

MARCH 29, 2021

Impact of COVID-19 on Working Women in STEM in South Florida



Team A

"THINKERS IN PINK"



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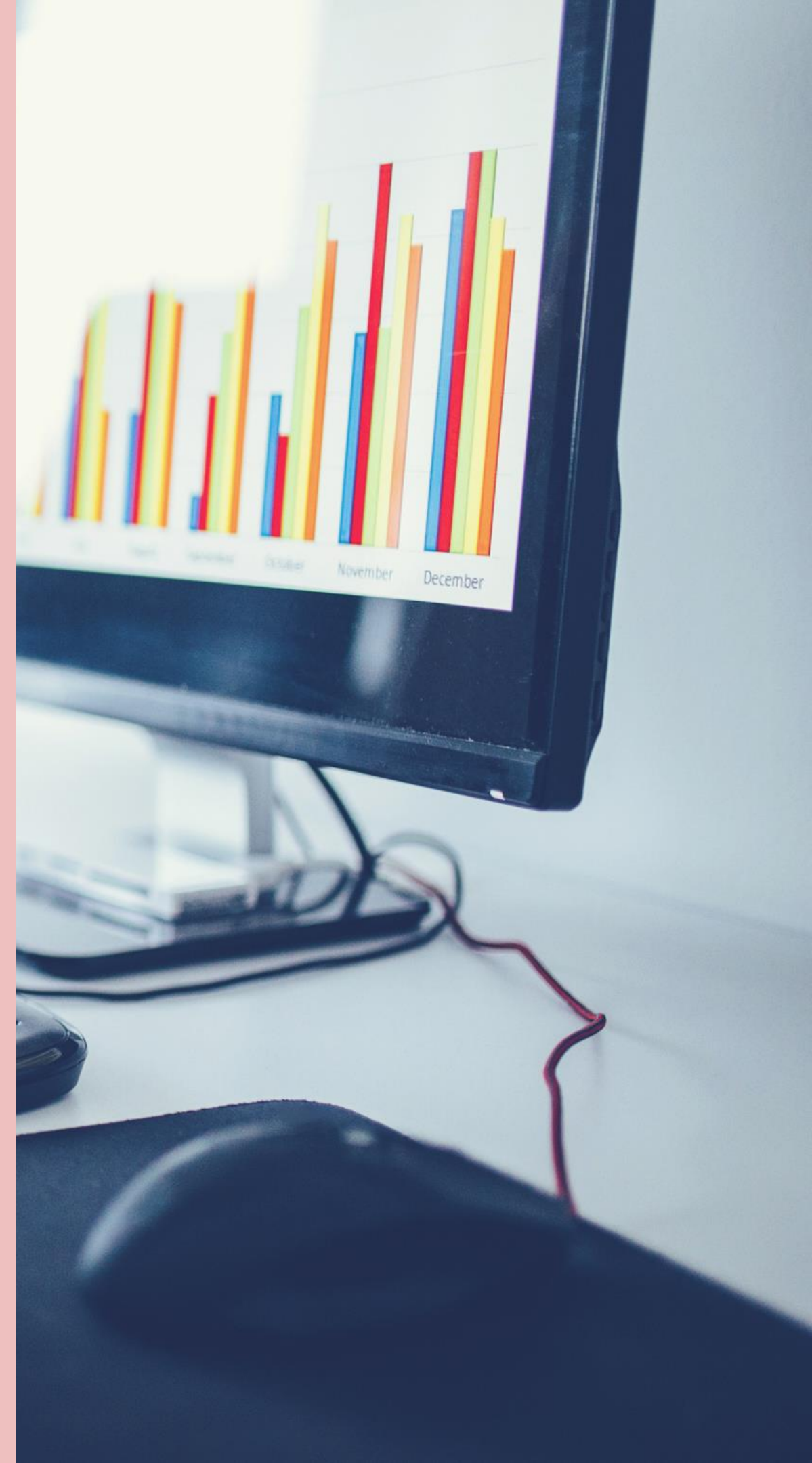
Methods Used in Analysis

- PinkTank Survey
- Resources provided by Pink Tank
- Other Online resources
- Tableau



"WE SHOULD GO AHEAD AND
CALL THIS A SHE-SESSION"

