

Modernizing Women's Health In The Workplace

A 3-step guide

50 million women are currently navigating menopause in the US. While this transition is a universal female experience, the stigma, shame, and secrecy around it has a massive impact on both our personal and professional lives. When we asked 2000+ working women how menopause impacted them at work, their responses amazed us:

20%

have left or considered leaving their job due to menopause symptoms.

1 in 5

have not pursued a promotion due to symptoms. That jumps to 1 in 4 for Black women.

44%

feel they don't receive enough menopause support from their employers.

This actionable, step-by-step guide will give you the tools you need to advocate for a more inclusive workplace for women's post-reproductive health needs.

1 Start the conversation

Women (and men!) need an open, honest space to ask questions and begin to better understand menopause.

How: Host an educational event

Join us for a virtual event:

Health, Hormones & Work

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Featuring



Jacqueline Giannelli, FNP
Founding Nurse Practitioner
at Elektra Health

Elektra's "Health, Hormones & Work" panel is led by experts covering menopause 101, the research of how it affects women in the workplace, and what we can do about it.

We've hosted educational events with LVMH, Reddit, Google, Estée Lauder, Guidewire, AlixPartners, and more.

To learn more, reach out to jversi@elektrahealth.com.

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2 Foster a safe, open environment

Hosting an event or informal chat is a great way to “break the ice,” but it shouldn’t be a one-and-done. To foster allyship, change company culture, and set an example for junior employees, we must set an example where menopause is openly discussed by leadership from the top down.

How: Identify a dedicated menopause champion and/or channel (that champion could be you!)

What’s a menopause champion? A senior leader who shares her experience – both within senior leadership as well as in public company forums.

Ways to get started:

- ✦ Create a Slack channel (“Hot Topics” is a popular name with our partners!)
- ✦ Share your experience at a company offsite
- ✦ Email the C-suite team stating your experience
- ✦ Volunteer as a safe haven/dedicated leader for anyone to submit anonymous requests

Not comfortable saying “menopause” outright? Consider framing it as “post-reproductive health.”

If you have questions about framing or need additional resources to bring it up internally, reach out to Elektra – we’d be happy to help!

3 Advocate to expand your benefits

Once you’ve created a safe, open space for conversation, consider advocating with your benefits and/or senior leadership team for dedicated menopause benefits. The first step to a successful menopause experience is feeling well; Elektra is here to ensure women receive the care they deserve.

Elektra’s digital platform is purpose-built to support women’s specific needs beyond the reproductive window with evidence-based virtual care, peer support, and MD-approved education from top menopause experts.

We work with leading health plans, health systems, and employers (e.g., Mass General Brigham Health Plan, EmblemHealth, Google, etc) seeking to improve health equity, health outcomes, productivity, and retention.

89% of Elektra members say they have a more favorable opinion of their employer for offering menopause support.

To learn more, reach out to jversi@elektrahealth.com.

Select partners:

