ICMA conference

DRIVING THE FORCE OF WOMEN IN MUNICIPAL MANAGEMENT: THE 16/50 PROJECT

A project of the michigan municipal league

Emily Kieliszewski Membership Engagement Michigan Municipal League





According to a 2016 Rockefeller Foundation Study:

1 in 4 Americans believe *that* will happen before women make up 50% of Fortune 500 CEOs.

Women make up about 7% now.



THE GENDER BALANCE CHALLENGE

The Top Jobs Where Women Are Outnumbered by Men Named John

By CLAIRE CAIN MILLER, KEVIN QUEALY and MARGOT SANGER-KATZ APRIL 24, 2018

Fortune 500 chief executives who are women











Fortune 500 chief executives named John















































The number of chief executives named John — a group that is overwhelmingly white — is very similar to the number of female executives. There are even more Jameses.

1606

Women make up over 50% of Michigan's population, but just 16% of our municipal managers.



A project of the michigan municipal league



















The Women's Municipal Leadership
Program is an opportunity for
aspiring women to advance their
skills and hone their leadership
abilities on the path to becoming
strong local managers.

- 5-month transformational development opportunity
- Critical topic training + leadership development
 - Municipal Budgeting & Finance
 - Economic Development
 - Council-Manager Relationships
 - Interviewing & Negotiating
- Interactive panel discussions with current managers
- Mock interviews with real-time feedback for each participant
- Resource education + connection



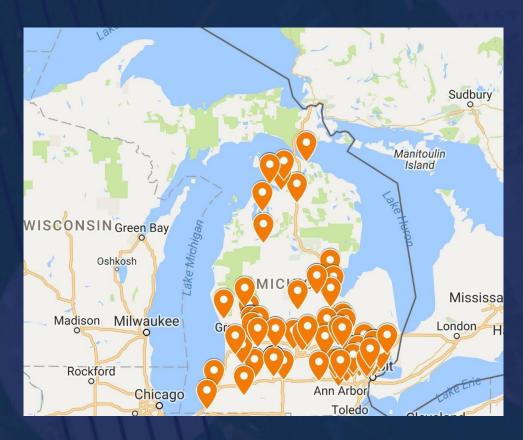
am hoping that this program will help me to demonstrate that I have the necessary skills and training to fully bridge this gap into a top leadership

2018 & 2019 Applicants

- Nearly 100 applicants/year
- Class size: 25-30 participants
- 20% of applicants were current departments heads
- 10% of applicants were serving in finance capacity
- 10% of applicants were serving as clerks







Sudbur Manitoulin Island WISCONSIN Green Bay Oshkosh Madison Milwaukee London Gran Rockford Ann Arbor Chicago

2018 Applicants

2019 Applicants







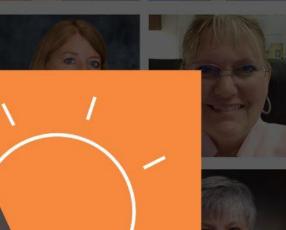








WOMEN'S MUNICIPAL **LEADERSHIP** PROGRAM





















SUCCESS STORIES



Kim Awrey Asst. City Manager City of Gaylord, MI



Ellen Glass
City Manager
City of Linden, MI



Courtney Magaluk
City Manager
City of Scottville, MI



Frances McMullan
City Manager
City of Ypsilanti, MI





Catalyze key stakeholders

Develop an A-team of ambassadors, supporters, and experts.

Identify barriers outside professional development

Beyond development, what other challenges exist?

Develop a holistic approach

Use existing structures to transform awareness toward action.





THANK YOU



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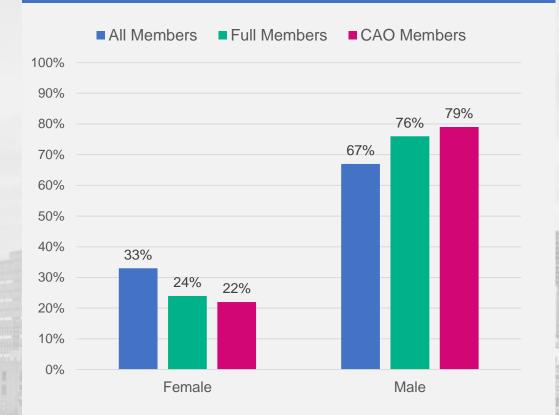
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ADVANCING WOMEN IN LOCAL GOVERNMENT LEADERSHIP

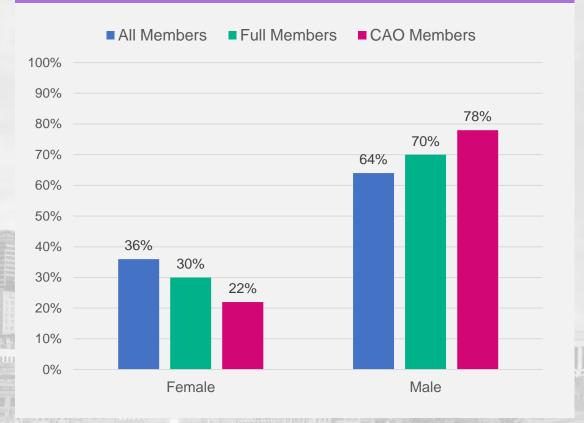
Northwest Women's Leadership Academy

Kristi Rowland, Organizational Development, Redmond, WA Rachael Fuller, City Manager, Hood River, OR Kellye Mazzoli, Assistant City Manager, Bothell, WA

OREGON



WASHINGTON



HOW DO OREGON + WASHINGTON COMPARE?

