



WOMEN'S WIRE

Women's Foundation of Montana eNewsletter

September 2019

From Jen's Desk

Happy Fall!

Fall is my favorite. Crisp air. Fresh veggies galore. Bitterroot apples. And the leaves. Need I say more? **Change is literally in the air.**

After many years of glacially slow change in the area of the advancement of women in our culture, it feels like we have reached a tipping point. In many areas, the momentum for cultural change has begun to build.

Here's a few indicators we're tracking, both nationally and closer to home:



- After many years of hard work, this week the organization [2020 Women on Boards](#) announced they had reached their goal of **women making up 20% of corporate boards**...a year early.
- This year's **Presidential candidates** show not just gender diversity, but diversity of sexual orientation, ethnic background and lived experience. We're daring to think that a female president may be possible in our lifetimes!
- **Companies and organizations across the country, and here at home, are rethinking** their goals, culture, recruitment strategies, workplace policies and more, as women are now one of the most sought-after segments of the labor-force. Evidence in point, check out the offerings of this year's [Innovate Montana Symposium](#) (check out the deal below), and the article on the [UM S.E.A. Change Initiative](#).
- Women have been outpacing men in college degrees for awhile now, but this year, for the first time, by many measures there are **more women than men in professional positions** across the country. Now we just have to work on our stats in the C-suite, STEAM (Science, Technology, Engineering, Arts and Math) and in the trades.....

Want to help grow the momentum? Here's how:

- **Learn to negotiate** for a higher salary and more benefits online from [AAUW](#) or our friends at the [Montana Equal Pay for Equal Work Task Force](#). Even better? Host a negotiation training for your women's club or conference with our partners at [AAUW Montana](#). Email Jen to learn more, jeneuell@mtcf.org.
- **Help grow economic opportunities for women**. Start by [signing up](#) for [PowerHouse Montana](#). Then, fill out our [PowerHouse survey](#) to help us create even better supports and services for Montana women!
- **Tell one of your amazing and capable friends she should run for office**. Better yet? Get started serving yourself, by applying for our one of our featured Boards and Commissions below. We need you!

So happy to have you along on the long (but increasingly crowded!), road to equity.

Onward!



Welcome Erika!

Please join us in welcoming our new AmeriCorps VISTA, Erika Rasmussen!

Erika went to school at Oberlin College in Oberlin, Ohio where she majored in East Asian Studies with a concentration in Chinese Language and Philosophy, as well as minor in Chemistry. After Erika graduated, she decided to go in a different direction, returning home to California to run her family's independent "Open-Air European Market". She spent two and a half years in this position, learning how to effectively run a business on the fly. She was involved in creating a more effective strategy to reach potential customers through social media, sustaining the strong connection between their

business and the community at large, and learning how to problem solve any issues that were thrown her way. Sadly, at the end of June 2019 they officially closed their doors for good - but luckily for us, it's how we were able to get Erika to come to Montana and begin her next adventure!

"I chose to join PowerHouse Montana because of my own experience running a small business in California. I understand the wants and needs of new business owners, and I believe that increasing access to resources and motivating communities to support each other is super important for our success!"

We're thrilled to have her as a part of our Women's Foundation team - exciting things are on the horizon for PowerHouse Montana!

Women's Equality Day

WFM was proud to partner with [Governor Bullock's Equal Pay for Equal Work Task Force](#) to celebrate Women's Equality Day on August 26th in Missoula. Women's Equality Day marks the anniversary of the ratification of the 19th amendment, granting many US women the right to vote for the first time. Many women of color continued to fight for years to come for that same right. The celebration included a screening of the classic, *Iron Jawed Angels*, the story of the American suffragettes who were willing to go to jail and suffer through a hunger strike to secure women's right to vote. We know we stand on strong shoulders in this work toward equity for all!

Over the next year, you can continue to learn about women's place in history right here in Montana through [Montana Women's History Matters](#), which will be sharing stories of remarkable Montana women throughout the next year as we ramp up for our celebration of 100 years of women voting in August of 2020!



Celebrating 99 Years of Women Voting!

Grantee Spotlight:



UM President Bodnar announces SEA Change, September 13, in Missoula. Photo credit, Ben Allen Smith, Missoulian.

SEA Change Initiatives

Last week University of Montana (UM) President Seth Bodnar took to the field during the Grizzly Women's Soccer Game in Missoula to announce UM's new [S.E.A \(Safe, Empowered, Accelerated\) Program](#), working toward gender equity on campus. "It's really a culture change," said Kelly Webster, Bodnar's chief of staff, who's leading the effort. While UM has long had programs focused on women's needs and issues, she explained that S.E.A. Change aims to ensure that gender equality is taken into account throughout UM's decision-making process." [Missoulian](#).

WFM has been thrilled to be a part of the development of this initiative and an ongoing supporter through our grantmaking program to two key parts of the initiative: the [Pursue Your Passions](#) women's entrepreneurship program, and the [Montana NEW Leadership Program](#), a non-partisan program training young women across the state how they can be involved in the political process. These projects have benefited hundreds of women in the last few years, supporting women in starting their own businesses, and increasing the number of women in political leadership in our state. This type of systemic, cultural change is exciting, as it accelerates our change efforts, impacting the lives of thousands of women each year

Want to help accelerate the change? Pursue Your Passions is looking for women mentors in the Missoula area, who are willing to spend 4-6 hours per month for the next 6 months mentoring a young woman aspiring to open a business or start a nonprofit. If you are interested, please fill out this [survey](#) to indicate your skills and availability.

