



Dear Nebraska Leader,

September 20, 2011

You are invited to participate in a Leadership Summit hosted by AAUW-Nebraska on Saturday, October 15, 2011. As a leader in the State of Nebraska, your insights and experiences are needed to help us better understand the challenges and opportunities for women to reach their full potential in their chosen fields. Since we have received an AAUW Public Policy Impact Grant, there is no conference fee for this event.

Several national research studies (abstracts attached) provide statistics illustrating that even though women may be participating in the workforce in equal or even in higher numbers relative to their male peers; they rarely make it to the top. Locally, according to the Institute for Women's Policy Research, Nebraska ranks third in the United States for percentage of women in the work force, but 49<sup>th</sup> for women in professional and managerial positions. The Omaha Women's Fund study shows the number of women holding leadership positions in Omaha has changed little in the last decade. *We would like to mark October 15<sup>th</sup> as the day we begin to establish a united force to increase the number of qualified women who aspire and enter positions of leadership in the State of Nebraska.*

- DATE:** Saturday, October 15, 2011
- TIME:** 10:00 a.m. – 3:00 p.m.
- PLACE:** Eugene T. Mahoney State Park Lodge, 200 Abel Nebraska Room  
28500 West Park Highway  
Ashland, NE 68003 (park entrance fee is \$4/car)  
(402) 944-2523
- LUNCH:** Pay-As-You-Go Buffet \$9.49
- RSVP:** Judy Morss, PhD, (402) 293-1211 or [jamorss@cox.net](mailto:jamorss@cox.net)  
**By October 5, 2011**

Please join other business, education, and government leaders in a spirit of creative collaboration where we begin to harness our proactive energy and enhance our collective voice in focusing on our common goals.

Sincerely,

Marilyn Bombac, Ph.D.  
AAUW-Nebraska President  
AAUW-Leadership Corps  
VISION 2020 State Delegate  
(402) 292-6245 (home phone)  
[mbombac@aol.com](mailto:mbombac@aol.com)

## **Research Studies in Women's Leadership**

### **AAUW “The Simple Truth about the Gender Pay Gap”, 2011**

- Study provides key facts about the gender gap in the United States. Information is organized around six common questions
- Report includes data on states, race/ethnicity, age, education and occupations

### **AAUW “Why So Few? Women in Science, Technology, Engineering and Mathematics” (STEM), 2010**

- Girls' achievements and interest in math and science are shaped by the environment around them
- At colleges and universities, little changes can make a big difference in attracting and retaining women in STEM
- Bias, often unconscious, limits women's progress in scientific and engineering fields

### **McKinsey & Company “Women Matter 2, Female Leadership, a Competitive Edge for the Future”, 2008**

- McKinsey uses a diagnostic tool that measures organizational excellence of companies against nine key criteria
- Study offers new insights into the leadership behaviors that will be critical to address the upcoming global challenges. It shows how having more women in top management positions can give companies a real competitive edge by spreading these leadership practices within organizations.

### **The White House Project Report “Benchmarking Women's Leadership”, 2009**

- Report surveys the current state of women's leadership in ten different fields—from the military and journalism to business and politics—to establish an understanding of where we are, so that we may know where we need to go.
- Women and men alike bring value to the table, but it is their combined effort that creates the strongest foundation for innovation and prosperity.

**VISION 2020:** National initiative developed by the Institute for Women's Health and Leadership at Drexel University College of Medicine to make equality a national priority through the shared leadership among women and men. Five goals by year 2020:

- Achieve pay equity, so that equal pay for equal work will be the norm in America
- Increase the number of women in senior leadership positions in American life to reflect the workforce talent pool and demographics
- Educate employers about the value of policies and practices that enable men and women to share fairly their family responsibilities
- Educate new generations of girls and boys to respect their differences and to act on the belief that America is at its best when leadership is shared and opportunities are open to all
- Mobilize women in America to vote, with particular emphasis on a record-setting turnout in 2020, the centennial of the 19<sup>th</sup> Amendment