



PRESENTATION TO
STATE BAR OF NEW MEXICO
FRIDAY, OCTOBER 8, 2021

BUILD A THRIVING LAW PRACTICE WITH FAMILY FRIENDLY WORKPLACE POLICIES



Presenting Today



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About Family Friendly New Mexico (FFNM)

Mission

Our mission is to recognize and support employers that adopt and implement family friendly policies so that businesses, employees and their families can thrive.

Vision

Family Friendly New Mexico envisions that all New Mexican workers are able to achieve a healthy balance between work and life, which means they have the time and capacity to care for their children and families, have good jobs and are able to contribute to their communities.



Family Friendly Policy Categories Include:

- Category One: **Paid Leave**
- Category Two: **Health Support**
- Category Three: **Economic Support**
- Category Four: **Flexible Work Schedules**

Platinum level categories (launched in October 2019):

- Category Five: **Pay Equity**
- Category Six: **Diversity & Inclusion**
- Category Seven: **Community Investment**



Award Level Qualifications

Platinum (Distinguished Leader)

Recipients meet at least two family friendly policies in categories one through four and have at least one policy in each category, five, six and seven.

Gold (Committed Leader)

Recipients meet at least one family friendly policy in each of the first four categories.

Silver (Rising Leader)

Recipients meet any three family friendly policies in categories one through four.

Bronze (On the Pathway)

Recipients that meet two or less family friendly policies receive information and educational materials to support them while on the pathway to becoming a more family friendly business/organization.



FFNM Offerings

- Educational Events
- Resources
- Online Toolkit
- Business Directory
- Family Friendly Workplace Blog
- Awardee Recognition
- Family Friendly Business Award®



New Mexico Law Firms & Practices Recognized as a Family Friendly Business Awardee

- **PLATINUM** – Sutin, Thayer & Browne
- **GOLD** – Atkinson & Kelsey, P.A. +
- **GOLD** – Giddens & Gatton Law, P.C.
- **GOLD** – Pegasus Legal Services for Children
- **GOLD** – Slingshot, LLC



Family Friendly Workplace Policies Make Sense for Business

- Family friendly workplace policies strengthen our businesses to help them stay competitive in the marketplace.
- The cost of family friendly workplace policies is made up for in productivity gains and cost savings.
- Our Awardees have shared that having family friendly policies in place *helped them navigate & pivot during the pandemic.*



CREATING A FIRM OF THE FUTURE

Law practices and firms have the opportunity to be a leader in New Mexico's economic recovery.

- > Opportunity to embrace new ways of working
- > Create a culture of fostering the vitality of the employee as a whole person
- > Create a virtuous cycle of employee engagement > client satisfaction > thriving practice!



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Flexible Scheduling

Many people have left the workforce, mainly women and women of color. With the double duty that women already have in terms of their day job and then the job of childcare and household labor, women are contemplating career shifts in ways not seen before.

In order to be an employer for the future, companies must figure out ways to meet the demands of life for their employees, including creative scheduling and job sharing.



Support with Childcare

From offering a stipend to help with childcare to offering resources for childcare centers, employers can play an important role in supporting employees to find quality childcare.



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Paid Leave

Having access to paid time off to take care of family and medical needs is a high value benefit and can make a difference in your recruitment and retention. In addition, encourage your employees to actually take time off, including management.



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Health & Wellness Programs

As noted above, in addition to health insurance, there are a number of wellness programs that are remote accessible that can replace on site perks.



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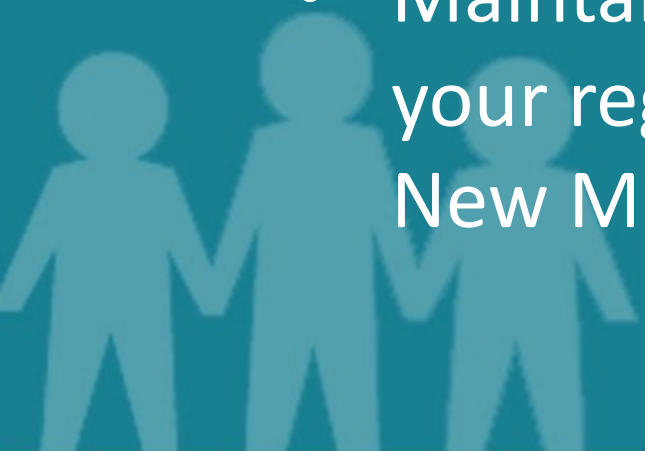
How can employees contribute to their own well-being, while juggling work at home?

- Setting boundaries between work and home can help. Just because your office is your kitchen table doesn't mean you need to work through mealtimes. Leave your phone and computer out of your sleeping area, switch off all notifications during family time and power down 30-60 minutes before bedtime in order to rest your eyes and brain.
- Get your social needs met. If you're like most people right now, just seeing a neighbor while walking your dog can be a major event. Be sure to engage in non-zoom social activities (let's face it, we're all zoomed out) like a social thread on your team chat or just pick up the phone and connect with a colleague or friend.



Employee Well-Being Continued

- Seek mental health or coaching support. Depression is real and you may need mental health support. There are also different types of coaches that can help you articulate and meet your goals.
- Stay physically active. Set a goal for yourself, whether it's 20 minutes a day or a two mile walk/run, staying physically active will keep you centered and your mind body connection strong.
- Maintain regular dental and doctor appointments. As far as it is safe to do so, try to keep your regular check ups and annual visits, as well as any vaccines or screenings needed. In New Mexico, HPV cancer screenings have decreased by 70% during COVID.



Start Where You Are and offer CARE

- What family friendly workplace policies do you currently have in place? **COMMUNICATE** these often and ensure that employees are aware of all the policies.
- **ASSESS** your IT. Leverage technology to support the implementation of family friendly workplace policies.
- **RE-IMAGINE** productivity metrics. Shift focus away from hours working to actual output produced.
- **EMBRACE** agility and **EVALUATE** as you go. Keep checking in on new policy implementation and consider how small tweaks can often have an outside impact.



What our Firms Have to Say

- Our attorneys and staff know that we are here for them in time of need and work with them to ensure that they have what they need without the fear of losing their job when a family need arises.
- The impact of having family friendly workplace policies during COVID has been a positive one.
- Ensure to talk with employees to understand what it is they need and work with them to make it happen to the best extent possible.
- Organize efforts to help with workload during absences so the employee doesn't feel concerned about work while out or overwhelmed when they return.



What our Firms Have to Say

- Modern day employees are now juggling ALL the roles and their priorities have shifted leaving work-life balance at the top of the list. A family friendly focus in the workplace allows for employees to feel seen and understood which ultimately leads to loyalty, engagement and consistent productivity because employers are meeting the most heartfelt needs of their employees.
- The flexibility offered by family friendly workplace policies was an essential part of navigating the pandemic because they aren't just policies, they recognized and honor the personal connections and responsibilities that each employee has outside of the workplace.



What our Firms Have to Say

- Make being a family friendly workplace a core value of your organization – tie the essence of that value into your corporate culture.
- It's not enough to just say the words/distribute the policy, implementation of any new idea/policy really starts at the top. Employees need to see leadership/management walking the walk to truly recognize it as part of the culture.



Thank You

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