

AAUW-Nebraska Fall Leadership Workshop

Output from Four Critical Conversations

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By Marilyn Bombac

“Expanding Our Career Choices”

Co-Facilitators: Linda Bors and Lina Cashin

1. What is going well in this area?

- More women in college
- Opportunities for diverse education—not every student is traditional
- More emphasis in STEM projects (encourages women and men)
- Men encouraging women too!

2. What are some of the challenges in this area?

- As a world power, we need these disciplines (start at lower level)
- Good old boy network—though this is changing with encouraging Dads
- Time, juggling other responsibilities—finding a balance
- Fight the status quo
- Not enough role models
- Making sure we have quality teachers
- Women not always willing to step up to challenging work and running for office

3. What are some possibilities to consider?

- Take classes early AM prior to work – 0500?
- Have volunteer role models go into classroom to do projects/presentations
- Elementary school linking subject matter experts to careers—show them how it’s used
- Hands-on learning vs. watching (make a model rocket, do it)

4. Identify short-term and long-term actions we can take in this area.

- Refer to the recommendations from “Why So Few” AAUW study
- Encourage taking calculated risk
- Mentoring young women, older women, women who are interested in diversifying careers to “Teammates”
- Light spark, then show how to build competence
- Encourage competence

“Leading at All Levels”

Co-Facilitators: Denise Britigan and Margaret Munnely

1. What is going well in this area?

- Role of Bridge-Builder
- Political involvement (Mayor, School Board, etc.)
- Laws, Title IX, Policies
- Networking
- See the reality of daily situations

2. What are some of the challenges in this area?

- More challenges, than going well...
- Women have “sticky floors” issues
- Some women have a “mean girls” syndrome—getting nipped in the butt instead of being supportive
- Women need to trust other women; not all have hidden agendas
- Hierarchy—education levels can be threatening
- “Learned helplessness” – carefully taught to be pigeon-holed and limited
- Women don’t voice opinion/cultural/due to religion
- Time constraints due to home responsibilities

3. What are some possibilities to consider?

- Opportunity: More gatherings of women so that growth can occur (future collaboration)
- Mentoring and sponsorships (trying to assist sharing your organization with others)
 - Assign a new AAUW member to an experienced member
- Let’s give more of ourselves
- Intergenerational sharing
 - Overcome barriers: Childcare and transportation

5. Identify short-term and long-term actions we can take in this area.

- Short-term:
 - Take folder information to other groups
 - Share what you learned today
 - Take a friend to everything that you do/ pay their way if necessary
 - “Bring a Friend” – should be announced
 - Read the books that were recommended today
 - More team building opportunities
- Long-term:
 - Build leaders and provide the tools to make stronger leaders
 - Go to AAUW National Convention
 - A lot more networking with other women

“Participating in the Political Process”

Co-Facilitators: Linda Duckworth and Liz Rea

1. What is going well in this area?

- GOTV opportunities like “It’s My Vote” effort
- Candidates promoting the importance of voting
- Legislative Day with League and NE BPW
- Updates on Legislative priorities posted on website for League and AAUW
- Young people involved in voter registration
- Offer from Hindu Buddhists to League to drive people to polls

2. What are some of the challenges in this area?

- Political ads not fair or based on fact
- The amount of \$ spent by PACs is corrupting democratic process
- Incorrect info to people regarding where they can vote
- Finding enough volunteers for “It’s My Vote”
- Polling place changes were a difficulty
- People who say they don’t intend to vote
- Length of Presidential Campaign discourages people from wanting to vote
- Efforts to suppress the vote, like Senator Janssen’s bill in last Unicameral session
- Polarized electorate and a polarized Congress
- Gerrymandering of districts
- People don’t know they don’t have to vote for every office/issue on ballot
- Felons don’t always know they can vote if they’ve been out of prison for 2 years and off parole

3. What are some possibilities to consider?

- Shorten the campaign time for President and other office holders
- Limit the amount of \$ to be spent in each campaign
- Use of promoting a constitutional amendment to solve the \$ issue in presidential elections
- Get more volunteers to help w/mobilizing millennial voters for Nov. 6th elections

4. Identify short-term and long-term actions we can take in this area.

- Short-term actions: Hold phone-banking parties for GOTV
- Long-term actions: Make commitment to register voters and do GOTV each election cycle
- Promote members to be candidates and run for office
- Ask women to run for office if they’d be a qualified candidate

“Valuing Personal Relationships”

Co-Facilitators: Marilyn Abariotes and Susan Goos

1. What is going well in this area?

- We all belong to many organizations and are meeting new people
- We have contacts at work
- Support from people Support me/Support others
- People work together and stay together even when relationship changes
- Ways to connect – Social Media

2. What are some of the challenges in this area?

- Balancing generational differences
- Personalities are not outgoing
- Don't try to solve everybody else's problem
- Women in leadership don't always see the value of networking with others
- Growth in organization, especially younger women
- Takes time and energy to keep a relationship going
- Change meeting style—Bylaws, and don't read the report

3. What are some possibilities to consider?

- Believe in each other and support each other
- Find a way to work together on a cause
 - Guys have golf, etc
- Mentoring
- People learn in different ways
- Power of three
- Issues are important

4. Identify short-term and long-term actions we can take in this area.

- Look at relationships from a different point of view
- Cultivate relationships both long-term and short-term
- Identify what women get out of a relationship
- Use social media – get comfortable with it
- Identify shared interests
- Not—we can do this – You give this if you join