



Caregiving Resources

This information is provided as follow up to the January 28, 2020 presentation, “Corporate Caregiving Culture in the 21st Century,” presented by Carolyn A. Romano, JD, Vice President of Torchlight.

Note: Torchlight offers these resources as a supplement to the presentation referenced above; please do your own due diligence and make your own decisions about the usefulness of the information to achieve intended goals.

- Articles and reports you may find useful:
 - Seven Steps for Developing a Corporate, Family-Caregiving Strategy
https://www.neebc.org/index.php?option=com_dailyplanetblog&view=entry&year=2019&month=06&day=23&id=19:seven-steps-for-developing-a-corporate-family-caregiving-strategy
 - The Caring Company: How employers can help employees manage their caregiving responsibilities — while reducing costs and increasing productivity
https://www.hbs.edu/managing-the-future-of-work/Documents/The_Caring_Company.pdf
 - Caregiving Benefits Tend to Miss the Mark: Caregiving crisis hurts employee productivity and employer profitability
<https://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/caregiving-benefits-miss-the-mark.aspx>
 - Wired for Care Whitepaper
<https://www.cambiahealth.com/sites/default/files/cambia-files/resources/Cambia%20Wired%20for%20Care%20Whitepaper.pdf>
- Caregiving statistics
 - Report: Modern Caregiving Challenges Facing U.S. Employers (2018):
<https://www.torchlight.care/news/report-employees-caregiving-challenges>
 - Caregiver statistics
<https://www.torchlight.care/elderly-care-child-caregiving-statistics/>
 - Caregiver statistics and demographics:
<https://www.caregiver.org/caregiver-statistics-demographics>
- Family and caregiving legislation and legislative initiatives
 - State family and medical leave laws
<http://www.ncsl.org/research/labor-and-employment/state-family-and-medical-leave-laws.aspx>

- Massachusetts law about family and medical leave:
<https://www.mass.gov/info-details/massachusetts-law-about-family-and-medical-leave>
- A range of legal strategies to promote flexible workplace policies, end discrimination against caregivers, and value the work of caring for families:
<http://Abetterbalance.org>
- Caregiver identification - when you don't see yourself as a caregiver or are reluctant to disclose:
 - <https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/global-and-cultural-effectiveness/pages/more-workers-than-you-realize-are-caregivers.aspx>
 - <https://www.caregiver.org/caregiving>
- Model Policies
 - <https://worklifelaw.org/practical-tools/model-policies/>
- Family Responsibilities Discrimination, including guidance for training managers
 - What is FRD? <https://worklifelaw.org/get-help/what-is-frd/>Employer Best Practices
<https://worklifelaw.org/practical-tools/best-practice-guides/employer-best-practices/>
 - Caregivers in the Workplace FRD Update
<https://worklifelaw.org/publications/Caregivers-in-the-Workplace-FRD-update-2016.pdf>
 - Questions and Answers about EEOC's Enforcement Guidance on *Unlawful Disparate Treatment of Workers with Caregiving Responsibilities*
https://www.eeoc.gov/policy/docs/qanda_caregiving.html
- Range of resources from New England Group on Health to support a corporate, family-caregiving initiative <https://nebgh.org/initiative/caregiving/>
 - How Caregiving-Friendly Is Your Organization?
 - Digital Tools and Solutions for Caregivers: An Employers Guide
 - The Caregiving Landscape: Challenges and Opportunities for Employers
 - Supporting Caregivers in the Workplace: A Practical Guide for Employers
 - Employer Benchmarking Survey Results
 - Introduction to Caregiving Self-Assessment
 - And more...including video content