

MEMORANDUM

**TO:** *Interested Parties*  
**FROM:** *YWCA USA and FINN Partners*  
**RE:** *Women’s Legislative Priorities Study 2022*

In late December through early January 2022, YWCA USA worked with Finn Partners to commission a survey of N=1,438 women nationwide, including oversamples of Black women, Hispanic/Latinx women, Asian American and Pacific Islander (AAPI) women, and American Indian and Alaska Native women (AI/AN), to understand their concerns and priorities at the top of Congress’ 2022 legislative session. The study found that:

- Over half of women are enthusiastic about voting in the midterms, which they believe will be impactful on their personal lives
- Women nationwide are reporting high levels of anxiety related to their economic, caregiving, safety, health, and societal concerns – especially women of color, younger women, mothers, unemployed women, and low-income women
- Strong majorities of women view 18 potential policy solutions as very important for Congress to act on, particularly those that are responsive to their top concerns

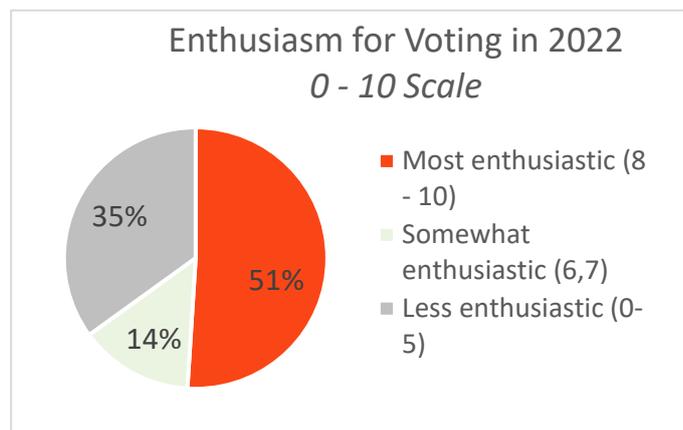
The policy solutions tested in this survey reflect long-standing legislative priorities of YWCA USA that relate both to advancing YWCA’s mission and to the community-based programs and services YWCA provides. Notably, the following policy solutions that are poised for Congressional action in the current legislative session have broad, cross-demographic, and, importantly, bipartisan support:

- Passing paid family and medical leave, paid sick leave, and paid safe leave legislation (72% say it is either very important for Congress to act, or one of the most important things Congress can do)
- Passing the Family Violence Prevention and Services Act (71%)
- Reauthorizing the Violence Against Women Act (70%)
- Increasing federal funding for domestic violence, childcare, job training, housing, and other needed community services provided by non-profits (68%)
- Providing living wages and skills-based training for childcare professionals (69%)
- Expanding access to high quality childcare that is affordable, dependable, and accessible (67%)
- Strengthening community services to address the impact of stress and trauma on children and young adults (66%)

A summary of the key findings from this study follows.

**Women’s Enthusiasm for the 2022 Elections**

Women say the 2022 midterms are of critical importance to their lives. Over half of women rate their enthusiasm about voting in the 2022 elections as an 8, 9, or 10 (51% overall) on a 0-10 scale. Beyond mere enthusiasm, this election is seen as highly impactful for women. More than two-thirds (69%) of women believe the results of the election will have at least somewhat of an impact on their lives and their families’ lives, including 30% who say it will have a big impact. This is especially true among older Black women (40% say “a big impact”) and older Hispanic/Latinx women (39%).



Simply put, November’s upcoming election matters, and it matters across a host of dimensions, to women. The integrity of the election matters as well; 44% of women are at least somewhat worried about whether their vote will count in the upcoming elections, and 35% are worried about being able to cast their vote without any interference or obstacles, with Hispanic/Latinx women (40%) and Black women (44%) especially likely to be concerned about casting their vote without interference.

## Women’s Top Concerns in 2022

Anxieties around the economy, threats to personal rights, and mental health dominate women’s top concerns heading into this midterm election year. Our study asked women to rate the degree to which they were worried about 15 different economic, caregiving, safety, health, and societal concerns. There were seven concerns that rose to the top of the list (as ranked by the % who describe themselves as “very worried”).

Women’s Top Concerns Ranked by % Very/Somewhat Worried Combined							
Concern Category	Concern	Very/Somewhat Combined	Very worried	Somewhat worried	Not too Worried	Not worried at all	Don’t know
<b>Economic</b>	<i>That your total family income will not be enough to meet your family's expenses and pay your bills</i>	54%	31%	23%	21%	23%	2%
<b>Mental Health</b>	<i>Stress, anxiety or trauma from COVID-19</i>	49%	24%	25%	28%	21%	2%
<b>Economic</b>	<i>Being able to afford your rent or mortgage</i>	48%	30%	18%	19%	31%	2%
<b>Rights</b>	<i>Whether your vote will count in elections</i>	45%	25%	20%	19%	33%	4%
<b>Rights</b>	<i>The rise in white nationalism in the U.S.</i>	44%	28%	16%	16%	30%	9%
<b>Rights</b>	<i>That reproductive health services for women, including the right to have an abortion, remain legal where I live</i>	44%	26%	18%	15%	34%	6%
<b>Mental Health</b>	<i>Having access to affordable mental health services</i>	41%	20%	21%	20%	36%	3%

(Note that the verbatim text for the full list of concerns, as described to the respondent, can be read in the appendix.)

### Concerns Among Women of Color

Across the top 7 concerns for women overall, women of color report heightened levels of concern. The intensity and breadth of concerns among Hispanic/Latinx and AI/AN women is particularly notable; both groups were anywhere between 11 pct points and 19 pct points higher than other women in their economic concerns, and were at least 10 pct points more likely to report being worried about 4 separate concerns. Also notable is the intensity of concern across racial/ethnic subgroups with respect to the rise in white nationalism (Black women +15, AAPI women +10, AI/AN women +14) and having access to affordable mental health services (Hispanic/Latinx women +15, AAPI women +12, AI/AN women +10).

