



Lee Burgess: Welcome back to the Law School Toolbox podcast. Today we're talking to Jennifer Warren about the realities of motherhood, and parenthood in general, in the legal profession.

Your Law School Toolbox hosts are Alison Monahan and Lee Burgess, that's me. We're here to demystify the law school and early legal career experience, so that you'll be the best law student and lawyer you can be.

Together we're the co-creators of the [Law School Toolbox](#), the [Bar Exam Toolbox](#), and the career-related website, [CareerDicta](#). Alison also runs [The Girl's Guide to Law School](#).

If you enjoy the show, please leave a review or rating on your favorite listening app and if you have any questions, don't hesitate to reach out to us. You can always reach us via the [contact form](#) on LawSchoolToolbox.com, and we would love to hear from you. With that, let's get started.

Lee Burgess: Welcome back. Today we're excited to welcome a Jennifer Warren back to the podcast. Jennifer is the Academic Achievement Coordinator at Oklahoma City University School of Law. You may have also come across her writing at the Law School Toolbox, the Bar Exam Toolbox, and The Girl's Guide to Law School. In addition to her career accomplishments, Jennifer is also a mom and recently welcomed her second child, as I did. We were just chatting about that before we joined the podcast today that we seem to be living parallel lives. And, when we were both pregnant, I think was the last time we did a podcast together and we talked about how we needed to have more frank discussions about motherhood in the legal profession. And, so now, now that we have a couple more kids a few months later, here we are, which is weird to think about it that our kids weren't here when we last were on the phone together.

Jennifer Warren: Yeah.

Lee Burgess: So, one of the things that's interesting about pulling this podcast together is that I put out a call on one of my online mom groups, which I think online mom groups are one of the best things that have happened to professional moms because you don't have to go somewhere to hang out with other moms. There's one that's just for lawyer moms, and I put out a call asking for what people thought we should talk about. What was fascinating was the breadth of responses was so impressive and broad and deep that we're now going to do a series of podcasts on parenthood in the legal profession and things that come up for women in the legal profession. So stay tuned for that because I think there was more than we could talk about in this one episode, which I guess shouldn't be surprising, but it was a little surprising to me how much people had to say.



- Lee Burgess: So Jennifer, thanks for joining us. And, should we get started by why don't I let you share a little bit about your journey to motherhood and then I'll share a bit more about mine.
- Jennifer Warren: Sure. So I had my son, my first child about three and a half years ago. And, then I just recently welcomed my daughter and she's now five months old. So, when I had both my children, I was working for sort of big institutions, right? For one, I was in-house working for a municipality and for my daughter, I'm at a university, so I've navigated the world of paid leave and FMLA and that sort of thing with children.
- Jennifer Warren: And, for me, having children wasn't something I was ever really sure that I would do. But I'm definitely glad that I've done it. And, what I'll say about it is that being a parent and having children, it impacts sort of every decision and every choice you make it. When people tell you, "You don't really know what it's like until you actually have children," it's true.
- Lee Burgess: Yeah. That is so true. I think that is part of it. You can only prepare so much because every kid is different. Every life is different.
- Jennifer Warren: Right. Mm-hmm (affirmative).
- Lee Burgess: Yes. Well, and we didn't realize that our stories were quite so parallel because I also didn't know that I was necessarily going to become a mom. And, so, I too have two kids. My oldest is a preschooler and he is about four or a little over four, I guess, marching towards four and a half. He's definitely four and a quarter as he told me the other day. So he is on his way to four and a half. And, I have a four-month-old little girl. I chose to have my kids in my late to mid-thirties, but I'm not going to out exactly how old I am on the podcast. People can probably figure that out from my LinkedIn profile.
- Lee Burgess: I was self-employed when I had both kiddos, I also have been married to my husband for now quite a long time and I had planned both pregnancies. So I did want and was looking forward to having both kids. And, so my experience with managing work and a pregnancy are a little bit different because I didn't work for big institutions, I was working for my own institution which is a different challenge.
- Lee Burgess: I also lived through a pregnancy loss while trying to conceive my daughter in 2017. And, I think that's important to talk about because when you're thinking about motherhood and work in the legal profession, pregnancy loss, which is something a lot of people go through, can be one of the things that you have to live through and navigate and I think we don't talk about it enough. I think as a community of women especially, we can support each other and help each other through that time.



- Lee Burgess: So yeah, I didn't know I was going to become a mom, but I'm glad I did. It's definitely the most challenging thing I've ever done. It pushes me every day. I can survive on less sleep than I ever thought possible. And, there are days where you're like, "I cannot believe I'm doing this." There are days where I've told my husband, "I wish I wasn't the adult in the room, so this wasn't all my responsibility." But then my kids giggle or we snuggle up together or now watching my kids be siblings together. I'm really thankful that I did make this choice to start this family, and I too, I couldn't imagine what my life would be like without it. I kind of wonder what I did with all my free time now that I two kids?
- Jennifer Warren: What did we do with all our free time?
- Lee Burgess: I know.
- Jennifer Warren: I'm so much more productive and efficient now that I'm a mom because you have to be.
- Lee Burgess: Yeah. And, I thought I was busy. Which, now it's comical to me.
- Jennifer Warren: Right.
- Lee Burgess: Yeah. All right. Well, you and I talked a little bit before this podcast about what we wanted to talk about and then I polled the law mamas and they gave me some suggestions. So I thought maybe the way that we could start this discussion was really, if you are not necessarily ready to start motherhood, but how do people figure out when they want to have a kid? So I definitely don't know the answer to this. I don't know, but what do you think?
- Jennifer Warren: I think it's actually the first of many things that you can't actually plan when you have children, right? You can try to have this plan, but when it comes to children, you're probably at some point going to have to just push it all to the wayside and just sort of go with the flow. You can think about it and you can make a plan as much as you can, but you also have to prepare yourself that things may not work out the way you anticipate them working out.
- Lee Burgess: Yeah, I think that, that's very true. I think, there's that idea that you can decide your maybe ready to start trying to get pregnant. Maybe you're in a stable job situation. You and your partner, if you have a partner, feel like that you can financially manage the situation. Maybe you accidentally get pregnant, that's a whole different situation. But if you're trying to plan this, I think you can plan to start the process.
- Lee Burgess: But then for us, Type A women, I think it can be very hard to accept that you cannot necessarily control getting pregnant. It can take a month, it can take five



years, you can end up adopting and have it happen in a couple of weeks, that happened to my friends that they had to be on this long journey of trying to conceive, and then they get a phone call that someone would like to offer their baby up for adoption to them. And, then within like two weeks their home with a brand-new baby. Which, I think would make my head completely want to explode.

