# WHY WOMEN AREN'T WINNING AT HEALTH (but can)

Anca Griffiths Alyson J. McGregor, MD & Marjorie Jenkins, MD

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MEDICAL / Health Policy HEALTH & FITNESS / Women's Health

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Published by WorldChangers Media PO Box 83, Foster, RI 02825 www.WorldChangers.Media This book is dedicated to all the women who came before us—the trailblazers, the activists, the scientists, the teachers, the healers, the mothers, the grandmothers, the wise women, and all the women who have created changes both big and small in their families, communities, and workplaces.

Standing on your shoulders, we can change the world. Thank you.

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### WHEN WOMEN ARE WELL, EVERYONE WINS

"I'm interested in women's health because I'm a woman. I'd be a darn fool not to be on my own side." - MAYA ANGELOU

## Introduction

#### ANCA GRIFFITHS

For women, health is the ultimate glass ceiling. And yet, as with so many other barriers to life, liberty, and equality, those affected by it don't always see it clearly until they are pressed against its edge.

The challenges women face around their health are so commonplace, and so universally experienced, that many women don't even realize they are at play.

Over the last several years, I have spoken with tens of thousands of women around the globe regarding women's health topics including internationally-recognized medical experts, holistic and traditional providers, and professional women climbing the corporate ladder. One of the most common responses I get from women outside the medical field is, "I can't see how this applies to me. I'm fine. Why are we even talking about this?" And yet, when asked, many of these same women report chronic issues like anxiety, depression, insomnia, painful menstruation, inflammation, and autoimmune concerns.

Are these women "sick" by conventional definition? Maybe not. But neither are they operating at optimal levels of health. In fact, they're so conditioned to expect a sub-par experience around health that they can't see the truth—that being a woman doesn't have to mean accepting pain, suffering, or limitations. More, they don't realize that a large part of their suffering is because their healthcare options are not designed for them—and, in some cases, may actually be taking advantage of them.

#### Women who know women

Having lived, worked, and taught in multiple locations on three continents over the last twenty years, I can confidently say that the need for better information, education, and support around women's health is universal. Different cultures and disciplines have different strengths and challenges around women's health; one of the gifts of a global information system is that we can learn from them all.

While I routinely present to audiences in the thousands about how women can start winning at health, I am not a doctor or health provider. Like many of you reading this book, I am simply a woman who, when confronted with medical challenges that showed me the limits of my self-sufficiency, realized that something was missing. During one of the most vulnerable times in my life, I had nowhere to turn to find the resources I needed to make confident decisions about my health. When I looked for credible

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experts in the online space, there were few to be found.

I'll share much more about my personal journey throughout this book, but one key moment in my quest to find the best women's health experts was when I read *Sex Matters: How Male-Centric Medicine Endangers Women's Health, and What We Can Do About It*, by Alyson J. McGregor, MD, who is among the most recognized sex and gender medicine experts in the world.

That book opened my eyes even further to the need for women, as consumers of healthcare, to have access to accurate, actionable information and advocate for themselves within the healthcare system. Intrigued, I reached out to Dr. McGregor to share my intentions around creating a platform of highly-qualified experts to support women around the globe to create optimal health.

To my immense joy, Dr. McGregor was intrigued, and introduced me to our third cofounding partner, Dr. Marjorie Jenkins, MD, who serves as the Dean of the University of South Carolina School of Medicine Greenville and Chief Academic Officer for Prisma Health - Upstate. Like Dr. McGregor, Dr. Jenkins is passionate about improving outcomes and experiences for women across all sectors of health, and has been tireless in advocating for research, representation, and education of women within the medical world.

"The only way to create meaningful change," Dr. McGregor said to me during one of our conversations, "is for women to fully understand their bodies and be able to advocate for themselves and their health with their providers. Anca, if you can create that awareness, and equip women with the tools they need to navigate real-life health situations, it will accelerate all of the changes we're already fighting for inside the system. Your work is the other half of the equation." "So, let's do this together!" I replied.

The result of our partnership is our precision health platform, OM, where we provide a place for global health experts to connect directly with the women who will benefit from their knowledge, wisdom, and experience. In this book, as we do in our online spaces, we will share multiple personal and clinical perspectives to support you in understanding the health-related challenges facing women everywhere, and equip you with the knowledge and tools to actually do something about it. The information and research you'll find on these pages isn't a product of my own investigations, but rather comes directly from Dr. McGregor's and Dr. Jenkins's groundbreaking research and vast clinical experience as well as the research and experience of other renowned experts. Together, we are women who know women and together, we stand for women's right to make informed and aligned decisions about all areas of their personal wellbeing.

