

**Question 1:** What areas of focus (BWF spokes) are you and your organization most concerned about?

1. **Finance:** Concerns included financial literacy, financial health, needing more conversations about money, and a holistic approach to money.
2. **Higher Education Attainment:** Concerns included the impact of education (higher pay/leadership/flexibility), accessibility (including for refugees), financial aid, messaging to high school students, the need for women to be able to make educated decisions and be supported in those decisions, and higher education attainment (full professorship/staff advancement).
3. **Community Engagement:** Concerns included reinforcing a unique contribution, having women gain skills in this arena, having access to resources, having women run for office and be supported after they are elected, having women appointed to boards and commissions, and engaging young women ages 16-25.
4. **Safety & Security:** Concerns included paths to resources and education.
5. **Health Across the Lifespan:** Concerns included mental health and whole person wellbeing, addressing home health needs before tackling workplace health.
6. **Home & Family:** Concerns included cultural conditioning of women as caretakers, self-sacrificing and accessibility to experience, wellbeing, and education as part of systemic change.
7. **Gender Pay Gap:** Concerns included laws protecting unequal pay, women not advocating for themselves to ask for a higher salary, lack of training, and trauma.
8. **Childcare/Pre-K:** Concerns included lack of awareness, employee childcare start-ups, and stipend preference.
9. **Leadership Development:** Concerns included parity in leadership gender and the important influences and mentoring that can and should take place for girls and young women.
10. **Organizational Strategies & Workplace Culture:** Concerns included family-friendly policies -- including benefits and flexibility -- and what policies are in place in the private sector.

**Question 2:** Which spokes bring the greatest opportunities for improvement and change sooner than later?

1. **Higher Education Attainment:** Through scholarships; the scholarship process at the federal/national level is complicated and not very flexible (e.g., applying for Pell grants). High schools and universities often offer support/services related to these financial processes, but they are understaffed. Students, particularly first-generation college students, need more local support. Establish consistent narrative for high school students during "Power Hour" and other opportunities (especially for underserved young women).
2. **Community Engagement:** Through having more women vote; having more women run for office; and supporting women once they are elected. Re-engage those who are at a new phase of life, and engage those ages 16 – 25. WLI will make a database of women "expert" sources to have better representation in the media and share it with journalists.
3. **Safety & Security:** Through "reaching that last girl" so if we start at the margins, all the people in the middle are more taken care of. Through helping women feel safe enough to take on the resources.

4. **Workplace:** Through Chambers of Commerce, WBC Utah, Women's Associations, workplace employee kit for new women in business, statewide ElevateHER Challenge and 100 Companies Championing Women.
5. **Childcare/Pre-K:** Through normalizing on-site childcare, even if it's paid for by the employee. Through universal pre-k. Through more hybrid options, or more remote work options, allowing parents to be closer to their children. Affordable childcare and employers with childcare open access and freedom to change life situations, take that promotion, etc.
6. **STEM:** Through connections like the engineering club has built to communities around the state to help young girls become interested in STEM.
7. **Male Allyship:** Through bringing men into the conversation by educating more men about Utah data and the status of girls and women. Through adding more men to the UWLP newsletter. Through educating boys and young men about empowering girls and young men.

**Question 3:** What are innovative ways that we can all better engage in making these changes within, between, and among our organizations?

1. **Community Engagement:** Through increasing female representation on boards. Through women leaders modeling and interacting with teenage young women. Through getting information to high schoolers with city council members going to schools or an invitation letter from Governor to reach out to local graduates. Through supporting women at the polls and when they win.
2. **Workplace:** Through influences and content (e.g., 100 Companies Championing Women), through adopting it into conversations and highlighting women examples, and through sharing entrepreneur women stories. Through helping young women in their careers find their voice. Through mentoring other women -- Brothers, Uncles, Dads, Sons (BUDS) -- are an inherent, built-in networks for men; how can Sisters, Aunts, Mothers, and Daughters mentor other women?
3. **Childcare:** Through highlighting the childcare startup grant.
4. **Male Allyship:** Through showing men the data and helping them be more aware of discrimination. Through inviting more men to events and having leaders who are funding professional development groups to participate more actively. Through having men leaders speak to women organizations and allowing women to learn from men leaders as well. Through formalized networking events for men and women.

**Question 4:** What strategic partners are missing from the table and could help accelerate a statewide shift in culture, perspectives, and beliefs?

1. **Education:** For elementary school -- we are missing 4<sup>th</sup>- and 5<sup>th</sup>- grade teachers or younger and Utah Day of the Girl through Girl Scouts. For high school -- missing partners are high schoolers, high school honor clubs/societies, scholarship programs (e.g., Sterling, Pathways), sports/clubs focused on young women, Utah DECA, civics teachers, and school district leaders.
2. **Community:** We are missing community groups, religious leaders, city council members, legislators, and other ambassadors of government.
3. **Workplace:** We are missing employers.
4. **Rims:** We are missing Equality Utah, Pride centers, diverse communities, and organizations, BIPOC, and male allies.
5. **Other:** We are missing influencers, athletics, public relations.

**Question 5: What actions in the next year will move the wheel of change most profoundly (within your organization and with *A Bolder Way Forward*)?**

1. **Communicate:** We need to fight against misinformation. Messaging is power.
2. **Connect:** We must build communities that are supportive – especially on an individual level, with our children and sons. We must support women when they win. Women must model and interact with teenage young women.
3. **Engage Others:** We need more men at the table, which includes educating and recruiting allies.
4. **Goals:** We need clear collective goals and funding, including seeking grants.
5. **Community Engagement:** We need to register young women to vote at the first opportunity. We want elected women to go to the schools to engage girls at a young age. We want more women to run for office and be elected, but we must also support them after they win. We want to re-engage moms with older kids and retired women. WLI will make a database of women “expert” sources to have better representation in the media and share it with journalists.