

International Women's Day is a global day celebrating the social, economic, cultural, and political achievements of women. The day also marks a call to action for accelerating gender equality.

The global theme for International Women's Day 2023 is **#EmbraceEquity**

We all play a part in creating a free and equal world. Collectively, we can forge positive change. When we embrace equity, we embrace inclusion, diversity and belonging, driving success for all. Equality is the goal; equity is the means to get there. **#embraceequity**



**Diversity is a fact, inclusion is a choice, and belonging is an outcome.**

### Equality

Equality means each individual or group of people is given the same resources or opportunities

### Equity

Equity recognizes that each person has different circumstances and the need to allocate the exact resources and opportunities needed to reach an equal outcome

### Ally

Someone that aligns with and supports a cause with another individual or group of people. A straight ally, more specifically, is an individual outside of the LGBTQ community that supports their fight for equality and rights

### Diversity

is about differences seen and unseen

### Inclusion

is about leveraging those differences to achieve better business results

### Belonging

is a feeling, and more powerful than diversity & inclusion on its own. When people feel they belong and are valued for who they are, they thrive

If you're interested in sharing your voice on what inclusion means to you as a member of the Irish food and beverage industry scan this QR code to get involved →



## Practical Tips

- Ask others about their experiences and share yours
- Listen with empathy and seek to understand different perspectives
- Show up by being present, engaged and committed
- Speak up as an advocate and talk about your allyship among others



International  
Women's Day



## This year's theme is #EmbraceEquity

- Collective activism is what drives change. From grassroots action to wide-scale momentum, we can all embrace equity.
- Forging gender equity isn't limited to women solely fighting the good fight. Allies are incredibly important for the social, economic, cultural, and political advancement of women.
- When we embrace equity, we embrace diversity, and we embrace inclusion. We embrace equity to forge harmony and unity, and to help drive success for all. Equality is the goal, and equity is the means to get there. Through the process of equity, we can reach equality.

## Ideas for site-based activities

### Virtual

#### Events:

- Organise a knowledge-sharing session
  - Highlight milestone achievements or movements in women's rights
  - Invite speakers or women in the organisation to share personal stories of overcoming biases in the workplace
  - Invite men, as allies, to share stories of inspiring women they know who have overcome bias
  - Host a session to feature inspiring women leaders
  - Trivia about women throughout history
- Get involved in IWD official events

#### Recognition:

- Send out a small gift to women employees
- Pledge to #EmbraceEquity (men and women)

### On-Site

#### Events:

- Host a session where women working in male-dominated fields share career experiences
- Host a wellness activity for everyone in your site
  - a run or yoga session
  - mindfulness & meditation
- Get involved or partner with a charity/NGO that supports women or girls in the community
  - Invite speakers from the NGO who are actively involved in progressing women's rights

#### Recognition:

- Organise a meal for the office
- Put up a message board to collect #EmbraceEquity pledges from all employees and display it

# Workplace Conversations

## Key definitions to understand and discuss #EmbraceEquity

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**Diversity and inclusion is not just a ‘nice-to-have’, it’s fundamentally the right thing to do. It requires us all to play a role and hold each other accountable for building a more inclusive culture. We are on a journey and while we are making progress, we have a lot more to do individually and collectively.**

## Where to find more information to support workplace conversations about gender equity

[Making Gender Equity in the Workplace a Reality | CCL](#)

[TED: How to get workplace gender equity now](#)

[Allyship: positively moving the conversation of gender equality forward](#)

[How Men Can Become Better Allies to Women](#)



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# International Women's Day 2023

## Tools to support IWD 23 in the workplace

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### International Women's Day Theme 2023

Learn more about the theme for 2023 [#EmbraceEquity](#)

Deepen your understanding of the difference between [Equality and Equity](#)

### Celebrate International Women's Day in the workplace

Plan a successful International Women's Day event – [practical tips](#)

Examples of celebrations from 2022 [#BreakTheBias](#)

### Download Official International Women's Day 2023 Digital Assets

[IWD selfie cards](#)

[IWD social media cards](#)

[IWD online meetings backgrounds](#)

### Lean In - International Women's Day Resources

Free resources and training programme, accessible when registered to International Women's Day Website – [Lean In: 50 Ways to Fight Bias](#)





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# International Women's Day 2023

## Q&A

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### **Q: What is International Women's Day?**

A: International Women's Day is a global event celebrated on March 8th each year to honor women's social, economic, cultural, and political achievements.

[Learn more about International Women's Day](#)

### **Q: When did International Women's Day start?**

A: International Women's Day has been observed since the early 1900s, but its origins can be traced back to the early 20th century, when women in many countries began to agitate for better working conditions, suffrage, and other rights.

### **Q: Why is International Women's Day important?**

A: International Women's Day is important because it raises awareness of the ongoing struggles faced by women around the world and celebrates their accomplishments. It's an opportunity to recognize the progress that has been made, but also to acknowledge the work that still needs to be done to achieve gender equality.

### **Q: What is the theme of International Women's Day 2023?**

A: The theme of International Women's Day 2023 is #Embrace Equity. When we embrace equity, we embrace diversity, and we embrace inclusion. We embrace equity to forge harmony and unity, and to help drive success for all. Equality is the goal, and equity is the means to get there. Through the process of equity, we can reach equality.

### **Q: How can I participate in International Women's Day?**

A: There are many ways to participate in International Women's Day. You can attend an event, volunteer for a women's organisation, donate to a women's charity, or simply spread awareness about the day on social media. You can also use the day to reflect on the progress that has been made and to commit to taking action to help achieve gender equality.