Working Parents During the Pandemic: Trends and Strategies for Support

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An accessible and actionable framework for supporting family needs.

- Self Advocacy
- Peer Support
- Flexible Work
- Managerial Understanding
- Organizational Empathy

Supporting unique employee-specific needs

Empowering employees through work structures

Establishing a company-wide culture of care

Prepared in collaboration with Phyllis Stewart Pires, Stanford University WorkLife Office, WerkLabs & The Mom Project Advisor
Stanford University

- Private institution in San Francisco Bay Area, California
- 6,994 undergrads, 9,390 graduate students
- 15,500 faculty and staff; 24% parents, average age 47
Reinforcing a Culture of Care

• Large child care system; ensuring sustainability

• Financial program expansion

• Caregiving hours

• Consistent messaging
Work Structures

• Flexibility experimentation

• Expanded resources

• Manager Workshop & Conversation Guide

• Employee groups and advocacy

• Mental health and well-being
Diverse Individual Stories

- Caregiving infrastructure impacts
- On-going work demands
- “Working from home”
- Household resources