Child Care Summit: Future Directions

Reports from the Moderators

- **CONNECTIONS:** *Identifying models of quality child care that meet needs*

- **Goal:** Discuss and explore nonprofit models of childcare that are linked to quality education AND suggest how some of these models might fill the identified gaps. Briefly review and identify major gaps to childcare needs: list as part of a needs assessment, identify those most affected. Highlight solutions that could be passed to decision-makers as cost-effective ways of meeting needs.

- **Moderator- Sarah Emily Henrickson, Ph.D.,** Pre-Med/Health Science and Wellness, Harvard Medical School
- **Sarah Bennett-Astesano, Ed. M.,** Assistant Director, Office of Work Life, Harvard University
- **Dorothy Richardson, Ph.D.,** Director of the UMass Boston Infant-Parent Mental Health Postgraduate Certificate program and President-Elect of the Massachusetts Association of Infant Mental Health
- **Andrea Piraino Stidsen, L.I.C.S.W.,** Director, Partners Employee Assistance and Work/Life Resources Program, Partners Health Care.
- **Mary Brown, M.S.W.,** President, Brown Richards Associates, Work/Life Referral and Consulting Services, Atlanta Georgia

Reports from the Moderators

• Consider using local resources of trainees and networking e.g. with grad school of education, arts and sciences, children's hospital, outpatient psychiatry
• Gather all affiliated institutions and brainstorm/compare notes regarding available resources
• Online childcare network for information sharing among parents
• Family network potential for positive experience if funded and well-screened

Connections: Recommendations

- **COMMITMENTS:** *Addressing institutional support*

- **Goal:** Discuss and consider what institutional structures/personnel need to be reorganized or created in order to create a task force or committee that will continue to actively engage in and tackle this issue. Identify potential institutional champions (whether within HR offices, executive, space, or financial leaders, or boards of trustees) who can be asked to organize and maintain attention to this issue, whether through fundraising, ongoing review of space allocation decisions, or even piloting new initiatives. Highlight roadblocks to institutional commitment and explore ideas for overcoming them.

- **Moderator- Nicole Ullrich, M.D., Ph.D.,** Director of NeuroOncology and Associate Director of the Neurofibromatosis Program, Children's Hospital Boston
- **Richard Mills, J.D.,** Executive Dean of Administration and Dean for Education and Global Program Administration, Harvard Medical School
- **Kathy L. Simons, M.S.,** Co-Director, Center for Work, Family and Personal Life, Massachusetts Institute of Technology
- **Stephen Dempsey,** Director of Planning and Construction, Brigham and Women's Hospital
- **Sarah J. Hamilton,** Vice President, Area Planning and Development; President, LMACCC, MASCO

Reports from the Moderators

- Recognize importance of issue in all recruitment and retention of TOP Talent across all jobs;
- Use events like this and a 2nd annual summit to change –institutions ; Crico Model; MATEP (energy) model (economic model)
- Use transparency and catalog what others are doing; collect data and exit interviews to
- Identify people to connect with at each institution;

Find reps from each affiliate for a group like CHADD.

- High level administrative LMA-wide person in charge of "family care",
- Keep the focus on all levels of employees

Commitments: Recommendations

- **CULTURE:** *Creating flexible work culture to support child care needs*

- **Goal:** Briefly review how flexible careers and work hours contribute to employees' successful management of childcare needs and work requirements. List the steps that are necessary, and the people who must be involved, to make a change in the work environment to allow and promote flexibility. Identify potential institutional champions/offices whose job it might be to promote attention to flexible work environments and suggest a variety of ways (easy to complex) of institutionalizing flexibility in our work culture.

- **Moderator- Maureen Connelly, M.D., M.P.H.,** Dean for Faculty Affairs, Harvard Medical School
- **Cathy Trower, Ph.D.,** Research Director and Senior Research Associate, Collaborative on Academic Careers in Higher Education, Harvard University Graduate School of Education
- **Debbie Phillips, M.A.,** Vice President of Client Relations, WFD Consulting
- **Nancy S. Costikyan, M.S.W., L.I.C.S.W.,** Director, Office of Work/Life, Harvard University
- **Steven D. Rauch, M.D.,** Director of the MEEI Clinical Balance and Vestibular Center and Chair of the MEEI Human Studies Committee, Massachusetts Eye and Ear Infirmary

Reports from the Moderators

- There are many leaders at many levels who all need to be engaged in the conversation
- Deployment of technology in order to improve flexibility and diversity of options
- Have an impact in guidelines for funding using HMS as a platform for change
- It doesn't necessarily cost money to change culture

Culture: Recommendations

- **COLLABORATIONS:** *Building childcare information networks across communities*

- **Goal:** Briefly review networks of information sharing and how they work to the benefit of employees. Describe and draft a plan for an inter-institutional network to share information about childcare needs and resources: Consortium of Harvard Affiliates for Child Care (CHACC.) What would be the role of such a network? Highlight the benefits to participating institutions. Identify potential institutional partners and consider how they might become part of this network

- **Moderator- Kathryn Rexrode, M.D., M.P.H.,** Associate Physician, Division of Preventive Medicine, Brigham and Women's Hospital
- **Gail Beauregard, S.P.H.R.,** Director, Compensation and Benefits, Dana-Farber Cancer Institute
- **Linda Mills, M.A.,** President, Mills Consulting Group, Inc., Concord, Massachusetts
- **Nina Dickerman, M.S.,** Work/Life Liaison, Longwood Campus, Harvard University
- **Martha A. McNulty, Ed. M.,** Director Childcare Services, Partners Health Care

Reports from the Moderators

- Create consortium of Harvard-wide (including affiliated institutions) and potentially the communities (CHACC)
- Catalogue/share educational resources available
- Create a database on what is available to share resources
- Create a family child care network
- Utilize internal "opt-in" child care resources ("childcare mentors")

Collaborations: Recommendations

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