Findings from our Statewide Meetings

Breakfast Club Webinar Series
Thursday, November 18th

About Us

100 Rural Women sees a future where more rural women lead positive change for themselves, their families and communities, the nation and the world.

We are committed to building leadership through networks, mentorship, education and civic engagement.

Our organization is non-profit and non-partisan.

Meet our Board!

★ Terri Foley
★ Rachel Juritsch
★ Benya Kraus
★ Erica Bjelland
★ Dr. Hara Charlier
★ Fawn J. Sampson

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What is the 100 in 100 Project?

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01 PHASE ONE
RESEARCH, PLANNING & DEVELOPMENT

02 PHASE TWO
CONDUCT IN-PERSON MEETINGS IN 100

03 PHASE THREE
ANALYSIS, EVALUATION & DOCUMENTATION

Research and select communities across all counties including border communities	Hold 100 meetings across the state	Analyze and evaluate meeting information and data
Identify local connectors	Identify existing networks, initiatives and gaps that support and sustain rural women	Communicate initial findings with all meeting attendees, partners and supporters and identify connections
Develop meeting approach, research methodology, questions and engagement strategies	Generate 100 ideas from the 100 meetings to give back to all communities	Publish findings

Today's Presenters

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- # Linda Kingery
  - Executive Director of the UMN Extension Northwest Regional Sustainable Development Partnership

- # Andi Sutton
  - Executive Director of the UMN Extension Southeast Regional Sustainable Development Partnership

- # Argie Manolis
  - Director of Civic Learning and Engagement at the UMN Morris Center for Small Towns

Meet the Panel!

Delaine Anderson
GRADUATE RESEARCH ASSISTANT

Jasmine Terry
UNDERGRADUATE, SENIOR

Ryan Babcock
AMERICORP VISTA

The Value of University & Community Partnerships

Meet 100 Rural Women Interns!

Survey Responses

334 individuals started the survey, 285 completed it.

285 responses.

90%
Strongly agree

Strongly disagree   Somewhat disagree   Neither disagree or agree

Somewhat agree   Strongly agree
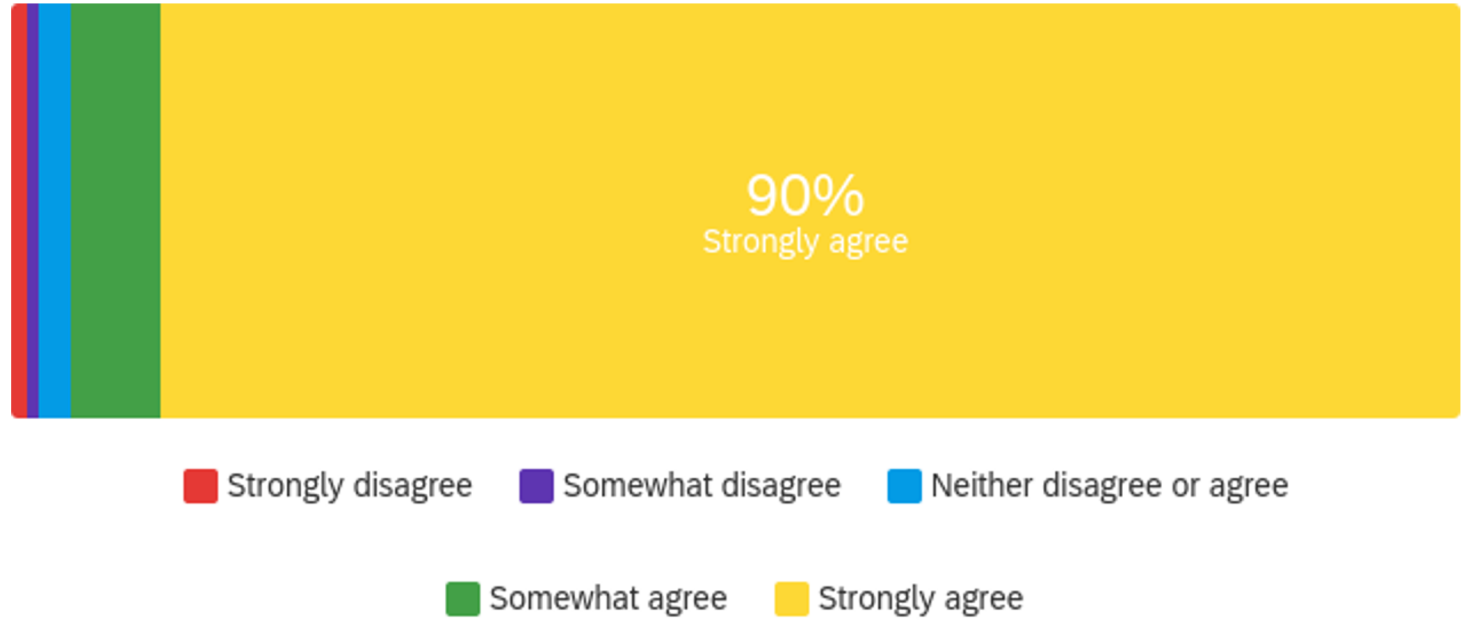
Women leaders are as skilled as men (in similar leadership roles).

