

Give Her a Reason to Stay in Healthcare:

Resource Guide for UNMC/NM Leaders: Sept. 2021

<i>Highlighting Women in Medicine</i>	<i>Longstanding Needs</i>	<i>Immediate Stress of the Pandemic</i>
<p>Born out of an unprecedented exodus of women leaving the medical workforce the “Give Her A Reason to Stay” campaign celebrates Women in Medicine Month and spotlights the struggles women in healthcare in all professions face.</p> <p>Compared to their male colleagues women in medicine:</p> <p>Are not paid or promoted equitably and report higher rates of sexual harassment.</p> <p>Are encouraged to take on “citizenship” duties at work and are “voluntold” to serve on committees and engage in other unpaid work.</p>	<p>Equitable pay.</p> <p>Promote her now.</p> <p>Give her credit for the work she’s done.</p> <p>Give her a grant or other funds to support her work.</p> <p>Sponsor her for a specific career opportunity.</p> <p>Ensure she has appropriate time off to care for herself and her loved ones.</p> <p>Offer childcare.</p> <p>Provide a safe and harassment-free workplace.</p>	<p>According to the American Medical Women’s Association the pandemic has set back women’s progress in the US workforce by 25 years.</p> <p>Women in medicine are the majority of front-line healthcare workers during the pandemic and have higher rates of COVID-19 infection.</p> <p>Women deal with ongoing childcare disruptions as well as school disruptions – varying masked mandates, busing shortages, or lack of services available for children who have special needs.</p> <p>Women continue to have more responsibilities at home for childcare and eldercare.</p> <p>And at UNMC – as a leading healthcare site in the battle against COVID-19 – women report feeling there is “no ability to slow down or take things off our plates.”</p>
Short Term Solutions		
<i>Supporting Caregiving Responsibilities</i>	<i>Supporting Workforce and Career Development</i>	<i>Offer Mental Health Support</i>
<p>Shift required meetings times that conflict with family or caregiver duties.</p>	<p>Leaders protecting time to attend wellness or other equity related activities.</p>	<p>Employee Assistance Program for both UNMC and NM employees: Available 24/7 by phone: 402-330-0960 or 800-922-7379.</p>

<p>Remember, being quarantined is not just working from home!</p> <p>Be aware of face-time bias and measure success by outcomes rather than by who is in the office.</p>	<p>Cite and disseminate her research.</p> <p>Nominate her for an award.</p> <p>Thank her for her commitment to excellent patient care.</p> <p>Write a positive online review or send a note to her boss.</p> <p>Find a thoughtful way to tell her the work she does is important.</p>	<p>UNMC students can use Counseling and Psychological Services (CAPS) for no charge. (402) 559-7276.</p> <p>UNMC residents can contact Susan Smith with the House Officer Assistance Program (HOAP) 402-559-5323.</p> <p>24/7 Helplines: Crisis Assistance via Phone: 24/7 free, confidential support for anyone in distress 1-800-273-TALK National Crisis Line</p> <p>Crisis Assistance via Text 741741- Text “hello” for immediate crisis assistance.</p>
<p>Host Listening Sessions</p>	<p>Attend Campus Equity Programs</p>	<p>Sponsor Women to Attend National Leadership Programs (examples below)</p>
<p>Hosted by the leader to do a real time needs assessment on stressors and potential solutions.</p> <p>These listening sessions should be paired with a report back to the stakeholders on action items that the leadership team will implement.</p>	<p>October 7, 2021 Thursday at 11:30 am CDT: Dr. Autumn Reed – Strategies to Diversify Your Faculty Search: https://go.unmc.edu/diverse-searches</p> <p>October 14, 2021 Thursday at 11:30 am CDT: Dr. KerryAnn O’Meara – Equity Minded Faculty Workloads by Design: https://go.unmc.edu/faculty-workloads</p>	<p>Women in Medicine Summit (Virtual): Dr. Shikha Jain, Sept. 24-25, 2021 https://www.womeninmedicinesummit.org/</p> <p>Brave Enough Conference (In Person): Dr. Sasha Shillcutt, Sept. 30-Oct. 3, 2021 https://www.becomebraveenough.com/become-conference-2021</p> <p>Career Advancement and Leadership Skills for Women in Healthcare (Virtual): Dr. Julie Silver, Nov. 1-3, 2021 https://womensleadership.hmscme.com/schedule</p>
<p>Affirm Workplace Flexibility</p>	<p>Build Social Connection & Recognition Programs</p>	<p>Discuss National Resources for Gender Equity and Culture</p>
<p>Provide enough leave time to help her when she is dealing with issues related to family members who have complex needs.</p>	<p>Buddy system – check in on each other.</p> <p>Host virtual social events so she doesn’t feel isolated if she’s working from home.</p> <p>UNMC employees can recognize colleagues and team members with ecards and points to redeem for gifts at People are Everything (www.PeopleAreEverything.com/UNMC) online</p>	<p>Guidance for hospital leaders on creating a supportive workforce culture: https://www.phe.gov/Preparedness/planning/abc/Pages/hospital-exec-practical-approaches.aspx</p> <p>Short-term strategies for leaders to address the impact of the COVID-19 pandemic on women's workforce participation - from the National Academies of Science Engineering Medicine: https://www.nap.edu/catalog/26303/short-term-strategies-for-addressing-</p>

