

## **When Lawyers Become Parents: Exploring Inclusive and Effective Workplace Supports for Parents Working in Law (Phase 1: Mothers and gender-diverse parents)**

Dear mothers and gender-diverse parents of young children,

We are reaching out to invite you to participate in a study investigating how mothers with young child/ren (three years and under) working in the field of law (private practice, in-house counsel) in Alberta experience parenthood. This research will help identify best practices for Alberta employers in terms of how they can most effectively support lawyers. It will promote policy change to improve the experiences of lawyer-parents in Alberta and across Canada.

The Principal Investigators on this project are Dr. Rachael Pettigrew at Mount Royal University ([rpettigrew@mtroyal.ca](mailto:rpettigrew@mtroyal.ca)), Dr. Andrea Doucet at Brock University ([adoucet@brocku.ca](mailto:adoucet@brocku.ca)) and Dr. Natasha Stecy-Hildebrandt at Brock University ([nb\\_nstecyhildeb@brocku.ca](mailto:nb_nstecyhildeb@brocku.ca)).

We are seeking a comprehensive cross-section of participants from a wide range of sexualities and gender expressions, across diverse communities and demographics. This includes mothers, transgender parents, genderqueer and gender-diverse parents, mothers/parents who are lesbian, bisexual and/or two-spirit, as well as individuals who identify as women of colour and racialized women, Indigenous women, immigrant women, and women with and without disabilities, and who are white, non-immigrant, cisgender, and heterosexual.

We are interested in speaking with those who have become parents within the last 3 years.

Please take the time to read through the information below outlining consent, interview procedures, and how to set up your interview.

### **Steps Required to Participate:**

1. Review and sign a Consent Form if you would like to participate:  
[https://mtroyal.ca1.qualtrics.com/jfe/form/SV\\_1MO7rvfQNIloowaG](https://mtroyal.ca1.qualtrics.com/jfe/form/SV_1MO7rvfQNIloowaG)
2. Complete the Pre-Screening Questionnaire (included in the Consent Form link).
3. If you are selected for an interview, you will receive an email confirming the interview date and time of the interview, the Zoom link, and the name(s) of your interviewer(s).
4. Participate in a 60–90-minute interview with one or two members of our research team.



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More detailed information about the interview, consent, data storage and analysis, and outcomes of the research is provided in the Consent Form for your review. However, you are under no obligation to participate in this research study. If you choose to participate, you are free to withdraw at any time during the completion of the survey without penalty. More details about withdrawal are provided in the consent form, for your review.

### **Further information**

If you have any questions about this study or require further information, please contact **Dr. Rachael Pettigrew from Mount Royal University** at [rpettigrew@mtroyal.ca](mailto:rpettigrew@mtroyal.ca). This study has been reviewed and received ethics clearance through the Research Ethics Board at Mount Royal University [**file #105056**] and the Social Science Research Ethics Board at Brock University [**REB 25-296**]. If you have any comments or concerns about your rights as a research participant, please contact the Mount Royal University Office of Research Ethics at 403-440-8470, [hreb@mtroyal.ca](mailto:hreb@mtroyal.ca).

If you have specific questions related to setting up your interviews, please contact the Project Manager, Jennifer Turner, Brock University, [jturner2@brocku.ca](mailto:jturner2@brocku.ca)

Thank you in advance for your time and consideration.