

EPISODE 1660

FT: So Money episode 1660. Money and divorce. The Case for equal share custody with Emma Johnson, author of, *The 50/50 Solution*.

EJ: *It's hard to be the primary parent, and I was also the primary breadwinner, and I was resentful. By this time, I'd started, yeah, this public platform about single moms, my blog, and I was listening to all these other women and just sorting it out on an intuitive level. I'm like, I can't reconcile this norm, the social norm of kids staying primarily with women, with my feminism.*"

[INTRODUCTION]

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ANNOUNCER: You're listening to So Money with award-winning money guru, Farnoosh Torabi. Each day, you get a 30-minute dose of financial inspiration from the world's top business minds, authors, influencers, and from Farnoosh herself. Looking for ways to save on gas or double your double coupons? Sorry, you're in the wrong place. Seeking profound ways to live a richer, happier life? Welcome to So Money.

[INTERVIEW]

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FT: Welcome to So Money, everybody. I'm Farnoosh Torabi. We're shifting gears today and talking about money in the aftermath of divorce, particularly if there are children involved. My guest today is the creator of the Wealthy Single Mommy Community, and the Author of the new book, *The 50/50 Solution*, Emma Johnson. In the book, she showcases the robust research that proves that in most cases, equal time sharing with the kids is the best outcome for everyone in a family where the adults no longer live together.

Emma talks about how equal parenting time leads to better physical, emotional, and mental health for children of divorce. It leads to higher career earnings for single mothers. Fathers become more engaged, and their rights as parents are preserved, less parental and legal conflict, and why this should be the custody framework of the future. Emma talks about how many moms resist the idea of shared parenting. They don't want to give up time with their kids. What are her thoughts on that? Here's Emma Johnson.

Emma Johnson, welcome back to So Money. It's been a minute, and in that minute, plus maybe a pandemic we throw in, you've been busy writing a book. We are excited for, *The 50/50 Solution*. The book, which I have spoken to you on this topic in the past. I'm very interested in it. I think it's helpful. I think it's important. I was writing an article about this back in the day, and now happy to see that it's many, many more pages. *The 50/50 Solution*. You call this the surprisingly simple choice that makes moms, dads, and kids happier and healthier after a split.

A lot of times when we hear the term 50/50, as it pertains to any division of labor, division of parenting in a relationship, you lose people. They're like, there's no such thing as 50/50. Tell us what you mean by this, and why it's simple, yet you have to write a book. So explain this to people.

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EJ: You did it an article. Thanks for your support, right? Really, what won me over on this topic was, I always say, I don't have an opinion on this. I'm just a messenger of the science, right? So, for many decades, social scientists have been looking at equal parenting versus sole custody situations, right? Where a parent was almost entirely with one parent and maybe sees the other parent on weekends or something, right?

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FT: Right.

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EJ: What's better than that or they were setting like 35%, a minimum of 35% with one parent and the rest of the other parent, because they're simpler, weren't that many 50/50 families. They just, it wasn't happening. Unlike today, where you probably know families that are doing it. It's more common. What they were finding across the board was that when you have at least that 35, 40% time, there's just so many better outcomes for the kids, right? Even when there's conflict between the parents. Even when we're controlling for things like raise, and income, and education of the parents. Even when the parents don't choose it themselves. It's often people are like, "Oh, that's really nice of you. I just love your accent and you want to do 50/50 and it's amicable."

Even if a judge is making you do it or it's the law in your state or it's a presumption. It is still, the kids still fare fast. More recently, there's enough data. When we're finding there's Dr. Bill Fabricius at Arizona State University. He's really a leader in this space and has just decades of research. Now, he's able to look and find that the closer that schedule gets to the 50/50 number, the better the outcomes are for the kids. So, 50/50 is actually great. The way he describes it, the biggest risk of separating family divorced families is that the dad's going to check out, right?

Fatherlessness, it's really a real threat. It's easy to understand when we relegate men as being part-time parents, right? They lose control, they lose meaningful time to bond and connect with their kids to grow as parents themselves. They do. They slip out and kids know that, but when everybody in the room and our communities and our society recognize that that relationship is 50/50 and that's a good positive thing, it gives those children so much more confidence that their dads aren't going to leave. They don't live with cause and anxiety that somebody's going to abandon them.

