PCOS · UTERINE FIBROIDS · HEALTH EQUITY

Closing the Health Equity Gap

Closing the gap in reproductive health equity for women and menstruators living with PCOS and uterine fibroids, through education, research, wellness and advocacy. Rooted in Phoenix. Built for the nation.

1 in 10 women live with PCOS. · 7 to 8 in 10 will develop fibroids. · Up to 70% of PCOS goes undiagnosed.

oneinevery10.org · hello@oneinevery10.org · 929-266-9223 · Phoenix, Arizona

THE PROBLEM

Two of the most common conditions in women's health. Two of the least understood.

1 in 10

Women of reproductive age live with PCOS, an estimated 8 to 13 percent worldwide.

7 to 8 in 10

By age 50, more than 80% of Black women and nearly 70% of white women have developed uterine fibroids.

70%

Of PCOS cases go undiagnosed worldwide.

1 in 3

Women with PCOS wait more than two years and see three or more clinicians before diagnosis.

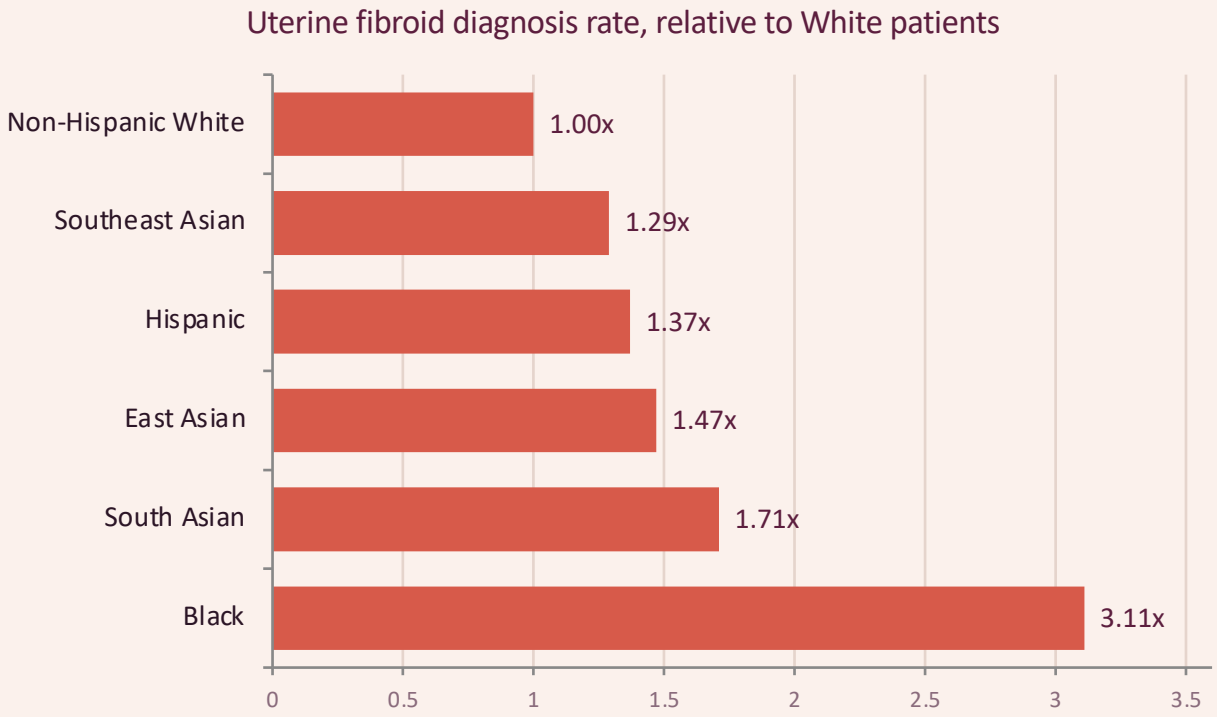
*These **are not** rare diseases. They are common conditions treated as rare, because the people they affect have never been the priority.*

WHO, 2025 · Baird et al., Am J Obstet Gynecol, 2003 · Gibson-Helm et al., JCEM, 2017

THE DISPARITY

The burden is not evenly distributed

For fibroids, a cohort of nearly 2 million patients found diagnosis rates elevated for Black, Hispanic and Asian patients. For PCOS, the disparity shows up as delay, with diagnosis documented as slower for women of color.



