

September 2020



Workplace Revolution

COVID-19 is causing significant disruption in our workplaces. Much of this disruption is negative, especially for women. A recent [Mckinsey Global Institute Report](#) revealed that women have already lost jobs at a higher rate than men, and that typically “female” jobs (food service, accommodation, childcare, retail) are 19% more at risk moving forward than those more often held by men. In addition, women are being called upon to take on even more responsibility for childcare, teaching their children at home, and housework, often causing them to reduce their hours at work. From February to August 2020 women’s average hours worked fell by 19%, versus a drop of only 12% for men.



Meanwhile, many women’s advocates are applauding the attention finally being given to the need for childcare reform, as childcare has become inaccessible to many. The public and private sector alike are searching for solutions to keep their working parents at work. In addition, the overwhelming shift to remote work has allowed some women the flexibility they need to both work and care for their families. But we know the flexibility comes at a cost for many.

Now more than ever, WFM is tracking economic trends, threats, and opportunities for women. We are striving to offer resources to help women take advantage of the possible growth opportunities the current disruption in the workplace may be offering, while avoiding the risks by rolling out a series of Workplace Revolution Webinars, starting this month. The webinars will provide a closer look at the perks and challenges of remote work for women, best workplace policies for attracting and keeping women in the workforce, how to create a culture of belonging in the workplace and more.

Check out the calendar below to learn more about our Remote Work Revolution webinar coming up on Wednesday at noon, and keep checking

your inbox for more ways to connect, learn, and thrive together with WFM in the future. Hope to “see” you on one of our webinars soon!

Stay healthy friends!

Onward,



P.S. - Don't forget to [fill out your census](#) and [register to vote](#)!

Blogs and Other Reading



5 Tips for Remote Work

As we all know, things have changed a LOT since this time last year; one of the biggest changes affecting most workers is the widespread use of remote work.

While remote work comes naturally for some, for others it presents a whole host of unique challenges that makes work feel hard. But luckily, the Women's Foundation has some tips and tricks to share that might help YOU become the best remote worker that you can be.

[Read More!](#)



How to Use Your Extra Time

COVID-19 has changed the way a lot of us live our lives: without bars, concerts, friends, travelling, or large gatherings, how are we spending our extra time?

If you're feeling a little aimless in these strange times, know that you're not alone. Who knows how many more Blursdays we'll have until things go back to normal? All we know is that when you have something tangible to work on, everything feels a little more manageable.

[Continue Reading](#)



Why does the Census matter for us in Montana?

The U.S. Census results help determine how billions of dollars in federal funding flow into states and communities. Montana receives an estimated \$2 billion in federal funds each year based on Census data. For every Montana resident counted, a Census study estimates the state will receive **\$20,000 over 10 years** for things like schools, healthcare, and highways.

The five minutes it takes for you to fill out the Census will ensure \$20,000 towards Montana's future.

The deadline to complete the Census is September 30th. For more information about why the Census matters, and to fill out the Census, click [here](#).

Why Montana Women Vote - Click the image below for the video!

WFM put this video together at the end of last month as not only a tribute to the 100th anniversary of the 19th Amendment, but also a call to all women in Montana to get out and vote!



Voter Resources:

View your registration here @ app.mt.gov/voterinfo/

Upcoming election dates and deadlines @ vote411.org/montana

FAQs about voting in MT @ montanawomenvote.org/voter-resources-2/

MT Voter Guides (when released) @ ivoterguide.com/state/Montana



PowerHouse Montana Meetings and Gatherings

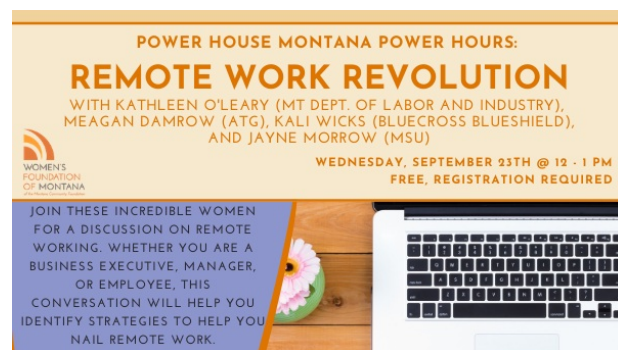
Our PowerHouse Meet-ups have all been transitioned to online gatherings for the near future.

Wednesday, Sept 23rd @ 12:00 PM

Power Hour: Remote Work Revolution

Online Event

Join our panel of experts to learn about the benefits and challenges of remote work, as well as cultivating a healthy remote work environment for yourself and/or your team. This webinar is suitable for employees and employers alike.



