POSTER

Menopause in the Workplace: Maree Lipschitz BSc (Hons) Menopause is the 3rd Female Rite of Passage A huge opportunity for growth and change.



Why?

- I have worked in female life transitions / rites of passage (ROP) programs for 20 years
- Midlife women are confused, anxious and **struggling** or leaving the workforce in droves (see Dove Menopause Insight study)
- They don't understand the symptoms, timeline and process of peri/menopause
- Think that there is something wrong with them and that they are the only ones not coping
- Doctors are usually first person that women turn to for help
- Doctors have the opportunity to inform women about the wider purpose of menopause –

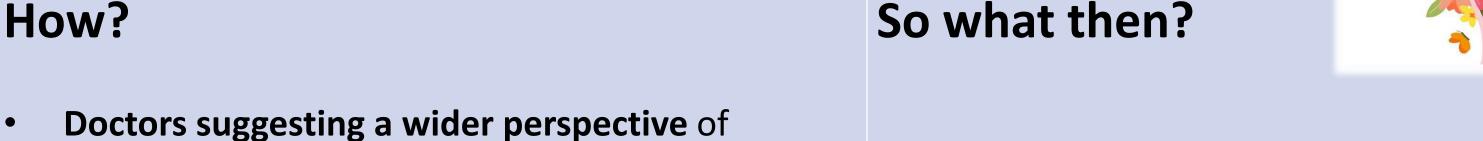
an identity shift, growing a greater sense of self, stepping into their wise elder authority



What?

- Menopause is the 3rd Rite of Passage after Menarche and Motherhood.
- All Rites of Passage are meant to be challenging to discover new capabilities
- Women need to be educated about their menstrual cycle from start to finish
- Each transition involves a huge identity change for each girl/woman that is rarely spoken about
- Transition usually involves themes of
 - *a sense of chaos and discontent
 - *a profound sense of loss
 - *a sense of needing to let go
 - *making sense of the past
 - *reorganising of self/identity
- These themes are rarely discussed in addition to the biological changes

So what then?



- Menopause e.g. it's a Rite of Passage like menarche & childbirth
- Suggest joining a community of midlife women attend Menopause Cafes, gatherings, discussions & workshops on menopause
- Support organisational Menopause at Work policies and programs e.g. flexible work or check work toolkit at www.menopausefriendly.au
- Recommend personal learning about menopause e.g. www.jeanhailes.org.au www.mamamia.com.au/tag/very-peri/
- Champion implementation of the Australian 2024 Senate Inquiry into Menopause - write to yr MP https://www.aph.gov.au/Parliamentary Business/ Committees/Senate/Community Affairs
- Suggest possible psychotherapy help to help ease the transition
- Read my upcoming book 'From Menarche through Menopause – a woman's journey through life' – published 2025

- **Doctors feel more able to support** the 51% of the population going through this huge transition
- Women feel supported with different mental health options as well as medical alternatives
- Women feel like they are not alone in this 5 to 15 year transition and have trusted allies to confide in
- Woman understand the huge changes occurring at midlife and menopause that can inspire them to greater health, peace and contentment with their life
- Women gain a new perspective on growing older and learn to step into their authority as a older, wiser woman
- **Doctors feel more confident and informed** in looking after the holistic needs of their patients
- To find out more, view this QR code with your phone camera or go to www.MareeLipschitz.com
- Subscribe to my newsletter for more details – see QR code

