

Hot Flashes, Power
Surges, and
Speaking our Truths:
Leading through the
Menopausal
Transition

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Bay College

MI-ACE Women's Network
Conference
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What generation do you belong to?



What is your current role at your institution?



Meet Dr.
Hughes
and Dr. J



Our Journey to focusing on
menopause in the workplace

MENOPAUSE

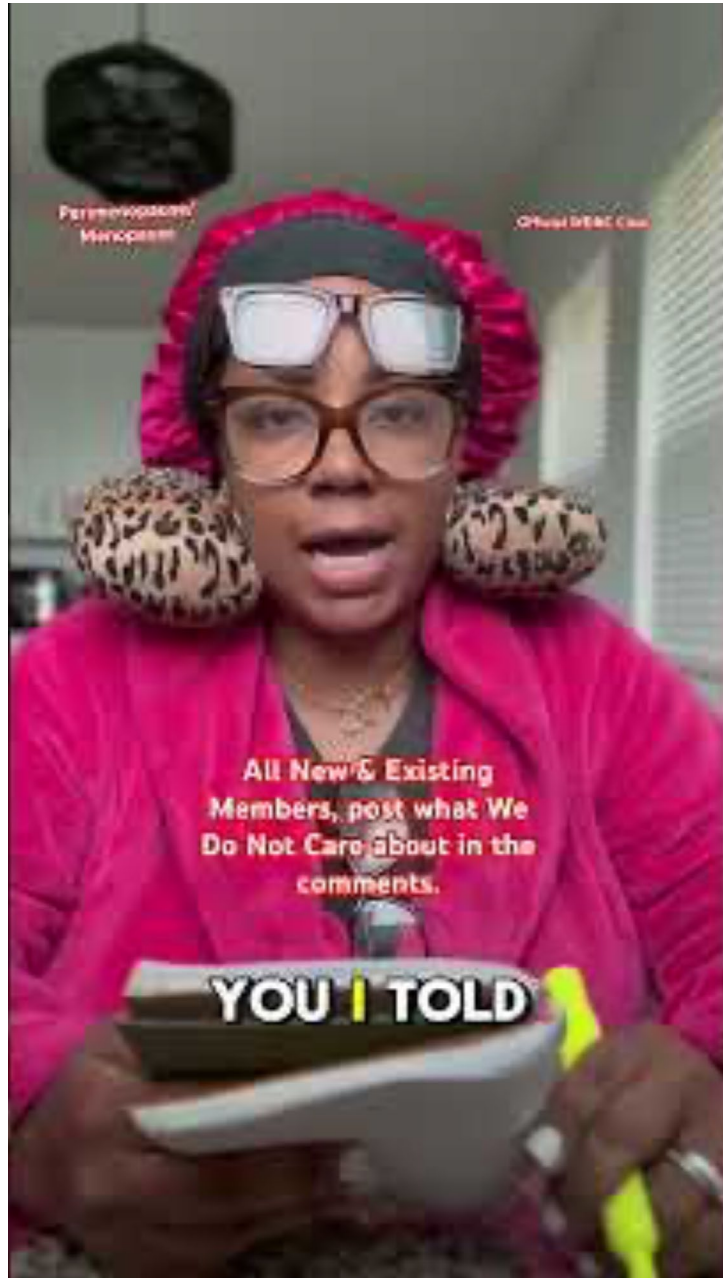


Research Overview

- Limited research
- Stigma and lack of information
- Disruptive symptoms
- Impact of existing structural issues
- Limited workplace policies



What do you believe is the biggest barrier for women experiencing menopause at work?



Laughter Break!

Facilitated Conversation

- How has menopause affected you professionally, if at all?
- How can organizations better support women navigating this stage?
- What have you learned about yourself through this experience?
- What physical changes have been most noticeable for you?
- Have you experienced anxiety, brain fog, irritability, or emotional shifts?
- What coping strategies have worked best for your mental well-being?

References and Resources

- An online survey of perimenopausal women to determine their attitudes and knowledge of the menopause
- Impact of Menopausal Symptoms on Work
- Menopause Café
- The Menopause Society
- MESSA menopause resources
- Mujeres y Menopausia Menopause Intervention for Hispanic Women
- Power in the Pause: The Menopause Movement for Black Women
- Queering Menopause: A Conversation on Story, Power and Policy
- Sub-Ethnic Differences in the Menopausal Symptom Experience: Asian American Midlife Women
- Viewpoint: Understanding the Impact of Menopause in the Workplace
- Waning Moon Menopause Intervention for Indian and Alaska Native Women

Thank you!

Questions or
Comments

To Every Woman
Entering Menopause:
This Is Where You
Stop Shrinking

This chapter isn't about fading.
It's about dropping the roles,
the rules, and finally becoming
unapologetically you.



Let's Connect!



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