

## **Diversity, Equity & Inclusion Cont.**

And for additional comparison:

- 1) The American College of Surgeons (ACS) supports parental leave of no less than six weeks (vaginal delivery)/eight weeks (cesarean section) and domestic partner leave of no less than six weeks. Payment for parental leave should be negotiated between the surgeon and the employer. The surgeon should not be responsible for costs to the practice during the period of leave.
- 2) The American College of Obstetricians and Gynecologists (ACOG) endorses paid parental leave as essential. Paid parental leave includes maintenance of full benefits and 100% of pay for at least six weeks.
- 3) The American Academy of Family Physicians (AAFP) believes that all employers should offer paid sick leave to their employees. This leave should be available to use when an employee or their family member is unwell. Employees should be protected from retaliatory action when using sick leave.

*While not comprehensive, here is a list of some representative family leave policies in the business and tech world:*

- 1) Reddit: 16 weeks of paid leave for all parents. Birth mothers receive an additional 16 weeks of fully paid disability leave so they can physically recover.
- 2) Amazon: four weeks paid pre-partum leave and 10 weeks paid post-partum leave for birth parents, and six weeks of paid leave for all parents.
- 3) Microsoft: 20 weeks of paid leave for birth mothers and 12 weeks of fully paid parental leave for all other new parents. Four weeks of paid leave to care for an immediate family member with a serious health condition.
- 4) Deloitte (Consulting): 16 weeks of paid leave for maternity, adoption and surrogacy; 4 weeks of paid leave for non-birthing partner.
- 5) Kirkland and Ellis, LLP (Big Law): At least 18 weeks of paid leave for primary caregiver; 10 weeks of paid leave for non-primary caregivers.

This new resolution is formally sponsored by the Radiological Societies of Alabama, Kentucky, Maine, Massachusetts, Missouri, New York, Puerto Rico and Utah. Voting in support of it at the ACR 2022 meeting would demonstrate **our** chapter's commitment to diversity and inclusion in our field as well as our support of physician wellness. We invite MRS members to express their opinions to the Board as we establish our chapter's position.

Member of the DEI committee

