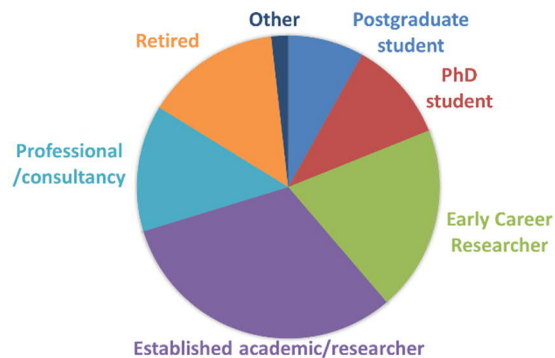


Childcare Provision at the GSNZ Annual Conference Survey Results

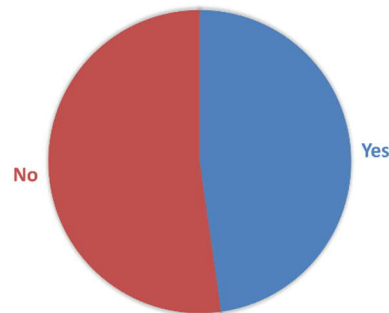
Q1. What is your current position/career status?

Undergraduate student	0
Postgraduate student	9
PhD student	12
Early Career Researcher	22
Established academic/researcher	35
Professional/consultancy	15
Retired	16
Other	2
TOTAL	111
Skipped	0



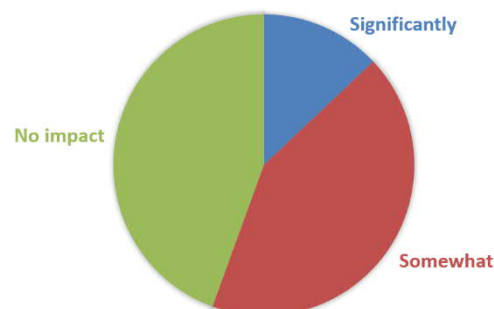
Q2. Are you, or have you ever been, a parent or primary guardian of children at any time during your career in Geosciences (career includes undergrad, postgrad and PhD study, as well as postdoc positions and employment)?

Yes	53
No	58
TOTAL	111
Skipped	0



Q3. If you answered yes to Q2, please indicate to what extent your parenting/caregiving responsibilities have limited your ability to participate in domestic conferences (such as GSNZ) at any time during your career. If you answered no to Q2, please proceed to Q4.

• Significantly – I could not attend due to childcare responsibilities	7
• Somewhat – attending was challenging, but I could make it work some or most of the time	23
• No impact – I can/could still attend domestic conferences when I wanted/needed to.	24
TOTAL	54
Skipped	57

