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International Women's Day is a reminder that fairness, safety and dignity are not 'women's issues' - they're everyone's responsibility. Balancing the scales means challenging systems that hold people back and intentionally building communities and workplaces where every voice is genuinely heard and there is equal opportunity for all.

Individually, it calls on us to challenge bias, question assumptions and choose inclusion in the moments that matter. Collectively, it gives us the opportunity to strengthen systems, remove barriers and create fairer outcomes for all. Progress happens when we all take responsibility and play our part in creating an equal world.