



June 2019

A Conversation on Inclusivity

How do you define Diversity and Inclusion? These words are often joined at the hip, as they are commonly treated as one in the same - despite representing very different things.

According to [Forbes](#), "diversity is easy to define as a measure of the distribution of personal characteristics within a group of people. Inclusion, on the other hand, is more difficult to define." As it's often relayed in 'qualitative terms', such as the oft-quoted phrase by [Vernā Myers](#) that "diversity is being invited to the party; inclusion is being asked to dance."

In June of last year, we hosted our first Women's Inclusive Innovation Summit in Fort Benton. The Summit itself attracted a group of diverse women from across the state, as well as provided a platform for attendees to share their impressions surrounding inclusive women's innovation, and how we might implement such progressive change in Montana. Some of the key takeaways from this meeting were that Montana still has room for inclusive growth, and additionally has untapped potential in terms of women's leadership. So, how can you adopt inclusive and innovative policies to create a thriving environment for all?



- **Educate your Leaders:** Have all those in positions of power or management roles take courses on implicit bias, including inclusion trainings where they make an active commitment to creating an inclusive workplace, with policies to match.
- **Form an Inclusion Council:** Elect a group of influential leaders from within your workplace who are passionate about inclusion and bettering their workplace. Councils should be involved in goal-setting around hiring, retraining and advancing a diverse workforce, and in addressing any employee engagement problems among underrepresented groups.
- **Listen to your Employees:** Those who work under management, typically are the best source of information when it comes to addressing and tackling procedural/policy change. Take time to sit down with your employees to address any concerns or ideas around inclusion - perhaps even supply anonymous surveys to gather honest information, while including those who may feel uncomfortable with an in-person meeting.

Until next month,
Maggie

Engage your Community - with PowerHouse Montana!

**Featured PowerHouse
Opportunities**



PowerHouse Montana Gatherings

June's PowerHouse Theme:
Pride and Inclusivity Month

Tuesday, June 11th at 6:00pm

[PowerHouse Wolf Point](#)
Steamboat Dry Goods
6182 Highway 13
Wolf Point

Wednesday, June 12th at 6:00pm

[PowerHouse Miles City](#)
Spoon Full
115 N. 7th St.
Miles City

Wednesday June 26th @ 11:30am

[PowerHouse Eureka](#)
Glacier Bank Meeting Room
222 Dewey Ave.
Eureka

Thursday, June 27th at 4:00pm

[PowerHouse Flathead](#)
The Tailing Loop Winery
1498 Highway 35
Kalispell

Special Guest Speaker for all Events:

Jen Euell, Program Director for the
Women's Foundation of Montana

**Submittable
Various Positions**
Missoula, Montana
[Website](#)

**State of Montana Board, Council and
Commission Openings, from the
Office of the Governor**
Statewide
[Website](#)

PowerHouse Montana Jobs Board
Statewide
[Website](#)

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:
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Featured PowerHouse Articles and Resources

Leaving Her Mark: Native High Schooler uses State Track Meet to Raise Awareness for Missing and Murdered Women

"At Washington State 1B track and field championships, Rosalie Fish painted a red handprint over her mouth, the fingers extending across her cheekbones. On her right leg, she painted the letters "MMIW," standing for Missing and Murdered Indigenous Women. As a member of the Cowlitz Indian Tribe, raising awareness for



Girls Outperform Boys on National

the issue was as natural as running." [Learn more about the MMIW movement, here.](#)

Despite the Odds, Educated Single Black Mothers are Dominating Corporate America

"According to the 2018 Motherly State of Motherhood Survey, black mothers are four times more likely to be single and serve as the primary breadwinners of their home. From 2012-2017, the number of single black mothers who earned more than \$75,000 grew 106%, compared to the growth of single white mothers at 76%. What's more interesting, in the past five years (from 2012-2017) single black mothers outpaced the income growth of all single mothers (12% vs. 10%, respectively)." [More on these statistics, here.](#)

11-Year-Old Iranian Girl Gets the Highest Mensa IQ Score, Beating Einstein, Hawking

"An 11-year-old Iranian high school student in the United Kingdom is making headlines for getting a remarkable result on her Mensa IQ test that even surpasses those of great thinkers such as Albert Einstein and the late Professor Stephen Hawking. Tara Sharifi, a student at Aylesbury High School, recently took the Mensa IQ test in Oxford where she scored well above the "genius benchmark" of 140." [Discover more about Tara, here.](#)

Engineering, Technology Skills Tests

"In a national assessment of engineering and technology skills, eighth-grade girls outperformed boys in all six areas tested — countering the long-held stereotype that boys have a more natural aptitude for these technical fields. The newly reported results of the 2018 Technology and Engineering Literacy (TEL) exam, which tests both content knowledge and ability to put that knowledge into practice, revealed that girls scored higher than boys in every category, even though fewer girls take technology and engineering classes in school than boys." [Explore the study, here.](#)

Students Invent Bacteria that Eats Plastic from the Oceans and Turn It Into Water

"The high pollution in the oceans is a big problem on the planet. According to recent research, it is likely that in the year 2050 we will find more plastic than fish in the waters of the seas, and for this reason there are many people working to generate solutions to this problem, some very imaginative to reverse this situation. Currently the novelty is a bacterium, developed by students Jeanny Yao and Miranda Wang, who have been developing this project since their school years and today reap the fruits of it. They already have patents and have obtained a financing of 400 thousand dollars to start developing the product. All this with only 20 years old." [Check it out, here.](#)

Happenings from PowerHouse Montana

Featured PowerHouse Montana Profile



Summertime is here - and so is our newest featured PowerHouse profile, Erica Mackey! You may know her as the serial entrepreneur who recently co-founded [MyVillage](#).

As CEO, Erica is building a high-quality, community-driven solution to the national childcare shortage by empowering home-based childcare and preschool providers with the tools they need to grow a successful business that puts kids and families first.

What's her biggest accomplishment (so far)? Erica says it's the "intentional design of (her) life" - which includes being able to live in Montana and do meaningful work here. "When I see something broken that matters to me, I figure out a way to fix it. Childcare was an acute problem for me, and I'm proud that I fixed it for myself and am now on a mission to solve the same problem for as many young families as I can."

Read more about Erica's passions and goals at powerhousemt.org/erica-mackey

The PowerHouse Marketplace



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

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

- **Be recognized as a champion for Montana women, alongside other great companies and organizations.**
- **Support the work of PowerHouse Montana to connect women to mentors, opportunities and resources.**
- **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.

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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