

**METRO
ATLANTA**
C H A M B E R



OPPORTUNITIES LOST 2.0

**METRO
ATLANTA**
CHAMBER

ALISA NADLER

Working Mother Media

100 BEST COMPANIES

WORKING
MOTHER

2019

History

For 34 years, the Working Mother 100 Best Companies has set the standard for work-life practices in the United States.

The Working Mother 100 Best Companies raises awareness of the issues working mothers face in the workplace, and encourages implementation of programs to address those issues.

We celebrate the way companies support their working-parent employees and publicize the progressive policies and programs that can help other organizations succeed as well.



Methodology

The 2019 Working Mother 100 Best Companies application includes more than 400 questions on leave policies, workforce representation, benefits, childcare, advancement programs, flexibility policies and more. It surveys the availability and usage of these programs, as well as the accountability of the many managers who oversee them.



The 2019 Working Mother 100 Best Companies

A.T. Kearney
Abbott
AbbVie
Accenture
Adobe
ADP
Allianz Life Insurance Company of North America
American Express
Arnold & Porter
Astellas Pharma US
Bain & Company
Bank of America
Baptist Health South Florida
Barclays
Baxter Healthcare
BDO USA
Blue Cross Blue Shield of Massachusetts
Blue Cross Blue Shield of North Carolina
Boehringer Ingelheim
Bon Secours Mercy Richmond Health System
Booz Allen Hamilton
Boston Consulting Group
Boston Scientific
Bristol-Myers Squibb

Broad Institute
Capital One Financial
Ceridian
Children's Healthcare of Atlanta
Colgate-Palmolive Company
Dechert
Deloitte
Diageo North America
Digitas
Discovery Inc.
Dow Jones & Company
Edelman
Eli Lilly and Company
Ernst & Young LLP
The Estee Lauder Companies
Federal Reserve Bank of San Francisco
Financial Industry Regulatory Authority
Finnegan, Henderson, Farabow, Garrett & Dunner
General Mills
General Motors
Goldman Sachs
Grant Thornton
Hasbro
Herman Miller
Horizon Blue Cross Blue Shield of New Jersey
Intel

IBM
JLL
Johnson & Johnson
JPMorgan Chase & Co.
Katten Muchin Rosenman
Kimberly-Clark Corporation
Korn Ferry
KPMG
L.E.K. Consulting
LEGO Systems
Leo Burnett Group
Lexmark International
L'Oreal USA
Marriott International
McKinsey & Company
Merck
MetLife
Microsoft
Moody's Corporation
Morgan Stanley
Moss Adams
New York Life
NewYork-Presbyterian
Novo Nordisk
NYU Langone Health
Pillsbury Winthrop Shaw Pittman
Principal

Procter & Gamble
Protiviti
Prudential Financial
Publicis Sapient
PwC
RSM US
Sanofi US
SC Johnson
Sony Electronics
Starcom US
State Street
Synchrony
Takeda
Texas Instruments
TIAA
Transamerica
UBS
Unilever USA
Verizon
Viacom
Voya Financial
WellStar Health System
Zoetis



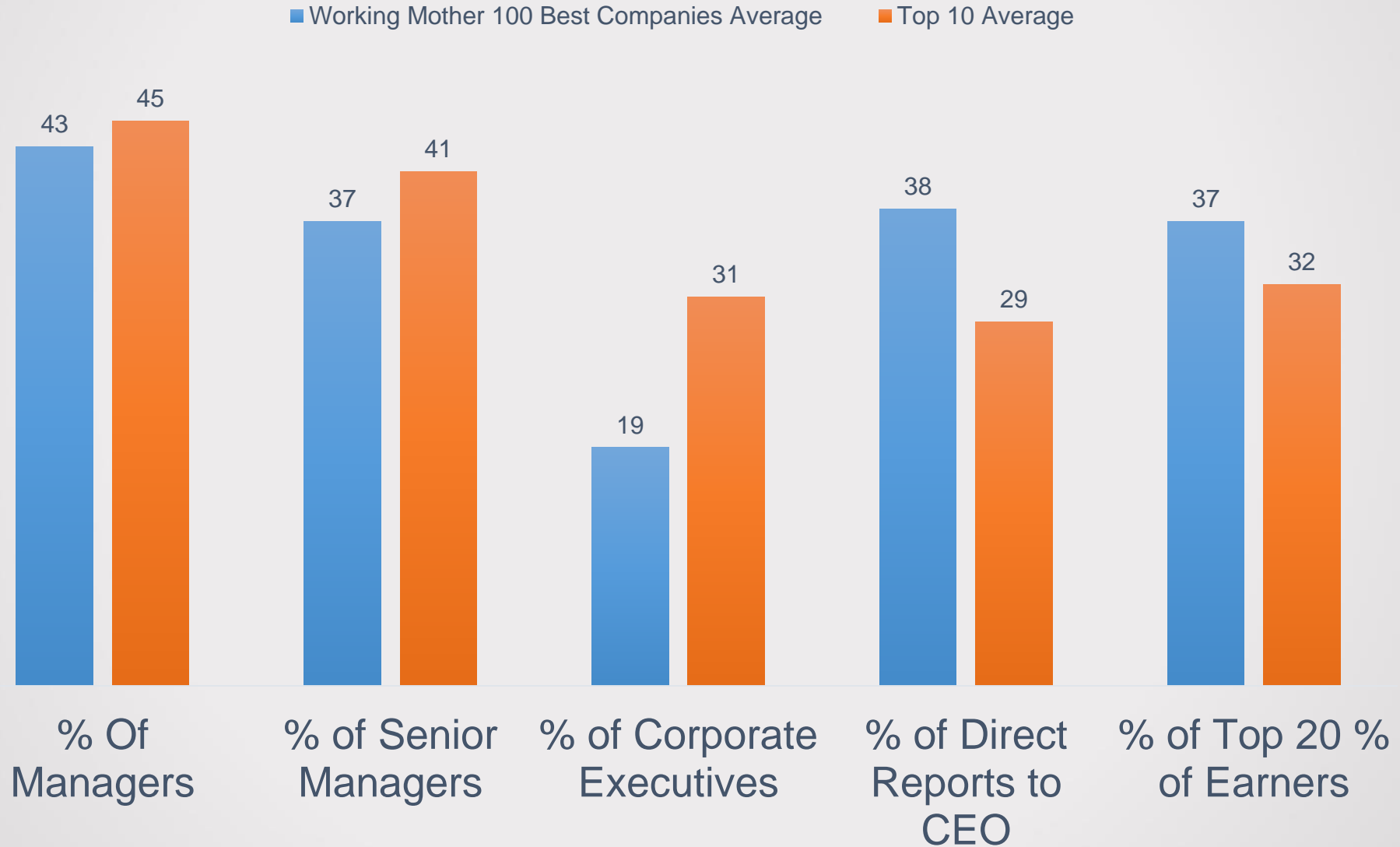
Key Areas

- Workforce Profile
- Paid Time Off
- Benefits
- Recruitment, Retention, Advancement
- Flexibility
- Company Culture

