

## ABOUT THE SERIES

The presentation series brings the latest data, best practices and thought leadership on a range of contemporary workforce management issues that impact organizations' ability to attract, retain and manage key talent. Through our research and partnerships with members of our BC Workforce Roundtable, we have developed insights in the areas of **caregiving and work-life supports, well-being, culture and belonging, and talent management.**

## WHO CAN BENEFIT

Center staff can deliver presentations to executives, HR benefits, work-life, and well-being teams, and employee groups and their leaders. We have hosted presentations in a variety of settings, including **conferences, summits, ERG/BRG meetings, recognition days, employee panels, and planning sessions.** Each presentation can be adapted for a specific audience and purpose.

Additional presentations may be developed and customized in collaboration with the Center staff. Please see staff bios [here](#).

## FEES AND INFORMATION

Presentations generally last 60 or 90 minutes with in-person and virtual options available. Fees will vary depending on the format, length, and the degree of customization required. Member and non-member pricing applies. Pricing is available upon request.

## QUESTIONS?

To learn more about the 2025 Presentation Series or membership in the BC Workforce Roundtable, please visit our [website](#) or email us at [cwf@bc.edu](mailto:cwf@bc.edu).

*SHRM credits available for all presentations.*

### 2025 PRESENTATIONS

- ▶ 2025 Trends
- ▶ Supporting Working Caregivers
- ▶ Belonging: More than a Buzzword
- ▶ Building a Culture of Well-being
- ▶ Women's Career Advancement Strategies
- ▶ The Evolving Role of Working Fathers
- ▶ Supporting LGBTQ+ Employees
- ▶ Leveraging ERGs to Promote Belonging

## Speaker Bios



### Jennifer Sabatini Fraone, MSW, MBA

#### EXECUTIVE DIRECTOR

Jennifer works closely with the Boston College Workforce Roundtable to help members to provide a superior employee experience. She manages member relationships and develops and directs member programming and marketing initiatives. Jennifer provides research, training and consultation on flexibility, work-life balance, employee well-being, inclusiveness and belonging, and other workforce management issues. Jennifer received her BS in Clinical Psychology from Tufts University and her MSW and MBA from Boston College.



### Tina Lawler McHugh, MBA

#### SENIOR RESEARCH ASSOCIATE

Tina works closely with member companies to perform primary and secondary research on workforce management issues. She has co-authored executive briefings and related pieces on women's career advancement, mental health in the workplace, and supporting caregivers. Prior to joining the Center, Tina worked in product management for Johnson & Johnson and as Chief of Staff at MCP Hahnemann (Drexel) University School of Medicine. She is a graduate of Harvard College and received her MBA from MIT Sloan School of Management.



### Keila L. Viñas, Ed.D.

#### SENIOR RESEARCH ASSOCIATE

Keila is a researcher and practitioner with expertise in gender dynamics in the workplace, organizational culture and change, talent management, and leadership development. Keila has worked conducting both large-scale, organization-wide initiatives as well as department-based interventions within a wide range of industries, including banking and financial services, information technology, and healthcare. She received her BA in Psychology from Villanova University, holds an MA in Social-Organizational Psychology from Columbia University, and a doctoral degree from Boston University.

# 2025 Trends: Managing the Rising Burden of Care

Caregiving is an increasingly universal experience among employees. Demographic and other structural shifts are intensifying the burden of care on workers at all life stages and job levels. Data shows that the time devoted to unpaid caregiving has nearly tripled since 2020 with significant spillover effects on worker well-being, productivity, and retention.

In 2025, employers will be looking to understand their caregiver demographics and provide and promote the right supports in an effort to attract and retain talent. In this session, we will review the latest trends in caregiving and caregiver supports, including flexibility, enhanced paid leave and return-to-work programs, care navigation and coordination tools, and caregiver ERGs.

## LEARNING OBJECTIVES

- Recognize the drivers of the rising burden of care on workers
- Understand the shifting demographics of working caregivers and who employees care for
- Recognize the impact of caregiving on workplace productivity, absenteeism, and well-being
- Learn more about emerging trends and best practices associated with supporting working caregivers of all types

# Supporting Working Caregivers: Care Demographics and the Interplay of Work and Family

Nearly three-quarters of employees have some type of caregiving responsibility, which is often invisible to or not well-understood by their employers. Demographic and other structural shifts are intensifying the burden of care on workers at all life stages, especially women, single parents, and those caring for both children and adults/elders (i.e. the sandwich generation). A growing body of research is demonstrating the impact of caregiving demands on employee retention, productivity, career advancement and well-being.

In this session, we will review the demographics of care, gendered caregiving, and the spillover effects and costs of caregiving in the workplace. We will present a framework and discuss corporate best practices aimed at supporting caregivers of all types.

## LEARNING OBJECTIVES

- Recognize key demographic trends surrounding caregivers globally and in the US
- Explore the impact of caregiving on workforce participation, career advancement, and multiple dimensions of well-being, particularly for women
- Understand three types of invisible family load and how to measure them
- Consider different types of supports for working caregivers and ways to measure ROI

# Belonging: More than a Buzzword

Having a sense of belonging is a critical driver of employee engagement and attachment to the organization, and has become more challenging to develop in today's complex work environments. When belonging exists, employees feel connected to, accepted, and valued by their colleagues and leaders as they work together. In this way, belonging is the best measure of whether culture and engagement efforts are yielding positive outcomes for the individual and the organization.

