



## **Chat Transcript – The WELCOA Pulse The New Way Forward for Women in the Workplace**

14:01:42 - Renee Bruckschen:  
Wisconsin

14:01:42 - Dana Tapio-Roebuck:  
Grayslake, IL

14:01:43 - Hahah Goggin:  
Connecticut

14:01:44 - Julie Yuhas:  
Lincoln, NE!

14:01:45 - Kevin Davis:  
Philly

14:01:45 - Amanda Hesser:  
Eagle River, Alaska

14:01:45 - Audrey Wright:  
Sunny Eastern Washington

14:01:46 - Tianna Voda:  
Marshfield, Wisconsin

14:01:46 - Rene Tappata:  
Penn Valley, PA

14:01:47 - Nereida Yanez:  
Sacramento, CA

14:01:47 - MELANIE RUELAS:  
Madison, Wisconsin!

14:01:48 - Brandee Gerow:  
Corvallis, OR

14:01:48 - Meghan Krause:  
Minneapolis

14:01:50 - Denice Elliott-Heim:  
Pennsylvania

14:01:50 - Jessy Beto:  
Little Falls, MN



14:01:50 - Anna Garcia:  
Rock Falls, IL

14:01:50 - Valerie Clowes:  
Toronto, Canada

14:01:51 - Daniel Miller:  
Seattle, WA

14:01:51 - Kristin Jablonski:  
Madison, WI

14:01:51 - Lori Thomas:  
Hello from sunny Papillion, NE!

14:01:51 - Suniti Mujumdar:  
Lexington, KY

14:01:52 - Sadaf Khan:  
Atlanta, GA

14:01:53 - Anne Chmiel:  
Atlanta, GA

14:01:53 - Nancy Ferracci:  
I'm from Rio Rancho, New Mexico

14:01:54 - Amanda Tinoco:  
Tustin, CA

14:01:55 - Barbara Petrauskas:  
Switzerland

14:01:56 - Sarah Wheeler:  
Omaha, NE

14:01:57 - Michele Rippey:  
Dallas, TX

14:01:59 - Chelsea Banks:  
Bettendorf, IA

14:01:59 - Barbara Zarr:  
Portland, Oregon

14:02:00 - Natalie Geiger:  
Spokane, WA



14:02:05 - Faith Simmons:  
Mt. Laurel, NJ

14:02:05 - Mary Rivera:  
New Jersey

14:02:05 - Heather Evans:  
Richmond, VA

14:02:07 - Heather Sittler:  
Fort Wayne, IN

14:02:09 - McKenna Schmidt:  
Wisconsin

14:02:36 - Cindy Hickman:  
Cindy Hickman new jersey

14:02:41 - Laura Berry:  
Madison, WI

14:05:00 - Lisa Loggins:  
Fairfax Station, VA

14:14:06 - Jazmine DiCristo:  
Lakeland, FL

14:25:49 - Audrey Wright:  
Craziest year of my life. Having the best coworkers is key. Love that question.

14:27:30 - dorothy rund:  
don't forget working grandmothers - I am helping my daughter every day with child care (6:30 am shift)!

14:28:27 - Heather Evans:  
My organization had an HR town hall addressing the issue of inclusivity with hybrid work moving forward. They stated that all meetings will be virtual if not every attendee can be in person. I think this is SUCH a great approach to help everyone feel included and feel a part of the team.

14:34:36 - Carolyn MacVicar:  
Should we be considering more job sharing possibilities?

14:35:26 - Suniti Mujumdar:  
Love the concept of in-sourcing. There is so much untapped talent (regardless of roles, locations) that would be happy to participate in different company projects or initiatives.

14:36:59 - Nancy Ferracci:  
As a F/T-working, non-parent, I would love to take 1-3 months off a year and have a Reservist work those months for me!



14:38:29 - Lori Thomas:

It's terrible to feel like we have to choose between profession and family. Yes!

14:39:05 - Marisa Jacobs:

I think flexibility in the workplace makes all of the difference in the world (coming - a FT career woman and single mom)

14:44:33 - Lori Thomas:

<https://hbr.org/2021/04/how-one-company-worked-to-root-out-bias-from-performance-reviews>

14:46:57 - Sara Martin:

Thanks @Lori!

14:53:28 - Lori Thomas:

It is so important that people share their stories because many times others do not know what they don't know.

For example, working parents are dealing with not only their own mental health, but the mental health of their children as well.

14:53:32 - Sara Martin:

Q: What is one thing that employers can do to help women?

14:53:46 - Audrey Wright:

Treat us as professionals and individuals. That what works for one may not work for all.

14:53:50 - Heather Evans:

Fully paid maternity leave AND paternity leave for at least 12 weeks.

14:53:51 - Lindsey Joe:

Become educated about the women experience!

14:53:53 - Cindy Hickman:

every woman is different, simply ask them. assume some have children some do not. different generations need different things. we need work as buildings without walls

14:53:56 - Heather Sittler:

Invest in continuing education and stay connected to women who recognize they want an extended leave of absence but know they will want to come back.

14:54:10 - Nancy Ferracci:

Change their mindset about listening to women and allowing flexibility for women.

14:54:51 - Laurell Kaiser:

Allow every employee to propose/determine their ideal work schedule.

14:54:59 - Heather Evans:

Always give the option of working - home or working in an office space, if possible.



14:55:46 - Carolyn MacVicar:

Treat women as though their careers really matters and is not just extra income for the family.

14:55:49 - Sarah Wheeler:

Making policy choices based on what is right and what will best take care of their employees instead of strictly making decisions based on money

14:56:01 - Andrea Kimura:

Have a flexible work schedule. We make the meetings and the time sensitive events and we work after kids are in bed or after the school play to get our OFFICE work complete.

14:56:29 - Cindy Hickman:

Lol

14:56:32 - Heather Sittler:

As a 25-year Reserve Army Soldier with three deployments, it was invaluable that my employer recognized I was coming back - even if it took me 15 months to do so. I wish employers would treat having children similar to a Soldier going on deployment. This coming - a woman with one child + the three deployments!!

14:56:37 - Lori Thomas:

Realizing that women deal with fear of telling their employer if they are pregnant, deal with incredible guilt most of the time (guilt that they aren't focusing enough on work and then guilt that they aren't focusing enough on their children/family).

14:56:41 - Valerie Clowes:

ASK women what will work. BELIEVE our answer. NORMALIZE the new setup.

14:56:53 - Suniti Mujumdar:

Wish there was a like button for all of these wonderful comments!

14:57:14 - Michelle Bassett:

don't assume that husbands are supportive

14:58:30 - Tawana Chairs-Brown:

Support and allow women to be involved in decision making regarding work life balance.

14:58:48 - Adam @WELCOA:

Check out the Reserve Squad website: <https://reservesquad.com/>

14:59:31 - Teresa Tanner:

[Teresa.Tanner@reservesquad.com](mailto:Teresa.Tanner@reservesquad.com)

Teresa cell: 513-706-5438

14:59:48 - Adam @WELCOA:

Please take a few minutes to give us your feedback on today's WELCOA Pulse:

<https://www.surveymonkey.com/r/20210427-pulse>



14:59:56 - Mary Rivera:  
Thank you so much!!! Stay well!!

15:00:07 - Kristin Jablonski:  
Thank you!

15:00:09 - Suniti Mujumdar:  
Thank you!