

**eTOPIC: IN SUPPORT OF INCREASED NURSING ADVOCACY FOR PATIENTS WITH INADEQUATE MATERNITY LEAVE**

**SUBMITTED BY: Student Nurses at Penn, (University of Pennsylvania)  
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WHEREAS, Nurses offer a unique outlook on healthcare policy due to their direct involvement with patient care and education (Schaeffer & Haebler, 2019); and

WHEREAS, The United States is one of only three countries in the world to not guarantee paid maternity leave to mothers (Jou et al., 2018); and

WHEREAS, Shorter maternity leaves, of less than 12 weeks, are associated with an increase in symptoms of depression in mothers, negatively impacting mental health status (Bilgrami et al, 2020); and

WHEREAS, Every additional week of maternity leave a mother takes has been associated with decreased likelihood of experiencing postpartum depression (Kornfeind & Sipsma, 2018); and

WHEREAS, Parents need to be given adequate time to spend with their children in their first year of life in order to learn infant cues, form a bond, & foster an environment that promotes healthy emotional development (Plotka, R. et al., 2018); and

WHEREAS, A standardized paid maternity leave that allows women to recover and bond with their infant can positively impact their growth and equity in the workforce (Stack et al., 2019); and

WHEREAS, Women with no paid maternity leave often decide to wean their infant and stop breastfeeding before returning to work (Chang et al., 2021); and

WHEREAS, Paid maternity leave in the US has been associated with positive outcomes for mothers and their infants such as lower rehospitalization rates, increased frequency of exercise, and better stress management (Jou et al., 2018); and

WHEREAS, Career advancement opportunities are often withheld from women who take longer maternity leaves due to societal stigmas surrounding maternity leave and the traditional role of women (Hideg et al., 2018); and

WHEREAS, There should be more support and respect from nurses during the maternity process due to an overall lack of support for the mother’s wishes in child bearing (Morton et al., 2018); therefore be it

RESOLVED, that the Student Nurses’ Association of Pennsylvania (SNAP) promote increased awareness regarding the importance of paid maternity leave for both mothers and their children; and be it further

RESOLVED, that SNAP impress upon its constituents the need to advocate for paid maternity leave among key stakeholders and policymakers; and be it further

RESOLVED, that SNAP publish an article about this topic in *Insight*, if feasible; and be it further

RESOLVED, that SNAP send a copy of this resolution to Pennsylvania American Nurses Association, National League for Nursing, American Association of Colleges of Nursing, American College of Nurse Midwives, Child and Postpartum Professionals Association, and all others deemed appropriate by the SNAP Board of Directors.