Top Concerns Among Women of Color % Somewhat or Very Worried							
Concern Category	Concern	Overall	White	Black	Hispanic / Latinx	AAPI	AI/AN
<b>Economic</b>	<i>That your total family income will not be enough to meet your family's expenses and pay your bills</i>	54%	51%	<b>59%</b>	<b><u>65%</u></b>	51%	<b>83%</b>
<b>Mental Health</b>	<i>Stress, anxiety or trauma from COVID-19</i>	49%	48%	53%	<b><u>61%</u></b>	<b>58%</b>	53%
<b>Economic</b>	<i>Being able to afford your rent or mortgage</i>	48%	45%	<b>56%</b>	<b><u>60%</u></b>	48%	<b><u>65%</u></b>
<b>Rights</b>	<i>Whether your vote will count in elections</i>	44%	45%	45%	<b>49%</b>	43%	41%
<b>Rights</b>	<i>The rise in white nationalism in the U.S.</i>	44%	41%	<b><u>59%</u></b>	<b>50%</b>	<b><u>54%</u></b>	<b><u>58%</u></b>
<b>Rights</b>	<i>That reproductive health services for women, including the right to have an abortion, remain legal where I live</i>	44%	43%	48%	<b>49%</b>	<b>53%</b>	<b>52%</b>
<b>Mental Health</b>	<i>Having access to affordable mental health services</i>	41%	40%	45%	<b><u>56%</u></b>	<b><u>53%</u></b>	<b><u>51%</u></b>

*\*Numbers in **bold** in the tables are at least 5 percentage points above the overall total. Numbers that are **bold and underlined** are at least 10 percentage points above the overall total.*

Beyond the top seven concerns overall, women of color were also overwhelmingly more likely to worry about barriers to voting, experiencing discrimination or harassment at work, staying safe from police violence, and being targets of acts of hate.

Other Concerns Among Women of Color % Somewhat or Very Worried							
Concern Category	Concern	Overall	White	Black	Hispanic / Latinx	AAPI	AI/AN
<b>Rights</b>	<i>Being able to cast your vote without interference or obstacles</i>	35%	34%	<b>44%</b>	<b>40%</b>	37%	32%

**Other Concerns Among Women of Color (cont'd)**

<b>% Somewhat or Very Worried</b>							
Concern Category	Concern	Overall	White	Black	Hispanic / Latinx	AAPI	AI/AN
<b>Safety</b>	<i>Keeping you and your family safe from police violence</i>	30%	22%	<b>61%</b>	<b>43%</b>	<b>43%</b>	<b>53%</b>
<b>Safety</b>	<i>Acts of hate directed toward you or your family because of your race or ethnicity</i>	29%	21%	<b>54%</b>	<b>38%</b>	<b>55%</b>	<b>43%</b>
<b>Safety</b>	<i>Experiencing discrimination or harassment at work</i>	22%	16%	<b>41%</b>	<b>30%</b>	<b>39%</b>	<b>36%</b>

*\*Numbers in **bold** in the tables are at least 5 percentage points above the overall total. Numbers that are **bold and underlined** are at least 10 percentage points above the overall total.*

### Generational Concerns

Looking again at the top concerns of women overall, younger women tend to feel these worries more acutely. Gen Z and Millennials are particularly likely to be concerned about affording their rent or mortgage or making ends meet overall, followed narrowly by Gen X. The two youngest generations are also those most concerned about having access to affordable mental health services.

<b>Top Concerns by Generation</b> <b>% Somewhat or Very Worried</b>							
Concern Category	Concern	Overall	Gen Z	Millennial	Gen X	Baby Boomers	75+
<b>Economic</b>	<i>That your total family income will not be enough to meet your family's expenses and pay your bills</i>	54%	<b>59%</b>	<b>66%</b>	<b>59%</b>	44%	32%
<b>Mental Health</b>	<i>Stress, anxiety or trauma from COVID-19</i>	49%	<b>57%</b>	<b>58%</b>	48%	48%	32%
<b>Economic</b>	<i>Being able to afford your rent or mortgage</i>	48%	<b>58%</b>	<b>64%</b>	<b>55%</b>	34%	13%
<b>Rights</b>	<i>Whether your vote will count in elections</i>	44%	42%	45%	47%	44%	41%
<b>Rights</b>	<i>The rise in white nationalism in the U.S.</i>	44%	<b>54%</b>	44%	46%	44%	39%
<b>Rights</b>	<i>That reproductive health services for women, including the right to have an abortion, remain legal where I live</i>	44%	<b>50%</b>	47%	44%	42%	40%
<b>Mental Health</b>	<i>Having access to affordable mental health services</i>	41%	<b>51%</b>	<b>54%</b>	<b>49%</b>	25%	24%

*\*Numbers in **bold** in the tables are at least 5 percentage points above the overall total. Numbers that are **bold and underlined** are at least 10 percentage points above the overall total.*

Other concerns that are more keenly felt by younger women include gender-based violence, earning equal pay for equal work, taking time off work to take care of oneself, and having access to high-quality childcare.

Other Concerns by Generation % Somewhat or Very Worried							
Concern Category	Concern	Overall	Gen Z	Millennial	Gen X	Baby Boomers	75+
<b>Economic</b>	<i>Earning equal pay—equal to what a man would earn for the same work</i>	41%	<b>50%</b>	<b>49%</b>	45%	31%	27%
<b>Caregiving</b>	<i>Taking time off work to take care of yourself or a sick family member without losing your job</i>	32%	<b><u>47%</u></b>	<b><u>50%</u></b>	33%	15%	11%
<b>Caregiving</b>	<i>Having high quality childcare that is affordable, dependable and accessible</i>	29%	<b><u>44%</u></b>	<b><u>48%</u></b>	24%	15%	13%
<b>Safety</b>	<i>Experiencing domestic violence, sexual assault, stalking or other gender-based violence</i>	28%	<b><u>51%</u></b>	<b><u>39%</u></b>	27%	16%	15%

\*Numbers in **bold** in the tables are at least 5 percentage points above the overall total. Numbers that are **bold and underlined** are at least 10 percentage points above the overall total.

### Concerns among Mothers, the Unemployed, and Low-Income Women

Mothers of school-aged children are disproportionately likely to express economic and mental health anxieties. This is true as well of unemployed women and women making less than \$50,000 a year, although to a lesser extent for some concerns.

