



Women's History Month

For All Employees

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Women's History Month takes place in March to celebrate women's strength, tenacity, resilience and contributions around the world. Women are diverse, with different backgrounds, sexual orientations and abilities, and this month, we aim to celebrate all of them. This Meeting in a Box is a valuable tool to continue your employees' cultural competence training and spotlight women's accomplishments. In this Meeting in a Box, we provide a brief timeline of women's history in the U.S., career advice from executive women from companies DiversityInc works with, facts and figures highlighting women in different demographic areas and a tip sheet on company policies, practices and culture that best serve women.



1 WOMEN'S HISTORY MONTH: TIMELINE

Because of the broadness of women's history, this timeline begins in 1789 after the ratification of the U.S. Constitution, but women played an important role before and during the Revolution as well. We recommend you start your Women's History Month discussion with this summary of women's history in the U.S. In this timeline, we review the waves of feminism, including the early moves by suffragettes and abolitionists, the fight for reproductive freedom and more representation of women in power, and the more recent moves to make feminism inclusive to women of different backgrounds.

Discussion Questions for Employees

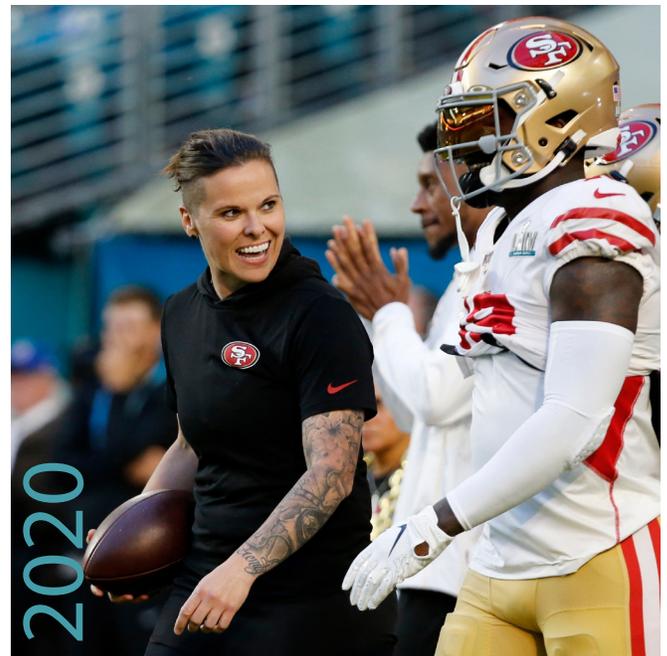
- ? What have been the most significant changes in women's roles in the past few decades? The past 10 years?
- ? Why are "firsts" important to note? What other significant changes for women's rights come to mind?
- ? Much of women's history lessons involve white, middle or upper class women like Susan B. Anthony and Margaret Sanger, but women of many different backgrounds have played integral roles in the fight for gender and racial equality. Why is it important to have a historical view on women's rights that is diverse?



Eileen Collins, the first woman in space (Photo: NASA)



Hattie McDaniel, the first African American to win an Oscar. (Photo: Public domain publicity image)



Katie Sowers, the first woman to coach at a Super Bowl and the first openly gay NFL coach. (Photo: Mark Humphrey/AP/Shutterstock)

Timeline

1789

U.S. Constitution is ratified. The terms "persons," "people" and "electors" allow for interpretation to include men and women.

1837

Oberlin College in Ohio becomes first coeducational college in the U.S.

1839

Mississippi becomes first state to grant married women the right to hold property in their own names, independent of their husbands.

1840

Catherine Brewer becomes first woman to receive a bachelor's degree, from Georgia Female College (now Wesleyan College) in Macon, Georgia.

1843

Isabella Baumfree takes the name Sojourner Truth and goes on to become a famed abolitionist and women's rights activist.

1848

First women's rights convention is held in Seneca Falls, New York to sign the Declaration of Rights and Sentiments. The document, modeled after the U.S.'s Declaration of Independence to demand equal rights for women, was signed by 68 women and 32 men.

1849

-Elizabeth Blackwell becomes first woman to receive a medical degree, from Geneva Medical College (now SUNY Upstate Medical University in Syracuse, New York).

-Harriet Tubman escapes to Philadelphia and helps about 300 enslaved people escape to the North for freedom via the Underground Railroad, a network of secret routes and safehouses to aid slaves' escapes.

1869

First women's suffrage law is passed in the territory of Wyoming.

1872

-Susan B. Anthony is arrested for trying to vote in Rochester, New York.

-Victoria Claflin Woodhull becomes first woman Presidential candidate, for the Equal Rights Party

1916

-Jeannette Rankin of Montana becomes first woman elected to Congress.

-Reproductive activist Margaret Sanger founds what is now Planned Parenthood. Though its history is complex and tainted with the eugenicist beliefs of the time, it goes on to help many

women have access to reproductive healthcare and education.

1920

19th Amendment gives women right to vote.

1924

Miriam Ferguson (Texas) and Nellie Tayloe Ross (Wyoming) become first women elected as governors.

