



## **Highlighted Findings from the #AskTheWomen Project**

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### **Workplaces:**

- **Ensure the ability to request and receive reasonable accommodations on the job**
- **Provide wage replacement or income support for needed pregnancy-related medical leave & maternity leave**
  - *"I wish that they would have not worked me as hard as they did. I was four or five months pregnant with....having to clean the bathrooms or having to work around a whole bunch of chemicals. I was having real bad stomach cramps and it just turned out to be....it was all the stuff that they had me doing was too hard on my body."* Jay County participant
  - *"We should have paid family leave. We still can only get a maximum of 12 weeks of FMLA unpaid. So it's just - I would have absolutely loved to stay home with my baby longer. If it weren't...for those economic impact payments from the government. I don't know what we would have done, honestly."* St Joseph County participant

### **Housing:**

- **Offer rapid rental & utility assistance during pregnancy & early parenthood**
- **Provide prompt & effective responses to habitability concerns**
  - *"I have cameras in my apartment, and you could just see the bugs crawling on the stuff that I work two jobs to pay for, you know, so I had to call the health department on them millions of times...And I would cry because I worked so hard - I worked two jobs to buy everything my son needs, and there's mice and roaches."* Marion County participant
  - *"It was very hard when I went into pre-term labor because we were in the hospital for two weeks. And therefore, neither myself nor my husband were able to work, and they were not very understanding with letting us pay rent a little late."* Shelby County participant

### **Health Care:**

- **Cover costs related to prenatal care, birth, & postnatal care**
  - *"I really wish I could have got on Medicaid. My husband was on furlough. He wasn't getting any money. I was working. But each doctor's appointment costs me like a hundred dollars."* Franklin County participant
  - *"I spent like ten grand or something on my daughter's birth on her bills. And that obviously put an enormous dent into our life, our finances, all of that."* St Joseph County participant

### **Other Needed Resources:**

- **Increase support for legal and social services**
  - *"I know, being maybe a single mom who's trying to fight custody...maybe having some lawyers trying to come in and explain things or trying to help fill out forms...and also for moms who go through domestic violence...having just someone there to talk or help fill out anything that they need to fill out, because I know. I've been through it. Doing that alone is scary."* Marion County participant
- **Offer more support for childcare and other costs**
  - *"I think this was a problem even before the pandemic, but it's even more of a problem now is it's really, really difficult to find childcare, period, especially affordable childcare. I mean, it's absolutely insane what childcare and daycare costs."* Marion County participant