

ATOM Pink Tank - Hackathon

Team C: Pink Data

Impact of COVID-19 on Women in STEM



The importance of helping our own.



Agenda



**Question 1: How to help women
cope and succeed?**

Problems and Solutions

1. Anxiety & burnout
2. Expectation to always be “on”
3. Caregiving

**What can women do to support
themselves?**

**Question 2: What can
organizations do?**

Being better for people is better for business

People first mindset

- Check-in meetings
- Employee engagement
- Alternative workweeks
- Employment network

Question 1



How to mitigate the challenges and help women cope and succeed in the “new normal” workplace environment?

Problem:

Anxiety & Burnout

***71%** of our respondents indicated that they have experienced more anxiety since the start of the pandemic.

***74%** of our female respondents indicated that they have experienced burnout during the pandemic.

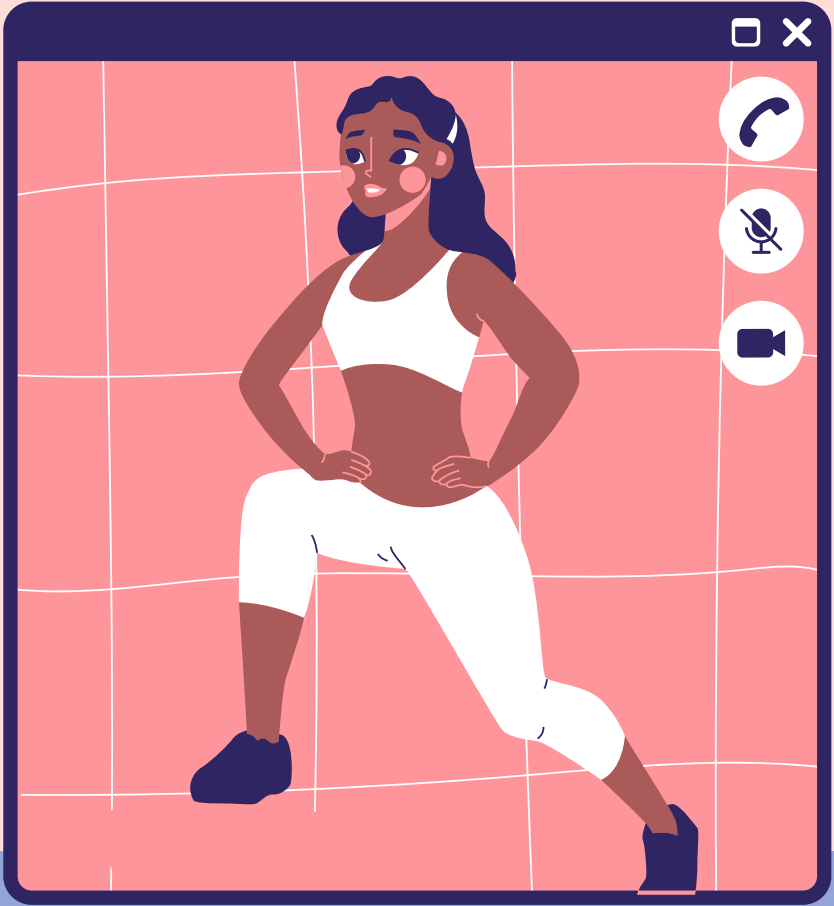
Solutions:

- Managers should periodically reassess employee workload.
- Provide mental health days and health resources.
- Managers should practice healthy behaviors and make use of resources.
- Organizations must recognize that there has to be a change in company culture.

