

Motivation Moment - Women's Health Issues and Their Impact

Jill Jemison, MBA

Associate Dean for Information Technology and CIO

PollEv.com/jilljemison120

Send jilljemison120 to 22333



+ INSOMNIA STATISTICS

50-70 million

Americans are affected by insomnia

10%

of those impacted by insomnia go on to develop long term, chronic insomnia

10-30%

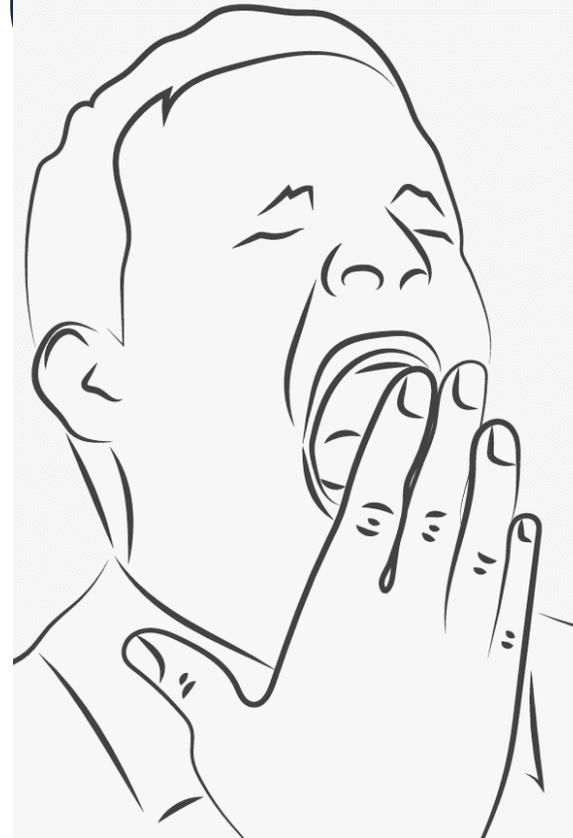
of people across the world have insomnia

