

A nighttime photograph of a city street, likely Kendall Square, with a blue overlay. The scene shows multi-story buildings with lit windows, a street with a few people and bicycles, and a large, illuminated spherical sculpture in the foreground. The blue overlay covers the entire image, with white text and a horizontal orange bar centered on it.

KENDALL SQUARE ASSOCIATION

Future of (how we) Work Task Force

Child Care

Zoom Guidelines

Security is
our top
priority

Mute when
you aren't
speaking

Break into
small group
discussions

Problems?
message
Carolyn
Willander our
Technical host

Who's joining us today



ALEXANDRIA®

AMGEN



BioMed Realty
Discover here.



bluebirdbio®
recode for life™



Bristol Myers Squibb™



BROAD
INSTITUTE

CiC



CITY OF
CAMBRIDGE

DRAPER

Google



IPSEN
Innovation for patient care

JLL



Leggat McCall
PROPERTIES



Microsoft



NOVARTIS

OXFORD



SAREPTA
THERAPEUTICS

STAKE
THERAPEUTICS



WHITEHEAD INSTITUTE

Next Meetings

Tuesday, September 15 at 1:30 p.m.

Tuesday, October 13 at 1:30 p.m.

Tuesday, November 10 at 1:30 p.m.

Tuesday, December 8 at 1:30 p.m.



INCLUSION DRIVES INNOVATION



<https://kendallsquare.org/inclusion-drives-innovation/>



How do we support caregivers and create a culture that normalizes the need to take care of our families?



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Meeting Agenda

1:00 - 1:30

- Alison Nasisi of Sarepta
- Sally Johnson of Novartis
- Adam Thomas of Synlogic
- Frances Taplett of Broad Institute of MIT and Harvard

1:30 - 2:15

- Small Group Discussion

2:15-2:30

- Share Back



Alison Nasisi

Sr. Director, Total Rewards



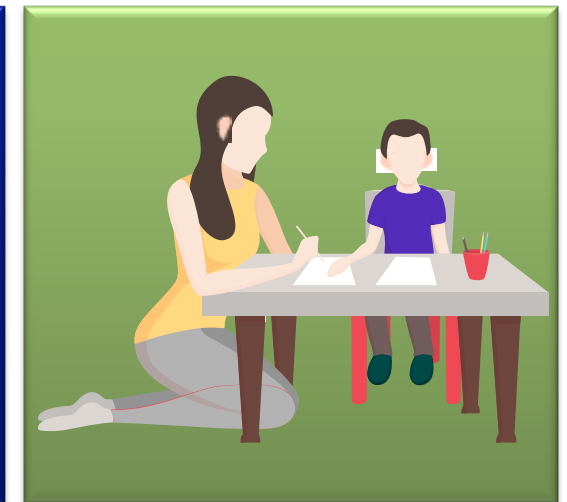


2020 Childcare Program

Background: Why is this important?

Background

- ~37% of our employee population are caregivers (are caring for children 13 or younger)
- Employees communicated they are struggling now that daycares, schools and camps are closed
- Addressing employee caregiving needs during these extraordinary times is important to us – and to our collective ability to be successful in achieving our important mission
- Conducted an assessment of the childcare landscape to understand how we can support employees with their caregiving needs



Childcare Options: What is available?



Sarepta In Person Babysitter Match Program

Families Need Babysitters and Teens Need Jobs

Babysitter Match Program Description

Employees with young children to post their childcare needs

- Number of Children
- Age of Children
- Schedule
- Special needs
- Location

Employees with family members looking for childcare work to post their experience and availability

- Age of care provider
- Years of experience
- Do they have transportation
- Available standard hours
- Are they available on short notice
- Are they CPR certified
- Location

Implementation Process and Cost

Employees complete a Microsoft Form survey to answer questions






Responses are populated into a viewable database on the Benefits page of the nucleus

Negotiated



Care@Work in Person Care

Care.com Portal

-  Sarepta Provides employee with a platform to search for childcare, eldercare, pet care (includes camps)
-  Care.com conducts background checks on all care providers when they join the platform
-  Hourly rate for care determined by caregiver and can be negotiated (based on experience)

In-home Backup Childcare

(Includes Care.com Membership for 40 days/year)

-  Vetted, trained caregiver sent to the home to provide temporary care when normal childcare is disrupted
-  Caregiver hourly rate is \$6/hour, paid by employee

SitterStream Virtual Childcare

About the Program

- 30 or 60 minute sessions using Facetime or Zoom
- Parent required to be at home and reachable
- Typically used so parent can attend a virtual meeting, get work done, do housework, cook dinner
- Recommended for children ages 3 through 9
- Sitters are 100% verified, screened, and trained (background checks conducted)
- Offer care internationally



