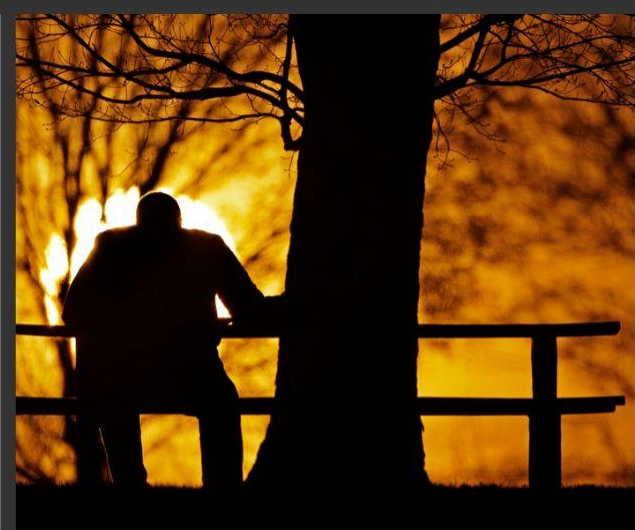
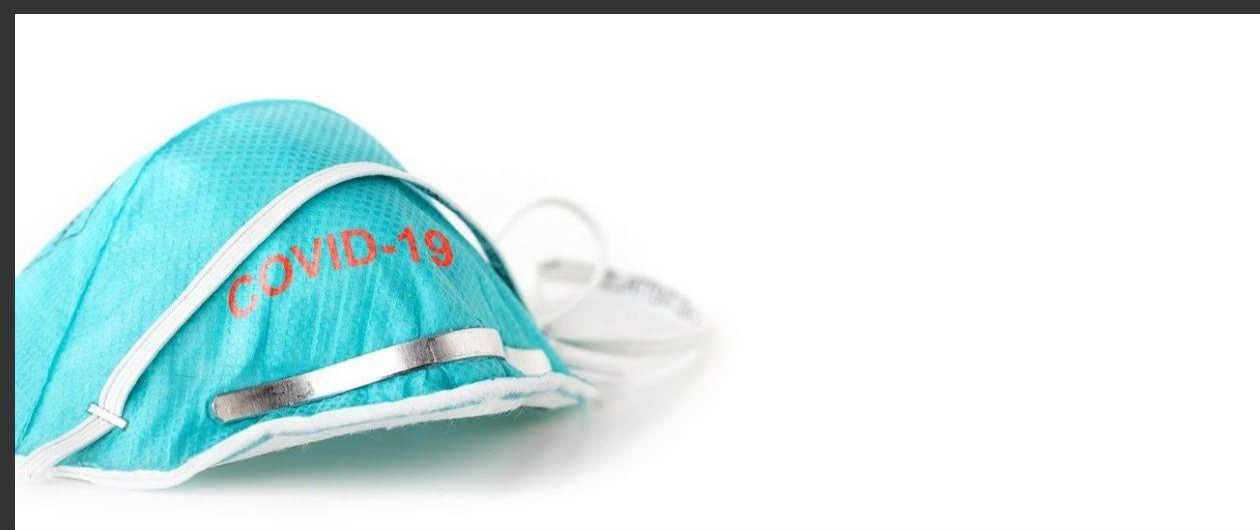


A watercolor illustration on a light beige background. In the center, a large, textured globe of the Earth is being held by seven healthcare workers. The workers are depicted in various colored scrubs (blue, green, red, purple) and some wear masks and stethoscopes. They are arranged in a circle around the globe, with their arms extended to hold it. Floating around the globe are several red, spiky virus particles, representing COVID-19. A semi-transparent white rectangular box is overlaid on the center of the image, containing the title text.

Caregiving in the Time of COVID

Dorcas
Montezuma
04-03-2020



BUSINESS | MANAGEMENT | MANAGEMENT & CAREERS

Women's Careers Could Take Long-Term Hit From Coronavirus Pandemic

Disruption caused by Covid-19 related shutdowns highlights how women's careers often take a back seat when duty calls at home

COVID-19 Reveals Racial Inequities In U.S. Healthcare System: Strategies For Solutions



Janice Gassam Senior Contributor

Diversity & Inclusion

I help create strategies for more diversity, equity, and inclusion.