PCOS

70%

of PCOS cases go undiagnosed worldwide, and diagnosis is documented as further delayed for women of color

PCOS

4x

higher type 2 diabetes risk overall, with higher insulin resistance and cardiovascular risk among Black women

FIBROIDS

56 / 38%

of Black versus White women with fibroids were anemic at hysterectomy, and Black women are diagnosed about 4 years earlier

BOTH CONDITIONS

$33M

total NIH funding across 87 PCOS projects in FY2023, with $31M across 47 fibroid projects

Mitro et al., JAMA Network Open, 2025 · WHO, 2025 · Racial and ethnic disparities in PCOS, Fertility and Sterility, 2023 · Teede et al., 2023 · Kjerulff et al., J Reprod Med, 1996 · NIH RePORTER, 2024

THE PROBLEMS WE ADDRESS

Four failures, one root cause

Underfunded, overlooked and neglected by traditional medical systems. The people who pay for that neglect are disproportionately BIPOC and low income.

Delayed diagnosis and inadequate care

Up to 70% of PCOS cases go undiagnosed and one third of women wait more than two years. BIPOC and low income patients often see multiple clinicians before anyone names it.

WHO, 2025

Systemic bias in healthcare

Fibroids are about three times more common in Black women, diagnosed roughly four years earlier, with more severe symptoms including anemia.

CATHERINO, 2013

Gaps in research and funding

In FY2023 NIH awarded roughly $33M across 87 PCOS projects. Funding for conditions that primarily affect women stays low relative to disease burden.

NIH REPORTER, 2024

Menstrual inequity and period poverty

In a low income urban sample, 64% could not afford menstrual products in the past year and 46% chose between products and food.

KUHLMANN, 2019

These conditions affect millions, yet the lack of research, equitable treatment and culturally responsive support leaves whole communities without the resources they urgently need.

WHAT MAKES US DIFFERENT

Our difference is simple yet powerful

Root causes, not awareness alone

Many organizations focus solely on awareness. We go further, addressing the root causes of reproductive health disparities and period poverty that disproportionately impact BIPOC and low income women.

Equity is more than access to care

We believe reproductive equity means more than access to care. It means ensuring women have safe products, inclusive research, and policies that protect their health.

Advocacy blended with holistic wellness

One in Every 10 stands at the intersection of health equity, wellness and justice. Unlike traditional initiatives, we blend advocacy with holistic wellness.

We are not just building awareness. We are building systems of accountability, wellness and justice, so that no woman is left unheard, untreated or unsafe.

WHERE IT SHOWS UP FIRST

Period poverty is the entry point

64% of 183 low-income women surveyed in St. Louis, Missouri could not afford menstrual products in the past year

46% of that same St. Louis sample had to choose between menstrual products and food

1 in 4 college-attending women in a nationally drawn sample experienced period poverty in the past year, 10% of them every month

Kuhlmann et al., Obstetrics & Gynecology, 2019 · Cardoso et al., BMC Women's Health, 2021. Nationally representative prevalence data on period poverty remains scarce, which is itself part of the problem. Women with PCOS and fibroids face amplified need because of heavier, less predictable bleeding.

PHOENIX AND ARIZONA

What period poverty looks like here

The national numbers describe the problem. These describe our service area.

18

states still tax menstrual products as of 2026. Arizona is one of them.

9,726

people were experiencing homelessness in Maricopa County on the 2026 count night. 47% were unsheltered.

611

families were experiencing homelessness in Maricopa County, up 13% from 539 the year before.

13.4%

of nonelderly adult women in Arizona lived below the poverty line, against 10.8% of men.

Every one of those settings is a place where a period arrives on schedule and the products do not. Shelters, jails, Title I schools, tribal communities and rural clinics are exactly where our kits go.

