements.

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
My views on police and policing are shaped by my own, personal experiences or the experience of my friends and family with law enforcement or SUDPS.					
My views on policing are shaped by news stories I have seen or heard about police conduct nationally.					
Seeing armed police officers on campus makes me feel safe.					

Stanford University should not have armed police officers on campus.					
I can always tell the difference between SUDPS officers and private security guards on campus.					
SUDPS officers always act in the community's best interests.					
SUDPS officers will stop, question, or arrest a person of color in situations where they might not do so with a white person.					

Police01

Finally, how would you describe your own political views?

- 1 Very conservative
- 2 Somewhat conservative
- 3 Neither liberal or conservative
- 4 Somewhat liberal
- 5 Very liberal
- 8 Prefer not to say

11. Mental Health Care

MH01

Have you ever sought, or wanted to seek out, mental health services while at Stanford? Please choose the option that best describes you.

- 1 I have sought out mental health services
- 2 I have wanted to seek out mental health services
- 3 No, I have never sought, or wanted to seek, mental health services while at Stanford
- 8 I'm unsure, or would prefer not to say

MH02

[ASK IF MH01=1 OR MH01=2]

Where did you receive or seek out mental health services?

- 1 Through Vaden Health Services
- 2 Through mental health services in the community
- 8 I'm unsure, or would prefer not to say

MH03

[ASK IF MH02=1]

How well did Vaden Health Services resolve your concerns?

- 1 Not at all well
- 2 Not very well
- 3 Somewhat well
- 4 Completely
- 8 I'm unsure, or would prefer not to say

MH04

[ASK IF MH02=2]

Have you successfully found the mental health services you sought in the community?

- 1 Yes
- 2 No

8 I'm unsure, or would prefer not to say

MH05

[ASK IF MH01=1]

How many months have you spent seeking out the mental health services you wanted? If less than one month, please enter 1. *[NUMERIC ENTRY]*

MH06

[ASK IF MH01=1]

Are the mental health services you sought covered by your health insurance?

1 Yes

2 No

8 I'm unsure, or would prefer not to say

MH07

Overall, do you feel that you have been able to attain adequate mental healthcare while at Stanford?

1 Yes

2 No

8 I'm unsure, or would prefer not to say

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APPENDIX B: FOCUS GROUP MODERATOR GUIDE

PCG Stanford University Childcare Needs Assessment

Focus Group Discussion Guide

DRAFT

January 2022

Target Audience: Students and faculty at Stanford University with children or childcare needs.

DRAFT

County of Santa Clara

Introduction	Hi everyone! My name is XXXX and I'm the moderator for today's focus group. The group will run for about an hour and a half, and we want to hear about your experience and thoughts on childcare at Stanford University and your childcare needs.
Agenda	What we're doing today is a free-flowing discussion and you are the experts. I'd like to hear from each one of you about all the topics I will bring up. Say what you think, there are no right or wrong answers, and everyone's opinion is respected.
Moderator Information	I work for a consulting firm, an independent research firm and I've been trained to lead this discussion. We were hired by the County of Santa Clara to help them understand the childcare needs of the individuals on the Stanford campus. The County of Santa Clara is in the midst of updating policy documents that govern growth in the county. Stanford needs to submit application for the next period of development on campus.
Disclosures	This discussion is being video, and audio recorded for note taking and reporting purposes. I need to write a report about what we discuss, and I use the recording to help me. I will have to report <u>what</u> was said, but not <u>who</u> said it. Nothing that you say will be tied back to you in the report and none of your comments will be used to identify you.

