



# Supporting Women's Health in the Workplace

Wednesday 10 July 2024

11:00am – 3:00pm



# Agenda

- 10:30 Registration, Tea/ coffee on arrival
- 11:00 Welcome & introductions
- 11:05 Jo Oguzie, University College Birmingham:  
**Managing and Supporting Health Conditions in the Workplace**
- 11:25 Sophie Janbon, AstraZeneca:  
**What mechanisms are available to support gender equity and women's health**
- 11:45 Bryony Slatter, Spirax Group:  
**Menopause and period health at work**
- 12:05 Tracey Jones,  
**Fertility Matters at Work**
- 12:25 Q&A
- 12:45 Light lunch & networking
- 13:45 Discussion session
- 14:45 Feedback from discussion session
- 15:00 Finish

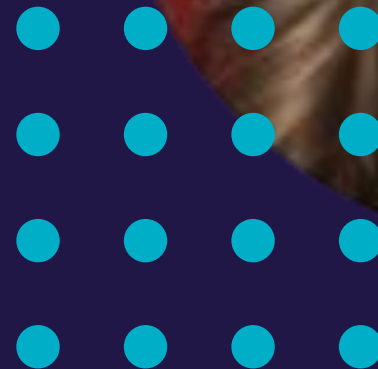


# Speaker

Hannah Hawksworth

Events Lead

WISE



# Gender Parity

WISE's new Gender Parity Framework is launching at our 2024 WISE Conference on 16 October 2024.

Using a diagnostic tool to set out best practice for WISE member organisations, the Gender Parity Framework helps ensure an equitable work experience for all women, creating an inclusive environment that benefits everyone in the organisation.



# Speaker

Jo Oguzie

Executive Director for  
Human Resources

University College Birmingham



UNIVERSITY  
COLLEGE  
BIRMINGHAM





**UNIVERSITY  
COLLEGE  
BIRMINGHAM**

IN PARTNERSHIP WITH THE UNIVERSITY OF WARWICK



# **Proactive Conversations: Managing and Supporting Health Conditions in the Workplace**

June 2024

# Health at Work – Key Facts

19% of working age population have a disability or long-term health condition

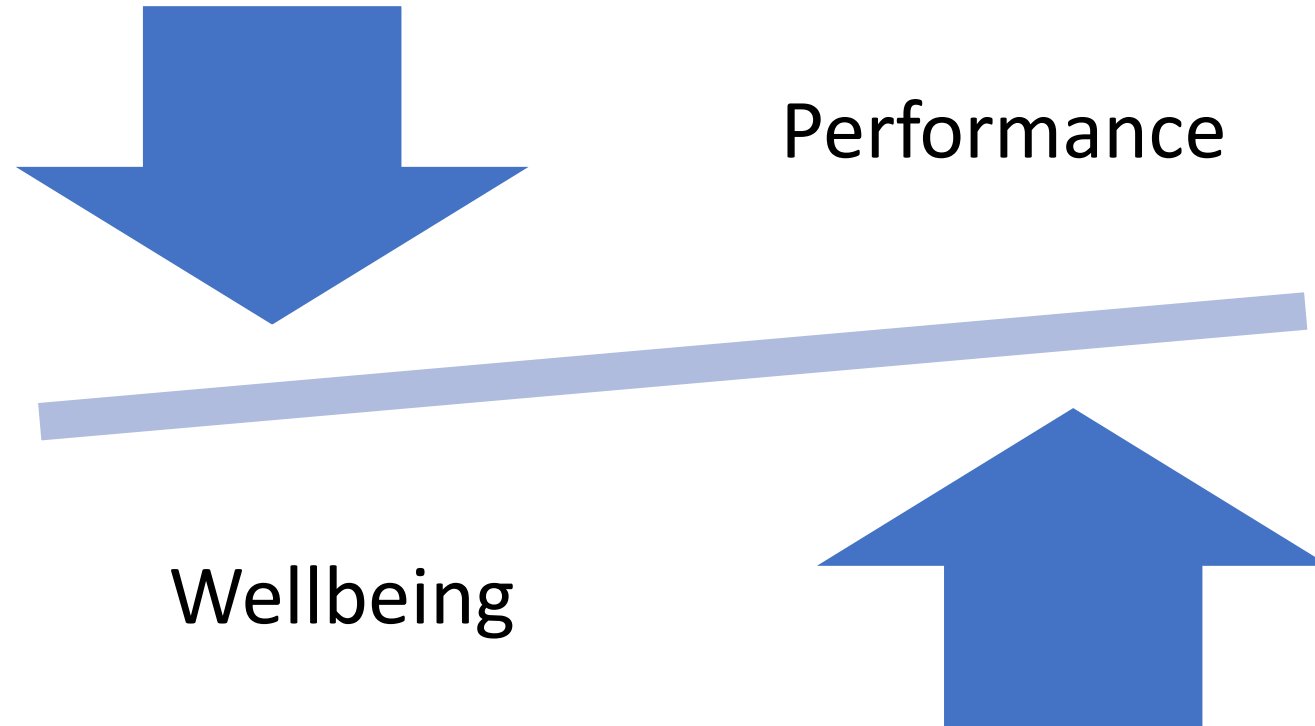
Women spend a greater proportion of their lives in ill-health and disability, compared to men.

Only 1 in 3 women feel comfortable talking about their health in the workplace.

Only 1 in 2 said that their workplace had been supportive.



# The Business Case





# Why Don't We Talk About it?

5. Stigma

4. Confidentiality Concerns

3. Job loss concerns

2. Being treated differently.

1. Embarrassment.



# A Proactive Approach: Continuous Performance Management



Line manager/employee relationship is key.



Monthly semi-structured check-ins



Focussed on support and growth



Real time solutions



Short-term objectives



# Check-In Questions

- How are you progressing towards your objectives?
- What have been your key successes since we last met?
- Do you require any support in order to progress against your objectives?
- Are the objectives still relevant, or do they need to be updated?
- Are there any issues or concerns that either party wishes to raise?
- Are you maintaining a healthy work-life balance?
- Are you taking your annual leave?
- Is any further training or development required?



# Other Support Mechanisms



Inclusion  
Passport



Wellness  
action plan



Stress Risk  
Assessment



Mental Health  
First Aiders



Occupational  
Health



Counselling



Peer support



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# Top Tips for Awkward Discussions



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Be person-centred

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Listen

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Don't offer advice

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Be practical

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Be brave!

