

THE STATUS OF WOMEN AND GIRLS IN VERMONT



January 2006

The Vermont Commission on Women proudly presents this fourth edition of our report on the status of women and girls in Vermont. The report is submitted January 15th each year to the Governor, Speaker of the House, and Senate President Pro Tempore pursuant to (h)(6) of 3 V.S.A. s/s 22, the authorizing statute for the Vermont Commission on Women.

This year, rather than focusing on specific themes, we've chosen to present diverse statistics and facts in keeping with our goal of public information. This offering represents just a fraction of the Commission's information clearinghouse. We are fortunate to partner with many organizations, both within our state and nationally, that work on women's issues. The Commission has learned much through coalition building, and that work has led to many successful initiatives. We'd like to thank the organizations that contributed to this report.

For some, the "glass is half full" when considering the great strides women have made, for others, the picture is bleak and progress is too slow. We hope this report fuels dialogue, encourages positive change, inspires partnerships, and assists efforts to improve the lives of women and girls in Vermont.

If you have ideas about what you'd like to see in subsequent reports, we sincerely welcome your feedback on our work and suggestions for improvements in future editions. Our offices are located at 126 State Street, Montpelier. You can also reach us by visiting www.women.state.vt.us or by calling 800-881-1561.

Wendy Love
Executive Director

LEADERSHIP AND PUBLIC LIFE



“It has been an honor to have served three Governors and been appointed to a variety of leadership positions within Vermont state government. Throughout my career I have always strived to take advantage of opportunities and to work closely with employees and others to develop strong partnerships, streamline operations and provide quality services to help make Vermont a better place to live and work.”

*Patricia A. McDonald
Commissioner of the Department of Labor
State of Vermont*

Vermont Women Leaders in Business

Vermont Business Magazine’s Book of Lists compiles the top 100+ Vermont businesses by profit. VCW used this list to compile the following information on leading Vermont companies directed by women:

- Of the top **100 largest employers** in Vermont, **12** were led by women
- Of the top **56 executives**, **9** were women (source was 2003 proxy statements)
- Of the top **65 manufacturing companies**, **3** were led by women
- Of the top **27 wholesale companies**, **1** was led by a woman
- Of the top **32 contracting companies**, **1** was led by a woman
- Of the top **11 financial companies**, **not one** was led by women
- Of the top **15 non-profits**, **3** were led by women
- Of the top **11 service companies**, **1** was led by a woman
- Of the top **23 banks**, **1** was led by a woman

Source: Vermont Business Magazine’s Book of Lists 2004/2005

Vermont Women Leaders in State Government

Secretaries Of Vermont State Government Agencies

<u>Year</u>	<u>Female</u>	<u>Male</u>
'04/'05	1	5
'03/'04	2	4
'01/'02	3	2
'99/'00	2	3
'97/'98	2	3
'95/'96	1	4
'93/'94	0	5
'91/'92	1	4

Source: Vermont Legislative Directory and State Manual

Commissioners Of Vermont State Government Departments

<u>Year</u>	<u>Female</u>	<u>Male</u>
'04/'05	5	17
'03/'04	6	19
'01/'02	10	15
'99/'00	5	20
'97/'98	7	17
'95/'96	8	16
'93/'94	7	17
'91/'92	7	17

Source: Vermont Legislative Directory and State Manual

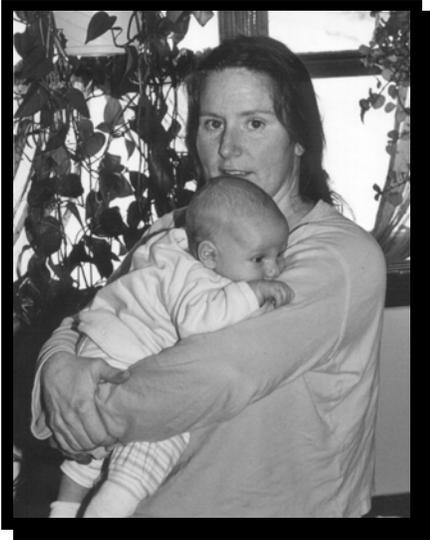
Women in the Legislature 1921-2005											
	Senate	House	Senate	House		Senate	House	Senate	House		
	#	#	% Women	% Women		#	#	% Women	% Women		
1921	0	1	0.0%	0.4%		1966	2	16	4.0%	10.7%	³
1923	1	4	2.0%	1.6%		1967	2	20	4.0%	13.3%	
1925	0	11	0.0%	4.5%		1969	3	21	6.0%	14.0%	
1927	0	8	0.0%	3.3%		1971	3	18	6.0%	12.0%	
1929	1	8	2.0%	3.3%		1973	3	14	6.0%	9.3%	
1931	1	14	2.0%	5.7%		1975	1	20	2.0%	13.3%	
1933	2	8	4.0%	3.3%		1977	2	23	4.0%	15.3%	
1935	1	14	2.0%	5.7%		1979	3	32	6.0%	21.3%	
1937	1	15	2.0%	6.1%		1981	4	32	8.0%	21.3%	
1939	1	12	2.0%	4.9%		1983	4	27	8.0%	18.0%	
1941	0	17	0.0%	6.9%		1985	4	38	8.0%	25.3%	
1943	0	31	0.0%	12.6%	¹	1987	3	42	6.0%	28.0%	
1945	1	45	2.0%	18.3%		1989	6	51	12.0%	34.0%	
1947	3	35	6.0%	14.2%		1991	7	50	14.0%	33.3%	
1949	1	24	2.0%	9.8%		1993	11	53	22.0%	35.3%	
1951	2	36	4.0%	14.6%		1995	12	43	24.0%	28.7%	
1953	2	54	4.0%	22.0%		1997	12	48	24.0%	32.0%	
1955	2	46	4.0%	18.7%		1999	10	48	20.0%	32.0%	
1957	2	49	4.0%	19.9%		2001	9	44	18.0%	29.3%	
1959	4	42	8.0%	17.1%		2003	9	46	18.0%	30.7%	
1961	5	44	10.0%	17.9%		2004	9	47	18.0%	31.3%	
1963	3	43	6.0%	17.5%	²	2005	10	50	20.0%	33.3%	
1965	1	44	2.0%	17.9%							
¹ war years						³ From 1966 onward there were 150 House members					
² From 1921 to 1965 there were 246 House members											

