



WOMEN'S LEADERSHIP INITIATIVE

ABOUT WLI



The Women's Leadership Initiative (WLI) is an expression of the University of Montana's commitment to gender equity in leadership and effort to build empowering institutions that improve opportunities for women. Founded in 2015, the initiative uses a cohort model to build the leadership capacity of faculty, administrators, and staff from both inside and outside the university.

WLI cohort members participate in leadership trainings; spend dedicated time with campus, community, and state leaders; and lead community events to build awareness of the cultural factors that both impede and enhance women's advancement in leadership.

PURPOSE

- Establish a culture of support – across genders – for women's advancement, retention, and recruitment.
- Enhance the capacity of faculty, administrators, and staff to develop skills and knowledge for positions of leadership.
- Foster a network to champion the importance of gender diversity in leadership.
- Create awareness about historical, cultural, and societal norms that impact women's advancement.
- Build bridges for women leaders across organizations.

COHORT MODEL

The cohort model of WLI brings a group of professional, mid-career women together from both inside and outside of UM. They come from various backgrounds and collaborate to better their leadership skills and create a strong and empowering network of women. This model enables lasting connections and provides a trustworthy and meaningful outlet for open conversations about workplace inequalities and the power of strong women leaders.





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AREAS OF FOCUS

Empowerment

- Personal & Professional Growth
- Peer Mentoring
- Individual Coaching
- Lubrecht Retreat & PowerCamp
- Leadership Assessments
DiSC & Leadership Pathway
- Trainings

Networking

- Relationship Building
- Fireside Chats
- Leadership Days
- WLI Alumni Group

Systems Change

- Building awareness about what impedes and supports women in leadership
- Making an impact to shift to a culture that is more supportive of women
- Improving the systems of which women are a part -- meaningfully and sustainably

CONTACT

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