

# Expanding Family-Friendly Workplace Policies

*Cosponsored by the Early Childhood Funders Collaborative*

September 6, 2018 2:00 p.m. Eastern



**Myra Jones-Taylor, ZERO TO THREE**



**Brigid Schulte, New America**



**Maisha Simmons, The Robert Wood Johnson Foundation**

# Part 1: Family-Friendly Workplace Policies Overview

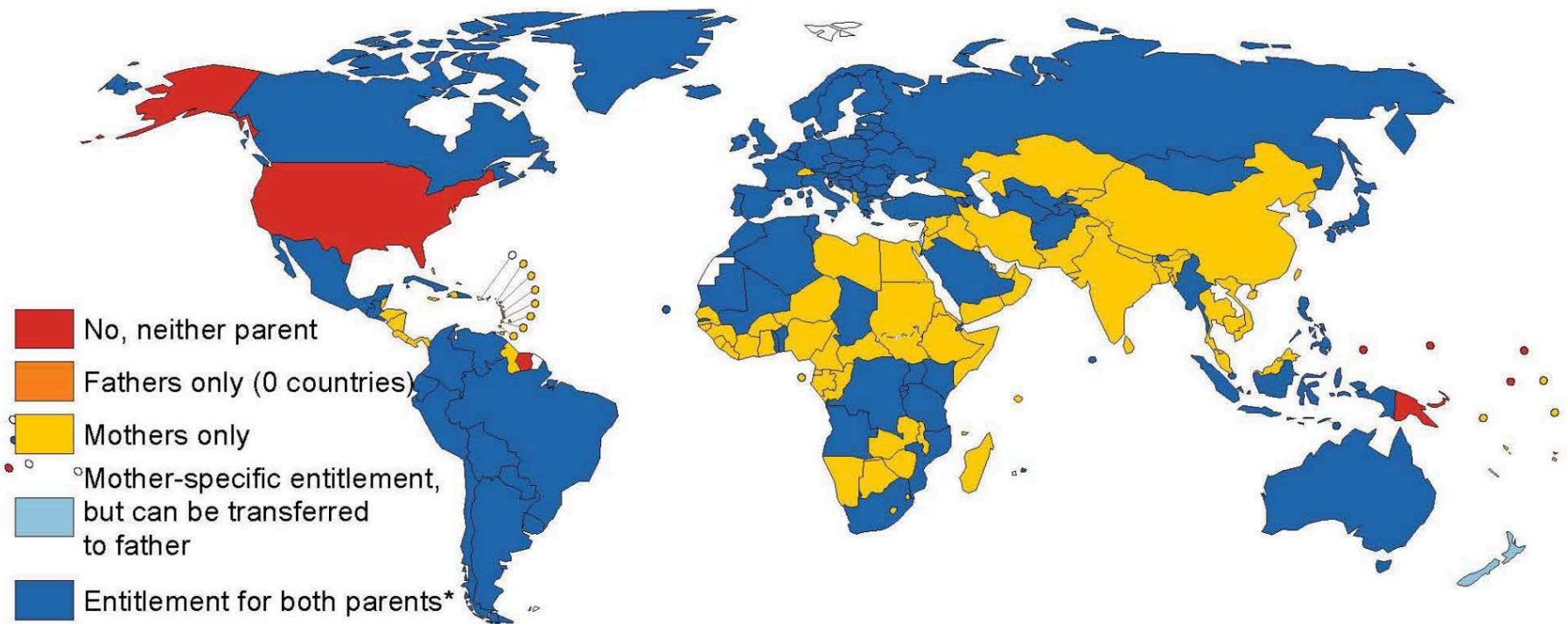
- Which policies are most important for promoting the health of parents (workers), children and communities?
- How do paid leave policies affect child development?
- Of those that are most important for promoting health, where do we stand in terms of coverage of US employees?
- Where have we made progress recently and where is the most potential?

