

**YWOMENVOTE 2022**

**Spotlight on Millennial and Gen Z Women**

This spotlight on Millennial and Generation Z (gen z) women provides a brief overview of their concerns and priorities heading into the 2022 Congressional session and national election. Drawn from [YWCA USA’s fourth national survey of women in the United States](#), this data frames clear expectations for legislative action to address their concerns and priorities. While women overall are remarkably consistent in their concerns and priorities, the nuanced experiences of demographic subgroups of women – including women of color and younger women – shape their specific expectations for action to meet their most pressing concerns.

Young voters under 40 – the millennial generation and Generation Z - now make up [a third](#) of the voting electorate and represent the [largest, most racially diverse](#) group of voters in the nation—and their influence in elections is poised to continue to grow. Between 2016 and 2020, millennial voter turnout alone increased by 36% and given population projections. By 2030, these two groups will make up [more than half](#) of all eligible voters in the United States.

**POLICY SOLUTIONS: Millennial and Generation Z Women**

Gen Z and Millennial women surveyed indicated strong support for action by Congress on a range of legislative and policy solutions. The following policy solutions ranked highest for *both* Gen Z and millennial women, although at different levels of intensity.

<b>Top Policies: Gen Z and Millennial Women</b> <i>Ranked by One of the Most Important/Very Important Combined</i>		
	Gen Z	Millennial
Paid Family & Medical Leave, Paid Sick Leave and Paid Safe Leave	67%	79%
End Discrimination Against Women	66%	78%
Paycheck Fairness Act	67%	77%
Living Wages and Skills-Based Training for Childcare Sector	67%	77%
Funding for Nonprofit Community Services	67%	76%

In addition, top policy priorities for Gen Z women included reauthorizing VAWA (68% ranked this issue one of the most important or very important), workforce training for jobs non-traditional to one’s gender (67%), reauthorization of FVPSA (66%), and passing the George Floyd Justice in Policing Act (66%).

Millennial women expressed strong support for ending workplace harassment and sexual violence (78%), ending racial and religious profiling (77%), and high quality childcare (76%).

## TOP CONCERNS: Millennial and Gen Z Women

Gen Z and millennial women share core concerns with all women across a range of economic, health, and societal issues, but at higher levels of intensity. Notably, Gen Z and millennial women share acute concerns with respect to housing expenses (+10 and +16 respectively) and access to affordable mental health services (+10 and +13 respectively).

Top Concerns: Gen Z and Millennial Women <i>Ranked by Very/Somewhat Worried Combined</i>				
	Gen Z		Millennial	
That your total family income will not be enough to meet your family's expenses	59%	+5	66%	+12
Being able to afford your rent or mortgage	58%	+10	64%	+16
Stress, anxiety or trauma from COVID-19	57%	+8	58%	+9
The rise in white nationalism in the U.S.	54%	+10	N/A	
Having access to affordable mental health services	51%	+10	54%	+13
Experiencing domestic violence, sexual assault, stalking, or other gender-based violence	51%	+23	N/A	
Taking time off work to take care of yourself or a sick family member without losing your job	N/A		50%	+18
Earning equal pay – equal to what a man would earn for the same work	50%	+9	49%	+8
Having high quality childcare that is affordable, dependable, and accessible	N/A		48%	+19
That reproductive health services for women, including the right to have an abortion, remain legal where I live	50%	+6	48%	+4

+ denotes pct points higher in comparison to women overall

N/A denotes a policy solution that is not among that demographic group's top concerns.

For millennial women, concerns related to caregiving stood out as particularly acute (job protected leave: +18 in comparison to women overall; childcare: +19). This is unsurprising given that millennials now make up nearly 40% of the “sandwich generation” (those caring for both a child and an aging adult).

Among Gen Z women, concerns about gender-based violence stand out as a notable area of concern (+23 in comparison to women overall). Combined, Gen Z and millennial women expressed the highest levels of concern about experiencing gender-based violence in comparison to older generations.

**\*FULL SURVEY RESULTS AVAILABLE AT [YWOMENVOTE.ORG](https://ywomenvote.org)\***

### ABOUT YWCA

For over 160 years, YWCA has been on a mission to eliminate racism, empower women, and promote peace, justice, freedom, and dignity for all. YWCA has been at the forefront of the most pressing social movements – from voting rights to civil rights, from affordable housing to pay equity, from violence prevention to health care reform. Today, we combine programming and advocacy in order to generate institutional change in three key areas: racial justice and civil rights, empowerment and economic advancement of women and girls, and health and safety of women and girls.