

Women's History Month



A Workplace Awareness Guide

A downloadable guide from
Skill Boosters and VinciWorks

What is Women's History Month?

Women's History Month is an annual observance in the month of March that celebrates and recognises the contributions and achievements of women throughout history.

The purpose of Women's History Month is to increase awareness of the often overlooked role women have played in history, culture and society, and to highlight their accomplishments in a wide variety of fields including science, politics, literature, arts, sports, and many others. It is also an opportunity to raise awareness of the ongoing struggles for gender equality.

What's this year's theme?

The National Women's History Alliance has designated 'Celebrating Women Who Tell Our Stories' as this year's theme for the month. This theme aims to highlight "women, past and present, who have been active in all forms of media and storytelling including print, radio, TV, stage, screen, blogs, podcasts, news, and social media".

What can workplaces do?

Here are just a few ways workplaces can support and participate in Women's History Month:

- Organise events or a series of events highlighting the achievements of women in history and today, e.g. a panel discussion featuring prominent women in your industry, a speaker or series of speakers, or an exhibit highlighting contributions of women.
- When organising such events or highlighting women's achievements, make sure to include women from diverse backgrounds such as women of colour, indigenous women, and women from the LGBTQ+ community, in order to help increase the visibility and awareness of all women.

- Hold a fundraiser to support an organisation that supports and empowers women, such as a women's shelter or a non-profit organisation that provides education and resources for women entrepreneurs.
- Celebrate the women in your own organisation by highlighting their achievements and contributions.
- Create a reading list or resource guide to point employees to materials such as books, films, or podcasts about influential women throughout history and then hold a 'book club'-style event to discuss them.
- Review your workplace policies and make sure that they are inclusive and promote equality. This can include policies related to equal pay, parental leave, and flexible working arrangements.

What can employees do?

- Educate yourself: learn about the contributions of women to history and society through relevant books and films.
- Share stories with other employees of women who have made a difference in your workplace, industry, or community.
- Donate to organisations that support women's education, health, or empowerment, such as the [Young Women's Trust](#), [Wish](#), or [femSTEM](#), for example.

Remember, Women's History Month is not just about celebrating women's achievements in the past, but also recognising the ongoing struggles women face today. Taking these steps can help in the effort to recognise and celebrate women, their stories and contributions.

Contact Skill Boosters for more diversity and inclusion resources

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