

March 2020



Equal Pay Day 2020

It's Equal Pay Day 2020, the day on which we recognize and raise awareness about the gender pay gap. It currently takes about 15 months for the average woman to make as much as the average man makes in 12 months. In Montana, our pay gap is even larger than the national average. And we know that many women face even higher barriers to equity; black women make only 61% of what men make, Native American women earn only 58%, and Latina women make only 53%.



This year, we at WFM had planned to recognize this day, along with advocates and friends, at Cheers for Change events across the state in local breweries and distilleries that support our work. Like all public events, those gatherings have been cancelled. However, though a physical distance stands between us now, we can still recognize this day from our homes, in one spirit, and resolve to work toward equity...TOGETHER.

In this time of uncertainty, WFM is committed to doing everything we can to support our partners on the road to equity. We are working to:

- Assess the needs of our nonprofit partners and get rapid-response grants out to partners that are in dire need of funding to support their work. We are committed to making these grants as simple as possible to obtain and administer.
- Increase our online support of Montana women through our **PowerHouse Montana platform**. We have already had our first PowerHouse group host an online meeting (go Flathead!). We are planning to offer monthly webinars to connect women to the expertise and resources they need to shore up their small businesses, find work, apply for benefits and more. Watch your email and our Facebook pages for more details on these offerings.
- Continue to work with partners, including the **Montana Equal Pay for Equal Work Task Force**, nonprofits, and innovative businesses to increase opportunity for Montana women and girls. While we know the current economic situation is challenging, we believe the move to more online, at-home, and flexible work may mean more workplace options for us all down the road.

We ask that you join us in this work by:

1. Talking about the pay gap with others. The more awareness there is of the issue, the more quickly we can change it.
2. Learning to negotiate. Negotiating for what you're worth not only benefits you and your family, but also increases what's possible for other women moving forward.

3. Volunteering to be a mentor to a woman.
4. Being a proponent of equal pay in your workplace.
5. Supporting businesses that are providing equal pay and supportive benefits. You can start with our Cheers for Change partners, listed below!

Our Cheers for Change 2020 Community Partners:

Billings - **Thirsty Street Brewing Company**

Butte - **Headframe Spirits**

Bozeman - **Bozeman Brewing Company**

Bozeman - **Bridger Brewing Company**

Great Falls - **Enbar**

Helena - **Ten Mile Creek Brewing**

Kalispell - **The Tailing Loop Winery**

Missoula - **Imagine Nation Brewing Company**

Thank you community partners! And thanks to each of you for your continued support and commitment to a brighter future for Montana women and girls. Because now, more than ever, we know that when women prosper, communities thrive.

Stay safe friends!

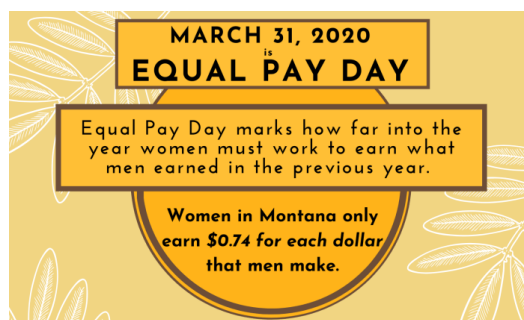


The History of Hand Sanitizer - It May Surprise you!

In these uncertain times, we could all use a bit of a pick-me-up. Here's a fun (and unexpected!) history of hand sanitizer.

"Hand sanitizer has been in the news a LOT in these last few weeks—because COVID-19 travels through human contact, it has become one of our most important defenses against the spread of coronavirus. But did you know that hand sanitizer was invented by a Latina nursing student in the mid-1960's?"

[Read More!](#)



Equal Pay Day 2020

Today is Equal Pay Day 2020, the day on which we recognize and raise awareness about the gender pay gap. To put it simply, Equal Pay Day marks how far into the year women must work to earn what men earned in the previous year.

"Last year, women made 86% of men's incomes nationally. For Montana, the pay gap is even larger with women making only 74 cents for each dollar men make (74%). For many women, we know that there's an even larger barrier to equity: black women make only 61% of men, Native American women make only 58%, and Latina women only 53%."



