

At the start of 2023, we said one size does not fit all when it comes to developing talent, managing new ways of working and supporting employee well-being. That has never been more true, as we see our Roundtable members work hard to adapt workplace cultures, programs and benefits that take into account the diverse lived experiences of their employees.

Throughout the year, our members shared best practices on ways to support **caregivers**, **Gen Z** and **first generation** employees, and **neurodiverse** employees and dependents. From expert speaker events to panel discussions to open forums, they learned about microstressors, psychological safety, workplace equity, and the future of DEIB efforts. And we have begun to understand better the workplace and caregiving experiences of **LGBTQ+ parents** in our study underway at several member organizations.

As we reflect on what members asked us about this year, over one-third of requests related to **expanding work-life supports and benefits**, especially for caregivers, including child care subsidies, family/caregiver leave, and bereavement leave. There was a notable shift toward democratizing offerings that the majority of employees can enjoy and making it easy for employees to learn about and utilize what is available. One simple idea that stood out: The Broad Institute's workshop on how to choose a therapist.

With more employees returning to the office, we anticipate more discussion of **team well-being** and optimizing in-person interactions. To this end, we will no doubt revisit Karen Dillon's workshop on microstress, where she reminds us to reduce the negative interactions that create an invisible load and, instead, build a diverse and strong "resilience network" of friends, colleagues and mentors in the workplace.

“ [We are] continuing to develop leaders of the future who will have to navigate global hybrid teams. The old ways of leading are becoming obsolete and leaders must adapt to new employee expectations, technology, how employees feel about equity and inclusion in the workplace, and how this impacts their ability to thrive in the company.

Roundtable Member, return-to-office benchmarking



BY THE NUMBERS

Hosted **22** expert speaker events, panel discussions, and member community forums



100% of members attended a Roundtable Meeting



Fulfilled **22** custom benchmarking and research requests

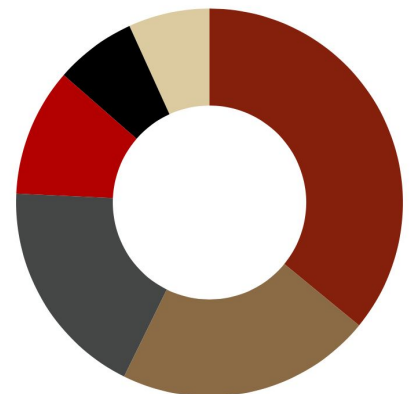
96% of members participated in benchmarking



Launched **first** Center study of LGBTQ+ employees with **3** member organizations

WHAT MEMBERS WERE TALKING ABOUT

2023 Member Requests & Consults



36% Work-Life Supports/Benefits
22% Career/Talent Management
19% DEIB
9% Employee Well-being
7% Flexible Work
7% Other

Spring and Fall Roundtable Meetings

At our semi-annual meetings, members re-connected and heard from experts on what's next in the workplace.

- *Psychological Safety in the Workplace*, Connie Hadley, PhD, Boston University
- *Changes in Parents' Division of Labor during the COVID-19 Pandemic and the Implications for Gender Equality at Home and Work*, Richard Petts, PhD, Ball State University
- *Older Workers + Retirement*, Teresa Amabile, PhD, Harvard Business School
- *The Microstress Effect*, Karen Dillon, Author and Contributing Editor, HBR
- *The Persistence of Racial Inequality in the Workplace*, Sanaz Mobasseri, PhD, Boston University

Distinguished Speaker Series

We were pleased to host many virtual conversations with global thought leaders from academic and corporate practice.

- *The Evolution of Diversity Efforts: From Performative to Authentic and Impactful*, Quinetta Roberson, PhD, Michigan State University
- *The 4-Day Work Week*, Juliet Schor, PhD and Wen Fan, PhD, Boston College
- *Courageous Conversations on Mental Health*, Lisa Desai, PsyD and Bryan Kohl, MS, Mindwise
- *The Evolving Landscape of Leave*, Melanie Payton, Brown & Brown
- *Workplace Equity: How Do We Measure it?*, Marcie Pitt-Catsoupes, PhD, Professor Emerita, Boston College
- *Intersectional Invisibility: The Impact of Race and Gender on Relationship Building and Advancement*, Lex Washington, PhD, Oklahoma State University
- *Burnout among Early Career Accountants*, Caroline McGroary, PhD/FCA, Boston College Fulbright Scholar

Member Best Practices

Members came together throughout the year to share innovative workplace programs and initiatives across many areas.

- *Courageous Conversations on Mental Health* (FM Global)
- *Challenges and Solutions of Contemporary Caregiving* (Morgan Stanley, NYU, American Express)
- *Family Caregiver Leave Program* (AbbVie)
- *Employee Journeys: Driving Meaningful Change through the Lived Experiences of Lilly Employees* (Eli Lilly)
- *Navigating the Intersection of DEIB and Mental Health* (Northrop Grumman, The Broad Institute)

“ I could see the incredible passion and dedication this group has to the work they are doing. I have been in this workplace wellness space for almost 25 years and it has been so gratifying collaborating with like-minded individuals. ”

Katherine Barlett, Sr. Program Manager, Health & Wellness, MIT Lincoln Laboratory



Top: Panel discussion at Fall Roundtable meeting in Boston, October 2-4

Middle: Executive Director Brad Harrington with Gen Z panelists at Roundtable meeting

Bottom: Director of Corporate Partnerships Jennifer Fraone presenting “Belonging: A Buzzword” at NCMPR conference

Custom Benchmarking

With more pressure to return to the office and a focus on creating workplaces that work for everyone, members continued to rely on the Center and each other to share timely, proprietary information.

- Return-to-Office Strategies
- Onboarding Practices
- Assessing Company Values
- Upstander/Bystander Training
- Employee Assistance Housing Programs
- Domestic Partner Benefits
- Child Care Subsidies
- Adoption Benefits
- Coverage and Backfilling for Parental Leave
- Bereavement Leave

Research and Thought Leadership

The Center continues to think about what's next in the workplace, providing research and evidence-based strategies for organizations.

- 2023 Trends: One Size Does Not Fit All
- Spring 2023 Progress Report: Women's Advancement
- Mental Health Awareness Month: A Call to Action for Employers
- Today's Working Fathers
- Belonging: More than a Buzzword
- Ensuring a Safe Workplace for LGBTQ+ Employees during Challenging Times
- Employer Guide to Supporting Trans and Non-Binary Employees
- Organizational DEIB Efforts and "Anti-woke" Rhetoric
- A 'Return to Visibility', Opportunity to Gain Perspective
- National Caregivers Month

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



IN THE NEWS

"4 Ways Employers Can Better Serve Working Moms"
Forbes



"When Having a Baby and Losing Your Job Collide"
New York Times



"Paternity leave in finance: The more men do it, the less of a big deal it becomes"
Financial Times



"How to Prevent Burnout for HR Leaders"
World@Work



"Supporting Working Caregivers: Beyond the Push to Get 'Back to Normal'"
NEEBC

2023 KANTER AWARD

Uncovering Social Stratification: Intersectional Inequalities in Work and Family



(left) Anette Eva Fasang, PhD
(right) Silke Aisenbrey, PhD

The Boston College Center for Work & Family is proud to partner with Purdue University to recognize the best work-family research each year with the Rosabeth Moss Kanter Award.