

ICMA Task Force on Women

2013 Survey Results

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ICMA Conference Presenter



The Voice of ICMA Members

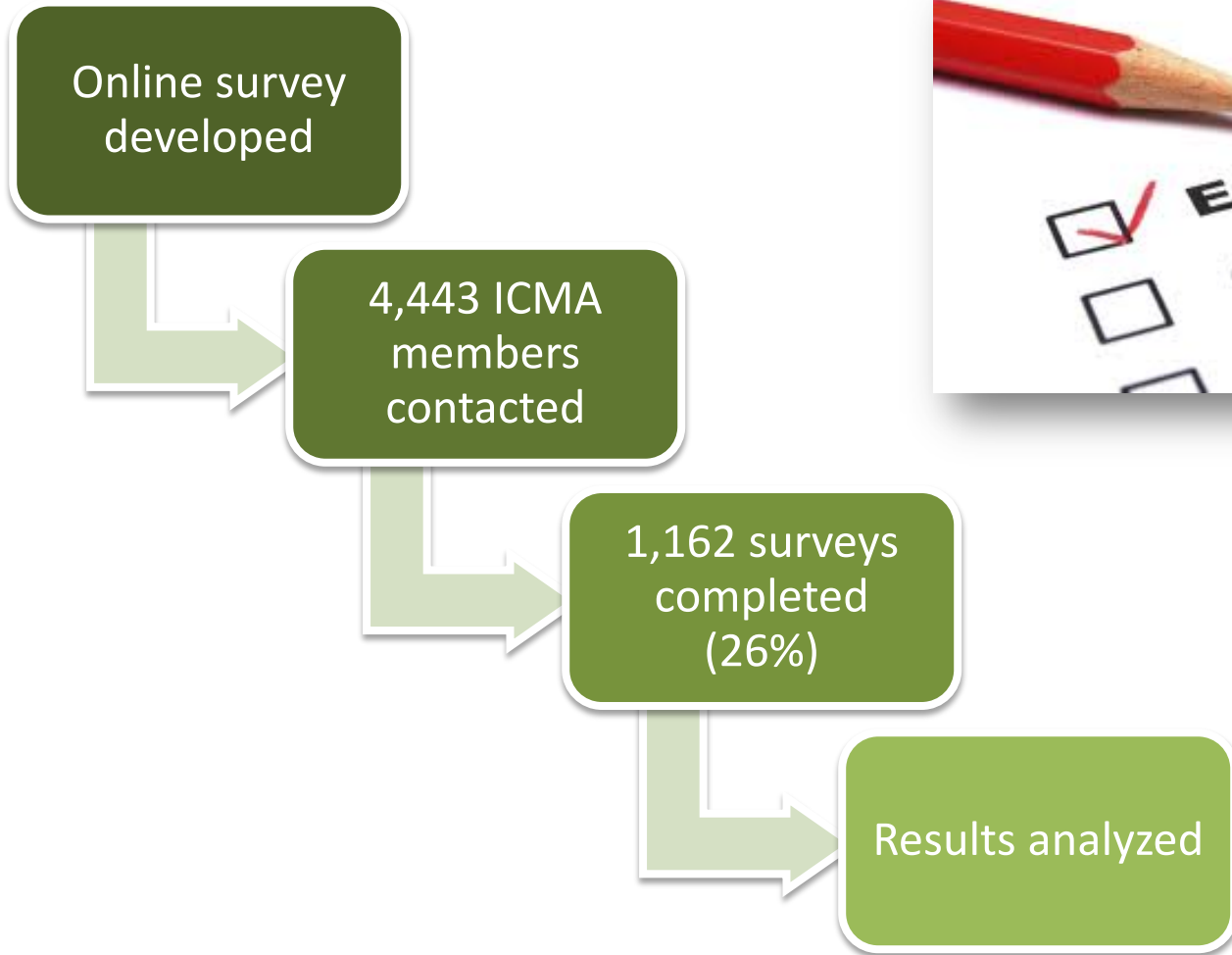


NRC

National Research Center Inc

ICMA

Survey Methods



Survey sample same as ICMA

- ❖ Gender
- ❖ Age
- ❖ Race
- ❖ Area
- ❖ Jurisdiction population

RESPONDENT DEMOGRAPHICS BY GENDER

Women managers look different

WOMEN

VS

MEN

- Younger
- Non-white
- Single
- No kids
- Secondary incomes
- Larger populations

