
Origin of Women’s History Month

Kiera Zetkin, a German woman, inspired by working-class American women, organized an International Women's Day on March 19, 1911. The movement lost momentum until being rekindled during the 1960s women's movement. Eventually, in March 1978, female historians promoted Women's History Week. Finally, in 1987, Congress proclaimed March as National Women's History Month.

Women’s Rights From Congress and the U.S. Supreme Court

- 1964. Title VII of the Civil Rights Act bars employment discrimination on the basis of sex, among other characteristics.
- 1972. Title IX amends the Civil Rights Act and prohibits sex discrimination in schools.
- 1981. Sandra Day O'Connor became the first woman Supreme Court Justice
- 1986. The Supreme Court held that sexual harassment in the workplace is illegal discrimination.

Facts About Women

- In 2007, Harvard University named **Drew Gilpin Faust** its first woman president in the school's 371-year history. (Diversity, Inc.)
- There are **154.7 million** women in the United States, compared with **150.6 million** men.
- In 2007, women over the age of 16 who worked full time earned **77.5 cents** for every $1 males earned (U.S. Census Bureau)
- Women are 51% of the population and 48% of the workforce

NEVER SAY TO PEOPLE WITH DISABILITIES

- “I don’t even think of you as a person with a disability”
- “Were you born that way?”
“Imagining how it feels to be someone other than you is a communication tool that takes the place of the need to know all the “politically correct” words to use when speaking with someone who is different.” – Carrie Gibson (Crossing The Bridge)

Imagining will not erase prejudices or biases. But it will change your focus by helping you step out of those prejudices. If you notice one of your prejudices taking shape about someone, shift your focus from your prejudice to trying to imagine how it feels to be that person as he/she talks with you. At that point, your focus is on the other person rather than on your prejudices.

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BACK TO BASICS

Diversity Is:

- Valuing and effectively leveraging employees’ differences and unique talents

Diversity, Equal Employment Opportunity, or Affirmative Action Is Not:

- Hiring quotas
- Hiring unqualified candidates

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“The real act of discovery consists not in finding new lands but seeing with new eyes.” – Marcel Proust

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CCSD’s Diversity Communications Initiative was launched in April 2008. Look forward to 8 publications annually: Diversity Digest – April; Diversity Dialogue Bulletin - January and September; Diversity Gram – February, March, May, August, and October.

DIVERSITY-GRAMS are distributed periodically to every employee with e-mail access. They are published by Cobb County School District’s Diversity/EEO Office – Human Resources (Dr. Donald Dunnigan, Chief Human Resources Officer).

None of these publications are intended as legal advice. If you have questions, or comments, contact Shelia Cozine at 770.426.3543.