



Building a Competitive Future Right from the Start

A PAID FAMILY LEAVE FORUM

April 25, 2012 ■ Ford Foundation ■ New York, New York



Forum Program

8:00 **Breakfast and Registration**

8:30 **Introductory Remarks**

Luis Ubiñas
President, Ford Foundation

Michael Sparer
Professor and Department Chair, Health Policy and Management, Mailman School of
Public Health, Columbia University

Lee Kreader
Interim Director, National Center for Children in Poverty

8:45 **Framing the Day**

Matthew Melmed
Executive Director, ZERO TO THREE National Center for Infants, Toddlers, and Families

Ellen Bravo
Executive Director, Family Values@Work

Anna Wadia
Program Officer, Ford Foundation

9:30 **Panel I – Families and Children: The Center of the Human Ecosystem**

Jane Waldfogel
Compton Foundation Centennial Professor of Social Work and Public Affairs,
Columbia University School of Social Work

David J. Socolow
Former Commissioner, New Jersey Department of Labor

Laurence Grummer-Strawn
Nutrition Branch Chief, Division of Nutrition, Physical Activity, and Obesity Centers
for Disease Control and Prevention

Dana Friedman
Founder/President, Early Years Institute

Wendy Chavkin (Moderator)
Professor of Clinical Population and Family Health, Mailman School of Public Health,
Columbia University

10:30 **Q&A**

11:00 **Break**

11:15 **Introductory Remarks**

Jeanne Brooks-Gunn
Virginia and Leonard Marx Professor of Child Development and Co-Director, National Center
for Children and Families, Teacher's College, Columbia University



11:20 Panel II – Paid Family Leave: Sustaining Our Civil Society

Ruth Milkman
Professor and Academic Director, The Joseph S. Murphy Institute for Worker Education and Labor Studies at CUNY

Mark Schuster
William Berenberg Professor of Pediatrics, Department of Pediatrics, Harvard Medical School

Ariane Hegewisch
Study Director, Institute for Women’s Policy Research

Herb Greenberg
Founder/CEO, Caliper

Margaret McLaughlin
Senior Vice President of Human Resources, Caliper

Wendy Chun-Hoon (Moderator)
D.C. Director, Family Values@Work

12:30 Q&A

1:00 Wrap-up

1:30 Lunch/Networking

Lynda Parmely
Hagedorn Foundation

Patrick Hain
Annie E. Casey Foundation

Harold Levy
Managing Director, Palm Ventures, former Chancellor of New York City Public Schools

2:15 Building Momentum for Paid Family Leave

Gale Brewer
New York City Council, District 6

Netsy Firestein
Founder/ Director, Labor Project for Working Families

Sherry Leiwant
Co-President, A Better Balance

Donna Dolan
Chair, New York State Paid Leave Coalition

Vicki Shabo (Moderator)
Director of Work and Family Programs, National Partnership for Women and Families

3:15 Breakout sessions

4:25 Reports to Group

4:45 Wrap-up



Panelists

Council Member Gale A. Brewer

Council Member Gale Brewer represents District 6 of Manhattan at the New York City Council where she chairs the Committee on Governmental Operations and sits on numerous committees, including aging, general welfare, and mental health. She brings to the council 30 years of experience in public service championing many family and work issues. Ms. Brewer has been instrumental in passing legislation to protect domestic workers. Currently she is running for Manhattan Borough President.

Jeanne Brooks-Gunn

Jeanne Brooks-Gunn is the Virginia and Leonard Marx Professor of Child Development and co-director of the National Center for Children and Families at Teacher's College, Columbia University. A member of the Institute of Medicine of the National Academies of Science, she is the recipient of numerous awards. Her research centers on family and community influences on the development of children and youth and has significantly shaped the understanding of child development. Dr. Brooks-Gunn has published more than 500 scholarly articles and four books and has edited 13 volumes.

Donna Dolan

Donna Dolan currently serves as the chair of the New York State Paid Leave Coalition, which has advocated for the passage of paid family leave in NYS since 2000 and for the passage of paid sick days in NYC (since 2009). Until her retirement in 2010, she served as Director of Work/Family Issues for the Communications Workers of America District 1, advocating for work/family benefits through collective bargaining, administered through joint union/management partnerships. Ms. Dolan also advocated for legislative solutions for paid leave. She has spoken at numerous national work/family conferences, co-authored *Bargaining for Child Care and Other Work/Family Issues* and contributed to the AFL-CIO publication *Bargaining for Families* and Karol Rose's book *Work/Life Effectiveness*.

