

Question 1: What are your greatest concerns for girls and women in Utah?

1. **Cultural Expectations:** Concerns included traditional gender roles, different perceptions of women who are assertive/bold vs. nice/conflict avoidant, views of leadership that are not diverse (i.e., based on historical masculine characteristics and patriarchal structures), limited scope of life/career opportunities, not preparing for real life (as opposed to imagined/hoped for future), "othering" those outside the norms of various ingroups, and not knowing how to set boundaries (when to give and when to prioritize self/wellness).
2. **Education:** Concerns included math score disparities in primary/secondary education and higher educational attainment.
3. **Employment & Workplace Environment:** Concerns included lack of work/life harmony, aspirational shame, lack of diverse representation, lack of role models/mentors, unhealthy competition but also the need to embrace healthy competition, limited view of what career opportunities are available or feasible, how to define success, sexism and discrimination, double standards for women, needing to speak up and be heard, and lack of negotiation skills.
4. **Financial:** Concerns included pay inequity, financial dependence, effects of current economy on future financial well-being, and the impact of laws on women during divorce.
5. **Leadership:** Concerns included the importance of reaching a critical mass of women in leadership roles across sectors and industries and the need to foster leadership at younger ages so women are ready to move into leadership pipelines.
6. **Physical & Mental Well-Being:** Concerns included lack of confidence and self-worth, imposter syndrome, lack of self-compassion, perfectionism and fear of failure, poor body image, social media pressures, bullying; violence is normalized and tolerated too much, focus is on coping with lack of safety and needs to shift to prevention/resolution, and greater vulnerability for non-binary individuals and women of color.
7. **Relationships:** Concerns included unhealthy attachment style, unwise friend/partner choices, and challenges with communication and conflict management.

Question 2: What are the gaps in needed efforts/initiatives that are not being addressing? How can we avoid duplicate efforts and create greater synergy between organizations?

1. **Cultural Expectations:** Gaps in programs/initiatives that help young women expand their perceptions about their capabilities and future so they can make informed choices about work/life. At the same time, girls and young women need to be flexible and not expect to map out their whole life as a teenager. Gap in how we translate our efforts to K-12 audiences in developmentally appropriate ways. Initiatives need to reach girls even younger to create change in socialization.

2. **Education:** Gap in mathematical education (e.g., connected to 8th grade math disparity). Gap in education and resources geared specifically to women in prison.
3. **Employment & Workplace Environment:** Gap in business leaders' knowledge about how diversity and gender equity is beneficial (e.g., increased innovation, productivity) and how certain practices can benefit equity (e.g., company wage parity studies). Gap in services that help immigrants transfer existing skills (e.g., building a business). Gaps in accessibility and affordability of childcare. We need more public-private partnerships to fill childcare gaps.
4. **Financial:** Gap in number of women engaged in investing. Gap in women's financial capacity and independence that could help prevent financial abuse.
5. **Leadership:** Gaps in leadership training (e.g., DEIB in politics). Gaps in how we hold corporate leaders and legislators accountable for practicing what they preach in their mission statements. Gaps in civic education: service-learning opportunities, helping women transfer skills into public service and social impact organizations, etc. Gap in opportunities for male allies and female leaders to be in the same room. We need to engage male colleagues in these conversations so they can also become drivers in the solutions.
6. **Physical & Mental Well-Being:** Gaps in reproductive health and sexual education. We need to educate boys/men on menstruation/maturation (and vice versa). We need to talk about gendered topics together and provide clear definitions. We need to close the gap in menstrual product availability and affordability. Gap in mental health resources, skills, accessibility, and affordability. Gaps in programs and activities that build confidence in young women (e.g., access to sports; connections with mentors, advocates, coaches, allies, sponsors). Gap in connecting services to people who need them most, and ensuring individuals are respected and feel dignity as they access those services. We need individuals who champion community services.
7. **Relationships:** Gap in conflict management training for women (and all). Gap where informal networks for women do not always accommodate working women.
8. **General:** Gap in the collective effort of our initiatives and observed/measured outcomes. Gap in sharing/collaborating between women's organizations—we need to improve how we share resources so we do not duplicate efforts and resources are easily located. Gap between large and small organizations. Organizations can become siloed based on size or scale of action. Gaps in understanding our community needs (e.g., understanding unique need of rural Utah).

Question 3: Overall, what action in the next year will move the needle towards greater equity and equality and strengthen the impact of Utah girls and women?

1. **Cultural Expectations:** Develop a statewide social media/PSA campaign (e.g., YouTube, TV show, podcast) that builds confidence, helps women of all ages see how diverse our interests and choices can be, and how we can use our strengths to influence families, places of work, policy, and communities. Support groups focusing on girls and young women (e.g., Provo Girls Summit, Girls Lobby). Show up as our whole, authentic selves—when we create the culture we want to see—we empower others to do the same.
2. **Education:** Explore how schools can open early and provide after-school programs for working families. Find more financial resources for women in graduate school.
3. **Employment & Workplace Environment:** Address childcare with solutions that are age dependent. Ask companies to think about how they can include childcare as part of compensation packages. Encourage companies to fund childcare solutions in partnership with

public infrastructure. Increase summer programming for kids to help with childcare. Incentivize workplace equity analyses and other efforts such as salary transparency and not requesting salary history.

4. **Financial:** Create a campaign that encourages companies to conduct wage gap audits.
5. **Leadership:** Demand accountability from elected officials and corporate leaders. Elect/promote more women to be in visible roles in our communities. “Tap” women from our networks to be involved in our organizations, run for office, etc. Encourage more mentorship, not just on an individual level, but organizations mentoring other organizations. Sometimes we are at capacity in the work we are doing, but we can amplify day-to-day moments of advocacy, mentoring, and resource sharing with those in our circle of influence. Telling our stories helps other women expand the vision they have for themselves. Leverage male counterparts and expect more from allies; we need the whole community to feel comfortable working with and supporting women and girls.
6. **Physical & Mental Well-Being:** In our individual lives and organizations, frame failure as an integral part of progression. Create flow of information between organizations that serve women of different ages so women can be involved in organization that build on each other and create lifelong communities.
7. **Relationships:** Create connections to stay-at-home-mothers, moms who work, and single women to increase comradery and eliminate silos.
8. **Synergy: Through Events:** Organize an event where male representatives from various organizations come together with representatives from women’s organizations to discuss issues, participate in leadership training, and take action. Organize a statewide conference with different tracks (e.g., girls track, male ally track, leader track). Organize a statewide day of action, potentially like the 9/11 day of service, but where groups around the state plan events and activities that address women’s needs and help move the needle on women’s equity.
Through Communication: Develop a UWON web-based community and messaging space (e.g., through Mighty Networks/ShePlace, social media group). Encourage weekly sharing and ongoing conversations. Create an ecosystem of emails and two-way communication so we can promote/amplify each other’s work, capitalize on opportunities for group action, and avoid duplicate efforts.
9. **General:** Develop UWON outcomes and ways to measure them. Conduct focus groups on current topics of interest. Be more strategic about taking our organizations where women are (e.g., moms with kids at the library). Avoid scarcity mindset.