

REAL

*strong diverse talented
kind capable lgbtqi+*

WOMEN

*innovative
energized*

RUN

*creative supportive active
intelligent compassionate*

**changing the political landscape
in Utah one girl at a time**

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agenda |

- **CURRENT SITUATION**
- **OPPORTUNITY STATEMENT**
- **RECOMMENDATIONS**
- **FINANCES**
- **IMPLEMENTATION**
- **KEY TAKEAWAYS**

Current Situation |

Barriers to Women in Leadership Roles

- Existing status quo
 - 0/7 women in U.S. Congressional roles¹
 - 20/75 women in UT State House of Reps²
 - 5/29 women in UT State Senate²
 - 11/28 women in UT executive branch roles²
 - 9/15 on Board of Education
 - Only 2 women in other roles
- Childcare/Role Expectations/Perceptions
- Intersectionality of race/ethnicity/gender/LGBTQIA+/religion
- Psychological Barriers
 - “Run As You Are” Initiative³



Table 1: Women Mayors in Utah by Municipality Population, 2016⁴

Municipality Population	No. of Female Mayors	Total No. of Mayors	% of Female Mayors
100,000+	1	4	25%
30,000–99,999	2	25	8%
20,000–29,999	1	8	12.5%
10,000–19,999	1	21	4.8%
5,000–9,999	3	27	11.1%
Less than 5,000	14	157	8.9%
Total	22	242	9.1%

Table 2: Women Council Members in Utah by Municipality Population

Municipality Population	No. of Females	Total No. of Seats	% of Females
100,000+	3	26	11.5%
30,000–99,999	34	126	27.0%
20,000–29,999	11	40	27.5%
10,000–19,999	28	102	27.5%
5,000–9,999	28	132	21.2%
Less than 5,000	164	685	23.9%
Total	268	1111	24.1%

Figure 3: Mayor Seats by Gender with Populations of 30,000 or More (Utah vs. Nation, 2016)

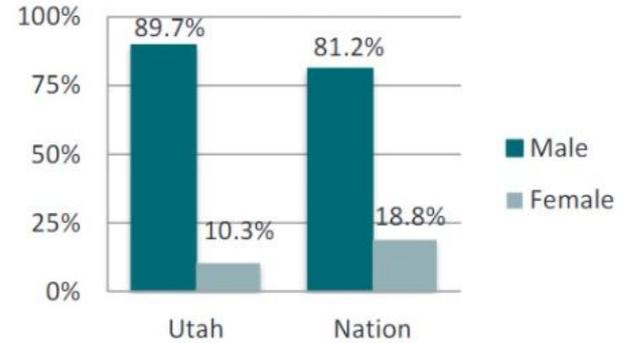
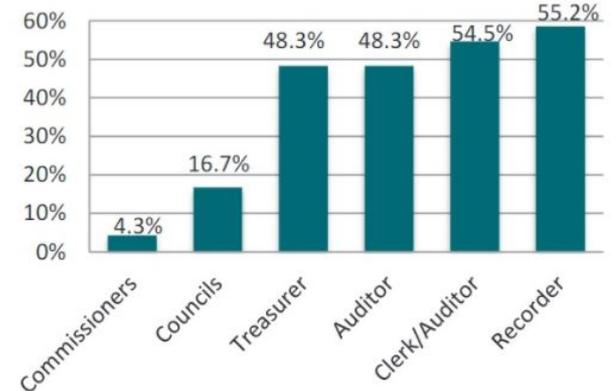


Figure 1: County Seats Held by Utah Women, 2017



Consider the makeup of city officials in

Fillmore, UT

Population: 2,544

Women hold **12/29** (41%) of available government jobs in Fillmore.⁵

While these numbers look good on paper, an analysis of the job titles reveals a deeper, more fundamental concern with the roles women occupy at local government levels - namely, that women are often relegated to roles with less leadership potential, or perhaps feel unprepared to run for positions with more responsibility.