Concerns among Mothers, the Unemployed, and Low-Income Women					
% Somewhat or Very Worried					
Concern Category	Concern	Overall	Mothers	Unemployed	<\$50K
<b>Economic</b>	<i>That your total family income will not be enough to meet your family's expenses and pay your bills</i>	54%	<b><u>64%</u></b>	<b>62%</b>	<b>63%</b>
<b>Mental Health</b>	<i>Stress, anxiety or trauma from COVID-19</i>	49%	<b>55%</b>	51%	50%
<b>Economic</b>	<i>Being able to afford your rent or mortgage</i>	48%	<b><u>60%</u></b>	<b><u>59%</u></b>	<b>55%</b>
<b>Mental Health</b>	<i>Having access to affordable mental health services</i>	41%	<b><u>53%</u></b>	<b>47%</b>	44%
<b>Economic</b>	<i>Earning equal pay—equal to what a man would earn for the same work</i>	41%	44%	45%	42%
<b>Caregiving</b>	<i>Taking time off work to take care of yourself or a sick family member without losing your job</i>	32%	<b><u>45%</u></b>	35%	33%
<b>Caregiving</b>	<i>Having high quality childcare that is affordable, dependable and accessible</i>	29%	<b><u>46%</u></b>	33%	30%

*\*Numbers in **bold** in the tables are at least 5 percentage points above the overall total. Numbers that are **bold and underlined** are at least 10 percentage points above the overall total.*

## Women’s Policy Preferences

When it comes to specific policy solutions, women have high expectations for Congress to take action by passing legislation that responds to their concerns. Policies that would increase women’s economic advancement, protect voting rights, or protect against potential outcomes from the rise of white nationalism, tend to be most intensely supported.

Our study asked women to identify whether each of 18 potential policy solutions across five subcategories – gender-based violence, childcare, nonprofit services, racial justice, and women’s economic advancement – was “one of the most important things Congress can do,” “very important,” “somewhat important,” “only a little important,” or “not important at all.”

Notably, **every single policy tested** garners a majority of women who say it is either “very important” OR “one of the most important things Congress can do.” Often, the percent who think each policy is at least *very* important is close to three-quarters, pointing to the depth and breadth of overall support among women. Seven policy solutions generated the most intense support among women overall:

Top Policies Ranked by % One of the Most Important Things							
Policy Category	Policy	Most important / Very important combined	One of the most important	Very important	Somewhat important	Only a little/ Not at all	Don’t know
<b>Women’s economic advancement</b>	<i>Paycheck Fairness Act</i>	73%	35%	38%	16%	9%	2%
<b>Women’s economic advancement</b>	<i>Family &amp; Medical Leave, Paid Sick Leave and Paid Safe Leave</i>	72%	35%	37%	15%	10%	3%
<b>Racial justice</b>	<i>John Lewis Voting Rights Advancement Act</i>	68%	34%	34%	15%	12%	4%
<b>Women’s economic advancement</b>	<i>End Discrimination Against Women</i>	72%	33%	39%	17%	9%	2%
<b>Racial justice</b>	<i>End Racial/Religious Profiling</i>	69%	32%	37%	13%	14%	4%
<b>Racial justice</b>	<i>George Floyd Justice in Policing Act</i>	61%	32%	29%	17%	18%	4%
<b>Women’s economic advancement</b>	<i>End workplace harassment and sexual violence</i>	71%	30%	41%	16%	10%	2%

(Note that the verbatim text for the full list of policy solutions, as described to the respondent, can be read in the appendix.)

### ***Bipartisan Support for Policy Solutions***

One especially notable feature of these policies is that, even in extremely polarized times, most have broad, bipartisan appeal. Of the 18 policy solutions we tested, a majority of Republicans, Democrats, and independents said that the following 11 are either one of the most important things Congress can do, or are very important:

<b>Top Policies by Party Identification</b>					
<b>Ranked by % One of the Most Important Things/Very Important Combined</b>					
Policy Category	Policy	Most important / Very important combined	Democrats	Independents	Republicans
<b>Women's economic advancement</b>	<i>Paycheck Fairness Act</i>	73%	84%	70%	59%
<b>Women's economic advancement</b>	<i>Family &amp; Medical Leave, Paid Sick Leave and Paid Safe Leave</i>	72%	83%	67%	60%
<b>Women's economic advancement</b>	<i>End Discrimination Against Women</i>	72%	81%	68%	60%
<b>Women's economic advancement</b>	<i>End Workplace Harassment and Sexual Violence</i>	71%	82%	69%	58%
<b>Gender-Based Violence</b>	<i>Family Violence and Prevention Services Act</i>	71%	78%	70%	60%
<b>Gender-Based Violence</b>	<i>Reauthorize VAWA</i>	70%	79%	68%	61%
<b>Women's economic advancement</b>	<i>Living Wages and Skills-Based Training for Childcare Sector</i>	69%	80%	68%	53%
<b>Racial justice</b>	<i>End Racial/Religious Profiling</i>	69%	83%	64%	51%
<b>Women's economic advancement</b>	<i>Workforce Training for Jobs Non-Traditional to Gender</i>	67%	78%	64%	54%
<b>Gender-Based Violence</b>	<i>Impact of Stress and Trauma During COVID-19</i>	66%	75%	63%	55%
<b>Gender-Based Violence</b>	<i>Federal Funding for Domestic Violence Survivors</i>	65%	76%	61%	52%

**Policies Related to Women’s Economic Advancement**

Looking at the policy subcategories, policy solutions surrounding **women’s economic advancement** tended to resonate most strongly. The top four policy solutions overall are in this category, with nearly three-in-four women overall saying each is at least “very important.”

