



Debunking Myths to Accelerate Progress for Women in the Workplace 2

How Companies Can Support Careers for Women in STEM 6

Timeline of Women's History Events 9

Facts and Figures 14

Fair360 Top 10 Companies' Women Workforce Facts 15

Women Who Advocate for Equity, Diversity and Inclusion 17

Meeting in a Box: Women's History Month: Inspiring the Next Generation

Women's History Month is a time to honor and celebrate the mark women have left throughout history, amplify their voices, share their stories and celebrate their triumphs.

However, Women's History Month is not just about celebrating achievements. It's also a time to confront the systemic barriers and inequalities hindering progress.

This Meeting in a Box debunks myths about what's holding back women in the workplace and highlights how Science, Technology, Engineering and Math (STEM) advances opportunities for women in their careers.

The National Women's History Month theme for 2024 is "Women Who Advocate for Equity, Diversity and Inclusion." Fair360 spotlights four female leaders advancing DEI at their respective companies. This cultural competency tool also features facts, figures and a timeline of critical events in women's history.

Debunking Myths to Accelerate Progress for Women in the Workplace

While data shows the representation of women in the C-suite is the highest it's ever been, increasing nearly 65% since 2015, several myths continue to circle about why women struggle with negative workplace experiences and a lack of career advancement.

- 1 Women step down from leadership positions because of “imposter syndrome”
- 2 Women experience more fairness representation than white men
- 3 Women are equally represented in mentorship programs

In this article, we'll dig into these myths and reveal the real reasons behind women's struggles in the workplace. We'll also discuss steps employers can take to dismantle these myths and support women's career progression.

Myth No. 1: Women Step Down from Leadership Positions Because of 'Imposter Syndrome'

While women comprised 49% of the workforce at Top 50 companies in 2023, they held only 31% of Level 1 (CEOs and their direct reports) management positions.



One reason behind the gap between representation and promotions could be the turnover rates among women. For instance, at Level 1, there was a 1% increase in turnover and a 7% decline in women's promotions from 2022 to 2023. The same trend was observed in Level 2 management.

MUST READ:

- [How the Broken Career Ladder Holds Back Women in Leadership](#)
- [The Power of Female Leadership: How to Demonstrate Inclusion](#)

So, why are women stepping down from their positions? Rather than imposter syndrome, described as feelings of inadequacy in capable leaders that lead them to question their qualifications, Dr. Angélica Gutiérrez, Associate Professor of Management at Loyola Marymount University and member of The PhD Project, said it could be “impostorization.”

Impostorization is “the policies, practices and seemingly harmless interactions in organizations that make people question their intelligence, competence and sense of belonging,” she said.

Rather than stepping down from positions, impostorization might cause women not to pursue them in the first place. Gender biases are likely to blame for this phenomenon.

“There's a lot of research that finds that we tend to associate masculine traits with being an effective leader,” Gutiérrez said. “Women may process their potential ratings as a reflection of their incompetence or lack of qualifications. In reality, those ratings are being influenced by gender biases.”

Debunking Myths to Accelerate Progress for Women in the Workplace

Myth No. 2: Women Experience More Fairness Representation than White Men

After the U.S. Supreme Court ended race-conscious admissions in higher education in June 2023, rhetoric and high-profile lawsuits have circled, claiming that diversity, equity and inclusion (DEI) initiatives disadvantage white men.

MUST READ:

- [Corporate DEI Initiatives Don't Discriminate Against White Men](#)

People who believe these claims may think that women and men of color experience more fairness at work. But Fair360 research shows that the Fairness Representation Ratio for white men is higher than it is for women and men of color across all levels of management (Levels 1-4).

In fact, at Level 1 management, women have the lowest Fairness Representation Ratio. Our data revealed that the ratio for white men is 1.38. It is 0.83 for men of color and 0.75 for women.

