THE STATUS OF WOMEN AND GIRLS IN VERMONT

January 2007

The Vermont Commission on Women proudly presents this fifth 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.

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.

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 802-828-2851 or 800-881-1561.

Wendy Love

Wendy Love
Executive Director

LEADERSHIP AND PUBLIC LIFE

"When looking at our Vermont corporate boards data, I find it unacceptable that the more money and power are at stake, the less women are involved – that needs to change."

Marie Duquette
Chair of the VCW Leadership and Public Life Committee

Vermont Legislature

Women in the Legislature 1921-2006

	Senate #	House #	Senate % Women	House % Women			Senate #	House #	Senate % Women	House % Women	
1921	0	1	0.0%	0.4%		**1966**	2	16	6.7%	10.7%	*3*
1923	1	4	3.3%	1.6%		**1967**	2	20	6.7%	13.3%	
1925	0	11	0.0%	4.5%		**1969**	3	21	10.0%	14.0%	
1927	0	8	0.0%	3.3%		**1971**	3	18	10.0%	12.0%	
1929	1	8	3.3%	3.3%		**1973**	3	14	10.0%	9.3%	
1931	1	14	3.3%	5.7%		**1975**	1	20	3.3%	13.3%	
1933	2	8	6.7%	3.3%		**1977**	2	23	6.7%	15.3%	
1935	1	14	3.3%	5.7%		**1979**	3	32	10.0%	21.3%	
1937	1	15	3.3%	6.1%		**1981**	4	32	13.3%	21.3%	
1939	1	12	3.3%	4.9%		**1983**	4	27	13.3%	18.0%	
1941	0	17	0.0%	6.9%		**1985**	4	38	13.3%	25.3%	
1943	0	31	0.0%	12.6%	*1*	**1987**	3	42	10.0%	28.0%	
1945	1	45	3.3%	18.3%		**1989**	6	51	20.0%	34.0%	
1947	3	35	10.0%	14.2%		**1991**	7	50	23.3%	33.3%	
1949	1	24	3.3%	9.8%		**1993**	11	53	36.7%	35.3%	
1951	2	36	6.7%	14.6%		**1995**	12	43	40.0%	28.7%	
1953	2	54	6.7%	22.0%		**1997**	12	48	40.0%	32.0%	
1955	2	46	6.7%	18.7%		**1999**	10	48	33.3%	32.0%	
1957	2	49	6.7%	19.9%		**2001**	9	44	30.0%	29.3%	
1959	4	42	13.3%	17.1%		**2003**	9	46	30.0%	30.7%	
1961	5	44	16.7%	17.9%		**2004**	9	47	30.0%	31.3%	*4*
1963	3	43	10.0%	17.5%	*2*	**2005**	10	50	33.3%	33.3%	
1965	1	44	3.3%	17.9%		**2006**	10	57	33.3%	38.0%	

1 War years

2 From 1921 to 1965 there were 246 House members

3 From 1966 onward there were 150 House members

4 Woman appointed to replace a man

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

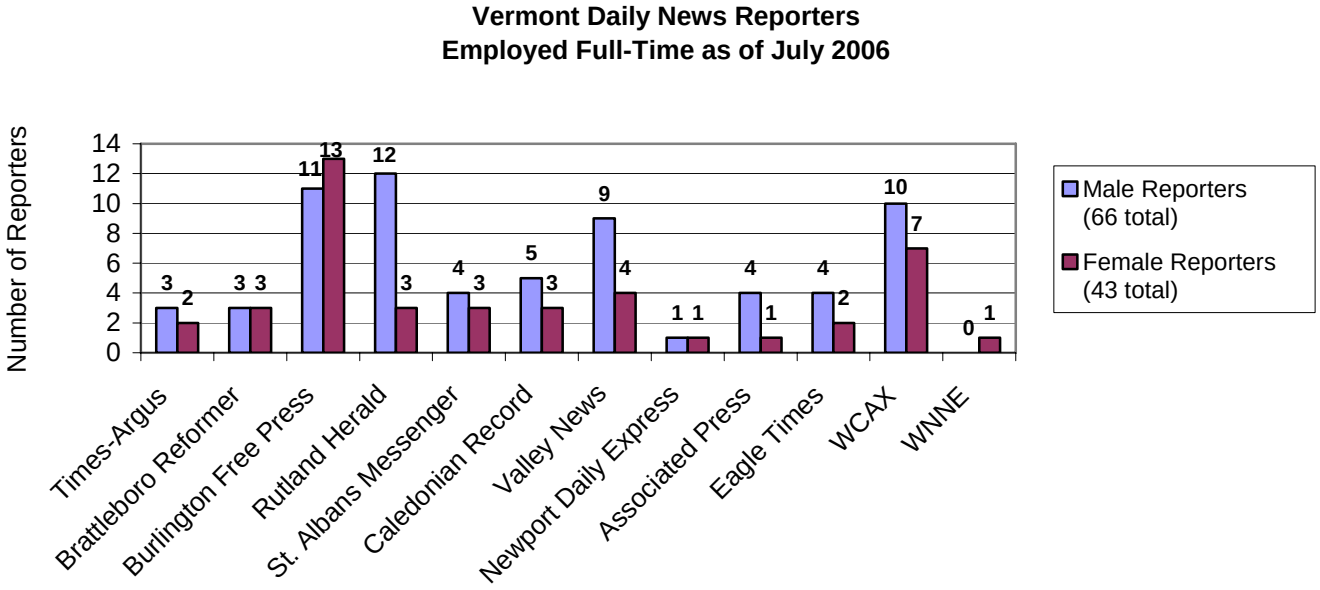
Directors on Vermont Corporate Boards By Gender and Compensation

Number of boards		Female Members		Male Members	
		#	%	#	%
Unpaid	12	68	37%	114	63%
Paid	7	19	24%	59	76%
Total	19	87	33%	173	67%

Source: VCW research and phone survey, summer 2006

Using *Vermont Business Magazine's 2006-2007 Book of Lists*, VCW surveyed the largest Vermont-based employers with corporate boards (not companies run by out-of-state corporations). Women were more likely to serve on corporate boards where they do not receive a stipend or monetary compensation for their time. 68 out of the 182 people serving as uncompensated board members were women. 19 out of the 78 people serving as paid board members were women. In total, women represent 33% of the positions on all of the boards, making up 37% of the uncompensated positions and 24% of the paid positions. Nationally in 2005, women held 15% of all Fortune 500 board seats.

