**5e2e024c5106b801bf0d644a**

Harvard researcher: Wonderful. So thank you again for participating in this interview. This interview, as you know, as part of a larger study on how COVID 19 is shifting working parents experiences at work and at home. My first set of questions focuses on the changes you've experienced at home. What's the single biggest change you experienced at home in the early stages, right after your area close down. The single biggest change.

00:00:37.980 --> 00:00:39.990

5e2e024c5106b801bf0d644a: Um, I think. Probably just all three of us being home together all the time. Because my husband's job also kind of effectively shut down so so yeah, just being home 24/7 everybody under one roof.

00:01:02.100 --> 00:01:10.800

Harvard researcher: That's a big change. Did, did you end up changing anything in the way the three of you split your household tasks at home?

00:01:12.990 --> 00:01:16.290

5e2e024c5106b801bf0d644a: No, I don't, no I don't think so. We already- My husband and I pretty well share those evenly. So no, nothing really changed there.

00:01:25.560 --> 00:01:29.580

Harvard researcher: Okay. How did you decide to just keep everything the way it was?

00:01:32.490 --> 00:01:35.430

5e2e024c5106b801bf0d644a: I guess we never really thought about it honestly.

00:01:36.120 --> 00:01:36.540

Harvard Researcher: Okay.

5e2e024c5106b801bf0d644a: Yeah, it was just, that was already our normal in terms of those kinds of things.

00:01:45.180 --> 00:01:56.790

Harvard researcher: Okay. So since this early stage that you just described, what's the single biggest change you've experienced at home as restrictions have changed in your area?

00:02:00.780 --> 00:02:11.340

5e2e024c5106b801bf0d644a: More discussion of, especially recently, because I'm a teacher, so more discussion of what is life going to look like when I do inevitably go back to work. You know, initially we just hunkered down and now it's more, you know, how many masks do we need? What's my procedure going to be when I come home from interacting with, you know, potentially infected kids in my classroom? Things like that.

00:02:40.530 --> 00:02:42.300

Harvard researcher: So have you been told you're going to go back?

00:02:43.800 --> 00:02:45.300

5e2e024c5106b801bf0d644a: That's what they're saying right now. Now, our state has also… our state's a mess, our governor has said that schools are delayed until after September, but the State Board of Education will vote on that, whether or not they're going to uphold that on Monday. So potentially delayed. But yeah, it sounds like going back in person in some capacity.

00:03:15.600 --> 00:03:19.920

Harvard researcher: Okay, thank you. Will you end up changing anything and the way things work once you go back?

00:03:21.930 --> 00:03:23.280

5e2e024c5106b801bf0d644a: Yeah, um, well, at least, at least from what our normal was, you know, when I was working before outside the home. So for instance, when I get home I will instantly, take everything off and throw it in the washer right away. And start that load of laundry to try to minimize infection. And jump… again jump straight in the shower. So just there will be some some practical routine things on my end. And because of those you know he is likely to take over making supper for our daughter during that timeframe because that'll need to be happening simultaneously so.

00:04:15.120 --> 00:04:17.940

Harvard researcher: Great. Thank you. I'm going to move now to changes at work. It sounds like you’ve had lots of changes, so can you please describe your job and the most significant way it changed since the pandemic began?

00:04:29.310 --> 00:04:36.600

5e2e024c5106b801bf0d644a: Yeah, so I I teach high school English and in mid March we… our, our governor shut us down. I don't think that my administrator would have. So we had to switch to remote education in an area where not not everyone has internet and those who do- it's a pretty rural area- so, those who do, it's not always reliable. So I was on. I was on the team, helping to figure out how we were going to make that happen. So we had, we had about a week to figure that out and put that together and and put it in place so that was, yeah. That would be the… the main change was just trying to restructure everything to deliver online but also be able to deliver in paper packets for those without access to online. Started making lots of phone calls to parents and kids. All, I mean all teachers did, but you know. Gosh. Started working from my kitchen table with my two year old initially and then we ultimately decided to put her back in in daycare four days a week, just to make that more manageable. If you have children, you can imagine having a two year old running around while you're trying to chat with parents about school work, you know, it’s not fun.

00:06:15.600 --> 00:06:17.310

Harvard researcher: Along actually teaching. Yeah.

