



Women's History Month

For All Employees

The significance of Women's History Month cannot be overstated in today's climate. As women continue making strides in the business and political spheres, they are also calling for drastic social change. Topics including harassment in the workplace have been brought to the forefront in a movement that has only just begun.

As women become more vocal about such issues, though, it is critical to remember not only how far women have come to reach this point but to remember that there is still a ways to go. In this Meeting in a Box we are providing you with a Timeline, showcasing history as well as current events surrounding progress for women's rights; Facts & Figures illustrating that gaps do in fact remain; Career Advice from Women Executives have overcome obstacles in their own professional journeys; and Leadership Profiles telling stories of where women started and how their unique paths have shaped their careers.

This Meeting in a Box is designed to be of use for all of your employees. It is beneficial not only during Women's History Month but can serve as an educational tool all year round, particularly for your women's Resource Groups. You may use all of the Meeting in a Box or select portions of it to download.

1 TIMELINE

We recommend beginning with this Timeline, which starts in 1789 and highlights events all the way up until this year. To fully grasp how far women have come since our country's founding, it is helpful to understand the point where they started out. Here, employees can journey throughout the last few centuries as they learn how women paved the way so many years ago for today's generation to continue making progress.

Discussion Questions for Employees

» **What have been the most significant changes in women's roles in the past 50 years? in the past 10 years?**

Ask the employees why they think there has been so much rapid change and, most importantly, if it's enough. Have women talk about their own experiences and men talk about the experiences of their wives, daughters, sisters and friends.

» **Why are "firsts" important to note? What other barrier breakers have you witnessed in your lifetime?**

This is a personal discussion designed to help the employees note other barrier breakers historically.



Eileen Collins, the first woman to pilot and command a Space Shuttle



Sonya Sotomayor, the first Latina Supreme Court Justice

2 FACTS & FIGURES

Once history has been discussed and established, we suggest moving on to the Facts & Figures. This section gives insight into population, business, educational attainment and finance in terms of how it pertains to women — and, where applicable, provides comparisons between men and women. Also included is how women are climbing the corporate ladder in the DiversityInc Top 10 Companies as opposed to the national average and Fortune 500.

Discussion Questions for Employees

» **Why has it been so difficult to get girls and women into STEM (Science, Technology, Engineering and Mathematics) positions, and what should schools and companies do to change that?**

To learn how some companies are convincing students to pursue a STEM career, go to <https://www.diversityincbestpractices.com/why-stem-majors-opt-out-of-stem-careers-2505491097.html>

» **How can you get more women in your company interested in operational roles versus traditional support/staff roles?**

Brainstorm strategies that may help demonstrate to the women in your company that they too can be in top positions.

» **How can high potential women bolster their career paths?**

To hear career advice from high potential women check out our webinar with Wanda Hope, Chief Diversity Officer, [Johnson & Johnson](#) (No. 5 on the [DiversityInc 2018 Top 50 Companies for Diversity](#) list); Caryn Parlavecchio, Head of HR and US Country Head HR, Novartis Pharmaceuticals Corporation; and Marisa Milton, Vice President, Global Talent Acquisition & Employer Brand + Communications, [Marriott International](#) (No. 8): <https://www.diversityincbestpractices.com/career-advice-high-potential-women-2505497089.html>

» **Do women get the same support as men in your company?**

Have an honest discussion on whether or not women in your company feel as comfortable as men when it comes to asking for help. For more information, go to <https://www.diversityincbestpractices.com/career-advice-to-women-ask-for-what-you-need-2505495855.html>.



3 CAREER ADVICE FROM EXECUTIVE WOMEN

Next we are highlighting career advice from executive women who work for some of the DiversityInc Top 50 Companies for Diversity list. Click the links below for tips and best practices on how they maintained and developed a successful career.

