



WCMA
Washington City/County
Management Association
A State Affiliate of ICMA

NWWLA: The Journey Continues

MARCH 19, 2025

JULIE UNDERWOOD, DEPUTY CITY MANAGER, CITY OF KIRKLAND, WA

LESLIE HARRIS, ASST. TO THE CITY MANAGER, CITY OF BONNEY LAKE, WA

CHRIS BAILEY, PW DIRECTOR, CITY OF ALBANY, OR

Session Objectives

- What we've accomplished.
- What we've learned.
- What's next.
- How we can support each other.



What benefits
have you
experienced
because of the
NWWLA?



What We've Accomplished

WA - WMCA

- First Cohort started in 2018 and graduated in 2019; 168 women have graduated.
- Our 6th Cohort graduates in March 2025 helping us reach over 200!

OR - OCCMA

- First Cohort was also 2018-2019; 165 graduates to date
- Current Cohort of 23 will graduate in June 2025

What We've Learned

WCMA – Capstone Project by UW MPA Students – “Increasing Female Leadership in Local Government,” 2024

Figure 8: Both Surveys - If you learned about the NWWLA through word-of-mouth, who did you hear about it from?

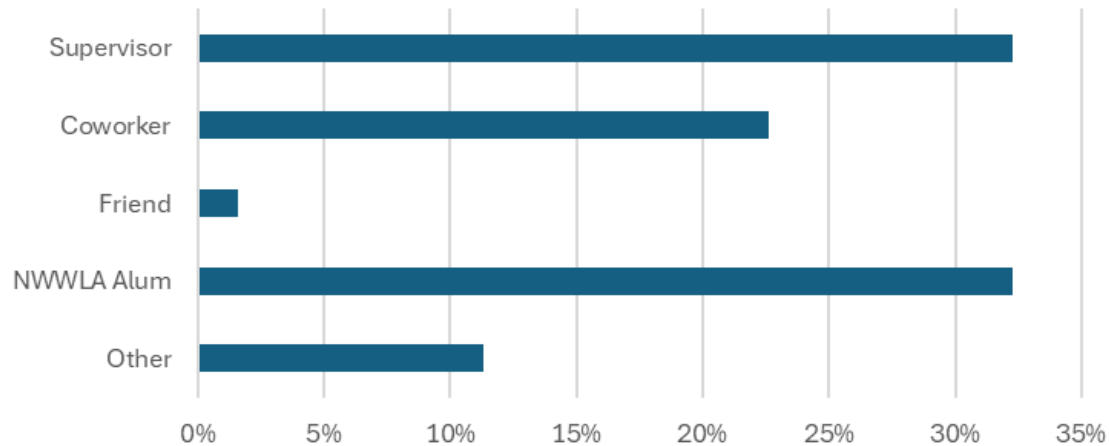
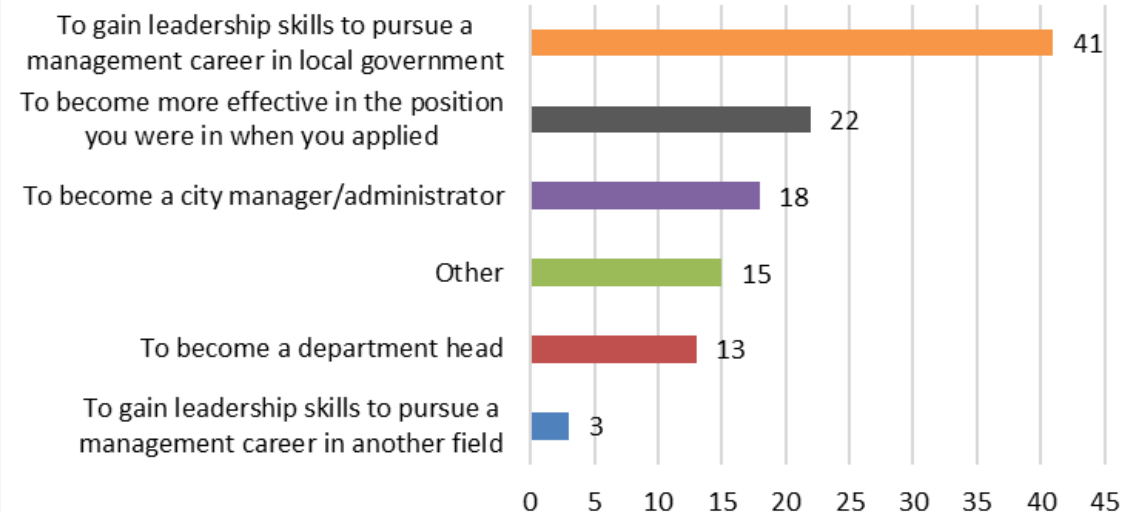