285 responses.

88%
Strongly agree

■ Strongly disagree   ■ Somewhat disagree   ■ Neither disagree or agree

■ Somewhat agree   □ Strongly agree
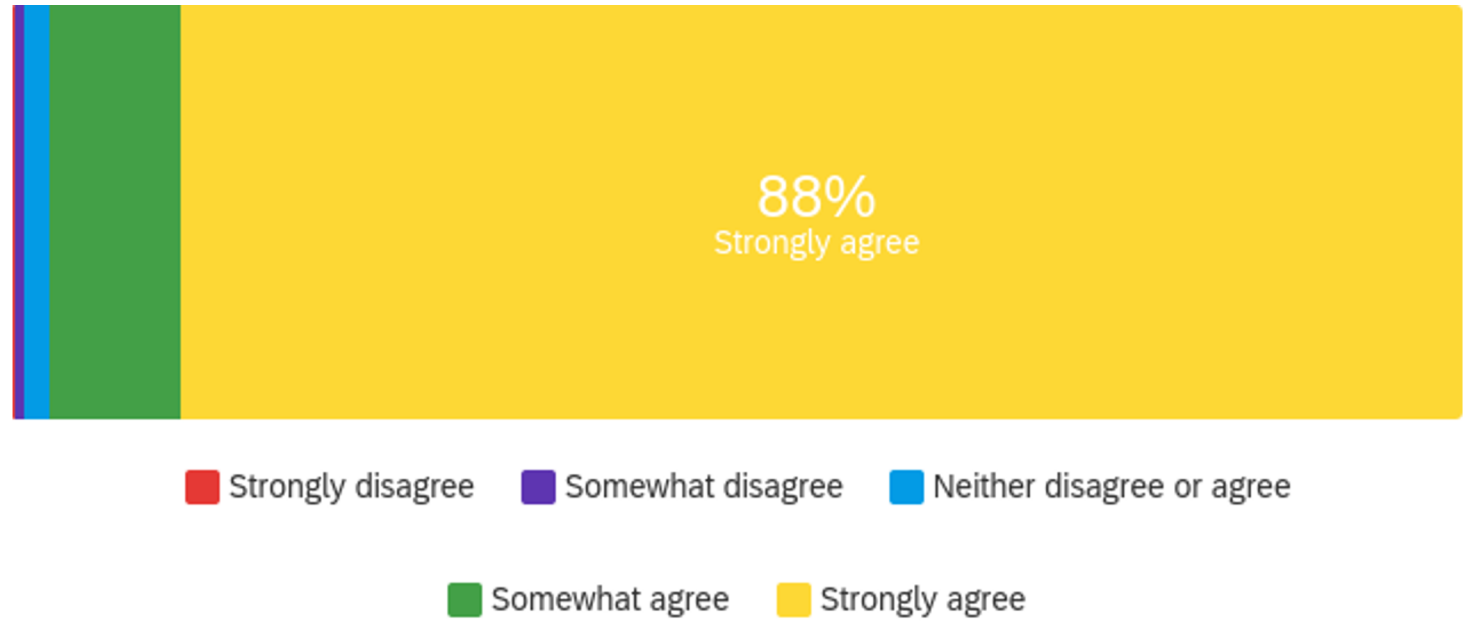
Women are tough enough for leadership.

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285 responses.

