

THE STATUS OF WOMEN AND GIRLS IN VERMONT



January 2008

The Vermont Commission on Women proudly presents this sixth 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 3 VSA § 22 (h) 6, 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 need for any information about women in Vermont, or if you have ideas about what you'd like to see in subsequent reports, we sincerely welcome your feedback.

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

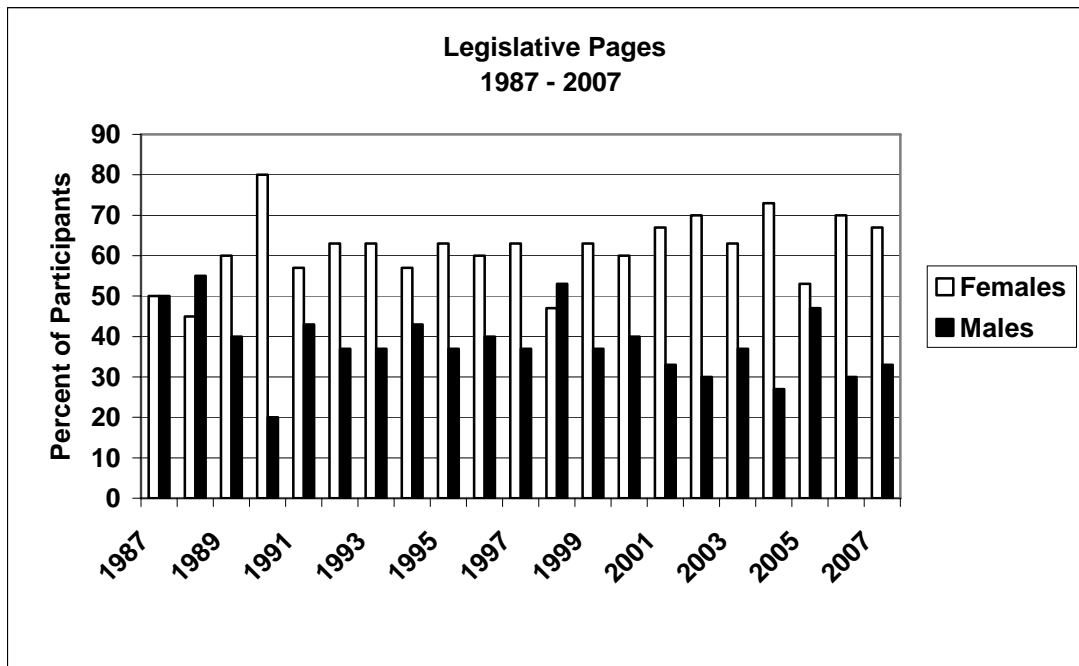


“VCW Commissioners model the role that women can play in the public life of Vermont. We volunteer our time to help women and their families gain access to the rights, privileges, and resources needed to live in justice, dignity, freedom, equality, and economic security. We get back so much more than we put in.”

Marcia Merrill
Chair

Vermont Commission on Women

Girls in the Legislative Page Program



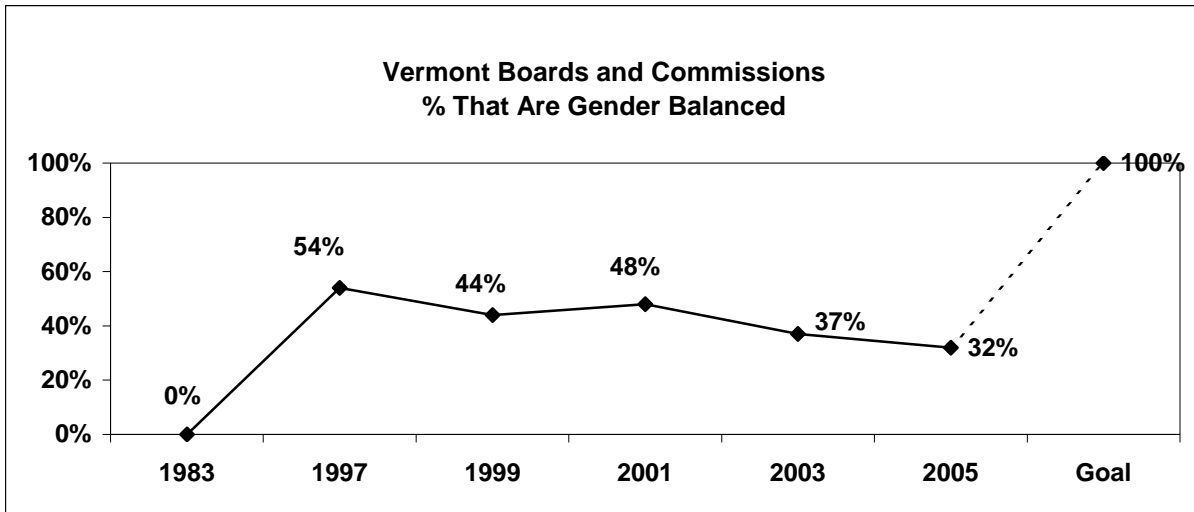
Source: Office of the Sergeant at Arms

Legislative pages at the Vermont State House serve for six weeks during their 8th grade school year. Selection is competitive: only 30 are chosen out of 150 applications per year. Pages are responsible for finding their own housing and transportation. They receive a salary and limited travel reimbursement.

Pages deliver messages for senators, representatives, and the various legislative offices. Serving as a page offers a unique opportunity to observe and understand the inner workings of the legislature and how state laws are discussed and made. Many Vermont lawmakers, including members of the current legislature, got their start working as pages.

Although there are large numbers of girls in this program, the legislature is still predominantly male, only 33.3% of senators and 38% of representatives are women.

Women Serving on State Boards and Commissions



Source: VCW's analysis of Civil Government, State of Vermont, Office of the Secretary of State.
Based on board membership, November 2005

Vermont law or executive order determines who appoints members to over 200 state boards and commissions. Appointing authorities include, but are not limited to: the Governor; the Secretary of State; the Speaker of the House of Representatives; the Senate Committee on Committees; Agency Secretaries; Department Commissioners; and organizations with a focus on the issue or industry.