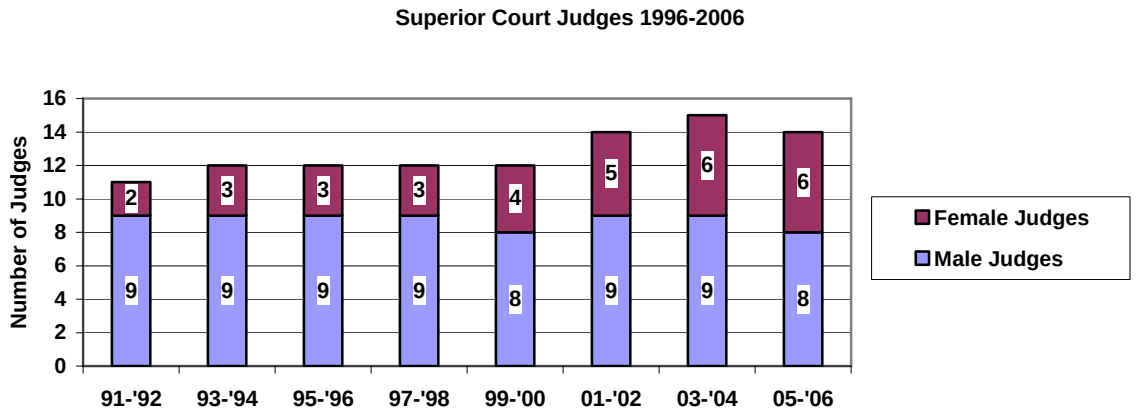
Snapshot of Vermont Newspaper And Television Journalists

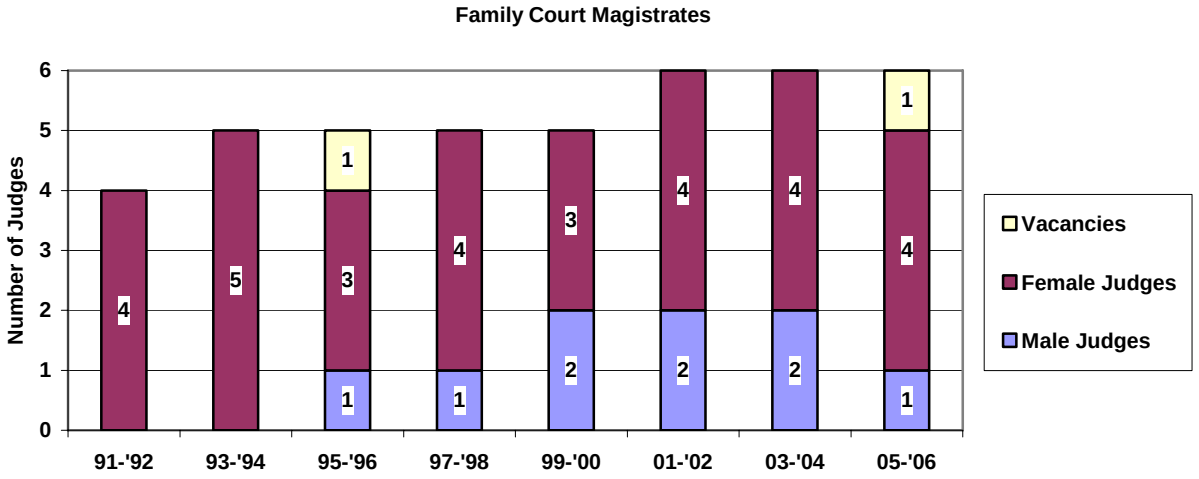


Source: VCW Survey, July 2006

People rely on local media to stay updated with current events and happenings. In Vermont, there are ten daily newspapers and two local news television stations that report on current events. Overall, male reporters outnumber female reporters 3:2, making up 60% of full time reporting staff. Although some outlets have achieved equality, most still exhibit wide gender disparities.

Superior Court And Family Court Judges By Gender





Source: Vermont Legislative Directory and State Manual

Superior Court judges in Vermont handle all cases in Superior Court as well as cases in District and Family Courts. The Superior Court bench in Vermont has gone from being male-dominated in the nineties, to nearly gender balanced in the past year. This increase has been accomplished not by decreasing the number of male judges, but by increasing the total number of judges from 11 to 14 over the past decade, with a limit set at 15.

A magistrate is a judicial officer in Family Court who hears cases related only to child support issues. Initially women held all magistrate positions. The average magistrate salary is $88,878 while trial judges average $117,881 a year.

Note: When a vacancy occurs, Superior Court judge applicants are reviewed by the Judicial Nominating Board. The Board's recommendations are then voted on by the General Assembly to serve a six-year term. Family Court magistrates are attorneys with a minimum of 4 years experience, nominated for a 6 year term by the Governor and confirmed by the legislature. Magistrates may be reappointed by the Governor with the consent of the Vermont Senate.

ECONOMIC SECURITY AND EQUITY

"Vermont's equal pay advocates achieved legislative solutions for the wage gap in 2002 and 2005. The legislation ensures equal pay for equal work, allows workers to disclose wages to co-workers without retaliation, and prevents employer use of non-disclosure of wages as a condition for employment.

Vermont has made progress, yet the gap continues. When working women have less money in their pockets, families struggle to pay for healthcare, housing, food and transportation, and women fail to save for retirement. Vermont's economy suffers as long as wage discrimination exists - let's stop it now."

