

Wisconsin Women in Local Government

2007 Benchmark Study



Introduction

This report is the Wisconsin Women's Council's second benchmark study on women and local elected office in Wisconsin. The first report, published in 2006, tracked women's status as elected and appointed officials in state and local governments at the end of 2005. This 2007 report updates those figures for the results of elections held in 2006 and Spring 2007 for federal, state, county, city and school board officials.

With this report, Wisconsin continues its leadership as one of the few states to track women's participation and progress in holding local elected office.

While information is available nationwide on women elected to federal and state legislatures, and selected offices such as governors and mayors of large cities, almost no information exists on the thousands of individuals who hold elected offices in local governments such as county boards, city councils and school boards. This represents a large gap in understanding women's political participation and leadership, and in the pipeline of women for higher offices in state and local government.

We often think of state and federal elected offices – Governor, Senate, Assembly and Congress – as the policymakers that influence the taxes we pay, the public benefits and programs we receive and the social and economic climate of our state.

In fact, it is local government officials that make many of the decisions and oversee programs that affect our everyday lives – from property tax rates to public health protections, foster care programs, zoning and local residential and business development, and the number of teachers in classrooms. Who represents you and the face of leadership in your community should matter to every Wisconsin citizen.

ACKNOWLEDGEMENTS

The Wisconsin Women's Council thanks the following organizations for their assistance and support in compiling this report:

WI City/County Management Association
WI Counties Association
WI County Clerk's Association
WI County Treasurers Association
WI Municipal Clerk's Association
WI Department of Public Instruction
WI Register of Deeds Association
WI Sheriffs and Deputy Sheriffs Association

The Women's Council gratefully acknowledges the assistance and contributions of the following individuals in preparing this report:

Representative Joan Ballweg; Carol Beal;
LuAnn Bird; Heidi Green; Mary Ellen Havel-
Lang; Jim Henderson; Dotty Juengst;
Yvonne Lumsden-Dill; Elaine Maly;
Jane Penner-Hoppe; Heather Smith; Linda
Vanden Plas; County Board Supervisor Peggy
West. Stephanie Harris, Research Assistant

Statements of fact and opinion are made on the responsibility of the Women's Council alone and do not necessarily represent the views of organizations and individuals listed above. No endorsement by such organizations/individuals is given or implied.

Key Findings

From 2005 to 2007, **no progress** was made in increasing the number of women holding elected offices in local government in Wisconsin.* Statewide, there was a **net loss** of ten (10) seats held by women across state, county, city and school district elected offices.



Thumbs Up The number of women serving as Mayors of Wisconsin cities increased from 18 in 2005 to 21 in 2007. Though the net increase is small, there has been increased activity in women seeking the office of mayor.

Thumbs Up Women continue to hold some of the most visible offices in state government including Lieutenant Governor, Chief Justice of the Wisconsin Supreme Court, State Treasurer and State Superintendent of Public Instruction. More than half of the Justices on the Wisconsin Supreme Court are female.



Thumbs Down In the Wisconsin State Legislature, women's presence as State Senators and Representatives has fallen to its lowest level in two decades.

Thumbs Down Combined, about 9% of Wisconsin's county boards, city councils and school boards have no women members – representing over one million Wisconsin residents.

Summary

- ❖ Overall, women make up about **29%** of elected and high-level appointed offices in federal, state, tribal, and local governments, but hold only about **10%** of leadership positions.
- ❖ Among elected governing (policy) bodies, women make up about **18%** of County Board members, **19%** of City Council members and **37%** of School Board members.
- ❖ Women make up **70%-90%** of elected and appointed administrative offices such as Clerk, Treasurer, Clerk of the Courts and Register of Deeds.

* Note that this report does not include information on office holders in town and village governments.

Seats Held by Women Compared to Total Seats, 2007 and 2005	2007			2005		
	Seats Held by Women		Total Seats	Seats Held by Women		Total Seats
TOTAL	1,969	28.7%	6,869	1,979	28.9%	6,858
Federal, State & Tribal Governing Bodies						
U.S. Congress (WI delegation)	2	20.0%	10	2	20.0%	10
WI Statewide Offices*	3	50.0%	6	3	50.0%	6
WI Supreme Court	4	57.1%	7	3	42.9%	7
WI State Legislature	30	22.7 %	132	34	25.8%	132
Tribal Officials	5	45.5%	11	4	36.4%	11
Governor's Cabinet (appointed)	6	35.3%	17	6	35.3%	17
SubTotal	50	27.3%	183	52	28.4%	183
Local Government Governing Bodies (elected)						
County Boards & Executives	328	18.2%	1,800	336	18.7%	1,799
City Councils & Mayors	306	18.7%	1,636	311	19.1%	1,632
School Boards	1,039	36.9%	2,818	1,036	36.8%	2,812
SubTotal	1,673	26.8%	6,254	1,683	27.0%	6,243
County Constitutional Offices	246	56.9%	432	244	56.5%	432
Total Local Gov't Elected Offices	1,919	28.7%	6,686	1,927	28.9%	6,675

*Statewide Offices: Governor, Lieutenant Governor, Attorney General, Secretary of State, State Treasurer and Superintendent of Public Instruction.