Source: Donald G. Milne, Clerk of the Vermont House

Women in Leadership Roles in the House							
Speaker of the House	# Committees	# Female Chairs	# Female Vice-Chairs	% Female Chairs	% Female Vice-Chairs	% Female Leadership	
1965	Richard Mallary	15	2	1	13.3%	6.7%	20.0%
1967	Richard Mallary	28	14	0	50.0%	0.0%	50.0%
1969	John Burgess	28	14	0	50.0%	0.0%	50.0%
1971	Peanut Kennedy	27	13	1	48.1%	3.7%	51.9%
1973	Peanut Kennedy	27	13	1	48.1%	3.7%	51.9%
1975	Tim O'Connor	15	1	1	6.7%	6.7%	13.3%
1977	Tim O'Connor	15	1	2	6.7%	13.3%	20.0%
1979	Tim O'Connor	15	1	3	6.7%	20.0%	26.7%
1981	Stephan Morse	15	1	2	6.7%	13.3%	20.0%
1983	Stephan Morse	14	2	2	14.3%	14.3%	28.6%
1985	Ralph Wright	14	4	3	28.6%	21.4%	50.0%
1987	Ralph Wright	14	3	7	21.4%	50.0%	71.4%
1989	Ralph Wright	14	3	2	21.4%	14.3%	35.7%
1991	Ralph Wright	14	4	1	28.6%	7.1%	35.7%
1993	Ralph Wright	14	3	5	21.4%	35.7%	57.1%
1995	Michael Obuchowski	14	2	6	14.3%	42.9%	57.1%
1997	Michael Obuchowski	14	3	8	21.4%	57.1%	78.6%
1999	Michael Obuchowski	14	4	8	28.6%	57.1%	85.7%
2001	Walter Freed	14	3	3	21.4%	21.4%	42.9%
2003	Walter Freed	14	3	6	21.4%	42.9%	64.3%
2005	Gaye Symington	14	5	3	35.7%	21.4%	57.1%

Source: Donald G. Milne, Clerk of the Vermont House

ECONOMIC SECURITY AND EQUITY



"I've left my job as an RN at Gifford's Birthing Center for a while to stay home with my children. My work now is just as important and rewarding, and I certainly find it even more challenging: there is so much to do, and it can be isolating and exhausting. The adage 'a mother's work is never done' certainly rings true in our house."

*Laureli Morrow, mother of Beorn
(age 1), Wolfie (15) and Thorin (17)
Montpelier*

Show Me The Money: The Value Of Unpaid Work

Today's moms provide families with countless services, most available 24-7. While many women negotiate equal footing with their partners, studies indicate that women still shoulder the vast majority of both mental and physical labor in the household. When looked upon from an economic standpoint, what is the value of a full-time homemaker whose job titles include child care worker, cook, dishwasher, chauffeur, laundry worker, maid, nurse's aid, bookkeeper, tutor, and recreation coordinator? This scenario depicts several full-time and part-time jobs at the same time and of course isn't realistic, but most women multi-task and do carry out these responsibilities simultaneously. Most single mothers perform these tasks without assistance, and work outside the home. These jobs, while necessary to most working people, are not well-paying and most are female-dominated professions.

Child Care Worker: \$8.99 per hour x 40 hours per week per child is \$360 per week, for one child.

Cook: \$18.59 per hour x 21 meals per week and 1 hour for each meal is \$390 per week.

Dishwasher And Kitchen Cleaner: \$7.95 per hour, or \$318 per week for full-time help.

Laundry Worker: \$11.34 per hour, 2 hours a day, 7 days a week to wash, dry, fold, and occasionally iron a family's clothes and linens, \$158 per week.

Chauffeur: \$9.55 per hour, driving 11 hours a week is \$105 per week.

Maid: \$9.65 per hour, that's \$386 per week for full-time help.

