



## Ascend at the Aspen Institute

partners with families and social impact leaders to co-create and elevate two-generation (2Gen) approaches to educational success and economic mobility for both children and the adults in their lives. Our mission is to create a society where every family passes a legacy of prosperity and well-being from one generation to the next.

## The Aspen Institute

is a global nonprofit organization committed to realizing a free, just, and equitable society. Founded in 1949, the Institute drives change through dialogue, leadership, and action to help solve the most important challenges facing the United States and the world. Headquartered in Washington, DC, the Institute has a campus in Aspen, Colorado, and an international network of partners.



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## THE FAMILY PROSPERITY INNOVATION COMMUNITY

### Making Breadwinning and Caregiving Compatible

Ascend at the Aspen Institute's Family Prosperity Innovation Community (Family Prosperity) develops strategies and solutions to improve employment opportunities, economic security, and health and well-being for families with low incomes. By joining forces with parents and caregivers, employers, and policymakers, Family Prosperity removes barriers to create clearer, more equitable pathways for families and society to thrive.



### Partners

Our cohort of 20 Family Prosperity Partners are both on-the-ground local and regional organizations with significant research, practice, and policy expertise as well as visionary and results-driven national policy organizations. Each partner brings unique insights to the table, and the entire community works collectively to develop solutions for and with families.



### Advisors

Our 14 Family Prosperity Advisors are distinguished experts and thought leaders from the business, government, academic, philanthropic, and nonprofit sectors who provide perspective, content expertise, and partnership. These cross-sector leaders – including employers in the public and private sectors – help develop, refine, and amplify equitable strategies for parents and families.

# The Four Employer Principles for Family Prosperity

It's time that we make breadwinning and caregiving compatible priorities, not conflicting responsibilities. Long-standing workplace policies and practices prevent working parents – particularly women and families of color – from fully participating in the workforce. Our economy and society urgently demand a shift in how we support working families.

Ascend's community of partners and employer leaders from across the country have partnered to create a roadmap for employers to design their own policies and benefit programs that mutually meet theirs and their employees' needs. These Four Principles elevate the need for universal benefits for all employees, equitable policies from hiring throughout employment, connecting health supports, and partnerships where parents' and caregivers' voices are valued as important stakeholders. The Innovation Community seeks to start a national dialogue with private, public, and nonprofit sector employers about the shared responsibility to advance family prosperity for employees, their families, and communities.

We know that there is no one-size-fits-all solution to support families and this will evolve, sometimes rapidly, with the landscape. The best approaches will differ from sector to community to employees and require employers to continuously engage with families.

1. **Equal Opportunity:** Workplace benefits should be universally and equally available to all employees within an organization, regardless of position, status, or tenure. All employees deserve clear and timely information about their workplace benefits.
2. **Equitable, Inclusive, and Fair Policies:** Workplaces are inclusive, equitable, and fair in their policies, practices, benefits, and hiring procedures.
3. **Health Supports:** Integrating and connecting approaches to physical, emotional, and mental health supports into job benefits are critical to thriving employees.
4. **Employee Partnerships:** Employees are invaluable partners in designing effective, sustainable policies that enable employees to thrive in their work and family life..



*We don't need families to do more. We want to do more for and with families."*

*-- Marjorie Sims (Managing Director, Ascend at the Aspen Institute)*

## Sign On [HERE](https://ascend.aspeninstitute.org/family-prosperity/employer-principles/)

Join the growing number of organizations that recognize families as essential to business. Employers who sign on to the principles publicly acknowledge a shared goal of achieving the vision of good jobs for all parents and caregivers, especially those with low incomes.

[ascend.aspeninstitute.org/family-prosperity/employer-principles/](https://ascend.aspeninstitute.org/family-prosperity/employer-principles/)

## Contact Us

If you would like to learn more about this initiative, please contact our Director of 2Gen Practice, Sarah Haight ([sarah.haight@aspeninstitute.org](mailto:sarah.haight@aspeninstitute.org)) or our Program Associate, Lexi Robinson ([lexi.robinson@aspeninstitute.org](mailto:lexi.robinson@aspeninstitute.org)).

