

10 ways

TO START THE CONVERSATION ABOUT MENOPAUSE AT WORK



1 Start with the WHY

Run a webinar called: [Why talk about menopause at work?](#) Or, Why menopause is everyone's business.

2 Invite an external speaker to help raise awareness.

Or you could host a panel, including an external speaker and a staff member willing to talk about her experience.

3 Talk to someone on your D&I committee

Explain why it should be on their agenda. Fifty percent of the population experiences it and at least half of those say it makes work more difficult.

4 Use Posters to spark conversations.

[Menopause poster set](#)

5 Raise the topic in a team meeting.

Share examples of how [other workplaces are](#) addressing menopause.

6 Suggest Training for Managers

Suggest [Training for Managers](#) (eg during Mental Health Month) in order to enhance managers' wellbeing capability related to women's health.

7 Link Menopause to Mental Health

Mental health and the obligation to mitigate psychosocial risks is at the forefront of awareness in workplaces right now. Highlight that the risk of depression increases at least 3 times during the menopause transition.

8 Run an anonymous survey

to gauge interest and numbers of people affected.

9 Use Awareness Weeks & Days

such as Mental Health Month, Women's Health Week, World Menopause Day (Oct 18th) or International Women's Day to run workshops and webinars.

10 Share my TEDx talk

Share my [16 minute TEDx talk](#) on menopause in the workplace, or play it at a team meeting and facilitate a discussion.

https://www.youtube.com/watch?v=abxcO2ur_m4&ab_channel=TEDxTalks