



**A BOLDER
WAY FORWARD**
FOR UTAH

A BOLDER WAY FORWARD - FRAMEWORK

Helping More Utah Women and Girls Thrive

EDUCATION

- Finance
- Higher Education Attainment
- K-12 Initiatives

HEALTH & WELLBEING

- Health Across the Lifespan
- Home & Family

SAFETY & SECURITY

- Child Sexual Abuse
- Domestic Violence
- Poverty/Homelessness
- Sexual Assault
- Sexual Harassment & Gender-Based Discrimination

WORKPLACE

- Childcare/Pre-K Programs
- Entrepreneurship
- Gender Pay Gap
- Leadership Development
- Organizational Strategies & Workplace Culture
- STEM Fields
- Workforce Development

COMMUNITY ENGAGEMENT

- Political Representation, Boards & Commissions, & Civic Engagement/Advocacy



POTHOLE

PROGRAMS,
EFFORTS, &
INITIATIVES

UPHILL ROAD

POTHOLE

Leadership Development Spoke Vision

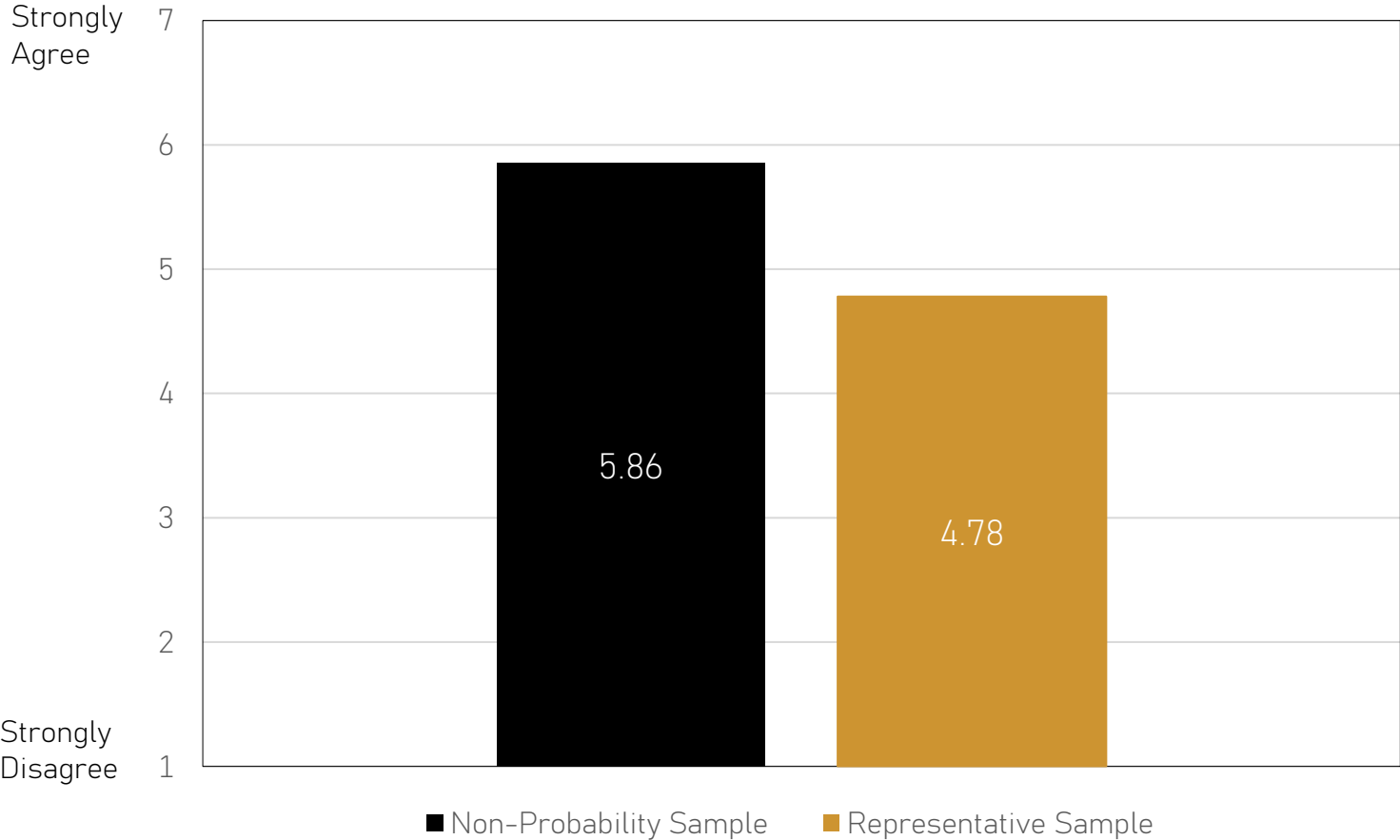
To significantly increase the number and percentage of women leaders in all settings within Utah.