Nurse's Aid: \$10.36 per hour, or \$207 per week for part-time care.

Recreation Coordinator: \$10.80 per hour, or \$432 per week for full-time planning and executing children's playtime activities, including general play, sports, music or arts classes, play dates, story hours, etc.

Tutor: \$10.09 per hour, that's \$403 for one week of part-time salary.

Bookkeeper/Secretary: \$10.82 per hour or \$216 per week for part-time work. Office/clerical staff balance books, answer the phone, make appointments, and organize schedules.

WEEKLY SALARY: \$2,975

ANNUAL EARNINGS: \$154,700

Source: Vermont Department of Labor Employment and Earnings reports, April 2005, figures are average per hour wages for each job category

You Can't Fix What You Don't Know: Earnings by Gender and Industry in Vermont

The Vermont Department of Labor now produces information showing annual earnings by gender and industry in Vermont using the broad industry sectors of the North American Industry Classification System. This data lacks “apples to apples” specificity, for example, the Hospitals category combines physicians, nurses, and hospital service staff. It nevertheless presents essentially a “bird’s eye view” of the wage gap. Only one industry ratio, that of Broadcasting, was in the 90th percentile. Seven industry ratios were in the 80th percentile, but they all fell in the low 80’s. On the other end of the spectrum, six industries fell in the 40th percentile.

Vermont

2003

Industry ▼	Jobs ▼	Annual Average Earnings ^{1/}			Earnings Ratio ^{1/}
		Total ▼	Female ▼	Male ▼	Female/Male ▼
All Industries	290,246	\$ 33,243	\$ 26,217	\$ 40,623	64.5 %
<u>Educational Services</u>	36,220	\$ 30,138	\$ 27,141	\$ 36,492	74.4 %
<u>Food Services and Drinking Places</u>	17,644	\$ 13,653	\$ 11,559	\$ 16,353	70.7 %
<u>Ambulatory Health Care Services</u>	15,217	\$ 35,736	\$ 27,672	\$ 67,305	41.1 %
<u>Hospitals</u>	11,098	\$ 38,262	\$ 34,047	\$ 53,661	63.4 %
<u>Social Assistance</u>	8,425	\$ 22,116	\$ 19,743	\$ 29,607	66.7 %
<u>Nursing and Residential Care Facilities</u>	7,245	\$ 24,408	\$ 23,622	\$ 27,960	84.5 %
<u>Administrative and Support Services</u>	7,163	\$ 26,523	\$ 23,652	\$ 28,626	82.6 %
<u>Credit Intermediation & Related Activity</u>	5,439	\$ 42,936	\$ 35,160	\$ 70,455	49.9 %
<u>Motor Vehicle and Parts Dealers</u>	4,909	\$ 35,571	\$ 29,394	\$ 36,792	79.9 %
<u>Construction of Buildings</u>	4,759	\$ 35,517	\$ 27,363	\$ 36,645	74.7 %
<u>Executive, Legislative, & Gen Government</u>	4,014	\$ 28,953	\$ 23,130	\$ 32,580	71.0 %
<u>Insurance Carriers & Related Activities</u>	3,732	\$ 48,312	\$ 35,595	\$ 74,931	47.5 %
<u>Gasoline Stations</u>	3,717	\$ 17,466	\$ 15,030	\$ 20,595	73.0 %
<u>Heavy and Civil Engineering Construction</u>	3,481	\$ 39,120	\$ 33,999	\$ 40,845	83.2 %
<u>Amusement, Gambling & Recreation Ind</u>	3,023	\$ 15,768	\$ 10,290	\$ 22,365	46.0 %
<u>Clothing and Clothing Accessories Stores</u>	2,848	\$ 18,267	\$ 15,903	\$ 25,662	62.0 %
<u>Truck Transportation</u>	2,590	\$ 37,527	\$ 26,418	\$ 39,015	67.7 %
<u>Furniture and Related Product Mfg</u>	2,369	\$ 27,690	\$ 22,878	\$ 29,520	77.5 %
<u>Personal and Laundry Services</u>	2,132	\$ 20,397	\$ 17,925	\$ 26,580	67.4 %
<u>Utilities</u>	2,006	\$ 62,619	\$ 45,492	\$ 68,997	65.9 %
<u>Real Estate</u>	1,845	\$ 31,839	\$ 26,133	\$ 38,415	68.0 %
<u>Health and Personal Care Stores</u>	*	\$ 27,960	\$ 21,180	\$ 45,399	46.7 %
<u>Telecommunications</u>	1,301	\$ 49,224	\$ 42,630	\$ 53,589	79.5 %
<u>ISPs, Search Portals, & Data Processing</u>	790	\$ 33,081	\$ 31,032	\$ 38,196	81.2 %
<u>Financial Investment & Related Activity</u>	768	\$ 95,946	\$ 60,201	\$ 127,422	47.2 %
<u>Broadcasting (except Internet)</u>	670	\$ 30,432	\$ 29,400	\$ 31,035	94.7 %
<u>Performing Arts and Spectator Sports</u>	506	\$ 27,315	\$ 22,152	\$ 30,996	71.5 %
<u>Museums, Parks and Historical Sites</u>	424	\$ 25,008	\$ 22,497	\$ 28,434	79.1 %
<u>Crop Production</u>	402	\$ 18,420	\$ 14,589	\$ 21,876	66.7 %

Source: U.S. Census Bureau and Vermont Department of Labor, *Local Employment Dynamics*

* - Value was suppressed because it did not meet standards for publication.