An Open PowerHouse Conversation

There's no doubt about it, PowerHouses - it's a stressful time to be alive right now. But that doesn't mean we can't continue to invest time and care into ourselves; particularly in the chord of, you can only pour from a full glass - care for yourself first in order to be appropriately there for others.



The CDC Mental Health and Coping during COVID-19 page, [here](#) - offers several suggestions as to things you can do during this time to be kind, thoughtful, and considerate to yourself over these next weeks.

- Take breaks from watching, reading, or listening to news stories, including social media. Hearing about the pandemic repeatedly can be upsetting.
- Take care of your body. Take deep breaths, stretch, or meditate.
- Try to eat healthy, well-balanced meals, exercise regularly, get plenty of sleep,
- Make time to unwind. Try to do some other activities you enjoy.
- Connect with others. Talk with people you trust about your concerns and how you are feeling.

Take care and be well, friends!

Participate in the 2020 Census!

Be counted! Every Montanan matters. Be sure to check out Montana's second Census 2020 public service announcement that is now airing on broadcast television and radio stations statewide. These videos are available for individual download and distribution at [CENSUS.MT.GOV](https://census.mt.gov) and on [Facebook](#). Individuals, businesses, and organizations are encouraged to download the videos and share them on their websites, social media platforms, newsletters, or other digital communication channels.



PowerHouse Montana Statewide Meetings and Gatherings

Although our Cheers for Change events and in-person PowerHouse gatherings have been canceled, we are working to create responsive, online opportunities to learn and connect.

STAY TUNED AS MORE
INFORMATION BECOMES
AVAILABLE REGARDING
ONLINE EVENTS AND
WEBINARS.



Master PowerHouse Events Calendar, [here](#) - have an event to submit to WFM? Email Maggie at Maggie@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

Montana Science Center making masks with 3D printer

"Even though the Montana Science Center is temporarily closed, executive director Abby Turner was keeping an eye out for what the center could be doing for Bozeman. "We had been watching the ways that people are helping out," Turner said. "For us, we knew that some of the resources that we had available at the Science Center were going to be useful."

[Read more, here.](#)

Why women will be hardest hit by a coronavirus-driven recession

"Perhaps the greatest economic lesson the U.S. will glean from the coronavirus is not only that slow-acting fiscal policy leaves the vulnerable more vulnerable. It's also that any fiscal policy, slow-acting or not, without the gender lens leaves women to bear the brunt of a

financial crisis.

We need to view the economy that's been driven by coronavirus and our data through the lens of gender to get a better grasp on how this impromptu disaster affects the 51% of the population that is female." [More about this, here.](#)

'I Feel Like I Have Five Jobs': Moms Navigate the Pandemic

"Johanna Moran and her husband, Terry, have created a schedule with three shifts: A is the morning shift, when Terry does child care and school for their 3-, 5- and 7-year-olds while Johanna works; B is for the afternoon, when Mom takes over. The evening shift, C, is split between Mom and Dad — for now." [Discover more, here.](#)

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](#)

- Board of Radiologic Technologists

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

Position: 1 - Public Member; 2 - Licensed Radiologic Technologist registered with the American Registry of Radiologic Technologists

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

Commitment: Low, 1-2 meetings per year as needed.

Compensation: \$50/day plus travel costs

Take Away: Be an active part of your profession by serving on its licensure board, or as a public member, help represent the consumers of these services for the state and learn how the state of Montana licenses and disciplines our health care professionals.

- State Rehabilitation Council

Description: Council writes an annual report to the Governor describing the status and effectiveness of the Vocational Rehabilitation program; reviews and analyzes the consumer satisfaction with the agency; advises the agency on policy and procedure; and helps to develop the agency, state and strategic plans. (Formerly known as the

Vocational Rehabilitation Council)

Position: 3-Representatives of Business, Industry and/or Labor

Website: <https://dphhs.mt.gov/detd/vocrehab/council>

Commitment: Moderate, they meet on a regular schedule approximately quarterly for two days each time

Compensation: \$50/day plus travel

Take Away: Be an active part of ensuring Montanans with disabilities are able to remain active in their own communities with employment opportunities for self-reliance.

- Looking for a paid gig? Check out our PowerHouse Montana Jobs Board, Statewide, [Website](#)



**Support Montana
Women and Girls!**

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