

October 2020



Building Community....Together

The last few months of COVID-19 have been exhausting. The mounting number of positive cases, combined with the wear of pandemic life leaves us feeling tired, vulnerable and alone. For some of us, the pandemic is threatening our very livelihood as jobs are lost and businesses go under.

For us at the Women's Foundation, one of the most troublesome realities is the rate at which women are losing their jobs. This latest economic dive is being called a "shecession": **new data shows** that women lost more than 8 times more jobs than men in September. Within the first months of the pandemic we knew women had already lost much of the progress they had made in the last few years in the labor market. Now experts are saying women may be set back as much as 10 years. Our work of securing economic independence for Montana women and a brighter future for our girls just got a whole lot harder.



The best antidote we have found is this: building community. Since April we have been working hard to meet women where they are. We have given emergency grants to nonprofit partners across the state and provided monthly webinars that connect women and businesses to the resources and skills they need to cope and succeed through this pandemic. In these difficult times, it's important to lean on our communities for support. Knowing that we're not alone provides us a glimmer of optimism that we'll make it out okay. Together we are figuring out what it looks like to network, learn and organize for changeall online.

Is it ideal? Not at all. Is it possible? Absolutely.

Already this month we learned together about managing our finances masterfully even in these tough times. In October, we will also be learning to invest in

ourselves. And we'll be working together to find solutions for supporting families in the workplace, so we can both care for our families, and build thriving organizations and businesses, and in the process.....keep women working. Check out our calendar of events below to learn more about these opportunities and more.

The way through this is to stay engaged. Keep caring for each other. Keep reaching out...virtually. **And one of the best ways we can all build community now? Vote. We are going to need our strongest, most diverse leaders at the decision-making table to emerge from this. We are going to need YOU.**

Onward,



P.S. - I said this earlier, but just in case, don't forget to [vote!](#)



Helpful Voter Resources!

Check your voter registration and ballot status @ app.mt.gov/voterinfo/
FAQs about voting in MT @ montanawomenvote.org/voter-resources-2/
MT Voter Guides @ ivoterguide.com/state/Montana

Blogs and Other Reading



Creating Community in Difficult Times

The last few months with COVID-19 has been a turbulent time for many. With increasing numbers, it's hard to know how to move forward.



5 Tips for Maintaining Community during COVID-19

Having a strong community is one of the most important factors in our mental and emotional health.

Remember, you are not alone. From our

Creating community can look a number of ways: reconnecting with old friends, finding new online spaces to interact with like-minded people, or even something as simple as checking in with your closest friends. While many of us already have communities that we're a part of, now is the time to really engage with and hold on to those connections.

[Read More!](#)

immediate neighbors to people on the other side of the world, we are all currently sharing a common experience of disruption, but also of resilience. Social distancing or sheltering in place may sound lonely, but it doesn't have to be. That's because it's not something we do for just ourselves — it's something we do as an act of care for our communities, and especially for those around us who are most vulnerable.

[Continue Reading](#)



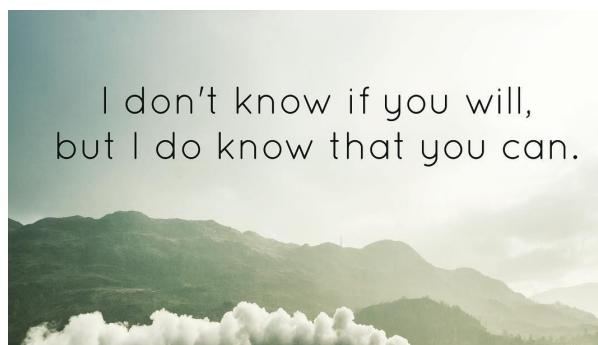
PowerHouse Montana Events Calendar

Our PowerHouse Meet-ups have all transitioned to online gatherings for the near future. Join us!

Thursday, Oct 22nd @ 4:00 PM ***PowerHouse Flathead: Invest in Yourself***

Online Event

The what, the how, and the why. These are so important personally and professionally. Investing in yourself looks really different from person to person, and it is possible for everyone.



We hope you will join us to connect, meet new people, and take the next step in leveling up.

FREE, no registration required. For more information, click [here](#).

Wednesday, Oct 28th @ 12:00 PM
Workplace Revolution: Creating a

Supportive Workplace

Online Event

Now, more than ever, women are leaving their jobs to take care of their family when there are no other options. Family leave and childcare solutions are two big ways we can retain women in the workforce. Join our conversation with policy experts and employers, as we explore how we can create workplaces that work for all of us.



Guest Speakers: Caitlin Jensen (Zero to Five), Heather O'Loughlin (Montana Budget and Policy Center), Bruce Tribbensee (Submittable), and Katie Spika (Spika Manufacturing and Design)

Facilitator: Jen Euell, Women's Foundation of Montana

FREE, but [registration is required](#). For more information, click [here](#).

Stay up-to-date on our offerings as they're scheduled by liking or following our page on [Facebook](#)! To see our events page, click [here](#). Coming in November we're excited to have three incredible events lined up!