LEADERSHIP SUMMARY

Women make up about one in ten leadership positions in city and county government.

- ❖ Only about **10%** of local government leadership positions are held by women, except on School Boards where women make up about 27% of School Board Presidents.
- ❖ Among officer positions for City Councils, County Boards and School Boards in Wisconsin, women are most likely to serve as School Board Clerk (57%).



Women in Local Government Leadership, 2007

	Seats Held by Women		Total Seats
County Executive	1	9.1%	11
Mayor	21	11.6%	181
County Board Chair	7	9.7%	72
City Council President	17	9.5%	179
School Board President	114	26.8%	425

- ❖ Not surprisingly, boards with a greater share of women members are, on average, more likely to have women in the top leadership position. However, the "tipping point" varies across the different levels of government. (Given the small sample sizes among boards with large shares of women, trends should be viewed with caution.)
- ❖ At the city and school district levels, for example, the likelihood of having a female board president only increases significantly when women hold 40% or more of the seats on a School Board or City Council. At the county level, the likelihood of a female chair only increases when women hold about one-third of the seats on a County Board.

More Women on the Board = More Women in Top Leadership Positions

2007 Percent of Board Seats Held by Women	School Boards			City Councils			County Boards		
	Number of Boards	Boards with a Female President	Percent with a Female President	Number of Boards	Council's with a Female President	Percent with a Female President	Number of Boards	Boards with a Female Chair	Percent with a Female Chair
80%+	9	9	100%	--	--	--	--	--	--
70-79%	19	12	63%	--	--	--	--	--	--
60-69%	40	21	53%	1	1	100%	--	--	--
50-59%	42	19	45%	13	4	31%	--	--	--
40-49%	98	28	29%	6	1	17%	1	0	0%
30-39%	27	4	15%	29	3	10%	3	3	100%
20-29%	127	15	12%	39	4	10%	23	3	13%
10-19%	44	6	14%	57	4	7%	27	1	4%
<10%	19	0	0%	45	0	0%	15	0	0%

Women in Other Leadership Offices in Wisconsin, 2007

	Seats Held by Women	Total Seats
Governor Jim Doyle's Cabinet (appointed)		
Cabinet Officials	6 35%	17
Wisconsin's Tribal Leaders		
Chair or President	5 45%	11

WISCONSIN WOMEN FIRSTS

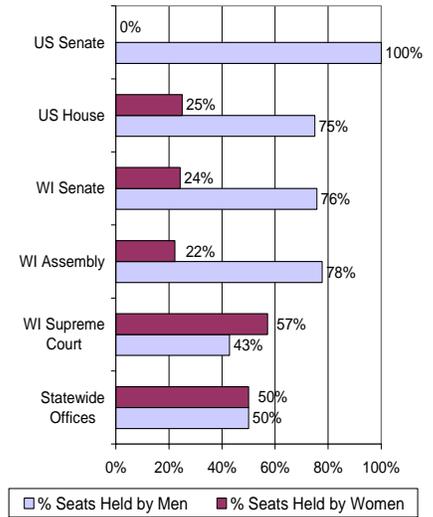
- 1975 First WI State Senator - Kathryn Morrison
- 1976 First WI Supreme Court Justice - Shirley Abrahamson
- 1996 First WI Supreme Court Chief Justice - Shirley Abrahamson
- 1998 First Congresswoman from Wisconsin (elected to the House of Representatives) - Tammy Baldwin
- 2002 First Elected Lieutenant Governor - Barbara Lawton
- 2002 First Elected Attorney General - Peg Lautenschlager
- 2003 First State Senate Majority Leader - Mary Panzer
- 2004 First African-American Congresswoman from Wisconsin (elected to the House of Representatives) - Gwen Moore

STATE & FEDERAL OFFICES

One in four elected offices in state government is held by a woman.

State and Federal Elected Offices						
	2007			2005		
	Seats Held by Women		Total Seats	Seats Held by Women		Total Seats
State & Federal Elected Offices	39	25.2%	155	42	27%	155
WI Statewide Offices*	3	50.0%	6	3	50.0%	6
WI Supreme Court	4	57.1%	7	3	42.9%	7
WI Senate	8	24.2%	33	8	24.2%	33
WI Assembly	22	22.2%	99	26	26.3%	99
US Senate	0	0.0%	2	0	0.0%	2
US House	2	25.0%	8	2	25.0%	8

* Statewide Offices: Governor, Lieutenant Governor, Attorney General, Secretary of State, State Treasurer and Superintendent of Public Instruction.



