

UNIVERSITY
OF
CALIFORNIA

UC Parenting Students Workgroup: Report and Recommendations on Parenting Students' Needs

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Executive Summary

The UC Parenting Students Workgroup produced this report as part of the University of California's (UC's) commitment to meeting students' basic needs on its campuses. The department of Graduate, Undergraduate and Equity Affairs (GUEA) at the UC Office of the President (UCOP) formed this workgroup, in collaboration with UC parenting students and campus staff who work with this student population. The UC Parenting Students Workgroup identified strategic goals, recommendations and next steps related to a number of issues facing this student population.

The workgroup found that parenting students at UC face a number of obstacles to achieving academic success. They must manage the competing demands of earning an education, working — to provide for themselves and their families — and arranging and paying for childcare. Parenting students regularly face food and housing insecurity. Even accessing and applying for CalWORKs, a state program that provides cash assistance to low-income families to help cover the costs of housing, food, transportation and childcare, is a challenge in itself. In addition, some students face unreliable access to lactation rooms on campus.

The workgroup produced recommendations for developing programming centered on the needs of parenting students; providing assistance with applying to CalWORKs; strengthening data collection on the experiences of parenting students; improving financial aid practices; equalizing dependent healthcare costs between undergraduate and graduate parenting students; and ensuring that lactation spaces are accessible and well-equipped on each campus.

Background

Profile of Parenting Students

National Trends

According to analysis of recent data from the National Postsecondary Student Aid Study and the Integrated Postsecondary Education Data System, about 22 percent of all undergraduate students nationwide are parents. Of the 3.8 million students who are raising children while in college, roughly 2.7 million (or 70 percent) are mothers and 1.1 million (30 percent) are fathers. In addition, about 17 percent of all parenting students attend public four-year universities.¹ Data also show that the share of undergraduate parenting students enrolled in college is steadily growing, but only a third of them complete a degree. The completion rate is even lower for single parents.²

Undergraduate and Graduate Parenting Students at UC

Anecdotal reports indicate that UC's parenting students represent a wide spectrum that includes single parents, dual/coupled parents, stepparents, foster parents, same-gender parents and those who are parenting other people's children.³ In addition, UC's systemwide surveys — the UC Undergraduate Experience Survey (UCUES) and the Graduate Well Being Survey (GWBS) — also collect information about the behaviors and

¹ Institute for Women's Policy Research and Ascend at the Aspen Institute (2018). Parents in College: By the Numbers. https://iwpr.org/wp-content/uploads/2020/08/C481_Parents-in-College-By-the-Numbers-Aspen-Ascend-and-IWPR.pdf.

² Kruvelis, M. (2017). Building Family-Friendly Campuses: Strategies to Promote College Success Among Student Parents. *Higher Education Today*. <https://www.higheredtoday.org/2017/06/12/building-family-friendly-campuses-strategies-promote-college-success-among-student-parents/>.

³ AGS Internal Committee Report: Graduate Student Life Survey: 2013-14, UC Irvine, <https://www.ags.uci.edu/wp-content/uploads/2019/06/ags-internal-committee-report-final-draft20182019.pdf>

experiences of UC students. While both surveys ask if the respondent is a parent, they use different wording, which may lead to slightly disparate findings. UCUES asks, “Do you have dependent children who live with you?” GWBS, on the other hand, asks respondents to self-identify as a parent.

UCUES revealed that 1.3 percent of undergraduate students are parents whose children live with them. Undergraduate students with dependents are more likely to be transfer students, over 25 years old, and enrolled in STEM fields. They are as satisfied as other undergraduates with their academic and social experience, but are less likely to participate in student clubs, extracurricular activities or community events. They often live farther away from campus than other undergraduate students do and spend more time working and handling family responsibilities that can interfere with schoolwork. Parenting students are as concerned as other undergraduate students about paying for their education, but are more concerned about debt and financial circumstances. More students in this group experience food insecurity and homelessness than their peers who are not parents. Nevertheless, they are as likely as other undergraduate students to say they would still choose to enroll.

Similarly, UC’s Graduate Well Being Survey showed that 12 percent of graduate students self-identify as parents and are more likely to be in professional school programs, such as business, education, law, medicine, nursing, and social work than are other graduate students. Graduate parenting students are less likely to get financial support from family and more likely to receive government assistance, but their levels of confidence or concern about their finances are similar to those of graduate students with no children. Graduate parenting students report slightly higher satisfaction with life and living conditions, comparable satisfaction with mentorship and advising and slightly lower satisfaction with career support. They are slightly more likely to feel prepared to complete their program and upbeat about post-graduation career prospects. Figures 1 and 2, below, provide a profile of undergraduate and graduate parenting students at UC.

Figure 1. Percentage of undergraduate and graduate parenting students by UC campus in 2018.

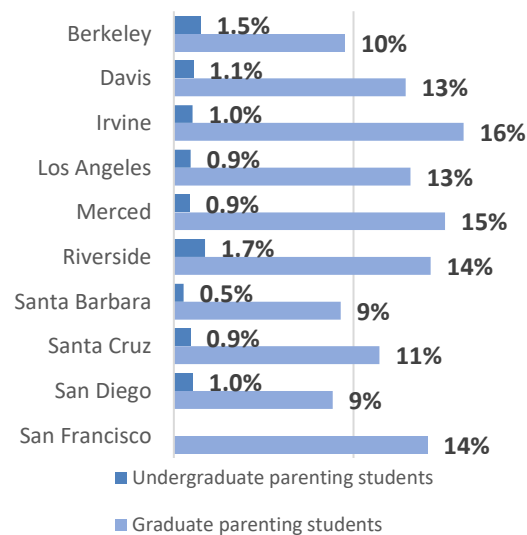
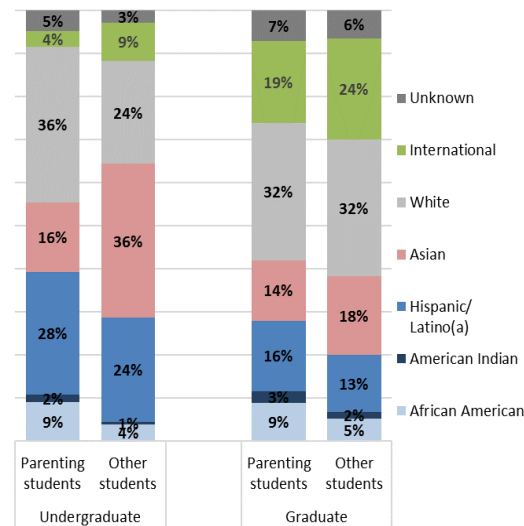


Figure 2. Comparison of racial/ethnic breakdowns between UC graduate and undergraduate parenting students to other students