Women are lower level managers

- ❖ Assistant CAO
- ❖ Mid Level
- ❖ Entry Level

Women's salaries not far off men

- Men earn more than women
- Until adjust for years in position

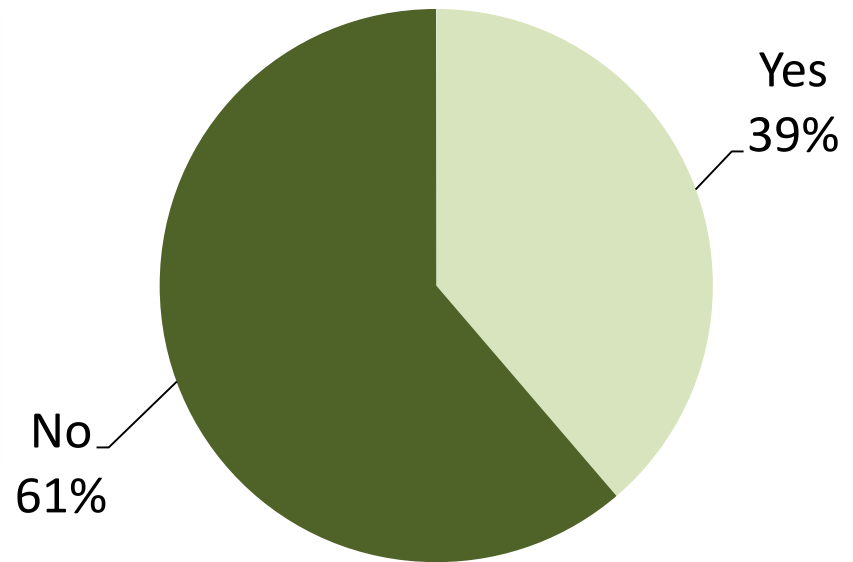




WOMEN IN LEADERSHIP

Most jurisdictions never had female CAO

Has your organization ever had a female chief administrative officer/chief appointed official, such as a city, town, or county manager?





