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Recommendations

The following is a list of general recommendations based on conclusions drawn from this study. They are offered as a starting point for discussion. It is hoped that dialogue within organizations and across the community will ultimately drive change and *increase the breadth and depth of female leadership in Omaha.*

Increase the number of women participating in leadership positions

There are many women capable of filling positions on appointed and community boards. Support is needed both for programs which develop women for these positions and a central source that connects qualified candidates with available opportunities.

Modify organizational cultures to support women, specifically in the areas of recruitment, development, mentoring and work/life integration

Develop and implement resources and mechanisms for sharing best practices tools. Recognize organizations committed to keeping and advancing women in the workforce.

Broaden women's access to the informal settings where leaders often make decisions and form relationships

Ensure women have access to the highest levels of leadership opportunities, networking and mentoring, moving away from the perception of a "good old boys network."

Raise community awareness of women leaders

Provide role models by recognizing women who have achieved leadership positions.

Encourage individual women in their pursuit of leadership

Develop fellowships and scholarships for women wishing to enhance their leadership skills. Support capital formation for female entrepreneurs.

Identify community resources that support leadership for young girls and fill the gaps in service

Research has shown girls begin "opting out" of leadership challenges as young as fifth grade. Opportunities must be provided for young women to develop leadership skills, and appropriate curriculum must be available to assist parents, teachers, etc. in their efforts to support them.

“Today’s 25-to-34 year-olds represent the first generation where women are measurably better educated than men. If I’m an urban leader serious about success, I’m going to spend a lot of energy making sure my city signals to women that they can find opportunity here. And I’m going to make sure my city delivers on that promise.”

Carol Coletta, CEOs for Cities