

International Women's Day 2024

#InspireInclusion

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Information for Managers

What Is International Women's Day?

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 2024 is **#InspireInclusion**

Imagine a gender equal world. A world free of bias, stereotypes, and discrimination. A world that's diverse, equitable, and inclusive. A world where difference is valued and celebrated.



Information for Managers

What important definitions do I need to know?

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



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



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



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

Practical Tips

- Foster a culture where every voice is welcomed, respected and heard
- Listen with empathy and seek to understand different perspectives
- Show gratitude to those who are willing to share their experiences
- Speak up as an advocate and talk about your allyship among others

Information for Sites/ Factories

This year's theme is #InspireInclusion

- The aim of this year's theme is to collectively forge a more inclusive world for women.
- Collective activism is what drives change. From grassroots action to wide-scale momentum, we can all inspire inclusion.
- 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.
- We can all challenge gender stereotypes, call out discrimination, draw attention to bias, and seek out inclusion.



IDEAS FOR SITE-BASED ACTIVITIES

VIRTUAL	ON-SITE
<p>Events:</p> <ul style="list-style-type: none"> • Organise a knowledge-sharing session <ul style="list-style-type: none"> • 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 <p>Recognition:</p> <ul style="list-style-type: none"> • Send out a small gift to women employees • Pledge to #InspireInclusion (men and women) 	<p>Events:</p> <ul style="list-style-type: none"> • Host a session where women working in male-dominated fields share career experiences • Host a wellness activity for everyone in your site <ul style="list-style-type: none"> • a run or yoga session • mindfulness & meditation • Get involved or partner with a charity/NGO that supports women or girls in the community <ul style="list-style-type: none"> • Invite speakers from the NGO who are actively involved in progressing women's rights <p>Recognition:</p> <ul style="list-style-type: none"> • Organize a site coffee & pastry morning • Put up a message board to collect #InspireInclusion pledges from all employees and display it

Workplace Conversations

Key definitions to understand and discuss #InspireInclusion



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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.

HERE TO FIND MORE INFORMATION TO SUPPORT WORKPLACE CONVERSATIONS ABOUT INSPIRING INCLUSION

	GatenbySanderson: How to host a conversation about inclusivity at work
	Harvard Business Review: How Sharing Our Stories Builds Inclusion
	LinkedIn: How to begin a conversation on diversity and inclusion in the workplace
	How Men Can Become Better Allies to Women

Tools to support workplace activities

INTERNATIONAL WOMEN'S DAY THEME 2024

Learn more about
the theme for 2024
#InspireInclusion

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 2023
#EmbraceEquity

DOWNLOAD OFFICIAL INTERNATIONAL WOMEN'S DAY 2024 DIGITAL ASSETS

IWD social media
& selfie 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**



Frequently Asked Questions

What is International Women's Day?

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.

When did International Women's Day start?

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.

Why is International Women's Day important?

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.

What is the theme of International Women's Day 2024?

The theme of International Women's Day 2024 is #InspireInclusion, which aims to collectively forge a more inclusive world for women. When we inspire others to understand and value women's inclusion, we forge a better world. And when women themselves are inspired to be included, there's a sense of belonging, relevance and empowerment.

How can I participate in International Women's Day?

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.