Guest Speakers: Kathleen O'Leary (MT Department of Labor and Industry), Meagan Damrow (ATG), Kali Wicks (BlueCross BlueShield), Jayne Morrow (Montana State University)

Facilitator: Jen Euell, Women's Foundation of Montana

FREE, but **registration is required**. For more information, click **here**.

Thursday, Sept 24th @ 4:00 PM

PowerHouse Flathead: Diverse Perspectives and Finding Your Voice

Location: Tailing Loop Winery, Kalispell

Business and leadership is created through relationships which are created through communication.

Meeting people where they are is one of the first steps to having the influence and impact that you want. Join us to gain a unique perspective of yourself and others with the intent to be able to build stronger connections and influence.



Note: This will be an in-person event; social distancing and masks are strongly

recommended. For more information, click [here](#).

Coming in October, we're planning two exciting Power Hours: one will be part of our Workplace Revolution series on the expansion of policies to benefit women and families, the other will be the beginning of a Financial Workshop series!

Like the [WFM Facebook page](#) to keep an eye out for the dates and times of these upcoming webinars! To check out the full listing of upcoming events, click [here](#).

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

Wolf Point's Shandy Hanks Moran wins National Excellence award

"The Montana Small Business Development Center Network, headquartered at the Montana Department of Commerce, announced Tuesday that Regional SBDC Director for the Wolf Point Region Shandy Hanks Moran has been named the 2020 Montana "State Star."

The State Star is a national honor that recognizes outstanding performers from Small Business Development Centers around the country. 'Shandy's work in Northeast Montana is paramount to the success of so many small businesses,' said Montana SBDC State Director Chad Moore. 'Shandy's commitment to supporting the growth and development of small businesses across the region is remarkable, and this is well-deserved recognition.'" [Continue Reading](#)

How unequal paid parental leave for men and women can reinforce gender inequality at Fortune 500 firms

"If companies have policies that say that moms get way more time off than fathers do it sort of implies that women are different than men," Ball State University sociology professor Richard Pett tells CNBC Make It. "And, that can lead to implicit biases when it comes to hiring and when it comes to promotion, all of which can limit a women's opportunity for advancement in the workforce." [Read on](#)

More women than ever are running for Congress. One expert calls them "the heart of the resistance."

"Now 2020 is set to break the record again, with 583 women filing as candidates for House races. Of those, 301 won their primary and will be on the ballot this November. This year's increase in female candidates is coming from two groups in particular: Black women and Republicans." [Full article](#)

COVID-19 is causing a backslide in workplace gender equality. Here's how

to stop it

"Women and minorities are disproportionately impacted by the coronavirus pandemic—in the job types and industries affected as well as in the increased demands they face as primary caretakers at home, exacerbated by the current and not-fully-understood childcare crisis. UN Secretary-General Antonio Guterres has acknowledged the pandemic 'is having devastating social and economic consequences for women and girls.'" [Read 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!

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>

Family Education Savings Oversight Committee

Description: Oversight Committee of the state-sponsored 529 Savings Plan.

Position: Multiple positions for persons with knowledge, skill and experience in accounting, risk management or investment management or as an actuary. Email [Stacy Otterstrom](#) for more information.

Website: https://www.mus.edu/Prepare/Pay/529/Montana_529_Plan_FAQ.html?type=InfoBox

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

Compensation: \$50 per day plus travel

Take Away: Stay engaged with the higher education community and help Montana families save for education.

Board of Occupational Therapy

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

Position: 2 Occupational Therapists (actively practicing or teaching) and one Member of the general public interested in the rights of consumers

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

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

Compensation: \$50/day + travel

Take Away: Stay engaged in this important industry

Board of Veterinary Medicine

Description: Licensing and regulating naturopathic physicians and direct-entry midwives.

Position: 1 veterinarian and 1 public member consumer

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

Commitment: Moderate – 3-4 times a year

Compensation: \$50/day + travel

Take Away: Be an active part of the governing board for this industry.

Other Opportunities

Calling all women who want to start something NEW!

Our friends at Accelerate Montana and Pursue Your Passions will be launching the [Pursue Your Passions online course](#) this fall! This course encourages women to start something new - whether a new business, organization, or project at work - while also introducing you to a network of amazing women role models and peers.

Course enrollment is open until Tuesday, September 22nd! Sign up today!



COVID-19 New Grants for Child Care Providers

The Early Childhood Services Bureau is offering new emergency grants to child care programs impacted by COVID-19.

[Click here for more information about resources.](#)



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, Senator Diane Sands and Representative Geraldine Custer spoke with us about the history and importance of women's suffrage in the U.S.





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