

# 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 care giving 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.