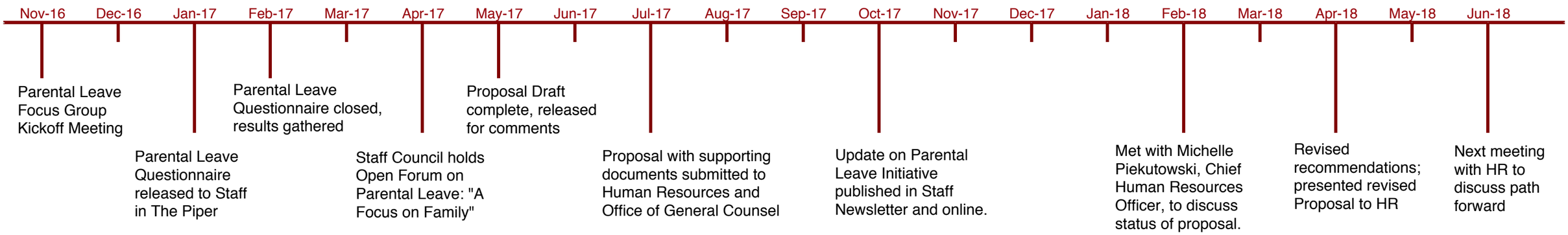Staff Council Parental Leave Initiative (2016-2018)