

MENOPAUSE AT WORK

DESIGNING WITH EMPATHY, LEADING WITH EQUITY



NaughtOne Tier Table & Ruby Side Chairs

MENOPAUSE IN THE WORKPLACE: MEET YOUR SPEAKERS



Rebecca Horton

Sr Insights Strategist, Global Research & Planning

Rebecca is a multidisciplinary strategist with a decade of experience in humancentric design and workplace development. As a licensed environmental geoscientist, who previously led Fortune 50 corporate EHS & Sustainability organizations, she brings a unique perspective to creating thriving, humancentric workplaces.

She is an International WELL Building Institute (IWBI) Associate Professional (AP), an IWBI Faculty, a psychological safety-executive leadership coach (ACC), and sits on the Global Office Ergonomics Research Committee (OERC).

Rebecca also leads MillerKnoll's ENABLED BRG which promotes inclusivity for individuals with physical and neurological disability. She resides in Dallas, Texas.

Lori Daughtrey

Sr Design Strategist, Global Research & Planning

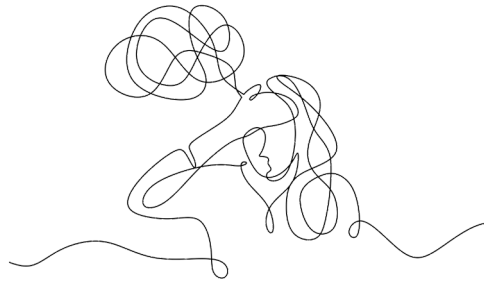
Lori is an interior designer with over 30 years of experience in the industry. She has cultivated a passion for creating personalized and tailored design solutions that tell a story and impact user experience.

Before joining Herman Miller in 2004, Lori fulfilled design positions at leading global architecture and design firms in Chicago including Perkins&Will, The Environments Group, Destefano and Partners, and Mekus Studios. She was published in Interior Design Magazine for her design work for Sonnenschein Nath & Rosenthal in the Sears Tower.

Lori was recently honored to be a guest on MillerKnoll's About Place podcast to speak on the design strategies for creating a menopause-enabled workplace and sits on the Women's Alliance BRG. She resides in Chicago, Illinois.

Roughly half of the world's population will be directly affected by menopause in their lifetime. However, the wide-ranging effects of menopause impact everyone – from social relationships and family dynamics to workplace experiences and public health.