33%
Somewhat disagree

40%
Somewhat agree

- Strongly disagree
- Somewhat disagree
- Neither disagree or agree
- Somewhat agree
- Strongly agree
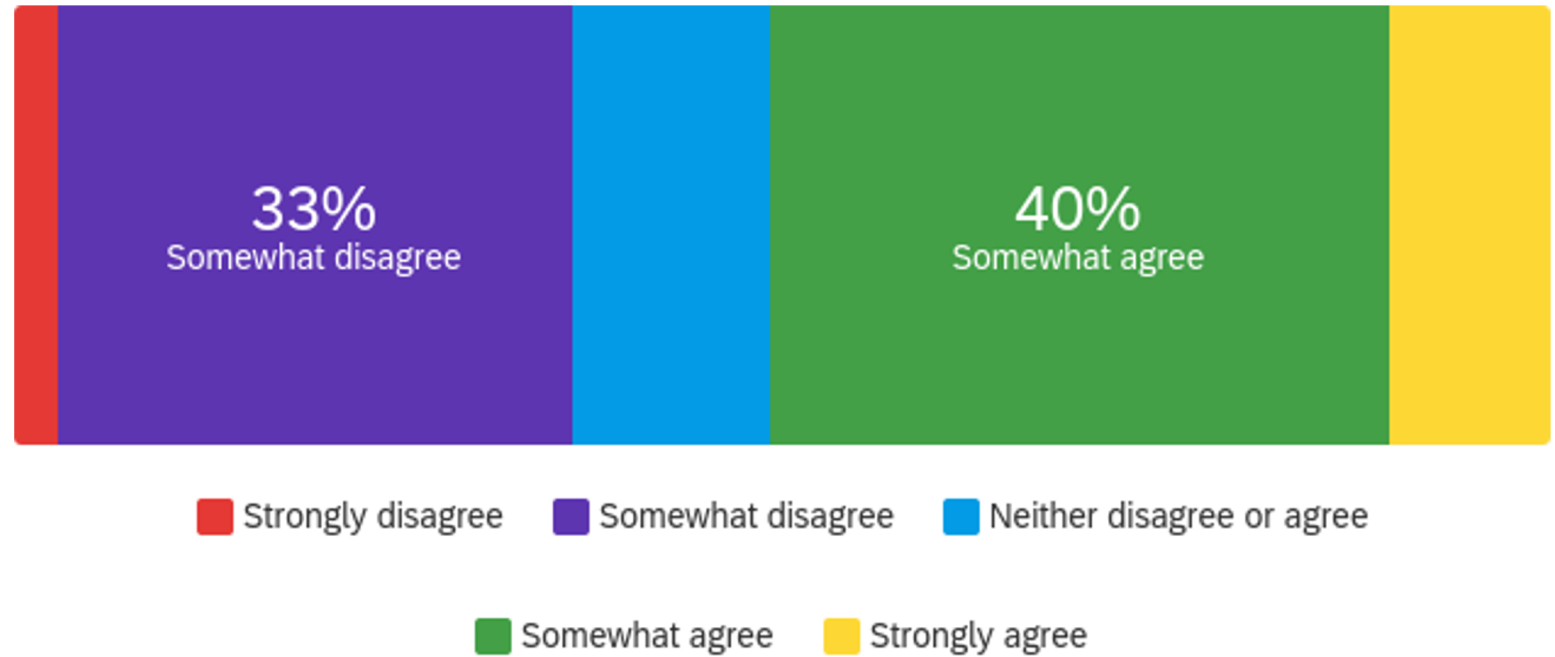
Women see themselves as leaders.

285 responses.

