



How to Support ERG members who are Family Caregivers



Today's program

How to Support ERG members who are Family Caregivers

Nearly 1 in 5 employees cares for an adult family member who is aging, ill, or has special needs.

They're in every ERG.

Join us to learn about 5 key ways you can support ERG members who have caregiving responsibilities.



Agenda



- 1 | Why engage your ERG to support family caregivers?
- 2 | Five key ways to support your ERG members
- 3 | FAQs from ERG leaders
- 4 | Open Q & A
- 5 | Resources



We are AARP

AARP's mission is to empower people to choose how they live as they age.

This is why AARP Family Caregiving supports all those who provide care for their loved ones, from Gen Z to Boomers.

Most caregivers work, so AARP engages employers to better understand and support working family caregivers. Find our free tools at www.aarp.org/caregiving and www.aarp.org/employercaregiving

Hi!

Heather Ainsworth
Advisor to AARP
CEO, Workable Concept

I advise employers on affordable, inclusive strategies to create workplaces that support all employees who have caregiving responsibilities. I also provide employer sponsored career coaching for working parents, family caregivers, and the Sandwich Generation. Find me at www.workableconcept.com



Your turn: Introduce yourself!



My name is _____.

The ERG(s) I'm involved in are _____.

I'm interested in this topic because _____.

Drop this answer
in chat





We're all in it.

“There are only four kinds of [employees] in the world: Those who have been caregivers. Those who are currently caregivers. Those who will be caregivers, and those who will need a caregiver.”

Rosalyn Carter
Former First Lady of the United States



Even at work

Today, 73% of U.S. workers are caring for an adult, a child or both. Only half of them tell their supervisor. Two-thirds expect to have trouble juggling work and caregiving this year.

Agenda



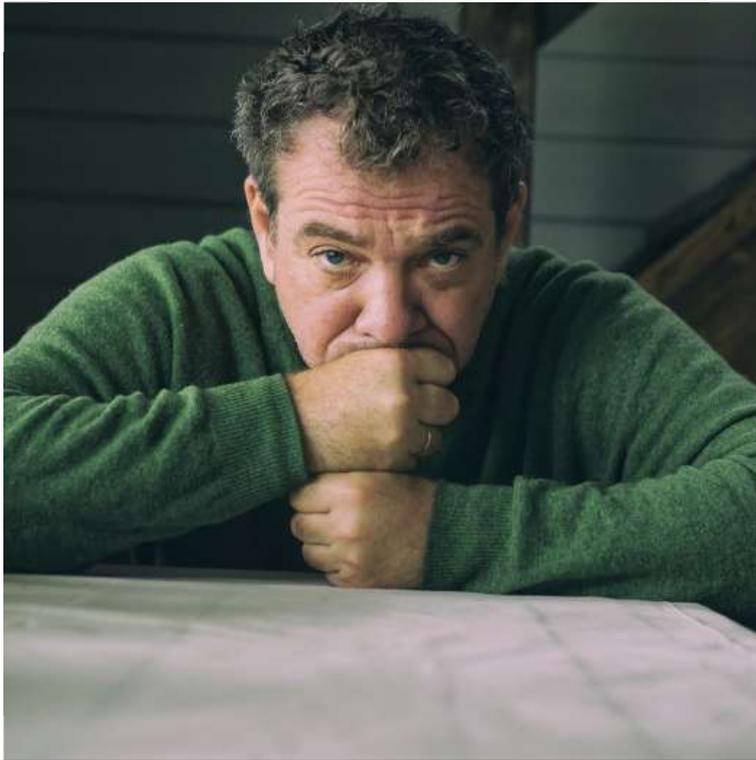
- 1 | Why engage your ERG to support family caregivers?
- 2 | Easy ways to support your ERG members
- 3 | FAQs from ERG leaders
- 4 | Open Q & A
- 5 | Resources, ELA Symposia raffle and survey prizes



Both can be true

“Caregiving makes [people] feel good about themselves and as if they are needed, gives meaning to their lives, enables them to learn new skills, and strengthens their relationships with others.”

The Caregiver Health Effects Study



Both can be true

“Caregiving can affect the caregiver’s life in a myriad of ways including his/her ability to work, engage in social interactions and relationships, and maintain good physical and mental health.”

US Center for Disease Control (CDC)

Each care journey is unique

- Who needs care? For how long?
- How high is the "care load?"
- Are they a solo caregiver?
- Will the caregiving phase end with recovery or grieving?
- Are they Sandwich Generation?
- What is their career phase?
- Is their manager supportive?
- Does their team know about it?



But we can predict patterns



Black caregiving employees are likely younger and bear heavier financial burden— at a time when other employees are more able to take career risks.

But we can predict patterns



Latinx/Hispanic caregiving employees have the highest rate of caregiving among any racial or ethnic group—and often a longer caregiving career phase.