- ❖ Women continue to hold some of Wisconsin's most visible public offices, including Lieutenant Governor, Chief Justice of the Wisconsin Supreme Court, State Superintendent of Public Instruction and State Treasurer.
- ❖ More than one-third of the Governor's Cabinet is female, making it the most diverse Cabinet in state history and among the most diverse in the nation.
- ❖ The Wisconsin Supreme Court is majority female and has had a female Chief Justice for more than a decade.
- ❖ The top leadership position among Wisconsin Tribal governments is one of the state's most gender diverse offices (45% female).
- ❖ In 2007, 30 women served in the Wisconsin Legislature. After the last election, women's representation in the state Legislature reached its lowest level in two decades. The number of women in the State Assembly has decreased in each of the last two elections (see table).
- ❖ Only 21 women have served in the WI State Senate in the state's history – 15 of these had previous experience in the State Assembly. (WI Legislative Reference Bureau)

Women in the Wisconsin State Legislature, 1981-2007

Year	Senate Women	Assembly Women	Total Women*
1981	2	18	20
1983	2	24	26
1985	3	22	25
1987	4	24	28
1989	5	32	37
1991	5	27	32
1993	9	27	36
1995	9	23	32
1997	10	22	32
1999	11	20	31
2001	11	22	33
2003	9	28	37
2005	8	26	34
2007	8	22	30

* There are a total of 132 seats in the WI State Legislature (33 Senate & 99 Assembly). Source: WI Legislative Reference Bureau



The number of women elected to the Wisconsin State Legislature is at its lowest level in two decades.

DOES GENDER MATTER?

Being a woman is a crucial part of my identity — of who I am, what I believe, and how I see the world.

Congresswoman Gwen Moore

The following is excerpted from "Who Me? What We Know About Why Women Don't Run for Office", Wisconsin Women's Council (2007).

National studies on the impact of women in state legislatures found differences—a gender gap—between female and male office holders.

- ❖ Women placed higher priority and spent more time on equity issues related to the economically disadvantaged and rights for women and children.
- ❖ Female legislators gave higher priority to policies related to education, safety such as rape shield laws, domestic violence legislation and anti-drunk driving initiatives, as well as economic issues such as child care, family leave, child support and women's health.
- ❖ It was women state lawmakers who took on the issue of family and medical leave and saw its passage in nearly all states (including Wisconsin) and ultimately into federal law.

Researchers also found that female state legislators receive more constituent casework requests and are persistent in following through for the constituents they serve.

But I have to tell you, when I got to Washington, I found that some of the *women's issues* – family issues – weren't being addressed by the men in power. Things like child support enforcement and women's health and family safety issues. It wasn't that men were opposed to these issues – they just didn't get it. They were not sufficiently aware of them. So I realized ... if we women in government don't take action, no one else will.

*Congresswoman Marge Roukema, (R-NJ),
Congressional Record, April 13, 1999*

Issue identification is only part of the story. A study from the Center on American Women and Politics found that women and men operate differently inside government. Male and female legislators agreed that:

- ❖ Women officials were more likely to bring citizens into the political process. Women reported citizen engagement was very helpful in identifying, developing and working on their priority issues.
- ❖ Women were more likely to opt for government in public view rather than behind closed doors.
- ❖ Women were more responsive to groups previously denied full access to the policy-making process and increasing access of the economically disadvantaged into the legislative process.
- ❖ Parallel to findings in corporate America, women in positions of policy influence contribute to improved governance and stewardship and serve an important role as information gatherers and consensus builders.
- ❖ Research from the private sector also suggests that corporations that embrace diversity are more open to thinking in a broad way about their mission, more connected to their customers, and more open to new approaches to how and why they operate.

Research in the corporate sector also shows that companies that excel in recognizing the benefits of women's leadership know that it is critical to represent the interests and views of a significant portion of their employees, customers and investors.

The same holds true in the public sector. Pressures on the public sector to streamline, cut taxes and continue to provide increasing levels of services have never been greater. Many of these tradeoffs will come in areas of education and health and human services as Wisconsin's population continues to age. Wisconsin is among the nation's older – and aging -- states.