Mary Claire Carroll
Chair of VCW's Economic Security and Equity Committee

The Gender Wage Gap In Vermont

Women's Earnings as a Percent of Men's[1]

Year	Vermont	US
1998	76.5%	76.3%
1999	82.2%	76.5%
2000	83.7%	77%
2001	81.7%	76.4%
2002	79.8%	77.9%
2003	82.4%	79.5%
2004	85%	80.4%
2005	83.1%	81%

Source: Institute for Women's Policy Research, November 2006, from Bureau of Labor Statistics' Highlights of Women's Earnings, table 3

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

Despite minor fluctuations, the Vermont wage gap has remained relatively unchanged since 1999. Researchers have suggested that the reason that the wage gap is smaller in Vermont than nationally is because Vermont has fewer minority women- for whom the wage gap is much greater-and because Vermont has fewer manufacturing jobs—traditionally higher paying jobs held mostly by men. Recent declines in the wage gap nationally have been attributed to the loss of jobs in the manufacturing sector.

State Workforce

Gender Representation in State Government Departments by Fiscal Year

	FY 2001		FY 2002		FY 2003		FY 2004		FY 2005		Five Year Average	
Department	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Agriculture	33.8%	66.3%	33.3%	66.7%	32.5%	67.5%	33.7%	66.3%	35.3%	64.7%	33.8%	66.3%
Attorney General	60.9%	39.1%	65.5%	34.5%	65.5%	34.5%	71.4%	28.6%	69.0%	31.0%	66.8%	33.7%
BISHCA	51.4%	48.6%	48.6%	51.4%	51.3%	48.7%	55.1%	44.9%	57.3%	42.7%	53.1%	47.3%
Buildings & General Services	28.2%	71.8%	29.8%	70.2%	28.8%	71.2%	30.3%	69.7%	30.6%	69.4%	29.6%	70.4%
Children & Families									74.8%	25.2%	n/a	n/a
Commerce & Community Dev.	62.4%	37.6%	62.7%	37.3%	63.8%	36.3%	60.8%	39.2%	62.7%	37.3%	62.5%	37.6%
Corrections	31.0%	69.0%	31.5%	68.5%	31.3%	68.7%	31.9%	68.1%	32.2%	67.8%	31.6%	68.4%
Disabilities, Aging & Ind. Living									69.7%	30.3%	n/a	n/a
Education	74.8%	25.2%	76.0%	24.0%	74.1%	25.9%	71.2%	28.8%	73.6%	26.4%	74.0%	26.2%
Employment & Training	63.6%	36.4%	63.8%	36.3%	63.2%	36.8%	62.1%	37.9%	64.5%	35.5%	63.4%	36.6%
Environmental Board	67.9%	32.1%	66.7%	33.3%	69.2%	30.8%	69.2%	30.8%	70.8%	29.2%	68.7%	31.4%
Environmental Conservation	36.7%	63.3%	36.6%	63.4%	37.0%	63.0%	36.8%	63.2%	37.3%	62.7%	36.9%	63.1%
Finance & Management	56.0%	44.0%	60.6%	39.4%	61.3%	38.7%	57.1%	42.9%	58.8%	41.2%	58.9%	41.2%
Fish & Wildlife	17.4%	82.6%	18.4%	81.6%	20.3%	79.7%	20.2%	79.8%	21.2%	78.8%	19.6%	80.5%
Forest, Parks & Recreation	22.5%	77.5%	22.2%	77.8%	27.0%	73.0%	27.7%	72.3%	29.1%	70.9%	26.0%	74.5%
Health									73.9%	26.1%	n/a	n/a
Human Resources	79.2%	20.8%	79.2%	20.8%	78.4%	21.6%	80.8%	19.2%	78.8%	21.2%	79.3%	20.7%
Human Services									61.2%	38.8%	n/a	n/a
Information & Innovation					34.7%	65.3%	32.7%	67.3%	39.1%	60.9%	n/a	n/a
Labor & Industry	31.9%	68.1%	31.6%	68.4%	33.3%	66.7%	32.9%	67.1%	53.8%	46.2%	36.2%	65.8%
Libraries	69.7%	30.3%	67.7%	32.3%	69.7%	30.3%	69.7%	30.3%	68.8%	31.3%	69.1%	30.9%
Liquor Control	37.7%	62.3%	33.3%	66.7%	28.8%	71.2%	32.1%	67.9%	30.8%	69.2%	32.8%	67.6%
Military	11.1%	88.9%	13.9%	86.1%	15.1%	84.9%	14.0%	86.0%	15.1%	84.9%	14.0%	86.1%
Natural Resources	50.0%	50.0%	55.2%	44.8%	47.5%	52.5%	46.2%	53.8%	43.9%	56.1%	48.3%	52.2%
Office of VT Health Access									80.5%	19.5%	n/a	n/a
Public Safety	29.4%	70.6%	30.1%	69.9%	30.0%	70.0%	28.9%	71.1%	28.4%	71.6%	29.3%	70.7%
Public Service	48.6%	51.4%	51.4%	48.6%	55.3%	44.7%	59.5%	40.5%	62.9%	37.1%	55.9%	45.2%
Secretary of State	75.0%	25.0%	76.3%	23.7%	76.3%	23.7%	73.2%	26.8%	72.5%	27.5%	74.7%	25.5%
Small Department	52.8%	47.2%	44.4%	55.6%	48.3%	51.7%	53.3%	46.7%	48.3%	51.7%	49.6%	50.9%
State Treasurer	61.5%	38.5%	57.7%	42.3%	57.7%	42.3%	65.5%	34.5%	70.0%	30.0%	63.1%	37.8%
Taxes	63.6%	36.4%	64.4%	35.6%	64.0%	36.0%	64.9%	35.1%	63.8%	36.2%	64.2%	35.8%
Transportation	28.3%	71.7%	28.7%	71.3%	28.6%	71.4%	29.2%	70.8%	28.6%	71.4%	28.7%	71.3%
Vermont Lottery Commission	63.2%	36.8%	66.7%	33.3%	72.2%	27.8%	66.7%	33.3%	66.7%	33.3%	67.2%	33.2%
Vermont Veterans' Home	77.2%	22.8%	78.5%	21.5%	80.4%	19.6%	79.0%	21.0%	79.1%	20.9%	78.9%	21.2%
zFormer Depts. (restructured)	73.7%	26.3%	73.4%	26.6%	73.2%	26.8%	73.4%	26.6%			n/a	n/a
Grand Total	48.1%	51.9%	48.4%	51.6%	48.4%	51.6%	48.2%	51.8%	48.5%	51.5%	48.3%	51.7%

