



February 2019

From Jen's Desk

5 Predictions for Women's Progress

This new year, perhaps more than ever, the emerging, more equitable, future has felt inevitable. It is easy to dwell on the challenges....which are many. But just for a few moments, let's talk about the incredible gains we've accomplished together and our continued momentum moving forward.

1. **More + Diverse Women Leaders.** Now at a record 24% of US Congress, there are 127 women serving, 47 of whom are women of color. That means women of color make up 37% of the women in Congress! In Montana, 45 of the 150 serving in the Legislature are women (30%...considered a tipping point!), 6 of whom are women of color, making up 13% of the women serving. Considering the number of women who have already jumped into the 2020 Presidential race, I see the number of women leaders continuing to grow apace.
2. **Closing the Pay Gap.** Overall women in the US now make 80% of men's wages, and in Montana women make 78 cents to a man's dollar. However, just a few years ago that gap was 73 cents. For the first time in a decade we have made measurable strides towards closing the pay gap. Nickels add up friends. Progress! More of this to come.
3. **Voicing Our Truth.** #MeToo. #TimesUp. #WeToo. #MMIW. In 2018 women raised their voices in meaningful ways exposing sexual assault, harassment, abuse and even an epidemic of missing and murdered indigenous women. And I don't see them piping down anytime soon.
4. **More Inclusive Workplaces.** As we have begun to talk about inclusive innovation with diverse audiences across the state, we keep running into more and more business owners, directors and managers who are already instituting new hiring practices, policies and even facilities changes (such as special rooms for nursing and pumping) to attract diverse employees. Why? Because the labor market just keeps getting tighter and people like to do the right thing. While this may be about equity for some, it is a business imperative for all.
5. **More Opportunity For Many.** As women's interests and concerns have moved into centerstage, solutions have begun to emerge as well. New organizations and companies are forming, aimed at supporting women's equity and success in the workplace and beyond. [PayScale](#), [DailyWorth](#), [AAUW's WorkSmart](#), [Glass Door](#) are all democratizing access to the information women need to negotiate, network, manage their finances and hustle their way up the economic ladder.



Here's to more progress for women to come this bright new year!

Jen

Onward!

A handwritten signature in blue ink that reads 'Jen Euell'.

Jen Euell
Program Director

The Women's Foundation is focused on systems change as one of our most powerful tools in reaching our mission of economic independence for Montana women. One of the issues that we are tracking in the 2019 Montana Legislature, that we feel will have the largest impact on Montana women's economic futures, is the Paid Leave.

- **Paid Family Leave** - Representative Moffie Funk is carrying House Bill 208 to create a statewide Family and Medical Leave Insurance (FMLI) program. Paid Family and Medical Leave is one of the best ways to keep women in the workforce, as it allows women to both care for their families and keep their jobs. The bill encourages paid family leave as a component of health insurance. The hearing will take place the morning of February 11th in room 172 at the capitol. Read HB 208 [Here](#). Join us on the 11th or call your Representative to show your support! Find more information about the Montana Legislature and the bill information for your legislators [here](#).

Grantee Spotlight: The Thrive Girls for a Change Summit

The Thrive Girls for a Change Summit in Bozeman is an amazing opportunity for girls grades 8-12. On February 23 they will be hosting a day of workshops, speakers, and activities for girls to feel empowered and inspired, all while getting to know other girls from across the state of Montana. Girls have the opportunity to learn about philanthropy, personal financial management, STEM co-creation and more!

Registration is open [Here](#).

There is a \$25 registration fee, but girls can apply for a scholarship through the registration link.



WFM Listening Tour

WFM is excited to be organizing a listening tour focused on rural and tribal communities in the state. We are interested in hearing women's and girl's voices, and are particularly interested in your thoughts on what women and girls need now to achieve a successful and prosperous life. We'd love to come visit YOU. Contact Jen at jeneuell@mtcf.org to learn more and organize a listening session in your community!



