

**Resolution to request the Provost's office to
establish a University Work/Life Committee**
(Approved by the FAS Senate on January 21, 2021)

WHEREAS, the Senate of the Faculty of Arts and Sciences of Yale University (FASS) was established as an elected representative body by a vote of the Faculty of Arts and Sciences; and

WHEREAS, burdens parents experience during COVID-19 and women in the United States have long worked a "second shift" – even as they join the labor market in ever-larger numbers, they still continue to take on the lion's share of household tasks, childrearing, and elder care (Bianchi et al. 2012; Hochschild 1989; Iversen and Rosenbluth 2010). These burdens are exacerbated by the pandemic, and these inequities persist alongside the additional domestic labor brought on by the pandemic (Oxfam 2020; Lyttelton 2020); and

WHEREAS, the FAS Senate is a member of The Yale Childcare Consultative Committee (YCCC), a coalition including leaders from the Women Faculty Forum, FAS Senate, Committee on the Status of Women in Medicine, Working Women's Network, Yale postdoctoral associations, and UNITE HERE Local 34, is working to address issues relevant for working families at Yale; and

WHEREAS, Yale has taken steps to support faculty, postdocs, staff, and graduate students experiencing tremendous strain as they attempt to balance working and parenting during this global pandemic; and

WHEREAS, on November 2, 2020, the Provost suggested that HR, convened by Deborah Stanley-McAulay, Director of the WorkLife office, should meet with the YCCC on a quarterly basis through the end of the fiscal year; and

WHEREAS, on December 1, 2020, the YCCC issued a report with specific recommendations for the University with specific calls to action to address work-life related issues;

THEREFORE, the FAS Senate of Yale University resolves as follows:

RESOLVED, that the FASS applauds the steps that the administration has taken thus far to increase the support for childcare through the COVID-care assist program, potentially increasing childcare on main campus, and encouraging flexibility in teaching, work hours, and responsibilities.

RESOLVED, that the FASS endorses the principles and the recommendations of the YCCC report issued on December 1, 2020.

FURTHER RESOLVED, that the FASS urges the Provost's office to establish a University Committee devoted to both short-term and long-term solutions to create comprehensive

and structural policies to address work/life balance during and beyond the COVID-19 crisis, in response to the needs and requirements of a 21st century workplace. In recognition of the YCCC's ongoing work and record of accomplishment in this area, the FASS recommends that the Provost's office work with the YCCC in establishing this University Committee.

References

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Hochschild, A. R., & Machung, A. 1989. *The second shift: working parents and the revolution at home*. Viking.

Iversen, Torben and Frances McCall Rosenbluth. 2010. *Women, work, and politics: The political economy of gender inequality*. Yale University Press.

Lyttelton, Thomas, Emma Zang and Kelly Musick. 2020. "Gender Differences in Telecommuting and Implications for Inequality at Home and Work." Available at SSRN 3645561.

Oxfam, Promundo-US, & MenCare. 2020. "Caring Under COVID-19: How the Pandemic Is—and Is Not — Changing Unpaid Care and Domestic Work Responsibilities in the United States." Technical report.