Mayor - Michael D. Holt - Cell: (435) 253-2209 (mayor@fillmorecity.org)
Councilmember - Eric R. Jenson - Cell: (435) 253-2884
Councilmember - Kyle Monroe - Cell: (435) 864-8107
Councilmember - Michael B. Winget - Cell: (435) 418-0303
Councilmember - Dennis W. Alldredge - Cell: (435) 253-0280
Councilmember - **Kami Dearden** - Cell: (435) 253-0082
Recorder - Kevin W. Orton (recorder@fillmorecity.org)
Treasurer - **Teresa Alldredge** (teresa@fillmorecity.org)
Office Secretary - **Dena Iverson** (secretary@fillmorecity.org)
Office Clerk - **Barbara Emmett** (clerk@fillmorecity.org)
Justice Court Clerk - **Jamie Walton** (courtclerk@fillmorecity.org)

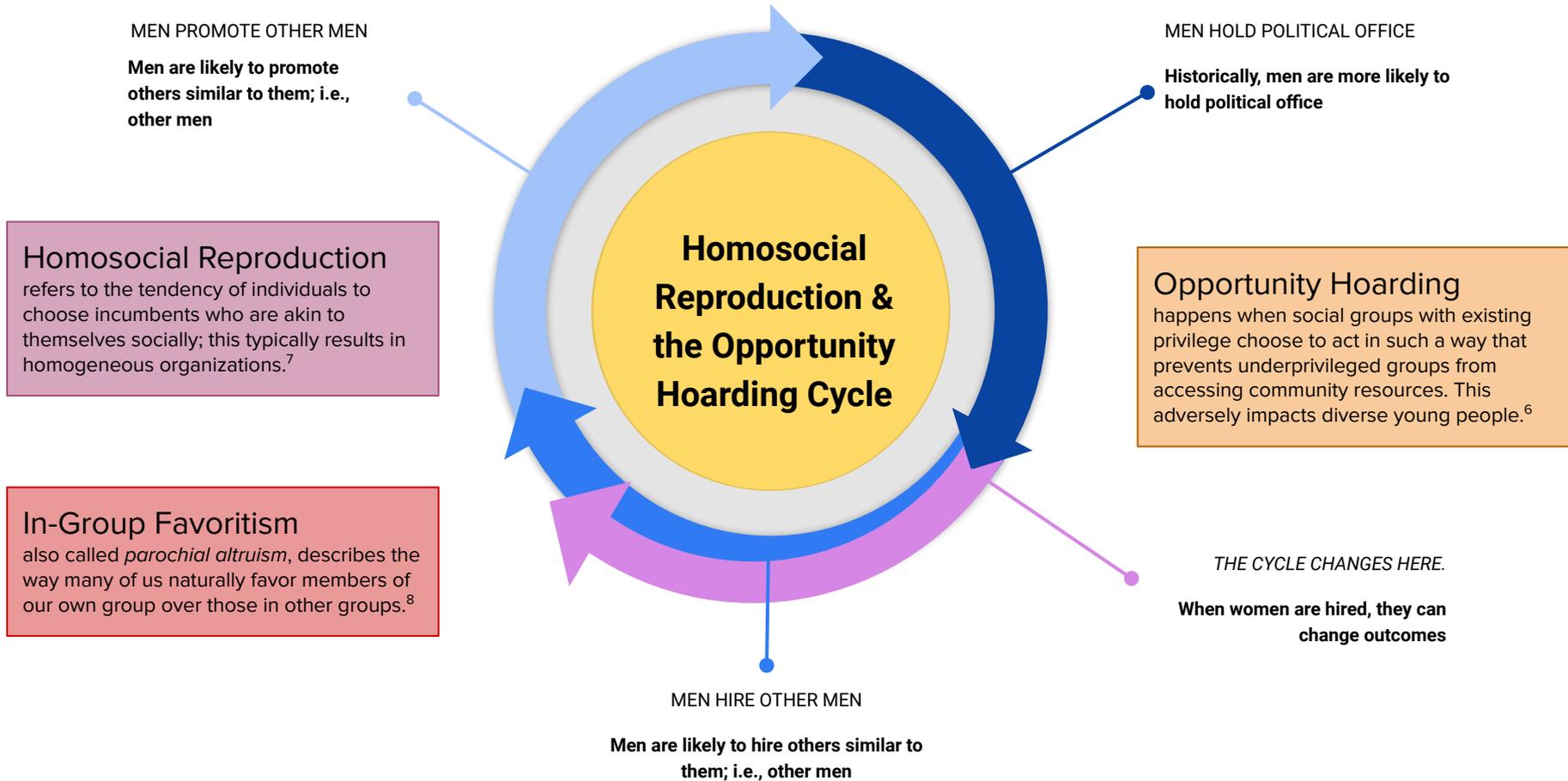
Library Director - **Stephanie Aleman** (info@fillmorelibrary.org)
Library Clerk - **Angela Briceno**
Library Clerk - **Cindy Day**
Public Works Director / Water Supervisor / Animal Control Officer - Matt Haupt
Maintenance - John Mitchell
Maintenance - Wrex Jenson
Maintenance - Wayne Jackson
Cemetery Sexton - Rustin Brunson
Airport Manager - **Yvonne Hancock** - Home: (435) 743-6150 or Cell: (435) 253-0919 (airport@fillmorecity.org)
Fire Chief - Shane Brunson - Cell: (435) 979-6804 (firechief@fillmorecity.org)
City Engineer - Robert Worley - Phone: (435) 743-6151
Building Inspector - A.J. Smith - Phone: (435) 743-6151
Building Inspector - Mike Sorensen - Phone: (435) 743-6151
Justice Court Judge - **Honorable Cyndee C. Probert** - Phone: (435) 743-5425
Justice Court Prosecutor - **Elise W. Harris** - Phone: (435) 864-2748
City Attorney - **Elise W. Harris** - Toll Free: (877) 535-2525
UAMPS Representative - Eric Larsen
Military Liaison - Wayne Jackson - Home: (435) 743-4913



