

we celebrate
women's
history
month

March 2022

An in-depth look at the obstacles women have overcome throughout history and those they continue to face today.

MEETING IN A BOX

DiversityInc



Women See Gains In Employment In 2021

Nearly 1.8 million women left the workforce amid the pandemic due to schools closing, layoffs and more, and while there are millions of jobs to recover before getting back to pre-pandemic levels, more women than men joined the workforce in 2021.

According to independent, nonprofit newsroom *The 19th*, approximately a million women, which is twice the number of men, entered the workforce.

Many of the women who returned to the workforce last year were Latinas and Black women, who lost the most in 2020 because many were in people-facing jobs such as hospitality and healthcare at the start of the pandemic. *The 19th* reports that 1.1 million Latinas and 754,000 Black women were out of work between February and August 2020.

According to data from the Bureau of Labor Statistics, the demographic breakdown of how many women rejoined the workforce between December of 2020 and December of 2021 was as follows:

- 400,000 Latina/Latinx
- 337,000 Black women
- 284,000 Asian women
- 227,000 White women

While unemployment rates among women have dropped, there's still work to be done — especially with regards to Black women, who have experienced a shaky recovery. Black women saw the smallest change in the unemployment rate at just 6.2% in December 2021, although this number was up from the 4.9% seen in November.

There are several factors that contributed to the gains in employment for women throughout the year, including higher vaccination rates and children being able to get vaccinated as well as less virtual learning and school closures.

Lauren Bauer, a fellow in economic studies at the Brookings Institution, told *The 19th* that with schools reopening and kids not having to learn online, that lessened the amount of caregiving responsibilities that fell on women at the start of the pandemic, leading to employment stability.

“When children have a safe and reliable place to be, moms are going back to work,” Bauer said. “The key story for the coming year is to make that continue to be true for everyone’s sake.”

To entice workers to physically come back into work once offices started to reopen, some companies reevaluated their benefits and began offering ones that extended to childcare in the form of backup childcare, on-site day-care services and stipends for affordable tutoring.

One company that saw a rise in the need for its services was Bright Horizons Family Solutions, which manages employer-sponsored childcare and facilitates childcare along with educational benefits.

In 2020, Bright Horizons saw more than 100 of its clients add backup care benefits. Backup care allows parents to take their children to a Bright Horizons daycare center at the last minute if needed. The company added that the use of this service was 20 times higher than pre-pandemic levels and continued to increase throughout the pandemic.

Some companies also offered shortened days in the office and continued offering a few work-from-home days to provide more flexibility to employees. Diane Swonk, Chief Economist at Grant Thornton, told *CNBC* that the last time the world saw employers really “bend over backwards to increase the participation of women in the labor market” was in the late 1990s.

“There’s no muscle memory, to what we’re going through in terms of labor market tightness, there’s something unprecedented about us all trying to open up at the same time,” she said. “Consumers are spending and businesses are scrambling to ramp up faster than workers are either able or willing to come back.”

Timeline (1800s-1980s)

Women’s History Month takes place in March to celebrate women’s strength, tenacity, resilience and contributions around the world. Women are diverse, with different backgrounds, sexual orientations, identities and abilities, and this month, we aim to celebrate all of them.

This Meeting in a Box is a valuable tool to continue your employees’ cultural competence education, open up conversations about identity and gender equality and spotlight women’s accomplishments. Because of the broadness of women’s history, this timeline begins in 1789 after the ratification of the U.S. Constitution, but women played an important and essential role in America’s history before and during the Revolution as well.

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1789 - 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.

1849 - Elizabeth Blackwell becomes the first woman to receive a medical degree from Geneva Medical College (now SUNY Upstate Medical University in Syracuse, New York).

Harriet Tubman escapes to Philadelphia and helps about 300 enslaved people escape to the North for freedom via the Underground Railroad, a network of secret routes and safehouses that guided slaves in their escape.

1869 - First women's suffrage law is passed in the territory of Wyoming.

1916 - Jeannette Rankin of Montana becomes first woman elected to Congress.

1920 - 19th Amendment gives women the right to vote.

1921 - Reproductive activist Margaret Sanger founds 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 goes on to help many women have access to reproductive healthcare and education.



1964 - Title VII of Civil Rights Act of 1964 prohibits employment discrimination on basis of race, color, religion, national origin or sex.

1963 - Congress passes 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.