- [Career Advice for High Potential Women](#)
- [How To Distinguish Yourself As A High Potential](#)
- [How to Overcome Obstacles in Your Career](#)
- [Why You Need Your Own Personal Board of Directors](#)
- [How to Own Your Confidence In The Workplace](#)
- [Taking on Stretch Assignments](#)
- [How to Manage Work and Home After Maternity Leave](#)
- [How to Bring Your Authentic Self to the Workplace](#)
- [How to Differentiate Yourself as a High Potential](#)



Alicia Petross, Vice President of Diversity and Inclusion Engagement, Hershey



Diana Solash, Director, Global and Americas Diversity & Inclusiveness, EY

4 LEADERSHIP PROFILES

The final component is these leadership profiles. Read below to learn the stories of how executive women got their starts and what different things — from serving your community to taking charge of your own professional journey — impacted their careers the most.

- [Accenture's Michelle Gadsden-Williams: Be the Architect of Your Career Journey](#)
- [Wells Fargo's Lisa Stevens: Community Service Has Become Engrained in Me](#)
- [ADP's Dianne Green on Overcoming Microaggressions, Crushing Your Goals and Being Successful](#)



Michelle Gadsden-Williams, Managing Director,
Inclusion & Diversity Lead, Accenture



Lisa Stevens, Executive Vice President, Regional
Banking Executive, Western Region, Wells Fargo



Dianne Greene, Division Vice President and General
Manager, ADP

**NEXT
MIB**

May: Asian American and Pacific Islander Heritage Month for all employees.

Timeline



1840



1849



1972



1972

1789 U.S. Constitution is ratified. The terms "persons," "people" and "electors" allow for interpretation of those beings to include men and women

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

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

1840 Catherine Brewer becomes first woman to receive a bachelor's degree, from Georgia Female College (now Wesleyan College) in Macon, Ga.

1843 Isabella Baumfree takes the name Sojourner Truth and goes on to become a famed abolitionist and women's rights activist

1848 First women's rights convention is held in Seneca Falls, N.Y., to sign the Declaration of Rights and Sentiments

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

1869 First women's suffrage law is passed, in territory of Wyoming

1872 Susan B. Anthony is arrested for trying to vote

1872 Victoria Claflin Woodhull becomes first woman Presidential candidate, for the Equal Rights Party

1916 Jeannette Rankin of Montana becomes first woman elected to Congress

1920 19th Amendment gives women right to vote

1924 Miriam Ferguson (Texas) and Nellie Tayloe Ross (Wyoming) become first women elected governor

1932 Amelia Earhart becomes first woman to fly solo across Atlantic

1932 Hattie Caraway of Arkansas becomes first woman elected to Senate

1933 Secretary of Labor Frances Perkins becomes first woman Cabinet member

1938 Fair Labor Standards Act establishes minimum wage without regard to gender

1940 Hattie McDaniel is the first African American to win an Oscar

1955 First lesbian organization in U.S., Daughters of Bilitis, is founded

1963 Equal Pay Act is passed by Congress

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

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

1972 Katharine Graham of The Washington Post Co. becomes first woman CEO of a Fortune 500 company

1972 Shirley Chisholm becomes first major-party woman Presidential candidate

1973 In *Roe v. Wade*, Supreme Court protects woman's right to terminate pregnancy

1977 Secretary of Housing and Urban Development Patricia Harris becomes first Black woman Cabinet member

1978 Pregnancy Discrimination Act prohibits discrimination "on basis of pregnancy, childbirth, or related medical conditions"

1981 Sandra Day O'Connor becomes first woman Supreme Court justice

1982 For the first time, more women than men receive bachelor's degrees

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

1984 Geraldine Ferraro is first major-party woman Vice Presidential nominee

1987 Congress declares March as National Women's History Month

1990 Dr. Antonia Novello becomes first woman (and first Latino) U.S. surgeon general

1993 Family and Medical Leave Act provides job protection and leave for family, medical issues

1993 Janet Reno becomes first woman Attorney General

1994 Gender Equity in Education Act establishes programs to train teachers to treat boys and girls equally

1997 Madeleine Albright becomes first woman Secretary of State

1997 Small Business Administration Administrator Aida Alvarez becomes first Latina to hold Cabinet-level position

1998 Supreme Court rules that employers are liable for workplace sexual harassment

1999 Eileen Collins becomes first woman to pilot and command a Space Shuttle

2001 Secretary of Labor Elaine Chao becomes first Asian woman Cabinet member

2002 Halle Berry is the first Black woman to win Academy Award for best actress

2007 Nancy Pelosi becomes first woman Speaker of the House

2008 Hillary Clinton becomes only First Lady to run for president

2009 President Obama signs into law the

Lilly Ledbetter Fair Pay Act, intended to reduce the pay gap between men and women