*~C. NICOLE MASON, PRESIDENT
AND CHIEF EXECUTIVE FOR
WOMEN'S POLICY RESEARCH*



Major Issues



Lack of Financial Stability



Increase in Caregiving Responsibilities

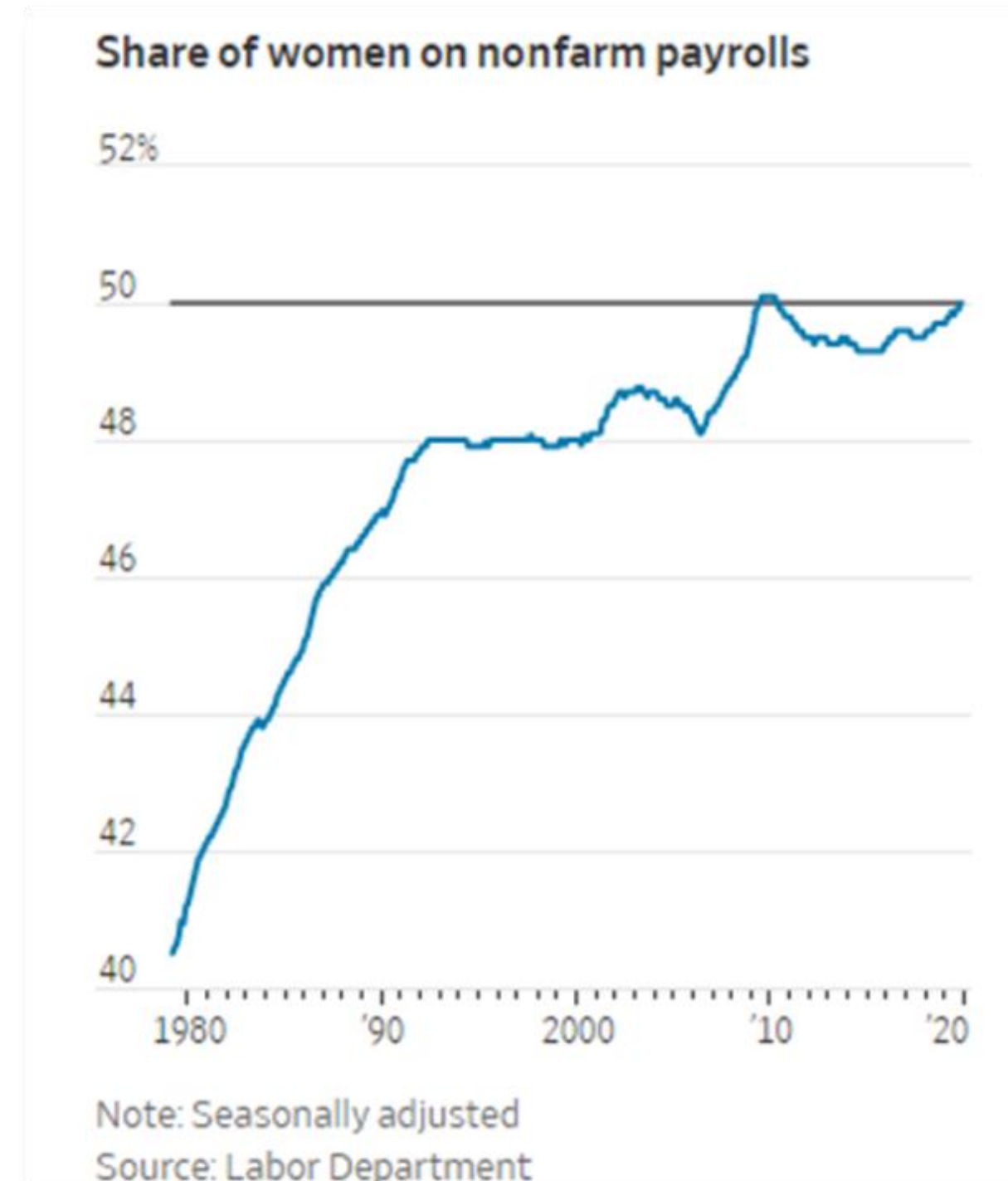


Feelings of Anxiety & Burnout

Financial Stability

PRIOR TO COVID-19

Women held 50.04% of jobs in December 2019, surpassing men on payrolls.



Issue 1 - Lack of Financial Stability

- 11.9M women were unemployed in the U.S (1)
 - In Florida: 1.5 M (2)
- 10.5M men were unemployed in the U.S (1)
 - In Florida: 1.3M (2)
- She-cession (3)