<p>Guidelines</p>	<p>Meeting online like this is becoming more common but it is a little different than a traditional focus group. I'd like to remind everyone to above all be respectful and follow these guidelines:</p> <ul style="list-style-type: none"> • Please allow everyone equal airtime to talk • Please turn on your cameras if possible. It is important for us to see your body language and facial expressions. Though, if you do not have access to a camera or prefer not to use it, I understand. • All points of view can be accepted here. Say what you feel and don't worry about if others agree with you or what Stanford might think. They want to listen to what you have to think about these topics. • If you need to step away for a minute, please mute your microphone to not disrupt the rest of the group. • Please remember that everyone has the right to make the decisions they feel are best for their family, and we are here to share our experiences and thoughts. • If you have a question or comment you would like to share privately, please feel free to use the chat feature and message me. Make sure to send the message to me privately if needed.
<p>Terminology</p>	<p>For simplicity, throughout this discussion I will use 'student' to refer to those whose relationship with Stanford is primarily furthering their education or attaining a credential, no matter what level that is or if they also receive a salary from the university. I'll use the term 'staff' to refer to those whose primary relationship with Stanford is employment, no matter what their specific job is.</p>
<p>Self Intros</p>	<p>I'd like to have everyone introduce themselves. While I'm sure some of you know each other, I don't know you. Let's go around and please share your name and one thing you're looking forward to in the summer. I'll go first.</p>

<p>Part 1: Intro Activity</p>	<p>Let's start the discussion with an activity. I am going to read two statements. Please share what comes to mind after I read each statement.</p> <p>First statement: Stanford University provides sufficient childcare options for students and staff.</p> <p>Second Statement: It is easy for students and staff at Stanford to utilize these services.</p> <p>PROBE: What comes to mind? PROBE: Tell me more about "topic".</p>
<p>Part 2: Experience</p>	<p>I want to transition to what you hear from individuals you know personally, as well as your personal experience.</p> <ul style="list-style-type: none"> • What has been your experience in finding and using childcare while at Stanford University? <p>PROBE: What has been your experience with the childcare centers on campus? PROBE: When you've had to find childcare off campus, what has been your experience?</p> <p>▶</p> • What do you look for when choosing a place to send your children for care? <p>PROBE: What are the signs or signals of high quality childcare? PROBE: Does Stanford's on-campus childcare seem high quality to you? PROBE: What tools do you use to identify high quality childcare?</p> • How do the people you talk to at Stanford feel about childcare services, in general?

<p>Part 3: Barriers</p>	<ul style="list-style-type: none"> ▶ ▶ Next, I would like to talk about barriers and the on-campus childcare at Stanford. Some people have difficulty accessing childcare services at Stanford.. ▶ • Can you access the on-campus childcare provided by Stanford? <p>PROBE: What prevents you from accessing the on-campus childcare? Cost, location, number of slots, wait list?</p> <ul style="list-style-type: none"> ▶ • What effects does being able to access the childcare on the campus have? <ul style="list-style-type: none"> ▶ ▶ PROBE: What does on campus childcare do to improve your life or the lives of your family? <ul style="list-style-type: none"> • How could accessing the on-campus childcare at Stanford be made easier for you and the people you know?
<p>Part 4: Tools and Needs</p>	<p>Now I'm going to talk about tools and needs.</p> <ul style="list-style-type: none"> • What additional tools or services would be helpful to you when it comes to accessing childcare? <p>PROBE: How would these tools or services help?</p> <ul style="list-style-type: none"> • What are the most pressing needs of parents or caregivers like you? <p>PROBE: Who is currently trying to address these needs?</p> <ul style="list-style-type: none"> ▶ PROBE: What could the County or Stanford do to support those organizations?

<p>Part 6: Decision Making</p>	<p>We are just about finished! Only a few more questions. Thank you for the great discussion so far. I'd like to talk a little bit about decision making and how your experiences with childcare have affected your plans for your family.</p> <ul style="list-style-type: none"> • How has access, or lack of access, impacted you and your family while you are at Stanford?? <p>PROBE: What sorts of decisions or plans has it impacted? PROBE: Has your career at Stanford been impacted by your childcare needs? How?</p> <ul style="list-style-type: none"> ▶ PROBE: Have your family decisions been impacted by your career at Stanford? How? ▶ <ul style="list-style-type: none"> • What has the most impact on how you make decisions about childcare? ▶ <ul style="list-style-type: none"> • How would you most like to see Stanford help your family when it comes to childcare? ▶ ▶
<p>Close</p>	<p>Looks like we're running low on time. I'd like to go around to everyone and collect your final thoughts.</p> <p>I think we are done! Thank you all for coming. This has been a wonderful discussion.</p> <p>Does anyone have any final questions before we wrap up?</p> <p>Thank you again.</p>

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**APPENDIX C: MAP OF STANFORD UNIVERSITY
CHILDCARE SITES**

