



# POWERHOUSE MONTANA

*of the Women's Foundation of Montana*

We've always known that Montana women were one of our greatest untapped resources. We're tapping in.

## April Showers, Bring Progress!

### We Raised our Glasses to Raising Women's Earnings



Happy April, PowerHouses! [Maggie](#), your Program Assistant here.

Wow. What a month it's been, and with equal pay at the center of it all! From our statewide Cheers for Change events in Billings, [Bozeman](#), Butte, Kalispell and Livingston on April 10, 2018; To Governor Steve Bullock reinstating our state's [Equal Pay Task Force](#) - April has been a progressive month for our women and girls.

While our recent [Status of Women](#) data shows there has sadly been an increase in the gender pay gap in Montana - this doesn't mean we're slowing down! Montanans are actively dedicating themselves and

their businesses, towards promoting a more equitable future for women, and their male counterparts. (WFM's Program Director, Jen Euell, eloquently details, and summarizes, our Status of Women data in her [Billings Gazette article, here.](#))

On the home-front, I think perhaps the greatest example of this movement, was the [statewide support we received during our 2018 Cheers for Change events](#) - and the overwhelming willingness I encountered regarding the topic of pay equity. I would not only like to take this time to thank all of the participating breweries and distilleries in Cheers for Change this year: [Thirsty Street Brewing](#), [Bridger Brewing](#), [MAP Brewing](#), [Headframe Spirits](#), [Vilya Spirits](#) and [Katabatic Brewing](#) - but to encourage you to engage these community partners, and support their efforts in closing the wage gap, once and for all.

Looking forward, be sure and mark your calendars next month for [Missoula Gives](#) and [Greater Helena Gives](#), happening on May 3rd and 4th, 2018. Join us for this community-wide giving event - and check-out our [Facebook Events](#) for more upcoming events in May!

Until next month,  
Maggie

## Engage Your Community - with PowerHouse

# Montana Events Around the State!

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PowerHouse Billings - April 10, 2018

**Monday, April 23rd**  
[PowerHouse Bozeman @ 5:30pm](#)  
*Elixiter*  
113 E Oak St, Ste 3A  
Bozeman

[PowerHouse Eureka @ 6:00pm](#)  
*Glacier Bank Meeting Room*  
222 Dewey Ave  
Eureka

[PowerHouse Flathead @ 4:00pm](#)  
*The Tailing Loop Winery*  
1498 MT HWY 35  
Kalispell

[PowerHouse Hi-Line @ 6:00pm](#)  
*Northern Home Essentials*  
218 1st St,  
Havre

[PowerHouse Wolf Point @ 6:00pm](#)  
*Missouri Breaks Brewing/Doc's Pub*  
326 Main St  
Wolf Point

**Thursday, April 26th**  
[PowerHouse Big Sky @ 5:30pm](#)  
*Luxe Spirits and Sweets*  
47 Town Center Ave B1  
Big Sky

[PowerHouse Helena @ 5:30pm](#)  
*The Montana Club*  
24 W 6th Ave Fl 2,  
Helena



PowerHouse Billings - April 10, 2018

Interested in hosting your own PowerHouse Gathering? Contact Maggie Sullivan at [Maggie@mtcf.org](mailto:Maggie@mtcf.org)

[More Details about our Monthly PowerHouse: Montana Gatherings, here!](#)

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## Pipeline to Leadership Featured Opportunities and Events

### **AAUW Statewide 'Start Smart' and 'Work Smart' Workshops:**

*Description:* Start Smart is specifically designed to teach women how to negotiate salaries for a new job. In every two and a half hour workshop you'll gain confidence in your negotiation style through facilitated discussion and role-play and learn.

[Registration Link by Location](#)

### **Board of Clinical Laboratory Science Practitioners:**

*Description:* Board is charged with licensing and regulating persons and businesses engaged in clinical laboratory science professions and occupations.

*Position:* Clinical Lab Practitioner

Commitment: Low (has typically met once a year, may meet more regularly if needed)  
[Website](#)

#### **Board of Occupational Therapists:**

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

Position: Member of the public with an interest in the rights of the consumers of health services - (not a therapist).

Commitment: Medium (quarterly meetings, next meeting 4/3/18)

[Website](#)

#### **Board of Sanitarians:**

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

Position: Member of the public

Commitment: Medium (4 times a year in Helena)

Take Away: Board oversees licensing, rule-making and discipline for sanitarians. Would be good for anyone looking to grow their knowledge of public health issues and how they are regulated at the local level, learn legislative and rule-making processes.

[Website](#)

#### **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.

Positions: Tribal Representatives (call for information), Representative of the public (not tribal or anthropologist)

Commitment: Low (meets twice a year)

Take Away: Board members get real life experience in historical preservation and an opportunity to network with tribal leaders from around the state, as well as actual site visits from time-to-time.

[Website](#)

#### **The Montana Healthcare Foundation Grant Application:**

Description: The Montana Healthcare Foundation (MHCF) makes grants to improve the health and well-being of all Montanans. For 2018, we are pleased to announce this competitive Call for Proposals (CFP). We will consider proposals in three areas under this CFP:

- American Indian Health
- Behavioral Health
- Partnerships for Better Health

[MHCF Grant Link](#)

#### **Rail Service Competition Council:**

Description: Council promotes rail service competition in the state, develops related plans, evaluates taxing practices, assesses organizational structures to help facilitate development of rail services, coordinates with railroads, and promotes expansion and construction of rail services. There are four additional Legislative Appointments.

