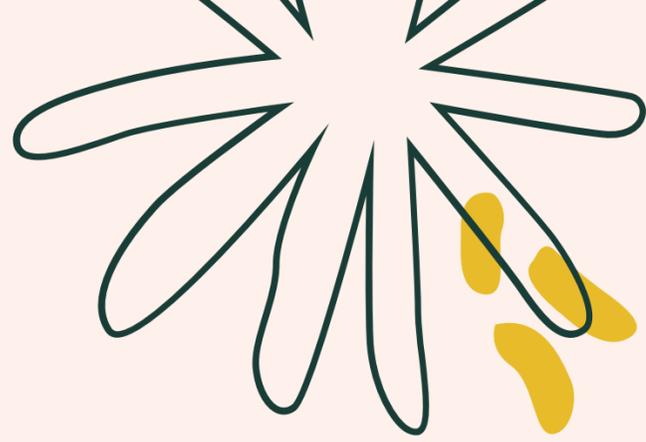




# GENDER EQUITY IN MAQUOKETA, IA

By Marissa Good, Camille Bonar, Elisabeth Neruda, and Sarah Ballard



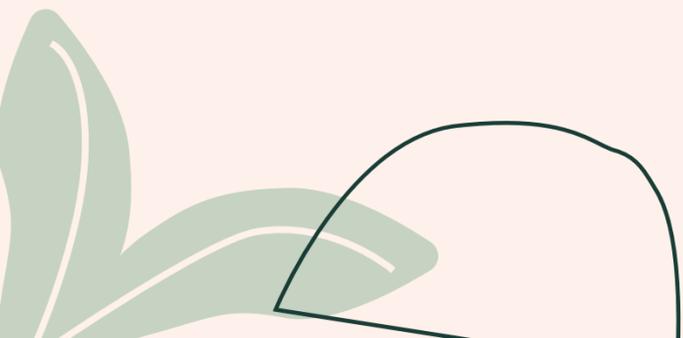
# NATIONAL BACKGROUND

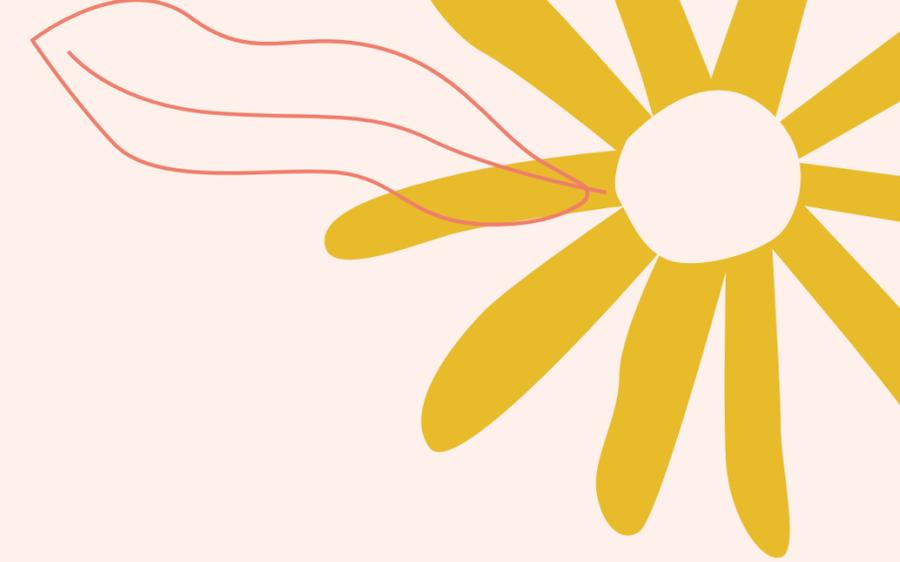
WOMEN MAKE UP 51% OF THE U.S. POPULATION  
BUT ONLY MAKE UP...