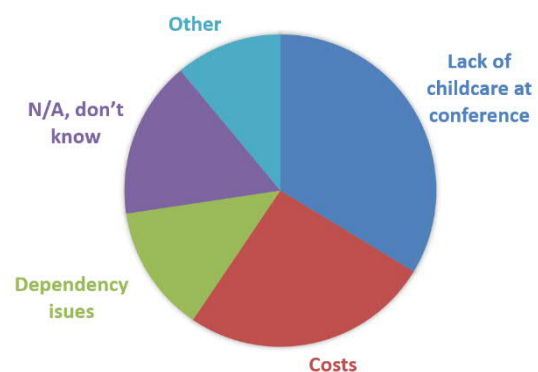


Q3 Comments

- *Been easier for me but lack of childcare prevents both me and my wife (who is also a geoscience professional) from attending - we would both love to come to the conference!*
- *I can understand that attending and participating would be difficult, especially where travel is involved or young students/early career researchers are also parents*
- *my children are old enough now to require school attendance. my partner and I use before and after school care options to make it work*
- *My wife was not working when we had young children*
- *Partner was able to take time off for childcare if needed.*
- *I was fortunate to have a very accomodating mother in law when my children were very young, but childcare was always a matter of organisation and compromise.*
- *I remember bringing a baby to GSNZ in Lower Hutt, finding daycare nearby, leaving the conference to feed him -- quite difficult and made the conference experience rather fraught.*
- *My wife works in government and is able to drop/pick up our child to/from daycare if I attend a workshop or conference. All other times I do drop/pick up, so it more about this and other exceptional events.*
- *2018: I attended the conference but did not present as my youngest was <1 year old. Extended family came to help for the week as the conference was near where they lived. Otherwise I would not be able to attend. 2019 meeting: I gave an oral presentation. I brought a nanny with me for the week in order to attend and present at the conference. This was prohibitively expensive as I had to pay/feed/house her for the week and I would not do it again. 2020 meeting: I submitted an abstract but due to childcare constraints (childcare unavailable) I could not attend the conference and my co-authors presented the poster on my behalf. 2021 meeting: I will not attend if I cannot secure childcare (ie. flying a grandparent down to help). I would happily use conference childcare if provided. My husband and I would trade off who got to attend their conference that year if there was a clash.*
- *Loving partner to share duties*
- *In fact somewhere between no impact and somewhat. Relied on my partner to care for children. Not a huge challenge but inconvenient.*
- *supportive family Shared parenting was always feasible and never a problem.*
- *My husband always cared for the children, school-aged, when I wanted to attend any meetings or conferences. I was not in paid employment, geology was a passion for an otherwise housewife. He was a very supportive husband and I felt very lucky.*
- *I strongly believe that women with caregiving responsibilities should be supported to attend conferences. I would have happily paid for childcare in the past had it been provided.*

Q4. In your opinion/experience, what are the main barriers preventing those with parenting responsibilities from attending (or participating to their desired degree) in GSNZ (or similar) conferences? Tick as many as are relevant (we appreciate that this may change depending on the age of the children).

• Lack of suitable childcare support available at the conference venue.	64
• Costs associated with childcare for the duration of the conference.	49
• Dependency issues (e.g. separation anxiety, feeding needs, etc.).	25
• N/A, don't know	31
• Other (see below)	21
TOTAL (participants)	111
Skipped	0

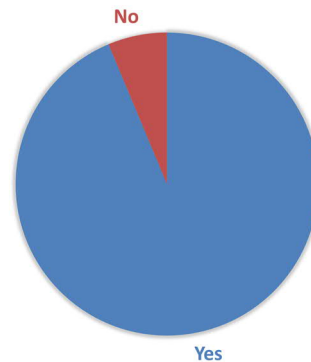


Other

- *with 2 parents attendance in the same town was OK. Travel and being away for several days was more difficult to arrange*
- *I think it would be appropriate to partially subsidise childcare for attendees with caregiving responsibilities. I have often thought that we should stop catering at conferences to keep costs down and offer more subsidies so that more people can participate.*
- *Despite other parent being home with a small child, and taking the child into kindy during the day times, my friend needed to consider flying back to Wellington the very first day of the conference. This was because the child got sick right after she left to Christchurch. This really stressed her big time and made her conference visit more unpleasant. She ended up staying in conference, because she convinced her husband that the cost of flights was more than the lost money due time he took off from work to care their child.*
- *Managing schedules with my partner. For example, a conference my partner was attending overlapped with the 2020 GSNZ conference, meaning in order for one of us to be free to look after our children we both couldn't attend our respective conferences for the full amount of time. Childcare could help, but there are also issues around increased travel costs if we bring the family etc. Furthermore, one of our children is at school, so not always practical to take them out of school.*
- *I have seen conferences with no, or only pricey, child support, and talked with people about the effects.*
- *Complexity of organise and reluctance to bother others for childcare*
- *Location of conference (e.g. if child needs to stay in school and parent is not able to find someone for child to stay with during the conference)*
- *Scheduling around multiple needs. Also money - Some parents I know pay for a spouse or grandparent to fly to the conference for childcare.*
- *The problem is usually the issue of solo parenting, or the lack of sharing responsibilities between Father and Mother.*
- *lack of childcare support at home*
- *Childcare at the conference would not be useful in my case. More useful would be support for partner while I'm travelling for work.*
- *Over to the younger generation to decide this one*
- *balancing my husband's needs as we traded off childcare duties. support at the conference venue wouldn't have been that useful because I would have had to book plane flights for my child as well as the childcare/food at the conference.*
- *Where both parents are involved in the geoscience community it would be great to not have to make the choice about who attends these kinds of events. If childcare was offered it would allow both parents to attend - which would reduce stress and imbalance.*
- *Social events in the evening being the main mixers.*
- *ANY reliable childcare arrangements. In my experience from the early 1990s there were no options other than what one could arrange oneself.*
- *Even with childcare it can be hard as if it is out of town there are the additional costs of bringing the children along/accommodation but this is a start.*
- *There are few barriers when you care and remove woke sentiment.*
- *Timeframes that activities were on, starting or finishing outside of school hours*
- *I can only think of one colleague who thinks you cannot sit in a car with a child (5y) for more than an hour, so he wouldn't even go away for a weekend with him, let alone bring him to a conference.*
- *Lack of family support to look after school-aged children in the absence of parents.*