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Speak to HR if needed

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# Implementing the Approach

	Train managers	
	Awareness sessions	
	Draft policies	
	Role model behaviours	



# Speaker

Sophie Janbon

Director for Research  
and development for  
Pharmaceutical  
Sciences

AstraZeneca



AstraZeneca 

# Outline

- What is AstraZeneca together with I&D (Inclusion and Diversity)?
- What are we doing at AstraZeneca?
- Why Allyship is critical?
- Conclusions and “food for thoughts”



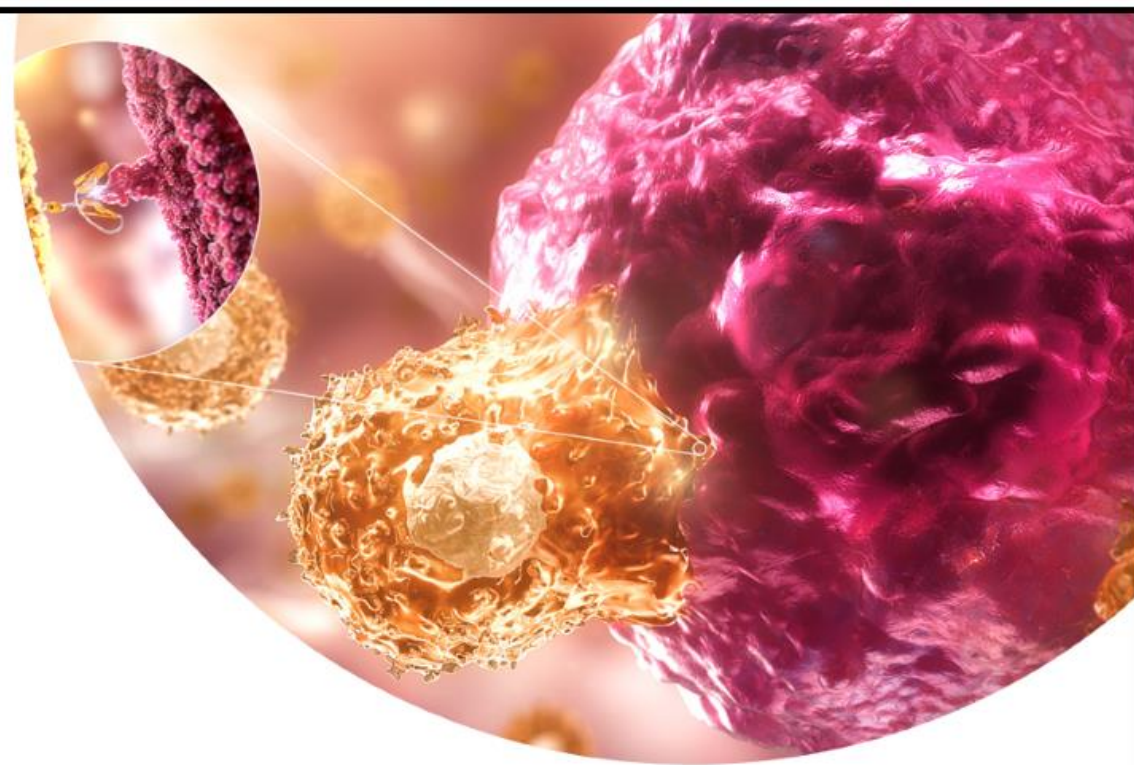


Introduction –  
What is  
AstraZeneca  
together with  
I&D?

Inspired by our purpose and values, we're transforming the future of healthcare by unlocking the power of what science can do – for people, society and the planet.

## Our purpose

We push the boundaries of science to deliver life-changing medicines



## Our values



We follow  
the science



We put  
patients first



We play  
to win



We do the  
right thing



We are  
entrepreneurial



# AstraZeneca at a glance

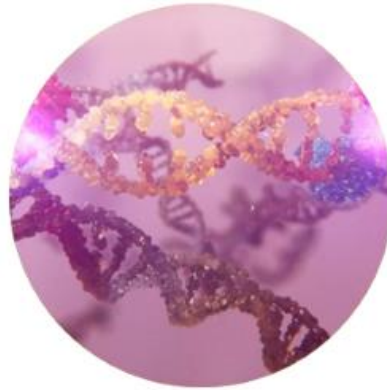
We are a global, science-led, patient-focused pharmaceutical company seeking to unlock the power of what science can do.



Science and  
innovation-led



Patient-focused



Leading in our  
therapy areas

- Oncology
- BioPharmaceuticals
- Rare Disease



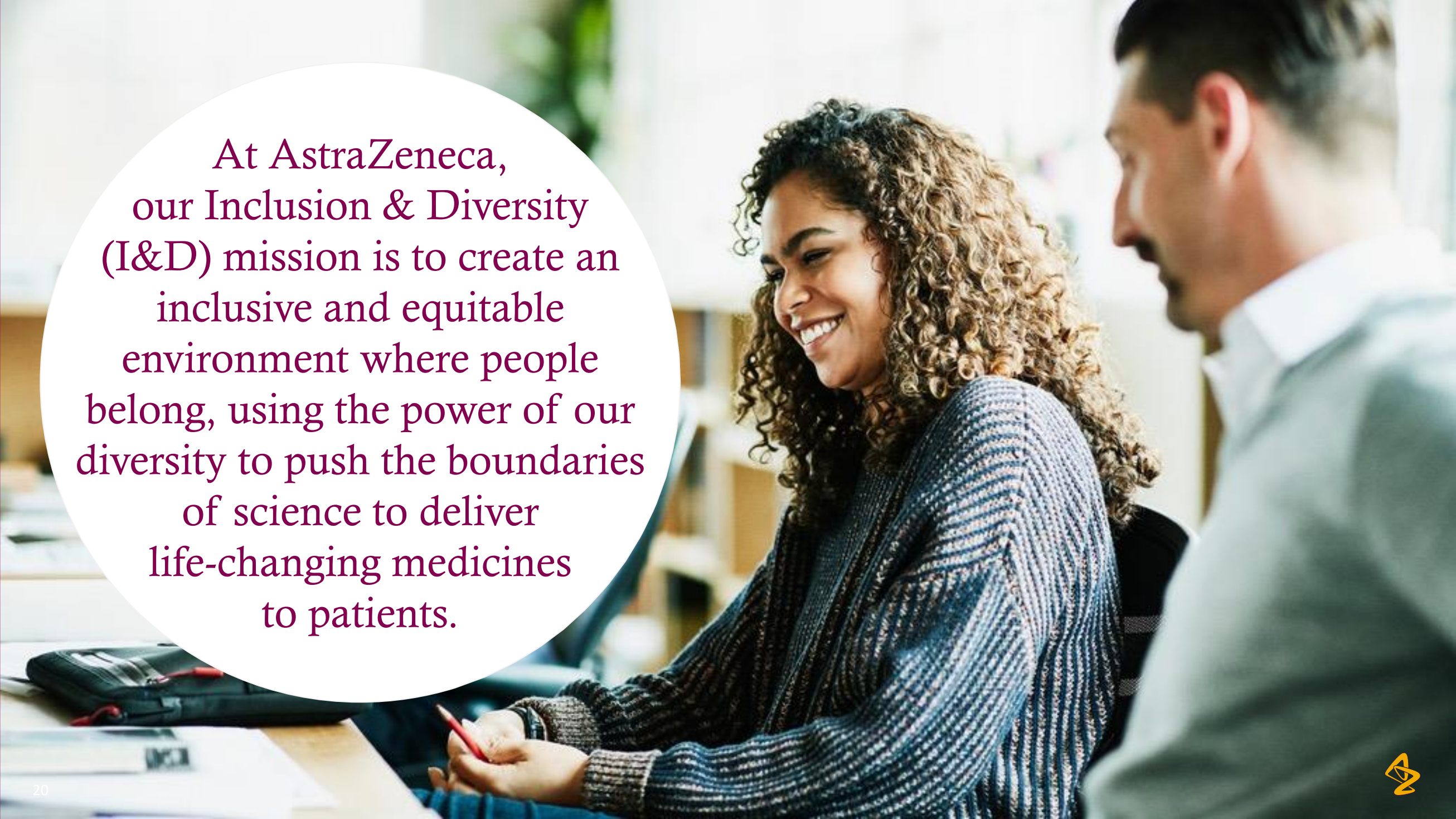
Diversified  
portfolio and  
global reach



Positively  
impacting people,  
society and  
the planet





A woman with curly hair, wearing a blue and white patterned sweater, is smiling and looking towards a man. The man is partially visible on the right side of the frame, wearing a light-colored shirt. They appear to be in an office or laboratory setting, with a desk and some equipment visible in the foreground. A large white circle is overlaid on the left side of the image, containing text.