PowerHouse Marketplace Launch

We're looking for PowerHouse Partners! Want to support PowerHouse Montana and our powerful work? Join our new PowerHouse Marketplace page. As a PowerHouse Partner you will be helping us meet our mission of economic independence for Montana women, while positioning your business as a supporter of the powerhouse network.

Contact Maggie at maggie@mtcf.org today to join the new PowerHouse Marketplace!

Are you interested in being involved in this exciting new initiative of PowerHouse Montana? Please follow-up with Maggie Sullivan at Maggie@mtcf.org for more information.

The WFM Team -

Leadership Opportunity Roundup

WFM is focused on increasing the number of women serving in leadership positions, including statewide board

and commissions. Consider applying for this excellent leadership opportunity!

Board of Behavioral Health

*Description: Board is charged with licensing and regulating persons and businesses engaged in social work, marriage counseling and counseling professions and occupations.
(Formerly the Board of Social Work Examiners and Professional Counselors)*

Position: Member from and represents the general public and may not be engaged in social work.

Website: <http://boards.bsd.dli.mt.gov/bbh>



Board of Behavioral Health

A Licensed Clinical Professional Counselor, Licensed Clinical Social Worker, Licensed Marriage and Family Therapist, Licensed Addiction Counselor and Certified Behavioral Health Peer Support Specialists are credentials available with the Board of Behavioral Health.

boards.bsd.dli.mt.gov

Commitment: Moderate, about 6 times a year as needed, in Helena or by phone.

Compensation: \$50/day, plus travel

Take Away: Be on the front lines of the questions about who can provide what services in the ever growing mental health care fields. Engage on issues like school, child counseling, addiction services, and other important health issues.

WFM Around the State

Join us for one of our PowerHouse gatherings or another WFM sponsored or hosted event soon to connect our smart network and work with us to advance Montana women!

February 8

Exploratory Skilled Trades Workshop, Missoula

Join the rad GUTS! GRIT women to try out skills such as welding, construction and more.

February 8-9

Women's Policy Leadership Institute, Helena

WFM is proud to sponsor Montana Women Vote's Leadership Institute, a two-day hands-on conference, where Montana women can learn the skills they need to become an effective policy-change agent. Learn about policies that affect Montana families, talk to your legislator, or learn how to run for office yourself. Register [here](#).

February 12-14

Tribal Relations Training and DBE Summit, Helena

This FREE Conference is designed to give Montana women business owners the skills they need to succeed from marketing your business, to human resource management. Register [here](#).

February 23rd

Exploration Works Girls STEM Roundup, Helena

5th to 8th grade girls don't miss this fun day of hands on science activities and the chance to meet some amazing women of science.

[Register today](#)

February 23rd

Girls for a Change Summit: Life Unscripted, MSU Bozeman

Geared toward girls in grades 8-12, this one-day, statewide summit is an amazing opportunity for girls to connect, build skills and have fun! Register [Here](#).

February 25th, MentorMonday MT

PowerHouse Montana, Billings

Join your PowerHouse sisters at RaeRae's Bakery!

Find more PowerHouse gatherings [Here](#).

April 2nd: Equal Pay Day 2019

Save the date for all kinds of doings in Helena!

April 8th and 9th

Save the Date for Cheers for Change!

Celebrate women's progress toward pay equity with the powerhouse at breweries around the state. More details to come.

May 1st and 2nd

[The Athena Pack Conference](#), Bozeman

Save the Date! Register TODAY for early bird pricing.

Give Now

ABOUT THE WOMEN'S FOUNDATION OF MONTANA

Established in 1999, the Women's Foundation of Montana is a component fund of the Montana Community Foundation working to grow the economic security of women and create a brighter future for girls in Montana. With a permanent endowment of more than \$1 million, the foundation has awarded more than \$500,000 to organizations improving the lives of women and girls in Montana.