TIP SHEET: SUPPORTING FATHERS IN THE WORKPLACE

1. Encourage your dads to take (full) paternity leave.
   a. In BCCWF’s New Dad studies, 75% of fathers took off one week or less following the birth of their most recent child, and 16% did not take any time off at all.
   b. Yahoo offers eight weeks of fully paid paternity leave, Bank of America offers 12 weeks of paid paternity leave, and EY offers six weeks.

2. Get to know your dads.
   a. Conduct a survey of the fathers in your organization to understand their needs and priorities, and how you can best support them as an organization.

3. Offer informal and formal flexibility for all employees.
   a. According to BCCWF’s New Dad study “Caring, Committed, Conflicted”, over 80% of the fathers who worked from home or used flex-time did so on an informal basis.
   b. Encourage use of formal and informal flex arrangements for all employees.

4. Address workplace stigma against caregiving fathers.
   a. In a 2016 study by the National Study of the Changing Workforce, working fathers face stigma when they seek greater flexibility in the workplace, with 43% thinking that asking for time off would have a negative impact on their careers.
   b. Be conscious of workplace stigma against fathers with caregiving responsibilities and encourage a family-friendly workplace environment.

5. Give dads a forum to discuss their work-life challenges.
   a. According to the National Study of the Changing Workforce (2016), 60% of fathers in dual earner families say they have problems balancing work and family.
   b. Offer lunch & learns or webinars for fathers in the workplace.
   c. Create an employee resource group for fathers.

6. Celebrate your dads.
   a. Highlight the successes of working fathers in your organization in your newsletter, on your intranet portal, or through other communication channels.
   b. Celebrate Father’s Day within your organization.

7. Offer resources and events for dads-to-be and new dads.
   a. Becoming a dad can be both exciting and overwhelming. Offering resources and events for dads-to-be and new dads can help them to feel supported in the workplace and at home.

8. Celebrate the birth or adoption of a child.
   a. Let your dads know you’re thinking of them when their child is born by sending them a small gift or encouraging them to take their full paternity leave.

Boston College Center for Work and Family