1970 - Nonprofit women's rights organization Our Bodies, Ourselves publishes a book of the same name. The book is controversial because it discusses women's sexuality and reproduction, but it is widely read and becomes a symbol for the women's rights movement at the time.



1980 President Jimmy Carter declares the first week in March as Women's History Week.

1981 Sandra Day O'Connor becomes first female Supreme Court Justice.

1983 Astronaut Sally Ride becomes the first American woman in space.



1994 - President Clinton signs 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.

1837 - Oberlin College in Ohio becomes first coeducational college in the U.S.

1848 - First women's rights convention is 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.

1932 - Amelia Earhart becomes first woman to fly solo across the Atlantic.

Democrat Hattie Caraway of Arkansas becomes first woman elected to Senate.

1955 - Rosa Parks refuses to give up her seat to a white man on a bus in Montgomery, Alabama, a key moment in the Civil Rights Movement.

1967 - Muriel Siebert becomes first woman to own a seat on the New York Stock Exchange.

1972 - Title IX bans gender discrimination in federally funded education programs.

1978 - Pregnancy Discrimination Act prohibits discrimination “on basis of pregnancy, childbirth or related medical conditions.”

1987 - Congress declares March as National Women's History Month.

1800s - 1900s

1839 - Mississippi becomes first state to grant married women the right to hold property in their own names, independent of their husbands.

1843 - Isabella Baumfree takes on the name Sojourner Truth and later goes on to become 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.

1925 - Miriam Ferguson of Texas and Nelli Tayloe Ross of Wyoming become first women elected as governors.

1955 - First lesbian civil and political rights organization in the U.S., Daughters of Bilitis, is founded in San Francisco by Del Martin and Phyllis Lyon.

1964 - House Democrat Patsy Mink becomes 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.

1973 - In Roe v. Wade, the U.S. Supreme Court protects woman's right to terminate pregnancy.

1984 - In Roberts v. United States Jaycees, the U.S. Supreme Court prohibits public organizations from refusing membership to someone because of gender.

Democrat Geraldine Ferraro is first major-party woman vice presidential nominee, running alongside with presidential nominee Walter Mondale.

Timeline (1990s-2022)

In the last 30 years, women have made significant strides toward equality, improving their standing in the worlds of sports, science, the military and the board room. While there is still much to be done, women are knocking down doors every day, inching toward an equitable future.

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1996 - Peggy Bird (Kewa), Darlene Correa (Laguna Pueblo) and Genne James (Navajo) found the Coalition to Stop Violence Against Native Women in New Mexico as crimes against Indigenous women go underreported and neglected by law enforcement.

1999 Retired U.S. Air Force Colonel Eileen Collins becomes first woman to pilot and command a space shuttle.

Rapper Lauryn Hill's *The Miseducation of Lauryn Hill* wins 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.

2007 Democrat Nancy Pelosi becomes first woman Speaker of the House.

2008 Hillary Clinton becomes the only former first lady to run for President.

2009 President Obama signs the Lilly Ledbetter Fair Pay Act into law, intended to reduce the pay gap between men and women.

Sonia Sotomayor becomes first Latina Supreme Court justice.

2014 - Ava DuVernay becomes the first African American woman nominated for best director at the Golden Globes for her film, *Selma*.

Actor and LGBTQ rights activist Laverne Cox becomes the first openly transgender woman nominated for a Primetime Emmy for her role in *Orange Is the New Black*.



2017 - The Women's March on Washington brings nearly 500,000 activists to D.C. to protest for women's rights. Sister protests take place across the country.

Kelly Grier becomes the first woman to lead EY's Americas region. She grew her territory to \$16.7 billion in revenue in fiscal 2019, up nearly 9% over the previous year, according to Fortune.

Michele Buck is appointed first female Chairman, President and CEO of Hershey in the company's 123-year history.

2018 - A record number of 117 women were ultimately sent to Congress this cycle – a significant jump from 2016 when 89 women were elected. Of these 117, 42 are women of color, including the group now known as "The Squad."

2018 - Former AT&T Senior Vice President and Chief Diversity Officer Cynthia Marshall becomes the CEO of the Dallas Mavericks and is the first Black woman CEO in the NBA.



2021 - Kamala Harris is sworn in as the first woman, Black and South Asian American Vice President.

Rosalind Brewer becomes the CEO of Walgreens, making her the only Black woman leading a Fortune 500 company.



