

Engaging with Male Colleagues to become more Menopause Aware

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What percentage of people does the
menopause affect?

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Gabby Logan - 2021



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The Menopause affects everyone!

- Historically, women's health not talked about in the workplace
- Led to the belief by many that menopause “is a woman's issue” and has created a culture in many workplaces where it isn't discussed openly.
- This culture isn't something that be changed overnight, but can be changed in small steps.

Changing the “It’s a Woman’s Issue” Culture

- Engage with ALL staff about the menopause
- Train managers, champions, advocates – get men involved!
- Make everyone aware why you are talking about the menopause and the benefits talking about it will have for everyone

Women want Men to be involved

- Many men believe that women don't want men to talk about or to them about the menopause – this isn't the case!
- What they don't want men to be is awkward, avoid it, make jokes about it.
- Listening, asking questions, and being proactive about the menopause is great!

Summary

- There's no one answer for every organisation
- Key first step is engaging and talking to staff
- Get men involved!
- Remember - the more men that are aware of the menopause's effects and are comfortable with discussing symptoms, the easier it becomes for women to ask for help at work, which is great for everyone!