2018

Where My Girls At? Gendered Approach to Waterville Community Power Structure

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Colby College

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Appendix B: Interview Protocol

I understand that you are ____________ in the Waterville community and I know the responsibilities of that position traditionally. However, how would you describe your position and your role within the community?

How did you come to the decision to pursue such a position? Are there specific goals you want to achieve?
   How does the position you’re in help achieve those goals?

How do you view power within the Waterville community? Do you feel like you possess those characteristics?

________________________________________________________________________

Were there successful initiatives or policies that you proposed or supported?

Were there unsuccessful initiatives or policies that you proposed or supported? Why do you feel they failed?

________________________________________________________________________

What group in the community do you see as the most powerful? Is there a specific individual within that group? Can you describe why this person is “powerful”/influential?

________________________________________________________________________

Do/did you feel treated differently due to your gender?

Were there specific instances where your gender was an obstacle? A springboard?

How do you think the average Waterville citizen views female leadership?
Appendix C: Elite Survey

Q1 Throughout this project, we realized many leaders in the Waterville community are involved in a number of organizations or hold many different positions. This may include membership on in a community or business organization, a position in City administration, or other community involvement you find meaningful. Please list all the positions you hold.

________________________________________________________________

Q3 For which of those organizations or positions do you spend most of your time?

________________________________________________________________

Q4 How did you become involved in the Waterville community?

________________________________________________________________

Q5 1. As a leader in the Waterville community, you make decisions and pass policies to improve the community. What factors do you consider to be the most important when attempting to make decisions in the Waterville community? Please rate the choices below using the following scale:

<table>
<thead>
<tr>
<th></th>
<th>Not important</th>
<th>Slightly important</th>
<th>Moderately important</th>
<th>Very important</th>
<th>Extremely important</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>5</td>
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<tr>
<th>Ability to work together and compromise (1)</th>
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<tbody>
<tr>
<td>Wealth (2)</td>
<td></td>
</tr>
<tr>
<td>Being involved in the community (3)</td>
<td></td>
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<tr>
<td>Having generational ties to the area (4)</td>
<td></td>
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<tr>
<td>Education level (5)</td>
<td></td>
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<tr>
<td>Other (6)</td>
<td></td>
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</tbody>
</table>

Q6 Making decisions in a community tend to involve many people. Sometimes groups are as or more influential than specific individuals. These groups may include local businesses, community organizations, City government, colleges, or other institutions. Are there groups in the Waterville community that are more influential than others? Please indicate how you view the below groups on the scale below. If you choose to use "other" please specify what group in the Waterville community you are referring to.

Not influential | Slightly influential | Moderately influential | Very influential | Extremely influential at all
Q9 Making decisions in the Waterville can include a range of people. We recognize that leaders in the Waterville community may include elected officials, community leaders, or business owners. Can you name three leaders—whether public official or not—in Waterville that are influential in making decisions that affect the community?

1. ______________________________
2. ______________________________
3. ______________________________

Q10 Sometimes people feel they are treated differently in leadership positions based on their gender. This difference could be either positive or negative. Examples of such differences may include, but are not limited to, pay, opportunities, or the ability to have your voice heard. Have you ever felt treated differently in your leadership role in the Waterville community? Please use the following scale:

Extremely positive
Moderately positive
No difference
Moderately negative
Extremely negative

1  2  4  5

Have you been treated differently due to your gender? (1)

Q11 Some people believe women in leadership roles are not as good getting what they want. Others believe women leaders are more effective than male leaders. How do you think the average Waterville citizen views female leaders?

☐ More effective than men (1)

☐ Less effective than men (2)

☐ Equal to men (3)
Q12 What is your gender?

- Male  (1)
- Female  (2)
- Other  (3)

Q13 What age range do you fall under?

- Under 30  (1)
- 30-44  (2)
- 45-59  (3)
- Over 60  (4)
- Prefer not to say  (5)

Q14 Has your family lived in Waterville for more than one generation?

- Yes  (1)
- No  (2)

Q15 What is the highest level of education you have received?

- High school graduate, diploma or the equivalent  (1)
- Associate degree  (2)
- Bachelor's degree  (3)
- Master's degree  (4)
- Professional or Doctorate degree  (5)
- Prefer not to say  (6)
Q16 What is your average annual household income?

- Under $25,000 (1)
- $25,000-$49,999 (2)
- $50,000-$74,999 (3)
- $75,000-$99,999 (4)
- Over $100,000 (5)
- Prefer not to say (6)
Appendix D: Public Opinion Survey

Q1 We know that many people are involved in making decisions in Waterville. Some may have more influence than others. These decisions include, but are not limited to, bringing in new businesses, passing town budgets, or creating community initiatives.

Below is a list of people involved in one way or another in making decisions in Waterville. Can you tell us how influential each of these people is generally—not just in the examples above, but in any decision you might think of? Please use the following scale:

- 1 Not influential
- 2 Slightly influential
- 3 Moderately influential
- 4 Very influential
- 5 Extremely influential

<table>
<thead>
<tr>
<th>Person</th>
<th>Influence</th>
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<tbody>
<tr>
<td>Mayor, Nick Isgro (1)</td>
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<tr>
<td>City Councilors (2)</td>
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<tr>
<td>City Manager, Mike Roy (3)</td>
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<tr>
<td>President and CEO, Waterville Creates!, Shannon Haines (4)</td>
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<tr>
<td>President and CEO, Mid-Maine Chamber of Commerce, Kim Lindlof (5)</td>
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<tr>
<td>Developer, Bill Mitchell (6)</td>
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<td>Colby President, David Greene (7)</td>
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<td>Former Mayor, Karen Heck (8)</td>
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</table>

Q2 We are not sure that our list of people is complete. Can you name up to three others—whether public official or not—in the Waterville community who are influential in making decisions that affect the community?

4. ________________________________________________

5. ________________________________________________

6. ________________________________________________
Q3 If you haven't named any women, are there three women who are influential and involved in making
decisions in the town that you think we should add to our list in the future?
1. __________________________________________
2. __________________________________________
3. __________________________________________

Q4 If you haven't named any men, are there some we should add?
1. __________________________________________
2. __________________________________________
3. __________________________________________

Q5 Making decisions in a community tends to involve many people. Sometimes groups are as or more
influential than specific individuals. These groups may include local businesses, community organizations,
City government, colleges, or other institutions. Are there groups in the Waterville community that are more
influential than others?

Please indicate how you view the below groups on the following scale:
1  Not influential
2  Slightly influential
3  Moderately influential
4  Very influential
5  Extremely influential

If you choose to use "other" please specify what group in the Waterville community you
are referring to.

<table>
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<tr>
<td>Colby (2)</td>
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<tr>
<td>Local community organizations (3)</td>
</tr>
<tr>
<td>Waterville City government (4)</td>
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<tr>
<td>Other (5)</td>
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</tbody>
</table>

Q6 Say you were someone in Waterville who is passionate about improving the community. You have a
great idea and you want to have your idea seen through. In order to accomplish this goal in Waterville, what
do you see as most important? Please rate the choices below using the following scale:
1  Not important
2  Slightly important
3 Moderately important
4 Very important
5 Extremely important

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<tr>
<td>Being from a prominent Waterville family (5)</td>
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<tr>
<td>Holding public office (8)</td>
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<td>Other (7)</td>
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Q7 Some people believe women in leadership roles are not as good getting what they want. Others believe women leaders are more effective than male leaders. How do you think the average Waterville citizen views female leaders?

- Equal to men (4)
- Less effective than men (5)
- More effective than men (6)