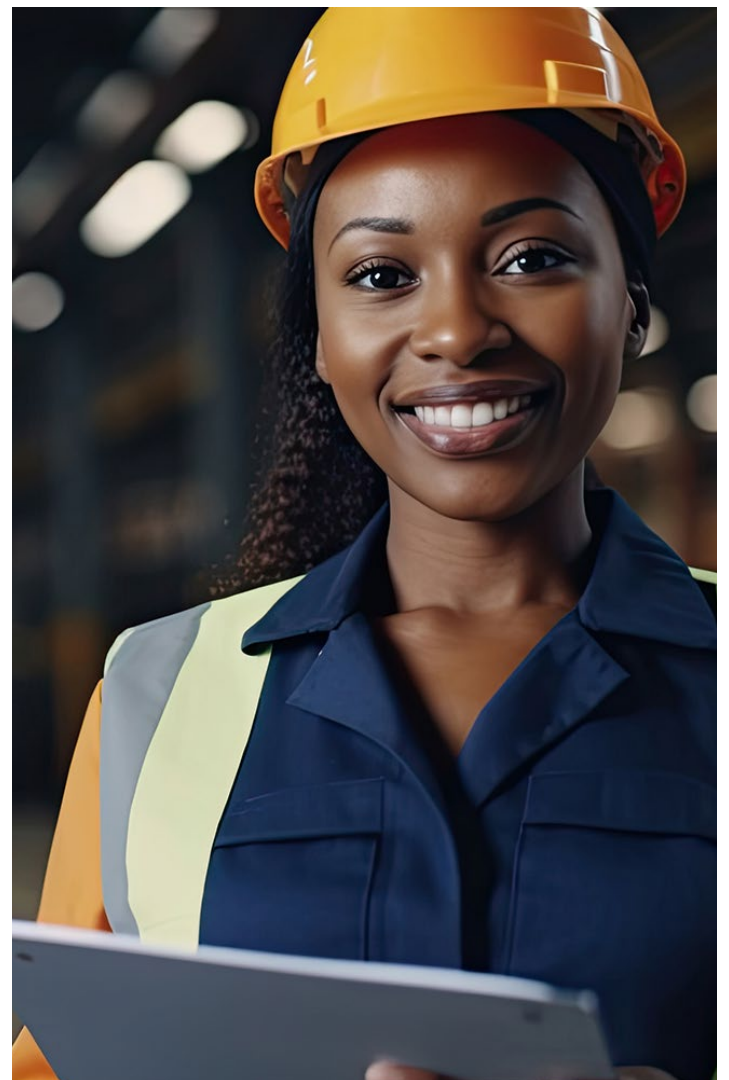
The comparative point for the Fairness Representation Ratio metric is 1. Fair360 determined this as the objective standard for measuring fairness. To be fair, any group's representation should mirror what is reflected in hiring, promotions and access to programs.

For example, if the Fairness Representation Ratio is greater than 1, a particular group's representation is greater in upper management than others.

Fair360's research doesn't rule out the possibility of individual discrimination cases. Yet, based on metrics like the Fairness Representation Ratio, High Potential

Fairness Ratio and the Highest 10% Paid Ratio, the findings indicate that white men tend to encounter greater workplace fairness compared to women and men of color.

"There is no doubt that white men are overrepresented, especially in leadership, in the hundreds of companies that submitted data to us," said Luke Visconti, Founder and Chairman of Fair360. "My opinion is that people are being manipulated into believing that DEI efforts are the enemy when they are clearly necessary by just a cursory look at the data."



Debunking Myths to Accelerate Progress for Women in the Workplace

Myth No. 3: Women Are Equally Represented in Mentorship Programs

Among Fair360's Top 10 companies, women make up the largest group among mentees. The total number of women mentees in the overall workforce at Top 10 companies is 55%. It is 22% for women of color and 15% for men of color. While this is true, women are not equally represented in mentorship programs; 55% of women are mentees, but only 45% are mentors among Top 10 companies.

MUST READ:

- [Making Mentorship Work: The Benefits for Women and Minorities](#)

Mentors must guide mentees through challenging situations for the relationship to be effective. The underrepresentation of women as mentors makes

it harder for mentees to be paired with someone who understands their lived experiences in the workplace.

While this underrepresentation exists, most Top 50 companies worked to rectify it in 2023. Among Top 10 companies, 80% have systems to monitor mentorship representation as well as 66% of Top 50 companies.

Companies have also taken steps to minimize bias and exclusion in these programs. For example, EY (a Fair360 [Hall of Fame](#) company and No. 1 on the Top Companies for Mentoring) intentionally uses targeted mentorship programs to pair women mentors and mentees. Its Women in Consulting program pairs women with established women in management and consultant positions. The program creates pathways for women to become managers and consultants and provides a safe place to discuss workplace challenges.



Debunking Myths to Accelerate Progress for Women in the Workplace

Action Items: Debunk Myths and Change the Narrative

Effectively dismantling myths and supporting women's career progression requires a multifaceted approach grounded in fostering a fair and inclusive workplace.

Here are a few key strategies to implement at your organization:

Inclusive Workplace Culture

Creating an inclusive workplace culture is foundational to supporting women's career advancement. This involves cultivating a workplace where diverse perspectives are valued and everyone feels respected, heard and included. To embed these values into the fabric of your organization, leaders must actively promote and advocate DEI initiatives.

