

October/November 2018

From Jen's Desk

What's the biggest thing missing from powerful C-suites, public discourse, and decision-making tables in general? I know, I know, you are probably saying women, diversity...or maybe even civility. Agreed. The evidence is now definitive that better, more profitable, more far-sighted decisions are made by diverse groups of people. But here's the question.....**could it be YOUR voice that's missing?**



This fall has been all about listening for WFM. We were pleased to launch a series of **focus groups** that will be collecting women's experiences at work to provide qualitative research and real women's stories for our report on women in the workforce, due out in the spring. You can read about some of our early findings from surveys we conducted with Montanans working in county-level government below.

In addition, we had the pleasure of hosting our inaugural long-distance **Inclusive Innovation Summit**, a facetime-style conversation that included women in Billings, Harlem, Bozeman, Havre, Butte, Missoula and more. Women across the state brainstormed together, identifying where innovation is already happening, the accelerators that are speeding our progress, and the barriers that still exist that keep women (and Montana!) from accessing new opportunities.

The WFM Board met this last month too, digging into assessments of our current work in grantmaking, research, advocacy and more. We decided that we need to hear from even more voices in order to make the most powerful strategies and investments for WFM moving forward. **We have committed to a listening tour over the next six months**, striving to travel to rural Montana and simply listen to those voices we don't often get to hear.

I truly hope that in our travels, we get to hear your voice. We need your wisdom to figure out how we can best advance women's economic independence and create a brighter future for our girls.

But here's my challenge for you: are there other places where your voice is needed? Perhaps on the school board or a county committee? Maybe at the state level on one of the Commissions? (More opportunities to serve below!)

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www.wfmontana.org

STAY IN TOUCH



And of course, please don't miss your opportunity to **make your voice heard at the polls**, today, Tuesday, November 6th.

We need your voice! Our better, brighter and more inclusive future depends on it.

Onward!



Jen Euell
Program Director

New Research Reveals Challenges for Montana Women in County Level Positions

WFM released the first of three reports in October, created in partnership with the University of Montana, on women's experience in the workforce. Our first report explored the experience of county employees in the state. We were pleased that most surveyed were generally happy with their jobs and felt that they had access to flexibility and overall support at work. However, we found that women were more likely to report having experienced or witnessed discrimination. In addition, there are still more men than women employed overall, and significantly more men in higher paid and more powerful positions. Most notably, the powerful elected position of County Commissioner is filled by only 16% women.

As the study notes, "*Although women continue to grow within the workplace, improvements need to be made through policies so women can occupy higher-level positions, and eliminate discrimination in the workplace. In order for this to occur, both men and women need to work together to advance the careers and policies for each other.*" You can read more about the study on our [Website](#).

Stay tuned for our second, larger report on women's experiences in the workplace in the Spring of 2019.

WFM Welcome!

WFM is blessed with an amazing group of leaders. Our Board includes movers and shakers from across the state. Their wisdom shapes our research, grantmaking, initiatives and more.

Two recent additions we are celebrating are Jayne Morrow of Chinook and Kali Wicks of Helena.

Congratulations to new Board Chair Hillary Folkvord of Bozeman and Vice-Chair Kali Wicks! Thank you each for your dedication, insight and service.



From left: Maggie Sullivan, WFM Program Assistant, Janice Munsell, Kelly Bruggeman, Jayne Morrow, Hillary Folkvord, Kristina Davis, Aimee Grmoljez, Jen Euell, WFM Program Director, Kali Wicks. Not pictured are Sara Rinfret, Jen Boyer, and Kim Shappee.

Grantee Spotlight: Women Leading Montana

On October 15th and 16th, more than 120 women from across Montana gathered in Great Falls for the 2nd annual Women

Leading Montana Convening. Organized by a group of dynamic and dedicated women, based on the Leadership Montana Gracious Space Model, Women Leading Montana seeks to inspire growth and create common ground through connection and celebration.

This year's conference focused on leadership, stories and small group discussions, seeking to allow space for authentic connections. Speakers and facilitators included Montana women entrepreneurs, political and civic leaders.

The Women's Foundation was thrilled to be able to support the Convening and its' work to grow Montana women leaders. You can learn more and connect to the organization [Here](#) or at womenleadingmt@gmail.com.



Women Leading Montana Steering Committee. Back Row: Jennifer Hensley, Katie Mazurek, Chantel Schieffer. Front Row: Nancy Schlepp, Brenda Peterson, Molly Schwend.

Missoula Giving Circle Announces Finalists

WFM is thrilled to be a partner in the new Missoula Women's Giving Circle that launched this summer! The Circle is a diverse, dynamic and generous group of women engaged in an exciting venture of strategic philanthropy. Organized in partnership with the Missoula Community Foundation, we are collectively pooling the resources of at least 100 local women to leverage their modest gifts into \$10,000 grants for worthy local organizations!

To date, we have more than 70 women in the circle and are in the midst of our very first grant cycle. Last week, our smart Steering Committee considered 33 grant applications and selected the top three applicants: Missoula Urban Demonstration Project, the Missoula Food Bank and YWCA Missoula. They will present their projects to the whole Giving Circle membership on November 13th, and the membership will vote on the successful applicant.

The Circle is being created by the members, and is focused on women working together to make positive change in their community. We hope to make at least two \$10,000 grants each year. Interested in being a member or starting a similar effort in your community? [Learn more here](#) or contact Jen at jeneuell@mtcf.org.



Missoula Women's Giving Circle Steering Committee.

WFM Around the State

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

Tuesday, November 6th: Election Day!
Don't miss your chance to make your voice heard!

Tuesday, November 13th: [Missoula Giving Circle Grantee Selection Celebration](#)
Public House, Missoula

Tuesday, November 20th: Entrepreneur's Day

In celebration of Entrepreneur's Day, we encourage you to buy something amazing from a Montana woman entrepreneur and check out the classes offered by WFM grantee, [Prospera's Women's Business Center](#). If you want to start your own business, this is where you start.

Saturday, November 24th: Small Business Saturday. If you didn't buy anything from a Montana woman entrepreneur on Tuesday, now is your chance!

Monday, November 26th: MentorMondayMT! Locations TBA.

Tuesday, November 27th: Giving Tuesday! Don't forget [WFM](#) this giving season!

[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



One site of the recent statewide virtual Inclusive Innovation Summit.

WFM Opportunity Roundup

Let us know if you apply for any of these positions - we'd love to highlight your success, and connect others with potential opportunities!

Future Fisheries Review Panel

Description: Panel reviews applications for fisheries and makes recommendations to the Fish and Wildlife Commission. Two additional legislative appointments.

Position: Expertise in Commercial Agriculture

Commitment: Twice per year, once in late June and once mid-December

Compensation: Travel Only

Take Away: Review and often tour future fisheries in the state of Montana . Learn about the preservation of one of Montana's greatest treasures!

[Website](#)

Motorcycle Safety Advisory Commission

Description: Commission advises the Board of Regents and the Department of Justice on motorcycle rider safety issues, motorcycle safety training, motorcycle endorsement testing and other matters relating to motorcycle safety. Board of Regents and Attorney General, also have appointments.

Position: Member of a motorcycle group

Commitment: Quarterly meetings

Compensation: Travel only

Take Away: Be a part of the team who develops and approves motorcycle certification and education in the state of Montana.

[Website](#)

[**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.