



February 2019

Love is in the Air!

Working for Diversity

February is a month for inclusive, diverse action - particularly in the workplace. There is significant benefit to supporting an inclusive workforce, as hiring a diverse staff results in increased creativity and productivity, improved employee engagement, reduced employee turnover, and of course brings a unique, varied perspective to your business environment. So, how can one hire with inclusivity in mind?



- **Consider 'Gendered Wording' in Job Postings:** Oftentimes without realizing, recruiters can send non-verbal or subconscious cues which can imply your workplace has the potential to be unwelcoming to women, people of color, non-binary individuals, and other minorities.
 - For example, words such as 'dominant', 'competitive,' and 'compliant,' while not inherently gendered, can make prospective women employees feel unwelcome.
- **Treat your Employees with the Golden Rule** Listen to your employees, and counter all inappropriate behavior – as well as social stigmatization promptly and effectively. Harassment of any kind should never be tolerated.
- **Track the Gender of Your Applicants** Not just your overall hires - you should be aiming for a 50/50 men-to-women ratio in each hiring pool.
- **Prioritize Quality of Experience over Number of Years in the Workforce** As women tend to have more gaps in their work history because of parental leave – it's important to emphasize quality of work, over number of years' experience.

According to Forbes, "organizational culture has to be constantly nurtured so individuals, teams, and leadership can cultivate a great place to work." Meaning, a 'great place to work' constantly addresses its employees needs - as 'office perks' aren't usually as important as paid parental leave, safe nursing spaces, and flexible schedules.

This month - challenge yourself, and your workplace, to address diversity gaps!

Until next month,
Maggie

Celebrating Black History Month in Montana

Click on the photo to learn more about these extraordinary changemakers!



Sarah Bickford



Alma Smith Jacobs



Octavia Bridgewater



Emma Riley Smith



Rose Gordon

PowerHouse Montana Statewide Meetings



February's PowerHouse Theme:
Diversity and Inclusion

Monday, February 25th @ 6:00pm

[PowerHouse Billings](#)

CANCELLED DUE TO WEATHER -
WILL BE RESCHEDULED!

Wednesday, February 27th @ 5:30pm

[PowerHouse Helena](#)

The Montana Club

Featured PowerHouse Opportunities and Events

Forest Lands Taxation Advisory Committee

Description: Council advises and makes recommendations to the Department of Revenue on forestland valuing in the following reappraisal cycles. Committee includes four Legislators.

Commitment: Low, a couple of meetings to advise and then the Committee disbands.

Compensation: \$25/day plus travel costs

Take Away: Be involved in the process of how the state of Montana and the Department of Revenue sets appraisal policy for forest lands in Montana.

[Website](#)

Traumatic Brain Injury Advis. Council (TBI)

Description: Council advises and makes recommendations to the Governor on ways to improve and develop services for people with brain injuries and their families, including

24 W 6th Ave Fl 2
Helena

Thursday, February 28th @ 4:00pm

[PowerHouse Flathead](#)

The Tailing Loop Winery
1498 MT HWY 35
Kalispell

Other PowerHouse Events:

March 9th @ 11:00am

[Start Smart: Wage Negotiation Classes](#)

Missoula

April 8th and 9th

[Cheers for Change: Raise a Glass to Equal Pay!](#)

Billings, Bozeman, Butte, Great Falls,
Helena, Kalispell, Missoula

May 1st - 2nd

[The Athena Pack - Be Brave](#)

Bozeman

What is PowerHouse Montana?

PowerHouse Montana (in-person) gatherings are a series of events fueled by women in communities across the state of Montana.

They meet on a monthly/quarterly basis to discuss and learn from one another in a casual networking format.

Create your own PowerHouse profile today and start growing with influential women across the state @ powerhousemt.org/register

PowerHouse Administrative Contact:

Maggie@mtcf.org

coordination of services between public and private entities, and encourage and stimulating research, public awareness, education and prevention activities. In addition to eight members listed, there is a ninth member appointed by the Department of Health and Human Services Director.

Commitment: Low, About Quarterly meetings in person or by phone.

Compensation: Travel costs only

Take Away: Be involved on the issue of traumatic brain injury for the state of Montana.

[Website](#)

Youth Justice Council (YJC)

Description: Council works with the Board of Crime Control to improve the juvenile justice system through planning, research and development of statewide juvenile justice programs under the Montana Youth Court Act, Federal Juvenile Justice and Delinquency Prevention Act of 2002, and related regulations.

Commitment: Low, about two meetings a year.

Compensation: \$50/day plus travel

Take Away: Grow and learn more about policy in the state. Network with a wide variety of stakeholders from around Montana from criminal justice professions. Help the state improve corrections systems for future generations.

