

ECCP Progress & Possibilities in Early Childhood
March 8th 8-9:30am at Daniel's Fund
Enhancing Family-Friendly Workplaces

Meeting Notes

Welcome and Background

- Hanna-
 - Introduced the topic of the day, shared resources, and partnership background
 - Described Policy action team work
 - Pinwheels for April
 - EPIC/EfC partners in the toolkit and assessments to use
- Giorgi-
 - EfC basic overview/ backbone with CDHS (Kendra Dunn)
 - Relationship between Child Maltreatment and Family Friendly Practices
 - Partnering with EPIC to reach the business community
- David-
 - EPIC background
 - Community building and community tools
 - Business Reaching and Book Drive
 - Provide free resources (familyfriendlycolorado.com)
 - Launched Assessment with Health Links- to determine how family-friendly your organization/business and it's practices are
 - Colorado School of Public Health (unbiased evaluation partners) have created a pre-survey, event survey, and post-survey (4-6 months from now) to assess usefulness of these forums
 - Developed a Toolkit- hard copies here, online version available and will be updated 1x/year by the ffe workgroup
 - Today: pre-survey shared that people want to learn about tangible recommendations to be more family-friendly moving forward
 - Consider: What does family look like today? How does your workplace define family? Flexibility (#1 ff benefit to provide). Reduction of work life stress is good for mental health. Think about equity- how are policies in your workplace understood for all employees- there is a difference between policy and practice.

Family-Friendly Panel

- Maria- Colorado Health Foundation (CHF)
 - Large foundation, significant resources to make policies and benefits available to all employees
 - Family-friendly practices that can be implemented with little resources:
 - For bereavement, we don't define who family is or can be
 - Offering volunteer hours for parents to participate in school activities for their children
 - Flexibility for staff (including providing technology to assist in mobility)

- Options when phasing back into workforce after family leave- all parents
 - Employee assistance programs
 - Lactation/nursing rooms
 - Incentive weather policies (consider families with school-aged children)
 - Generous benefits packages
- Abby- Children's Hospital Colorado (CHC)
 - Shared information on the First 1000 Days project - wellbeing of young children, buy-in by executive leadership helps foster the work
 - Things CHC has done:
 - Formed steering committee with all different employees, wide variety of opinions, and then reviewed all 80 policies
 - Compare to best practices- child care, eco passes, tuition reimbursement
 - Written vs. Actual policies- variation based on department or manager
 - Training issues
 - 3 buckets: 3 buckets: low cost, high impact; small cost; large cost
 - Low hanging fruit, update discrimination policy (from focus group)
 - Better communication
 - Extending definition of family
 - PTO- unique- flexibility- donate extra hrs
- Karen- Colorado Dept of Public Health and Environment (CDPHE)
 - Government perspective
 - Innovation curve- late adapters
 - Offer flex/ time agreements, family sick leave, resource groups, lactation rooms, tuition assistance, etc.
 - How do you affect change in bureaucracies? And what are obstacles?
 - Older, lost touch with work and home life balance, different view of work
 - How is this good for you? For your org? Financial and data driven argument to move forward
- Judy- Early Learning Ventures (ELV)
 - Child care and its relevance to family-friendly employment practices
 - Child care- cost/assistance → less stress for parents
 - Connect with business to invest in child care- gain investment
 - Child care- Onsite? Affordable? High quality? Complicated and timely process.
 - Look at options to provide discounts on child-care programs as a benefit
 - Flexibility
 - Data and return on investment driven argument
 - Note from David: price of childcare is more expensive than college- infancy in position, means less money to afford care

Q&A

- Questions for/ Discussion with Panel
 - Fertility support policy
 - Abby- financial and time assistance are ways fertility can be supported- could be similar to adoption benefits

- Support for families with infants-young children and for adult children. What about for the interim, while there are complications during children growing up?
 - David- again, consider how your workplace defines family. Does that include all dependants. I think a big piece of this is allowing for flexibility.
 - Maria- they look to reach families with kids of all ages in policies/benefits/ Also, allowing for flexibility and providing tools to get work done from wherever and whenever are what CHF offer.
- Opening bereavement definition
 - Maria- CHF allows for 3-5 business days depending on travel
 - David- to think about adding a bonding leave policy (possibly a week)

Table Top Discussions

What wheels are turning in your head connected to your own work after today's conversation?	
<ul style="list-style-type: none"> • ROI Models • Learning from others who have FFP in place • Talking Points • Flex-spending - still only five thousand • Practice vs policy • HR Support with child care referral • B. corp • Identify your work culture • Money • Cost of child care (burden, connect with business) • Flex time policies 	<ul style="list-style-type: none"> • Lack of transparency around policies • Policy vs culture • Parent wellness for benefit of child • Miscellaneous flexible spending accounts – for flat tire etc • Helping child care centers see the importance of this when they are high risk/high needs in survival • Helping child care with scheduling to meet state requirements and maintain flexibility for employees (sub pool?) • Practice what we preach
What kind of Support do you need going forward to enhance family friendly policies in your own workplace?	
<ul style="list-style-type: none"> • Preschool and kindergarten short day • Early-release days • Pickup and drop off hours (eg 3 pm school, 5 pm work) • Recruitment • Onboarding family friendly policies • Paternity • Lunch time conversations/brown bag 	<ul style="list-style-type: none"> • One pager on family friendly workplace policies (for managers and employees) • How to bridge gap between generations in the workplace to have conversations about family friendly workplace policies • Consistent income to ensure continued benefits • Access to benefits for small business • Culture and policy interpretation
What kind of support do you need to advocate for enhancing family friendly policies to support Colorado families?	

<ul style="list-style-type: none">• Baby steps (low hanging fruit) first (group 1)• Human voice – case studies to bolster the case (group 1)• How do you quantify the bottom line impact of implementing FF benefits? (group 1)• Convincing Data/Bottom Line (group 1)	<ul style="list-style-type: none">• Felon policies• Well-time lunches with supervisors, managers (authentic relationship building) (group 2)• The gap between high earners and hourly employees (more support from businesses to support financial needs of families)• Steering committee to support change
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Adjourn