



BOARD OF COMMISSIONERS WORK SESSION MEETING

117 South Main Street, Monticello, Utah 84535. Commission Chambers

July 01, 2025 at 9:00 AM

AGENDA

The public will be able to view the meeting on San Juan County's Facebook live and Youtube channel

CALL TO ORDER

ROLL CALL

AGENDA ITEMS

1. Bureau of Land Management Presentation and Updates. Jake Palma, Monticello Field Manager
2. Presentation on a Bolder Way Forward Announcements. Susan R. Madsen
3. Parents Empowered Presentation. San Juan County Prevention, Action & Collaboration Coalition (SJCPAC). ReNee McDonald

ADJOURNMENT

The Board of San Juan County Commissioners can call a closed meeting at any time during the Regular Session if necessary, for reasons permitted under UCA 52-4-205

All agenda items shall be considered as having potential Commission action components and may be completed by an electronic method **In compliance with the Americans with Disabilities Act, persons needing auxiliary communicative aids and services for this meeting should contact the San Juan County Clerk's Office: 117 South Main, Monticello or telephone 435-587-3223, giving reasonable notice**



A BOLDER WAY FORWARD

FOR UTAH

Introduction

- National and statewide studies continue to show that women and girls in Utah are not thriving in critical areas.
- Year after year, Utah continues to have high levels of domestic violence, sexual assault, child sexual abuse, and gender-based discrimination, while also ranking as the worst state for women's equality and having low levels of women's leadership representation in nearly all domains.
- Although the needle has moved slightly in a few areas, with its current trajectory it will take three to four decades to make notable progress.
- It is time for Utah to embrace **A Bolder Way Forward** (BWF).
When we lift Utah girls and women, we lift all Utahns!

Bold Change

- If we are serious about ensuring that Utah women and girls thrive, we need to create change by 2030, with a check point in 2026.
- This includes a shift from *outputs* to *outcomes*.
- **Inspiration:** Crutchfield, L. R. (2018). *How Change Happens: Why Some Social Movements Succeed While Others Don't*. Wiley.



Gay Marriage



Systems Thinking

Item 2.

“The whole is greater than the sum of the parts.”

Systems are made of interrelated, interdependent parts, but they cannot be understood as a function of isolated components.

The relationships between the parts is critical—this is the key to more boldly advancing a common cause.

We are great at parts—but now we need to move together as a system (networked leadership).



A BOLDER WAY FORWARD - FRAMEWORK

Helping More Utah Women and Girls Thrive

EDUCATION

- Finance
- Higher Education Attainment
- K-12 Initiatives

HEALTH & WELLBEING

- Health Across the Lifespan
- Home & Family

SAFETY & SECURITY

- Child Sexual Abuse
- Domestic Violence
- Poverty/Homelessness
- Sexual Assault
- Sexual Harassment & Gender-Based Discrimination

WORKPLACE

- Childcare/Pre-K Programs
- Entrepreneurship
- Gender Pay Gap
- Leadership Development
- Organizational Strategies & Workplace Culture
- STEM Fields
- Workforce Development

COMMUNITY ENGAGEMENT

- Political Representation, Boards & Commissions, & Civic Engagement/Advocacy



Goals & Outcomes

- The overarching goal of a BWF is to make Utah a place where more girls and women can thrive in any setting.
- Although there is not one metric that can assess and measure this overarching goal, all spoke leaders have crafted powerful goals for each of their areas (linked to measurable outcomes).
- We continue to locate and track national and state data on all aspects and are creating visual dashboards so progress can be tracked.

POTENTIAL TOOLS

- Advocacy
- Communication
- Grassroots Involvement
- Mentoring
- Messaging Shifts
- Networking
- Philanthropy
- Public Policy
- Research
- Resources
- Sponsorship
- Training & Development
- More

Backbone Organization

The **Utah Women & Leadership Project (UWLP)** at Utah State University is the *backbone organization* for this movement with a mission of strengthening the impact of Utah girls and women. Areas of focus:

1. Producing relevant, trustworthy, and applicable research;
2. Creating and gathering valuable resources; and
3. Convening trainings and events that inform, inspire, and ignite growth and change for all Utahns.

