

## Vermont Commission on Women (VCW) VIEW Message: Oct. 30<sup>th</sup>

### **Change the Story**

Check out the brand new website landing page: <http://changethestoryvt.org> and the brand new Facebook page: <https://www.facebook.com/changethestoryVT/> for Change the Story (CTS), our multi-year strategy to align philanthropy, policy and programs to significantly improve women's economic status in Vermont. This is a partnership strategy focused on systematic change involving the sisterly trio of our commission, the Vermont Women's Fund, and Vermont Works for Women. Work has begun in earnest to: establish a dashboard of statistics about Vermont women's wellbeing; build a network of employer "champions" of best workplace practices; support the **VT Equal Pay Compact**; and enhance STEM field training and employment for women. Change the Story will be featured at the Vermont Women's Fund Benefit Celebration on Thursday, November 12<sup>th</sup>, 5:30 - 7:30 pm at UVM's Davis Center. **Learn more and register now here.** Sign up for the CTS e-news through the **link on CTS Facebook page.**

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### **Start Smart Salary Negotiation Workshops**

The gender wage gap is smaller in Vermont than the national average, but still significant: for every dollar women earn working full-time year-round, men earn \$1.18. A college education does not insulate young women entering the workforce from the experiencing a similar wage gap. **A recent study** of women one year out of college who were working full-time were paid, on average, just 82 percent of what their male peers were paid. Multiple factors contribute to the gender wage gap, and one may be salary negotiation practices: a recent study found that just 7% of women negotiated in their first job offer, while 58% of men did. Vermont Commission on Women (VCW) in collaboration with Norwich University, will collaborate to deliver a Start Smart salary negotiation training this spring. This two-hour training, **American Association of University Women's Start Smart workshop**, will be held at Norwich University for students. These trainings utilize the latest research and teach detailed negotiation strategies to help young women navigate the complexities of job offers and promotion opportunities. Participants learn:

- How to quantify the market value of their education, skills, and experience
- How to conduct objective market research and determine a fair target salary
- How to create a strategic pitch and respond to salary offers using effective language

In addition to the student workshop, three Vermont facilitators will be trained to deliver Start Smart workshops on other college campuses around the state. Funding for this project was provided in part by the New England Women's Policy initiative.

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### **NEW Statewide Event Calendar**

This new calendar feature is an extension of VCW's efforts to facilitate collaboration with other Vermont organizations doing work with women and girls, and to increase public awareness and participation of related activities and events. Adding events is easy, go **to www.vtwomen.org**, and click on ADD YOUR EVENT. Check the calendar for fun things to attend, or when in event planning stage, to pick a date that doesn't conflict with other events. This calendar feature is mobile phone friendly, with interactive maps, and ability to instantly import into calendar applications.

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### **Vermont Commission on Women Seeking Student Legislative Interns**

Legislative interns support VCW staff by helping to monitor legislation concerning women and families

at the Vermont State House in Montpelier during the legislative session (January – early May). The interns attend House and Senate committee meetings and floor debates, provide notes and updates to VCW staff, conduct research as appropriate, and assist with tracking the process of relevant bills. The number of hours of the internship and the schedule may be negotiated based on the intern's availability. Interested students can apply by emailing a cover letter and a résumé to: **Cary Brown, Executive Director of the Vermont Commission on Women.**

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**Podcast: Taking the lead: Women & Families in the Vermont Workplace**

Podcast of WDEV Radio Program, Vermont Conversation

Is Vermont a leader or laggard when it comes to providing opportunities for women and families in the workplace? **Listen here** as host David Goodman talks with people who have taken the lead in making workplaces women- and family- friendly. Guests include:

Bram Kleppner, CEO, Danforth Pewter

Cary Brown, Executive Director, Vermont Commission on Women

Russ Elek, Communication and Membership Manager, VBSR

Sarah Lord, Seventh Generation

Sascha Mayer, CEO and Co-founder, Mamava,

Gwen Pokalo, Director of the Women's Small Business Program at Mercy Connections

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**Vermont Screening of Documentary CodeGirl**

Monday, November 2<sup>nd</sup> 6:00 pm pizza / welcome reception, 6:30 film screening with discussion to follow.