When we imagine women "winning" at health, we see a future where women have direct access to experts who are on the cutting edge of clinical research and specialized practice. Instead of the multi-year lag that now exists between research breakthroughs and widespread implementation in medical protocols, we are creating direct-to-consumer pathways that empower women to learn what's working *now*, and understand the full spectrum of options around their health goals and challenges.

### Who this book is for

This book is a conversation about health for women who are already having a conversation about health—and also for women who may not yet know they need to have a conversation about health.

#### Introduction

This book is a broad overview of the challenges women face across the broad spectrum of "health"—including medical experiences, wellness practices, mental and emotional health, and more. Our intention is to present the massive scope of the issue in a way that will benefit as many people as possible. I think of it as "the 30,000-foot view." The barriers to optimal health you will learn about in this book literally touch every woman on this planet, as well as those who love and depend on them.

In this work, we will explore many possible avenues of health and healthcare—including conventional Western medicine, ancient traditions like Traditional Chinese Medicine and Ayurveda, and other proven health practices. Since our topics cover a wide range of healthcare approaches, we have chosen to use the blanket term "healthcare providers" or simply "providers" to refer to all of the doctors, physicians, specialists, mental health experts, nutritionists, practitioners of alternative and complementary therapies, and other credentialed experts who may be assisting you on your healthcare journey.

In the context of this book, we are defining "women" as people born with female biology—meaning, an XX chromosomal profile. For the purposes of this discussion, it's important to understand that while sex is biological, gender is a spectrum. The health and medical information we share in this book is based on a solidly-researched foundation of sex differentiation in the presentation of disease, pain, neurology, and many other factors. Therefore, we believe that, regardless of gender expression, all readers who have female biological markers and/or lived experiences as women will find the contents of this book to be of value in their personal health journey.

We understand and acknowledge that there are unique, press-

ing, and even life-threatening issues facing many groups within the broader collective of "women"—including, but not limited to, people of color, gay people, transgender people, and nonbinary people. While we cannot, within the limited scope of this particular book, conduct a full and nuanced exploration of these issues, our experts *are* having these vital conversations on the OM platform, and we are always open to hearing about and learning from your unique health experience. If you have a story of your own to share, start a conversation with us at contact@om-experts.com.

#### You are not alone

If you're wondering what you can do to create optimal health for yourself as a woman, or if you are struggling to connect with the resources and support you need to win in your own healthcare journey, you are not alone. Our mission is to empower you, and women everywhere, with the resources and support you need to change the narrative and thrive beyond the current status quo. This book is intended to dismantle our personal, cultural, and systemic misconceptions around what "health" actually means for women and those who identify as women.

My hope—and the hope of my expert coauthors and contributors—is that, by the time you turn the last page, you will understand the key challenges of the current healthcare paradigm, shift any conditioned resistance to creating your own optimal health journey, and feel empowered to seek the support you need so that you *can* win at health in whatever way is most meaningful for you—because when women are well, everyone wins.

# WE DIDN'T WRITE THE RULES, BUT WE CAN CHANGE THEM

"A woman's health is her capital."
- HARRIET BEECHER STOWE

#### CHAPTER ONE

# Hitting the Glass Ceiling

#### ANCA GRIFFITHS

"You really don't give a damn about your job anymore."

Chloe, one of my Parisian colleagues, had come to Hong Kong for a series of meetings. We were seated in an impressive conference room in the global headquarters of the luxury brand management company for which we worked. From my seat, I had a beautiful view of the Hong Kong harbor—and before Chloe's words jolted me out of my trance, I'd been staring at the sunlight as it danced along the water.

Chloe made her comment with a bit of a laugh, and in French (so most of the people in the room wouldn't understand), but it hit me hard all the same. Throughout that day's session, I had maintained an aloof silence, without offering much of an opinion—a stark difference from my usual enthusiasm. I had hoped I could finish the meeting without anyone calling me out, but obviously I'd been mistaken.

I loved my job from day one. Ten years in, I still had no desire to do anything else. My team had become like a family. And yet, in that moment, I could not have cared less about the matter at hand.

You see, less than a week before, I'd suffered a miscarriage. I'd only been ten weeks along. Aside from my husband, Evan, no one—not even my parents—knew I'd been pregnant. I had no idea what to do, or how to feel. The whole experience had been so bewildering that I could not even cry. So, I just kept showing up, shoved everything I was feeling down as deep as I could, and tried to adjust my demeanor.