Income Affect

In South Florida STEM Workers

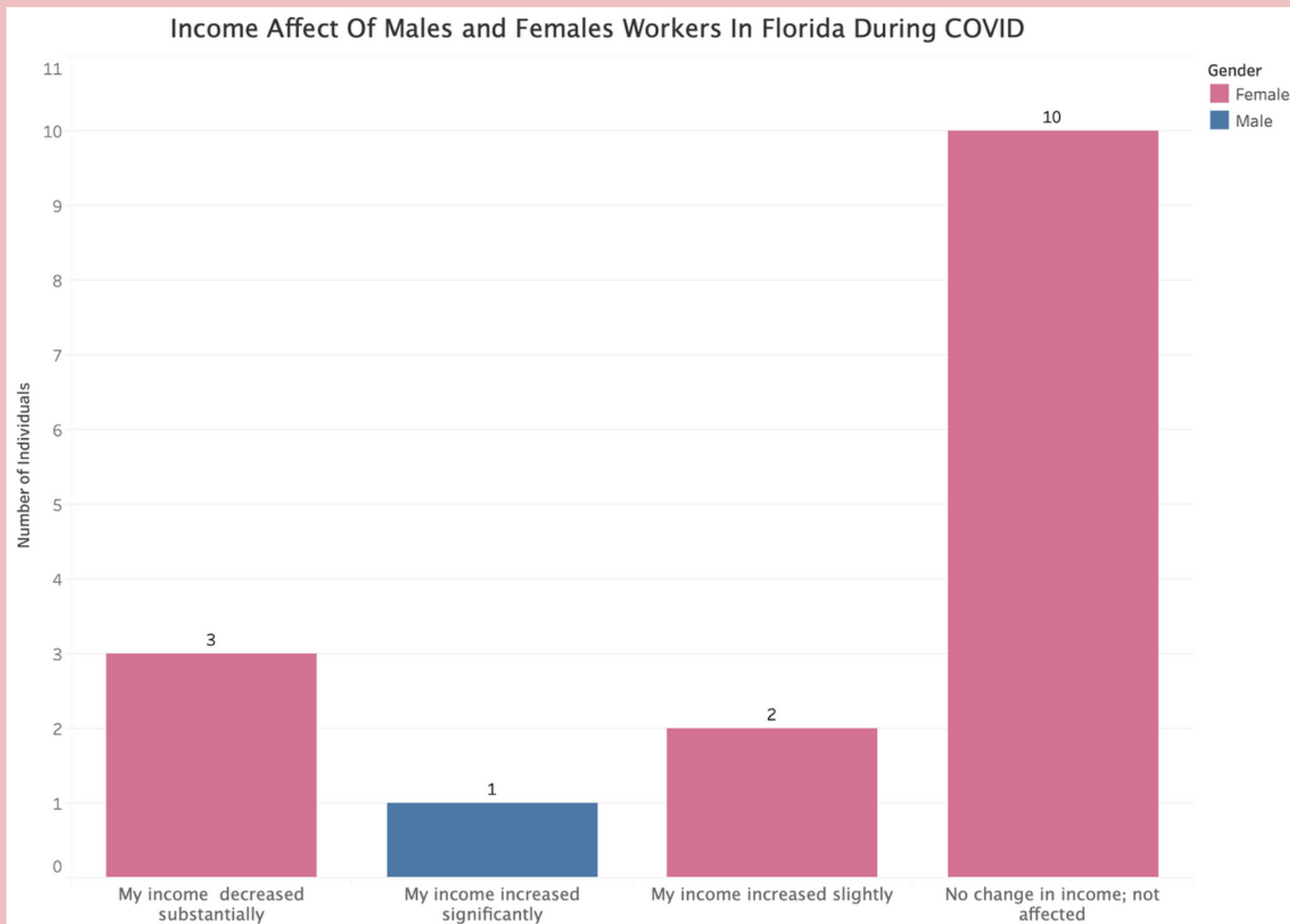


Figure 1. Compares the gender responses relating to income affect during the COVID pandemic in Florida Workers

- ♀ 10 women saw no change
- ♀ 2 women saw a slight increase
- ♀ 3 women saw a substantial decrease
- ♂ 1 man saw a significant increase

Financial Stability

In South Florida STEM Workers

- ♀ 10 women saw no change
- ♀ 1 woman saw a significant increase
- ♀ 2 women saw a substantial decrease
- ♀ 2 women saw a slight decrease
- ♂ 1 man saw a significant increase

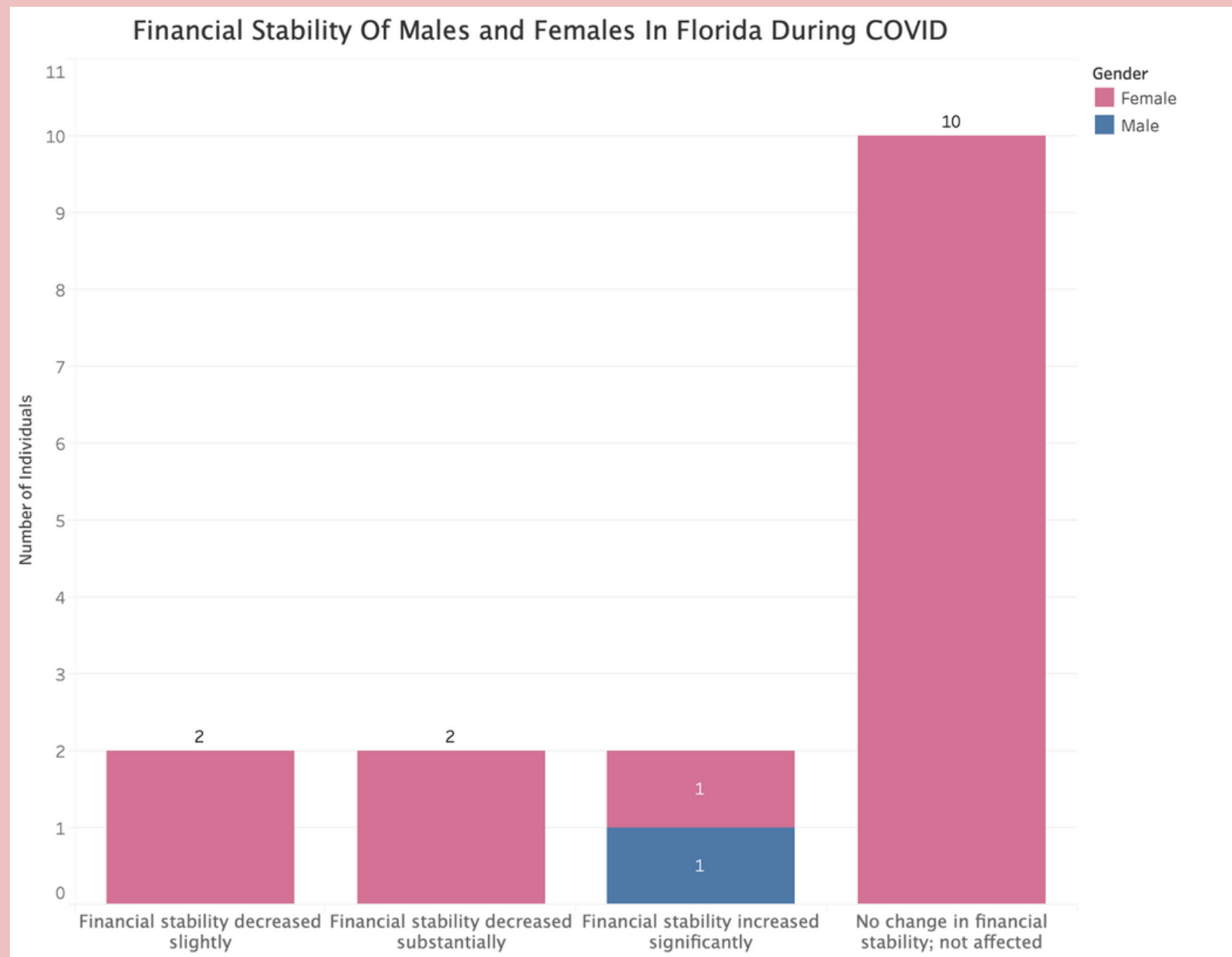


Figure 2. Compares the gender responses relating to financial stability during the COVID pandemic in Florida Workers.

Solutions for Financial Stability



Employee Assistance Program (EAP)

Work-based intervention program to assist employees with issues they encounter in their everyday lives.