1932

-Amelia Earhart becomes first woman to fly solo across the Atlantic.
-Hattie Caraway of Arkansas becomes first woman elected to Senate.

1938

Fair Labor Standards Act establishes minimum wage without regard to gender.

1940

Hattie McDaniel is the first African American to win an Oscar for her role in "Gone With the Wind.":

1955

First lesbian organization in U.S., Daughters of Bilitis, is founded.

1960

The first oral contraceptive, Enovid, was approved by the U.S. Food and Drug Administration (FDA).

1963

Congress passes Equal Pay Act.

1964

-Title VII of Civil Rights Act of 1964 prohibits employment discrimination on basis of race, color, religion, national origin or sex.
-Patsy Mink becomes the first Asian-American woman and first minority woman elected to Congress.

1967

Muriel Siebert becomes first woman to own a seat on the New York Stock Exchange.



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U.S. Congress

1970

Nonprofit women's rights organization Our Bodies, Ourselves publishes a book of the same name. The book is controversial because it discusses women's sexuality and reproduction, but it is widely read and becomes a symbol for the women's rights movement at the time.

1972

Title IX bans gender discrimination in federally funded education programs.

1973

In *Roe v. Wade*, Supreme Court protects woman's right to terminate pregnancy.

1978

Pregnancy Discrimination Act prohibits discrimination "on basis of pregnancy, childbirth, or related medical conditions."

1981

Sandra Day O'Connor becomes first woman Supreme Court justice.

1982

For the first time, more women than men receive bachelor's degrees.

1984

- In *Roberts v. United States Jaycees*, Supreme Court prohibits public organizations from refusing membership to someone because of gender.
- Democrat Geraldine Ferraro is first major-party woman vice presidential nominee with presidential nominee Walter Mondale.

1987

Congress declares March as National Women's History Month.

1989

Dr. Kimberle Crenshaw, a legal scholar and activist, coins the term "intersectionality" to describe the specific forms of compounding discrimination people face based on their race, class, sexuality, gender and ability.

1993

Family and Medical Leave Act provides job protection and leave for family and medical issues.

1996

Peggy Bird (Kewa), Darlene Correa (Laguna Pueblo) and Genne James (Navajo) found the Coalition to Stop Violence Against Native Women in New Mexico as crimes against indigenous women go underreported and neglected by law enforcement.

1997

- Madeleine Albright becomes first woman Secretary of State.
- Small Business Administration Administrator Aida Alvarez becomes first Latina to hold Cabinet-level position.

1998

Supreme Court rules that employers are liable for workplace sexual harassment.

1999

Eileen Collins becomes first woman to pilot and command a space shuttle. She is also a retired U.S. Air Force Colonel.

2001

Secretary of Labor Elaine Chao becomes first Asian woman Cabinet member.

2002

Halle Berry is the first Black woman to win an Academy Award for best actress.

2006

Activist Tarana Burke founds the MeToo movement, to help support women and girls of color in underserved areas who experience sexual abuse. It later becomes a worldwide, star-studded movement when Alyssa Milano tweets about it in the wake of the Harvey Weinstein sexual assault allegations.

2007

Nancy Pelosi becomes first woman Speaker of the House.

2008

Hillary Clinton becomes only former first lady to run for president.

2009

- President Obama signs into law the Lilly Ledbetter Fair Pay Act, intended to reduce the pay gap between men and women.
- Sonia Sotomayor becomes first Latina Supreme Court justice.

2014

- Ava DuVernay becomes the first African American woman nominated for Golden Globe for best director.
- Actor and LGBTQ rights activist Laverne Cox becomes the first transgender woman nominated for an Emmy for her role in "Orange is the New Black."



Coalition to Stop Violence Against Native Women



MICK TSIKAS/EPA-EFE/Shutterstock

2015

Two big accounting firms elect their first women CEOs, Cathy Engelbert at Deloitte and Lynne Doughtie at KPMG.

2016

-Hillary Clinton becomes the first woman presidential nominee for a major political party.
-Kamala Harris becomes California's third female U.S. senator and first of Jamaican or Indian descent.
-Massachusetts passes a first of its kind law, effective July 1, 2018, forbidding employers from asking about salary history on job interviews and requiring men and women be paid equally if they do "comparable work."

2017

-The Women's March on Washington brings nearly 500,000 activists to D.C. to protest for women's rights. Sister protests take place across the country.
-Kelly Grier becomes the first woman to lead EY in the U.S.
-Michelle Buck appointed first female CEO of Hershey in the company's 123-year history.

2018

-Some of Hollywood's most notable women unveil Time's Up, an initiative to help working-class women fight back against sexual assault.
-Hundreds of thousands of women and allies turn out for the second Women's March.
-Former AT&T senior Vice President and Chief Diversity Officer Cynthia Marshall becomes the CEO of the Dallas Mavericks and is the first Black woman CEO in the NBA.
-Yalitza Aparicio is the first indigenous Mexican woman to be nominated for best actress at the Oscars, after her performance as a housekeeper in the acclaimed film "Roma."
-Seventeen Black women made history by winning judicial seats in Harris County, Texas. The 17 Democratic candidates were elected under a campaign they called "Black Girl Magic Texas."
-A record number of 117 women were ultimately sent to Congress this cycle — a significant jump from 2016 when 89 women were elected. Of these 117, 42 are women of color.