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MENOPAUSE



HAY Barro Cup & Outline Pyjama Collection

PERIMENOPAUSE



Beginning to experience symptoms of hormonal changes

Can still become pregnant

Early to mid 40s -50

MENOPAUSE



No menstrual cycle for 12 consecutive months

Average age is 50 or earlier if medically induced

POSTMENOPAUSE

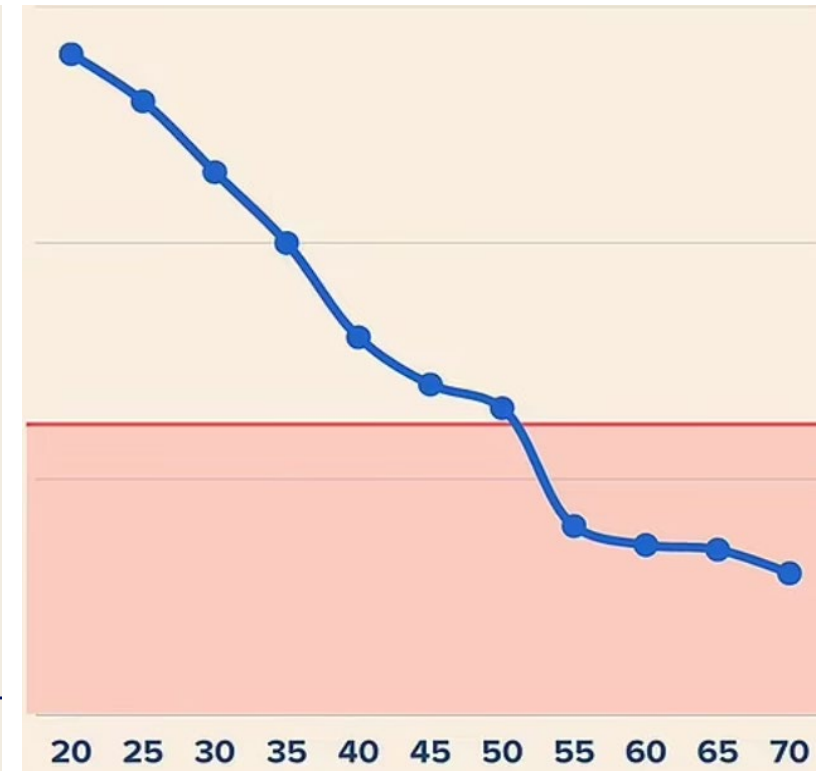
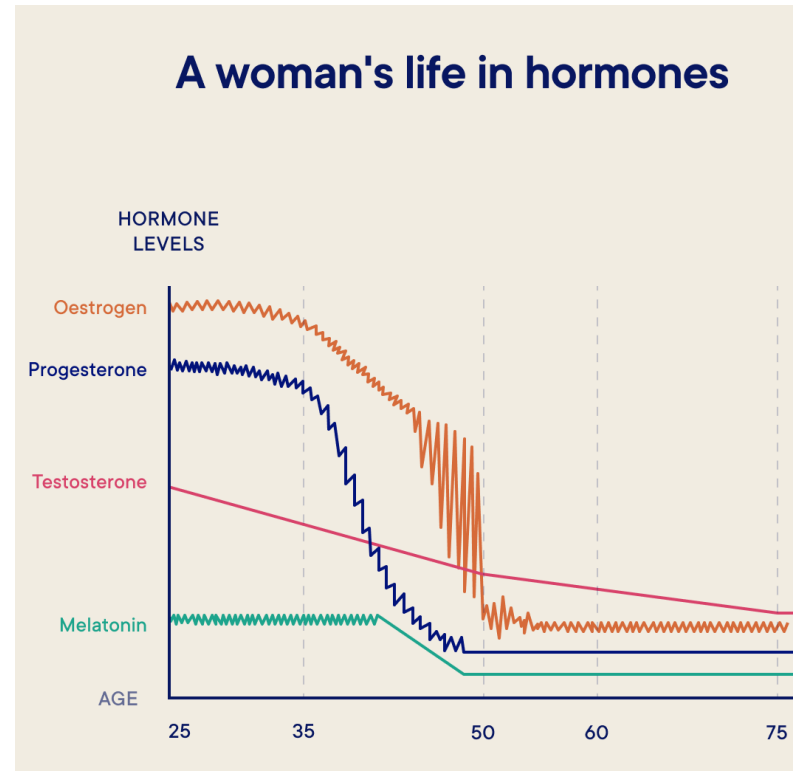


Hormone production halts

Over a years since last menstrual cycle

Remain in this stage the rest of life

A woman's life in hormones is complex.



A man's life in hormones. Testosterone steadily declines.