Alliance for Period Supplies, tampon tax tracker, 2026 · Maricopa Regional Continuum of Care, 2026 Point-in-Time Count · Arizona Title V Maternal and Child Health Block Grant, 2021 data

WHO WE ARE

One in Every 10

Our Mission

To close the gap in reproductive health equity for women and menstruators living with PCOS and uterine fibroids, with a focus on BIPOC and low income communities. We empower individuals through education, research, wellness programs and advocacy while driving systemic change in healthcare, policy and industry standards.

Our Vision

A world where PCOS and fibroid care is equitable, holistic and accessible to all. A future where BIPOC and low income communities are no longer left behind in reproductive health, and where equity, dignity and wellness are the standard for all who menstruate.

OUR CORE VALUES

- **Equity**
- **Compassion**
- **Holistic Healing**
- **Advocacy**
- **Community**
- **Justice**

OUR APPROACH

Community designed, evidence first

We follow the community based participatory research model. People living with PCOS and fibroids are equal partners from research design through program evaluation, through listening sessions, peer advisory boards and culturally relevant surveys.

Closing the Diagnosis Gap

Community based health navigation and physician training that shorten the PCOS diagnostic wait, so women stop losing years to being dismissed.

PEER SUPPORT · PROVIDER TRAINING

Community Voice in Policy

Amplifying patient experience to drive legislative change and institutional reform through policy labs, storytelling campaigns and research advocacy.

POLICY LABS · STORYTELLING

Data Justice

Community driven research methods that prioritize equity, transparency and participant benefit, challenging data practices that erase BIPOC and low income women.

PARTICIPATORY RESEARCH · TRAINING

These are not standalone programs. They are how every program in this deck is designed, staffed and measured.

HOW PEOPLE FIND US

Free health assessments are the front door

Most women arrive at One in Every 10 with symptoms and no diagnosis. Our free online health assessments give them a structured place to start, and give us the intake data that routes them into the right program.

Health Assessments

Free online assessments for PCOS and fibroid symptoms. oneinevery10.org/assessments

Get Help

A direct request pathway for women who need products, navigation or support now.

Book a Consultation

Free health consultations with our team for anyone ready to go deeper.

Community Events

Listening sessions, workshops and kit packing days that turn first contact into belonging.

Assessments, consultations and support requests are free and available at oneinevery10.org.

WHAT WE BUILD

Five programs, one theory of change

Each program begins in Arizona, where the inequities are urgent, and is designed from day one to be replicated nationally.

1

The Womb Wellness Project

Holistic health: nutrition, herbal medicine, bodywork, movement and environmental health education.

2

Flow Without Fear

The 28-Day Promise. Free menstrual products, education and policy advocacy across Arizona.

3

SheSpeaks Research Equity

The Research Equity Project. Community led research, storytelling events and policy labs.

4

Pathways to Parenthood

Fertility equity through early detection, affordable access and whole person care.

5

Keza, our Health Intelligence App

An evidence first app that listens to the whole body and cites the research behind every insight.

Coming next: WombSafe Certified, protecting women with PCOS and fibroids from harmful chemicals in foods, personal care, household products and facilities.

PROGRAM 01 · THE PROBLEM

The Womb Wellness Project

Restoring Health Through Holistic Care for PCOS and Fibroids

4x

higher risk of type 2 diabetes overall for women with PCOS, with higher insulin resistance and cardiovascular risk among Black women.

14%

of resident physicians feel adequately trained to provide nutrition counseling.

27%

of U.S. medical schools meet the recommended minimum of nutrition education hours.

54–63%

higher PM2.5 pollution burden carried by Black and Hispanic populations, compounding hormonal harm.

Hormonal conditions respond to nutrition, stress, movement and chemical exposure, yet almost no one is trained to help with any of it. In Arizona that gap is widened by food deserts across rural and tribal regions and by higher environmental exposure in BIPOC neighborhoods.

