



MONKEYBUSINESSIMAGES/ISTOCK

Women's History Month

For All Employees

For Women's History Month, we are supplying a Timeline of women's achievements; Facts & Figures demonstrating women's advancements (and opportunities) in education and business; our cultural-competence series "Things NOT to Say," focusing on women at work; and an article, "Gender Pay Gap: Will it Close on its Own?" that will answer the question of how far women have come in the workforce as well as what obstacles remain. This information should be distributed to your entire workforce and also should be used by your women's resource group both internally and externally as a year-round educational tool.

1 TIMELINE

We recommend you start your employees' cultural-competence lesson on the increasing value of having women in leadership positions by using this Timeline. It's important to note how women's roles have evolved, how flexible work arrangements allow more women to combine family and professional responsibilities, and how many glass ceilings still have not been shattered. The Timeline shown here illustrates significant dates in women's history and major historic figures, as well as current events pertaining to women's progress.

???

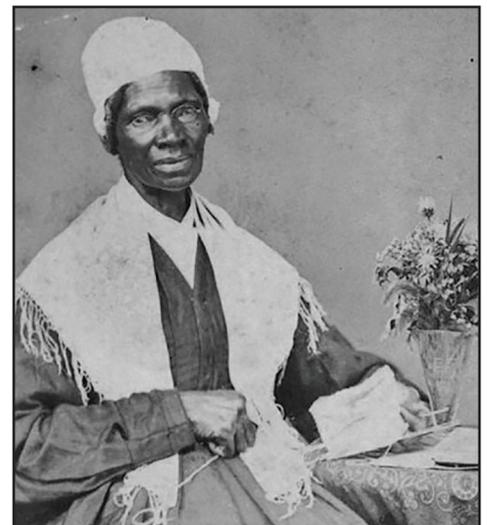
Discussion Questions for Employees

» **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.



2 FACTS & FIGURES

After discussion of the Timeline, the next step is to review available data and understand areas in which women have made significant progress in the United States but major opportunities remain. The data we have chosen to present here represent information of relevance to corporate America, such as education (available labor pool), business ownership and progress in gaining executive and management positions.



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 <http://bestpractices.diversityinc.com/millennials/why-stem-majors-opt-out-of-stem-careers/>.

» **What are the best ways to convince girls at an early age of the benefits of math and science?**

To see how some tech companies are working on getting girls early, go to <http://bestpractices.diversityinc.com/talent-development-mentoring/women-in-tech-management-pipeline/>.

» **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.

» **Who do you see as the leading female role models in your company?**

Have a higher-level discussion on what it takes to become a senior executive at your company, the role of resource groups and mentoring in supporting this, and what employees see as valuable ways to increase the pipeline. To understand ways to support working mothers, go to <http://bestpractices.diversityinc.com/working-moms-spouse/>.

» **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 <http://bestpractices.diversityinc.com/talent-development-mentoring/career-advice-to-women-ask-for-what-you-need/>.

3 THINGS NOT TO SAY TO WOMEN AT WORK

We've updated our popular "Things NOT to Say" series with some brand new tips on how to approach certain discussions in the workplace — and what comments are better left unsaid.

Discussion Questions for Employees

» **What other phrases have you heard addressed to women and others from underrepresented groups?**

Discuss how these phrases and stereotypes impact office morale and productivity.

» **Do negative stereotypes pertaining to women in prominent positions exist in your company?**

Have an honest discussion surrounding your company's culture. If these notions still exist, talk about ways you can correct this, possibly by referring to your women's employee resource group (ERG).

» **What role do you think the company should play when offensive comments occur?**

Have the employees talk about under what circumstances they would report offensive comments and what they believe the company should do.

» **After today's lesson, what would you do if you overheard a colleague make one of these comments?**

Continue the discussion with each employee having a plan of action on how to address offensive language.



4 GENDER PAY GAP: WILL IT CLOSE ON ITS OWN?

The wage gap has been a prominent news topic over the past year. We're providing you with data on what the wage gap really is, how it varies by race and if it's really going to go away on its own.

Discussion Questions for Employees

» Are you aware of a wage gap in your company?

In many workplaces, it is still taboo — or could even be penalized — to talk about salaries. This practice is one reason women continue to be underpaid when compared to their male coworkers.

» Do women in your company feel comfortable asking for a raise?

