

**Vermont Commission on Women  
Meeting Minutes**

Thursday, October 13, 2016

Administrative Building, Room #226, Vermont Tech, Randolph, Vermont

**Commissioners present:**

Marcia Merrill (Chair), Gretchen Bailey, Eileen Boland,  
Charlotte Dennett, Laine Dunham, Ruth Finn, Danielle Martel,  
Melinda Moulton, Colin Ryan, Kerry Secrest

**Commissioners absent:**

Lynn Batchelor, Carol Buchdahl,  
Cathy Frey, Jennie Gartner, Susie  
Hudson, Nancy LaVarnway,

**Advisors present:**

Kevin Veller of U.S. Congressman Welch's Office  
Diane Derby of U.S. Senator Leahy's Office  
Katarina Lisaius of U.S. Senator Sanders' Office

**Staff:** Cary Brown, Hannah Myers, Lilly Talbert

**Presiding:** Marcia Merrill

**Recording:** Hannah Myers

**Meeting called to order at 11:05 a.m.**

**Welcome/Introductions:** Marcia welcomed everyone and asked them to introduce themselves.

**Staff/event updates:**

Cary announced that the New England Women's Policy Initiative (NEWPI) Conference is coming up on November 18<sup>th</sup>. VCW staff will attend. Eileen, Melinda, and Marcia mentioned they are registered. Cary could use help to get the word out. Melinda said that last year was one of the most influential conferences she's ever been to. The speakers, keynote, and breakouts were all great. Cary added that this year, the focus is on the Prosperity Together initiative, and the keynote is Dr. Mary Frances Berry.

The Women Business Owners Network Fall Conference is next week on the 19<sup>th</sup>. At the keynote, we will be releasing Change The Story's third report which is focused on women-owned businesses. The new report shows that men own many more businesses than women, and they make about 5 times as much money. One major recommendation of the third report is to begin collecting gender aggregated data, because it's been very difficult to get the necessary data.

Hannah gave an update about Legislative Lunch planning. The event will be on Wednesday January 11<sup>th</sup>, on our regular meeting day. We plan to solicit legislator feedback about the issues

affecting the women they are representing. Laine noted that the planning committee has asked Commissioners to contribute to the event in the past, but that it is not necessary – the most important thing is to attend. Commissioners can donate to the Vermont Commission on Women Education and Research Foundation, which pays for the event; Marcia is taking checks anytime including the day of the event.

Melinda is hosting an Equal Means Equal film screening on Thursday, November 10<sup>th</sup> at Main Street Landing. Gretchen is helping with PR. Please help get out the word, and attend. They will ask for a \$5 donation at the door.

The VT Department of Labor is developing rules for the new Earned Sick Time Law, and are looking for input and are asking for our input. Cary passed out a letter requesting input and announcing upcoming public forums.

Hannah gave a budget update; we have submitted our initial budget request which had an overall 2.4% increase. We were asked to submit a level-funded budget, and this was as close to level funded as we could possibly get. Our health insurance cost increases are substantial.

#### Results Based Accountability Discussion: Led by Cary

We are required to implement Results Based Accountability (RBA) for the budget process this year. To give a brief overview, RBA has two main components, Population Level Results, and Program Results.

Population Level Results look at trends in the overall population in areas that we're trying to achieve progress in. Cary shared population level indicators that are already being used by other areas of State Government.

Program Results look at our work specifically, and aim to answer three questions: How much did we do; How well did we do it; and is everyone better off? In considering our Information and referral service, for examples, we can measure the number of people who call, whether someone is satisfied, if we answered their questions.

If anyone has experience with this process or wants to be involved, contact Cary.

#### Paid Family and Medical Leave Discussion:

Cary wants to discuss the Commission's role and position on Paid Family and Medical Leave. The pressing question is whether the Commission can be a member of the recently formed Family and Medical Leave Insurance Coalition. Beyond that, Cary would like to have a generative thinking discussion about this topic.

Marcia reminded the Commission that we have had a policy on record since 2001, which has not been updated. Since that has not been rescinded, that is still our position, but we could bring it forward and discuss whether we still feel this way.

Approval to join the Family and Medical Leave Insurance Coalition

**MOTION** made by **Melinda**, seconded by **Ruth**:

To work with the coalition and support our 2001 policy as written and that we work within the coalition with the opportunity to have the oversight to move in a way that's true to ourselves if they go in a different direction.

**MOTION APPROVED**

Marcia brought up that incarcerated people in VT can vote, but the logistics and lack of knowledge about this are barriers. Marcia called VT Secretary of State Jim Condos, and asked whether they are or could be working on making sure women at the Chittenden Regional Correctional Facility are registered to vote. She is looking for someone to contact two women at the League of Women Voters of VT (LWV) on voter registration at the correctional facility. Charlotte will get in touch with the LWV.

**Approval of June, 2016 Minutes**

**MOTION** made by **Kerry**, seconded by **Melinda**:

To approve the minutes as submitted.

**MOTION APPROVED**

**Approval of September, 2016 Minutes**

**MOTION** made by **Kerry**, seconded by **Melinda**:

To approve the minutes as submitted, with the following corrections:

Equal Means Equal has a new date of November 10<sup>th</sup>, reflected on the 2<sup>nd</sup> page.

Women Can Do is on the 13<sup>th</sup> of October, not the 14<sup>th</sup> as stated on the 1<sup>st</sup> page.

**MOTION APPROVED**

**Announcements**

Kerry is recruiting for the Addison County Women's Leadership Council. Please spread the word.

Melinda announced the upcoming Male Champions for Change event. We need male support of our cause. She and Colin are inviting male leaders and CEOs in Chittenden County, offering a cash bar, and are hoping for 60-70 folks to join this discussion. Colin will MC the event. They will be talking about why men should support women, and to sign on to Equal Pay Compact. The event will take place November 30<sup>th</sup> from 5:00 – 7:00 p.m., and is invite only for men. If you have ideas of men in the area who would be good for this, please let Melinda know.

**Meeting adjourned at 12:48 p.m.**