The **UWLP is housed** with Dr. Susan R. Madsen as part of her faculty research and societal impact work at the Huntsman School of Business within Utah State University (designated as a 501(c)(3)). The primary base of support and coordination for a BWF is the UWLP.

“

Item 2.

Every society has its protectors of status quo and its fraternities of the indifferent who are notorious for sleeping through revolutions. Today, our very survival depends on our ability to stay awake, to adjust to new ideas, to remain vigilant and to face the challenge of change.

— Martin Luther King Jr.

”

Conclusion

- Utah must do better to ensure everyone thrives.
- Our vision is not to lift girls and women at the expense of boys and men—that is the ***scarcity mentality***. Instead, we believe that there is enough for everyone through cooperation and collaboration—the ***abundance mentality***.
- When we strengthen the impact of Utah girls and women, we can strengthen everyone!



CREATING CHANGE SO UTAH WOMEN & GIRLS CAN THRIVE

A BOLDER
WAY FORWARD
FOR UTAH

Utah can become the national leader in how to implement positive change for girls, women, and families.





Subscribe to receive a monthly Bolder Way
Forward newsletter: abolderwayforward.org.

Item 2.

Social Media

LinkedIn: a-bolder-way-forward

Facebook: bwfutah

X (Twitter): bwfutah

Instagram: bwfutah



Subscribe to receive a monthly newsletter from the
Utah Women & Leadership Project: utwomen.org.

What Can I Do?

A SERIES TO HELP UTAHNS ENGAGE



Item 2.

NO. 26 | JUNE 16, 2023

What San Juan County Leaders and Residents Can Do To Strengthen the Impact of Girls and Women in Their Area

UTAH WOMEN & LEADERSHIP Project

San Juan County is full of engaged, passionate individuals who frequently ask the question, “What can I do to strengthen the impact of girls and women in this area?” To provide specific answers to that question, the **Utah Women & Leadership Project** (UWLP) and USU Blanding hosted a “think tank” gathering to collect ideas for individuals, groups, and organizations interested in supporting and empowering girls and women in their area.

This idea sheet is based on a 2023 gathering of 24 leaders in San Juan County. Girls and women face challenges unique to the area in which they live, and the goal of this gathering was to identify those barriers and determine strategies and initiatives that local leaders and residents can implement to address them. This document includes recommendations in the following areas: education, home and family, health and wellbeing, business and economics, and culture and community engagement.

EDUCATION

Leaders in San Juan County emphasized the essential role schools play in developing leadership, confidence, and competence in girls and young women. They recognize the essential role graduating from college plays in a woman's life. Recommendations include:

- Address issues that negatively impact development of Native American girls and young women including transportation barriers, cultural stigma, language differences, world views, and jurisdictional barriers.
- Collect data from K-12 and higher education institutions to measure development of all girls and young women; use the data to build appropriate evaluation strategies and to create recommendations and resources.
- Develop and implement mentorship programs within the San Juan School District.
- Encourage girls and young women to fill leadership roles in school (e.g., leadership councils, ambassadors, student government) and support them in that work by training them, developing their skills, and ensuring their voices are heard.
- Evaluate the effectiveness of bullying prevention initiatives throughout San Juan School District.
- Focus on the needs of families in or around the Four-Corners region with children who move from school-to-school.
- Gather, analyze, and share relevant and reflective data regarding Native American girls and young women on tribal and nontribal lands.

- Host women recognition events and conferences with the Utah System of Higher Education.
- Increase opportunities for Native American girls and young women to participate in empowering and enriching extracurricular activities.
- Remove the stigma of mental health therapy from all schools (K-12 through college).
- Support girls' sports to the same level as boys' sports. Reevaluate why school spirit week is focused on a boy's sport (football) and whether it can include a girl's sport as well.
- Translate screening and risk assessment questions in relevant languages.

HOME & FAMILY

In San Juan County, parents are recognized as the most powerful influences on the lives of their daughters. Recommendations include:

- Address and support nontraditional family structures and dynamics (e.g., grandparents are primary caregivers, single parents, foster homes); consider Maslow's Hierarchy of Needs when creating programs for families.
- Discuss sensitive issues with children and create an open dialogue about what is true; don't be afraid to teach children about hard topics (e.g., gender issues, consent).
- Emphasize the importance of fathers supporting their daughters.
- Increase awareness of and participation in school activities.
- Provide more resources for single parents.
- Reassure girls that they have a voice and encourage them to speak up and advocate for themselves.
- Replace the traditional, dominant, scarcity mindset (e.g., male vs female, us vs them, gender roles) with one of abundance (e.g., when we lift one group, we lift everyone); be careful not to project learned behaviors onto children and youth.

