

Title: What Working Parents Really Need From Workplaces (Garbes, Angela) **Name:** V. Workman
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Essential Question: How can workplaces become more family-friendly?

Key Ideas	Notes
Parenting is hard work	- Parenting is work
	- Domestic labour
	- Not just childcare; also laundry, housework
Demands on women	- Women are expected to work outside of the home
	- Women of colour are often who this is outsourced to - So True!
USA policies are behind	- Only 2 countries in the world don't provide some paid family leave – USA is one!!!
	- Adopting, foster kids, ageing parents, etc. are all in this category
Workers need support	- People do their best work when they feel supported
	- Parenting can be seen as weakness by colleagues
	- Asking about their kids, see a photo, etc. can be very important
Policies/culture flexibility	- Be flexible – 5-8pm really important for child time
	- The work is what matters not tracking time
	- Be able to say 4:45pm is not good
Needs of feeding moms	- Feeding and pumping mothers need access to clean fridge without gross food in it – makes a big difference
	- Need to bring family life out into the open
Open discussion of family life issues at work	- Will be easier to fix problems if we discuss them

Summary: Many workers have family demands and responsibilities with children, ageing parents, etc. Workplaces have traditionally been focused more on “work” and less on family issues. It’s time to open the discussion so more support and flexibility can permeate corporate culture and workplace practices.