00:06:17.910 --> 00:06:19.110

5e2e024c5106b801bf0d644a: Yeah, so the school didn't require it but we did put her back in daycare four days a week to make that more more possible and given the limited research about young kids, we felt fairly safe doing that for her so. I don't remember if there's anything else I supposed to address or not. I'm sorry.

00:06:41.730 --> 00:06:46.320

Harvard researcher: But that's the most significant way your job has changed since the pandemics. Are there any other ways?

00:06:48.810 --> 00:06:49.050

5e2e024c5106b801bf0d644a: [???]

00:06:53.700 --> 00:07:06.930

Harvard researcher: So you talked a little bit about your daughter being with you in the beginning and then having her go back to daycare. Are there other ways in which all of the changes at home affected your job?

00:07:10.860 --> 00:07:11.490

5e2e024c5106b801bf0d644a: Um, yeah, I mean, so my husband is in… we own our own trucking company and and so that's his job. But the trucking rates dropped drastically so that's why he's been home. Rates right now don't cover fuel. So I have also taken on basically any extra that was offered at work for additional pay I have taken on so I have started working a lot more. And most of that's through the school. So for instance, right now I'm teaching online summer classes and things like that. So, so yeah, that impacted it. Obviously my daughter made things interesting the first week or two before I gave in and and put her back in daycare. Those would be the major impacts there.

00:08:15.030 --> 00:08:20.370

Harvard researcher: Great. Thank you. So to what extent was technology involved in your work before the pandemic?

00:08:24.030 --> 00:08:37.410

5e2e024c5106b801bf0d644a: I… our school was urging us to go paperless so I mean, it wasn't required, but I did use technology quite a bit with my students prior to that. I just couldn't expect them, didn't expect them to have it and use it at home. So that was the only real shift there. I already used Google Classroom as sort of a place where I would store assignments for them. So if they lost it they could reprint it or if they missed a day they knew they could look there type of thing. Pretty involved.

00:09:09.570 --> 00:09:16.020

Harvard researcher: Okay. Did you do any teaching through technology before or was it mostly storage for materials?

00:09:17.820 --> 00:09:20.280

5e2e024c5106b801bf0d644a: It was storage for materials because the kind of the teaching part and interacting with kids, that was all in person prior prior to the shutdown.

00:09:31.260 --> 00:09:35.130

Harvard researcher: Okay. So what's the main way that the use of technology in your work has changed?

00:09:37.470 --> 00:09:39.660

5e2e024c5106b801bf0d644a: Well, now it now it is for the instruction piece. So for me, that has meant making videos that I can put out to those who have the technology. For those without technology it's been very difficult. It's been a lot of phone calls to explain things or in one case, I, I had to write out because the student didn't have a cell phone. I had to try to write out instructions in so much detail and I don't even know how you possibly teach grammar via writing but…[laughter] um, yeah, it's, yeah. Um, so yeah. Lots more and varied attempts at instruction through different forms of technology.

00:10:40.110 --> 00:10:44.400

Harvard researcher: So is the online teaching that you do all asynchronous?

00:10:48.000 --> 00:10:48.870

5e2e024c5106b801bf0d644a: Yes. And I only hesitate because we we were encouraged and I did have like zoom office hours, or not zoom, I'm sorry, Google Hangout office hours that kids new that they could pop into. And they did. And if they did, and had a question, you know, we would we would take some time and I would teach on it, you know, right then and there. But primarily, yeah, asynchronous. I would post videos on google classroom or with the summer school and doing now we use flip grid to post videos back and forth, which is nice because you can kind of feel like you're talking with them a little bit more to do those videos back and forth, but…

00:11:39.570 --> 00:11:51.930

Harvard researcher: Thank you very much. What's most helpful step your employer has taken to adjust to the changing nature of your work during the pandemic?

00:12:01.980 --> 00:12:02.520

5e2e024c5106b801bf0d644a: Um, I mean, if I have to say something they did that was helpful it would be, I'm not convinced there is anything, but initially our administrator had planned to make us go into the school building and work from our classrooms. And that is currently his plan if we have to go online in the fall so I hope that changes, but in the spring he changed that and said we could work from home. So, allowing… because the initial rule was, you have to come into the building to work, you cannot bring children with you and so I think that would have been really impractical for people who don't have childcare backups.

00:12:51.030 --> 00:12:51.480

Harvard Researcher: Right.

00:12:52.980 --> 00:12:59.280

5e2e024c5106b801bf0d644a: And that's still his… that's still what he's saying is going to happen this fall if we have to go online at any point. I hope that changes because that was a positive shift in plan in the spring.