- Show boys that it is not a woman's job to do household chores, but that unpaid labor and care work can and should be shared between men and women.
- Stop telling girls to "be nice."
- Support community-driven after-school activities and events.
- Teach children about boundaries and that boundaries are okay (e.g., pulling a girl's bra strap at school is not okay and girls should speak up and set that boundary that boys should respect).

HEALTH & WELLBEING

Concern over the mental health and emotional wellbeing of girls and women in San Juan County emerged as a primary theme.

Recommendations include:

- Accept help (e.g., financial, physical, mental) and provide help as you can.
- Be willing to engage in difficult conversations around gender.
- Create community groups to support one another in education about social issues (e.g., gender, transgender, women's rights), and to support one another in standing up for their beliefs and to build everyone up.
- Eliminate bullying by teaching children and adults how to set and enforce boundaries.
- Embrace each phase of life and support one another through difficult transitions.
- Encourage women to advocate for themselves and help them find peace with their efforts.
- Increase substance abuse treatment programs for both in- and out-patient needs.
- Normalize therapy.
- Promote awareness of mental health education and behavioral and resources for children.
- Stop judging one another, comparisons, and feelings of guilt for being different; encourage, strengthen, and support each other.

BUSINESS & ECONOMICS

In the business sector, San Juan County women struggle with limited opportunities for internal advancement and leadership, as well as with conscious and unconscious bias. Recommendations include:

- Eliminate economic barriers to women's ability to provide for their families by increasing affordable housing, improving transportation options, adding bus routes, repairing weather-related erosion on country roads, and fixing sidewalks.
- Ensure the business community is open to women in all professions; eliminate the idea that there are specific jobs for men and separate jobs for women.
- Help female entrepreneurs start and grow businesses by reaching out to vocational rehab facilities, small business centers, and the Small Business, Professional Development, Application, Resources, and Certification (SPARC) building at USU Blanding.
- Improve childcare to ensure parents have access to affordable, accessible, and safe options. Provide childcare grants to defray costs for those who need financial help. Increase flexibility in workplaces for on-site childcare.

- Increase available contracting services to tribal homeowners facilitate homebuilding.
- Mentor women on how to engage professionally in the workplace, how to re-enter the workforce, and how to communicate their accomplishments, skills, and abilities outside of the workplace in a professional manner that demonstrates transferable skills.
- Reduce poverty and mitigate its effects; ensure women know about available resources and can access them.
- Revisit policies, procedures, and resources to create family-friendly and flexible work environments.
- Train business leaders on how to professionally validate and acknowledge the feelings of women.

Item 2.

CULTURE & COMMUNITY ENGAGEMENT

The "think tank" attendees acknowledged that the culture (why and how we do what we do) in San Juan County is heavily influenced by religion. Leaders are concerned about the limitations and decreased value culture has placed on women and girls. Recommendations include:

- Acknowledge and address cultural limitations and mindsets from race, ethnicity, religious, and biological perspectives; pay particular attention to the Native American culture in San Juan County.
- Collaborate with tribal nations to empower native girls.
- Develop a "You Belong" campaign to promote inclusion.
- Encourage women to run for office with the support and mentorship of male allies.
- Improve community facilities to host courses, trainings, and events to support girls and women including sexual assault and self-defense classes, sex-ed/consent parental discussion groups, post-pandemic challenge groups, summer enrichment programs, and recreational opportunities and activities.
- Incentivize women to step up and participate in solving community problems.
- Increase grants and funding for female-oriented community-driven organizations, activities, and events.
- Invite national nonprofit and evidence-based organizations, like Big Brothers Big Sisters, to open chapters in San Juan County.
- Legitimize issues and discrepancies affecting women by working with local and state politicians and government leaders.
- Partner with local educational institutions to create mentorship programs for girls and women.
- Recognize local female leaders and women making a difference through community women's recognition events and conferences and inviting women to speak and mentor in schools, churches, and community groups. Promote county/city proclamations that support women and designate a weekday as "Women's Day Off".