- Every woman and girl
- ▶ envisions themselves as a leader
 - ▶ develops leadership skills
 - ▶ leads in any setting they choose

*also includes increasing the number of male allies and individuals understanding and confronting their own biases.

1. I aspire to be a leader.

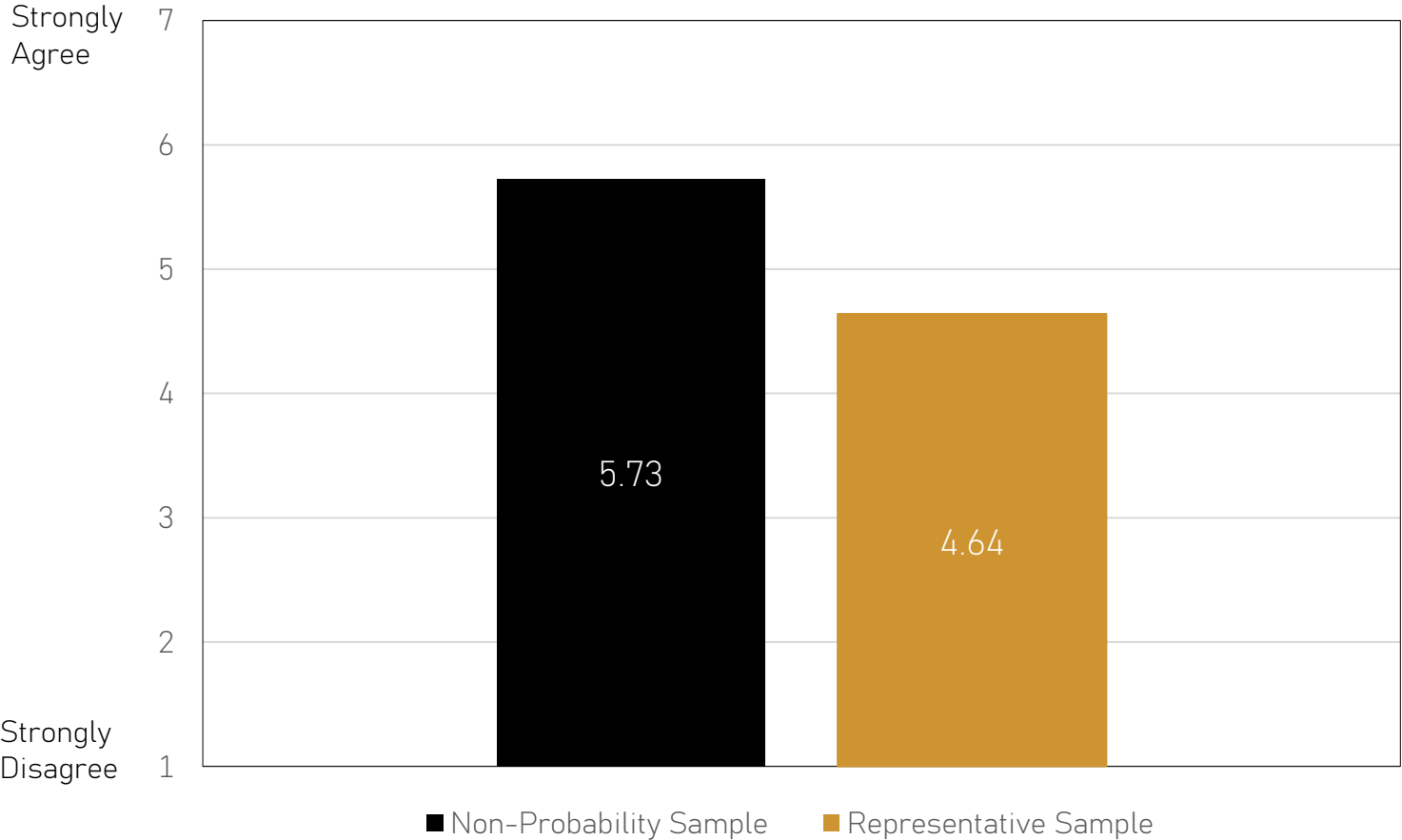


Key Findings

- **Gender:** Women’s agreement levels were significantly higher than men’s (5.57 and 5.18, resp.).
- **Age:** Those who were 18–24 years old had significantly higher agreement than all others, and respondents who were 60 years and older had the lowest.
- **Children:** Nonparents had significantly higher agreement than parents. There were no differences, however, based on number and ages of children.