00:13:08.220 --> 00:13:12.570

Harvard researcher: Yeah, it's kind of ironic to say that teachers have to… the kids have to stay home and the teachers have to come to school without their own kids.

00:13:17.040 --> 00:13:17.370

5e2e024c5106b801bf0d644a: Yeah. I think it’s sort of… he's kind of a control freak. I think it's, you know, he wants to be able to monitor and make sure we're working but, like, he's not gonna come around to every classroom. I don't know.

00:13:34.620 --> 00:13:38.340

Harvard researcher: So what's your employer done that's been least helpful?

00:13:43.740 --> 00:13:45.090

5e2e024c5106b801bf0d644a: In the spring we initially started out grading kids on assignments basically as normal. I mean, it was emergency remote teaching so I mean, we offered more grace maybe than we would if we had been… everything had been normal. Partway through that remote teaching segment they…the school- and by they I mean the school board, so that's truly my employer- decided that any kid who had logged in and interacted or turned in anything at all, would pass the class. And I think that was the least helpful thing because it effectively ended participation from most of our students once they found out about that. Of course, they were no longer… it wasn't worth anything to them. And it really… it was a morale issue too, you know, we felt like we had done all this work and then they kind of pulled the chair out from under us so to speak.

00:15:08.580 --> 00:15:14.130

Harvard researcher: What do you feel is the biggest challenge you faced as you try to respond to all these new demands in the way that you're working?

00:15:21.390 --> 00:15:23.100

5e2e024c5106b801bf0d644a: I think balancing What's, what's best for my family and what my family needs with what's best for my work, you know, what what my work needs for me. Which for me means what my kids, my, my work kids need for me. Because I do have high risk family members. Our daughter is our foster daughter so her biological family is very high risk. And so if it was only my family I was considering, you know, I would continue to work remotely. Unfortunately, it's, you know, work is a financial necessity and you know they're they're leaning or they’re- I shouldn't even say leaning- they're pushing towards being in person and so just trying to balance how I make all that work and keep everyone that I know and love as safe as I possibly can.

00:16:39.990 --> 00:16:42.960

Harvard researcher: Thank you. All right. Are there any challenges at home? I guess that is a challenge at home that's affected your sort of affected challenges at work.

00:16:56.520 --> 00:16:58.650

5e2e024c5106b801bf0d644a: Yeah, I think having having a foster child has complicated it a lot. And not even just because she's at risk- or well she's not- her her biological parents are very high risk category.

00:17:18.120 --> 00:17:19.350

Harvard researcher: And she still sees them.

00:17:19.830 --> 00:17:28.320

5e2e024c5106b801bf0d644a: And she sees them. Yeah. So in in this area, foster children generally see their family once a week for about an hour. In her case parents aren't together so it's two but um but yeah, so in the midst of trying to teach online her visits went online. For I think a couple months, if I remember right. So I had to, in the middle of my teaching day, carve out time to do FaceTime visits with her family on my phone. And then now as I’m facing going back to work and all those changes that are happening. Because she's a foster child in her bio family is at risk, you know as much as we think of her as our daughter, they could make the decision to remove her in order to preserve in person visits. That's, that's an added layer to my stress about going back in person and about, you know, making a decision of what to do so.

00:18:33.630 --> 00:18:34.410

Harvard researcher: That sounds really hard. I'm going to move now to ask about relationships inside and outside your household, both work related and personal. So the first few, we're going to ask you to do a thought experiment. Thinking about how things are now versus what they would be like now if there were no pandemic going on. Think about the period in which you were most restricted in your activities outside home. Who did you talk with and interact with, whether in person or by phone or online and how is this different from what your social activities would have been if this were a normal time?

00:19:29.190 --> 00:19:32.220

5e2e024c5106b801bf0d644a: I definitely interacted with my my colleagues who've become my friends, actually, as a result, sort of of this pandemic. But I interact with them a lot more both by phone and online than I would have otherwise.

00:19:47.820 --> 00:19:48.840

Harvard researcher: Oh, interesting. Okay.

00:19:52.320 --> 00:19:54.840

5e2e024c5106b801bf0d644a: And it started out about work, you know, but migrated very quickly to a pretty close friendship. We still we still talk a lot, even though we're not actively teaching together right now.

00:20:06.390 --> 00:20:11.250

Harvard researcher: And why do you think that happened? That you became closer, even though you're not physically with one another?