- 24% of Senate
- 27% of House
- 30% of statewide elected officials

FACTORS AT PLAY

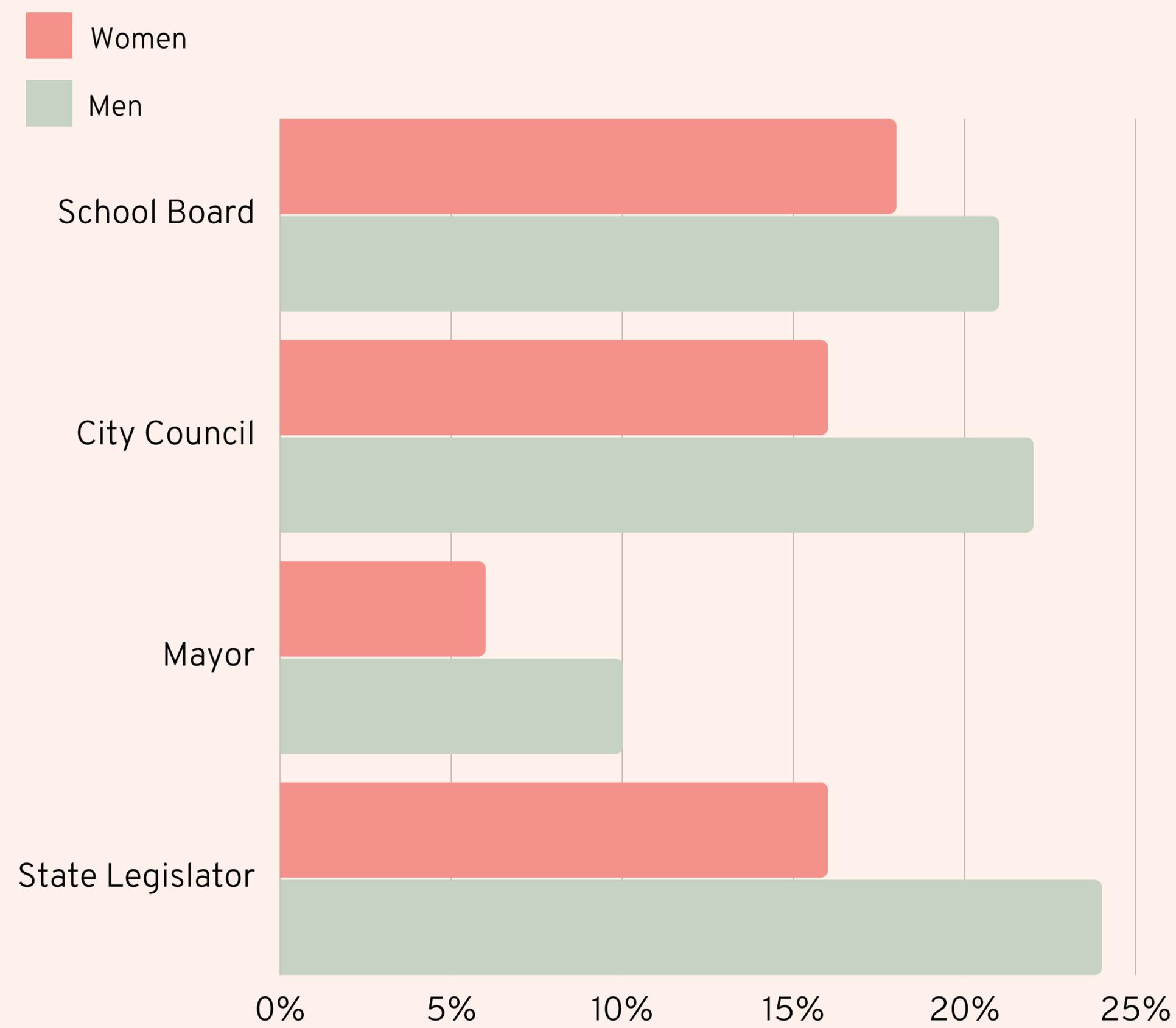
- Overcoming gender roles
- Discrimination in the workplace
- Lack of support