DATA COMPILED BY ICMA AND PRESENTED IN THE APRIL 2019 WEBINAR: INTEREST, CONFIDENCE, RISK, REWARD: GETTING MORE WOMEN INTO LOCAL GOVERNMENT MANAGEMENT POSITIONS



NW Women's Leadership Academy Oregon and Washington

A network and program to advance women from a variety of backgrounds in local government into leadership roles.



Purpose

- Deliver practical training targeted to career advancement
- Build awareness of talent throughout the state
- Create tiered leadership opportunities for women:
 - ➤ Cohort
 - ➤ Steering committee, co-chair model
 - ➤ Instructor
- Create a network of support for women in local government



Our path

1

Form steering committee

City Managers and Assistant City Managers 2

Conduct research

Interviews with potential cohort members and City Managers

3

Engage state organization

Summer conference Board engagement 4

Launch pilot project

Second cohort began September 2019

OREGON 2019/20 CURRICULUM

LEADERSHIP DEVELOPMENT –
UNDERSTANDING YOUR STRENGTHS
AND LEADERSHIP STYLE

RELATIONSHIP WITH THE GOVERNING BOARD/LAND USE IN OREGON

HUMAN RESOURCES/LABOR RELATIONS 101/EMPLOYEE ENGAGEMENT

PROCESS IMPROVEMENT/BUDGET + FINANCE

INTERVIEWING + NEGOTIATION/
RESUME + COACHING WORKSHOP/
DIVERSITY, EQUITY, INCLUSION

WOMEN IN LEADERSHIP

WASHINGTON 2019/20 CURRICULUM

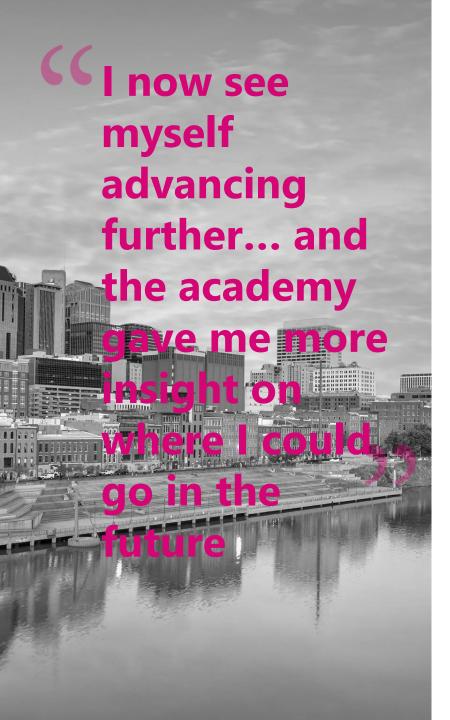
INSPIRING YOUR LEADERSHIP

PRODUCTIVE RELATIONSHIPS WITH THE GOVERNING BODY

FINANCE + BUDGET

CRITICAL RELATIONSHIPS +
CONVERSATIONS IN YOUR
ORGANIZATION/
NAVIGATING MANAGEMENT OF
OPERATIONS OUTSIDE YOUR EXPERTISE
SUCCESS AS A WOMAN LEADER +
EXECUTIVE / LIFE BALANCE, BUILDING
CONFIDENCE + SELF AWARENESS
HOW TO GET THE JOB/LEADERSHIP
NEXT STEPS

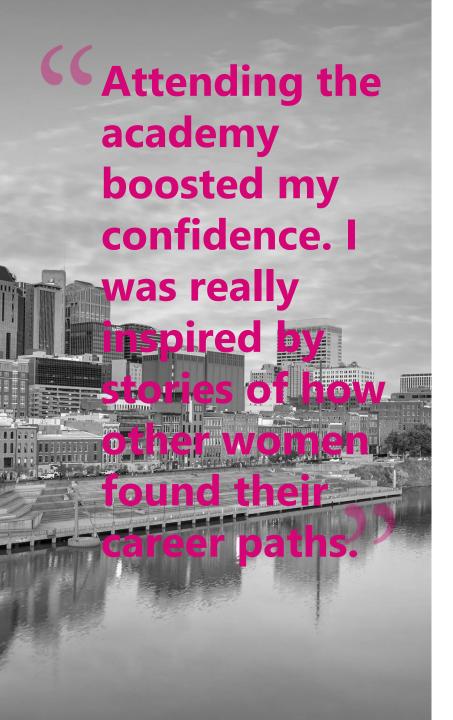




Feedback from the 2018 cohort

- Increased confidence in applying for a stretch position
- Increased strength of her network
- Taken on additional leadership opportunity at work
- Career aspirations have changed





What we are learning

- Timing is everything
- Engage a strong steering committee
- Provide consistent leadership curriculum

Next steps

- Expand role of steering committee
- Engage sponsorships
- Institutionalize academy





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WOMEN'S LEADERSHIP ACADEMY