<b>Women’s Economic Advancement Policies Ranked by % Most Important/Very Important Combined</b>			
	Combined Most Important/Very Important	One of the most important things Congress can do	Very important
<i>Paycheck Fairness Act*</i>	73%	35%	38%
<i>Paid Family &amp; Medical Leave, Paid Sick Leave and Paid Safe Leave*</i>	72%	35%	37%
<i>End Discrimination Against Women*</i>	72%	33%	39%
<b><i>End Workplace Harassment and Sexual Violence*</i></b>	71%	30%	41%
<i>Workforce Training for Jobs Non-Traditional to Gender</i>	67%	24%	43%
<i>Ban Use of Salary History</i>	56%	17%	39%

\* Denotes top four policy solutions among women overall

Additional points within the women’s economic advancement subcategory:

- **By Race:** Hispanic/Latinx, AAPI, and AI/AN women are even more likely to support these measures.
  - When looking at all six policies among all women, the average percent who say “one of the most important” or “very important” is 69%. The averages are considerably higher for these three groups: Hispanic/Latinx women score an average of 76%, AAPI women score an average of 76%, and AI/AN women score an average of 79%.
- **By Age:** Millennial women have the highest average of support across these six policy solutions of any generation – especially around providing job-protected leave (79% of millennial women say it is at least very important), passing legislation to end workplace harassment and sexual violence (78%) and ending discrimination against women (78%).
- **By Income:** The lowest-income group of women (those earning less than \$50,000 per year) is more likely to support each one of these policies.

**Policies Related to Gender-Based Violence**

Around two-thirds or more women support each policy within the **gender-based violence** subcategory.

<b>Gender-Based Violence Among All Women</b>			
	Combined Most Important/Very Important	One of the most important things Congress can do	Very important
<i>Pass the Family Violence Prevention and Services Act</i>	71%	27%	44%
<i>Reauthorize VAWA</i>	70%	27%	43%
<i>Impact of Stress and Trauma During COVID</i>	66%	23%	43%
<i>Federal Funding for Survivors of Domestic Violence</i>	65%	20%	45%

Additional points within the gender-based violence subcategory:

- **By Race:** AI/AN women and Hispanic/Latinx women were most supportive of these efforts – especially around the Family Violence Prevention and Services Act, and the reauthorizing of VAWA.
  - Fully 77% of Hispanic/Latinx and AI/AN women say that it is at least very important to pass the Family Violence Prevention and Services Act, while 81% of AI/AN women and 74% of Hispanic/Latinx women say the same about reauthorizing VAWA.
- **By Age:** The generations were largely aligned on the critical importance of passing these measures. However, Congressional action on the impact of stress and trauma during COVID was a notably high priority for Millennials, with 72% saying this was at least very important.
- **By Party ID:** A majority of Democrats, independents and Republicans said each one of these policies was at least very important.
- **By Income:** Women who make less than \$50K in household income were anywhere between 6 pct points and 10 pct points more likely than women who make more than \$100K to think each policy was at least very important.
  - The intensity of support for providing robust federal funding for programs and services that support survivors of domestic violence is also notable; 69% of lower-income women say this is at least very important, compared to 59% of higher-income women.
- **By Marital Status:** Unmarried women were between 6 and 10 pct points higher than married women in their assessment of the importance of each policy in this subcategory.

**Policies Related to Racial Justice**

At least three-in-five women thought each racial justice policy was at least very important, with a call to end racial and religious profiling and to pass the John Lewis Voting Rights Advancement Act deemed important by more than two-in-three women.

Racial Justice Among All Women			
	Combined Most Important/Very Important	One of the most important things Congress can do	Very important
<i>End Racial/Religious Profiling</i>	69%	32%	37%
<i>John Lewis Voting Rights Advancement Act</i>	68%	34%	34%
<i>George Floyd Justice in Policing Act</i>	61%	32%	29%
<i>Racism as a Public Health Crisis</i>	60%	26%	34%

Additional points within the racial justice subcategory:

- **By Race:** Support for these policies tends to be highest among Black and AI/AN women – often by double digits over the total.
  - For example, Black women were 14 pct points more likely than women overall to say ending racial/religious profiling was at least very important (83%), 15 pct points more likely to say addressing racism as a public health crisis was at least very important (75%), and 18 pct points more likely to say passing the George Floyd Justice in Policing Act was at least very important (79%).
  - Similarly, AI/AN women were 15 pct points more likely to say ending racial/religious profiling was at least very important (84%), 21 pct points more likely to say addressing racism as a public health crisis was at least very important (81%), and 19 pct points more likely to say passing the George Floyd Justice in Policing Act was at least very important (80%).
- **By Age:** Though a majority of women in each generation supported every one of these policies, Gen Z and Millennial women tended to support these measures even more strongly than Gen X women and Boomer women.
  - Millennials in particular were 8 pct points more likely to say both addressing racism as a public health crisis (68%) and ending racial and religious profiling (77%) were at least very important when compared to all women.

***Policies Related to Childcare and to Funding for Nonprofit Community Services***

More than two-thirds of women thought it was at least very important for Congress to act on living wages and skills-based training for childcare professionals, expanding access to high quality childcare, and the strengthening of nonprofits that provide such services.

<b>Childcare and Nonprofit Services Among All Women</b>			
	Combined Most Important/Very Important	One of the most important things Congress can do	Very important
<i>Living Wages and Skills-Based Training</i>	69%	25%	44%
<b><i>Funding for Nonprofit Community Services</i></b>	68%	28%	40%
<i>High Quality Childcare</i>	67%	29%	38%
<i>Childcare in Federal Budget</i>	58%	19%	39%

Additional points within the childcare and nonprofit services subcategory:

- **By Race:** Women of color were generally more likely to be supportive in this category.
  - Fully 77% of AI/AN women, 76% of Hispanic/Latinx women, and 75% of Black women said it was at least very important that access to high quality childcare be expanded.
  - Similarly, 83% of AI/AN women, 78% of Hispanic/Latinx women, and 76% of Black women said it was at least very important that Congress work to support living wages and skills-based training for childcare professionals.
- **By Age:** Millennials were the most likely to support each policy.
  - Fully 77% of Millennials say it is at least very important for Congress to support living wages and skills-based training for childcare professionals, and 76% of Millennials say it is at least very important for Congress to expand access to high quality childcare.
- **By Other Demographic Groups:** The need for childcare funding in the federal budget is of considerable importance to mothers of school age children, 66% of whom thought this was at least very important for Congress to act on.

## Demographic Snapshots

Women have been a driving force in recent elections but are not monolithic in their views. This section provides brief overviews of the concerns, priorities, and electoral enthusiasm of key demographic constituencies heading into the 2022 Congressional session and national election, including women of color (Black, Hispanic/Latinx, Asian American and Pacific Islander, and American Indian and Alaska Native) and younger women (Gen Z and millennial). Analysis by Republican, Independent, and Democratic party affiliation is also provided.