Policies Addressing Biases

As an organization, you must institute policies that address biases and barriers that hinder women's career growth. This might involve implementing blind recruitment practices to eliminate unconscious biases in hiring and promotion processes, conducting regular diversity training for employees to raise awareness of biases and establishing clear pathways for reporting discrimination or unfair treatment.

Opportunities for Mentorship and Advancement

It's pivotal for companies to provide robust mentorship programs tailored specifically to support women. Additionally, pairing women with mentors who can offer guidance, advocacy and support in navigating career challenges is essential. Furthermore, organizations can help women advance by ensuring equal access to leadership development programs, skill-building workshops and opportunities for networking and visibility.

Actively Monitor Representation

Companies must proactively monitor and measure representation across various levels of the organization. This involves regularly collecting and analyzing data on the composition of the workforce, particularly in leadership roles, to identify gaps and track progress toward achieving gender parity. Metrics such as representation in managerial positions, pay equity and promotion rates should be regularly assessed and acted upon.

Comprehensive Fairness and Inclusion Efforts

Organizations should implement comprehensive DEI strategies that go beyond mere lip service. Senior leadership commitment, clear goals and transparent accountability measures are necessary to ensure that fairness is integrated into all facets of the company, from recruitment to career progression.



How Companies Can Support Careers for Women in STEM

While women are often broadly underrepresented in leadership, data suggests that discrimination is especially pronounced in STEM fields. According to Pew Research, women face more discrimination in STEM jobs, struggle to reach pay equity and are often passed over for promotions and leadership roles.

Addressing the discrimination against women in STEM must involve efforts to combat systemic bias throughout the career lifecycle. Whether dispelling gendered stereotypes or broadening professional development resources, young girls and seasoned professionals both benefit from initiatives that create fairer STEM workplaces.

Foundational Education

Although women in STEM often face professional discrimination, the forces driving that discrimination can begin at a young age. The stereotypes that associate men with superior skills in math and science are introduced as early as elementary school, according to a study published in the *Journal of Applied Psychology*. The study shows how such early stereotype stratification may cause later gendered disparities in math scores. Efforts to overcome systemic bias against women in STEM must begin equally early.

For example, Eli Lilly and Company (No. 5 on the 2023 Top 50 list) began funding the *Lilly Girls and Young Women in STEM* initiative in 2020. The program is a partnership with the Children's Museum of Indianapolis, where Eli Lilly is based. In a statement on the museum's website, Jennifer Pace Robinson, the museum's CEO, said the initiative encourages young girls to pursue STEM careers by showcasing successful women in the industry.

"The Children's Museum of Indianapolis strives to highlight successful women in STEM as positive role models for children and families," Robinson said.

"In particular, we believe that in order to support girls and young women in their explorations of STEM, it's vital to connect them with role models who are women working in, and making significant contributions to, STEM fields and concepts."

The program will provide that role model in 2023 and 2024 by way of a visiting scientist sponsored by Eli Lilly. The visiting scientist is a woman working in STEM who will provide hands-on education to young girls at the museum and will support outreach efforts that offer greater visibility for female STEM professionals.

Improving Recruitment Practices

Gender equity in STEM roles depends on a talent pipeline that affords women the opportunity to pursue STEM careers. Collaborating with other organizations that focus on professional development for women in STEM is a great way to begin building that pipeline. Ninety percent of Top 10 companies have a formal recruiting partnership with the *Society of Women Engineers (SWE)*. The non-profit supports STEM education for women and provides professional networking services to help women get a foothold in engineering careers.



How Companies Can Support Careers for Women in STEM

Abbott (No. 9 on the 2023 Top 50 list) is one such company. Advancing opportunities for women in STEM is a core part of Abbott's long-term sustainability plan, which it pursues through its SWE partnership and internal recruitment practices.

Abbott's internship program is a staple of those internal efforts. The program is an early investment in future talent, targeting high school students with a specific focus on women and minorities. According to Abbott, the program has developed a reliable stream of qualified workers that support the company's operational success while also closing the STEM gender gap.

Students from underrepresented groups represent more than two-thirds of the program's interns and young women account for more than half of interns. Abbott said approximately 80% of eligible interns move onto its college internship program. The company has also hired former high school interns as full-time engineers, 70% of whom are women.

Within the decade, Abbott plans to leverage its internal programs and external partnerships to open professional opportunities in STEM for over 100,000 young people. The goal is for women and minorities to represent at least half of the candidate pool for such opportunities.