At AstraZeneca,  
our Inclusion & Diversity  
(I&D) mission is to create an  
inclusive and equitable  
environment where people  
belong, using the power of our  
diversity to push the boundaries  
of science to deliver  
life-changing medicines  
to patients.



# Ethics and transparency

Ensuring ethical, open and inclusive behaviour across our organisation and value chain.

Performance highlights

**100%**

of active employees trained on the Code of Ethics

**83%**

of employee survey respondents feel AstraZeneca has a 'speak up' culture

**50.1%**

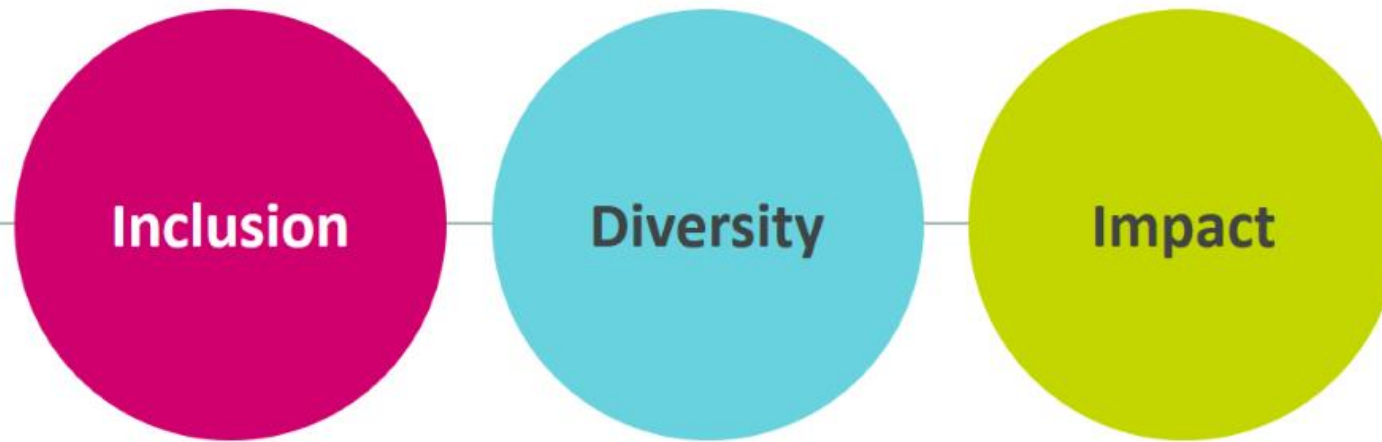
senior middle management roles held by women

**10**

countries with supplier diversity programmes



# Championing Inclusion and Diversity



**89%**

of employees agreed managers in their function/company are committed to inclusion & diversity in the workplace, compared with a pharma norm of 86%<sup>1</sup>

**50.1%**

of our senior middle management roles and above are filled by women<sup>2</sup>

**66m+**

people reached through our access to healthcare programmes (cumulative)<sup>3</sup>





# Building a culture of lifelong learning



**Perform**

**Grow**

**Adapt**

**Belong**

**83%**

of employees feel they have opportunities for personal development and growth<sup>1</sup>

**21%**

of development experience attendees identified as succession candidates for at least one position<sup>2</sup>

**85%**

of employees say their manager gives them regular coaching compared to the pharma norm of 83%<sup>1</sup>

**37%**

of retention rate for employees who went through a development programme<sup>3</sup>



# We are purposeful about People



## being champions of inclusion and diversity

...because innovation requires breakthrough ideas that only come from a diverse workplace where people feel safe and empowered to speak their minds, collaborate and challenge conventional thinking.

## fostering personal growth and enterprise leadership...

by creating an everyday development environment that empowers our people to think differently, be curious, solve problems and thrive in a fast-changing world.





# At AstraZeneca, we believe:

## Inclusion...

**...is a behaviour.**

It means we value individuals for who they are.

## Diversity...

**...is a fact.**

It is the full range of characteristics within a team.

## Belonging...

**...is a feeling.**

It exists when conditions exist for everyone to thrive.

## Equity...

**...is creating opportunity.**

Removing barriers so that all can succeed.



# Our global I&D strategy is focused on three priority areas



## Inclusion

Cultivate inclusion  
and belonging



## Diversity

Build and sustain  
a diverse leadership  
and talent pipeline



## Impact

Advance societal  
change



# We've been recognised externally for our progress in I&D



## Financial Times Diversity Leaders list 2024

- Recognised on this list for the last five consecutive years
- Companies are assessed on diversity of gender, age, ethnicity, disability and sexual orientation in their workforces



## Human Rights Campaign Index

- Achieved a **maximum score of 100**
- Designated as one of the Best Places to Work for LGBTQ Equality in 2021



## FTSE Women Leaders Review 2023

- **Top 10 best performers** in FTSE100
- Amongst the highest-ranking pharmaceutical companies in the FTSE 100 for representation of women on the combined executive committee and their direct reports



## Bloomberg Gender-Equality Index 2023

- Included in the GEI as **one of 484 companies** across 45 countries and regions committed to reporting on gender equality



What are we  
doing at  
AstraZeneca?



# AstraZeneca Employee Resource Groups







## What are AZ ERGs?

**AstraZeneca Employee Resource Group (AZ ERGs) are voluntary, employee-led groups formed based on shared experiences that raise awareness and promote business and societal impact.**

AZ ERGs are part of an interconnected community, and an integral way for us to better understand our people and patients.

They are open to all employees to embrace differences, advance education, and develop allies.

# AZ ERGs help us to deliver our global I&D strategy



## Inclusion

Cultivate inclusion and belonging

AZ ERGs foster a **sense of belonging** by connecting members and allies of underrepresented groups



## Diversity

Build and sustain a diverse leadership and talent pipeline

AZ ERGs support our efforts to **strengthen our employer brand**, enabling us to attract and retain top talent across the world



## Impact








Advance societal change

AZ ERGs **educate our company**, allowing us to drive better outcomes on behalf of our patients and communities



# Global AZ ERGs










AZ ERGs with a global presence of chapters across our hubs and additional markets

- **AZInspire**  
AstraZeneca ERG
- Fosters an environment in which individuals can grow and develop key professional skills.
- **AZPride**  
AstraZeneca ERG
- Empowers LGBTQIA+ colleagues to reach their full potential by building a diverse network of LGBTQIA+ employees and allies.
- **Cancer@Work**  
AstraZeneca ERG
- Ensure all colleagues touched by cancer are supported and connected to the organization through their experience.
- **Disabilities & Allies**  
AstraZeneca ERG
- Raises awareness about the barriers experienced by people with disabilities and builds allyship across AZ.
- **Network of Women & Allies**  
AstraZeneca ERG
- Promotes gender balance and the inclusion of women’s perspectives at AZ.
- **Safe Space**  
AstraZeneca ERG
- Works to remove the stigma around mental health to proactively transform attitudes to mental health and wellness.
- **TH!NK Neurodiversity**  
AstraZeneca ERG
- Strives to help AstraZeneca embrace, support and celebrate their neurodiverse community.