2009 Sonia Sotomayor becomes first Latina Supreme Court Justice

2014 General Motors becomes largest company with a woman CEO (Mary Barra)

2014 Ava DuVernay becomes the first African American woman nominated for Golden Globe for best director

2015 Two big accounting firms elect their first women CEOs, Cathy Engelbert at Deloitte and Lynne Doughtie at KPMG

2016 Hillary Clinton becomes the first woman presidential nominee for a major political party

2016 Kamala Harris becomes California's third female U.S. senator and first of Jamaican or Indian descent

2016 Massachusetts passes a first of its kind law, effective July 1, 2018, forbidding employers 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 brings nearly 500,000 activists to D.C. to protest for women's rights

2017 Michelle Buck appointed first female CEO of Hershey in the company's 123-year history

2017 Kelly Grier becomes the first woman to lead EY in the U.S.

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

2018 Hundreds of thousands of women and their male supporters turn out for the second Women's March

2018 Cynt Marshall is named CEO of the Dallas Mavericks



Sources: Bureau of Labor Statistics, Catalyst, Infoplease.com, Women's International Center

Facts & Figures

DEMOGRAPHICS

Population

2016
161.7 million
(50.8% of total)

2060 (projected)
209.0 million
(50.2% of total)

Median Age

Women
39.0 years old

Men
36.3 years old

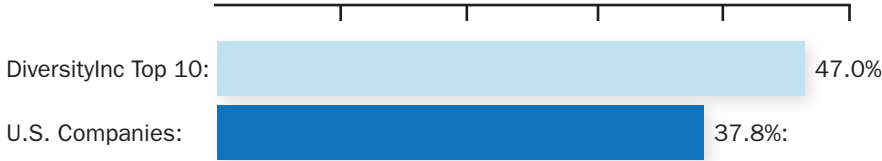
SOURCE: U.S. Census Bureau, Current Population Survey