Abbott's recruitment practices represent a synergy between the early introduction of STEM education and later career pathways for young professionals. Investment in childhood STEM education for young girls prepares them to later take advantage of opportunities like Abbott's internship program. Together, these initiatives demonstrate a holistic approach to dismantling STEM inequity by addressing historical structural barriers to gender parity.

Development Opportunities at STEM Companies

Many of the obstacles that create gender inequality in STEM fields are not unique to science and technology industries. Disproportionate representation in leadership, for example, affects organizations across various industries. For technology companies, advancing opportunities for women in STEM means confronting such challenges through programs that create development and advancement opportunities for women within the organization.

Medtronic (No. 2 on the 2023 Top 50 list) has several such programs designed to support women's professional growth. One of the most comprehensive is the Medtronic Women's Network (MWN).

According to Medtronic, the MWN "offers employees a full suite of professional development, networking and mentoring programs." More than providing these resources for women, MWN encourages allyship through its connected group, Men Advocating Equity. This allied group creates space for women

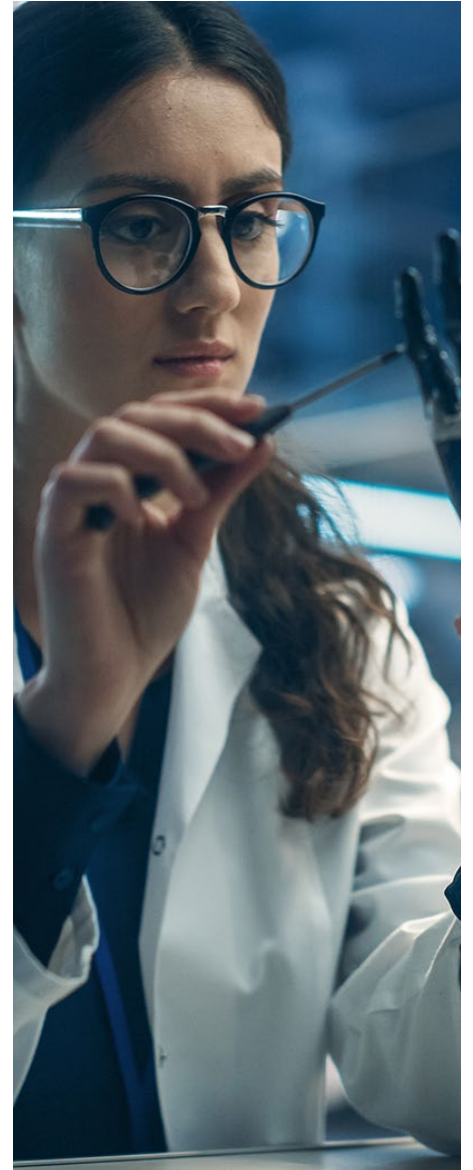


How Companies Can Support Careers for Women in STEM

to voice their needs and helps make men more aware of the unique issues that women face in the workplace. This group pairing is meant to invite men into organizational advocacy efforts while working to create a culture that supports women's development through dialogue and education.

An outgrowth of MWN, Medtronic also launched WISE (Women in Science and Engineering). This initiative supports the holistic advancement of women in STEM, from early education to

professional leadership development. WISE sponsors educational events at primary schools and universities, as well as internships, networking events and conferences that promote fairness and inclusion for women in STEM careers. Supporting women through the entire professional pipeline in these ways works against the early systemic bias that many women in STEM face and develops the next generation of leaders in science and technology organizations.



Timeline of Women's History Events

1789

The U.S. Constitution is ratified. The terms “persons,” “people” and “electors” allow for interpretation to include men and women, although women remain largely left out of the public sphere for years to come.



1839

Mississippi became the first state to grant married women the right to hold property in their own names, independent of their husbands.

1843

Isabella Baumfree took on the name Sojourner Truth and later became a famed abolitionist and women's rights activist. Her famous “Ain't I a Woman” speech in 1851 outlined her relationship with Blackness and womanhood.

1848

The first woman's rights convention was held in Seneca Falls, New York, to sign the Declaration of Rights and Sentiments. The document, modeled after the Declaration of Independence to demand equal rights for women, was signed by 68 women and 32 men.

1849

Harriet Tubman escaped to Philadelphia and helped approximately 300 enslaved people escape to the

North for freedom via the Underground Railroad, a network of secret routes and safe houses that guided slaves in their escape.



1916

Jeannette Rankin of Montana became the first woman elected to Congress.

1920

The 19th Amendment gave women the right to vote.