Commissions can be as small as two members or as large as 35 members. VCW defines a "gender-dominated" board as one where at least the majority plus one (even number of members) or majority plus two (odd number of members) are of one gender. Boards that do not meet this definition are considered "gender-balanced." Thus a board with six men and one woman is counted as a male-dominated board while a board with five men and two women is counted as gender-balanced; a board of 14 women and 10 men is considered female-dominated while a board with 13 women and 11 men is considered gender-balanced. Given this generous definition, it is surprising that over half of the boards and commissions in Vermont are still male-dominated.

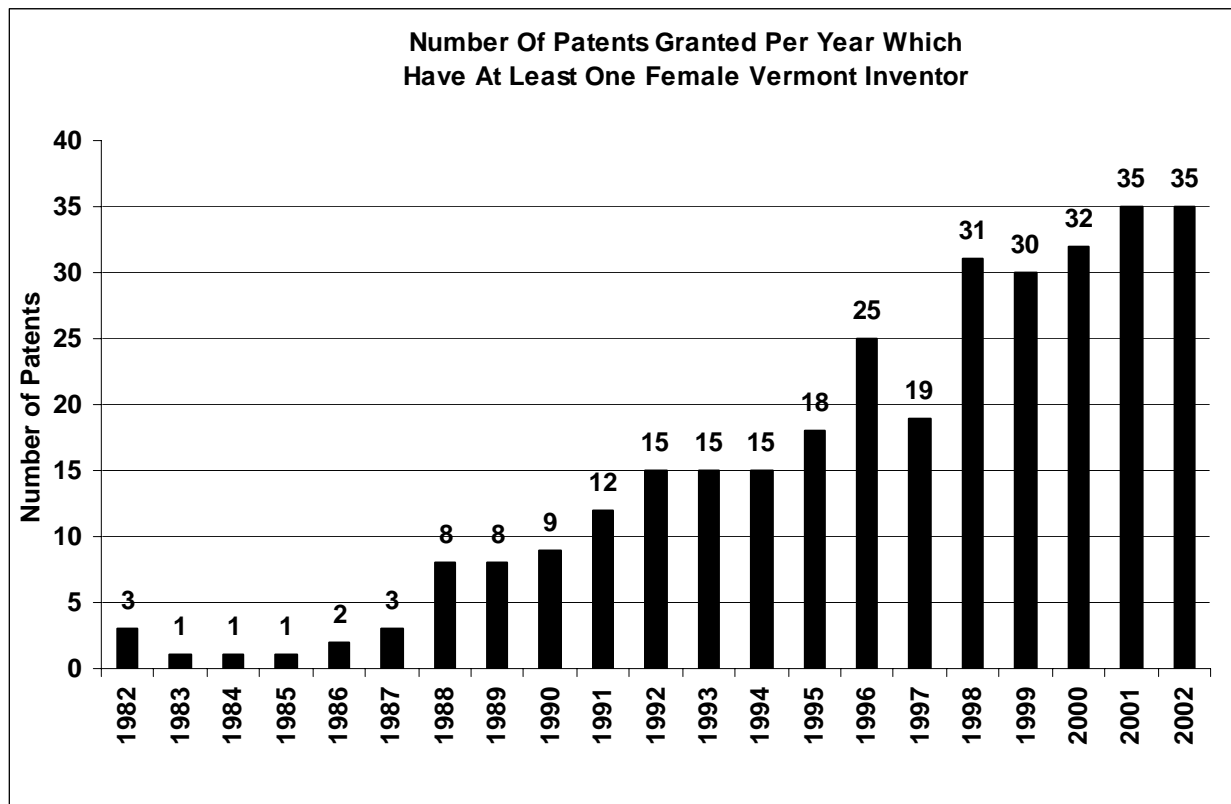
Total number of boards and commissions:	200
Number that are gender balanced:	64 (32%)
Number that are male dominated:	102 (51%)
Number that are female dominated:	34 (17%)

Women Serving in the Military

Vermont Women in the Military		
Service	Number	Percentage
Air Guard	149	16%
Army Guard	278	10.7%

Currently, women comprise 13 percent of our nation's armed services. According to a University of Michigan poll, nearly half of female Air Force soldiers deployed during the Iraq war said home life rarely or never interfered with their work. But of the 20% reporting at least one symptom of post-traumatic stress disorder, family-work conflicts were found to be a "significant predictor."

Women Inventors



Source: "U.S. Patenting by Women, 1977-2002", U.S. Patent and Trademark Office, Office of Electronic Information Products, Washington, D.C. April 2003. "Table 3. U.S. Origin Woman-Inventor Patents: Listing by State/Territory of Origin, Number of Patents Granted which have at least one Woman Inventor, 1977-2002"

Between 1982 and 2002 there were 318 United States patents with at least one Vermont female inventor in the patent registration. The inventor could be working individually, as part of a larger group, business, or corporation. Vermont women have patented advanced metal working tools, agriculture methods and technology, footwear science techniques, chemicals for antibiotics, and much more.

ECONOMIC SECURITY AND EQUITY



“Vermont's workplaces are slowly adjusting to the realities and needs of working families. The Commission applauds the efforts of Vermont businesses that implement flexible workplace policies in response to those needs.”

