

### It's time to recap a busy year,

where employers have been challenged like never before to embrace and redefine new ways of working, meet the needs of a more diverse and far flung workforce, and provide leadership and support amid increasingly uncertain social and economic conditions. A tall order for our dedicated Roundtable members to be sure — and the Center has tried to meet these challenges with a record number of benchmarking, networking and learning opportunities.

We were thrilled to see so many of you just a few weeks ago at our Fall Roundtable meeting in Boston — our first in-person event in three years! What a robust exchange with experts on everything from flexible work to navigating identities at work and what's next in mental health in the workplace. We were particularly proud to share our newest executive briefing [A Model for Supporting LGBTQ+ Employees: Providing Safety, Equity & Community](#), brought to life with a powerful panel discussion with our member companies EY and Vertex Pharmaceuticals.

Through engagements with members and professional organizations like [WFRN](#), [NAAAP](#), and [The Boston Club](#), we shared our latest research and best practices on building cultures of well-being, employee belonging, and making hybrid work. And as always, we continued to research and advocate for working parents, with our Executive Director Brad Harrington sharing his insights throughout the year with outlets such as WSJ, WorldatWork, and The Skimm.

We look forward to continuing our partnership in 2023 and, as always, hearing from you on how we can engage with you and your colleagues even more. There is still much good work to be done!

“ I've been a fan of the Center's work for a number of years. Having access to cutting-edge research, thought leaders, and fellow DEI practitioners enables my colleagues and me to advance our work at Vertex in meaningful and thoughtful ways.

*Diana Solash, VP of Talent, Inclusion, Diversity & Equity, Vertex Pharmaceuticals*

### BY THE NUMBERS

Hosted **28** events with nearly **1,000** attendees

**62%** of members attended three or more events throughout the year



**73%** of members attended a Roundtable Meeting

**96%** of attendees rated the Roundtable Meetings Excellent or Very Good



Fulfilled **35** custom benchmarking and research requests

**90%** of members participated in benchmarking requests



**89%** rated their overall Roundtable experience Excellent or Very Good

### Our Areas of Focus

Career Development & Talent Management

Diversity, Equity, Inclusion & Belonging

Employee Well-being

Flexible Work

Work-Life Supports and Caregiving

### Spring and Fall Roundtable Meetings

At our semi-annual meetings, members re-connected, engaged in intense dialogue, and heard from experts on what's next in the workplace, including:

- *The Persistence of Gender Inequality*, Robin Ely, PhD, Harvard Business School
- *Global Diversity and Inclusion*, Rohini Anand, PhD, DEI Thought Leader and former Vice President of DEI, Sodexo International
- *HR's Role in the New Workplace*, Cali Williams-Yost, CEO and Founder, Flex+Strategy
- *Innovations in Workplace Mental Health*, Darcy Gruttadaro, Chief Innovation Officer, NAMI
- *How Navigating Multiple Identities at Work Shapes Agency, Belonging and Connection*, Lakshmi Ramarajan, PhD, Harvard Business School
- Kanter Award for Excellence in Work-Family Research: *Work Schedule Unpredictability: Daily Occurrence and Effects on Working Parents' Well-Being*, Elizabeth Ananat, PhD, Barnard College, and Anna Gassman-Pines, PhD, Duke University

### Distinguished Speaker Series

We were pleased to host virtual conversations every month with global thought leaders from academic and corporate practice, including:

- *The Future of Work*, Peter Cappelli, PhD, The Wharton School
- *The Evolving Diversity Executive Role: Insights on Inclusion and Belonging in Today's Workplace*, Kelly Copes-Anderson (Eli Lilly), Tori Farmer (KPMG), Pamela Richardson (HCA Healthcare)
- *Women Managing Careers and Caregiving*, Caitlyn Collins, PhD, Washington University
- *Burnout and Turnover in Organizations*, Stephen Courtright, PhD, University of Iowa
- *Racial Code-Switching and Culture of Belonging*, Courtney McCluney, Ph.D., Principal and Founder, EquiWell

### Member Best Practices

Members came together many times throughout the year to engage in confidential conversations and share innovative workplace programs and initiatives, including:

- Building a Culture of Well-being (Prudential, EY, Merck)
- Supporting LGBTQ+ Employees (EY, Salesforce, Vertex)
- Global Return to Work Initiative (Morgan Stanley)
- Reimagining the Workplace (State Street)
- Domestic Violence Awareness and Support (Cornell University)
- Supporting Front Line and Hourly Workers (Open Forum)
- Reproductive Care Access (Open Forum)

“The meeting facilitators are true subject matter experts. The BCCWF staff is second to none when it comes to providing service, guidance and support.”

2022 Member Engagement Survey



**Top:** Supporting LGBTQ+ Employees panel discussion: Bianca Robinson (Vertex), Keila Viñas (BCCWF), and Jamie Bergeron (EY)

**Middle:** Members gathered for Fall Roundtable meeting in Boston, November 15-16

**Bottom:** 2022 Kanter Award ceremony: (left to right) Jennifer Fraone (BCCWF), Elizabeth Ananat, PhD (winner), Anna Gassman-Pines, PhD (winner), Brad Harrington, EdD (BCCWF), and Shelley MacDermid Wadsworth, PhD (Purdue)

### Custom Benchmarking

With shifting work models and increased employee demands, members relied on the Center and each other more than ever to share timely, proprietary information on many pressing topics, such as:

- Four Day Work Week
- Sabbaticals
- Global Well-being Benefits and Communication Strategies
- Employee Safety & Security
- Paid Family/Caregiver Leave
- Tuition Reimbursement Policies
- Fertility Benefits
- Bill 96 - Quebec
- Flexible Work in Silicon Valley

### Research and Thought Leadership

As HR's role in the workplace changes and grows, the Center continues to think about what's next, providing research and evidence-based strategies for organizations, including:

- 2022 Trends: Annual Report and Mid-Year Update
- The Great Resignation
- Mental Health in the Post-Pandemic Workplace
- Managing Employee Burnout
- New Work Models: Evaluating in Four Dimensions
- Making Hybrid Work
- Women's Career Advancement
- Supporting LGBTQ+ Employees
- Allyship in the Workplace
- Belonging at Work

**The Center for Work & Family** works with progressive employers through our BC Workforce Roundtable, a learning and networking community focused on enhancing the employee experience. As a university-based center, we provide a bridge linking research and practice to foster innovative, evidence-based, workforce management practices.

Roundtable Members regularly share best practices, data, and candid information about workforce strategies through our members-only benchmarking services, regularly-scheduled virtual events, and member meetings rich in content and intensive dialogue.

[www.bc.edu/cwf](http://www.bc.edu/cwf)



### IN THE NEWS

"Flexibility Meets Accountability in the New Management Balancing Act"  
**WSJ/Indeed Workplace Report**

"The Benefits (For the Whole Family) When Dads Take Family Leave"  
**The Skimm**

"5 CEO Work-Life Balance Tips From Prominent CEOs"  
**Fast Company**

"How Working Fathers Use Remote Work and Flextime"  
**FlexJobs**

"Building a Culture of Well-being in the Post-Pandemic Workplace"  
**WorldatWork**

"Twitter CEO Paternity Leave Draws Range of Reactions"  
**Marketplace**