Lee Burgess: So lots of things can happen. And, you can do IVF, which can take a lot of extra time and money. From a professional perspective, it can take a lot of time away from the office. I think it's really challenging. I think one of the other things people talk about a lot these days, in lawyer circles especially, is about freezing your eggs, which is very common out here in the Bay Area, partly because we have some of the first egg freezing medical doctors. I think it was developed out here. But it's not like that's an easy solution either. I don't know. Jennifer, have you had anyone in your circle do it?

Jennifer Warren: I think when you're going through IVF or you're considering freezing your eggs, you have to be aware that, that's not necessarily something that's going to be successful for you. Right? So it's not something I think you should count on or rely on, in terms of planning your journey into parenthood.

Lee Burgess: And, it's not easy. I mean, this stuff is a process in and of itself. I mean, we're definitely not doctors, but there are lots of hormones. There are lots of doctors' appointments. The procedure to retrieve eggs requires you to go under general anesthesia. It's not like you can just say, "Oh, it's like going to the dentist. I'll pop in and get my eggs frozen." It's not necessarily like that. And, even, one of the things that happened in the Bay Area, and I think it happened in Cleveland as well, I think it was about a year and change ago, some of the freezers at some of these fertility clinics failed and people lost embryos and frozen eggs and that that just showed again what ... You would love to hope that, that wouldn't happen, but none of this stuff is guaranteed because life is uncertain. And, all I can hope is that now that that has happened, so almost simultaneously these two facilities, that they're their backup procedures are even better than they used to be, but it just showed how imperfect some of this stuff is.

Lee Burgess: And, so you can't necessarily say, "Hey, I'm going to freeze my eggs and we're going to be good to go and I don't have to worry about this anymore."

Jennifer Warren: Yeah. And, you have to also be aware too, that everybody's journey to parenthood is going to be different, right? So just because your friend or your sister had this easy route becoming a mother, that doesn't necessarily mean it's going to be that way for you. Right?

Lee Burgess: For sure.



Jennifer Warren: So everybody's journey together is going to be different. It's going to be your own experience, and plan to the extent you can, but a lot of it's going to be out of your control.

Lee Burgess: Yeah. I think if you're starting to think about having a family, one of the things you can do is think a little bit about what your job will be like and how being pregnant and taking maternity leave and going back to work may look. And, that may be having some conversations with mentors or folks who have had children and taking time off at your job and seeing what their experiences have been like and just learning about what that means. Because you might not be clear on how much time your current job will allow you to take for maternity leave, how disability in your states works and how that's going to work with your job, if you want to return to work full-time, how that typically happens. Is part-time even an option? Some companies are now allowing women to ramp back a little bit too. There are these new programs to help women start part-time and build back in time. But I also think you should find out if your work is supportive of moms because I just don't think that's the case everywhere.

Jennifer Warren: Yeah, I think you really need to investigate that. And, then you need to think is now the time to stay in my current job, do I need to switch jobs? And, just sort of think long term about what's going to be best for your family, given the situation at your office.

Lee Burgess: Yeah, I totally agree. So a lot of things to consider even before you are actually, necessarily trying to get pregnant. Let's say that after all of this, in whatever way happens, that you do get pregnant. Yay, you're pregnant.

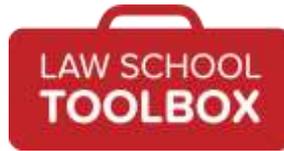
Jennifer Warren: Yay.

Lee Burgess: Now what? So I think the first challenge is you have to figure out how to balance life responsibilities with the fatigue and physical strain of being pregnant. I mean, this is different for everybody. I didn't have terrible morning sickness, but I definitely had a lot more fatigue with my second pregnancy probably because I had a toddler at home, but I've had friends who've gotten gravely ill and could barely function when they're pregnant.

Jennifer Warren: Yeah, I hesitate to say this because people will probably hate me, but I loved being pregnant. I never felt better when I was pregnant.

Lee Burgess: I won't hate you.

Jennifer Warren: I've had many friends who dealt with these serious side effects from being pregnant. So you have to figure out how are you going to deal with that and take care of yourself and your baby, but how are you still going to perform at work and do your job and get everything that you need to do done?



Lee Burgess: Yeah, I mean, it can be a real challenge, especially if you're trying to hide the fact that you're pregnant. And, if you are very sick, it can make it even more difficult to hide if you look very fatigued. I've had friends who've had not only morning sickness, but just sickness through the day. I luckily didn't suffer from that. I would just get tired. But, I think it can be difficult to negotiate all of that, including doctor's appointments, which can be every month or so in the beginning of your pregnancy. But depending on how you're doing, sometimes you have to go to extra ultrasound appointments. And, so, you need to figure out how that's going to happen. Usually those have to happen during the work day, unfortunately.

Jennifer Warren: And, I really think that, sort of your pregnancy and how your office responds to some of the time off you may need during your pregnancy is a good preview of what it's going to be like when you have your child because there's going to be days that you have to take off for your kids' doctors' appointments or to take care of them because they're sick or things just come up during the day. You can learn to manage that a little bit during your pregnancy. It's a good indication that you can manage it when your child was actually born.

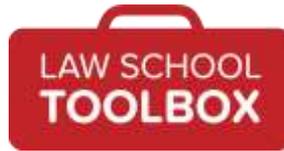
Lee Burgess: I think that's a really good way to test the waters a little bit.

Jennifer Warren: Yeah.

Lee Burgess: I think that, that makes a lot of sense. And, often at larger or in organizations where you don't necessarily think people will be as supportive, women will choose to hide their pregnancies as long as they can for a number of reasons. I think a lot of people want to hide their pregnancy for that first trimester just because you don't know of the likelihood of the success of the pregnancy. If you're one of those people who worries about a pregnancy loss, there's this website that you can go to. I don't know if you ever saw this, Jennifer, where it gives you the every day of your pregnancy, what the percentage of the success of the pregnancy is and so on.

Jennifer Warren: Wow.

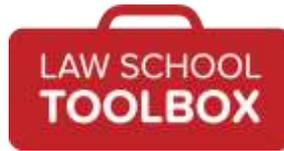
Lee Burgess: But it's funny, they'll even tell you the percentage, likelihood of a loss or a percentage of success. So I always chose to click on the like, "Let's be the positive one." But it's like every week and days you get further down, the chance of something going wrong diminished. For those people who really want to be like a little cuckoo about it in a loving sort of way. But, I think a lot of people don't want to share that information because if the pregnancy isn't successful, they don't want to have to deal with that ramification at work. But most of my friends who were in a work environment, a more institutional work environment, hid their pregnancies as long as they could until they were showing and they couldn't hide it anymore.