History of UC Support for Parenting Students

UC Berkeley established the first stand-alone Student Parent Center in the 1980s, and all campuses have added their own support services since then. A number of campuses, including UC Riverside and UC Santa Barbara, offer parenting student resources within their Women's Resource Centers. UC has often linked the unique needs of parenting students with the development of Women's Resource Centers and related services, reflecting the fact that up to 80 percent of single parenting students are women.⁴

Student Advocacy

Mothers of Color in Academia

Advocacy by students with dependents served as the catalyst for the formation of the UC Parenting Students Workgroup and the university's subsequent systemwide focus on addressing the needs of this student population. In 2018, Mothers of Color in Academia (MOCA), a student-led organization based at UCLA but with systemwide membership, advocated for improved conditions and resources for parenting students across the UC system. MOCA produced a resource agenda, created a curriculum around lactation services, and built coalitions with broad-based stakeholders, including the local department of public health, UCLA's Title IX Office and Office of Equity and Inclusion, and the UC Student Association (UCSA). MOCA's agenda focused on developing policies and procedures for expanded maternal care, improved access to lactation rooms and resources, access to early childcare, affordable healthcare for dependents, and improved funding packages for parenting students.

MOCA presented their priorities to UCOP in January 2019. In response, GUEA at UCOP committed to forming a Parenting Students Workgroup to identify best practices, articulate an institutional research agenda, and provide advice to UC leadership on issues pertaining to parenting students.

UC Parenting Students Workgroup

The UC Parenting Students Workgroup members are parenting undergraduate, transfer, graduate, and professional students who were nominated by MOCA members. Membership also comprises faculty and staff who serve this student population. The workgroup has representatives from every UC campus. Appendix I includes a list of members appointed to the UC Parenting Students Workgroup.

The workgroup was responsible for providing information and advice on the following objectives:

- Identifying strategic goals, recommendations, and next steps related to:
 - Child care access , including child-friendly study spaces and flexible child drop-off locations on campus
 - Access to lactation rooms and resources
 - Affordable healthcare for dependents and pre-natal maternity care
 - Financial aid packages for parenting undergraduate and graduate students
 - Basic needs security (food and housing)
 - Data reporting and analysis
- Producing a report and recommendations based on research and findings, with a request to present those findings to the UC Regents Academic and Student Affairs Committee

⁴ Kruvelis, M. (2017). Building Family-Friendly Campuses: Strategies to Promote College Success Among Student Parents. *Higher Education Today*. <https://www.higheredtoday.org/2017/06/12/building-family-friendly-campuses-strategies-promote-college-success-among-student-parents/>.

Since its inception in December 2019, the workgroup met six times via conference calls and Zoom to discuss the topics above.

Graduate Students from UCLA Luskin School of Public Affairs

A group of graduate students from the UCLA Luskin School of Public Affairs produced research finding as part of a capstone project focused on the needs of parenting students. Their findings also informed the workgroup's report. In January 2020, this group of students selected UCSA as their "client" for their capstone project. Their research consisted of a literature review and stakeholder interviews with parenting students, including members of the Parenting Students Workgroup, research and advocacy organizations, and staff at UCOP and the campuses. The group delivered a report to UCSA entitled, *Improving the Support System for Parenting Students at the University of California*.⁵ It included findings and recommendations that UCSA shared with UCOP and the workgroup.

Findings

As shown in Appendix II, UC campuses offer a variety of resources and services, some mandated by Title IX (e.g., parental leave) or Title V (e.g., childcare) and others that have evolved from responsive campus cultures. Despite the existence of these resources, the workgroup found that opportunities remain for addressing the needs of parenting students. Below are specific findings from the UC Parenting Students Workgroup.

Academic Support/Student Success: Family responsibilities pose obstacles to academic success.

UCUES findings reveal that family responsibilities are one of the biggest obstacles to academic success for undergraduate parenting students, one that does not exist for students with no dependents. In fact, 93 percent of parenting undergraduate students reported occasionally having family responsibilities that were obstacles to their schoolwork or academic success, which is 40 percentage points higher than that of other undergraduate students (53 percent). Other obstacles to academic success experienced by undergraduate parenting students during the school year include insufficient food and inconsistent housing. Figure 3 compares relative obstacles to academic success faced by parenting and non-parenting UC students.

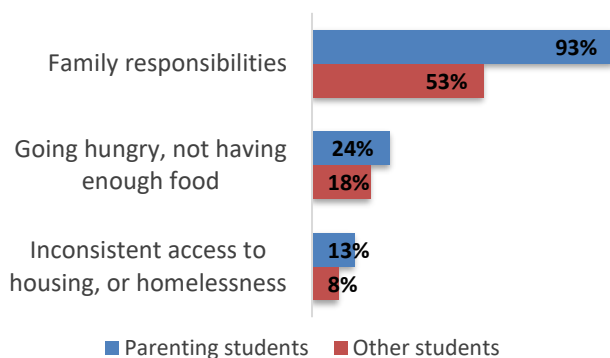


Figure 3. Obstacles to academic success experienced by undergraduate parenting students at least occasionally during the academic years 2016 and 2018

⁵ *Improving the Support System for Parenting Students at the University of California*, <https://ucsa.org/wp-content/uploads/2020/08/Supporting-Parenting-Students-Final-Report-for-Distribution.pdf>

Basic Needs Insecurity: Parenting students face food and housing insecurity and lack access to CalWORKs.

Food and Housing Insecurity

Parenting students face unique circumstances in meeting basic needs. Unlike their non-parenting peers at UC, they have the additional family-related expenses, such as childcare, dependent healthcare, additional food, hygiene items, and medications. UCUES data show that undergraduate parenting students are more likely to have basic needs challenges than are other undergraduates. Of all undergraduate parenting students at UC, 11 percent reported having been homeless within the last 12 months, compared with 4 percent for non-parenting students. About two-thirds (61 percent) of undergraduate student parents reported having experienced food insecurity within the last 12 months, which is 15 percentage points higher than for other undergraduate students (46 percent).

Undergraduate parenting students are also more worried about their debt and financial circumstances (71 percent) and more likely to cut down on personal/recreational spending (73 percent) than other undergraduate students (56 percent and 64 percent, respectively).

Figure 4 on the right displays the levels of basic needs insecurity faced by undergraduate parenting student who responded to UCUES in 2016 and 2018.