That really resonated with me. So, that plays to your question, which is, yeah, life is going to happen, right? Somebody's going to take the kids to visit the grandparents. One parent does scouts with the kids on Tuesdays and that – but essence of – even more so, somebody might be deployed, or they're struggling with a mental health issue, or they are caring for an – right? this thing, it creates the security in that family that the spirit of it is 50/50. All of a sudden you have all this flexibility to a lot for life. It's the spirit.

People were just, or get bickering like, "You had the kids for five extra hours, because you took them on a trip." Well, guess what? My kids are teenagers. They go into their room for 20 hours at a time. I never see them, like the five hours is not meaningful. It's the spirit of what the schedule is that's meaningful.

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FT: You talk about the biggest risk or one of the biggest fears of separated families is the father checking out, but there's also the big real risk of the mother, who's in an arrangement where she's 100% or majority of the time with her kids is that she loses her time and she's less able to make a living, a suitable living, make more money. So, there is this economic fragility that we too often see with mom's post-divorce. I feel like as a feminist, you got to get behind this.

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EJ: You have to get behind it, because I often say, you cannot legislate equality inside of the marriage, right? I know that's a lot of the work that you do. Women, everyone's argue. Who's picking up the kids, who's doing the laundry, right? You cannot. There is no legislation outside of that house that can change the labor divide inside that house, but there is legislation that we can apply to separated families. We're talking about 23 million US families with kids where the parents lose separately, where we have the power to impose equality on that family. Equality of time and equality of earning. It is powerful and it benefits women.

I did a small survey of my audience and we found that women who have equal time sharing earn more, and they're happier, and healthier, and they feel good about their schedules. Also, despite the naysayers, the majority of moms actually want 50/50 schedules, whether they had them or not.

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FT: Yeah.

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EJ: This was my small project, but we know-

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FT: Well, Emma, it was 2,300, if I recall, single moms.

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EJ: Yeah. I was really proud of that project. Yeah, I was really proud of that. But it's also substantiated by more scientific research. Spain has shared parenting, equal parenting laws in some of their provinces, right? Which is really interesting, because you can compare them, to the other provinces that don't have equal parenting and they found where equal parenting is the norm, the kids fared better and then women were more likely to be employed, post-divorce. It's just common sense. It's more expensive to have two houses than one, right?

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FT: Culturally, though, we're so accustomed to this belief, this tradition of like, mom knows best, mom is the best parent. People are like, "Well, I don't care what the studies say, like I'm the better parent." In a divorce, of course, there's this tension and this war of personalities. So, as I reported on this, and I'm sure you have. There are a lot of moms who are like, in no world, am I giving my husband, because maybe they don't like him. Obviously, they're getting divorced. They're not able to see him more as like a father figure, especially if it wasn't 50/50 in the marriage while they were married, right? They don't trust, I guess, that he's going to be able to step up.

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EJ: Right. I always think those, just even the statements that those moms make is telling. I'm not going to give him more time. He's 50% his – because these kids are 50% his child. It's not yours to give. Those kids have a basic human right to be parented by both their parents. Parents have a basic human right to parent their children. We are not in the business of giving

the stage, because that's what you're talking about. I'm going to fight for it, even if the courts involved.

The state has no business getting into our families and deciding who's a better parent. We don't take native children and put them in boarding schools to re-educate them, because that's better for them. That is not the state's job. We don't screen parents, whether they're good, or better, or best parents when they take newborns home from the hospital. That is not the state's role. Children are not entitled to good parents. They are entitled to the parents that they have.

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FT: I thought it was interesting when we spoke a few years ago on the topic. I think you were the one who told me that old English law, the dad was always the one who got the kid in the divorce, because kids were labor on the farm.

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EJ: Or in line of inheritance.

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FT: Right. You come to this with your own story to tell. Maybe you could tell us a little bit about that story.

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EJ: I'm literally in like the other screen of my computer bickering with him about stuff. I just beyond bickering or fighting, like you don't have to get along with your ex or your kid's parent, co-parent to make this work, right? It's just 50 –

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FT: Right.

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EJ: Yeah. We get divorced. The kids were newborns. I was an old school feminist, like I was of another generation where I was like, “Well, of course, the kids are going to stay with me. They’re nursing babies. Of course, I’m like the better parent. They’re going to stay with me. This is a no-brainer.” I went along that path and be careful what your wish for, ladies, because it’s hard to be the primary parent. I was also the primary breadwinner and I was resentful. By this time, I started this public platform about single moms, my blog. I was listening to all these other women, and just sorting it out on an intuitive level. I’m like, “I can’t reconcile this norm, the social norm of kids staying primarily with women with my feminism.”