YWCA has long centered women and girls of color in its work precisely because they experience overlapping injustices due to their race, gender, and many times, socioeconomic backgrounds. Their perspectives are also frequently overlooked as policy decisions are made. While YWCA recognizes that race is a social construct, the demographic snapshots that follow analyze survey results through the lens of race and gender in order to deepen understanding of the concerns and priorities of women of color, and because it is an essential step in dismantling systemic and structural racism.

### SNAPSHOT: BLACK WOMEN

Black women are one of the **largest** voting constituencies in the U.S. electorate. Not only do Black women show up, some research suggests that – despite voter suppression efforts targeted at voters of color across the nation – they are also the **most determined** to cast their vote. And, current findings suggest that Black women will continue to be key influencers in the 2022 elections.

**More than two-thirds of Black women** (67%) surveyed believe the 2022 midterm election results will have at least somewhat of an impact on their lives and their families’ lives. This nearly matches women overall (69%). And, when asked about the 2022 election, **40% of Black women surveyed reported high enthusiasm to vote** in the upcoming Midterm elections (scoring importance as an “8”, “9”, or “10” on a scale of 1 - 10, with ten being most important). Notably, however, Black women’s enthusiasm for the 2022 election is significantly lower than the enthusiasm of women overall (51%)(-11 pct points). Black women are more intensely concerned about being able to cast their vote without interference or obstacles (44% somewhat or very worried) than women overall (35%).

### CONCERNS

Black women share core concerns with all women across a range of racial justice, economic, and health issues, but at higher levels of intensity. The concerns that rank highest for Black women are:

<b>Top Concerns: Black Women</b> <i>Ranked by Very/Somewhat Worried Combined</i>
Keeping you and your family safe from police violence (61%) (+31 compared to women overall)
The rise in white nationalism in the U.S. (59%)(+15)
That your total family income will not be enough to meet your family’s expenses (59%)(+5)
Being able to afford your rent or mortgage (56%)(+8)

<b>Top Concerns: Black Women (cont'd)</b> <i>Ranked by Very/Somewhat Worried Combined</i>
Acts of hate directed toward you or your family because of your race or ethnicity (54%)(+25)
Stress, anxiety or trauma from COVID-19 (53%)(+4)
That reproductive health services for women, including the right to have an abortion, remain legal where I live (48%)(+4)
Earning equal pay – equal to what a man would earn for the same work (48%)(+7)

Of these top concerns, Black women express acute concerns regarding racial justice issues related to police violence (+31), acts of racially motivated hate (+25), and white nationalism (+15) in comparison to women overall.

**POLICY SOLUTIONS**

Intensity of support for racial justice, childcare, economic, and community service issues is notably higher among Black women. Their highest ranked policy solutions are:

<b>Top Policies: Black Women</b> <i>Ranked by One of the Most Important/Very Important Combined</i>
End Racial/Religious Profiling (83%)(+14 compared to women overall)
George Floyd Justice in Policing Act (79%)(+18)
Funding for Nonprofit Community Services (76%)(+8)
Living Wages and Skills-Based Training for Childcare Sector (76%)(+7)
Racism as a Public Health Crisis (75%)(+15)
High Quality Childcare (75%)(+8)
Paid Family & Medical Leave, Paid Sick Leave and Paid Safe Leave (75%)(+3)
End Workplace Harassment and Sexual Violence (75%)(+4)

Of these top policy solutions for Black women, their support for racial justice legislation is between 14 pct points and 18 pct points higher than women overall.

## SNAPSHOT: LATINX/HISPANIC WOMEN

Latinx women are a voting constituency that is only growing in power. In 2020, turnout for Latinx voters across the board increased by **31%** compared to 2016, and women made up the **majority** of this demographic. Levels of voter participation among Latinx communities, in fact, reached historic highs, with **more than 50%** of eligible voters in that group casting a vote. In part, this is due to a sizable increase in eligible voters from the Latinx community – in 2020, **1 in 4 newly eligible voters were Latinx**.

Nearly 8-in-10 **Latinx women surveyed (79%) reported that the upcoming 2022 elections will have at least some personal impact on their lives**. Still, just 43% of Latinx women surveyed said that they are enthusiastic about voting in the 2022 midterm elections and **nearly half (49%)** expressed concerns about whether their vote will count.

## CONCERNS

Hispanic/Latinx women share core concerns with all women across a range of economic, health, and societal issues, but at higher levels of intensity. The concerns that rank highest for Hispanic/Latinx women are:

<b>Top Concerns: Hispanic/Latinx Women</b> <i>Ranked by Very/Somewhat Worried Combined</i>
That your total family income will not be enough to meet your family's expenses (65%) (+11 compared to women overall)
Stress, anxiety or trauma from COVID-19 (61%) (+12)
Being able to afford your rent or mortgage (60%)(+12)
Having access to affordable mental health services (56%) (+15)
The rise in white nationalism in the U.S. (50%) (+6)
That reproductive health services for women, including the right to have an abortion, remain legal where I live (49%) (+5)

Notably, Latinx women's concerns related to mental health and housing costs were between 12 pct points and 15 pct points higher than for women overall.

## POLICY SOLUTIONS

Intensity of support for childcare, economic, and community service issues is notably higher among Hispanic/Latinx women. Their highest ranked policy solutions include:

<b>Top Policies: Hispanic/Latinx Women</b> <i>Ranked by One of the Most Important/Very Important Combined</i>
Paid Family & Medical Leave, Paid Sick Leave and Paid Safe Leave (81%)(+9 compared to women overall)
Paycheck Fairness Act (81%) (+8)
End Discrimination Against Women (79%) (+7)
Living Wages and Skills-Based Training for Childcare Sector (78%)(+9)
Funding for Nonprofit Community Services (78%)(+10)
End Workplace Harassment and Sexual Violence (77%)(+6)
Family Violence Prevention and Services Act (77%)(+6)
High Quality Childcare (76%)(+9)

## SNAPSHOT: ASIAN AMERICAN AND PACIFIC ISLANDER WOMEN

Asian American and Pacific Islander (AAPI) voters accounted for the [largest increase in voter turnout](#) in 2020 – jumping from **56% in 2016 to 64% in 2020**, and, compared to AAPI men, AAPI women made up the majority of those who went to the polls in the last election. In fact, **this voting constituency is considered to be the [fastest growing](#)** in the nation.

