

The Center continues to think about what's next in the workplace, providing thought leadership and access to experts, benchmarking, and evidence-based strategies for our Roundtable member organizations. Through in-person meetings and virtual events, publications like our annual Trends Report and Progress Report on Women's Advancement, and research partnerships, we strive to provide actionable data and insights for our members.

With the retirement of our long-time Executive Director Brad Harrington, EdD this year, we look forward to building on his legacy under the leadership of our new Executive Director Jennifer Fraone and Faculty Advisor Jamie Ladge, PhD, Boston College Professor of Management and Organization. In 2025, Jennifer and Jamie will work closely with our Advisory Board and Academic Fellows to help organizations navigate an increasingly diverse and complex workplace.



Jennifer Fraone, MSW, MBA
BCCWF Executive Director

“Helping employers build cultures and programs that support every employee and their family is more important than ever. With so much uncertainty, optimizing the employee experience will be essential to the overall success of organizations.”

Research and Thought Leadership

Through our own research and partnerships with academic and industry experts, the Center delivers relevant insights for members. Select Center events and publications include:

- Five Emerging Workplace Trends Affecting the Employee (*Journal of Total Rewards*)
- Supporting Employees through their Menopause Journey: What Employers Need to Know (*Michelle Travis, JD, USF School of Law*)
- Beyond Parental Leave: Ways to Support Moms Returning to Work (*Workspan Daily*)
- Why Fatherhood is Good for Men (*CNN*)
- Loneliness at Work: Urgency and Opportunity (*Jeremy Nobel, MD/MPH, Harvard Medical School*)
- Future of Work: Caregiver Support Drives Business (*Joseph Fuller, HBS*)
- Collaborating for Peak Performance (*Connie Hadley, PhD, BU*)

HIGHLIGHTS

Hosted
4th Annual CDO Panel
featuring Chevron, Empower,
and Sanofi

Hosted in-person
regional meetings
in NY/NJ and Chicago
in addition to annual
Spring and Fall Roundtable
meetings

Released **executive briefing** on
Employee Resource Groups
with best practices from Lilly,
Northrop Grumman, Prudential
and Vertex

Introduced **SHRM** and **HRCI**
PDCs for select programs

Presented
25th Annual Kanter Award
for Excellence in Work-Family
Research

Our Areas of Focus

Career Development &
Talent Management

Diversity, Equity,
Inclusion & Belonging

Employee Well-being

Flexible Work

Work-Life Supports
and Caregiving

Custom Benchmarking

Members rely on the Center and each other to share timely, proprietary information and best practices on a wide range of topics, including:

- Well-being Ambassadors
- Employee financial well-being, student loan repayment
- Work-life programs for federal employees
- Return-to-work and other supports post-parental leave
- Global leave policies
- Parental leave, caregiver leave
- Menopause supports and benefits
- Interfaith & faith-based ERGs, Veterans ERGs
- Skills-based hiring and degree requirements

Member Best Practices

Through panel discussions and member spotlights, the Center features innovative workplace programs and initiatives of our member organizations.

- Employee Resource Groups: Leveraging Community to Enhance Community and Belonging (*Boston Scientific, Lilly, Northrop Grumman, Prudential*)
- UWIN Program: Building the Talent Pipeline in Investment and Financial Services (*Loomis Sayles*)
- Well-Being Essentials for People Leaders (*AbbVie*)
- Recognizing the Well-being and Caregiving Needs of a Multi-Generational Workforce (*Goldman Sachs, Sanofi*)
- Holistic Well-being Strategies for a Diverse Workforce (*AbbVie, Allstate*)

Member and Industry Engagements

As invited speakers and panelists, Center staff lend their expertise to member organizations and industry groups.

- Belonging: More than a Buzzword (*Deloitte, Yale University, John Hancock/Manulife*)
- Supporting LGBTQ+ Employees (*Lilly*)
- Today's Working Fathers (*EY, Lilly*)
- Supporting New Parents in the Workplace (*Parento Paid Parental Leave Summit*)
- Supporting Working Caregivers (*Metrowest Conference for Women*)

The Center for Work & Family works with progressive employers through our BC Workforce Roundtable, a learning and networking community focused on enhancing the employee experience.

www.bc.edu/cwf



FALL ROUNDTABLE MEETING



The focus for many of you should be retention because workers are going to be harder to get. Any strategy that allows you to remain the employer of somebody you currently employ and who performs well deserves to get close attention."

*Joseph Fuller, Professor & Co-Director
Managing the Future of Work
Harvard Business School*



Top: Lindsay Jurist-Rosner, CEO of Wellthy, and Joseph Fuller of HBS discuss caregiver supports

Middle: Member exchange at Fall Roundtable Meeting

Bottom: BCCWF Senior Research Associate Keila Viñas presents early findings from a study of LGBTQ+ parents