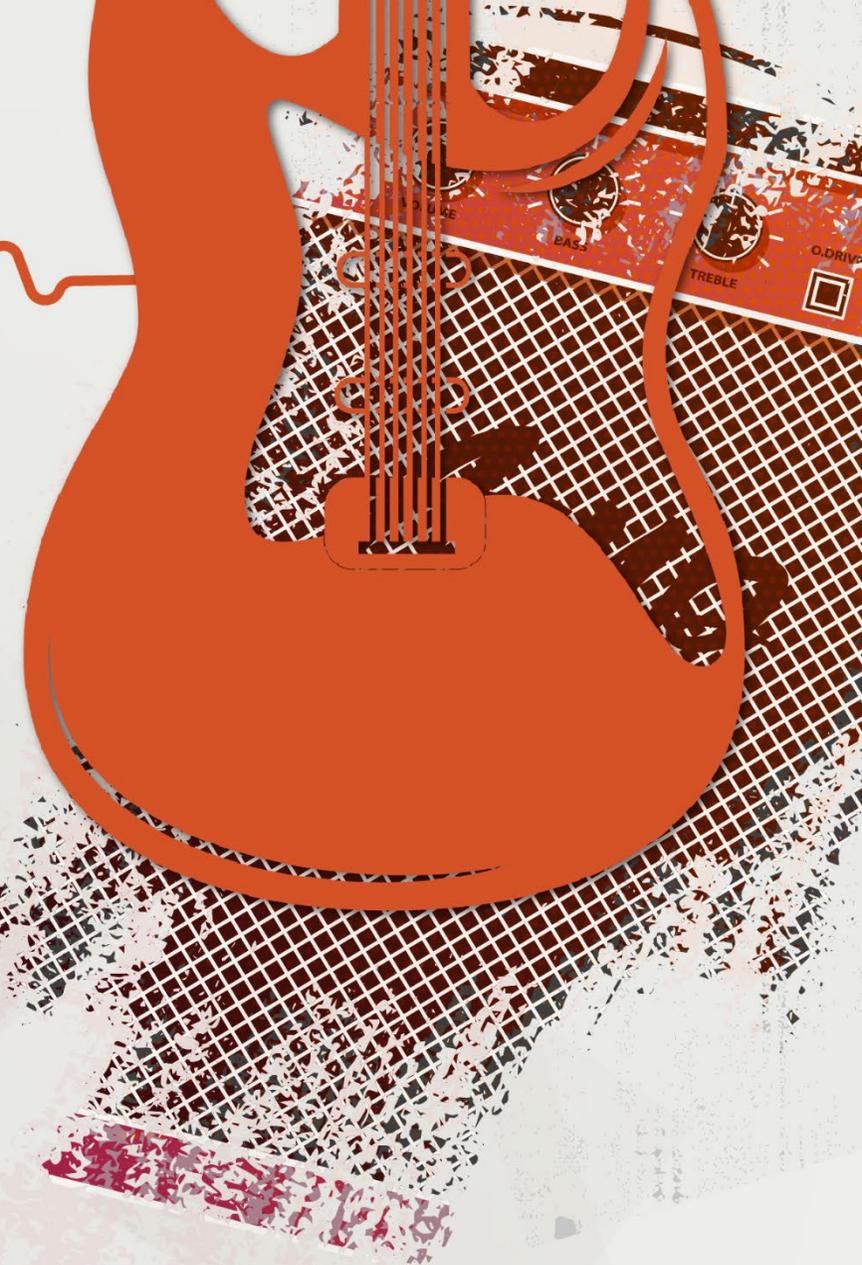


*Amplify Your Voice*

**50th** NATIONAL ANNUAL  
**2022** EDUCATION  
CONFERENCE

APRIL 8-11 | Huntington Convention Center

*Welcome*



# Benefits, Policies, and Procedures: The Spectrum of Support Firms Can Provide to Working Parents

Lori Mihalich-Levin, CEO & Founder, *Mindful Return, LLC*

Julie Tran, Chief People & Development Officer, US, *Norton Rose Fulbright LLP*

Josh Troy, Director, Talent Management, *Kilpatrick Townsend & Stockton LLP*

# Presenters



Lori Mihalich-Levin  
CEO & Founder,  
Mindful Return



Julie Tran  
Chief People & Development Officer,  
US, Norton Rose Fulbright LLP



Josh Troy  
Director, Talent Management  
Kilpatrick Townsend & Stockton LLP



# **Objectives**

- **Understand why parents are critical to organizational success**
- **Identify obstacles to recruiting, retaining and promoting parents**
- **Develop actionable and specific solutions**