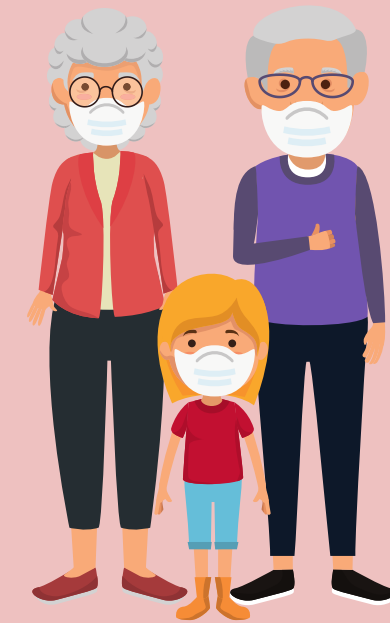
In-House/Community Interventions

Chief financial officer that offers workshops pertaining to addressing common financial issues and aiding in the next steps

Job Guarantee Program

Relief program that allows individuals who would want work the ability to earn minimum wage.

Issue #2
Increase in Caregiving
Responsibilities



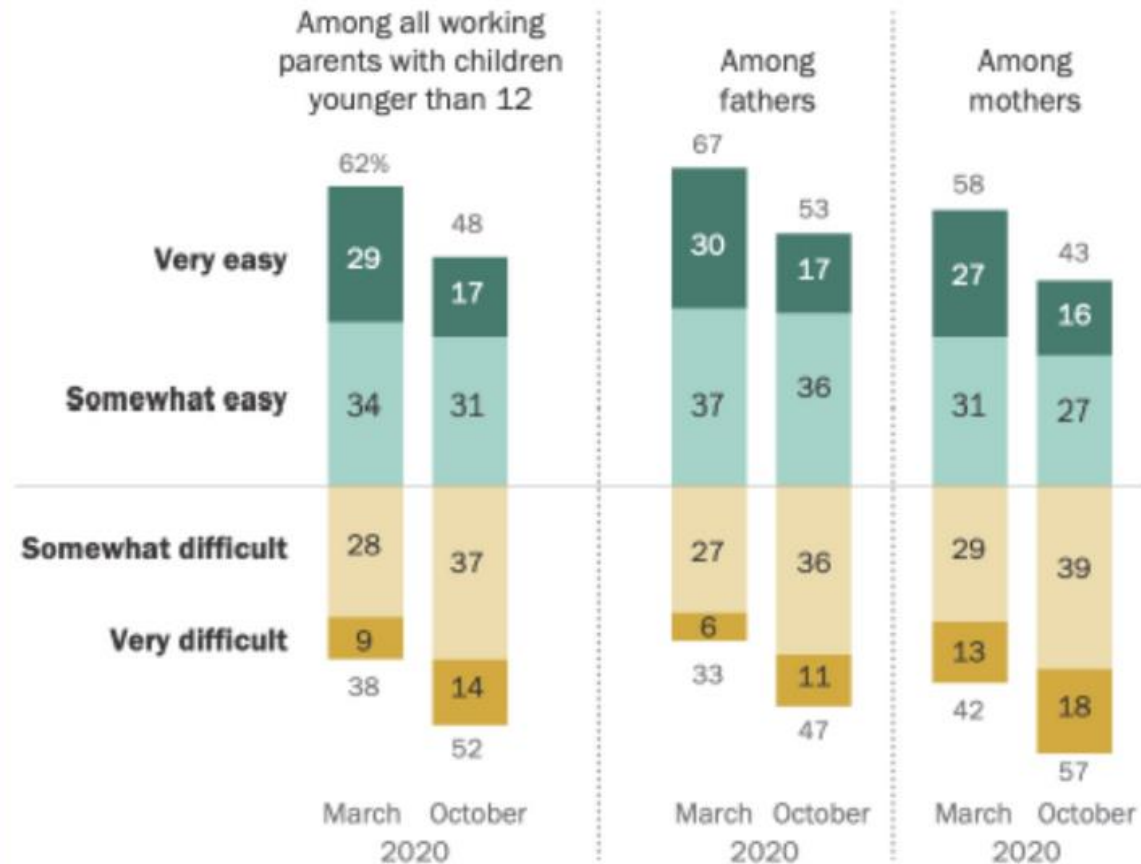
Handling Child Care is Worsening since the Start of the Pandemic

Difficulty in handling child care for Working Mothers is worsening since the Start of the Pandemic

Rising from 42% in March 2020 to 57% in October 2020.

As the pandemic has gone on, more working parents say handling child care has been difficult