Watch high school-aged girls from around the world as they try to better their community through technology and collaboration in this thrilling, heartfelt documentary. More info **here** or at **techsavvygirlsvt**

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**American Association of University Women**, an advisory organization to VCW, participated in a Working Families Day of Action focusing on the following bills promoting economic security for women and their families:

- Paycheck Fairness Act (HR 1619) – Strengthens the Equal Pay Act and helps to close the gender pay gap.
- FAMILY Act (HR 1439) – Provides paid family and medical leave to workers.
- Pregnant Workers Fairness Act (HR 2654) – Requires reasonable accommodations to protect the health of pregnant workers.
- Healthy Families Act (HR 932) – Ensures workers can earn paid sick days each year to use toward recovering from their own illnesses, providing care to a sick family member, or seeking assistance related to a domestic violence, stalking, or sexual assault incident.
- Raise the Wage Act (HR 2150) – Raises the minimum wage and increases the economic security of working women and their families.

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**A Better Balance** just issued a report, **Pregnant and Jobless: Thirty-Seven Years After Pregnancy Discrimination Act, Women Still Choose Between a Paycheck and a Healthy Pregnancy.** The report

explains the limitations of 1979's Pregnancy Discrimination Act (PDA) as interpreted by the Supreme Court, and presents information on pregnant worker fairness laws in effect around the country. Learn more about protections for Vermont's pregnant workers in VCW's publication, **Important Workplace Laws Vermont Workers Should Know**.

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Read the latest update on Vermont Early Learning Challenge - Race to the Top Grant **here**.

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**The Institute for Women's Policy Research** just published **Reproductive Health and Educational Attainment: Women's Funds' Strategies to Improve Outcomes for Women**. The report includes state-by-state data on access to reproductive health rights and services in the U.S. and addresses how expanding women's access to family planning services can improve their prospects for educational attainment and economic security.

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**Read more about this year's Women Can Do! conference**

525 high school girls converged on Randolph's Vermont Technical College (VTC) campus on Thursday, Oct. 15th for the annual Women Can Do STEM & Trades Conference hosted by **Vermont Works for Women**. **NEW this year: VTC launched Rosie's Girls Mentoring Program**, pairing female high school students with women professionals for in-depth STEM exposure over the academic year. The girls are graduates of this summer's Rosie's Girls STEM Leadership Camp, and the mentors are adult women working in STEM fields as VTC faculty, staff and alumnae. Rosie's Girls Mentoring Program activities will include: monthly Skype or phone check-ins; sharing resources via Google Docs; exploration of job exploration of job shadows and internships; investigation of post-secondary education; personal finance education; and exposure to the range of VTC courses of study.

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**From Let's Grow Kids: Vermont's Early Learning Standards (VELS)**

In 2003, the state published Vermont's Early Learning Standards (VELS), a document describing the knowledge and abilities that children generally are expected to have by the time they enter kindergarten. The VELs represent a shared vision of how to position children for the strongest possible start in life. It's important to emphasize that the VELs offer a development tool to track a child's progress, and are not meant to serve as an assessment checklist or to mandate specific practices. On August 18, 2015, the Vermont State Board of Education adopted the **newly revised VELs**. The new VELs now cover infants, toddlers, preschoolers and school-aged children from kindergarten through third grade to reflect the continuum of learning as children move from early learning experiences into the public school system. The VELs help inform families about the development and capabilities of their children. They also guide educators in developing and selecting learning opportunities and instructional strategies, and individualizing those strategies to better support each and every child. Over the next two years, the Agency of Education, in partnership with many early childhood stakeholders, will be using funds from the Vermont Race to the Top – Early Learning Challenge grant to develop resources that support the use of the new VELs. This includes an update of the **Family Guide to the VELs**, an interactive web platform that allows users to view sample activities that support each standard, and a comprehensive suite of professional development resources for early childhood professionals. For more information, and to view the entire revised VELs document online, **click here**.

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Take the **Women Business Owners Network (WBON) Survey**

Help WBON to shape programming, inform efforts to support policy and advocacy on behalf of Vermont women business owners. Complete the WBON's 2015 survey [here](#).

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**Vermont Commission on Women (VCW)**

VIEW Message – Vermont Information Exchange for Women  
126 State Street, Montpelier, Vermont 05633-6801  
800-881-1561

**Website | Facebook | Twitter | NEW: VT Equal Pay Compact**

*Share your VIEW: forward this email to colleagues who share your interest in improving the lives of Vermont women and girls. | Get the VIEW: it's easy! Reply to this message and include "subscribe" in the subject heading. | Missed a VIEW? Find recent VIEW messages [on our website](#) | To unsubscribe: reply and add the word "unsubscribe" in the subject heading.*