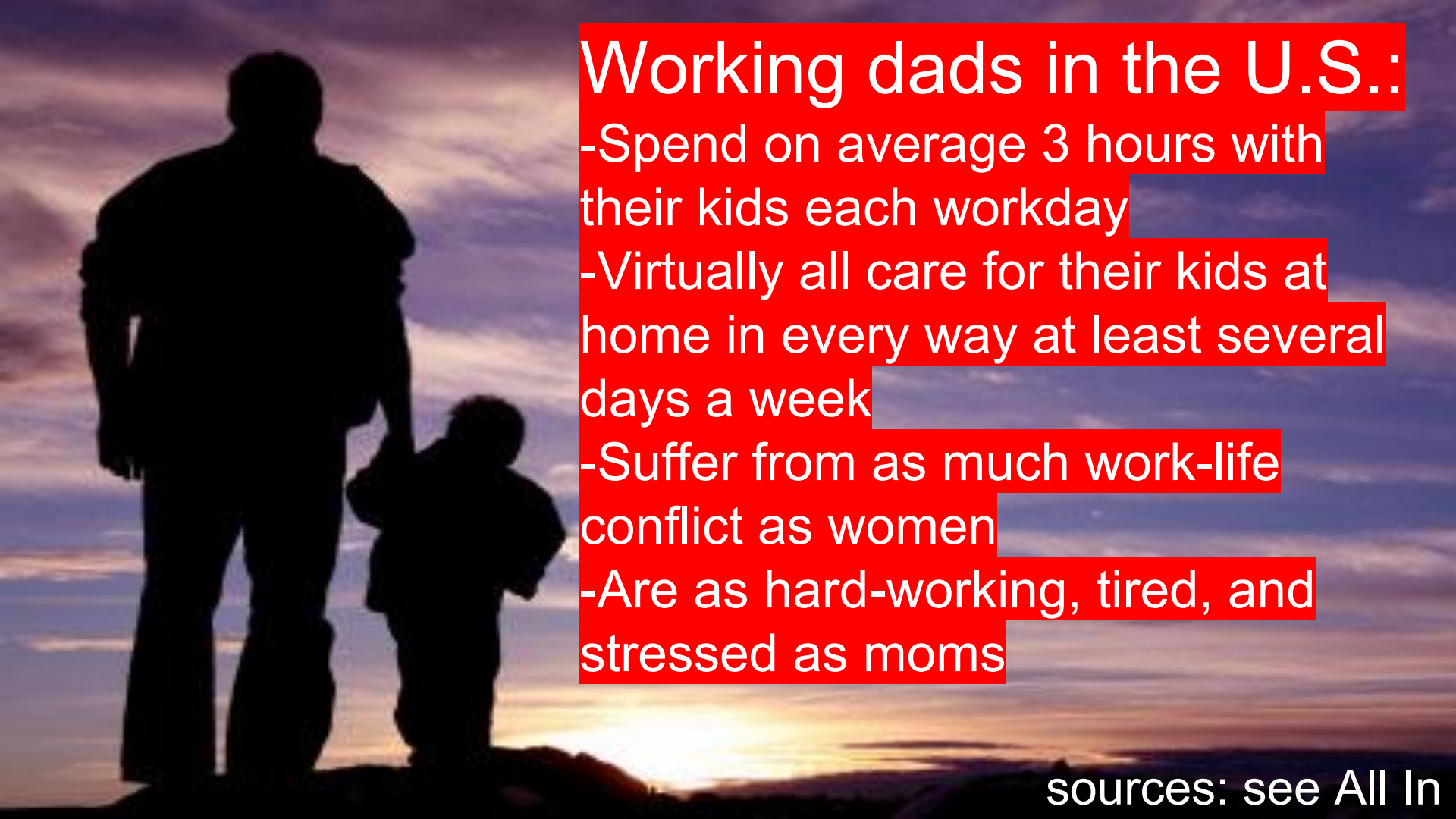
Why Successful Businesses are All In for Gender Equality


Working dads in the U.S.:
-Spend on average 3 hours with their kids each workday
-Virtually all care for their kids at home in every way at least several days a week
-Suffer from as much work-life conflict as women
-Are as hard-working, tired, and stressed as moms
sources: see All In

The New York Times

YOUR MONEY

Standing Up for the Rights of New Fathers

NOV. 8, 2013

Josh Levs, with his 4-week-old daughter, has challenged Time Warner's paternity leave policy.
Kendrick Brinson for The New York Times