# Why do we care about parents?

# Some Data on Working Parents

Both Parents  
Employed

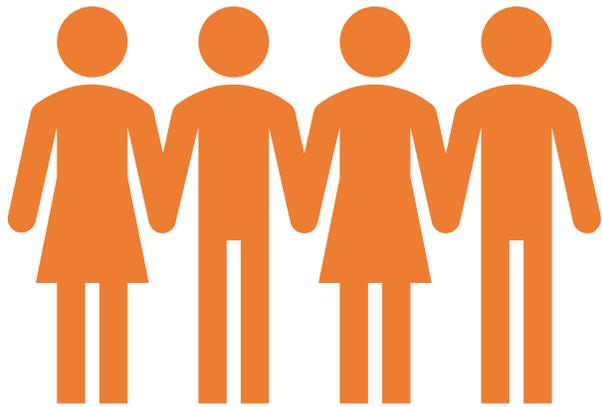
- 65% of families have both parents employed (2022)

Have Dependent  
Children at Home

- 63% of firm lawyers (of these, 34% live with kids under age 5)

Demeaning  
comments about  
being a working  
parent

- At law firms, comments experienced by 61% of mothers & 26% of fathers



**Critical Talent  
Pool**

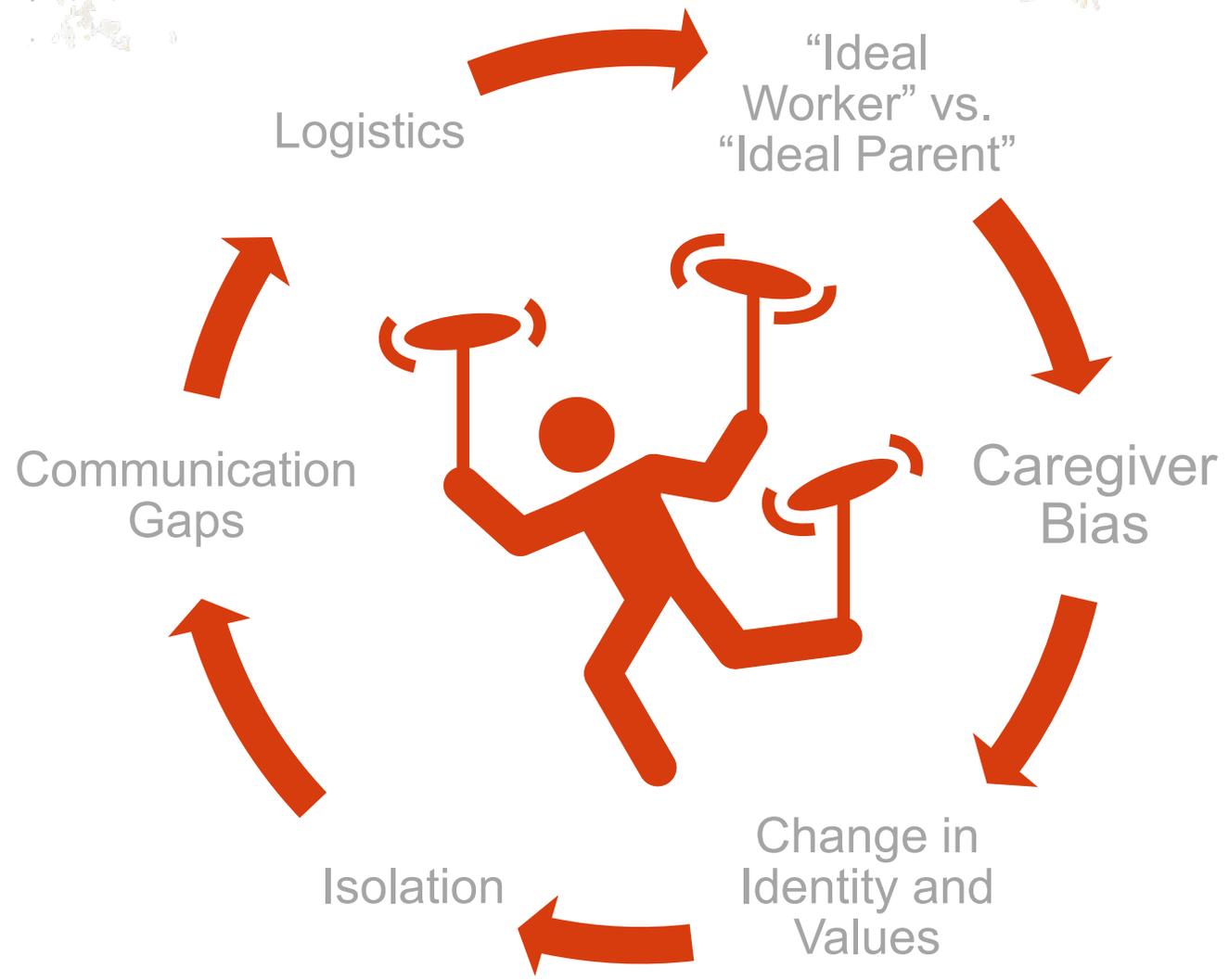


**Recruitment  
& Retention**

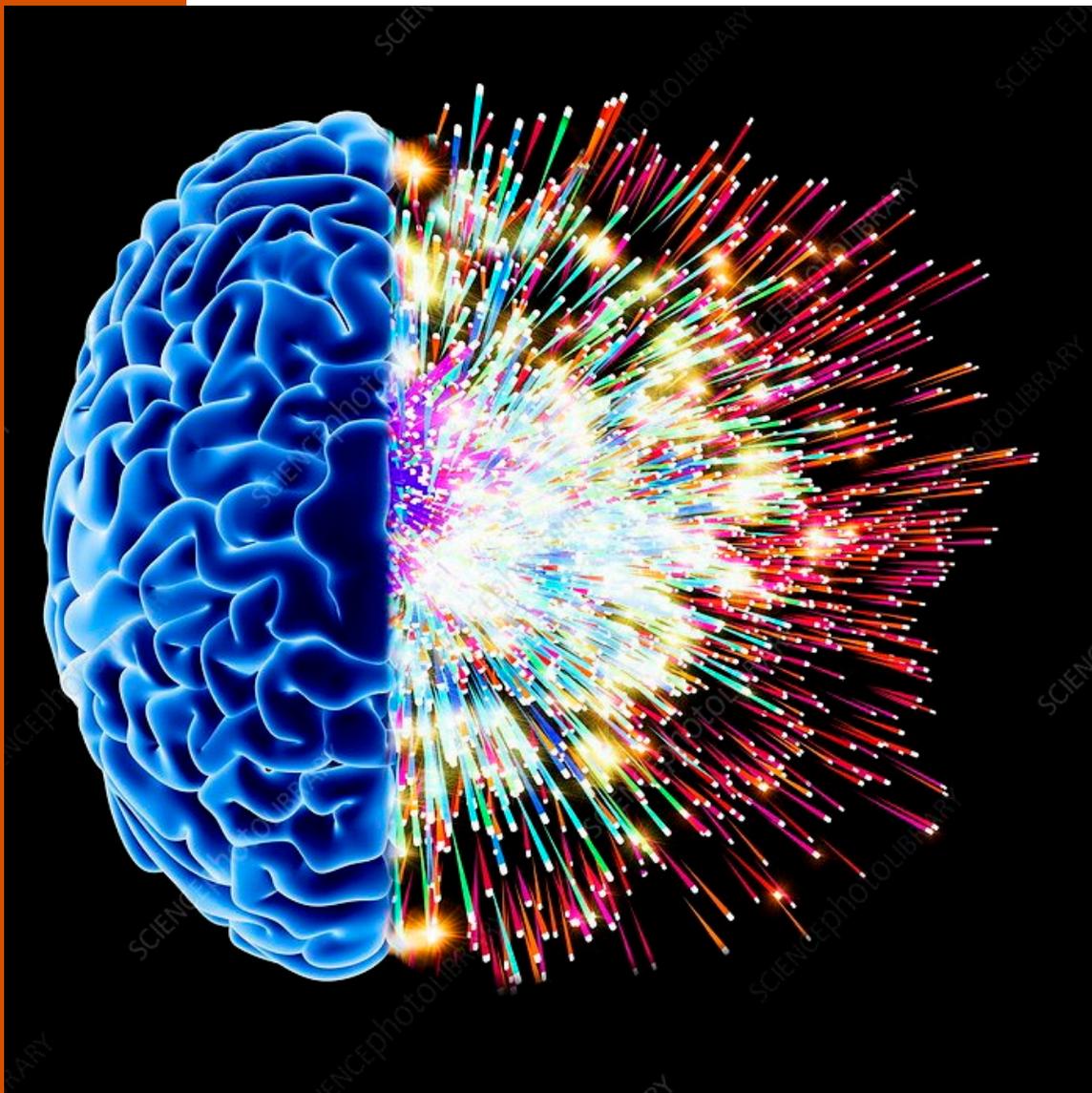


**Recent  
Attention**

# What are the obstacles for parents?



# **What are the skills parents bring to the workplace?**



## **Parenthood = Brain Explosion (Literally)**

- ① “...the greatest potential for neuroplasticity in the adult human experience is in the year surrounding the birth of one’s child” – *Dr. Ruth Feldman (neuroscientist)*