Some of these congresswomen of color include

- Ayanna Pressley, the first African-American House member from Massachusetts
- Rashida Tlaib, the first Palestinian-American elected to Congress and along with Ilhan Omar, one of the first two Muslim women elected to Congress
- Alexandria Ocasio-Cortez, who, at age 29, becomes the youngest congresswoman ever
- Ilhan Omar, the first naturalized citizen from Africa and first Somali-American elected to the United States Congress, and the first minority woman to serve as a U.S. representative for Minnesota. Along with Rashida Tlaib, Omar was one of the first two Muslim congresswomen elected.

2019

-Kathy Warden becomes CEO of Northrop Grumman on January 1, 2019.

-Ruth E. Carter and Hannah Beachler make history for their work on the film, "Black Panther." Carter is the first Black woman to win an Academy Award for Best Costume Design and Beachler is the first Black woman to win an Academy Award for Best Production Design.
-Cardi B becomes the first female rapper to win a GRAMMY Award for Best Rap Album.
-The U.S. women's national soccer team wins the World Cup, bolstering their demands for equal pay.

2020

-Katie Sowers of the San Francisco 49ers becomes the first woman to coach at the Super Bowl. She is also the first openly gay NFL coach.



[Women's March 2017 Washington, D.C., United States Marchers, Mobilus In Mobili, CC BY-SA 4.0](#)



U.S. Congress

2 CAREER ADVICE FROM FEMALE EXECUTIVES

In this section, we offer career advice from women who are leaders at some of the companies on DiversityInc's 2019 Top 50 Companies for Diversity list.

Patricia Rossman, the Chief Diversity Officer and Director of HR Communications at BASF (No. 12); Ije-Enu Udeze Nwosu, the Executive Director of Impact Spending at Kaiser Permanente (No. 1 top company for executive women); Emily Lauder, the Vice President of Administration at Toyota Motor Manufacturing Mississippi (No. 18); Laura Long, the Vice President of National Equity, Inclusion and Diversity at Kaiser Permanente; Mary Mack, the CEO of Consumer Banking at Wells Fargo (No. 13); and Gerri Mason Hall, the Senior Vice President of Corporate Responsibility and Chief Diversity Officer at Sodexo (No. 2 top company for executive women) share how they've reached the top as women who are leaders.

Discussion Questions for Employees

- ? Why is it important to see diverse leadership? Is it difficult to see yourself reaching the top if you have no examples of people similar to you who have done so? How can we define diversity broadly?
- ? Does our company offer support, resources and access to leadership for lower-level female employees? Does everyone have the same opportunity to reach their career goals?
- ? What stereotypes, attitudes and flaws can hold women back from reaching their career potential? How can we resist them?



Patricia Rossman, BASF Chief Diversity Officer and Director of HR Communications



Ije-Enu Udeze Nwosu, Kaiser Permanente Executive Director of Impact Spending



Emily Lauder, Toyota Manufacturing Mississippi Vice President of Administration



Laura Long, Kaiser Permanente Vice President of National Equity, Inclusion and Diversity



Mary Mack, Wells Fargo CEO of Consumer Banking



Gerri Mason Hall, Sodexo Senior Vice President of Corporate Responsibility and Chief Diversity Officer

Career Advice from Executive Women

“Be demanding of yourself but not always hard on yourself. Don't be afraid to be a woman in business, there's benefit in joining groups that provide support for women and additional skills and exposure outside of your day-to-day responsibilities. Find your voice early and be ready with your point of view, and create environments where others feel included, challenged, trusted, and able to do their best work right along with you.”

-Patricia Rossman
BASF Chief Diversity Officer and HR Communications

Responsible for providing strategic leadership to help BASF Corporation achieve its goals of creating a more diverse and inclusive work environment and being known internally and externally as a top company for Diversity & Inclusion



“If no one is asking you to dance, then throw your own party! Don't wait for permission or an invitation. Once you decide it is worth it, anything is within your reach.”

-Ije-Enu Udeze Nwosu
Kaiser Permanente Executive Director, Impact Spending

Responsible for ensuring Kaiser Permanente's purchasing decisions are environmentally sound, economically viable and socially equitable



“Diversity and inclusion is about making the most beautiful quilt of thought. Bringing all the pieces together, considering diversity of mind, body and beliefs will benefit everyone. Creating this quilt will launch a culture of diversity and inclusion within your organization that leads to success for all.”

-Emily Lauder
Toyota Motor Manufacturing, Mississippi Vice President of Administration

Responsible for all areas of administration including human resources, general affairs, safety and environmental, facilities, accounting and finance, and production control

“Louis Pasteur’s “Luck favors the prepared,” is one of my favorite career quotes. Your journey of self-improvement is ongoing and needs constant prioritization. Continuous learning enhances your skills and knowledge and helps to mitigate imposter syndrome. Take every opportunity to learn from the people around you, read books and articles, and stay connected to societal impacts and trends. As the doors of opportunity open, you will be prepared to step through them with confidence and knowledge.”