2. Others consider me a leader.

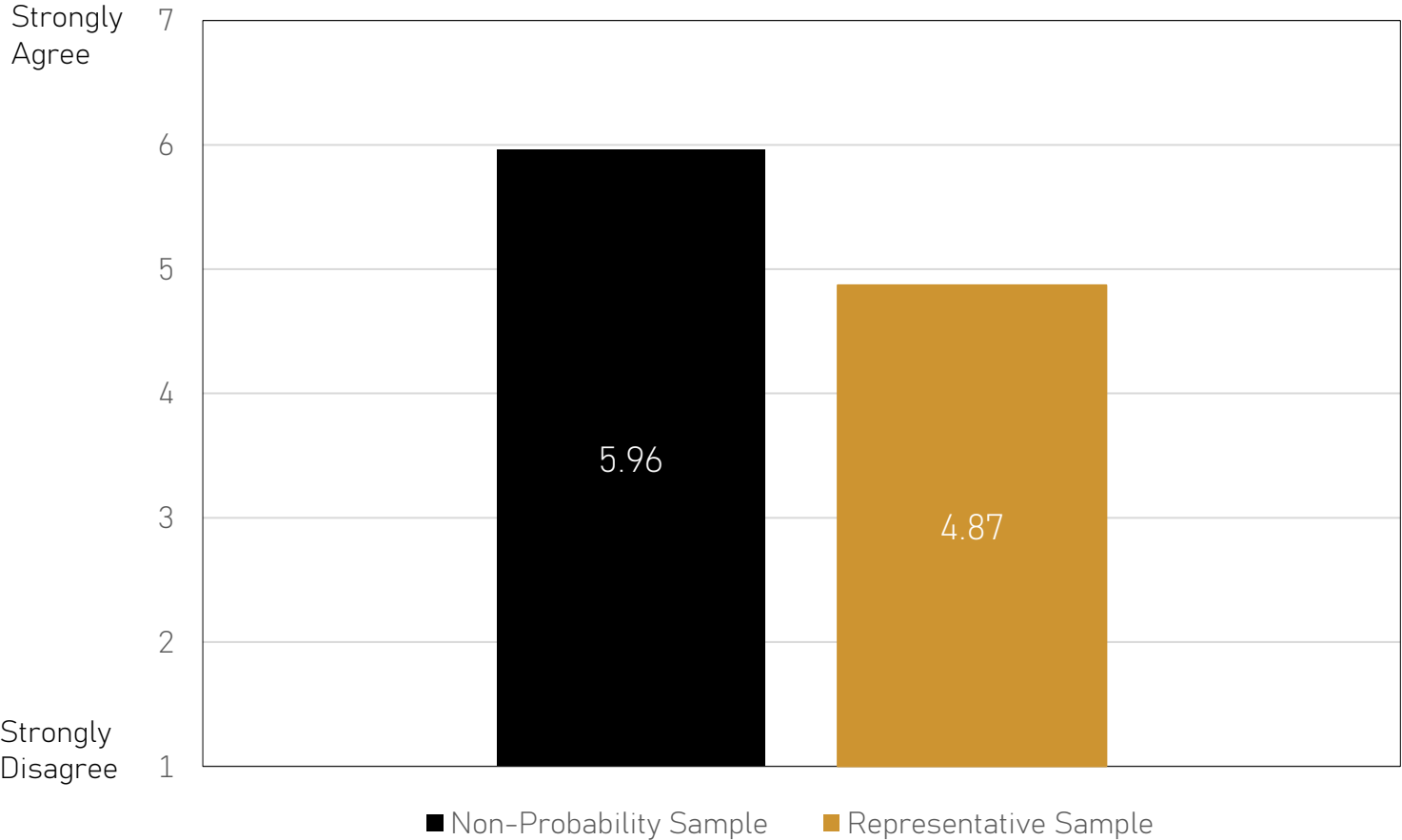


Key Findings

- **Gender:** Women’s agreement was significantly higher than men’s (5.42 and 5.19, resp.).
- **Education:** The higher the educational attainment, the stronger the agreement.
- **Children:** Parents had significantly stronger agreement than nonparents. Among parents, those who had teenagers at home had higher levels of agreement.