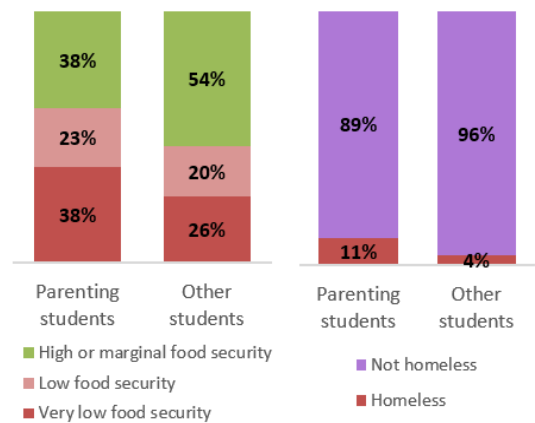
The GWBS revealed that graduate parenting students are more likely to be in debt than are non-parenting graduate students. On average, the reported total debt of graduate parenting students was \$43,894, compared with \$28,748 for non-parenting students, despite the former having a much higher monthly income after taxes (\$6,319) than the latter (\$2,511). Graduate parenting students reported a higher average monthly rent or mortgage than did non-parenting students (\$1,672 versus \$987).⁶

The GWBS also demonstrated that 25 percent of graduate parenting students live in university-provided housing, which points to the importance of on-campus programming for parenting students and their families. Unfortunately, 3 percent of all graduate parenting students reported having experienced homelessness.

Campus Efforts to Address Parenting Students' Basic Needs Insecurity

While all campuses include parenting students in existing basic needs structures, levels of assistance vary by campus. At UC Santa Cruz, for example, the Services for Transfer and Re-Entry Students (STARS) program collaborated with Dining Services to launch a pilot Student Parent Meal Plan. This plan provides parenting students with a fixed number of meals at the dining hall for themselves and their families, at no cost. With campus partners, the Blum Center and the Office for Diversity, Equity and Inclusion, STARS has been actively maintaining a funding stream for this program and is currently pursuing a Student Fee Fund and other funding to support the program's continuation. Program participants include UC Santa Cruz matriculated students with dependents who live on or off campus. When California implemented its COVID-19 shelter-in-place provisions, UC Santa Cruz reimagined the meal plan program to accommodate the different situations in which parenting students find themselves. For those who did not feel safe accessing the dining halls or those who are no longer

Figure 4. Undergraduate parenting students' basic needs, 2016 and 2018



⁶ Ibid.

close to campus, the campus purchased and distributed grocery gift cards. For students who still wanted to receive dining hall credits, Dining Services loaded the meals directly into participants' student ID cards.

UC Santa Cruz is also set to launch a student parent website that will serve as a hub for on- and off-campus resources available to parenting students. The website will provide information on food, housing and the availability of childcare and lactation spaces on campus. The intention is to increase access to resources for parenting students while eliminating the need for multiple errands that add to their already demanding schedules.

At UC Berkeley, family housing in University Village provides residents with access to Bear Pantry, which was designed to serve low-income parenting students. More recently, the Associated Students of the University of California (ASUC) Student Advocate's Office launched its Cal-Pays Copay Fund, which provides short-term emergency financial resources to students with dependents, students with disabilities and students with chronic health conditions.

Family housing at UC Davis also makes a pantry available to its residents and holds regular community dinners for parenting students in an effort to strengthen connections with peers.

Impact of COVID-19 on Parenting Students' Basic Needs

With statewide orders to shelter-in-place due to COVID-19, parenting students experienced a sudden convergence of roles. Overnight, each had to balance simultaneous roles as student, researcher and/or employee while serving as a childcare provider and teacher to their at-home children. While some parenting students were able to retain their employment and/or receive help with childcare, others were less fortunate. Some parenting students reported having their work hours reduced or a loss of employment all together, compromising their ability to pay rent and provide for their households. A recent survey conducted by UC Berkeley parenting students found a 10 percent increase in parenting students taking on debt to pay rent.

California Work Opportunity and Responsibility to Kids (CalWORKs)

The workgroup found that parenting students struggle to access CalWORKs, the county-based program that provides cash assistance to low-income families and provides education, employment and training programs to support their transition to self-sufficiency. Eligible applicants to CalWORKs receive money each month to help cover the costs of housing, food, transportation and childcare. Presently, CalWORKs primarily assists community college students who are welfare recipients or who are in transition from welfare to long-term self-sufficiency. Community colleges have established CalWORKs centers that provide augmented support for CalWORKs recipients, including work-study, assistance with food and transportation and other services. UC campuses have not established similar programs.

Senate Bill 1232, recently signed into law by Governor Gavin Newsom, requires that CalWORKs-eligible individuals who are participating successfully in a full- or part-time educational activity at a public postsecondary institution receive a payment of \$175 to \$500 per semester or quarter. Recipients may collect the funds in the form of a book voucher or reimbursement for verified college expenses.

Despite the availability of CalWORKs benefits, few parenting students at UC participate in the program. Graduate students are less likely to receive CalWORKs benefits because the state counts stipends as earned income if they are also working as a researcher, instructor or teaching assistant. If they don't get help with the application process, undergraduate students also run into challenges with accessing CalWORKs.

Childcare: Parenting students face unavailable or unaffordable childcare.

Parenting students must contend with a lack of affordable and accessible childcare. While campus faculty, staff and students with dependents have access to early childcare both on- and off-campus, spots are hard to come by. Waitlists can be one year for infant care or a few months for toddlers and preschool-age children. Students on some campuses have reported multiyear waitlists for childcare spots to open up.

In addition, only three UC campuses currently provide backup childcare services to parenting students. Backup childcare enables parenting students to work on academic projects, teach, or take care of other needs when their usual childcare arrangements are unavailable. Registered graduate and undergraduate students with dependent children are eligible for in-home and/or center-based care by professional caregivers, for a very low hourly co-pay. UC Berkeley provides highly subsidized in-home and center-based back-up childcare for parenting students through a program called Bright Horizons. In this program, students are eligible for up to 120 hours of subsidized care per fiscal year. Currently, copays are \$2 per hour for center-based care and \$4 per hour for in-home care (with a minimum of four hours per booking).

UCSF established a similar partnership with Bright Horizons to offer backup childcare to eligible faculty, residents and clinical fellows. Participants have access to 20 days of backup childcare per academic year. Copays are \$10 per hour for in-home care for up to three dependents and \$30 per child/\$55 per family per day for center-based care.

At UC Davis, medical school residents and fellows can get backup childcare through UC Davis Health. The contract provides 15 days per year with a \$15 center copay per hour for one child (\$25 per family) or \$6 per hour for in-home care for up to three children. In addition to limited backup childcare, UC Davis provides over \$1 million per year directly to students for childcare, while faculty and staff receive only a subscription to Bright Horizons with no additional childcare funding.

Parenting students at the other seven campuses are ineligible for backup childcare. The benefit is available only to faculty members and staff, who tax themselves for this service.

Students on some campuses do have access to emergency childcare programs that receive support from student fees, but these services are strictly for emergencies and not available on a predictable schedule or when needed.