-Laura Long
Kaiser Permanente Vice President, National Equity, Inclusion and Diversity

Responsible for leading, designing and directing systems alignment to drive equity in workforce, care and community; partnering with leaders across KP to align and advance Kaiser Permanente's NEID strategy; and facilitating and consulting on systems, policies and practices to align workforce and member lifecycle with EID strategy



“One of the greatest leadership lessons I've learned throughout my career is to be flexible and open to reinventing yourself as opportunities present themselves. At the same time, it's important to stay grounded in those things that are most important to you. Once you're grounded, always be authentic. When you can be who you are, you're projecting your unique value.”

-Mary Mack
Wells Fargo Consumer and Small Business Banking Chief Executive Officer



“Long before the days of social media, a judge who happened to be a woman advised me to ‘Be who you want to be, not who others want AND protect the image.’”

-Gerri Mason Hall
Sodexo Americas SVP Corporate Responsibility & Chief Diversity Officer

Responsible for leading Sodexo's efforts to support small and local businesses, fight hunger, reduce waste and minimize its carbon footprint, while fostering an inclusive workplace



3 FACTS & FIGURES

After discussing some highlights of women's history and the success of women who are business leaders, the next step is to look at the available data to understand why parity for women has profound demographic, financial, education and business benefits and what we can do to celebrate diverse women and address the range of issues they face and strive to rise above.

Discussion Questions for Employees

- ? Women come from diverse backgrounds, abilities, sexualities and identities. Why is it important to look at women's issues with an inclusive and intersectional lens?
- ? How can industries improve the numbers of women in various positions at companies? From entry-level to the top, what helps workers thrive?
- ? Pay parity is a crucial argument in women's movements. The statistic that women make 76% of men's earnings is for the average women, factoring in numbers for women of all races/ethnicities. Women of color, overall, make even less. Knowing these facts, how does our company work to maintain equal pay?



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Facts & Figures

DEMOGRAPHICS

Percentage of Women by Race/Ethnicity (U.S.)

- 60.13% White
- 17.83% Latina
- 13.07% Black
- 5.83% Asian
- 0.84% American Indian
- 0.19% Native Hawaiian/Other Pacific Islander

Did You Know ...

9.2% of the total **veteran** population is women.

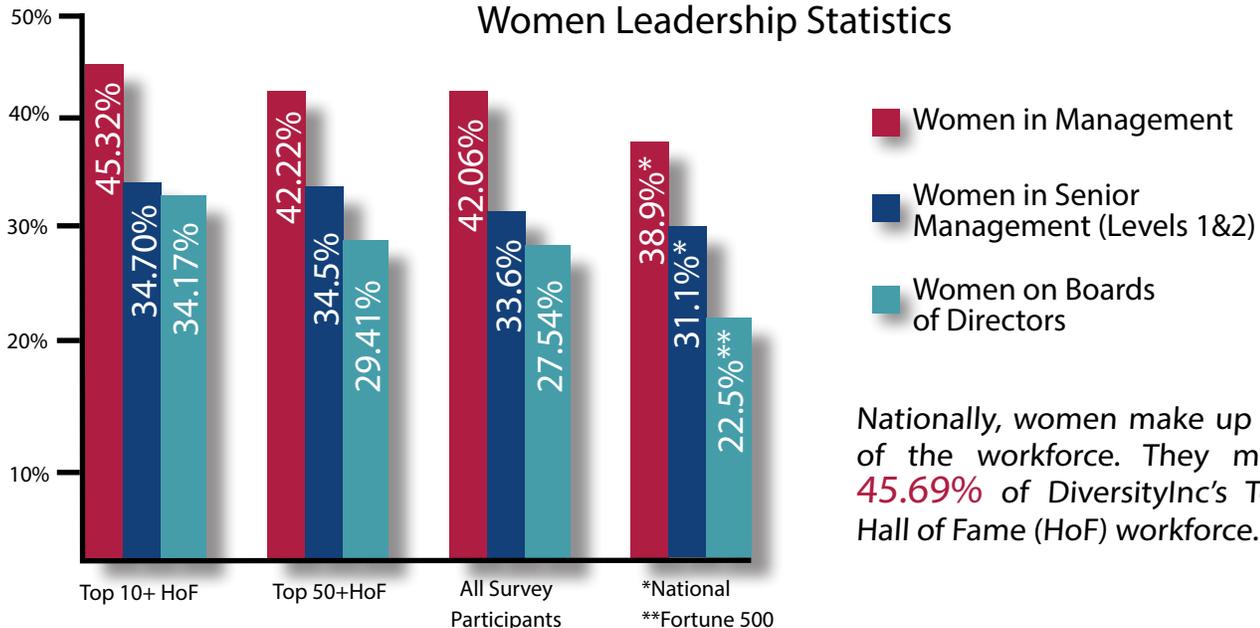
Women are living longer. They make up 64.7% of the population over 85 years old.