MENOPAUSE IN THE WORKPLACE: COMMON SYMPTOMS



Joint + Muscle Pain



Hot Flashes



Brain Fog



Mood Swings



Disrupted Sleep



Fatigue



Anxiety



Migraines



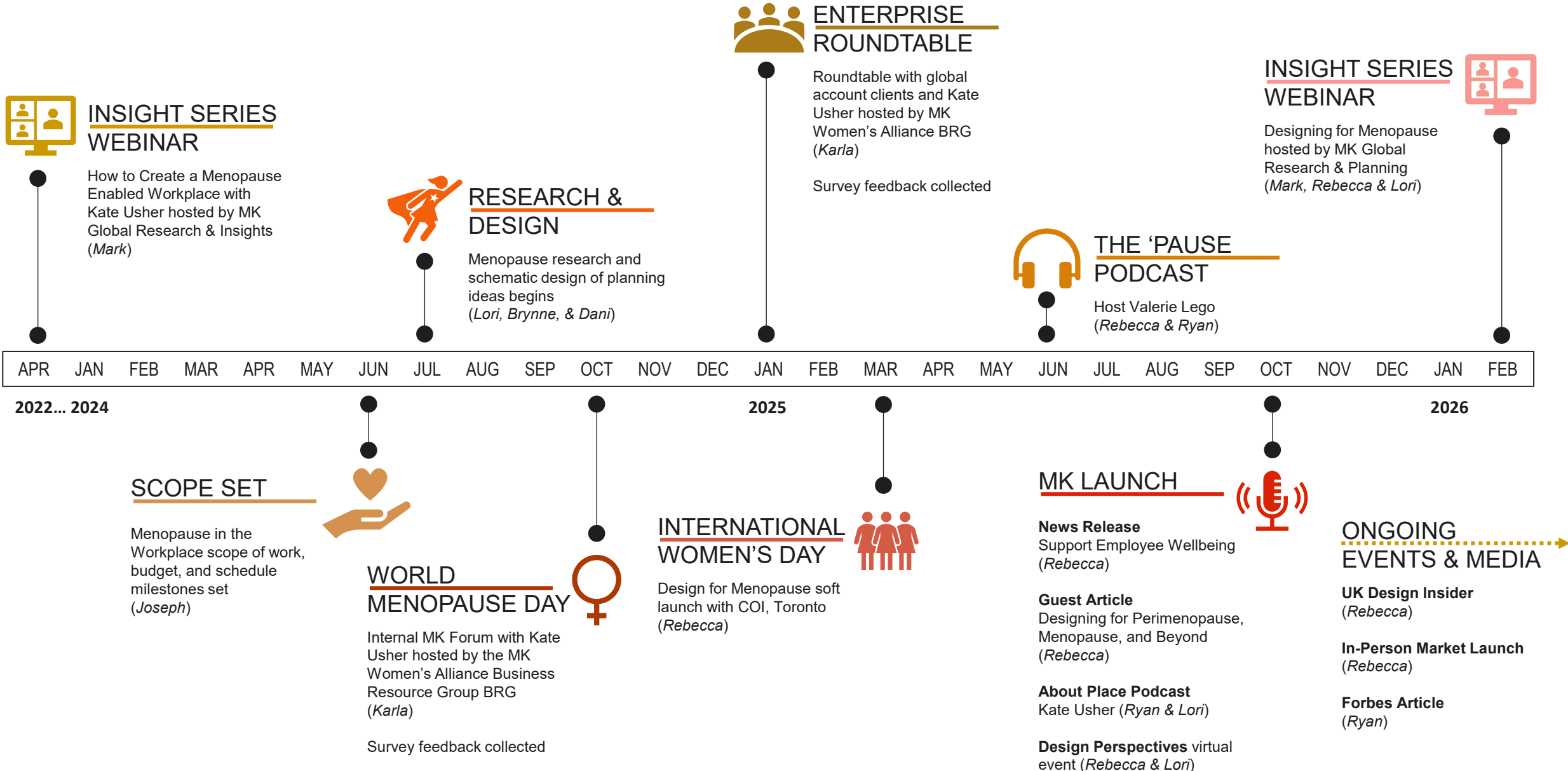
Heart Palpitations

Source: Mapping Global Prevalence of Menopausal Symptoms Among Middle-aged Women: A Systematic Review and Meta-analysis, July 2024, BioMed Central (.5M 321 studies)