Workforce Profile



Women's Representation

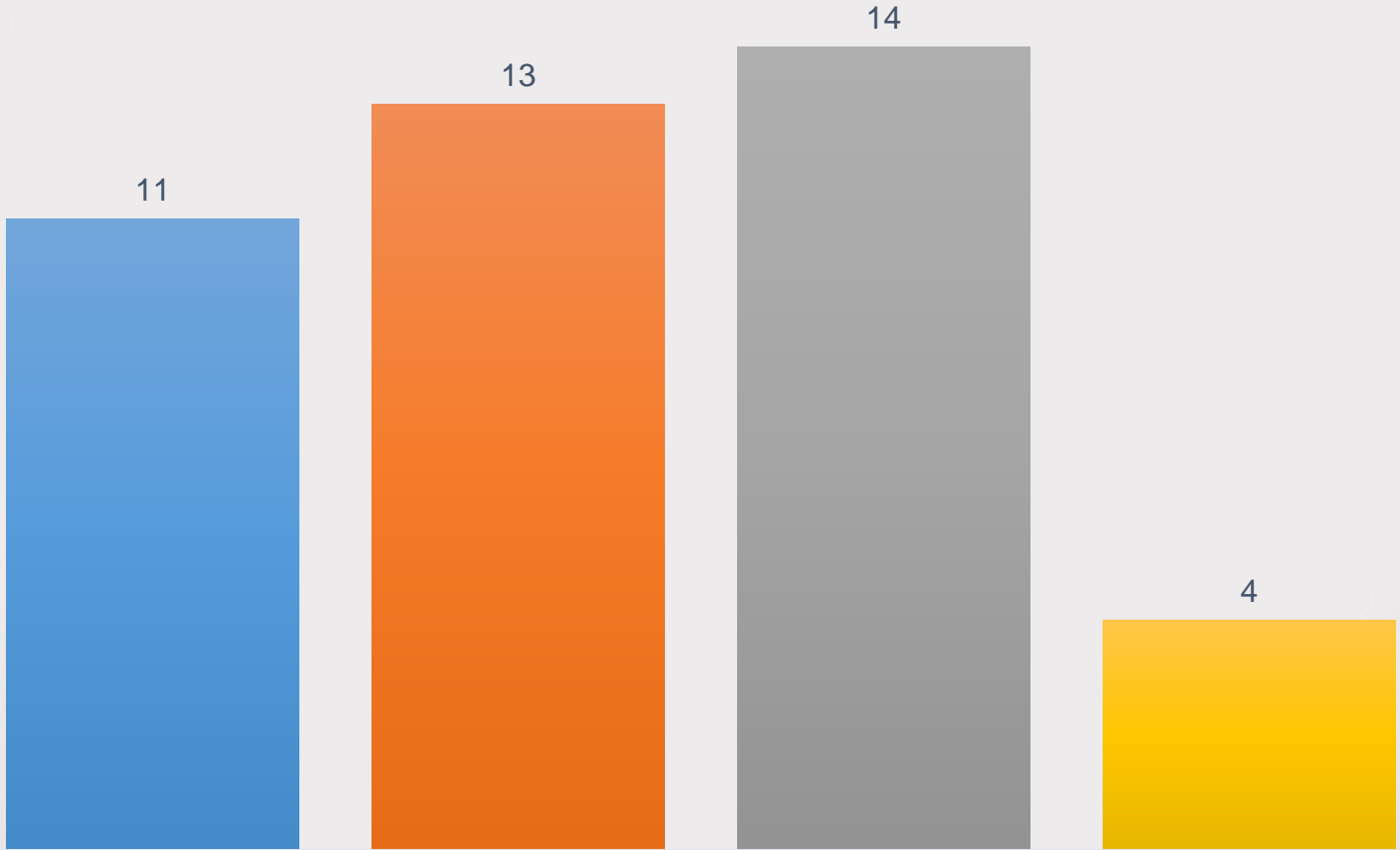


Paid Time Off



Fully-Paid Maternity Leave

■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average ■ US Average**

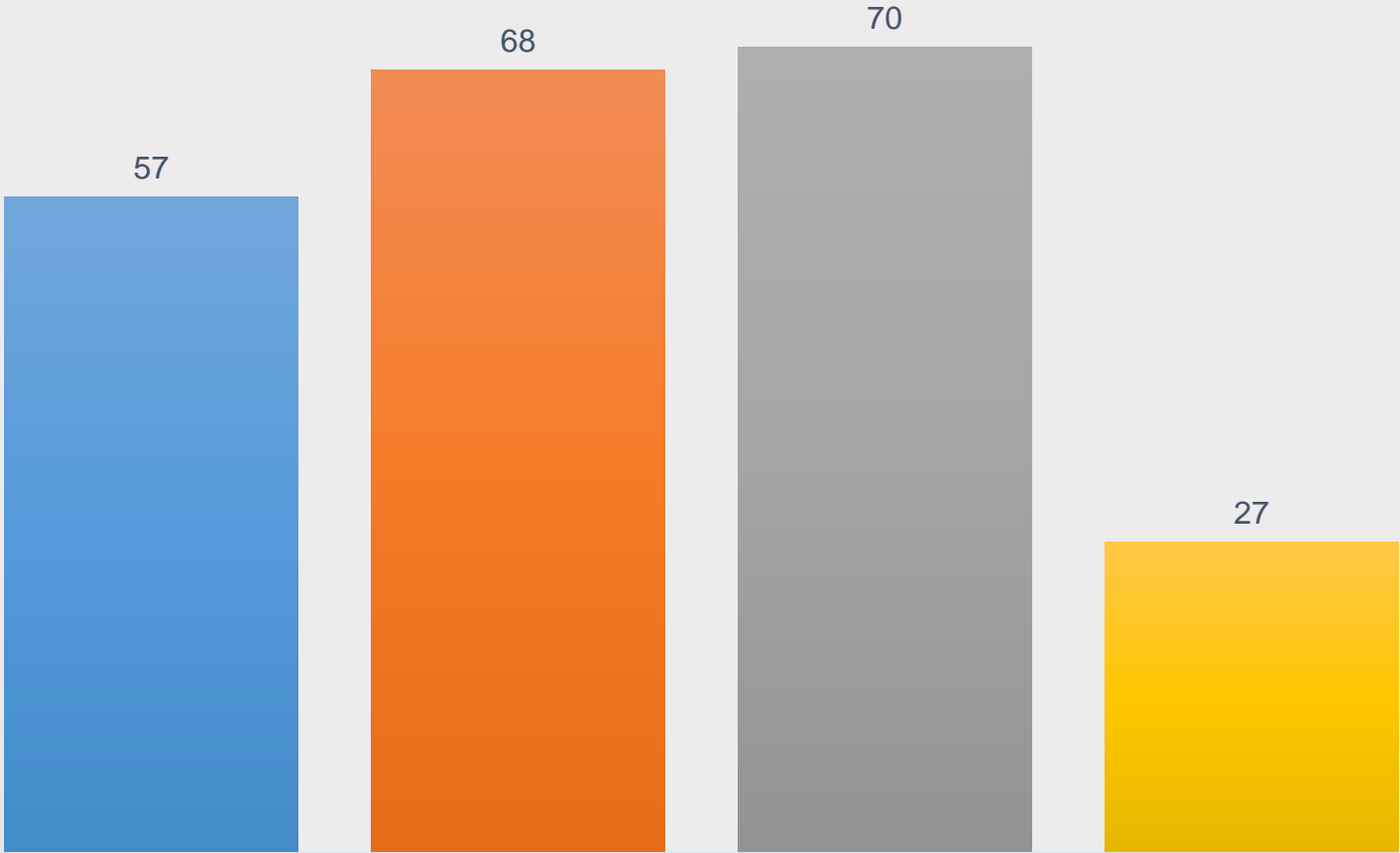


Minimum Weeks Offered

**Mercer study 2019

Parental Leave

■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average ■ US Average*

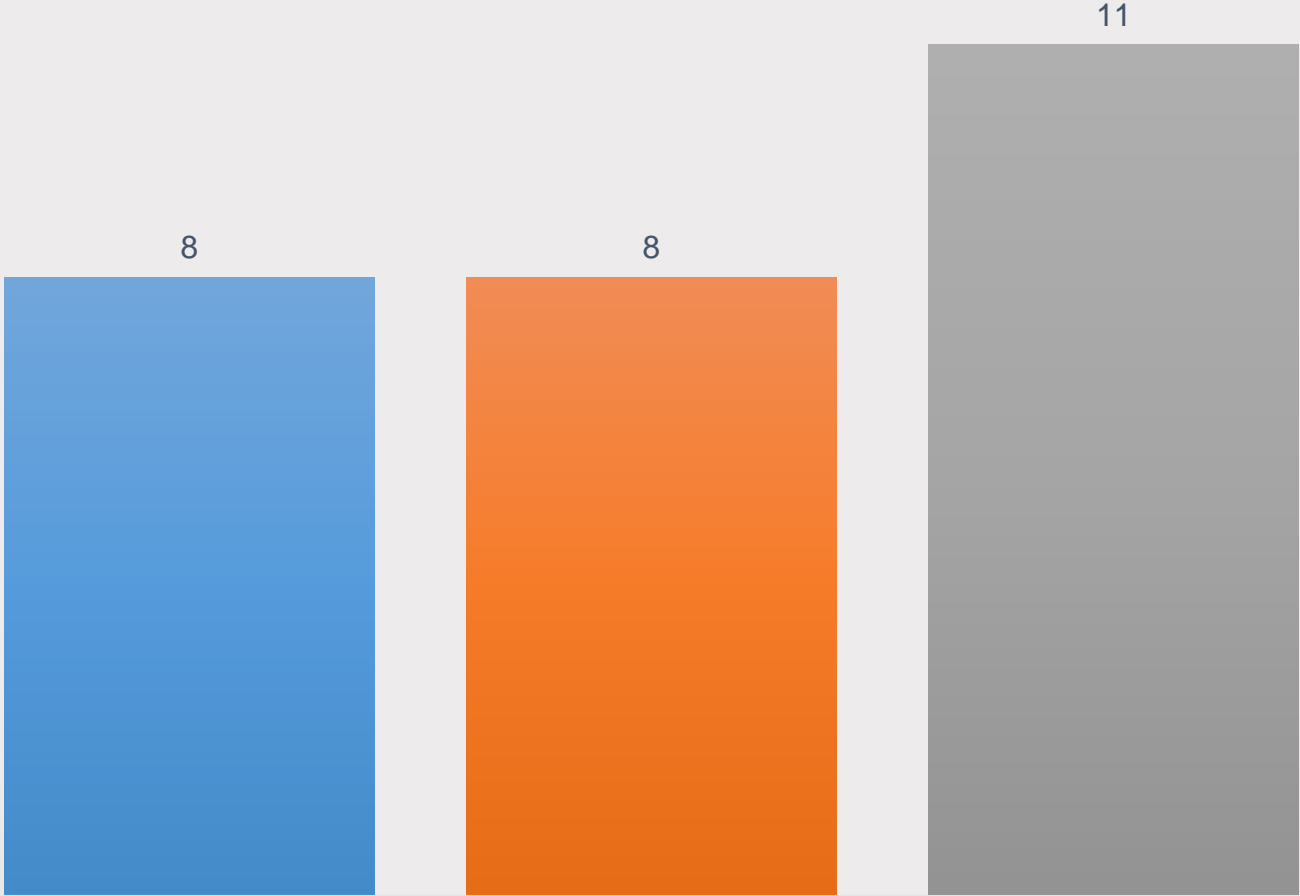


% Offers Fully-Paid General Neutral