40%

more women are likely to have insomnia than men



+ SLEEP STATISTICS



Each night the average American sleeps

6.8 hours

35%

of Americans get less than seven hours of sleep each night

50-70 million

US adults suffer from a sleep disorder

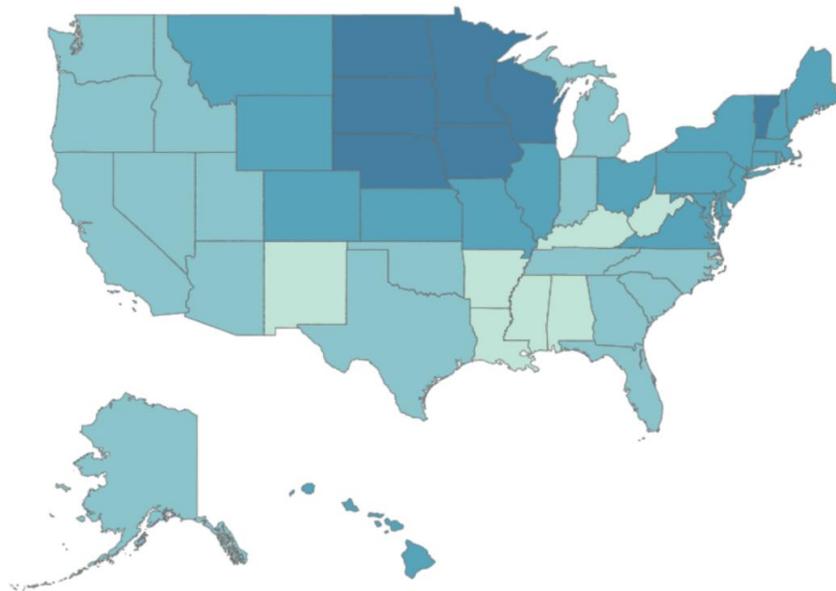
\$411 billion

is lost from the US economy annually due to sleep deprivation

And there are a lot of us

Labor Force Participation Rate by Sex, State and County

Labor force participation rate by sex



1,695,000
women



UNC

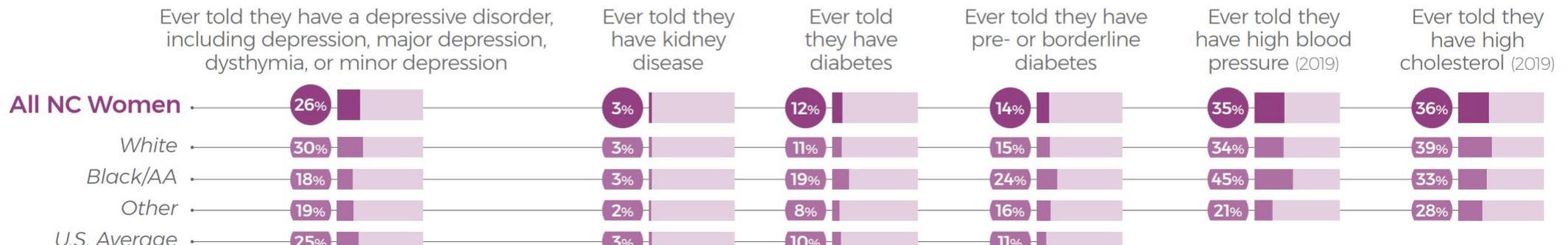
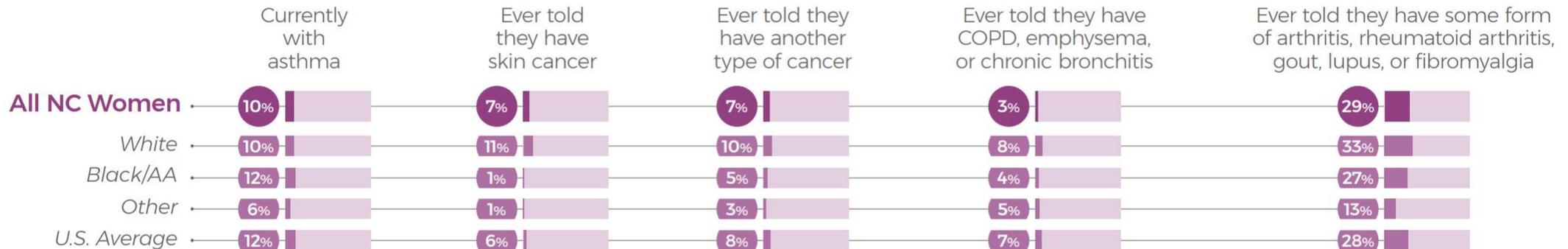
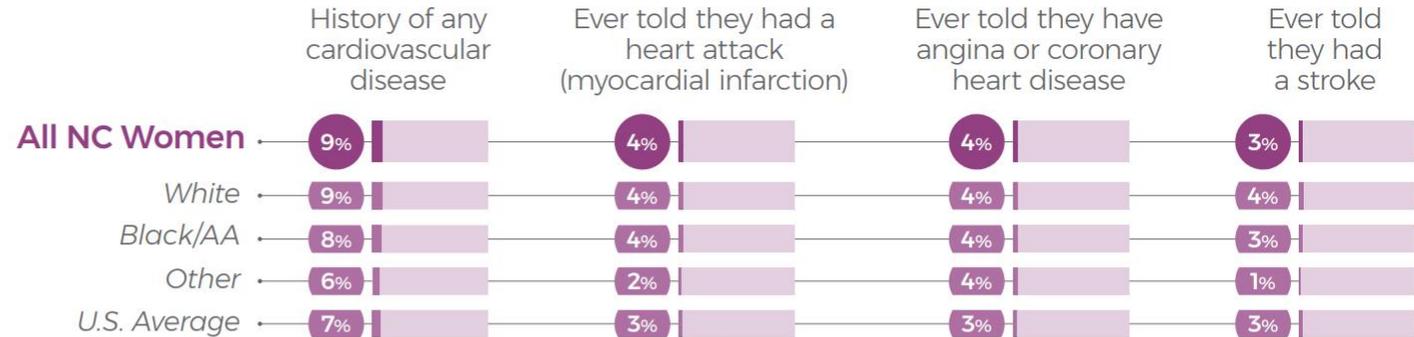
SCHOOL OF
MEDICINE

**Health, wellness
or something else?**

A snapshot of women's health



Chronic Disease 2020



From Northwell Health Katz Institute for Women's Health:

- Female patients are continuously gaslighted about their physical and mental health.
- Whether it's heart disease labeled as anxiety, an autoimmune disorder attributed to depression, or ovarian cysts chalked up to "normal period pain," many women's health issues are likely to be misdiagnosed or dismissed by doctors as something less critical.
- A published in Academic Emergency Medicine found that women who went to the emergency room (ER) with severe stomach pain had to wait for almost 33% longer than men with the same symptoms.