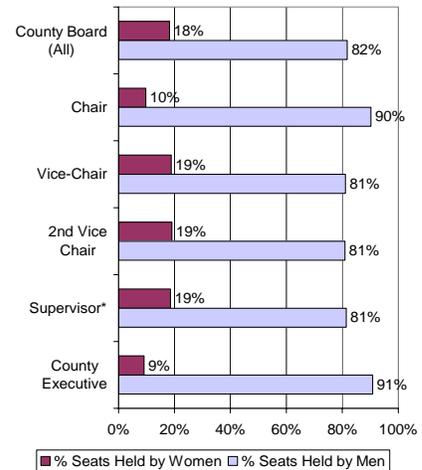
To learn more, read the full report, available online at: <http://womenscouncil.wi.gov>. Sources, O'Connor; CAWP, 1988; and Caiazza, 2002 (see the full report for references and bibliography).

COUNTY BOARDS

About one out of five county board seats in Wisconsin is held by a woman.

County Boards & County Executives						
Counties (72)	2007			2005		
	Seats Held by Women		Total Seats	Seats Held by Women		Total Seats
TOTAL	328	18.2%	1,800	336	18.7%	1,799
County Executive	1	9.1%	11	2	20.0%	10
County Board:						
Chair	7	9.7%	72	8	11.1%	72
Vice-Chair	10	18.9%	53	3	7.5%	40
2 nd Vice Chair	4	19.0%	21	4	25.0%	16
Supervisor*	306	18.6%	1,643	319	19.2%	1,661

*Excludes County Board Chair, Vice Chair and 2nd Vice Chair



- ❖ 71 of Wisconsin's 72 counties have at least one female County Board member. Only Iron County has no female county board members.
- ❖ About half of Wisconsin's County Boards have five or more women members (out of an average of 29 total board members).
- ❖ In 14 of 72 counties, the Boards are 25% or more female. Among those, four have a female Board Chair (see table).
- ❖ The number of women serving as Board Vice-Chair has increased three-fold – from three women in 2005 to 10 in 2007. This is important because the Vice Chair post often serves as the pipeline for the County Board Chair leadership position.
- ❖ The number of women serving on County Boards is largely unchanged from 2005 to 2007, declining slightly from 18.7% in 2005 to 18.2% in 2007 – a net loss of eight seats. Locally:
 - 21 counties had a net increase in the number of female County Board members; 26 had a net decrease; and 25 were unchanged.
- ❖ Women serve as County Board Chair in seven counties, down from eight in 2005.
- ❖ One of 11 County Executives is female, down from two in 2005.

County Boards with 25% or More Female Members

County	Seats held by women	Percentage
33% or more of County Board seats held by women (3)		
Menominee	3/7*	42.9%
Adams ^C	7/20	35.0%
Richland ^C	7/21	33.3%
25% to 32% of seats (11)		
Walworth ^C	8/25	32.0%
Dunn	9/29	31.0%
Eau Claire	9/29	31.0%
Rock	9/29	31.0%
Sauk	9/31	29.0%
La Crosse	10/35	28.6%
Sawyer	4/15	26.7%
Milwaukee	5/19	26.3%
Waukesha	9/35	25.7%
Florence ^C	3/12	25.0%
Kewaunee	5/20	25.0%

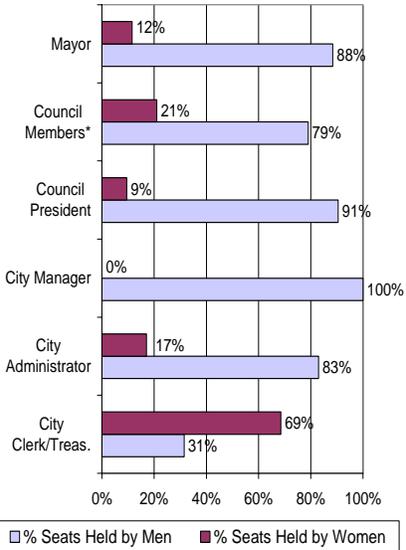
*Number of women County Board members compared to total Board seats. C=Female County Board Chair

Are rural or urban counties more likely to have a greater share of women in local elected offices? Neither. In tests of statistical significance on the 2007 data, there was no correlation between a county's rural versus urban population and whether its county board, city councils or school boards were likely to have higher or lower shares of women serving as elected officials.



CITY GOVERNMENT

One out of five city council seats and one in 10 mayoral seats are held by women.



City Council, Mayors & City Managers						
	2007			2005		
	Seats Held by Women	Total Seats		Seats Held by Women	Total Seats	
Cities (190)						
TOTAL	306	18.7%	1,636	311	19.1%	1,632
Mayor	21	11.6%	181	18	9.9%	181
City Council (all)	285	19.6%	1,455	293	20.2%	1,451
City Council Detail						
Council Members*	268	21.0%	1,276	na	na	na
Council President	17	9.5%	179	na	na	na
Total Council Members			1,455			
Other City Appointed Positions (selected)						
City Manager	0	0%	10	0	0%	10
City Administrator	16	17.0%	94	12	13.2%	91
City Clerk/Treasurer	174	68.5%	254	186	67.9%	274

*Excluding Council President; na = not available, data on City Council presidents were not collected in the Women's Council's 2005 benchmark study.