[Website](#)

PowerHouse Montana Jobs Board

Statewide

[Website](#)



Featured PowerHouse Articles and Resources

MSU Selected to Participate in National Effort to Develop More Inclusive and Diverse STEM Faculty

"Montana State University has been chosen to participate in a new national initiative designed to recruit and retain a more inclusive, diverse faculty in science, technology, engineering and math fields." [Learn more about this initiative, here.](#)

Team of Missoula Girl Scouts Heads to International Robotics Competition

"Months of building Lego structures and learning how to program an autonomous robot are paying off for a group of Girl Scouts from Washington Middle School who won first place at a state robotics competition in Bozeman last month.



Mexicana Dafne Almazán Youngest Person Admitted To Harvard Master's Program

"Dafne Almazán Anaya is "super-gifted." At 3 years old, she could read and write, by 7, she

The girls placed first among more than 70 teams at the state competition. They're now preparing to head to an international robotics competition known as the FIRST (For Inspiration and Recognition of Science and Technology) Championship in Houston at the end of April." [Follow the Intergalactic Duck's Journey, here.](#)

What does a Scientist Look Like? Children are Drawing Women More than Ever Before

"In the 1960s and 1970s, less than 1% of students depicted scientists as female. But the percentage of women in the "draw a scientist" sketches—like the one pictured, drawn by a third grade girl in San Antonio, Texas—has increased over time, reaching an estimated 34% by 2016. And the numbers are even more stark when looking at drawings penned by girls: About 1% drew women in the first 2 decades—but in the past decade more than half have drawn women, researchers report in Child Development." [More on this trend, here.](#)

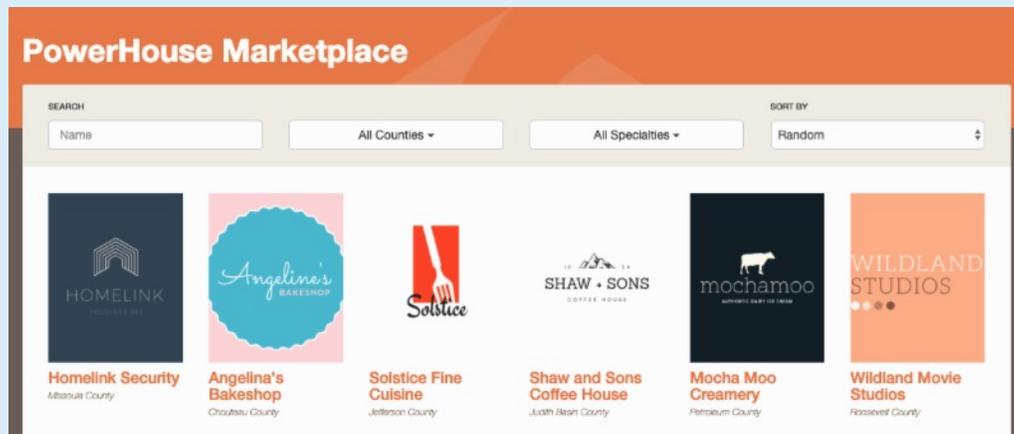
had finished high school, at 10, she became the youngest student in Mexico to enroll in university. She graduated just three years later, becoming the world's youngest psychologist. At 13, she became the world's youngest psychologist. Now, at 17, Mexicana Dafne Almazán is the youngest person accepted to Harvard graduate school in the last 100 years." [Read more about Dafne, here.](#)

When Companies Publish their Salaries, Women Win

"A recent study examined trends in employment and pay at Danish companies before and after a 2006 law was passed that required firms there to disclose gender wage statistics. In addition to seeing a narrowing of the overall wage gap at the firms, researchers found pay transparency also led to more women being promoted, as well as more women hires. This, researchers say, could mean pay transparency contributes to an overall increase in employee gender diversity." [Discover more, here.](#)

Happenings from PowerHouse Montana

CHAMPION FOR MONTANA WOMEN - with PowerHouse Marketplace!



Put the POWER of PowerHouse to work for you by becoming a PowerHouse Partner!

The Women's Foundation is thrilled to announce our [PowerHouse Marketplace](#) page! Our Partners will be recognized through online listings featuring your business description and location, alongside a photo or logo.

- Support the work of PowerHouse Montana to connect women with mentors, opportunities and resources.
- Be recognized alongside other great companies and organizations.
- Harness the POWER of PowerHouse Montana!

If you are interested in more information, please follow-up with Maggie Sullivan at Maggie@mtcf.org for more details.

Be a PowerHouse Guest 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? Click below to learn more!

[Takeover Our Instagram!](#)

[Become a Guest Blogger](#)

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

PowerHouse Montana | (406) 541-7409 | [E-mail](#) | [Website](#)



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.

[Donate](#)

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