



June 16, 2026

Christina Bryan
Vice President of External Affairs

The Honorable Kamela Smith
411 Legislative Ave
Dover, DE 19901

ChristianaCare
Janice E. Nevin, MD, MPH
President & CEO
DHA Board Chair

RE: DHA Support for the Development of a Statewide Educational Strategy on Menopause (HCR 148)

Bayhealth
Terry Murphy
President & CEO
DHA Board Vice-Chair

Dear Representative K. Smith,

TidalHealth Nanticoke
Penny Short, MSM, BSN, RN
President
DHA Board Secretary & Treasurer

The Delaware Healthcare Association, on behalf of Delaware's hospitals, health systems, and related healthcare organizations, is pleased to support House Concurrent Resolution 148, which urges the Department of Human Resources to develop a statewide educational strategy on menopause to improve the understanding of its impact on the workforce.

Beebe Healthcare
David A. Tam, MD, MBA
President & CEO

Strengthening Delaware's healthcare workforce and advancing health equity are among DHA's top advocacy priorities for 2026, and HCR 148 represents a creative approach to advancing these goal. Menopause and perimenopause are natural life stages that impact women's health. Unfortunately, a lack of awareness about menopause too often leads to women dealing with these changes alone. This can have a significant impact on the workforce, affecting employee productivity, attendance, retention, and career advancement. By developing a comprehensive educational strategy on menopause, Delaware can increase awareness and understanding. This effort can complement the collaborative initiatives already underway among the state and stakeholders to strengthen workforce participation and help address ongoing workforce shortages across Delaware.

Saint Francis Hospital
Le-Ann Harris, DNP, MHA, RN,
NEA-BC
President, Trinity Health Mid-Atlantic

Nemours Children's Health
Laura Kowal, MPT, JD
President
Delaware Valley

Delaware Healthcare Association
Brian W. Frazee
President & CEO

Thank you for the opportunity to share DHA's support for HCR 148 and for your leadership on this important issue. We look forward to working with you and your colleagues in the General Assembly to advance this legislation.

Sincerely,

A handwritten signature in blue ink that reads 'Christina Bryan'.

Christina Bryan
Vice President of External Affairs