Then I made the mistake of digging into the social science of which there is a lot, and a totally mushrooming world of social science around this topic. Then there’s no way you can reconcile primary care with the social science, right? It’s like even when there’s conflict, even when the parents don’t choose it themselves, on and on. It’s better for kids. I was like, “Well, this is very interesting. Why don’t more people do this? Why aren’t more people aware of the science?”

Thankfully, younger parents are definitely doing this a lot more. They assume it. They don’t even think about it. They’re like, why are you even writing a book? It’s so obvious. I just feel very heartened. There’s a whole movement that’s really focused on the policy, getting parenting laws passed at a state level. A rebuttable presumption, so that’s a presumption that’s equal parenting time when there’s always caveats for when there’s abuse or different circumstances where a judge can deviate from that.

I really like put my work into focusing on the cultural change. If we can just convince people one person at a time, we don’t even need laws on the books. There are states in northern, or there are countries in northern Europe where – like Denmark has a great equal parenting culture. Nobody uses family court and there’s no laws on the book. It’s just a social norm.

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FT: Put this in practical terms. I'd love for you to like paint the scenario, because we say 50/50, equal parenting, equal shared parenting, but like, if you've got a busy job versus like you're an entrepreneur. I want to know where the time is being created. Especially for the partner who wasn't as present during the marriage. Maybe because they were traveling a lot for work. The other one was a stay-at-home parent caregiver. Practically, can you give us a sample, an example of how this came out.

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EJ: Everybody is – so it's equal rights. I hear from two camps like women, single moms will often complain that their kids' dad doesn't show up and take equal responsibility. I believe that. The men in this space are often very vocal that they don't have equal rights to the kids. That the moms have more rights than they do than the men do. I also believe that. It has to be equal rights, equal responsibility, and equal time. Yeah, maybe you had the bigger career on making the bucks, but guess what? Then you have to figure it out, right? Maybe you hire a nanny. Maybe you get your parents involved, or maybe it's a lesser career. Somebody has to do it.

If we're constantly defaulting to this idea of primary parent or trying to replicate what was in the marriage. The marriage is over. That you might have had an agreement that he works and she stays home. Okay, big mistake, but whatever. It's like, that doesn't matter anymore, because the relationship's over. It's time for a new contract. Right? If that was so great, you'd still be married. It didn't work. It doesn't matter. It's a new contract. So, people are going to have to make sacrifices.

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FT: I remember you talking to about like in your divorce settlement, like you talk about making it legislatable. Writing into your, I think it was your divorce agreement that both parents are responsible for the kids' doctor's appointments, and the parent who is doing it over time gets like \$20 an hour.

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EJ: Another mom. Yeah. She was really smart in her divorce, because she worked in the legal system and she knew what she was doing. She said, she had like four kids. There was, a few of them have special needs, so there was like heavy lifting on the medical front. It was, the same thing, she was resentful in the marriage, because she was doing all the like logistical labor and emotional labor. She's such – she did us all a favor, because I've told that story a hundred times.

She wrote it to her divorce agreement that everybody just does, it's like everybody basically, gets paid \$20 or whatever an hour to run the kids around. At the end of the year, they tally it up and any discrepancy is paid out. She said the first year he was super pissed. He was like, I'm not going to have to pay you to take care of the kids, but it changed his behavior. It's like the fair play. You just have to document it.

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FT: Right.

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EJ: For people to see it. They don't know. I mean, I really, the essence of this book is like, I worked really hard to not blame one gender. To extend grace to everybody, we are all products of our cultures and patriarchy, and our upbringing. We all get it wrong. We're really trying to torpedo all of that and start a new day. Everybody has to be better. Everybody has to be better, but we have to see it before we can change.

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FT: To see the change, you say, think long term, like don't just focus on the immediate results of the divorce, because obviously, everyone's really emotional, but to really have that long term view. What are the things you would suggest, kind of envisioning as you think ahead? What are some of the long-term benefits? We've touched on some of like the financial security, getting your time back. The kids are happier. Everyone's happier, but like the mindset shift, what would you like people to adjust their thinking long term, so they can get behind this more?

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EJ: Well, right. Well, first of all, a big part of this is father involvement. Recognizing how critical father involvement is. Understanding the social science that men biologically, formerly connect and bond with babies given enough time, right? They need enough time to do that. When the kids are older, it is one therapist I interviewed in the book, she had a great term, it's gritty parenting, right? You really don't connect and bond with a kid unless you're like going through the hell of parenting, right? That's not going to happen on every other weekend. You have got to be like fighting with that kid to get their shoes, on to get out the door, and get in their bath, and manage bedtime while you're also managing your career.