# Infant and Child Health and Wellbeing

- Reduced infant mortality, low-weight and pre-term babies
- Increased long-term achievement
- Longer parental lifespan



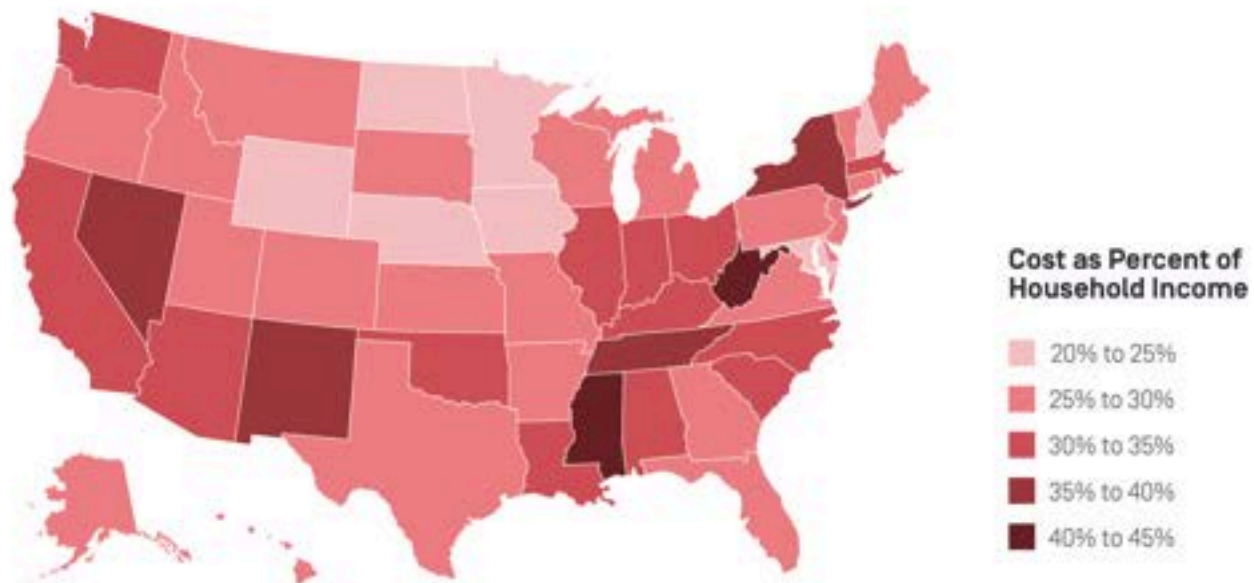
## Map 10: Is paid leave available for both parents of infants?



# Cost

## Cost

Expected cost of childcare as a percentage of median household income for each state.



A woman in a blue blazer and white ruffled blouse is shown in a city street. She is holding a sandwich in her mouth and looking down at a folder of papers she is holding. The background is a blurred city street with other people walking.

