

“Achieving Economic Self-Sufficiency”

(Pay Equity, Start Smart, etc.)

April 11, 2015 OUTPUT

1. Define “Economic Self-Sufficiency”

- Do I have skills & tools to be self-sufficient
- Planning adequately – resources
- Rely on self alone
- No debt
- Having my money work for me instead of me working for my money
- Never having to call parents
- Also, resources (change light bulb, flat tire)

2. What is going well in this area?

- Smart decisions
- I saved for long-term
- Learned to take care of self, meditate
- Obtaining my education
- We continue to learn from each other
- Learn techniques like “loan deferral”
- Just got a job on campus, feeling independent
- Pension, retirement

3. Identify challenges to achieving economic self-sufficiency for

- **Young (20s-30s)**
 - Do I need to call parents for money?
 - Upfront costs
 - Student loans, tuition
 - Marriage decisions and financial conversations
 - Down payment for house, car, furniture
- **Mid Life (40s-50s)**
 - Children
 - Budget for unexpected expense
 - Job changes, affect 401K, pension
 - Start saving or increase saving for long-term
- **Seniors (60s+)**
 - Long-term insurance, health – did I plan for this
 - Exercise – did I take care of myself
 - Unexpecteds

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

- Legislation (paid maternity, paid sick leave, not all companies do it)
- Child care assistance
- Planning
- Have a backup

“Harnessing Technology”

(Tech Savvy, Tech Trek, STEM opportunities, etc.)

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5. Define “Technology”

- Systems that research/communicating tools
- Computer field
- Electronics

6. What is going well in this area?

- Achieve goals more rapidly/changes/educating people
- Changes in the world of medicine/science
- Speed/complex legally accepted (signature)
- More users; every day new advances
- Share ideas, how to improve systems

7. What are some of the challenges with technology for

- **Young (20s-30s)**
 - Security
 - Lack of training
 - Cost
 - Too much of it
 - Using it all of the time
 - Certain expectations of skill levels
 - Not enough education
 - Internet “trail” (exposure to employer)
- **Mid Life (40s-50s)**
 - Feeling behind; not current; can’t keep up
 - Used a lot at work
 - Pressure to be competent
 - Learning curve
 - Overwhelming volume – technology can rule life
- **Seniors (60s+)**
 - Fast paced changes
 - Lacking in skills
 - Unwilling to try new things
 - Learning opportunities, but confusing because not grown up with technologies, processes and products
 - New tech vs. old tech – changes fast

8. Identify short-term and/or long-term actions we can take in this area.

- Identify learning needs
- Make more computer classes
- Share information for later use
- More opportunities to network and share best practices
- Blog on technology opportunities
- Training on sexism at university youtube
- Pay equity in Human Resources, “equal pay”, culture climate representative on Board

“Participating in the Political Process”

(Running for Office, ElectHer, etc.)

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9. Define “Political Process”

- Vote!
- People working together for benefit of all people
- Process by which officials, representatives, and policies are decided – influencing government

10. What is going well in this area?

- Democracy
- Unicameral
- Women in office
- Role models for girls
- Availability of information (internet)

11. What are some of the challenges for:

- **Young (20s-30s)**
 - Lack of experience – not taken seriously
 - Lack of confidence (especially non-white)
 - Not knowing where to start
 - Social media trail ...
- **Mid Life (40s-50s)**
 - Established career
 - Money
 - Flexibility
- **Seniors (60s+)**
 - Tired
 - Not taken seriously
 - Not keeping up with technology

12. Identify short-term and/or long-term actions we can take in this area.

- Get kids interested while they’re young
- Identify strong potentials
- Get involved with ElectHer, Ready to Run, etc.

“Partnering for Success”
(Interdependence, Collaboration, etc.)
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We have four AAUW branches: Blair, Lincoln, Omaha and Scottsbluff. We also have eight College/University Partners: Bellevue University, College of Saint Mary, Creighton University, Doane College, Kaplan University, Metropolitan Community College, UNL and UNO.

13. What is going well with our AAUW partnerships in Nebraska?

- **Among our branches?**
 - Sounds like groups are building on each other
 - STEM programs -- Start Smart, recent successes
 - Interest in Kearny? As a University or a Branch?
 - Public Policy – good information

- **Among our college/university partners?**
 - More asking between branches and colleges
 - Membership in AAUW helps young women interact with other women’s groups

- **With our Branch/State/National relationships?**
 - Good to have representation from National Office

14. What are some of the challenges of win-win partnerships?

- Communication
- Leadership needs time and energy to keep partnerships

15. Identify short-term and/or long-term actions we can take in this area.

- Succession planning for future leadership
- Increase partnering with other women’s groups like PayPal and Werner Enterprises
- Continue relationships with Society of Women Engineers
- ICAN conference – have a booth there
- Encouraging other colleges to offer AAUW workshops
- Facebook page – AAUW-NE