

# Working Parents During the Pandemic: Trends and Strategies for Support

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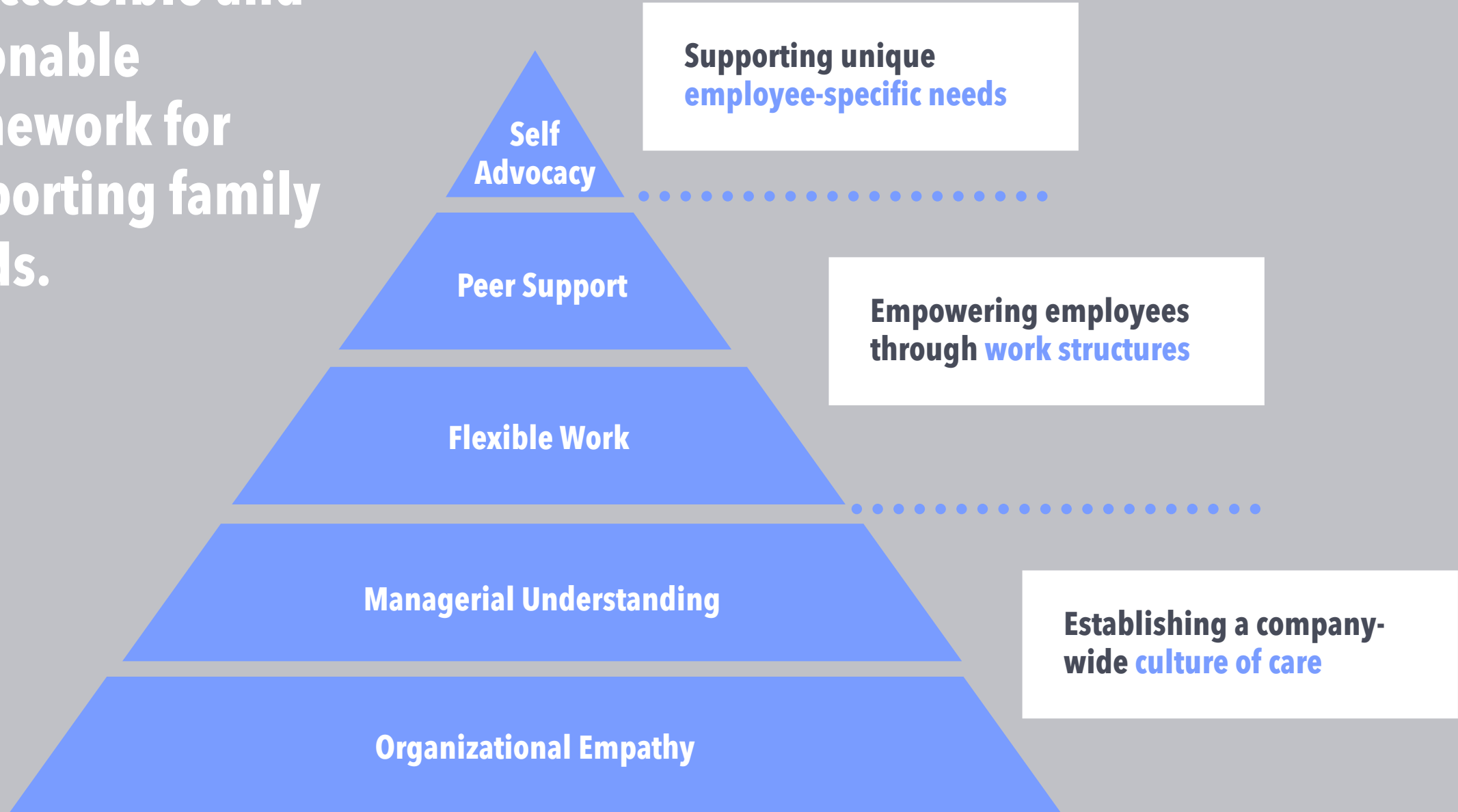
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An accessible and actionable framework for supporting family needs.



# 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

