



Dear APLEN supporters

Welcome to the first APLEN group member update. We thank you for your interest in being part of this Network and helping to advance parental leave equality in Australia. Here's our new website www.aplen.com.au

We'd like to start by introducing APLEN's steering group.

Our steering group

- Emma Walsh, Founder and CEO, Parents At Work
- Gina De George, Director of Inclusion, Diversity and Wellbeing, Deloitte
- Catherine McNair, Head of Diversity & Inclusion, QBE
- Ryan Burke, Executive Manager, Group Diversity & Inclusion, Commonwealth Bank
- Kylie Fuller, Head of Diversity and Inclusion, Telstra
- Amelia Britton, Head of Diversity and Inclusion, Norton Rose Fulbright
- Eric Mercier, Management Consultant, KPMG
- Jessie Pitts, Diversity & Inclusion Manager, PwC

Please let me know if you're interested in joining the committee emma@parentsatwork.com.au

Agenda

The role of APLEN is to advance parental leave equality in Australia.

We will do this by engaging employers and relevant industry and parenting advocacy groups by:

- Leading the policy reform agenda to ensure policy equally supports men and women to access and use parental leave
- Leading with research to improve understanding of working family needs around parental leave and flexibility
- Support men to take parental leave and share the care

How your organisation can be involved

1. Leading the policy reform agenda

We're asking APLEN member organisations to help create best practice approach to PL in Australia in their own organisations that aims to eliminate gender bias; promote shared care and extend ability to use PL more flexibly.

ACTION:

Parents At Work will create a 'checklist' of best practice PL policy standards which employers can use to benchmark their own policy and make improvements, including case study examples of good policy design. Please let us know if your organisation would like its PL policy benchmarked in the meantime.

2. Leading with research

We'd like your organisation to partner with APLEN to launch a "National Working Families Survey" (post July 2019) exploring 'what parents want' when it comes to parental leave, flexible work and work life balance policies so we can better understand what families need and expect from their workplaces to thrive. This research is vital if organisations want to ensure they design future PL, flexible work and work life balance solutions that work and are what people really want/need.

ANU and La Trobe researchers have drafted a proposal – please email info@aplen.com.au for the proposal plan. We have planned this later in the year which will give you an opportunity to put some funds aside for research should your organisation wish to participate.

ACTION:

- Parents At Work, ANU and La Trobe will lead the research but we require organisations to help partner in progressing it further including funding and in kind support.
- Please confirm your interest in this research by April 30th so we can advance to the next stage
- Deloitte Access Economics team to see if they can assist with publishing results of research

3. Supporting fathers transition - initiating SMS4Dads pilot

We will be looking to pilot a program known as SMS4Dads to support new fathers transition to parenthood and support them to take leave.

April 2019

Please email info@aplen.com.au for the proposal on how this program will be rolled out and funded.

We now would like to confirm if you're able to sponsor 20 spots for dads (10 from your own organisation / 10 we will identify from Mission Australia partnership to support vulnerable dads in the community.)

This will kick off from July 2019 onwards.

ACTION:

- Can you please confirm if you're able to take part and fund these spaces. The cost will be \$395 + GST per dad.

4. Kiwi Dads – NZ Launches Parental Leave Equality Campaign

Thanks to all those organisations involved and supporting the launch of Kiwi Dads, we look forward to raising awareness of male participation in parental leave in NZ – uniting with NZ government and employers to make a difference - currently only 1% of fathers take parental leave! To get your organisation involved in Kiwi Dads, please let me know.

Thank you

As APLEN is an unfunded volunteer advocacy network, we rely on member to support the work we're doing by helping to fund projects; provide in kind support or volunteer time to ensure APLEN can add value and improve PL Equality in Australia.

For further information on how your organisation can sponsor or participate in APLEN, please let me know.

Thanks again for your support and encouragement with everything thus far.

Look forward to your comments and reply on the points in this update. Our intention is to send relevant updates regularly, so stay tuned!

Emma Walsh
CEO
Parents At Work
APLEN Steering Committee