BUSINESS

Women in Various Occupations

Occupation	% of female population 16+	% of women within occupation
Management, business & finance	14.9%	45.4%
Computer, engineering & science	3.4%	26.4%
Education, legal, community service & arts, media	14.9%	65.3%
Healthcare practitioners & technical	9.7%	75.4%
Service	21.3%	56.8%
Sales & related occupations	10.6%	50%
Office & administrative support	17.6%	74%
Production, transportation & material moving	6.7%	24%
Natural Resources, construction & maintenance	1%	5.2%

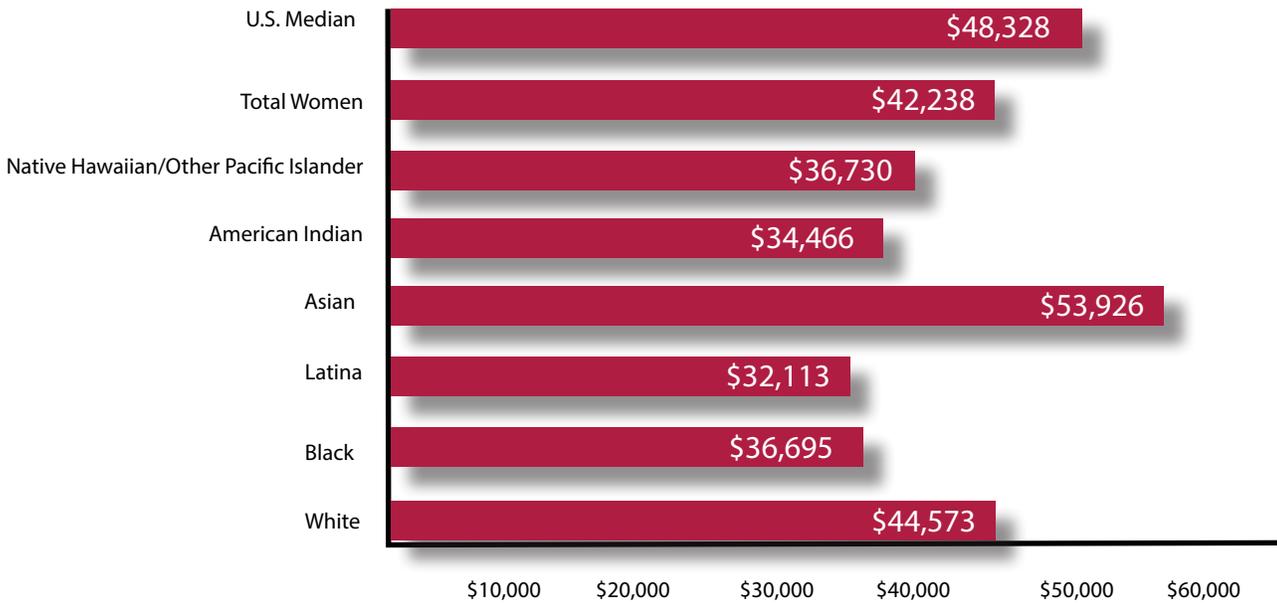
Women Leadership Statistics



Nationally, women make up 48.2% of the workforce. They make up 45.69% of DiversityInc's Top 50+ Hall of Fame (HoF) workforce.