The way we work isn't working: 5<sup>th</sup>  
leading cause of death

**Work-Family Conflict**

**Stress**

**Long work hours**

**Toxic work cultures**

**Unpredictable schedules**

**Job insecurity**

**\$190 billion in health care costs/year**

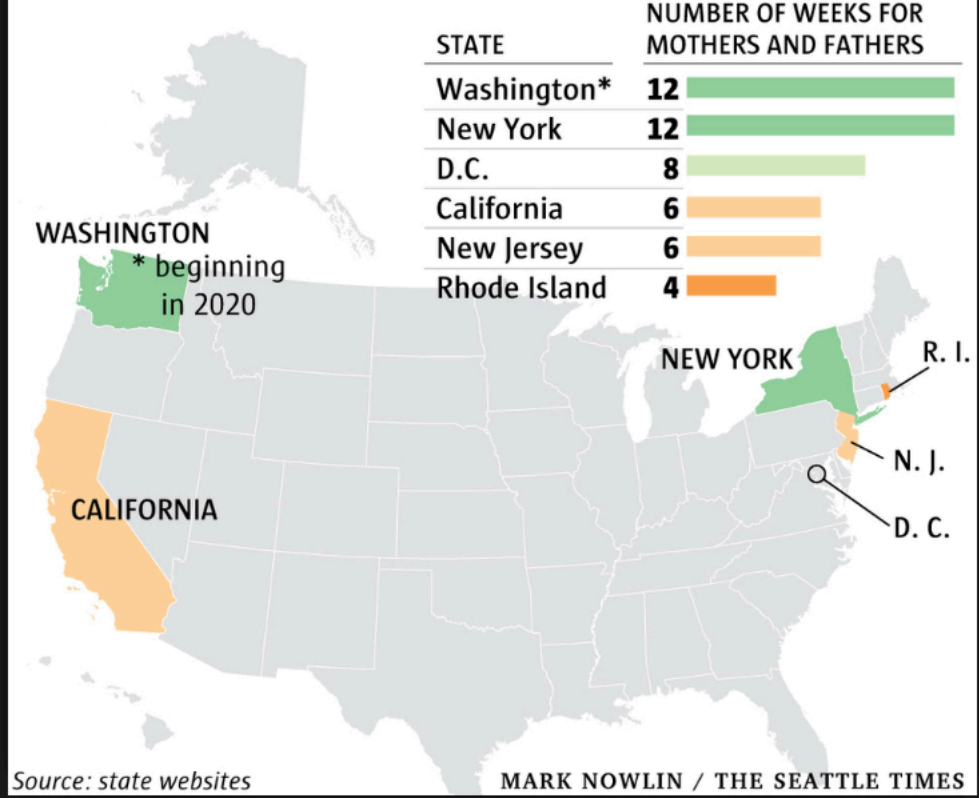
**120,000 excess deaths/year**

# Current U.S. Reality

- **14 deaths per 100,000 births:** Maternal mortality rate, higher than Bosnia, Libya, and Kazakhstan
- **6.1 deaths per 1,000 births:** Infant mortality rate, higher than most other developed countries
- **One in four:** Number of new mothers who return to work within two weeks
- **60 percent:** Share of workers covered by unpaid FMLA
- **23 percent:** Share of top 10 percent wage earners with paid family leave
- **4 percent:** Share of bottom 10 percent wage earners with paid family leave

# Family-leave policies in the U.S.

Five states and Washington, D.C., offer paid family leave to workers. Washington state's is considered the most generous.







**ZERO TO THREE**  
Early connections last a lifetime

## Investing in Family-Friendly Policy and Advocacy

**Myra Jones-Taylor, Ph.D., Chief Policy Officer, ZERO TO THREE**



**Our mission is to ensure that ALL babies and toddlers  
have a strong start in life.**



## Paid Leave Supports Babies' Development



# Paid Leave Supports Babies' Health



Paid Leave Supports  
Positive Outcomes for the Entire Family

America's Future  
Needs  
Paid Family &  
Medical Leave





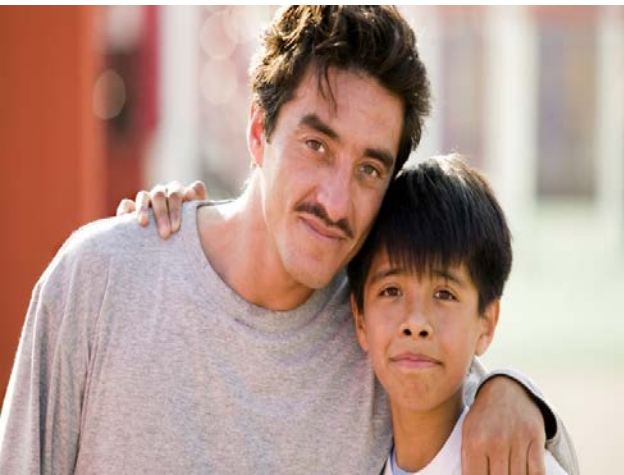
# Paid Leave has Bipartisan Support



# Part 2: Strategy and Implementation

- Why is it important for philanthropy to support family-friendly workplace policy initiatives?
- What are the most productive roles that funders can play?





