**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

**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.

**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
# Strategic Plan 2021-2026

## 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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