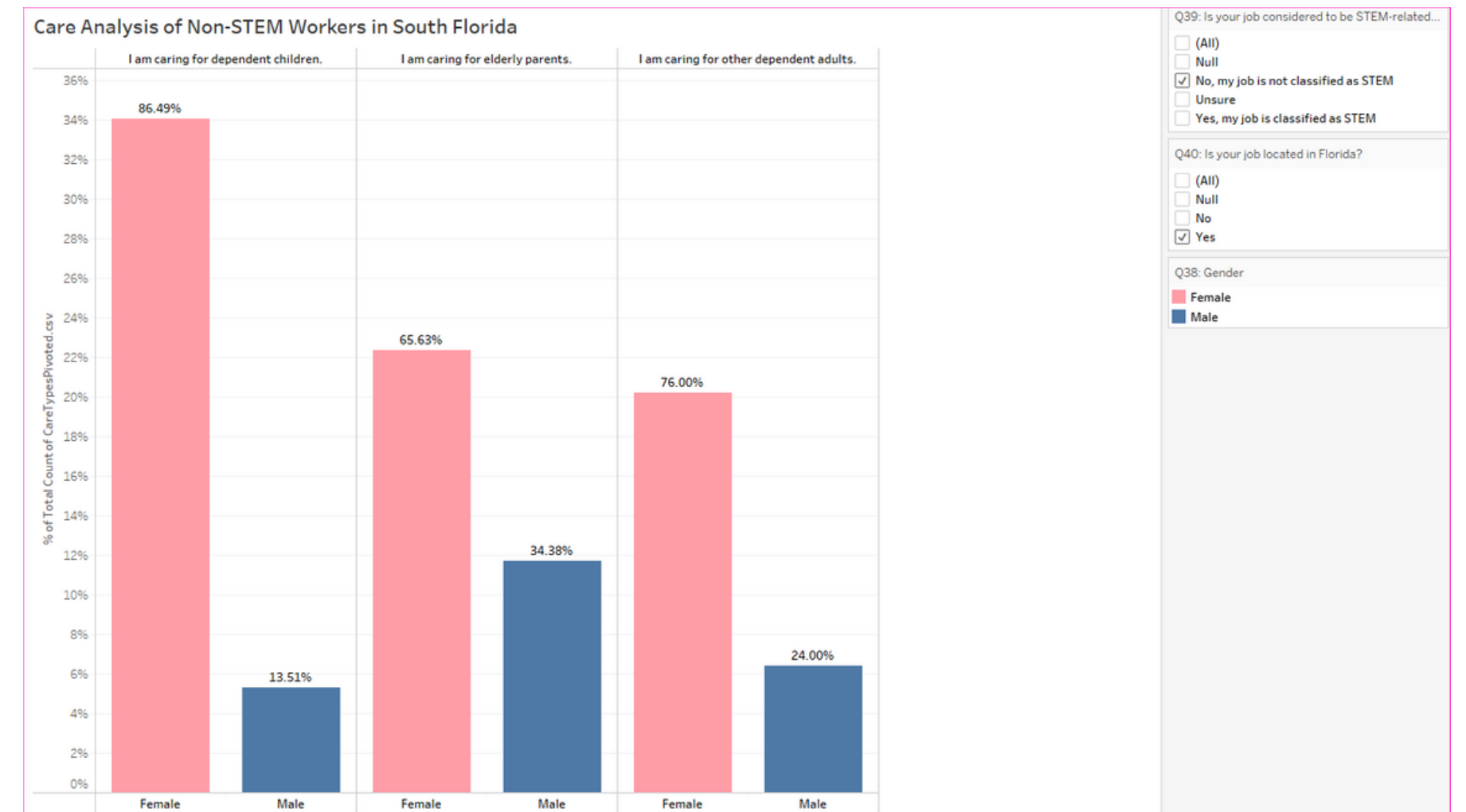
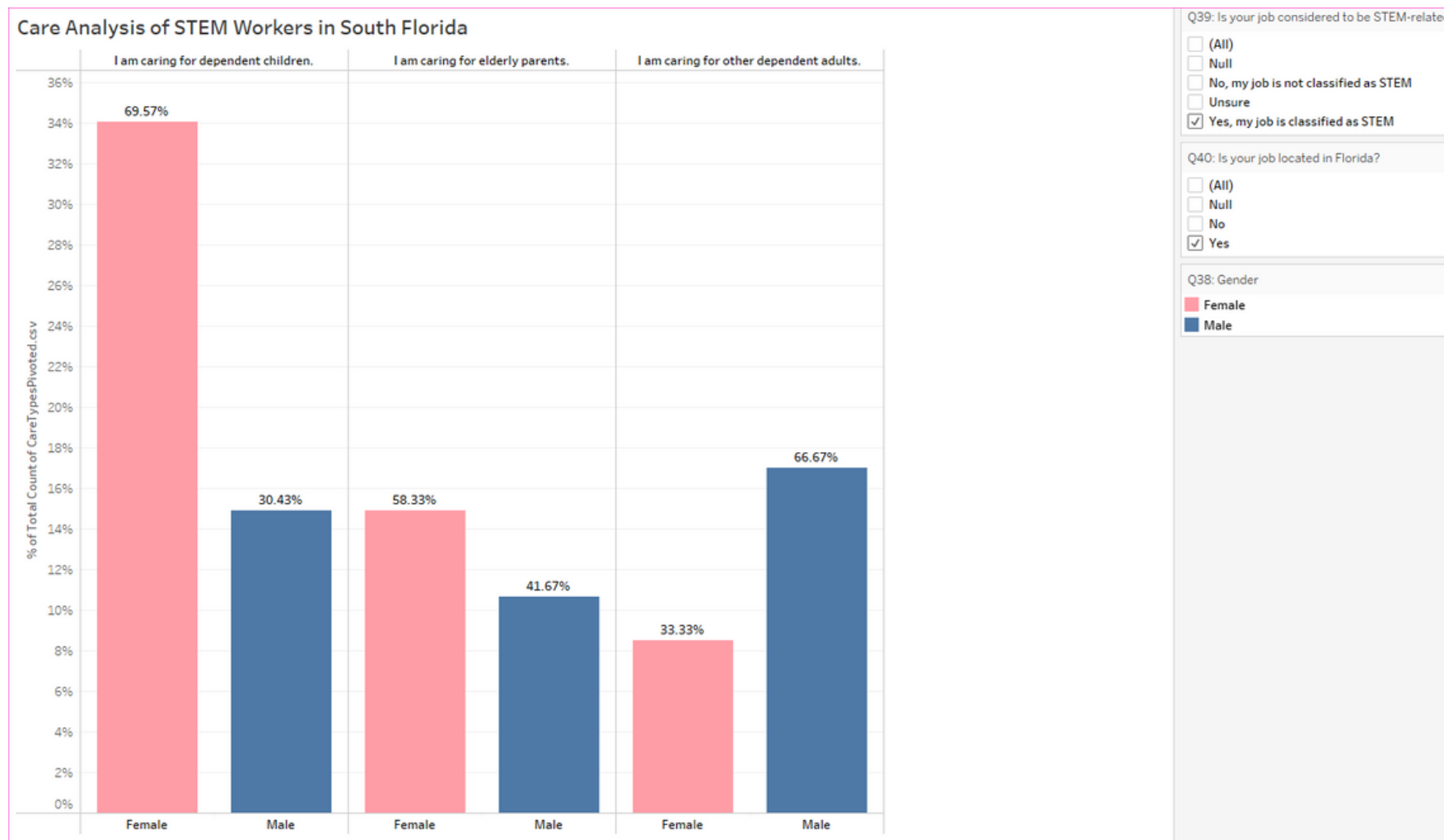
Among employed parents with children under 12 at home, % saying it has been ___ to handle child care responsibilities during the coronavirus outbreak



Note: Share of respondents who didn't offer an answer not shown. Figures may not add to subtotals due to rounding. March numbers based on employed adults; October numbers based on employed adults with one job or one of multiple jobs that they consider primary. Source: Survey of U.S. adults conducted Oct. 13-19, 2020.