Q5. Should on-site/close-to-site child care facilities be offered at future GSNZ conferences?

Yes	104
No	7
TOTAL	111
Skipped	0



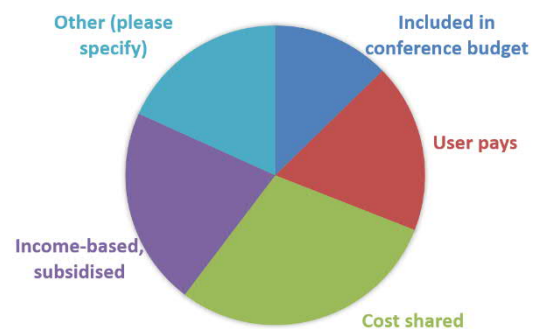
Q5 Comments

- *I think this is a fantastic idea, and it needs to be the norm for all conferences. I am not familiar with the practicality and availability of facilities for these types of short-term events, but if providing childcare at conferences becomes the norm, then demand for these facilities/services could drive the supply and availability of child care as a normal offering at conference venues.*
- *I have no opinion but I was forced to tick one. Inevitably there will be a small number of people who would make use of such facilities, but I doubt it is a significant factor in the overall scheme of things and there are probably higher priority things to put your efforts into.*
- *I presented at, but did not attend, last year's conference as I didn't have childcare. I will not attend the 2021 if childcare is not provided or I can't secure family help.*
- *It would be great, if feasible*
- *For older kids, why not have a "junior conference" available, with geoscience-related activities? This could also potentially be opened to interested school students whose parents are not attending, in order to encourage future members, although this might run into problems with exam season.*
- *Why has this issue suddenly arisen. See above.*
- *might help. worth a try*
- *My response is kind of yes and no. Attendees should be advised of available on close to or on site child care should they want to use it. It should be user pays.,*
- *Anything that encourages participation has to be good.*
- *Yes, although I'm not sure of the demand.*
- *Over to the younger generation to decide this one. I answered yes cos I had to give an answer*
- *don't really know. The best would be if each university's own childcare facilities could take up the very few who might use the service. I don't think there will be a large take up and it would have made no difference to me even though my attendance was impacted since my decisions involved more than just childcare onsite.*
- *Not everybody is as lucky as I to have a partner that can fill in. I imagine it could be very challenging.*
- *An effort should be made every year. It may not always be feasible. I'm a firm believer in practice over principle: if there's a genuine need (people are staying away from conference because of lack of childcare) then yes; if a majority say yes to Q5 but almost nobody says yes to Q3 then no. Then there's details like all day care or part day care. And quality/trust issues for care if offered in a strange town.*
- *Absolutely. Making the conference accessible to caregivers is vital to insure that we support all members of our community.*
- *Definitely. My son always likes to come with me and some times his mum is just too busy herself to come along; thus, it is about time child care is offered. It would be a good example for other conferences too.*

