

MWI STRATEGIC PLAN

2021-2026

MISSION

The Milgard Women's Initiative advocates for all women. In collaboration with people around the world, we engage women as creative and innovative leaders throughout their organizations and communities.

VALUES

- Empowering Women
- Advancing Equity
- Building Community
- Learning Together

STAKEHOLDERS

- UW Tacoma students, faculty, and staff
- South Sound businesses and organizations
- Women in the South Sound
- South Sound high school students

VISION

MWI is the premier organization and must-have partner in the South Sound for advancing women as leaders, entrepreneurs, employees, business owners, and community members. MWI makes itself obsolete by contributing to the creation of a world where women are in a position of equality in the workplace and in their communities.



THE SEVEN C'S

- Convene: We bring people together
- Collaborate: We collaborate with partners across the South Sound community
- Connect: We connect students to community and communities with each other
- Cultivate: We cultivate leadership attributes with students and South Sound women
- Coach: We coach and mentor students and community members to become better leaders
- Credential: We provide mechanisms for women to develop their leadership potential
- Celebrate: We celebrate the accomplishments of women who demonstrate leadership in the South Sound

PARTNERSHIP

MENTORSHIP

INSPIRATION

RESEARCH

TACOMA.UW.EDU/MWI

CLSR@UW.EDU

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MENTORING COMMITTEE

Near-Term Goals

- Streamline mentee/mentor pairing
- Expand to serve all Milgard Graduate Programs
- Grow the program to 45 pairs
- Increase program assessment and evaluation to understand impact of the program

Mid-Term Goals

- Develop an alumni engagement program, including MWI Mentoring Program Alumni as mentors
- Consider undergraduate mentoring programs

Long-Term Goals

- Develop a certificate program with mentoring at its core

PROGRAM DEVELOPMENT

Near-Term Goals

- Expand Inspired Speakers Series
- Leadership Development Conference for local high school students
- Implement focus groups to assess professional development needs of women in the South Sound
- Establish process for developing, incubating, and establishing new programs

Mid-Term Goals

- Develop a speaker's bureau that serves as a resource for the South Sound Community.
- Expand Leadership Development Conference to a 3-5 day retreat for high school students
- Develop Leadership Conference for women in the South Sound
- Provide leadership awards for women in the South Sound

Long-Term Goals

- Develop a Case Study Library focused on Women's Leadership
- Serve as a resource for men who are interested in increasing their understanding and support for women as leaders
- Develop further partnerships for continuing education

ORGANIZATIONAL DEVELOPMENT

General

- Develop assessment plan for all MWI Programs
- Strategically partner to pursue grants and sponsorships for MWI programming
- Increase staffing to 1 FTE Program Manager to support MWI programming
- Consider a MWI Emerging Leaders Program for entry and mid-level professionals interested in MWI

Advisory Council

- Grow the number and increase the diversity of the MWI Advisory Council
- Chair of MWI Advisory Council serves on CLSR Advisory Board
- Executive Director of CLSR serves as an Ex Officio member of MWI Advisory Council

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