

EQUAL PAY
FOR
EQUAL WORK
MONTANA TASK FORCE

GoToMeeting®
MARCH 8, 2017
2:00 PM

Sanders Building, Room 107, Helena, MT

BOARD MEMBERS: Commissioner Pam Bucy (Co-Chair), Director Sheila Hogan (Co-Chair), Craig Anderson, Pam Haxby-Cote, Waded Cruzado, Jacquie Helt, Jen Euell, Jane Karas, Kim Rickard, Diane Sands, Aimee Grmoljez, Stacy Klippenstein, Barbara Stiffarm, K'Lynn Sloan Harris, and Scott Wilson

2:00 PM	CALL TO ORDER/ROLL CALL	Co-Chairs Bucy and Hogan
2:05 – 2:10	TASK FORCE VISTA INTRODUCTIONS	Co-Chair Bucy
2:10 – 2:25	COMPREHENSIVE ONLINE STEM PORTAL	Rebecca Washko and Siri Smillie
2:25 – 2:40	WAGE NEGOTIATION TRAINING	Shelby Lang and Julie Walker
2:40 – 3:00	BUILDING A JUNIOR TASK FORCE ON COLLEGE CAMPUSES (Action Item)	Shelby Lang, Rebecca Washko, Julie Walker
3:00 – 3:10	STATE OF MONTANA JOINING GIRLS WHO CODE (Action Item)	Jen Euell
3:10 – 3:30	2017 TASK FORCE GOALS DISCUSSION (Action Item)	Shannon Lewis
3:30 – 3:40	EQUAL PAY MT CERTIFICATE (Action Item)	Shannon Lewis
3:50 – 4:00	PAYCHECK TRANSPARENCY LEGISLATIVE UPDATE	Senator Sands or Co-Chair Bucy
4:00 – 4:15	EQUAL PAY SUMMIT UPDATE	Co-Chair Bucy
4:15	PUBLIC COMMENT	
	ADJOURNMENT	Co-Chairs Bucy and Hogan

AGENDA REPORT

COMPREHENSIVE ONLINE STEM PORTAL

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ITEM Implementation of a Comprehensive STEM Portal or Ecosystem

ACTION REQUESTED No action required

PRESENTED BY Rebecca Washko

INFORMATION Engaging youth in STEM opportunities is an important step in making sure Montana's future work force has the skills necessary to meet the demands of employers and impending workforce shortage.

MOTION N/A

SYNOPSIS The goal of Rebecca's service project is to provide low-income women with opportunities to lift themselves out of poverty through increased access to STEM education and career opportunities. This will be accomplished by surveying, cataloging, and networking all existing STEM opportunities and organizations across the state to create a centralized portal of STEM opportunities, programs, events, and networking opportunities for young women seeking employment and education opportunities in STEM fields. This project includes a program of focused efforts and programing in Montana's tribal communities, including gauging the needs and interest in peer-to-peer STEM exploration programs for middle school students presented by tribal college students and staff in tribal communities and a peer-to-peer mentorship programs through tribal college partnerships.

AGENDA REPORT

WAGE NEGOTIATION TRAINING

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ITEM Wage Negotiation Training

ACTION REQUESTED None

PRESENTED BY Shelby Lang

INFORMATION To promote equal pay, more equip wage negotiation techniques are needed amongst rural and college communities.

MOTION N/A

SYNOPSIS This project will look at existing wage negotiation trainings and develop a Montana-specific training and a Native American-specific training could be used in colleges, institutions, and organizations throughout the state.

This project is important to the task force because wages follow people throughout their lives and can be particularly damaging to women's earning potential as they often start out at a lower wage due to not negotiating a higher salary with their first jobs. Providing women with more trainings and tools to negotiate pay and other benefits, they could increase their earnings and begin closing wage gaps in industries throughout Montana.

AGENDA REPORT

BUILDING A JUNIOR TASK FORCE

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ITEM Building a Junior Task Force on college campuses

ACTION REQUESTED Motion to move forward on Junior Task Force

PRESENTED BY Shelby Lang and Rebecca Washko

INFORMATION Create a Junior Task Force on college campuses in Montana.

MOTION Motion to approve VISTAs developing Junior Task Force on college campuses.

SYNOPSIS A Junior Task Force will offer fresh and innovative ideas and get the younger generation involved. College graduates are our future and need to be heard. A pilot club on the MSU Bozeman campus will offer insight to what is needed to initiate Task Forces on all college campuses throughout Montana.

AGENDA REPORT

MONTANA JOINING GIRLS WHO CODE

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ITEM State of Montana Joining Girls Who Code

ACTION REQUESTED Motion to join Girls Who Code

PRESENTED BY Jen Euell

INFORMATION As part of creating a STEM platform in Montana, Girls Who Code could play a key role in creating a talent pipeline to get more women into stem career fields.

MOTION Motion to work with Governor Bullock to have the State of Montana join the Girls Who Code national group.

SYNOPSIS There are currently two sites in Montana offering programs through the Girls Who Code program, Helena and Laurel. If there is opportunity to expand on those programs and collaborate on a statewide-level there could be potential to use this program to get more women and girls engaged in STEM learning opportunities throughout Montana.

AGENDA REPORT

GOALS DISCUSSION

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ITEM Goals Discussion

ACTION REQUESTED Action Item

PRESENTED BY Shannon Lewis

INFORMATION In order to continue the progress the Equal Pay for Equal Work Task Force is making on improving the pay gap in Montana, I'm proposing that the committee adopt goals for 2017 to guide its work and focus its efforts to ensure some measureable changes happen.

MOTION Motion to adopt goals to focus the task force's efforts in 2017.

SYNOPSIS Proposed Goals:

- Ensure that campus-compact VISTAS have the resources and full support of the Equal Pay for Equal Work Task Force to complete their projects and strategically roll out wage negotiation trainings and a STEM platform in Montana.
- Recruit 50 new businesses, statewide, to take the Governor's Equal Pay for Equal Work pledge and work to promote supportive businesses via social media and other online platforms.
- Seek out opportunities at conferences and workshops to have Equal Pay for Equal Work Task Force leadership to present data and information as panelists or presenters to continue elevating the wage gap issues in Montana.

AGENDA REPORT

EQUAL PAY MONTANA CERTIFICATE

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ITEM Equal Pay Montana Certificate

ACTION REQUESTED Action Item

PRESENTED BY Shannon Lewis

INFORMATION Provide a certificate in addition to the sticker to businesses who pledge to support equal pay for equal.

MOTION Motion to design and disseminate a certificate to businesses that have already pledged to support equal pay for equal work and provide new businesses who pledge with the certificate.

SYNOPSIS A Montana business that is committed to closing the pay gap at its company reached out to ask if there was a certificate available in addition to the sticker as they have no other way of showing that they support equal pay for equal work for all employees.

If approved, staff will design a certificate and work with chairs Bucy and Hogan and the Governor's Office to ensure that the certificate reflects the spirit of the pledge and provide supportive businesses an additional supporting document to promote their investment in equal pay for equal work.