

September 2026 – September 2028
Work Plan *Updated July 2026*
Adopted on September 2, 2026

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Process Recap

Update July 2026: In the last 2 years, the Caucus has successfully worked on goals in its two-year work plan, which was adopted in July 2024. In July of 2026, the executive team identified changes that could help the group achieve great success. Those changes are attached herein.

Caucus's Vision and Mission Statements

Vision Statement

Every woman pursuing or holding office in Oregon cities will excel in their leadership journey through finding peer support, education and inspiration in the LOC Women's Caucus.

Mission Statement

The LOC Women's Caucus supports Oregon women to succeed in municipal government positions as mayors and city councilors or commissioners.

Purpose of Women's Caucus – Focus

The purpose of the Women's Caucus, as stated in Article II of its Bylaws, is to:

A. Promote positive and effective relationships among women city officials, their communities, political leaders, and the LOC.

B. Build and increase capacity of women to engage in and serve in local government.

C. Serve as a resource to the LOC Board in the formulation of its policy agenda.

D. Equip and advance women city officials to serve in positions of leadership on the LOC; and

E. Support, encourage and highlight the successes of women city officials.

Two-Year Goals

The Board has identified four distinct goals that it will achieve in the next two years, with each goal being identified as a strategic way to bring meaning and honor to four of the Caucus's five purposes. In identifying these four goals, the Board commits itself and the Caucus to providing members with needed and useful resources and programming – all of which have been identified as a way to continue proving the value of the Caucus to its members, the LOC, Oregon's 241 cities, and the residents and businesses who live and operate within those 241 cities.

Within each goal, the Board has identified specific initiatives to achieve. The initiatives are intended to ensure the established goals are met with something tangible and meaningful for Caucus members. In recognition of the personal, professional, and political obligations of Board members, the Work Plan itself does not contain specific calendar deadlines, rather, those specific deadlines will be left to the Board to develop in consultation with the Board and Caucus members who volunteer to assist in completing the initiatives and achieving the goals.

Details on the specific initiatives, the goals they support, and the organizational purpose they achieve are provided in more detail below, but generally, the goals include:

1. To create a nurturing and safe space for Caucus members to obtain needed networking resources, strategic ideas, and necessary tools to serve their cities while maintaining their own personal needs as women.

2. To increase support for Caucus members so that no female locally elected official in Oregon stands alone.

3. To increase membership in the Caucus so that more women can be easily engaged in local government while simultaneously contributing their experiences, knowledge, and insights to the LOC, particularly in the formulation of LOC's policy agenda.

4. To create tangible and valuable resources for Caucus members as a way to support their leadership roles at the city, regional, state, and national levels.

PROMOTE RELATIONSHIPS

WOMEN'S CAUCUS
OREGON CITIES

To promote relationships among women city officials through support and encouragement, and by highlighting their successes.

GOAL 1. TO CREATE A NURTURING AND SAFE SPACE FOR CAUCUS MEMBERS SO THAT THEY CAN OBTAIN NEEDED NETWORKING RESOURCES, STRATEGIC IDEAS, AND NECESSARY TOOLS TO SERVE THEIR CITIES WHILE MAINTAINING THEIR OWN PERSONAL NEEDS AS WOMEN.

- ☐ Hold quarterly Women Elected (WE) Talks on issues that are relevant to the membership, with each WE Talk beginning or ending with an open forum to discuss ideas or concerns.
- ☐ Encourage members to host informal meetings, either in-person or virtually.

GOAL 2. TO INCREASE SUPPORT FOR CAUCUS MEMBERS SO THAT NO WOMAN LOCALLY ELECTED OFFICIAL IN OREGON STANDS ALONE.

- ☐ Create a program or process during election season wherein women candidates can find support, ideas, and tips.
- ☐ Create a process of recognition where Caucus members' successes are seen and celebrated by their peers.

BUILD & INREASE CAPACITY

WOMEN'S CAUCUS
OREGON CITIES

To build and increase the capacity of women engaged in local government, including serving as a resource to the LOC in the formulation of its policy agenda.

GOAL 3. TO GROW CAUCUS MEMBERSHIP AND PARTICIPATION SO THAT MORE WOMEN CAN BE EASILY ENGAGED IN LOCAL GOVERNMENT.

- ☐ Identify one or two LOC policy priorities for Caucus members to champion through legislative and advocacy opportunities.
- ☐ Appoint members annually to the LOC committees outlined in Section 26(F)(2) of the LOC Bylaws and to all LOC policy committees.
- ☐ Promote Caucus membership.

GOAL 4. TO CREATE TANGIBLE AND VALUABLE RESOURCES FOR CAUCUS MEMBERS AS A WAY TO SUPPORT THEIR LEADERSHIP ROLES AT THE CITY, REGIONAL, STATE, AND NATIONAL LEVELS.

- ☐ Manage and promote caucus communications.
- ☐ Set a schedule so that each month, one Board member is assigned to post two items to the Caucus listserv. The idea is for one board member to post twice a month, with each board member assigned a month.
- ☐ Develop resource information.
- ☐ Working with LOC staff, sponsor and develop the content of one session at each LOC conference.