# Country Specific AZ ERGs

AZ ERGs with a specific country presence and focus

ERGs that promote cultural awareness education to the organisation and leverage the diverse experiences of employees of different ethnic, racial and cultural backgrounds (Countries represented: Australia/New Zealand, Brazil, UK, US)

- **African Heritage & Black Professionals Network**  
AstraZeneca ERG
- **ANZ First Nations People**  
AstraZeneca ERG
- **Asian Cultures**  
AstraZeneca ERG
- **American Indian and Alaska Native**  
AstraZeneca ERG
- **embRACE**  
AstraZeneca ERG
- **AZBlack**  
AstraZeneca ERG
- **Hispanic Latin: Voces Unidas**  
AstraZeneca ERG
- **Jewish**  
AstraZeneca ERG
- **Middle Eastern**  
AstraZeneca ERG

ERGs that support employees with caring responsibilities, ensuring that they feel valued and fully engaged (Countries represented: Australia/New Zealand and United States)

- **Carers Connect**  
AstraZeneca ERG
- **Working Parent**  
AstraZeneca ERG
- The Military Support ERG honors employees, families, and friends who have served or continue to serve in the US Armed Forces (Countries represented: US)
- **Military Support**  
AstraZeneca ERG

\* Links to the ERGs chapters/associated sites in Workplace are available by clicking on the ERG logos (Ctrl + left click).







**Network of Women & Allies**  
AstraZeneca ERG



# UK NoW & Allies Vision & Objectives

**Who are we?** The Network of Women & Allies UK are focussed on increasing gender equity and engaging with allies to provide an inclusive workplace for all.

**What is our vision?** To empower the diverse spectrum of women, from every part of our organisation, to connect and develop as part of an inclusive network.

## Objectives:

- 1 To enhance opportunities to build networks across the organisation
- 2 To provide access to senior leaders and raise business acumen
- 3 To support initiation and continuation of mentoring relationships
- 4 To nurture the pipeline of potential female leaders
- 5 To have a seat at the table with AZ leaders and influence policies where appropriate



# Our Core Strategic Workstreams

## Gender Equity

- International Women's Day / International Day of the Girl
- Allyship (men/any individual as allies)
- External engagements, e.g. Women in STEM, WISE
- Return to work / career breaks (including Maternity and paternity)

## Leadership Development & Networking

- Conferences
- Mentorship & reverse mentoring
- Networking events (e.g. Lunch with a leader, Lean in circles )
- Professional development & support participation in any T&D courses

## Health & Wellness

- Women's health awareness session (e.g. endometriosis)
- Mental health and Wellbeing topics
- Internal/External speakers for awareness and how to access support internally or externally.

## Menopause & Me

- Peri-menopause and menopause impact women in all described the 3 pillars!
- UK Menopause Resource Hub
- Menopause cafes (F2F events)
- Internal/External speakers for awareness and how to access support internally or externally.

← Communications & Branding →





# ENDOMETRIOSIS AWARENESS

## WHAT EXACTLY IS ENDOMETRIOSIS?



In endometriosis (pronounced en- doh – mee – tree – oh – sis) , cells similar to the ones in the lining of the womb grow elsewhere in the body.

These cells react to the menstrual cycle each month and also bleed. However, there is no way for this blood to leave the body. This can cause inflammation, pain and the formation of scar tissue.

Did you know?  
1 out of 10 women, and those assigned female at birth suffer with endometriosis

Endometriosis costs the UK economy £8.2bn a year in treatment, loss of work and healthcare costs.

Endometriosis can affect you from puberty to menopause, although the impact may be felt for life.

**#breakthetaboo**



# Workplace Pledge



On International Women's Day, 8 March 2022, AstraZeneca signed the [Wellbeing of Women Menopause Workplace Pledge](#).



# Menopause & Me



Today, on International Women's Day,  
the Menopause & Me support group  
have launched a

## UK Menopause Resource Hub

- Information about menopause symptoms
- Support, information & education available in AZ in the UK
- Links to lots of useful external resources





# The Science of...series

AstraZeneca 

## Building a Period-Friendly Workplace



Speaker: Lauren Parker – Flu-BPD, Speke, UK

Host: Penny James - UKLT

22 Oct 2021

#powerofdiversity2021

The power of  
diversity

All In



## Stress & our hormones

- 1 Defining “stress”
- 2 The physiology of stress
- 3 Cortisol & sex hormones
- 4 Watch out for burnout
- 5 Wrap up & recommended resources




## The Science of the Menopause

- 1 Defining the menopause & why it happens
- 2 The physiology & the symptoms
- 3 HRT
- 4 Menopause in the workplace
- 5 Wrap up & recommended resources

# External speakers – Julie Dennis & Dr Naomi Potter



Did you know...  
Females over the age of 40 account for  
**25% of all staff**  
in AstraZeneca




## Menopause & Me

18 October  
World Menopause Day

Did you know...  
Females over the age of 40 account for  
**46% of all females**  
in AstraZeneca

We are delighted to announce a very special fireside chat with Menopause Expert





### Dr Naomi Potter

It will be launched on World Menopause Day on 18 October

Hosted by our very own **Rudi Symons** (Global I&D Director), they will discuss what the Menopause actually is, what the symptoms can be, what can help and how to seek support in AZ.

Dr Potter is also co-author of **Menopausal** which won the prestigious British Book of the Year 2023 Award.





Menopause & Me are Chapter of  
**Network of Women & Allies**

This will be open to absolutely **everyone in AZ**, and we actively encourage you sharing far and wide!  
As we approach the date, we'll share details on how to watch it

Data Correct  
AO Q2 2023





# Menopause Cafes



Are you peri-menopausal, post-menopausal ..... or just plain curious ????

Then why not come along for a chat to our FIRST .....

Macclesfield Campus F2F Drop-In Menopause Café:  
16th Feb 2023 10 - 11:30am, Green Room, Etherow Atrium  
(free tea and coffee)

CHANGE OF VENUE FROM MILL COURT TO ETHEROW BUILDING

This is a safe space to meet friends, make new friends and share experiences of the peri-menopause and menopause in a relaxed atmosphere over a cuppa.  
An opportunity to discuss resources, support, tips and collectively seek solutions to any issues or problems you are facing.

#MenopauseWorkplacePledge (AZ signed April 2022)

Other resources  
available for AZ  
employees



Peppy app  
available for all  
UK employees  
since 2022



## Menopause at work Employee Factsheet

If you're experiencing the menopause and you have symptoms at home, then it's almost certainly affecting you at work as well. Menopause symptoms will be there day and evening.

### About the author

Kathy Abernethy is Peppy's Director of Menopause Services. She is a founding member, current Trustee and past Chair of the British Menopause Society (BMS).

Through her work, Kathy raises awareness of the impact of menopause and connects people to personalised, expert-led menopause support.



### Kathy's top tips for managing menopause at work:

#### 1. Seek help

Maybe that's through your general practitioner, or maybe it's through seeking lifestyle options and looking at over the counter products.