Last week, racial disparities in the U.S. healthcare system were exposed with several reports ... (+) [view](#)

How Are Children Adjusting to Homeschooling During the COVID-19 Pandemic?

NEWS 9:56 AM PDT, April 29, 2020 - MAYA CHUNG

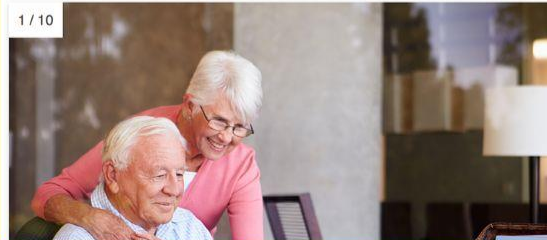


How to Care for Aging Parents During the COVID-19 Pandemic

By Marc Felgar, [readersdigest.ca](#)

Updated: May. 28, 2020

Practical ways you can help your parents stay healthy and happy while sheltering in place.



COVID-19 Worldwide: The Pandemic's Impact On The Economy And Markets



Brian Menickella Contributor

Personal Finance

Brian Menickella, co-founder of The Beacon Group of Companies



Caregiving Survey and Impact of COVID

Demographics, N = 115

Women

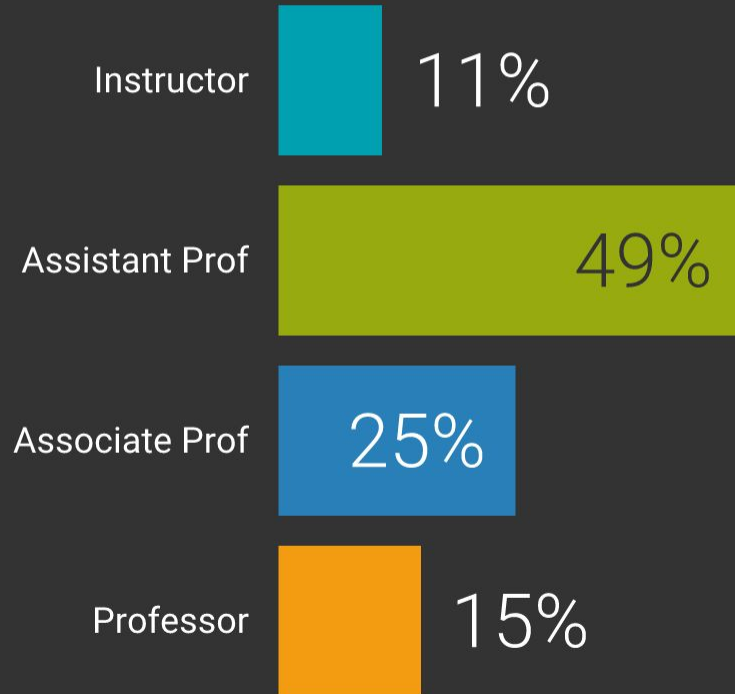
76%

Men