1921

Reproductive activist Margaret Sanger founded the American Birth Control League, which is now Planned Parenthood. Though its history is complex and tainted with the eugenicist beliefs of the time, it went on to give many women access to reproductive healthcare and education.

Timeline of Women's History Events

1925

Miriam Ferguson of Texas and Nellie Tayloe Ross of Wyoming became the first women elected as governors.

1932

Amelia Earhart became the first woman to fly solo across the Atlantic.



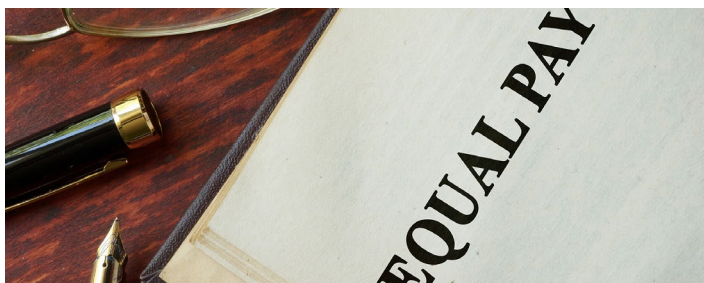
1955

Rosa Parks refused to give up her seat to a white man on a bus in Montgomery, AL, a key moment in the Civil Rights Movement.

The Daughters of Bilitis, the first lesbian civil and political rights organization in the U.S., was founded in San Francisco by Del Martin and Phyllis Lyon.

1963

Congress passed the Equal Pay Act to prohibit sex-based wage discrimination between men and women in the same establishment who perform jobs that require comparable skill, effort and responsibility under similar working conditions.



1964

Title VII of the Civil Rights Act of 1964 prohibited employment discrimination based on race, color, religion, national origin or sex.

House Democrat Patsy Mink became the first Asian American woman and first woman of color elected to Congress. Later, she became the first Asian American woman to run for U.S. President.

1972

Title IX banned gender discrimination in federally funded education programs.

1973

In *Roe v. Wade*, the U.S. Supreme Court protected a woman's right to terminate pregnancy.



1978

The Pregnancy Discrimination Act prohibited discrimination based on "pregnancy, childbirth or related medical conditions."

President Jimmy Carter declared the first week in March as Women's History Week.

1981

Sandra Day O'Connor became the first female Supreme Court Justice.

1983

Astronaut Sally Ride became the first American woman in space.

Timeline of Women's History Events

1987

Congress declared March as National Women's History Month.



1994

President Bill Clinton signed the Violence Against Women Act (Title IV of the Violent Crime Control and Law Enforcement Act) to fund programs that protect victims of domestic violence, rape, sexual assault, stalking and other gender-related violence.

1996

Peggy Bird (Kewa), Darlene Correa (Laguna Pueblo) and Genne James (Navajo) founded the Coalition to Stop Violence Against Native Women in New Mexico as crimes against Indigenous women are underreported and neglected by law enforcement.

1997

Madeleine Albright became the first woman Secretary of State under President Bill Clinton.

Aida Alvarez became administrator of the Small Business Administration – the first Latina to hold a Cabinet-level position.

1999

Retired U.S. Air Force Colonel Eileen Collins became the first woman to pilot and command a space shuttle.

Rapper Lauryn Hill's "The Miseducation of Lauryn Hill" won the Grammy for Album of the Year. It is recognized as the first hip-hop album to earn the distinction. Hill was also the first female solo artist to win five Grammys in one night, setting a record at the time.

2001

Secretary of Labor Elaine Chao became the first Asian American woman appointed to a presidential Cabinet.

2006

Activist Tarana Burke founded the "Me Too" movement to help support women and girls of color in underrepresented areas who experience sexual abuse.



2007

Democrat Nancy Pelosi became the first woman Speaker of the House.

2008

Hillary Clinton became the first former first lady to run for President.

2009

President Barack Obama signed the Lilly Ledbetter Fair Pay Act into law, intended to reduce the pay gap between men and women.

Timeline of Women's History Events

Sonia Sotomayor became the first Latina Supreme Court justice.

2014

Ava DuVernay became the first African American woman nominated for best director at the Golden Globes for her film "Selma."

Actor and LGBTQ+ rights activist Laverne Cox became the first openly transgender woman nominated for a Primetime Emmy for her role in "Orange is the New Black."

2016

Hillary Clinton became the first woman presidential nominee for a major political party.

Kamala Harris became California's first Black senator.

Massachusetts passed a pay equity law (the first of its kind) forbidding employers in the state from asking about salary history on job interviews and requiring men and women be paid equally if they do "comparable work."