2021 - Amanda Gorman becomes the youngest poet to speak at a presidential inauguration with her poem, "The Hill Will Climb."

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

1997 - Madeleine Albright becomes first woman Secretary of State under President Bill Clinton. Aida Alvarez becomes administrator of the small business administration – the first Latina to hold a Cabinet-level position.

2001 - Secretary of Labor Elaine Chao becomes first Asian American woman appointed to a presidential Cabinet.

2010 - Pop singer Beyoncé wins six Grammys, setting the record for most awarded in one night to a solo female artist. Pop singer Adele matched this record in 2012.

2015 - Two of the country's biggest accounting firms elect their first women CEOs: Cathy Engelbert at Deloitte and Lynne Doughtie at KPMG.

2018 - Some of Hollywood's most notable women unveil Time's Up, an initiative to help working-class women fight back against sexual assault.

2019 - Kathy Warden becomes CEO of Northrop Grumman. Ruth E. Carter and Hannah Beachler make history for their work on the film, *Black Panther*. Carter is the first Black woman to win an Academy Award for Best Costume Design and Beachler is the first Black woman to win an Academy Award for Best Production Design.

{1900s}

2000's

1998 - Supreme Court rules that employers are liable for workplace sexual harassment in *Oncale v. Sundowner Offshore Services*.

2006 - Activist Tarana Burke founds the "Me Too" movement to help support women and girls of color in underserved areas who experience sexual abuse. In 2017, it becomes a worldwide, star-studded movement when Alyssa Milano tweets about it in the wake of the Harvey Weinstein sexual assault allegations.

2013 - The U.S. military allows women to serve in combat positions.

2016 - 2016 Hillary Clinton becomes the first woman presidential nominee for a major political party and Kamala Harris becomes California's third female U.S. senator, the first Black person to do so.

Massachusetts passes 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."

2020 - 2020 Katie Sowers of the San Francisco 49ers becomes the first woman to coach at the Super Bowl. She is also the first openly gay NFL coach.

Supreme Court Justice Ruth Bader Ginsburg dies 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.

2022 - President Joe Biden nominates Ketanji Brown Jackson for Supreme Court Justice to succeed retiring Justice Stephen Breyer. If confirmed, Jackson would be the first Black woman to serve as a Supreme Court Justice.



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DISCUSSION FOR EMPLOYEES

What practices does our company already have in place to support women? What more can we do?

What can our organization do to support women's accomplishments, both internally and in the communities we serve?

When looking at Biden's Agenda for Women, what actions do you think will have the biggest impact, and where does more need to be done?

Which of these actions could we take as a company to help women in the workplace?

What have been the most significant changes in women's roles in the past few decades?

Why are "firsts" important to note? What other significant changes for women's rights come to mind?

Much of women's history lessons involve white, middle or upper class women like Susan B. Anthony and Margaret Sanger, but women of many different backgrounds have played integral roles in the fight for gender and racial equality.

Why is it important to have a historical view on women's rights that is diverse?

