



Gender Equity Starts in the Home

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3 Tips on creating healthy, equitable partnerships in life & work:

1. Look for the silver lining and appreciate the positive aspects of change.

Working from home allows more time to be engaged with the family and household.

2. Divide household responsibilities so everyone contributes based on their capabilities.

Action begets appreciation. Everyone benefits when they have first-hand experience of the time/effort required to support family & home needs.

3. Check in with your partner and ask how you're doing on the homefront.

If you need to do more, don't get defensive; figure out how to be better.

Both partners deserve the freedom to focus & commit fully to their personal and professional interests. This leads to more productivity and a better mental/emotional state for growth.

Women with equal partners at home are more successful in their professional pursuits.

Fathers who contribute equitably serve as positive role models for their children and shape healthy expectations as they go into the workforce.

Daughters who see dads engaged are more likely to pursue career goals with more self-esteem and autonomy, while **sons** will have a more balanced view of shared domestic duties.

Take Aways:

- ❖ The pandemic gives men a golden opportunity to intentionally lean-in and become a better ally to their partner at home. Take on more of the **"cognitive labor"** to track, plan, and schedule family activities and special occasions: managing grocery lists and weekly shopping, holiday/birthday celebrations, children's school requirements, appointments, medicines, pets' needs.

Men who equally share unpaid work at home are more willing to ask for flexible work schedules, telework arrangements, paid sick and parental leave--this normalizes flexible work policies for everyone.
- ❖ Create healthy boundaries between work & family and adhere to them. Set home/family goals that everyone agrees to support—they can help you prioritize activities.
- ❖ Openly communicate family and career goals. Be transparent with your children in how and why decisions are made through compromise and balance. Life is messy--show your kids how to disagree, listen, and respect others' perspectives.
- ❖ Build connection and community at work by sharing your wins and setbacks so others feel comfortable opening up too. Authentic and transparent communication is one of the most meaningful and powerful ways we can connect.