**Mary Claire Carroll
Chair**

VCW's Economic Security and Equity Committee

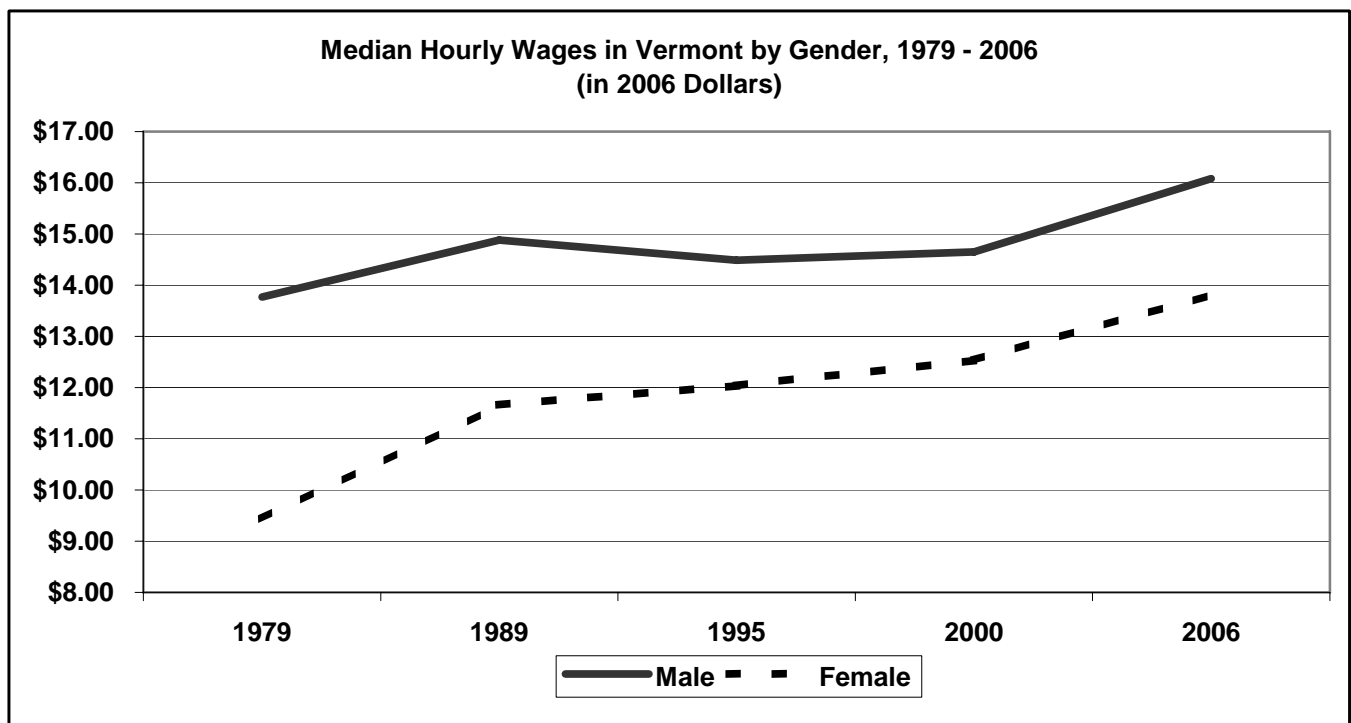
The Gender Wage Gap In Vermont

Women's Earnings as a Percent of Men's*		
Year	Vermont	U.S.
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%
2006	81.3%	80.8%

Source: Bureau of Labor Statistics' Highlights of Women's Earnings, September 2007

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

According to the study, *Behind the Pay Gap* (AAUW Foundation, April 2007), newly graduated college-educated women start their careers earning less than men, even when accounting for parenthood, occupation, hours, and experience. That gap only widens with time. The same report suggests the following steps to close the wage gap: public and political recognition that the gap is a problem; fostering greater workplace flexibility; improving equal pay laws; and expanding medical and family leave laws. These changes would not only address pay equity for women, but would respond to the dilemmas of work-life balance for two-income family households.



Percentage of Part-time Workers in the United States and in New England Total and by Gender, 2006			
	All	Male	Female
United States	22.4%	16.3%	29.6%
New Hampshire	24.8%	16.6%	34.0%
Connecticut	26.6%	19.1%	35.0%
Rhode Island	27.0%	19.1%	35.4%
Massachusetts	27.1%	18.9%	36.1%
Vermont	28.1%	20.5%	36.2%
Maine	28.8%	20.1%	38.2%

Source: Both graphs courtesy Public Assets Institute

According to a recent policy brief from the Public Assets Institute, Vermont's gender wage gap is slowly closing, with median wages at \$13.82 for women and \$16.08 for men in 2006. Vermont has the highest percentage of women in the labor force. In New England, Vermont also has a very high rate, exceeded only by Maine, of women working part time (employed fewer than 35 hours per week). Part time workers usually receive no benefits.

Childcare Subsidy

Quality child care plays an important role in building a strong foundation for our children while allowing parents to work. The Child Care Subsidy Program helps low- and moderate-income working parents access affordable, quality childcare.

Who qualifies for a child care subsidy?

Yearly Gross Income Qualifying for State's Child Care Subsidy					
Percentage of Subsidy					
Family Size	100%	75%	50%	25%	10%
3 or less	\$13,884	\$19,596	\$24,000	\$28,392	\$31,032
4 or more	\$16,704	\$23,592	\$28,896	\$34,200	\$37,380
5	\$19,524	\$27,588	\$33,804	\$40,008	\$43,740
6	\$22,344	\$31,596	\$38,724	\$45,840	\$50,112

Source: "Child Care Subsidy Based on Gross Monthly Income and Family Size", Child Development Division, Department for Children and Families, Vermont Agency of Human Services

How much of the cost of child care does a subsidy cover?

Licensed Center Care				
Age	Average Weekly Rate	Full State Subsidy	Difference/Week	Difference/Year
Infants	\$143.75	\$125.46	\$18.29	\$951.08
Toddlers	\$142.38	\$124.42	\$17.96	\$933.92
Preschool	\$135.70	\$110.82	\$24.88	\$1,293.76
School Age	\$130.11	\$108.12	\$21.99	\$1,143.48

Registered Home Care				
Age	Average Weekly Rate	Full State Subsidy	Difference/Week	Difference/Year
Infants	\$122.71	\$100.98	\$21.73	\$1,129.96
Toddlers	\$117.03	\$99.96	\$17.07	\$887.64
Preschool	\$113.02	\$86.70	\$26.32	\$1,368.64
School Age	\$107.18	\$86.70	\$20.48	\$1,064.96

Source: "Comparison of Vermont 2006 Child Care Market Rates to State Child Care Subsidy Payment Rates" January 2007 Child Development Division, Department for Children and Families, Agency of Human Services

A single parent earning minimum wage (\$7.53/hour, 2007) with a toddler and a preschooler in a licensed center qualifies for only 75% subsidy. With that subsidy, the parent would have to pay \$5,121 or 32% of their yearly income for child care. Even for families who qualify for a 100% subsidy, there is still a gap between the subsidy payment and a child care provider's weekly rate. Many families can't make up the difference and are forced to limit their child care options to sometimes unstable arrangements of questionable quality. If providers "forgive" the difference, they then have to make it up with what they charge other families or by decreasing compensation, which makes it difficult to keep qualified staff.

