Lunch & Learns are useful activities to help you talk to your employees about caregiving. Below is an activity guide and some possible topics for your Lunch & Learn workshop series.

Activity Guide

**Key Objective:** Host a positive and productive working session to openly discuss caregiving over lunch with employee-caregivers and non-employee-caregivers about caregiving.

**Time:** 45 - 60 Minutes

**Materials:** Lunch & Learn Activity Guide, Presentation Materials

**Activity Overview:**
Gather your employees for an informal conversation on caregiving. You can choose to provide lunch or ask your employees to bring their own lunch to the conversation. Make sure to schedule the date for this activity in advance so your employees can prioritize in their calendars.

A possible agenda for this session is outlined below:

1. Setting the Table - Why are we talking about Caregiving?
2. Specific Caregiving Topic (see list below for suggestions)
3. General Discussion
4. Bringing Us Back - How can we think about caregiving in our workplace?
5. Closing & Next Steps

**How to Get Started:**
1. Decide how many Lunch and Learns to hold, when, and how often.
2. Decide on a day or a series of days that you want to host the Lunch and Learn workshops.
3. Promote and communicate the Lunch & Learn workshop dates to your employees.
4. Reserve a space for the Lunch & Learn, such as the lunchroom, or a conference room. Informal spaces can encourage a more honest and open discussion.
5. Prepare materials for each Lunch & Learn workshop session. Consider having your employees weigh in on which topics they want to discuss.
6. At the end of Lunch & Learn session make sure to leave time for questions.
7. After the workshop, circulate a summary of the meeting. In this summary you can include relevant resources and tips.
8. Make sure promote your next workshop in your follow-up communication.

**Possible Topics for Caregiving Lunch and Learn Sessions:**
- What is caregiving? What impact does caregiving have on our workplace? On our business?
- How to prepare to be a caregiver for an adult in your family.
- What is your workplace culture around caregiving? What values does your workplace embody around caregiving?
- What are the things that your workplace can do to be more supportive of caregivers? How does your business plans to implement these supports? How can employees help spur this change?
- What is the stigma around caregiving in the workplace? Why does this bias exist? How do we know if we have unconscious bias about caregiving? Does bias affect all caregivers equally, or are some groups more likely to be hurt by it? What can our workplace do to break down this “care” bias?