41%
Somewhat disagree

25%
Somewhat agree

■ Strongly disagree   ■ Somewhat disagree   ■ Neither disagree or agree

■ Somewhat agree   ■ Strongly agree
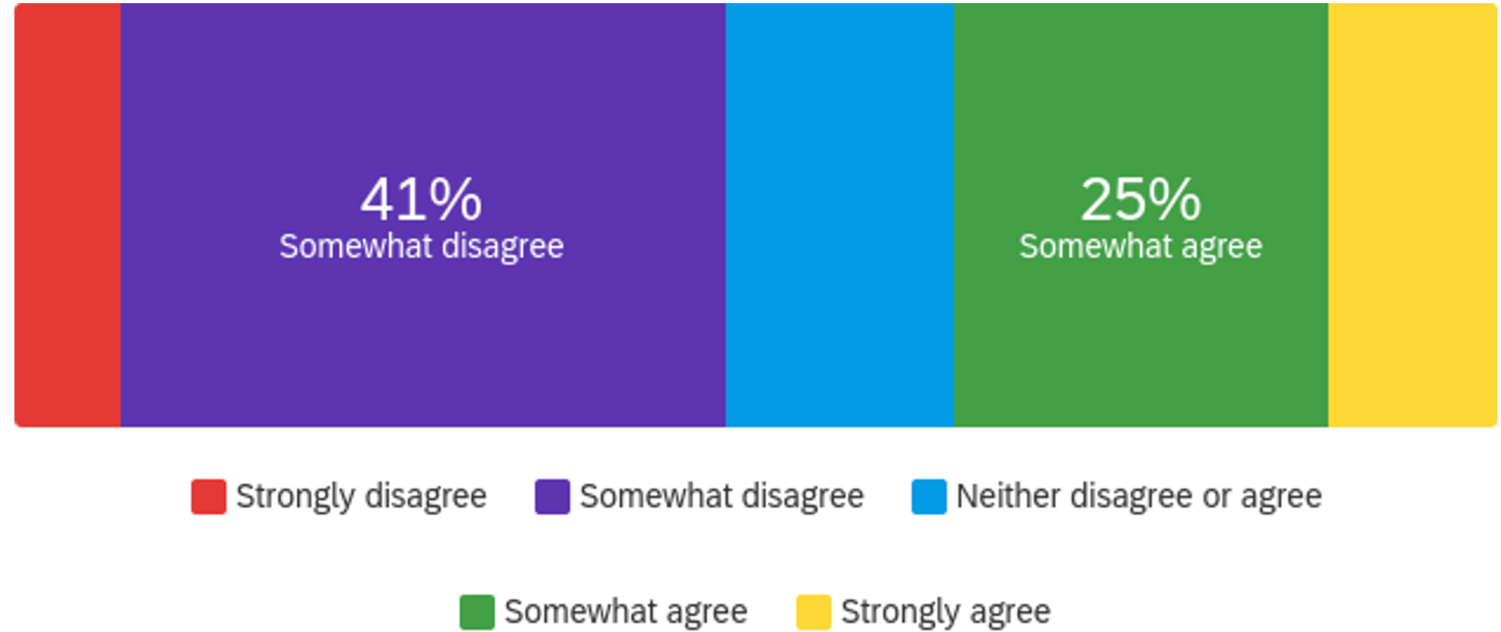
Women are as confident and likely to take risks (as their male colleagues).
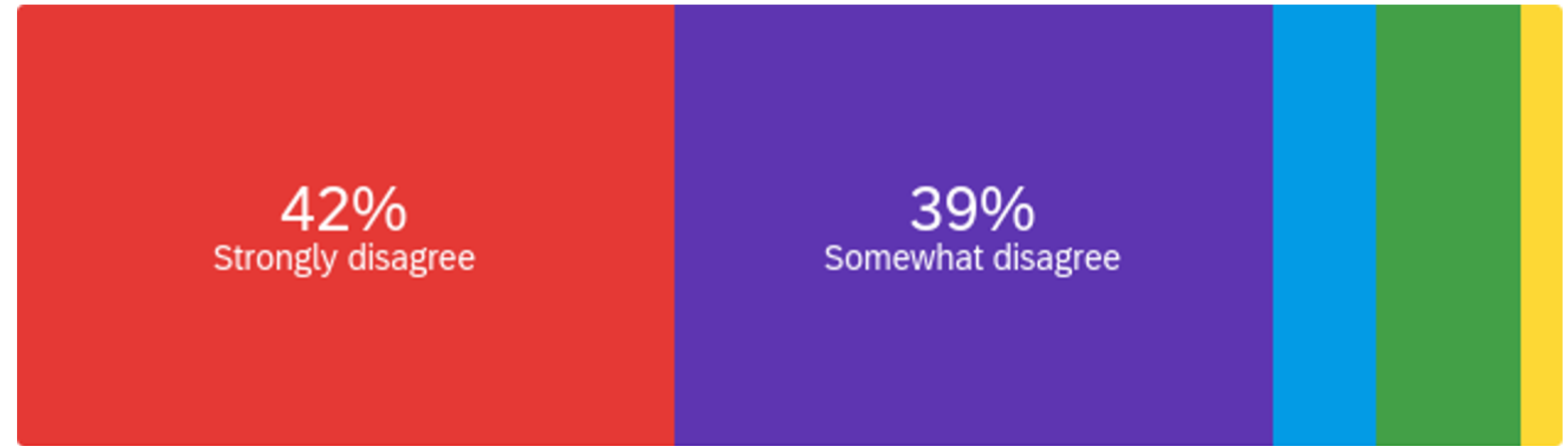
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285 responses.

