HOW TO BE AN ALLY TO PARENTING STAFF DURING A GLOBAL PANDEMIC

CHALLENGES THAT PARENTING STAFF MAY EXPERIENCE

- Feeling guilty for not doing enough as a parent and not doing enough for work
- Taking on additional responsibilities that come with homeschooling
- Feeling a sense of uncertainty when trying to provide structure
- Facing the intersectionality of challenges given their multiple roles
- Research indicates that working mothers are significantly impacted by the pandemic (LinkedIn Workforce Confidence Index research)

SUPPORT THAT ALLIES CAN OFFER

- Acknowledging that this is a challenging time for everyone, especially working parents, can validate their experiences.
- Be mindful of capacity and work-load when delegating projects to working parents.
- Redefine “urgent” deadlines, as time works differently under these conditions, and especially for working parents.
- Consider offering and accommodating flexible schedules to working parents.
- Provide long-term institutional support for working parents.