2017

The Women's March on Washington brought nearly 500,000 activists to Washington, D.C., to protest for women's rights. Sister protests took place across the country.

2018

Some of Hollywood's most notable women unveiled "Time's Up," an initiative to help working-class women fight back against sexual assault.

Former AT&T Senior Vice President and Chief Diversity Officer Cynthia Marshall became the CEO of the Dallas Mavericks and the first Black woman CEO in the NBA.



2020

Katie Sowers of the San Francisco 49ers became the first woman to coach at the Super Bowl. She was also the first openly gay NFL coach.

Supreme Court Justice Ruth Bader Ginsburg died at the age of 87. She is remembered for her role as the leader of the Court's liberal-leaning bloc, crucial in many decisions regarding women's rights, immigrant rights and LGBTQ+ rights.



2021

Kamala Harris was sworn in as the first woman, Black and South Asian American Vice President of the U.S.

Timeline of Women's History Events

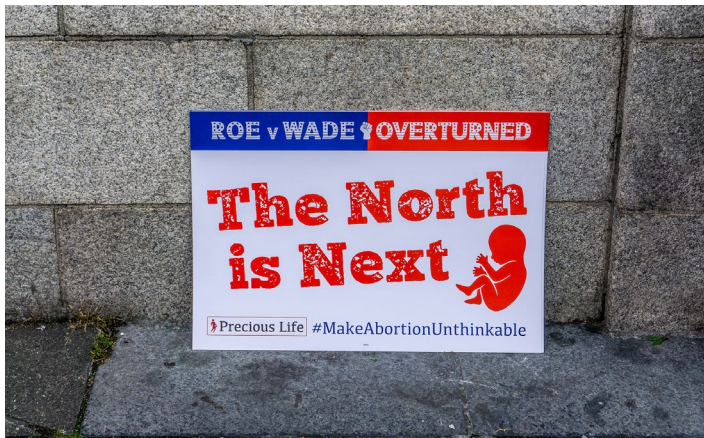
Rosalind Brewer became the CEO of Walgreens and Thasunda Brown Duckett the CEO of TIAA, at the time making them the only Black women leading Fortune 500 companies.

Delaware State Sen. Sarah McBride became the first openly transgender state senator and the highest-ranking transgender elected official in the U.S.

2022

Ketanji Brown Jackson was sworn in as an Associate Supreme Court Justice on June 30, making her the first Black female Justice, the third Black Justice and the sixth woman to serve in the nation's highest court.

The Supreme Court overturned *Roe v. Wade* on June 24, ending 50 years of abortion protections for women.



Maura Healey became the first woman and LGBTQ+ person to be elected governor of Massachusetts.

President Joe Biden signed the Pregnant Workers Fairness Act into law at the end of the year, which took effect on June 27, 2023. The legislation requires employers with more than 15 employees to provide arrangements for employees and job applicants who are pregnant or have recently given birth. The

law also bans employers from discriminating against pregnant workers and job applicants.

2023

The Senate confirmed Admiral Lisa Franchetti, making her the first woman to serve on the Joint Chiefs of Staff.

Minnesota, New Mexico, Ohio and Oregon affirmed or established the legal right to abortion in their state constitutions or state statutes.



Vice President Kamala Harris became the first woman to give a commencement speech in West Point's 221-year history.

Sen. Patty Murray (D-WA) made history in April by casting her 10,000th vote on the Senate floor, becoming the first woman to do so.

Taylor Swift was named TIME's 2023 Person of the Year, making her the first woman to appear twice on a Person of the Year cover.

Missy Elliott became the first female hip-hop artist inducted into the Rock and Roll Hall of Fame.

Facts and Figures

Highlighting statistics during Women's History Month recognizes, celebrates and acknowledges the multifaceted contributions of women while also spotlighting the work that still needs to be done to achieve gender equality.

Educational Attainment

More women than men have college degrees. In 2022, 39% of women over the age of 25 completed a bachelor's degree or more as their highest level of education compared to 36.2% of men in the same age range.

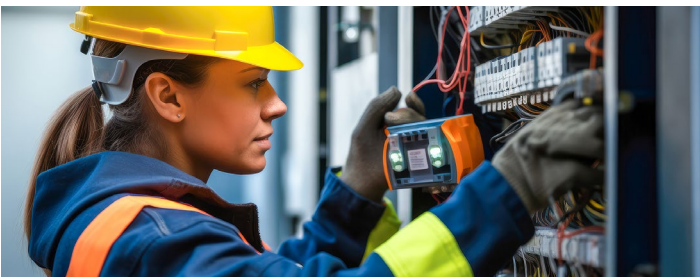
Source: Census Bureau



Labor Force Participation

In 2023, the labor force participation rate for women reached an all-time high of 77.6%. The labor force participation rate is the percentage of the population that is either working or actively looking for work.