*SHRM 2019 Benefits

Parental Leave

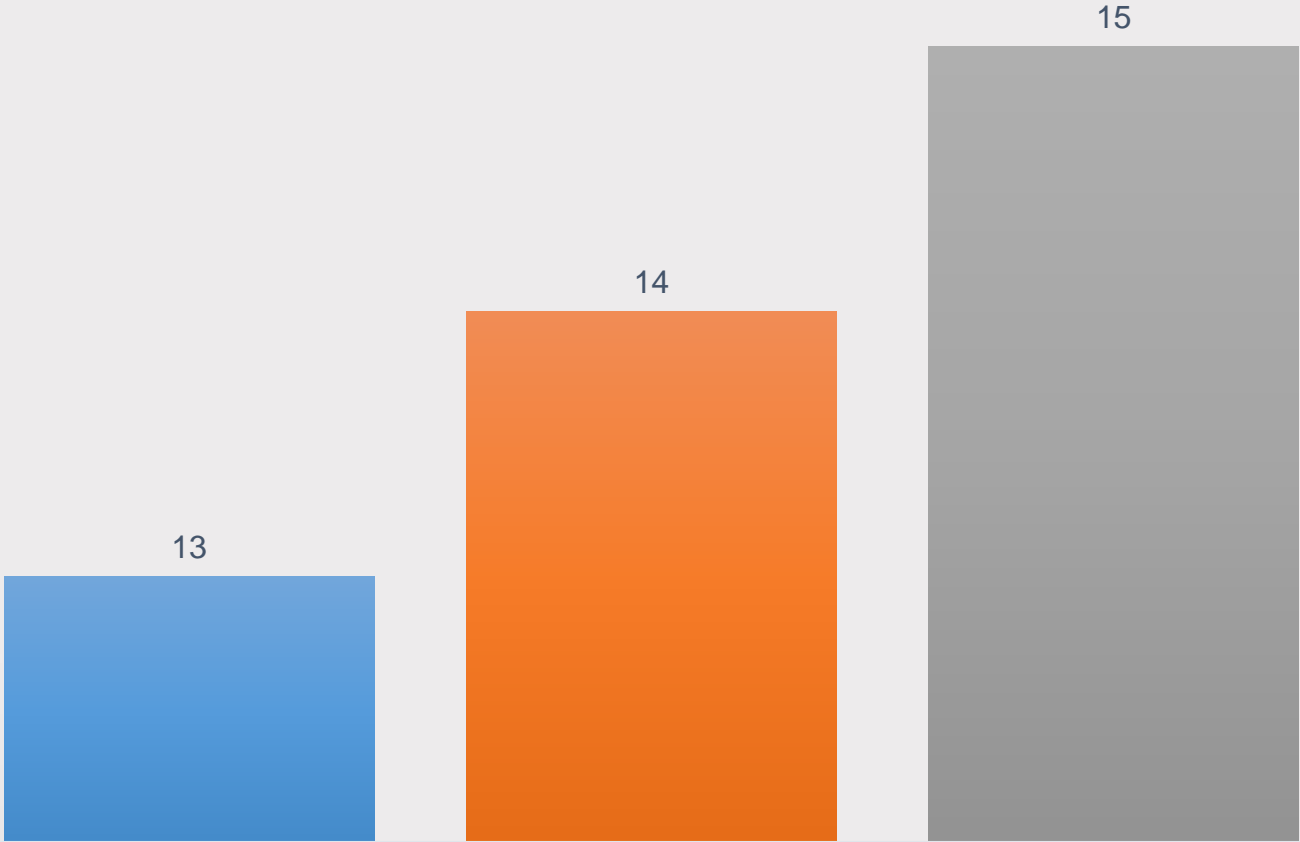
■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average



Minimum Weeks Offered of Fully-Paid Gender-Neutral

Phase-Back

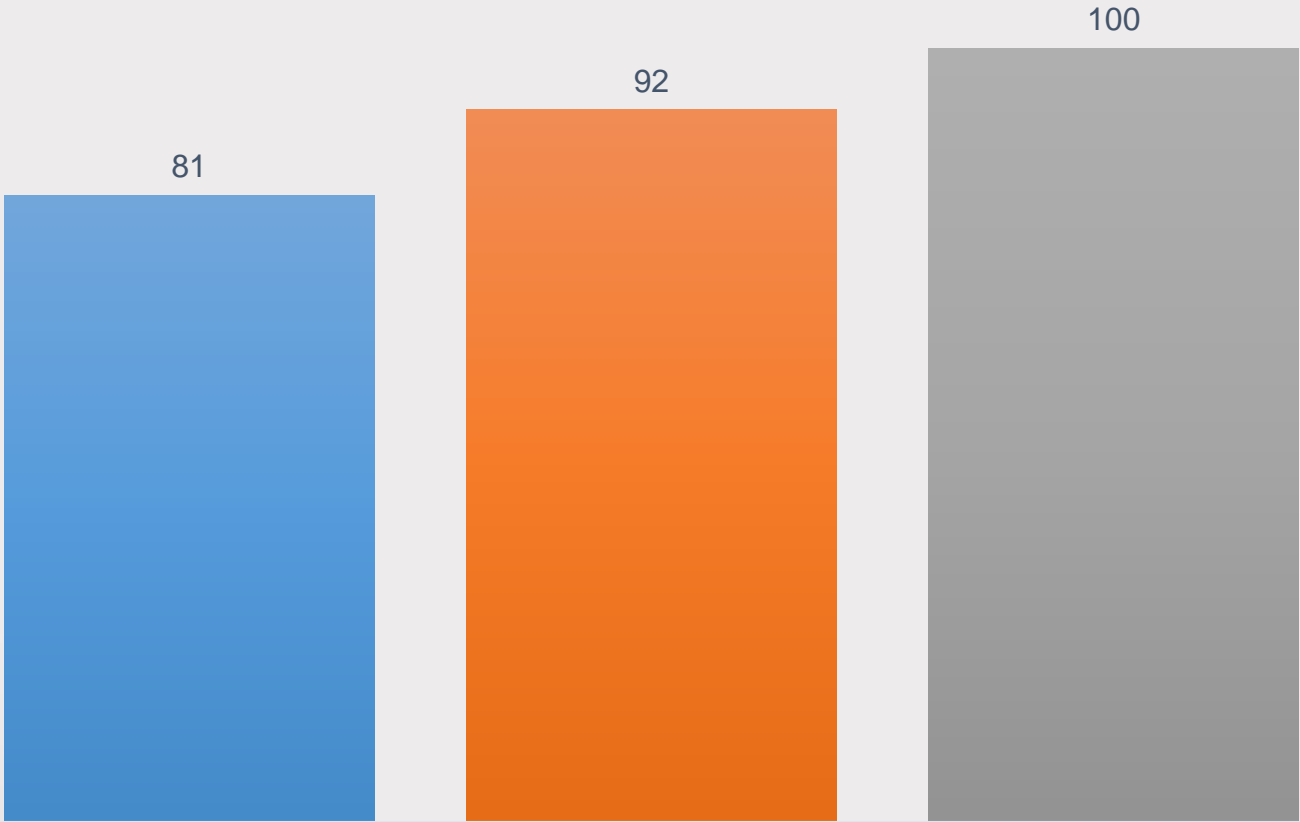
■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average



Average Weeks Offered After Pregnancy

Phase-Back

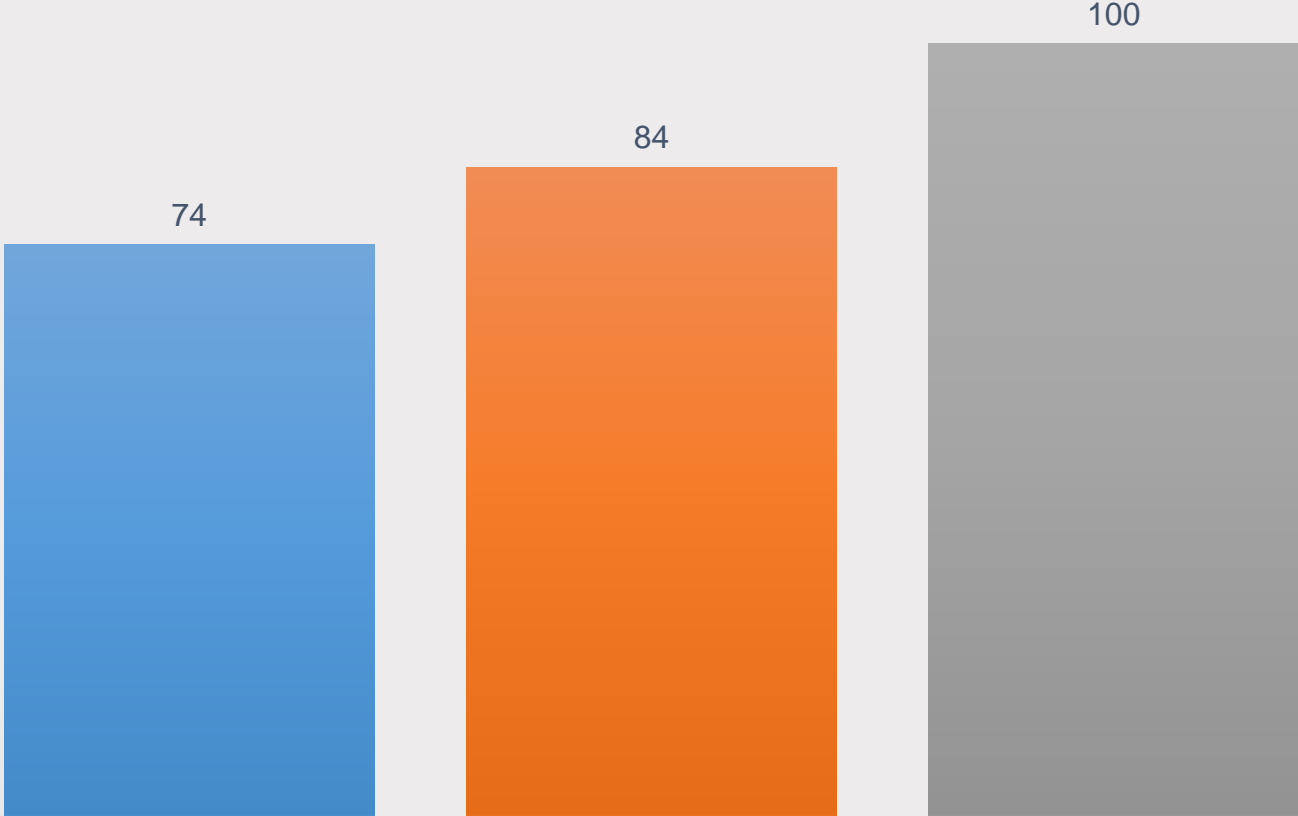
■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average