Netsy Firestein

Netsy Firestein is founder and executive director of the Labor Project for Working Families. She has been recognized as a national expert on labor and work/family issues for more than 25 years. She led the California Work & Family Coalition that successfully advocated for the nation's first Paid Family Leave law in 2002. In 2011, she completed a fellowship from the Kalamantovitz Initiative for Labor and the Working Poor at Georgetown University to develop a strategy for a national campaign for paid family and medical leave. Ms. Firestein is the co-author of numerous publications, including: *A Guide to Implementing Paid Family Leave: Lessons from California* with the Berkeley Center on Health, Economic & Family Security, UC Berkeley School of Law, 2011.

Dana Friedman

Dana Friedman is the founder and president of The Early Years Institute, a non-profit organization on Long Island working with libraries, pediatricians, schools, child care programs, parks, and clergy to help all children be successful in school and life. A nationally-recognized researcher and policy analyst, she has worked for several national organizations and served as a consultant to major corporations, government agencies and foundations. She co-founded the Families and Work Institute (FWI) and served as co-president for seven years. In addition to a variety of articles and research reports, Ms. Friedman wrote *The Juggling Act* column for *Working Mother Magazine* from 1990-1997.

Herb Greenberg

Herb Greenberg is the founder, president and chief executive officer of Caliper, an international management consulting firm, which, for more than half a century, has assessed the potential of more than three and a half million individuals for more than 25,000 companies around the world. Headquartered in Princeton, New Jersey, Caliper and Dr. Greenberg were early champions of Paid Family Leave Legislation in New Jersey as good policy for businesses, families, and the state. Dr. Greenberg is the author of numerous articles and books including *Succeed on Your Own Terms*, a New York Times best-seller co-authored with Patrick Sweeney. Dr. Greenberg is the developer of the Caliper Profile, a test used to match an individual's potential to the requirements of the job.

Laurence Grummer-Strawn

Laurence Grummer-Strawn is chief of the Nutrition Branch at the Centers for Disease Control and Prevention (CDC). He is an epidemiologist with more than 100 scientific publications on a range of topics including vitamin and mineral deficiencies, breastfeeding policy and development of both the CDC and the World Health Organization Growth Charts. Dr. Grummer-Strawn served as the scientific editor of the *Surgeon General's Call to Action on Breastfeeding* and is a nationally recognized expert on policies to support breastfeeding.



Ariane Hegewisch

Ariane Hegewisch is study director at the Institute for Women's Policy Research (IWPR). She is responsible for IWPR's research on workplace discrimination and is a specialist in comparative human resource management, with a focus on policies and legislative approaches to facilitate greater work/life reconciliation and gender equality, in the US and internationally. Ms. Hegewisch has published numerous papers and articles and co-edited several books, including *Women, Work and Inequality: The Challenge of Equal Pay in a Deregulated Labor Market*.

Sherry Leiwant

Sherry Leiwant is co-director and co-founder of A Better Balance, an organization dedicated to advancing the rights of working families. She has been a leader in the arena of legal and policy issues focused on women, work and family for two decades. Ms. Leiwant has held numerous positions at state and national legal organizations, including the NOW Legal Defense and Education Fund, the Welfare Law Center, and the U.S. Department of Health Education and Welfare. She has also served as Assistant US Attorney in the Southern District of New York, and as an adjunct professor at CUNY School of Law.

Margaret M. McLaughlin

Margaret McLaughlin is senior vice president of Human Resources at Caliper. Ms. McLaughlin has over 25 years of experience in strategic management, employee development and training, profit/loss responsibilities in diversified and international environments. Ms. McLaughlin has spoken widely on various human resource topics including change management, performance management, benefit management, and on social issues relevant to companies and employees.

