



SunLaw Newsletter Spring 2020

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Leading in Times of Crisis and Uncertainty

Here we are nearly four months after many shelter- in-place orders went into effect. Some of us have used the time to catch up on projects we never had time to complete. Others have discovered a new talent like baking bread or teaching kids schoolwork- common core math anyone? While others have shaken off thoughts of excessive productivity and are coping in any and every possible way. All responses are unique and valid.

This pandemic and recent reminders of racism and social injustice have, for many, created a rollercoaster of emotions including anger, fear and sadness. Some of us have felt the frustration and disappointment with the cancellation of major milestones like graduations, birthdays, weddings... others have felt the stress and uncertainty associated with a sick loved one, lost job or pay cut.

Wherever you happen to be right now, know that we are in this together. We are stronger and more resilient than we give ourselves credit. Let's continue to be united and in doing so we will get through ALL of this and be BETTER for it. Heard some great quotes recently "When you KNOW better, you DO better" as well as "Each One, Teach One." We are all mentors, so LEAD and INFLUENCE for positive change.

Take comfort and pride in the power of our community and our ability to support and connect with each other. In the darkest of times remember who you are, what you have achieved in your life and know if you reach out there will be many hands in this community to help pull you up. We ask and encourage you to continue sharing best practices, key learnings as well as career opportunities through the listserv. Now more than ever can we can embrace and leverage the power of our connection and community.

Be the change in the world. It matters. You matter.

#bethedifference #bethelight #mentorship #authenticleadership

SunLaw Leadership Team

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COVID-19 Resource Repository

This community has shown its strength and collaborative nature during this unprecedented time. Since the onset of shelter-in-place orders the SunLaw listserv has been a trusted source for gut checks, brainstorming, form templates, resource referrals, and more. We see immense value in this type of collaboration and decided to create a Google Drive to house many of the resources shared over email. We hope to continue to populate the Drive with additional resources that this community creates and feels comfortable sharing.

Topics Include: CCPA Notice to Employees, Return to Work temperature check resources, partner law firm COVID resources, Temperature Check Notices, Home Technology Expense Guidelines.

[COVID-19 Resource Repository](https://drive.google.com/drive/folders/1gEZd3JbwZqVePx_hrWcBy79RKKObYxRK)

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Parenting During a Pandemic

By Alexa Zanolli, Director of Sponsorships, SunLaw

I gave birth to my first child at the end of January. I originally planned to take leave until the beginning of June or July and was willing to take much of it unpaid to ensure I had some time to enjoy my daughter after we emerged from the so-called Fourth Trimester and before I was back to work.

My “newbie” mom plans included flying with her during the week to go “on the road” with her dad who is a legal consultant. I figured since he wasn’t planning on taking any paternity leave (we can put aside the problem with that from a feminist perspective for now), I would bring the baby to various Marriott properties on much of the week so that we could spend more time together as a new family before our weekend relationship resumed when I had to go back to the office.

The rest of my fantasies included attending breastfeeding support groups and baby sign language classes, going to the zoo with other mom friends, teaching baby-wearing barre classes, and of course a big international trip to Morocco.

Those of you with children are likely laughing at some of my lofty and perhaps ridiculous new mom fantasies. Well, so was the Universe. It just so happened that as soon as my daughter was old enough for shots and we were ready to emerge from our 40 days of “sitting in”---Shelter In Place was announced.

Because I no longer had anywhere to go with my new baby and had already spent the previous 40 days essentially sheltering in place and was going a bit stir crazy (and was now anxious about the economy and my job security), I decided I would go back to work sooner than planned.

I am now in uncharted territory like many of you: working from home with a child and lacking many of the resources and outlets that working parents rely on. And also like many of you, I also find myself taking on far more of the household work and parenting responsibilities than my partner. And the research supports this reality—moms handle the majority of daily life disruptions, even when both parents work. Former attorney, Eve Rodsky wrote [“Fair Play, A Game-Changing Solution for When You Have Too Much to Do \(and More Life to Live\).”](#) to help couples discuss this discrepancy in cognitive labor at home. I recommend this book as a resource to help you find ways to lighten your mental load both during the pandemic and after.

Another resource I find helpful and inspiring right now is [Mother Honestly](#). The website, podcast, and Instagram page (and stories) are drawing attention to the challenges of working and parenting from home with links to webinars, articles, and a holding a virtual summit focused on the future of home, work, and care. I find the content relevant and a nice perspective on how we can use the realities of the pandemic to push for better work-life integration going forward.

And if you are looking for some ways to keep your children that can move busy, I hear rave reviews about [Cosmic Kids Yoga](#) on YouTube and Amazon Prime. Another active learning option is [Fluency & Fitness](#), which helps your kids exercise and learn at the same time.

While none of what we are experiencing is ideal, and those of us on the edge of burnout before the pandemic are likely more burned out from working multiple full time jobs (lawyering, mothering, homeschooling, fulltime chef, etc.) with no outside help, I do hope we can transform some of the temporary positives into long term gains. One “gain” that I hope comes out of this 100% remote work period is a shift to overall flexibility around working hours and location. I can attest that I am more engaged and can focus better when I don’t need to worry about sitting in hours of traffic and missing out on the limited hours my baby is awake during the day!

What are some “gains” or shifts in culture that you hope to see come out of the pandemic?

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