- Great idea, if it can be made to work.
- My children are mostly through this stage and I have always been lucky to have a supportive partner but I think childcare should be offered as a possibility and provided if required.
- If possible yes. But it seems pretty complicated and quite an added burden for, perhaps, a relatively small number of users?
- See how it goes
- What a great idea!
- What ever makes peoples life and attendance easier, is always a good way to go
- If the question is asked at registration, that child care may be a problem for a possible attendee, then some support should be found where possible.
- Accessibility matters. I do not have, nor will have, children but am a firm believer in accessibility and representation in sciences.
- I would be in favor of this if it helps more of our colleagues participate.
- Female academics are usually the ones who have to give up on these important networking events and thus miss out on career opportunities. Childcare options at conferences/workshops are an essential part of the modern academic world and should be offered for all such events to give parents (female and male) the same chances as childless researchers or well-supported parents.
- This would be fantastic and make life lots easier rather than having to dash between childcare and the conference - also allows the childcare timeframe to line up with the conference times which may not be the case for regular childcare.

Q6. If you answered yes to Q5, how should the cost for childcare provision be covered?

• Included in the conference budget, i.e. costs covered by general registration.	16
• Paid for by those who use it, i.e. an extra cost on top of registration for those who wish to use the service.	23
• Costs shared between conference budget and users, i.e. part-charge.	37
• Income-based, i.e. those on salaries pay the full cost, and students/unwaged are able to apply (to the GSNZ) for a conference childcare subsidy/grant.	27
• Other (see below)	23
TOTAL	103
Skipped	8



Other

- I support the shared cost and income based options.
- Paid as Extra Cost on top of registration but still Income-based. I think this would be most reasonable way to go. So no discrimination/categorising people into too narrow groups. Students/low income people still have children and not all good salary people (or small salary people) want to subsidy/share the cost of other people's childcare in form of higher fees - that would be unreasonable. I think majority of conference attendees would still come without children. But it could give good opportunity for some shift workers or both parents to attend, especially if they don't have relatives or friends in the country, who could help with child care, while they are out of the town.
- Paid for by those who use it but also income-based.