Source: Bureau of Labor Statistics



Fortune 500 CEOs

In 2023, for the first time in history, women ran more than 10% of Fortune 500 companies.

Source: Fortune



Gender Pay Gap

Despite recent progress, women are paid less than their male counterparts. For prime-age workers, women earn 16% less than men. What's more, the pay gap worsens with age. Women who are 55 to 64 earn 22% less than men at the median, while women over 65 earn 27% less than men of the same age.

Source: Center for American Progress

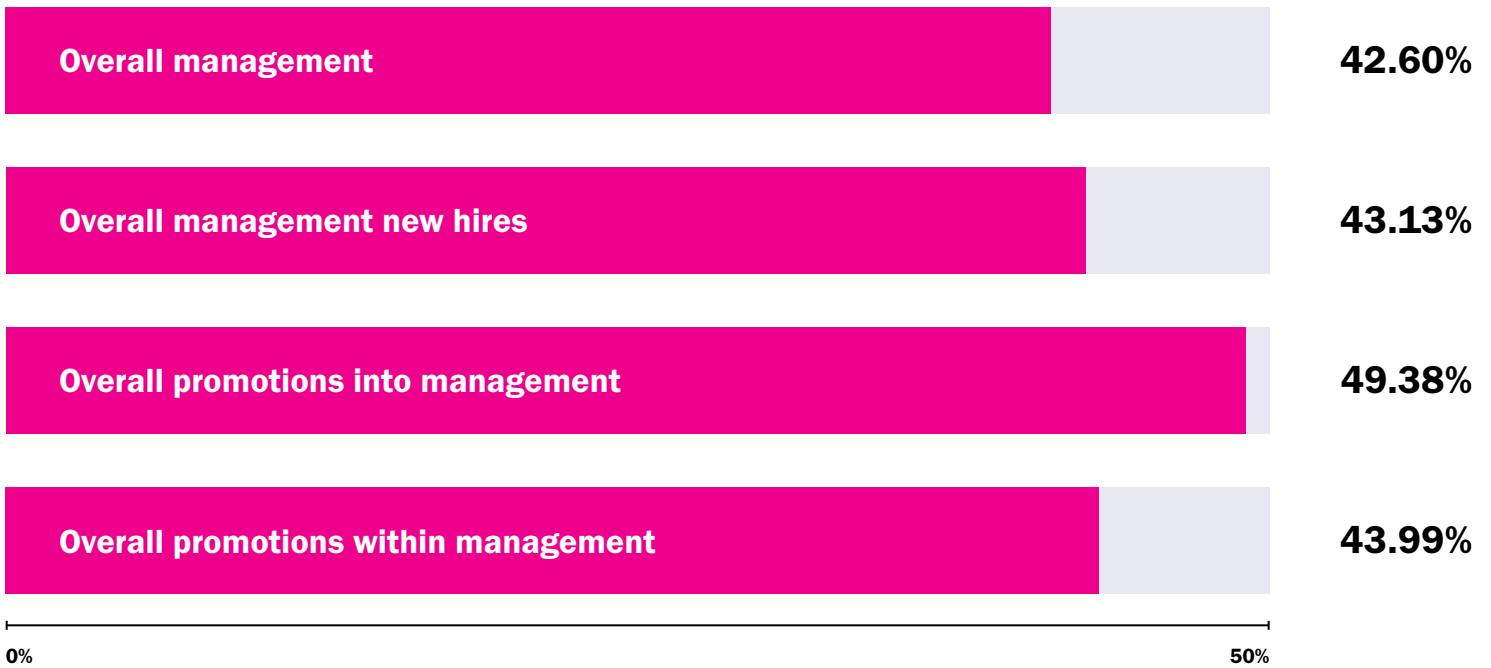


Occupational Segregation

Occupational segregation—the clustering of women in just a few occupations such as retail and hospitality—is one of the reasons behind the gender wage gap. Also contributing to the disparity is the share of women who are either not working or working part-time because of childcare or family reasons.