Here's to growing the SEA Change! On the UM Campus and across the state.



PowerHouse Needs Your Voice!

With the first Pumpkin Spiced Latte, comes our annual PowerHouse survey!

This year, we are excited to be expanding our programming to better serve women in Montana. We have a few ideas about how we can use our platform to reach out farther and connect deeper to grow our network of intelligent and capable women who support and uplift each other. **But, of course, we can't do this without you. Please help us focus our new programming by filling out our [survey](#)!** Feel free to share this with your friends and family.

A few goals we are working toward are: 1) Increasing our membership by at least 100 people, reaching out into more rural communities. 2) Expanding the PowerHouse Marketplace Program, creating a map of women-owned businesses in Montana. 3) Creating a PowerHouse Corporate Partnership Program, building a community of women-friendly employers throughout the state of Montana.

Now it's your turn....what do you want to see in our PowerHouse offerings? Fill out this [survey](#) to share your vision and get your name in the hat for a fun basket of women-made goodness as a thank you!

Leadership Opportunity Roundup

WFM is focused on increasing the number of women serving in leadership positions, including statewide boards and commissions. Consider applying for this excellent leadership opportunity!

State of Montana Board, Council and Commission Openings, from the Office of the Governor

ABLE (Achieving a Better Life Experience) Program Oversight Committee

Description: Oversight Committee for the ABLE (achieving a better life experience) Program in the Department of Public Health and Human Services. The ABLE Program gives Montana residents access to a program to save private funds for the purpose of supporting individuals with disabilities to maintain their health, independence, and quality of life and to provide secure funding for disability-related expenses. The Committee will recommend financial institutions for approval by the Department to act as the managers of accounts in the program and may submit proposed policies to the Department to help implement and administer the program.

Position: Person with a disability

Website: <https://dphhs.mt.gov/dsd/developmentaldisabilities/ABLE>

Commitment: Meets at least once a year, but often a couple of times.

Compensation: \$50/day plus any travel, meals or overnight costs

Take Away: As an active member, this person will be the self-advocate on this panel speaking for all Montanans with disabilities.

Burial Preservation Board

Description: Board protects skeletal remains found throughout the state from disturbance and seeks the repatriation of remains and funerary objects improperly taken from unprotected burial sites. Nominations for appointments come from Montana's Tribes, the Montana Historic Preservation Officer, the Montana Archaeological Association, and the Montana Coroners' Association.

Position: Representative of the Public

Website: <http://burial.mt.gov/>

Commitment: About twice a year

Compensation: \$50/day plus any travel, meals or overnight costs

Take Away: Members are an active part of Montana and tribal history in Montana, protecting sacred sites and engaged in the process of managing development in Montana's remote areas.

Board of County Printing

Description: Board establishes the maximum rates and printing standards for county legal advertising.

Position: Member of the Printing Industry

Website: <http://countyprinting.mt.gov/>

Commitment: Meets as needed, sometimes only once every 3-4 years (by phone most times)

Compensation: \$50/day plus any travel, meals or overnight costs

Take Away: Help work with the other members to set balanced and responsible rates for printing county legal notices.

Board of Nursing Home Administrators

Description: Board is charged with licensing and regulating persons and businesses engaged in nursing home administration professions and occupations.

Position: Professional or Institution Representative concerned with the care of chronically ill and infirm aged patients (not a NH Administrator)

Website: http://bsd.dli.mt.gov/license/bsd_boards/nha_board/board_page.asp

Commitment: Meetings about twice a year in Helena or by phone.

Compensation: \$50/day plus any travel, meals or overnight costs

Take Away: Help set the standard for administrators in Montana. Be involved in licensure, setting education requirements, disciplinary cases and other aspects of the industry.

Looking for a new paid gig? Check out the [PowerHouse Montana Jobs Board](#) for opportunities.

Sign Up on TODAY and Save

This Sunday, we are partnering up with [Innovate Montana](#) to celebrate National American Business Women's Day, which honors the accomplishments of businesswomen across the nation, by offering \$10 off tickets to the Innovate Montana Symposium. Innovate is focused on inspiring entrepreneurs and business leaders with thought-provoking breakout sessions, networking, and top keynote speakers. Join us at Innovate, October 15-16th in Butte. Use code: BizWomensDay [here](#) to register....only available September 22nd!



WFM Around the State

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

September 26, 4-6pm

PowerHouse Flathead

Meet up with the powerhouse crew in Kalispell at the Tailing Loop Winery for delicious beverages and the best of conversation. More information [here](#).

October 8, 6-8 pm

PowerHouse Billings

Join the amazing powerhouse crew in Billings to learn financial management tips from a pro! More information [here](#).

October 14-16

Innovate Montana Symposium, Butte

This year's Innovate Montana Symposium will focus on spurring creativity through catalytic learning; with engaging discussions, workshops and facilitated events to activate networking amongst attendees. Join us! We'll be hosting the Women Founders Lunch on October 15th, and a special PowerHouse Pop-up Event, time and place TBA. Check out the \$10 off offer above. More info [here](#).

October 21-22

Women Leading Montana Convening, Billings

Join women from across the state to network and learn together at this powerful gathering. More information [here](#).

October 22

PowerHouse Bozeman

Join your PowerHouse Crew in Bozeman at [Perficient](#) (formerly Elixiter) at 5:30 pm for delicious food and refreshments and an evening of learning and networking. More details to come!

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.