

MaKayla: All right, so first off if you could excuse the TV, so because it's keeping my baby occupied.

James: The goal of... Sorry, did you hear what I said honey? Thanks. There you go.

Eimear: I joined Parents & Caregivers for a couple of reasons. I have experience on both sides, so I have two small kids. I have a four-year-old and a seven-year-old. I also have a lot of experience on the caregiving side, because my mum has very advanced dementia.

Kenji: My current caregiving situation is that I'm a father of three beautiful little girls.

Sherrie: Four-year-old daughter.

Eilia: Father of two.

MaKayla: Mother of three, plus a bonus baby.

Derek: The father of two sons.

Monica: Primary caregiver for my grandmother.

David: Being a parent and a caregiver has become a lot more difficult and challenging for a number of reasons, but I think the most challenging is that you can't give 100% to everything all the time.

Derek: From being a part-time teacher to a part-time caregiver, and still having their career responsibilities.

James: In terms of how my position as a parent and caregiver is now versus when I was at a different tech company, it's literally night and day and I remember certain times at my previous job, I'd be looking to get time off, to say take my child to the doctor, and I have to maybe send seven emails to try and get approval for this. Without a doubt that is a 180 degree transformation over here at Indeed.

MaKayla: I can take phone calls in the morning and then do things like, do chat in the afternoon so that when my kid is at at her highest point and I have a screamer, but she's not screaming because she's upset. She's excited, and she's happy.

Eimear: What we're trying to do with the Parents & Caregivers group is really to open doors for people. Create different kinds of events for people with different needs.

Kenji: Being part of the Parents & Caregivers IRG (Inclusion Resource Group) has given a huge amount of support and feeling of belonging, in the sense that I'm not in this alone.

Sherrie: I'm most proud of the collective voice of the community that we've built. I was sitting in one of our events yesterday called Confessions of a Parent & Caregiver, where anybody can come and share something silly like,

Monica: "Hey the pandemic's been hard I've fed my kids mac and cheese and dino bites for a week straight that's all I'm doing," and the whole group is just like, "well hey at least they're getting fed,"

Sherrie: But it's also a space where somebody can say, my child has told me they're non-binary and I'm not sure how to support them, and that scares me.

Eilia: What I'm pretty proud of is we are working on educating our managers. I think it's one thing to go on Parental Leave, the other thing is though how your manager is reacting.

Derek: One of the jobs I've taken on is to think internationally about how we can improve and bring up everybody as much as possible, up to a similar level of facilities and benefits that we can give to both parents and caregivers.

Sherrie: So I'm really proud of the work we're doing. I think it can have an impact on this society, in our world, and I'm thankful to Indeed that I have the platform to do this life-changing work.