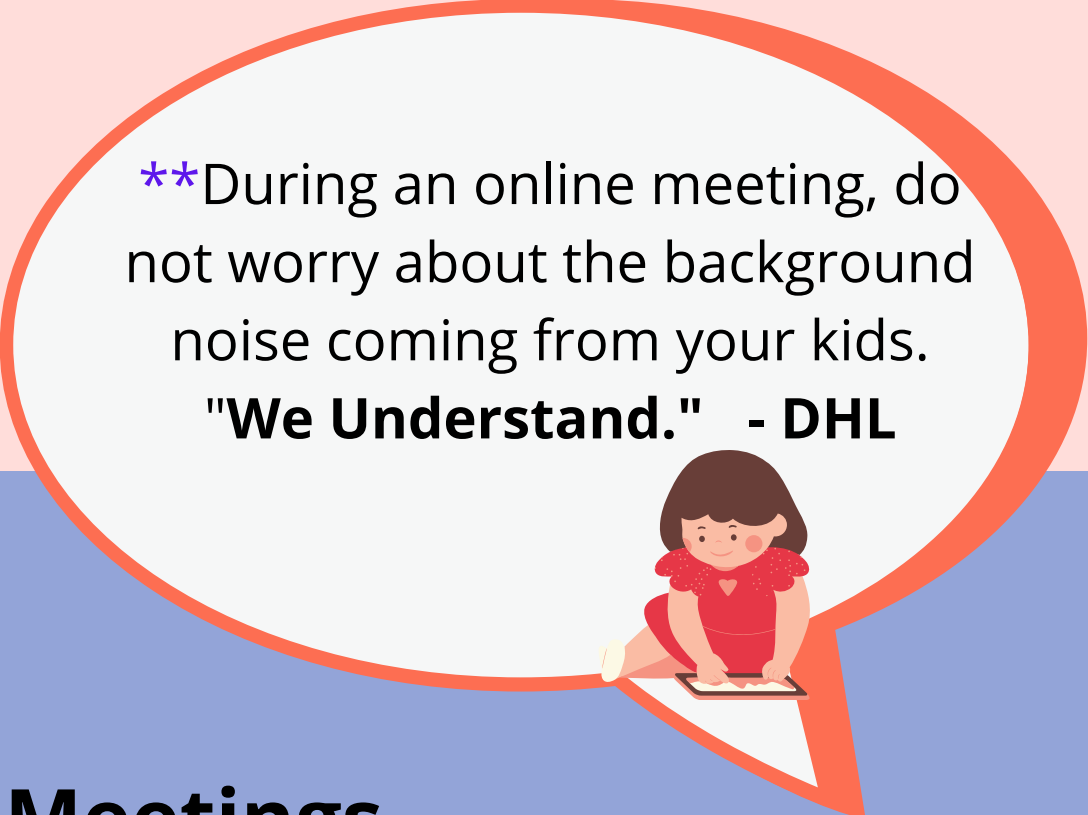


***Possibly related to an increase in caregiving responsibilities (average of **20%**) and feeling torn between job demands vs personal/home demands (approximately **60%**).**

Problem: Expectation to Always be "On"



*Approximately **61%** of our respondents indicated that they feel as though they are always expected to be "on."



**During an online meeting, do not worry about the background noise coming from your kids.
"We Understand." - DHL

Solutions:

Flexible Arrangements & Judgement-Free Zones

Employees should have the opportunity of joining virtual meetings from alternative locations, including outdoors.

Stand-up Meetings

First thing in the morning meeting to establish priorities for the day, which sets clear expectations.

Company-Wide Policy

Allow employees to block lunchtime out of their calendar and no work emails after business hours.