# Paid Family Leave Opportunities for Funder Engagement

## A Robert Wood Johnson Foundation Story

Maisha Simmons, September 2018



# What is a Culture of Health?

# Funder Engagement- Research & Evaluation



## Questions??

**Can positive findings be replicated?**

**What are the effects on children beyond infancy?**

**What are the benefits for adult caregivers and adults receiving care?**

**What is the optimal duration?**

**What are the equity impacts?**

**What are the business and labor market effects?**

**How do hospitals and health systems manage paid family leave?**



# Funder Engagement- Policy Advocacy



## **Non- Partisan Education**

**Supporting advocates to educate policy makers about paid leave**

**Supporting the creation of fact sheets or white papers to support business community about paid leave**

**Supporting education efforts on implementation once the policy is passed**

**Support opposition research to understand objections to the policy**



# Funder Engagement- Convening



## **Set tables for stakeholders**

**Create funded time and space for stakeholders to meet and strategize about paid leave issues**

**Convene round tables of business leaders**

**Identify unlikely allies and champions- create opportunities for them to join existing groups**

**Ask the advocates what type of space do they need**

**Prioritize equity**



# Funder Engagement- Communications



## Shift the narrative

**The issue is complicated- support storytelling that resonates with hearts and minds**

**Support communications and awareness for know your rights campaigns**

**Support polling, message testing and research**

**Support research translation and dissemination**





## Children and Families

The Robert Wood Johnson Foundation works to ensure that all children will be school ready, meeting critical developmental milestones during childhood.

Our efforts promote and expand opportunities that allow families to access supports and tools that foster good health and well-being among children beginning at the earliest ages are essential to lifelong well-being.



## Aspen Family and Prosperity Innovation Community

A cohort of organizations established as a learning and action community designed to learn from one another ways to innovate on their own perspective of work support policy





## Policies for Action

This hub will be a collaboration between Institute for Women's Policy Research and Institute for Research on Labor and Employment (IRLE) of the University of California at Berkeley



## National Partnership for Women and Families

Identify, assess, and articulate new insights about best practices in paid family and medical leave (PFML) policy design, implementation, and enforcement and to disseminate key findings to a wide range of policymakers and other stakeholders

# Maternal Health and Wellbeing

- Increase in breastfeeding rates
- Improved physical health, lower stress and partner violence
- Mental health benefits that last into old age



# The State of Care

---





# Better

LIFE

LAB

**SLATE**



**NEW  
AMERICA**

# The Better Work Toolkit

A Science-Based Approach to Designing  
Work-Life Solutions That Work



**ZERO TO THREE**  
Early connections last a lifetime



**Make their potential our priority.**

## *Think Babies™* Campaign Strategies

- Raise awareness of early brain development through advocacy and communications activities.
- Strengthen advocacy capacity among a group of select state and national partners to advance infant-toddler policy priorities.
- Leverage increased policymaker and public awareness and will to advance the infant-toddler policy priorities.







## *Think Babies*<sup>™</sup> Policy Priorities

- Quality, affordable child care

**• Time for parents to bond with their babies**

- Healthy emotional development
- Strong physical health and nutrition

**STROLLING**  **TM**  
**THUNDER**

**May 8, 2018**

# Thank You!



**ZERO TO THREE**  
Early connections last a lifetime



# Questions?

# Final Thoughts & Conclusion

- More webinars on this topic?
- New topics you want to tackle or learn more about?
- Innovative work that you want to share?
- A question you want to pose to your colleagues?

GIH: [childrenandfamilies@gih.org](mailto:childrenandfamilies@gih.org)

ECFC: [shannon.rudisill@ecfunders.org](mailto:shannon.rudisill@ecfunders.org)