

Workplace Support Program



Program Overview

74%¹ of the women who suffer from a miscarriage report feeling very unsupported by those around them - this includes their workplace. With up to 1 in 4² women losing their baby to early pregnancy loss, the chances are someone in your workplace is being impacted right now.

We understand it is difficult to know what to do or say in tragic circumstances. We want to give you the skills to provide your people with the **empathy, compassion** and **understanding** they need. The Pink Elephants Workplace Support Program guides your leaders with essential information and tools needed to support those navigating the loss of their baby - at a time where they may otherwise be struggling alone.

Our evidenced-based program is grounded in three fundamental principles: Validation, Empathy and Connection. We work closely with your organisation to develop a tailored program that meets the unique needs of your people. We create and nurture a safe and supportive workplace environment, so that couples affected by early pregnancy loss can return to work ready.

Joining our program gives your people access to:

- 1) Specialised Support Licensed Content
- 2) Peer Support Companion Training
- 3) Facilitated Events: Panel Discussions, Interviews and Leadership Training.
- 4) Policy Support and Guidance

Our Partners

Pink Elephants currently supports over 160,000 employees across Australia and internationally. We have listened deeply to our partners to build a program that we - *and our partners* - are proud of. Every day we hear of the impact and value that our program delivers to women and their partners who are navigating the devastating loss of their baby and returning to work.

"We recognise that becoming a parent is a significant milestone and our commitment to being a family-friendly employer enables our people to thrive and integrate career and family through our inclusive policies, practices, and culture. The wellbeing of our people is our priority, and with 1 in 3 women experiencing pregnancy loss we are proud to partner with Pink Elephants to provide the support, tools, and resources for our people and their partners during this difficult time of loss and grieving"

Catherine McNair
QBE Head of Diversity, Inclusion and Wellbeing



Proud Partners of the Workplace Support Program



Pink Elephants Support Network © 2024

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Specialised Support Licensed Content

Joining the Workplace Support Program provides you with unlimited access for 12 months to our suite of bespoke support materials. Each year, we review and refine our licensed content to ensure it encompasses current issues and the latest research.

The content educates and supports:

- Those experiencing pregnancy loss and/or fertility challenges
- People Leaders and Colleagues.

There are 50+ documents and videos available to download, including publications developed by fertility experts at [City Fertility](#) which focus on fertility treatment/IVF.

Video and Article examples:

- (Video) 'Helping Managers to Help their Employees'
- (Video) 'Returning to Work after a Loss'
- 'Supporting a Colleague Through Miscarriage'
- 'Pregnancy After Loss – Supporting a Team Member'
- 'Partners and Pregnancy Loss – Partners Grieve Too'.



Pictured: 'Supporting a Colleague: A Guide on How to Support a Colleague Through Fertility Challenges.'

Peer Support Companion Training

Launched in 2021, this initiative has been developed specifically for the corporate space - in response to a demonstrated need of our Workplace Partners.

What is a Peer Support Companion?

A Peer Support Companion (PSC) is a designated person within the organisation who can provide initial support and connection to co-workers navigating a loss. A PSC functions similarly to a Mental Health Officer within the Workplace. This is an ideal role for someone with a lived experience of miscarriage, early pregnancy loss or fertility challenges.

Peer Support Companion Training equips your chosen staff member(s) with the skills they need to confidently support co-workers who have experienced miscarriage, early pregnancy loss and related fertility challenges. PSCs can also respond to enquiries from those seeking to support others within their team.

Training includes ongoing formalised check-ins with Pink Elephants, to ensure they have the tools they need to best support their position. Pink Elephants offer training once a quarter (approx. timing Feb/May/Aug/Nov).

'I've had the privilege of working with our current Workplace Program Partners for over two years and have seen the enormous impact the Workplace Support Program continues to have within these organisations. It is incredibly humbling when you hear the dialogue open up and break down the stigma around miscarriage and how even one conversation can lead to the connection and validation those experiencing a loss deserve.'

Amanda Tipping
General Manager
The Pink Elephants Support Network

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Facilitated Events

A heartfelt presentation led by Pink Elephants is designed to raise awareness of the impact of early pregnancy loss and associated fertility challenges within the workplace. These events will increase your colleagues understanding, and provide a platform to highlight the current supports available within your organisation and via the Workplace Support Program. We suggest a panel presentation to officially 'launch' the Workplace Support Program within your organisation, however it can take place at any point across the calendar year. For organisations looking for something more tailored, we can offer events such as 1-on-1 interview-style sessions with our Founder and CEO Samantha Payne covering a variety of topics around early pregnancy loss and fertility treatment.

Presentations can be delivered virtually or recorded live in your office. We also suggest if you have Workplace Peer Support Companions to include them as guests on your panel presentation.

For too long miscarriage has been minimised and dismissed.

"HR leaders play a crucial role in understanding what resources are available and communicating those with their workforce, as well as training people leaders in how to have the right conversations and offer support."

Jess Bell
Human Resources Director AU

Citations

Bilardi, J. E., Sharp, G., Payne, S., & Temple-Smith, M. J. (2021a). The need for improved emotional support: A pilot online survey of Australian women's access to healthcare services and support at the time of miscarriage. *Women and Birth*, 34(4), 362–369.

Collins, C., Riggs, D. W., & Due, C. (2014). The impact of pregnancy loss on women's adult relationships. *Grief Matters*, 17(2), 44–50.

Investment

Specialised Support Licensed Content \$4,000*
12 month annual subscription

Peer Support Companion Training \$1,895*
Pricing is per person

Facilitated Events Starting from \$4,950*
Panel Presentation event

One-on-one interview with Samantha Payne (Founder & CEO) \$1,895*

(*Prices are exclusive of GST)

Reach out to Pink Elephants

For more information about the Workplace Support Program, please contact our Workplace Program Leads:

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