

## **WOEM Membership Meeting**

**February 9, 2026**

### **Meeting summary**

#### **Quick recap**

The meeting focused on Women in Emergency Management's quarterly mentorship roundtable series, where members broke out into small groups to discuss career pathways and transitions, work-life balance, and decision-making under uncertainty. The groups shared insights about their diverse backgrounds, the importance of relationships in emergency management, and challenges around work-life balance and data-driven decision-making. Key updates included Serena's upcoming presentation at the PrEP Summit in Baltimore, plans for a group meetup at the Colorado Emergency Management Conference, and the launch of a new website to support member engagement. The conversation ended with a discussion of various decision-making tools and frameworks, including the Eisenhower Matrix, PACE model, and OODA loop.

#### **Next steps**

- Merrie: Send Lori the details and email about the Colorado Emergency Management Conference meetup (table signs, Boot Grill reservation, etc.) so Lori can distribute to the membership
- Lori: Post details about the Colorado Emergency Management Conference meetup to the membership after receiving from Merrie
- Serena: Present about the organization at the PrEP Summit in Baltimore on April 15th, with Lindsay Brown co-presenting
- All members: If interested in being a mentor, complete the mentorship survey (scan QR code or find link on website/Mighty Network)
- All members: Share any tools/resources for the resource library in the Google Drive
- All members: If aware of upcoming EM/EM-related conferences, inform the group so they can be added to the calendar
- All members: Consider contributing to the new blog on the website (contact Lori or Lindsay to add content)
- All members: If interested in helping with membership outreach, contact Serena
- All members: If interested in helping with marketing/outreach, contact Lindsay

- All members: If interested in helping with speaker coordination, contact Lori

## **Summary**

### **Emergency Management Women's Conference Planning**

Serena shared her acceptance to present at the PrEP Summit in Baltimore on April 15th, co-presenting with Lindsay Brown about the group's goals and importance. The group discussed plans for an upcoming meetup at the Boot Grill on February 7th at 6:30 PM, following an initial gathering at the conference hotel at 6 PM. Lori requested that Merrie send the meetup details for distribution to the membership.

### **WOEM Website**

Lori shared details about a new website ([womenoem.org](http://womenoem.org)) that was created as an alternative to the Notion platform due to cost constraints, which includes information about the group's mission, leadership, upcoming events, and speaker series featuring Samantha Montano in April. Lori and Lindsay have editing access to the website to add committee information or other updates. Lori invited members to join committee leads for membership outreach, mentorship, marketing, and the speakers committee.

### **501c3 Status**

Lori discussed the organization's 501c3 status, explaining that Tim Gablehouse recommended it over 501c6 for its flexibility in accepting donations and member dues, and because it allows for some lobbying activities.

### **Quarterly Roundtable Discussion Topics**

Jackie led the meeting to discuss quarterly mentorship roundtable meetings, focusing on topics from past surveys and interest areas. The group was divided into breakout rooms to discuss Career Pathways and Transitions, Work-life Balance in Emergency Management, and Decision-Making Under Uncertainty, with the option to report out insights and action items after the discussions.

### **Small Group Insights**

The group discussed their experiences in breakout rooms, focusing on the strengths of diverse backgrounds in emergency management and the importance of relationships. They shared insights from their discussions on work-life balance, decision-making under uncertainty, and the concept of knowledge workers. The conversation ended with information on upcoming initiatives, including a mentorship program and a book club, as well as a request for feedback on the roundtable series.