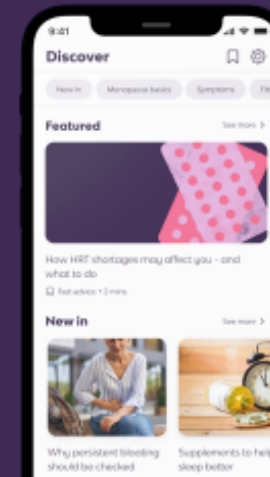
#### 2. Speak to your manager

Speak to your manager about things that may make your working life much easier. This could be as simple as a fan on the desk, flexible working, or uniform flexibility.

#### 3. Don't be embarrassed

Don't be embarrassed to talk about the menopause, your manager will almost certainly have had some training around the subject and be able to understand the pathways of support that are available in your particular organisation.

If you need further advice and support around talking to your manager in confidence, or managing your symptoms, speak with a Peppy practitioner via the menopause service on your Peppy app.



### Download the Peppy app today



To download, search Peppy Health in the App Store or Google Play Store, or simply scan the QR code

For non-clinical queries, email [support@peppy.health](mailto:support@peppy.health) or use the 'Contact Us' page in the app. App users must be 18+. Service is subject to Peppy's fair usage terms.



# Training materials for Line Managers



# Listening Ears

We are here to listen

UK SHE believe that protecting Mental Health in the workplace is equally as important as protecting Physical Safety. UK SHE therefore provide several Mental Health resources.

This includes training, governing and supporting a **network of Listening Ears** who are spread out across our UK sites.

**Listening Ears** are trained by Mental Health First Aid England to listen and signpost colleagues to support.

The pressures of everyday life affects us all at some point, talking to a Listening Ear who will listen non-judgmentally and can signpost to resources and support could make all the difference.

**All conversations are private and confidential.**

All of our Listening Ears can be found on the **HealthyMind 2** app and on the **UK SHE Occupational Health and Wellbeing Hub**



# Mental health and Wellbeing

Activity

Chat

Teams

Calendar

Calls


Files

HealthyMi...

Viva Insights

...

Apps



HealthyMind2

Fetching your app ...

Session ID: b12b5d5e-db87-4097-8063-cdf279207b66

AstraZeneca

Use HealthyMind to anonymously find country-specific mental health support for you or a colleague


HealthyMind2

Emergency Support (are you in a crisis or immediate danger?)

Yes


Country: United Kingdom (Ma)

Language: English (en-EN)




Internal Support

Please see Internal Mental Health Support here




External Support

Please see External Mental Health Support here




Events

View Upcoming Mental Health and Wellbeing Events



Viva Insights

View Wellbeing Insights



FAQ

Frequently Asked Questions

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Why Allyship is  
critical?





Conclusions and  
“food for  
thoughts”





Workplace



# Speaker

Bryony Slatter

Group Inclusion, Equity  
and Wellbeing Manager

Spirax Group



# Menopause and Period Health at Work

Bryony Slatter, Group Inclusion, Equity and Wellbeing Manager, Spirax Group



# Everyone is Included at Spirax Group

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Everyone can reach their potential and lead happier, healthier and more productive lives

This benefits everyone

Inclusion helps us to achieve our 'Purpose' to create a more efficient, safer and sustainable world

# EVERYONE IS INCLUDED

Inclusive Leadership

Inclusive Partnerships

Inclusive Behaviours

Inclusive Processes

E.g. Group Diversity  
Goals

E.g. Partnership with  
WISE!

E.g. Our Women's  
Global Network

E.g. Group recruitment  
excellence

Group Inclusion Commitments - Our global, minimum standards on inclusion

1. Our approach to inclusion at Spirax Group and how we have embedded menstrual and period health

2. Our focus on colleague networks as a 'community space' for discussion, to gather insights, 'normalise' conversation and grow allyship

3. Our period and menstrual health journey so far and 'what's next?'

# An Inclusion Moment



## Period Health and Endometriosis

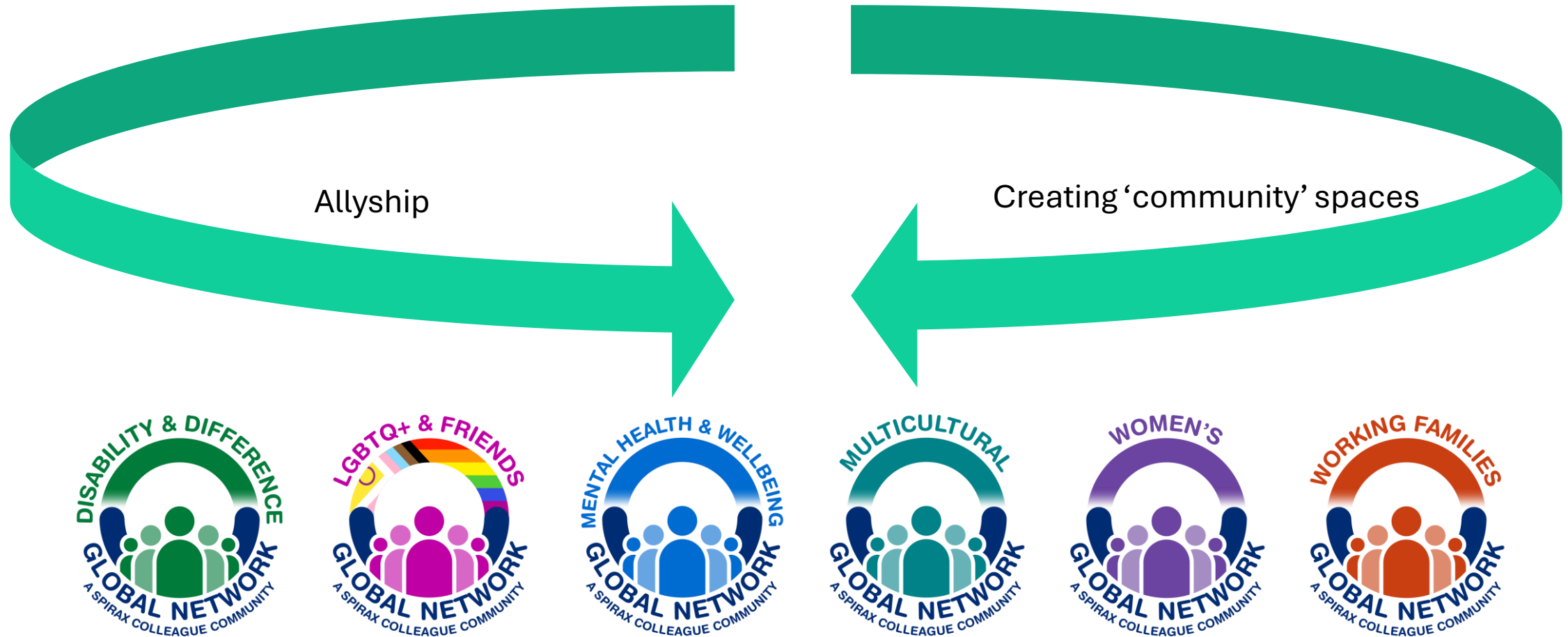
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# Inclusive Behaviours: The Role of our Global Colleague Networks

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# Our Women's Global Network's Approach to Period Health and Menopause

