

# Inspiring Inclusion for International Women's Day

**International Women's Day is an opportunity for organisations to celebrate women and to acknowledge all the exceptional contributions that women make to the world.** This day is globally recognised as a mark of collective activism and a commitment to forging women's equality. The theme for International Women's Day 2024 is 'Inspire Inclusion', with this in mind we encourage you to take a moment and to ask yourself:

- What does inclusion mean to you?
- Who inspires you?
- Can you do more in your current role to inspire inclusion?

One noteworthy inspirational woman is Maya Angelou; writer, poet and civil rights activist. Maya's poem 'Phenomenal Woman' could be shared and celebrated this International Women's Day as it challenges the status quo of societal beauty and instead highlights women's confidence, self-esteem, and inner capabilities. This is the message that we want to spread far and wide this International Women's Day. We want everyone to recognise the importance of including women and how we can forge a better world when women are included. When women are in the room, in the senior leadership role or in a management position it sends a key message. When women

are consulted, included, and valued it ensures a different perspective is brought to the table and an additional skill set is available.

**This International Women's Day key questions that you can explore in your organisation include:**

1. Are you nurturing and developing female talent?
2. Are women being supported into Leadership roles?
3. Is the organisational culture inclusive of women?
4. Is the infrastructure designed to meet the needs of women?
5. Do you have Employee Resource Groups dedicated to female empowerment?



To truly include women and to celebrate inclusion means to openly embrace women of all ages, races, abilities, faiths, and identities. If you feel that your organisation requires additional support in this area then the Irish Centre for Diversity (ICFD), Ireland's first all encompassing Equality, Diversity and Inclusion mark provides training in Diversity and Inclusion, particularly in unconscious bias and inclusive language.

A word that goes hand in hand with inclusion is diversity and this International Women's Day, celebrating diversity is a vital component to inspiring inclusion. Initiatives that celebrate diversity include advocacy campaigns, educational D&I workshops, case studies on

inspirational women within your organisation and one hugely effective initiative is a female led mentorship programme. Mentorship programmes can inspire and equip the next generation. International Women's Day is not only about celebrating the women that have broken down the barriers and smashed the glass ceiling, but also an opportunity to create lasting change for the young women growing up in today's world and recognising these women as our future leaders.

**Be part of the movement! Celebrate this years International Women's Day and lead by example with inclusion at the forefront of your agenda.**