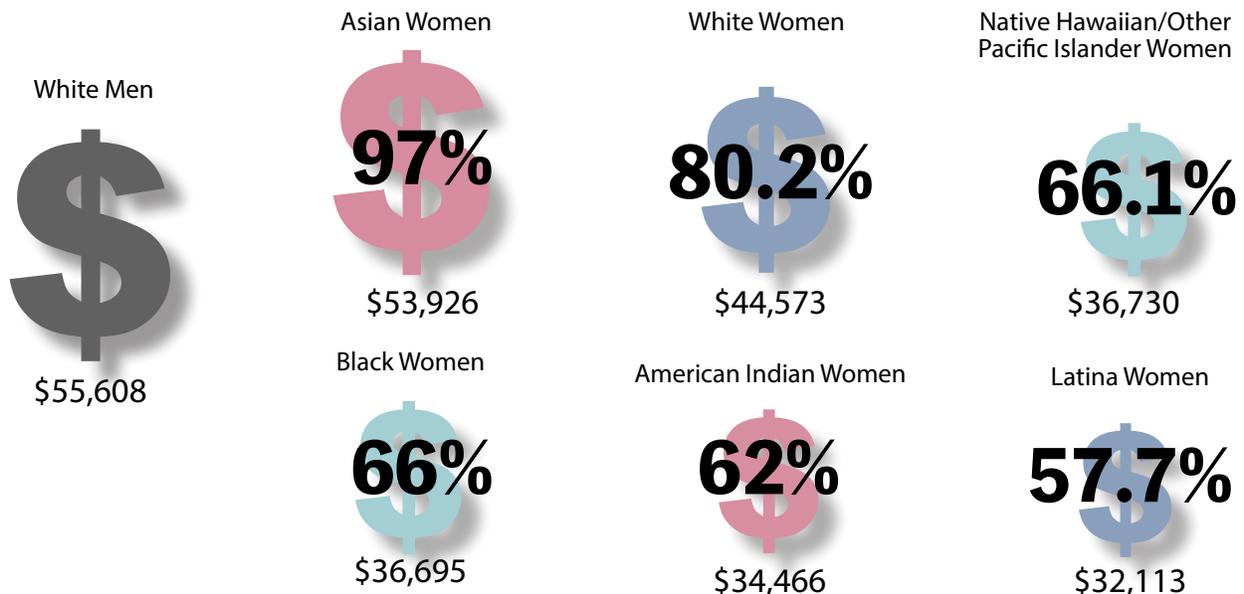
FINANCES

Women's Median Earnings by Race/Ethnicity



Overall, women earn less than the U.S. median earnings average. Asian women, on average, make more than the U.S. median, but still earn less than the average man. In total, women earn an average of 76% of white men's earnings.

The Pay Gap: Women's to White Men's Median Earning by Race/Ethnicity



DIVERSITYINC TOP 50 2019 DATA

DiversityInc's Best Practices	Top 10 + HoF	Top 50 + HoF	All Respondents
Achieve gender parity in management representation by a specific time frame	80%	68.79%	60.31%
Detect and correct pay inequity	100%	92.99%	85%
Women in the top 10% in pay	30.64%	33.87%	37.64%
Percentage of women considered high potential	30.64%	44.12%	44.06%
Sponsorship program focus on high-potential women	86.67%	64.33%	50.63%
Onboarding program focus on women	80%	49.09%	34.69%
Efforts to combat unconscious bias	100%	100%	96.25%
Women resource group	100%	100%	94.06%
Paid parental leave	93.33%	94.27%	80.94%
Onsite childcare	46.67%	38.18%	28.36%
% of total procurement spent on women vendors (Tiers 1, 2 & 3 combined)	6.91%	6.57%	5.61%
% of companies that sponsor Women's Business Enterprise National Council (WBENC)	93.33%	74.63%	64.69%
Women new hires	49.90%	46.73%	47.87%
Women management new hires	44.23%	41.06%	40.00%
Women management promotion	47.15%	45.28%	45.28%

Top Companies for Executive Women

1. Kaiser Permanente
2. Sodexo
3. EY
4. ADP
5. Marriott International, Inc.
6. Johnson & Johnson
7. Randstad
8. McCormick & Company
9. AIG
10. General Motors
11. The Hershey Company
12. TIAA
13. AT&T
14. KPMG
15. PwC

Top Companies for Talent Acquisition for Women of Color

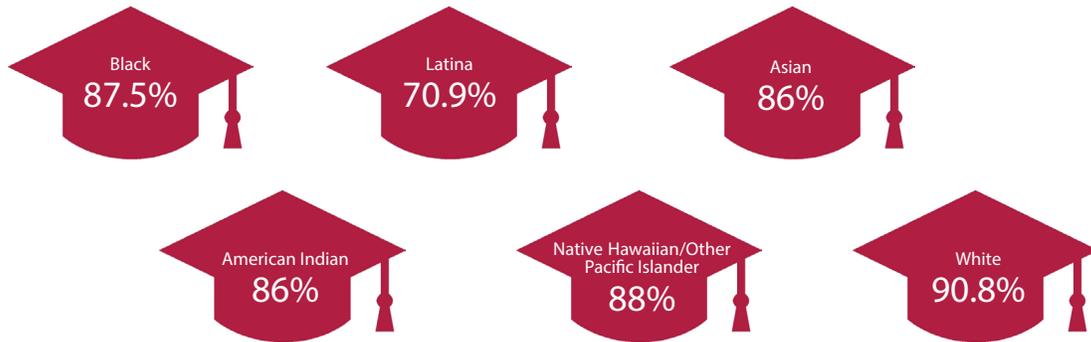
1. Sodexo
2. Kaiser Permanente
3. Eli Lilly and Company
4. Hilton
5. Marriott International, Inc.
6. Wells Fargo
7. ADP
8. Toyota Motor North America, Inc.
9. Randstad

