



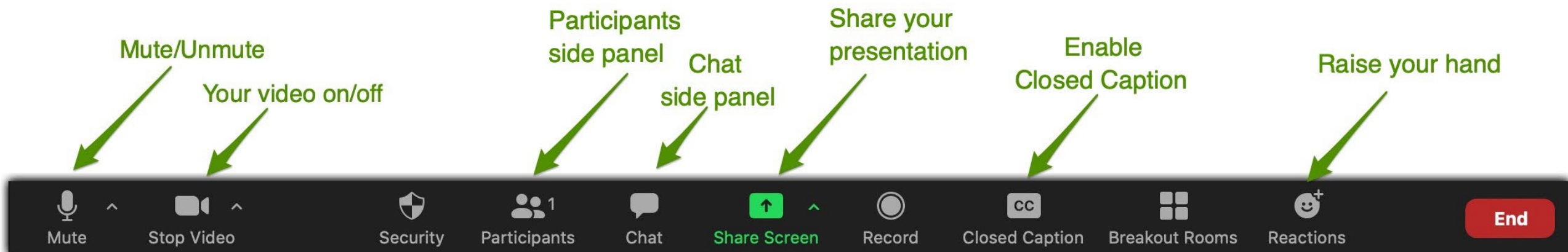
# PAID FAMILY LEAVE TOOLKIT

JUNE 30, 2022



# CONTROL PANEL

- THIS WEBINAR IS BEING RECORDED



# AGENDA

- OPENING CIRCLE
- TOPIC: PAID FAMILY LEAVE TOOLKIT
  - Presenters:
    - Melodie Kruspodin, Prevention Specialist
    - Miranda Stiers, Prevention Manager
    - Angelica Andrade, Admin Asst.& Spanish Training Coordinator



We acknowledge that we are on the traditional territory and homelands of California Native Peoples. These Nations include over 120 federally recognized tribes and many other non-recognized tribes that are all very culturally diverse. We thank these Nations for their generosity, and we keep them in our hearts and thoughts as we are in this space today, this week, and every day.

<https://native-land.ca/>



# OPENING CIRCLE

Please type in your name, pronouns, agency and location

# COLLABORATIVE PARTNERS



CALIFORNIA  
**PARTNERSHIP TO END  
DOMESTIC VIOLENCE**

Together, We're Stronger.



CALIFORNIA  
**Work & Family  
COALITION**

Funding for this webinar was made possible in part by the Centers for Disease Control and Prevention. The views expressed in written conference materials or publications and by speakers and moderators do not necessarily reflect the official policies of the Department of Health and Human Services, nor does the mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government.



We were already proud members of the California Work & Family Coalition and knew firsthand that they have a vibrant network of advocates and engaged partners all across the state.

This project provided us with an opportunity to deepen our collaboration and lift up the ways that paid leave policies and benefits enhance protective factors to prevent violence before it occurs.

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- Krista Colón; Public Policy Director



# POSITIVE IMPACTS OF PAID LEAVE



- Improved health outcomes for parents & children
- Helps individuals on the economic brink avoid bankruptcy after having a child
- Increases the rate & duration of breastfeeding, which is associated with lower rates of illness and Sudden Infant Death Syndrome

- Helps reduce household poverty and financial stress
- Reduces arguments over finances
- Challenges gender & cultural relationship norms
- Increases shared parental responsibilities
- Fathers are more likely to be engaged in taking parental leave to care for new child