A majority of AAPI women surveyed – **62%** – **reported that they believe the 2022 elections will impact their personal lives**. However, **43% are somewhat or very worried that their vote will count** and 37% have significant concern about barriers to voting. **Overall, just 42% of AAPI women reported having high enthusiasm to vote** in the upcoming 2022 midterm elections.

### CONCERNS

AAPI women share core concerns with all women across a range of economic, health, and societal issues, most at higher levels of intensity. The concerns that rank highest for AAPI women are:

<b>Top Concerns: AAPI Women</b> <i>Ranked by Very/Somewhat Worried Combined</i>
Stress, anxiety or trauma from COVID-19 (58%) (+9 compared to women overall)
Earning equal pay – equal to what a man would earn for the same work (55%)(+14)
Acts of hate directed toward you or your family because of your race or ethnicity (55%)(+26)
The rise in white nationalism in the U.S. (54%)(+10)
Having access to affordable mental health services (53%)(+12)
That reproductive health services for women, including the right to have an abortion, remain legal where I live (53%)(+9)
That your total family income will not be enough to meet your family's expenses (51%)(-3)

## POLICY SOLUTIONS

Intensity of support is higher among AAPI women for a number of policies, notably in the areas of economic security and childcare. Their highest ranked policy solutions include:

<b>Top Policies: AAPI Women</b> <i>Ranked by One of the Most Important/Very Important Combined</i>
Paid Family & Medical Leave, Paid Sick Leave and Paid Safe Leave (83%) (+11 compared to women overall)
Paycheck Fairness Act (82%)(+9)
End workplace harassment and sexual violence (81%)(+10)
End Discrimination Against Women (77%)(+5)
High Quality Childcare (73%)(+6)
Living Wages and Skills-Based Training for Childcare Sector (73%)(+4)
Workforce Training for Jobs Non-Traditional to One's Gender (72%)(+5)

## SNAPSHOT: AMERICAN INDIAN AND ALASKA NATIVE WOMEN

Despite gaining citizenship status in 1924, American Indians and Native Alaskans did not gain the right to vote in the U.S. until the 1970s, and while the U.S. Census releases voter turnout statistics broken down by some racial and ethnic groups, it does not release data specific to the American Indian and Alaska Native (AI/AN) community. Despite this gap in data, AI/AN communities' work to educate, organize, and register voters was [reported](#) as highly influential in critical states that impacted overall election results in 2020. As AI/NA populations galvanize around the issues and policies that impact their daily lives, the influence of this voting constituency will likely grow in influence.

Heading into the 2022 midterm election, **70% of AI/AN women surveyed said that the results of the 2022 election will have at least somewhat of an impact on their lives.** However, just 30% of AI/AN women surveyed reported feeling high enthusiasm to vote.

### CONCERNS

AI/AN women share core concerns with all women across a range of economic, health, and societal issues, but at higher levels of intensity. The concerns that rank highest for AI/AN women are:

<b>Top Concerns: American Indian and Alaska Native Women</b> <i>Ranked by Very/Somewhat Worried Combined</i>
That your total family income will not be enough to meet your family's expenses (83%)(+19 compared to women overall)
Being able to afford your rent or mortgage (65%)(+17)
The rise in white nationalism in the U.S. (58%)(+14)
Keeping you and your family safe from police violence (53%)(+23)
Stress, anxiety or trauma from COVID-19 (53%)(+4)
That reproductive health services for women, including the right to have an abortion, remain legal where I live (52%)(+8)
Having access to affordable mental health services (51%)(+10)
Earning equal pay – equal to what a man would earn for the same work (50%)(+9)

Of these top concerns, AI/AN women expressed acute concern with respect to specific economic and racial justice concerns (between 14 pct points and 23 pct points higher in comparison to women overall).

## POLICY SOLUTIONS

Intensity of support for racial justice, economic, and gender-based violence policy solutions is notably higher among AI/AN women – from 11 pct points to 21 pct points higher than women overall for all but one of their top policy solutions. Their highest ranked policy solutions include:

<b>Top Policies: American Indian and Native Alaskan Women</b> <i>Ranked by One of the Most Important/Very Important Combined</i>
Paid Family & Medical Leave, Paid Sick Leave and Paid Safe Leave (89%) (+17 compared to women overall)
End Racial/Religious Profiling (84%) (+15)
Living Wages and Skills-Based Training for Childcare Sector (83%)(+14)
End Workplace Harassment and Sexual Violence (83%)(+12)
Paycheck Fairness Act (82%)(+9)
Racism as a Public Health Crisis (81%) (+21)
Reauthorize VAWA* (81%)(+11)
Workforce Training for Jobs Non-Traditional to One's Gender (80%)(+13)
George Floyd Justice in Policing Act (80%)(+19)

*\* It is important to note that the data on domestic and other violence against women in native communities is not currently tracked by the U.S. government.*

## SNAPSHOT: MILLENNIAL AND GENERATION Z WOMEN

Young voters under 40 – the millennial generation and Generation Z - now make up [a third](#) of the voting electorate and represent the [largest, most racially diverse](#) group of voters in the nation—and their influence in elections is poised to continue to grow. Between 2016 and 2020, millennial voter turnout alone increased by 36% and given population projections. Gen Z voters overall made up [31% of voters](#) who cast their votes in 2020 and, based on the steady rise in this population of voters, that trend is expected to continue. There was also a [marked increase](#) in the percentage of voters from this generation who turned out to vote compared to 2016 and previous years. By 2030, these two groups will make up [more than half](#) of all eligible voters in the United States.

### Millennial and Gen Z attitudes about the 2022 Midterm Elections

The majority of millennial women surveyed – 67% – reported that they believe the 2022 elections will have at least somewhat of an impact on their lives. However, 35% of women of this generation report feeling moderately to very concerned that they’ll face obstacles to casting their vote and 46% have concerns that their vote simply won’t count. Just 42% have indicated high enthusiasm to turn out to the polls.

