**Questions for workers / pregnant women / moms:**

**Opening Prompt:**

[start by describing a little bit about the project]

Thank you for taking the time to share your experience with me today. Our team wants you to know that there are no right or wrong answers -- your story is important and it will help our team have a better understanding of this issue. To reassure you, this is confidential. It will have no impact on future employment and hopefully help other women struggling to work while raising children. We want to rich feedback from a diversity of people and different walks of life so I will start off by asking you some general bio information. If you don't want to answer any of the questions, feel free to say pass.

What is your profession?

What is your age?

How would you describe your race?

How many children do you have?

What is your marital status?

Where are you currently located?

If you feel comfortable could you let us know what income bracket you fall into?

Tell me about your career before having (a) child(ren).

How does it compare to after having (a) child(ren)?

How do your hours and pay compare?

Has your career changed since you had children?

Were your job criteria different than when you searched for job before you had children?

When planning your work, whether it’s part time, full time, planning to negotiate your salary or hours, do you consider the impact it may have on your future earnings?

Have you ever felt that your employers question your commitment to your job because of your children? If so, can you describe the situations where this happened?

What do you normally use your PTO for? (If stuck, give participant the example: Do you plan vacations around your children?)

Do you plan for unexpected incidents (sick kids, etc.)?

Have you taken unpaid leave to care for your children? Can you talk me through that process and how it felt?

What is rewarding about caregiving?

How do you value workplace flexibility and what are your experiences with it, considering both your time pregnant as well as a mother?

After this conversation are you more interested in exploring the gender pay gap? What issues within it interest you most?

What are 5 words to describe your maternity leave process?

What are 5 words to describe how you want women to feel through this process?