GENDER DIVERSITY EFFORTS

Gender diversity not high priority

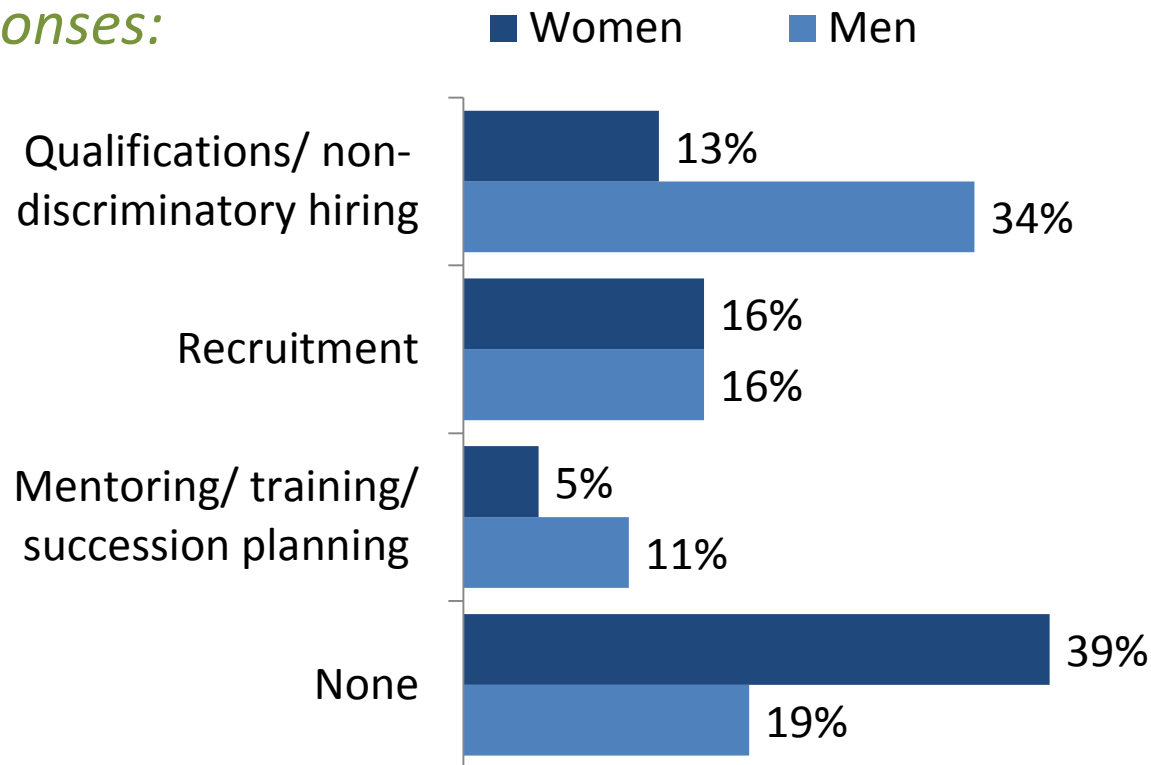
1 in 5



Gender diversity efforts seen differently by men and women

Please describe any gender diversity efforts your organization is using.

Top responses:





GENDER BIAS IN LOCAL GOVERNMENT

Gender bias seen more often by women

Women report gender bias
often and everywhere

- *Career advancement*
- *Hiring practices*
- *Conferences*
- *Professional development*



Women experience more bias

WOMEN

VS

MEN

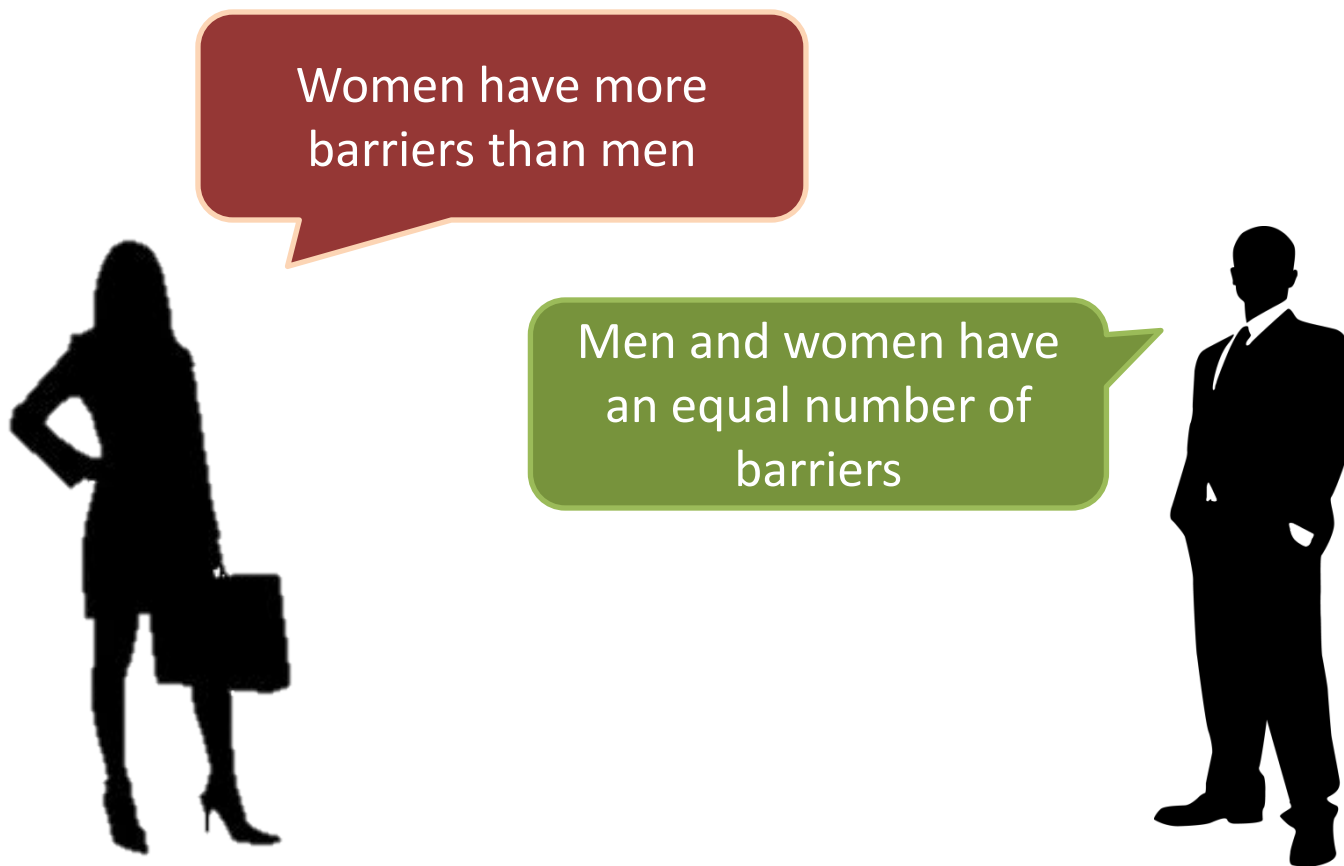
- Sexual harassment
- Disrespectful treatment
- Exclusion
- Job/ promotion