Throughout the pandemic, Generation Z has suffered some of the [worst impacts](#) when it comes to jobs and financial security and optimism about future job prospects, a body of concern clearly reflected in these survey findings. Although **62% of Gen Z women** reported feeling that the 2022 election will impact their personal lives, this group also reported the lowest enthusiasm (21%) to vote in the next election.

### CONCERNS

With a few notable exceptions, Gen Z and millennial women share core concerns with all women across a range of economic, health, and societal issues, but at higher levels of intensity.

Top Concerns: Gen Z and Millennial Women <i>Ranked by Very/Somewhat Worried Combined</i>				
	Gen Z		Millennial	
That your total family income will not be enough to meet your family’s expenses	59%	+5	66%	+12
Being able to afford your rent or mortgage	58%	+10	64%	+16
Stress, anxiety or trauma from COVID-19	57%	+8	58%	+9
The rise in white nationalism in the U.S.	54%	+10	N/A	
Having access to affordable mental health services	51%	+10	54%	+13
Experiencing domestic violence, sexual assault, stalking, or other gender-based violence	51%	+23	N/A	

Top Concerns: Gen Z and Millennial Women (cont'd)				
<i>Ranked by Very/Somewhat Worried Combined</i>				
	Gen Z		Millennial	
Taking time off work to take care of yourself or a sick family member without losing your job	N/A		50%	+18
Earning equal pay – equal to what a man would earn for the same work	50%	+9	49%	+8
Having high quality childcare that is affordable, dependable, and accessible	N/A		48%	+19
That reproductive health services for women, including the right to have an abortion, remain legal where I live	50%	+6	48%	+4

*+ denotes pct points higher in comparison to women overall.*

*N/A denotes a policy solution that is not among that demographic group's top concerns.*

Notably:

- Gen Z and millennial women share notably acute concerns with respect to housing expenses (+10 and +16 respectively, in comparison to women overall) and access to affordable mental health services (+10 and +13 respectively).
- For millennial women, concerns related to caregiving stood out as particularly acute (job protected leave: + 18 in comparison to women overall; childcare: +19). This is unsurprising given that millennials now make up nearly 40% of the “sandwich generation” (those caring for both a child and an aging adult).
- Concerns among Gen Z women with respect to gender-based violence (+23 in comparison to women overall) stands out as an area of notable concern. Although not among their very top concerns, a full 39% of millennial women share this concern, and combined, Gen Z and millennial women expressed the highest levels of concern about experiencing gender-based violence in comparison to older generations.

**POLICY SOLUTIONS**

Overall, Gen Z and Millennial women surveyed indicated strong support for action by Congress on a range of economic, racial justice, childcare, gender-based violence, and nonprofit community service policy solutions. Notably, there is strong cross-generational support for specific economic and community nonprofit service priorities. The following policy solutions ranked highest for *both* Gen Z and millennial women, although at different levels of intensity.

<b>Top Policies: Gen Z and Millennial Women</b> <i>Ranked by One of the Most Important/Very Important Combined</i>		
	Gen Z	Millennial
Paid Family & Medical Leave, Paid Sick Leave and Paid Safe Leave	67%	79%
End Discrimination Against Women	66%	78%
Paycheck Fairness Act	67%	77%
Living Wages and Skills-Based Training for Childcare Sector	67%	77%
Funding for Nonprofit Community Services	67%	76%

Among Gen Z women, the following gender-based violence, economic, and racial justice policies also ranked among their top policy priorities:

- Reauthorizing VAWA (68% one of the most important/very important combined)
- Workforce Training for Jobs Non-traditional to One’s Gender (67%)
- Family Violence Prevention and Services Act (66%)
- George Floyd Justice in Policing Act (66%)

Among Millennial women, the following economic, racial justice, and child care policies also ranked among their top policy priorities:

- End workplace harassment and sexual violence (78%)
- End racial/religious profiling (77%)
- High Quality Childcare (76%)

## SNAPSHOT: WOMEN'S PERSPECTIVES BY PARTY IDENTIFICATION

### 2022 Elections

Voting Enthusiasm and Concerns by Party ID			
	Democrats	Independents	Republicans
<b>Very Enthusiastic to Vote</b> (ranked enthusiasm an 8, 9, or 10 on a 0-10 scale)	56%	33%	68%
<b>Election will Impact their lives</b> (big impact and somewhat of an impact combined)	76%	56%	76%
<b>Whether your vote will count</b> (% Very / Somewhat Worried Combined)	48%	38%	50%
<b>Being able to cast your vote without interference or obstacles</b> (% Very / Somewhat Worried Combined)	43%	26%	35%

### TOP CONCERNS

When examined by party identification:

- Anxieties around family income and expenses, housing expenses, mental health, and voting emerged as top concerns across all 3 party identification groups.
- Concerns about equal pay, reproductive health, and access to mental health services are top concerns for at least 2 party ID groups.
- White nationalism and voting without obstacles are top concerns for only one party ID group.

Top Concerns of Democrats, Independents and Republicans <i>% Very or Somewhat Worried Combined</i>			
	Democrats	Independents	Republicans
<b><i>A Top Concern for All 3 Party ID Categories</i></b>			
That your total family income will not be enough to meet your family's expenses	55%	53%	50%
Being able to afford your rent or mortgage	48%	50%	43%
Stress, anxiety or trauma from COVID-19	59%	47%	38%
Whether your vote will count in elections	48%	37%	50%

<b><i>A Top Concern for 2 Party ID Categories</i></b>			
Earning equal pay – equal to what a man would earn for the same work	51%	39%	(27%)
That reproductive health services for women, including the right to have an abortion, remain legal where I live	62%	41%	(23%)
Having access to affordable mental health services	(47%)	41%	35%
<b><i>A Top Concern for 1 Party ID Category</i></b>			
The rise in white nationalism in the U.S.	68%	(37%)	(17%)
Being able to cast your vote without interference or obstacles	(43%)	(26%)	35%

*(#%) Denotes a concern that was not on the list of top concerns for that party identification but the % is included for comparison purposes.*

*Top concerns were determined by ranking concerns by the % who described themselves as “very worried”, however, this table reports % very worried + somewhat worried combined.*

## **POLICY SOLUTIONS**

Every single policy tested garnered a majority of women who said that it is either “very important” or “one of the most important things Congress can do.” When examined by party identification, with only one exception, broad support exists across political party identification for specific policies related to economic advancement, gender-based violence, racial justice, mental health, and nonprofit community services.

