Where we started...

Maternity

Paternity

Primary

Secondary

Women returning from LOA
Single-parent households
Non-traditional family structures
Multi-generational workforce
Authenticity
Inclusive leadership
Empowered well-being
Multi-dimensional - millennials
Stop perpetuating stereotypes!
Press releases

Deloitte announces 16 weeks of fully paid family leave time for caregiving

Deloitte’s family leave program first of its kind for professional services

New York, Sept. 8, 2016—Beginning this month, Deloitte professionals from

16 weeks of paid leave
• Broad range of life events
• Spouse, partner, parent, child or sibling
• Schedule flexibility based on needs
What we’re seeing...

- Duration of leaves for women
- LOA voluntary turnover (M/W)
- Duration & Participation in leaves by men
- Lower costs than anticipated
- Sense of inclusive culture

“It’s our responsibility and commitment as an organization to ensure that our people don’t have to make that choice between family and career.”

Carolyn O’Boyle, Deloitte LLP
Hearing before the Senate Subcommittee on Social Security, Pensions and Family Policy
July, 2018
Q&A...