Data Analysis and Reporting: An opportunity exists for strengthening institutional assessments of parenting students.

The workgroup reviewed the parenting student-related questions in the UCUES and GWBS, the two survey instruments currently used by UC to collect data about students with dependents. The workgroup found that it would be helpful for both survey instruments to use the same language in order to facilitate comparisons between the needs of undergraduate and graduate students. Students with dependents could also benefit from having both surveys capture their experiences with respect to healthcare, availability of childcare, access to and quality of lactation spaces and whether the prison system has affected their lives. Also, integrating questions about dependent children in both surveys would generate useful data about the number of dependent children the student has, dependents' ages (it makes a difference for a parenting student if the child is an infant versus a teenager), whether a dependent has disabilities and whether dependents have healthcare.

The workgroup found that UCUES asks undergraduate students to report whether they are a parent living with children. Thus, if they are a parent but do not live with their children, they would not disclose their parenting

status, despite having responsibilities associated with their children such as financial support, medical care, etc. As a result, the number of known undergraduate parenting students is likely underestimated. The GWBS, on the other hand, asks graduate students to report whether or not they are a parent, regardless of where the child may physically reside. This provides a more accurate count of parenting graduate students, in comparison to undergraduates.

By aligning and improving survey measurements, the university can collect and report data that helps to identify relevant issues and specific response strategies. Qualitative research, e.g., focus groups and surveys, may also be necessary for gathering more nuanced data.

Financial Aid: Combining funding from the Cal Grant with institutional support is a promising practice.

The workgroup found that both undergraduate and graduate parenting students have the ability to increase their cost of attendance, which is the context for their financial aid offers, with documentation that supports their request (e.g., childcare expenses). While parenting students can receive a larger cost of attendance allowance, in most cases loans make up the difference, which adds to student loan debt. To address this, some campuses provide additional grant funding to parenting students, including Berkeley, Los Angeles and Santa Barbara. Berkeley combines funding from the Cal Grant, which now provides to students with dependents a \$6,000 grant to cover non-tuition costs, with institutional support to cover the self-help amount of \$10,000. This is a promising practice for other campuses to consider.

In October 2020, UC financial aid directors reached an agreement to allow additional Cal Grant funds for students with dependents, to offset a student's need to work and borrow (see Appendix II). Specifically, the financial aid directors agreed to provide the equivalent in UC grant support for students with minor dependents (the same definition as the Cal Grant for student with dependents) who happen not to qualify for Cal Grants. Campuses will make a budget adjustment to account for childcare and, in general, will offer loan eligibility to cover it. All direct funding support to students does need to be coordinated with a student's financial aid award if any need-based financial aid is involved.

Background on Undergraduate and Graduate Student Financial Aid

Undergraduate and graduate financial aid vary greatly in their processes and awards. At the undergraduate level, a centralized systemwide policy uses a need-based approach and relies on the Free Application for Federal Student Aid (FAFSA). The University usually asks undergraduate students to contribute about \$10,000 toward their own education by working part-time and taking out student loans. Regents' policy and the Education Financing Model, which comprise the UC strategy for implementing that policy, guide campus financial aid offices in packaging financial aid.

At the graduate level, the model is generally one of competition (i.e., campuses are competing for the best students throughout the country). Graduate academic students typically receive a financial support offer from their department or the Graduate Division and professional students via the financial aid office within their respective schools (e.g., law, medical, dental schools). Unlike undergraduate financial aid, policies and practices are not centralized. Moreover, academic graduate students typically receive tuition coverage and a living stipend, often funded by UC institutional aid, and professional graduate students' financial aid consists largely of loans.

Healthcare for Dependents: An opportunity exists to align healthcare costs for dependents between undergraduate and graduate parenting students and among the 10 campuses.

In fall 2010, the university implemented the UC Student Health Insurance Program (UC SHIP), a dynamic pooled purchasing program that provides UC students and their dependents with comprehensive medical, dental, pharmacy, mental health and vision benefits. Parenting students in this program must apply for dependent care and dependents must be re-enrolled each term. UC SHIP is self-funded by students. An Executive Oversight Board (EOB), made up of student representatives and campus stakeholders, provides oversight of those funds. EOB student representatives also determine covered benefits.

UC SHIP costs less than other comparable insurance options because eligibility is limited to registered UC students and their eligible dependents. While all campuses have the same underlying benefit structure, they differ in copays, deductibles and out-of-pocket maximums. Premiums at each campus also vary, due to a number of factors such as regional differences in the cost of healthcare. Individual campuses also elect whether students and dependents pay the same premium or if they will have alternate-rate tiers for graduate and undergraduate students and their dependents. Reducing dependent rates proportionally increases rates for all students at that campus. Figure 5 below displays the 2020–21 annual medical premiums by campus and by graduate and undergraduate students and their dependents. UC Berkeley is not included in the list because it offers its own health plan and does not participate in UC SHIP.

Figure 5: 2020–21 Annual Medical Premiums

Campus	Graduate					Undergraduate				
	Mandatory	Voluntary	Child(ren)	Spouse/DP	Spouse/DP +Child(ren)	Mandatory	Voluntary	Child(ren)	Spouse/DP	Spouse/DP +Child(ren)
Davis	\$4,726	\$4,726	\$4,726	\$4,726	\$9,451	\$2,410	\$2,410	\$2,410	\$2,410	\$4,819
Irvine	\$4,124	\$7,805	\$6,901	\$7,987	\$14,496	\$1,583	\$1,583	\$1,583	\$1,583	\$3,167
Los Angeles	\$3,803	\$7,180	\$6,311	\$7,299	\$13,229	\$2,027	\$3,661	\$5,628	\$6,507	\$11,786
Merced	\$2,700	\$2,700	\$2,700	\$2,700	\$2,700	\$1,878	\$1,878	\$1,878	\$1,878	\$1,878
Riverside	\$3,249	\$3,249	\$3,249	\$3,249	\$6,494	\$1,318	\$1,318	\$1,318	\$1,318	\$2,635
San Diego	\$3,382	\$3,382	\$3,382	\$3,382	\$6,762	\$1,693	\$1,693	\$1,693	\$1,693	\$3,382
San Francisco	\$5,408	\$5,949	\$7,809	\$9,038	\$16,462					
Santa Barbara	\$4,041	\$4,041	\$4,041	\$4,041	\$4,041	\$2,677	\$2,677	\$2,677	\$2,677	\$2,677
Santa Cruz	\$4,213	\$8,037	\$6,870	\$7,950	\$14,474	\$2,296	\$4,239	\$7,315	\$8,474	\$15,478

Pregnant and Nursing Mother Accommodations: Some students face disparate access to lactation rooms.