<b>Top Policy Solutions of Democrats, Independents and Republicans</b>			
<i>% One of the Most Important / Very Important Combined</i>			
	Democrats	Independents	Republicans
<b><i>A Top Policy for All 3 Party ID Categories</i></b>			
Paycheck Fairness Act	84%	70%	59%
Paid Family & Medical Leave, Paid Sick Leave, and Paid Safe Leave	83%	67%	60%
End Workplace Harassment and Sexual Violence	82%	69%	58%
End Discrimination against Women	81%	68%	60%

<b><i>A Top Policy for 2 Party ID Categories</i></b>			
Family Violence Prevention and Services Act	(78%)	70%	60%
Reauthorize VAWA	(79%)	68%	61%
John Lewis Voting Rights Advancement Act	84%	68%	(47%)
End Racial/Religious Profiling	83%	64%	(51%)
Living Wages and Skills-Based Training for Childcare Sector	80%	68%	(53%)
<b><i>A Top Policy for 1 Party ID Category</i></b>			
Impact of Stress and Trauma During COVID-19	(75%)	(63%)	55%
Funding for Nonprofit Community Services	80%	(67%)	(49%)
George Floyd Justice in Policing Act	80%	(56%)	(34%)

*(#%) Denotes a policy that is not on the list of top priorities for that party identification, but the % is included for comparison purposes.*

*Top priorities were determined by ranking concerns by the % who described themselves as “very worried”, however, this table reports % very worried + somewhat worried combined.*

## Survey Methodology

This online survey was designed and conducted by Finn Partners. It reached a total of N=1,438 women nationwide between December 22, 2021 and January 5, 2022. The overall sample includes oversamples to ensure at least N=200 were interviewed in the following categories: Black women, Hispanic/Latinx women, Asian American and Pacific Islander women, and American Indian and Alaska Native women. These oversamples were weighted down to their proper size in the final dataset to ensure that the findings are representative by race and ethnicity. Additionally, slight weighting was applied to the data set by age, region, and education level, to ensure the overall representativeness of the sample as well.

## Appendix: Verbatim Text

Concern Category	Concern Text
Caregiving	Taking time off work to take care of yourself or a sick family member without losing your job
Caregiving	Having high quality childcare that is affordable, dependable, and accessible
Economic	That your total family income will not be enough to meet your family's expenses and pay your bills
Economic	Being able to afford your rent or mortgage
Economic	Earning equal pay—equal to what a man would earn for the same work
Mental Health	Stress, anxiety or trauma from COVID-19
Mental Health	Having access to affordable mental health services
Rights	That reproductive health services for women, including the right to have an abortion, remain legal where I live
Rights	Whether your vote will count in elections
Rights	The rise in white nationalism in the U.S.
Rights	Being able to cast your vote without interference or obstacles
Safety	Acts of hate directed toward you or your family because of your race or ethnicity
Safety	Experiencing domestic violence, sexual assault, stalking or other gender-based violence
Safety	Keeping you and your family safe from police violence
Safety	Experiencing discrimination or harassment at work

Policy Category	Policy Short Name	Actual Text Given to Respondent
Women's Economic Advancement	Paycheck Fairness Act	Pass the Paycheck Fairness Act which would strengthen equal pay laws for women
	Paid Family & Medical Leave,	Pass legislation to ensure paid family and medical leave, paid sick leave, and paid safe leave are available to all workers, regardless of zip code, job category, and parenting status, so

	Paid Sick Leave & Paid Safe Leave	that they can heal from illness, care for an ailing family member, and seek safety from gender-based violence.
	End Discrimination Against Women	Enact laws that make it illegal to discriminate against women, such as the Pregnant Workers Fairness Act which would require basic workplace accommodations for pregnant workers and prevent them from being forced out of their jobs.
	End Workplace Harassment and Sexual Violence	Pass legislation such as the BE HEARD Act, which would ensure workplaces are free from sexual violence, harassment and discrimination
	Workforce Training for Jobs Non-Traditional to One's Gender	Expand workforce training programs that increase women's access to high-skill, high wage jobs non-traditional to their gender
	Ban Use of Salary History	Prohibit the use of salary history in job interviews and negotiations
<b>Racial Justice</b>	John Lewis Voting Rights Advancement Act	Ensure all persons have equal access to the ballot box by passing the John Lewis Voting Rights Advancement Act, which would help end voter suppression laws and discriminatory voting practices.
	End Racial/Religious Profiling	Pass legislation to end racial and religious profiling.
	George Floyd Justice in Policing Act	Safeguard people of color from police violence by passing the George Floyd Justice in Policing Act, which would increase police accountability and eliminate racial disparities in policing.
	Racism as a Public Health Crisis	Pass legislation that addresses racism as a public health crisis by strengthening health and well-being in communities of color.
<b>Childcare and nonprofit services</b>	High Quality Childcare	Pass legislation to expand access to high quality childcare that is affordable, dependable, and accessible.
	Living Wages and Skills-Based Training for Childcare sector	Support living wages and skills-based training for childcare professionals.

	Childcare in Federal Budget	Provide robust funding for childcare in the federal budget.
	Funding for Nonprofit Community Services	Increase federal funding for domestic violence, childcare, job training, housing, and other needed community services provided by non-profits
<b>Gender-based Violence</b>	Family Violence Prevention and Services Act	Pass the Family Violence Prevention and Services Act, which improves services for victims and helps to prevent domestic, dating, and family violence.
	Reauthorize VAWA	Reauthorize the Violence Against Women Act, which addresses domestic and sexual violence.
	Impact of Stress and Trauma During COVID-19	Strengthen community services to address the impact of stress and trauma on children and young adults, especially during the COVID-19 pandemic.
	Federal Funding for Domestic Violence Survivors	Provide robust funding in the federal budget for programs and services that support survivors and prevent domestic violence, sexual assault, and other gender-based violence.