Teede et al., International PCOS Guideline, 2023 · Devries et al., Am J Med, 2014 · Adams et al., Academic Medicine, 2010 · Mikati et al., Am J Public Health, 2018 · USDA ERS, 2009

PROGRAM 01 · OUR SOLUTION

The Womb Wellness Project

Restoring Health Through Holistic Care for PCOS and Fibroids

- **Herbal medicine and clinical protocols**
  Led by our clinical herbalist. Individualized herbal protocols, herbal steam baths, and take-home tea blends formulated for PCOS and fibroid support.
- **Kitchen Pharmacy and herbal classes**
  A six-week herbal medicine and supplement course, plus kitchen medicine workshops that teach women to build remedies at home.
- **Culturally competent nutrition**
  Anti-inflammatory cooking classes, meal planning workshops, monthly counseling and personalized meal plans.
- **Bodywork and alternative therapy**
  Acupuncture protocols for hormonal balance and fibroid pain, womb massage using Maya abdominal therapy, lymphatic drainage and reflexology.
- **Movement and mind-body**
  PCOS-focused yoga, restorative movement, strength training for metabolic health, cultural dance therapy, meditation circles and breathwork.
- **Environmental health education**
  Clean Beauty workshops, home detox seminars, water and air quality education, and water filtration systems for poor water quality areas.

Monthly wellness plan, over 12 months

4 acupuncture sessions
2 womb massage treatments
8 group fitness classes
4 detox therapy sessions
1 nutritional counseling session

Breaking the Cycle

Our mother-daughter prevention program pairs mothers with PCOS or fibroid history and daughters aged 12 to 18 showing early symptoms, with paired classes, family cooking workshops and monthly check-ins for 24 months.

Delivered from five planned Arizona locations: a Phoenix metro hub, Tucson, Flagstaff, Mesa, and a mobile wellness unit for rural and reservation communities, plus live-streamed classes and telehealth statewide.

PROGRAM 02 · OUR CURRENT INITIATIVE

Flow Without Fear

The 28-Day Promise: Ending Period Poverty for Women with PCOS and Fibroids

To ensure that no woman or girl living with PCOS or fibroids in Arizona ever has to go without menstrual products, restoring dignity, health and equity for those in the most vulnerable situations, from jails and shelters to schools and transitional housing.

THE PROBLEM

- **Heavier, less predictable bleeding**
  PCOS and fibroids multiply how many products a woman needs, and how unaffordable that becomes.
- **Arizona still taxes period products**
  One of 18 states that does, as of 2026, adding cost on top of scarcity.
- **The settings compound it**
  Jails, shelters and schools rarely supply enough, and rural and tribal access is inconsistent.

Kuhlmann et al., Obstetrics & Gynecology, 2019 · Alliance for Period Supplies, 2026

PROGRAM 02 · OUR SOLUTION

Products, education and policy, together

Universal product access

Free menstrual care kits with organic, reusable and sustainable products, distributed through schools, clinics, prisons, public buildings and mutual aid groups.

Education and empowerment

Menstrual equity workshops on managing heavy bleeding, safe product use, the hormonal links to menstrual health, and self-advocacy in medical settings.

Policy action and advocacy

End the tampon tax in Arizona, guarantee free products in schools, shelters and correctional facilities, and expand Medicaid coverage for menstrual supplies.

WHERE THE KITS GO

Correctional facilities

State prisons, county jails, youth detention

Emergency and transitional housing

Shelters, domestic violence housing, youth shelters

Educational institutions

Title I schools grades 6 to 12, community colleges, universities

Healthcare settings

Title X clinics, rural health clinics, residential treatment

Planned allocation across Arizona: 60% Maricopa County, 25% Pima County, 15% rural counties including Navajo, Apache and Cochise. This is our own program budget target, not a research finding.

PROGRAM 03

SheSpeaks Research Equity

The Research Equity Project: Transforming Science for PCOS and Fibroids

THE PROBLEM

Black women carry more fibroid burden, are diagnosed earlier and are more likely to be anemic at hysterectomy, yet their experiences remain underrepresented in clinical research. In Arizona these gaps compound for Latina, Indigenous and Black women through Medicaid barriers, limited fertility services and the absence of state-level research mandates.

OUR SOLUTION

- **Storytelling events and testimonies**
  Live events where menstruators with PCOS or fibroids tell their own stories to lawmakers, medical schools and funders. Lived experience is the evidence policymakers actually move on.
- **Participatory policy labs**
  Patients, researchers and policymakers co-design legislative proposals and institutional reforms together.
- **Data justice and evaluation**
  Community driven methods with listening sessions, peer advisory boards and culturally relevant surveys.

