

Talbert, Lilly

From: Talbert, Lilly
Sent: Wednesday, April 24, 2013 4:16 PM
To: Talbert, Lilly
Subject: VCW VIEW Message: April 24th

Vermont Commission on Women (VCW), in partnership with the University of Vermont Women's and Gender Studies program, gathered a diverse group of professionals for a panel discussion concerning paid sick days for Vermont workers. The panel discussion was held on Monday morning, April 22nd in the Old Mill building on the University of Vermont's campus green.

A broad conversation took place about Vermont's current labor practices around paid time off policies, the dynamics of Vermont's employers and labor force, and the issue of paid sick and safe days from a policy perspective.

Kristin Carlson of WCAX TV facilitated the discussion. Welcome was provided by Cary Brown the Executive Director of the Vermont Commission on Women. An introduction to the topic was provided by UVM's Dr. Felicia Kornbluh, the Director of the Women's and Gender Studies program and a current VCW Commissioner. Panelists included: Representative Johannah Donovan of Burlington, Chair of the Vermont House Committee on Education; Dr. Elaine McCrate Associate Professor of Economics and Women's and Gender Studies at UVM, Ellen Bravo Executive Director of the national Family Values at Work Coalition, Dan Barlow of Vermont Businesses for Social Responsibility, Lindsay DesLauriers of the Vermont Paid Sick Days Coalition.

Several themes emerged from the at times highly personal discussion, including implications for public health, the disproportionate impact of a lack of paid sick leave on children and mothers, and the costs and benefits to employers of providing paid time off. Panelists pointed out that when people aren't able to afford to take time off work to tend to health needs, we see lower rates of preventative care, more widespread infections in outbreaks of disease (such as during the H1N1 pandemic, when an estimated 5 million additional people were infected due to sick people continuing to go to work), and greater use of emergency rooms because they are open during non-business hours. With 70% of children missing school due to illness at some point during the school year, and with mothers more likely to be caregivers for children, lack of paid time off can mean that children go to school when sick, and that women are losing income from lost work time when they stay home with their children. The costs to employers of providing paid time off, both in additional payroll expenses and administrative work, were cited in the conversation, as were benefits to employers who can expect lower rates of turnover and lower rates of employee absenteeism from flu infection. Audience members shared their own stories and asked questions, including making the point that children's voices often go unheard in these conversations.

The Vermont Commission has been involved in this issue since its inception in 1964. Meeting minutes of the very first VCW meetings read: "discussions included the creation of a state entity to address wage inequities and employment rights." The Commission continues to have vigorous discussions and include diverse points of view. It is their mission to reduce decimation and encourage opportunities for Vermont women.

VCW is an independent state government commission charged with reducing discrimination and encouraging opportunities for women and girls. Sixteen volunteer commissioners and representatives from organizations concerned with women's issues guide the commission's public education, coalition building, and advocacy efforts. VCW uses the information gathered at events like this to inform our

work on behalf of women and families in Vermont.

The Commission is grateful to our host for this event, the [UVM Women's and Gender Studies Program](#). Current VCW Commissioner Felicia Kornbluh is also both Associate Professor of History and Director of this program, focusing on concepts such as sex, gender, and sexuality; identities such as female, male, gay, lesbian, bisexual, trans, and queer; the intersections of these identities with race, class, (dis)ability and other kinds of differences among people; and academic subjects including women's history, the sociology of the family, race and gender in urban space, queer theory, sex and politics, and biological approaches to sex and gender. The program is scholarly and interdisciplinary, offering a diverse and inclusive curriculum, rigorous classes and asking real-world questions.

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The Vermont Commission on Women (VCW) is now recruiting for a position to start July 2013. The position is a blend of project management and business operations, and plays an integral role in a tight-knit team of three staff members.

VCW is an independent state commission charged with reducing discrimination and encouraging opportunities for women. Sixteen commissioners and an advisory board of organizations concerned with women's issues guide the VCW's public education, coalition building, and advocacy efforts.

This position has two primary areas of work: project responsibilities and business manager responsibilities, many of which are shared with other staff team members. Some examples of the type of work that may be done in each area are:

Project responsibilities:

Conduct research, gather data, analyze and synthesize information on the status of women from a variety of sources. Contribute to reports regarding policy, legislation, best practices and current statistics in relation to the status of women in Vermont and nationally. Communicate effectively and accurately through a variety of means (written, verbal, electronic) with diverse audiences. Represent VCW in the public and to diverse populations. Develop and cultivate relationships and partnerships on behalf of VCW with state agencies, nonprofit organizations, educational institutions, and other entities working to improve conditions for women and families. Event planning and management. Public education and outreach.

Business manager responsibilities:

Accounts payable/receivable. Budget development and monitoring. Adherence to state (and GASB) accounting standards/policies, including use of State of Vermont software. Various financial reporting (audits, etc.). Administrative support to Commission board (minutes, logistics, etc.).

The position requires a strong commitment to the principles of equity, justice, and empowerment for women, and the overall mission of the Vermont Commission on Women. Additionally, the following skills will be helpful:

*Excellent written and verbal communication skills, using a variety of media *The ability to organize, analyze, and communicate important information to diverse audiences in a variety of formats *Strong interpersonal and team member skills, and the capacity for self-direction and independent work *Considerable knowledge of the principles and practices of public administration, organizational theory, principles and practices *Awareness of the legislative process in Vermont *Research skills (Internet and other) *A high degree of computer literacy, with exceptional skills in MS Word and Excel *Flexibility, adaptability, and a strength in juggling multiple priorities

To apply for the job, and to read the full qualifications, please visit the [State of Vermont Human Resources website](#) and search for "Executive Staff Assistant" for the Governor's Commission on Women. Please note that while we are currently the Vermont Commission on Women, the website

still references our old name, the Governor's Commission on Women. For more information, and a full job description, please contact [Cary Brown, Executive Director](#), Vermont Commission on Women. Please note that this posting expires April 29, 2013, and may be re-posted in late May 2013.

