

### Update on Status of Women in Local Government: The Need for #GenderBalance

Pamela Antil, City of Santa Barbara, CA Ted Staton, City of Upper Arlington, OH If you Tweet today, please include:

- @WomenLeadingGov
- @MI\_WLG
- @Pantil1204
- @JTStaton
- #GenderBalance



- 1974-76 First ICMA Task Force on Women in the Profession to identify barriers to women becoming CAO of cities; 1.3% Women
- 2012-14 Most recent ICMA Task Force on Women in the Profession:
  - 19.8% Women in 2012
  - 14.4% Women in 2014 when Final Report completed
  - 15.6% Women in April 2017

Not much progress in almost 40 Years!

- 2017 ICMA Data for U.S.\*
  - 3440 City/County CAO's/15.6% are women
  - 1146 City/County Assistant CAO's/37.8% are women

\*Missing Data – Over 20k Municipalities



### What does the Data Show for Ohio?



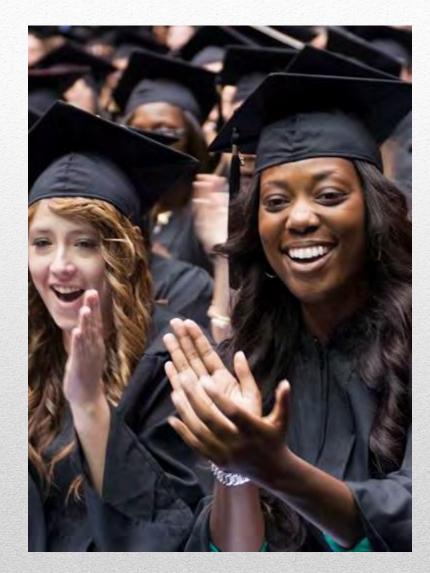
- 25% of CAO's are Women
- 36% of Assistant CAO's are Women



# If Women Make Up Over 50% of #LocalGov Employees, Why Aren't There More Female Chief Executives?

### Why Should We Care?

- Women make up over 50% of people seeking MPA/MPP degrees
- Women still hold over 50% of state and local jobs
- Inclusivity in organizations is good
- **Diversity** in organizations is good
- Fairness and equity are good



### **Reasons Why Gender Balance Matters:**

- Increased engagement
- Improved decision making
- Decreased turnover
- Easier recruitment
- Positive generational impact

2010 London School of Business Gender Equity Study
2014 ICMA Report from Task Force on Women in the Profession
Caroline Turner, Difference Works

### When Are We "Balanced?"

- Optimal Gender Mix: 50/50 Ratio
- Critical Mass: 30-38% Women

\*2010 London School of Business Gender Equity Study

### **Benefits When Woman is CAO:**

- Crucial for setting the tone in the organization overall
- Less stereotyping of women and men in organization
- Less sexual harassment claims even when women are represented in other management positions
- Better decision making
- Higher workplace satisfaction
- More inclusive overall regarding diversity beyond gender – race, ethnicity, etc.



## What stands in the way of inclusion?

- Personal biases (and we all have them!)
- Personal values and experiences (our internal memory chip)
- Organizational biases (they exist)
- Emotions (both during and after recruitment of CAO)
- Influence of others



### What the League is doing:

- FREE membership
- Educating elected officials regarding the importance AND VALUE of #GenderBalance
- Weekly League newsletter AND for CA & TX
- Website content by YOU for YOU along with some random scholars and experts in local government
- Coaching partnerships ICMA, LeanIN, private coaches
- Job listings and new Job Board resources

#### What the League is doing:

- Umbrella partnerships with women's groups, LGHN, NFBPA, etc. to share resources
- Establishing/running social media for upcoming women's group chapters WE CAN HELP Michigan women TOO!
- Content focusing on Task Force Report & Other Identified "needs"
  - Skills & Experience with Elected Officials
  - Strategy Capital, Bond/Tax Measures, etc.
  - Finance & Budget
  - Building confidence
  - Negotiating skills
  - Women's networking
  - Identifying and combatting Gender Bias
  - Educating about Gender Balance

### What YOU can do TODAY:

- Understand the economic potential of gender equality
- Programming to help women develop skills and organizations to counteract bias
- Help employees identify and interrupt biases in the workplace that disadvantage women
  - "Blind" resume processing
  - Challenge recruiters for balanced pool of candidates
  - Be aware of gender bias in conversation (e.g., that's ACTUALLY a good idea")

### What YOU can do TODAY:

- Help managers promote gender equality in the workplace
- Do what you can to retain talented women
  - Family friendly policies
  - Training and development opportunities
  - INTENTIONAL actions
- Peer learning and mentoring programs
- Develop a workplace that rejects stereotypes and taps EVERYONE'S potential

\*2015 McKinsey/LeanIn.org Women in the Workplace Study

### What YOU Can Do TODAY:

- Talk to women in YOUR OWN organization and ask them about biases within the organization
- Help us in our efforts across the nation to establish WLG, Legacy Project, etc. women's groups
- Join League of Women in Government It's FREE
  - Online content
  - Webinars
  - Learning & Networking Opportunities













### **More Information:**

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