



**BOARD/COMMISSION RECOMMENDATION**

**Early Childhood Council**

**Recommendation Number: 20190410-6bi4:**

**Endorsing the Early Matters Greater Austin Family-Friendly Workplace Toolkit**

WHEREAS, more than twenty-six percent of full-time employees in Austin have children under age five;  
and

WHEREAS, almost seventy percent of full-time employees in Austin have one or more children under 18;  
and

WHEREAS, the City of Austin is experiencing near full employment and continued solid growth in the Greater Austin Region. Competition to recruit and retain talent is fierce and employers face a growing skills gap within the workforce; and

WHEREAS, family-friendly employers find they have a competitive advantage in attracting and retaining skilled employees; and

WHEREAS, family-friendly policies can help parents build safe, stable and nurturing environments for their young children – our future workforce – and Austin thrives when our children thrive; and

WHEREAS, Early Matters Greater Austin is an alliance of over 25 business leaders which formed to mobilize and unite the business community to help us assure every child in the Austin area enters kindergarten prepared for success; and

WHEREAS, Early Matters Greater Austin developed a Family Friendly Workplace Toolkit to help employers explore the benefits of family-friendly workplaces, assess current business practices, identify opportunities for potential change, and connect employees with local family resources,

**NOW, THEREFORE, BE IT RESOLVED** that the Early Childhood Council recommends that City Council:

- Endorse the Early Matters Greater Austin Family-Friendly Toolkit  
<https://www.earlymattersgreateraustin.org/toolkit>;
- Pilot an assessment of the family friendly policies and practices of the City of Austin as an employer, identify areas in which the City could improve to become a more family friendly employer based on the assessment, and implement identified improvements; and
- Encourage employers within the City of Austin to likewise assess their family friendly policies and practices, identify opportunities for improvement, and implement the identified improvements.

Date of Approval: April 10, 2019

Record of the vote: 9-0, with Member McHorse recusing herself.

Attest:

A handwritten signature in cursive script, appearing to read "Rachel Foley", is written over a solid horizontal line.