Care Analysis From Atom Pink Tank Survey

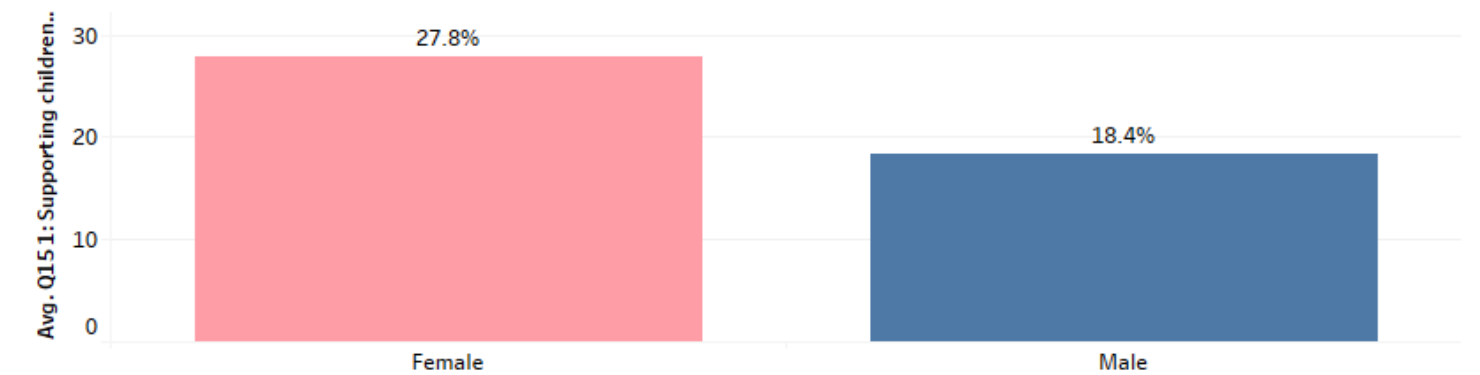
Non-STEM Workers Chart showed a great Increase in Caregiving for Women!!



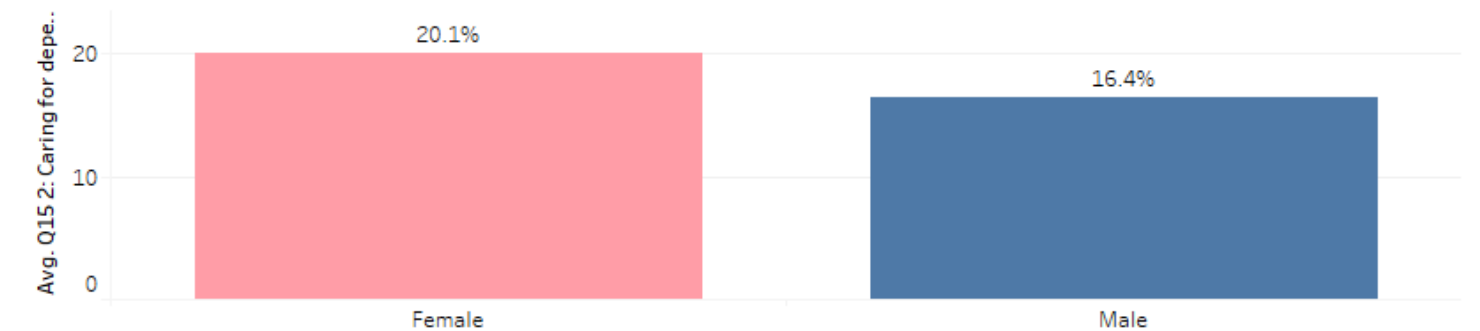
Average Percentage Increase In Caregiving

Women have increased in more time spent in "Supporting Children's Remote School and in other activities other than school" with about 28% and 20%, respectively.

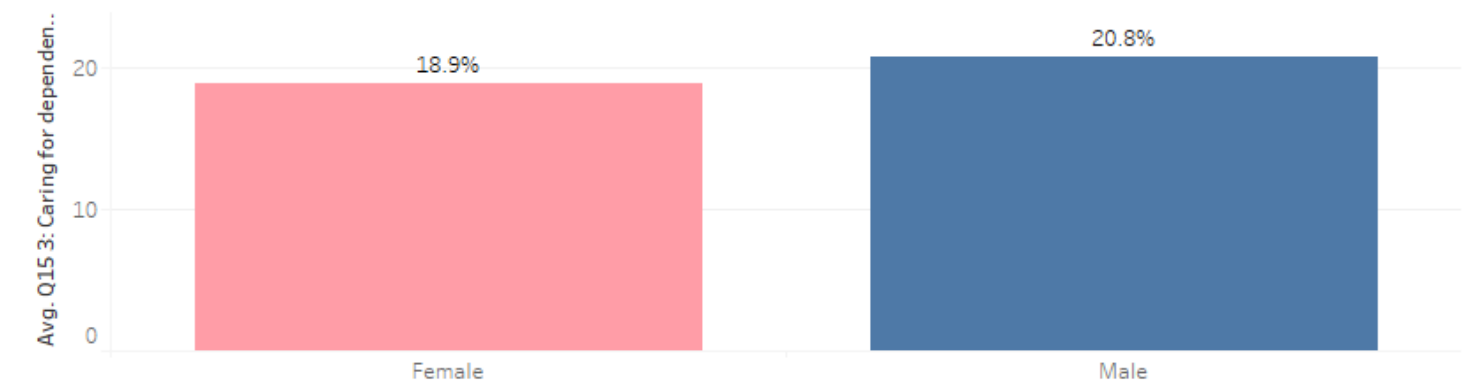
Average Percentage Increase in time spent on "Supporting Children's Remote School" Q38: Gender
Female Male



