



Michigan
Municipal
Executives

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

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If you Tweet today, please include:

- @WomenLeadingGov
 - @MI_WLG
 - @Pantil1204
 - @JTStaton
 - #GenderBalance
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- 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 Michigan?



- 16% of CAO's are Women
- 38.1% of Assistant CAO's are Women

What does the Data Show for Ohio?



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

WHAT IF I TOLD YOU

NO ONE CARES.

MEMESLY.C

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

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.
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“YOUNG GIRLS NEED TO SEE ROLE MODELS IN WHATEVER CAREERS THEY MAY CHOOSE, JUST SO THEY CAN PICTURE THEMSELVES DOING THOSE JOBS SOMEDAY. YOU CAN'T BE WHAT YOU CAN'T SEE.”

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
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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
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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”)*
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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

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
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Are You Following All Of Our Sisters?



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@COLO_WLG
@FL_WLG
@LocalGovLegacy
@MI_WLG
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@WLG CenTex
@NFBPA1



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