



International Women's Day 2026: When We Give, We Gain



By *Kimberly Pustulka and Darcy White*

Each March, Jones Day proudly celebrates Women's History Month, a time to honor the essential impact women make on our Firm, our profession, and our communities. As part of this month-long observance, we celebrate International Women's Day ("IWD") on March 8. This global holiday, with its origins in the early 20th century, recognizes the social, economic, cultural, and political accomplishments of women worldwide. It also reminds us that meaningful change requires courage and collective action.

"Give to Gain" in 2026: A Theme Worth Leaning Into

For us at Jones Day, IWD serves as a moment to recognize the extraordinary women across our Firm—women who lead with strength, advocate with purpose, and elevate our profession with intellect and heart.

This year's IWD theme, "Give to Gain," highlights the strength found in reciprocity and mutual support. Generosity isn't simply altruism—it's strategy. When we invest time, attention, opportunity, and advocacy in women, the returns are exponential. Teams succeed. Culture strengthens. Outcomes improve. And yes, business thrives. When women flourish, everyone benefits.

Leadership in Action

At Jones Day, we don't simply talk about cultivating women leaders—we do it.

Few firms can match our women leaders in action. Women partners lead 19 of our offices, representing nearly half of our global footprint; two women serve as regional PICs; and six women serve as office administrative partners. Many of our women leaders also serve on the Partnership and Advisory committees.

This is what progress looks like: Women leading not in pockets, but in every facet of the Firm.

Jones Day Women's Affinity Group: A Community That Lifts Together

The global Women's Affinity Group, led by co-chairs Vica Irani, Annie Leeks, Kimberly Pustulka, and Darcy White, is dedicated to retaining, developing, and advancing women lawyers across the Firm. Through mentoring, networking, business development programs, professional development, and candid conversations about career paths, we help our lawyers build the relationships and confidence needed to thrive in a demanding profession.

Although not every office maintains a separate Women's Affinity Group, every office has access to this community. Our active and engaged community of lawyers participates in quarterly conference calls to exchange ideas and programming resources.

Looking Ahead

As we recognize IWD 2026, we honor the many women who shape the Firm's culture and client service every day. We also acknowledge the colleagues—women and men—whose advocacy strengthens our entire community.

When we give, we gain. When we support one another, we rise together. And when women thrive, the Firm thrives.

We extend our gratitude to our accomplished women lawyers and staff who continue to embody the Firm's values and dedication to client service. Here's to a year of continued progress, purpose, and possibility.