TIMELINE



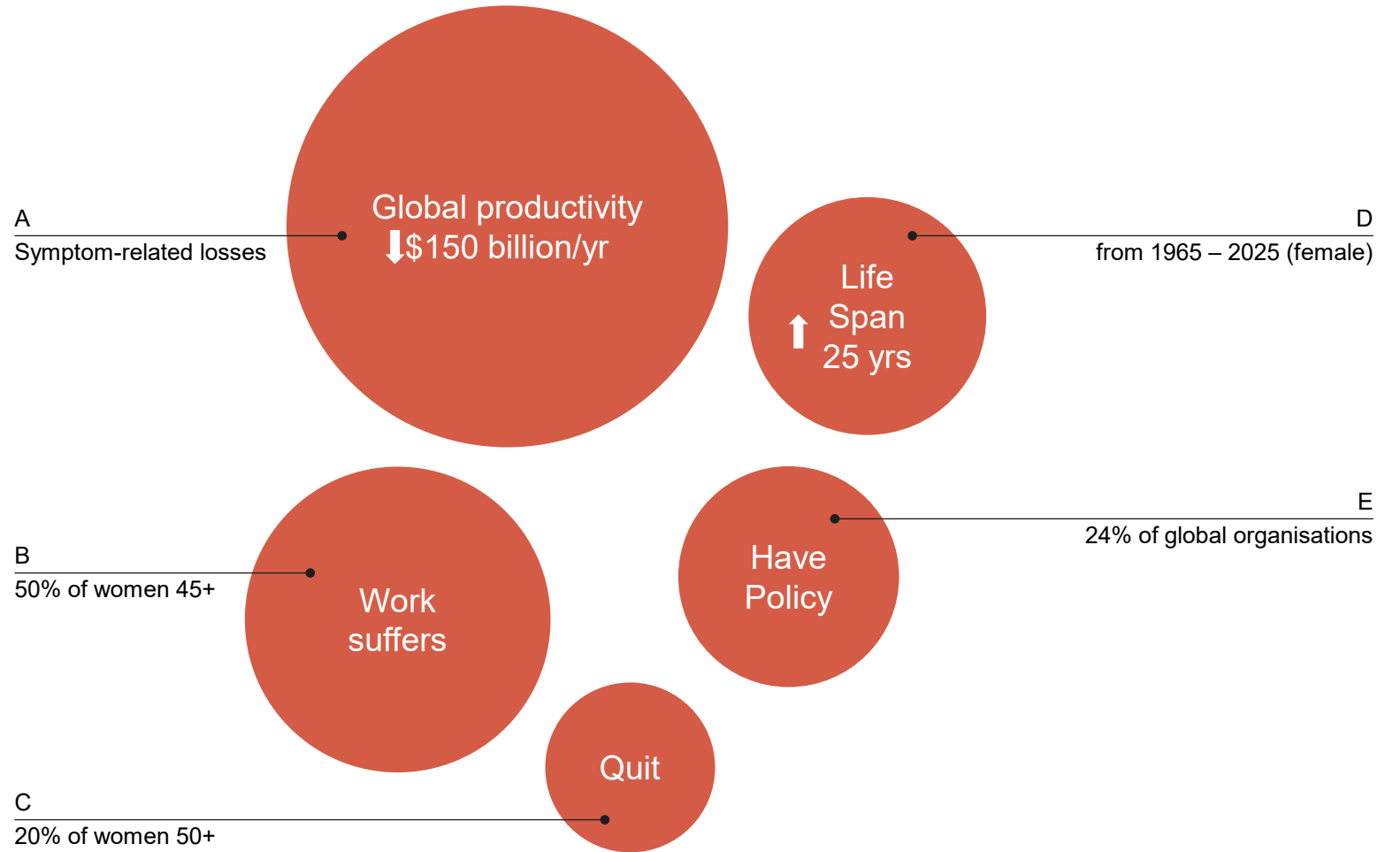
TIMELINE: OUR JOURNEY



RESEARCH & INSIGHTS



Workplace impact – a global reality



Sources include United Nations Fund for Population Activities UNFPA, International labour-economics analyses, United Nations Department of Economic and Social Affairs UN DESA, Organisation for Economic Co-operation and Development OECD, UN World Population Prospects (2024) International Foundation of Employee Benefit Plans IFEBP

World-class organizations that recognize the value of workplace menopause support



pwc

Adobe

DIAGEO

 **lululemon**

 **Microsoft**

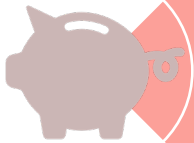
*“Menopause is among the conditions with **high unmet need** and **high economic potential**.”* McKinsey Health Institute 2024



Half a billion women aged 45-65 are in the workplace, globally



90% report symptoms that can lead to absenteeism and premature retirement



\$130 billion to the global economy by 2040 if this issue is addressed

Where can we go today?



Purposeful Planning

- ❖ Recognize space matters
- ❖ Restroom & kitchen adjacent when possible
- ❖ Emphasis on hospitality
- ❖ Outdoor respite space, if available

Privacy

- ❖ Acoustical materials
- ❖ Sound masking and white noise machines
- ❖ Drapery in rooms with windows
- ❖ Bookable technology to cue that room is in use
- ❖ Frosted glass

Sensory Experience

- ❖ Individual thermal control
- ❖ Neutral, cool palette
- ❖ Dimmable lighting
- ❖ Biophilia
- ❖ Refrigeration/water/cool towels

Personal Support

- ❖ Equipped for telehealth appointments
- ❖ Inclusive signage: “Need to cool off?” “Recline a moment” “Breathe”
- ❖ Changing space
- ❖ Lockers
- ❖ Water/hydration

Policy

- ❖ Top down
- ❖ HR led
- ❖ Employee supported – BRG
- ❖ Management awareness
- ❖ Ally (males too!) inclusion