	employee rewards and recognition program.	the-impacts-of-the-covid-19-pandemic-on-womens-workforce-participation
Intermediate/Long Term Solutions		
<i>Pay Her</i>	<i>Promote Her</i>	<i>Transparent Data</i>
Conduct an equity evaluation of salary, activities, and stipend structure. Pay her an equitable salary and stipends.	Analyze gender gap by academic rank in your department/division/unit. Develop a strategy for parity of women promoted and tenured in your unit, especially to associate professor or professor.	Make data on pay, recruitment, and promotion/advancement transparent and accessible at the institutional level and the unit level.
<i>Community of Practice</i>	<i>UNMC HR Policy and Infrastructure</i>	<i>Nebraska Medicine HR Policy and Infrastructure</i>
Identify a unit team to participate in the UNMC Community of Practice that will be launched this fall to address gender equity and other DEI issues campus wide. Create a Women in Medicine Grand Rounds speaker series and/or sponsor women to give invited lectureships/keynotes. Facilitate discussion beyond direct units on needs and solutions.	Joint Nebraska Medicine/UNMC Childcare facility – part of Project NEXT. Onsite childcare center: UNMC Childcare Development Center Sick and vacation leave banks can be used for parental leave. In times of crisis employees may be eligible to receive advancement on their leave or crisis leave once all paid leave has been exhausted. https://www.unmc.edu/hr/Proc/Procedure1001.pdf Medical Maternity Leave: Paternal Leave to Provide Care/Assistance to Mother and/or Child; and Adoption Leave are deducted from sick and/or vacation leave or may be granted as leave without pay. Family Medical Leave Act provides up to 12 weeks of unpaid leave	Joint Nebraska Medicine/UNMC Childcare facility – part of Project NEXT. Childcare Resources -- drop-in care options, babysitter share app. Paid parental leave -- provides up to 4 weeks of leave for non-birth parents; Medical Leave of Absence is available to colleagues regardless of FMLA eligibility; PTO accrual to support a fully paid maternity leave (flex time for leaders). Onsite lactation rooms. Remote work/hybrid work options to support working parents. Benefit plans are designed through the lens of working moms since our workforce is 79% female. Adoption and infertility benefits. Additional information can be found on MyHR for all of these programs. PTO accrual to support a fully paid maternity leave (flex time for leaders). Remote work/hybrid work options to support working parents.

	<p>https://wiki.unmc.edu/index.php/Employee_Leave</p> <p>Onsite lactation rooms: https://www.unmc.edu/hr/Proc/Lactation%20Support%20Program.pdf</p> <p>Infertility benefits.</p> <p>Additional information can be found at: https://www.unmc.edu/human-resources/</p>	
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Panelists and Speakers for the 9.14.21 Program: Give Her A Reason to Stay in Healthcare: A Panel on Institutional Support for Retention of Women in the Pandemic



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<https://www.unmc.edu/mmi/departments/psychology/keith-allen.html>



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<https://www.unmc.edu/pediatrics/divisions/id/fellowship/delair.html>



Jeffrey P. Gold, MD,
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<https://www.unmc.edu/aboutus/leadership-mission/chancellor.html>

<https://nebraska.edu/offices-policies/provosts-office/evpp-staff-page>



Allison Grennan, PhD,
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<https://www.unmc.edu/academicaffairs/faculty/equity/we-strive/index.html>



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