

Celebrating WOMEN'S HISTORY MONTH:

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 the inequality of women in the workplace goes beyond 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 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.

Events this Month:

1-28 WOMEN'S HISTORY MONTH

LEARN MORE:

Please watch for our "Face the Facts" displays around Providence. They showcase women's current inequality issues, as well as spotlight amazing women throughout history.



14 & 15 HOLI

LEARN MORE:

Holi, which dates back to the 4th century, is one of India's most joyful celebrations. Join us on March 13 & 14 at the Colby cafeteria for a celebratory meal that represents the culture and tradition.



11 POSES WITH PROVIDENCE

LEARN MORE:

Poses with Providence is a series of 60-minute yoga class taught by yoga teacher and local business owner Jackie Adams. Our second session of this project will also be held virtually on March 11 at 7 p.m.



[Download the Annual Calendar](#)

DIVERSITY, EQUITY AND INCLUSION CALENDAR

MARCH 2022

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--|---|--|--------------------|----------------------------------|-----------------------------|------------|
| | | 1 Zero Discrimination Day Mardi Gras | 2 Ash Wednesday | 3 | 4 | 5 |
| 6 | 7 | 8 International Women's Day | 9 | 10 Birthday of Harriet Tubman | 11 Poses with Providence | 12 |
| 13 National Deaf History Month Begins | 14 Holi Food Celebration | 15 | 16 | 17 Saint Patrick's Day | 18 | 19 Holi |
| 20 | 21 World Down Syndrome Day International Day for the Elimination of Racial Discrimination Persian New Year | 22 | 23 | 24 | 25 | 26 |
| 27 | 28 | 29 | 30 | 31 Ceasar Chavez Day | | |

RECOMMENDED READS:

[Invisible Woman by Caroline Criado Perez](#)

[The Black Unicorn: Poems by Audre Lorde](#)

[More Than Enough by Elaine Welteroth](#)

[Why They Marched: Untold Stories of the Women Who Fought for the Right to Vote by Susan Ware](#)

[The Authority Gap by Mary Ann Sieghart \(2021\)](#)

[Feminists Don't Wear Pink and Other Lies: Amazing Women on What the F-Word Means to Them by Scarlett Curtis](#)