

March/April 2018

From Jen's Desk

I have to admit, the latest data on the economic status of women in Montana threw me a bit. Despite progress by many measures, the gap between men's and women's wages grew even larger in the last few years.



According to the latest data recently released by the Institute for Women's Policy Research (IWPR) and sponsored by the Women's Foundation of Montana, Montana received a D grade on indicators related to Employment and Earnings. IWPR's Employment and Earnings Composite Index scores states based on four indicators: women's annual earnings, ratio of men's to women's earnings, women's labor force participation, and the percent of employed women in professional occupations. Women in Montana have made significant educational gains in the last 25 years, as 33 percent of women age 25 and older now hold bachelor's degrees or higher. This is an increase of about 10 percentage points over year 2000 data. A growing share of Montana women are now employed in managerial or professional occupations, as this group now makes up 41.5 percent of all working women in the state. Nevertheless, women face a persistent and recently widening gender wage gap, earning about 70 cents to every dollar a man earns. At the current rate, this wage gap is not expected to close until 2084. The poverty rate among women has risen slightly from 14.4 percent in 2004 to 15 percent in 2016. These trends are even more pronounced for women of color.

Women in our state also own a much smaller share of businesses than men. However, there has been growth in recent years, as 31.5 percent of businesses were owned by women in 2015, up from 24.6 percent in 2007.

Montana earned its highest ranking in the area of political participation, coming in 10th in the nation. Montana has a relatively high number of women serving in elected office, with women making up 28 percent of the state Legislature.

The fact is, by many measures, women are doing better economically than ever before. However, they continue to lag behind the progress made by Montana men. The latest data simply confirms what we have always known to be true. We've

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www.wfmontana.org

STAY IN TOUCH



got work to do.

You can visit statusofwomendata.org for more information about the Status of Women in the States project.

Despite a step back in our progress, our smart foremother, Susan B. Anthony was right again. In this effort, failure is impossible.

I'll see you on the slow, but inevitable road to equity.

Onward!



Jen Euell
Program Director

WFM's 2018 Grant Cycle Now Open!

We're looking for a few great organizations to work with us toward better economic outcomes for Montana women and girls.

WFM is proud of our history of investing more than \$750,000 in creating a brighter future for Montana women and girls through the years. This year, WFM will add to that total, investing more than \$50,000.

The new grant funding will be focused on creating systemic change to improve the economic status of women, supporting programs that give girls the tools to be financially successful, and programs that improve women's economic security.

Funds will be awarded by the foundation's board of advisors to nonprofit organizations that work to directly grow economic security for Montana women and girls through advocacy and programs such as job training, financial education, leadership and entrepreneurship programs, wage negotiation training and innovative STEAM (Science, Technology, Engineering, Arts and Math) programming for girls. Preference is given to programs that show innovation, collaboration, and tangible, measurable results. And this year, for the first time, we are interested in programs that have a two-generation model, serving both women and their children.

Letters of Intent will be accepted starting April 1. The deadline is April 30.

Application materials and research details are available at wfmontana.org.

The end result of the WFM grants statewide will be new opportunities for hundreds of Montana women and girls in financial education, leadership, entrepreneurship, wage-negotiation training and STEAM (Science, Technology, Engineering, Arts and Math) programming.



Grantee Spotlight: AAUW Smart Start Wage Negotiation Workshops

We think Montana women deserve a Smart Start in the workforce. And we think the AAUW (American Association of University Women) of Montana are just the ones to give it to them.

On Saturday, March 10th, AAUW Montana started a new series of their 2018 Smart Start wage negotiation classes, presenting to a packed classroom of women of all ages at the University of Montana in Missoula. The group learned about the gender wage gap, how to measure their own value in the workforce, and practiced negotiating for better pay and benefits.



We at WFM feel this work is vital, as one of the first places women's income falls behind men's is at the negotiating table of their very first job. Because our wage raises are often based on a percentage of our current pay, if women start at a lower wage than their male counterparts, over the years, they fall further and further behind.

If you missed Smart Start in Missoula, but are interested in attending, you're in luck. They've got more workshops still to come in Billings, Butte, Great Falls and Havre. Learn more and register for a class [here](#).

Thanks to the AAUW women for their hard work on these vital workshops. We are very proud to be a sponsor. And THANK YOU for all those who share your treasure with us at WFM. You are building a brighter future for women and girls with us!

Pipeline to Leadership: Featured Opportunities

More women in leadership in Montana starts with getting more women in the leadership pipeline. We want you to be one of them! A great way to get your feet wet is by applying to serve on a Montana State Board or Commission. Here are a few great opportunities to consider. And if you decide to apply, please let us know. We want to track our impact in increasing the number of women serving in positions of leadership in the state. Welcome to the pipeline to leadership!

