

Public Policy  
March 2023  
Women's History Month  
Equity and Transgender Awareness

Imagine a full month to celebrate WOMEN! Thirty-one days in which to acknowledge, be proud of, and encourage women and girls of all ages, ethnicities, and self-proclaimed genders to work towards equity and the life to which they aspire. This is the month we remember the brave women who have blazed the trails, withstood the inactions of their governments—sometimes by putting their lives on the line—and who continue to fight for equity and recognition of WOMEN and GIRLS. It was President Barack Obama who, in 2011, proclaimed March as Women's History Month.

Who are the women and girls you admire? Here are a few names of Bay Area women I put on my personal list: Barbara Boxer, Diane Feinstein, and Nancy Pelosi. Now, make your own list and if you draw a blank just Google Women to Admire in March for a myriad of choices.

March also provides several opportunities for Fremont AAUW members to celebrate our own members' involvement and accomplishments. We just completed Speech Trek, and Gov Trek and Tech Trek are in the works. Lobby Day is a chance to talk to your elected officials, and do not miss Discovery Day on March 4. Don't forget Equal Pay Day on March 14 and our upcoming AAUW Women Traveling the World on March 18. Look for more opportunities throughout the year to celebrate and join in our AAUW fight for equity.

But the United States isn't alone in recognizing the importance of women and their influence in our lives. International Women's Day became a mainstream global holiday following its adoption by the United Nations in 1975. Circle March 8<sup>th</sup> on your calendars as the global day celebrating the social, economic, cultural and political achievements of women. The 2023 campaign theme is #Embrace Equity.

[internationalwomensday.com](http://internationalwomensday.com)

Notice the word Equity in the above IWD campaign theme and in AAUW's mission statement to "advance gender equity" rather than gender equality. What is the difference between the two words? Why is one more appropriate than the other? After all, when growing up we wanted everything to be equal --equal shares of cookies or toys with our siblings.

Here is a quick explanation I found on the Internet: Equality means two cookies for you, two cookies for me. We are each given the same resources--two cookies. Equity, on the other hand, recognizes that each person has different circumstances but is allocated the exact resources and opportunities needed to reach an equal outcome. Example: The cookies are placed on the counter. My taller sibling reaches them easily, but if I am two years old. I can't begin to reach the cookies set aside for me. I have a different set of circumstances--I am shorter! I need the aid of a chair to stand on in order to gain access to the cookies.

Equity = equal outcomes.

And one more important date to circle on your calendars: March 31.

The following edited article was submitted by Melissa Maceyko, Member AAUW California Public Policy Committee.

*"March is Women's History Month, a Fitting Time to Observe Transgender Day of Visibility.*

*Each year on March 31, the world observes Transgender Day of Visibility (TDOV) to raise awareness about transgender people. It is a day to celebrate the lives and contributions of trans people, while also drawing attention to the poverty, discrimination, and violence the community faces.*

*As a women's organization, the increasingly hostile environment for trans women and girls and transfeminine people should be at the forefront of our collective education and activism--let's help ensure that history doesn't continue to repeat itself. Visit the Public Policy website to learn more."*

*Click here for Melissa's entire article.* [aauw-ca.org/category/public-policy/newsletter-artic](http://aauw-ca.org/category/public-policy/newsletter-article)  
[aauw-ca.org/category/public-policy/newsletter-articles](http://aauw-ca.org/category/public-policy/newsletter-articles)