Work/Life Balance: Responsive Workplaces in Vermont

*"Most Americans believe that someone who works full-time should be able to meet his/her basic needs without resorting to public financial assistance. Said another way, they believe in livable jobs. A livable job is a combination of wages, benefits, and workplace practices that enables a full-time worker to be financially self-sufficient." - **Livable Jobs Toolkit, Vermont Businesses for Social Responsibility***

Every year businesses are recognized as the Best Places to Work in Vermont.* This statewide initiative incorporates data from employee surveys and employer questionnaires to select and rank companies. Featured below are family-friendly work practices and policies of two recent winners.

* "Best Places to Work in Vermont" 2006, www.bestplacestoworkvt.com for more information.

King Arthur Flour Company:

- ‡ compressed work weeks and flexible scheduling
- ‡ private lactation/nursing room, complete with rocking chair, art, and green plants
- ‡ on-site yoga and Pilates classes, and on-site cooking classes
- ‡ paid time off to volunteer for any 501(C)3 organization
- ‡ free loaf of bread every other week and a free bag of flour each month, employee discounts at retail store
- ‡ longer-than-mandated maternity leaves
- ‡ ability to work from home while caring for sick family (aging family members, sick children) or under other circumstances on a case-by-case basis
- ‡ benefits to domestic partners living with an employee-owner for at least six months
- ‡ open-book management style
- ‡ "kudos" gifts, including gas cards, massage gift certificates, store merchandise, movie tickets, and books, when someone has really gone above and beyond the call of duty

*"Fifteen years ago, a brand-new employee at King Arthur Flour, I received disheartening news: my kindergarten son's day-care arrangements had suddenly fallen through. After much scrambling, I managed to craft together a plan that would force me to leave work twice a day to transport my son to two different after-school programs. Scared to death, I timidly presented myself to King Arthur's president to plead for some understanding; henceforth, a big chunk of my work day would be spent on family matters. Frank (we were all on a first-name basis; this should have given me a clue) simply said to me, 'How can we help you?' And at that moment, as a frantic mother I was treated not only with empathy, but with an offer of aid, and I knew I'd be working at King Arthur Flour for a long time." - **P. J. Hamel, Catalogue Editor***

American Flatbread:

- ‡ full benefits for staff working 30 hours per week
- ‡ partially paid maternity/paternity leave for employees with over 1 year of service
- ‡ paid time off after two years for employees working 10 hours per week
- ‡ sick time accrual of up to 160 hours
- ‡ paid sick time for bereavement as well as care for a family member
- ‡ meals each night for restaurant employees, 160 free flatbreads per year, and access to leftover ingredients for lunches and snacks
- ‡ free organic coffee and local tea to staff
- ‡ weekly 15 minute in-house massage to any staff member working over 20 hours per week
- ‡ after ten years of service a 12-week sabbatical with full compensation and benefits for employees working a minimum of 25 hours per week

- ‡ discounted ski and health club passes
- ‡ generous reinstatement options for returning employees

“I found the sabbatical program here at Flatbread very valuable in evaluating my life. It is very challenging in our busy lives to find any time to just stop and breathe, to have time to explore your thoughts in depth without the constant interruption of daily life and work. The time allowed me to look at my work and frustrations I had day to day and begin to understand where I may have been causing or prolonging some of the issues with my own behavior. I don’t know that I would have recognized those things without the distance I was able to achieve.” – AF staffer

Vermont Women in the Trades: Plumbing

Licensed Women Plumbers August 2006-August 2007		
License Type	Number	Percentage Women
Journey Worker	6	3.08%
Master Plumber	6	1.05%
Specialty	2	1.02%
Totals	14	1.45%
Apprentices	4	1.50%

Source: Vermont Department of Public Safety, Division of Fire Safety: Plumbing Licensing, August 1, 2007 and Vermont Apprenticeship Office, Department of Labor, August 2007

The licensing procedure for plumbers begins with a four-year apprenticeship, arranged by the Apprenticeship Office within the Department of Labor. The apprentice in this program is sponsored by an employer who pays 50% of the journey worker wage which starts at approximately \$10/hr. The average annual wage for plumbers in Vermont was \$ 40,390 in 2006. The Vermont Department of Labor Career Resource Center and Vermont Works for Women assist and encourage women to enter non-traditional trades.

Sources: Apprenticeship Office, Vermont Department of Labor, August 2007; The Vermont Statutes Online, Title 26: Professions and Occupations, Chapter 39: Plumbers and Plumbing; The Department of Public Safety, The Division of Fire Safety, Plumbing, Effective February 1, 2005; and Occupational Employment Statistics, Vermont Labor Market Information, U.S. Bureau of Labor Statistics, released July 2007.

HEALTH, SAFETY AND CIVIL RIGHTS



“Returning to work after the birth of a child can be a chaotic challenging time for a family. As a society, we need to help ease the transition back to work. No one should not have to choose between economic security and doing what they feel is best for their child.”

Carol Buchdahl
Chair

Health, Safety, and Civil Rights Committee

Breastfeeding in Vermont

Vermont Mothers Breastfeeding, 2004					
	Breastfeeding Ever	Breastfeeding at 6 Months	Breastfeeding at 12 Months	Exclusive Breastfeeding at 3 Months	Exclusive Breastfeeding at 6 Months
Vermont	85 %	55 %	34 %	47 %	16 %
U.S.	74 %	41 %	21 %	30 %	14 %

Source: National Immunization Survey, Centers for Disease Control and Prevention

Mothers are an important segment in Vermont’s workforce: our state led the nation in 2000 with 71% of mothers with children under age six in the workforce. Although Vermont has one of the highest percentages of women breastfeeding, many working women stop breastfeeding their baby because they are unable to express breast milk at work.