1/ - “Earnings” includes both full time and part time jobs. Industries or genders with a higher percentage of part time jobs will likely show lower average earnings.

Note: We’ve selected a few industries of interest -- they might be traditionally male- or female-dominated occupations, industries thought of as more equitable, or may have earnings ratios that are just surprising. For the full report, go to <http://www.vtlni.info/wageincome.htm>.

Working Moms: Less Moms But More Working

According to Census figures, the actual number of women in Vermont's workforce with children under the age of 6 has decreased over time; however, the percentage of those that are working has increased.

Labor Force Participation of Mothers in Vermont 1980-2000

	Number of Mothers in Labor Force	Percent in Labor Force
1980		
With Children Under Age 6	14,469	48.10%
1990		
With Children Under Age 6	13,055	66.69%
2000		
With Children Under Age 6	11,370	71.39%

Based on analysis of data from Census 1980, Census 1990, and Census 2000.

Source: *Institute for Women's Policy Research, November 4, 2005*

Falling Into the Gap: Gender Wage Gap In Vermont

This year we've chosen to present the weekly, rather than the annual, earnings ratio. Weekly earnings usually show a slightly higher wage ratio than the annual data set, and one reason may be the exclusion of annual bonuses, a potential factor in the wage gap. While the gap is slowly closing and Vermont's ratio is better than the nation's (80.4% in 2004), the lack of gender wage parity continues to cost families thousands each year.

Gender Wage Gap in Vermont	
Year	Women's Earnings as a Percent of Men's¹
1998	76.5%
1999	82.2%
2000	83.7%
2001	81.7%
2002	79.8%
2003	82.4%
2004	85.0%

From Bureau of Labor Statistics' *Highlights of Women's Earnings*

¹Calculated using annual average median weekly earnings of full-time and salaried workers.

Source: *Institute for Women's Policy Research, November 4, 2005*

EDUCATION AND HUMAN DEVELOPMENT



"I've just retired from nine years as a childcare provider. I did it for so long because I love children and I enjoy the appreciation I get from working moms. It was rewarding to provide families in my community with a safe and loving place for their children while they were at work, and there is a great need out there. The downside of the job is that it has lots of responsibility, long hours, and no health insurance or retirement benefits."

*Mary Shatney
Cabot*

By The Numbers: Day Care in Vermont

48: Vermont's national ranking for early education spending

\$970: the per capita education spending (federal, state and local) for Vermont children age 5 and under

\$1,712: the per capita education spending for Vermont college age students

\$6,539: the per capita education spending for Vermont children age 6-18 years

\$141: the weekly average cost for center-based care for infants

\$126: the weekly average cost for center-based care for a pre-schooler

27%: the percentage of low-income families that spend more than 30% of their income on childcare

36,000: the number of Vermont children enrolled in regulated day care

636: the number of licensed providers, which may include early childhood programs, school-age care, family homes and non-recurring care programs. The number and ages of children served are based on available approved space and staffing qualifications, as well as play and learning equipment. Licensed programs undergo health and safety inspections.

1,400: the number of legally exempt in-home care providers, who care for no more than two families and can receive payment through the state child care subsidy program if they have an eligible family.

1,258: the number of registered home care providers. These are limited to a small number of children based on specific criteria.

7: the number of state child care licensors in the state of Vermont

33%: the percentage of children in care for at least 8 hours a day

35%: the percentage of licensed centers that serve infants and toddlers

Less than 15%: the percentage of registered and licensed programs offering weekend or evening care

\$18,720: the average annual salary of Vermont a child care worker. A livable wage for a single parent with one child in a rural setting in Vermont is \$39,000, assuming employer-assisted health insurance.

Sources: Vermont Children's Forum; Child Care Fund of Vermont; Department of Children and Families: Bright Futures Information System; Child Care A 2005 Legislative Report, Vermont Child Care Advisory Board, Child Development Division, Department for Children and Families, Vermont Agency of Human Service; Vermont School Readiness Series, Vermont Research Partnership; Child Care Programs in Vermont: A Survey of Market Rates and Capacity, State of Vermont Child Care Services Division; Vermont Job Gap Survey: Phase 7, Peace and Justice Center

Get the 411: Statewide Girls Survey

The VCW and the Vermont Girl Scouts are partnering to gather information about the issues that are most important to young Vermont women. This is a statewide on-line survey. Schools, after-school programs, teen centers, and clubs will join in requesting the opinions of young women. Survey participants in 5th through 12th grade will share their thoughts important topics like harassment, the image of women in the media and many more issues. In addition, the survey includes a section on advocacy and leadership roles that girls may take. The VCW and the Girl Scouts will present the results of the survey to the legislature in March, Women's History Month.