% Phase-Back Available After Adoption

Phase-Back

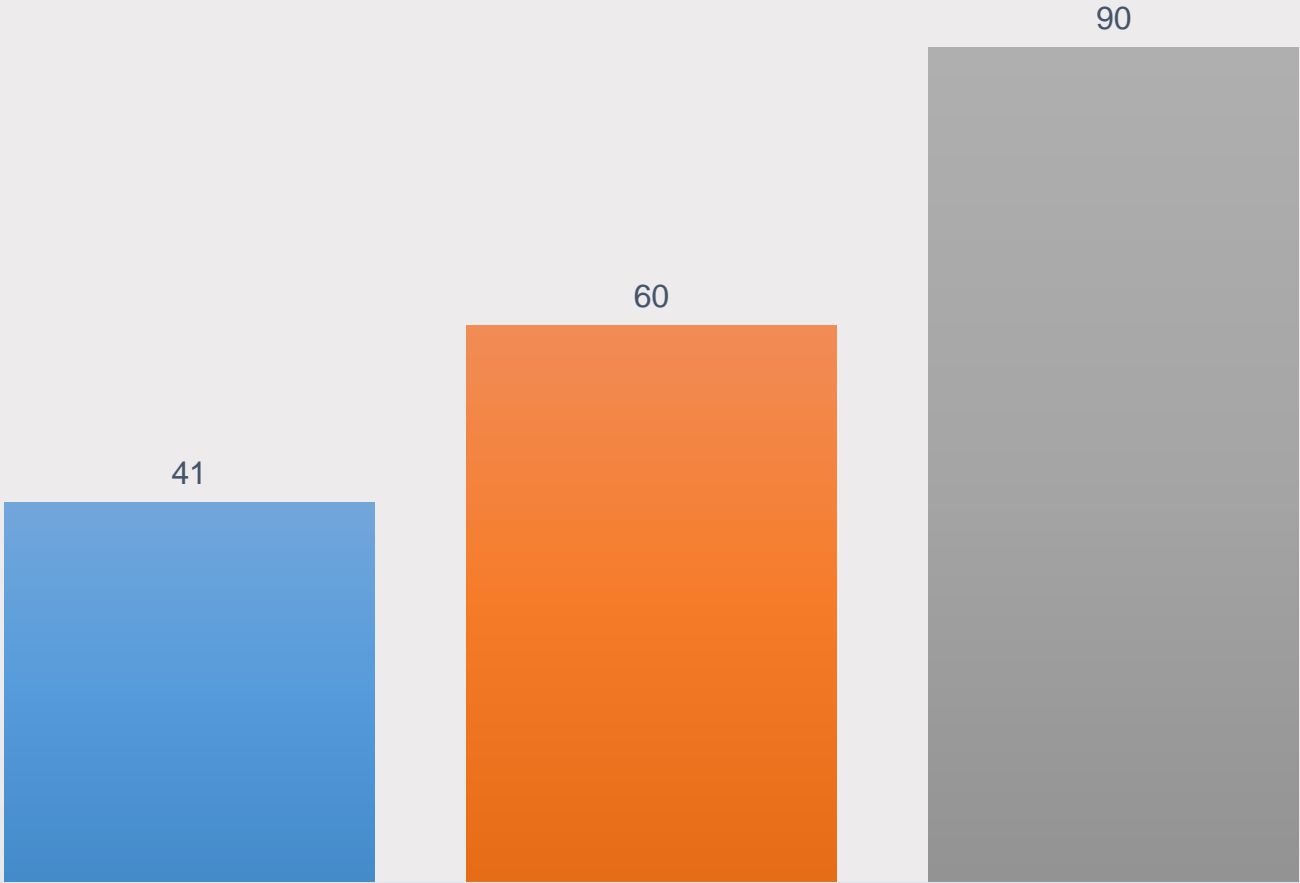
■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average



% Offered for Parent to Stay Part-Time After Phase-Back

Phase-Back

■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average



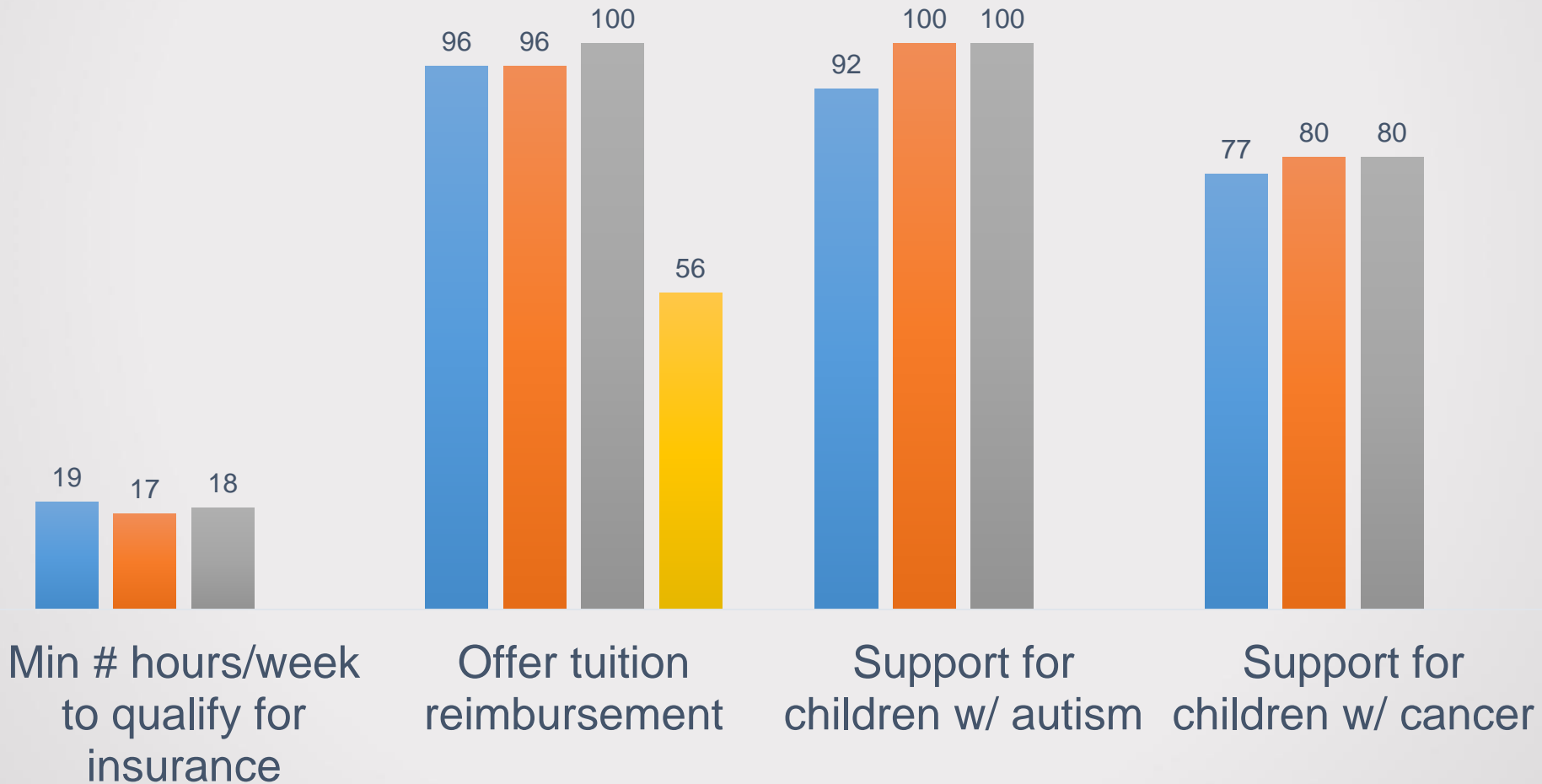
% of Programs Offered to Rehire Re-Entry Moms (at least 3 years off)