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1. Listen and empower

2. Develop

3. Invest

4. Maintain conversation:

- Embed Allyship
- Provide practical solutions

# A Strategy for Period Health and Menopause Focus

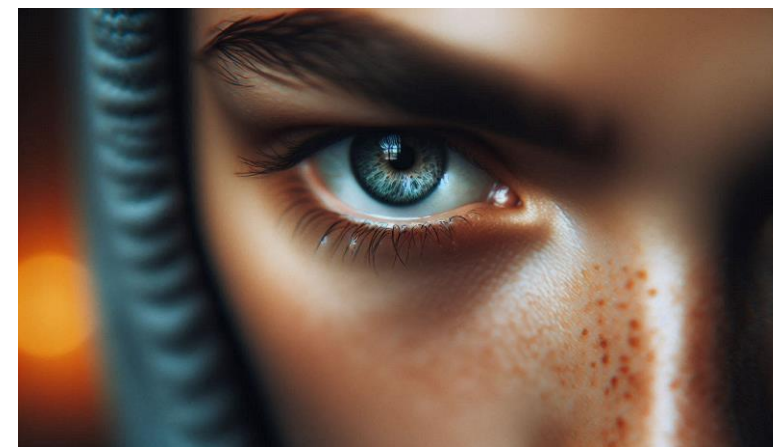
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1. Community



2. Build practical tools / resources



3. Focus and maintain

Review insights and respond



# Our Period Health and Menopause Journey so far...

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## Listen and empower

Feb 2022: GIC Launch

Establish menopause working group and engage external expertise

Toolkit development and UK project on period products

Group training session with external speaker

## Develop and embed

'Feb/ March 2023: Refresher Menopause Learning Sessions

Feb: Women's Network Survey: Identified women's wellbeing as 'key focus'

March: 'Springboarded' endometriosis as a wider extension of menstrual health

June: Endometriosis as a theme in INWED 'Make Safety Seen' - period health questionnaire launch

## Invest and maintain the conversation

March 2024: Women's Network opens to 'allies' through an 'IWD Celebration Week'

'Let's Talk, Period' IWD event (led by colleagues)

May 2024: Leadership endorsement and allyship-session on menopause and period health

June 2024: Maintain the 'community space' culture. Introduction of 'Menopause/ Period Health Champions'

## Development of Knowledge:

- ✓ Endometriosis Learning Pathway
- ✓ Strengthen and grow community of Menopause and Period 'Champions' (including allies and diverse cultural representation)

## Increase External Focus:

- ✓ Utilise partnerships (like WISE!) to participate in external 'wellbeing hubs' for insights on support for endometriosis, period and menopause health
- ✓ Consider building an official commitment to partnerships globally that invest in period health / endometriosis / menopause

## Measurement / Impact:

- ✓ Measure and review uptake of toolkit and / or learning materials
- ✓ Keep period health survey open, with regular promotion and review
- ✓ Consider questions in annual Women's Global Network Survey on support for menstrual / period health and impact at work (sickness/ absence/ wellbeing etc)

# Top Tips!

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Remember... our colleagues are often the 'experts'. **Get to know them!**

# Speaker

Tracey Jones

Training Partner

Fertility Matters at Work

fertility  
matters  
@work.



# **Fertility Matters at Work ...and here's why**

**fertility  
matters**  
@work.



# Agenda

Host: Tracey Jones

- what is infertility & why do people need fertility treatment?
- how common is it?
- common misconceptions
- the patient journey and what is IVF?
- what it means to have to go through fertility treatment and loss
- how it can impact both the individual and the workplace
- practical support for you and your teams
- creating fertility friendly employee and manager support pathways
- Q&A

fertility  
matters  
@work.

fertility  
matters  
@work.

# What is infertility?

"Infertility is a **disease of the male or female reproductive system** defined by the failure to achieve a pregnancy after 12 months or more of regular unprotected sexual intercourse."

*(World Health Organisation)*

- Infertility impacts **1 in 6 people** worldwide (WHO)
- Not just couples but individuals pursuing solo parenthood too
  - primary infertility
  - secondary infertility
  - social infertility

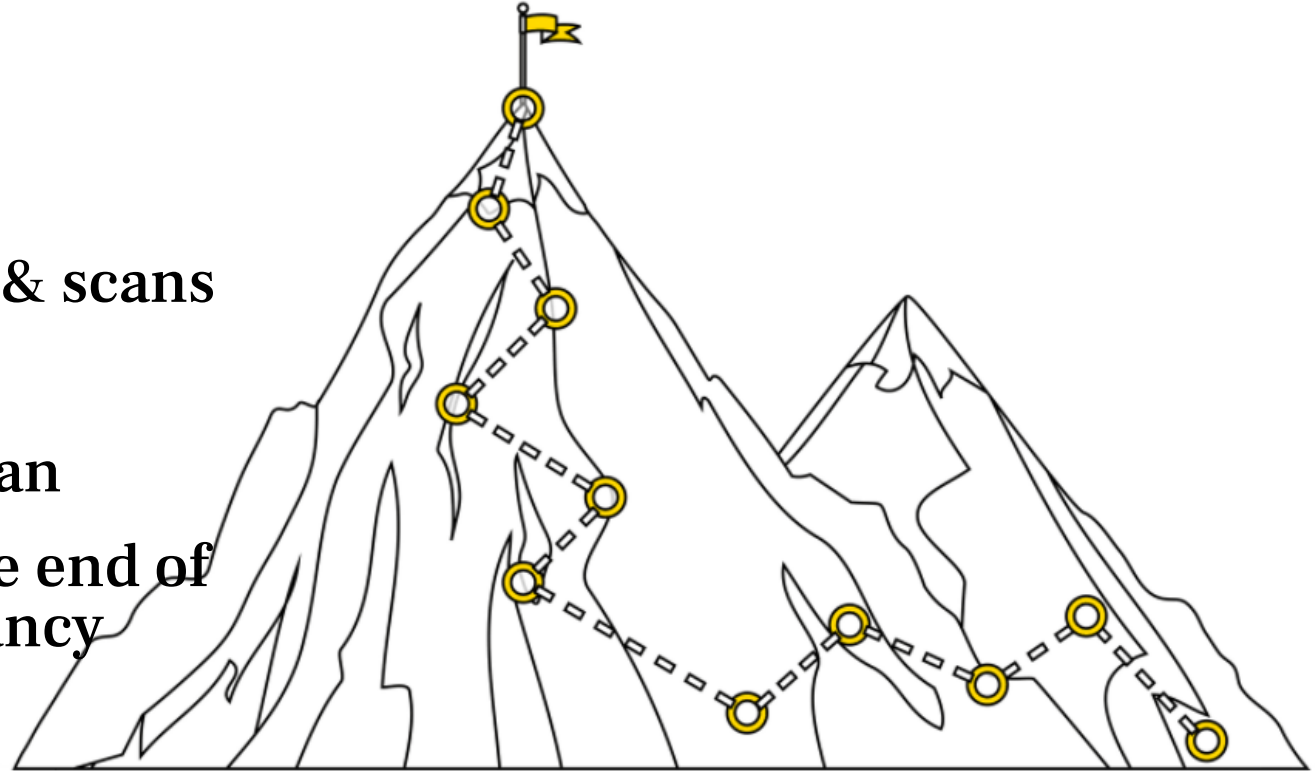
**fertility  
matters**  
@work.



