

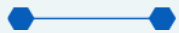
# Women in Healthcare

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# Agenda

- Current State
- Impact and Barriers
- What you can do

# By the numbers



Women make up 77.8% of healthcare and social assistance employees (BLS - National)



Approximately 329,000 women work in healthcare and social assistance in WI (DWD, % seasonally adjusted)



Women-dominated occupations pay less, often much less, than male-dominated occupations (Health Affairs Scholar)



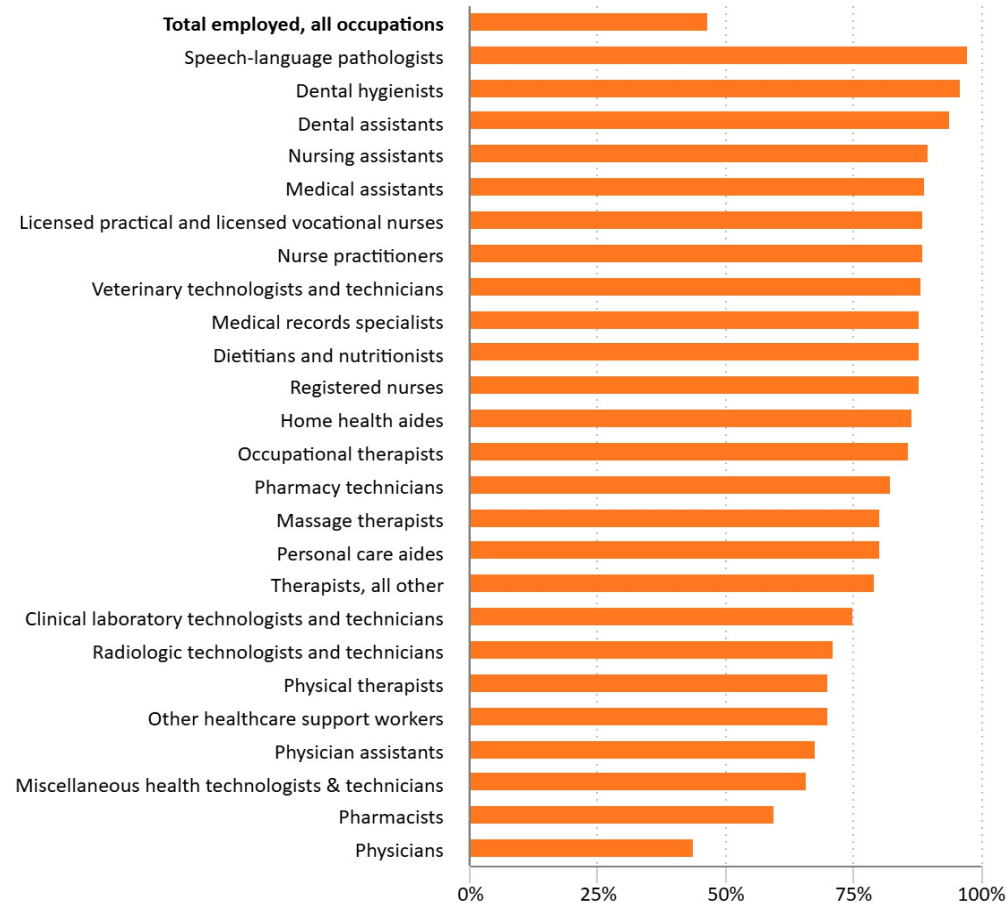
Women are paid roughly 15.8% less than men on average (BLS – WI)



Project 8.2% growth in healthcare and social assistance in WI from 2022 – 2032 (DWD)

# Percent of Women in Healthcare Occupations

Percent of women employees in the 25 largest healthcare occupations, 2022



Hover over chart to view data.  
Source: U.S. Bureau of Labor Statistics.



## About 8 in 10 workers in healthcare occupations are women

In 2022, about 8 in 10 workers in all healthcare occupations were women, much higher than for overall employment, where women made up nearly one-half of all employed workers.

Healthcare occupations with particularly high concentrations of women included speech-language pathologists (98 percent), dental hygienists (96 percent), dental assistants (94 percent), and nursing assistants (90 percent).

In contrast, women were slightly underrepresented among physicians (44 percent).

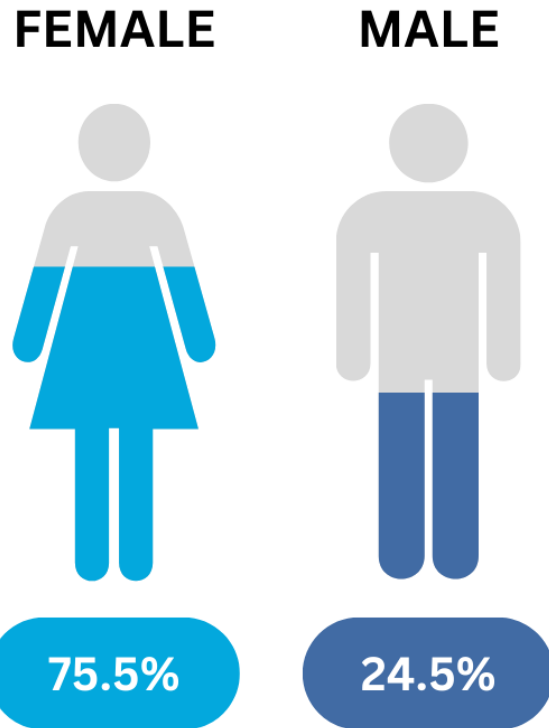
### **\*WISCONSIN\***

The RN workforce continue to be dominated by women who represent **91.6%** of RNs.

(WI – 2023 Nurse Survey Legislative Report)

# UW Health – Who we are

Over 18,500 employees in WI, excluding partner organizations.



Female Representation	
89.8%	RNs (non-mgt)
86.7%	Nurse Practitioner & Physician Assistant
82.0%	Clinical/Direct Patient Care
63.2%	Professional/Non-Clinical
47.0%	Physicians
72.2%	Non-executive Leadership
57.1%	Executive Leadership

# Barriers

Primary Caregiver Responsibilities for Children and Aging Parents

Availability and Affordability of Quality Childcare

Flexibility with 24x7, Shift-based work and obligation to patient care

Job & Financial Stability

Mental Health & Wellbeing

# What UW Health is Doing:

## Embedded Tactics

Women's Employee  
Resource Group

Workforce Planning

Recruitment Process  
Improvement

DEI Respect for People  
Commitment and DEI  
Leadership Competency

Apprenticeships

## Examples of Embedded Work

Updating  
transparency on  
careers page

DEI learning and  
education

Updating job postings  
to be gender neutral

Standardizing  
interviews

Added an additional  
week of paid family  
leave

Policy improvements  
from an equity lens



# Call to Action

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01

ETF Benefits: Domestic Partnership and fertility options

02

Advocate for Paid Leave

03

Impacts of returning to work on health and wellness: breastfeeding, affordable/accessible childcare, emergency assistance funding, affordable/accessible housing

**Thank you**

**Questions**