- ❖ Women account for fewer than 20% of City Council members and 12% of City Mayors in Wisconsin.
- ❖ The number of women Mayors has increased from 18 (10%) in 2005 to 21 (12%) in 2007.
- ❖ Overall, the number of female City Council members is largely unchanged from 2005 to 2007, declining slightly from 19.1% to 18.7% – a net loss of five seats. Locally,
 - 41 cities had a net increase in the number of female City Council members. Richland Center had the largest gain – from 1 woman in 2005 to 4 in 2007 (of 8 total seats);
 - 52 cities had a net decrease in the number of women on the City Council; and 97 cities had no change.
- ❖ 39 cities (21%) have no women City Council members. Milwaukee is the only Wisconsin city with a population over 50,000 with no women on its Council. Combined, these 39 cities account for about one million residents (see page 9).
- ❖ Women make up one-third or more of City Council members in only 47 Wisconsin cities (25% of all cities).
- ❖ Among the selected appointed city administrative leadership positions (see table above), women are most likely to serve as Clerk/Treasurer (68.5%).

In Wisconsin, 39 cities, home to one million people, have no women on the City Council.

Women on City Councils in Wisconsin's Largest Cities, 2007

	Seats held by Women		Population (2007 est.)
Cities with a population over 500,000**			
Milwaukee	0/15	0%	590,190*
Cities with a population of 100,000-250,000			
Dane	8/20	40.0%	224,810
Green Bay	1/12	8.3%	104,020
Cities with a population of 50,000-100,000			
Kenosha	2/17	11.8%	95,530
Racine	1/15	6.7%	80,060
Appleton	2/16	12.5%	72,158
Waukesha	3/15	20.0%	67,880
Oshkosh	1/6	16.7%	65,810
Eau Claire	1/11	9.1%	65,202
Janesville	1/7	14.3%	62,720
West Allis ^M	2/10	20.0%	60,410
La Crosse	6/17	35.3%	51,580
Sheboygan	5/16	31.3%	50,600

*2007 estimated municipal population, WI Dept. of Administration. ^MFemale Mayor.

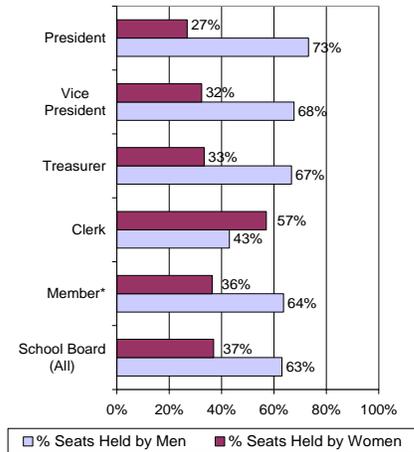


SCHOOL BOARDS

One out of every three school board members is a woman.

School District Boards						
School Districts (425)	2007			2005		
	Seats Held by Women		Total Seats	Seats Held by Women		Total Seats
TOTAL	1,039	36.9%	2,818	1036	36.8%	2,812
President	114	26.8%	425	125	30.3%	413
Vice President	134	32.9%	407	97	28.4%	341
Treasurer	135	32.6%	414	139	35.7%	389
Clerk	235	56.6%	415	232	59.3%	391
Member*	421	36.4%	1,157	443	34.7%	1,278

*Non-officer school board members.



School districts are the level of local government most likely to have web sites and the least likely to have information about elected officials posted or easily accessible on those sites. About 20% of public school districts in Wisconsin do not list their elected school board members on their district's web site.

- ❖ Over 95% of School Boards have at least one female member.
- ❖ Women serve as School Board Chair on 114 School Boards (27%), down from 125 (30%) in 2005.
- ❖ Women serving as Vice President have increased markedly from 2005; however, this increase may be due in part to more complete data on board officers in this 2007 study.
- ❖ The total number of women serving on School Boards is largely unchanged -- 36.9% in 2007, compared to 36.8% in 2005 -- with an overall gain of three seats held by women.
- ❖ Nineteen out of 425 School Boards have no female board members (see page 9). Only one School Board -- the 3 member Brighton #1 district in Kenosha County -- is all female.
- ❖ While women make up about 37% of all School Board members, the distribution across districts is uneven. Statewide, the average School Board has six members, of which two are female. However, 86 Boards (about 20%) have only one woman member out of an average six-person board.

