BABY, OH BABY!
GLOBAL PARENTAL LEAVE
WHO ARE WE?

OUR PURPOSE: TO GIVE PEOPLE THE FACTS THEY NEED IN AN AGE OF MISINFORMATION.
**US Childcare Leave Program**

**Short term Disability**
Typically 6-8 weeks as of the date of delivery. Continues beyond if medically necessity. Salary continuation based upon tenure. Runs concurrent with FMLA.

**Paid Parental Leave**
Primary Caregiver leave provides 20 weeks of base pay. Secondary Caregiver provides 3 weeks of base pay. Runs concurrent with STD/FMLA and may be intermittent with manager approval.

**Unpaid Childcare Leave**
Commences with date of baby’s birth. Consecutive unpaid leave for up to 9 months with manager approval (6 months without). Concurrent with FMLA.
CRITICAL MASS

2800+

300+

140+

300+

500+

140+

6000+ with the rest of US News Corp
CORPORATE POLICY

- Short term Disability
- Paid Parental Leave
- Unpaid Childcare Leave

Inclusive Childcare Leave
An incredibly progressive moment in @DowJones and @wsj history: The company is turning its gender-neutral U.S. parental leave policy into a truly global initiative. Both mothers and fathers around the world are now eligible for up to 20 weeks paid of “primary caregiver leave.”

As a new father of a two-week-old child in Hong Kong, I can’t express enough how grateful I am for this policy change...

I only hope more companies follow in @DowJones’ footsteps. The more we equalize parental leave policies, the greater likelihood we have of fixing other important societal issues, like the gender pay gap...

No one should feel like they’re being left behind when it comes to promotions or pay raises just because they choose to raise a family. By offering an equal amount of paternity leave to both men and women, hopefully we can start to address some of these issues.

Once again, huge kudos to @DowJones and @wsj. And many thanks to @SerenaNgWSJ, @DrewCowell, @murraymatt and everyone else instrumental in making this change.
Goals

Talent & Culture:
- Create opportunities for DJ families to benefit from the experiences and knowledge of both their colleagues and those outside the business
- Share awareness of IRG group across different business within Dow Jones office

Business Growth:
- Ensure parents, recruiters and managers know the benefits available to parents
- Make coming back to work easier and more attractive
- Introduce how to manage parental transition in your team, through an online E-Learning platform available when needed

Social Impact:
- Provide support that will assist parents in achieving work life balance
- Inspire working families to envision and create solutions that work for them
Thank you