Benefits



Benefits

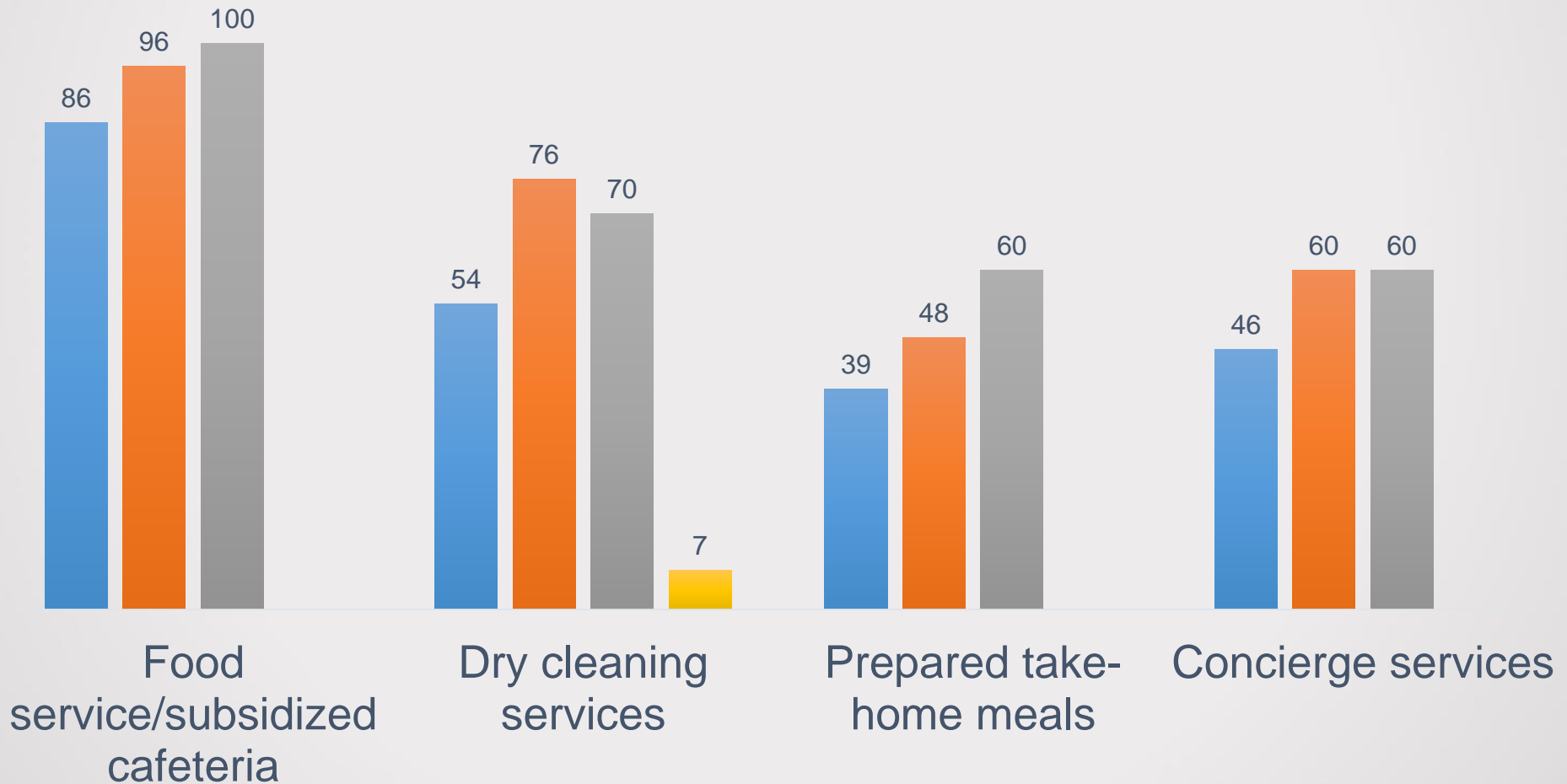
■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average ■ US Average*



*SHRM 2019 Benefits

Benefits

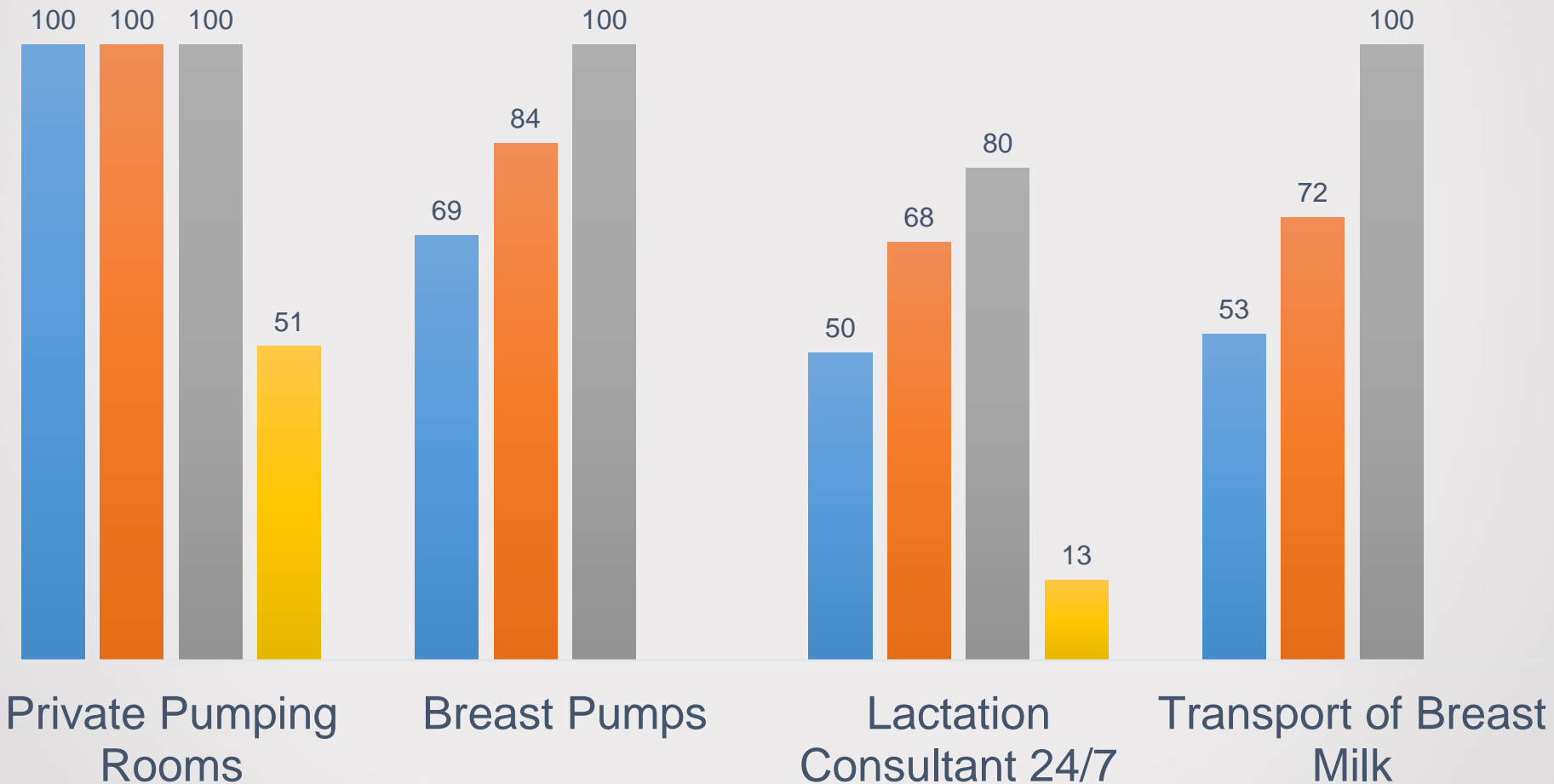
■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average ■ US Average*