- Jennifer Warren: Yeah. I think that, that's probably the more common route. That's what I did, and to the extent that I could. I waited as long as I could.
- Lee Burgess: Yeah.
- Jennifer Warren: You're not under obligation to tell your employer that you're pregnant early on or anything like that. So I think it's really just whatever you feel most comfortable with is the right decision.
- Lee Burgess: Yeah. It can be hard though. I mean, I once found a friend sleeping at her desk in her office. She was newly pregnant and I walked in, shut the door and was like, "You, okay?" It's not usually something you see in a law office.
- Jennifer Warren: And, so, I mean, for that reason, that might be a reason why you need to tell your employer early on because you want to explain some of these symptoms or these absences, you don't want people to just think that you're slacking off for no reason or something like that.
- Lee Burgess: Yeah. Or if you can just tell even a few people who can help, I don't know, protect you, create a little cocoon around you if you need a little bit more time to just help navigate or decide what your story is going to be if you don't want to share it so you can manage it best you could. So if you have an assistant, you may want to be honest with your assistant because she or he is likely going to be able to help manage that situation for you. Or maybe a mentor, a couple of your friends that you feel like you can trust, but probably going it alone without telling anyone might be practically impossible.
- Lee Burgess: I think the other thing that happens is once people know you're pregnant, people will say all sorts of weird, unfortunate and insensitive things. Some of them even ridiculous.
- Jennifer Warren: I saw this list that you sent and I just could believe that some people would say these things.
- Lee Burgess: Yes, and I have not heard all of these things, but these were some that were shared on from our lawyer mom Facebook group. But, I did have a couple of interesting comments made to me. So one of them was, "How did you get pregnant?" Which, is always interesting. It's like you, you don't need to share that information. That's totally inappropriate. People asking if this the first time you've been pregnant? What does your husband think about your working? Or it's nice that your husband lets you travel for work. Don't you think it's time that you stopped working so you can raise your kids? I mean, I think people will say all sorts of interesting things.



- Lee Burgess: I know when I was pregnant, I did have men share with me their opinions on labor and delivery, which was interesting. I think one man told me I was going to push a watermelon through my vagina and how I felt about that, and he was sharing his wife's birth story with me and I'm like, "I don't really ... This is a professional conference. I don't want to have this conversation with you. This is between me, my husband, my midwife." I don't know.
- Jennifer Warren: Yeah. It's like how when you're pregnant sometimes people think that personal boundaries just sort of break down and they can just ask you anything.
- Lee Burgess: Or the touching. People want to touch your belly. Yeah. Just people in the world will ask you all sorts of questions. I also love the like, "Oh, are you having a boy?" "No, I'm having a girl." "Oh, you look like you're having a boy." "Well, I'm pretty sure I'm having a girl." "Are you sure?" "I'm pretty sure, we did a DNA test, so I'm pretty sure." "Because you look like you're ..." "I don't know what to tell you. I took the DNA testing and that's how we're going to roll with what's in the DNA."
- Lee Burgess: It is very interesting how once you're ... I felt that there was such an interesting shift when you became so visibly pregnant, that it became this public thing that people can have opinions about because most things in my private life, like right now, unless I have spit up or something on me, you don't know that I'm a mom unless I'm with my kids. But when you're pregnant, all of a sudden, it's public knowledge that you're carrying this person and that you're going through this thing in your life that people I think feel like that's inviting commentary.
- Jennifer Warren: Well, and people just have really strong opinions about pregnancy and children and how to raise children and many of them just feel free to share those with you, even though you may not care for their opinion. So you just have to be prepared for it.
- Lee Burgess: Yeah. And, another story that a friend shared with me, that I thought was something I hadn't really considered is once you are visibly pregnant, sometimes at work, other women who may also be pregnant or have kids want to bond with you over this, but it might not be a healthy bonding relationship. So, this friend had a bit a traumatic birth experience with her first and is really working hard to protect herself from hearing negative birth stories, getting ready for a second, which I think is really healthy to do. And, I think a lot of first-time moms might feel this way too, if you had a traumatic birth story, I don't really want to hear it because that will make me more scared and that's not serving me. And, then it can be hard because how do you tell someone at work, "I don't want to talk to you about my pregnancy, even though we're friends?"



Lee Burgess: It can be hard to set those boundaries because on one hand you're in a workplace and feel like you should be able to set those boundaries, but you can have friendships too and it can be very complicated. And, you have to-

Jennifer Warren: Most people mean well, right?

Lee Burgess: Oh yeah.

Jennifer Warren: When they're sharing things, they mean well. So that's, I think what makes it so difficult.

Lee Burgess: Yeah, I agree. It definitely is like the ... people mean well, they want to help, but sometimes that's not always what you need. I also had the interesting distinction of the fact that I had a home birth, we had a planned home birth for both my kids. And, let's talk about the crazy things people would say to me about that.

Lee Burgess: I mean, I heard it all. My favorite is always, "You are so brave." Brave is the key word for crazy by the way. Or, "Oh, well, let me tell you how I almost died in childbirth. And, so, let me tell you why this is such a terrible idea for you." Or "Who's this woman that you're having come over to birth your kids." It's not this woman, it's a licensed professional midwife, two of them actually, and a doula, and an assistant midwife and all these people.

Lee Burgess: But, it was very funny how my choice of deciding to have my kids at home seemed to also welcome all of this feedback on my choices, which I didn't particularly want to be honest.

Jennifer Warren: You know what though? It does not stop there. Right? The choices you make with your children, like "Are you going to nurse them? Are you going to give them formula? What are you going to allow them to do as they get older?" All of these things people have such strong opinions about. So I think you just have to start becoming comfortable that you are making the best choices for your family and just tune out the criticism or anything else that other people have to say because it does not stop just with pregnancy.

Lee Burgess: Oh, you're so right. If you choose to send them to a certain type of school, it's like, "Oh, well why do you send them to that type of school? Why didn't you send them to another type of school? Why do you have them in aftercare until 5:00? When do you see your kids?" I mean, you name it, everybody has an opinion.

Lee Burgess: Yeah. I think you make a really good point that it's a really good test and learning experience of being confident in your own choices and realizing that you are in control of a certain number of things, but how you handle your



pregnancy, how you handle your babies and how you raise your babies, and everybody else's opinion is just an opinion, easier said than done.

