

SCIENCE FOR A POST-ROE WORKPLACE

The United States Supreme Court's June 2022 decision to effectively overturn *Roe v. Wade*, has broad implications that affect employees' ability to contribute fully at work.

Nearly 1 in 4 women in the United States will have an abortion by age 45. And 60% of abortion-seekers are already parents.

Industrial-organizational psychologists research and consult on topics related to caregiving responsibilities and gender disparities in the workplace.

To assist organizations who don't know how to best respond to the Supreme Court's decision, we have compiled a list of impacts, recommendations, and resources. Learn more at:

<https://www.siop.org/Business-Resources/PostRoe>



5 out of 10 women in the U.S. will lose access to reproductive healthcare ([Cai et al., 2022](#))



EXECUTIVE LEADERSHIP

- Provide (or enhance) caregiving services/ accommodations offered by the organization.
- Consider covering costs of travel for medical care to states where abortion is safe and legal.
- Offer (or update) flexible work policies/practices to help employees with existing and/or unanticipated caregiving responsibilities.
- Invest in the communities in which you operate (e.g., reproductive rights groups, adoption/foster care networks, caregiving facilities).



ALLIES & COWORKERS

- Educate yourself on the impacts of the Supreme Court's decision.
- Explicitly invite other potential allies to join advocacy efforts.
- Make yourself available to serve as a confidant and listen compassionately; validate others' experiences.
- Offer to help colleagues in need when unexpected caregiving issues arise (e.g., trade shifts, present on their behalf, partner to help them complete their work by a deadline).



MANAGERS/ SUPERVISORS

- Familiarize yourself with the organization's related policies, and resources (e.g., caregiving support, mental health offerings, travel covered for medical procedures)
- Ensure employees know how to leverage these resources.
- Create a safe space for employees to share candidly and to listen compassionately.
- Demonstrate family-supportive supervisor behaviors (e.g., no meetings during child drop-off and pick-up times, encourage flex work)



SELF-ADVOCATES

- Reach out to HR about what resources are available to you (e.g., healthcare benefits, reproductive/ childcare programs, etc.) before laws/policies change
- Find your allies in your organization to support one another and advocate for better workplace policies, together
- Get involved/donate to pre-existing groups that advocate for reproductive rights for strength in numbers. Support those already doing this work, rather than starting something new.

Evidence-based strategies to support employees

Citations

American Psychological Association (2022) Work, stress, and health & socioeconomic status.

Retrieved from: <https://www.apa.org/pi/ses/resources/publications/work-stress-health>

French, K. A., Dumani, S., Allen, T. D., Shockley, K.M. (2018). A meta-analysis of work-family conflict and social support. *Psychological Bulletin*, 144(3), 284-314. <https://doi.org/10.1037/bul0000120>

Jones, K.P., Brady, J.M., Lindsey, A.P. *et al.* (2022). The interactive effects of coworker and supervisor support on prenatal stress and postpartum health: A time-lagged investigation. *Journal of Business Psychology*, 37, 469–490. <https://doi.org/10.1007/s10869-021-09756-1>

Ladge, J. J., Humberd, B. K., & Eddleston, K. A. (2017). Retaining professionally employed new mothers: The importance of maternal confidence and workplace support to their intent to stay. *Human Resource Management*, 57(4), 883-900. <https://doi.org/10.1002/hrm.21889>

Munsch, C. L., Ridgeway, C. L., & Williams, J. C. (2014). Pluralistic ignorance and the flexibility Bias: Understanding and mitigating flextime and flexplace bias at work. *Work and Occupations*, 41(1), 40–62. <https://doi.org/10.1177/0730888413515894>

Nagele-Piazza, L. (2020). Creating a safe space at work for discussing social justice topics. *Society for Human Resource Management*. Retrieved from: <https://www.shrm.org/resourcesandtools/legal-and-compliance/employment-law/pages/creating-a-safe-space-at-work-for-discussing-social-justice-topics.aspx>

Sherf, E. N., Tangirala, S., & Weber, K. C. (2017). It is not my place! Psychological standing and men's voice and participation in gender-parity initiatives. *Organization Science*, 28(2), 193-210. <https://doi.org/10.1287/orsc.2017.1118>