Girls in Sports: School-Sponsored Sports Programs For Girls Vs. Boys

In Vermont high schools, a wider variety of sports are offered to girls, but fewer female athletes participate, and there are fewer school programs.

Girls:

# of Sports	# of School Programs	# of Participants
28	570	11,334

Boys:

# of Sports	# of School Programs	# of Participants
25	588	12,943

Total number of participants in high school sports in Vermont: 24,472

Source: 2004-05 National Federation of State High School Associations' High School Athletics Participation Survey

Women in Sports: College Level School-Sponsored Sports Programs For Women Vs. Men

More female athletes participate and a larger variety of sports is offered to women in the University of Vermont's athletic programs:

Women:

Vermont sponsors **eleven** intercollegiate varsity sports for women: basketball, cross country, field hockey, ice hockey, lacrosse, skiing (alpine & nordic), soccer, softball, swimming, indoor & outdoor track and field.

Women's Basketball - 13

Women's Hockey - 26

Women's Lacrosse - 22

Women's Skiing - 16

Women's Soccer - 22

Women's Swimming - 31

Women's Cross Country - 22

Women's Indoor & Outdoor Track and Field - 37

Women's Softball - 19

Women's Field Hockey - 20

Total number of female athletes: 218

Men:

Vermont sponsors **nine** intercollegiate varsity sports for men: basketball, baseball, cross country, ice hockey, lacrosse, skiing (alpine & nordic), soccer, indoor & outdoor track and field.

Men's Basketball - 14

Men's Hockey - 28

Men's Lacrosse - 41

Men's Skiing - 17

Men's Soccer - 24

Men's Cross Country - 19

Men's Indoor & Outdoor Track and Field - 40

Men's Baseball - 25

Total number of male athletes: 208

Source: Lisa Champagne, Director of Athletic Communications, University of Vermont

HEALTH, SAFETY AND CIVIL RIGHTS



"One of the most interesting revelations for me in the survey that Women Business Owners' Network (WBON) did with the Commission was that the business women didn't know about other countries' health systems. The Canadian and various European health insurance systems are often referred to in casual conversations and in the media. However, when polled in this survey, a majority of the women did not know details of any existing universal healthcare system. To fully engage in the debate that's going on and to make informed decisions about changing health insurance programs, Vermonters need to be educated (and not misled) about the advantages and disadvantages of other systems."

Gloria Salvaneli

*Small business owner /WBON Advisor to VCW
Burlington*

Surveying the Health Insurance Scene: Health Care Survey Of Women Business Owners In Vermont

The Vermont Commission on Women (VCW), in coalition with the Women Business Owners' Network (WBON) conducted an on-line survey on health insurance of WBON members in July of 2005. WBON is a Vermont-based association of women business owners or women in business. The survey addressed access to health insurance coverage and asked preferences about the future of health care in Vermont. The majority of those surveyed had been in business for 0-5 years, were sole proprietors, and had a household income of less than \$50,000. 86.9% had health insurance, and premiums varied widely from zero to \$1,309 per month. While 82 % had prescription coverage, only 50 % had dental coverage. Less than half of those surveyed had plans that covered mammograms and annual OB/GYN exams without deductibles and co-pays. It is also interesting to note that 10% of these women business owners had VHAP, Medicaid or Medicare. Survey highlights are below:

76.8% believe that health care coverage is a right for all residents of Vermont

61.6% did not know the specific details (i.e., health coverage, cost to individual, cost to government, etc.) of the Canadian or European health care systems

56.2% would agree to a tax increase of 1%-2% assessable to all Vermonters to cover health insurance costs for Vermont residents

84% believe that it should be legal to purchase drugs from Canada or Europe, or anywhere outside the U.S.

84% believe that legislation should be enacted to ensure that pharmaceutical companies sell their products in the United States applying the same price benefits / bulk buying opportunities made available in other countries

59.2% believe that their current health care insurance plan rations or restricts which doctors they see and what procedures are covered

69.4% of participants with employees consider health care coverage beneficial to finding, hiring and keeping good employees

Medicaid: Vital To Vermont Women

Medicaid provides vital health care services to low-income Vermonters, especially women, who make up 62 % of beneficiaries 19 and older. Women are twice as likely as men to qualify for Medicaid, because they are poor (61.4 % of Vermont families living in poverty are families headed by single women) and are more likely to work in lower paying jobs that don't offer health insurance. Health insurance is especially critical to the health of families: mothers with health coverage are more likely than uninsured mothers to stay employed and get health care for their children.