- November 4: Part 2 of our Financial Mastery Workshop, led by Kim Shappee and presented by PowerHouse Helena
- November 18: Civility to Trust, presented by Diana Damron
- Late November (date TBD): How to Promote Diversity and Inclusion, led by Ruchika Tulshyan

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

Harmon's histories: Montana's 1st female legislators were 'colorful,' 'difficult to handle'

"In 1916, Maggie Smith Hathaway from the Bitterroot and Emma Ingalls from the Flathead became the first women elected to the Montana Legislature – two years after women's suffrage was approved." [Read On](#)

Princeton University to pay female professors almost \$1 million in back pay in gender pay discrimination settlement

"The Ivy League institution will pay \$925,000 in back pay and some \$250,000 in future wages as part of an "early resolution conciliation agreement," the **Department of Labor announced** earlier this month." [Click for more](#)

Nobel Prize in Chemistry awarded to scientists who discovered CRISPR gene editing tool for 'rewriting the code of life'

"Charpentier, a French microbiologist, and Doudna, an American biochemist, are the first women to jointly win the Nobel Prize in Chemistry, and the sixth and seventh women to win the chemistry prize. Charpentier said at a Wednesday news conference that she hoped the win sent a 'positive message to the young girls who would like to follow the path of science, and to show them that women in science can also have an impact through the research that they are performing.'" [Full article](#)

A shocking number of women dropped out of the workforce last month

"Hundreds of thousands of women — nearly eight times more than the number of men — dropped out of the US labor force last month, as the pandemic continues to **exacerbate inequalities** in America's economy. About 617,000 women left the workforce in September alone, compared with only 78,000 men, according to **government data** released Friday. Half of the women who dropped out were in the prime working age of 35-44." [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!

Featured Opportunity: State of Montana Board, Council and Commission

Openings, from the Office of the Governor

Location: Statewide

Website: <http://svc.mt.gov/gov/boards/openings.aspx>

Board of Athletic Trainers

Description: Board is charged with licensing and regulating persons and businesses engaged in athletic trainer's professions and occupations..

Position: Athletic Trainer, employed or retired from a health care facility

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

Commitment: Low, 1-2 times a year as needed

Compensation: \$50 per day plus travel

Take Away: Stay engaged in your industry, network with others around the state.

Board of Barbers and Cosmetologists

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

Position: Member of the public who is not engaged in the practice of barbering, cosmetology, etc.

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

Commitment: Moderate, meets 4-6 times a year as needed

Compensation: \$50/day + travel

Take Away: Learn what drives this industry and manage the professionals who provide you with such great care.

Montana Council on Developmental Disabilities

Description: The Montana Council on Developmental Disabilities is made up of Montanans both with and without developmental disabilities, who believe in improving the lives of Montana's citizens who have a disability, and concentrate on issues related to self-determination, education, employment, transportation, housing, recreation, health care, community inclusion and the overall quality of life of people with developmental disabilities.

Position: Self-Advocate (Person with a disability)

Website: <https://www.mtcdd.org/>

Commitment: Low, 1-2 times a year

Compensation: \$25/day + travel

Take Away: Help support Montanans with disabilities and be their voice and help the program provide support on this great council.

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: Member with business, industry or labor workers background

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

Commitment: High, 2 day meetings, quarterly

Compensation: \$50/day + travel

Take Away: Help all workers return to the workplace and employers to benefit from employing employees of all abilities.

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.

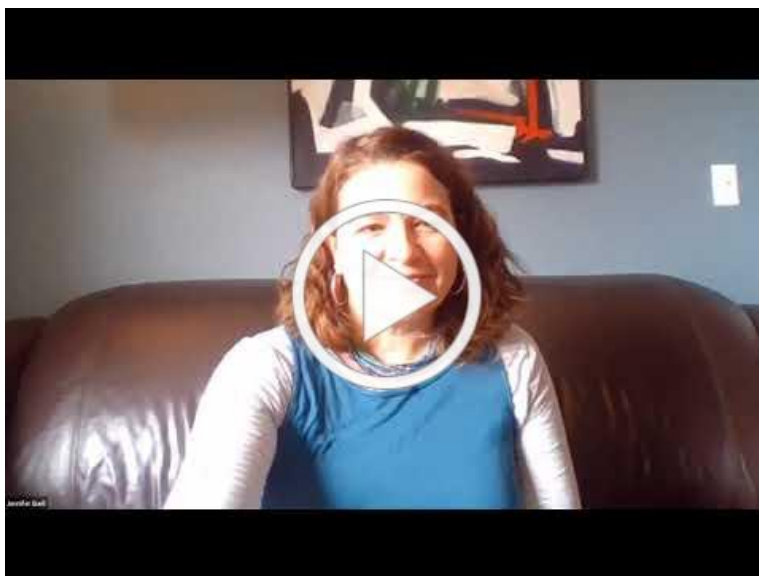


During this time, in addition to the creation of the [Montana Community Foundation COVID-19 Resiliency Fund](#) - we have partnered with a statewide Resiliency Task Force, including the Governor's Office, and MSU Extension, to provide the most current and descriptive resources available to all Montanans.

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

In Case You Missed It!

Check out our [PowerHouse Page](#) for recordings of our most recent webinars! Last month, we had a great conversation with some of our leading state experts about Remote Work: tips and tricks for individuals on being a successful remote worker and for workplaces on building a healthy and supportive remote work culture.





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