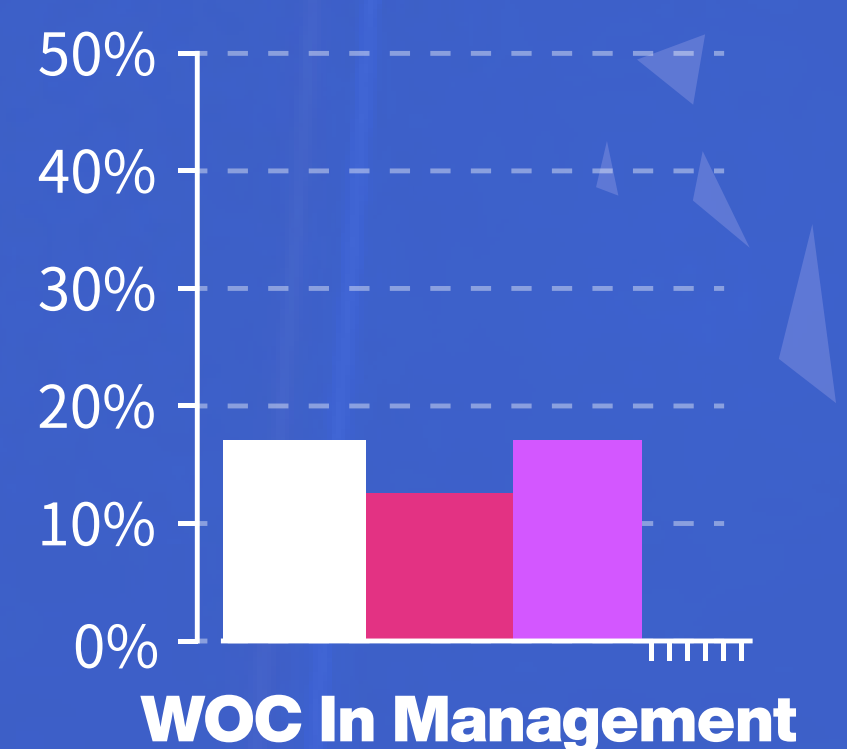
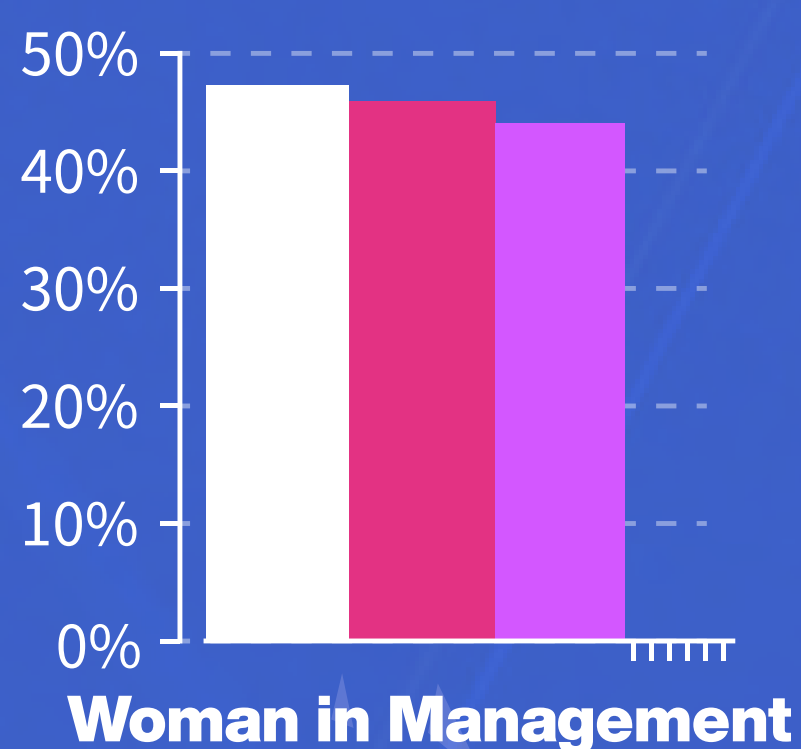
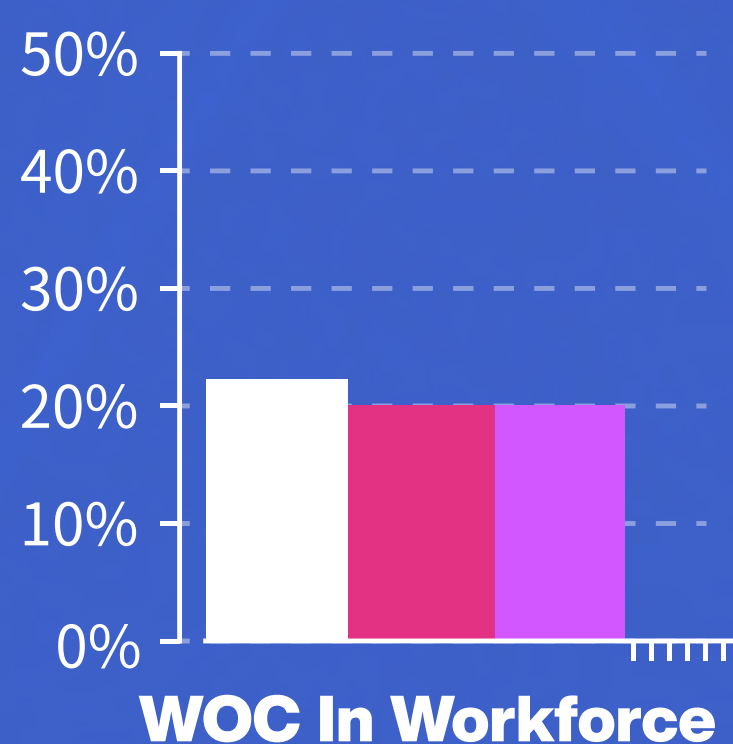
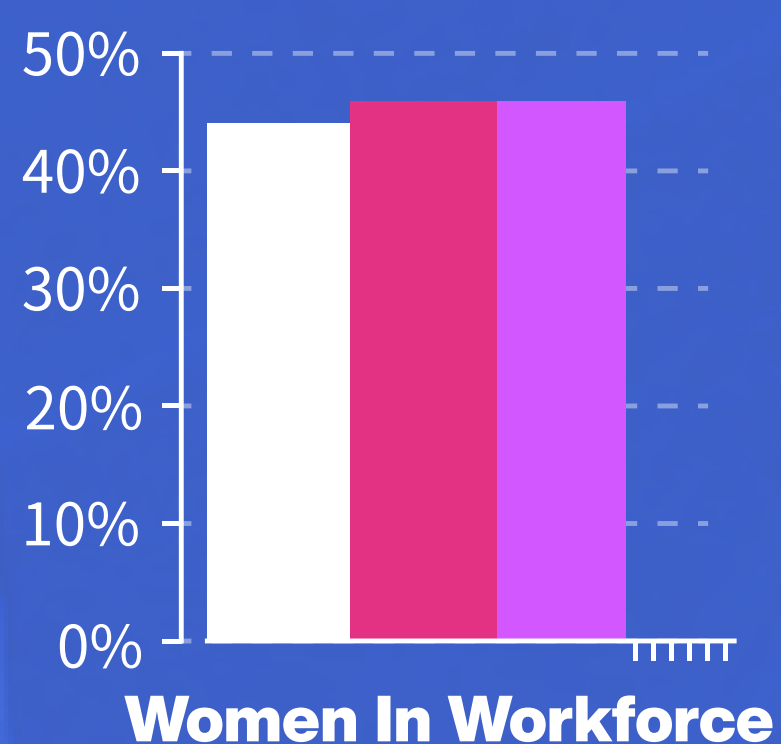
DiversityInc Facts & Figures