Jennifer Warren: Much easier said than done.

Lee Burgess: Yeah. All right.

Lee Burgess: So what about planning for maternity leave? I know this is something you've [written about on The Girl's Guide to Law School](#) and I know having had done this at a couple of institutions, I thought some of your considerations around maternity leave were really thoughtful.

Jennifer Warren: There's so many things that you need to think about. The main thing that I would stress is just to try to prepare as much as you can, right? So treat yourself like you would treat a client, right? So if you are going to do this job for this client, you are going to research the issues thoroughly and you were going to come up with a detailed, specific plan, right? So you want to know your benefits, what protections you can have, the amount of leave you can get, whether it's paid or whether it's unpaid, all this sort of thing. And, then also just planning for what it's going to be like when you're away from work for however much time you can take. Right? And, preparing your colleagues, preparing, your cases or your work. You just have so much that you have to think about.

Lee Burgess: Yeah, because there are financial considerations depending on how your work handles maternity leave, like you said, paid and unpaid. Your individual role might have certain consequences too, being out of that role. And, one of the things that's very popular out in the Bay Area at least, I don't know if it's the same where you are, is that oftentimes parents will do their maternity leave one right after the other. So I have a lot of friends who's the father will do a paternity leave after the mom has gone back to work to extend the amount of time that one parent is at home with the kids. And, that's an option that I think didn't used to be as popular, but it's getting more and more popular.

Jennifer Warren: Yeah. I do know some people in my part of the country, the middle America part of the country that I live in, that have been able to take advantage of that. But I don't think that it's widespread everywhere, right? So I know just for me personally, my husband was back working 48 hours after both of our children were born. So, I think it's a great option if you can take it. If you don't have that option, if your spouse cannot take a parental leave, it probably means you just need to do a little bit more planning and be prepared for that.

Lee Burgess: Yeah. I like to think that this area is changing, that we're getting more progressive and dads are getting more and more opportunities. But it's oftentimes an institutional culture. I have a number of friends that work in tech and tech is being better about this. And, so, tech is like, "You must take this



paternity leave," but not the rest of the world is necessarily. So I'd like to hope that we're getting to a point where men are feeling much more comfortable claiming this time because I think it's important for them too.

Jennifer Warren: And, I think some of those companies are at the forefront and what they're doing is very slowly having an impact on other industries and other parts of the country. So, we're not quite there yet, but we are slowly making progress.

Lee Burgess: Yeah. Well, I really liked this idea that you mentioned about treating yourself like a client because it's always easier to solve other people's problems much easier than it is to solve your own. I don't know if you feel the same way. But, I think that there's a lot of research that needs to be done, things like FMLA, the Family Medical Leave Act, how you're going to manage assignments. I think there can be a lot done to prepare for being gone and you have to just work with your employer as well.

Jennifer Warren: And, you need to take the responsibility for knowing what you're entitled to. Not only under federal and state law, but also as a part of your employer's HR policies. I wouldn't depend on someone in HR or someone else to tell you what you're entitled to. You really need to do the research and give yourself the knowledge to make sure that you're getting everything that you're entitled to.

Lee Burgess: Yeah, I think that makes a lot of sense. And, my situation with maternity leave is a bit different because I own this business with Alison and the business has been in two very different places. When I've had my kids we were much more, let's say lean and mean when I had my first. We're much more robust at this point, which made it a lot easier. But I think my experience of kind of sort of being on leave but maybe needing to check in with the business, is more along the lines of what often a lot of solo practitioners or small firm partners feel like they need to do, that totally stepping away from work for six weeks or three months or six months, may not be completely possible.

Lee Burgess: And, so, if you're in a role or you have responsibility where you may not want or feel that it's possible to completely step away, you still want to investigate how to set some boundaries because it is a beautiful and overwhelming experience being a mom and you need to give yourself as much space as you can to do that.

Lee Burgess: Now, we should probably say how angry it makes me that federally we do not have these protections for moms. I have friends who've worked for federal government who had to piece together vacation days and people were gifting them paid time off so they could take maternity leave and that just breaks my heart.



Jennifer Warren: Right. I know women who just really can't take any maternity leave, hardly at all, maybe a couple of weeks and they have to be back at work because people can't afford to take leave that's not paid.

Lee Burgess: Yeah. So, I mean, we have a larger ... That's probably its own podcast is the larger problems around how we treat new moms in our culture and what protections they need. But that's just more reason why as part of this, if you are planning a pregnancy, part of this thoughtful process should be investigating what your options are so at least you understand what you're getting into and make sure that, that's okay with you.

Jennifer Warren: And, part of it is treating yourself well and giving yourself the space and time to enjoy the birth of your child in those first few weeks. But another part of it is also being a good employee, right? You want to give your employer notice and a plan to deal with your absence and you want to be respectful to your colleagues who may have to pick up some assignments while you're on leave. So, it's really a lot to balance. But I think it's important to come up with a good plan, not just for yourself, but for your employer as well.

Jennifer Warren: And, another thing to think about too is, especially if you're practicing, if you're doing litigation is, what deadlines might you have coming in the future? I remember when I was pregnant with my son, going to scheduling conferences and needing to ask for longer deadlines because I couldn't have a deadline falling, while I was out on maternity leave. So, there's lots of things that you need to consider, and it's important to start that planning process as early as you can.

Lee Burgess: Yeah. I think that's a very good point. And, even I know for myself and also some of my friends who solos, if you're a solo, you really have to be aware of that too because you've got to give those clients to someone else and be thoughtful about new work that you take on and things like that. Have, maybe an assistant or a paralegal or somebody be babysitting some of these processes, calling them in if necessary.

Lee Burgess: But for me, I just looked ahead and was like, "Well, what can I knock out?" So one of the things we knocked out was we had, we run these two podcasts and I had the podcasts recorded all through the summertime. I had my daughter over the summer way into multiple months because I could do that and knock that off the list. That was something I had to schedule and come to my office to do and things like that. And, so, that was a big one where I had a huge plan to get all this stuff done, and Alison and I did the whole plan so we would be able to keep the machine rolling while I needed to step away.



Lee Burgess: So there is a lot you can do to be thoughtful and plan ahead and not even make it so aware to clients or people who are depending on you that you are stepping back.

Jennifer Warren: Yeah, I agree. The more you can do ahead of time, the easier it's going to be while you're on leave and when you transition back to work.