Health Insurance Status Women (19-64) 2002-3		
	VT%	US%
Employer	66	63
Individual	6	6
Medicaid	14	10
Medicare	2	2
Uninsured	11	19

Health Insurance Status Vermonters (ages 19-64) 2000		
	% Women	% Men
Private	75	76
Medicaid	13	9
Medicare	3	3
Uninsured	9	14

Sources: CPS data reported by Kaiser Family Foundation at www.statehealthfacts.kff.org, BISCHA Survey 2000

The Statistics Behind the Numbers: The Incidence of Rape in Vermont

Rapes in Vermont							
1997	1998	1999	2000	2001	2002	2003	2004
236	211	162	189	129	153	177	185

- 21:** the average age of forcible rape victims
- 47:** the percentage of Vermont rape victims in 2004 under the age of 18
- 30:** the average age of defendants arrested for forcible rape
- 37:** the percentage of defendants who were under 21 years of age
- 99:** the percentage of cases where the victim knew the defendant
- 25:** the percentage of defendants who were either a family member or an intimate partner of the victim
- 1:** the percentage of the cases where the defendant was a stranger
- 78:** the percentage of forcible rapes that occurred in a residence
- 41:** the percentage of rapes where the victims sustained injuries
- 50:** the percentage of all rapes that go unreported

These numbers are alarming on many levels, and the statistics above underscore the personal nature of sexual violence in our communities. Many groups in the state are concerned. In 2005 a multidisciplinary statewide strategic planning process was undertaken to seek new ways to prevent sexual violence. A strategic plan will be released in January 2006.

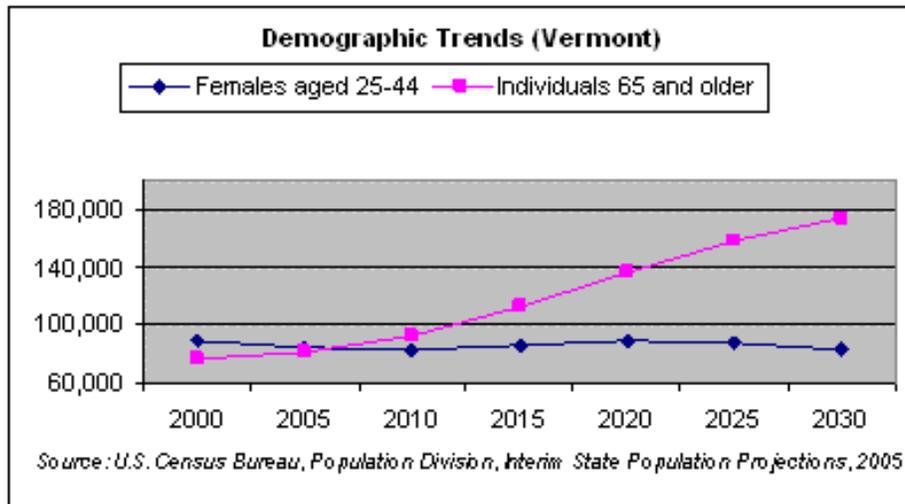
Source: Vermont Network Against Domestic and Sexual Violence

Health Care Workforce: Women as Patients, Women as Caregivers

Vermont has the second oldest population in the nation. Census projections estimate that this graying trend will continue well into the future: between 2003-2013 the state’s total population is projected to grow by 4.5 %, but the number of those over age 85 will increase by 27 %. A majority of those elders will be women, since the life expectancy for American women is 79 years and for men is 72 years.

The number of “Direct Care” professionals needed to serve Vermont’s graying population, including Licensed Nurse Assistants (LNAs), home health workers, personal care attendants, and direct support workers, is projected to grow at twice the rate of all other jobs (7,800 new positions created in the decade ending in 2010.) Unfortunately the traditional source of caregivers, both paid and unpaid, for this population is women aged 25 to 44 and that source is projected to shrink by 9% during the period 2003-2013.

Compounding the challenge of finding new workers, the current turnover rate for in-home health agencies is extremely high. A recent Board of Nursing study revealed that 60% of Vermont’s LNAs were “very likely” to leave their positions within the next year. Factors cited are lack of health insurance and very low wages. The average wage for LNAs is 200% of the federal poverty level, or \$18,400 for a family of four. 93% of Vermont’s LNAs are women.



Sources: *Vermont’s Care Gap: Our Emerging Direct-Care Workforce Crisis*, Community of Vermont Elders and its Workforce Projects - *Better Jobs Better Care, Leadership, Education and Advocacy for Direct Care and Support*, and Vermont Association of Professional Care Providers; *Challenges and Opportunities for the Vermont Health Care Workforce*, prepared by the Vermont Association of Hospitals and Health System; National Clearinghouse on the Direct Care Workforce

VCW COMMISSIONERS

Vicky Young, Chair of the Vermont Commission on Women (*Proctor*)

Commissioner Young has enjoyed a career in management of non-profit organizations. In addition to her work as Chair of the Commission, she serves on the boards of the Rutland Regional Medical Center, Vermont Public Radio, Vermont Community Foundation (as Chair), Rutland Health Foundation (as Vice-Chair), The Sunset Home (a community care home), and on the Council of the Vermont Women's Fund. Commissioner Young received a Bachelor of Arts degree at the University of California at Berkeley and undertook graduate studies at Stanford University and St. Michael's College.

