

Welcome!



JOIN THE ACAAI WOMEN IN ALLERGY
COMMITTEE'S **"BREAKING THE MOLD"** ZOOM
DISCUSSION ON

CHILD CARE

TUESDAY, NOV. 12, 7:30PM CT (8:30 ET)

WE'LL DISCUSS:

- Unique child care challenges when parents are physicians.
- Balancing work demands & parental responsibilities.
- Child care options.



Let's talk
about Child
Care and all
things kiddos!

Unique challenges
Professional demands
Work-life balance
It takes a village
We all have superpowers!

Challenges Privileges

Challenges

- Balancing work demands with parental responsibilities
- Avoiding feelings of guilt and stress
- Lack of quality childcare options compatible with demanding schedules
- Discrimination based on gender stereotypes

Privileges

- Role models/mentors
- Flexibility in schedule
- Financial

School Related Activities

Communication

- Respectful, open, honest about availability
- Others may have time or financial restraints and you can model this

Obligations

- Determine which are most important and prioritize them
- Offer alternative ways to contribute
 - Money
 - Shop for supplies that can be shipped directly to school/staff
- It is okay to say no!

School Related Activities

Schedule

- Review your child's schedule frequently and early
- Request days off
 - Vacation
 - Teacher workdays and school events
 - Sporting events
- Talk to the teacher at the beginning of the year
 - Ask if there will be blocks for field trips
 - Ask if you can attend field trips (if parents are welcome)
 - School parties
 - Can you help after hours
- Delegate tasks or ask for help
 - Enlist partner or grandparents
 - Divide up larger tasks
- Set boundaries

Childcare

Make it a priority early!

- Long wait lists
- Infant experience
- Check for health system options
 - Onsite day care
 - Emergency childcare “sick”
- Local college student social media childcare services
- Nanny
- Daycare
- Baby Cam!
- Family/friends/neighbors
- Pre-school
- Before and after school programs

Childcare

Make it a priority early

- Splitting maternity/paternity leave with your partner
- Back up plans for snow/sick/daycare closed days
- Back up plan when your kid is sent home sick
- Navigating days off with your partner
- Consider paying someone to be “on call” for you during days you cannot miss for any reason
 - May not be financially feasible
- Plan your call schedule accordingly
 - Teacher work days, school holidays
- Plan to navigate late drop off and early pick up
- Discuss your needs with your team/office/admin
- Ask for altered work schedules
 - Working through lunch to leave early
- Make sure your village is on the updated verified school pick up list

Summer & Winter Break Time

Summer Camps

- Sign up as early as January
 - YMCA, health clubs
 - Art schools
 - Theater camps
 - Outdoor camps
 - Swim

Finding Outside Help

- Neighborhood chat groups
- School of medicine social media sites
- Meet the teenagers in your neighborhood
 - Score for those impromptu snow days
- College kids home for breaks

Being Proactive for Advancement

Interviewing for jobs

- Mentoring opportunities for promotion/advancement of women
- Evaluate for women in leadership positions
 - In the division
 - Within the health system

Bring awareness

- Education opportunities for the faculty on diversity, inclusion, equity
- Childcare at meetings
- Open forum discussion about wellness and work-life balance with work group – work on things together!

Support Each Other

We are all in this together!

- Model after women in the division that have paved the way
 - Enlist their help/guidance
 - Remind them of their path
 - Don't forget those without children
- Consider job-share opportunities
- Check on your co-workers often
- Understand that no two women have the same home demands
- Set expectations to develop a culture of understanding and support

Thank you for
attending and
special thanks
to our guests
and Amy
Romanelli!

ACAAI Member
Communications

- December (December 10)
 - Work/Life Balance and Working from Home
- January 2025 (January 28)
 - Leadership