Lee Burgess: Yeah. All right. So say you have your babies, you have hopefully a beautiful birth. Everybody's healthy, everybody's happy, then you got to go back and be a new mom at the office, which is not the easiest thing to do. I think there are a lot of mixed emotions with going back to work. What do you think?

Jennifer Warren: Completely agree. I so distinctly remember my first day back at work after I had my son and I left him at a daycare all day and I just felt on the one hand so scared and so guilty about leaving him, and then on the other hand, so relieved just to sort of be back in this environment where I was with other adults and I had some of this time to myself. So yeah, the mixed emotions are definitely there and I really don't think they go away.

Lee Burgess: No. Because I just did a happy dance in the street with my friend as we dropped our kids off after the long holiday. And, we were like, "Oh" because the kids had a whole week off for Thanksgiving and we're like, "Oh, everybody's back. Our childcare's back. And, our kids are off at school. And, we can go be grownups." That's not to say that I didn't cherish my vacation with my family. We had a really nice time, but it's a lot, and I like my professional self and the hours I get to be my professional self. And, yeah, we were literally adult grown women doing a happy dance in the middle of the street in San Francisco. So if you drove by and saw us, that's what that was about.

Lee Burgess: Yeah, I think it's always going to be this mixed bag. Even my friends who are stay-at-home full-time moms, it's a mixed bag, they love to be with their kids, but they also feel that they need time away because mothering and parenting is hard. It is hard.

Jennifer Warren: And, it's just sort of unforgiving, right?

Lee Burgess: Oh yeah.

Jennifer Warren: It never stops. It never ends. It's always taking something from you and you get so much back from your children, but it is hard.

Lee Burgess: It is, it is. And, you don't get to just checkout. I think I mentioned earlier in the podcast, there are moments when I'll decide I wish I wasn't the adult in the room, but there are times when I'm like, "I wish I was not in charge of the situation. I wish I was not the person who has to problem solve or making these



kids stop crying, making these choices, doing whatever it was my responsibility." But it is. And, you don't get to opt out.

Jennifer Warren: It's all your responsibility. These other humans are your responsibility and it's sort of overwhelming at times.

Lee Burgess: Yeah, it definitely is.

Lee Burgess: I think one of the other things that is very different about heading back to work is your routines are going to be totally different. I was trying to get out the door this morning. I was telling you when we were chatting right before the podcast started. So I was heading to the office and I'm a pumping mom so I had to make sure that my bag had all of my pumping stuff and then it's raining so I had to get my kid's rain gear together, and then and then I'm going to something else and so we were taking an Uber, so I had to get the foldable car seat and then I get us on the car and I forgot the backpack, so I had to come back to the house to get the backpack for my son to go to school, then I had a work call. I mean, my routines and my daughter's four months and change now, I cannot seem to get a solid morning routine because every day is something different.

Jennifer Warren: Yeah. Or just when you're about to get out the door, the baby will spit up on themselves. There's always something that's happening before you're off.

Lee Burgess: Oh yeah. Yeah, for sure. I mean, I'm in yoga clothes and so of course I have no spit up or anything on me, but if I had on a dry clean only top, I can guarantee you when I hug and kiss the baby that there would be puke coming down my shoulder. It's like they know, they're like, "This must be dry clean only."

Jennifer Warren: Their timing is impeccable. It's like they just know when to spit up on you or when to get sick at the worst possible moment. Yeah.

Lee Burgess: Yeah. So the routines are going to be hard. Everything's going to take a lot longer. And, I think that just getting out of the house can be taxing in a way that it hasn't been before and you are responsible, even if you have, depending on your childcare situation, you're still responsible for what happens in those childcare situations. That can be food or milk or formula or lots of other pieces of the puzzle. And, those are things that you have to handle as well. Even if you share it with your partner, your morning routines are still going to be a bit of a mess or a challenge.

Jennifer Warren: You know what? Even though there'll be challenging, I do feel though, as time goes on, you'll get into your groove. Right?

Lee Burgess: Yes.



Jennifer Warren: I see some moms out there and I feel like they had children and they just transitioned to motherhood so beautifully. But that wasn't me at all. I was just a total hot mess at the time. But eventually, I found my groove, right? So, you will find your new routine and you will work it out and you will find a way to get out the door most days successfully. Right? Just so just give yourself time and be kind to yourself as you're figuring this out.

Lee Burgess: Yes. And, as my son's preschool teacher reminded me this morning, all things with children are temporary. She's like, "It's not necessarily that the phase will be over soon, but everything is a phase and it will change." So also just when you think you've got it all figured out, then your child's needs change. So, that can be tricky. Going back to the office, there can be a lot of complicated things happening at work. You may or may not, those who are listening, have read about some of the legal suits that have been filed recently around women and pregnancy and returning to work in some of the larger law firms that maybe some of those law firms were not making good choices to speak, like a mom of a toddler, they were making bad choices about how to handle women and that's resulted in some pretty large class action lawsuits.

Lee Burgess: I think, hopefully your firm is supportive and treating you in the fair and legal ways that they should when you returned to work. But I think that, that's not necessarily a given.

Jennifer Warren: Yeah, no, it's definitely not. And, it's obviously a problem in all industries, including the law. And, I think it's great that some of this is coming to light in these lawsuits because hopefully it's making women feel more comfortable speaking up about these issues if they think they're facing the same thing.

Lee Burgess: Yeah. I would like to take a moment to talk about sleep deprivation. As someone who hasn't gotten REM sleep in a few weeks, it's no joke, people. It's no joke. If you have one of those kids that sleeps through the night magically at six weeks, more power to you. I am so impressed. I wish you'd sprinkle some of that special fairy dust on my house because I do not have a household where children are great sleepers and sleep through the night without a lot of heavy lifting. And, it's hard when you don't sleep. It's really hard. Your brain doesn't function the same way.

Jennifer Warren: It doesn't function the same way and you just, I don't know. You have to find tricks to deal with it throughout the day.

Lee Burgess: Yeah. And, you're likely to make mistakes. That's what's hard for me is you're just not performing at the same level. Like you forget the backpack, which makes your whole morning spin out of control because I didn't sleep very much last night or you make a mistake at work. I was running payroll when I was very sleep deprived after my first son and accidentally paid someone a lot more than



they meant to be paid and I didn't catch it. Luckily, he was very honest, but I didn't catch it particularly fast.

Lee Burgess: Things happen and I think there has to be a kindness towards yourself about that sleep deprivation and realizing that you can't control a lot of this. Our kids come out the way they come out. I have a dear friend who has twins and when I was bemoaning the fact that I was very exhausted after my son was born and she was like, "Listen, I hear you saying that you think you should be doing all these things, but I have two children who were grown in the same womb and fed the same food and slept in the same house and slept in the same room and had the same bedroom time routines and one sleeps in one doesn't."