Ruth Milkman

Ruth Milkman is professor of sociology at The City University of New York Graduate Center and Academic Director of CUNY's Murphy Institute for Worker Education and Labor Studies. She has published extensively on a variety of topics related to work, labor movements, and gender. Dr. Milkman is writing a book with Eileen Appelbaum on paid family leave in California, based on a decade of research on the experiences of workers and employers. Her previous books include the prize-winning *Gender at Work, Farewell to the Factory, and L.A. Story: Immigrant Workers and the Future of the U.S. Labor Movement*. With Dr. Appelbaum, she also co-authored a 2011 policy report, *Leaves that Pay*, on California's paid family leave program.

Mark Schuster

Mark Schuster is William Berenberg professor of pediatrics at Harvard Medical School and chief of General Pediatrics at Children's Hospital Boston. He was previously director of Health Promotion and Disease Prevention at RAND. Dr. Schuster's research has focused on adolescent sexual health, children with HIV-infected parents, quality of health care, obesity prevention and family leave for parents of chronically ill children. He is co-author of *Everything You Never Wanted Your Kids to Know About Sex (But Were Afraid They'd Ask): The Secrets to Surviving Your Child's Sexual Development from Birth to the Teens* and co-editor of *Child Rearing in America: Challenges Facing Parents of Young Children*.

David J. Socolow

David Socolow was the commissioner of the New Jersey Department of Labor and Workforce Development from 2006 until 2010. During his tenure as commissioner, New Jersey became the second state to enact Paid Family Leave Legislation. Before becoming commissioner, Mr. Socolow served as the NJ Department of Labor's Director of Unemployment Insurance, as a senior advisor to the Deputy Secretary at the U.S. Department of Labor, and on Capitol Hill as chief of staff to New Jersey Congressman Robert Andrews.

Jane Waldfogel

Jane Waldfogel is the Compton Foundation Centennial Professor of Social Work and Public Affairs at Columbia University School of Social Work and a visiting professor at the Centre for Analysis of Social Exclusion at the London School of Economics. She has written extensively on the impact of public policies on child and family well-being. Her books include: *Britain's War on Poverty, What Children Need, and Securing the Future: Investing in Children from Birth to College*. Dr. Waldfogel's current research includes studies of work/family policies, improving the measurement of poverty, and understanding social mobility across countries.



Moderators

Wendy Chavkin

Wendy Chavkin, Professor of Public Health and Obstetrics-Gynecology at Columbia University, has served as the director of the NYC Department of Health's Bureau of Maternity Services and Family Planning. Dr. Chavkin was editor of the *Journal of the American Medical Women's Association* and helped launch Global Doctors for Choice. In 2008, she co-authored *The Relationship between Work-Family Benefits and Maternal Infant and Reproductive Health: Public Health Implications and Policy Recommendations* for the New York City Department of Health. Her most recent book is the *Globalization of Motherhood: Deconstructions and Reconstructions of Biology and Care*.

Wendy Chun-Hoon

Wendy Chun-Hoon is the D.C. director for Family Values @ Work, a national network of 16 states working to win policies such as paid sick days and family leave insurance at the city, state and federal levels. In this role, she works with leadership from government, foundations, and national and community-based organizations to advance a policy agenda that supports low-wage workers. Before joining Family Values @ Work, Ms. Chun-Hoon served as associate director for the Special Fund for Poverty Alleviation, at the Open Society Foundation, chief of staff for Maryland's welfare and child welfare agency, and program officer for economic security at the Annie E. Casey Foundation.

Vicki Shabo

Vicki Shabo is the director of work and family programs at the National Partnership for Women and Families. She is responsible for the strategic direction of the National Partnership for Women and Families' work on paid sick days, paid family leave, and workplace flexibility and serves as the organization's primary contact for researchers, academics and advocates on these issues. Ms. Shabo brings to the discussion of paid family leave a wealth of cross-sector experience: litigator at an international law firm; pollster and political strategist; and clerk with the Honorable Michael R. Murphy on the U.S. Court of Appeals for the Tenth Circuit in Salt Lake City.

Speakers

Ellen Bravo

Ellen Bravo has galvanized the movement to bring low-wage earning women the benefits and opportunities they need to support their families. For nearly 20 years, she directed the influential organization 9to5, which helped organize support for family leave laws in a number of states and nationally. Most recently, she helped found Family Values @ Work, a network of state coalitions that has led successful public campaigns to adopt paid family leave policies in California, New Jersey and Washington and paid sick days policies in a number of locations. Ellen has served on several state and federal commissions, including the bi-partisan Commission on Leave appointed by Congress to study the impact of the Family and Medical Leave Act and has written several books, including *Taking on the Big Boys: Why Feminism is Good for Families, Business and the Nation*.