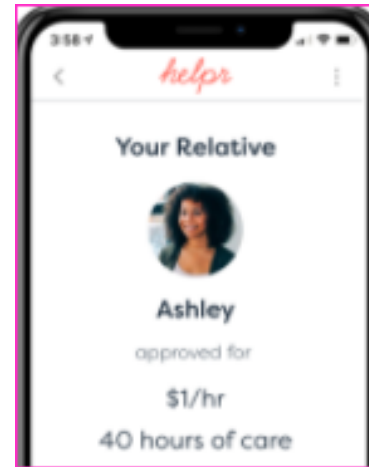
Average Percentage Increase in time spent on "Caring for dependent children in activities other than school"



Average Percentage Increase in time spent on "Caring for dependent Adults"



Solutions for Increase in Caregiving Responsibilities



Offer a Educational Training program in STEM To Employees

- Can utilize a third-party service.
- Partner with a third party and offer a discount.

Employers to Offer the Helpr Benefit App

- Backup Care for children or adults.
- Pro-Family policies reduce employee turnover.
- Extended to other relatives participating in caregiving.

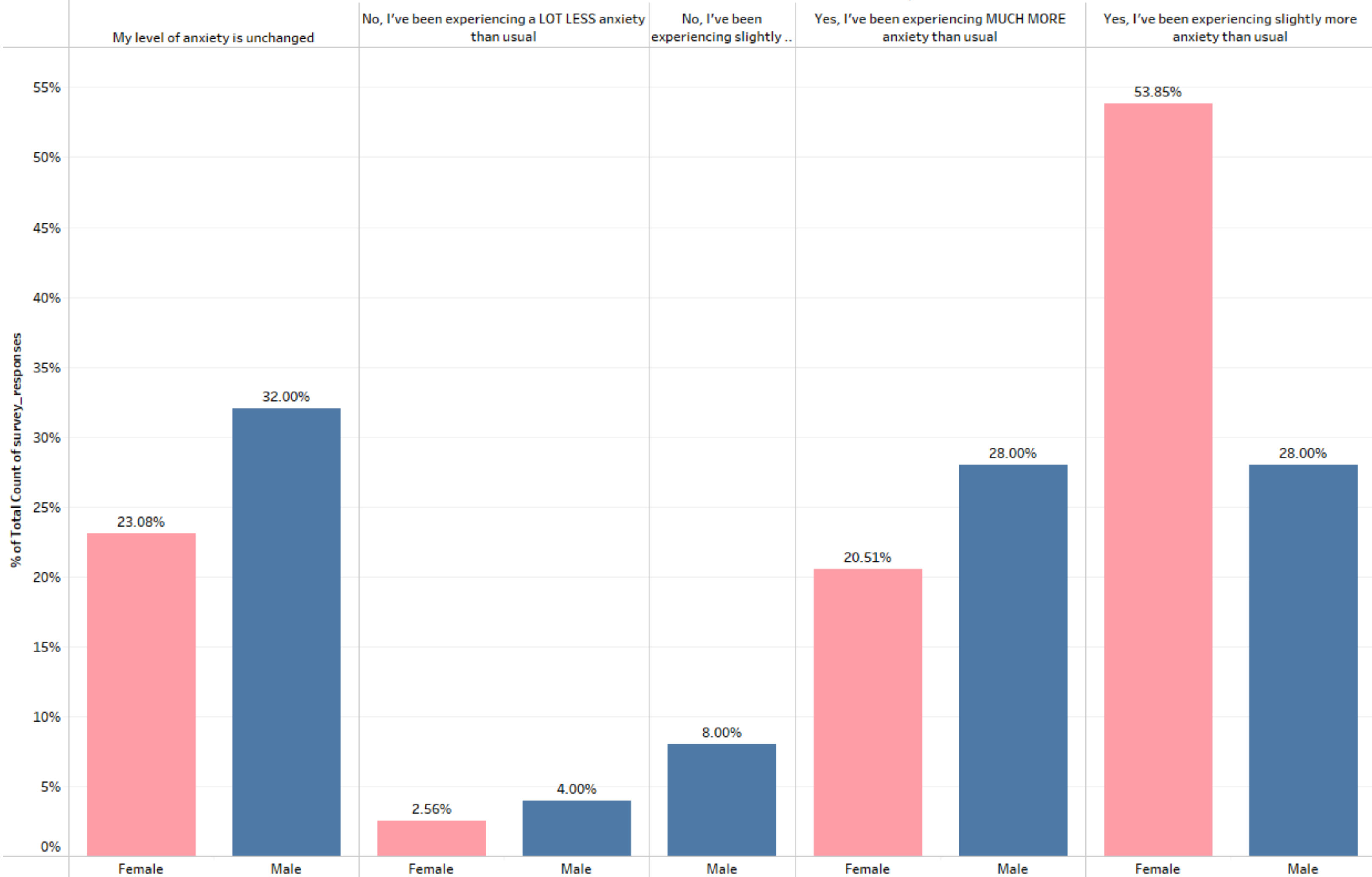
Virtual Child Care with IVR (Immersive Virtual Reality)

- Found a study that says IVR can enhance attention.
- Employer can partner with company to offer employee discounts.