42%
Strongly disagree

39%
Somewhat disagree

■ Strongly disagree ■ Somewhat disagree ■ Neither disagree or agree

■ Somewhat agree ■ Strongly agree

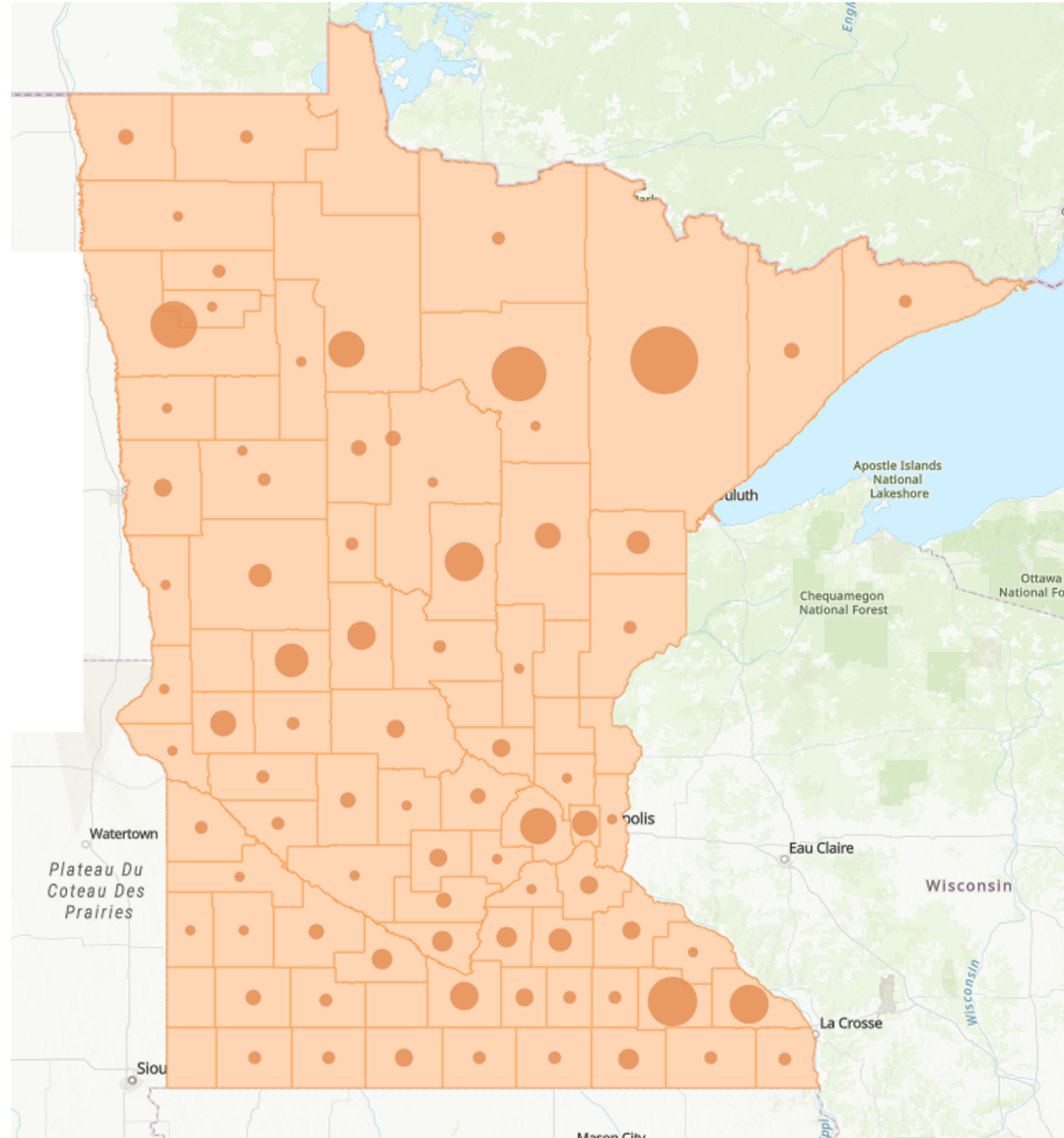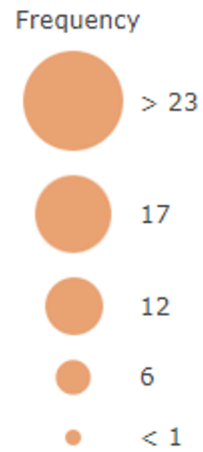Women are held to the same standards as men.

Focus Group Demographics

333 Individuals Signed Up

... and 181 Individuals Came to a Focus Group!

Race	Frequency
American Indian or Alaska Native	1
American Indian or Alaska Native, White	4
Asian	2
Asian, White	1
Black or African American	4
Hispanic or Latine	3
Hispanic or Latine, White	2
Multicultural, Mixed BIPOC, "Other"	1
White	163

Region	Frequency
Northeast	41
Southeast	42
Southwest	27
Central	26
Northwest	18
Metro	26

