

HENRY CROWN FELLOWSHIP PROGRAM



VENTURE PROFILE

Carly Zakin



The Sandwich Project



Family leave creates expenses averaging about \$13,000 annually due to medical bills and yet, the US is one of only a handful of countries in the world not to offer paid family leave at a national level. A mere 23% of US workers in the private sector have access to paid-leave benefits. While the Family and Medical Leave Act of 1993 guarantees 12 weeks of *unpaid* family leave, this is not sufficient. Families need more.

The Sandwich Project aims to push the private sector to solve the care crisis that is currently facing millennial women. As an impact initiative of theSkimm, The Sandwich Project is uniting companies around transparent and competitive leave policies through their #ShowUsYourLeave Campaign. More than 500 organizations have joined the movement.

theSkimm has aggregated these results into a database, providing unprecedented insight into parental leave policies to inform viewers and establish the 'standard.'

In addition to this data, The Sandwich Project is providing resources such as a customized proposal deck and letter to further amplify the conversation internally at organizations.

Building awareness on family leave is the first step. Future plans include rolling a financial plan for employers to help employees fund future caregiving costs for dependents and partnering with LinkedIn to add a filter for prospective employees to search based on leave policies.

Mission

Solve the care crisis that is currently affecting millennial women.

Title

Co-Founder & Co-CEO
theSkimm

Henry Crown Fellow Class XXIV

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In Her Words

Our goal is to build a movement to expand paid family leave, leader by leader, company by company and employee by employee so that every American has access to the information and policies they need to support their families.