WI School Boards with the Highest Share of Seats Held by Women, 2007

School Board	Seats Held by Women	
Brighton #1 ^P	3/3*	100.0%
West Allis ^{P,V}	8/9	88.9%
Madison Metro ^{P,V}	6/7	85.7%
Fox Point J2 ^{P,V}	4/5	80.0%
Linn J6 ^P	4/5	80.0%
Phelps ^P	4/5	80.0%
Rosholt ^P	4/5	80.0%
Turtle Lake ^P	4/5	80.0%
Wauzeka-Steuben ^{P,V}	4/5	80.0%
Barron ^{P,V}	7/9	77.8%
Merrill ^P	7/9	77.8%

* Number of seats held by women compared to total seats.
P = Female School Board President
V = Female School Board Vice President

Question: Have you ever thought about running for elected office?

	Women	Men
Yes, I have seriously considered it.	10%	19%
Yes, it has crossed my mind.	33%	40%
No, I have never thought about it.	57%	41%

Lawless and Fox (2005) as cited in "Who Me? What We Know About Why Women Don't Run for Office," Wisconsin Women's Council (2007)



BOARDS WITHOUT WOMEN MEMBERS

Combined, about 9% county, city and school boards – representing over 1 million constituents – have no women members.

Cities with No Women City Council Members (39)			
City	Seats*	Pop. **	County
Alma ^M	0/6	943	Buffalo
Arcadia	0/6	2,402	Trempealeau
Bayfield	0/4	618	Bayfield
Beloit	0/7	37,110	Rock
Blair	0/6	1,281	Trempealeau
Bloomer ^M	0/4	3,488	Chippewa
Chetek	0/4	2,258	Barron
Chilton	0/8	3,756	Calumet
Chippewa Falls	0/7	13,515	Chippewa
Clintonville	0/10	4,626	Waupaca
Columbus ^M	0/6	4,844	Columbia
Cuba City	0/8	2,128	Grant/Lafayette
Edgerton	0/6	5,273	Rock/Dane
Fitchburg	0/8	23,240	Dane
Franklin	0/6	33,380	Milwaukee
Horicon	0/6	3,682	Dodge
Hudson	0/6	11,770	St. Croix
Manitowoc	0/10	34,620	Manitowoc
Middleton	0/7	16,960	Dane
Milwaukee	0/15	590,190	Milwaukee
Mineral Point	0/8	2,657	Iowa
Neillsville ^M	0/5	2,652	Clark
Nekoosa	0/8	2,610	Wood
New Berlin	0/7	39,460	Waukesha
Oconto Falls	0/6	2,909	Oconto
Omro	0/6	3,414	Winnebago
Osseo	0/6	1,660	Trempealeau
Owen	0/6	917	Clark
Plymouth	0/8	8,349	Sheboygan
Port Washington	0/7	10,070	Ozaukee
Sheboygan Falls	0/6	7,472	Sheboygan
Sturgeon Bay	0/7	9,763	Door
Sun Prairie	0/8	25,730	Dane
Verona	0/8	10,125	Dane
Viroqua	0/9	4,417	Vernon
Waterloo	0/7	3,296	Jefferson
Waupun ^M	0/6	10,974	Dodge/Fond du Lac
West Bend ^M	0/8	30,220	Washington
Westby	0/6	2,166	Vernon
Total	0/272	974,945	

*Number of women council members compared to total seats. **2007 est. population, WI Department of Administration. M=Female Mayor.

Counties with No Women County Board Members (1)		
County	Seats	Pop.
Iron County	0/15*	7,002

School Districts with No Women School Board Members (19)		
School District	Seats	County
Augusta	0/5*	Eau Claire
Birchwood	0/5	Washburn
Butternut	0/5	Ashland
Campbellsport	0/7	Fond du Lac
Cedarburg	0/7	Ozaukee
Cochrane-Fountain City	0/7	Buffalo
Coleman	0/7	Marinette
Freedom	0/7	Outagamie
Germantown	0/7	Washington
Hurley	0/5	Iron
Linn J4	0/5	Walworth
Necedah Area	0/5	Juneau
Nekoosa	0/5	Wood
Norris	0/3	Waukesha
North Cape	0/5	Racine
Port Edwards	0/5	Wood
Three Lakes	0/5	Oneida
Washburn	0/5	Bayfield
Washington-Caldwell	0/5	Racine
Total	0/105	