Arizona policy goals

State funding dedicated to PCOS and fibroid research with an equity lens

Medicaid coverage for diagnostic imaging, fertility care and minimally invasive fibroid treatment

Data equity laws requiring race and income specific reproductive health reporting

Research inclusion mandates in state-funded grants

Catherino et al., 2013 · Kjerulff et al., 1996 · Baird et al., 2003 · Mirin, J Womens Health, 2021 · NIH RePORTER, 2024

PROGRAM 04

Pathways to Parenthood

Eliminating financial, educational and systemic barriers to family building for low income and BIPOC women in Arizona with PCOS or fibroids.

THE PROBLEM

$15–20K

average cost per IVF cycle, rarely covered by insurance in Arizona

2x

higher adjusted odds of infertility for Black women than white women

PCOS is a leading cause of anovulatory infertility and diagnosis is often delayed for women of color. Fibroids appear younger and more severely in Black women. Untreated infertility carries a significant mental health burden, compounded by financial hardship.

OUR SOLUTION

- **Education and early detection**
  Culturally informed workshops and screenings so women catch PCOS, fibroids and hormonal imbalance early.
- **Affordable access**
  Partnerships with clinics and nonprofits for low-cost fertility services and sliding-scale treatment.
- **Whole-person care**
  Nutrition, holistic therapies, stress management and herbal medicine alongside medical intervention.
- **Advocacy and policy change**
  Insurance coverage for infertility diagnosis and treatment, equitable Medicaid fertility access, and research funding for BIPOC populations.

RESOLVE: The National Infertility Association, 2025 · Wellons et al., Fertility and Sterility, 2008 · WHO, 2025 · Teede et al., 2023 · Baird et al., 2003

PROGRAM 05 · OUR DIGITAL TOOL

Keza, our Health Intelligence App

Built for the one in every ten women living inside a body the textbooks skipped. Keza captures the lived experience that SheSpeaks turns into research. Free, installable on any phone, no app store required.

Not a period app

Listens to the whole body: cycle, HS flares, sleep, stress, food, mood, meds and perimenopause.

Peer reviewed citations

Every insight is grounded in research you can read for yourself. Nothing invented, nothing inflated.