Source: The state's Human Capital Management System (HCM). Data include only classified employees of the Executive branch for Fiscal Years 2001 to 2005. "Small departments" have 10 or fewer employees, and "former departments" are departments that no longer exist as a result of reorganization. State of Vermont, Department of Human Resources, Workforce Report, Fiscal year 2005.

Gender Representation in State Government by Occupational Group and Fiscal Year

Occupational Group	FY 2001		FY 2002		FY 2003		FY 2004		FY 2005		Five Year Average	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Office/Clerical	84.7%	15.3%	85.6%	14.4%	85.3%	14.7%	85.7%	14.3%	85.2%	14.8%	85.3%	14.7%
Officials and Administrators	31.6%	68.4%	35.1%	64.9%	36.7%	63.3%	37.4%	62.6%	40.7%	59.3%	36.6%	63.8%
Paraprofessionals	60.7%	39.3%	64.9%	35.1%	69.3%	30.7%	68.8%	31.3%	68.6%	31.4%	66.9%	33.5%
Professionals	51.9%	48.1%	53.8%	46.2%	53.6%	46.4%	54.1%	45.9%	55.1%	44.9%	53.8%	46.3%
Protective Service	18.3%	81.7%	18.7%	81.3%	18.9%	81.1%	19.3%	80.7%	19.0%	81.0%	18.8%	81.2%
Service Maintenance	15.3%	84.7%	33.3%	66.7%	31.8%	68.2%	32.7%	67.3%	34.3%	65.7%	29.8%	73.6%
Skilled Craft	2.7%	97.3%	3.8%	96.2%	3.9%	96.1%	3.9%	96.1%	4.4%	95.6%	3.9%	96.2%
Technicians	57.9%	42.1%	51.4%	48.6%	52.9%	47.1%	52.6%	47.4%	52.2%	47.8%	53.7%	46.5%
Grand Total	48.1%	51.9%	48.4%	51.6%	48.4%	51.6%	48.2%	51.8%	48.5%	51.5%	48.3%	51.7%

Source: The state's Human Capital Management System (HCM). Data include only classified employees of the Executive branch for Fiscal Years 2001 to 2005. Occupational categories are based on the Equal Employment Opportunity Commission's occupational categories for state and local government (EEO-4). State of Vermont, Department of Human Resources, Workforce Report, Fiscal year 2005Source: State of Vermont A Workforce Report, Fiscal year 2005

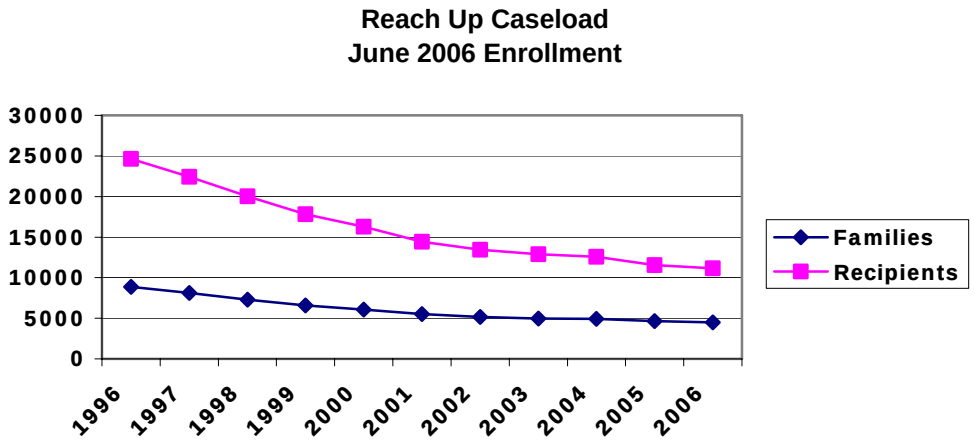
Professionals and technicians are the only occupations with any semblance of equity. Clearly in state government, as in the general workforce, there is still "women's work" and "men's work." It is particularly notable that leadership positions (officials and administrators) are still male-dominated.

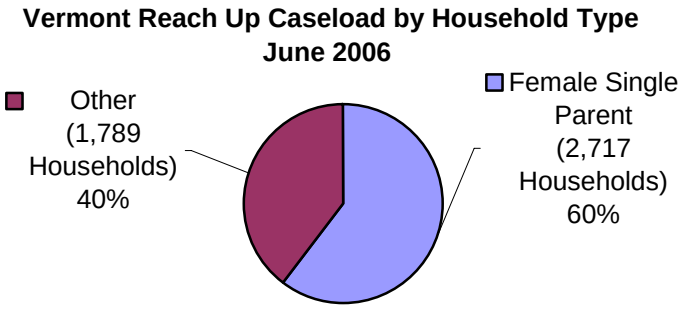
Vermont Women's Business Center

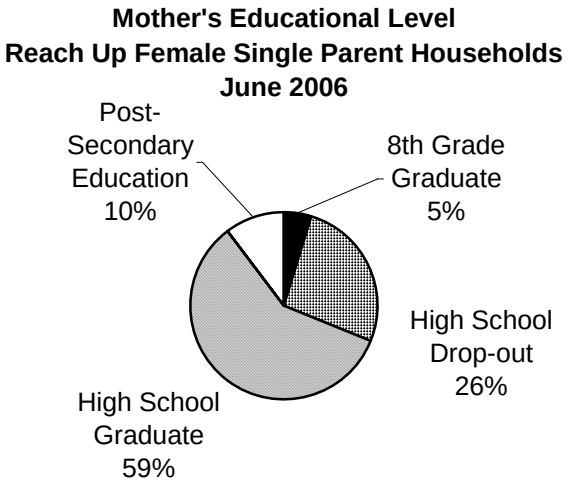
Clients Counseled (Oct. 2002-Sept. 2006)	953
Clients Trained	3373
Training Events	283
Start-ups	46
New Jobs Created	59
Contacts	1157