In 2018, UC implemented a systemwide policy (PPSM 84) that provides accommodations to nursing mothers. It provides for non-restroom, private and sanitary spaces for lactation for UC’s professional and support staff (including contractors and part-time workers).⁷

In 2019, California Governor Gavin Newsom signed Senate Bill 142 (Employees: lactation accommodation)⁸ into law. This bill requires employers to provide a lactation room or location in close proximity to the employee’s workspace where the employee can express and store breast milk in private.

Assembly Bill 2785, effective January 1, 2019, requires the California Community Colleges and the California State University — and encourages the University of California — to provide reasonable accommodations on their campuses for a lactating student to express breast milk, breastfeed an infant child or address other needs related to breastfeeding. Reasonable accommodations include, but are not limited to, the following:

⁷ University of California Policy PPSM 84: Accommodations for Nursing Mothers.
<https://policy.ucop.edu/doc/4000609/PPSM-84>

⁸ Senate Bill 142: Employees: lactation accommodations,
https://leginfo.ca.gov/faces/billTextClient.xhtml?bill_id=201920200SB142

- Access to a private and secure room, other than a restroom, to express breast milk or breastfeed an infant child. The room must have a comfortable place to sit and include a table or shelf to place a breast pump or any other equipment to express breast milk.
- Permission to bring a breast pump and any other equipment to express breast milk onto a college or university campus
- Access to a power source for a breast pump or any other equipment to express breast milk
- The lactation accommodation must be available whenever a student is required to be present on campus. Neither the CCC, CSU nor UC systems may assess an academic penalty against a student as a result of the student's use of the reasonable accommodations and must provide an opportunity for the student to make up any work missed due to use of the accommodations.
- Lactation spaces in new construction

Despite UC policies and state legislation, students continue to report disparate access to lactation rooms, as well as lactation rooms that are not fully equipped or regularly maintained.

Most lactation spaces are open during standard business hours (8:00 a.m. to 5:00 p.m.), which precludes students who study and work during non-traditional hours accessing those spaces. To address this, the workgroup identified a number of promising practices for campuses to consider as they seek to accommodate all nursing students and employees. They include having 24-hour access via the use of a key card or creating an electronic reservation system through which students can access lactation rooms.

Given the guidance provided in UC's policy on accommodations for nursing mothers, as well as the recently enacted state legislation, campuses have an opportunity to improve students' access to lactation rooms and ensure that each lactation room is well-equipped.

Conclusion and Recommendations

The findings and recommendations of the UC Parenting Students Workgroup seek to help campus and UC Office of the President stakeholders understand how they can effectively address the needs of students with dependents. Because the demographics of this student population intersect with underrepresented, low-income, veteran and international backgrounds, among other categories, the workgroup recommends that the university adopt a comprehensive, targeted approach to promoting the success of parenting students in a substantial, systemic manner that aligns with university priorities. This would intersect with support for other groups to which many parenting students also belong: underrepresented, low-income, veteran and international backgrounds, among others.

The members of the workgroup strongly believe that the following recommendations will improve the academic success and educational experience of parenting students at UC. The workgroup is also aware that implementing some of the recommendations will require UCOP and the campuses to make financial investments. While this may pose a challenge as the university navigates through fiscal constraints due to the COVID-19 pandemic, the barriers that parenting students face on their pathways to graduation will remain. To that end, the workgroup urges UC stakeholders to implement the low and no-cost recommendations in the short term while working toward implementing the more resource-intensive recommendations in the long term.

Following are the UC Parenting Students Workgroup's recommendations:

Academic Support/Student Success

1. Implement priority course registration for parenting students at all campuses (UC San Diego and Santa Barbara already do this).
2. Establish a summer bridge program for admitted parenting students to teach them how to navigate campus resources prior to making their admission decisions.
3. Integrate parenting student issues into new student orientations that include breakout sessions for parenting students.
4. Integrate parenting student content into Title IX trainings and into their associated FAQs.
5. Develop programming centered on the needs of parenting students (e.g., work/life balance workshops, parenting support groups, parenting students' nights out) to ensure that they have access to resources and a means to network with fellow student parents.
6. Address the lack of faculty and staff awareness of parenting students' rights by producing and administering trainings on parenting student issues.
7. Establish a parenting student center on each campus that includes at least one dedicated, full-time staff member (i.e., a Student Parent Advocate or Student Parent Specialist position) who is tasked with providing guidance and service referrals to parenting students.

Basic Needs

1. Advocate for the state of California to expand its definition of basic needs to include childcare, which would enable campuses to use basic needs funding to assist parenting students with childcare costs.
2. Expand affordable student family housing on each campus and prioritize the accommodation of parenting students and their children.
3. Base housing affordability on students' budgets, rather than on market rates, so that students pay no more than the federal standard of 30 percent of their income in rent.
4. Provide staff to support parenting students' applications to CalFresh, CalWORKs and Medi-Cal.

Childcare

1. Provide advocacy support for Senate Bill 365 — CalWORKs: immediate childcare assistance — which would require a county to provide applicants with immediate childcare assistance if they are eligible for CalWORKs and need childcare to attend an educational or training activity.
2. Work with the California Department of Education to subsidize childcare for parenting students at all 10 campuses.
3. Implement a short-term childcare program, modeled after Småland, the supervised children's area at IKEA, that would enable parenting students to drop off their children for a short time while they attend a class, workshop or conference.
4. Provide financial aid that covers the cost of childcare (UC Davis already does this).
5. Collaborate with Head Start and Early Head Start to ensure the availability of affordable childcare for parenting students on campus and in the community.
6. Expand the capacity of existing on-campus childcare facilities for parenting students.

Data Analysis and Reporting

1. Institutionalize a standing UC Parenting Students Workgroup to assist with identifying parenting students' needs at UC and following up on recommendations.
2. Produce and administer a systemwide assessment to measure parenting students' need for childcare services.

3. Ensure that questions across the UC Undergraduate Experience Survey (UCUES) and the UC Graduate Well Being Survey (GWBS) use the same data collection language to facilitate comparisons between undergraduate and graduate students with dependents.
4. Implement a standard method of identifying parenting students and their needs on each campus by aligning campus surveys with UCUES and the GWBS.

Financial Aid

1. Combine funding from the Cal Grant for students with dependents with institutional support to cover the self-help amount of \$10,000, and award grants that help cover childcare expenses. Extend the same level of support to all parenting undergraduates with financial need, regardless of whether they receive a Cal Grant.
2. Advocate for the inclusion of a question on the Free Application for Federal Student Aid (FAFSA) to identify parenting students with minor dependents, so that it aligns with the state's definition of a parenting student (the current question does not specify minors).
3. Advocate for campuses to reach out proactively to parenting students to adjust their financial aid packages.
4. Advocate with Graduate Divisions to accommodate parenting students in graduate academic students' financial packages.