Sharon Baade (*Waterbury*)

Commissioner Baade's passion for and expertise in issues affecting women and girls is a result of working in Girl Scouting for 29 years in Iowa, Michigan, New York, and now Vermont. She is the current CEO of the Girl Scout Council of Vermont, the largest organization for girls in the state, committed to diversity, and serving 7,500 Vermont girls and women. Scout programs develop girls' skills in public policy and governance, financial literacy, community activism, adventure, and leadership. She founded the Girl Scouts Beyond Bars program at the Southeast Women's Correctional Facility to maintain bonds between incarcerated mothers and their daughters. Over the years, Commissioner Baade has volunteered with the United Way, the YWCA, the Boys and Girls Club, and the American Red Cross. She holds a Bachelor of Science from Iowa State University and undertook graduate studies at Central Michigan University.

Gretchen Bailey (*South Burlington*)

Commissioner Bailey is an attorney and currently the Casework Coordinator in Congressman Bernie Sanders' Burlington District Office. She has worked in constituent advocacy at this office since 1997, and her primary interests are economic and social justice. She spent several years as a Staff Attorney at Vermont Legal Aid, Inc. and as an Assistant City Attorney for the City of Burlington. She served as Vice Chair of the Vermont Coalition for the Equal Rights Amendment, and as Chair of the Women's Division of the Vermont Bar Association. She was an original founder of the Burlington Community Land Trust (BCLT), and has been a member of the BCLT Board of Directors. She has served as a Board Member of the Committee On Temporary Shelter (COTS), and was a long time member of the Burlington Women's Council. More recently she worked with the Parents' Association at South Burlington High School. She received a Bachelor of Science degree from Lincoln Memorial University, a Master of Science in Foreign Service degree from Georgetown University and a Juris Doctor degree from Georgetown University Law Center.

Joyce Barbieri (*Wallingford*)

Commissioner Barbieri worked for the First Vermont Bank in Rutland for 7 years and has been the town clerk and treasurer for the Town of Wallingford for the past 20 years. In addition, she has served her community as a member of the Vermont Clerk's and Treasurer's Association, and as the delinquent tax collector for her town. Commissioner Barbieri was also a State Representative for Rutland during the 1997-2000 legislative sessions. She was Vice-Chair of the House Local Government Committee, a member of the House Agricultural Committee, and was on the Governor's Task Force on Current Use. She is the current President of the Wallingford Historical Society. Commissioner Barbieri received her Associates Degree in Business Administration from Community College of Vermont in 1995.

Eileen Boland (*Wheelock*)

Commissioner Boland's interest in women's issues began with her involvement in Vermont's efforts to pass the equal rights amendment in the early 80's. She has remained concerned with women's issues throughout her work with senior management teams in education and state government. Commissioner Boland is currently directing the 21st Century Community Learning Center project for the Orleans Central school district. She was Commissioner of Human Resources (formerly Personnel) from 1997-2000 where she was a member of the Governor's Affirmative Action Council. Commissioner Boland directed the Vermont State College's External Degree Program for adult learners and remains engaged in adult education by serving on the Woodbury College General Education Advisory Council. Numerous civic involvements include serving as a Justice of the Peace for her hometown of Wheelock where she lives with her husband and two children. She holds a B.F.A. in photo illustration from the Rochester Institute of Technology and an M.A. in Education Administration and Supervision from Johnson State.

Carol Buchdahl (*Saxtons River*)

Carol Buchdahl, R.N., M.A. served in the Vermont Legislature from 1997-1999 as a representative from Georgia. Prior to serving as a legislator, Commissioner Buchdahl worked in the fields of education and health as a registered nurse, college instructor, youth advisor, and career development specialist. She currently is the Manager of Leadership Development for the Workforce Education Consortium of the Vermont State Colleges.

Mary Claire Carroll (*Richmond*)

Commissioner Carroll lives in Richmond with her son and husband and runs a commercial photography business. She is a long-time member of Burlington Business and Professional Women (BPW), part of a national networking organization that advocates for working women. Through BPW she developed an interest in economic issues, particularly closing the wage gap between men and women. She is currently chair of the Pay Equity task force. Commissioner Carroll also serves on the Northern New England Tradeswomen board, Richmond Free Library Board of Trustees, the Richmond Democratic Committee, and on the planning committee for Senator Leahy's Women's Economic Opportunity Conference.

Ann Cummings (*Montpelier*)

Commissioner Cummings has been a member of the Senate since 1997. She served as the mayor of Montpelier from 1990 -1996 and as a city council member before that. She has also served as Outreach Coordinator and Program Director at Project Independence, an adult day care facility. Senator Cummings was recently Director of Marketing for Westview Meadows Retirement Community in Montpelier, and is currently Realtor at Coldwell Banker Heney Realtors in Montpelier. In addition, she is the owner of a custom design knitwear business, Core Designs. She received a BA from Cardinal Cushing College and an MSA from St. Michael's College.

Marie Duquette (*Stowe*)

Commissioner Duquette retired as Director of Investments at the Office of the Vermont State Treasurer in 2003. Prior to moving to Vermont, she was Director of Investments and Assistant Treasurer of Boston University, a Senior Portfolio Manager at the Bank of Boston and held several other positions in investment management and finance in New York City. She received her BA and MBA from Columbia University. She currently serves as a Trustee for the Vermont State Colleges, and is on the Vermont Municipal Employees' Retirement System Board of Trustees, the Vermont Seed Capital Fund, the Investment Committee for the Vermont Community Foundation and is a member of the Town of Stowe Planning Commission. In addition, Commissioner Duquette recently served on the Board of Advisors for North Atlantic Venture Fund II and Green Mountain Capital Corporation. She has two grown children.