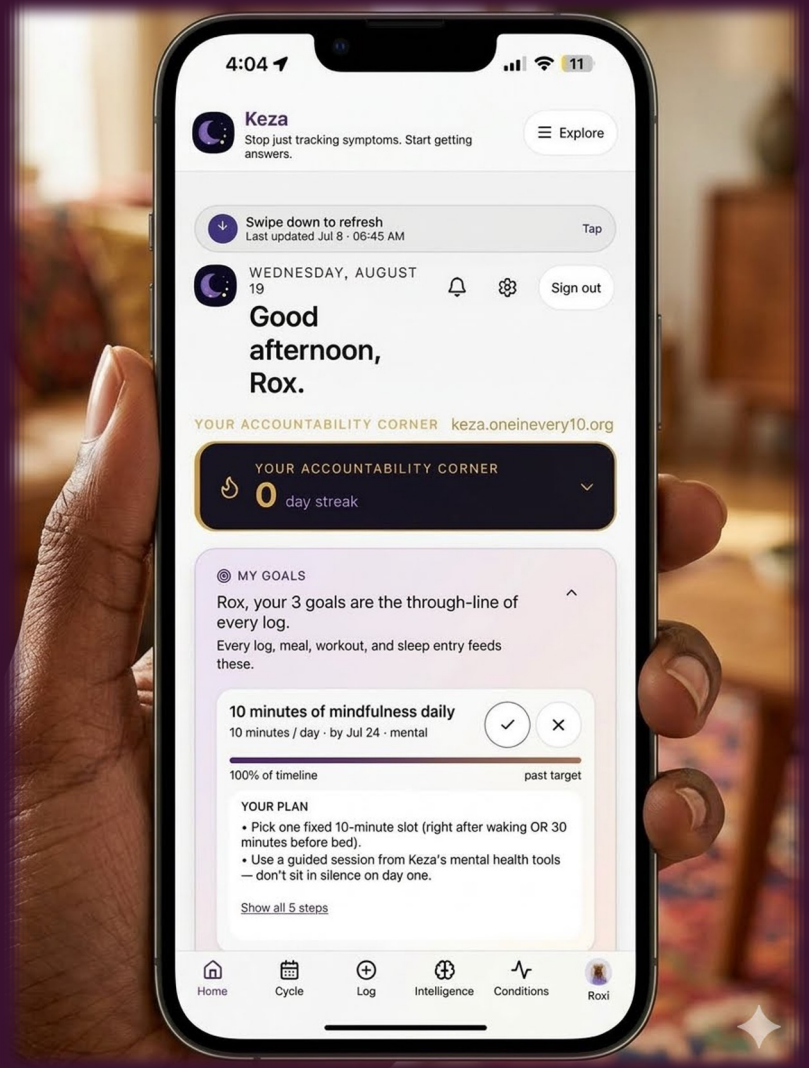
Doctor's Corner brief

Turns your logs into a print ready summary so appointments stop being a guessing game.

Your data stays yours

Never sold to advertisers or insurers. Export or delete anytime.

keza.oneinevery10.org



OUR FUTURE INITIATIVE

WombSafe Certified

Protecting Women with PCOS and Fibroids from Harmful Chemicals

THE PROBLEM

Women carry higher chemical exposure through personal care and household products. Women with PCOS have higher BPA levels than controls, phthalate exposure tracks with higher PCOS odds, and prenatal DES exposure is associated with fibroid risk. Black women carry higher urinary phthalate metabolite levels, linked in part to hair and personal care product use.

90%+	of Americans had detectable BPA in a nationally representative sample
54–63%	higher PM2.5 pollution burden for Black and Hispanic populations
Pre-1976	chemicals entered commerce without pre-market health testing

Calafat et al., Environ Health Perspect, 2008 · Mikati et al., Am J Public Health, 2018 · U.S. EPA TSCA Inventory · Baird & Newbold, Reprod Toxicol, 2005 · James-Todd et al., 2016

OUR SOLUTION

- **Certify what women eat**
  Packaged foods, produce, beverages, supplements and baby foods free from BPA, phthalates and inflammatory additives.
- **Certify what women put on their bodies**
  Skincare, cosmetics and hair care free from parabens, phthalates and synthetic fragrance, plus feminine hygiene free from dioxins and bleach.
- **Certify the home**
  Cleaning supplies free from VOCs and reproductive toxins, laundry without fabric softener chemicals, and BPA-free food storage.
- **Certify the spaces women live and work in**
  Homes, workplaces, healthcare facilities and schools with verified low-toxin environments and reproductive hazard protections.

Two markets: women choosing safer products, and the manufacturers, retailers, providers, employers and insurers who want to serve them.

WHERE WE WORK

Arizona is the launchpad

We serve Maricopa, Pinal and Pima counties, tribal nations, border communities and rural Arizona, while building models the rest of the country can copy.

- **Tribal nations**
  Communities facing inconsistent access to menstrual products and limited reproductive health services.
- **Border communities**
  Bilingual, culturally responsive care for Latino families along the Arizona and Mexico border.
- **Environmental justice**
  Higher endocrine disruptor exposure near copper mines and the I-10 freight corridor.
- **Rural outreach**
  Mobile programs where residents travel 150 or more miles for specialty care.

15 counties served, our statewide goal

7 counties with no specialist, our focus areas

THE ASK

Fund the kits. Fund the model.

Our current initiative raises funds for free period kits across Phoenix. Every gift is 100% tax deductible, and every tier below is what a donor sees at checkout on our own donation page.

$25

Helps provide essential period products to someone in need

$50

Helps fund educational workshops for our community

$100

Supports research initiatives and policy advocacy work

$250

Sponsors one community event or support group meeting

BEYOND A ONE-TIME GIFT

Give monthly

Recurring support is what lets us commit to a school or shelter for a full year rather than a single drop.

Donate product

In-kind menstrual and hygiene product donations go straight into kits and stretch every dollar we raise.

Sponsor a site

Underwrite kits and workshops for one school, shelter, clinic or correctional facility for the year.

