

Transcript: Working Mother/Mothering Worker

Characters:

- Mothering Worker (MW)
- Kid
- Dad
- Supportive Employer
- Demanding Boss

Throughout, all participants speak over each other and do not directly respond to the other participants.

Mothering Worker (MW): Women everywhere are refusing to go back to the pre-COVID status quo. We're prioritizing work-life balance. If you're lucky, you enjoy your work-

Kid (interrupting): Can I have a snack? I need you to take me to Jackson's house!

MW: enough to feel the pull of wanting to be both at work and at home.

Dad (interrupting): I'm going to be out of town for a conference for the next week.

MW: Working motherhood isn't a choice, it's a reality for many women. Here's how to ditch the guilt, negotiate for flexibility and find equality at work and at home.

Supportive Employer (SE) (interrupting): We're happy to offer you 6 weeks of unpaid leave.

MW: In order to make change —

Demanding Boss (DB) (interrupting): I need this from you by 8am tomorrow!

MW: and, yes, make money — you've got to stay in the game. Give moms the tools to thrive,

Dad (interrupting): The kids are fighting. What's for dinner.

MW: and we'll be your best employees. In the past,

Dad (interrupting): The kids are fighting!

MW: we might have just shrugged our shoulders and accepted it,

Kid (interrupting): Can I have more screen time, Mommy?

MW: grumbling that “this is just the price we have to pay.” But this time, we know better. Feeling overwhelmed is normal.

DB (interrupting): You have to be in the office at least 3 days a week.

MW: Most moms who work outside the home are back on the job before they’re emotionally or physically ready. This is natural and it’s not your fault. If you look frazzled, that’s not a bad thing. Just look frazzled and like you’re dealing with it.

SE (interrupting): You can finish your work after 8pm.

MW: That’s impressive! It’s O.K. to feel conflicted or overworked. Or even lazy! That’s human. Going forward, we need increased support to do our jobs well

DB: I sent you an email last night, and you didn’t respond.

MW: and keep our families afloat. Motherhood is a strength at work. Working makes you a good mom.

Dad (interrupting): I’m happy to help more if you just tell me what you need me to do.

MW: Talk about your kids at work. Talk about your work at home. Talk about how your partner didn’t get to take parental leave. Take the call from the school nurse. Build

Kid (interrupting): Can I have a snack?

MW: equity at home. Use your commute.

Dad (interrupting): The kids are asking for a snack!

MW: Of course, there will be plenty of moms who can’t afford to risk a gap in employment. But that’s exactly why the rest of us have to speak out, to push for change.

SE: Just tell me if you need more flexibility!

Words appear on screen in parenthesis: (And by the way, this is not a bad position for men to take, as well.)

DB: We need you to stay late to finish this project!

Dad: The kids are asking for a snack! When’s dinner?

Kid: Can I have a snack?

SE: I volunteered you to lead the discussion on work-life balance!

Scripts by Role

Mothering Worker (MW)'s Monologue:

Women everywhere are refusing to go back to the pre-COVID status quo. We're prioritizing work-life balance.

If you're lucky, you enjoy your work enough to feel the pull of wanting to be both at work and at home. Working motherhood isn't a choice, it's a reality for many women. Here's how to ditch the guilt, negotiate for flexibility and find equality at work and at home. In order to make change — and, yes, make money — you've got to stay in the game. Give moms the tools to thrive, and we'll be your best employees. In the past, we might have just shrugged our shoulders and accepted it, grumbling that "this is just the price we have to pay." But this time, we know better.

Feeling overwhelmed is normal. Most moms who work outside the home are back on the job before they're emotionally or physically ready. This is natural and it's not your fault. If you look frazzled, that's not a bad thing. Just look frazzled and like you're dealing with it. That's impressive! It's O.K. to feel conflicted or overworked. Or even lazy! That's human.

Going forward, we need increased support to do our jobs well and keep our families afloat. Motherhood is a strength at work. Working makes you a good mom. Talk about your kids at work. Talk about your work at home. Talk about how your partner didn't get to take parental leave. Take the call from the school nurse. Build equity at home. Use your commute.

Of course, there will be plenty of moms who can't afford to risk a gap in employment. But that's exactly why the rest of us have to speak out, to push for change.

Kid:

Can I have a snack? I need you to take me to Jackson's house!

Can I have more screen time, Mommy?

Can I have a snack?

Can I have a snack?

Dad:

I'm going to be out of town for a conference for the next week.

The kids are fighting. What's for dinner.
The kids are fighting!
I'm happy to help more if you just tell me what you need me to do.
The kids are asking for a snack!
The kids are asking for a snack! When's dinner!

"Supportive" Employer:

We're happy to offer you 6 weeks of unpaid leave.
You can finish your work after 8pm.
Just tell me if you need flexibility!
I volunteered you to lead the discussion on work-life balance.

Demanding Boss:

I need this from you by 8am tomorrow!
You have to be in the office at least 3 days a week.
I sent you an email last night, and you didn't respond.
We need you to stay late tonight to finish this project!