Lee Burgess: She's like, "It's not your fault. There's nothing you can about it."

Jennifer Warren: Yeah, it's not your fault. If you hear other moms or other parents talk about how great their children's sleep, it's not your fault.

Lee Burgess: Yeah. So you have to just handle the situation that you're in, which is not easy and you have to figure out how that's going to play into work.

Lee Burgess: I also think what's tricky is, and our kids are both going through this period of time, now our babies, there's something called the four-month sleep regression, which for some people it's no joke.

Jennifer Warren: Real thing people.

Lee Burgess: It's a real thing, and it will bring you to your knees sometimes. And, that is around the time a lot of people go back to work. And, I think that, that's a really cruel trick we play women is we tell them that at the end of this fourth trimester, which is oftentimes what people call the first three months, your baby's not an infant anymore and so you should be good to go. And, then they stop sleeping and you're like, "What happened? I thought I had it together."

Lee Burgess: I think there's a lot of feelings of either shame or that you're doing something wrong or it's because you've gone back to work, but you can invest in a fabulous book called *The Wonder Weeks*, which will tell you it is not your fault, that it is a developmentally appropriate thing that happens during this time, but this child's development is going to continue on and their own time schedule no matter when you decided to go back to work.

Jennifer Warren: And, here are my sort of two thoughts on dealing with sleep deprivation. And, the first, I would just say don't hesitate to accept help. Hopefully you have a supportive partner and some of you can tag team some of the long nights so that you each both get at least get some sleep or accept help from family or friends. Just do what you need to do to get sleep when you can get it. There's no



shame in accepting help and using your village to get through this period of time.

Jennifer Warren: And, then my other super practical trick for dealing with sleep deprivation, when I'm at work and I've had a long night, I like to chew gum. So just you need to do something that's going to keep you awake and keeps you focused. Mine is chewing gum. You have to find that the trick that works for you.

Lee Burgess: Yeah. I will be honest, after the first kid I didn't have any coffee for the first eight months. And, this kid, I was like, "Sorry kiddo, mom has got to go back to the coffee. I won't to have a lot. I won't have a lot. I'll stay within the recommended one cup a day or whatever, but this mama cannot do it without coffee. Just can't do it."

Jennifer Warren: Just have to do what you can do, right?

Lee Burgess: Exactly.

Jennifer Warren: One through the day. That's fine.

Lee Burgess: Exactly.

Lee Burgess: I think the other thing that can be secretly challenging that is not discussed as much as I would hope it would be discussed is, if you are choosing to be a nursing and pumping mama and what does that look like. And, again, no judgment if you're feeding your kids breast milk or formula or a combination of both. I think fed babies are the best babies, but if you do decide that you want to pump, that can become somewhat complicated at work. I have pumped for a long time. I have pumped and nursed my son for two and a half years and now I'm pumping for my daughter right now. But it is a challenge because you actually are supposed to do it on a schedule to keep up your milk supply. So you have to think about how keeping up with that at your office is going to work.

Lee Burgess: Most women want to pump in private. You may not have an office situation that is private now that there are a lot of glass offices, so you might need to work with your job to find you a space that you're going to pump. You have to store the milk, you have to clean the pump parts, you have to remember the pump parts. I mean, it's a lot, and a lot of-

Jennifer Warren: There's so many logistical details that you have to take into consideration.

Lee Burgess: Yeah, there really are. I mean, I personally am one of those people, I have a pump at the office, I have a pump at home. I also have a travel pump that's much smaller, but because I can't haul, I mean, they're also like terribly designed. If you've never seen a breast pump, I know that there are some new



ones coming out that are supposed to be better. But I am constantly amazed at like this thing that is doing something that I don't feel like should be that complicated is a weird shape and has all of these plastic pieces that all have to be washed, that are not easy to wash. They'll have little holes and you have to like scrub in the little things. I mean, it is ...

Jennifer Warren: They're all just loose and all over the place and there's no good way to keep them organized, and they have to be sterile.

Lee Burgess: No. And, there's like these tiny little ... I'm a Spectra mom now, I used to be a Medela mom. Also, there are all these brands and you have to have all different pieces for all the brands, but there are these valves that are the keys to all these pumps working, these little tiny pieces that if you do not have this tiny, tiny piece or if there's a hole in this tiny piece, the pump will literally stop working. And, I remember that little tiny thing is going to break the whole system. That's the key to the whole system, really.

Lee Burgess: So there's got to be a better way, but it's a lot of work to keep that part organized. You have to store the milk, you've got to travel with it. Sometimes when moms are traveling now, law firms will pay for things like milk stork, which it freezes your milk and ships it for you if you fly with milk, if you fly for work that you get to learn about all TSA special rules about ice packs. And, I almost had a TSA agent gives me the look, like he was going to throw out my breast milk and I was almost going to pull the, "I'm a lawyer, you do not want to touch my breast milk. This is not going to go well for anyone, trust me." Because there are rules around breast milk and TSA and I have read them all.

Jennifer Warren: Yeah. And, you really just have to be prepared to sort of like plan your day in a way to accommodate your pumping schedule. I remember when I came back with my daughter, I was teaching this class, I taught in a three-hour block of time, and I had to come up with this schedule where it would be able to pump at some point between this class and where are you going to take your break and how long is it going to take you? And, there's just a lot that goes into it. So, you just have to be prepared for that.

Lee Burgess: And, you also have to have a bit of a, I don't know, sense of humor about it. I mean, I have pumped in some really weird places over the years and have my pumping life. I have pumped at my college campus in a conference room where I overlooked this quad where I used to party when I was probably underage. And, I was just thinking about like picking up my roommate who had been throwing up in the plants outside this conference room and I'm pumping breast milk for a baby now. There're some weird things. I've pumped in cars and airports and our offices, and bathrooms I wish I hadn't been pumping in, and airplanes.



Lee Burgess: I mean, I've done it in a lot of different places and there are a lot of tricks to it. And, this was an area where another Facebook group, again, I really don't love Facebook, but I really do love some of these Facebook groups for moms. There are nursing and pumping, groups on Facebook that I joined that share a lot of hacks of how to make this as smooth as possible. Or if you're in a work situation or a travel situation and you're not sure how to handle it, you can ask these moms and oftentimes a lot of these moms have had a similar situation and I learned a lot from this community of moms about how to manage doing a lot of pumping and they probably kept me pumping because there were points when I wanted to give up and they help solve problems for me. So again, it's like reaching out for help and learning from the mama community because we've all learned a lot of lessons over the years that we can share with each other.

