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RENEWPOWER

Scenario Activity Handout

Supporting menopausal individuals in the workplace

Partners: RESET

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Scenario Based Activity:

Supporting menopausal individuals in the workplace

To explore real-life inspired scenarios related to menopause and perimenopause in the workplace, identify challenges, and propose inclusive, supportive solutions grounded in DEI principles.

Instructions for participants:

1. Form small groups of 3-5 people.
2. Read your assigned scenario carefully.
3. As a group, discuss the following questions:
 - What challenges or barriers are present in this scenario?
 - How might these challenges affect the person's wellbeing and performance?
 - What could be done differently to make the work environment more supportive?
 - Which DEI principles apply here?
4. Write down your group's reflections and proposal strategies.
5. After 20 minutes share your findings with the rest of the participants.

Scenarios (choose or assign one per group):

Scenario 1: The team leader

Maria, a 52-year-old team leader, has recently started experiencing perimenopausal symptoms, including fatigue and brain fog. She's finding it harder to manage her usual workload, but she's embarrassed to say anything in meetings. Her manager recently commented that she seems "less sharp lately" and suggested she take fewer responsibilities.

Scenario 2: The open office

Nadia, 49, works in a busy open-plan office. She experiences sudden hot flashes during the day and is often seen fanning herself or stepping outside for fresh air. Colleagues sometimes joke about it or ask if she's "coming down with something". She laughs it off but feels increasingly self-conscious and isolated.

Scenario 3: Performance review pressure

Fatima, a 50-year-old consultant, is having difficulty sleeping due to night sweats. This has affected her concentration, and during her performance review, she was told her recent work is "not up to standard." She wants to explain, but she fears being judged or seeming weak.

Scenario 4: The uniform policy

Chiara works in a retail job that requires a specific uniform made of synthetic fabric. She has been experiencing increased discomfort from hot flashes and sweating, especially under the store's bright lighting. When she asked about a more breathable uniform, her request was dismissed as "not possible."



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Tips for reflection:

- How would awareness or training improve the situation?
- Are there simple accommodations that could make a big difference?
- What assumptions or biases might be influencing how others are reacting?



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