Thankfully, everyone filed out of the meeting shortly thereafter, and I was able to snatch a few minutes alone in the women's toilet. I looked myself in the mirror and saw that, despite heavy makeup and a genuine attempt to put myself together, I looked ... blah. I felt tired, numb, and deeply sad.

Until that day, I never considered health to be a major factor in my career. I was in my early thirties and had few physical struggles. Even my menstrual cycles involved little in the way of pain or emotional shifts. I was careful about my nutrition, exercised, and integrated the latest "superpower" ingredients—like turmeric, green tea, and chia seeds—that came up regularly in the social media accounts I followed. I thought I had my health under control.

Now, I felt for the first time that my body was broken. It was getting in the way of my desire to be a mother and inhibiting my performance at work. However, this wasn't the flu; I couldn't simply tell everyone I was sick and stay home for a few days. Calling in sick for a miscarriage just wasn't done. Besides, my OB-GYN said I was fine—that the miscarriage had been "clean," and that "this happens quite often. It's normal."

So, despite the fact that I felt physically and emotionally unfit to work, there I was, sitting in that conference room like nothing had happened.

Chloe's comment shook me. It intensified the feeling that I was losing control of my body. It bothered me enough that I started looking for help. After all, I had "Doctor Google" at my fingertips; surely there was information and support available for women in my position?

I discovered that, worldwide, around one in four pregnancies end in miscarriage. That shocked me. There were hundreds of women in my office building alone. How could it be possible that I'd never heard about this happening to any of them? More, the information available to me online seemed to be limited to a few bullet-pointed articles on WebMD and a few back-corner forums that gave women a space to vent their feelings, but offered very little practical information for healing.

How was it possible that there are hundreds of websites devoted to solving the trivial problem of cellulite and "crepey skin," but so little support for a real health matter like miscarriage? Despite having literally a world of knowledge at my fingertips, I was back to feeling adrift, alone, and unsupported.

My eyes were opened through that experience. The stats showed that I was not the only woman going through this, so why the silence on the matter from the health and wellness community? Why was my experience of pregnancy loss brushed off, minimized, or flat-out ignored by my healthcare providers? Why was I expected to pretend that something so traumatic to both my body and my psyche *did not happen*?

Why was no one talking about this?

None of this made sense to me as a woman. Nor did it make sense to me from a business perspective. Businesses—including healthcare companies—exist to solve problems. A large part of my job in the luxury market was around identifying opportunities for our brands to fill a gap. This was, quite honestly, the biggest gap I'd ever encountered. It was like one plus one plus one equaled zero.

And then, it hit me: If I—an otherwise healthy, well-educated, financially secure woman living in a country with one of the most robust medical systems on the planet—was experiencing this massive gap in support around something as common as pregnancy loss, what were other women contending with? What were *they* keeping silent about?

### Why aren't women winning at health?

The more I turned my attention to the market of women's health, the more shocked I was by the reality I discovered.

By applying my decades of knowledge about market analysis and behavioral trends among consumer populations, connecting with global experts in both Western medicine and traditional modalities, researching trends within the health and wellness community, and eventually creating a global platform to support and educate women to be informed consumers of health, I began to discover the *real* reasons why the help I needed after my miscarriage wasn't available to me when I needed it.

The information you're about to discover isn't likely to turn

up during your standard Google search. In fact, I only became privy to much of what you'll discover in this book *after* I built a platform to bring together the best minds in women's health from around the globe—including my amazing coauthors, Dr. Jenkins and Dr. McGregor. The media certainly isn't featuring this information. The wellness websites aren't pumping out this content every hour. Most general practitioners and OB-GYNs aren't sharing it; in fact, unless they've made women's health outcomes an area of specialty, they likely don't know it exists.

Together, my coauthors and I have done something few, if any, have attempted before: to analyze the true scope and depth of the problems around women's health, and begin to plant the seeds of a solution.

As you'll see in a moment, there are four key factors impacting women's health today. Each of these factors seems independent, but in fact strengthens and exerts an influence upon the others; this keeps women locked in a cycle of misinformation, frustration, and lack of support. Some you may have personal experience with; others, you may never have considered. All will be explored in detail throughout this book, with the aim of empowering you to become an informed consumer of health and healthcare, for both yourself and the women who matter to you.