00:20:12.930 --> 00:20:15.120

5e2e024c5106b801bf0d644a: I think the stress of it and the the frustration that we were, we were all feeling about our administration's decisions, about how certain families or students were responding, or not responding. I think… it's almost like a shared trauma kind of thing, you know, yeah. They understand what happened this spring in a way that, you know, my husband doesn’t my mom doesn’t you know.

00:20:55.020 --> 00:20:56.970

Harvard researcher: So you focus mostly on your colleagues who are now your friends, has it affected or are your relationships with your friends or your family different than- your family outside of your husband and your daughter- different than they would have been if this were a normal year?

00:21:12.780 --> 00:21:19.560

5e2e024c5106b801bf0d644a: Yeah, we did… my grandmother is very high risk, and we have seen her less than I would have liked and less than, than we normally would have. My, my parents and I have a twin brother who lives very close and has a daughter as well, we initially did not see them much but my family farms together and my husband does some of the mechanical work so we kind of came to accept that they were going to be part of our group that we, you know, interacted with and and there just wasn't a whole lot of room around that even if we wanted there to be. So I guess initially yeah we saw them less, but now it's it's pretty normal and in terms of our interaction with them. My friends are, I mean, I have a few local friends and I do see them less. We attended church together and our church is currently meeting in person again. But our daughter and I don't go because they don't observe social distancing and just some basic, basic things that I need to be in place for me to feel safe going back. My husband goes and just doesn't interact with anyone because he plays the drums in the band so. So I do see them less, but a lot of my friends, I went to grad school in New Mexico, which is not the state I live in now. I guess you don't know where I live. I went to grad school in a different state so a lot of my friends are from that and yeah, just I have friends spread out all over the country. So we've been online for our communication anyway.

00:23:16.500 --> 00:23:18.270

Harvard researcher: So has that stayed pretty much the same?

00:23:20.310 --> 00:23:24.450

5e2e024c5106b801bf0d644a: Yeah, my yeah my interaction with most of my friends has stayed pretty much the same.

00:23:29.760 --> 00:23:38.850

Harvard researcher: What social activities are you and your husband and daughter not participating in now that would have been important to you if this were a normal year?

00:23:40.800 --> 00:23:41.430

5e2e024c5106b801bf0d644a: Well, church, you know, like I said, even though my husband still goes, he doesn't… it's not the same interaction and stuff as normal. And then my daughter and I don't go. And then fairs. I'm a farm girl so, you know, county fairs are huge for me and definitely something I was excited about taking her to and having her participate in, but that's, that's not really happening. Some are still happening but in very different ways, you know, so that's a huge change for me.

00:24:28.230 --> 00:24:37.800

Harvard researcher: So if you think inside your home. What's the most significant way in which the relationships on you and your husband and daughter have changed, if at all?

00:24:52.710 --> 00:24:54.600

5e2e024c5106b801bf0d644a: I don't know. Huh. I haven’t thought about that. I don't know if they've changed a ton. I think if anything, you know, we've grown closer because we have spent more time together. Which of course also creates tension too at times. But overall, yeah, I would say if anything, we've we've grown closer as we've spent more time and found creative things to keep her occupied.

00:25:33.930 --> 00:25:38.340

Harvard researcher: Have you learned anything about your partner or your relationship with him that you didn't know before?

00:25:47.970 --> 00:25:48.150

5e2e024c5106b801bf0d644a: That he wants to be a morning person. I learned that. It’s not natural for either of us really. We're not naturally morning people, but he has decided he wants to be a morning person. So it's handy. He brings me coffee in the morning.

00:26:06.390 --> 00:26:08.490

Harvard researcher: Nice. Very good. Okay, so I'm gonna move to some some a few wrapping types of questions. For some people this has been a time of change far beyond just COVID so in some families and some workplaces and some communities there… it's really sparked conversations about race and class education and friendships and politics, there's a long list. Yeah. With all this going on, is there anything else that you want to share about your relationships at work and at home and outside your household during this period?