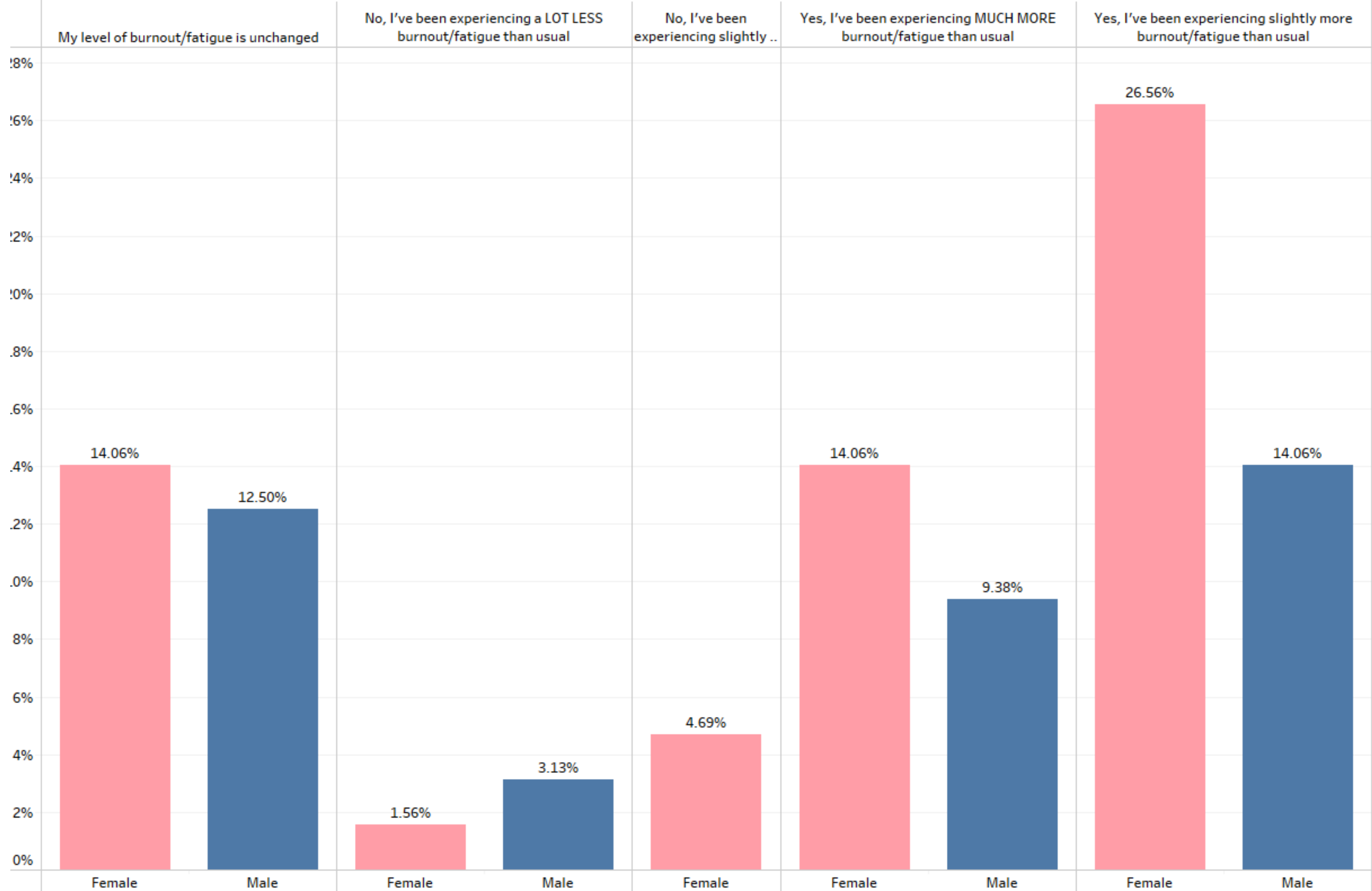
Issue #3:
Feelings of Anxiety & Burnout



Q17: During the COVID-19 situation, Have you been experiencing anxiety? / Q38: Gender



Q18: During the COVID-19 situation, Have you been experiencing burnout? / Q38: Gender



COMMON CAUSES OF
ANXIETY & BURNOUT
DURING COVID-19 PANDEMIC



Concern about risk
of being exposed
to the virus at work

Increased
caretaking
necessity of
children and elders

Lack of access to
tools/equipment
needed for job
performance

"Zoom fatigue"

Quickly adapting to
different
workspace or work
schedule

Unemployment
and/or income
decrease

THE AFTERMATH...



Feeling irritation,
anger, or in denial

Feeling uncertain
and nervous

Lacking motivation

Having trouble
sleeping and/or
concentrating

Feeling tired and
overwhelmed

Feeling depressed
and isolated

Suggestions for companies to support employees during these times

Walk and Talk Meetings

Encourage employees to walk during simple discussion meetings!
Designate 20-30 minutes for socialization regarding non-work topics.

Meditation Mondays

Mondays are hard, especially during a pandemic!
Host meetings in which employees could follow along a meditation or yoga routine.

Friday Hobbies

An hour zoom call to give employees an opportunity to show off their newly gained "pandemic hobbies"



Individual Coping Mechanisms to Avoid Anxiety & Burnout

Change of Scenery

Remote work allows for a flexible location- take advantage by moving to different spots of the house or to favorite quiet spots around town. E.G.

Panera Bread

Call Friends & Family

Feelings of isolation are often caused by the lack of social opportunity we have nowadays

People are only a call away!

Seek out Positive Media

It is very easy to get caught in the negativity shown on the news-

Play your favorite music and start dancing!



THE LITTLE THINGS COUNT!

“What people don’t necessarily realize until they go remote is how much they’ve relied upon being able to walk down the hall and ask a quick question, or lean over a partition to compare notes.”

- Northeastern Professor Barbara Larson

Conclusion



SHE-CESSION

COVID-19 has disrupted the lives of men as well.



SOLUTIONS

Job Guarantee Program (employer level)
Virtual Childcare Employee Discounts
Walk & Talk Meetings
Meditation/Yoga Encouragement



MAJOR ISSUES

Lack of Financial Stability
Increase in Caregiving Responsibilities
Feelings of Anxiety & Burnout



EXECUTION

Educational platforms must be readily available to employers.
Employers should utilize these solutions to avoid employee turnover.

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Thank you

YOU CAN
DO IT!





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