It's the hard part of parenting that makes you a good parent. It helps you figure out your kids. They figure you out, you learn how to parent, right? You take responsibility. You grow as a dad. We have to be really, and I believe very strongly that women have the power in the domestic sphere. We have some ways to go when it comes to sitting on corporate boards and filling legislative seats, but when it comes – but when those moms are like, "Well, I'm not going to give him time." You have all the power. You are controlling children, all the children.

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FT: Yeah.

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EJ: Right? What's important to us? What's important to us? Most of us would say family, love, our children, relationships. Women have power over all of those things. We have got to be recognizing our power and wielding it with love, and care, and responsibility. That means not just holding men accountable. Yes, that too, but also granting them grace and supporting them as they grow in their parenting journey. We call on men to support and be allies of women in the workplace. We need to be doing that for men in their parenthood.

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FT: Now, inevitably, I'm going to get some angry emails as I'm sure you do, right? Well, my husband's a deadbeat? He's an alcoholic. He's not capable. That's why I'm getting divorced. I don't want to be with him, but I don't think he should be around our kids either. Obviously, we're not talking about these extreme relationships, right?

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EJ: No. There's always going to be caveats for extreme abuse. However, somebody has a drinking problem. That doesn't mean they lose custody of their kids. Many people have addiction issues, right? There's not a judge in this country that is going to bar a kid from seeing their parent, because they're struggling with addiction, because we're talking like 30% of the population, right? If we have a spirit of recognizing that that dad is important to the kids' lives. It creates space for him to heal, to be safe, right? To be then the ball parent and vice versa, because, guess what? Moms have addiction problems, too.

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FT: Right. Right. Right. The assumptions that we make are, right? I mean, they're so deeply ingrained. In terms of where we are right now, legally, this is divorce is a state-by-state situation. The laws governing divorce are state-issued, state-mandated. Are we seeing a movement towards making 50/50 parenting the default? So, there doesn't need to be like the legal costs associated with changing that hiring lawyers.

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EJ: Well, that's the thing. In the last few years, we now have six states in the United States that have a rebuttable presumption of equal parenting time. That just means that wherever you live, it's assumed that the parenting time is going to be split 50/50. Judges and families can deviate from that. No one's going to hold you to that unless you go to court, right? That is a huge. I see that as a snowball and I really think, yes, states need to get on board and start passing those laws, because nobody wants to be a relic.

I mean, if there's, as more laws are passed and more people do this, we've got more and more data. So, for example, in Kentucky, which is one of the first states where equal parenting laws are passed. We now have a really beautiful line chart that shows, since the law was passed, the line of, so if you go into court data, the number of family court filings where there's also domestic violence, case attached to like, you click both the boxes when you're running the data report. That one had already been decreasing and it decreased even faster after the law was passed, right?

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FT: Yeah.

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EJ: We look and we talk about child abuse cases. Ohio does not have a shared parenting bill. However, there are a number of counties where it is the cultural norm, the judicial norm. Most courts, most people are going to just do 50/50. We have great data that shows that in the counties where 50/50 is the norm, there's lower rates of child abuse, right? Physical, sexual, emotional child abuse in those counties, right?

It's people just have – individuals need to get on board, governing bodies need to get on board, and it is happening. I often say, if you are in court right now with your co-parent barring any really, really extreme case. Your kids are going to look back and judge you. They are going to grow up. No one's going to be in nuclear families anymore. They're going to grow up and do 50/50. They're going to look back. It's like our grandmother's smoking and drinking while they're pregnant. It's like, "What the hell are you thinking? It's ridiculous."

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FT: What are some other interesting trends you're seeing in divorce? This is a trend, hopefully, that's going to continue. I'm also seeing, for example, couples not selling the house. I don't know what, there's a name for it where they go.

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EJ: Nesting.

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FT: Nesting, because they want the kids to have that stable one home. I like that. What are some other arrangements or smart adaptations that you're seeing couples make in divorce?

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EJ: Yeah. Nesting is like, I don't know. Anyway, that does it long term, because moving is hard in parents, who don't want to do it. Then you're so enmeshed –

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FT: No one's giving up the 3% mortgage. I think that's what –

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EJ: That is a real thing. No, because then you're like basically, you're still fighting over the dishes and who's changing the sheets, like it's too much. No one ever does it. Really, if we want to get to the social science, I see so many parallels with that idea that kids need one primary home. Right? That goes into this whole chapter I have in the book about how we've really come to misunderstand attachment parenting, like we're stuck from the, like 1950s. This idea that kids need one home and there's one parent that they can bond with.

