



# INTERNATIONAL WOMEN'S DAY

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**M**arch 8 is **International Women's Day**, which is a day that not only celebrates the achievements of women, and the progress made toward women's rights, but also brings attention to ongoing struggles for equality around the world. This year's theme is **Accelerate Action**. It is a worldwide call to acknowledge strategies, resources, and activity that positively impact women's advancement, and to support and elevate their implementation.

At the current rate of progress, it will take until 2158, which is roughly five generations from now, to reach full gender parity, according to data from the World Economic Forum. Focusing on the need to **Accelerate Action** emphasizes the importance of taking swift and decisive steps to achieve gender equality. It calls for increased momentum and urgency in addressing the systemic barriers and biases that women face, both in personal and professional spheres.

With the current drive to reduce or eliminate **Diversity, Equity, and Inclusion (DEI)** programs, we have to look at how DEI programs benefit everyone, not just women. **Diversity** refers to the representation of all individuals, regardless of sex, gender, race, sexual orientation, ethnicity, country of origin, class or religious beliefs. **Equity** means the fair treatment of all individuals and equal access to opportunities and resources. **Inclusion** means a sense of belonging in an environment where all feel welcomed, accepted, and respected.

According to International Women's Day, this year's theme emphasizes the urgency of making faster, more effective strides toward gender equality because of the following:

## 1. PROGRESS IS TOO SLOW

To "Accelerate Action" means to move beyond ineffective practice and implement meaningful changes for bold, decisive action that positively impacts gender equality.

## 2. ADDRESSING GLOBAL SETBACKS

In recent years, events like the COVID-19 pandemic disproportionately affected women. "Accelerate Action" signals that urgent and coordinated measures are necessary to recover lost ground and ensure women are not left behind in the post-pandemic recovery.

## 3. INSPIRING MOMENTUM FOR CHANGE

The campaign focus encourages activism and engagement at all levels to motivate individuals, governments, and organizations to take concrete steps toward gender equality. It empowers those who are already working toward gender justice and calls on those who have been passive to join the movement.

## 4. TACKLING STRUCTURAL INEQUALITIES

"Accelerate Action" pushes for the dismantling of systemic barriers that perpetuate inequality, such as unequal pay, limited access to education, and under-representation in leadership. It encourages reforms in institutions and policies, creating a sense of urgency around addressing deep-rooted biases and outdated systems.

## 5. FOCUS ON IMPACTFUL SOLUTIONS

The theme calls for moving from awareness to action, focusing on measurable outcomes and long-term solutions rather than short-term, superficial changes.

## 6. INCLUSIVITY AND INTERSECTIONALITY

Accelerating action means recognizing that gender inequality affects different women in different ways—whether due to race, ethnicity, disability, socioeconomic status or further aspects.

## 7. A TIMELY CALL FOR ACCOUNTABILITY

The campaign focus serves as a powerful reminder that time is running out to meet global gender priorities. "Accelerate Action" holds institutions accountable, urging them to deliver on their commitments with greater speed and efficiency.

In essence, "Accelerate Action" is a call for urgency, inclusion, and transformative change. It signals that equality cannot wait, and that all sectors of society must work together to quicken the pace of progress for women's rights and empowerment.