Figure 6: Both Surveys - Primary Motivation for Applying for the NWWLA



What We've Learned

Figure 7: Both Surveys - Attributing the NWWLA Towards Achieving Personal or Career Goal

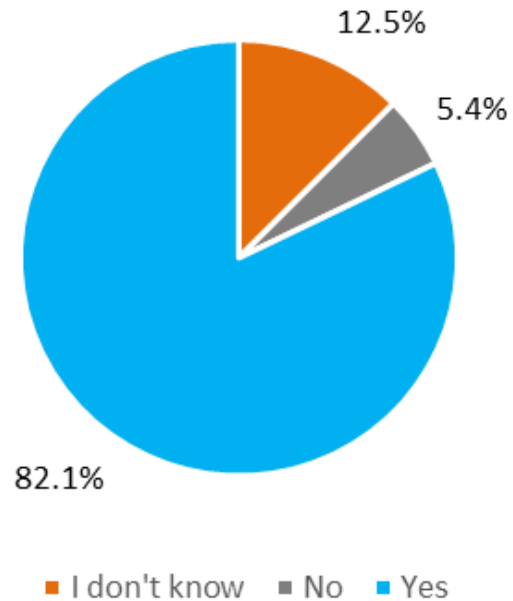
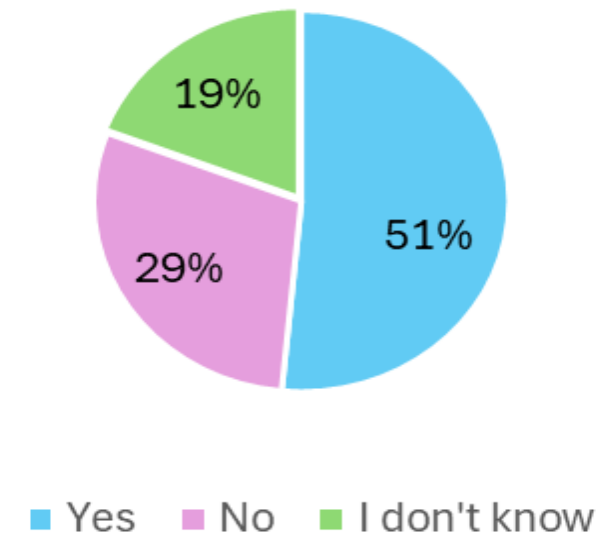


Figure 5: Survey 1 - Promotion Rate Attributed to Academy



What's Next - WA

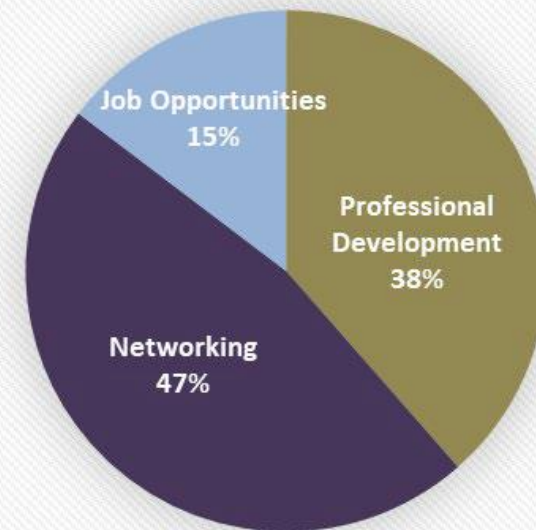
- More women in city manager, city administrator, director, deputy director, etc. roles.
- Reach 2,000 graduates!
- Support our graduates throughout their leadership journey with Mentoring through WCMA; Lunch & Learn Webinars; Walk-Talk-Dine Events; Community Service Events; Leadership Conferences/Summits/Workshops
- Grow our sponsorship base.
- Create a sustainable funding model to outsource some of our volunteer work.



Feedback From Graduates

- 2024 Survey of all OR NWWLA alumnae
- High response rate
- Clear desire for ongoing opportunities
 - Mentoring, professional development, and networking
- How to meet that need?

What do you hope to experience as a NWWLA Alum?



■ Professional Development ■ Networking ■ Job Opportunities



What's Next - OR

- Similar to WA: seeing more women in senior manager/administrator/director roles in Oregon
- Create an alumnae program to continue the growth of our graduates
- Help encourage networking by establishing geographic sub-groups for local meet-ups and a sortable graduate directory

How Can We Support Each Other?

DISCUSS STRATEGIES, IDEAS, PARTNERSHIP OPPORTUNITIES, ETC.