# POSITIVE IMPACTS OF PAID LEAVE

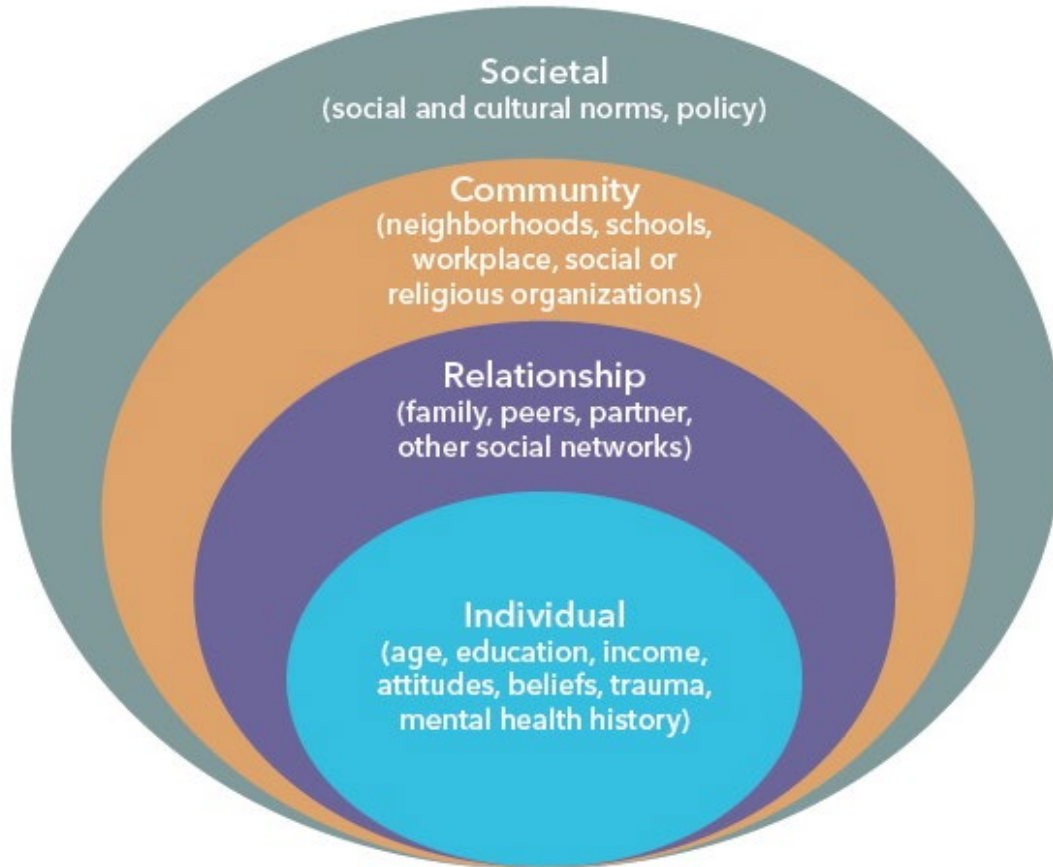


- Allows people caring for family members to remain in the workforce
- Workers who access their paid sick days are more likely to engage in preventative health care, reducing long-term healthcare costs
- Paid sick days improve employee retention

- Increases the likelihood of men taking paid time off to help care for an aging parent
- Reduces financial stress in sandwich generation families
- Parents can also use paid sick days to care for children



# PREVENTING DV THROUGH PAID LEAVE POLICIES



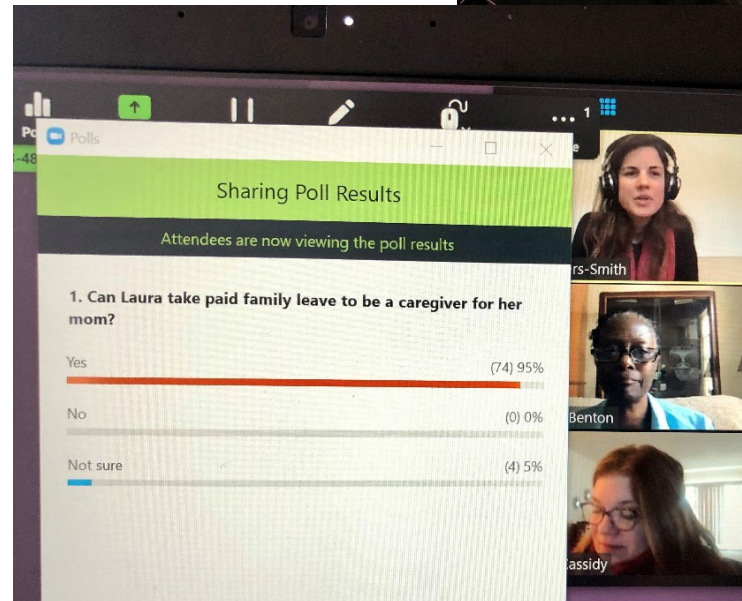
- **INDIVIDUAL & RELATIONSHIP**
  - Community Education & Outreach
    - Financial literacy trainings
    - Awareness of programs
    - Community centered discussions
- **COMMUNITY & SOCIETAL**
  - Policy-centered & survivor-informed approaches
  - Strategies that enhance community support & increase connectedness
  - Coordinated services