Harold Levy

Harold Levy is a managing director at Palm Ventures where he focuses on investments in education, regulated industries and allied fields. He has had a long, distinguished career in finance and education, serving as New York City Schools Chancellor; Executive Vice President and General Counsel of Kaplan, Inc.; Director of Global Compliance of Citigroup; Head of Litigation of Salomon Brothers; and Managing Director of Plainfield Asset Management. Mr. Levy is treasurer of the Roosevelt Institute, a member of the Council of the Woodrow Wilson Center for International Scholars, a trustee of Pace University and a member of the Presidential Advisory Committee of Teachers College, Columbia University.

Matthew Melmed

Matthew Melmed is the executive director of ZERO TO THREE, where he has been a tireless advocate for the health and development of infants and toddlers. During his tenure, Mr. Melmed has launched numerous initiatives, including The Early Head Start National Resource Center; The National Infant Toddler Child Care Initiative; The Center for Training Services; The ZERO TO THREE Press; Coming Together Around Military Families; Court Teams for Maltreated Infants and Toddlers; The ZERO TO THREE Policy Center; and The ZERO TO THREE Leaders for the 21st Century Fellowship.



Conveners

Lee Kreader

Lee Kreader is interim director of the National Center for Children in Poverty and director of its Child Care & Early Education *Research Connections* project. Among reports he has co-authored are research syntheses on aspects of *Infant and Toddler Child Care*, surveys of state child care Quality Rating Improvement Systems, and child care subsidy studies. A member of New York State's Early Childhood Advisory Council, he is also consultant to the National Survey of Early Care and Education. Prior to NCCP, he served as Assistant Chief of Illinois' Bureau of Child Care and Development. His Ph.D., from the University of Chicago, is in U.S. social history.

Elizabeth Isakson

Elizabeth Isakson is a pediatrician and the author of articles for NCCP that address the intersection of early childhood, social-emotional development and disparities in local and state policy. In addition to her work at NCCP, Dr. Isakson works with the Columbia Center for Youth Violence Prevention in developing, implementing and evaluating health provider training to identify and treat adolescent relationship violence. Dr. Isakson is candidate for an MPH in the Department of Sociomedical Sciences at Columbia University Mailman School of Public Health. Prior to continuing her studies, Dr. Isakson practiced at a federally-funded community health center in New York City.

Curtis Skinner

Curtis Skinner is director of Family Economic Security at the National Center for Children in Poverty, Mailman School of Public Health, Columbia University. His current research includes work on poverty measurement, state social safety nets, work/family balance, and the economic security of children in immigrant families. Dr. Skinner is an affiliate of the Columbia Population Research Center.

Susan Ochshorn

Susan Ochshorn is the founder and principal of ECE PolicyWorks, a consulting firm that specializes in early care and education (ECE) policy research, program development, and project management. For more than 15 years, she has worked in a broad range of settings at the local, state, and national levels to bridge research, policy, and practice, and to integrate ECE into the larger education reform conversation. A former journalist, Susan is the author of numerous briefs, reports, and other publications, as well as a frequent speaker, presenter, and moderator of policy forums. She is the creator of the *ECE Policy Matters* blog, and also writes for *Huffington Post Education*.

Kalyani Thampi

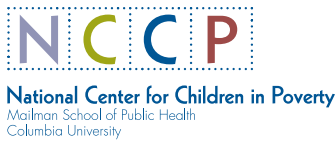
Kalyani Thampi is a research analyst with the Family Economic Security team at NCCP, who has worked in program development, advocacy, and research. She currently develops policy research that focuses on low-income work attachment and advancement, income adequacy, and asset development. Kalyani previously managed the Working Families Party's 2008 Paid Family Leave campaign in New York and analyzed economic and social policy reforms for the Center for Working Families. She began her career working on Seedco's *EarnBenefits* program, an asset-building strategy designed to connect low-wage workers to critical work supports.



For more information about the Paid Family Leave campaign
in New York or to get involved, please contact:

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