Opportunity Statement

- The Well-Being of Women in Utah Report and the numerous free and low-cost webinars Real Women Run and the YWCA host represent an excellent starting point for envisioning a female-led future in Utah.
- However, more women are still needed in local and state offices.
- Elected Officials Pipelines
 - **SHAKERS** *traditional “political” role*
 - Governor
 - Mayors
 - Council/Board Members
 - **MOVERS** *other elected roles*
 - County Commissioner
 - Sheriff
 - Attorney General





Recommendations |



- **MOVERS & SHAKERS Political Matching Program**

- MOVERS & SHAKERS can have varying levels of commitment
- Mentors
 - Paired with high school and college students at a 1:10 ratio
 - Meet with the students in a group setting 1-2x per month
 - Provide general information on political role
 - Students in turn volunteer for the political candidate or office 5 hours per month
- Sponsors
 - Paired with high school and college students who have expressed interest in political work at a 1:2 ratio
 - Meet with students in a individual setting 1-2x per week
 - Provide detailed information on political role and scaffolding for students' career development
 - Students in turn intern for for the political candidate or office 10-15 hours per month
- Education
 - Long-term goal of providing K-8 student education

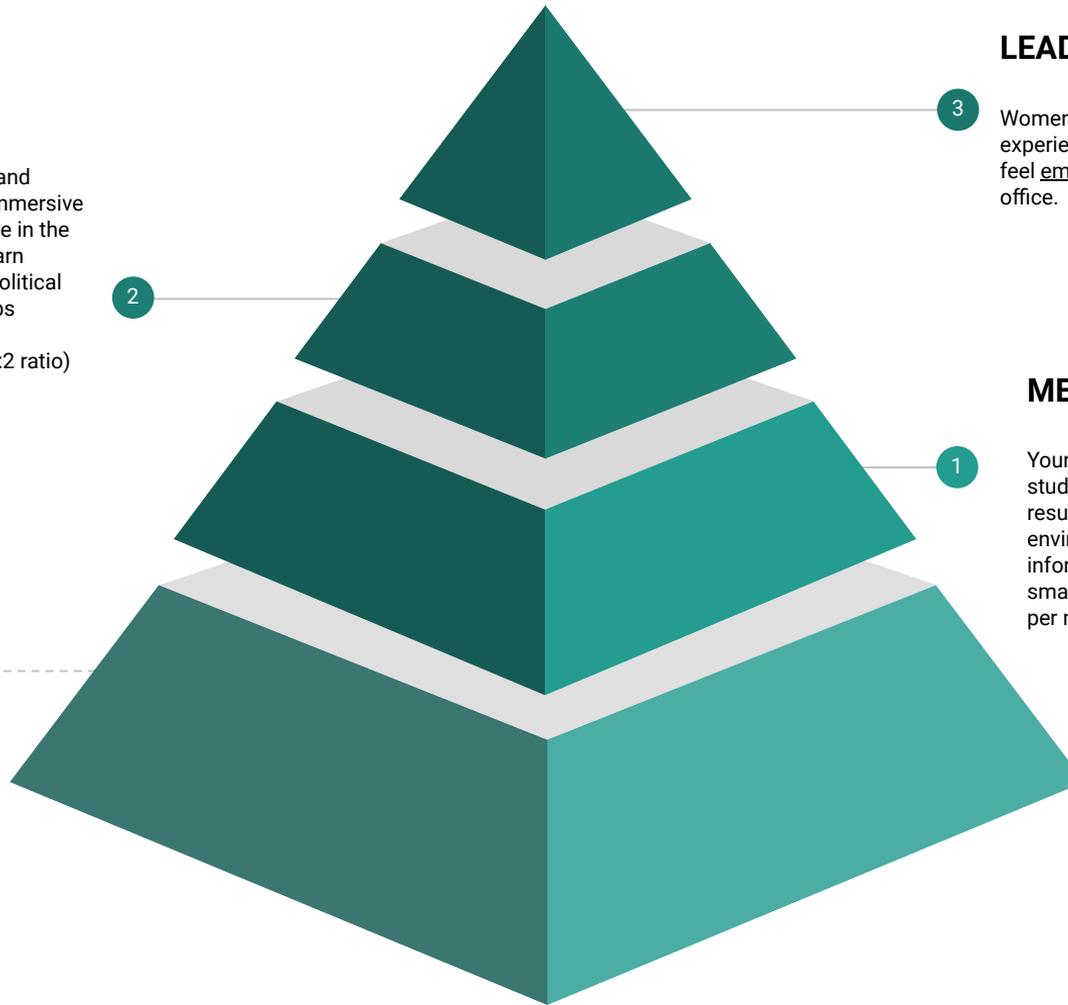


SPONSORSHIP

Young women (high school and college students) will gain immersive internship resume experience in the political environment and learn specific information about political roles and the necessary steps required to run a successful campaign in an individual (1:2 ratio) setting 1-2x per week.

EDUCATION

Girls at elementary and middle schools will gain awareness and appreciation for political roles in their community. This is a long term potential extension of the MOVERS & SHAKERS political matching program.



LEADERSHIP

Women will have the previous experience and support network to feel empowered to run for political office.

MENTORSHIP

Young women (high school and college students) will gain valuable volunteer resume experience in the political environment and learn general information about political roles in a small group (1:10 ratio) setting 1-2x per month.