Women Are Calling Out 'Medical Gaslighting'

Studies show female patients and people of color are more likely to have their symptoms dismissed by medical providers. Experts say: Keep asking questions.

[Share full article](#) [3.6K](#)



Marta Monteiro

By Melinda Wenner Moyer

Published March 28, 2022 Updated June 22, 2023

The “Wellness” paradox

Psychology Today Find a Therapist Get Help Magazine Today

Find a Therapist (City or Zip)



Nancy Collier LCSW, Rev.
Inviting a Monkey to Tea

ATTENTION

How the Self-Care Industry Might Be Exhausting Women

Self-care has become another "should" on our to-do list.

Posted December 1, 2022 | Reviewed by Vanessa Lancaster



KEY POINTS

- Conditioning teaches many women to focus attention outward and attend to relationships with other people rather than themselves.
- Self-care supports the idea that, as we are, we are inherently lacking, missing something external that we need to be well.
- Self-care is not something we buy or do that exists outside of us, but rather a way of being in a relationship with ourselves.



Source: Darius Bashari/Unsplash

Self-care encompasses a lot more than just mani-pedis these days; it's bloomed into an 11-billion-dollar industry, one that's been capitalized on by almost every other consumer industry: spa, bath, water, beverage, skin care, essential oil, travel, food, home design.

You name it. Everybody's got a hand in the self-care market. Yet, it seems that the more products and services we purchase and practice, the more stressed out and exhausted we become. The more we focus on well-being, the

more unwell we actually feel.

So what gives? What's not working in our self-care model?