Available demographic, education, financial and business-related data regarding women helps us to understand why parity for women has profound demographic, financial, education and business benefits. These numbers can help us identify what we can do to celebrate a diverse array of women and address the range of issues they face. DiversityInc's unique Top 50 data also reveals the progress in the country's most competitive organizations, as well as the areas where there is room for growth when it comes to gender equity.

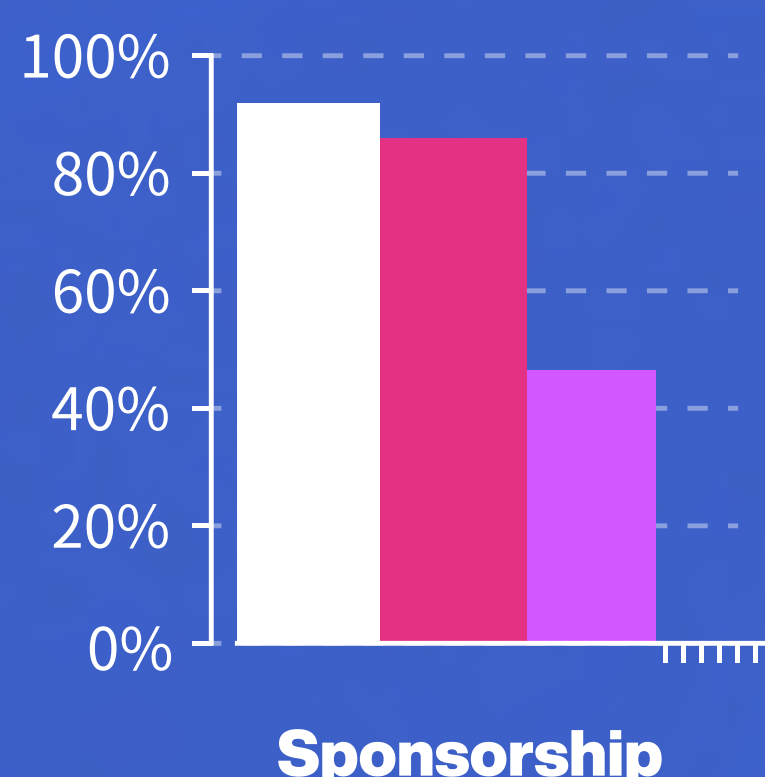
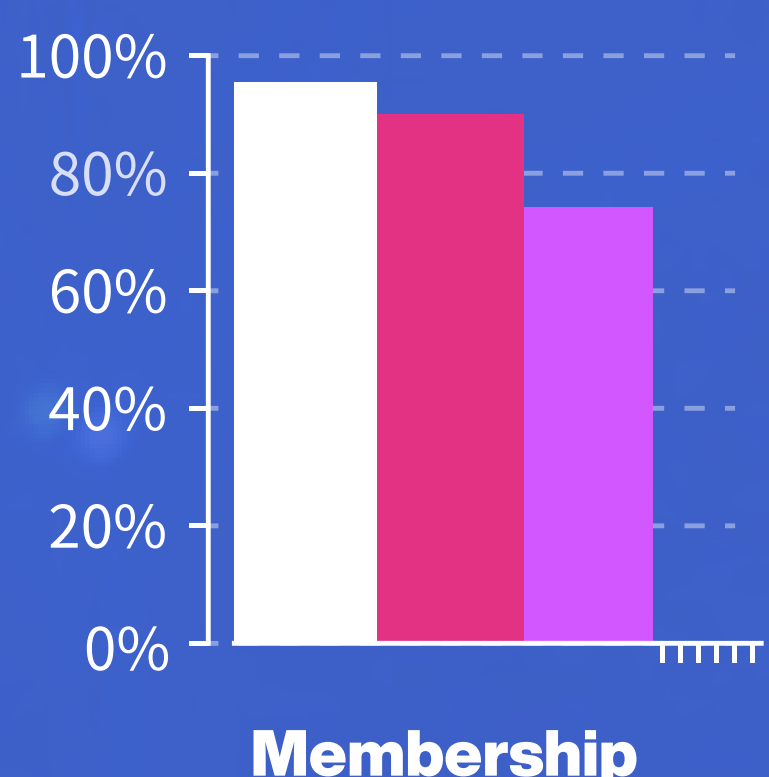
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Representation of Women & Women of Color Among 2021 Top 50 Participants

Top 10 + HOF Top 50 + HOF All Participants



Formal Mentorship & Sponsorship Programs Among 2021 Top 50 Participants



Hall of Fame, Top 50 and Top 10 Participants

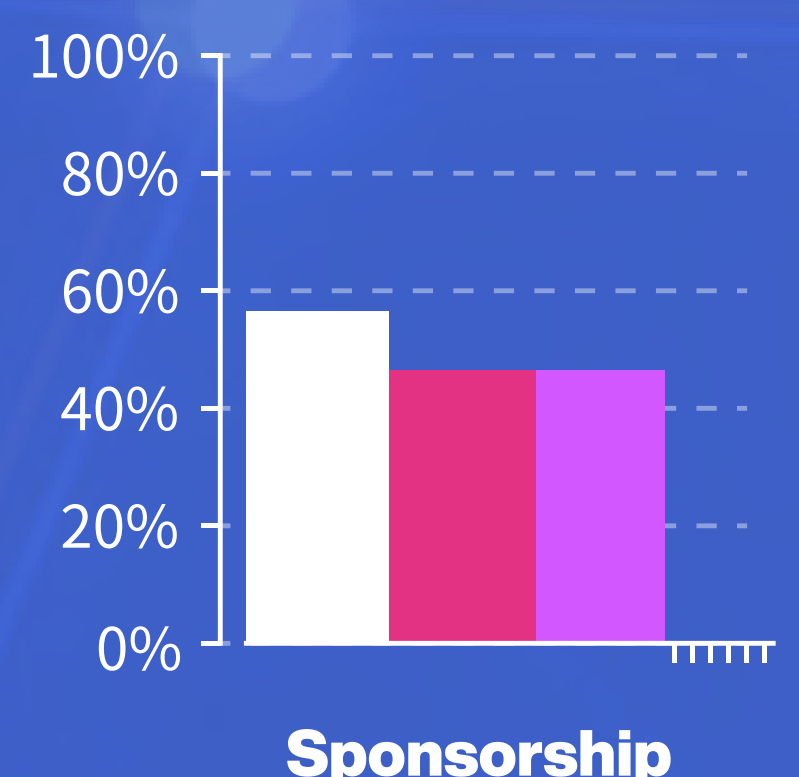
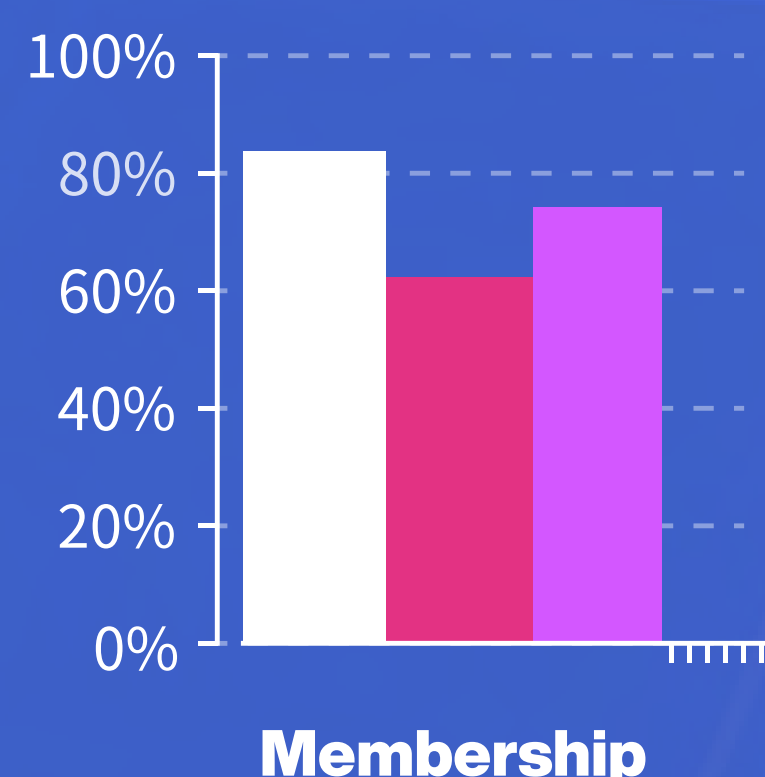