Age Range	Frequency
18-26	14
27-44	66
45-64	78
65+	21

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Geographic Demographics
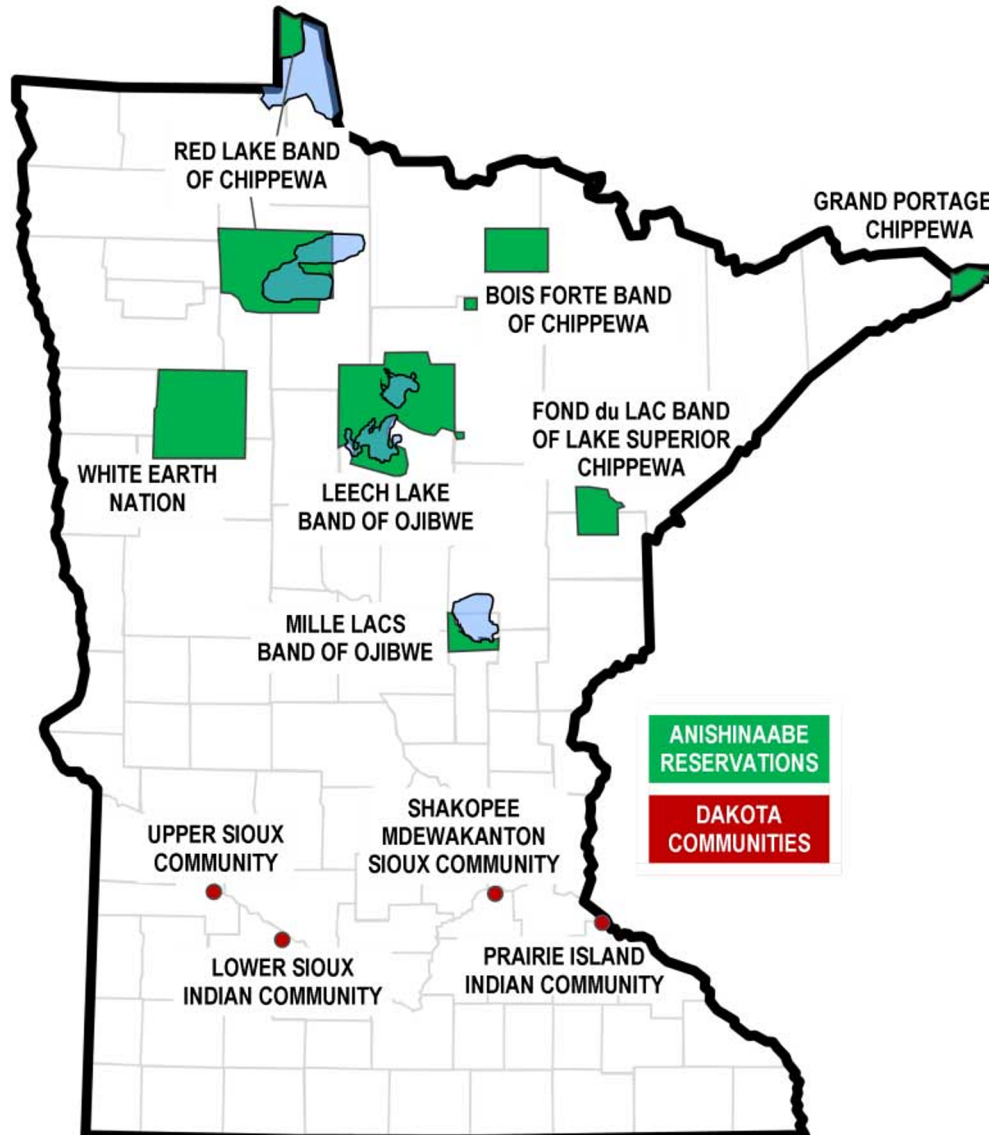
Native Nations Represented:

- Bois Forte Band of Chippewa
- Fond du Lac Reservation
- Leech Lake Band of Ojibwe
- Lower Sioux Indian Community
- Prairie Island Indian Community
- Red Lake Band of Chippewa
- Upper Sioux Community
- Urban Indigenous Community
- White Earth Nation

Image from:

Tribal-State: Government-to-Government Relationships

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Our Takeaways

Over 1000 ideas…. and counting!

- Community
- Safe Spaces
- Emotional & Mental Health
- Opportunities
- Skills
- Peers

"It's nice to have that structured space [with] a focus on leadership, but it's more about just connecting as women. […] just an open space to have conversation and dialogue that's really authentic and genuine and can help people not feel so isolated."

Focus Group Questions

- When have you felt like a leader?
- What kind of leadership skills would you be interested in developing?
- If there is something that could help other women like you develop leadership skills, what would it be?

★ Where would you like to see more women leaders?
  ○ **How could we enable women to take on more leadership roles in these spaces?**
★ How do you find out about leadership opportunities?
  ○ **How could 100RW connect these networks you have identified so more women get involved?**
★ What 'new normals' have we formed during COVID that we need to carry forward?
  ○ **How can we make accessible leadership opportunities moving forward?**
★ Where do you get support to overcome challenges in your life?
  ○ **How can 100RW provide this support to newcomers in an area or new leaders?**

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When have you felt like a leader?

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When have you felt like a leader?

"I think I feel like a leader when I'm helping others, lifting other team members up. Not only leading the meetings, the activities that we're doing, but also just being a part of the community."

When have you felt like a leader?

"When I was at home taking care of our kids for eight years I was still a leader and involved in lots of stuff. But even if I wasn't, I was still a leader no doubt."

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What kind of leadership skills would you be interested in developing?

What kind of leadership skills would you be interested in developing?

"A lot of the challenges I've had in my leadership roles have been setting personal boundaries, burnout [...] not over committing and engaging other people in meaningful ways in the work."

What kind of leadership skills would you be interested in developing?

"I still get very anxious and I find myself feeling silenced when I'm encountering like an old boy's club. [...] I think that dynamic is still there and we pretend it's gotten better and it probably has in some places but I don't know if it has in rural spaces as much."