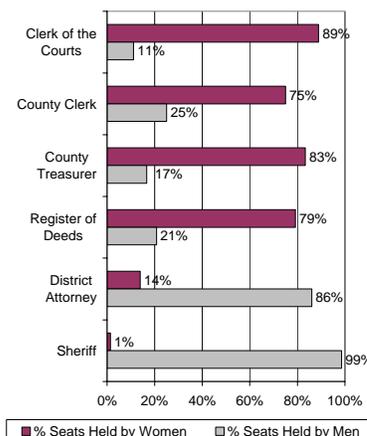
DID YOU KNOW: When comparing men running in elections as incumbents to women running as incumbents, men running for open seats to women running for open seats and men running as challengers to women running as challengers, men had no advantage over women—women won as high a percentage of their races as men. (National Women's Political Caucus)

Disclaimer. The information and data for this study have been gathered from a variety of sources and are subject to change without notice. Neither the Wisconsin Women's Council, its members and staff, nor any other party involved in providing this study warrant that the information contained therein is in every respect accurate or complete and they specifically disclaim any responsibility or liability for any errors or omissions that may be contained in the report or related materials, or for the results obtained from the use of such information. You are encouraged to consult other sources and confirm the information contained within this report and related materials.

COUNTY CONSTITUTIONAL OFFICES

8 out of 10 county clerks, clerks of the courts, treasurers, and registers of deeds are women.

County Constitutional Offices						
Counties (72)	2007			2005		
	Seats Held by Women		Total Seats	Seats Held by Women		Total Seats
TOTAL	246	56.9%	432	244	56.5%	432
Clerk of the Courts	64	88.9%	72	64	88.9%	72
County Clerk	54	75.0%	72	53	73.6%	72
County Treasurer	60	83.3%	72	59	81.9%	72
District Attorney	10	13.9%	72	13	18.1%	72
Register of Deeds	57	79.2%	72	53	73.6%	72
Sheriff	1	1.4%	72	2	2.7%	72



- ❖ Women represent most office holders for the positions of Clerk of the Courts (89%), County Treasurer, (83%) Register of Deeds (79%) and County Clerk (75%) – on average about 8 out of ten office holders in these elected administrative positions are women.
- ❖ However, among WI's five largest counties – Milwaukee, Dane, Waukesha, Brown and Racine – the balance shifts with men holding a majority of these offices. Among all constitutional offices in these five counties, men hold 21 of 30 seats (70%).
- ❖ Even among offices traditionally held in larger numbers by women (Clerk, Treasurer, etc.) men are about three times as likely to hold these seats in the state's largest counties. For example, among the offices of County Clerk, Treasurer, Clerk of the Courts and Register of Deeds, men hold 55% of the seats (11 of 20 seats) in these five counties, compared to 18% of seats such statewide.
- ❖ Statewide, women are much less likely to serve as District Attorney (14%) and Wisconsin has only one female Sheriff (down from two in 2005). The number of women serving as District Attorneys declined from 13 (18%) in 2005 to 10 (14%) in 2007.

County Constitutional Offices where Women are Underrepresented. Counties with a Female ...			
District Attorney			Sheriff
Barron	Marathon	Sauk	Pierce
Columbia	Outagamie	Trempealeau	
Grant	Ozaukee		
Lafayette	Rusk		

County Constitutional Offices Held by Women in WI's Five Largest Counties, 2007

Milwaukee (pop. 937,324*) none
Dane (pop. 468,514) Register of Deeds
Waukesha (pop. 381,651) Clerk of the Courts County Clerk County Treasurer
Brown (pop. 244,764) County Clerk Register of Deeds
Racine (pop. 195,113) Clerk of the Court County Clerk County Treasure

*2007 est. county population, WI Dept. of Administration

Check out the web sites of local governments in your area. Is it easy to find information on the elected officials, such as names and contact information, terms of office, meeting dates, agendas and minutes, and committee activities?

Check out the County Scorecard for Your County and Learn More about the Elected Officials in Your Community

<http://womenscouncil.wi.gov/>

Select the link for County Map, then click on the county name.

What is the Face of Government in Your Community?

Adams County, WI

2007 Local Elected Officials Scorecard, by County					
County Boards • City Councils • School Boards					
Adams County	County Ranking	Total Seats	Seats Held by Women	% Seats Held by Women	% Women Statewide Average
Combined	2	42	17	40.5%	28.7%
City Councils	40	6	1	16.7%	19.6%
City Mayors	*	1	0	**	11.6%
County Boards	2	20	7	35.0%	18.2%
County Constitutional Offices	*	6	4	66.7%	56.9%
School Boards	2	9	5	55.6%	36.9%

Notes: *Not ranked. **In most counties, the number of mayors is too small to generate meaningful figures for the percent of women holding mayoral offices.