DiversityInc Top 50 CEOs

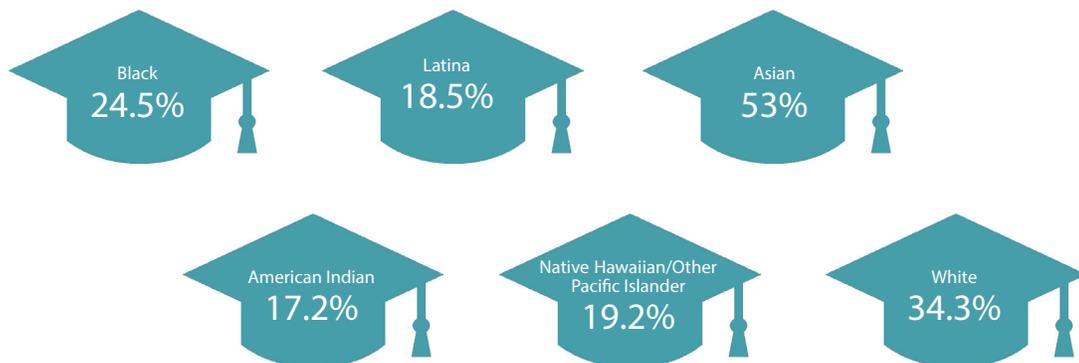
- Julie Sweet, Accenture (No. 7)
- Lynne Doughtie, KPMG (No. 9)
- Kathy Warden, Northrop Grumman (No. 17)
- Mary T. Barra, General Motors (No. 23)
- Michele Buck, The Hershey Company (No. 25)
- Beth E. Mooney, KeyBank (No. 36)
- Jill Soltau, JCPenney (No. 38)

EDUCATION

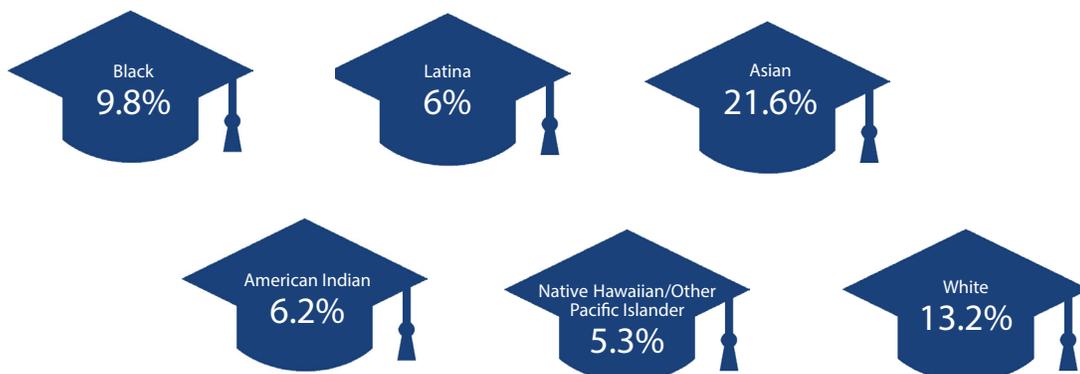
Percentage of women age 25+ who completed at least high school (2018)



Percentage of women age 25+ with at least a Bachelor's degree (2018)



Percentage of women age 25+ with at least a graduate or professional degree (2018)



4 EMPOWERING ALL WOMEN: TIPS ON FOSTERING A WORKPLACE ENVIRONMENT WHERE WOMEN THRIVE

This tipsheet includes advice from Lissiah Hundley, DiversityInc's Head of Strategic Partnerships and Client Fulfillment, on workplace policies, practices and culture that not only make space for women but allow them to succeed in their careers. The advice we offer takes into account women from different backgrounds, of different abilities and of different gender and sexual identities — and with different family situations.

Discussion Questions for Employees

- ? Women are certainly not a monolith. What other policies does our company have or know of that benefit women? Why?
- ? What employee resource groups, leaders and other tools can we leverage to help us bolster women's success?
- ? What obstacles have women in this group experienced because of their gender? How did they overcome them? Conversely, what successes have they reached? This is an opportunity to allow the women in your group to speak about their experiences in the workplace. Encourage sharing personal stories and insight in safe and respectful environments.



Lissiah Hundley serves as the Head of Strategic Partnerships and Client Fulfillment at DiversityInc. Hundley oversees corporate partnerships and assists with product development, research and learning tools, the Top 50 survey, and partner events. With over 23 years of experience in diversity and inclusion leadership, Hundley has led diversity initiatives and programs at various Fortune 500 organizations on the Top Companies for Diversity list.

Empowering All Women: Tips on Fostering a Workplace Environment Where Women Thrive

Tips from DiversityInc's Head of Strategic Partnerships, Lissiah Hundley on workplace policies, practices and culture that benefit women intersectionally

An organization that encourages women to speak out, share their ideas and challenge the norm drives innovation and supports diversity of ideas.

Organizational culture is very important, and it can dictate the type and caliber of women you attract and retain. Provide opportunities for women to show up and "show-out." Women thrive in cultures where they're free to show their skills and talents.

Companies should demonstrate that gender diversity is a high priority in their organizations.

Leaders should broadly communicate the value they place on gender diversity so that it is a known area of focus. Spotlight successful women in the organization. Women want to see themselves in success stories that show them their goals are attainable. Set goals around hiring and promoting women and hold hiring managers and talent leaders accountable for meeting those targets.

Don't place all women into one box.

It's important to evaluate the causes of attrition among women, and include mothers and women who do not have children. Not everyone has a family at home. Not everyone is married or has children. Not everyone has biological children. But everyone has lives outside of the office. Take intersectionality into account. Women's identities come from more than just their gender. A Black woman's experience will be different than a white woman's experience because of both her race and gender. A transgender woman will have different struggles than a cisgender woman. A woman with a disability will face obstacles that an able-bodied woman won't face. Understanding our multi-layered differences helps cultivate an inclusive culture where all women feel like they belong.