RESEARCH & INSIGHTS: POWERFUL WOMEN IN BUSINESS



Jenna Lyons



Oprah Winfrey



Carolina Herrera



Melinda Gates



Indra Nooyi



Vera Wang



Sara Blakely



Chelsea Handler



Diane Von Furstenberg



Martha Stewart



Sheryl Sandberg



Anna Wintour



Drew Barrymore

DESIGN CONSIDERATIONS & PLANNING IDEAS



DESIGN CONSIDERATIONS: SENSORY STRATEGIES {VISUAL, AUDITORY, TOUCH, EMOTIONAL, COGNITIVE}



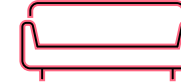
Color

- Natural colors remind the brain of being outdoors and create a calming atmosphere.
- Warm and earthy tones like neutrals, beiges, and greys create a sense of comfort and stability.



Biophilia

- Indoor plants enhance the visual connection to nature, making the environment more relaxing.
- Organic forms in art, lighting, and furniture contribute to wellbeing and happiness.



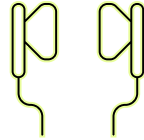
Furniture

- Comfortable seating with varied postures is welcoming and helps employees to recharge and feel refreshed.
- Storage for room essentials and personal items reduces visual clutter and keeps the space organized.



Materials

- Soft and layered textures encourage occupants to interact physically with the environment and elevate the sensory richness of a space.
- Natural materials like stone, wood and bamboo provide a comforting tactile experience.



Acoustics

- Sound-absorbing materials like carpet, area rugs, and acoustic panels mask distracting noises and create a calming environment.
- Natural materials like cork, wool, and recycled wood reduce noise and maintain our commitment to sustainability.



Movement

- Curved furniture and rounded edges facilitate a sense of flow and movement to navigate in a gentle manner.
- The soothing rhythmic motion of a rocking chair or swivel chair supports sensory seeking needs and helps to reduce stress.



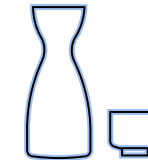
Light

- Adjustable and natural lighting help to reduce glare and eye strain.
- Warm, soft, and layered lighting creates an adaptable and comfortable atmosphere.



Hospitality-Infused

- Incorporating hospitality principles focused on comfort, ambiance, and human experience encourages personal well-being.
- Creating spaces that feel more like home promote a stronger sense of belonging.



Amenities

- Curated amenities like art, mirrors, clocks, coat hooks, and styling create a memorable and personal experience for users.
- A small fridge or cooler to store healthy snacks and cold beverages contributes to a positive wellness experience.

DESIGN CONSIDERATIONS: WELLNESS ROOM



1. A private room provides a quiet refuge to discuss information with a therapist or medical professional with enhanced comfort. 2. Incorporating natural elements like plants, lighting, and materials helps to reduce stress and improve well-being. 3. An enclosed room offers a dedicated space for focused work and relaxation, where employees can take a moment to cool down or take necessary medication. 4. Access to outdoor views and natural light with user-controlled drapery can help regulate the circadian rhythm to increase daytime alertness and focus. 5. A choice of seating postures is provided to support an optimal camera height for telehealth visits. 6. Curated amenities like coat hooks, art, and a mirror create a memorable and personal experience for users.





