

June 2020



Committing to Real Change: Next Steps on the Road to Justice for All

Black Lives Matter

George Floyd's murder by the Minneapolis police has brought global attention to America's long history of police violence against the black community. As a result, there has been a massive movement calling for justice; not only for George Floyd, Breonna Taylor, Ahmaud Arbery, and so many others whose lives were taken from them, but also for those who continue to live in our broken system that allows injustice and inequity to run rampant.



The question for the Women's Foundation, and all of us now, is, **What meaningful actions can we take to support Black, Indigenous and People of Color (BIPOC) in our communities and our lives? How do we ensure that our collective resolve and outrage do not fade with time?**

At WFM, we recognize we have a long way to go in creating a truly diverse community among our leadership, supporters, and PowerHouse members. **We are committed to doing better day by day and we believe that what gets measured, gets done.**

- We are working to create measurable change by writing collective diversity and inclusion learning opportunities into our workplan.
- We are committing to not only learning ourselves, but also engaging in authentic conversations with our BIPOC partners to understand how we can more fully support them in their work.
- We will be creating opportunities to share BIPOC voices with our supporters and partners.
- We will work to ensure that our philanthropic investments are educated by race as well as gender.
- We are also pursuing a very specific goal of adding two BIPOC women to our WFM Advisory Committee over the next year.

This is just the start. We will continue to identify other measurable goals to hold ourselves accountable as we continue on this journey. We know we have so much to learn, but we are committed to moving forward because we know there is no gender

justice without racial justice.

As always, we are grateful to be on the long road to equity and justice with you and look forward to sharing what we learn as we go.

Onward Together,



The Women's Foundation of Montana is committed to building a society in which everyone has the right to exist without fear.

Now is the time to come together as a community around our shared American values of equity and justice. There is no gender justice without racial justice. Each of us must now demand an end to systemic injustice against the Black community, and all communities of color.

Use your voice. Use your vote. Use your money.



Blogs and Other Reading



5 Ways to Foster Belonging in the Workplace

Over the last few years, the need for diversity in company workforces has been on the rise.

Hiring for diversity is tricky: to hire for the appearance of diversity risks tokenization of minorities and does not change institutional systems that makes it harder for those minorities to perform and excel. So, what can you, who genuinely wants to create change, do?

[Read More!](#)



Featured Article: How Black Women Describe Navigating Race and Gender in the Workplace

"One woman I spoke with, a successful entrepreneur who was interning at a tech startup before going to business school, excitedly described her most recent position where, for the first time in her career, she reported to a black woman. She said she, "performed better" and was "a lot more comfortable and confident." She described what it might have been like if she had to code-switch instead: 'Being judged on your work versus mentally performing well would have been more taxing. Your work is judged plus other intangible things. You second-guess yourself and that affects your confidence.'"

[Full Article](#)



PowerHouse Montana Meetings and Gatherings

Our PowerHouse Meet-ups have all been transitioned to online gatherings for the near future. Join us for our next Power Hour, The Big Pivot, Thursday, June 18!

**Thursday, June 18th @
12:00 PM
Power Hour:
The Big Pivot**

Join Courtney McKee of Headframe Spirits in Butte, Sarah Calhoun of Red Ants Pants in White Sulphur Springs and Jen Rahr with ProjectLove and Deer

Creek Studios in Billings for a conversation on how they pivoted and used their businesses to help in the effort against COVID-19. For more information, take a look at the [event page](#)! The event is **free**, but registration is required. The link for registration is [here](#).