Of course, it's going to be the mom in that thinking and that everybody else is disposable, right? So, we really have to get away from that. Kids are very adaptable and they can't and do connect and bond with not only moms and dads, but grandparents, and teachers, and coaches, and the love potential is infinite. It is infinite. What was the other point that we were –

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FT: Well, just like the ways that couples are finding their own – a new modern way of divorcing. I mean, I know there was conscious uncoupling, right?

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EJ: Yeah. That's cool and everything. But I mean, it's the same thing. It's really part of what I'm talking about, right? It's like being thoughtful. It's not about winning. It's about, I mean, I always like – I'm just a messenger about like what the social science says, right? It's like a new way of being. The relationship didn't work anymore. You're moving apart. Now, there's like a whole other body of research, like putting up in our girls saying, like marriage is great. Married people are happier than single people. People with kids are happier than people without kids. Then that's just the individuals.

Let's talk about the fabric of society. We need children, right? We have lousy social networks in this country and people don't want to have babies. Those are all big problems, right? There is like the extreme, which is the traditional life movement, right? But at the other hand, like people who have – been married and had kids and society has perpetuated itself despite unlikeliness of that. I don't really know. I'm asking a lot of questions in that space myself.

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FT: Yeah. You have opinions about child support and how it's important to work your way away from child support. If you're dependent on it, that it's important to find a way out. This is a tough maneuver for single moms, especially who might be dependent on that, especially if they were not working while they were married. Now, they need that, in like getting a job after like 10 years of not working is like really, really difficult. Can you talk through some of the practicalities of that? First of all, why you think that's important? Second, how to actually do that?

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EJ: Yeah. I don't think there's any role for child support or alimony anymore. The employment playing field is men and women can do work. The pay gap is now really women choosing to

offer them for caregiving, right? That's an important and I know loaded conversation, but when it comes to separated families, one of the most heartening things I'll say, so when you have money exchanged, first of all, depending on where you live, it probably is going to influence your thoughts and decisions around custody.

Again, this is what's best for kids is when their parents share parenting time equally, but if there's money on the table, somebody's going to be fighting for more time, because it's going to mean more money or less money, right? We have got to get that out of the equation. The reality is for the vast majority of families except for very wealthy people, or if somebody's not working, but judges, don't put up with people not working anymore. Everybody needs to work and earn. Otherwise, the songs for child support are modest. The child support system has never worked. It's something like 40% of child support owed has actually been paid.

One of the most interesting and heartening things I found in my research in writing this book was that these huge numbers of – I'll just use gender terms, because it is very long to underline, like huge portions of moms who could qualify for child support choose not to go after it. The reasons they gave were, he has the kids at his house, so why should he have to pay or he's already paying what he can, I don't want the state in my business, right? These tend to be lower income families who are doing it. They're co-parenting. Everybody already has to have a house. What's the child support for? Right? Especially if it's 50/50.

Even if it's 60/40 or 20/80. Everybody has to pay rent. Everybody has to feed the kid when they're at the house. You know how it is. You're invariably going to have to buy a pair of sneakers. The kids need sneakers all the time, right? We're not talking about the extras, right? There's camp or there's childcare or health insurance. Those are not child support. Those are just out of high expenses that do need to be shared, but we're just talking about support to pay for the basis of the kid that doesn't have any role anymore. It just holds everybody back and hurts the kids.

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FT: Do you think that the child support has inadvertently made it so the presence of child support, the accessibility of that has made it so it discourages 50/50 parenting, right? Because

like in the, usually in the dad's mind, it's like, "Well, I'm paying, so I don't have to be present. That's my contribution."

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EJ: Right. The moms are like, well – well, again, everybody's incentivized to fudge it, right? Like to under earn, to hide money. Then they're just going to find about it. If somebody's paying somebody else and he shows up and she's got her nails done and a new car, like it just – just don't do it, ladies. Just get your own job, get your own money. It feels awesome.

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FT: But what if one person makes a large amount of money and the other person makes minimum wage? I mean, I get, everyone can get a job, but not everybody can get the same paying job.