Position: Person with Knowledge of Mineral Industry Transportation

Commitment: Low (meets about twice a year)

Take Away: Members learn and contribute to important transportation issues around the state. Great for someone looking to advance in policy development experience.

[Website](#)

#### **Women's Foundation of Montana Grant Application:**

Description: We are pleased to announce the beginning of a new grant cycle and a new opportunity to partner with the Women's Foundation of Montana. Organizations are invited to submit a letter of interest for our 2018 grant cycle. Those projects that best meet the mission and goals of the Women's Foundation will be asked to submit a full proposal. Grant sizes range from \$1,000 to \$10,000. Grant recipients must be a non-profit 501(c)3 organization.

Dates: April 1, 2018 - April 30, 2018

[Grant Link](#)

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# Women on the Web

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## PowerHouse Articles and Resources:

### **Bozeman Works to Narrow Wage Gap:**

"We need to do more to recruit women into non-traditional roles and likewise, so it's not a one-sided thing, more men in more administrative roles," Surratt said. In the language of dollars, women in Bozeman, with an associate's degree, had a median income of \$49,247 while the man's earnings hit \$81,690. That same number for women with a high school diploma was \$48,747 while that rose to \$66,906 for men. [Discover Bozeman's efforts, here.](#)

### **On Equal Pay Day, Governor Bullock Renews Calls to Close Montana's Wage Gap:**

Five years after launching the Equal Pay for Equal Work Taskforce, Governor Steve Bullock on National Equal Pay Day renewed his charge to close Montana's gender wage gap. Bullock unveiled a new [Executive Order](#) promoting equal pay while speaking at a Montana business that prioritizes workplace transparency." [Learn more about present pay equity, here.](#)

### **Prior Salary can't justify Wage Gap between Men and Women, U.S. Appeals Court Rules :**

Aileen Rizo was sitting at a lunch table with other math consultants in 2012 when she learned that her employer had just hired a man with less experience and education at a higher salary. Rizo, then a math consultant for the Fresno County Office of Education, said the new hire made \$13,000 a year more than she did. When she asked management about the disparity, she was told her pay had been based on her prior salary. She sued. [Read the story, here.](#)

### **After Decades of Pushing Bachelor's Degrees, U.S. needs Tradespeople:**

Standing in a cavernous teaching lab full of industrial equipment on the college's Tulare campus, Emery said the decades-long national push for high school graduates to get bachelor's degrees left vocational programs with an image problem, and the nation's factories with far fewer skilled workers than needed. [Follow the movement, here.](#)

### **A Wave of Young Women Running Campaigns (and Changing Politics):**

This year, 40 percent of the campaign managers for Democratic congressional candidates are women, according to the Democratic Congressional Campaign Committee. "For years, women were the fund-raisers and the communications people," said Anita Dunn, a Democratic consultant and former communications director for President Barack Obama. "But when it was the big-boy decisions, there weren't women in the room." [More on this, here.](#)

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## Say Hello to April's Featured PowerHouse!

Bozeman PowerHouse, [Tiffany Van Heel](#), is the owner of her own business, [Ignite by Design](#) - which specializes in unique consultation services, dedicated to bringing out the potential in others to create intentional results.

Building on her status as a PowerHouse *Wonder Woman*, Tiffany is an inspiration to many; Having worked with over 88 high schools in the state of Montana to determine students' passions, as well as assist them in choosing the right major/college. Through her work, Tiffany continues to prepare students by way of valuable one-of-a-kind Leadership training.

Additionally, Tiffany is known her positive impact, and has always found herself meeting and taking-on various challenges under the



sales, marketing, and design umbrella - with great success! Her special gift for connecting with people and building relationships allows her to bring the absolute best to you and/or your organization.

**What's the biggest career risk she's ever taken?:**

"Choosing to walk away from a huge business opportunity with a dream salary, to purposefully turn my life upside-down, and pursue my true passions."

**Connect and share your experiences with Tiffany via PowerHouse Montana today!**

Know someone who would be a great Featured Profile for 2018? Email your suggestions to [Maggie at Maggie@mtcf.org](mailto:Maggie@mtcf.org)

## Become a PowerHouse: Montana Blog or Instagram Contributor!

Do you enjoy writing, blogging, and/or sharing your thoughts and experiences via social media? Are you looking to engage your community through education, mentorship and leadership - but not sure how? Do you want to create a brighter future for Montana's women and girls?

Well, we have some good news - our PowerHouse Sign-Ups are specifically designed with you in mind! Paired with monthly discussion topics predetermined by our newest survey data - becoming a guest contributor is an easy, and effective way to get yourself out there.

Want to be involved? Become a part of the PowerHouse Montana movement today by signing-up below!

Sign-Ups Below:

[Blog Contributor Sign-Up](#) | [Instagram Takeover Sign-Up](#)



## Questions?

If you have any questions about [PowerHouse Montana](#), the [Women's Foundation of Montana](#), or would like to make an edit to your profile, please email Maggie Sullivan at [Maggie@mtcf.org](mailto:Maggie@mtcf.org) or call (406) 541-7409.

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## About [PowerHouse Montana](#)

**PowerHouse Montana** is an initiative of the **Women's Foundation of Montana** with two goals in mind: (1) connecting Montana women with the resources, mentors, and opportunities they need to create thriving businesses and thriving lives, (2) increasing the number of Montana women in leadership by providing a go-to source for organizations and companies looking for their next CEO or board chair.

The Women's Foundation of Montana advances economic independence for Montana women and creates a brighter future for our girls. Learn more at [www.wfmontana.org](http://www.wfmontana.org).



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