



# The CoMmunity

## The City of Memphis Celebrates Women's History Month

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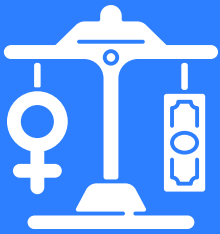
In 1987 after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, presidents have issued a series of annual proclamations designating the month of March as "Women's History Month." These proclamations celebrate the contributions women have made to the United States and recognize the specific achievements women have made over the course of American history in a variety of fields.

### 3 Women Vital to Memphis History

1. **Estelle Axton** – One of the founders of STAX recording studio
2. **Ida B. Wells** – Teacher turned journalist, anti-lynching activist and suffragist
3. **Mary Church Terrell** – Suffragist, founder and later president (1896-1901) of the National Association of Colored Women, a co-founder of the NAACP

# Celebrate

## WOMEN'S History Month



### Women's Equal Pay Day

This year's Equal Pay Day will be March 15, 2022. The day was created to raise awareness for the gender pay gap between men and women's wages. The mid-March date was calculated based on how far into the current year the average American woman\* must work to earn the same wage the average man earned the year prior. Put differently, it takes women today almost 15 months to achieve what their male counterparts can in 12.

(\*The date for women of color has not yet been calculated for 2022.)

## For More Information

Email: [diversity\\_inclusion@MEMPHISTN.GOV](mailto:diversity_inclusion@MEMPHISTN.GOV)

### Get Involved

#### Women's Circle ERG Power Hour

March 8, 2022

#### *International Women's Day*

1:00 PM - 2:00 PM

Benjamin Hooks Library| Conference Room A

#### *We Not I Women Empowerment Webinar*

March 15, 2022

#### *Equal Pay Day*

10:00 AM - 12:00PM

Virtual - Stay tuned for link!

#### Women's Entrepreneurship Workshop

March 23, 2022

9:00AM - 12:00PM

Entrepreneurs Network Center

Hybrid - Stay tuned for link!

#### Solid Waste Women's Appreciation

March 29, 2022

6:00PM - 8:00PM

Invite Only

# Professional Development



## PROFESSIONAL DEVELOPMENT CLASSES



Open the door to your future career changes by signing up for a training today! Improve your interpersonal, technical, and social skills with our professional development courses!

### ONGOING PROFESSIONAL LEARNING

**CAREER CENTER- RESUME REVIEW/MOCK INTERVIEWS**  
(9:00 - 11:00 AM)/(1:00 - 3:00PM)

Feb. 18

Mar. 17

**EMOTIONAL INTELLIGENCE**  
8:30 - 11:30 AM

Feb. 16

Mar. 16

**LEARNING TO SAY 'NO'**  
11:00 - 12:00 PM

Feb. 23

Mar. 1

**RESPECTFUL WORKPLACE**  
8:30 - 11:30 AM

Mar. 10

### VIRTUAL POWER UP RETREAT

*Does your team need a recharge? Need skills for effective communication, conflict management, teambuilding, or motivation & growth? Power Up with this virtual teambuilding retreat for your team!*

Managers and supervisors email [otdcom@memphistn.gov](mailto:otdcom@memphistn.gov) for your requests.

**For More Information**

Email:

[OTDCOM@MEMPHISTN.GOV](mailto:OTDCOM@MEMPHISTN.GOV)

# CoM Trailblazer



## International Women's Day

International Women's Day (March 8th) is a global day celebrating women's social, economic, cultural, and political achievements. The day also marks a call to action for accelerating women's equality. IWD has occurred for well over a century, with the first IWD gathering in 1911 supported by over a million people. Today, IWD belongs to all groups collectively everywhere. IWD is not country, group, or organization specific.

## Woman of the Year

A woman with commitment and passion for serving others while making an impact and leading with purpose. Through her work she demonstrates the application of business development strategies to implement solutions for citywide change. As an innovator, this woman is recognized for implementing something new with a following that matters. She radiates passion and purpose to make an impact in her division and this passion extends as far as her voice can reach.

Nominate Here:

<https://fs29.formsite.com/CityofMemphis/WomanoftheYear/index.html>

# EDI Business



Click Below:

[Lactation Policy](#)

[Lactation  
Accommodation  
Request Form](#)

### Questions?

Please contact the Diversity & Inclusion Coordinator in the Office of Equity, Diversity & Inclusion at 901-636-6874 or [EDI@memphistn.gov](mailto:EDI@memphistn.gov)

## Lactation Update

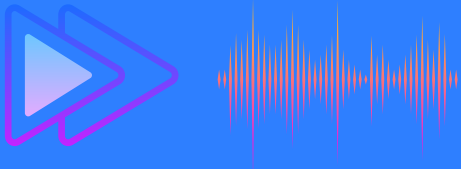
Did you know that the City of Memphis provides a private space for nursing mothers? Our Lactation Policy solidifies our commitment to promoting equal opportunities in employment for working mothers.

After completing the Lactation Request Form and receiving approval, you will be sent instructions on accessing the lactation Room at your designated work location. All users will be required to sign in and sign out when using the lactation room to ensure privacy.

In City Hall, all approved nursing mothers will retrieve the key to the Lactation Room from General Services in room 1B-03.

# Diversity & Inclusion

## Women's History Month Playlist



Listen to a curated playlist of women musicians from the Bluff City



## Employee Resource Groups

The Diversity and Inclusion Office would like to invite you to join one of the many City of Memphis Diversity & Inclusion initiatives. We encourage you to become engaged in all of the exciting opportunities that the City of Memphis has to offer. Start today by joining one of our Employee Resource Groups (ERGs). [SIGN UP TODAY!](#)