#### The four key factors that prevent women from winning at health are:

- 1. The global male-centric medical system
- 2. The predatory wellness industry
- 3. The minimization and discreditation of traditional health practices

## 4. Women's internalized behaviors, beliefs, and assumptions about their health and wellbeing.

The fourth and final factor was what triggered my realization after Chloe's comment that day in the conference room and sent me down the "rabbit hole" of research and analysis. My struggle wasn't caused just by my miscarriage itself, but also by my belief reinforced by our work culture and society at large—that my miscarriage was shameful and shouldn't be talked about.

The more I learned about the first three factors impacting women's health, the more I realized that the greater outcome, ultimately, hinges on us as individuals. If women want to win at health, we need to find better, more meaningful solutions together through information, education, and honest communication. On some level, you know this too, because you picked up this book.

The science and stories I and my coauthors share in the coming chapters may shock, anger, and frustrate you. You may feel, as I did, that nearly everything you've previously learned about health and wellness is wrong. You may get the sense that the entire system is broken—and, in many ways, it is. Yet, our goal is not simply to share what's wrong, but also to reveal the amazing miracle that is the female body and present a path to reclaim the narrative around our health for the benefit of all.

If we, as women, could learn to relate differently to our health without shame, guilt, or fear; educate ourselves about our female biology beyond the areas of reproductive health and "bikini medicine"; and, most of all, speak out about our health to our healthcare providers and to one another, all of the other factors that impact women's health would begin to change in response. They would have no choice but to change. How do I know this? Because I understand markets.

In any given market situation, there are really only two players: the market itself (meaning, the businesses involved and those who produce for and support those businesses), and consumers. The market for women's health is comprised of two main parts: the traditional (Western) medical system of hospitals and providers, and the "wellness" system that lives mostly online. The consumers for this market are, of course, women themselves.

However, unlike literally any other market on the planet, the health market is *not* optimized to serve its customers. In fact, it doesn't appear to consider them much at all. Despite women making *80 percent of consumer decisions* with regard to health services and products, women's needs are routinely minimized, or even outright ignored.

This dynamic of "market dissonance" is both created and underpinned by the four factors I shared above.

First, there's the male-centric medical system. As we'll explore further in chapters to come, almost nothing in our current medical system is developed for women. From our understanding of disease, to diagnostic procedures, to hospital protocols, to pharmaceuticals, to diet, to exercise ... all of it was designed for and studied in men, and then retroactively applied to women. Anything to do with womanhood and female bodies—especially key physiological transition points like menstruation, childbearing, perimenopause, and menopause—is treated as an addendum in the body of medical knowledge. As if to say, "Oh, those are just the extra things women do."

This wouldn't be a problem if the things that work for men worked for us, too—but they don't. This shows in the numbers. Globally, women live longer than men but do so in worse health, spending up to 15 percent of their lives coping with disease (as compared to 12 percent for men).<sup>(1)</sup> A recent Danish study found an enormous gender gap in diagnosis times, with women on average being diagnosed four years later than men across all types of disease.<sup>(2)</sup> Heart disease is the number one killer of both men and women in the United States, but women suffering from cardiac events are 50 percent more likely to be misdiagnosed,<sup>(3)</sup> and up to 70 percent more likely to die.

And that's just the tip of the iceberg. As you'll learn in Chapter Two, across all aspects of research, diagnosis, treatment, and education, our male-centric medical systems treats women as "atypical" men, rather than biologically unique beings—which results in suboptimal outcomes for most women and hundreds of thousands of unnecessary deaths each year for women around the world.

Given this glaring disparity, wouldn't it make sense—even from a purely financial perspective—for the health market to create an adapted product for women? However, while experts like my coauthors Dr. Jenkins and Dr. McGregor are working tirelessly toward that end, and much progress has been made in the last decade, change is painfully slow.

With women suffering disproportionately in the medical system, the online wellness industry has attempted to step in and solve some of the most visible issues. However, the focus of the wellness industry is almost totally vanity-based. It preys on women's fears around getting old, gaining weight, or being unattractive, because these fears sell products. Sometimes, the buzzwords of the moment (like *mindfulness, stress,* or *relaxation*) get sprinkled in, but unlike the men's wellness industry—which is based on performance, enhancement, and solving critical issues women's wellness is all about "fixing." Much of the science behind wellness products comes directly from the male-centric medical system. Despite the fact that the overwhelming majority of their audience is female, wellness industries pull data from studies and research conducted by, and for, men, on male subjects, and according to male parameters. Everything from weight loss to sleep to athletic performance is designed to work for men, and then marketed to women. Then, when these remedies inevitably fail to work with our unique biology, women blame themselves and go looking for another "cure."