The fact is, there's nothing wrong with self-care or what it offers—who can



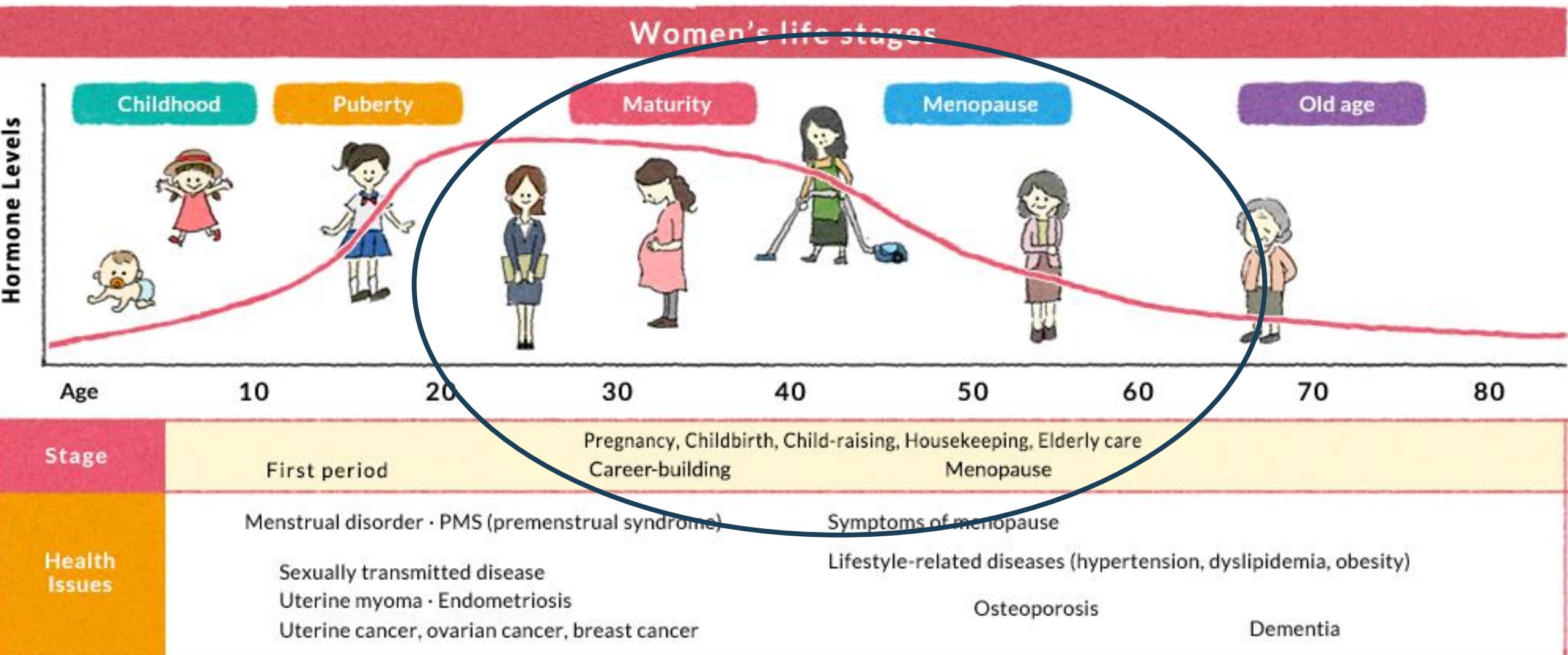


UNC

SCHOOL OF
MEDICINE

The fundamental issue

A snapshot of women





BCBS.COM | SIGN UP FOR BCBS ALERTS | SEARCH

HEALTH & WELLNESS INSIGHTS

BENEFITS STRATEGY

EVENTS

SHARE



DOWNLOAD INFOGRAPHIC

5 MIN. READ

MATERNAL HEALTH EQUITY: scale of impact



In the developed world, the United States is the most dangerous place to give birth—especially for women of color.¹ Grasping the extent of maternal health disparities is the first step in being able to provide support to expectant mothers in your workforce.

85%

The vast majority of women in the workplace (85%) will become mothers during their careers.²

50K

Each year, 50,000 women suffer from life-threatening pregnancy complications.³

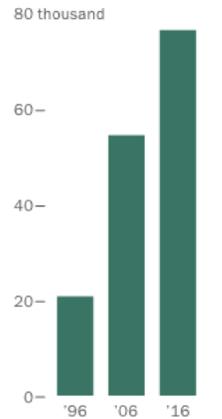
↑ 63%

Women in majority Black communities face 63 percent higher rates of severe maternal morbidity (SMM) than women in majority white communities.⁴

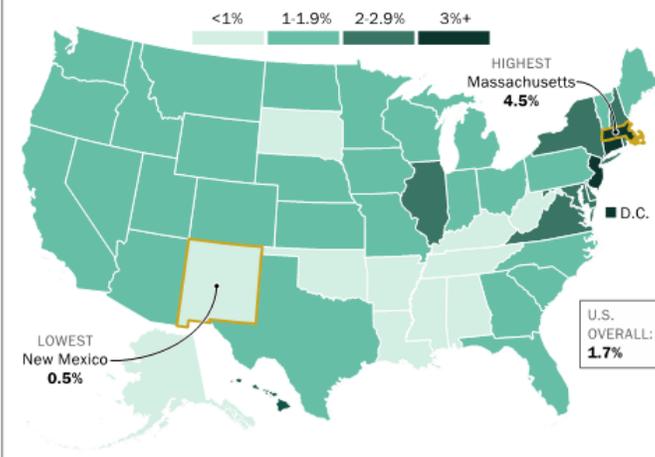
Infertility

U.S. births via assisted reproductive technology up more than threefold since 1996

Annual number of babies born due to ART



% of all babies born due to ART, by mother's state of residence, 2015



Note: Figures reflect only births due to assisted reproductive technology (ART), which the CDC defines as the subset of fertility treatments in which eggs or embryos are handled in a lab. Births due exclusively to other fertility treatments such as artificial insemination or the use of ovulation drugs are not included. Estimated number of babies may be slightly low due to some fertility clinics not reporting data to CDC. Source: Centers for Disease Control and Prevention National ART Surveillance System, 1996-2016.

PEW RESEARCH CENTER

1.7%
had a fertility policy that met their needs.

@fertilitymattersatwork

Over 68%
felt their treatment had a significant impact on their mental and emotional wellbeing.

@fertilitymattersatwork

54.8%
received external support (counselling/cbt)

@fertilitymattersatwork

69.5%
took sick leave during treatment.

@fertilitymattersatwork

83%
said COVID-19 had made managing fertility treatment whilst at work easier.

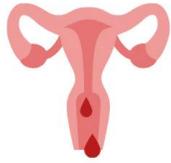
@fertilitymattersatwork

72%
said that their workplace did not have a fertility policy in place.