Financials |

- Funding
 - **Relevant Grants**
 - [Office of Juvenile Justice and Delinquency Prevention \(OJJDP\)](#)
 - [Kinder Morgan Foundation \(KMF\)](#)
 - [Sidney Stern Memorial Trust](#)
 - [Oriental Trading Corporate Giving Program](#)
 - [Sarah Scaife Foundation](#)
 - [Change Happens Foundation](#)
 - [Public Welfare Foundation](#)
 - [The Standard Insurance Company](#)
 - [Voya Foundation](#)
 - These can be difficult because of the various conditions and reporting requirements
 - **Existing Programs/Foundations**
 - Utah League of Women's Voters
 - Eccles Foundation
 - Huntsman Foundation
 - University of Utah
 - Lasonde Entrepreneur Institute
 - Eccles Business School
 - Political Science Dep.
 - **Private Donations**
 - Awareness campaigns; Real Women Run 5K; Business Executive Requests

Estimated Program Costs |

	Year One	Year Two
Mentor / Sponsor Stipend	\$2,500	\$7,500
Mileage Reimbursement	\$500	\$1,500
Operating Expenses	\$5,360	\$5,660
Marketing & Recruitment Materials	\$200	\$300
Screening Fees	\$1,000	\$1,000
Liability Insurance	\$360	\$360
Volunteer Travel Reimbursement	\$300	\$500
Mentor Management Software	\$3,500	\$3,500

Estimated Program Costs (cont.) |

	Year One	Year Two
Program Activities	\$2,000	\$2,300
Snacks & Drinks	\$300	\$400
Activity Supplies	\$200	\$200
Transportation for Mentees	\$400	\$400
Gifts for Community Resource People	\$100	\$100
Banquet Event	\$1,000	\$1,200
Total	\$10,360	\$16,960

Implementation |

PHASE I

plan

est. fall 2021

- Raise adequate funding
- Establish community support
- Select 3-5 local high schools and colleges for participation in program
- Connect with various political leaders and find 10 willing to participate as mentors

PHASE II

mentor

est. fall 2022

- Establish program coordinator
- Select first inaugural mentee class (~100 women)
- Pair mentees with mentors
- Track program meetings and volunteer hours
- Hold banquet
- Assess and improve
- Select sponsors

PHASE III

sponsor

est. fall 2023

- Continue running mentorship program
- Select first inaugural sponsee class from previous mentees (~15-20 women)
- Pair sponsees with sponsors
- Track program meetings and internship hours
- Hold combined banquet
- Assess and improve

PHASE IV *educate*

est. fall 2025

- Continue running mentorship and sponsorship programs
- Begin K-8 education campaign
- Assess and improve

PHASE V *lead*

est. fall 2030

- Continue running programs
- Start supporting program alumni political campaigns





Key Takeaways |

- There are limited numbers of women that hold political office in UT
 - Many that do hold office are in a gender-traditional role (e.g., librarian, secretary, recorder, etc.)
- Mentorship/sponsorship is a pipeline to future leadership
 - MOVERS & SHAKERS would provide reciprocal benefits to students and politically active individuals in the community with the potential for long term impacts on Utah's political landscape
- Importance of inclusion of BIPOC mentees/sponsees and mentors/sponsors, where possible
 - A central goal of this project would be to promote diversity as much as possible, both in the selected student mentees/sponsees and the mentors/sponsors
- A staged approach will ensure the greatest likelihood of success
 - Phases I-V are important to providing a gradual building of MOVERS & SHAKERS
- **This proposed program is a natural extension of Real Women Run, as it incorporates education, empowerment, and involvement of young women - our future leaders.**

References |

1. <https://www.congress.gov/>
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7. <https://sk.sagepub.com/reference/sociology-of-work/n142.xml#:~:text=Homosocial%20reproduction%20refers%20to%20the,structure%20of%20opportunity%20within%20them>
8. <https://www.frontiersin.org/articles/10.3389/fnbeh.2015.00015/full>



Thank you.

We are honored to have been a part of this case competition. We sincerely appreciate your time and consideration of this presentation.