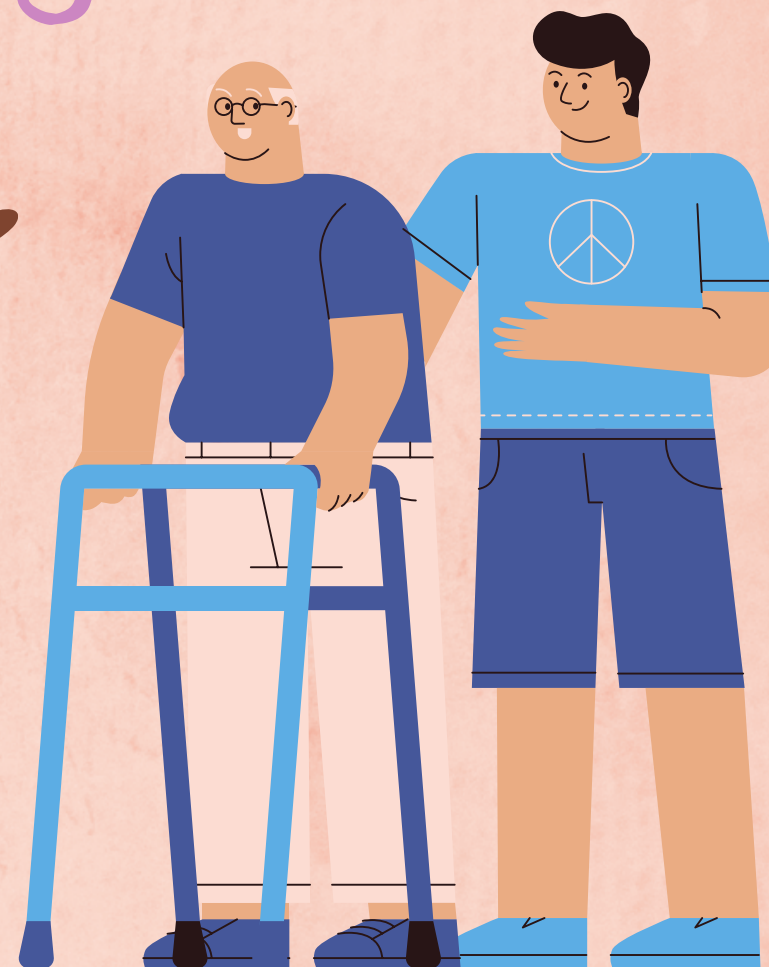
Caregiving

Problem: Caregiving responsibilities increased (**20%**) across the board during the pandemic. Our respondents indicated that they experienced an increase in caring for:

- Dependent adults
- Dependent children
- Themselves/health issues

Solutions:

- Offer free child-care/online activities for children during teacher planning days / off (County-based).
- Offer free online/in-person tutoring services to employees' dependents.



- Consider the option of on-site daycare or daycare subsidies.
- Companies should re-evaluate their benefits packages and assess the addition of EAPs.
- Provide flexibility for women experiencing extreme menstrual pain.



What can women do to support themselves?

The most important relationship is the one you have with yourself

- Women in positions of power should strive to advocate for women's needs.
- Focus on the things that bring you joy.
- Give yourself and others some space.
- Make sure to add some active time to your day.
- Try something new!





Question 2

How can organizations thrive in an environment of greater uncertainty and unpredictability?

There is no business without people!

Especially during times of unpredictability, companies should remember that:

“Being better for people is better for business”

** According to a study conducted by Great Places to Work for in 2020:

“Organizations that were people-first, for all their people, soared during the last recession.”

Similarly, "Companies with consistently inclusive workplaces thrived before, and after the Great Recession, earning a 4x annualized return".




People first mindset.

Check-In Meetings

- 30–60 min. weekly / bi-weekly meetings
- Address questions
- Accountability through regular surveys
- Invest in manager and leader training in mental health

