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WorkingMother

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Managing Director **GAIL SUSSMAN**
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major breadwinner in her family



FRIENDS OF THE FAMILY

25 MEN WHO HAVE MADE IT EASIER FOR WORKING PARENTS TO RAISE AND NURTURE CHILDREN

This month marks Father's Day, when many of us pause to honor dads—our children's and our own fathers—who do so much to brighten our lives. But this year we at **WORKING MOTHER** decided to use this occasion to also give special recognition to those many men who have fought long and hard to change the way corporations, and society in general, deal with work-family issues.

To that end, we have selected 25 men (most of them fathers) from *all* areas of society—from the boardroom to the classroom, from the halls of Congress to the hills of Hollywood—who have been instrumental in the ongoing battle for quality child care and more sensitive work-family programs. What makes all of these men worthy of inclusion is their personal devotion to improving the lives of working parents and children, and their ability to influence or create work-family policies that have far-reaching effects on the country as a whole.

Some of this year's honorees include CEOs such as Lewis E. Platt of Hewlett Packard, who has expanded flexible corporate policies and committed his time to spreading the word about why these policies make good business sense. We salute labor leader John Sweeney of the AFL-CIO, who has worked hard to make family-friendly benefits a standard part of union contract negotiations. Others leading the push for improved conditions for children and families include politicians such as Connecticut's Senator Christopher Dodd: Without his stick-to-itiveness, the Family Medical and Leave Act might easily have died. To these men and all of our honorees, we say well done—and don't give up the fight!

BY KALIA DONER

child care

RICHARD STOLLEY, President of Child Care Action Campaign; Senior Editorial Advisor of Time Inc.

Since he was a kid reporter in Pekin, Illinois, at age 15, the now-seasoned journalist and editor Richard Stolley has covered many heartrending stories: "I landed with LBJ in Vietnam, was almost killed by mortar fire in the Suez Canal," he says. But few assignments engaged his intellect and emotions as intensely as his current role as president of the Child Care Action Campaign (CCAC) advocating children's right to quality care. "In this land of plenty, you could succumb to anger and despair when you realize that families have to make do with such lousy child care," he says. But Stolley expresses hope. "There's no question that business is starting to 'get it.'" Under Stolley's leadership, CCAC has established child care advisory panels in all 50 states. The group also led a media campaign that helped convince Congress to add \$8 billion in child care funds to welfare reform legislation and preserved nutrition programs and health and safety rules. Every day children reap the benefits of Stolley's dialogue with corporate leaders, lawmakers and editorial boards as he works to convince the business community that supporting quality child care is in its own best interest.

CHILD, LEVINE AND STOLLEY PHOTOGRAPHED BY BEATRIZ DA COSTA.



STEWART D. FRIEDMAN, PhD, Director of the Wharton Leadership Program at the University of Pennsylvania (left)

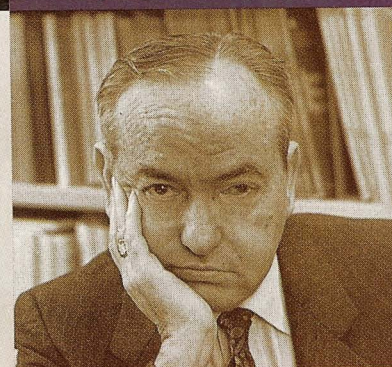
Thanks to Stew Friedman, prestigious business schools such as Wharton are teaching future captains of industry about the importance of finding a balance between work and family. To do that, Friedman created a required course at Wharton that has taught MBA students ways of resolving work-family conflicts. He also heads a longitudinal study of Wharton students and alumni that provides much-needed data, in part, on how kids are affected by their parents' careers. "I was inspired to tackle these issues after my first son was born," says Friedman. "When I went back to teaching after a week at home with my wife and baby, I couldn't think about anything but them. So I started talking to my students about my experience. They were eager to discuss the subject, knowing they and their future employees would face the same conflicts." Fortunately, these future managers have a head start in finding answers that will be good for workers and business.

academics



ED ZIGLER, PhD, Sterling Professor of Psychology at Yale University; co-founder of Head Start (below)

"I have had a single goal my whole life," says Ed Zigler, who is director of the Bush Center in Child Development and Social Policy at Yale. "And that is to use the knowledge we have about how children grow emotionally and intellectually to construct policies that allow children to realize their full potential." His dedication is evident in his roles as one of the founders of Head Start, as head of the Office of Child Development under President Richard Nixon and as a moving force behind Senator Ted Kennedy's 1996 legislation creating the Early Head Start Program. Zigler is also responsible for the creation of a far-reaching program called School of the 21st Century Family Resource Centers. Already in place in hundreds of schools in 15 states, the centers provide child care and early education for preschoolers and function as a learning resource for parents. "We're trying to make school a center of family life, and to improve how we care for and educate our youngest children," says Zigler.



MICHAEL LEVINE, PhD, Program Officer at Carnegie Corporation of New York (left)

Since arriving at Carnegie Corporation seven years ago, Michael Levine has worked hard to push the needs of working families with young children higher on the national agenda. His leadership in the quest for quality child care has resulted in numerous initiatives and grants awarded by Carnegie Corporation to help fill that need. He also oversaw Carnegie's recent involvement in a conference on early brain development that is fueling the formation of new programs and policies to nurture children in the most formative years from birth to age three. Another related effort is Levine's role in director/producer Rob Reiner's Early Childhood Public Engagement Campaign, which is increasing public awareness about the importance of early education. "Until recently, we hadn't effectively communicated why the first three years of life are so critical," says Levine. "But now, as more and more people understand the issue, we hope to see real, solid improvements in how young children are treated."