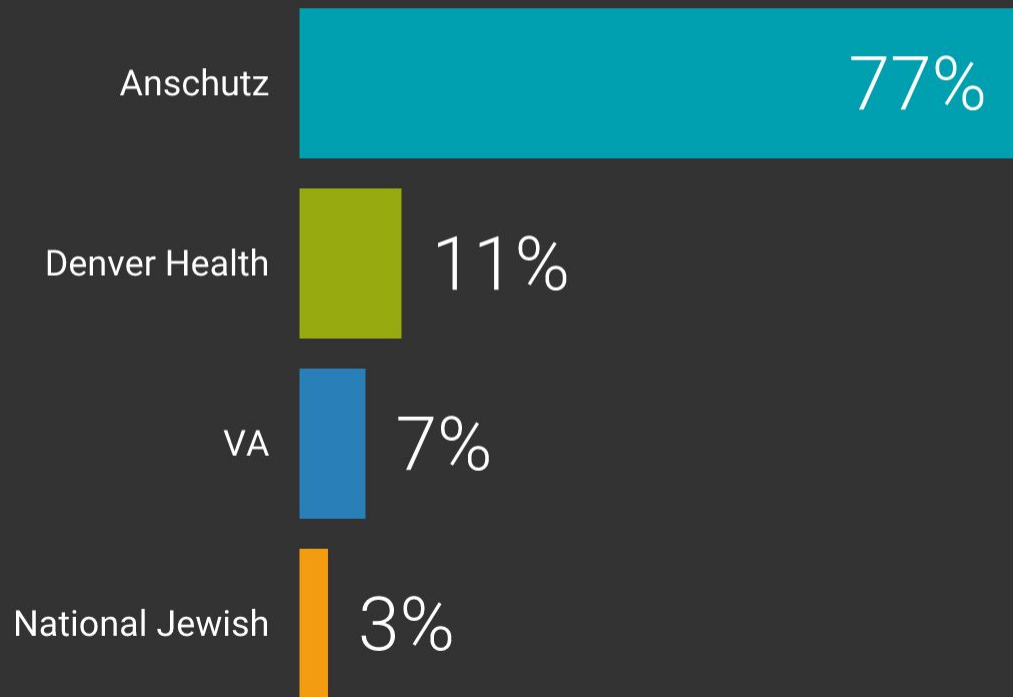
23%



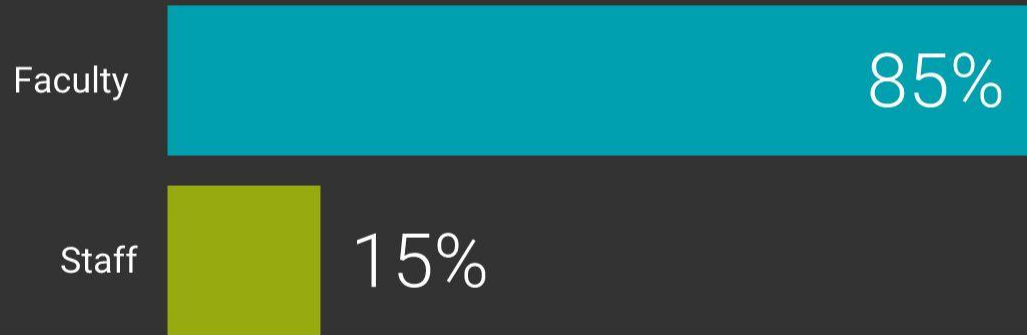
Demographics, N = 115



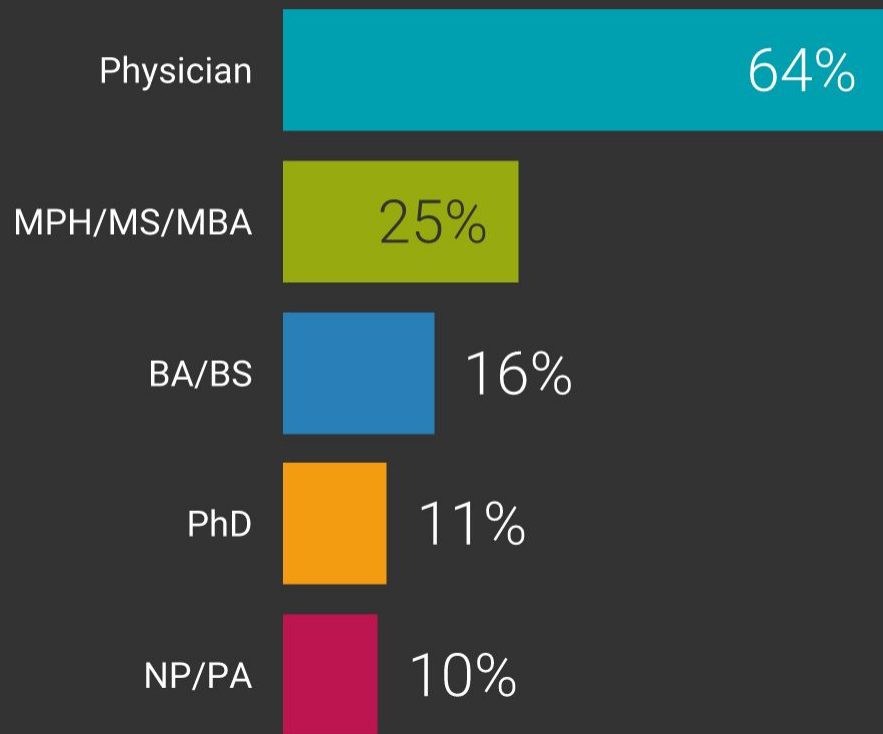
Demographics



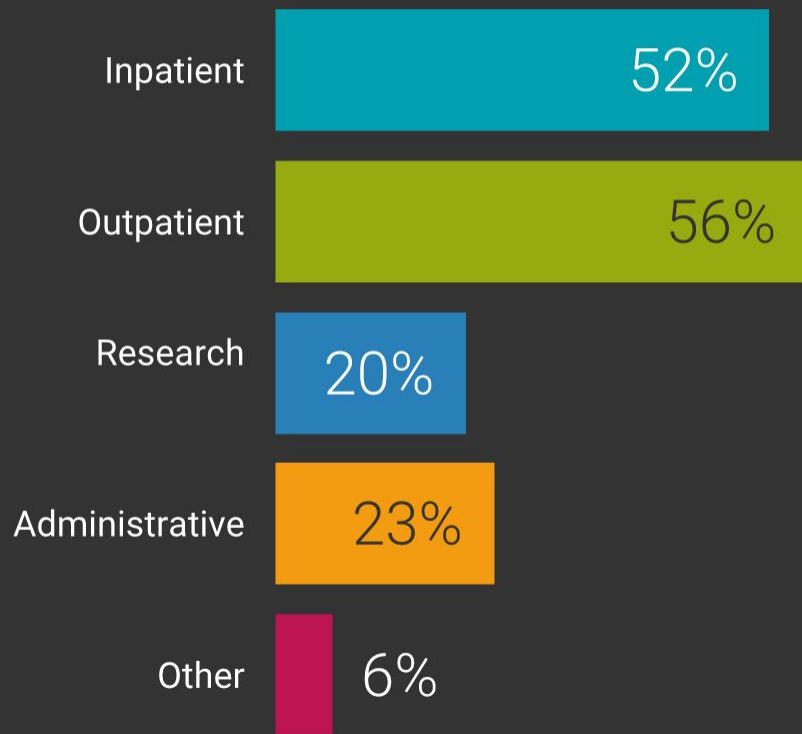
Demographics



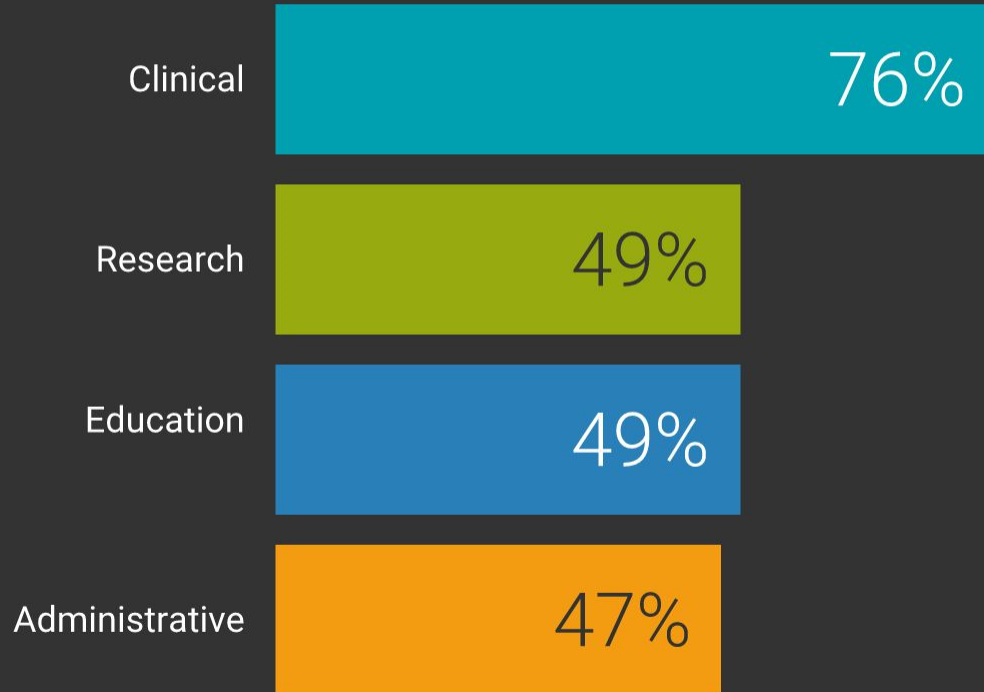
Demographics



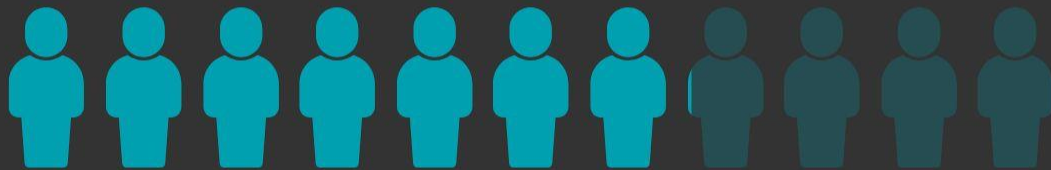
Work Settings



How Respondents Spend Their Time

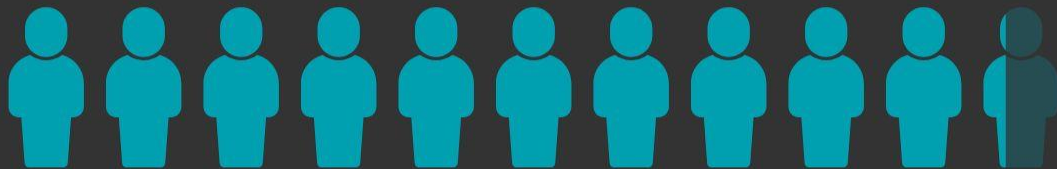


64%



spending >50% of time in virtual work

93%



with spouse/partner

74%



with children

22%



Have experienced an employment change (self or family member)

Impact on Promotion

15% planning for
promotion

~50% report
COVID will impact
promotion

Of those COVID
impacted, 22% will
request extension,
22% uncertain

Of those who
plan to request
extension, all
are women.