BUSINESS

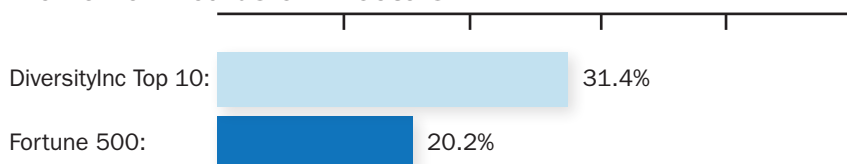
Women in Senior Management



Women in Management



Women on Boards of Directors



SOURCE: Center for American Progress

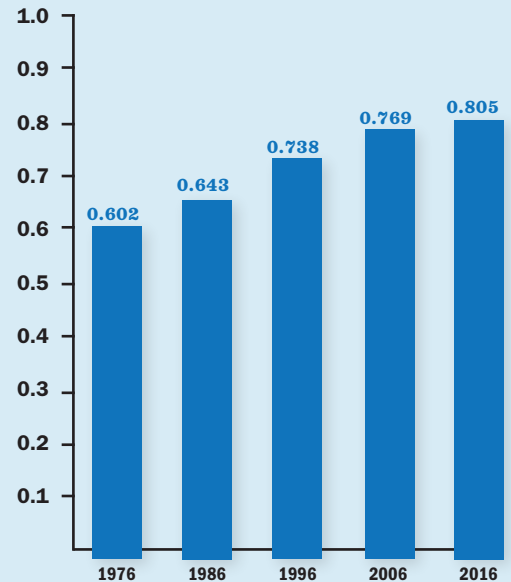
FINANCES

Earnings of Full-Time, Year-Round Workers

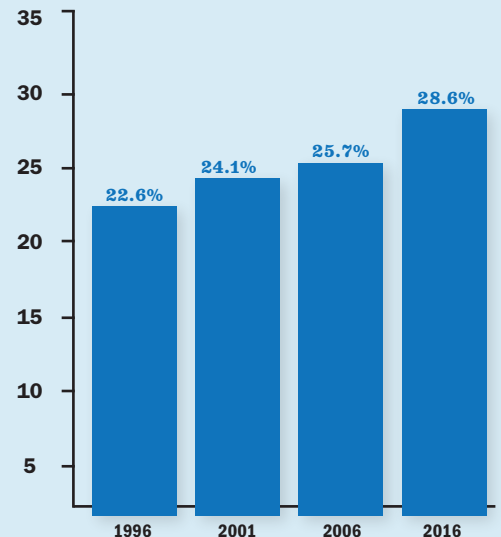
Women: \$41,554
(1.99% change from 2015)

Men: \$51,640

Female-to-Male Earnings Ratio



Wives Who Earn More Than Their Husbands



Sources: U.S. Census, National Center for Education Statistics

EDUCATION

Bachelor's Degrees Awarded (2014-2015)

Women: 1,082,265

(57.1% of total)

Men: 812,669

Bachelor's Degrees Awarded (2024-2015 — Projected)

Women: 1,190,000

(58.6% of total)

Men: 840,000

Master's Degrees Awarded (2014-2015)

Women: 452,118

(59.6% of total)

Men: 306,590

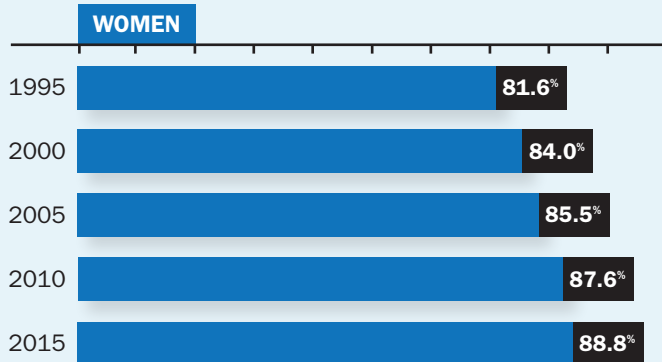
Master's Degrees Awarded (2024-2015 — Projected)

Women: 603,000

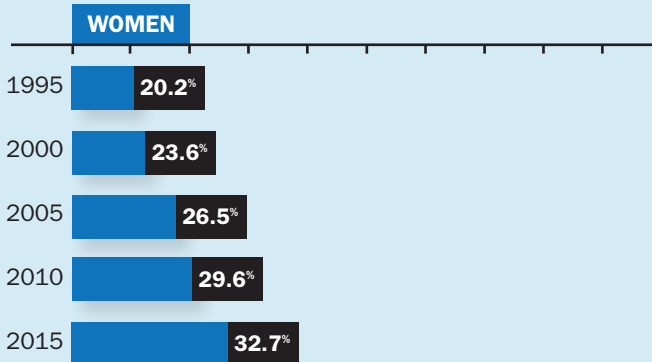
(59.2% of total)

Men: 416,000

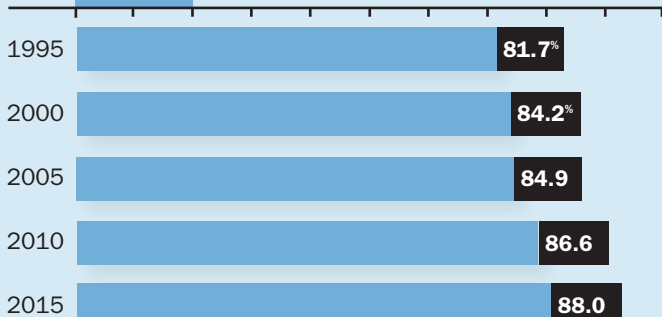
Percentage of population age 25 and over who completed at least high school



Percentage of population age 25 and over with at least bachelor's degree



MEN



MEN