# The patient journey

## Common misconceptions:

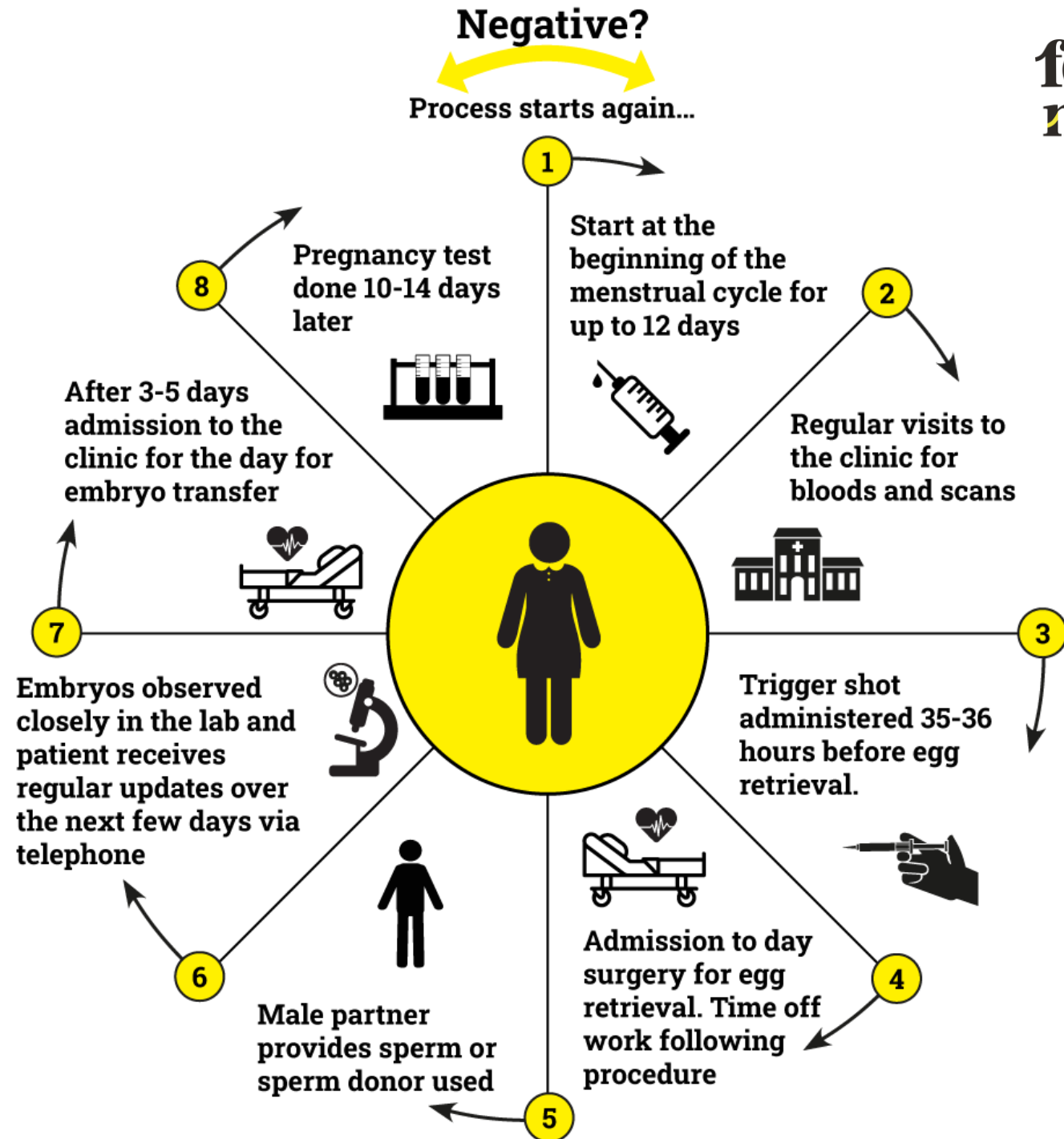
- IVF is the solution to all fertility problems, works first time and guarantees a baby
- Treatment is just a few injections & scans
- Fertility treatment is a 'choice'
- The issue is always with the woman
- A positive pregnancy test isn't the end of the journey - 1 in 4 end in pregnancy loss



It can be **a long road** for many, with **many hurdles to overcome**

# What does a typical IVF cycle entail?

This is a 'typical' IVF cycle but in fact no two cycles are identical and there are differences with fresh IVF cycles vs frozen embryo transfers too.



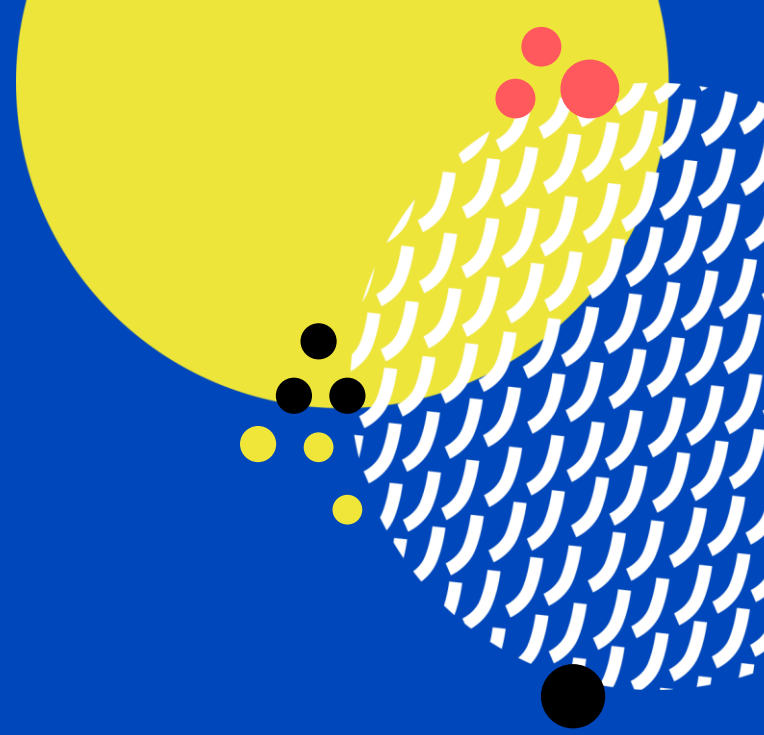
# How does it feel?

"Fertility loss in general and loss of a hoped-for child or family is the loss of something that hasn't happened as opposed to the loss of a loved one about whom there will be memories, maybe photographs, shared experience with others, etc.

As such, fertility loss is very often about intangible things, a hidden loss, a disenfranchised loss, one that isn't understood fully by people experiencing it, let alone friends, family, and acquaintances. It is a loss that doesn't easily find validation and every loss needs to be validated to be grieved".

