

Women's History Month

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Women's History Month is recognized in March and the theme for this year is "Women Providing Healing, Promoting Hope." The National Women's History



Alliance stated this theme is "both a tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and also a recognition of the thousands of ways that women of all cultures have provided both healing and hope throughout history."

As we reflect on the history of women in the United States, we think of the

women's rights movement, including women's suffrage and gaining the right to vote with the ratification of the 19th amendment on August 18, 1920.

Check out these videos to learn more about the history and ratification of the 19th Amendment.



Thoughts also turn to the women promoting civil rights and more opportunities for education, employment and equal pay in more recent decades.

Equal Pay Day is also recognized this month on March 24 as a symbolic representation of how far into the year women must work to catch up to what men made in the previous year. The uncontrolled gender pay gap, or opportunity pay gap, shows in 2021, women made \$0.82 for every dollar a man made, which is one cent more than made in 2020. This opportunity pay gap measures the barriers women face in attaining the higher paying positions that men often hold. This gap is also wider for Black women, other women of color and LGBTQ women, who continue to face additional discrimination and obstacles to fair employment and pay.



The controlled gender pay gap measures *equal pay for equal work*, and controls for job title, years of experience, education, industry, location and other compensable factors.

Women in the controlled group make \$0.98 for every \$1.00 a man makes, meaning that women are still making less than men even when doing the exact same job. The COVID-19 pandemic has heightened awareness of this disparity as many stay-at-home policies for certain industries and forced caretaker roles at home have impacted women more heavily than men. Women may face an unemployment penalty when they do return to the workforce. This refers to the lower wages typically observed when people return to the workforce from unemployment. [Click here](#) for more detailed information and research data about the gender and racial pay gaps.



Throughout history, we have seen women overcome challenges and contribute to our American culture as entrepreneurs, teachers, coaches, artists, politicians, orators, caregivers, scientists, accountants, lawyers, athletes, food servers, librarians, mothers, astronauts, doctors, Supreme Court Justices, social workers, musicians, taxi drivers, activists and so much more.

Leslie Hannan, loan administrator from the Middletown campus recognizes her niece, Ashley (far right) and her co-workers working countless hours in labor and delivery. *“Kudos to the great work they have done through the pandemic and beyond!”*



Erin Doan, diversity, equity and inclusion director from the Middletown campus recognizes her mother, Tana Andrione, who volunteers weekly at the Hershey Food Bank. Their mission is to provide food and assistance to families and individuals in financial distress. *“Thank you, Mom, for selflessly giving of your time and energy to help so many in our community!”*

Sources: <https://www.history.com/topics/holidays/womens-history-month>
https://www.history.com/topics/womens-history/the-fight-for-womens-suffrage?li_source=L1&li_medium=m2m-rcw-history
<https://www.payscale.com/research-and-insights/gender-pay-gap/#section02>