@fertilitymattersatwork

Menstruation

WHAT YOU SHOULD KNOW
ABOUT PERIODS.



**WE SPEND ROUGHLY 2,280 DAYS
OF OUR LIVES ON OUR PERIOD.**



62.8 MILLION

**PEOPLE IN THE US
EXPERIENCE
MODERATE TO
SEVERE CRAMPS.**



**HAVE CRAMP PAIN
SO SEVERE, THEY
HAVE TO SKIP
WORK OR SCHOOL.**



**ENDOMETRIOSIS
AFFECTS 1 IN 10
WOMEN.**



**PCOS
AFFECTS 1 IN
10 WOMEN.**



**20%-80% OF
WOMEN DEVELOP
UTERINE FIBROIDS.**



Menopause

MENOPAUSE AT WORK



A national survey finds that managing menopausal symptoms in their work life is extremely or somewhat difficult for nearly half of the surveyed 1,500 working women between the ages of 45 and 65 who have experienced these symptoms in the past year. And yet, more than half of women surveyed strongly or somewhat agree that their colleagues have been supportive of them as they deal with menopausal symptoms on the job.

BUSINESS IN THE COMMUNITY The Prince's Responsible Business Network

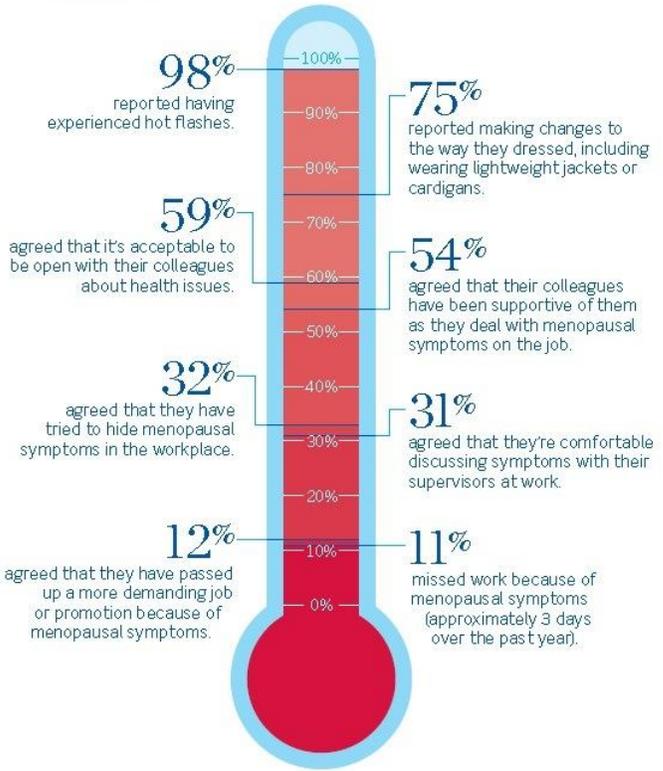
1 IN 10 women who worked during the menopause have left a job due to their symptoms
Source: Menopause and the workplace, Fawcett Society, 2022

22% of disabled women have left their job due to menopause, double that of non-disabled women.
Source: Menopause and the workplace, Fawcett Society, 2022

14 MILLION Unsupported menopause symptoms cost the UK economy 14 million working days a year
https://www.hrreview.co.uk/hr-news/menopause-costs-uk-economy-14-million-working-days-per-year/115754

Women in their 60s have **one-third** of men's private pension wealth, impacted by their ability to work during menopause.
Source: Pension Policy Institute (2019)

MENOPAUSE IN THE WORKPLACE



Managing menopausal symptoms—at work or elsewhere—is a personal and individualized decision that should include a conversation with a healthcare provider to discuss and weigh the available options. For more information and resources about menopause and its symptoms as well as tips for managing menopausal symptoms at work, visit personalmenopauseanswers.com.

For more information about the survey, visit workingmother.com.



The survey was conducted by the Working Mother Research Institute and Pfizer.



UNC

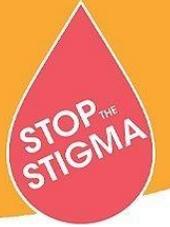
SCHOOL OF
MEDICINE

What works?

