

NW Women's Leadership Academy

December 6, 2024

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Deputy City Manager of Operations
City of Kirkland



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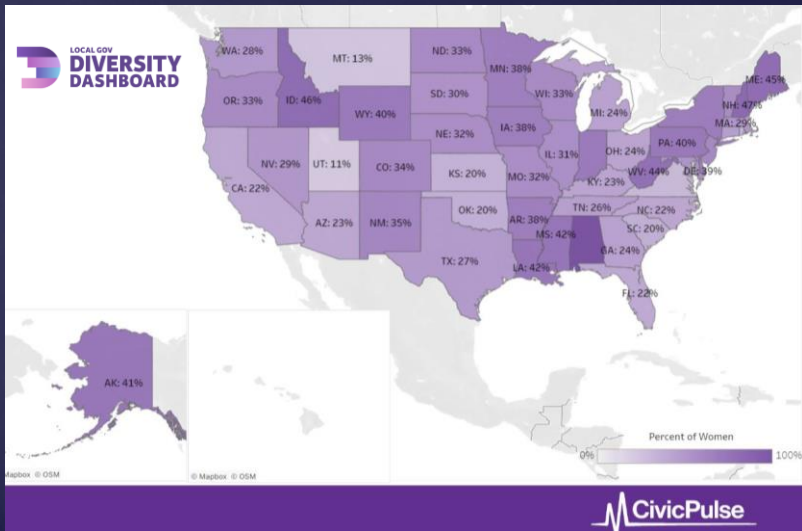
Why We Are Here

- In 2013, the International City/County Management Association (ICMA) convened a Women in the Profession Task Force.
 - Only 13% of city manager/ administrator positions were filled by women (same as in 1981 — 32 years later).
- In 2018, Washington City/County Management Association (WCMA) launches NW Women's Leadership Academy.
- In 2024, NWWLA is now on our 6th Cohort; approximately 168 women have graduated, and we'll hit 200+ in March!

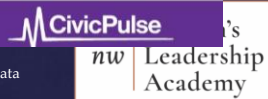


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Percentage of Female City Managers/Administrators



Source: Diversity Dashboard by Emerging Local Government Leaders (ELGL), based on 2022 Data



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NWWLA Vision & Mission

Vision

Our vision is to serve local government communities and agencies by advocating and promoting gender balanced leadership teams.

Mission

We will achieve our vision by improving the pipeline of women and non-binary leaders by preparing them for advancement in City Manager/Administrator, Director, and Assistant/Deputy Director, and other local government leadership roles.



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NWWLA Strategy

- 6-month training program
- Kick-off with in-person retreat – Build networks of support and encouragement
- Support Academy graduates in their leadership journey with: Lunch & Learn Webinars, Walk/Talk/Dine Events, Conferences (Women’s Leadership Summit coming in 2025)

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Gender Balanced Candidate Pools



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2016 City Manager Candidate Pool



Are All Female Candidate Pools in Our Future?

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“When you’ve worked hard, and done well, and walked through the doorway of opportunity, you do not slam it shut behind you, you reach back.”

-Michelle Obama

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Congratulations to
the Academy's 1st
Champion!

Deanna Dawson