The Vermont Women's Business Center (VWBC) began offering services in 2002 to women interested in starting or growing a business, especially to those who are economically and socially disadvantaged. Statewide services offered by the VWBC include free business counseling and networking events at no charge. Business training and e-commerce classes are offered at modest or reduced cost for income eligible participants. VWBC is a great one-stop shop for Vermont woman-owned businesses.

Reach-Up Program Participation







Sources for charts: Department for Children and Families (Economic Services Division)

Reach Up is Vermont's public assistance program for low-income families. Sixty percent of the families in Reach Up in June 2006 were headed by single women. Only 10 % of these women had any post secondary education. A recently published study shows that post secondary education for adults in Reach Up is a good investment. Compared to households with comparable family types who left Reach Up, post secondary education households had higher median earnings ($12,283 vs. $7,855), a lower rate of return to the Reach Up or post secondary education programs (7% returning vs. 34%), and lower rates of participation in Vermont's Medicaid (85% vs. 94%) and Food Stamp (58% vs. 82%) programs during the year after leaving.

Narrative source: "Reach Up and PSE Leavers in 2003: Administrative Data Outcome Measures" prepared for Economic Services Division, Vermont Department for Children and Families by Black-Plumeau Consulting, LLC, April 11, 2006

HEALTH, SAFETY AND CIVIL RIGHTS

"Rising health care costs are straining our economy, our schools and our personal budgets. As we struggle with solutions to this growing crisis, we need to make sure that the unique health needs of women are not ignored. As our health report "Accessing Health Care in Vermont" pointed out, prevention of diseases, right to choice of care, and early detection can save both lives and money."

Carol Buchdahl
Chair of VCW's Health, Safety and Civil Rights Committee

Women's Health 101

Causes of death among Vermont women per year[1]

731 Heart disease
575 Cancer
199 Stroke

Note: Heart disease, cancer and stroke accounted for 55% of deaths among Vermont women in 2003.

Most common cancer deaths per year[2]

135 Lung cancer
97 Breast cancer
72 Colorectal cancer

Most common unintentional injury deaths per year[3]

38 Falls
28 Motor Vehicle Accidents
13 Poisoning

Health problems reported by Vermont women, by percentage[4]

34% Elevated cholesterol
30% Arthritis
22% Hypertension
20.5% Obesity
5% Diabetes

Most common injuries leading to hospitalizations for women in Vermont

Falls*
Hip Fracture*
Poisoning
Motor Vehicle Accidents

** Osteoporosis is estimated to have caused 2,800 bone fractures in Vermont in 2005. 104,800 Vermonters total and an estimated 21% of Vermont women have either osteoporosis or osteopenia (low bone mass).* [6]

Maternal health[5]

76.2% of Vermont hospital births were vaginal deliveries; 23.8% were by C-section
90.6% of pregnant Vermonters initiated prenatal care in the first trimester
19% of Vermont women smoke during pregnancy
There were 151 home births in 2005[7]

Sources: [1] State of Vermont 2003 Vital Statistics, VT Department of Health, December 2005. (refer to Table C-1)

[2] Cancer in Vermont, A Report of the 1997-2001 cancer incidence data from the Vermont Cancer Registry, Vermont Department of Health, Burlington, VT 2005

[3] State of Vermont 2003 Vital Statistics, VT Department of Health, December 2005, (refer to Table C-18)

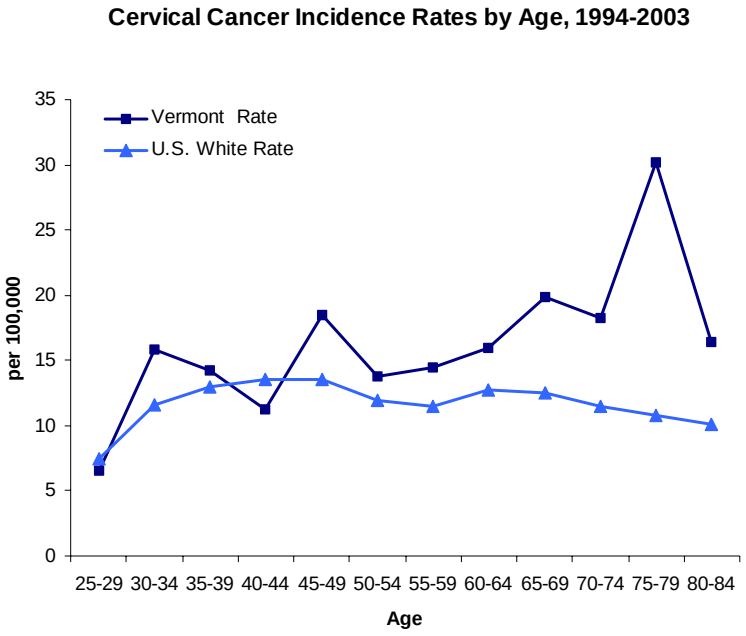
[4] Behavioral Risk Factor Surveillance Study, 2005, Vermont Department of Health

[5] State of Vermont 2003 Vital Statistics, VT Department of Health, December 2005, (Tables B-27, B-20, and B-28 of 2003 Vital Statistics Annual Report)

[6] The Human and Economic Costs of Osteoporosis in Vermont, June 2006, Alison B. King, PhD, P&G