CONCLUSION

When we listen and respond to concerns regarding the needs of girls and women in San Juan County, we will be better able to change harmful or ineffective policies and programs, continue effective action, support effective leaders, identify and solve local problems, and create responsive initiatives. The UWLP encourages leaders and residents to use this document to affect change.



COMMUNITY MOBILIZATION EFFORTS



COMMUNITY MOBILIZATION EFFORTS

Collaboration has helped the Parents Empowered campaign to accomplish notable things this year. Thanks to the Community Partnership Project Grant program, 11 communities installed prevention messaging promoting risk and protective factors to an estimated 1.1 million Utahns, nearly one-third of our population. Messaging included education on the harms of underage drinking, as well as educating local parents on the skills of bonding, boundaries and monitoring, and the importance of communication to their kids that underage drinking is very wrong

Overview

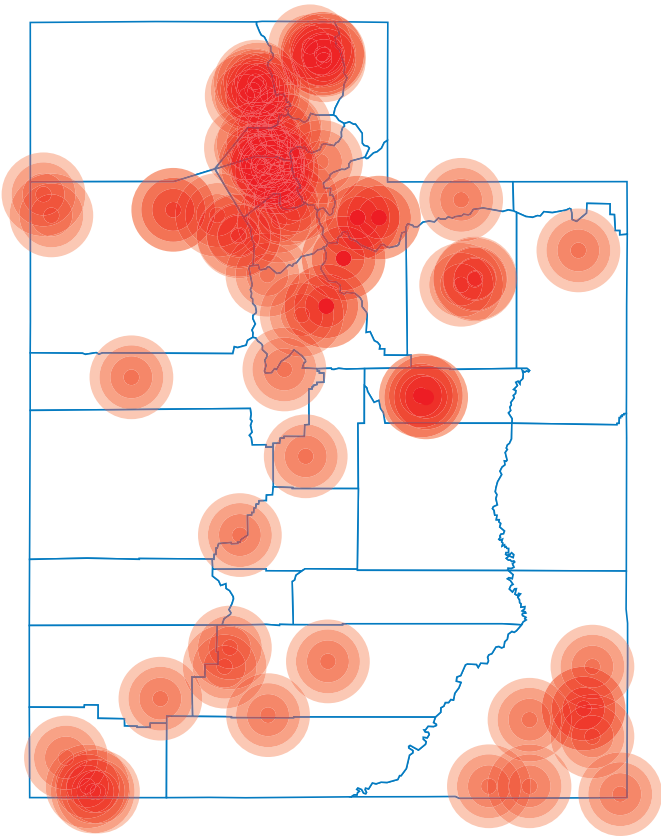
One of the critical benefits of the Community Partnership Project program is the opportunity it provides to create custom messaging, targeting specific Utah audiences that are under-represented. To the right is a heat map showing the widespread reach of the Community Partnership Project program during the past four years. Over 90 projects have been completed, each in collaboration with community partners' and key community leaders' support.

COMMUNITY INITIATIVES

- Four Corners
- Grantsville
- Juab
- Lehi
- Millard/Fillmore
- Northeastern
- Panguitch
- San Juan
- Wendover

SELF-FUNDED PARTNERSHIPS

- Beaver
- Iron County
- Parowan





Carbon High School Hallway Banner

Helper Middle School Windows



Community Initiatives

FOUR CORNERS

This year, Four Corners used its community partnership monies to promote the Parents Empowered message in Helper Middle School and Mt. Harmon High School. The coordinator in the area worked closely with the principals of each school to make sure the messaging was in line with their school values — and spoke to the needs of their parents regarding underage drinking.



Grantsville Baseball Fields



Grantsville Day Events

GRANTSVILLE

Grantsville partnered with its local youth baseball league to install lots of family-bonding messaging around their local baseball field. In addition, Parents Empowered had a strong presence at its Grantsville Day's Parade. This was a tremendous opportunity to showcase the Parents Empowered message and build a strong bond with the community.



Little Sahara Area Restrooms & Doors



JUAB

Juab has a unique problem with underage drinking. Out in the remote areas of the sand dunes, a lot of underage drinking happens. With that in mind, Juab wanted to target this audience and make sure that parents know they have a strong influence in their kid's decision to drink underage. Parents Empowered partnered with the state park to get the message out there.