Capitol Complex Advisory Council

Description: Council reviews proposals for long-term placement of displays of art or memorials and the naming of state buildings, spaces or rooms in the Capitol Complex; advises the Legislature on the long-term placement of statues, busts, memorials, monuments, or art displays within the Capitol Complex; and advise the Department of Administration on the interior decoration of the Capitol and grounds maintenance and grounds displays; and on the long-range master plan for the Capitol Complex. In addition to five listed, the Council also includes two members of the House of Representative appointed by the Speaker, and two members of the Senate appointed by the Committee on Committees, and all Legislators are appointed on a bipartisan basis.

Position: Public Member (any resident)

Commitment: Low (meets once a year, more if active projects, currently no active projects)

[Website](#)

Board of Clinical Laboratory Science Practitioners

Description: Board is charged with licensing and regulating persons and businesses engaged in clinical laboratory science professions and occupations.

Position: Clinical Lab Practitioner

Commitment: Low (has typically met once a year, may meet more regularly if needed)

[Website](#)

State Emergency Response Commission

Description: Commission creates and implements the state hazardous material incident response

team, and collects and disseminates information relating to emergency response.

Position: Insurance Industry Representative

Commitment: Moderate (about twice annually, more in case of major emergencies)

[Website](#)

State Lottery Commission

Description: Commission oversees the Lottery's operations, sets policy and determines the type and forms of lottery games. Also determines the percentages of money paid for a ticket that is paid out in prizes, determines the price of each game and the number and size of prizes in that game and maximizes net revenue paid to the state.

Position: Public Member (any resident)

Commitment: Moderate (quarterly meetings)

[Website](#)

Board of Occupational Therapists

Description: Board is charged with licensing and regulating persons and businesses engaged in occupational therapy professions and occupations.

Position: Member of the public with an interest in the rights of the consumers of health services - (not a therapist).

Commitment: Medium (quarterly meetings, next meeting 4/3/18)

[Website](#)

Interested in joining the Pipeline to Leadership, but don't see your opportunity listed here? Join the [PowerHouse](#) and then tell us how you want to step up and lead!

Cheers for Change With Us on April 10th!

April 10th marks the day in 2018 that the average American woman works to earn the same amount as the average man made last year. We think that calls for a drink.

Raise a glass with us at one of these fine locations across the state to celebrate our progress, the amazing women leaders who've brought us so far, and the work ahead. Your drinks will help fund a brighter future for Montana women and girls!



Billings:

[Thirsty Street Brewing Company](#)

Bozeman:

[Bridger Brewing](#)

[MAP Brewing Company](#)

Butte:

[Headframe Spirits](#)

Kalispell:

[Vilya Spirits](#)

Livingston:

[Katabatic Brewing](#)

Missoula:

[Imagine Nation Brewing](#)

WFM Around the State

[PowerHouse Montana](#) just keeps growing, thanks to the efforts of amazing women across the state. In March, WFM's PowerHouse Montana groups met in Big Sky, Billings, Bozeman, Kalispell, Eureka, Wolf Point, Havre and Helena!

We were thrilled to visit the PowerHouse Flathead group, which is growing by leaps and bounds. In fact, you can learn about their success in this great [article](#) in the Daily Inter Lake.

Or you can read about the larger PowerHouse group and the success of some of our Billings members in this great [article](#) in Yellowstone Valley Women Magazine.



Want to join the fun?

[More Details About Our Monthly PowerHouse: Montana Meet-Ups Here!](#)

Interested in Hosting your own PowerHouse Meet-Up? Contact Maggie Sullivan at Maggie@mtcf.org

WFM Opportunity Roundup

Financial Education Matters Conference Hosted by the Montana Financial Education Coalition

April 3, Grantree Inn, Bozeman

Join fellow financial education educators in learning the best practices, curricula and opportunities for funding your great work at this educational conference in Bozeman.

[Learn More and Register Here](#)

ChickTech Girls Tech Career Event

ChickTech is hosting a one-day workshop on April 14, 2018 at Salish Kootenai College in Pablo to encourage high-school girls to enter computing and technical fields.

[Program Link](#)

The Montana Healthcare Foundation Grant Application:

The Montana Healthcare Foundation (MHCF) makes grants to improve the health and well-being of all Montanans. For 2018, they are pleased to announce this competitive Call for Proposals (CFP). They will consider proposals in three areas under this CFP:

- American Indian Health
- Behavioral Health
- Partnerships for Better Health

[MHCF Grant Link](#)

The Red Ants Pants Foundation Grant Application

The Red Ants Pants Foundation Community Grant Program is made possible by proceeds from the Red Ants Pants Music Festival. It is designed to support organizations and individuals whose projects parallel our mission, to foster strength and self-reliance in women and in rural, agricultural communities.

[Red Ants Pants Grant Application Link](#)

[Donate 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.