



EVERFI®

Toolkit: Awareness Months & Holidays

March 2025

How to Use This Toolkit

Purpose and Benefits

Nationally-recognized awareness months give you a great opportunity to engage your workforce in conversations and learning all year. We’re making it easier for you with our **Awareness Month Toolkit**. It’s packed with resources that save you time, enabling you to focus on helping your employees gain a deeper understanding and appreciation of one another.

Contents

This easy-to-use toolkit contains the following for the month of **March**:

- Tips and resources that you can include in your employee newsletter or intranet
- Employee lunch & learn ideas with suggested activities and discussion questions
- Additional tools to share with your leaders and supervisors
- Ideas for employee giving and community service projects

***Note:** The resources and links in this toolkit are samples and suggested ideas. Please take some time to carefully review each item’s contents before use, to ensure it is a good fit for your organization.*

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March

Theme: International Women's Day and Women's History Month

1. Sample Content for Your Employee Newsletter or Intranet

This month we celebrate International Women's Day (March 8) and Women's History Month, both of which honor the many economic, political, social, and cultural contributions of women throughout history, as well as challenges still faced by women around the world today.

Did You Know?

Some of the earliest recognitions of Women's Day began in the early 1900s in countries such as the United States, Denmark, and Russia, and were used as opportunities to champion women's rights to work, vote, and be free from discrimination. Today, International Women's Day is celebrated in over 100 countries. In addition, the entire month of March has been designated as Women's History Month in the United States, the United Kingdom, and Australia (while Canada recognizes this month in October).

Dig Deeper

- **Learn:** More than 15 women have run for President of the United States since 1870. See their photos and read their stories in this online exhibit, First but Not the Last.
- **Watch/Listen:** Learn more about some of the experiences, contributions, and challenges faced by women through one of these TedTalks. For example, try The Likability Dilemma for Women Leaders. (10 mins)
- **Explore:** Check out the global members of the Women's Hall of Fame.
- **Do:** Volunteer your time or donate to a nonprofit organization that supports women and girls in need.
- **Honor:** Write a note of thanks to a woman who has helped you or who inspires you.

2. Employee Lunch & Learn Suggestions: International Women's Day/Women's History Month

Ask several women from different areas and job levels in your organization to volunteer to help lead a panel discussion. Consider using some of the discussion questions below, or others from this list by [Powerful Panels](#).

- Tell us about a woman who has been influential to you. What did you learn from them?
- How would you describe your leadership style?
- Do you believe women in leadership positions face unique challenges in society? If so, what are they?
- What are some ways that we can support women and girls in our local communities? In the world?
- What are some things you do to take care of your own wellbeing?

Tip: If you have a women's employee resource group, consider seeking its input and asking if its members would like to be involved in sponsoring, planning, or holding an employee event or any other company effort to honor International Women's Day/Women's History Month.

3. Additional Resources to Share with Leaders and Supervisors

Blog: [7 Strategies to Prevent Sexual Harassment in the Workplace.](#)

Blog: [How Does Sexual harassment Affect the Workplace?](#)

4. Encourage Community Service and Giving

Help employees support and empower women around the world by personalizing the volunteering and giving experience. Your organization could:

- Start by pulling a report in your employee engagement portal and filter by NTEE Code Women's Rights-42 to see which organizations your employees have supported in the past.
- Highlight the organizations your employees care about. Encourage employees to share inspiring stories and photos of their support.
- Plan spotlight sessions with speakers from these nonprofit organizations to share their stories.
- Consider offering an additional volunteer grant during this month and encourage employees to apply and have your company send grant dollars to a nominated organization that empowers women.





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Disclaimer: This information is not intended as legal advice.
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