Have your company's women share their experiences or feelings. Have they ever felt slighted for a raise or promotion? If so, why? If not, did they always feel this way?

For tips on how men and women can ask for a raise, watch our How to Ask for a Raise webinar at <http://bestpractices.diversityinc.com/diversity-web-seminar-library/career-advice-ask-raise/>.

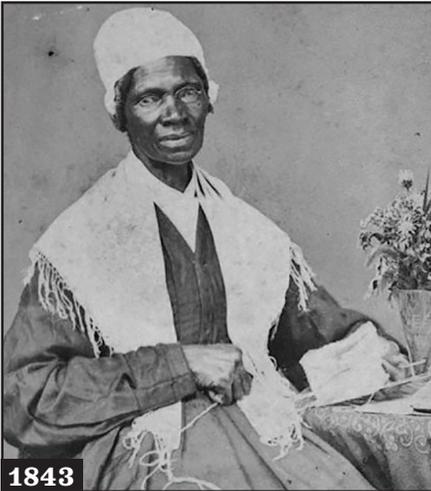


**NEXT
MONTH**

Asian American and Pacific Islander Heritage Month for all employees.



1837



1843



1967



1972

Timeline

- 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

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

- 1963** Equal Pay Act is passed by Congress to close gender pay gap

- 1963** Betty Friedan's *The Feminine Mystique* is published

- 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 becomes 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 command shuttle mission

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

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)

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

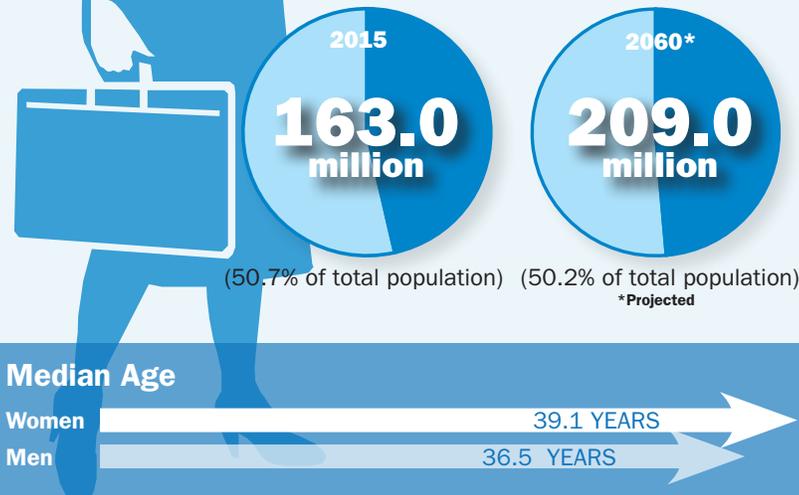
2016 Massachusetts passes a first of its kind law, effective July 1, 2018, forbidding employers from asking about salary history on job interviews and requiring men and women be paid equally if they do "comparable work"

2017 The Women's March on Washington brings nearly 500,000 activists to D.C. to protest for women's rights

Facts & Figures

DEMOGRAPHICS

Population



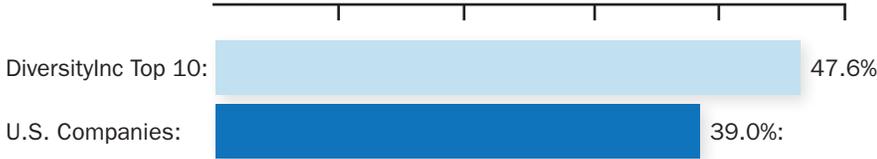
SOURCE: U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplement, 2012, Population Division.

BUSINESS

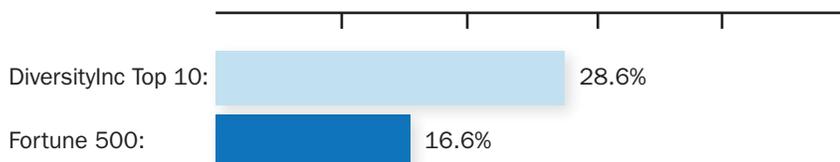
Women in Senior Management



Women in Management



Women on Boards of Directors



SOURCE: Center for American Progress

FINANCES

Median Income by Type of Household, 2015

Female householder: \$29,022

(8.7% change in real median income from 2014)