If there is something that could help other women like you develop leadership skills, what would it be?

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If there is something that could help other women like you develop leadership skills, what would it be?

"[We] are much more frequently, with people whose ideas diverge from your own. In an urban setting you can pretty well stay in your bubble, but in a rural setting, we just find ourselves constantly in situations where we are not in agreement on some important political issues and cultural issues."

If there is something that could help other women like you develop leadership skills, what would it be?

"I'm really just on the very beginning pieces of my career and [...] what's sticking with me, other than some of the skills stuff that I'm gaining [...] is just having the access to women who are, maybe even doing things that I have literally no interest in but they're willing to talk to me and oh sort of be that door opener."

Jamboard Data

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Where would you like to see more women leaders?

Women Leaders

Where would you like to see more?

Most Popular to Least Popular

Government - 216
>> Public Employee - 35
>> Local - 116
>> State/National - 65

Private Business - 81
> Executive Roles - 51
> Employees - 30

Education - 35

Entrepreneur, Small Business Owners - 22

Nonprofit - 22

Non-organization Roles - 15

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Northeast Participant

How could we enable women to take on more leadership roles in these spaces?

"One resource would be the opportunity to see other leadership roles or to see a lattice or ladder to different leadership roles. What are the small steps it takes to get there?"

Southwest Participant

How could we enable women to take on more leadership roles in these spaces?

"You need to be as strong in what your values and your positions are. Building on that confidence base I think is something every woman can use."

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How do you find out about leadership opportunities?

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Leadership Opportunities

How Do Women Find Out About Them?

Most Popular to Least Popular

Professional Connections - 103

Informal Connections - 61

Other - 48

Social Media - 40

Networking - 36

The internet - 15

Listservs- 5

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How could 100RW connect these networks you have identified so more women get involved?

"The more formal structured women leadership groups - they're out there, they're amazing, nothing wrong with those but, you're still going to get connected to just people in that group. I think the way to do it is have every one of us willing to introduce women to other women."

How could 100RW connect these networks you have identified so more women get involved?

"I think sometimes teaming up can be really helpful, I mean co-chairing... it's not always possible in the elected positions, but in the more casual community leadership positions a pair of partnerships or a team approach can be really comforting and helpful for women."

What 'new normals' have we formed during COVID that we need to carry forward?

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COVID-19

Positive Impact

Most Popular to Least Popular

Virtual Work - 87

Flexibility - 69

More Time - 41

No Travel Barriers - 27

Virtual Groups/Networks - 25

Online Access - 23

Health (Mental) - 19

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COVID-19

Positive Impact

Some Specific Responses

"Empathy for those who face more difficulties"

"Acceptance of different work styles"

"Online access to services"

"More technologically literate"

"Going on the 'stupid little afternoon walks'"

"Better hygiene and cleaning practices"

"Tapping into creative self"

"Meet new people that are further away"

"Wearing masks in fall and winter"

"Restoring work-life balance"

"Pajama pants!"

"Mental health awareness"

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How can we make accessible leadership opportunities moving forward?

"I think the pandemic has proven that we don't need a typical nine to five day. I feel you get the most out of your employees when they have that flexibility and the pandemic has showed me and management and leadership that people can still function at really high levels if they're not sitting in an office."

How can we make accessible leadership opportunities moving forward?

"It's just so nice to be able to everybody get together and we don't have a half an hour to 45 minute drive. I have a one year old so I appreciate Zoom as someone with the young child and on a board with so many rural members."

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Where do you get support to overcome challenges in your life?

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Overcoming Challenges

Support

Most Popular to Least Popular

Informal Connections - 143

Professional Connections - 76

Activities - 22

Spiritual Group - 18

Mental Health Resources - 15

Virtual Resources - 6

Social Media - 6

Mental Health Responses

Overcoming challenges with mental health resources:

"Mental health counselors"

"Therapy!!!"

"Anxiety medication"

"Meditation"

"Checking out of the office and just shutting it all out to collect and reset"

"Finding space for myself both by finding time for physical activity and outdoor time"

