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# AMWA Physician Fertility Working Group

## ADVOCACY COVERAGE TIP SHEET

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### Understand the Importance of Advocacy

- 1 in 4 female physicians will experience infertility. Access to fertility benefits is crucial for supporting family building among medical professionals.
  - Offering fertility coverage can increase physician loyalty and retention, which is beneficial for both employees and the institution.
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### Gather Information and Build Your Case

- Determine what fertility benefits are currently offered at your institution. Check if any state mandates or institutional policies exist regarding fertility coverage.
  - Use surveys and data to demonstrate the demand and importance of fertility benefits. Highlight cost savings, improved outcomes, and increased employee satisfaction associated with comprehensive fertility coverage.
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### Identify Decision-Makers

- Determine who in your institution is responsible for benefits and insurance coverage decisions (e.g., HR, benefits committee, institutional leadership).
  - Create a roster of allies who support fertility coverage - colleagues, department heads, and advocacy groups such as [AMWA](#), [ASRM](#) and [RESOLVE](#).
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### Craft Your Message

- Share your personal or colleagues' stories to illustrate the real impact of infertility on medical professionals.
  - Use or modify template letters to communicate your request effectively. Tailor the message to your institution's values and goals, emphasizing how fertility benefits align with family-friendly policies.
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### Coordinate Advocacy Efforts

- Encourage colleagues to join you in advocating for fertility benefits. Coordinated efforts, such as multiple letters to HR or leadership, can amplify your voice.
  - Plan your advocacy around key dates, such as open enrollment periods or benefits review meetings.
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### Follow Up and Monitor Progress

- Keep a record of any responses from decision-makers. Use this to follow up and reinforce your requests.
  - Advocacy can take time. Continue to engage with decision-makers, provide additional data if needed, and keep the conversation going.
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