The American Academy of Pediatrics (AAP) emphasizes the health, nutritional, immunologic, developmental, psychological, environmental, and economic benefits of breastfeeding. These benefits extend to the workplace with reduced health care costs and decreased worker absences due to less illness in the breast milk fed-baby.

The AAP recommends that mothers breastfeed exclusively for six months and continue breastfeeding until the child is a year old. The recommendation also includes expressing milk if direct breastfeeding is not possible.

Health Insurance

Vermont's Uninsured by Age and Gender, 2005						
Age	Male		Female		Total	
	#	%	#	%	#	%
< 18	4,014	5.6%	2,566	3.7%	6,580	4.7%
18 - 34	16,536	25.7%	9,610	15.6%	26,146	20.8%
35 - 44	6,719	15.4%	4,594	10.0%	11,313	12.7%
45 - 64	9,129	10.0%	7,326	7.8%	16,455	8.9%
65+	240	0.7%	323	0.7%	563	0.7%
Total	36,638	12.0%	24,419	7.7%	61,057	9.8%

Source: 2005 Vermont Household Health Insurance Survey, BISHCA

Although less than 10% of Vermonters lack health insurance, it varies widely by age. Both the elderly and the young are well-insured. However, 20.8% of Vermonters ages 18-34 (or 26,146) are uninsured. The percentage of uninsured women ages 18-64 is lower because they are more likely to be eligible for public insurance (Medicaid) as low income parents of minor children.

Cesarean Delivery

Births by Cesarean Section		
Year	Vermont	National
1999	16.6%	22.0%
2000	17.9%	22.9%
2001	18.2%	24.4%
2002	21.4%	26.1%
2003	23.8%	27.5%

Births by Cesarean Section, 2003		
Place of Birth	Number	Percentage
Brattleboro	96	26 %
Copley	34	13 %
Gifford Memorial	67	21 %
Northwestern Med Ctr	112	23 %
FAHC/Medical Center	579	26 %
North Country	49	23 %
Porter	54	19 %
Southwestern Med Ctr	123	24 %
Rutland	159	28 %
Springfield	59	27 %
Central Vermont	66	16 %
N.E. VT Regional	54	23 %

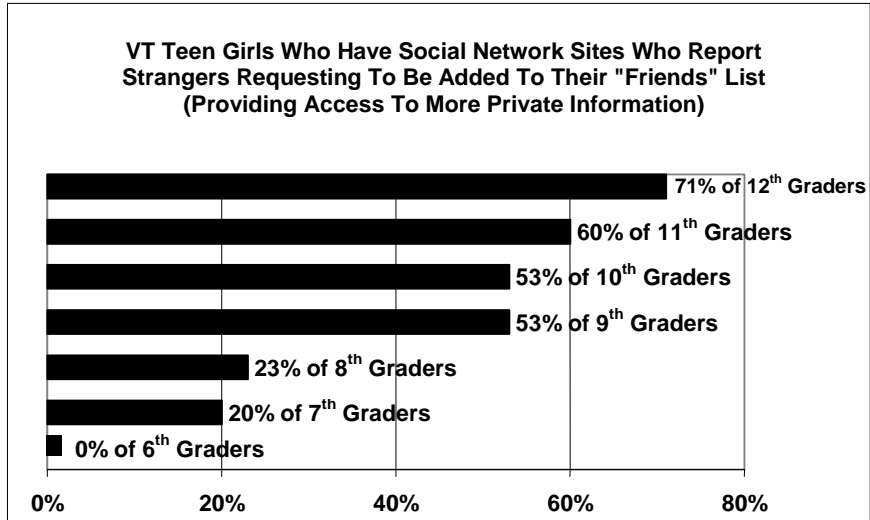
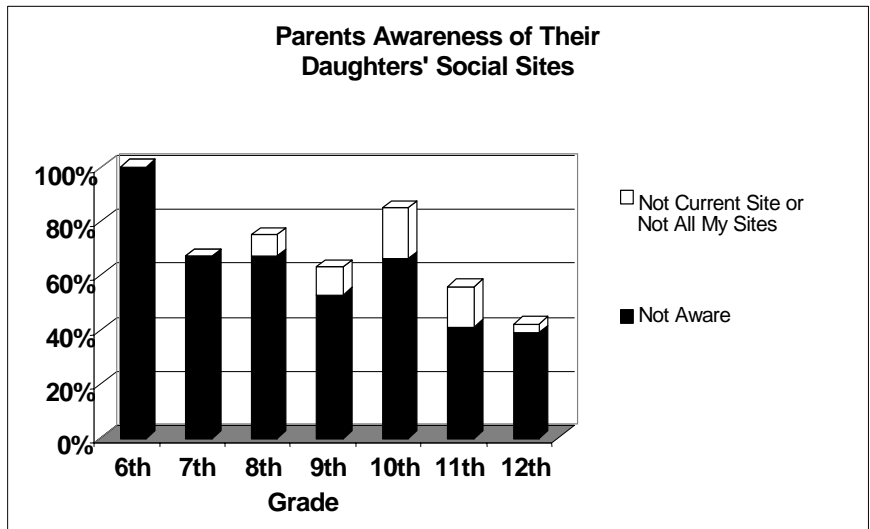
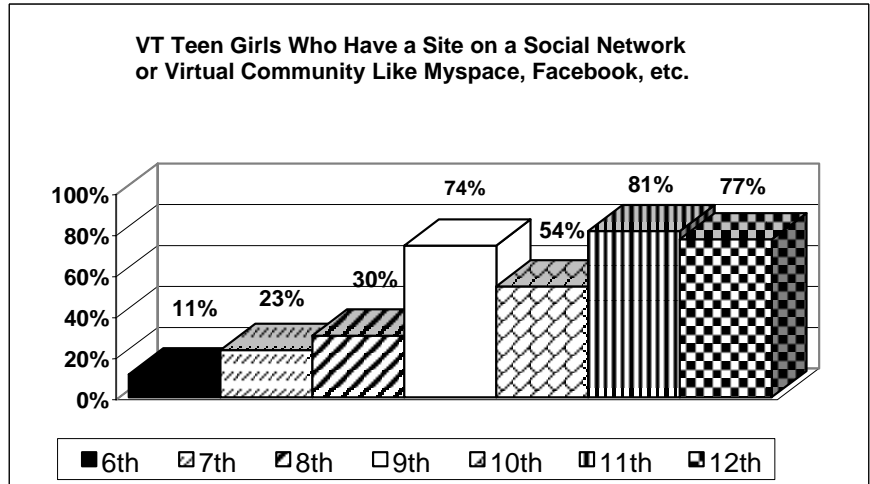
Sources: National Center for Health Statistics: Birth Data, 1999-2003