*SHRM 2019 Benefits

Nursing Benefits

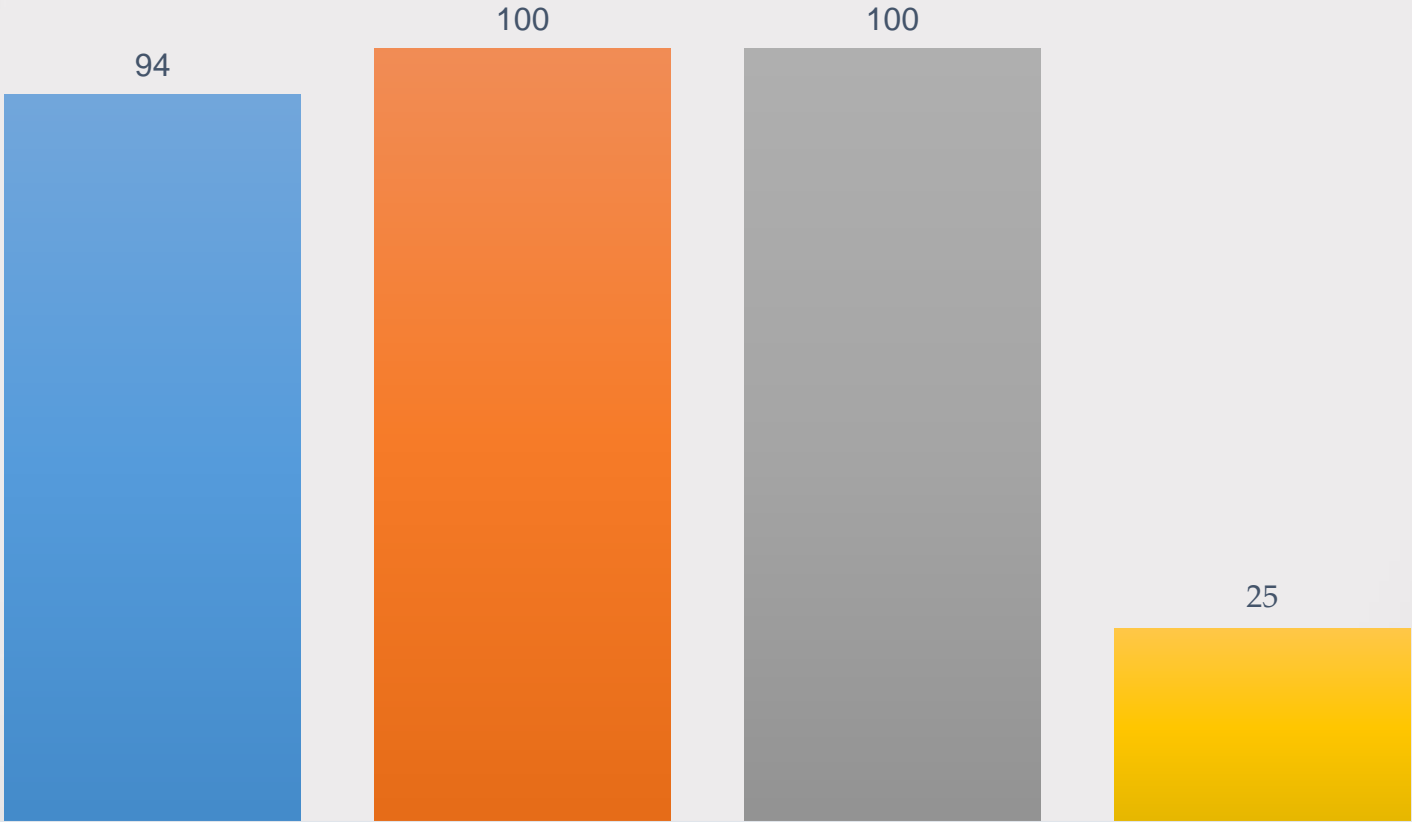
■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average ■ US Average*



