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International Women's Day, celebrated yearly on March 8, is a global observance to recognize women's and girls' social, economic, cultural, and political labour; to celebrate the progress that has been made towards achieving gender equality; and to spotlight the substantial work remaining to be done. International Women's Day is a day of unity, celebration, advocacy, and action.

Progress made at MRU since IWD 2022

Last year, at this time, we were still experiencing the delayed realization of any resolution to pay inequity based on binary gender from a pay equity study done years ago. It is heartening that progress has been made on this front; however, ongoing work is needed to ensure systemic barriers are addressed to ensure gender equality is achievable over time.

What you can do to support obtaining gender equality

Since 2022, the MRFA census has tracked respondents' experiences and realities, both at MRU and within the MRFA. This being the second year we have collected this data, it will be possible for the Association to gauge where/if any progress has been realized in other facets of members' lives at MRU.

The Association is committed to treating your labour in completing the census with the care and significance it deserves. Your input helps guide the work of the Association and we commit to providing a report back to the membership on aggregate results and trend data. (You received the census on February 10 at 12:30pm via email and **you have until March 13 to complete the census**)

**What can you do
to show support?!**

Access #EmbraceEquity Selfie Cards to show support and encourage others to help forge women's equality. There are a number of categories for pledging action.

Selfie Cards

[Download and post on Social Media](#)

IWD Related Events and Resources at MRU and in Calgary

MRFA Event

Pandemic Impacts on Tenure and Promotion Processes - March 14, 12:00 - 1:20pm Online. [Register here](#). Learn about the disproportionate challenges of the pandemic faced by academics, particularly racially minoritized, gendered, new immigrants, and/or faculty members with caregiving responsibilities. Presented by Irene Shankar, Kim Williams, and Lee Easton.

MRU Events

Women In Media screening of “She said” - March 15, 2023, 4:30 - 7:30 p.m. in T141. Hosted by the MRU’s Women in Media (WIM) student group, as part of the Faculty of Business and Communication Studies International Women’s Day events, screening of “She Said”. The event will involve a screening of the feature film, a discussion of safe spaces for disclosure, and fundraising to support [Calgary Communities Against Sexual Assault \(CCASA\)](#). [REGISTER](#)

Working-From-Home: Risks & Rewards - March 22, 2023 - 4 - 5:30 p.m.in EB1014. Though flexible work options offer clear benefits to both employers and employees, there are risks and these risks can be greater for women and other marginalized or racialized groups. [REGISTER](#)

High Low: Women, wellness and fun! - March 29, 2023 - 4:30 - 5:45 p.m. (class begins at 4:45) in I124 (Dance Studio). This by-donation- class will support students in need via SAMRU. Childcare will be provided if there is an interest. [REGISTER](#)

More IWD Initiatives and Resources

- [University of Calgary IWD 2023](#)
- [Events in Calgary for IWD 2023](#)
- [Official IWD Website](#)
- [IWD Site To celebrate the work of women creatives and elevate visibility](#)

Want to stay up to date on other events and observances like International Women’s Day?

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our members and colleagues may be recognizing, participating in, or celebrating.. More information about this calendar is available [here](#).

Extensive work has gone into the development of this calendar and it has been approved by the Executive Board. However, while significant efforts have been made to ensure the accuracy and completeness of this calendar, we expect that there may be unintended errors and/or omissions. We ask members to let us know of anything that should be added or amended to improve this resource (email: office@mrfa.net).

For ease of reference you can add this calendar to your Google calendar, by clicking on the +GoogleCalendar in the bottom right, and easily toggle it off or on as a quick reference point.

[View the New MRFA Events & Observances Calendar](#)

Who to contact for more information and/or support

- Email your EDI Officer (Milena) through edi@mrfa.net or schedule an online chat using the google calendar attached to that email address
- Contact any member of the MRFA Executive Board or email the MRFA's Labour Relations Officer, Derrick Antson, at labourrelations@mrfa.net.
- Reach out to MRU's [Office of Safe Disclosure](#) which offers important resources for action and support

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