*Gerry McCluskey, Fertility Counsellor*

**fertility  
matters**  
@work.







# What has this got to do with the workplace?



**fertility  
matters**  
@work.

# Organisations aren't recognising fertility as a life-event needing support, because no one is talking to them about it

74% said fertility wasn't recognised or valued by their organisation

69.5% are taking sick leave during treatment

90% reported feeling depressed (FNUK)

36% considered leaving their jobs

93% said it had an impact on their career

61% don't feel comfortable talking to their employer

42% had no idea who to turn to for support at work

Only 1.7% had a fertility policy that met their needs

**Employees don't feel comfortable to talk about it, as they don't see it recognised by their organisation**

**fertility  
matters**  
@work.

# Why are employees reluctant to disclose?



- “The lack of legal protection”
- “I was worried my manager would think I wasn’t committed to my job anymore”
- “I didn’t want to miss out on the promotion I’d been working towards”
- “I felt ashamed and embarrassed, worried what others may think”
- “I shouldn’t have to disclose something so personal and then face intrusive questions”
- “I didn’t feel I would be understood in a male dominated environment”
- “The stigma of putting anything in your life ahead of your job”

**fertility  
matters**  
@work.

# How can you encourage disclosure?



- Remember there is no requirement for people to share
- An open and supportive culture
- Story sharing
- Inclusive policy and language
- Peer support options, gain feedback from these groups
- Signposting to internal and external support
- Help employees to feel psychologically 'safe' to share

# Ways you can offer support

- Listen and empathise
- Find out what support is needed
- Explore options for flexible working and reasonable adjustments
- Support practically on a day-to-day basis
- Confidentiality is key
- Take a long-term view
- Signpost to emotional support and any internal support networks
- Don't ask intrusive questions
- Try not to give unwanted 'advice'
- Be mindful of daily triggers





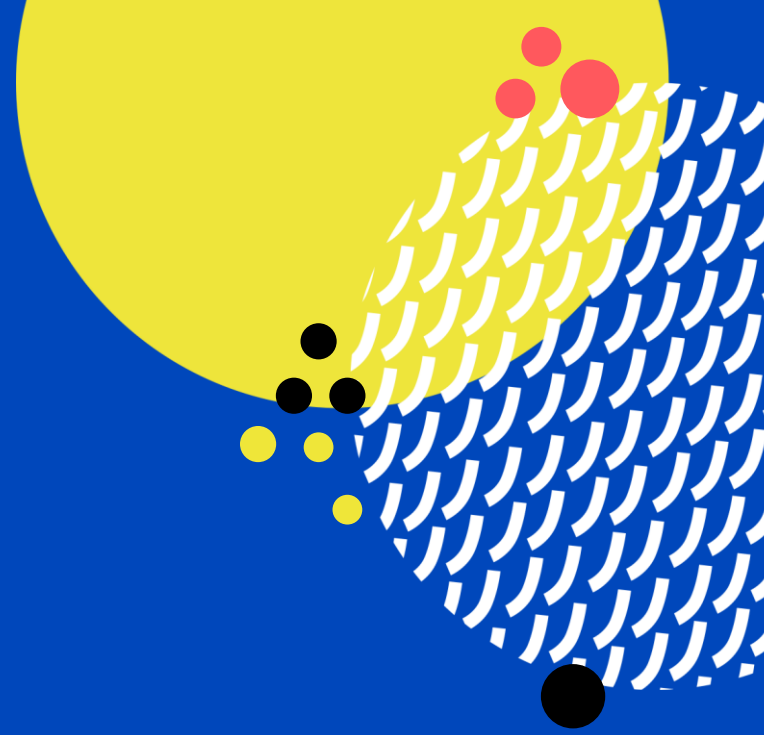
# Becoming *Fertility Friendly*

- Supportive culture fostering openness
- Policy and guidance is a good starting point
- Flexibility is key
- Education and awareness is vital
- Offer access to internal and external support networks

**fertility  
matters**  
@work.



# Q&A



**fertility  
matters**  
@work.



# Discussion session – Click for Slido



# Upcoming WISE Events...

WED  
25

September 25 @ 11:00 am - 12:30 pm

## Leveraging Data for EDI Success

Join us for this member-only webinar focused on harnessing the power of data to advance Equality, Diversity, and Inclusion (EDI) within organizations. In today's dynamic landscape, data-driven strategies are paramount for fostering a truly inclusive workplace culture. Our panel of experts will delve into practical approaches and innovative methodologies to utilize data effectively in achieving [...]



FRI  
18

October 18 @ 11:00 am - 12:30 pm

## Working with the Menopause

Join us to discuss the pressing need to support menopausal women in STEM industries. This insightful webinar will delve into the unique challenges faced by women navigating perimenopause and menopause in the workplace and explore practical strategies for fostering a supportive and inclusive environment. Join menopause experts as we examine the latest research, best practices, [...]



WED  
13

November 13 @ 11:00 am - 4:30 pm

## Measuring Progress Event

Attention all WISE Active + members, both longstanding and new – WISE proudly unveils its latest framework for achieving gender parity. This year's Measuring Progress Event (MPE) marks the debut of this framework, presenting a prime opportunity for your organisation to gauge its performance against it. The WISE Measuring Progress Event stands as our premier [...]



# WISE Conference 2024

**Building an inclusive workplace for women**

Let's make it work for women!



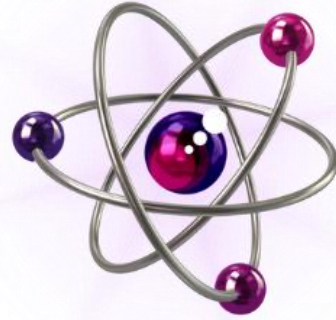
**What are the fundamentals needed to build an inclusive workplace for women in UK STEM industries?**

Join WISE and our partner organisations as we explore how to develop an inclusive environment for women to thrive at work, ultimately enabling businesses to move the dial on gender parity in STEM.

We are looking for forward thinking EDI businesses to be part of the conversion and Sponsor. Opportunities include:

- ☐ Headline Partner
- ☐ Topic Partner
- ☐ Networking partner
- ☐ Ideas exhibition stands





wise awards  
2025

## **The Award Ceremony: 20 February 2025**

*Taking place in the IET's stunning Maxwell Library in Savoy Place, London*

**Nominations  
Open**

**19 Aug 2024**

**Nominations  
Close**

**21 Oct 2024**

**Judging  
Day**

**12 Dec 2024**

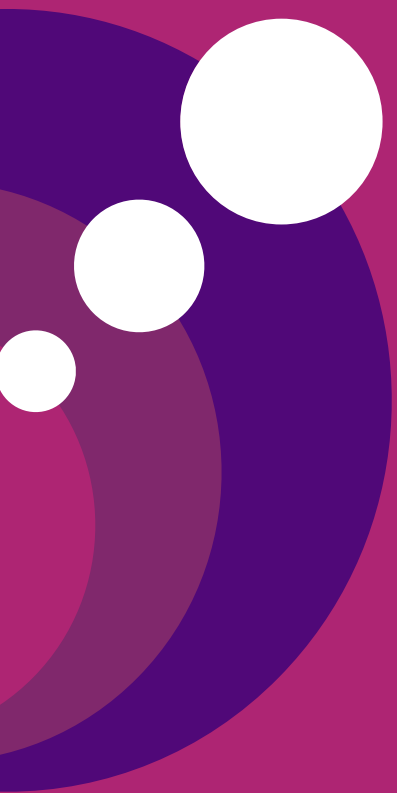
**Finalists  
Announced**

**20 Dec 2024**

# Event Feedback

[Please take a few minutes to complete our feedback survey – click here](#)





# Thank You