Lehi Family Night at Ashton Gardens at Thanksgiving Point

LEHI

The Lehi Cares Coalition is a new coalition in Utah County, but they were ready to get to work their first year. Through various partnerships and key leaders on their board, Lehi was able to host a Lehi Family Night at the Ashton Gardens at Thanksgiving Point. Parents Empowered messaging was displayed on pull-up banners and large yard signs throughout the gardens that encouraged families to work on bonding and relationship building to protect their children. The coalition met each family that attended and offered lots of engaging activities such as a family-bonding idea board, photo booth and messaging items to give away.



Millard/Fillmore Community Center & Pool Installation

MILLARD/FILLMORE

In the Millard/Fillmore area, there is an old armory that has been turned into a thriving community center. Parents Empowered partnered with this community center and the local pool and parks in the area. These unique locations allowed for smart, well-placed messaging about protecting growing brains and talking early with your kids about not drinking alcohol underage.

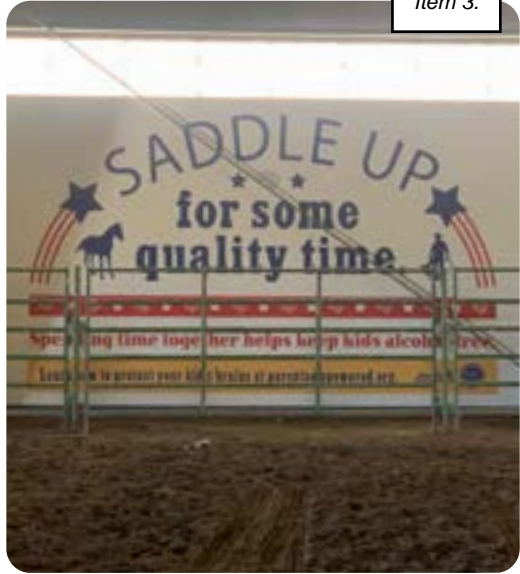


Partnership with Petit Pediatrics



NORTHEASTERN

The Northeastern Communities That Care Coalition endeavored to foster a relationship with a well-known pediatrician in the area. It worked closely with this partner to develop messaging that promotes the Parents Empowered message of keeping a child's brain healthy and safe by avoiding alcohol underage. It staged a big unveiling event and had a great turnout from the community.



Item 3.



Panguitch Softball Complex

PANGUITCH

Panguitch Prevention Coalition is a repeat community project participant, and this year they were able to deliver messaging in a few locations of their city. Their first location was the city Rodeo Arena where they were able to place messaging in three areas of the arena that focused on family bonding and setting clear family rules against underage drinking. The second location messaging was installed at was the newly built softball complex. The Parents Empowered messaging for the ball fields included the 5 Ws to help monitor children's safety and positive messaging about winning by being alcohol-free.



SAN JUAN COUNTY

San Juan County has a high Native American population, with a unique culture and attitude toward underage drinking. They like to focus on community and being healthy. Of course, respecting their culture is a vital aspect in the types of messaging Parents Empowered uses in the area. Accordingly, we worked closely with the tribal leaders to ensure the messaging met the needs of the campaign while being culturally appropriate to their area.

Ibapah Indian Tribe Bus Stops & Community Center

Sober New Year's Eve Event



WENDOVER

The Wendover Prevention Group split their community project into two events that catered to two different populations within their community. Each year the prevention group hosts a sober New Year's Eve event at the community center. This year they were proud to unveil new Parents Empowered murals in the community center and hosted a lantern launch on the salt flats where they gave out Parents Empowered education materials as well. The second event that Wendover completed was an activation with the Ibapah Indian Tribe in their area. They placed messaging at their community center, a few basketball courts and some bus stops. This creative was done in conjunction with tribe leaders and representatives, so it was meaningful to their tribe members.



Beaver High School Windows

Self-funded Partnerships

BEAVER

Beaver High School was highly receptive to a partnership with Parents Empowered. We were able to use carefully selected brand messaging to create beautiful designs using images of real students at the high school. Next, these images were placed on the windows of its weight room building. This building is in a great location and is easily seen by our target audience of parents as they drive their students to and from school, which significantly extended the reach and number impressions.