Source: Center for American Progress

Fair360 Top 10 Companies' Women Workforce Facts



Top Companies for Executive Women

1	Medtronic	11	ADP
2	Toyota North America	12	The Cigna Group
3	Blue Shield of California	13	Dow
4	Eli Lilly and Company	14	Humana
5	Mastercard	15	Ecolab
6	TIAA	16	KPMG
7	EY	17	Accenture
8	The Hershey Company	18	Hilton
9	Comcast NBCUniversal	19	The Boeing Company
10	Kaiser Permanente		

Top Companies for Talent Acquisition for Women of Color

1	Toyota North America	14	Comerica Bank
2	ADP	15	Union Pacific
3	Medtronic	16	Sodexo
4	Eli Lilly and Company	17	Sysco
5	NYU Langone Health	18	Sanofi U.S.
6	Humana	19	Travel & Leisure Co.
7	State Street Corporation	20	Comcast NBCUniversal
8	TIAA	21	Walmart
9	U.S. Bank	22	Moody's Corporation
10	The Hershey Company	23	The Cigna Group
11	Ecolab	24	Randstad
12	The Boeing Company	25	Mayo Clinic
13	Blue Shield of California		

Women Who Advocate for Equity, Diversity and Inclusion

“Women Who Advocate for Equity, Diversity and Inclusion” is the 2024 theme of Women’s History Month. The theme recognizes women who are champions for change, advocating to eliminate systemic inequalities and foster a society where everyone is valued and respected without prejudice or discrimination. Fair360 highlighted four women advancing DEI at their companies.

Eliana Nunez



Eliana Nunez began her 40-year career at The Cigna Group (No. 14 on the Top 50 list) working in the mailroom. In 2023, she became Cigna’s VP of Diversity, Equity & Inclusion. Nunez believes that true commitment and progress in supporting DEI must be integrated into what a company does and how they do it.

“By positioning the DEI as a strategic focus, we can really create a systemic change that’s required to make meaningful progress. Otherwise, the energy behind DEI will fall short, and it will be considered something that is done on the side, one-off type initiatives, etc., and not front and center.”

Sally Saba



In 2020, Sally Saba was appointed Medtronic’s (No. 2 on the Top 50 list) first Chief Inclusion and Diversity Officer. In her role, she is responsible for

strengthening Medtronic’s I&D strategy. Saba is also responsible for advancing Medtronic’s inclusive culture and ensuring the company is well-positioned to attract and retain top talent.

“We are advancing inclusion, diversity and equity at Medtronic to achieve zero barriers to opportunity. This means we are building a culture where all our people belong, are respected and feel valued for who they are and what they contribute. We are moving faster toward a future where we more fully leverage all our collective strengths—from our mission to our people, from our buying power to our influence—to remove barriers to equity in our workplace, across healthcare and within the communities we serve.”

Alicia Petross



Alicia Petross is the Chief Diversity Officer for The Hershey Company (No. 3 on the Top 50 list). Petross has been a member of the Human Resources Leadership Team since December 2015, where she leads the development and execution of Hershey’s DEI strategies with the Pathways Project. The five-year plan, introduced in 2021, is Hershey’s mission to make the company fairer and more inclusive by improving racial representation, creating a culture of belonging and striving for and achieving pay equity.

“We’ve taken steps to accelerate our DEI strategy with a particular focus on women and people of color. First, we’ve paused and listened to others, including employees, the market and the communities in which we live. We’ve also set the tone at the top of the organization with our board of directors and senior leadership. We recognize that while we’ve made progress, there is still more work to do.”

Women Who Advocate for Equity, Diversity and Inclusion

Claire Borelli



Claire Borelli is the Senior Executive Vice President and Chief People Officer at TIAA (No. 8 on the Top 50 list). She joined the company in August 2022 as Chief Diversity and Talent Officer and has nearly three decades of experience as a human resources leader at global financial services companies. Borelli is responsible for TIAA's HR strategy and execution, including DEI, talent acquisition, development and retention.

“At TIAA, we believe our business is only as strong as our team, and the best team is one that is as diverse as the clients we serve. We continually refine our strategy and approach to inclusion, diversity and equity, powered by our team’s diverse backgrounds, perspectives and experiences, recognizing that it’s less about the destination and perfection, but about the journey of realizing a workplace in which we all feel we belong.”



Employee Discussion Questions

- How can organizations ensure equal opportunities for women in leadership roles and decision-making positions?
- How can companies and education systems better support girls' interests and ambitions in STEM, business, politics or other fields typically dominated by men?
- What initiatives or actions can help create a more inclusive workplace culture that challenges and dismantles myths about women's abilities and contributions?
- How can we inspire confidence and leadership skills in young women, especially those who might doubt their abilities due to societal expectations?
- How can we foster an environment where both men and women actively support and champion each other's success in the workplace?
- How can we ensure that discussions about women's achievements and history continue beyond Women's History Month to inspire future generations?