



MSSNY Women Physicians Leadership Academy Caregiver Wellness Across Intersections

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Goals:

Discuss the intersections* of

- *Women's wellness and caregiving: What do we know?
- *Women, employment, and Caregiving
- * The “professional” Caregiver and caregiving
(aka. The Triple Whammy)

Increase awareness to better support ourselves, our patients, and those who we support

Intersectionality refers to simultaneous sources of disadvantage and the impact of their co-occurrence on the individuals involved*

Women's wellness and caregiving: What do we know?

Gender differences in caregiving for older adults is abundant:

- Women tend to provide more hours of care
- More hands-on care
- Involved in more tasks than are men
- Tend to the emotional work, maintaining identities and relationships
- Women also tend to report more burden than men caregivers
- lower self-esteem

“Far as I get is the clothesline”

Caregiving roles and impact of access, burdens, and rewards

- Leisure Time
- Physical Wellness/Exercise
- Exposure to social, economic, and personal growth
- Disease Burden
 - Total Hours> Behavioral> Cognitive>Functional
- Spouses Vs Adult-Child Caregivers

- **Spouse Spouses tend to be older**

- living with the care recipient
- have fewer competing responsibilities
- have worse physical health
- view caregiving as a normative part of their marriage
- Spouses experience higher physical, financial, and relationship burden

Adult-Child Caregivers

- Can experience caregiving as extra to their already busy lives
- Role reversal (not normative)
- More rewarding

Employment and Caregiving

Caregiving and Impacts on Employment

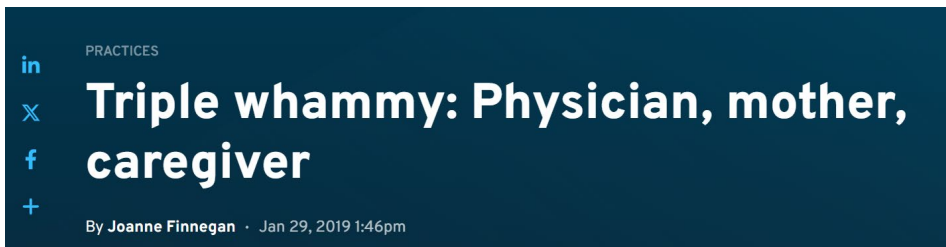
- 9857 women respondents
- Caregiving was defined as providing care for an ill, frail or disabled person at least 7h/wk.
- In this study over a 3-year period women moving to primary caregiving increased 12 to 14%.
- Paid employment participation decreased from 67 to 62%
- Among women who took up caring, hours spent in paid employment was negatively associated with hours spent caring.
- Amongst women working, taking up caring was associated with reduced participation in paid employment.

What are the downstream impacts of women shifting from employment to Caregiving

- Physical
- Psychological
- Financial

The “Professional” Caregiver

Caregiving and a Career in Medicine



- Research has repeatedly shown that women in medicine report higher rates of burnout and depression than men do, and they cite home responsibilities as primary reasons for leaving their jobs, cutting back hours, or missing out on promotions
- Example of COVID 19
 - Managing the stressors associated with the pandemic disproportionately fell to women, especially those of color
 - including caregiving needs at home
 - Navigating a strained health care and childcare systems
- About 16 percent of physician mothers in the United States are informal caregivers for parents or children
 - In one study, the plurality of faculty were caring for elderly parents, not young children
 - Physician mothers in the U.S. who care for seriously ill children, spouses, parents or others have significantly higher rates of mood or anxiety disorders and burnout when compared to other physician moms.

<https://www.americanscientist.org/article/physicians-need-caregiving-support-policies>

Yank V, Rennels C, Linos E, Choo EK, Jaggi R, Mangurian C. Behavioral Health and Burnout Among Physician Mothers Who Care for a Person With a Serious Health Problem, Long-term Illness, or Disability. *JAMA Intern Med.* 2019;179(4):571–574. doi:10.1001/jamainternmed.2018.6411

Summary

- For women there are many intersections that can compound the burdens of caregiving across multiple societal roles
- There is a wide expanse of impact to women across domains
- Women in Medicine face specific intersections in their professional and caregiving roles
- What can be done?
 - Role as Clinician
 - Awareness of the potential impacts on how caregiving is impacting our patient's relationship to their own health and wellness
 - The ability to account for those burdens in the care we provide to patients (behavioral, financial etc)
 - Policy and Governance:
 - “Evidence from the business world shows that generous parental leave and caregiving policies lead to workers who feel more connected to the organization and are less likely to leave,” - How do we use our national voice as providers to support legislation
 - Resources
 - <https://www.amwa-doc.org/our-work/initiatives/caregiving/>
 - <https://www.aarp.org/caregiving/>
 - <https://www.caregiveraction.org/>