



# HORMONAL HEALTH FOR EVERYONE

Guidance for inclusive workplace events

## Why Hormonal Health Matters

Hormonal health is a critical aspect of overall well-being, influencing everything from mood and energy levels to physical health and cognitive function. In an inclusive workplace, understanding and addressing hormonal health is essential for creating a supportive environment where everyone can thrive.

This event blueprint aims to provide a comprehensive guide for organising an inclusive workplace event during National Inclusion Week, focusing on the often-overlooked intersection of hormonal health with various aspects of identity.

### The Intersections:

- **Identity:** Hormonal experiences vary greatly based on gender identity, sexual orientation, race, ethnicity, and cultural background. Recognising these diverse experiences is key.
- **Disability:** Hormonal imbalances can exacerbate certain disabilities or create new challenges. Accessible resources and accommodations are vital.
- **Neurodivergence:** Hormones can significantly impact neurodivergent individuals, affecting sensory sensitivities, emotional regulation, and cognitive function.
- **Sexuality:** Hormonal health plays a role in sexual function and well-being, impacting individuals of all sexual orientations.

## Intersectional Principles

To ensure our event is truly inclusive, we must adhere to the following principles:

- **Acknowledge Overlapping Identities:** Recognise that individuals hold multiple, intersecting identities that shape their experiences.
- **Inclusive Language:** Use gender-neutral and person-first language. Avoid making assumptions about gender, sexual orientation, or lived experience.
- **Neuro and Sensory Inclusion:** Provide options to accommodate different sensory needs, such as quiet spaces, visual aids, and alternative formats for information.
- **Accessibility:** Ensure the venue, materials, and online platforms are accessible to people with disabilities. Offer closed captioning, transcripts, and sign language interpretation where possible.
- **Listening:** Prioritise creating space for open dialogue and actively listening to the experiences and perspectives of all participants.

# Event Planning Framework

This framework provides a structured approach to planning a successful and inclusive hormonal health event.

## 1. Preparation:

- **Define Objectives:** Clearly outline what you hope to achieve with the event. What knowledge do you want participants to gain? What actions do you want them to take?
- **Form an Inclusive Planning Team:** Include individuals from diverse backgrounds and with varied perspectives to ensure inclusivity.
- **Secure Resources:** Budget for venue, speakers, materials, accessibility services, and refreshments. Consider sponsorship opportunities.
- **Consult with Experts:** Engage with healthcare professionals, diversity and inclusion specialists, and community leaders to inform event content and logistics.

## 2. Programming Ideas:

- **Awareness & Education:** Brief myth-busting session plus lived-experience stories representing multiple identities.
- **Intersectional Breakouts:** Focused small-group discussions (neurodivergence, disability, LGBTQ+ lens).
- **Ally Language Lab:** Practice inclusive phrasing and supportive listening scenarios.
- **Resource Fair:** A stand with educational materials, empathy tools & invite in support groups.
- **Quiet Zone:** Sensory-friendly space for reflection or decompression.
- **Expert Panels:** Feature speakers with expertise in hormonal health, disability, neurodiversity, and LGBTQ+ issues.
- **Interactive Workshops:** Offer practical workshops on topics such as stress management, healthy eating, mindful movement, and navigating hormonal changes.
- **Personal Stories:** Share personal stories from individuals with diverse experiences of hormonal health.
- **Q&A Sessions:** Provide opportunities for participants to ask questions and engage in dialogue with experts.

## 3. Logistics:

- **Venue Selection:** Choose a venue that is physically accessible, well-lit, and has good acoustics. Ensure access to quiet spaces.
- **Communication:** Use clear, concise, and inclusive language in all event communications. Provide information in multiple formats (e.g., print, digital, audio).
- **Accessibility Services:** Arrange for sign language interpretation, captioning, and other accessibility services as needed.
- **Food and Refreshments:** Offer a variety of food options to accommodate dietary restrictions and preferences. Label all items clearly.

## Resource Starter Kit

This is a basic list of resources to help you prepare your event:

- **ERG & Insurance Providers:** Signpost to counselling and medical support, available to staff.
- **National Organisations:** Links to websites and organisations that provide information and support on hormonal health, disability, neurodiversity, and LGBTQ+ issues, including [www.overthebloodymoon.com/resources/free-resources](http://www.overthebloodymoon.com/resources/free-resources).
- **Accessibility Resources:** Guides and tools for creating accessible events and materials.
- **Inclusive Language Guides:** Resources for using gender-neutral and person-first language.
- **Mental Health Support:** Emergency mental health support helplines & services or Mental Health First Aiders, if you have them.

## Next Steps

- Share anonymised “what we heard” summary.
- Pair participants with champions or peer buddies.
- Integrate insights into the annual D&I calendar and manager communications.
- Gather both quantitative (surveys) and qualitative feedback.

## Success Indicators

**Identify your KPIs and share to SLT to help your case for future events and budget:**

- High attendance and engagement.
- Positive feedback and testimonials from participants.
- Increased awareness of hormonal health and intersectionality.
- Improved access to resources and support for diverse individuals.
- Demonstrated commitment to creating an inclusive workplace.