

# BUILDING AND EQUALITY-DRIVEN ORGANISATIONAL CULTURE

# CÚRAM

## DID YOU KNOW?

Everyday behaviours, leadership signals, and communication practices strongly influence whether working parents feel confident using leave and flexibility.



## QUICK TIPS

- Notice how everyday norms affect working parents' confidence
- Talk openly about childcare and caregiving needs at work
- Use clear, consistent messaging around leave and flexibility
- Encourage leaders to model caregiving openly
- Recognise small allyship actions that reduce stigma
- Use simple indicators to spot fairness and culture gaps
- Share responsibility for creating inclusive environments



## WORKPLACE CULTURE SHAPES DAILY EXPERIENCE



Everyday behaviours shape confidence, wellbeing, and use of flexibility for working parents.

## TRY THIS TODAY

Talk openly about childcare needs at work.



Notice and value leaders who model caregiving openly.

**UNDERSTANDING EQUALITY-DRIVEN ORGANISATIONAL CULTURE, COMMUNICATION, LEADERSHIP AND FAIRNESS**



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