Male householder: \$40,762

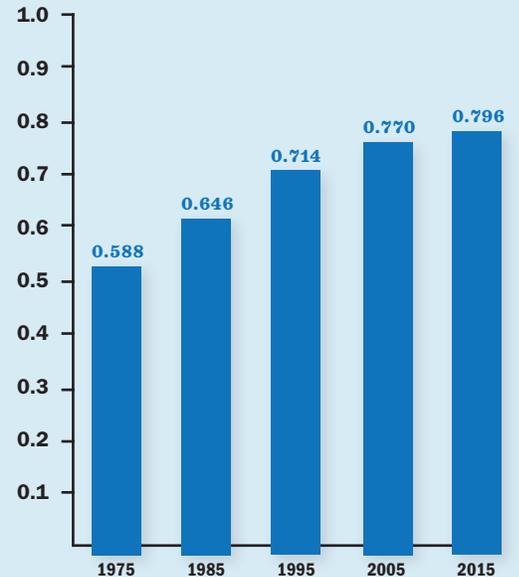
Earnings of Full-Time, Year-Round Workers, 2015

Women: \$40,742

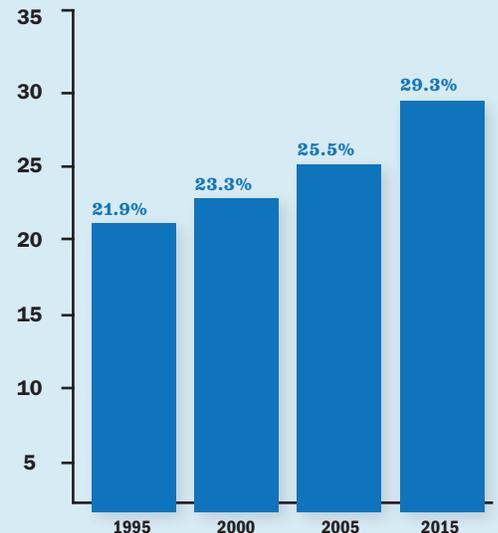
(2.7% change in real median income from 2014)

Men: \$51,212

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

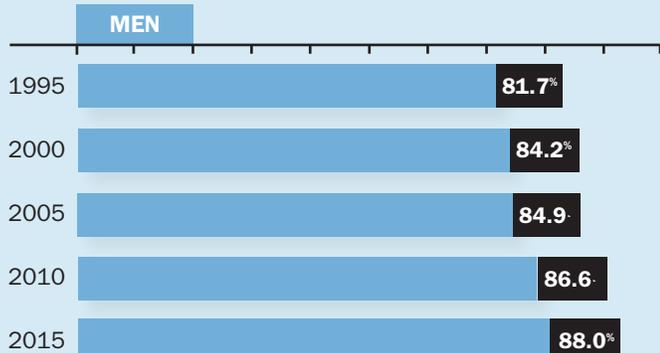
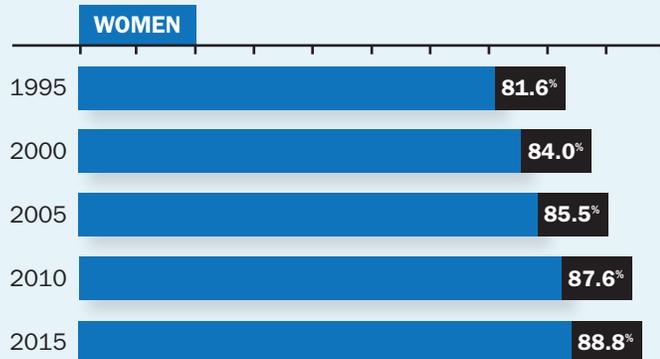
Master's Degrees Awarded (2014-2015)