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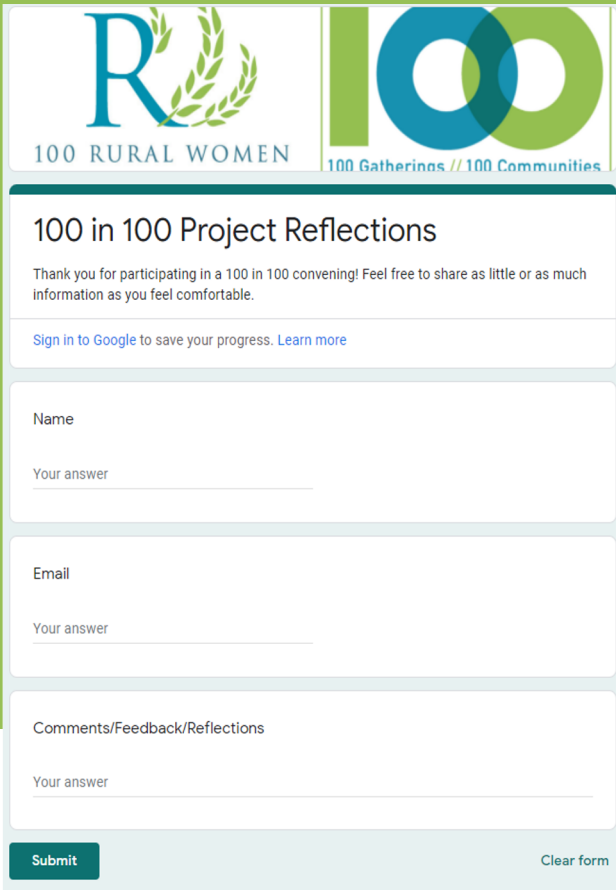
How can 100RW provide this support to newcomers in an area or new leaders?

"We're pretty good at finding friends that we can confide in and people that we can reach out to. But I wonder if we always have access to people who can really help us. We're not going to immediately go pour our hearts out to somebody we don't know but, perhaps by adding some of those contacts it could expand our network."

How can 100RW provide this support to newcomers in an area or new leaders?

"Even though we're working so hard to support women, once they enter a workplace that has no women in their setting and is not a supportive environment - I think about how hard that is. How can we set them up to succeed? And so I think about resiliency and having to teach conflict resolution or creating spaces for mentorship even if it's outside an organization."

Participant Takeaways
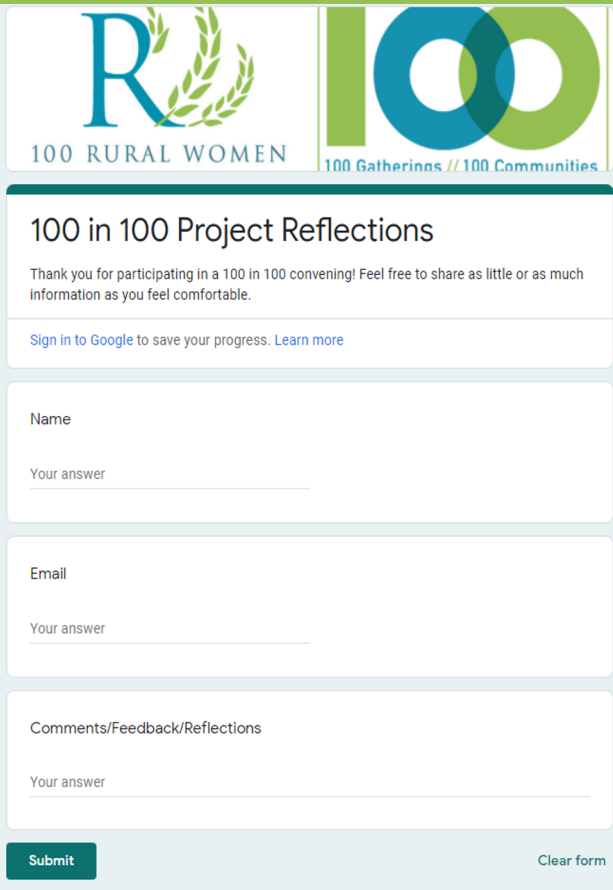
Closing Thoughts & Open Mic

"It can feel pretty lonely when you're a woman leader. You may be the only one in the room or you may be in a room with no one you know. Sometimes we like to eat our own, like if there's another woman who's pushing back at you, because she's navigated the you know, good old boy network or whatnot it can feel pretty lonely."

-Northeast Participant

Participant Takeaways

Feedback Survey

"I think 'women in leadership' is approached too often as a sexy, cliche thing and a way to perpetuate victimhood instead of learning and growing as heroines that have profound strategy and approaches to literally change the world but have been wounded along the way. I see 100 Rural Women as an opportunity to ponder how we catalyze empowerment to move out of survival and hyper-alertness and into thriving change agents."

"It feels so validating to be in a group of positive women sharing similar challenges. Thanks for creating these spaces."

"I don't know if you can step into leadership easily, because you have to fall on your face quite a few times to learn from it, and then to use that experience to share with others. It is usually not an easy transition, leadership usually comes with trials and errors and heartache."

Thank you for trusting us with your stories.

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- Interactive, online Story Map
- Executive Summary
- Requests Report
- Programming!

Now what?

Starting in 2022, we will host interactive virtual gatherings around topics and issues were identified - ranging from skills sessions, opportunities for informal connections, and resource sharing to facilitate better supports in our rural communities.

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