Talk about it



Menstrual Health WELFARE AT WORK



Results of FSU survey on Menstrual Health in March 2023 revealed staggering information about how people are coping with menstruation in their workplace.



would welcome a menstrual health support policy in the workplace



think menstrual health affects working life



are not comfortable talking about menstrual health in work and 69% say it is due to the gender of their manager



say periods are joked about in the workplace

Talk about it

Menopause matters™

What can employers do to support their employees?

Consider developing and implementing a menopause policy

- This can help everyone understand:
- how menopause affects people
 - what support is available to staff
 - what their business' stance is on issues such as taking time off because of menopause symptoms
 - flexible working arrangements available to menopausal employees.

What changes could they make in the workplace to support menopausal individuals?

Things to consider include office temperatures, supplying desk fans, access to quiet breakout areas.

Carry out important Health & Safety checks for menopausal employees?

- This includes:
- assessing whether any symptoms are made worse by the workplace or work practices
 - what changes can they make to help people manage their symptoms
 - including these findings in a risk assessment.

Is flexible working – either on a temporary or permanent basis – something they support in your workplace?

If someone experiencing menopausal symptoms can change their working pattern to suit when they're at their best, this will not only help them, but enable a business to retain their skills and input into the business.

Workplace champions could be responsible for:

- Running awareness-raising workshops
- Providing vital information, support and further resources
- Checking the appropriate Health & Safety risk assessments have been carried out and recorded.

Have you trained your managers in supporting menopausal team members?

Managers need to be aware of what the signs and symptoms of the menopause are. Plus, it can add an extra level of comfort for staff knowing that their managers are trained to listen and point them in the direction of more support.

Appoint a workplace menopause champion

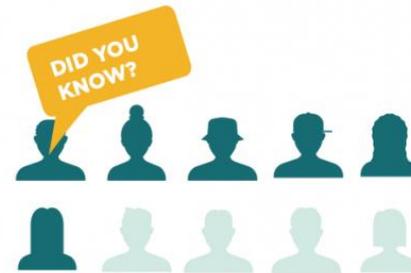
As Dr Heather Currie MBE has advocated previously having a single point of contact if someone needs advice, further support, or just a friendly ear to listen sensitively is a great way to proactively open up the conversation around menopause in the workplace.

This poster is an extract from an article published in the Summer 2022 issue of *Menopause Matters* magazine. It includes details from a free publication for businesses called *The Menopause at work: a guide for employers* produced by HR & Employment Law Specialist. Citation.

subscribe online
www.menopausematters.co.uk/magazine/subscribe.php

LET'S TALK MENOPAUSE

Join the conversation
#MenopauseAtWork



SIX IN TEN

menopausal women say their symptoms have had a **negative impact on their work.**

...IT CAN CAUSE



MEMORY LOSS



DIFFICULTY SLEEPING



ANXIETY



HEADACHES



DEPRESSION

Small things can make a big difference,
find out how at cipd.co.uk/menopause



What would you say?

[PollEv.com/jilljemison120](https://poll-ev.com/jilljemison120)

Send jilljemison120 to 22333



What word, phrase or statement would you like to say about your health at work?

Nobody has responded yet.

Hang tight! Responses are coming in.



UNC

SCHOOL OF
MEDICINE

Things are changing

Research and awareness are growing

FORBES > LEADERSHIP

Breaking The Workplace Stigma Of Periods And Women's Health



Alba Anthony Forbes Councils Member
Forbes Human Resources Council
COUNCIL POST | Membership (Fee-Based)

Jun 12, 2023, 07:15am EDT

Head of People - Grey Group NY.



GETTY

Women face unique challenges in the workplace, particularly when it comes to their health. Depending on their symptoms, certain conditions like periods, pregnancy and menopause can make it difficult just to show up to the office. That's why the prevalence of remote work over the past three years has helped women feel like they're engaging with a more



Chapter 43 Addressing Menstruation in the Workplace: The Menstrual Leave Debate

Rachel B. Levitt and Jessica L. Barnack-Tavlaris.

Author Information and Affiliations

Published online: July 25, 2020.

Levitt and Barnack-Tavlaris discuss the idea of menstrual leave, a policy option that provides employees with time off during menstruation. They counter the paucity of research surrounding the impacts of such policies on menstruators and the locations offering leave. Levitt and Barnack-Tavlaris argue that without addressing underlying sexist beliefs and attitudes as well as gender discrimination, menstrual leave could have negative effects on menstruators. The authors augment this research with findings from their previous study, which examines attitudes toward and perceptions of menstrual leave. Against this background, the chapter concludes with a discussion of alternative approaches to menstrual leave.