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Biden's Agenda For Women

The return of women to the workforce is on its way to recovery, but there are still obstacles ahead — and President Biden is looking to help more women make ends meet through his Agenda for Women.

Targeting equal opportunities and rights for women when it comes to healthcare, the economy, education and security is the goal of the agenda, but there are many policies at play that disproportionately affect women.

The agenda calls for four big initiatives to improve the quality of life for women in the United States:

- Fight for equal pay and invest in women-owned businesses.
- Provide affordable healthcare for all women.
- Make affordable childcare and care for older people and people with disabilities more accessible while providing paid leave and other benefits and protections in the workplace for women.
- Put an end to violence against women.

President Biden started putting these efforts into action on his first day in the White House by making sure many of his political appointees were women. Kamala Harris was sworn in as the first woman, Black and South Asian American Vice President. Recent key women appointees include:

- **Heather Dowdy, Member, Architectural and Transportation Barriers Compliance Access Board**
- **Hannah Raissa Ibañez, Member, Architectural and Transportation Barriers Compliance Access Board**
- **Alexis Ander Kashar, Member, Architectural and Transportation Barriers Compliance Access Board**

- **Madeline Rose Ruvolo, Member, Architectural and Transportation Barriers Compliance Access Board**
- **Adm. Michelle Janine Howard, USN (Ret.), Member, Board of Visitors to the U.S. Naval Academy**
- **Lt. Col. Amy McGrath, USMC (Ret.), Member, Board of Visitors to the U.S. Naval Academy**

Another item on Biden's agenda is to "level the negotiating playing field" for women. This would entail the enactment of the Paycheck Protection Act, which would "ban the use of salary history to set wages and make hiring decisions, so employers have one less false justification for under-paying women and people of color."

The administration is also making progress on promoting gender equity. Biden signed two executive orders last year on International Women's Day. The first established a Gender Policy Council and the other, directed at the Department of Education, reversed protections that were given to those accused of sexual assault or harassment under a Title IX regulation by former President Trump's education secretary, Betsy DeVos. It was a controversial move made by DeVos that upended guidance from the Obama-era that DeVos said denied due process to the accused.

The executive order signed by Biden ordered the Department of Education to look at all existing regulations to guarantee educational environments did not discriminate based on sex, which includes discrimination in the form of sexual harassment or sexual violence. It also ensured schools would not discriminate based on sexual orientation or gender identity.

While there's still much to be done in terms of guaranteeing equal rights for men and women, this agenda may be the first steps in the right direction.