Ruth Finn (*Barre*)

Commissioner Finn retired as Barre Town Clerk-Treasurer in 2000. She volunteers for many state and community organizations, and is currently Vice Chair of the Barre Town Republican Committee, treasurer for the Washington County Republican Committee, Parliamentarian for the VT Society Daughters of the American Revolution (DAR), volunteer at the Vermont Historical Library, member of the Barre Town Zoning Re-Write Committee, and serves as a regional advisory council member of the UVM Extension Service. In the past, she served as President of the Vermont Town Clerk-Treasurer Association, President of the Vermont Government Finance Officers Association, President of American Association of University Women's Barre Branch and as State Regent and VP General of the DAR. She was also a member of the New England Municipal Clerks Association, and served on the Historical Records Advisory Board.

Anne McClaughry (*Kirby*)

Commissioner McClaughry is the mother of two women and grandmother of two girls. She has been active in support of girls and women through her work on the Vermont Girl Scout Board of Directors and Bennington County Project Against Violent Encounters. She also serves on several other boards and commissions reflecting her interest in strong communities, historic preservation, conservation, and education. She is married to John McClaughry and is a principal of the Ethan Allen Institute. She is currently vice chair of the Vermont Republican Party. She holds a BS in education and has worked as a teacher and journalist.

Marcia Merrill (*Jericho*)

Commissioner Merrill is a partner in Montgomery and Merrill, P.C., a woman-owned business in Burlington. She has been active in Business and Professional Women (BPW) in Vermont for over 15 years, and currently serves on the national organization's Finance Committee. Commissioner Merrill holds a BA, Summa Cum Laude, from Hobart and William Smith Colleges and an MBA from Rochester Institute of Technology.

Marion Milne (*Washington*)

Commissioner Milne has lived in the town of Washington since 1960 and started Milne Travel in Barre in 1975. She has been active in her community for over 40 years. She's served as: Representative to the Vermont House from 1994 to 2000, where she was ranking member of the Ways and Means Committee; first woman President of Central Vermont Chamber of Commerce, where she was recently named a Life Member for her fundraising efforts since 1980; member of the Vermont Judicial Nominating Board from 1996 to 2002; and was BPW's Woman of the Year in 1980. She currently serves as a Library Trustee (for over twenty years); a recently-appointed member of the Governor's Commission on Healthy Aging; as a member on the Professional Responsibility Board (a state board appointed by the Supreme Court); a Director of Washington Electric Co-op; and is an incorporator of the Northfield Savings Bank. Commissioner Milne was co-chair of the Woman's Caucus in the Vermont Legislature and recipient of their Legislator of the Year award in 2000. She is married to House Clerk Donald Milne.

Mary Barrosse-Schwartz (*Dorset*)

Commissioner Schwartz is the Executive Director of the Child Care Fund of Vermont, a component fund of the Vermont Community Foundation. Her professional roles have included lobbyist, non-profit Executive Director, and freelance writer and editor. Commissioner Schwartz has been a Vermont Public Radio Commentator since 1997. She chairs the Dorset Board of Civil Authority as a Justice of the Peace, sits on the Vermont Alliance for Children Transitional Board, and has served as a school board member. She received a BA in History from the University of Delaware. She has 3 children ages 11-17.

Libby Sternberg (*Rutland*)

Commissioner Sternberg is an author and education reform activist living in Rutland. Her first published book, a young adult mystery entitled *Uncovering Sadie's Secrets* (Bancroft Press, Spring 2003), was an Edgar finalist in 2004. A commentator on Vermont Public Radio, Sternberg has also had articles and commentaries published in numerous magazines and newspapers, including the Weekly Standard, the Baltimore Sun, the Indianapolis Star, and Insight. She is currently executive director of Vermonters for Better Education, an education reform organization promoting school choice. She holds a bachelor's and master's degree from the Peabody Conservatory of the Johns Hopkins University and also attended the summer American School of Music in Fontainebleau, France. Sternberg is married and has three children.

Maureen Trudeau (*Rutland*)

Commissioner Trudeau is a Registered Nurse who has worked in a variety of settings that include Medical Surgical, Critical Care, Home Health and Hospice. She is a Certified Family Life Educator and has specialized training in Marriage and Family Counseling, Family Mediation and Grief/Loss Issues. Commissioner Trudeau is the Education Director for the National Alliance on Mental Illness (NAMI) Vermont. She runs two statewide programs for NAMI Vermont. She established the first Compassionate Friends chapter in Vermont in 1996; several chapters now provide support to families when a child has died. Commissioner Trudeau received her Bachelor of Science in Nursing from Wagner College, Master of Arts in Pastoral Care from Loyola Marymount and a Master of Science in Counseling from San Diego State University. She lives in Rutland with her husband Tom and two children.

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