CAREER ADVANCEMENT

Barriers don't look the same for women and men



Obstacles to career advancement more common for women



1 in 4
women

“discrimination”

1 in 4
men

“no obstacle”

Different worries about the future for men and women



1 in 4
women

“discrimination”
“lack of opportunities”

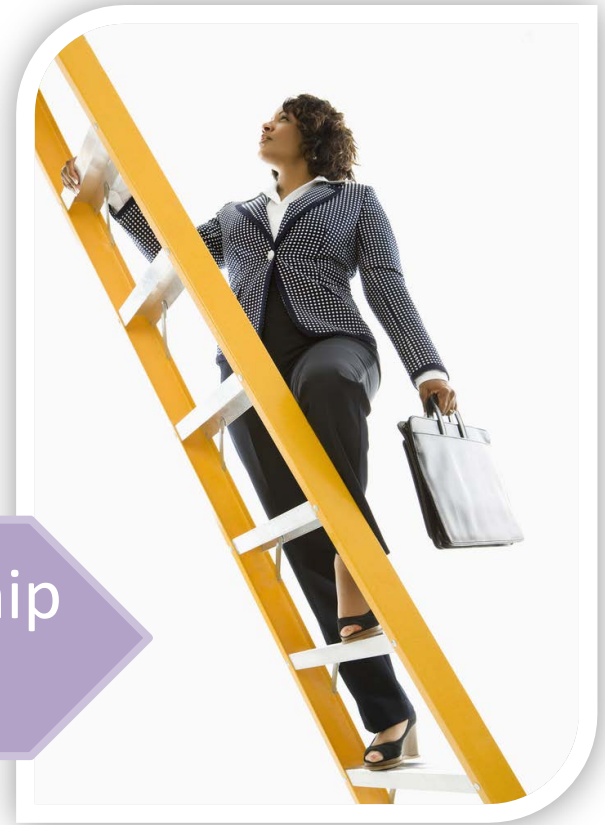
1 in 3
men

“no obstacle”
“discrimination”