Women: 452,118
(59.6% of total)
Men: 306,590

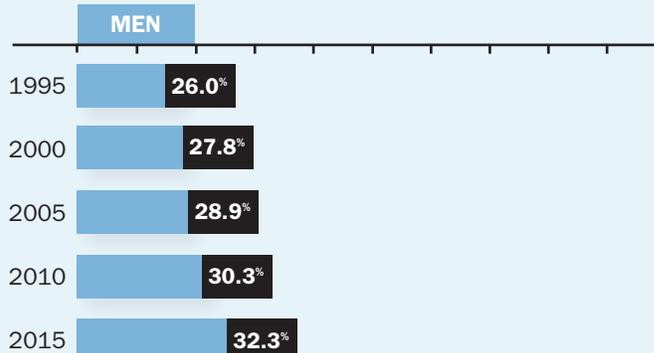
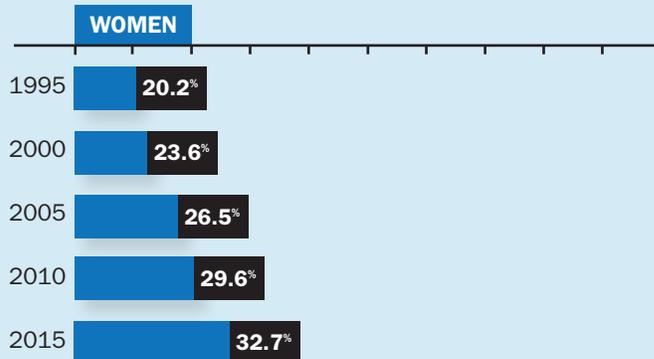
Master's Degrees Awarded (2024-2015 — Projected)

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





MONKEYBUSINESSIMAGES/ISTOCK

Things NOT to Say to Women at Work — and Why

“Being a mother is much more difficult than being a working woman” or “Being a working woman is much more difficult than being a mother.”

Few people would disagree that being a parent is a challenging, demanding role. The same can be said for many career paths as well. It doesn't have to be a competition of who works harder. The question also implies that women who opt to balance their work and home lives are somehow not putting their best foot forward in one of those roles.

And while motherhood and the corporate world can seem like two

completely different entities, some skills that come with new motherhood can be transferred to a professional environment — and the other way around. Some of these skills include multitasking, communication and budgeting. In fact, research has suggested that moms — particularly moms with two or more children — tend to be more productive at work than women who do not have children.

“Women are too emotional to be leaders.”

Not only is this insulting on an

obvious level, but research in fact indicates otherwise.

The notion continues to linger that women are biologically not as well-equipped to be leaders as men. Often, men exert more confidence in their skills and abilities in the workplace, whereas women are less likely to talk themselves up.

But according to a [report](#) by the Hay Group division of Korn Ferry, women tend to be more competent in almost all aspects of emotional intelligence than men.

“Historically in the workplace, there has been a tendency for women to self-



evaluate themselves as less competent, while men tend to overrate themselves in their competencies,” said Richard Boyatzis, Ph.D., Distinguished University Professor, Case Western Reserve University. “Research shows, however, that the reality is often the opposite. If more men acted like women in employing their emotional and social competencies, they would be substantially and distinctly more effective in their work.”

And women place a higher value on diversity than men, research from PricewaterhouseCoopers’ (No. 5 on the [DiversityInc Top 50 Companies for Diversity](#) list) reveals. The company’s annual corporate survey, published in October, questioned more than 800 corporate directors of public companies.

The data concluded:

- Women directors are much more likely to think board diversity improves company performance — 89 percent compared to 24 percent of men.
- Women directors overwhelmingly believe board diversity improves board effectiveness — 92 percent versus 38 percent of men.

DiversityInc Top 50 survey data

found a correlation between women representation on boards and diversity-management performance. The [DiversityInc Top 50](#), on average, has 34 percent more women on its boards than all other participating companies.

“Women want too much nowadays.”

There is a misconception that women have to choose between work and personal life, and that women trying to have both are selfish — or perhaps even entitled. But more and more companies are allowing employees to work flexible hours and even telecommute, making this not only an option but in some companies the norm.

Working remotely carries a stigma that these employees are not working as dedicatedly as those who go into the office every day. However, with the Internet, Skype, cell phones and the newest technology coming out every day, workers in a plethora of fields have the tools to complete all of their daily job functions from their very own homes. This is particularly helpful for not only women with families but for any caregivers.

“When are you going to have children?”

Women may not have children for a number of reasons — one being that they simply don’t want to have any. In 2014 the U.S. Census reported that a record percentage of women between ages 25 and 29 did not have children — 49.6 percent, the highest number on record since 1976. To assume that every woman wants to be a mother is an inappropriate assumption not only in the workplace but in general.

“Sweetie,” “Honey” or any other similar nickname.

Referring to a woman in this manner at work could make her feel she is being talked down to. Even if you may be close with someone outside of the office, a good rule to abide by is to keep the line between personal and work relationships clear. If you are not particularly close with a woman, the comment is even more likely to come off as degrading.