Volunteer

Join a kit packing event, a listening session or a community research project.

Give at oneinevery10.org/donate · One in Every 10 is an Arizona registered charity and 501(c)(3) nonprofit. EIN 39-3823208. All donations are 100% tax deductible.

THE ASK

Where your investment goes

Funding is directed by program and by geography, and reported back the same way.

Flow Without Fear

Product purchase, kit assembly, distribution logistics, program materials and menstrual equity workshops across Arizona's highest need settings.

CURRENT CAMPAIGN

Womb Wellness and Pathways to Parenthood

Practitioner time, herbal and program materials, cooking and class supplies, screening events, fertility treatment and care support, and the mother-daughter cohort.

DIRECT SERVICE

SheSpeaks, Keza and WombSafe

Storytelling events, listening sessions, paid BIPOC researcher training, app development and certification build-out.

SYSTEMS CHANGE

PLANNED GEOGRAPHIC ALLOCATION

60% Maricopa County, the Phoenix metro, our primary focus area

25% Pima County, the Tucson area, including border communities

15% Rural Arizona counties, with Navajo, Apache and Cochise as priorities

Geographic allocation is our own program budget target, not a research finding. Financial operations are led by a founder with more than 16 years in strategic finance and nonprofit accounting.

PARTNERSHIP

What partnership looks like

Healthcare and clinics

Provider training, referral pathways and patient navigation that shorten the diagnostic wait.

Employers and corporate

Hormone safe workplace standards, wellness programming, matching gifts and kit packing volunteer days.

Community and faith based

Host workshops, distribute kits and open the door to families we cannot reach alone.

Funders and foundations

Underwrite a program, a county or a research cycle, with transparent reporting built in.

Every program we run begins in Arizona, where inequities in PCOS and fibroid care are urgent, but our impact extends nationwide.

Schedule a free partnership consultation at oneinevery10.org. No commitment required.

LEADERSHIP

Story, science and stewardship

Roxi Thiam

Executive Director and Founder · Health equity builder and educator

Roxi leads One in Every 10's strategy, partnerships and advocacy, drawing on more than 16 years in strategic finance and accounting in the nonprofit space to design programs that are both mission centered and metrics driven.

- **Her advocacy is rooted in lived experience**
  Diagnosed with PCOS, type 2 diabetes and uterine fibroids, Roxi reversed all three conditions and their symptoms through plant-based eating, herbal medicine and mindful movement, releasing over 135 pounds.
- **Certified holistic nutritionist, clinical herbalist, tea sommelier and tea master**
  Author of “No Prescription Needed: A Proven Step-By-Step Guide to Healing Polycystic Ovarian Syndrome Through Simple Diet and Lifestyle Changes,” available on Amazon, Kindle, Barnes & Noble and more.
- **Over 25 curated workshops**
  Including Essential Herbs for Womb Wellness, tea blending education and self care sessions with women's groups and students, such as collaborations with the University of Arizona Black Alumni.

Also founder of Finesse Life Holistics (finesselifeaz.com), offering health coaching, plant-based nutrition education and herbal medicine support, and The Bougie Garden, creative wellness experiences and herbal infused products.

Because every 1 in 10 deserves equity, justice and healing.

Scan to give, or reach us directly. Every gift funds a period kit and the programs behind it.

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PHONE	929-266-9223
MAIL	3104 E. Camelback Rd #2289, Phoenix, AZ 85016
WEB	oneinevery10.org
SOCIAL	@oneinevery10 on Instagram, Facebook and TikTok

Scan to give

oneinevery10.org/donate

One in Every 10 is an Arizona registered charity and 501(c)(3) nonprofit. EIN 39-3823208. All donations are 100% tax deductible.

THE RESEARCH

Why we cite everything

Women with PCOS and fibroids have been handed guesses for decades. **We refuse to add to that.** Every statistic we publish is drawn from peer-reviewed literature or federal public health data, linked to its original source so anyone can check it. Nothing invented, nothing inflated. That standard is what lets clinicians, funders and policymakers act on what we say, and it is the same standard our SheSpeaks Research Equity Project holds as it builds new evidence with the communities most affected.

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Further reading and our full research library: oneinevery10.org/research