But we can predict patterns



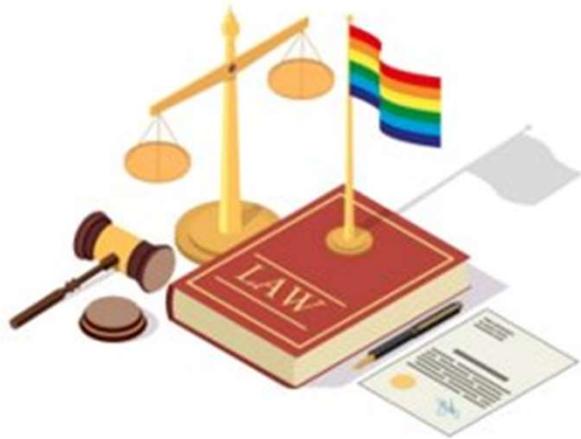
AAPJ employees are much more likely to be living in intergenerational households as members of the Sandwich Generation.

But we can predict patterns



LGBTQ employees are much more likely to be the sole caregiver and to be the same age range as the care recipient.

But we can predict patterns



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But we can predict patterns



Caregivers of military veterans are more likely to provide long-term care for someone with a permanent disability. The majority are not spouses—they are parents, siblings and friends.

For caregivers, all ERGs are critical for support and belonging

- Similar care experiences
- Similar workplace challenges
- Peers who understand intersectional issues
- A safe place if your manager or your team is not
- ERG leaders who can elevate issues in the organization



Why this matters for employers: Reflect



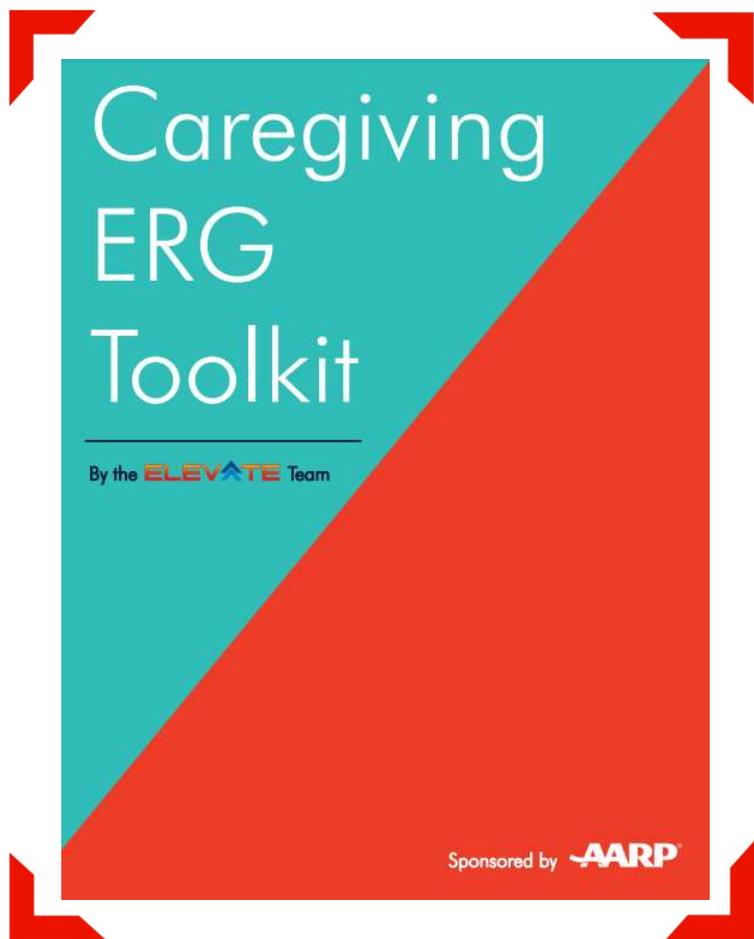
Tell us about an ERG member whom you know is currently, recently or about to be a caregiver?

Drop this answer in chat

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Bookmark this now

The Caregiving ERG Toolkit

<https://www.aarp.org/content/dam/aarp/caregiving/pdf/2020/caregiving-erg-toolkit.pdf>

Use this 80-page toolkit to leverage the power of your ERGs to build the careers of employees with family caregiving responsibilities.

Tip: Check out the cheat sheet of free ERG program ideas you can use!





