

Julia Johnson Discusses Winston's Parental Leave Policy at WLE's Cutting Edge Conference

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Winston Partner and Parental Leave Liaison Julia Johnson spoke at the Women's Leadership Edge's (WLE) Cutting Edge Conference on October 20, 2017 in San Francisco. WLE is an initiative of the Center for WorkLife Law at UC Hastings College of the Law that has pioneered cutting-edge research around women and the workplace for over 15 years. This annual conference brought together innovative business leaders and scholars for creative strategies, best practices, and tools to help organizations better retain and support the advancement of women.

Julia spoke on the "Parental Leave" panel, which discussed how to lead effective organizational change, including policy recommendations and tips on practical implementation. Additional conference topics included:

- Diversity climate, microclimates, and the experience of inclusion
- Using metrics-based approaches to eliminate bias
- Class and Trump
- Setting goals, developing an organizational action plan, and implementing tools for change

In Julia's role as the firm's parental leave liaison, she serves as a resource to attorneys preparing for and returning from parental leave. In addition, Julia was instrumental in the development and implementation of the firm's gender neutral parental leave policy, which was launched in May 2016.

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