Jennifer Warren: Yeah. Nursing and pumping as hard. Right?

Lee Burgess: Mm-hmm (affirmative).

Jennifer Warren: It's not always this perfectly natural, easy process. It's hard. So if you want to do it and it's important to you, I think getting support is really important in order to give you everything you need. But I'll say this also. I did nurse my children, but at some point I did switch over and feed them formula and that's perfectly okay too, right?

Lee Burgess: Yeah, exactly.

Jennifer Warren: If you choose not to nurse, if you choose not to pump, that's fine. Like you said, fed is best, and you're going to have healthy children no matter what you do. So I don't think people should feel any sort of guilt if they decide for whatever reason they can't pump or they can't nurse.

Lee Burgess: For sure. And, things happen. I have friends who can't get the output they need by pumping. And, so they pump some milk and then they do some formula, or they nurse when they're home, but they give formula when they were away from the baby, or breastfeeding has never worked for them, and so they do formula, or they just decided that they are ready to switch to formula. Their kids are all beautiful. So, I mean, it's just one of the many, many, many parenting choices that you have to make for yourself and have confidence in the choices that you're making with you and your partner and your pediatrician and figuring out what's going to work for your family. But, I think if you do decide that you want to pump and nurse while you're working, it's something else that you want to plan ahead for and learn some of these hacks because there are ways to make it a little easier on yourself if you need to

Lee Burgess: It's a journey. It's a journey. The pump, the milk will spill under lap, I mean, and then you'll cry that you lost because it's a game of ounces. You'll be like, "That



was an ounce." All sorts of crazy stuff. So, like many things, you do have to reach out and get the support that you need and get creative with your schedule because I have something to go to after we finish this podcast and I have to carve out my little 15 minutes of pump time before I can do that because I won't get to pump until then. I've got a block of things afterwards. It changes how you see your day.

Lee Burgess: And, I'm lucky that I work for myself and in an office that's alone. So I can just boom, pump on the pump whenever I need to. It's not that easy for everybody and I respect that. So something else you just need to plan for.

Jennifer Warren: Definitely.

Lee Burgess: All right. One of the other things I wanted us to talk about today was, I think about your village and childcare, which I think is a huge part of your village because you can't go back to work unless somebody is going to be watching your baby, unless you can bring your baby to work.

Lee Burgess: There are a lot of different options around childcare, more than I think a lot of people appreciate. There's having a nanny which typically a nanny just takes care of just your children. But there's something that's really popular where I live called nanny shares, where you and maybe one other family hire one nanny to watch a couple of kids and they usually watch them at one person's house and that cuts down the costs of the nanny share. Oftentimes family members will watch the kids. If you have parents around maybe one day a week or multiple days a week. You mentioned daycare, wait lists can be really important for daycares, especially in metropolitan areas.

Jennifer Warren: And, there's institutional daycare's like a daycare center or there's an in-home daycare. There are some options there too.

Lee Burgess: Yep. You need to have solutions for when your kids get sick. Because let me tell you, when they go and out in the general population, they come back with all sorts of viruses. The viruses are real. The runny noses and the coughs and everything. And, so you have to have a plan for what are you going to do when your kids get sick.

Lee Burgess: If you're at a daycare or a nanny share, if your kid's sick, they can't go. So then who's going to take care of that kid? I actually have this memory from my childhood because my parents were both working parents, of me being sick and standing in the kitchen with my parents and my grandmother who also lived near us, but they all worked. My grandmother was a legal secretary and my parents are both lawyers. And, they were all on this adult level. So I'm like sitting on the floor because I'm tiny and then they're all debating on who's going to take care of me. And, it was pretty the negotiation of whose day could be



imploded for whatever it happens. I was sick or whatever. And, so, my dad was a litigator and so he had court for part of the day and then my mom was like, "Okay, well I could do that." And, they have had to piece together this whole situation to care for me because I couldn't go to school. And, that's, that's a lot of stress on a family.

Jennifer Warren: It can be really stressful if both partners have a day where they need to be in the office and the baby's sick and someone needs to stay home. I've experienced it firsthand and it can be really stressful. I think you need to anticipate that this is going to happen at many points over the next few years and try to have a plan in place beforehand as best you can. Right? So, if my husband and I think one of our children is getting sick, the night before we try to come up with a plan, right? Maybe you can take the morning and I can take the afternoon or something like that. Because if you wait until 7:00 AM, when you're trying to get out the door and you're trying to figure out who's going to do what, it can just add to the stress.

Lee Burgess: Yeah. Or the 2:00 AM puking is always my favorite. When you're like, "Oh, there goes my whole day."

Lee Burgess: I think the other thing about researching all different types of childcare, and this is something you can do as you're deciding to start a family or while you're pregnant is how much is this going to cost? Because childcare is not cheap and it can be very expensive, and it's a stress on a family financial situation, especially if you still have law school loans that you're paying off. This is another weekly or monthly bill and you have to be able to balance that.

Lee Burgess: There's been some interesting articles recently about, moms negotiating the cost of childcare and whether or not, if childcare and their professional existence kind of cancel each other out, is it "worth it", from an economics perspective for the mom to stay home instead of working, if the net result is pretty much a wash? They go to work and then that basically pays for childcare and one of the arguments is for women, when you remove yourself from the career path that you have an opportunity cost that you're losing in future gains because you're losing those years, so that it's not really a one for one. So you, if you want to continue to invest in your career, even if it's not making a financial difference now it might in the future.

Lee Burgess: But, it's very interesting and complicated from an economics perspective, from a personal perspective, of you want to take time off to be with your kids. I did not want to be a stay at home mom. I think I would be a crummy stay at home mom. That's not my skill set. I love my kids. I'm not a kid person. I just am not. I see like childcare providers and people who do this. And, I'm like, "You're a kid person. Awesome. I'm not."



