

Bitesized Belonging: National Women’s History Month 2024: Women Who Advocate for Equity, Diversity, and Inclusion.

Women’s History marks a month-long celebration, acknowledgement, and reflection on the contributions, struggles, and systemic issues many women faced and continue to face. This year, the theme for National Women’s History Month is “Women Who Advocate for Equity, Diversity, and Inclusion”. Talk about great timing!

Women have played key strategic and tactical roles in advancing DEIB causes throughout the world. Whether it’s causes for equity and safety of women in the workplace, or an intersection of women—the gender research tell us is most likely to assume extracurricular or additional duties—working together to advance the causes of groups like the LGBTQ+ and Black communities. Women have been at the forefront of advancing, advocating for, and designing many of the DEIB practices, policies, language, research, and philosophy that DEIB practitioners like myself deploy.

We need look no further than our own Employee Resource Groups (ERGs) to see the critical and continual impact that women advocating for communities and DEIB work holistically has.

Practice

Exercise 1: Think of recent movements or trends historically underrepresented communities have had. Where were women within these movements? Are they leading? Are they developing concepts and terms to lead discussions?

Exercise 2: Consider intersectionality—how differing identities cross and interact—when thinking about DEIB work. Are there intersections of women who stand out as leading the charge for equity or inclusion?

Exercise 3: In your opinion, what are some of the most impactful contributions women have had to DEIB work? Can you name those women and their accomplishments?