

Name: Sylvia Sunstrum

1. Lecture title: **Menopause in the Workplace:**

2. Lecture brief description or abstract

How employers can help staff manage “the change” and how employees can navigate through their work days.

Both employers and support staff need to adjust their approach to women who may be going through peri-menopause or menopause. For women working in a mostly male-dominated organization, the embarrassment of having to ask for menopause-related sick leave can be awkward. The problem of how to respond to privacy and still manage the dental clinic needs effectively can be a challenge. It is an issue that requires a new perspective.

Breaking down the stigma and opening up a dialogue around menopause is a crucial starting point. At present a taboo surrounds the subject, which leaves women uncomfortable raising the issue with colleagues, or requesting necessary leave or extra support from line managers.

Beyond pregnancy, gender-specific health issues are rarely discussed in the workplace. This needs to change and education is important to achieve a good work life balance.

3. Learning Objectives

By the end of the session, participants will be able to:

Identify ways to manage pre-menopause and menopause triggers and learn how to adapt in the workplace.

Describe the steps involved in creating an inclusive and supportive working environment for everyone following process and policy.

Ask for support and ensure that if they are having menopause symptoms and are suffering they feel confident to discuss it. Ask for support and any reasonable adjustments so they can continue to be successful in their roles in the dental office..

Bibliography:

Sylvia Sunstrum started her career as a dental assistant in private practice. She is an experienced dental professional with more than 25 years in the Dental and Healthcare field. Sylvia accepted a position working at the University of Manitoba. There she worked as an assistant in community outreach Dentistry. She received her Human Resource Management and Staff Development and Training Certificates in 2006. She switched careers and moved into Northern Medicine, as a Human Resource Manager. Sylvia loves Dentistry so much that she recently came full circle! She is currently an HR and Financial Supervisor for the University of Manitoba in the Max Rady College of Dentistry.

Sylvia was the recipient for the Support Staff Fellowship Award, in recognition of a support staff member's positive impact and outstanding efforts to enrich the working environment of their area and/or the College as a whole.

When she isn't at work, she enjoys spending time with her family. Sylvia and her husband will be celebrating 30 years of wedded bliss this year. They enjoy taking winter vacations and

venturing into areas in countries that are non-touristy, to meet with the local residents and try typical cuisine.

When she's not planning a trip with hubby, they can be found team teaching CPR for Healthcare Professionals.

Sylvia loves working in the garden and tries to get anyone who is willing to, drink her kale smoothies! She also writes a blog on having the BRCA 2 gene mutation. She also shares her midlife point of view on health and wellness, work and travel, fitness and food, educating herself and others along the way through her experiences. You can check it out at: [@imstillhot.wordpress.com/](https://imstillhot.wordpress.com/) or follow on Instagram at [@riskygenes_](https://www.instagram.com/riskygenes_)