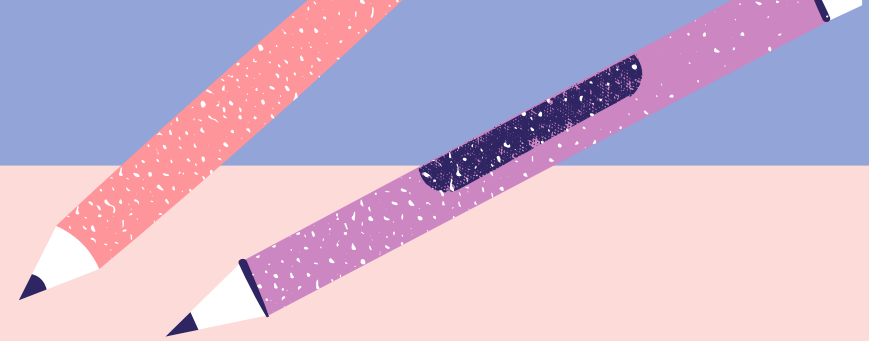
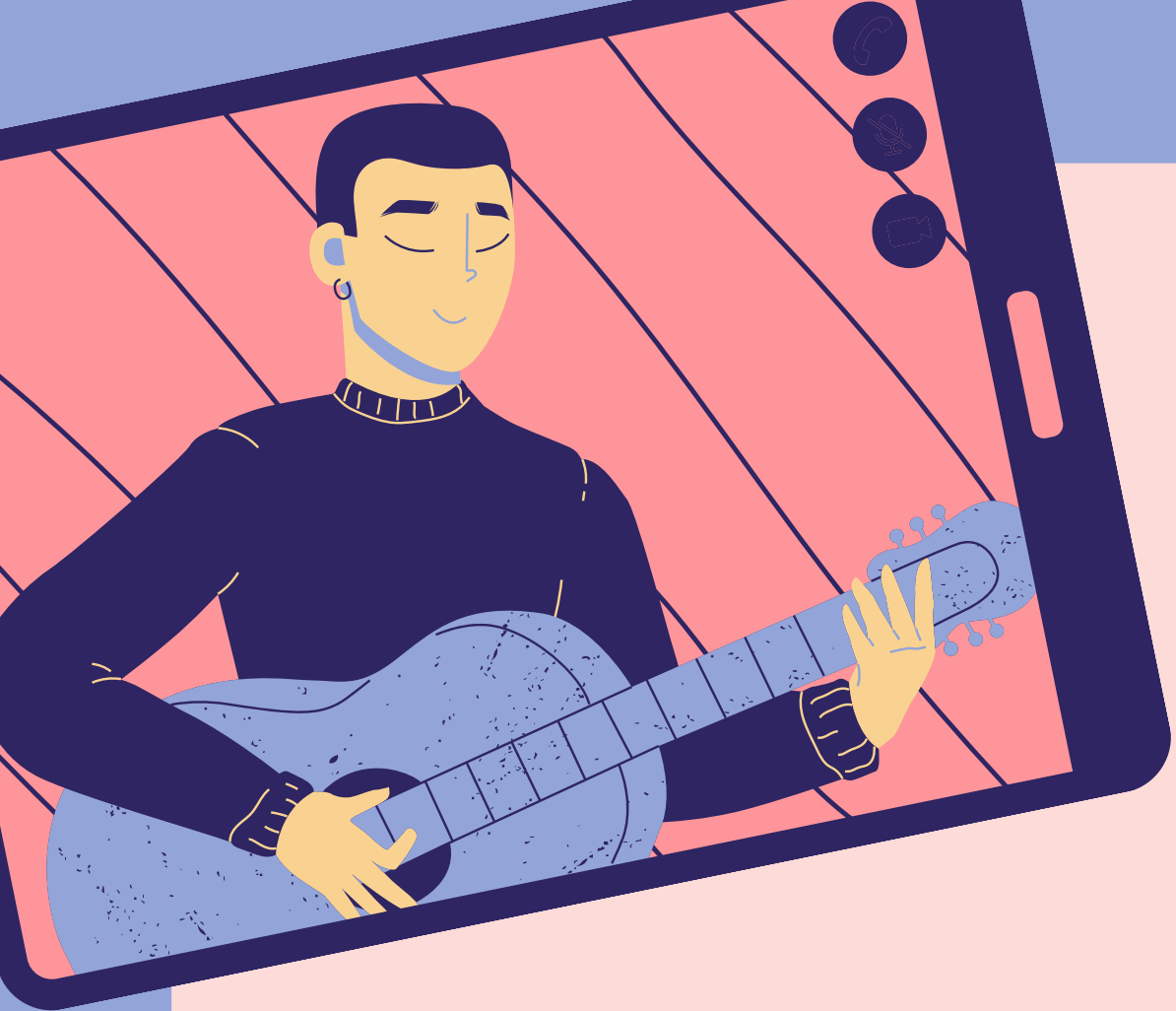
Employee Engagement

