



# The Role of the Private Sector *Post-Roe* in Enabling Access to Care Brief Overview

Presented to The Standing Committee on  
Reproductive Health, Equity and Society  
June 2024

# Business Media Narrative on Abortion Access

**THE HILL**

Treasury secretary warns of 'damaging' economic effects of limiting abortion

AL  
COM

Alabama's 'draconian' abortion laws will 'backfire,' drive business away, commerce secretary says

**FORTUNE**

NEWSLETTERS • BROADSHEET

One year after Roe v. Wade was overturned, employers haven't done enough to protect abortion rights

FORBES > LEADERSHIP > FORBESWOMEN

EDITORS' PICK

# Forbes

The Business Impact Of Dobbs A Year Later

The News & Observer

Some local business execs say NC abortion law will drive away customers, harm employees

**npr**

The pharmaceutical industry urges courts to preserve access to abortion pill

Michigan News

Michigan looking to lure workers with abortion rights messages

columbus MONTHLY

White Castle's CEO is Among 12 Business Leaders Standing up for the Abortion Rights Issue

BUSINESS  
INSIDER

NEW ACTIVISM  
As Abortion Restrictions Mount, Companies Work Behind the Scenes to Ensure Reproductive Rights for Their Employees

*"Businesses have so much to lose when it comes to reproductive rights. Talk to any employer and they'll tell you their biggest challenge is talent recruitment and retention. Women represent 50% of the labor force, and the biggest indicator of women's ability to join and stay in the labor pool is whether or not we can plan when and how we have families. Here in Oklahoma, we've lost economic development deals, talent and doctors due to our draconian anti-abortion laws. I care about women, economic and workforce development, so I will continue to speak up, it's the right thing to do, even if it's hard."*

Erika Lucas is the Founder of StitchCrew, an organization providing capital and resources to the new majority entrepreneurs as well as VEST, a peer network for women professionals and investment fund investing in women-led companies building solutions for the intersection of the Care Economy and Future of Work.

# Companies as a Firewall

## **Companies with Extended Reproductive Health Benefits**



# Abortion ruling pushes businesses to confront divisive politics

Nation Jun 25, 2022 11:55 AM EDT

**“A lot is at stake for companies, many of which have publicly pledged to promote women’s equality and advancement in the workplace.**

# Threats to Employer Facilitated Access

## Criminalizing Travel

- Attacks on travel and information related to abortion and gender affirming care

## Criminalizing Helpers

- Laws attempting to punish those who help people access abortion information, resources or care (and LGBTQIA+ inclusive care)
- Laws penalizing people for sharing information, potentially in workplaces

## Tax Penalties & Contracting

- State legislatures targeting employers benefits and policies that protect workers
- Going after corporate state tax incentives or business' ability to seek government contracts

## Costs

- Changes to state laws that govern IVF/ART increase employer benefit costs

## Deserts

- Healthcare deserts across multiple specialties in some states
- Medical residency trends

**Prosecutors in states where abortion is now illegal could begin building criminal cases against providers**

Some legal experts fear that prosecutors will use intimate pieces of evidence, such as text messages and internet search history, to build their cases.



## The Dallas Morning News

**Texas legislator wants to eliminate tax breaks for companies helping workers get abortions**



**Fertility coverage is a popular employer benefit. Could Alabama's embryo ruling change that?**

# Impact on Talent Mobility & Worker Wellbeing

- Workers consider reproductive health when evaluating current and prospective employers:
  - Almost **two-thirds** of younger workers would "probably not" or "definitely not" live in a state that banned abortion, a new CNBC/Generation Lab [survey](#) finds.
  - By a [margin](#) of **2:1**, workers across all demographics want to be in states where abortion is legal and accessible.
- More than half of women entrepreneurs and small business owners [surveyed](#) in 2023 shared that they are very concerned about restrictions on reproductive healthcare and birth control (78% concerned/59% very concerned). 72% of women entrepreneurs are supportive of a federal law to ensure women have the right to abortion care.
- [IWPR](#) estimates that restrictions placed on **abortion access cost the U.S. an average of \$173 billion per year by reducing labor force participation and earnings levels and increasing turnover and time off from work** among women employed in the private sector. This is up from \$146 billion in 2020.
- Women who don't have access to abortion care are **three times more likely to leave the workforce**.
- The landmark [Turnaway Study](#) followed women for a decade and found that **those denied an abortion were four times as likely to live in poverty** years later.

*"[The hospital staff] were very sincere; they weren't trying to be mean. They said, 'The best we can tell you to do is sit in the parking lot, and if anything else happens, we will be ready to help you. But we cannot touch you unless you are crashing in front of us or your blood pressure goes so high that you are fixing to have a heart attack.'"*

Jaci Statton (25) & her husband, based in Oklahoma, as reported on [NPR](#)

***Oil companies have spent millions to counter the frayed image of fossil fuels and recruit a younger and more diverse workforce. But a flaring of political culture wars - around abortion, religion and LGBT+ rights - threaten to undo hiring and retention goals, according to interviews with more than two dozen workers and a national survey.***

*"It has always been difficult to attract women into oil and gas," said Sherry Richard, a 40-year oil industry veteran most recently human resources chief at offshore driller Transocean Ltd. "When you create an environment that is unfriendly to women, it just makes it harder," she said.*

Source: Reuters: How Texas' abortion ban hurts Big Oil's effort to transform its workforce

## What Can Employers Do?

- **Sign up for Reproductive & Maternal Health Compass** - offers the first-of-its-kind, comprehensive performance standard for employers to measure their reproductive and maternal health benefit offerings.
  - ❖ In a competitive labor market, knowing how your benefits package compares provides a competitive advantage in attracting and retaining top talent. RMH Compass provides the tools and data insights for employers to evaluate and benchmark their RMH benefits. For companies looking to improve, RMH Compass has a resource library with case studies, sample policies, and business data to support People Managers.
- **Join Don't Ban Equality** - is a platform of 1,000+ businesses, large to small, located in all 50 states, publicly traded and private, U.S. based and globally headquartered, making the case that abortion access is a workforce and economic issue.
  - ❖ Three Calls to Action 1) Mitigate the harm of restrictions on workers 2) Advocate visibly or behind the scenes 3) Align Political Giving