POWER HOURS: THE BIG PIVOT
A STORY OF WOMEN'S INNOVATION AND LEADERSHIP
FEATURING COURTNEY MCKEE, SARAH CALHOUN, AND JEN RAHR
PRESENTED BY POWERHOUSE MONTANA
THURSDAY, JUNE 18 @ 12-1 PM
FREE, REGISTRATION REQUIRED

JOIN COURTNEY MCKEE OF HEADFRAME SPIRITS IN BUTTE, SARAH CALHOUN OF RED ANTS PANTS IN WHITE SULPHUR SPRINGS, AND JEN RAHR WITH PROJECTLOVE AND DEER CREEK STUDIOS IN BILLINGS FOR A CONVERSATION ON HOW THEY PIVOTED AND USED THEIR BUSINESSES TO HELP IN THE EFFORT AGAINST COVID-19.

**Wednesday, June 24th @
11:00 AM
Power Hour:
Updated PPP Info, and
Applying for Loan
Forgiveness**

Learn more about updates on the Paycheck Protection Program, and how to fill out the Loan Forgiveness

Application. For more information, take a look at the [event page](#)! The event is **free**, but registration is required. The link for registration is [here](#).

**Join Suzi Berget-White and WFM
on Wednesday June 24 @ 11 AM**

Learn more about updates on the Paycheck Protection Program, and how to fill out the Loan Forgiveness Application.

Webinar is FREE, but registration is required. Registration is under "tickets" in the FB event.

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BUSINESS NETWORK
Montana Women's BUSINESS CENTER

WOMEN'S FOUNDATION OF MONTANA
of the Women's Foundation of Montana

POWERHOUSE MONTANA
of the Women's Foundation of Montana

Have an event to submit to WFM? Email Erika at Erika@mtcf.org

PowerHouse Montana is an online platform designed to connect Montana women to the mentors and resources they need to succeed. In-person gatherings are held on a bi-monthly/quarterly basis. Learn more and sign up at powerhousemt.org.

Women in the News

TIME - 100 WOMEN OF THE YEAR

"With this 100 Women of the Year project, we're spotlighting influential women who were often overshadowed. This includes women who occupied positions from which the men were often chosen, like world leaders Golda Meir and Corazon Aquino, but far more who found their influence through activism or culture." [Explore more here](#)

Pandemic Could Scar a Generation of Working Mothers

"Working from home has highlighted and compounded the heavier domestic burden borne by women. Now office reopenings may force new career sacrifices." [Full Article](#)

A more equal Bozeman: Local leaders form task force to tackle gender, racial inequity in the Gallatin Valley

"In a push for gender equity, Strout and three other local leaders have formed a new task force to tackle gender and racial discrimination in the Gallatin Valley in all its forms — including pay inequity and other workplace discrimination, violence against women, economic insecurity and disparities in health care." [Find out more](#)

Historic Wins for Women of Color as Nation Protests Systemic Racism

"As the nation remained gripped by widespread protests against police brutality and systemic racism, black and Hispanic women won elections in multiple states on Tuesday while Representative Steve King, a nine-term congressman with a long history of racist remarks, was ousted in a Republican primary in Iowa.." [Continue reading](#)

Leadership Opportunity Roundup



At WFM, we are focused on increasing the number of women serving in leadership positions, including statewide boards and commissions. Consider applying for one of these leadership opportunities!

State of Montana Board, Council and Commission Openings, from the Office of the Governor, Statewide, [Website](#)

Featured Opportunity

Montana Board of Veterans' Affairs

Description: The **Montana Board of Veterans** Affairs' mission is to oversee the State of Montana's provision of veterans services, as provided by the Montana Veterans Affairs Division.

Website: <http://montanadma.org/board-veterans-affairs>

Commitment: Moderate, meets about biannually.

Compensation: Travel and Expenses Only

Take Away: Be a part of the team that ensures Montana Veterans have access to the services and support they need.

Looking for a paid gig? You're in the right place.