# 5 Career Critical Skills Parenthood Can Unlock

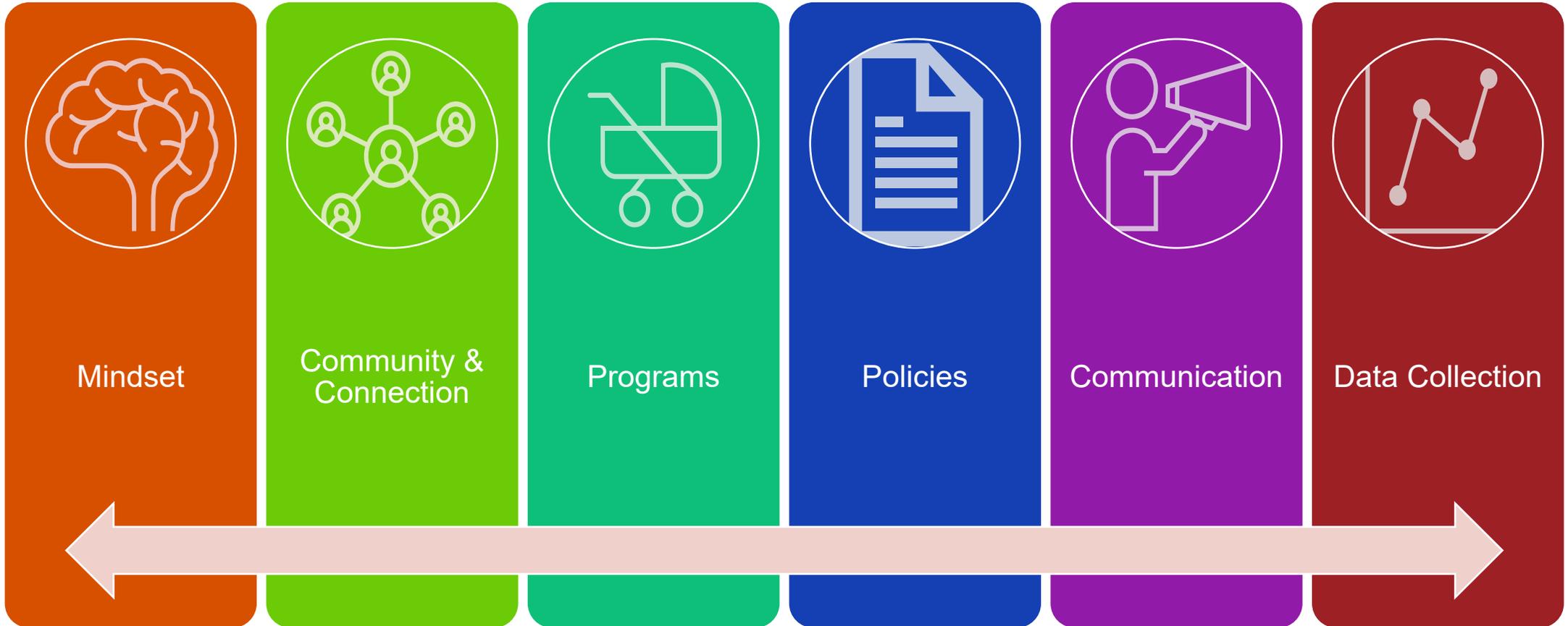


- ⑤ Emotional Intelligence
- ⑤ Courage
- ⑤ Productivity & Efficiency
- ⑤ Resilience
- ⑤ Ambition & Motivation

Source: *Tending: Parenthood and the Future of Work*, Amy Henderson

# What are the solutions?

# Support Opportunities



**Identify an example for each of the support categories**



# Mindset

- Mindset Opportunities
  - Celebrate life events
  - Normalize leave and caretaking
  - Encourage shared childcare responsibilities
  - Understand and educate on the benefits to the organization



# Community & Connection

Helping employees find their peers

- Parental leave transition support groups
- Affinity Groups & ERGs
  - Working Parent Group Network
  - Cross-Group Collaboration
- Mentoring programs



# Programs

- Sharing parental experiences
- Family friendly events
- Business development
- 1-on-1 coaching



# Policies

- Paid parental leave
- Flexible work arrangements
- Reintegration programs
- Lactation support
- Mental health support



# Communication

**“If a tree falls in a forest...”**

- New parent brochure
- Proactive outreach before, during, and after leaves
- FAQs, listservs, and message boards



# Data Collection

What gets measured matters!

- Number of weeks taken
- Utilization of programs offered
- Employee engagement
- Retention
- Promotions
- Intersectional lens



**Create your  
ideal law firm/  
organization  
by identifying  
support  
initiatives in  
each category.**



**Questions**



# Thank You