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EJ: So, why is it one person's job, there's no research that I'm aware of that shows that equalizing those households makes them better co-parents. In base into that question, which I get all along. I know it's rhetorical or hypothetical, base into it is to say that wealthier parents are better parents than poorer parents.

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FT: No. I don't think it's about who's a better parent, but it's like, if I make a million dollars a year and my ex makes \$50,000 a year, okay, that's an extreme, but we're sharing these kids and we want them to have, I want to go to Disney. Okay, I'm going to pay – like we're going to 50/50, that expense?

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EJ: No. That would be an extra expense, right?

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FT: Okay.

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EJ: If somebody wants to take their kids to Disney, then then you do that. That's a gift to your children, like I'm not going to subsidize your gift to your kids, right? Then the out of pocket, like, divorce always has, there's like the child support and then there's the extras, right? Those are the out-of-pocket things. There's child support, there's childcare, insurance, soccer, whatever, like all of those things. I really want to just talk about the child support part of it, and we can talk about the other part too, but I mean, the child support, like somebody's living in a five-bedroom house, somebody's living in a two-bedroom apartment.

People raise their kids in two-bedroom apartments all over this world. It's really passing judgment on the apartment parents that they somehow need help to be a better parent to the five-bedroom, right? There's no logic in that. I don't know of any science that supports that. It really just becomes about bickering up to divorce people.

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FT: I can see that. I can see that. What are some of the other things that people say as push back to this thesis? I'm just curious, because it is such a slow-moving movement.

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EJ: It is. It's accelerating and I'm heartened and hopeful. Well, the biggest when policy, when bills are put up – loudest voices in the opposition when laws are trying to be passed is bar associations. Lawyers don't like it, right?

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FT: Right. Right. Right.

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EJ: I mean, you're not going to fight. There goes their livelihoods. Then the other loud of voices are domestic violence advocates. Their argument is like, this is going to put women and children at risk, but the science does not support that. I've laid out how it actually has been shown to minimize conflict and minimize violence and just violence overall is plummeting, thankfully. There's just, it's been a very wonderful couple of decades in terms of – and a lot of us, because women have their own money, right? We've taught men not to be violent. We're not doing such a good job teaching women not to be violent. The rates of violence between men and women are actually very surprisingly equal. Most people are surprised by that.

It is not a risk and in fact, like this is an old stat, but I think it's very, I connect with it, that it is true that the intimate part of violence is at its highest right around the time of a breakup. When the researcher, I worked on that, it's like just think about it. If somebody's worried that kids are going to be taken from them, which is a very real risk for men, right? They're wiser upset. That's when this violence is going to spike, but if everybody's confident, because everyone in their community is like, okay, you break up. It sucks and it's painful, but we all have relationships with the kids. It diffuses the potential for violence.

[0:31:51]

FT: Well, I want everyone to read this book, even if you're married, because we all have a maybe a friend in our lives or relative who is unhappy in their marriage or is going through a divorce. I think your book can give them some hope, because I see a lot, too online where women, especially, they don't want to get divorced, because they're worried about not seeing their kids enough. Women, too. I mean, enough for mom is like not all the time. But I think it's important to look at the data.

Also, to remind women that when it becomes more equal, your life can actually open up and your kid's lives. If you're focused on your kid's happiness, this is the solution. But bonus, you get

to go out there too and have a better life. Financially, personally. I mean, when are you supposed to date?

[0:32:40]

EJ: I did it. I used to have one –

[0:32:42]

FT: Your kids are home all the time.

[0:32:43]

EJ: I was like a [inaudible 0:32:44], like in one night a week, because with their dad, I was like, “I’m going out.” I had those okay Cupid days lined up.

[0:32:52]

FT: Oh, my gosh. You are efficient Emma. Emma Johnson. Thank you so much. The book is called, *The 50/50 Solution: The Surprisingly Simple Choice that Makes Moms, Dads, and Kids Happier and Healthier After a Split*. I appreciate you. Congratulations. I already ordered the book, even though I –

[0:33:13]

EJ: You got a free copy.

[0:33:13]

FT: I got a free copy, but I believe in supporting authors, especially my friends. Thank you.

[0:33:19]

EJ: Thanks so much. You're the best. I appreciate you.

[OUTRO]

[0:33:25]

FT: Thanks so much to Emma Johnson for joining us. *The 50/50 Solution: The Surprisingly Simple Choice that Makes Moms, Dads, and Kids Happier and Healthier After a Split.* Thanks so much for tuning in and I'll see you back here on Wednesday. I hope your day is so money.

[END]