Men advance more quickly

Men advanced more quickly

Women less likely to be in leadership position



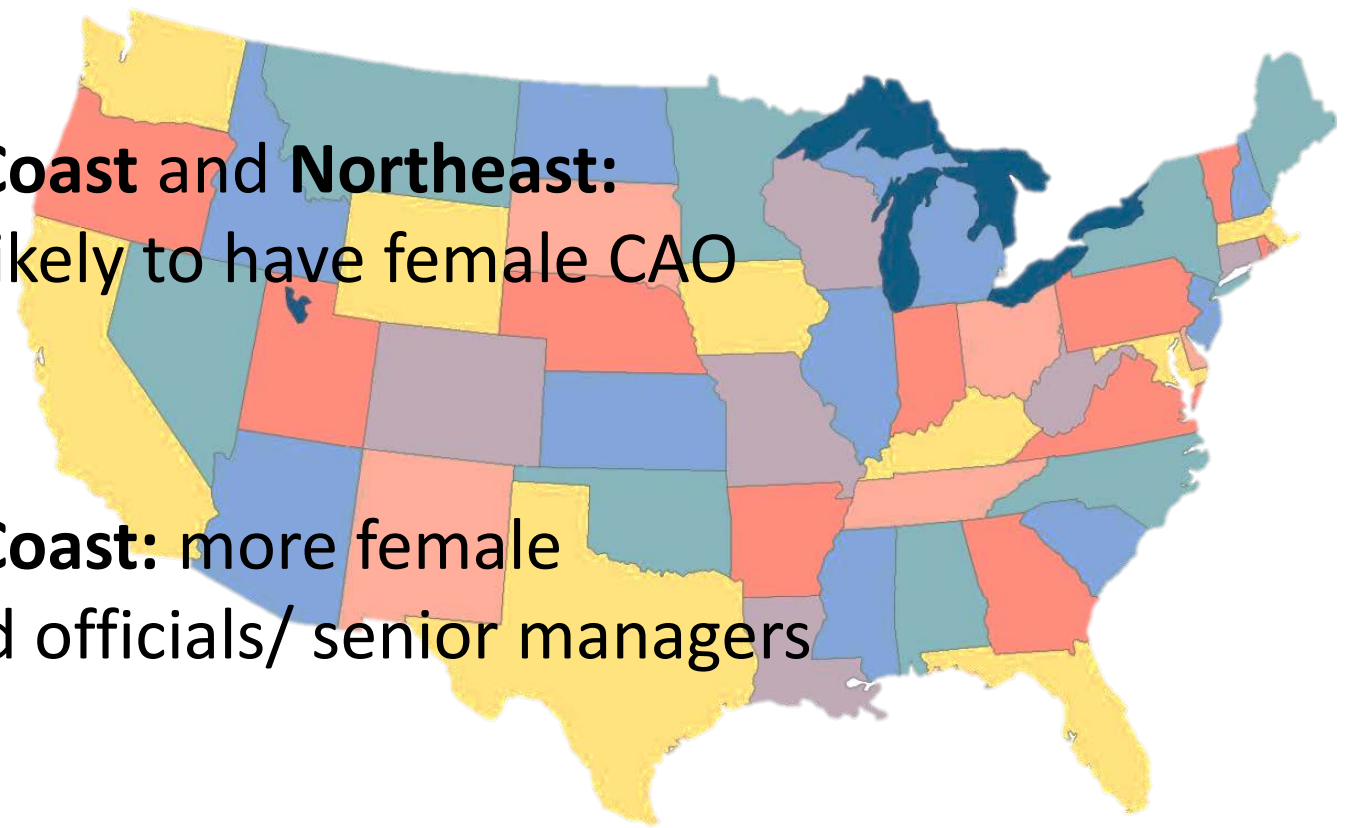


GEOGRAPHIC DIFFERENCES

Women leaders more often west and northeast

- **West Coast and Northeast:**
more likely to have female CAO

- **West Coast:** more female
elected officials/ senior managers



Questions/Comments?

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