3. It is important for me to pursue opportunities to develop leadership abilities.

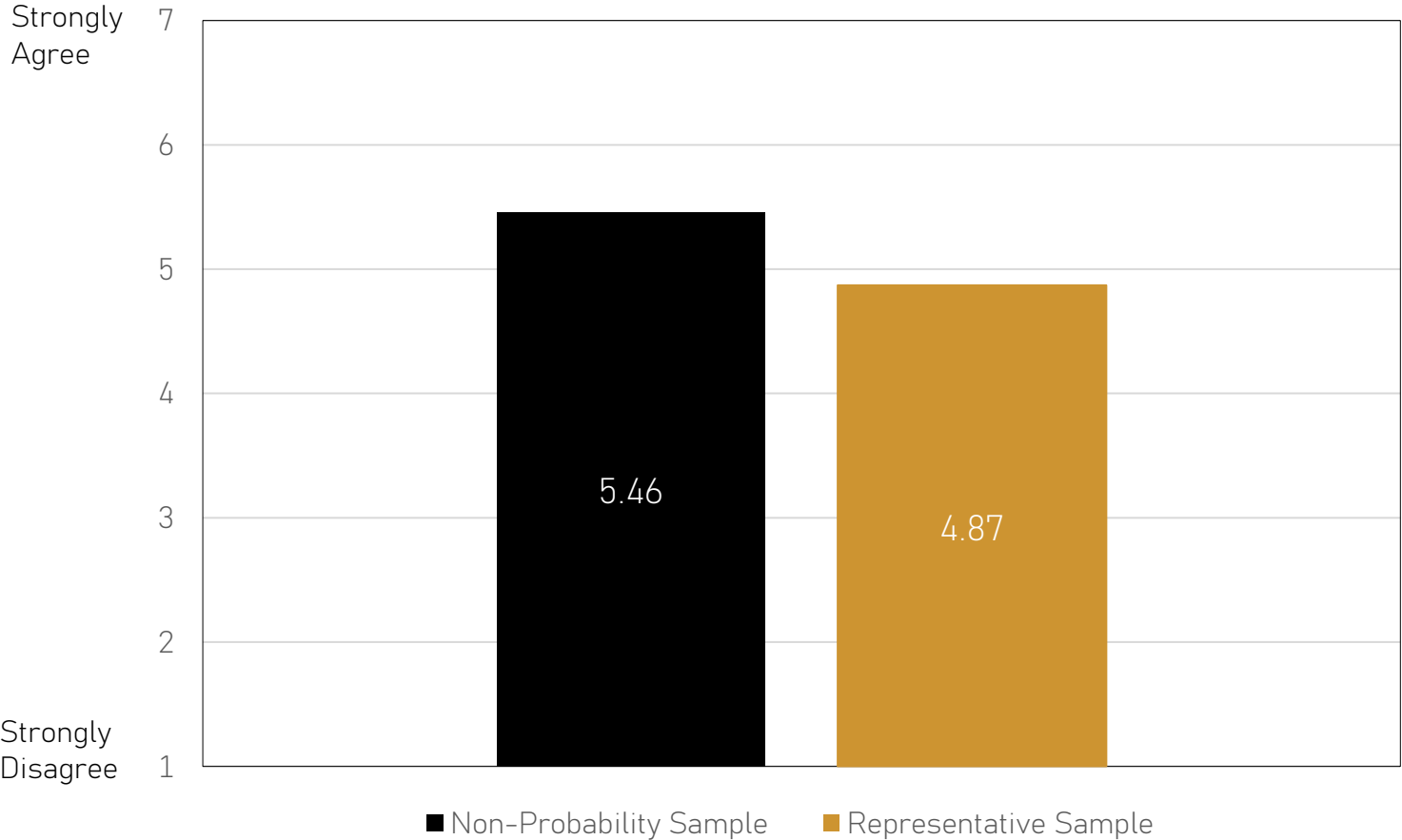


Key Findings

- **Gender:** Women’s agreement was significantly higher than men’s (5.69 and 5.30, resp.).
- **Education:** Respondents with graduate degrees had significantly higher agreement than all other categories, and bachelor’s degree holders were a distant second.
- **Marital Status:** Respondents who were widowed or divorced had significantly less agreement in the other categories



4. There are opportunities and resources around me to help me develop leadership skills.



Key Findings

- **Gender:** Women’s and men’s agreement levels were similar (5.29 and 5.33, resp.).
- **Marital Status:** Married respondents had the strongest agreement of all status categories, while those who were widowed had the least.
- **Race & Ethnicity:** The highest agreement levels came from those who identified as Hispanic and White, while the lowest came from American Indian and Asian respondents.



Utah Bold Leader Spotlight

WHAT

- Social Media Campaign celebrating women leaders in ALL settings around the state
 - Business, education, non-profit, community, government, faith, etc.

WHY

- Recognize and celebrate as many women leaders as possible
- Help women *aspire to lead and see themselves as leaders*
- Gather data

WHO

- All BWF members including
 - spokes
 - working groups
 - impact teams
 - county coalitions
 - partners & allies
- Women & other individuals around the state who will become BWF members!

Utah Bold Leader Spotlight