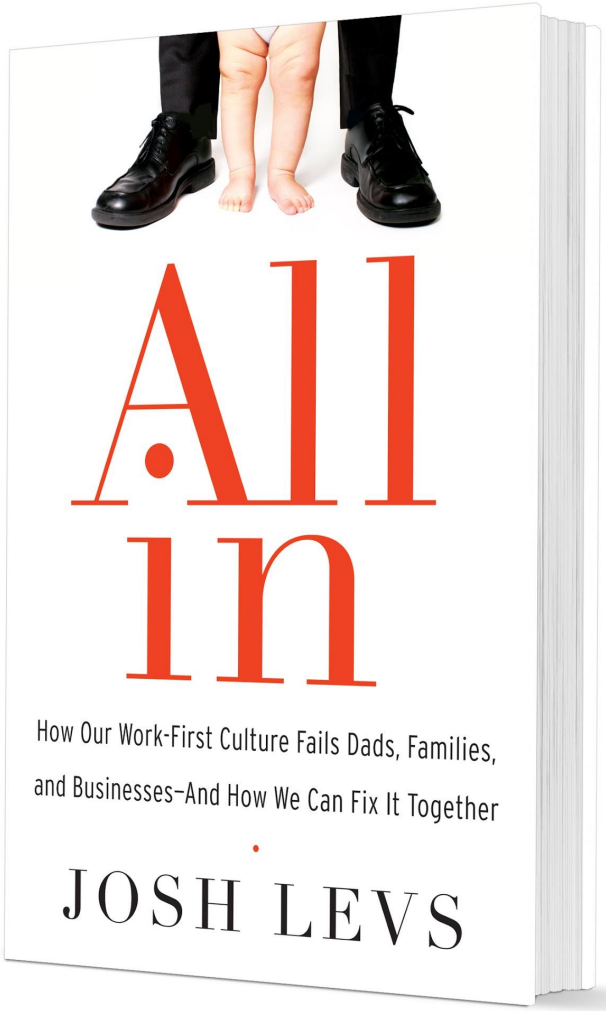
Your Money

By TARA SIEGEL BERNARD

Josh Levs, father of a new baby girl, emerged from his sleep-deprived stupor last month to take a stand: He is challenging his employer's parental leave policy on the grounds that it discriminates against biological dads.

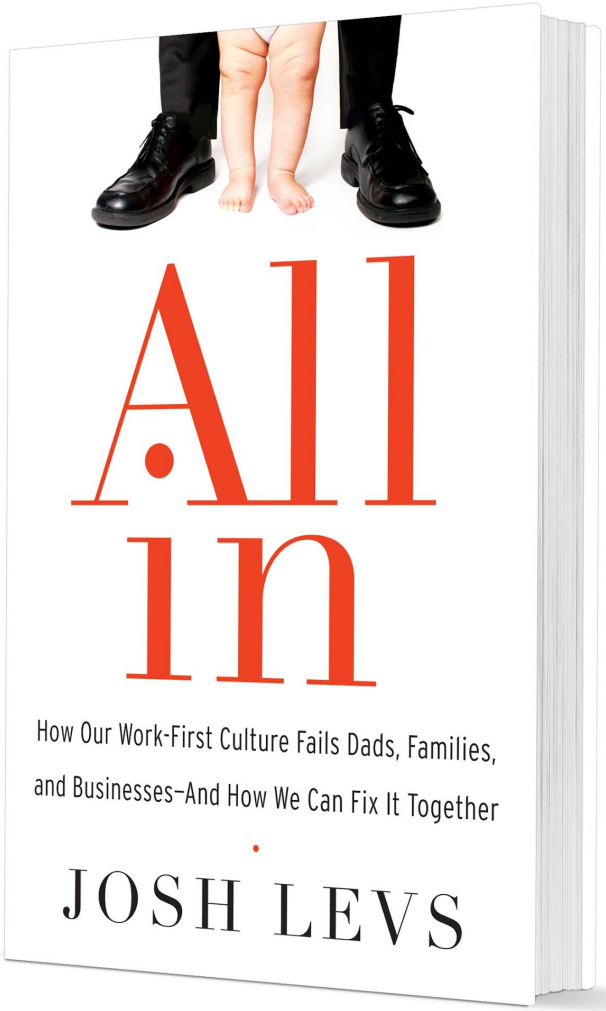
Laws
Workplace policies
Stigmas

Gender Police



Women can't
Lean In
until men *and* women
can be
All In
at work and at home.

(Sheryl agrees.)



“Men face derision, demotions, and even loss of their jobs when they make family a priority.”

WWW.JOSHLEVS.COM | #ALLINBOOK

We must solve this together.