For more tips and best practices for women in the workplace be sure to visit <http://bestpractices.diversityinc.com/topic/women>.

Gender Pay Gap: Will it Close on its Own?

A

lthough the Equal Pay Act was passed more than half a century ago, women continue earning less than men – and remain underrepresented in senior-level positions in the workforce.

“The Simple Truth About the Gender Pay Gap,” a 2016 report the American Association of University Women (AAUW), states, “The good news is that the gap has narrowed considerably in the last hundred years. The bad news is that the gap is still sizable, it’s even worse for women of color, and it doesn’t seem likely to go away on its own.”

The female-to-male earnings ratio is 0.80. According to the U.S. Census’ annual “Income and Poverty in the United States: 2015” report, both women and men with earnings saw an increase in median income from 2014 to 2015, with women seeing a slightly higher percentage increase than men. However, the difference in income by gender remains significant.

Gender	Median Income, 2014	Median Income, 2015	Percentage Change in Real Median Income
Men with earnings	\$50,441	\$51,212	1.5%
Women with earnings	\$39,667	\$40,742	2.7%



MONKEYBUSINESSIMAGES/ISTOCK

And while progress has indeed been made, reports indicate that progress may even be stalling. The ratio has not increased significantly since 2007, when it increased to 0.778, up from 0.769 in 2006. In 1960, the earliest data the report provides, the ratio was 0.607.

Women of color are impacted even more by the wage gap. Black women earn about 63 cents to the white man's dollar; Latinas, 54 cents; and Asian women, 85 cents (some women of Asian subgroups may earn even less, the National Partnership for Women and Families reported).

Meanwhile, millennial women are already seeing a pay gap worse than the national average. The newest generation of working men earn a median salary of \$39,100, versus \$28,800 for millennial women — an earnings ratio of roughly 74 percent.

STATE ACTION

How can we level the playing field? Some states have been doing their part to give women a better chance at success.

In a historic step toward equal pay, employers in Massachusetts can no longer ask potential employees about their salary history during a job interview. Massachusetts is the first state to enact such a law, which goes into effect July 1, 2018. The law also forbids employers from penalizing employees who openly discuss their salaries with one another. By punishing workers who talk about their wages, women are less likely to find out if they are in fact being underpaid. In addition, employers must

now pay men and women equally if they do “comparable work,” rather than doing the exact same jobs, which was the previous practice.

New York City took similar action: as of December 2016, job seekers no longer have to provide their salary history to city agencies when applying for a job. The policy also forbids government agencies from looking for public records containing information on prior compensation. Agencies can only inquire after the fact to verify previous employment.

Policies such as these are significant. If employers base job seekers' salaries based on their previous earnings, women will continue to be underpaid when compared to males. By eliminating salary history information, all job seekers are more likely to begin on an even playing field.

HOW WOMEN CAN CLOSE THEIR OWN PAY GAP

As cities and states continue to make individual steps toward income equality, Cox Communications' Chief Compliance Officer Robin H. Sangston shared with DiversityInc some tips on how women can work to close the pay gap they may be facing ([Cox](#) is No. 18 on the [2016 DiversityInc Top 50 Companies for Diversity](#) list).

Here are Sangston's tips on how women can be more successful when asking for a raise:

- Be confident. A man will promote himself as qualified for a promotion even if he only meets some of the criteria, while a woman won't seek the promo-

tion unless she feels confident that she meets all of the criteria. Just as in any business negotiation, men assume that an employment offer is just that — an offer — and they, as a matter of course, expect a counter offer.

- Be rejection friendly. Many men don't take rejection personally, which enables them to keep coming back on their own behalf even after having been told “no” before.
- Be collaborative. This ability to see a business negotiation as a collaboration rather than a zero sum game can enable women to find creative ways to solve knotty problems and achieve a win/win.
- Be part of employee resource groups (ERGs). ERGs can both inspire women to take appropriate risk and provide valuable resources and training to give them the tools to be more confident personally and professionally. And, in addition to large-scale programs, ERGs can also help create intimate settings through peer-to-peer mentoring circles, where small groups of women can learn from each other in a safe environment by sharing best practices, tips and encouragement.
- Be a mentee. A good mentor should be able to help his or her mentee prepare for any sort of negotiation through role-playing. As in anything in life, and a negotiation is no different, preparation is key. Given that men and women have different negotiating styles, it is invaluable for women to have both male and female mentors so they can get

