

Productive Partnerships Help Working Parents Find Solutions

Employee Resource Groups are Making a Difference in the Workplace and at Home



A heartbreaking 66% of working parents struggle with [parental burnout](#), the result of chronic stress and exhaustion that overwhelm a parent's ability to cope and function. At the same time children and teens are experiencing a [mental health crisis](#) with soaring rates of anxiety, depression and self-harm including suicide. Add into the mix, the unpredictable world we live in and the political discord blazing 24/7 through media outlets.

Children need their parents more than ever to recognize kids' unmet needs and respond in helpful ways. At the very same moment, parents themselves are struggling to just hang on. This perfect storm is powerful and can be addressed only through collaboration among many partners.

Employers are uniquely positioned to make a difference for parents and children and for the company's bottom line as well. Family friendly companies are leveraging the gifts and talents of their employees to address the current huge challenge of individual and family wellbeing. Peace At Home Parenting Solutions is honored to be part of a growing trend of Employee Resource Groups (ERGs) influencing company culture, strategy and benefits that support authentic employee wellbeing.

At its base, an ERG is a group within an organization, often volunteer-led, which helps employees who share identity or culture ensure equality and inclusion within the workplace. The history of ERGs goes back half a century to employee groups that were created during the civil rights movement of the 1960's. The National Black Employees Caucus was formed in 1970 by Joseph Wilson, with the goal of examining workplace discrimination. ERGs today have evolved from these ideas and practices.

The many Working Parent Networks with whom we work often collaborate with other ERGs in the same companies such as Black, Asian, LGBTQ+, Emerging Professionals and other groups. In many companies, Benefits, Wellbeing and DEI departments work closely with diverse ERG leaders to develop agendas and

programming that meet employee needs. These departments often provide administrative support, executive sponsors, and budgets for training, workshops and other resources.

How do ERGs make a difference for both families and for companies?

- **ERG leaders have their fingertips on the pulse of the organization.** They are integral to employee satisfaction and retention, and can provide information that guides content to help members feel seen and heard.
- **ERGs help members identify ways that colleagues are successfully meeting, or at least surviving, the persistent work-life integration challenge.** They highlight effective strategies, sensitize managers to the needs of various intersections and connect employees across departments and disciplines in ways that strengthen the organization and the employees, both as professionals and as caregivers.
- **Finally, because ERG work is often volunteer-based, leaders are extremely passionate about creating an equal, safe, and positive work environment for their members.** They are motivated to offer programming which will help improve member quality of life in the workplace and at home as well which directly impacts work life.



ERG leaders inspire Peace At Home curriculum planners and experts to reach well beyond the standard parenting and child development topics.

- As the perfect storm of "parental burnout" among working parents and our ongoing pediatric mental health crisis gained strength, Peace at Home responded by gathering experts who focus on the physiology of chronic stress and practical steps parents can take to protect their own and their children's mental health and overall wellbeing.



→ When Supreme Court decisions, the January 6th hearings, and other political issues impacted both work and home life for parents, Peace at Home responded with an interactive workshop on “Handling Hot Topics with Your Kids and Colleagues.” Peace at Home addressed how to recognize and manage personal triggers, help children understand and process information they will hear, and how to communicate effectively in ways that invite kids and colleagues to listen with care and help you understand the perspectives of others.

The workshop was helpful in building even more empathy for my teammates who are parents, and understanding the reality of their lives and how to support them.

– ERG sponsored Peace At Home workshop participant

→ When families were reeling from acts of violence in Uvalde, TX, Peace at Home responded with “Help Your Child Feel Safe in an Unpredictable World.” The content was designed to support parents who felt overwhelmed and fearful as more school shootings occur and losses mount. Peace at Home focused on relationships and community with others and sharing experiences as a key piece of repairing these emotional injuries.

→ A newly formed Working Parents Network collaborated with a long-standing Black Alliance to request a workshop about coping with the Buffalo shooting that led to an important conversation about speaking to children and teens about racial violence and the current climate of racism in the US. The teacher guided a discussion on effective language for talking to our kids about racial differences and the ways in which we can not only be allies ourselves, but teach our children to be allies as well.

The Buffalo tragedy meeting was incredible. After such heartbreak, it was very supportive to have this type of session to talk through these issues and learn about how to speak about these issues and how we can support our kids.

– ERG sponsored Peace At Home workshop participant



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- Emerging professionals asked for research about the “Tiger Mom” stereotype to understand the impact of traditional Asian parenting style on bi-cultural children and the workshop participants who grew up in that culture.
- Fertility Support Groups have requested and Peace At Home delivered workshops on how to handle communication in the workplace about treatment and ways to advocate and make boundaries with family and colleagues during the holidays when the focus is so strongly on children.

Peace At Home is grateful that ERG leaders bring their corporate savvy and professionalism to addressing enormous and important issues across diverse communities with passion and perseverance.

Partnering with ERGs allows Peace At Home to deliver, on parents’ terms, those issues that steal their peace – both at home and ultimately at work as well.