Healthcare for Dependents

1. Have campuses subsidize the UC Student Health Insurance Program (UC SHIP) for graduate student health coverage for dependents to ensure that both undergraduate and graduate students pay equivalent rates.
2. Provide free or reduced-cost healthcare at UC student health centers for parenting students and their children.

Pregnant and Nursing Mother Accommodations

1. Develop birth plans for pregnant students that provide clarity for both professors and students about how they will handle projects and coursework in the final months of pregnancy and post-birth.
2. Provide childbirth accommodations that include being excused from regular employment duties for a period of up to six weeks without loss of financial support to doctoral student women who are anticipating childbirth and have graduate student researcher (GSR), fellowship/traineeship or teaching assistant (TA) appointments.
3. Ensure that lactation spaces on every campus provide the accommodations requested by Assembly Bill 2785 (Student services: lactation accommodations) and Senate Bill 142 (Employees: lactation accommodation).
4. Identify one employee, department or office on each campus as the responsible party for maintaining the cleanliness and supply inventory of all lactation rooms on a regular schedule.

Further Reading

- Affordable College Online, [Attending College as a Student-Parent](#)
- American Council on Education (ACE), [Higher Ed Spotlight: Single Parent Students](#)
- ACE Higher Education Today, [Building Family-Friendly Campuses: Strategies to Promote College Success Among Student Parents](#)
- Generation HOPE, [National Student-Parent Survey Results & Recommendations](#)
- Inside Higher Education, [How Faculty Can Help Student Parents Succeed](#)
- Inside Higher Education, [“Time Poverty” of Students Who Are Parents](#)
- Institute for Women’s Policy Research, [Student Parent Success Initiative](#)
- Institutional Research and Academic Planning, [Parenting Students’ Experiences and Challenges at UC](#) and [Parents in College by the Numbers](#)
- National Women’s Law Center, [Pregnant & Parenting Students](#)
- Public Policy Institute of California, [Supporting Student Parents in Community College CalWORKs Programs](#)
- The Hechinger Report, [Many student-parents drop out because they don’t have enough time for their schoolwork, research shows](#)
- The Pregnant Scholar, [Model Campus Lactation Policy for Students](#) and [Model Policy on Pregnancy and Parenting Leave and Accommodations](#)
- Work and Family Researchers Network, [Research Feed](#)



Appendix I

UC Parenting Students Workgroup Members

UC Berkeley

- Grace Key, Undergraduate Student
- Sadia Khan, Undergraduate Student
- Tomie Lenear, Program Coordinator, Student Parent Center

UC Davis

- Daniel Rivas, Undergraduate Student

UC Irvine

- Yenda Prado, Graduate Student

UC Los Angeles

- Leigh-Anna Hidalgo, Graduate Student, Workgroup Co-Chair
- JoAnna Reyes Walton, Graduate Student

UC Merced

- Tashelle Wright, Graduate Student

UC Office of the President

- Elizabeth Halimah, Associate Vice Provost, Graduate, Undergraduate and Equity Affairs, Workgroup Co-Chair
- George Zamora, Policy & Program Analyst, Graduate, Undergraduate and Equity Affairs, Staff to the Workgroup

UC Riverside

- Rochelle Bernarte, Undergraduate Student

UC San Diego

- Burgundy Fletcher, Graduate Student
- Mary Anderson, Director, Student Affairs Case Management Services

UC San Francisco

- Jennifer Rosko, Director, Student Involvement & Programs

UC Santa Barbara

- Annette Muse, Director, UCSB Children's Center, Early Childhood Care & Education Services
- Saameh Solaimani, CCAMPIS Family Support Coordinator & Documentation Specialist, Early Childhood Care & Education Services

UC Santa Cruz

- Heather Willoughby, Undergraduate Student

Appendix II

Parenting Student Financial Aid Packages



Graduate, Undergraduate
and Equity Affairs

Parenting Student Financial Aid Packages

Parenting students face unique challenges in financing their education, particularly during the current health crisis. On October 9, 2020, the UC Financial Aid Directors reached consensus on four elements of support for parenting undergraduates:

- Policy action is restricted to parents with minor children, the same as that defined for Cal Grants for Students with Dependents.
- UC would award [Cal Grants for Students with Dependent Children](#) or an equivalent in University Student Aid Program (USAP) to needy undergraduates, allowing the additional access award to offset the need to work and borrow.
- Campuses will provide budget adjustments upon request and will, in general, offer students loans to offset the higher expenses.⁹
- This packaging practice to begin in the 2020–21 academic year.

UCOP also encourages campuses to reach out to potential recipients (e.g., those who report having a dependent on the FAFSA) so that they can confirm that they have minor children and would qualify.

⁹ UCOP will provide campus-specific Cost of Attendance Survey data that can be used at the campus's discretion in place of individual cost of attendance appeals.

Appendix III
UC Campus Resources for Parenting Students

UC Berkeley	
Campus Resources	Descriptions/Links
Dedicated Campus Space	UC Student Parent Center
Housing and Campus Life	The Bear Pantry serves UC Berkeley students with dependent children.
Childcare and Early Education	Early Childhood Education Program provides subsidies and reserved full-fee placements.
Financial Aid and Planning	Graduate Division Student Parent Grant
Lactation Facilities and Support	<p>The Faculty/Staff Wellness Program within University Health Services coordinates the Breastfeeding Support Program (BFSP). The BFSP serves faculty, staff, students and their spouses/domestic partners, as well as employees at the UC Office of the President and Lawrence Berkeley National Laboratory who choose to continue breastfeeding after returning to work or school.</p> <p>The BFSP program includes:</p> <ul style="list-style-type: none"> • Lactation rooms on campus with Ameda hospital-grade breast pumps • Personal HygieniKit® to use with hospital-grade pumps, sold at cost • Breastfeeding classes facilitated by a certified lactation consultant <p>(Lactation rooms in 23 buildings are listed on the campus breastfeeding support program website, accessible via filling out an application form.)</p> <p>Most of the lactation rooms on campus have a hospital-grade, electric breast pump for use either with the attachments from the Ameda Purely Yours Electric Breast Pump® or a personal HygieniKit®.</p>
Organizations and Programs	<ul style="list-style-type: none"> • SPARR — Student Parent Association for Recruitment & Retention • Berkeley Parents Network
Academic Advising and Resources	<ul style="list-style-type: none"> • Berkeley Law Student Services • Support for Student Parents and Caregivers