00:26:59.820 --> 00:27:04.110

5e2e024c5106b801bf0d644a: It has been difficult to to watch people I had counted as friends, how do I say it, like posting on social media or, you know, even in like phone conversations, showing that they believe something so totally opposite of what I do. So I I'm from a very conservative area and so lots of posts about how awful Black Lives Matter is, which is not what I believe personally. Or recently I've seen lots of posts about how Black people need to just get over slavery and I’m like, how do you even… that doesn’t make sense. And even as simple as masks, you know, lots of people I I had thought of as intelligent people and people I was friends with posting about how masks cause brain death and, you know…

00:28:17.820 --> 00:28:18.150

Harvard researcher: Wow, I haven’t heard that.

00:28:19.440 --> 00:28:22.500

5e2e024c5106b801bf0d644a: Oh my goodness. It was a long thing about how they force you to breathe in carbon dioxide and that leads to this, you know. Anyway, so that has been hard and I mentioned earlier, I have a twin brother. It's put some tension on our relationship because he fully believes that- he's a teacher, as well, I should say- and he fully believes that we should be back in schools in person the way we were before. He doesn't believe in masks he doesn't… as if that's something you believe in, but he doesn't believe in masks, he doesn't think we need to worry about it, and I clearly, I think we do so. Yeah, there's, there's some added tension to some relationships, for sure. And over COVID, over race. Those would be the main things for me. Definitely with moving online we saw differences in income level access, but that's not, that's something we were very aware of prior to any of this.

00:29:49.110 --> 00:29:49.860

Harvard researcher: Yeah. Thank you for sharing. So, so this is a strange wrap up question but is there anything I should have asked you that I didn't ask?

00:30:09.210 --> 00:30:10.980

5e2e024c5106b801bf0d644a: Not that I can think of. No, no, not that I can think of.

00:30:23.220 --> 00:30:32.640

Harvard researcher: Okay, so one last question and then I have a few basic demographics. What's the most positive thing that's come out of this time for you and for your family?

00:30:44.010 --> 00:30:45.870

5e2e024c5106b801bf0d644a: Strangely it has given me time to really pursue something that- it was my side gig- and now that we're less busy so to speak with you know events and going places, I've had time to really push into that and discover that I truly love that. And so we're actually working to make that into my full time, full time job. And in the meantime, you know, it's helping to cover for his loss of income. So that's been really positive for us.

00:31:21.480 --> 00:31:22.230

Harvard researcher: That’s Fantastic.

00:31:23.010 --> 00:31:23.460

5e2e024c5106b801bf0d644a: Yeah.

00:31:27.810 --> 00:31:28.200

Harvard researcher: Okay. Before closing I'm going to ask you just a few basic demographic questions. What's your age?

00:31:37.890 --> 00:31:41.250

5e2e024c5106b801bf0d644a: I turned 33 on Monday. So I don't know how you want to record me.

00:31:42.450 --> 00:31:46.590

Harvard researcher: Congratulations. That was my favorite age of all times. Y

5e2e024c5106b801bf0d644a Really?

Havrad Researcher: Yeah it's the perfect date. So congratulations. So what's your gender?

00:31:53.610 --> 00:31:54.060

5e2e024c5106b801bf0d644a: Female

00:31:55.380 --> 00:31:57.120

Harvard researcher: And your husband's gender.

00:31:57.720 --> 00:31:58.140

5e2e024c5106b801bf0d644a: Male

00:32:00.540 --> 00:32:02.280

Harvard researcher: And please describe your race.

00:32:03.420 --> 00:32:04.050

5e2e024c5106b801bf0d644a: Caucasian

00:32:05.790 --> 00:32:06.900

Harvard researcher: And your husband's

00:32:07.710 --> 00:32:08.280

5e2e024c5106b801bf0d644a: Caucasian

00:32:09.690 --> 00:32:13.500

Harvard researcher: And you've told me this but what are the ages of the children you have at home?

00:32:14.640 --> 00:32:18.870

5e2e024c5106b801bf0d644a: She is, she turns 2 in October. So what is she? I can't do math in my head.

00:32:23.040 --> 00:32:36.990

Harvard researcher: Yeah, so young and wonderful. Well thank you very, very much for sharing all of this with our research team. We’ll follow up this interview with a list of resources that are available to you and your family. And we look forward to talking with you again in six months. In the mean time we hope everything goes well with you and your family.

00:32:46.230 --> 00:32:47.850

5e2e024c5106b801bf0d644a: Thank you so much. I appreciate it.

00:32:49.080 --> 00:32:51.990

Harvard researcher: All right. Thank you very much. We appreciate it. Take care.

00:32:52.470 --> 00:32:53.730

5e2e024c5106b801bf0d644a: You too. Bye.