Introduction

Go to: ☺

Menstrual stigma socially conditions menstruators¹ to conceal menstruation and avoid discussion about it (Johnston-Robledo and Chrisler 2013, 11). Both concealment and secrecy can have detrimental consequences for a menstruator's psychological well-being, such as holding negative attitudes toward menstruation and partaking in self-objectification (Johnston-Robledo and Chrisler 2013; Roberts, Calogero, and Gervais 2018). The oppressive beliefs about and attitudes toward menstruation that permeate heteropatriarchal culture can extend beyond menstruators' psychological health; they may negatively affect their overall well-being including their personal and professional achievements and success, physical health, and the right to feel empowered and experience equality.

Menstrual leave, which allows a menstruator to take time off if they are unable to attend work due to menstruation, is a policy that could affect menstruators in many ways, including their status in the workplace. The question is whether such a policy would benefit or disadvantage a menstruator's well-being. In spite of progressive aims, could menstrual leave policies actually increase discrimination and negative attitudes toward menstruators?

Proponents of menstrual leave argue that such policies have the potential to de-stigmatize discussion of menstruation in the workplace (CBC Radio 2017), and may be helpful to those who experience menstrual cycle-related illnesses such as endometriosis and dysmenorrhea. However, there is a paucity of research on the effects of these policies on menstruators and menstrual stigma, as well as on the places of employment that are offering them. Furthermore, there is no research to date on the ways in which menstrual leave may be counterproductive to the overall welfare of menstruators through unintended consequences, such as discrimination in hiring practices, salaries or wages, and promotion. Thus, the purpose of this chapter is to (1) present the controversy surrounding menstrual leave through discussion of the potential implications of such policies, (2) argue that without thoughtful implementation, menstrual leave could have negative effects on menstruators, and (3) highlight the gaps and call for more research in this area. Throughout the chapter, we integrate findings from a study we conducted with a national U.S. sample, which examined attitudes toward and perceptions of menstrual leave (Barnack-Tavlaris et al. 2019).

Existing Menstrual Leave Policies

Go to: ☺

To date, menstrual leave policies exist across the globe in places such as Japan, Taiwan, China, South Korea, Indonesia, Zambia, and Mexico (Chang et al. 2011; Dan 1986; Forster 2016; Matchar 2014; Worley 2017). Additionally, some professional organizations/companies have chosen to implement menstrual leave, including

Study Shows the Staggering Cost of Menopause for Women in the Work Force

Some are taking sick days. Others are cutting back their hours. Still others end up quitting altogether.

Share full article



Getty Images



By Alisha Haridasani Gupta

Published April 28, 2023 Updated May 8, 2023

It's an equity issue

Menstrual Equity and the Workplace



Roundtable: Menstrual Equity and the Workplace

August 2, 2023, 3:00-4:00 pm ET

Join the Department of Labor's Women's Bureau and guest speakers:

- Jennifer Weiss-Wolf, Executive Director of NYU Law's Bimbaum Women's Leadership Network
- Marcy L. Karin, Professor and Director, Legislation/Civil Rights Clinic, University of the District of Columbia David A. Clarke School of Law
- Sasha Goodfriend, Executive Director of Mass NOW
- Vanessa Carman, President of the SMART Union Women's Committee

This roundtable will feature speakers from a range of different backgrounds discussing menstrual equity and why it's a relevant conversation for the workplace. The event will outline accommodations employers can provide to support workers who menstruate and how these overlap with the other phases of employees' lives.

Agency Hosts

[Women's Bureau](#)

Date and Time

WEDNESDAY, AUGUST 2, 2023 03:00 - 04:00 PM EDT

Location

[Register here](#)

Menopause Wellness at Work

Friday, July 14, 2023, 11:00 a.m. ET

Kathryn G. Schubert, MPP, CAE, SWHR



Donna Klassen, LCSW, Let's Talk Menopause



JOIN US TO HELP

SHAPE THE FUTURE OF WORKPLACES

Take Part in SWHR's Menopause Survey!



The motivational moment

- We can make this better
 - Say it
 - Support it
 - Share it



SCHOOL OF
MEDICINE

Thank you