UC Davis	
Campus Resources	Descriptions/Links
Dedicated Campus Space	<ul style="list-style-type: none"> Upon the completion of UC Davis's renovations to Walker Hall in fall 2020, that building will have a parent study lounge for graduate students. Other programs that serve parenting students include: <ul style="list-style-type: none"> Women's Resources and Research Center (WRRC) Transfer and Reentry Center
Housing and Campus Life	<ul style="list-style-type: none"> On-campus university housing offers priority housing at the Solano Park Apartments to eligible graduate, professional and undergraduate students who reside with dependent minor children, are expecting a child or are married or in domestic partnerships. UC Davis is in the middle of a Student Family Housing Redevelopment project to address future student family needs.
Healthcare and Insurance	<ul style="list-style-type: none"> Undergraduate, graduate and professional students who are enrolled in UC SHIP at Davis have the option to enroll eligible dependents in a voluntary plan. The plan provides medical insurance and the option to purchase dental/vision benefits. Enrollment in the dependent plan is managed by Wells Fargo (on behalf of Aetna Student Health) and the cost of insurance (premiums) for dependents is paid directly to Wells Fargo. Insurance Services does not manage the enrollment or collect payments for the dependent plan.
Childcare and Early Education	<ul style="list-style-type: none"> The WorkLife office, in coordination with Graduate Studies and the Financial Aid office, offers limited grants and loans to students with dependent children, to assist with child care expenses. The UC Davis Student Parent Child Care Funding Program consists of two grants, the Graduate Student Child Care Grant and the Community Based Care Grant. Both are designed to partially defray child care expenses. The Graduate Student Child Care Grant is available to graduate and professional students, while the Community Based Care Grant is available to all [parenting?] students identified with financial need. Childcare options are available on the UC Davis campus, at the Sacramento location, and in the community. These options are not licensed to Title V, so students are ineligible for subsidies. The Center for Child and Family Studies offers the Early Childhood Lab School, which provides a model early childhood program, a site for research and observation, and an educational experience for Child Development students. Due to COVID-19, the lab school will not be in operation during the 2020–21 academic year.
Financial Aid and Planning	<ul style="list-style-type: none"> Cost of Attendance for Graduate Studies Programs UC Davis Student Parent Child Care Funding Program Dependent Care Flexible Spending Accounts: Student academic employees and graduate student researchers are eligible. UC SHIP Health Benefits Information: Medical insurance and dependent coverage Food Resources for Students in and around Davis
Lactation Facilities and Support	<ul style="list-style-type: none"> Lactation Support Program provides university affiliates and their partners with lactation consultations, support group meetings and the

UC Davis	
Campus Resources	Descriptions/Links
	<p>use of hospital-grade breast pumps located in nearly 50 lactation sites on the UC Davis campus and 20 at UC Davis Health.</p> <ul style="list-style-type: none"> • Guidelines for Lactation Accommodation • Know Your Rights: Breastfeeding by The Pregnant Scholar, a website dedicated to informing how Title IX protects student parents
Organizations and Programs	<ul style="list-style-type: none"> • Graduate, Undergraduate and Professional Student Parents Facebook page. This is a support group for graduate and professional mothers and their partners; the group welcomes expecting mothers. • UC Davis Health System Parent Resource Group Facebook page. This is a closed group to support faculty, staff and postgraduate trainees of the UC Davis Health System.
Academic Advising and Resources	<ul style="list-style-type: none"> • Transfer and Reentry Center • Women's Resources and Research Center
Policies and Resources Guides	<ul style="list-style-type: none"> • Guidelines for Student Parents/Guardians with Children on Campus • The Pregnant Scholar • A Postdoc's Guide to Pregnancy and Maternity Leave

UC Irvine	
Campus Resources	Descriptions/Links
Housing and Campus Life	<ul style="list-style-type: none"> • Palo Verde: Graduate and Family Apartments • Verano Place: Graduate and Family Apartments
Childcare and Early Education	<ul style="list-style-type: none"> • UCI Child Care Services provides information about UC Irvine childcare options, pre-school and kindergarten. These services are available for students, staff and faculty. • UCI Housing Childcare Program: Verano Housing offers an after-school program, a summer program and a free weekly playgroup. • UCI Children's Center provides an early care and education program for student, staff and faculty families within the university community. • UC Irvine Extended Day Care Center is a licensed childcare center that offers an after-school developmental program for children in kindergarten through sixth grade. • Verano Preschool offers a half-day preschool program for children two-and-a-half to five years of age (or until eligible for kindergarten). The center serves students, staff, faculty and community.
Lactation Facilities and Support	<ul style="list-style-type: none"> • UCI Breastfeeding and Lactation Support includes a list of campus lactation rooms. • Parenting & Pregnancy at UCI provides information about parenting classes, childbirth, newborn care, breastfeeding, webinars and education programs.
Organizations and Programs	<ul style="list-style-type: none"> • UCI Student Parent E-Mail List Serve: Sign up for this listserv to connect with other student parents (students who have children) and to learn about local resources and services. Both undergraduate and graduate students are welcome.
Academic Advising and Resources	<ul style="list-style-type: none"> • Student Parents and Families Program provides student parents and families with a personal guide and roadmap to success.
Policies and Resources Guides	<ul style="list-style-type: none"> • Students with Families provides information on family-related benefits available to graduate students.

UC Los Angeles	
Campus Resources	Descriptions/Links
Lactation Facilities and Support	<ul style="list-style-type: none"> • UCLA Lactation Accommodation Procedures • UCLA Lactation Rooms Map
Organizations and Programs	<ul style="list-style-type: none"> • Students with Dependents Program at the Bruin Resource Center provides caring and personalized support to UCLA undergraduate, graduate and professional school students who are parents, guardians and caregivers.
Academic Advising and Resources	<ul style="list-style-type: none"> • Parent Guide directs parenting student to relevant resources.

UC Merced	
Campus Resources	Descriptions/Links
Lactation Facilities and Support	<ul style="list-style-type: none"> • CARE Office provides a list of lactation rooms both on and off campus, as well as other breastfeeding resources.
Policies and Resources Guides	<ul style="list-style-type: none"> • Benefits and Privileges: Family Accommodations for Childbearing and Childrearing, APM-760 • CARE Office provides resources for pregnant or parenting students.