Vermont Department of Health: Summary of 1999-2003 Births, Table B-27

Although cesarean sections have been effective in saving lives, they also increase the risk of illness and death. There has been a gradual increase in the number of C-section births at both the state and national levels. Nationally this increase has been attributed largely to non-clinical factors such as physician practice patterns, maternal choice and legal pressures.

The Northern New England Quality Improvement Network is a consortium of hospitals providing obstetric services in NH and VT with a mission to improve perinatal outcomes. When this network compared c-section rates for low risk first time mothers, there was a much smaller variation among hospitals. Vermont's average adjusted C-section rate is about 12% and is well below the Healthy People 2010 national goal of a 15% C-section rate for low risk first time mothers.

Cyber Safety for Girls



Source: Statewide Survey of Vermont Girls, VCW and Girl Scout Council of Vermont, 2007

While using the Internet and the Web are part of daily life for Vermont teens, cyber safety is not always addressed in schools or at home. Most troubling is that although only 11% of 6th graders reported having personal sites on social networks such as “Facebook”, 100% of them reported that their parents had not seen their sites.

Substance Abuse and Incarceration

A total of 260 women entered correctional facilities in the 3-month period between 7/1/07 and 9/30/07, an average of 86-87 per month. Over half (135) of the total admissions for the same period were “returned” to prison for violations. Over half (70) of these returns involved substance use.

According to a June 2007 report by UVM researchers as part of AHS's Incarcerated Women's Initiative, the criminal justice system has become "revolving door" for women. Although there are numerous projects and programs addressing substance abuse both within the prisons and the community, both inmates and staffers reported that these programs were insufficient and fragmented. Issues of housing, employment, and education in the context of a history of substance abuse also need to be addressed. The report calls for Vermont to integrate multiple stakeholders in a collaborative cross system effort to reduce the trend in women's incarceration and help women move toward self-sufficiency.

Facility-Based Substance Abuse Programming For Women:

■ Dale State Correctional Facility (Waterbury):

Two contracted providers offer assessment, referral, treatment planning, group counseling (subjects include: addiction, relapse prevention, and a curriculum called Straight Talk) and individual services for a total of 32 hours per client.

■ Southeast State Correctional Facility (Windsor):

One contracted provider offers four treatment groups (subjects include: getting sober, relapse prevention, and the curriculum Seeking Safety) for a total of 40 hours per client.

■ Both facilities offer the psycho-educational program “Rocking Horse” for addicted parenting mothers, and self-help programs, like Alcoholic Anonymous and Narcotics Anonymous, staffed by community volunteers.

Residential and Community Programming Outside Of Facilities For Sentenced Female Offenders:

■ Tapestry 1 is a modified therapeutic community in Brattleboro operated by Phoenix House of New England as a pre-release alternative to independent living. To be eligible, women must have at least 6 months remaining on their minimum sentences. The average length of stay is 9 months.

■ Tapestry 2 is a program serving women who have relapsed and need a period of stabilization before returning to the community. Women are supervised through field offices, and can be referred for up to 90 days. The average length of stay is less than 30 days.

■ Intensive Outpatient Substance Abuse Program is a community-based program for offenders with a supervised community sentence or pre-approved furlough.

■ Programs funded by DETER (Drug Education, Treatment, Enforcement and Rehabilitation) grants include Washington county's, which provides transitioning and wrap-around services to incarcerated women from the Dale facility returning to Washington county. Chittenden and Rutland counties programs work with women in the community.

■ Rocking Horse is also offered to addicted parenting mothers in many communities.

■ Transitional housing programs for women returning from prison, like Northern Lights, Dismas House, Oxford–Kirk House, Grace House, Willow Grove, Phoenix House RISE, and Aerie House offer substance abuse treatment components.

Source: Vermont Department of Corrections, Women's Services

EDUCATION AND HUMAN DEVELOPMENT



“Hazing, harassment, and bullying in the context of education significantly interfere with a student’s academic performance, emotional and physical well-being, and access to educational opportunities. Educational institutions and Vermont communities have a moral, and in some instances, a legal obligation to prevent and to address them.”

**Eileen Boland
Chair**

Education & Human Development Committee

Harassment in Schools

Vermont has some of the strongest policies in the nation concerning harassment in schools.

Defined by Vermont state law, harassment has “the purpose or effect of objectively and substantially undermining and detracting from or interfering with a student’s educational performance or access to school resources or creating an objectively intimidating, hostile, or offensive environment.”

Harassment based on gender rose from 30% to 36% and harassment based on sexual orientation rose from 32% to 39% in the 2005-2006 school year. Data for the 2006-2007 school year has yet to be released by the Department of Education.

Data from the 2007 Youth Risk Behavior Survey of the Vermont Department of Health shows 18% of its female respondents had been the target of a bully and 17% had been touched sexually against their wishes or forced against their wishes to touch someone else sexually. An online survey of girls ages 12-18 conducted by the Girl Scout Council of Vermont and the Vermont Commission on Women found that one in three girls reported skipping school or wanting to stay home from school because they were being teased or harassed.