## LEARNING OBJECTIVES

- Review the definition of belonging and the elements that contribute to a sense of belonging
- Understand why belonging is so important in today's organizations and to the wellbeing and productivity of individual employees
- Learn strategies that leaders and managers can use to foster psychological safety and a culture of belonging
- Discuss how we can leverage ERGs/employee groups to contribute to belonging
- Brainstorm actions all employees can take in their daily work lives to promote belonging

# Building a Culture of Well-being in the Workplace

Organizations are increasingly focused on building a culture of well-being to support their workforces, recognizing the links to productivity and retention. Based on the Center's executive briefing *Mental Health in the Post-Pandemic Workplace: A Culture Shift towards Transparency and Empathy*, we share data, best practices and a strategic framework for effective holistic well-being programs, including destigmatizing mental illness, preventing stress and burnout, and attending to all dimensions of well-being. As employees increasingly expect their employer to be the main source of well-being support for themselves and their families, it is critical for leaders to invest adequately in high-quality benefits and programs.

## LEARNING OBJECTIVES

- Understand the scope of the mental health crisis generally and in the workplace, including groups most at risk
- Recognize the workplace costs of untreated mental illness and the business case for investing in well-being supports, including lower absenteeism and higher talent retention
- Discuss financial well-being as an increasingly important driver of overall well-being across all workforce demographics
- Learn the key elements and success factors for a holistic well-being program and what individuals, managers and organizations can do to build a culture of well-being

# Women's Career Advancement: Challenges, Opportunities, and Strategies

Based on the Center's executive briefing *Women's Career Advancement Programs: Optimizing Efforts for Better Results*, this session covers the four essential pillars of a successful women's advancement strategy and key initiatives that organizations should consider as they focus on attracting, developing, and retaining women. We provide practical guidelines to help employers optimize their efforts, based on the latest trends and research on gender and work, as well as best practices from a number of leading companies.

## LEARNING OBJECTIVES

- Understand the latest data and trends on women in the workforce
- Recognize the prevalence of gender bias in the workplace, the importance of taking an intersectional approach to examine these issues, and the case for diverse leadership
- Identify the four essential pillars of a cohesive women's advancement strategy - Setting the Foundation, Preparing the Path, Navigating the Path, and Supporting the Path - along with objectives, key success factors, and initiatives for each

# The Evolving Role of Working Fathers

Based on the Center's extensive research with working fathers in *The New Dad Research Series*, this session will discuss the shifting role and attitudes of fathers both at home and in the workplace. With a majority of dual earner households and a rise in the sandwich generation, men are taking on more caregiving than ever.

This workshop will include an overview of the current challenges that working fathers face and what prevents them from sharing caregiving equally, even in spite of their best intentions to do so. We will review strategies for employers to support the career and caregiving aspirations of working fathers and caregivers of all types, including coaching, allyship, flexible work, and paid leave.

## LEARNING OBJECTIVES

- Understand the latest data and trends on working caregivers generally and working fathers, in particular
- Review working fathers' views on career and caregiving and how these may vary by generation or family type
- Define three models of fatherhood based on working fathers' attitudes towards equal caregiving
- Understand the benefits of shared caregiving and the workplace and household factors that predict shared caregiving within families
- Identify employer best practices for supporting fathers, dual career couples, and caregivers of all types



# Supporting LGBTQ+ Employees

Based on the Center's executive briefing, *A Model for Supporting LGBTQ+ Employees: Providing Safety, Equity, and Community*, we share the latest trends and data on how to create a supportive work culture where LGBTQ+ colleagues can feel safe and thrive. A panel discussion with company representatives can bring to life the topics presented and enable participants to understand how they can become better allies to their LGBTQ+ colleagues.

## LEARNING OBJECTIVES

- Understand some of the current trends affecting the LGBTQ+ communities
- Understand the latest demographic trends among the LGBTQ+ population and workforce
- Recognize the particular challenges faced by LGBTQ+ employees and better understand their experience through an intersectional lens
- Learn about the components of the Safety, Equity, and Community Model with a focus on fostering allyship and creating a sense of belonging and inclusion

# Leveraging ERGs to Promote Belonging

This session will discuss how organizations can amplify their inclusion and belonging strategy by engaging employees through ERGs (or BRGs, affinity groups, inclusion circles or other cleverly-named communities). ERGs have evolved from networking groups that promote community and inclusion to become key contributors to business strategy and operations. Attendees will hear research and best practice examples on utilizing ERGs and how to leverage these communities to foster a culture of belonging and enhance outcomes.

## LEARNING OBJECTIVES

- Review the origins and history of ERGs
- Understand the employee and employer benefits of ERGs
- Learn about the names and types of ERGs based on the communities served
- Navigate through the stages of the ERG journey
- Emphasize the importance of executive champions and allies
- Review promising corporate practices for how to use these groups strategically