Women’s History Month originated on March 7, 1982 as Women’s History Week. By 1987, Congress passed the first joint resolution to designate March as Women’s History Month. International Women’s Day is celebrated around the world on March 8.

**DID YOU KNOW?**

In the United States, 56.7 percent of all women 16 years and over are in the labor force, compared to 69.1 percent of all men.

Women drive 70-80 percent of all consumer purchasing globally, through a combination of their buying power and influence.

Women remain underrepresented at every level in the corporate pipeline. Corporate America promotes men at 30 percent higher rates than women during their early career stages, and entry-level women are significantly more likely than men to have spent five or more years in the same role.

**ADDITIONAL RESOURCES:**

National Women’s History Project has a page of quizzes on subjects such as general women’s history, women in math and science and black women’s history.

The UN’s Statistics Division has created handy one-page infographics on the “World’s Women” each covering subjects such as work, health, education and many more.

If you are looking for stats on women in the US labor force, look no further than the US Department of Labor’s website which also includes infographics.

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**BEST PRACTICES:**

In addition to the many educational programs that companies host throughout this month, many organizations are taking the opportunity to use Women’s History Month as a platform for targeted leadership and development, philanthropy and awareness building. Here are some examples of best practices from companies taking their Women’s History Month programming to the next level.

Diversity Best Practices has seen several examples over the years of companies using Women’s History Month to explore the intersection of race, ethnicity and gender. For instance, the FINRA Women’s Network (FWN) partnered with the FINRA Latino Network (FLAN) to conduct a brown-bag, lunchtime book club in local FINRA Offices. Participants read My Beloved World, by Supreme Court Justice Sonia Sotomayor.

**Wellington Management Company, LLP** hosted a Women of Color panel discussion entitled, “Our Leadership Journey: Stories and Strategies”. The panel session featured female leaders of color from the local Boston area. They shared their individual leadership journey, mindset shifts along the way, change management pitfalls, challenges and strategies for overcoming obstacles.

**Allstate** partnered with professional organizations such as the Association of Latino Professionals in Finance and Accounting (ALPFA), ASCEND, and the National Association of Black Accountants (NABA) to hold a Changing Demographics Event. Women leaders from the sponsoring organizations will speak on topics to include Advancing Women in Executive Leadership, Unconscious Bias, and Energy for Life.

Multiple companies, including **NY Life**, have hosted collection events of gently worn professional clothing to support Dress for Success’ mission of empowering women to achieve economic independence.

In 2015, **AXA** launched its first Women’s History Month Spotlight Award. This award is given annually to two women from each employee site to recognize and honor their contributions in the areas of community service, mentorship and leadership.

If you have any questions about Women’s History Month, please contact us [HERE](#).