HOW IT WORKS

1. Nomination forms shared and submitted with BWF members, spokes, teams, etc.
2. Data Working Group (DWG) reviews nominations
3. DWG invites nominees to complete Spotlight form
4. DWG coordinates/organizes posts
5. New spotlight(s) posted weekly on Socials



WHAT YOU CAN DO

- Join a Working Group
- **SCAN and SHARE** the nomination form widely 
- If you're nominated, complete the Spotlight form
- **Follow BWF & LD on Socials**
- **Share and Repost every Spotlight!**




Leadership Development Working Groups – GET INVOLVED!

- ▶ **Higher Education Attainment**
 - ▶ Resources for female students on college campuses
- ▶ **Confidence Project**
 - ▶ Curriculum development and delivery
- ▶ **Organizations for Women**
 - ▶ E.g. Women's Influence Network, Women's Leadership Institute
- ▶ **Organizations for Girls & Young Women**
 - ▶ E.g. Girl Scouts
- ▶ **Companies with Employee Resource Groups & Prof Associations**
 - ▶ E.g. CHG Healthcare, Women Tech Council, Women in Architecture
- ▶ **Data Working Group**
 - ▶ Spotlight and upcoming Survey management; helps coordinate activities across all WGs

Recap and Call to Action

The Utah Bold Leader Spotlight supports Leadership Development Spoke Goals and celebrates Utah's women leaders.

MANY WAYS TO GET INVOLVED!

- ▶ Join a Working Group
 - ▶ SCAN and SHARE the Spotlight nomination form widely
- 
- ▶ If you're nominated, complete the Spotlight form
 - ▶ Follow BWF & the LD spoke on Socials
 - ▶ SHARE and REPOST every Spotlight!



THANK YOU!
Jamie Shaw, Shirlayne
Quayle, and Laney
Benedict