- Commitment to purpose
- Offer professional development
- Community service opportunities
- Encourage taking vacation time and PTO



*According to our survey analysis, **33%** of our respondents report a decrease in work engagement.

*According to SHRM, vacation improves an employee's focus (**78%**) and alleviates burnout (**81%**)



Shorter weeks to accommodate to your needs!

1. What are shorter weeks?

- Periodic 4-day work weeks / early Fridays or late Mondays
- Company-wide vs unit-based

2. How do we determine them?

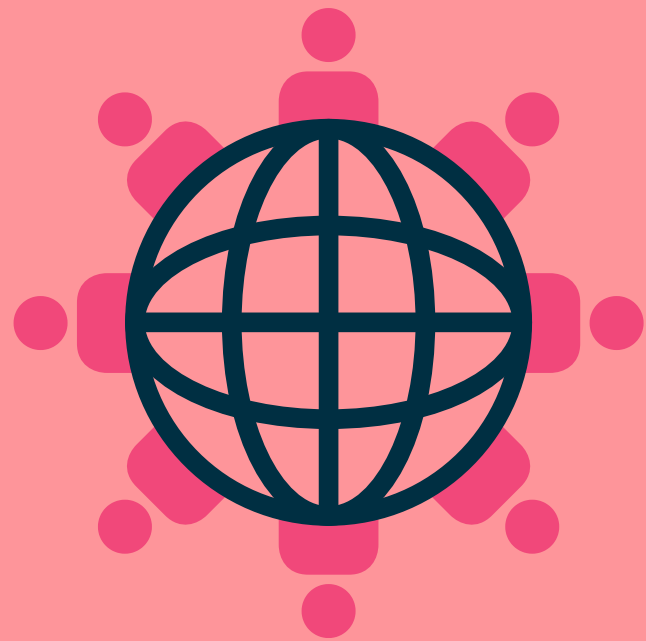
- County school calendars, major holidays, etc.
- Rotational schedule

3. Provide resources

- Tickets at Work
- Online workshops / activities

Employment Network

Strategic Partnerships



- An initiative for industries/companies that need to lay-off or furlough their employees.
- A platform to connect former employees with job openings and temporary positions.

**To support laid-off employees, Hilton partnered with leading companies with job openings. This initiative connects displaced Hilton employees to more than 1million short-term jobs.

A way to build employee morale even during tough times

Thank You!