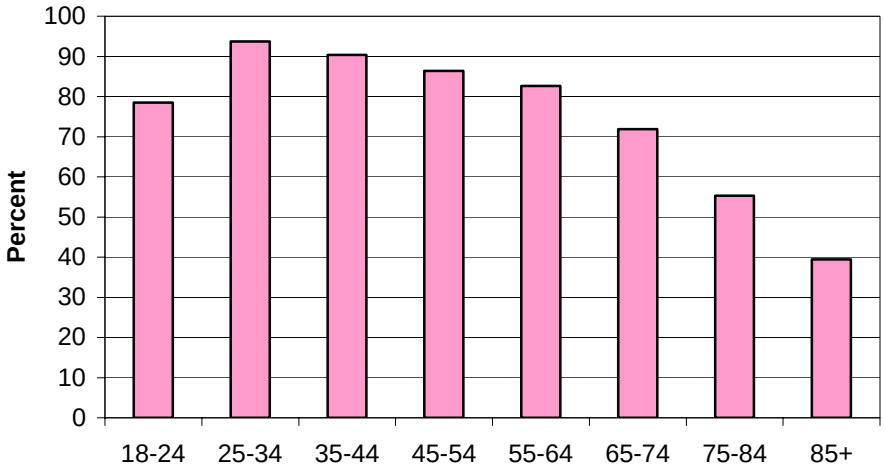
[7] Vermont Dept of Health Vital Statistics System

Cervical Cancer

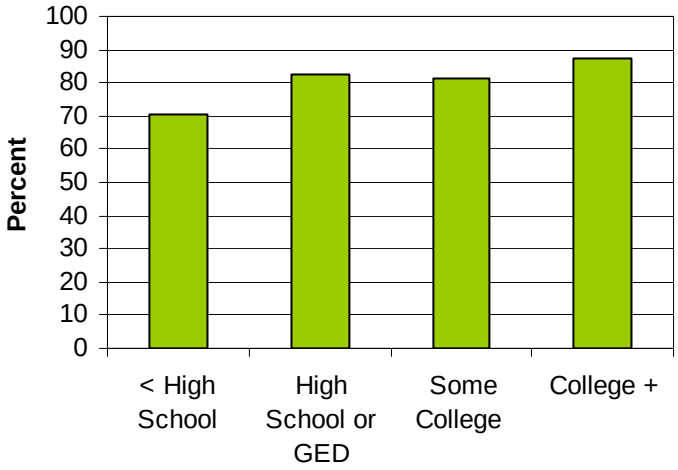


Sources: Vermont Cancer Registry, SEER Public Use Database. Rates are not presented if the number of cases is fewer than 6. From the report "Eradicating Cervical Cancer in Vermont" by Jennifer Kachajian, Epidemiologist, Vermont Cancer Registry and Ali Johnson, Registry Chief, Vermont Cancer Registry October 5, 2006

Percentage of women meeting the recommendations for cervical cancer screening (pap tests) by AGE – Vermont, 2005



Percentage of women meeting the recommendations for cervical cancer screening (pap tests) by EDUCATION – Vermont, 2005



Source: 2005 Vermont Behavioral Risk Factor Surveillance System, age-adjusted rates. From Cervical Task Force Cervical Cancer Screening Data, 2005, Vermont Department of Health, Elizabeth Peterson, MPH, October 5, 2006

The age-specific rates of cervical cancer are generally higher for Vermont women than for women nationally. Women above the age of 65 are much less likely to meet the recommendations for cervical cancer screening. Older women in Vermont not only have a higher incidence rate, but they are more likely to be diagnosed at a more advanced stage of cancer than their counterparts nationally or younger Vermont women. Lack of a high school education and lack of a personal doctor were associated with not being screened.

Sexual Harassment Charges Filed by Vermont Women

Fiscal Year*	Number of charges	Number of charges	Total Charges
	Human Rights Commission	Attorney General's Civil Rights Unit	
FY 2002	4	20	24
FY 2003	0	10	10
FY 2004	0	12	12
FY 2005	4	12	16
FY 2006	6	14**	20
TOTAL	14	68	82

Sources: From report compiled by the Vermont Human Rights Commission, November 2006, and from report generated from the Equal Employment Opportunity Commission regarding statistics for female sexual harassment charges filed with Vermont Office of the Attorney General, Civil Rights Unit, from 10/1/99 through 7/28/06
**Fiscal Year for Attorney General's Civil Rights Unit = October 1 through September 30*
***Reflects 10 months of FY 2006*

Sexual harassment cases normally go to the Attorney General's Civil Rights Unit. If the client is a state government worker, cases go to the Vermont Human Rights Commission. Individuals also have the option to pursue cases privately.

Sexual Violence In Vermont

Experts estimate that one out of every seven adult women in Vermont has been the victim of forcible rape sometime in her lifetime.

In 2005, member programs of the Vermont Network Against Domestic and Sexual Violence served 1,016 victims/survivors of sexual violence throughout the state; 163 were under the age of 18.

In the year 2004, there were 185 forcible rapes reported to law enforcement in the State of Vermont. This was an increase of more than 50% over 2003, and a 20% increase compared to the previous five years.

Based on Vermont police reports in 2004, on average more than 3 sex crimes are reported every day.

The average age of victims of incidents of rape that were reported to Vermont police is 21. The victim and the assailant were known to each other in 99% of reported rapes, and in 25% of these crimes the victim and perpetrator were either family members or intimate partners.

Domestic Violence in Vermont

There were 7,587 victims of domestic violence served by Vermont Network Against Domestic and Sexual Violence programs. 438 survivors were housed in shelters and safehomes. 7,658 children and youth were identified as having been exposed to domestic violence in their homes. 194 children were sheltered in Vermont Network programs or safe-homes. 903 children received services in addition to shelter.