DESIGN CONSIDERATIONS: OPEN PLAN FOCUS SPACE

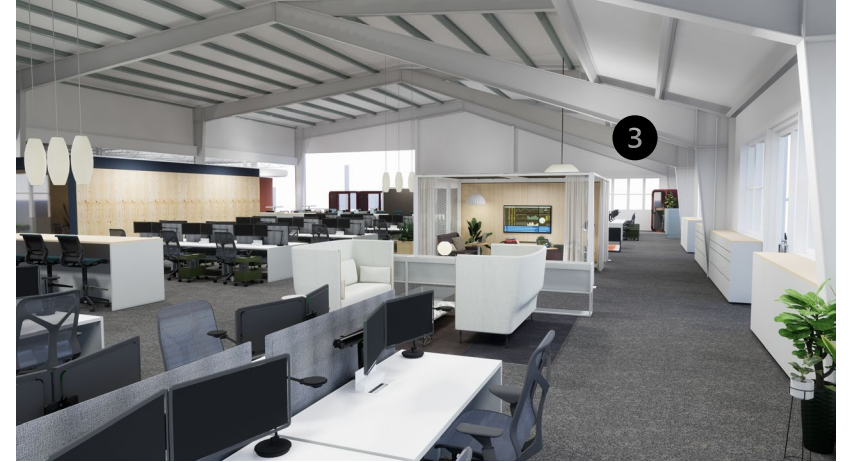


1. Warm, dark earthy tones in a small semi-private space create a cozy atmosphere to promote focus and concentration. 2. Portable hot and cold purifying air fans offer significant relief for individuals experiencing hot flashes by quietly circulating airflow. 3. Employees who have the freedom to choose quiet space for a much-needed break are more likely to be engaged and productive. 4. Locating focus space near a main aisle offers a blend of quiet concentration and retreat while facilitating movement and easy access to building amenities. 5. A mirror is placed 48"- 60" to center for a comfortable viewing height to check appearance before returning to work, helping employees to feel more confident and presentable. 6. Small storage units keep room essentials and personal items neatly organized to reduce visual clutter that may trigger stress and anxiety.





DESIGN CONSIDERATIONS: OPEN PLAN RESPITE SPACE



1. Drapery and soft accent lamps enable users to control their own thermal comfort and lighting, giving women autonomy to manage symptoms like hot flashes. 2. The natural patterns and texture of a wood wall add a sense of warmth and comfort while overhead wool felt ceiling baffles enhance acoustic privacy. 3. A semi-enclosed lounge space along perimeter windows with views to outdoors provides opportunities for cognitive reset to reduce stress. 4. Perforated metal panels allow a moment of respite while maintaining a visual and acoustic connection to colleagues in an open-office environment. 5. A row of elevated planters with vegetation promotes biophilia and provides a soft natural boundary for a sense of privacy. 6. The soothing motion of rocking and swivel-base chairs encourage movement and support sensory seeking needs to help reduce anxiety.



DESIGN CONSIDERATIONS: QUIET LOUNGE



1. A private lounge with bright warm colors to evoke happiness incorporates hospitality principles focused on comfort and ambiance to encourage personal well-being. 2. An accessible sink makes the space more inclusive for all users while a mini refrigerator stores cold refreshments. 3. A shared lounge space provides a safe environment to discuss menopause and foster a more inclusive workplace culture. 4. Three private rooms offer quiet space and solitude for women to discreetly manage their symptoms like hot flashes, mood swings, and brain fog. 5. Soft, curved furniture with rounded edges facilitates a sense of flow and movement to navigate the space in a gentle manner. 6. Lounge seating provides comfort to employees who may be struggling with stress, fatigue, and physical discomfort like joint pain associated with menopause.

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DESIGN CONSIDERATIONS: OUTDOOR PLAZA



1. Escaping to an outdoor setting with fresh air and change of scenery can improve mood and reduce feelings of anxiety and depression. 2. Access to outdoor spaces encourages movement, which is beneficial to manage menopausal symptoms and overall health. 3. Options for full sun exposure to promote vitamin D production for bone health and mood enhancement or shade for UV ray protection encourage use of an inviting outdoor space. 4. Planters with vegetation promote biophilia and act as natural dividers to separate a larger patio into smaller, more intimate zones and levels of privacy. 5. A breathable and lightweight fabric like mesh on a variety of seating allows better air flow to regulate body temperature. 6. A thoughtful selection of outdoor supplies such as portable power, sunscreen, insect repellent, and sunglasses offers a personalized experience.



TEAM



HAY Barro Collection, MVS Cutlery, & Outline Tablecloth

TEAM: TOGETHER WE CAN DO SO MUCH



Brynne Johnson
Design Strategist



Joseph White
Director of Design Strategy



Kate Usher
Menopause in Business Coach



Rebecca Horton
Sr Insights Strategist



Daniel Leon
Design Strategist



Karla Simmons
Global Enterprise Manager



Lori Daughtrey
Sr Design Strategist



Ryan Anderson
VP Global Research & Planning

CLOSING THOUGHTS





Menopause is a collision of the expected and the unexpected – an unruly remix of what it means to inhabit a woman’s body. And within that disruption lies the power: the ability to redefine, to subvert, and to create new ways of being seen.

THANK YOU

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Muuto Settle Sofa & Linear Steel Table