Traditional, holistic methods of supporting health and wellness—including Traditional Chinese Medicine (TCM), Ayurveda, and Western herbalism—have been sidelined and discredited by both the medical system and the wellness industry. In the medical world, these sciences have been stripped of their gravitas and, until recently, were dismissed as "primitive" and unworthy of research. In wellness, they've become buzzwords and marketing tools—like, "Discover the ancient Chinese secret to beautiful hair!" In both cases, the power of traditional practices to support women's bodies in all stages of life has been diminished, and much of the wisdom of our foremothers has been lost.

So, in the midst of all this, is it any wonder that women are confused about how to win at health? That we suffer in silence, alone, while blaming ourselves or feeling guilty that neither medicine nor wellness products work for us? That we still, despite all our global advancements, can't easily access basic information about our most prevalent health challenges?

And yet, there is still one more facet to the problem—and that lies not outside us, but within us. We have been conditioned to expect less than optimal outcomes for ourselves across all areas of health, simply because ... we are women.

To understand how this happens, you must first understand that 95 percent of the brain's activity is unconscious; the vast majority of the decisions we make, the actions we take, and the emotions we feel play out beyond our conscious awareness. These subconscious drivers include habits and patterns, automatic body function, creativity, emotions, personality, beliefs, values, cognitive biases, and long-term memory.

Now, consider that, for thousands of years, we have been taught that women's bodies and minds are inherently "less than." That, as the "weaker sex," our very biology makes us irrational, weak, and hysterical. All of us, without exception, have been educated by our families, our cultures, our environments, and the world at large about the nuances of womanhood. Regardless of how far we've come in the last century, these old beliefs still impact how we relate to ourselves, our health, and each other on both an individual and a global level. And while, in the last fifty years or so, we've done a great job of addressing the obvious aspects of inequality for women, much of the subtext remains ingrained.

As Kaouthar Darmoni said in her groundbreaking TEDx talk, "We feminists have become detached from our feminine lineage ... in doing so, the unique value of the feminine has been sacrificed. Women's emancipation became women's masculinization."

With so few positive associations around womanhood, how can we value and create equality around women's health? How can we, as women, finally make our unique health experiences important enough to prioritize, talk about, and create services around?

If this seems melodramatic, consider this. How many times have you heard menstruation, postpartum, perimenopause, or menopause discussed in a positive light? How often have you heard other women express gratitude for their menstrual cycles, except on the heels of a pregnancy scare? How many times have you seen a woman own her age with pride rather than embarrassment? How many times have you heard a woman speak positively about her overall experience as a woman, particularly when it comes to health and healthcare?

If you can't think of a single example, you're not alone. Nearly every woman I've spoken to, including women's health experts, has the same internalized biases and negative associations. I'm still working on them within myself.

Somewhere along the way, we were convinced that being a woman is a problem to be fixed, not a gift to be embraced. That the very things that make us women are, in fact, hurdles to success in our lives and careers. That we are biologically broken—and that in order to thrive, we must become something other than who we are.

If we, as women, want to win at health, we need to begin by challenging our individual and collective beliefs about what it means to be a woman—not only with rhetoric, but with evidence. More, we need to reclaim the narrative around our health, and reshape it in a way that supports us to thrive.

#### DR. MARJORIE JENKINS

It seems obvious to say that women experience better outcomes in all areas of life when they are in optimal health. Yet, the extent to which women are suffering is staggering.

As a sex and gender medicine expert who has served in a number of national leadership roles, I can confidently assert that there is no such thing as "gender-blind" medicine. For most of my career, I've been focused on the intersection of medicine and women's lived experiences. I have thousands of stories about women who have suffered as a result of ingrained misogyny and male-centric practices in our medical systems. However, it was a recent personal experience that really drove home for me how we, as women, see and prioritize our health.

A colleague of mine, a respected female specialist with a thriving practice, recently visited my home. Over dinner, she explained that she was having some health challenges. "I'm exhausted all the time, but I can't seem to get good sleep," she told me. "I'm gaining weight even though I eat better than I ever have, and I'm starting to experience atypical heart palpitations. I can't tell if it's anxiety or something else."

"Have you been to see your primary care doctor?" I asked.

"I don't have time. I'm too busy taking care of my own patients. Besides, I had a full workup done four months ago, and the tests showed nothing wrong."