BANKUNITED MENTORS

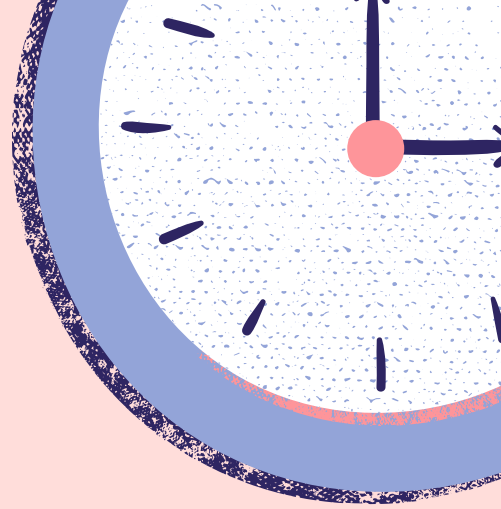
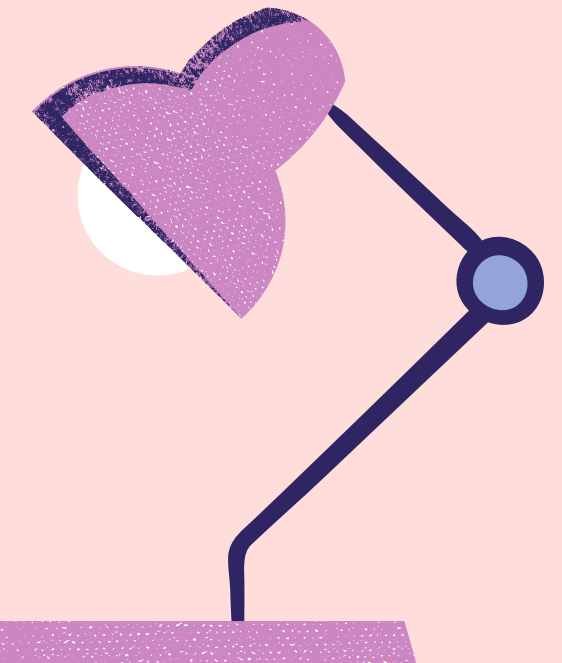
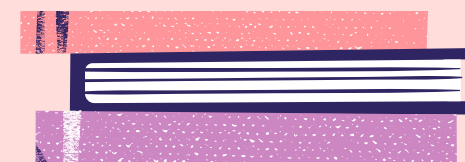
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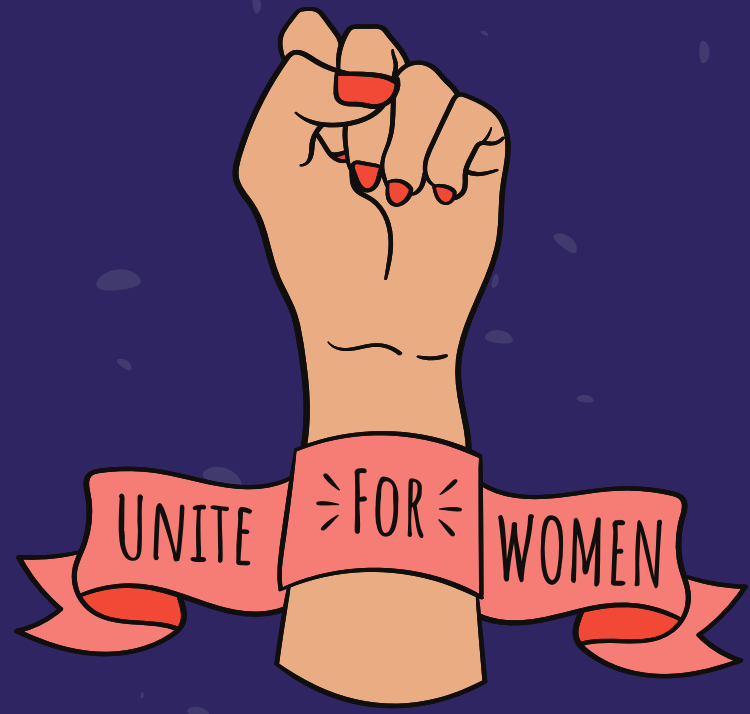
Dr. Nicole Wishart
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OTHER TEAMS

Team A, Team B and Team D



Empowered women empower women.



Each person is born with very individual qualities and potential. We as a society owe it to women to create a truly supportive environment in which they too can grow and move forward.

- Princess Diana

WOMEN
YORO*
WOMEN

References

* Data analysis performed by Team C

** 2020 World's Best Workplaces

What you are Getting Wrong about Employee Burnout

Elder care benefits: A Growing Need for the U.S Workforce

A self-care guide for women during the COVID-19 Quarantine

Companies Offer Creative Solutions to Worker Burnout During the Pandemic

More People are Taking Time Off, and That's Good for Business

Florida Vacations: What you Need to Know