# THE POWER OF WORKING TOGETHER

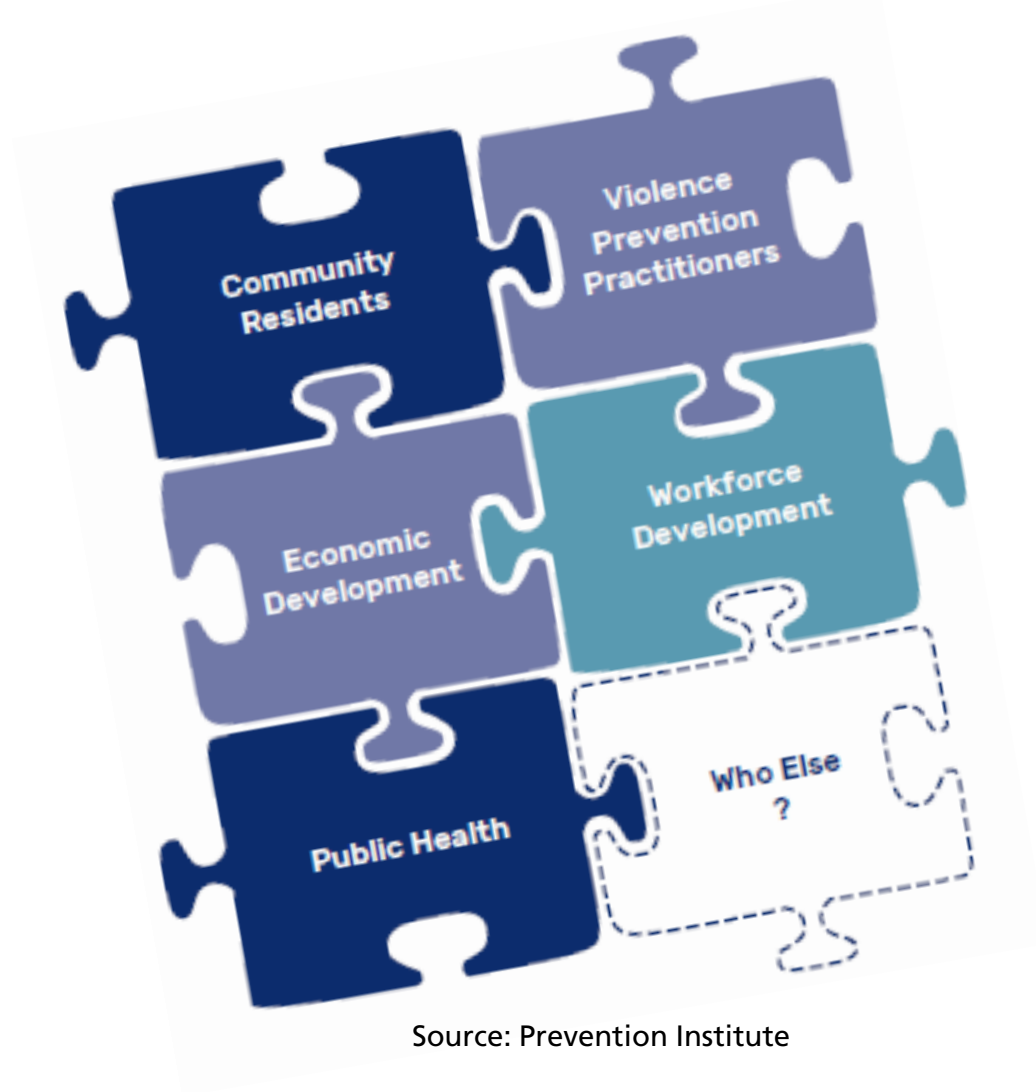
## Spectrum of Prevention



Source: Prevention Institute



# YOUR ROLE IN THIS COLLABORATIVE EFFORT?

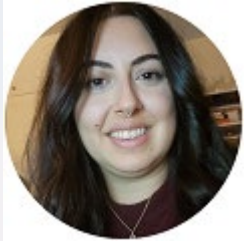


Source: Prevention Institute

Where do you see yourself fitting into all of this?



# THANK YOU FOR JOINING US TODAY!



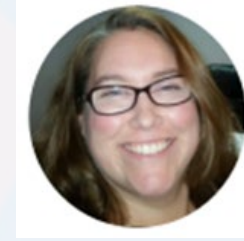
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- (They/Them)
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