



**The Denver Women's Commission proudly celebrates March as Women's History Month.**

Women's History Month celebrates the contributions and achievements of women throughout history. It provides us with an opportunity to acknowledge the too often overlooked accomplishments of women and highlight their impact on society and communities. We hope that through recognition, we can inspire future generations to continue the legacy of these remarkable women.

Women's History Month also serves as a reminder that women's rights have been fought for and won through the tireless efforts of activists and trailblazers. We call upon our community to spend this month reflecting on the progress made toward gender equality and the work that still needs to be done to achieve it.

A significant gender pay gap exists worldwide, with women earning less than men for the same work. The pay gap is even more significant for women of color. In 2020, here in Colorado, the average woman earned 83 cents for every dollar earned by the average man. Black women earned 63 cents, and Latina women earned 57 cents compared to white, non-Hispanic men. The lost earned income over a career span for women is the millions. Despite much progress in recent years, many industries and sectors continue to exhibit disparities in pay and leadership opportunities, highlighting the need for ongoing efforts to achieve true gender pay equity.

We encourage our community to read the [2022 McKinsey Report "Women in the Workplace"](#) which highlights the continued challenges for women in the workforce, especially in leadership positions. During Women's History Month, we call upon corporate leaders to ensure that they are a part of the solution by promoting, mentoring, and providing advancement opportunities to all women. The McKinsey report states, *"For the eighth consecutive year, a broken rung at the first step up to manager is holding women back. For every 100 men who are promoted from entry-level roles to manager positions, only 87 women are promoted, and only 82 women of color are promoted. As a result, men significantly outnumber women at the manager level, and women can never catch up. There are simply too few women to promote to senior leadership positions."*

At the Denver Women's Commission, we believe that recognizing Women's History Month contributes to raising awareness about the issues that continue to affect women today, such as unequal pay, gender-based violence, discrimination, attacks on access to birth control, abortion, sex education and more, at both the state and local level. We will utilize Women's History Month, and all months of the year, to amplify the voices and experiences of women and promote the need for continued advocacy and engagement in striving for gender equity.

As we reflect this month on the trailblazers of our past, we ask all Denverites to take action. You can do this by amplifying the voices of the under-resourced in our community, volunteering with an organization that supports women and girls, supporting a Women-Owned Business, and being a part of solutions in your own organization and circle of influence.