

March is Women's History Month

Women's Rights = Human Rights



It's 2022, and believe it or not, women still earn considerably less than their male coworkers. In fact, women earn \$0.81 for every \$1 a man makes. Furthermore, for women of color, that number drops to \$0.62 for every \$1 a man makes. But, unfortunately, the inequality of women in the workplace goes beyond disproportionate earnings. Inequality can also be seen in:

- **Less representation at a senior level:** In the United States, only 21.7% of company board of directors are women.
- **Gender discrimination/lack of responsibilities:** 42% of women in the workplace report having experienced some form of gender-based discrimination including being treated as incompetent, being passed up for opportunities, and experiencing microaggressions like jokes and sarcastic comments.
- **Increased risk of workplace harassment:** Women are three times more likely than men to have personally experienced sexual harassment at work.
- **Bias against mothers:** Mothers – and even women whose age means they might be perceived to be a mother – are less likely to receive a callback from a hiring manager, regardless of their experience and skills. There's a mentality rooted
- in prejudice and bias that a woman, especially a mother, would have more commitments outside the workplace than men, thus making them incapable of putting in long hours or being reliable, especially for jobs at a leadership level.

- **Discrimination and hate crimes against transgender women:** 2021 was the deadliest year on record for transgender and gender non-conforming people in the U.S. At least 50 trans and gender non-conforming people were killed this year alone, per a [report](#) by LGBTQ advocacy organization the Human Rights Campaign (HRC). This is the greatest number of deaths since the organization began recording fatal violence in 2013. Find more statistics and resources [here](#).

The following are tips you can use right away to highlight women's equality. Also look at March's Multicultural Calendar, which has links to events your department can participate in. We thank you all for all you do and for your commitment to continuing to make Providence a place for all!

Tips:

1. Educate team members on unconscious gender bias. As a leader in your department, take the [Implicit Association Test](#) from Harvard University so you become more aware of your own personal biases.
2. If you haven't already, take the [Health Stream Implicit Bias Training for Core Leaders](#) and offer the [Health Stream Implicit Bias Training for Caregivers](#) to caregivers in your department.
3. Print the included "Face the Facts" Women's Equality Month posters and display them around your department. Create space during your next staff meeting to discuss how these facts make everyone feel, and what we can do within our teams to close the gap for women – especially women of color – in the workplace.
4. Speak to your team members about any salary disparity questions they may have and make sure they feel they are being paid respectfully and appropriately.
5. Keep an eye out for, and provide, development opportunities to enable women to move up the career ladder if/when desired. Use SuccessFactors to have open dialogue about where your department members want to go professionally and create a plan to help them get there.
6. Call out instances of gender discrimination or bias. One voice speaking out can empower others to do the same and truly start a movement to change things for the better.

Local resources for caregivers:

[Community Services Database](#) | [LiveWellLocal](#) | [PIHC Hub](#)

League of Women Voters of Snohomish County

YWCA Seattle | King | Snohomish

Videos:

TED Talk: Nidhi Dua, Gender Equality at Workplace

TED Talk: Michael Kimmel, Why gender equality is good for everyone – men included

Historic women in health care:



- [Florence Nightingale](#) (1820-1910) worked as a nurse in England. She and her team of nurses worked to improve the unsanitary hospital conditions in England, which reduced the mortality rate. Her actions sparked worldwide health care reform and in 1860, she established St. Thomas' Hospital and Nightingale Training School for Nurses.
- [Elizabeth Blackwell](#) (1821-1910) was the first woman to receive a medical degree in the United States and the first to publish a medical article. Her publication focused on the differences in how women treated their patients compared to men. After earning her degree, Blackwell became an advocate for women in the medical field.
- [Dr. Gertrude Elion](#) (1918-1999) was a biochemist credited with 45 medical patents. She created medications designed to block viral infections, most notably leukemia, herpes and AIDS. She also studied kidney transplants and developed treatments for organ transplant rejection. Though she never earned a medical degree, she received 23 honorary degrees from various schools.
- [Betty Ford](#) (1918-2011) grew up in Michigan and served as the First Lady of the United States from 1974 to 1977. During her time in the White House, she brought attention to women's health, having had a mastectomy herself. At the time, talk of breast cancer was generally silenced. Betty Ford's open attitude toward breast cancer led to a sharp increase in women getting screened. She also shed light on addiction as a disease by speaking openly about her own struggles. She established the Betty Ford Center for addiction.

- [Dr. Antonia Novello](#) (1944-) is the first female U.S. Surgeon General. She completed her pediatric internship and residency at the University of Michigan Medical Center. Since then, she's focused on the health of children, women and minorities. Her most recent work has been centered on educating communities that lack adequate health care resources.

[Learn more about notable women in health care history](#)

Thank you for your amazing work every day. The DEI committee is so excited to share great events with you in 2022 – events that wouldn't be possible without the hard work, commitment, and empathetic leadership you provide. If we help in your DEI journey, please don't hesitate to reach out.

Best regards,

Kaila, Brooke, and Jess