*SHRM 2019 Benefits

Caregivers

■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average ■ US Average*

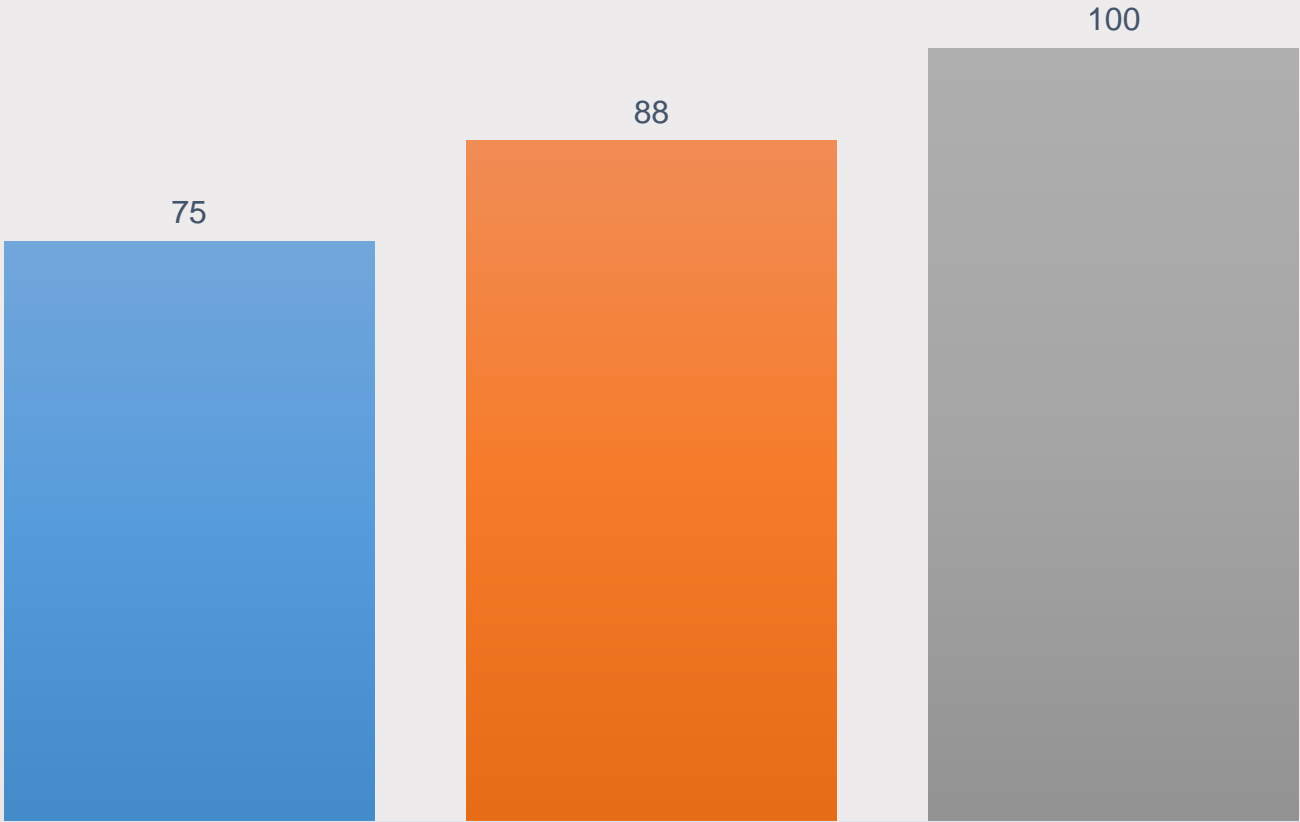


% Offered Backup/Emergency Childcare

*SHRM 2019 Benefits

Caregivers

■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average



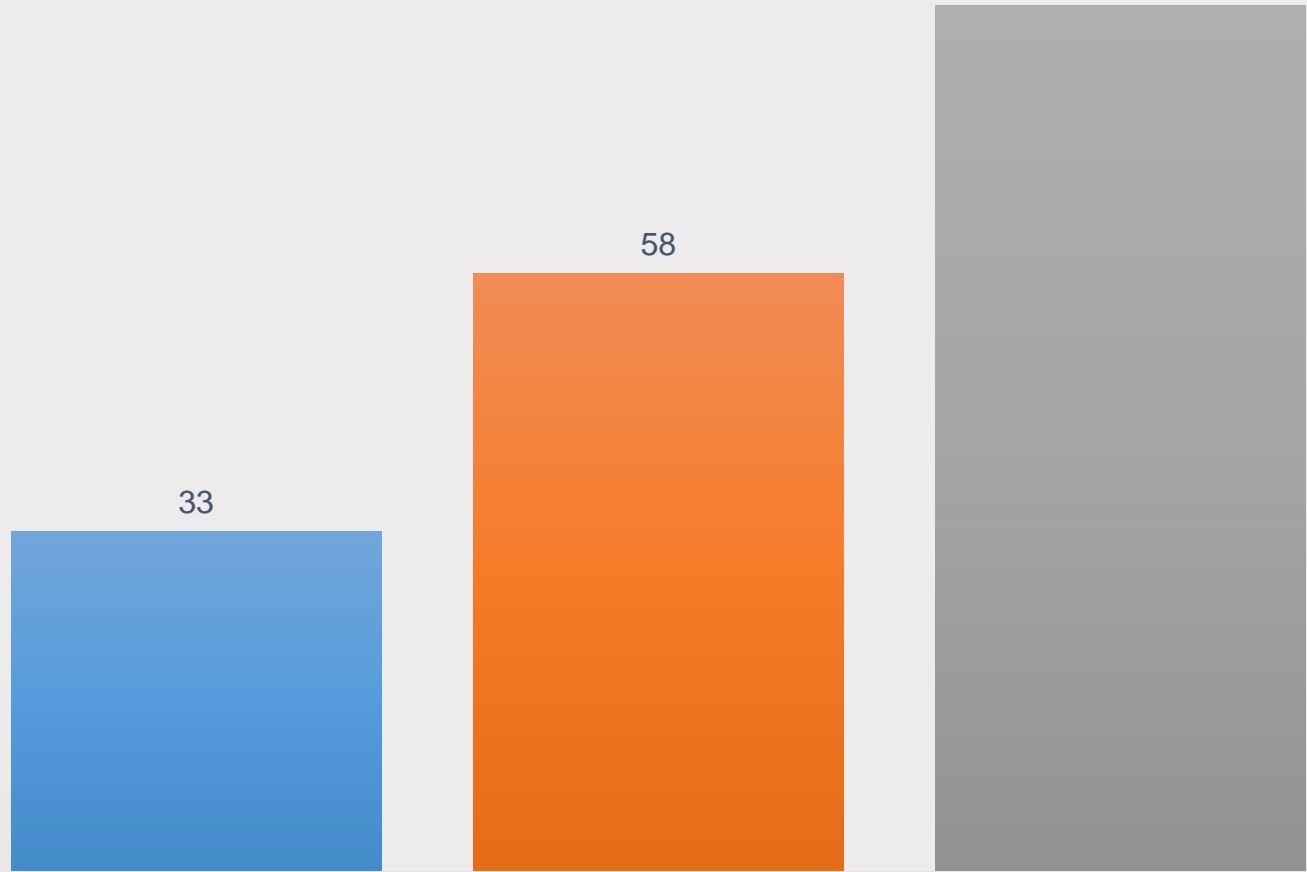
% Offered of Sick Childcare

Recruitment, Retention, Advancement



Women's Advancement

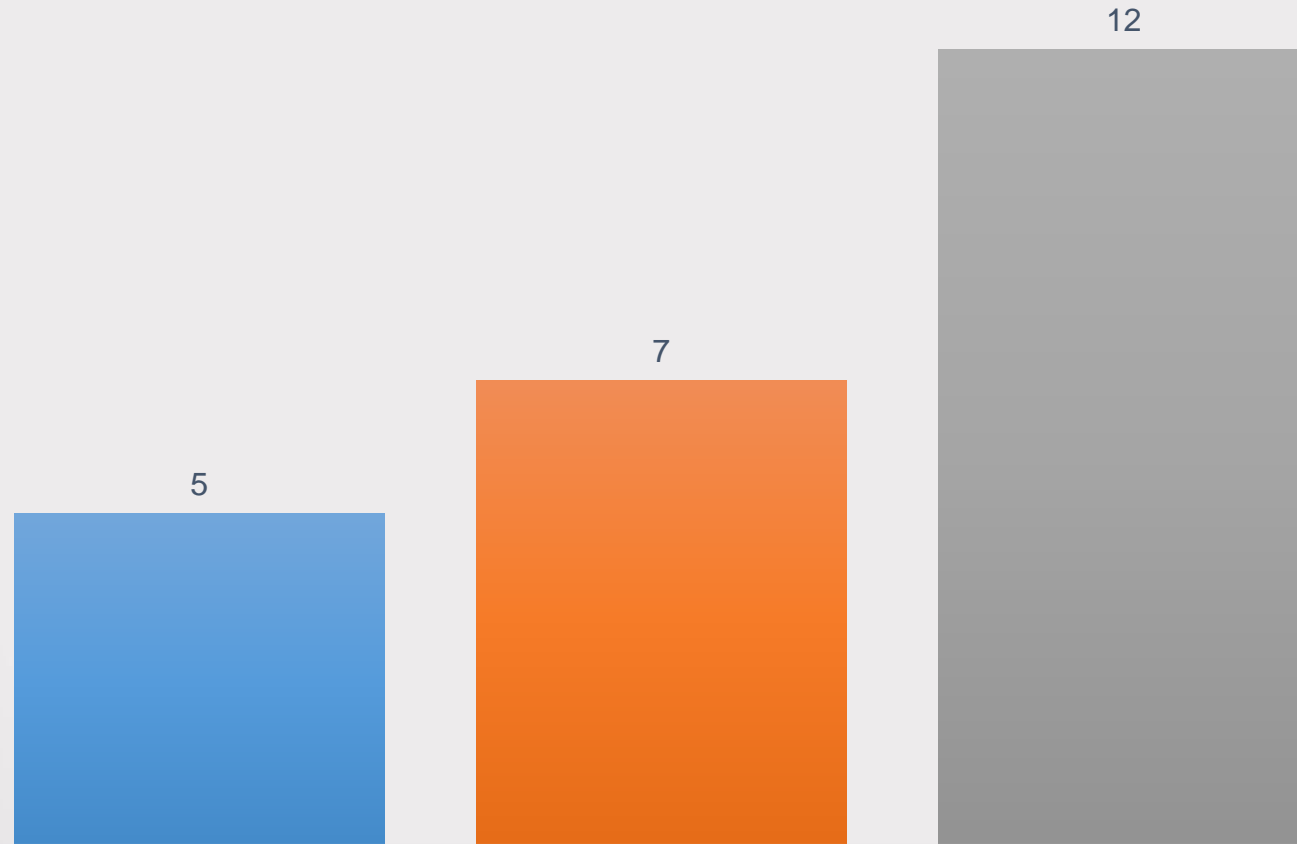
■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average