Paid Family Leave

-In CA, NJ, RI, NY, WA

-Operates as insurance

-Businesses are NOT required to pay salaries during leave

Businesses on CA Paid Family Leave:

Positive or no noticeable effect on:

Profits: 91%

Productivity: 89%

Turnover: 96%

Morale: 99%

source: CEPR.net

“It makes **financial and competitive sense** for our state to explore the possibility of developing a similar state-level **paid family and medical leave insurance fund.”**

-Pennsylvania Dept. of Labor and Industry
Nov. 2017

Maternity and Paternity Leave

Increased maternity leave time		Mandate paternity leave policy, or increased paternity leave time
Total		Total
72%	SUPPORT (Net)	82%
30%	*Totally Support*	31%
21%	*Mostly support*	27%
21%	*Somewhat support*	23%
18%	*Neutral*	12%
5%	*Somewhat oppose*	4%
3%	*Mostly oppose*	1%
1%	*Totally oppose*	1%
9%	OPPOSE (Net)	7%

Council of State Chambers - survey of members

What businesses can do

20% policy, 80% culture

Policies:

-Paid parental leave

(Currently 58% of women 14% of men get)

-Clearly distinguish:

- physical recovery leave for women
- caregiving leave must be gender neutral (per EEOC)

Culture:

- Treat men as equal caregivers
- Encourage them to take paternity leave
- Make work-life balance programs gender neutral

For Work-Life Balance, U.S. men are *more likely* than women to:

-change jobs or careers
-turn down promotions
-take pay cuts
-move to a different state or country

source: EY

Turnover costs 90%-200% of annual salary.

-Society for Human Resource Management

"Our family leave policy helps us
keep and attract top-level staff."
-Head of 18-employee agency in Boston
Workers who have been there 2 years get 3 months paid parental leave

Number one:
COMMUNICATE.
Goodwill goes a long way.

Engaging men and women together in D&I:

- Managerial training
- Blind hiring
- Unconscious bias training
- 4-stage workshops
- Listening sessions
- Employee advocates in HR
- Timetables and Benchmarks

See joshlevs.com

#MeToo is here to stay. We must challenge all men about sexual harassment

The hashtag campaign against sexual violence demands all wom
they know – brothers, friends, colleagues – about their attitudes a

The Guardian

"Fathers in this country must lead the way in fighting against all forms of sexism, both the idiotic and the barbaric. It's essential that we do this. We need to drown it out. There's power in numbers."

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Often ignored elements that help men and women fight sexual harassment together:

- Safe avenues for reporting
- Clearly articulated rights
- Discuss power awareness & abuse
- Steps when unsure
- Appropriate routes to romance

Actions beat *axioms*. Always.

See joshlevs.com

Ask and you shall not receive. Photograph by Spencer Platt Getty Images

MOST POWERFUL WOMEN

Women Ask for Raises As Much As Men Do—But Get Them Less Often

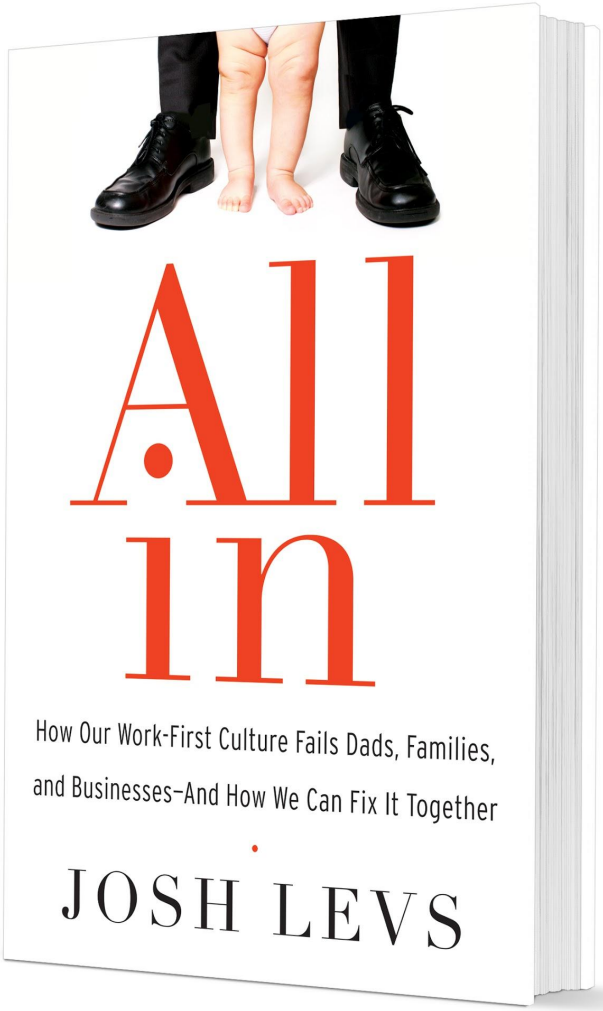
Fortune - Australia study

Hard times: the suicide scourge among Australia's tradies

Tough, physical work, poor job security and a macho culture that condemns the vulnerable. No wonder Australia's tradies are at high risk of breakdown and suicide.

Stress and worry at work led Sydney hydrologist Mark Jacobsen to consider ending his life.

Sydney Morning Herald



THANK YOU!

SPW™

Society of Professional Women®

A Program of The Main Line Chamber of Commerce

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