Sexual Harassment Of Vermont Teen Girls:

- 43% Have experienced bullying
- 37% Have had someone pull at clothing in an uncomfortable way (including "wedgies" or bra strap snapping)
- 36% Have had someone flash or "moon" them
- 34% Have had someone touch, grab or pinch them in a sexual way
- 24% Have had someone negatively refer to them as gay or lesbian
- 20% Have had someone spread sexual rumors about them
- 17% Have had someone pull their clothing off or down
- 8% Have had someone force them to do something sexual other than kissing

Source: Statewide Survey of Vermont Girls, VCW and Girl Scout Council of Vermont, 2007

Data from the Safe and Healthy Schools program indicates the percent of reported harassment cases based on gender and sexual orientation rose dramatically as a percentage of all reported harassment cases from the 2004-2005 school year to the 2005-2006 school year.

Ease In Reporting Harassment For Vermont Teen Girls:

- 10% Very hard...if you report, it just makes it worse for you
- 19% It's kind of hard...no one wants to do it, or they're afraid to
- 21% I don't think kids in my school know or understand how to report
- 17% Very easy but everyone knows you reported
- 32% Very easy, we can report it in confidence without others knowing

Source: Statewide Survey of Vermont Girls, VCW and Girl Scout Council of Vermont, 2007

Women's History Classes

Although Vermont does not have a statewide mandated curriculum in social studies, most high schools, however, require courses like World History, Western Civilization, American History, and American Government. Popular electives are Canadian Studies, African Studies, Current Events, World Cultures, Psychology, and Sociology. Anecdotal evidence suggests that the contributions of women are mostly or entirely absent from those courses. Only a couple of Vermont's larger high schools offer a women's history course.

School	Women's History Course?
Essex Community Education Center	No
Burlington High School	Yes, offered to Seniors
Champlain Valley Union	No
Bellows Free Academy	Yes, began in '04
Rutland High School	No
Mount Anthony	No
Mississquoi Valley	No
North Country High School	No
Brattleboro High School	No
Mount Mansfield	No
Saint Johnsbury Academy	No

Source: Compiled through phone survey, summer 2007; school administration staff, social studies faculty, student services, or school guidance counselors. "FY 2007 Public School Enrollment Report, Table 5: Vermont Public School Enrollment By Gender For School Year 2006-2007," Department of Education, State of Vermont.

Tenured Professors by Gender

Women now outnumber male undergraduates and more women than ever are getting advanced degrees. But the transition from school to workplace paints a different picture: the higher the position in academia, particularly in engineering, math and computer science, the fewer the women.

Women With Tenure				
	University of Vermont		Middlebury College	
	Number Tenured Women	Percent Tenured Women	Number Tenured Women	Percent Tenured Women
TOTAL	127	30%	51	31%
SELECTED DEPARTMENTS				
Biology	4	44%	4	57%
Business	1	10%	NA	NA
Chemistry	0	0%	1	14%
Economics	4	57%	0	0%
Education	3	25%	NA	NA
Engineering, Math & Computer Science	2	7%	2	22%
English	7	38%	5	39%
History	4	33%	2	18%
Music	0	0%	1	33%
Political Science	4	33%	1	9%
Psychology	6	46%	4	80%
Romance Languages	7	70%	12	75%

*Source: Office of Dean of the Faculty at Middlebury College,
Office of Institutional Studies at University of Vermont*

A paper in the journal *Science** cited four barriers to women achieving tenure: lack of encouragement and lack of female mentors in school; unwelcoming workplace climate; unconscious bias in job advancement and awards; and the challenge of balancing family and work.

Jo Handelsman, Nancy Cantor, Molly Carnes, Denice Denton, Eve Fine, Barbara Grosz, Virginia Hinshaw, Cora Marrett, Sue Rosser, Donna Shalala, and Jennifer Sheridan. 2005. "More Women in Science." Science. 309 (5738): 1190-1191

VCW COMMISSIONERS

Marcia Merrill of Jericho

Chair of the Vermont Commission on Women

Commissioner Merrill is a partner in Montgomery and Merrill, P.C., a women-owned public accounting firm in Burlington. She is responsible for Audits and Accounting, working primarily with small businesses, start-up businesses, and not-for-profit organizations. In conjunction with her work, she provides pro bono accounting services for several non-profit organizations and mentors college students considering careers in accounting. Commissioner Merrill was a Vermont delegate to the White House Conference on Small Business and completed Lake Champlain Regional Chamber of Commerce's training institute, Leadership Champlain. She is past state president of the Vermont Federation of Business and Professional Women (BPW), past member of the national board of directors for the BPW/USA, and attended the BPW/USA National Leadership Institutes from 1998 to 2002.

Commissioner Merrill chaired the board of a day care and has served as a board member of a food co-op, the Vermont Council for Rural Development, and the Champlain Initiative, a long-range community action organization. Commissioner Merrill has two sons, both of whom are married to smart, talented working women. Her professional memberships include the American Institute of Certified Public Accountants and the Vermont Society of Certified Public Accountants. Commissioner Merrill holds a BA, Summa Cum Laude, from William Smith College and an MBA from Rochester Institute of Technology.

Sharon Baade of Waterbury

Commissioner Baade's passion for and expertise in issues affecting women and girls are 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, serving 7,500 Vermont girls and women. Scout programs are committed to diversity and 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, she's volunteered with the United Way, the YWCA, the Boys and Girls Clubs, and the American Red Cross. She holds a BS from Iowa State University and undertook graduate studies at Central Michigan University.

Gretchen Bailey of South Burlington

Commissioner Bailey is an attorney and currently the casework coordinator in Senator Bernie Sanders' Burlington Office. She has worked in constituent advocacy 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. She received a BS from Lincoln Memorial University, a MS in Foreign Service from Georgetown University and a Juris Doctor from Georgetown University Law Center.