City Councils
Total Seats: 6 Seats Held by Women: 1 (17%) WI Avg: 20%

City Mayors
Total Seats: 1 Seats Held by Women: 0 (0%) WI Avg: 12%

County Board
Total Seats: 20 Seats Held by Women: 7 (35%) WI Avg: 18%

County Constitutional Offices
Clerk of the Court, County Clerk, County Treasurer, Register of Deeds, District Attorney, County Sheriff

School Boards
Total Seats: 9 Seats Held by Women: 5 (56%) WI Avg: 37%

State & Federal Legislators with Districts in the County
Total Seats: 5 Seats Held by Women: 1 (20%)

Source for Wisconsin Legislators by County: Who Are My Legislators? <http://wami.legis.state.wi.us/>
This easy to use web site allows you to search for your state and federal legislators by address or more generally by using a municipality name, county name, senate district or assembly district.

*Denotes number of seats held by women compared to total seats
Wisconsin Women's Council For the full report visit: <http://womenscouncil.wi.gov>
Data current as of Sept. 2007



Methodology and notes on the data:
The figures used to compile the 2007 benchmark report and related materials are based on a database of elected officials in state, county, city and school district governments compiled between June and October 2007. These data included the database compiled for the Women's Council's 2005 benchmark study, updated with a combination of lists provided by professional organizations and government agencies and information on official locality web sites (where available). The updated database was coded for gender based on the first name of individuals and photos on web sites. Where necessary, lists of office holders and gender coding were verified with local government offices such as City and County Clerks, School District Administrators and other such local government offices. *Some margin of error is inevitable* (see disclaimer on page 9). If errors or omissions in the data are noted, please contact the Women's Council by email at: womenscouncil@wisconsin.gov.

TAKE ACTION: SUPPORT WOMEN OFFICE HOLDERS IN YOUR COMMUNITY!

Getting elected is only the first step. To succeed, the women we elect need ongoing support and assistance from their community. Use this Checklist to Take Action today and support diversity in local government.

Visible/Vocal Support

I attend local government meetings to provide visible and vocal support to the women we elect. I recognize that women office holders may feel isolated – particularly where there are few, if any, other women – and visible constituent support sends a strong positive message to them and their colleagues.

Outreach and Networking

I invite elected officials to speak to social and civic groups I belong to and allow time for them to give their positions and get feedback. I use my contacts to bring greater awareness and exposure to women officials, allowing them to spread their base and find additional support for initiatives.

Communication

I develop ongoing relationships by communicating year-round with the women we elect – not just at election time or when there is a particularly controversial topic. I acknowledge when officials take positions that I support and provide feedback when I have questions or concerns.

Hold Local Governments Accountable

I know what local governments in my community are doing to support diversity on elected and appointed boards. I visit their web sites and talk with local officials.

Financial Support

I recognize that money is a reality when running for office and women are often uncomfortable fundraising. I step up to support women in this way by giving to campaigns of candidates I support, hosting fundraising parties and volunteering my time.

Share Expertise

I let my elected officials know about my areas of expertise and interest so they are prepared when asked to nominate people to serve on boards and commissions or when seeking expertise on issues.

Build the Pipeline

I identify women leaders in my community. I encourage and support women that express interest in running for office, or who seem knowledgeable and interested in local issues, such as women active in school, civic and social activities who may be great candidates for local elected offices. I also work to identify leaders among current elected officials and encourage them to run for state and national offices.

"If running for office is not for you, help someone who can run — offer to babysit her children while she does doors, take dinner over to the family once a week, stuff envelopes or make phone calls, as her employer work out a reasonable and flexible schedule, write a check to her campaign or a letter of support to the editor, and encourage!" *State Rep. Sue Dickenson (Montana)*

Other Reports by the Wisconsin Women's Council

Reports are available free-of-charge on the Council's web site at: <http://womenscouncil.wi.gov>.

- Who Me? What We Know About Why Women Don't Run for Political Office (2007)
- The Status of Girls in Wisconsin (2007) *with Alverno College, Women's Fund of Greater Milwaukee and Girl Scouts of Wisconsin*
- Wisconsin Women and Economic Opportunity (2007) *with The Center on Wisconsin Strategy*
- Women in Elected Office in Wisconsin: 2005 Benchmark Study (2006)
- The Status of Women in Wisconsin Counties: A Research Blueprint (2006)



Wisconsin Women's Council
State of Wisconsin
101 East Wilson, 8th floor
Madison, Wisconsin 53702
phone: (608) 266-2219
<http://womenscouncil.wi.gov>

Kris Martinsek, Chair
Christine Lidbury, Executive Director

DOES LOCAL GOVERNMENT IN YOUR COMMUNITY REPRESENT YOU?

Learn more. Visit the Women's Council's database of women office holders in Wisconsin local government. It is easy to use and available online at: <http://womenscouncil.wi.gov>. For more information contact the Wisconsin Women's Council at 608/266-2219 or by email at womencouncil@wisconsin.gov.