UC Riverside	
Campus Resources	Descriptions/Links
Dedicated Campus Space	<ul style="list-style-type: none"> • R’Kids is a student-led community that creates a family-friendly environment for students, faculty and staff who have children. The program offers monthly open forums and activities where families can discuss experiences, learn from one another, share resources and encouragement, maintain a well-balanced life and have fun.
Housing and Campus Life	<ul style="list-style-type: none"> • UC Riverside Family Housing Eligibility and Assignment Policy
Lactation Facilities and Support	<ul style="list-style-type: none"> • Lactation Accommodation Program provides a list of lactation rooms and resources • Lactation Accommodation Program Guidelines
Policies and Resources Guides	<ul style="list-style-type: none"> • Student-Parent Action and Retention Collaborative (SPARC) Family Resource Guide

UC San Diego	
Campus Resources	Descriptions/Links
Dedicated Campus Space	<ul style="list-style-type: none"> Mesa Housing's Family-Friendly Study Lounge is available for UC San Diego student-parents, including non-residents of Mesa.
Housing and Campus Life	<ul style="list-style-type: none"> Family Housing Triton Food Pantry
Healthcare and Insurance	<ul style="list-style-type: none"> Health Insurance for Students with Dependents
Childcare and Early Education	<ul style="list-style-type: none"> Child Care Solutions Early Childhood Education Center Mesa Child Development Center Recreational Activities and Home School Resources for Student Families
Financial Aid and Planning	<ul style="list-style-type: none"> Financial Resources for Students with Dependents Graduate Student Researcher (GSR) Child Care Reimbursement Program Factsheet Academic Student Employee Child Care Reimbursement Program Factsheet
Lactation Facilities and Support	<ul style="list-style-type: none"> UCSD Lactation Support Services Lactation Facilities at UC San Diego; follow link and type “lactation” into campus map search box. UCSD Lactation Accommodation Policy
Organizations and Programs	<ul style="list-style-type: none"> Student Parents at UCSD Facebook page Parents, Guardians, and Caregivers Association — UC San Diego Facebook page
Academic Advising and Resources	<ul style="list-style-type: none"> Priority Enrollment for Undergraduate Students with Children Resources for Students with Dependents Students with Dependents Engagement Form Petition for Childbirth Accommodation
Policies and Resources Guides	<ul style="list-style-type: none"> Pregnancy Resources Parental Part-Time and Leave Options Policy on Childbirth Accommodation for Doctoral Students

UC San Francisco	
Campus Resources	Descriptions/Links
Housing and Campus Life	<ul style="list-style-type: none"> • Aldea San Miguel Housing, a family-friendly community • Mission Bay Apartments
Healthcare and Insurance	<ul style="list-style-type: none"> • Student Health and Counseling Services — Eligible dependents of registered students must complete the online Dependent Enrollment Forms. • Child, Teen and Family Center and Department of Psychiatry Building — UCSF is in the process of building this center to advance the prevention and treatment of mental illness. It is scheduled to open in 2021.
Childcare and Early Education	<ul style="list-style-type: none"> • Child Care Centers <ul style="list-style-type: none"> ○ Kirkham Child Care Center at Parnassus ○ Laurel Heights Child Development Center ○ Marilyn Reed Lucia Child Care Study Center at Parnassus ○ University Child Care Center at Mission Bay • Child Care Referral Service
Financial Aid and Planning	<ul style="list-style-type: none"> • Graduate Division Childcare Grants: Ph.D. graduate students who have young, dependent children in childcare may be eligible for the childcare grant program provided by the Graduate Division. This program will provide funds to assist students with the cost of childcare for the academic year.
Lactation Facilities and Support	<ul style="list-style-type: none"> • UCSF Lactation Accommodation Program • Lactation Rooms • Zooming through Pregnancy to Parenthood, a webinar series that focuses on prenatal topics covered in the Centering Model of pregnancy care
Organizations and Programs	<ul style="list-style-type: none"> • California Childcare Health Program, a community-based program of the UCSF School of Nursing, Department of Family Health Care Nursing. Our multidisciplinary team trains professionals on health and safety issues related to early care and education settings, supports a statewide childcare health consultation network and conducts research. • DepCare Flexible Spending Account enables students with a GSR or TA payroll appointment to pay for eligible expenses for the care of their child/children or eligible adult dependent(s) on a pretax basis.
Academic Advising and Resources	<ul style="list-style-type: none"> • MyFamily Resource Directory
Policies and Resources Guides	<ul style="list-style-type: none"> • Parent Education Events

UC Santa Barbara	
Campus Resources	Descriptions/Links
Dedicated Campus Space	<ul style="list-style-type: none"> • Child Care Access Means Parents in School (CCAMPIS) serves as a hub for resources and connections for UC Santa Barbara student parents, including childcare assistance applications, a live calendar of events and a blog space for comments, questions and thoughts.
Housing and Campus Life	<ul style="list-style-type: none"> • Family Student Housing
Healthcare and Insurance	<ul style="list-style-type: none"> • Parent-Child Interaction Therapy Clinic provides state-of-the-art therapy for young children and their families.
Childcare and Early Education	<ul style="list-style-type: none"> • Children's Center supports two Children's Centers — one located in the Student Resource Building and one located in West Campus — that provide childcare for student, staff, faculty and community families. They offer tiered tuition rates as well as grants and scholarships for families with financial need. • Children's Resource & Referral of Santa Barbara County
Financial Aid and Planning	<ul style="list-style-type: none"> • Graduate Student Association Childcare Grant aims to assist UC Santa Barbara graduate students with expenses related to caring for their dependent(s). • Child-Care Reimbursement Program for Graduate Student Research (GSAs) and Academic Student Employees Factsheet • Women's Center Bridge Over Troubled Waters Fund
Lactation Facilities and Support	<ul style="list-style-type: none"> • Lactation Support Program • UCSB Lactation Room Map • La Leche League of Santa Barbara helps mothers to breastfeed through mother-to-mother support, encouragement, information and education to promote a better understanding of breastfeeding as an important element in the healthy development of the baby and mother.
Organizations and Programs	<ul style="list-style-type: none"> • UCSB Graduate Students with Children Facebook page • Non-Traditional Student Resource Center provides a community space for students whose life experiences may differ from traditional students, including students with dependents. • Postpartum Education for Parents supports growing families in the Santa Barbara area with opportunities for education, encouragement and social engagement in a way that is non-judgmental, inclusive and community-based.
Academic Advising and Resources	<ul style="list-style-type: none"> • Academic Parenting Accommodation Policies for graduate students
Policies and Resources Guides	<ul style="list-style-type: none"> • Parenting Accommodations for Graduate Students • Parenting-Related Employment Accommodation Policies and Benefits for graduate students • UC Santa Barbara My Family Resources • Graduate Student Parents Factsheet • The Pregnant Scholar

UC Santa Cruz	
Campus Resources	Descriptions/Links
Housing and Campus Life	<ul style="list-style-type: none"> • Family Student Housing is planning to relocate to newly constructed apartments on the east side of campus upon their construction.
Childcare and Early Education	<ul style="list-style-type: none"> • Early Education Services, formerly known as Child Care Services, is dedicated to providing high-quality developmental care for each child.
Lactation Facilities and Support	<ul style="list-style-type: none"> • Lactation Rooms • Pregnancy, Lactation, and Recovery
Policies and Resources Guides	<ul style="list-style-type: none"> • Students as Parents website