The Vermont Department for Children and Families, Family Services Division received 1,596 intake calls that identified co-occurring domestic violence and child maltreatment. A total of 2,274 children were involved in these intakes. 360 of these intakes were opened for investigation which included a total of 516 children.

The Office of Court Administrator reports for FY 2005 (6.04-6.05) that in Vermont Family Courts there were 3,642 Relief from Abuse petitions filed which resulted in 1,285 final orders and 9 transfers to other courts.

Between 1994-2004, over half (52%) of homicides in Vermont were domestic violence related.

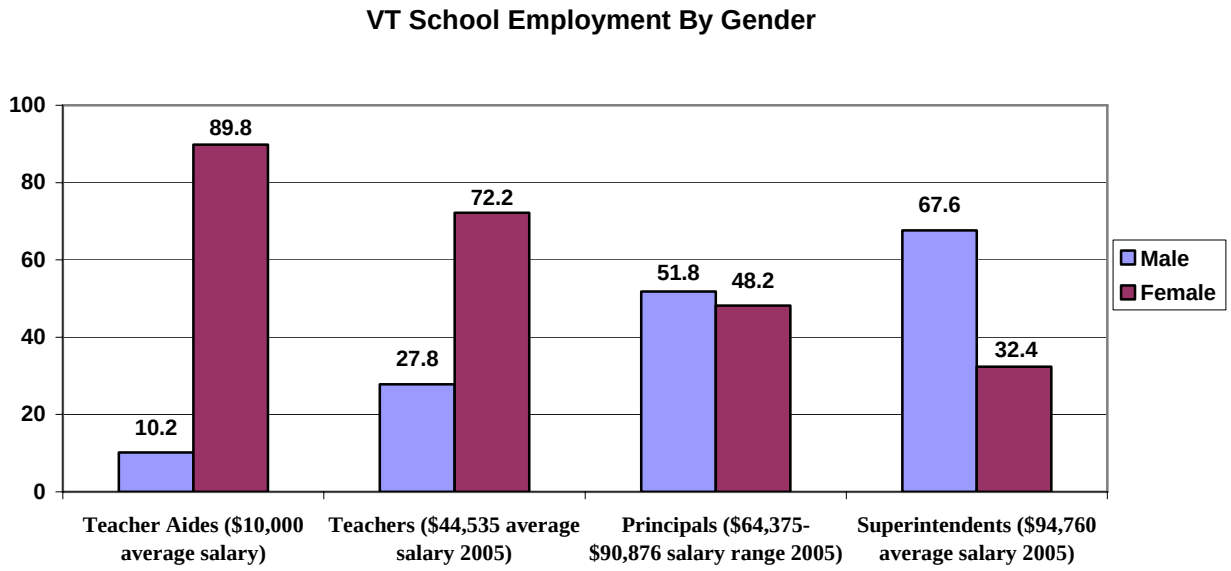
Source: Domestic violence and sexual violence data courtesy Vermont Network Against Domestic and Sexual Violence

EDUCATION AND HUMAN DEVELOPMENT

"VCW believes that educational institutions should provide a safe and supportive environment where all members of the learning community are treated equitably. The social and economic well-being of girls, and the women they become, depends upon their access to and participation in a full-range of educational opportunities."

Eileen Boland
Chair of VCW's Education and Human Development Committee

Vermont Educational Positions By Gender



Source: VT Dept. of Education, VTNEA, VT Principals' Association, VT Superintendents' Association

The majority of direct instructional positions in Vermont are held by women. These numbers have remained unchanged since the Commission's last study in 2003. In contrast, women increasingly fill administrative positions: since 2003, there has been an 11.1% increase in female principals, to the point where they have almost reached gender equality. Although there has been a 28.6% increase in female superintendents, still twice as many men as women serve as superintendents.

According to the Vermont National Education Association, teacher aids receive between $7 and $12 per hour, averaging a $10,000 salary. The average actual salary for teachers this past year was $44,535. The Vermont Principals' Association reported the salary range for principals this past year was $64,375 - $90,867. The Vermont Superintendents Association reported that the average salary for Superintendents this past year was $94,760.

"The Real World": Education, Income, and Expenses for Vermont Women

YOU GET PAID…

Average Income For Vermont Women
By Educational Level Attained

	Women	**Men**
Not a high school graduate	**$16,890**	$25,503
High school graduate	**$21,500**	$29,248
Some college	**$25,207**	$33,854
Bachelor degree	**$30,447**	$41,198
Advanced degree	**$38,641**	$52,372

Source: Data from the 2000 Census, Employment, Work Experience, and Earnings by Age and Education, Civilian Noninstitutional Population, Ages 21-64 years, Vermont females, Vermont males

...BUT LIFE COSTS $33,648

Monthly Budget for a Single Parent
with a Young Child

Food	$315
Housing (rent & utilities)	$651
Transportation	$459
Child Care	$493
Clothing & Household	$216
Telephone	$37
Personal Expenses	$68
Renter's Insurance	$18
Health & Dental Care	$190
Insurance & Savings	$36
Annual Federal & State Taxes	$321
Monthly Budget Total	**$2804**
Annual Total	***$33,648***

Source: Vermont State Joint Fiscal Office, Basic Needs Budgets and the Minimum Wage, January 15, 2005. For a single parent with one child living in rural Vermont with employer assisted health care and a low cost food plan.