I looked at her over my wine glass. "If you're not feeling well, there's something wrong. Let's talk it through. I can't support you in an official capacity because I'm not your doctor, but I can help you make a plan so you don't feel like your visit is a waste of time."

It quickly became clear that my colleague was in a stress spiral. Due to her workload and concerns about her patients, she hadn't been sleeping well. When deprived of good rest, cortisol levels become elevated. This can lead to feelings of anxiety, as well as strong cravings for sugar and starchy foods (the fuel the body needs to combat exhaustion). This leads to weight gain and gut imbalances, which can then lead to depression. I see this pattern in women all the time. To help women heal, we need to break the cycle—either by regulating their sleep or balancing their hormones. Once one factor is reset, the downward spiral can reverse itself.

It was concerning that my colleague, as a female physician, didn't fully understand the cycle playing out in her own body but then, why would she? Without a specialization in sex and gender medicine, she might never have encountered research about how women's bodies deal with stress. Sadly, such information still isn't considered "mainstream" in the medical world. But that wasn't why this encounter stood out to me.

My colleague, despite being educated at the highest level and succeeding in a field that is dominated by men, was still operating on the uniquely female assumption that *she must take care of others at all costs*. In her, I saw the ongoing battle between what society expects of women and what women want for themselves. When her male colleagues felt less than optimally well, it wasn't an issue for them to visit their own doctors—so why was it so hard for her to prioritize her own wellbeing?

In the end, I got her to agree to make an appointment with her primary care provider, suggested some key tests to make sure she wasn't suffering from adrenal fatigue or common nutritional deficiencies, and recommended that she ask for a prescription sleep aid. However, in order to coax that agreement from her, I had to remind her that she couldn't provide the best care for her patients if she herself was unwell. What she wasn't willing to do for herself, she would do for her patients.

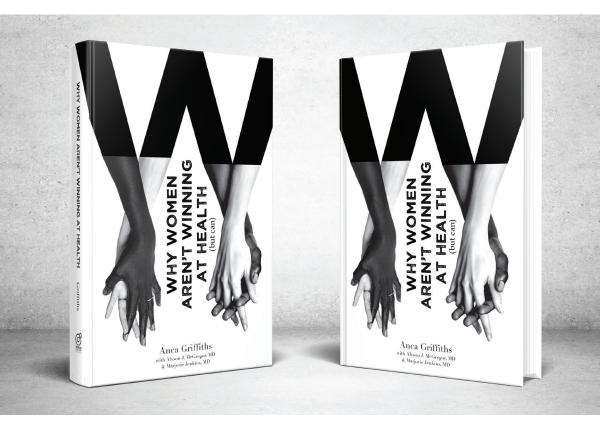
We, as women, face many obstacles in our fight for equality in the medical field. As both a patient and a provider, my passion is to do all I can in my lifetime to reverse the patterns in medicine that undermine women's health and wellbeing—whether those come from within the medical establishment or from within us as individuals.

After decades of study and clinical experience, I can unequivocally say that the biggest force for change when it comes to women's health is women's voices.

Every problem we have—clinically and otherwise—is compounded when we don't talk about it. Women and people with female biology have unique needs that our current systems simply do not account for. In part, this is a failure of the systems themselves, but it's also a failure of communication—and those failures in combination result in suboptimal health outcomes for millions of women every year. Therefore, changing the conversation around women's health isn't a matter of convenience. It's literally a matter of life and death.

We didn't write the rules, but we can change them.

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The fact is, almost nothing in our global health marketplace is designed to serve and heal women. From external factors like the global male-centric medical model, the predatory wellness industry, and the commoditization of traditional health practices, to internal challenges like stacked societal and familial expectations and our need to power through at all costs, women are beset with health-related obstacles from all sides.

## FOR WOMEN, HEALTH IS THE ULTIMATE GLASS CEILING

And for too many of us, the tools we have make it impossible to "win" at health.

However, when asked, most women will say, "I'm fine."

In this groundbreaking book, Anca Griffiths, Alyson McGregor, MD, and Marjorie Jenkins, MD tackle the complex topic of the women's global health marketplace. With bold insights and piercing clarity, they expose the hidden issues within our current systems, break down the four key reasons why women aren't winning at health, and show you what you can do to take back control of your health journey. With additional contributions from recognized global experts, they lay a strong groundwork to empower women everywhere to thrive beyond the current status quo—because when women are well, everyone wins.

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