Benefits of Membership

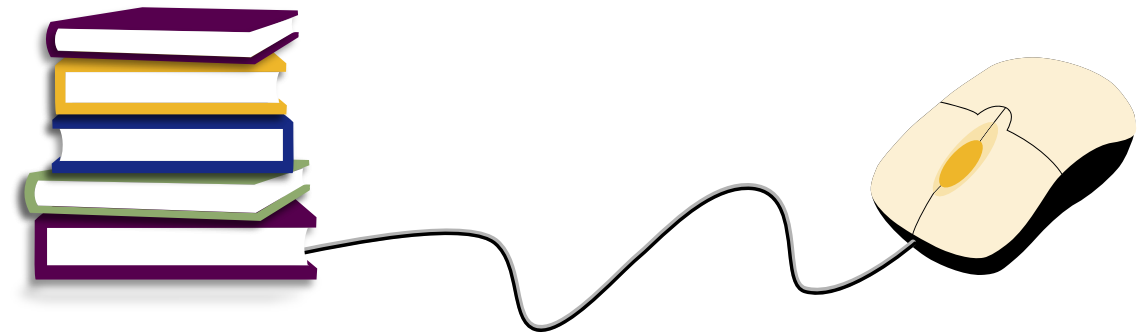
- ✓ Parent creates account which stores children's preferences, preferred activities, payment information
- ✓ Allows parent ability to request specific sitters
- ✓ Offers employee a \$2 discount off the hourly rate for sitters

Tutor.com

One on One Tutoring Services

Service Description

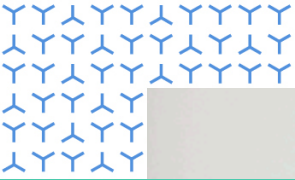
- 24/7 access to online tutors through Tutor.com's portal
- Help in 200 subjects, SAT/ACT prep, essay writing
- Access through a phone, computer
- Tutors have a minimum of a Bachelors degree
- Families can search for tutors on the portal and indicate favorites for future scheduling
- Free to Employees



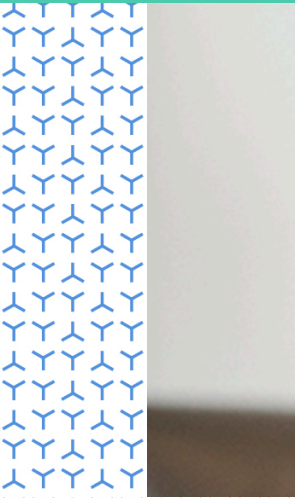
Sally Johnson

People & Organization Cambridge Site Head



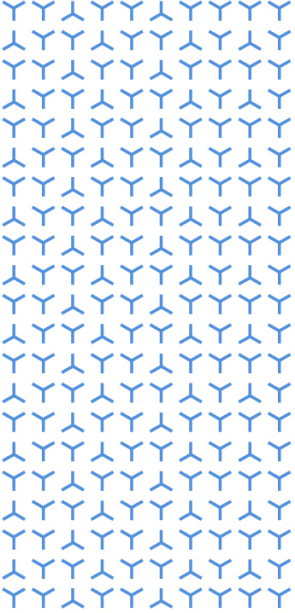


Novartis Institutes for Biomedical
Research



Navigating Childcare Challenges

Sally Johnson, People & Organization Cambridge Site Head
Máiréad Goetz, Global Head Scientific Operations



Resources for Family Support – an Evolution

Global/Local existing policies

- Global Parental Leave Policy 14 weeks paid
- US matching program up to \$1,000 for dependent care spending account
- 25 days subsidized care via Bright Horizons/Sitter City (in center or at home)
- Flexible work policies

Adjustments during Covid-19 so far

Emphasis on flexibility and choice

Addition 15 days Bright Horizons back up care if needed

Emergency Relief Policy to include 15 days paid leave if needed for caregiving responsibilities

Additional support via Tignum X and Awakened Mind mindfulness apps, Coursera, Skill Soft, HS Talks & Learn

Light access for whole families, financial support for Khan Academy

Considerations for Repopulating the Site

Evolution so far....

“Minimum Essential Portfolio” work

Up to 50% Lab

Up to 70% Lab

100% Lab...starting tomorrow

Maintain/regain productivity while keeping associates safe

- Clarify work that can be done remotely
- Clarify minimum essential portfolio priorities
- Physical distancing guidance and limits for each space

Culture – Curious, Inspired, Unboss

- Helping associates and managers have meaningful conversations about any topic – development, pay, performance, and availability during covid-19

Challenges we’re wrestling with

- Maintain the right balance between safety, family support and our scientific mission
- Diversity & Inclusion, equity, belonging
- How to support re-engagement of associates who are not able or comfortable to return to their roles
- Managing complexity of shift work in scientific context, alongside evolving school plans
- Company and individual responsibility
- Maintain (and build stronger) team collaboration and sense of belonging

Adam Thomas

Chief People Officer Director

synlogic

The logo graphic for Synlogic features a complex, light blue circuit-like pattern of interconnected lines and nodes. A prominent dark blue circle is positioned at the center of the lower portion of the graphic.

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Frances Taplett

Chief People Officer



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The challenge:

Covid 19 has
created
a nearly
impossible
situation for
caregivers...

Across 2,700 employees and nearly 5,000 Broadies, the challenge for Caregivers is immense

- Feeling overwhelmed and anxiety
- Challenged in finding time and ways to get the work done

The Broad stood up a high testing day care in partnership with Bright Horizons

- Parents and caregivers are tested every fourth day
- Social distancing is maintained outside of the facility
- Enhanced hygiene in place in the center

Very positive feedback in terms of easing parents burden, but equally importantly for kids to have a “normal day”

Looking to the fall we are focused on opportunities for school aged kids given the challenges re-opening will face

Small Groups Breakout

Reconvening at 2:15 PM.



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Thank you!



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