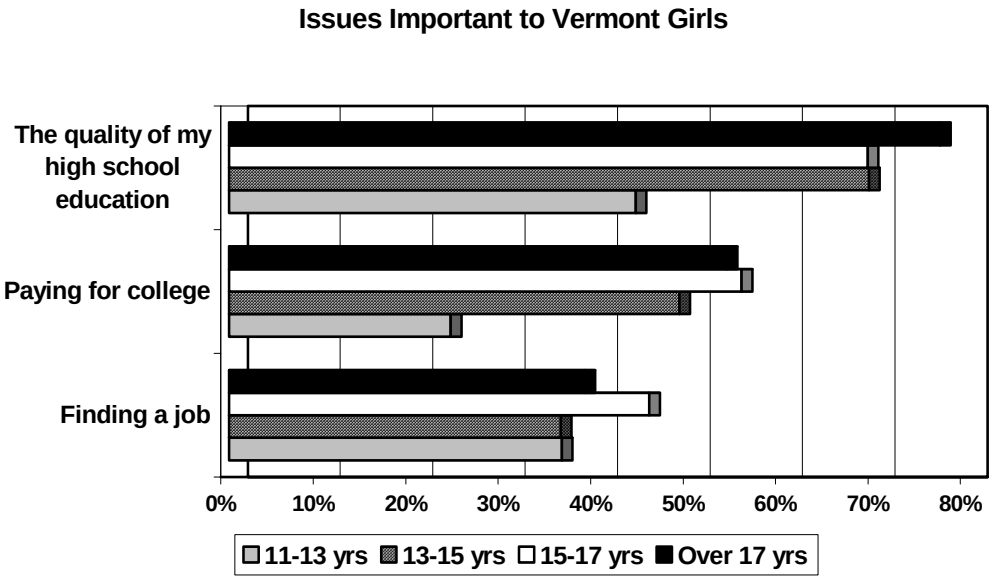
According to the Vermont State Joint Fiscal Office, a single parent with one young child living in rural Vermont with employer-assisted health care and a low cost food plan needs a monthly budget of $2,804 or $33,648 a year to live decently. If her employer does not offer a good health insurance plan or she must live in an urban area, her yearly expenses will increase by seven or eight thousand a year—to over $40,000 a year.

According to VSAC, if she has college loans to repay, she will have to budget an additional $160* a month or $1,920 a year bringing the total budget to almost $43,000 a year.

Clearly this budget is well beyond the average earnings of both male and female high school graduates; it is also well above the average salary for women with college degrees.

** Source: VSAC based on an estimated average loan debt of $20,000 and an average interest rate of 7.5%, using a 20 year repayment term*

What Girls Say About Life in Vermont



Source: VCW/ Girl Scout Council on-line survey, December 7, 2005 – January 30, 2006

In Spring 2005, VCW and the Girl Scout Council of VT conducted the first of its kind statewide on-line survey of young Vermont women about what issues are most important to them. Out of 19 issues, "quality of my high school education" rated most important.

At the close of the survey, girls were asked to write about their most important issues. Their statements concerned how budget cuts, diminishing school size, and how the quality of their school will affect their own futures:

"I want to continue to live in Vermont when I grow up. I might even want to go to college in Vermont. What can be done to make Vermont a good place for me to live as an adult? How can I afford to even live in the same town I grew up in? My family has lived and farmed in Vermont since before it was a state, I don't think we can continue living here." 11 year-old, Monkton Central School

"School is fine, but it would be better if we had more money, less budget cuts. The staff at my high school is really great though. Pay teachers more, they deserve it." Sophomore, Milton High School

"I love growing up in Vermont, the area is not the issue, I love it here. However, I wish there was better funding for schools. I've seen schools which once had excellent programs decline over the years. My hometown school taught algebra, geometry, trigonometry, etc…when adults were in school. By the time it was my turn to go, there were different levels of "integrated math" and I changed schools to one that has good academic structure, but minimal fine arts and extra activities (although it is a private school, but same for public schools as well). I think that having more options at school would make people wasn't to be there. There is a lot of money in the world that is getting put into useless things, so why can't our schools have better funding?" 17 year-old, Rice Memorial High School

"*It is essential for all Vermont students to experience a culture other than their own…So many schools in Vermont are no more than 500 students and thus do not have the money require for cultural experiences. It is my concern, as well as the concern of many of my peers, that when we apply for college our lacking experience outside of Vermont could be a set back."* Sophomore, Missisquoi Valley Union High School

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 (as Vice-Chair), Vermont Public Radio, Vermont Community Foundation, Rutland Health Foundation (as Vice-Chair), and The Sunset Home (a community care home). 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 staff member of Senator 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 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 Clerks' and Treasurers' 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 Associate 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 Director of Human Resources for St. Johnsbury Academy. 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 Bachelor of Arts in photo illustration from the Rochester Institute of Technology and Master of Arts in Education Administration and Supervision from Johnson State College.

Carol Buchdahl *(Saxtons River)*
Carol Buchdahl, R.N., M.A. is the Manager of Leadership Development and Organizational Learning for the Technology Extension Division of the Vermont State Colleges. She serves as a facilitator and consultant for businesses in Vermont and around New England. Commissioner Buchdahl served in the Vermont Legislature from 1997-1999 as a representative from Georgia, Vermont. While serving in the Vermont House, she was Clerk of the Commerce Committee. She presently serves as secretary for the national board of the Health Care Education Association. Currently, she is Chair of VCW's Health, Safety and Civil Rights Committee. Commissioner Buchdahl and her husband David spend as much of their spare time as they can with their 5 grandchildren.

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 Chairs the Vermont Works for Women board, and serves on the Richmond Free Library Board of Trustees, the Richmond Democratic Committee, and on the planning committee for Senator Leahy's Women's Economic Opportunity Conference.

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 has served on the Board of Advisors for North Atlantic Venture Fund II and Green Mountain Capital Corporation, the Board of Fellows of the New England Colleges Fund, and the Board of Advisors of the Danielsen Institute. 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 State 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 public accounting firm in Burlington. She has served in board positions for many organizations that have focused on women's and family issues. In addition, she has been active in Business and Professional Women (BPW) in Vermont and in BPW/USA for over 15 years. Commissioner Merrill is a Certified Public Accountant and holds a BA, Summa Cum Laude, from William Smith College 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 President of C.O.V.E. (Community of Vermont Elders); a Library Trustee (for over twenty years); a member of the Governor's Commission on Healthy Aging; 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 and has three adult children and eight grandchildren.

As of December 26th, 2006, there were four Commissioner appointments pending.