- Jennifer Warren: I'm so amazed and grateful for all those amazing childcare providers out there because I'm not sure I can do what they do day in and day out.
- Lee Burgess: Yeah. And, my children are better for the child care providers and educators that they have had. They have learned things from them that they would have never learned for me. And, I think that those relationships have really helped them be the people they are today. And, as much as there's a lot of mama guilt in that stew of feelings, when you have to say goodbye to a kid that doesn't want you to leave, I do really cherish the fact that they have gained a lot from other people who love them because I think kids can be loved by a whole village and I think they're better off for it.
- Jennifer Warren: Yeah, I agree. As guilty as I feel most days for sending my children to daycare, I see them learning so much from the diverse set of people that they're around. So, that's what I try to remind myself of when I'm having one of those really hard days.
- Lee Burgess: Yeah, I mean, there are definitely the days where you're just like, "Oh my gosh." You're crying in the car. When my son had a tough time going to preschool, he was very sad about going to school and I mean, I would just sit in my car and cry, tried to drop him off for like five minutes because, I didn't want him to see. But it was hard for me. But then I'd be like, "I know this is something that we need to do. I know he's going to love it" and we got through it, but it's really hard. And, then I had to say okay, that was my moment to be emotional about this. And, then it was time to put myself back together and start my day because I had other responsibilities.
- Lee Burgess: I think one of the other things that's interesting when you think about parenthood is, I think a lot of people talk about the stress around when your children are very young, but as this group of lawyer moms reminded me, this juggle continues really throughout adolescence as well. I mean, teenagers have individual needs that you need to meet, and other young kids. I mean, it's always going to be a juggle. You might be juggling different things, but there's always going to be a juggle.
- Jennifer Warren: So it doesn't really end is what you're telling me.
- Lee Burgess: That's what they tell me.
- Jennifer Warren: Oh my gosh. Okay.
- Lee Burgess: Well, maybe in five more years we could do another podcast and be like, "Let's talk about how having elementary school kids."



- Lee Burgess: I think one thing though that we have to remember is that, well, and this is spoken as the daughter of a law mama, but, I think lawyers make great mamas. I'm the kid of two lawyers, so try winning an argument in my house. But I think lawyer moms, we know how to learn new things. I think one of the things Alison and I always talk about law school is that law school taught us to be really great students because you're constantly learning and then when you practice law you're constantly learning as well. And, you have to learn a lot about being a parent. And, you got to problem solve and lawyers are really good at problem solving. And, you have to manage a lot of crises and I think lawyers are trained to manage that too, right
- Jennifer Warren: Yeah, absolutely. And, I think a lot of lawyers are perfectionists and so from that perspective, it can be sort of challenging to be a parent because when you have children things oftentimes can't be perfect. You just have to do the best that you can do and that's just something that you have to get used to, and get comfortable with.
- Lee Burgess: Yep. And, let me tell you, no one negotiates like a preschooler. My kid has a solution for everything. It's like, "Well, what about this mama?" I'm like, "Yeah." So you have to use all your negotiating skills with your small children beyond your game.
- Lee Burgess: And, then we've mentioned it before that mama guilt is real and I think it's something that you really have to figure out how you're going to make peace with and negotiate for yourself. If you're really struggling, I think therapy is a great option of self-care. You do have to take care of yourself, helping people problem solve for you about what you want this balance to look like, especially sometimes, you might want to change career paths or work with a coach to come up with a new option to make it the life that you want. but you should reach out for help because you don't have to solve all these problems by yourself.
- Jennifer Warren: Yeah. And, you don't have to try to cultivate this life, just to keep up with what other people doing, what with what other people are doing, right? You just need to figure out what is going to work best for you and your family and make you and your family the happiest. And, maybe that's working full-time, maybe it's part-time, maybe it staying at home. It's just such an individual decision.
- Lee Burgess: It really is. And, you might even want to try it. Try going back to work, see if you like it. Some people go back and are like, "I just don't want to do this." And, then that tells them, gives them that answer. Some people are home all day and are like, "This isn't really working for me either." And, so they look for job opportunities that are going to allow them to have that balance.



Lee Burgess: I know amazing stay-at-home moms who are taking time away from being lawyers, but I know for me I'm a better mom when I'm with my kids if I have my own life separate from them. And, that's doesn't mean that I don't love them, that it just means that, that's how I'm a better mom. And, so yeah, I'm the mom doing the happy dance in the street. I'm better when I have that perspective and then I really can drop in and cherish the time that we do have together, which I think is very important. So I can be more present with them when I get my time away.

Jennifer Warren: And, I think the legal world is a really difficult place to be a parent for both men and women. Being a lawyer is such a demanding stressful job. There are so many hours that lawyers work, so I think it's a really hard industry to be in if you're going to be a parent, but it seems like sort of very slowly the legal culture is changing. We're seeing more firms offering reduced hour options or work from home options and things like that. So hopefully, that will continue to permeate throughout the law and just make it easier for moms and dads to continue to work as lawyers if that's what they want to do.

Lee Burgess: Yeah. And, we've got to get creative. When I was pregnant with my son, Alison and I were at a legal conference and someone, a man, asked me when I told Alison I was pregnant and how long I waited to tell her and I was like, "She was the second person I told after family that I was pregnant." And, there was this look of shock. And, I was like, "Well, it has business ramifications for us. Not only is she a dear friend, but we have to have a business." And, they were like, "Well, what's your business going to do?" And, we were like, "If two women can't figure out how to keep your business running when one of us has a kid, then we're all in big trouble because-"

Jennifer Warren: Yeah, it's hopeless.

Lee Burgess: "... then it's hopeless." And, I think it's not always easy. It takes different people, picking up the slack and creative solutions, but we are smart problem-solving women and we do have the power to start shaping and making suggestions on how to make this better. And, I hope that the future generations of women are going to have more choices than a lot of women do right now in how they want to become new moms. But I think it's one of our jobs is to talk about it and share what's worked and share what hasn't, so we can all continue to make this better for all of us because it makes us better lawyers, it makes us better moms, and it's good for our kids.

Jennifer Warren: Yeah, absolutely.

Lee Burgess: Yeah. All right, well on that note, we're out of time.



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If you have any questions or comments, please don't hesitate to reach out to myself or Alison at lee@lawschooltoolbox.com or alison@lawschooltoolbox.com, where you can always contact us via our website contact form lawschooltoolbox.com.

Thanks for listening. We'll talk soon and we will link to some helpful resources if you'd like to read more on this topic. Stay tuned for future podcasts where we'll talk more about the realities of parenthood and being a mom in legal profession.

RESOURCES:

- [Parental Leave: What to Expect When You Return to Work](#)
- [The Leaky Pipeline: Can Women Have a Family in BigLaw?](#)
- [Lessons Learned While Preparing for Parental Leave](#)
- [The Office Maternity Leave Checklist for the Type A Professional](#)
- [State Family and Medical Leave Laws](#)
- [How to be Both a Parent and a Lawyer](#)
- [10 Out-of-the-Box Childcare Options That Are Changing Working Moms' Lives](#)