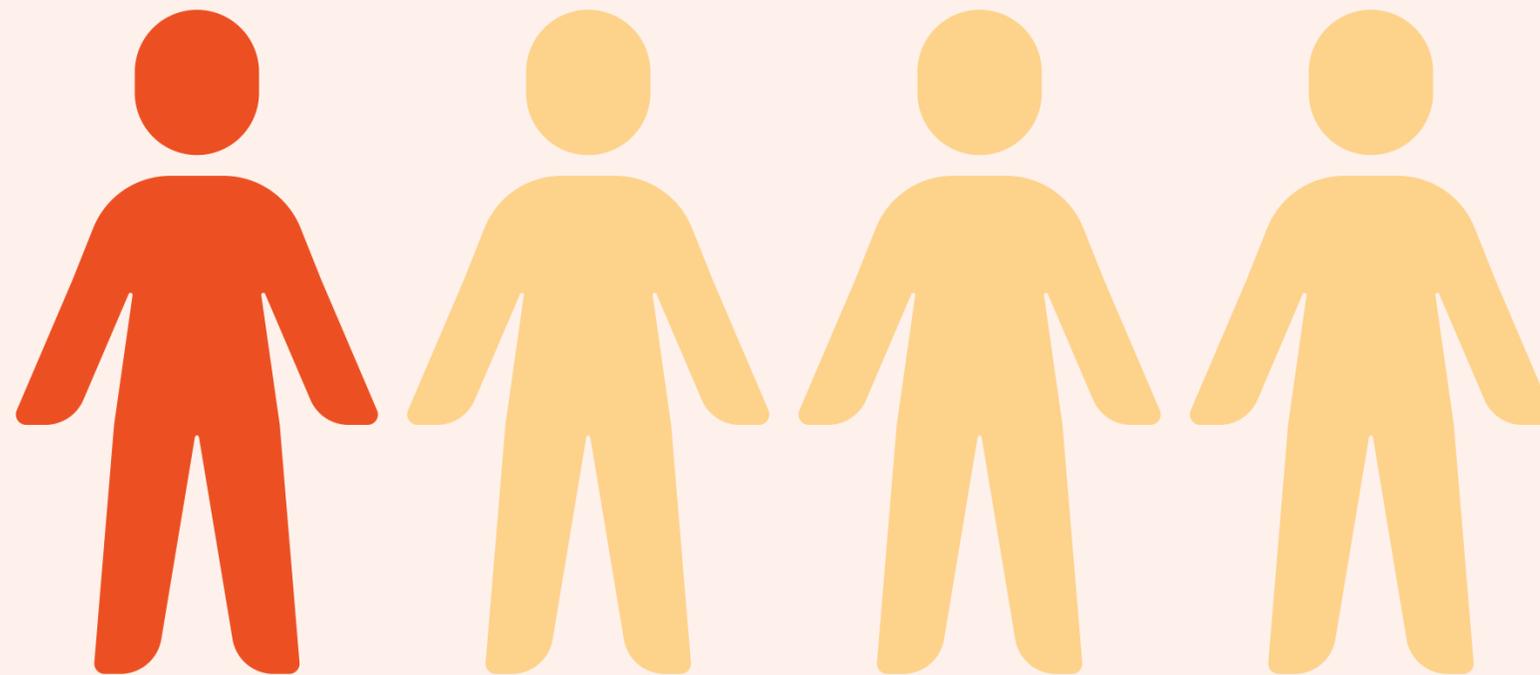
# GENDERED DIFFERENCES IN RECRUITMENT

Percentage of U.S. Men vs Women  
Recruited for Various  
Governmental Positions

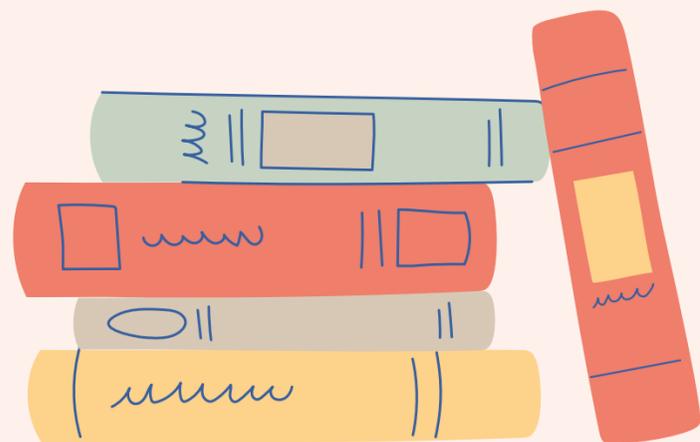


Source: American University

# STATE OF THE ISSUE IN MAQUOKETA



CURRENTLY ONLY *33/146* OR *22.6%* OF  
MAQUOKETA'S PUBLIC POSITIONS ON  
COUNCILS/BOARDS ARE HELD BY WOMEN

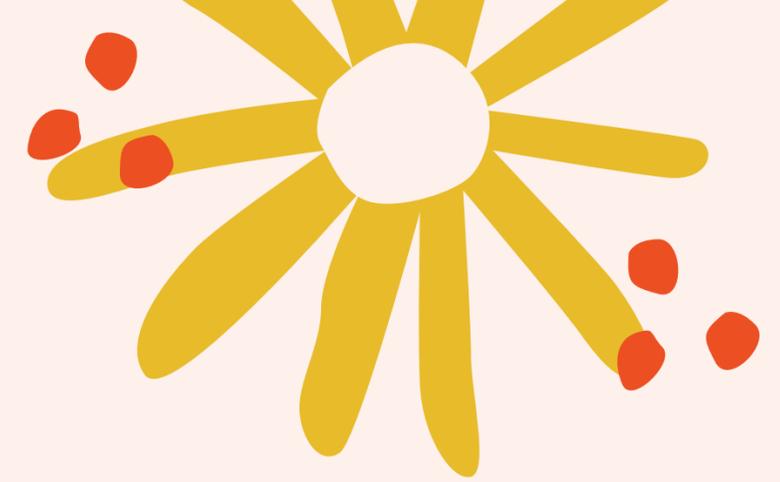


Library Board: 7/8



Chamber of Commerce  
Board of Directors: 7/11

# BEST PRACTICES



## SHE SHOULD RUN INCUBATOR



Provides free online courses to help women see themselves as public leaders

## IOWA CITY/COUNTY MANAGEMENT ASSOCIATION MENTORING PROGRAM



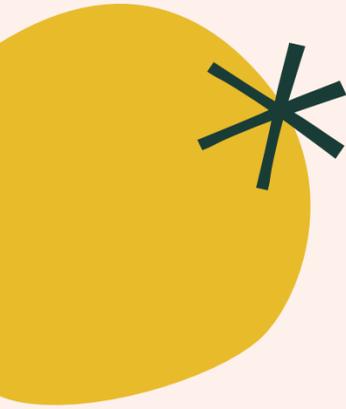
Promotes transfer of knowledge amongst local government professionals