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Congratulations and thanks to all 2013 winners of Vermont's Crime Victim Rights Week awards:

Survivor Activist – Karis Williams, RCWNS

Community-Based Advocate – Abby Tassel, WISE

System-Based Advocate – Lt. Angela Lakey, VT National Guard

System-Based Advocate – Susan Carr, SA Advocate in Caledonia Co.

Ally – David Gartenstein, Deputy State's Attorney in Windham Co.

Ally – Sarah Warrington, UVM Women's Center

Career Achievement – Shirley Rivard, WISE

Patrisi – Amy FitzGerald, former attorney with VT AG's office

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American Association of University Women (AAUW) Brattleboro Branch

Annual Dinner Meeting

Putney Inn, 6 pm, Tuesday, May 7th

The annual dinner meeting of AAUW Brattleboro Branch will be held at the Putney Inn on Tuesday evening, May 7, president Mary Hawkes has announced. Reservations should be made by Monday, April 29 with [Heidrun Mayer](#): 254-5766.

Keynote speaker will be Shambalia Gadsden Sams of Brattleboro. Her topic: Sexism and Racism: Women's Role in the Civil Rights and Women's Suffrage Movements. Sams currently serves as Commissioner on the Vermont Commission on Women. Before relocating to Vermont, she worked in Mombasa, Kenya for the community based organization Solidarity with Girls in Distress as a case manager/community advocate for children of commercial sex workers and their mothers. She is very passionate in redefining the negative images of men and bridging the gap between men and women in the United States and abroad and working towards sustaining Historical Black Colleges and Universities (HBCUs). She holds a B.A. degree in International Relations with a concentration in Political Science from Shaw University, an AA degree in Ethnic Studies African American Emphasis from Sacramento City College, a certificate in Public Policy from the John W. Hope CIVITAS Institute and an MA from SIT in Sustainable Development, with a concentration in Policy Analysis and Advocacy. She is a member of the boards of Southern Vermont for Undoing Racism, Free in Art (in Brattleboro), and Umoja which promotes gender equality in Burundi to prevent and combat all forms of violence (Massachusetts and Burundi).

A business meeting preceding the dinner will feature an election of officers for next year and a ceremony honoring of a Woman of Distinction, an AAUW member who has contributed to both the organization and the community.

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May 3-4th, Clothes Exchange

Burlington Town Center at 101 Cherry Street in Burlington

Donate, volunteer and plan to shop! Find pre-loved and new apparel for women, children, plus a few fabulous finds for men! Proceeds from this event will benefit DREAM, a nonprofit organization (Directing through Recreation, Education, Adventure and Mentoring). [More info.](#)

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Legislative Advocacy Day
Vermont Network Against Domestic and Sexual Violence
Thursday, April 25th, 8:30 to 1:30, State House

A day of events honoring the tremendous work of advocates around the state, commemorating Sexual Violence Awareness Month and launching the No More campaign in Vermont:

8:30 Outreach in the Card Room (outside the cafeteria)

9:30 Legislative Update (cafeteria)

11:30 Press Conference (Cedar Creek Room)

12:00 Lunch with Legislators (contact Sarah for help arranging)

1:00 Recognition of advocates on the floor of the House

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Vermont Works for Women's FRESH Food Program

Participants in VWW's FRESH Food culinary program for women prepare wonderful meals for area childcare centers and develop the self-confidence, work experience, and marketable skills needed to transition into permanent employment. Participants gain hands-on training instruction in: basic food service skills, fundamental food safety and sanitation, knife skills, menu planning, cooking techniques, and food prep for special events. In addition, learn job-readiness skills such as punctuality, resume writing, computer literacy, interviewing techniques, positive work attitude, and teamwork. Learn more about [FRESH Food and download an application online](#) or contact [Melissa Corbin](#)

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Vermont Public Television's Vermont Makers series and Documentary

VPT's celebration of women's history continues with [Olympic gold medalist Barbara Ann Cochran's story](#) She joins other videos spotlighting Bennington College president Elizabeth Coleman, Girlington Garage's Demy Pollitt and Alex MacLean, head of the Northeast Kingdom Economic Revitalization initiative. [Watch segments here](#) In addition, the new independent documentary produced by Catherine Hughes called "Madeleine May Kunin: Political Pioneer," is now archived on [VPT's website for viewing on demand](#).

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Girls on the Run

Hosts three 5k Run/Walk events this spring. All events are open to the public.

May 25th, Brattleboro

June 1st, Rutland

June 8th, Essex Junction

Girls on the Run needs lots of volunteers to ensure the safety of all participants. If you can volunteer at any of these events please email [Lauren](#). More on [Girls on the Run](#)

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Green Up Day is next Saturday – help clean up your community more at: <http://greenupvermont.org/>

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VIEW – Vermont Information Exchange for Women

From the VT Commission on Women (VCW)

126 State Street / Montpelier, Vermont 05633-6801

800-881-1561 / women.vermont.gov/ ["Like" us on Facebook](#)

Share your VIEW: forward this email to colleagues who share your interest in improving the lives of Vermont women and girls. Get the VIEW: it's easy! Reply to this message and include "subscribe" in the subject heading. If you receive this message in error, please contact us to unsubscribe: reply and add the word "unsubscribe" in the subject heading.