

## Nest Workplace Kete Supporting the Menopausal Transition

- *Supporting the Menopausal Transition Workbook* : An extensive process guide that will help to guide you, providing NZ specific statistics, 'how to' information and examples of best practice – broken down into manageable action points.

- An initial one-hour consultation to go through the sections of the workbook and provide direction on key focus areas to get you started.

- A one-hour 'starter' training session on either Menopause Awareness (for all employees) or Menopause for Managers. Your choice of online or face to face training. (Further, more targeted training sessions can be purchased at an additional cost, and a discount is offered for ongoing annual training)

- Throughout the first three months of your membership, you are entitled to 3 additional DE&I specialist hours for consultations, direction, support, research & advice to help keep you on track with your menopause in the workplace initiatives (further consulting hours can be purchased at an additional cost as needed)

- Workplace Menopause Allyship Badge: It's important to show your organisational commitment and support for employees experiencing the menopause transition at work. This badge will help spread the word internally, so your employees know they are working for a company where this life stage is supported and respected. Externally, your badge will assist in the attraction of female talent and aid in your brand reputation as an inclusive employer.

- Three 30min online 'check in' meetings throughout the following year to help you keep the momentum going and offer support and advice. This mahi is an ongoing project that takes time to be embedded as part of your culture.

- Access to Nest's exclusive *Members Hub* full of resources for you and your staff. You can download Nest's *Understanding Menopause Pamphlet*, *How to talk to your GP about Menopause Booklet*, *Manager & People Leader's Pack*, *Workplace Survey*, *Menopause Journal & Symptom Tracker* and so much more! We have also compiled policy and guideline exemplars from some of our favourite organisations as well as other book/ resources recommendations that are evidence based and, where possible, Aotearoa specific.

- As a member, you will receive seasonal information packs throughout the year including posters (great on the back of the bathroom door or in the staffroom). You may wish to distribute these in time with events such as 'World Menopause Day', 'International Women's Day', 'Mental Health Week' or similar – where we can steer you in the direction of resources fitting to the topic.