Responsibilities Have Increased



1 Increased caregiving

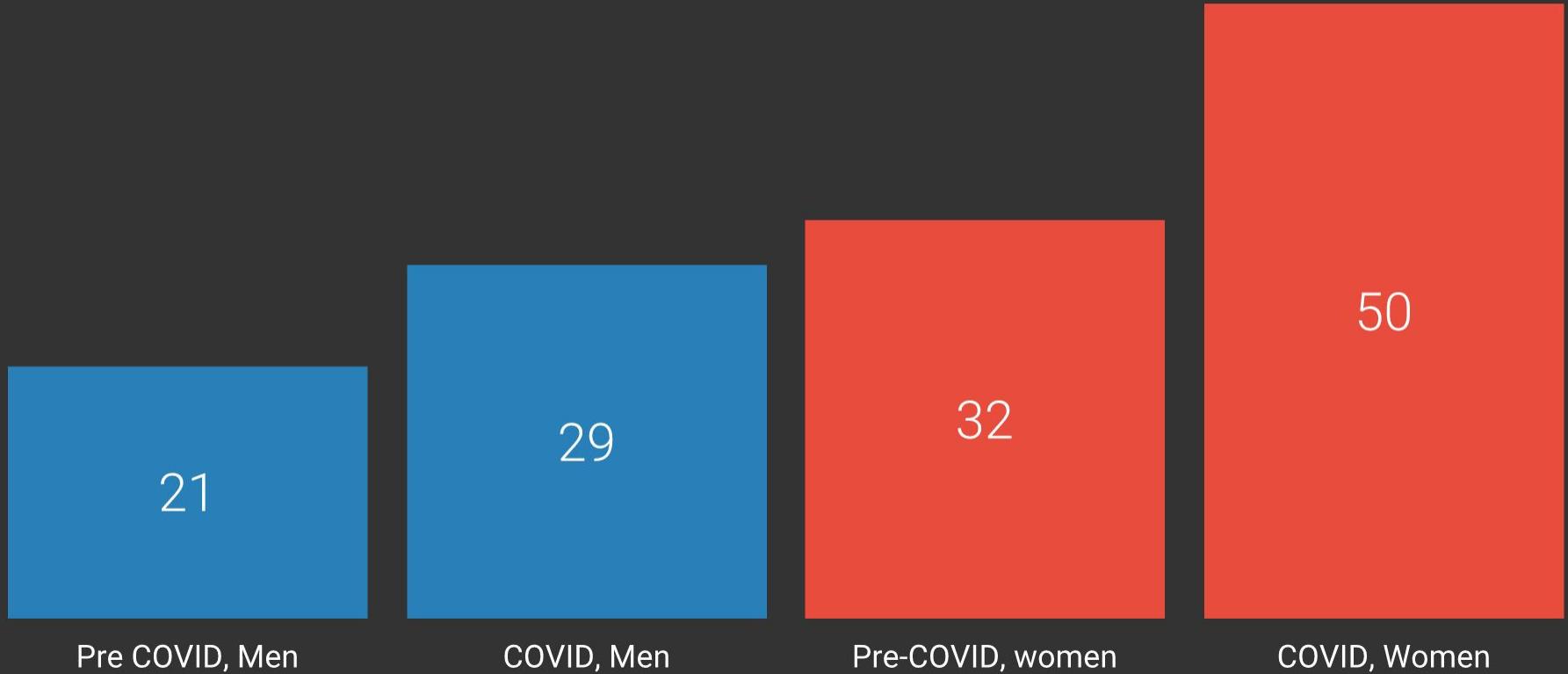
2 Increase in homeschool/tutoring

3 Increase in meal duties

4 Increase in housework

5 Increase in pet care

Hours Spent on Home Responsibilities Has Increased



Theme: Uncertainty around promotion

“I was planning to submit for promotion but simply don't have bandwidth. I am working 80-90 hours per week. There is no time to put together a dossier on top of my other demands.”

Theme: Increased caregiving responsibilities

“Childcare moved to home. Unable to find consistent nanny because I work in a hospital and they are fearful of catching COVID.”



“My elderly parents require help with grocery shopping, errand running, cleaning, lawn maintenance. They used to hire help but those people cannot assist due to infection risk.”

Theme: Worries about financial implications

“Single parent - trying to support kids online school and unexpected childcare expenses while still seeing patients via telehealth, worried about furloughs especially with additional childcare costs.”



Responses to “How can your employer help?”

- Expanded time clock for promotion
- Less cumbersome promotion process
- Child care options
- Educational assistance
- Concierge services
- Meal planning
- Resources/strategies for elder care (ex. support groups)
- Therapy services - “Taking care of COVID only to family”, “hard and horrible”
- Equipment for virtual care
- Flexible deadlines (midpoint, etc)
- Concerns around compensation
- Culture that accepts children may be on calls
- Adequate PPE
- Ability to hire staff

Are there any positives?

- “I have been much more productive being able to work at home...get 30% more done each day”
- “Cultural acceptance of virtual meetings has allowed me to participate in more meetings while I can stay at home and tend to my home obligations”

Next steps - Focus Groups

We'd love to hear more about how COVID has impacted you and your career.

As a follow up to this original survey, we **invite you to participate one of several small focus groups to discuss your experience in more detail.**

If you are **interested** in participating in one of these small focus groups, **please contact**
Lauren.McBeth@cuanschutz.edu
with your availability.

Tentative Focus Group Dates and Times:

Tuesday, July 28th 11:00 am – 12:00 pm
Tuesday, July 28th 1:00 – 2:00 pm

Wednesday, July 29th 12:00 – 1:00 pm
Wednesday, July 29th 1:30 – 2:30 pm

Friday, July 31st 2:00 – 3:00 pm
Friday, July 31st 4:00 – 5:00 pm

Monday, August 3rd 2:00 – 3:00 pm
Monday, August 3rd 4:00 – 5:00 pm

Wednesday, August 5th 1:30 – 2:30 pm
Wednesday, August 5th 3:00 – 4:00 pm

If you have any questions about this work, please feel free to reach out to Marisha.Burden@cuanschutz.edu.

Thank you!