## What do we need?

## Fertility Preservation and Treatment

Be supportive of last-minute schedule changes for fertility tests or procedures

Educate students and trainees about fertility preservation

Encourage taking time off after a loss

## Pregnancy and Lactation

Reduce overnight call and prolonged surgical hours in third trimester

Improve surgical ergonomics

Accommodate lactation breaks

Allow wearable pumps in clinical spaces

Private, convenient, lactation space with a chair, outlets, and a computer

## **After Delivery**

Expand paid parental leave

Prorate productivity metrics for leave and lactation time

Provide on-site childcare with extended hours and emergency care

Flexible schedules/clinic templates

Advocate for and support your colleagues

Figure 1. Actions needed to provide better support for family-building.