5 key ways to help

1. Program a caregiver series
2. Share vetted resources
3. Provide coaching
4. Connect with ERG members who've been there
5. Share insights and ideas up into your organization

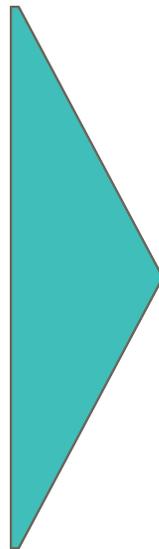
1. Host programs for caregivers



1. Host programs for caregivers

Pick 1-5 topics

- Self-care for Caregivers
- Financial Well-being for Caregivers
- How to Make the Most of Employer Benefits
- Preparing to become a Working Family Caregiver
- How to Navigate my Career as a Caregiver
- Manager Training: Leading a Caregiver-Inclusive Team



Launch a monthly series

- ✓ Easy to co-sponsor with other ERGs
- ✓ One sign up for the full series
- ✓ Provide your virtual meeting link
- ✓ AARP brings the guest expert and the content
- ✓ Get one resource page customized with all presentations and resources to share with your ERG members

2. Share resources with your members



2. Share resources with your members

From your employer

- Customize a Caregiver Benefits Cheat Sheet
- Invite an HR leader to a meeting for Q&A's
- Host a panel of ERG members sharing their advice on using paid leave, hybrid and flex policies



From subject experts

- AARP
- Alzheimer's Association
- American Cancer Society
- American Diabetes Association

3. Provide coaching for working caregivers



3. Provide coaching for working caregivers

Cohort-based

- Career coaching for new caregivers
- Career coaching for early career caregivers



Individual

- Share resources on providers
- Share resources on financial support from your employer

4. Connect with other ERG members



4. Connect with other ERG members

Group based

- Host a caregiver support group through an external provider
- Host a caregiver “self-care” break during the workday
- Create a Slack channel for working caregiver topics

Individual

- Ask ERG members to join a list as “go to” resources on specific topics, and make available to all
- At a meeting start, do the “I Need/ I Can Help” post-it exercise for working family caregivers

5. Share insights and needs up to leaders



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Invite leaders to learn

- Offer to collect feedback on how policies, benefits can be easier to use
- Offer to gather a focus group with an HR, benefits or DEI leader
- Offer to pilot a new effort in your ERG

Advocate for needs

- Share anonymized stories that show trends and opportunities
- Ask for employee engagement surveys to add caregiver status as data point, and that ERGs receive cross-tabbed results

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Building momentum

How do I get others to partner with me in this?



Engaging ERG members

What's the
best way to get
members to
join?



Working efficiently

How can I
have a light-lift
but high value
effort?

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Participant questions



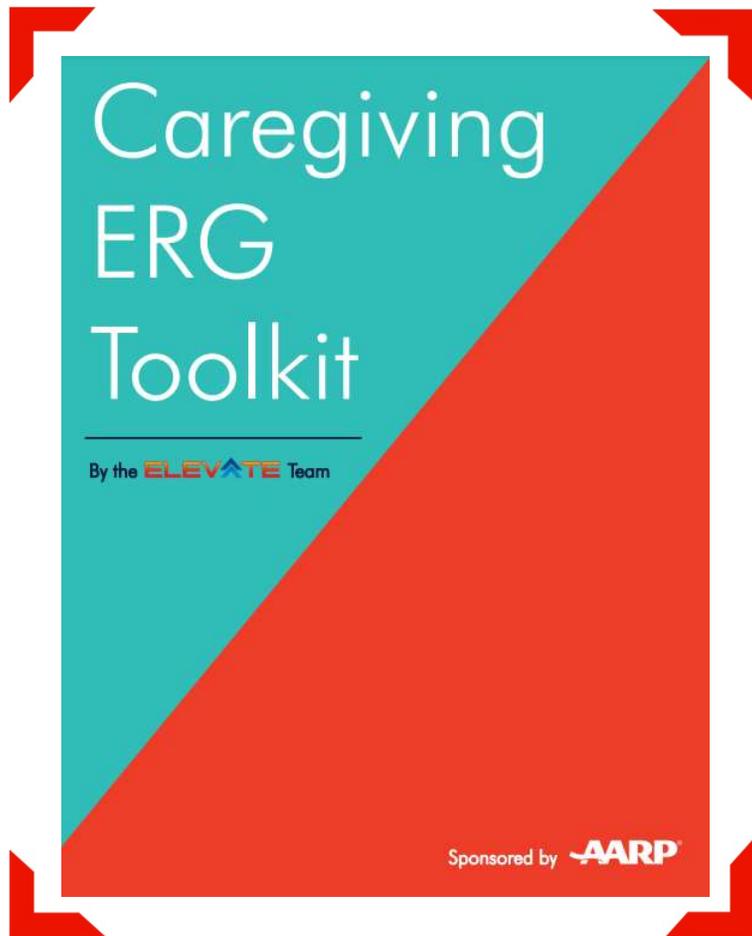
What's on your mind?

Ask in the chat.
Also add your
own answers
in chat!

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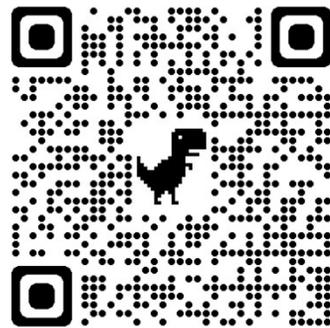
Resources from today

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 **Email me for resources!**

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