Yale Working Women’s Network
2017 Parental Leave Survey
Results
WWN 2017 Parental Leave Survey: Rationale and Design

• The fall 2015 WWN survey identified parental leave as one of respondents’ top concerns.
• The WWN Advocacy Committee decided to survey the membership to get more information before making recommendations about parental leave to HR.
• The WWN Advocacy Committee designed and tested the survey in fall 2016 and winter 2017.
• Yale Absence Management Programs leadership reviewed the survey and, as co-authors, drafted two questions focused on information about leaves.
• The WWN co-chairs and Office of Diversity and Inclusion leadership reviewed the survey.
• The survey was administered from March 7, 2017 to March 17, 2017.
WWN 2017 Parental Leave Survey: Participants

• We received 881 responses to the survey.
• Participants ranged in age from 21 to 65, with an average age of 39.
• Participants had worked at Yale for 8.5 years on average, 4.9 in their current positions.
WWN 2017 Parental Leave Survey: Results

• The majority of participants (86%) felt that it was very important for their employer to provide them with generous parental leave, and that the amount of parental leave offered would at least partially influence their decision to choose that employer over another.

• 89% of participants felt that their supervisor was at least somewhat supportive of those who take parental leave, and 91% of respondents felt that their colleagues were at least somewhat supportive.

• Reported satisfaction with Yale’s parental leave options was highly inconsistent. Most respondents rated Yale’s current parental leave policy as at least average (56%), but a good portion of respondents felt that the current policy is below average or poor (28%).

• 35% of respondents felt that an ideal amount of time for leave would be at least 4-6 months. Many other respondents felt that 6-8 or 8+ months would be ideal (23% and 22% of respondents, respectively).
WNW 2017 Parental Leave Survey: Results

• The top three places where respondents found information about Yale’s parental leave options and policies were the Yale website, their colleagues and Yale’s HR department.

• Feedback on the clarity and accessibility of Yale’s parental leave options was mixed. Feedback was also mixed regarding Yale’s support of employees’ understanding of parental leave options. Many participants commented that information was difficult to find and unclear.

• An outline of the leave process and an explanation about the types of leaves available were felt to be the most helpful resources for a website devoted to parental leave. These topics were also felt to be the most helpful for a phone or in-person consultation about parental leave.
WWN 2017 Parental Leave Survey: Results: Difference in C&T and M&P Responses

• 28% of C&T employees who responded to the survey felt that Yale’s parental leave policy was “poor,” compared to 9% of M&P employees.

• 23% of C&T employees who responded to the survey were “very dissatisfied” with the parental leave options at Yale, compared to 7% of M&P employees.

• More C&T employees reported feeling that an ideal amount of time for parental leave would be 2-4 months (20%) compared to M&P employees (10%).
WWN 2017 Parental Leave Survey: Next Steps

• WWN Advocacy Committee has presented results to Chief Diversity Officer, WWN Co-Chairs, Absence Management Programs leadership, and WWN Steering Committee.

• WWN Advocacy Committee is drafting policy and procedure recommendations document, which will be presented to Janet Lindner, Vice President for Human Resources and Administration.

• WWN Advocacy Committee will continue to collaborate with Absence Management Programs leadership to provide feedback on enhancements to their website and processes.