- *I would think the costs would be modest if spread across all registrants, or all professional registrants. Income-based solutions would be difficult for postdocs and other early-career academics.*
- *I think the part-charge is a good model, but also including an additional subsidy option for students/unwaged. This should provide maximum conference access without raising registration fees too much. Perhaps the childcare subsidy could also be something that is included as a donation option in the memberships webpage?*
- *free to graduate students after they apply, i.e. give a bit of warning, don't just show up*
- *mix of the last two, shared between users and conference budget but with some income based support.*
- *Parents who are already paying for childcare will probably still have to pay for their usual childcare despite the child's absence - so they would be paying for childcare twice. This may be an unsurmountable burden for some -- especially if they are travelling to the venue and may incur extra travel costs for bringing their child. I would be willing to pay a small amount extra to subsidize child care for all attendees. I would also think sponsors would be happy to chip in to support on-site childcare, or sponsor it outright -- it would tick the 'inclusiveness' box for sponsors and would be something they could share as a good deed. The income-based option sounds like it would involve not a small time/cost effort to set-up and evaluate applications...money spent doing this could be used to subsidise the child care. Make it simple.*
- *I'm happy to pay for a portion, but if it's too expensive I wouldn't use it as I could fly a grandparent to the conference to stay with us and watch the kids. It has to be affordable.*
- *I think that the community as a whole should share the cost of childcare. I don't currently care for children, but I believe that as a community we should support those who do and insure they can attend the conference without financial hardship or the barrier of having to apply/request access.*
- *Cost of childcare may require trying different funding methods to see what suits the most peoples needs. Cost of suitable childcare will be the sticking point, and will vary in different conference locations.*
- *As a conference participant who no longer requires child care support, I would not object to some of my registration fee partially covering the cost of child care.*
- *Partial subsidy (20%), waged pay balance, unwaged apply for grant.*
- *post grad students and early career researchers are the most likely to be affected by childcare needs, so some sort of subsidy to meet the needs of these scientists who arguably get the most benefit out of attending these conferences*
- *Conference should subsidize by ~33 to ~50%. This will however make conference budgeting more difficult, as a nominal amount will have to be estimated at the planning stage. The part-charge should be income-based, e.g. student registrants pay less than full member registrants*
- *I would have liked to tick the last two boxes. ie - a cost sharing agreement - but ALSO income based.*
- *User pays but is heavily subsidized by the conference budget., i.e., say full price would be \$50/day then the user pays \$15/day and the conference pays \$35/day? So that the cost isn't a significant barrier to the parent but the conference can still save some cash monies on the deal.*
- *I would be happy for this to be covered in general registration (although I wouldn't use it). That seems easiest to budget, otherwise you'll need an estimate of how many people will use it to get the right cost recovery. Perhaps a small cost-share could be introduced after the first year when its clearer how much participation there might be.*
- *I was at an international conference where childcare (9am to 6pm at conference facilities) was an extra 100\$, so mostly covered by the registrations of everyone. i think this is fair.*

- Given that staff on salary will have most of their conference expenses paid for, they should be able to pay for the child care cost (I would). Students however often have to pay a share for attending a conference and already have less money available. They also need these networking opportunities to establish themselves and should be provided with financial support.
- Combo of 1 and 4: Would happy to cover those though a conference fee even if I wasn't personally using them. Or happy for it to be income based.
- I wish I could select multiple options here. I would have selected cost sharing and making the part-charge income-based.

Q7. Would you use an onsite childcare facility during the 2021 conference*? For reference, this facility would be a professionally run, pre-existing childcare centre, based on the Massey University campus (*question directed at participants with children between the ages of 0 – 14 years and planning to attend the GSNZ conference this year).

Yes	6
No	25
TOTAL	31
Skipped	80

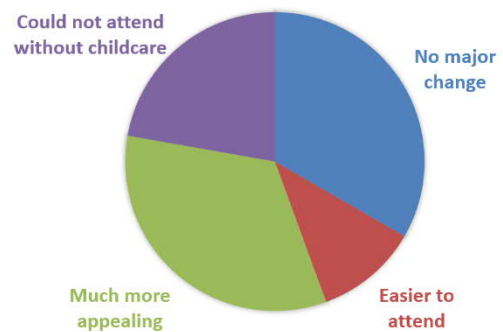


Q8. If you answered yes to Q7, please indicate how many children you may use the conference childcare facility for, and their age ranges.

1 child	3
2 children	3
3 or more children	0
0 - 2 years	1
2 - 4 years	1
4 - 6 years	2
6 years +	0
Answered	6
Skipped	105

Q9. If you answered yes to Q7, to what degree would the availability of such a facility improve the appeal or ease of attendance of the conference for you personally?

- No major change. 3
- It makes it somewhat more appealing/easier to attend. 1
- It makes it much more appealing and/or much easier for me to attend. 3
- I could not attend the conference without on-site childcare. 2
- It would depend on the cost. 0
- Answered 9
- Skipped 102



Q9 Comments

- *It would be good to also have childcare options for the field trip days before/after the conference.*
- *both myself and my wife would be able to attend rather than just one of us as at present.*

Q10. Assuming a conference childcare facility is operated on a user-pays basis (either partial or full payment), would the cost of covering childcare potentially prevent you from using such a facility?

Yes	7
No	22
TOTAL	29
Skipped	82