% of Women in 1-on-1 Mentoring

Women's Advancement

■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average



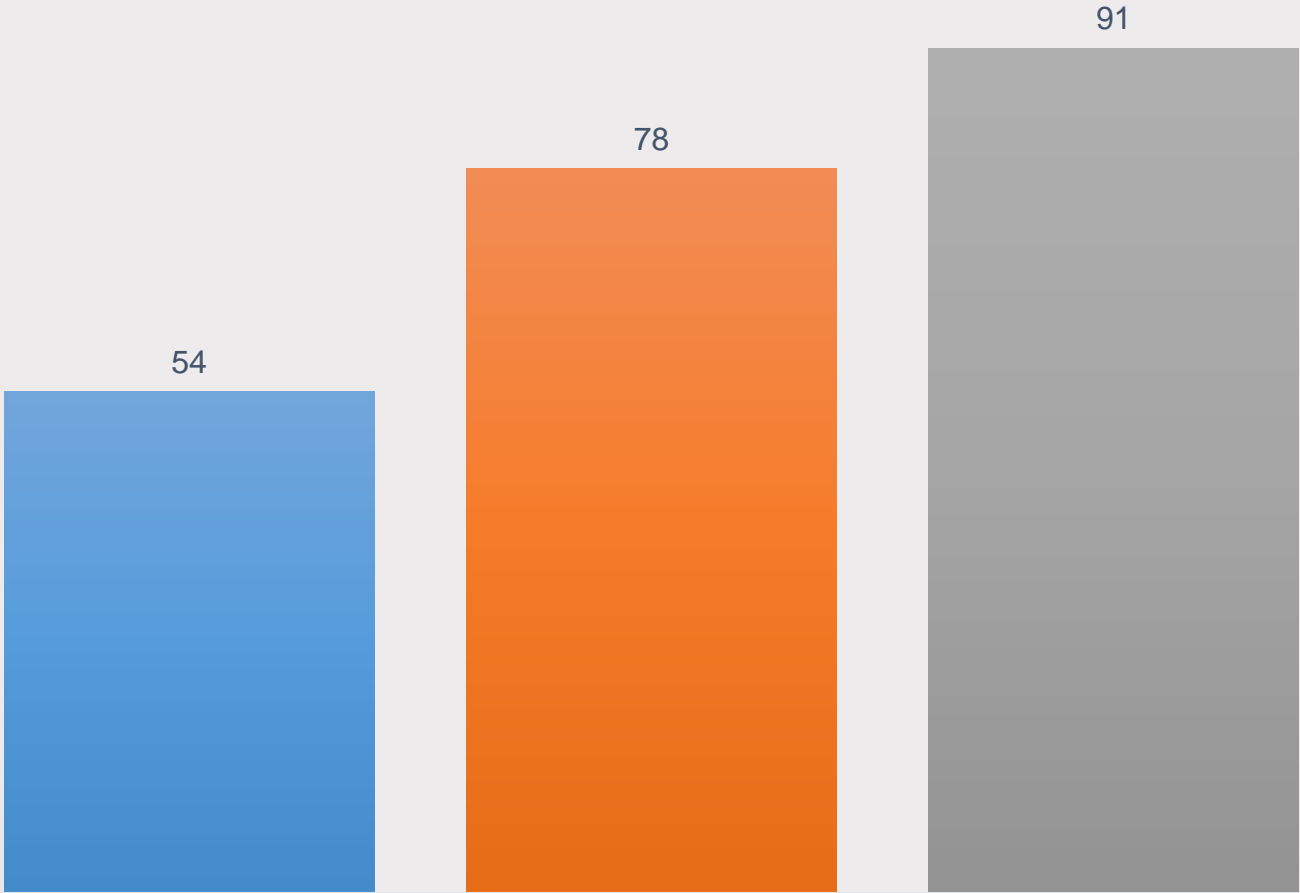
% of Women in Formal Sponsorship

Flexibility



Flexible Work

■ Working Mother 100 Best Companies Average ■ Top 25 Average ■ Top 10 Average

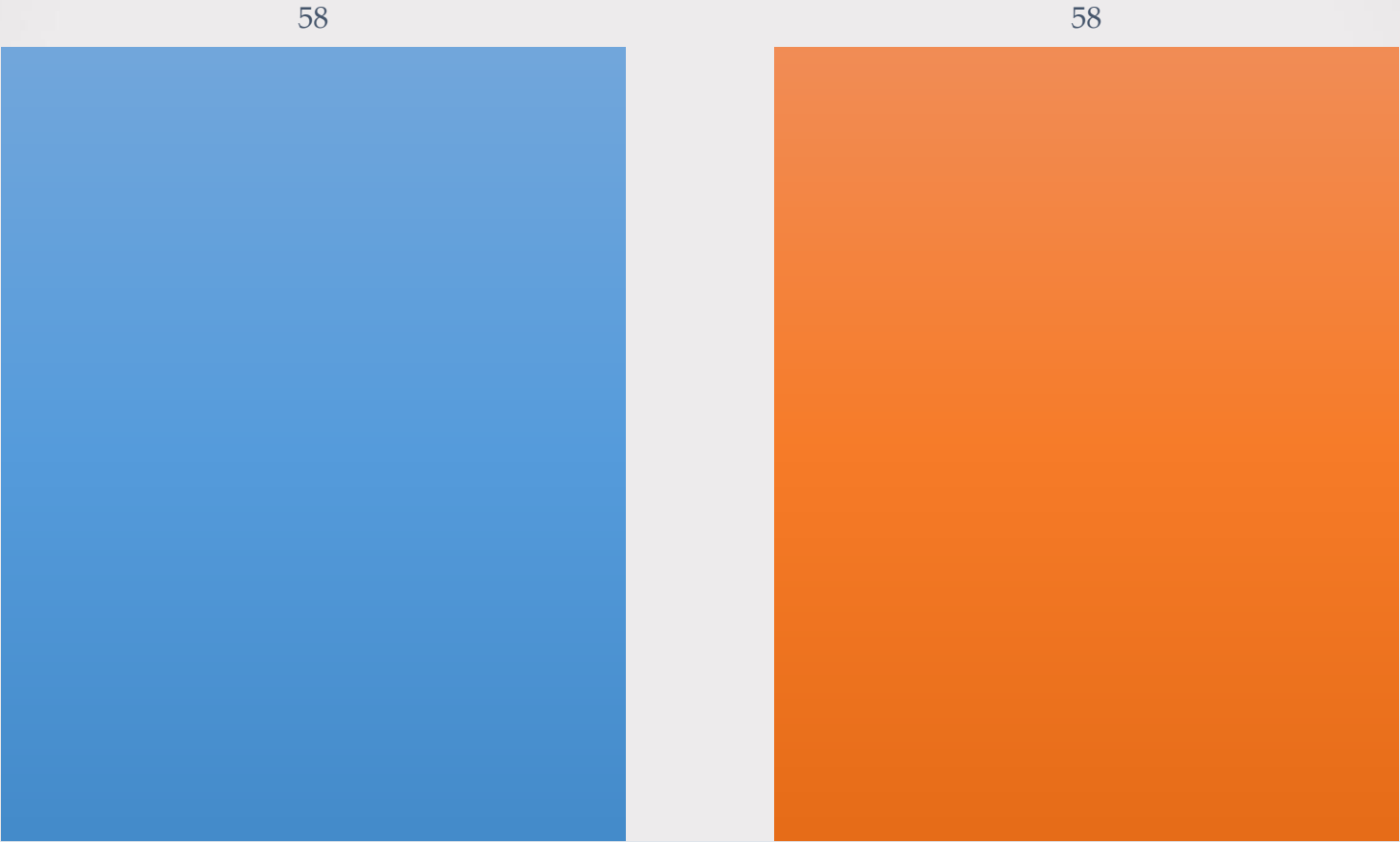


% of Women Telecommuting (at least part-time)

Company Culture



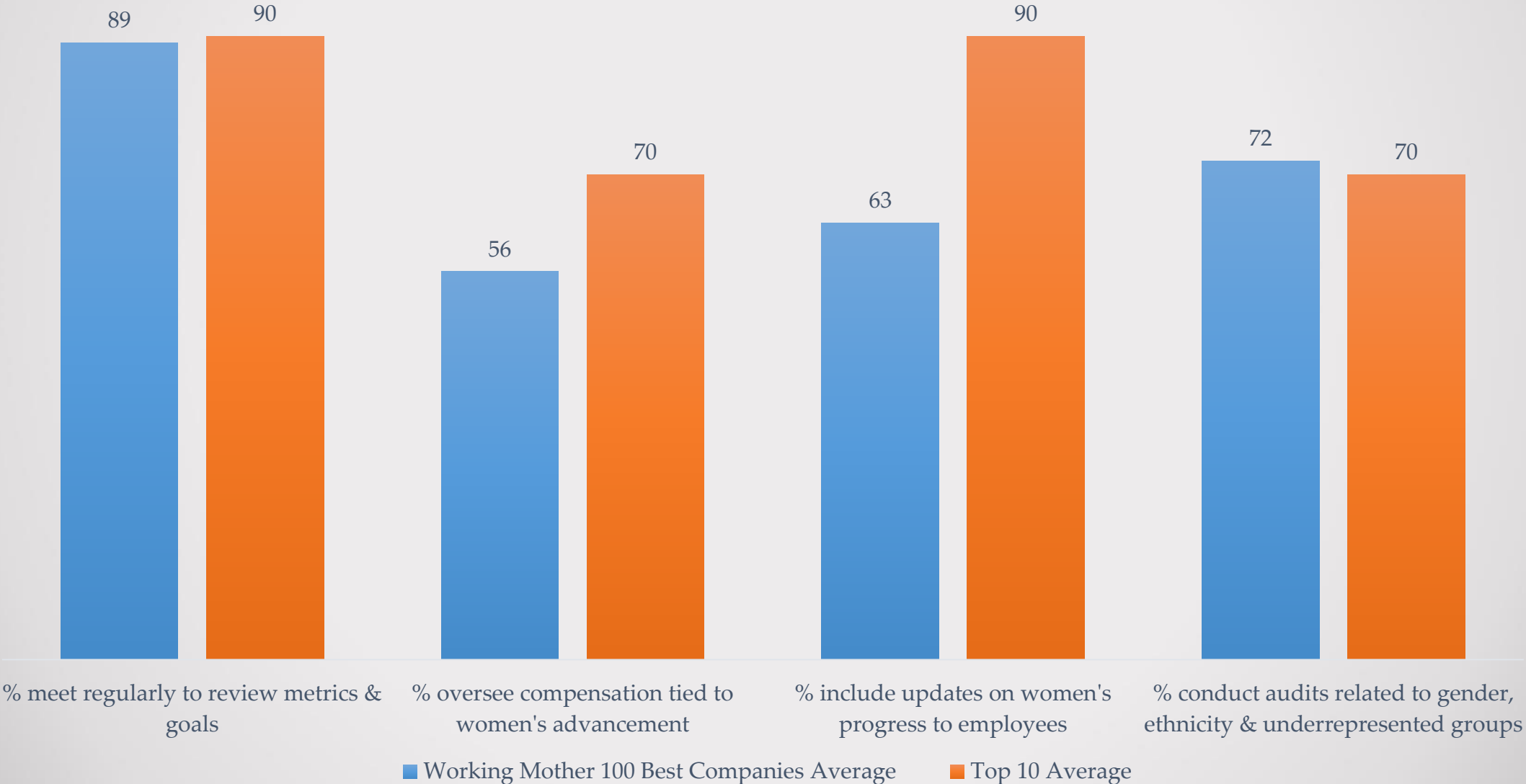
Women's Training And Hiring



% receive training on hiring, advancing and managing women

■ Working Mother 100 Best Companies Average ■ Top 10 Average

CEO Commitment





Q&A



Thank You



ADVANCING OPPORTUNITY

PARENTS' SOLUTIONS TO GEORGIA'S CHILD CARE CHALLENGES

TIM CAIRL

Director, Education Policy
Metro Atlanta Chamber

HANAH GOLDBERG

Director, Research and Policy
Georgia Early Education Alliance for Ready Students

Part 1: *Opportunities Lost*

- * **2018 survey** of parents with children under age 5

- * **Quantified** child care challenges in Georgia:

 - * Prevalence of **short- and long- term disruptions**

 - * **Economic impact**

- * **Considered effect on workforce, higher education, and work training**

OPPORTUNITIES LOST:

How Child Care Challenges Affect Georgia's Workforce and Economy



Long-Term Disruptions



Over a quarter (25.8%) of Georgia parents of children under 5 reported a significant disruption to their or a family member's employment in **the past year as a result of child care challenges**

MORE THAN 1 IN 5

Georgia parents of children under five indicated that they had quit a job, school, or a work training program due to child care issues.

MORE THAN 1 IN 6
reported having turned down a *promotion at work* because of issues with child care.

Roughly 1 IN 20
Georgia parents of children under five reported having been fired as a result of missing work due to challenges with child care.

Short-Term Disruptions

- Over **half** reported **missing days of work** in the past 6 months due to child care issues, forgoing an average of **3.5 days**.
- **Among those enrolled,**
 - About **1 in 6** missed **more than a full week of school**
 - Approximately **1 in 5** missed **more than a week of work training**
- **Nearly half** of all parents **arrived late or left early** from work in the past 6 months due to child care challenges

Economic Impact

Child care challenges lead to at least

\$1.75 BILLION IN LOSSES

in economic activity annually and

an additional **\$105 MILLION**

in lost tax revenue.



Part 2: *Advancing Opportunity*

- * Better understand the *nature* of parents' child care challenges
- * 2019 parent *focus groups*
- * Parents' recommendations for *policy, workplace, and campus solutions*

ADVANCING OPPORTUNITY:

Parents' Solutions to Georgia's
Child Care Challenges

*Recommendations for Policymakers, Employers,
and Higher Education*



Recommendations for Employers

*Parents proposed a **range** of family-friendly practices employers might implement*

“on-site or near-site child care”

“paid sick leave”

“child care referral services”

“tax benefits”

“flex time”

“transition period following the birth of a child”

“paid family and medical leave”

“support expecting and nursing mothers”

“considerations for hourly wage, part-time, and low-wage workers”

“Dependent Care Assistance Plans”

“back-up child care”

VIDEO PRESENTATION

EMPLOYER DISCUSSION PANEL

SECRET HOLLAND

Director, Human Resources
and Community Affairs
Gas South

JON WILLIAMS

President and CEO
W&A Engineering

JULIE BREHM

Senior Vice President,
Human Resources
Georgia-Pacific

moderated by

Deisha Barnett

Chief Brand & Communications Officer
Metro Atlanta Chamber

RECAP AND NEXT STEPS

MINDY BINDERMAN

Executive Director

Georgia Early Education Alliance for Ready Students

Thank you!

www.gears.org

www.macpolicy.com