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## World Menopause Day: a global celebration

Here at [company name], we want to support the wellbeing of all our colleagues, helping you to be and feel your very best at work.

As part of our commitment to being a Menopause Friendly employer we want to celebrate World Menopause Day.

### **Monday 18 October**

World Menopause Day was launched back in 2009 by the International Menopause Society, aimed as an occasion to raise global awareness of the menopause. These could be physical or psychological symptoms, issues at work or access to the right support and healthcare, and are a common thread across the world.

The day is a great opportunity for us to reflect, to celebrate what we've achieved and to look ahead at what's to come. [Here, you can include anything you're specifically launching on World Menopause Day i.e. policy/guidance/awareness programme etc.)

### **Talk about menopause ...**

Easy to say. But for some, it can be actually hard to do, for all kinds of reasons. It can feel like a sensitive topic, both for those experiencing it and for those providing support.

We know, for some, menopause can be an incredibly challenging time. Ensuring the right information, support and treatment is available is essential and not just for those experiencing menopause directly but also for those supporting a partner, family member, friend or colleague. We all need to know and talk more.

What can we all do to help?

- Learn about the menopause. The more you know, the easier it will be to talk about.
- Understand everyone is different. Everyone experiences menopause in their own way – both in terms of symptoms and preference in managing them.



- Be sensitive and supportive. Everyone should be able to talk about menopause in a way that feels comfortable for them.
- Being there to listen is a great starting point, to make conversations about the menopause easier.

Awareness days can help break through the noise of our daily lives to create a platform to get the right messages out there and reach as many people as possible. This is why, as an organisation, we want to celebrate World Menopause Day.

### **World Menopause Day Theme 2021**

The theme this year is bone health. For most women, as they enter their 40s, their hormones start to change and they enter into perimenopause, the time symptoms can start to appear. We hear about symptoms such as hot flushes, not sleeping, and psychological symptoms, but we sometimes forget about the protective aspects of hormones for long-term health. This includes bone health and looking after our bone health becomes even more important at this stage in life.

### **What we're doing for World Menopause Day**

[Here, you can include any plans you have for activities on World Menopause Day. Look back to 2009 and think about what you knew about menopause - and whether it was a topic you discussed in your workplace. Then look back 12 months. Where was your organisation on your journey to break the silence around menopause and get the conversations started?

Finish by celebrating every step you've taken so far, thanking and recognising those who have been involved and taken you forward, and shout about the plans you have for the year ahead, and beyond.

Signpost what support is already in place and how colleagues can access this]

We're really looking forward to being a part of these international celebrations as we play our own part in making sure menopause is talked about openly at work, and supported where it's needed.



We hope you'll join in the conversation on 18 October. Let's celebrate World Menopause Day!