Eileen Boland of 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 1980s. She has remained concerned with women's issues throughout her work with senior management teams in education and state government. Commissioner Boland is currently human resource director for St. Johnsbury Academy. She was Commissioner of the State Department of Human Resources (formerly Personnel) from 1997-2000 where she was a member of the Governor's Affirmative Action Council. Numerous community and civic involvements include serving as trustee for the St. Johnsbury Athenaeum and as Justice of the Peace for her hometown of Wheelock where she lives with her husband and two children. She is current chair of VCW's Education and Human Development Committee. She holds a BFA in photo illustration from the Rochester Institute of Technology and an MA in Education Administration and Supervision from Johnson State College.

Cary Brown of Montpelier

Commissioner Brown is currently Interim Executive Director of Turtle Island Children's Center. Prior to that position, she was Director of Girls Programs at Northern New England Tradeswomen (now Vermont Works for Women) and Director of the Women in Technology Project at Vermont Technical College. Commissioner Brown is a graduate of Haverford College and has an elementary education teaching certificate. She lives in Montpelier with her husband and two children.

Carol Buchdahl of Saxtons River

Commissioner Buchdahl, RN, M.A. is Manager of Leadership Development and Organizational Learning for the Technology Extension Division (TED) of Vermont Technical College. Her work with TED involves facilitating and consulting for businesses throughout New England. Commissioner Buchdahl served in the Vermont Legislature from 1997-1999 as a Representative from Georgia, and was Clerk of the House Commerce Committee. She presently serves as secretary for the national board of the Health Care Education Association. She is the current 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 five grandchildren.

Mary Claire Carroll of Richmond

Commissioner Carroll is a professional photographer and a partner in Vitzthum & Carroll, L.L.P., an advocacy firm devoted to the political empowerment of non-profits working to enhance the quality of life of Vermonters. Commissioner Carroll is a long-time member of Burlington Business and Professional Women (BPW), a national networking organization advocating for working women. Through BPW she developed an interest in economic issues, particularly closing the wage gap between men and women. She is current chair of the Vermont Works for Women board, as well as VCW's Economic Security and Equity Committee. She also serves on the Richmond Free Library Board of Trustees. She lives in Richmond with her son and husband.

Retta Dunlap of Woodbury

Commissioner Dunlap is executive director of Vermonters for Better Education (VBE), which advocates for education reform in Vermont. She is the editor of the Vermont Education Report (VER), an email publication of VBE. She is also executive director of Vermont Home Education Network (VHEN), an organization that works to enhance home education in Vermont. In addition to homeschooling her own children, she coordinated activities for a local homeschool group for 12 years. For the past seven years, she has worked at the legislature monitoring issues pertaining to education and parental rights. Commissioner Dunlap's efforts in the area of women's issues have focused on providing women with the ability to care for their families. She has educated women about their rights through one-on-one aid, workshops, and message boards. She has four children and lives in Woodbury with her husband and four basset hounds.

Ruth Finn of 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.

Linda Martin Fogg of St. Johnsbury

Commissioner Fogg is Director of St. Johnsbury Works, the downtown development organization for St. Johnsbury. She had previously worked as a plant manager for Procter & Gamble in the United States, Asia and Europe. Since moving to Vermont, she has worked in marketing, promoting, and fundraising for Catamount Arts, Stevens School, and Boxcar & Caboose Bookshop. She has also done consulting work

with manufacturing businesses in the areas of quality control, customer service, and human resources. Commissioner Fogg brings to VCW an interest in helping women develop their potential and learn the skills they need to be economically independent. She has a special interest in developing leadership skills in women. She has a BS in Chemical Engineering and Biology from the University of Texas and is a native Texan. She enjoys spending time with her family, traveling, gardening and reading.

Cathy Frey of Barre Town

Commissioner Frey is Dean of the School of Mathematics and Sciences at Norwich University. As dean, she is the highest-ranking woman in academic administration at Norwich. She was the first female dean of the School of Mathematics and Sciences, the first female full professor in Mathematics, and the first female tenured in the Mathematics department. She holds a BS and a MS in Mathematics from the University of Vermont. She has completed seven exams towards Associateship in the Society of Actuaries. Commissioner Frey lives in Barre Town with her husband Scott and two children.

Karen Henry of Brattleboro

Commissioner Henry graduated from St. Johnsbury Academy and the University of Vermont with a BA in History. She then attended graduate school at UVM, where she received a MAT. Commissioner Henry worked in a substance abuse prevention program in Burlington, and currently teaches history at Brattleboro Union High School where she also coaches soccer and softball. A native of St. Johnsbury, she now resides with her two daughters and husband in Brattleboro.

Anne McClaughry of 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 Girl Scout Council of Vermont 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 served as Vice Chairman of the Vermont Republican Party for 14 years. She holds a BS in Education and has worked as a teacher and journalist.

Marion Milne of 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 member of the Governor's Commission on Healthy Aging; a member of 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. She was co-chair of the Women'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.

Victoria Young of Proctor

Commissioner Young has retired from a career in management of non-profit organizations and is the immediate past chair of VCW. Currently she serves as vice chair of the Rutland Regional Medical Center and the Rutland Health Foundation Board of Directors, and is on the board of Vermont Public Radio, the Vermont Community Foundation, and the Sunset Home, a community care home in Rutland. With retirement, she enjoys spending more time with her family, including four grandchildren. Commissioner Young received a BA from the University of California at Berkeley and undertook graduate studies at Stanford University and St. Michael's College.

VCW ADVISORY COUNCIL MEMBERS

American Association of University Women

American Civil Liberties Union of Vermont

Central Vermont Women's International League for Peace and Freedom

The Child Care Fund of Vermont

League of Women Voters

Vermont Works for Women

Older Women's League

Girl Scout Council of Vermont

Vermont Department of Health, Office of Women's Health

Vermont Federation of Business and Professional Women

Vermont Network Against Domestic and Sexual Violence

Vermont State Nurses Association

Voices for Vermont's Children

Vermont Women's Business Center

Vermont's Congressional Delegation