## IOWA COMMISSION ON THE STATUS OF WOMEN



Advocates for gender-balanced boards and commissions within the state of Iowa

# RECOMMENDATIONS



## STRATEGIC RECRUITMENT



Seek out women for boards and commissions

## LEADERSHIP PROGRAM

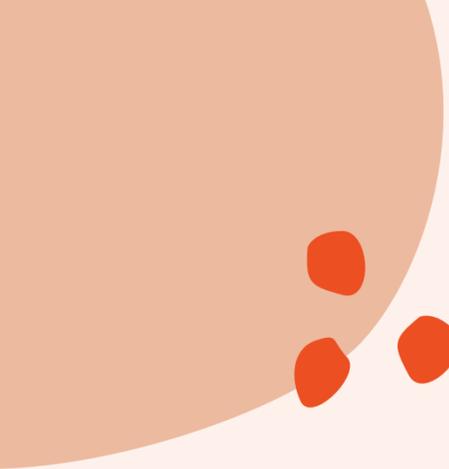


Equip women with knowledge and skills through the Chamber of Commerce Leadership program

## MENTORSHIP

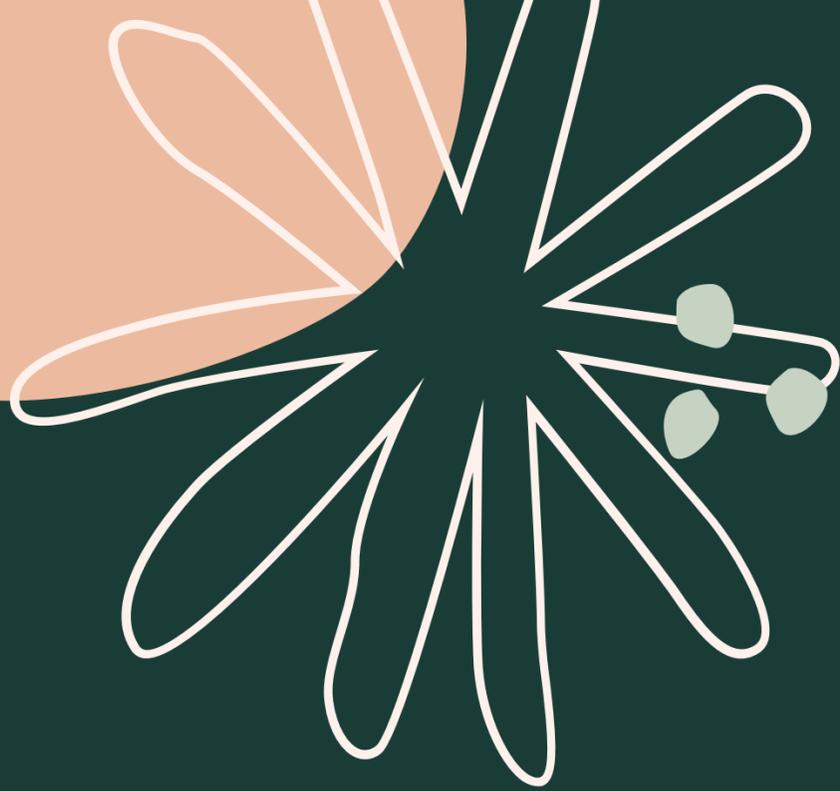


Pair current women in leadership with women who are interested in a mentor



# NEXT STEPS

- Reach out to current board members about strategic recruitment
  - Ensure board applications are transparent and simple
  - Post election/board involvement information in public places and on the website
  - Ensure Chamber of Commerce leadership program targets women
  - Reach out to Maquoketa women leaders about mentoring
- 



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