



**A BOLDER
WAY FORWARD**
FOR UTAH

Introduction

- National and statewide studies continue to show that women and girls in Utah are not thriving in critical areas.
- Year after year, Utah continues to have high levels of domestic violence, sexual assault, child sexual abuse, and gender-based discrimination, while also ranking as the worst state for women's equality and having low levels of women's leadership representation in nearly all domains.
- Although the needle has moved slightly in a few areas, with its current trajectory it will take three to four decades to make notable progress.
- It is time for Utah to embrace **A Bolder Way Forward** (BWF).
When we lift Utah girls and women, we lift all Utahns!

Bold Change

- If we are serious about ensuring that Utah women and girls thrive, we need to create change by 2030, with a check point in 2026.
- This includes a shift from *outputs* to *outcomes*.
- **Inspiration:** Crutchfield, L. R. (2018). *How Change Happens: Why Some Social Movements Succeed While Others Don't*. Wiley.



Gay Marriage



Systems Thinking

“The whole is greater than the sum of the parts.”

Systems are made of interrelated, interdependent parts, but they cannot be understood as a function of isolated components.

The relationships between the parts is critical—this is the key to more boldly advancing a common cause.

We are great at parts—but now we need to move together as a system (networked leadership).



A BOLDER WAY FORWARD - FRAMEWORK

Helping More Utah Women and Girls Thrive

EDUCATION

- Finance
- Higher Education Attainment
- K-12 Initiatives

HEALTH & WELLBEING

- Health Across the Lifespan
- Home & Family

SAFETY & SECURITY

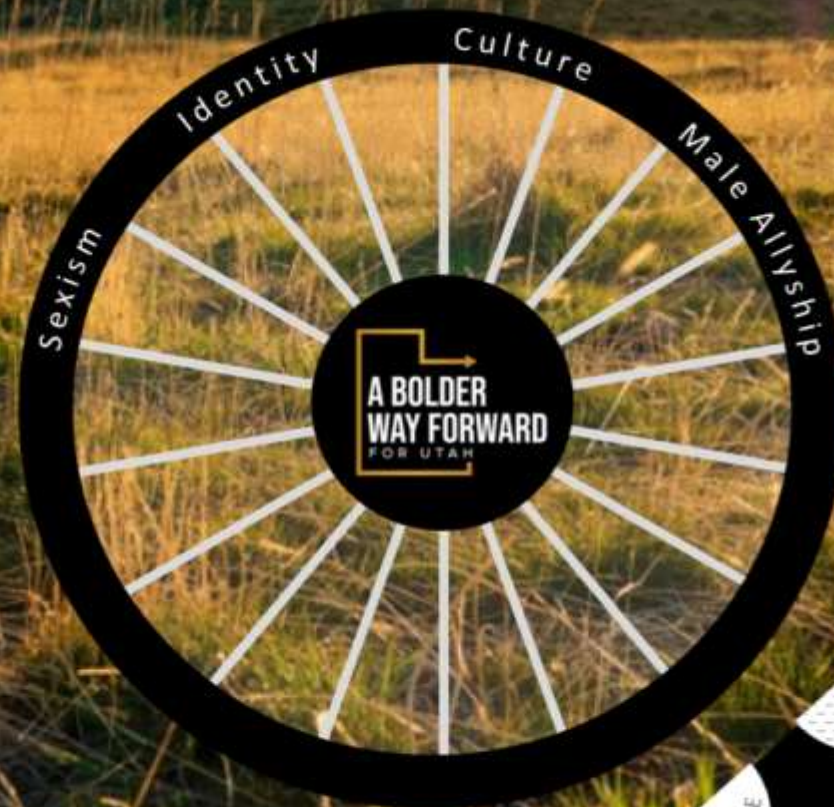
- Child Sexual Abuse
- Domestic Violence
- Poverty/Homelessness
- Sexual Assault
- Sexual Harassment & Gender-Based Discrimination

WORKPLACE

- Childcare/Pre-K Programs
- Entrepreneurship
- Gender Pay Gap
- Leadership Development
- Organizational Strategies & Workplace Culture
- STEM Fields
- Workforce Development

COMMUNITY ENGAGEMENT

- Political Representation, Boards & Commissions, & Civic Engagement/Advocacy



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Goals & Outcomes

- The overarching goal of a BWF is to make Utah a place where more girls and women can thrive in any setting.
- Although there is not one metric that can assess and measure this overarching goal, all spoke leaders have crafted powerful goals for each of their areas (linked to measurable outcomes).
- We continue to locate and track national and state data on all aspects and are creating visual dashboards so progress can be tracked.

POTENTIAL TOOLS

- Advocacy
- Communication
- Grassroots Involvement
- Mentoring
- Messaging Shifts
- Networking
- Philanthropy
- Public Policy
- Research
- Resources
- Sponsorship
- Training & Development
- More

Backbone Organization

The **Utah Women & Leadership Project (UWLP)** at Utah State University is the *backbone organization* for this movement with a mission of strengthening the impact of Utah girls and women. Areas of focus:

1. Producing relevant, trustworthy, and applicable research;
2. Creating and gathering valuable resources; and
3. Convening trainings and events that inform, inspire, and ignite growth and change for all Utahns.

The **UWLP is housed** with Dr. Susan R. Madsen as part of her faculty research and societal impact work at the Huntsman School of Business within Utah State University (designated as a 501(c)(3)). The primary base of support and coordination for a BWF is the UWLP.

“

Every society has its protectors of status quo and its fraternities of the indifferent who are notorious for sleeping through revolutions. Today, our very survival depends on our ability to stay awake, to adjust to new ideas, to remain vigilant and to face the challenge of change.

— Martin Luther King Jr.

”

Conclusion

- Utah must do better to ensure everyone thrives.
- Our vision is not to lift girls and women at the expense of boys and men—that is the ***scarcity mentality***. Instead, we believe that there is enough for everyone through cooperation and collaboration—the ***abundance mentality***.
- When we strengthen the impact of Utah girls and women, we can strengthen everyone!





CREATING CHANGE
SO UTAH WOMEN & GIRLS CAN THRIVE

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*Utah can become the national leader in how to
implement positive change for girls, women, and
families.*

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FOR UTAH

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