Examine your pay practices and ensure equity of pay across your roles.

The gender pay gap is a huge concern. On average, a woman makes 76% of a man's earnings, but the gap becomes even larger for Black, Native Hawaiian/other Pacific Islander, American Indian and Hispanic/Latina women. Implement a practice or process that ensures consistent compensation across job titles.

Ensure your organization is promoting women fairly, and at a similar rate as men.

Never settle for the excuse, "We can't find top female talent." Try harder. We're out there.

Leverage your women's employee resource groups to engage with women in your organization and connect them to each other.

Host speaker series, create mentoring circles and provide training opportunities in the group.



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Build, implement and expand key internal talent programs that support mentoring and sponsoring women for growth roles and leadership positions.

Track your mentees and their progression in the organization. Provide training programs that cater to women that support their development.

Engage men in the workplace as allies and sponsors of high-performing women.

Engage them in policy-making that supports women, ensure they understand women's development needs, hold them accountable during talent review and recognize leaders who "get it."

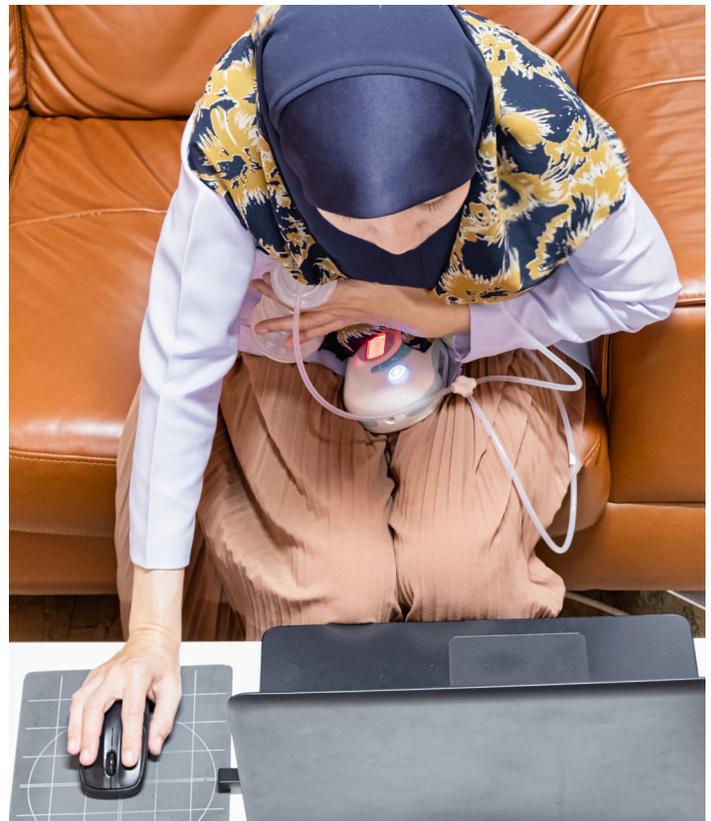
Other important practices

- Evaluate your harassment policies and refresh your sexual harassment training. Provide a safe way for women to report inappropriate behavior or issues that doesn't place an unfair onus on those coming forward. Thoroughly investigate claims. Most importantly, don't tolerate bad behavior. Hold employees and leaders accountable quickly.
- Offer paid family leave regardless of gender.
- Provide resources and support through your employee assistance program.
- Improve your maternity and parental leave policies. These policies enable women of childbearing age to return to and stay with your company after maternity leave. Where there are gaps, work on improving your benefits. It's very important to understand how your company's policies fair against other organizations.
- Offer onsite or subsidized child care, child care referral, or backup child care services.
- Health insurance plans usually discriminate against transgender people. It's important to provide medically necessary treatments and procedures for transgender employees in your healthcare and short-term disability coverage. Employers should work with their insurance carriers or administrators to remove transgender exclusions and provide comprehensive transgender-inclusive insurance coverage.
- Create gender transition guidelines, and ensure there's good communications with HR, employees and managers. How HR engages and guides employees through their transition is very important and deeply impacts the employee experience.
- Consider adding facilities like nursing rooms, meditation rooms and gender-neutral bathrooms. These resources cater to various aspects of women's — and all of your employees' — well-beings.

Program Spotlight

Milk Stork is a breast milk delivery service for business traveling mothers who breastfeed. The service allows for overnight, refrigerated breast milk deliveries, allowing breastfeeding mothers to continue to travel while not compromising the benefits of breastfeeding their babies. Kate Torgersen, the founder of Milk Stork created the service so that working mothers like her would not have to worry about leaving enough milk for her babies and maintaining her milk supply when she was away.

In May 2019, Hilton (No. 4 on DiversityInc's 2019 Top 50 Companies for Diversity list) partnered with Milk Stork, allowing traveling mothers to send their milk home at no cost as part of its family-friendly benefits.



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