2020 Census

Description: Earn extra income, work flexible hours, and work within your neighborhood and community. The state of Montana will need about 2200 applicants to fully complete the **2020 Census** when operations resume. The areas needing coverage: Big Horn County, Carter County, Daniels County, Deer Lodge County, Fallon County, Fergus County, Flathead County, Gallatin County, Granite County, Judith Basin County, Madison County, Meagher County, Park County, Phillips County, Powder River County, Ravalli County, Richland County, Rosebud County, Treasure County, Wheatland County

Position: Part-time Census Taker

Website: <https://2020census.gov/en/jobs.html>

Commitment: Part Time

Compensation: \$17 - \$19.50 per hour, depending on county

Forward Montana

Description: Forward Montana is a homegrown, youth-led, long-term grassroots organization working to train, mobilize, and organize a new generation of progressive leaders in Montana. Positions available throughout Montana.

Position: Billings Field Manager, Digital Communications Manager, Flathead Voter Registration Organizer

Website: <https://forwardmontanafoundation.org/get-involved/yoprollyfe/>

Commitment: Full Time

Headwaters RC&D

Description: The Loan Assistant/Junior Lender will support the Director of Loan Services to provide customer service to loan applicants and perform administrative duties in various areas of lending. The Loan Assistant/Junior Lender will ensure completeness, accuracy, and timely administration of loan applications and required documentation according to loan administration guidelines and checklists. Position in Butte, MT.

Position: Loan Assistant/Junior Lender

Website: [Loan Assistant/Junior Lender Information](#)

Commitment: Full Time

Compensation: \$35,000 - \$45,000 per year

YWCA Missoula

Description: YWCA Missoula is dedicated to eliminating racism, empowering women and promoting peace, justice, freedom and dignity for all.

Position: Various, please look on website for more information

Website: <https://ywcaofmissoula.org/about/>, scroll down for jobs

Commitment: Full Time and Part Time

Compensation: Depends on Position

CASA of Lewis & Clark and Broadwater Counties

Description: CASA of Lewis & Clark and Broadwater Counties recruits, trains and supports volunteers to represent the best interests of abused and neglected children in the courtroom and other settings. CASA volunteers are appointed by judges to ensure these children don't get lost in the overburdened legal and social service system or languish in group or foster homes. Volunteers stay with each case until it is closed and the child is placed in a safe, permanent home. For many abused children, their CASA volunteer will be the one constant adult presence in their lives.

CASA of Lewis & Clark and Broadwater Counties is committed to an inclusive and welcoming workplace environment.

Position: Executive Director

Website: <https://casaoflcbwc.org/menus/career-opportunities.html>

Commitment: Full Time

Compensation: \$47,000 - \$52,000 DOE

Do you have other Job Opportunities you'd like to share? Email erika@mtcf.org to have it added to our job board.

Other Opportunities

Statewide COVID-19 Resources for Montanans

We understand that the impacts of COVID-19 are being felt throughout the state, and that the economic impacts of closures are going to be significant - especially for our rural communities. We are here for you.



During this time, in addition to the creation of the **Montana Community Foundation COVID-19 Resiliency Fund** - we have partnered with a statewide Resiliency Task Force, including the Governor's Office, and MSU Extension, to provide the most current and descriptive

resources available to all Montanans.

Check [out this link for a cohesive list of services and opportunities being offered](#) - and take care out there, friends.

Montana Coronavirus Relief is Still Available

There are still COVID Relief Grant funds available for many businesses and for nonprofits from the Montana Coronavirus Relief Fund. In addition, funds are available for some individual needs such as emergency housing and more. Learn more at: <https://commerce.mt.gov/>



In addition, businesses and organizations can still apply for loan funds through the federal Paycheck Protection Program. Learn more here: <https://www.sba.gov/funding-programs/loans/coronavirus-relief-options/paycheck-protection-program#section-header-3>



Together we can empower Montana women and girls to pursue their dreams.

[Give Now](#)

About the Women's Foundation of Montana

Established in 1999, the Women's Foundation of Montana is a program of Montana Community Foundation and on a mission to advance women's economic independence and create a brighter future for our girls. Learn more at wfmontana.org.



MONTANA COMMUNITY FOUNDATION