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VIEW

Vermont Information Exchange for Women

Newsletter



February 1st, 2017

News & Resources

Vermont Commission On Women Reaches 100 Signers to Equal Pay Compact!



Paid Family & Medical Leave Bill Press Conference at State House Thursday, 11:45 a.m.

Inviting all who are interested to attend tomorrow's press conference introducing a new paid family and medical leave bill. This event will take place Thursday at 11:45 a.m. in the Cedar Creek Room of the State House. VCW Executive Director, Cary Brown will join bill sponsors Representatives Sarah Copeland-Hanzas, Matt Trieber, and Sam Young, to address the need for and the details of this important legislation.

Among the findings of [VCW's recent study](#), looking at the feasibility of a paid family and medical leave program in Vermont:

- Most Vermont adults surveyed believed that establishing a program to guarantee access to paid family and medical leave in Vermont is very important - and 89% of adults favor a program that offers job protection.
- The implementation of a paid leave program would save Vermont parents an estimated \$2.04 to \$3.46 million in savings, annually.
- Women who used paid family leave and returned to work after childbirth were 39 percent less likely to depend on public assistance and 40 percent less likely to use food stamps in the year following the child's birth compared to those who returned and did not take any leave.

Did You Know That Employers in Vermont Are Not Required to Provide Accommodation to Workers During Healthy Pregnancies?





A bill ([H.136, An act relating to accommodations for pregnant employees](#)) was just introduced in the VT legislature to address this. Last year, VCW was called to [provide testimony](#) on a similar bill in the legislature about the impacts of these protections, both personal, and for the broader economic well-being of VT women and families. This year, we may testify again, and we'll share stories of VT women. Do you have a story you'd like to share with policy makers about working while pregnant in VT and not receiving the accommodations you needed? Share it with us at: lilly.talbert@vermont.gov. Please spread the word.

Seeking 20 Entrepreneurs for VTC/SBA's FREE Emerging Leaders Initiative Program

Vermont Technical College, as the educational partner of the [SBA's Emerging Leaders program](#), is seeking 20 entrepreneurs throughout the state to participate in a free business course starting in April. Emerging Leaders is a free executive-level training program for established business owners poised for growth. Over the course of seven months at Vermont Tech's Williston campus, each participating

entrepreneur will learn immediate ways to improve their business and will create a three-year strategic growth plan to build a sustainable business of size and scale. This training is for established business owners and is not for start-ups or people who are thinking about starting a business. The Emerging Leaders Initiative advanced training series is open to small business owners and executives that: have annual revenues of at least \$400,000; have been in business for at least 3 years; and have at least one employee. [Apply here.](#)

Vermont Works for Women's 2017 Camp Registration is open!

Vermont Works for Women's one-week summer day camps, Rosie's Girls Build, Rosie's Girls Weld, Dirt Divas Rock and Dirt Divas Ride help middle schoolers develop grit, connection and expanded possibilities as they explore STEM, trades, adventure sports, arts, and more! Make friends and try something new in a supportive, kid-led environment. Tuition is \$300 per week, financial aid is available. [Learn more.](#)

Congratulations to Newly Recognized Early Childhood Superheroes

[Let's Grow Kids has recognized](#) four Vermonters as Early Childhood Superheroes for going above and beyond to help young children reach their full potential. The selection of Early Childhood Superheroes followed a statewide call for nominations of unsung heroes among educators, child care professionals, parents, grandparents, volunteers, business peoples, policymakers, civic leaders and clergy. The honorees include: Kelley Hackett, of Waterbury Center; Tammara Laraway, of Morrisville; Dayna Mazzola, of Bennington; and Ikey Spear, of Burlington.

U.S. Office on Violence Against Women Issues White Paper on Sexual Assault Kit Testing Initiatives and Non-Investigative Kits

Communities across the country are embarking on efforts to process untested sexual assault kits (SAKs) and pursue justice. They need to attempt to balance public safety and victim safety every step of the way. But striking that balance is not always clear cut. For example, if “test all kits” policies—intended to hold perpetrators accountable and restore public trust in the justice system—do not account for the fact that not all victims who obtain medical forensic exams have agreed to have the SAK tested, then that can ultimately undermine the very goals those policies are intended to achieve. [Learn more, and read the full white paper.](#)

New Blog “Working with Men to Prevent Gender-Based Violence” from the U.S. Office on Violence Against Women

“Men are most influenced by what they assume other men think – and men tend to assume that other men think violence against women is okay, even though most men are actually opposed to it. More and more men are speaking up and changing this misunderstanding; thus, engaging men and boys in prevention work is an important strategy to reduce domestic and sexual violence and stalking. The important role men play as influencers and allies cannot be understated.” [Read more.](#)

Let’s Grow Kids seeks Town Meeting Day Volunteers

VCW Advisory Organization Let’s Grow Kids seeks volunteers on Town Meeting Day (March 7th) to help build momentum by: Handing out literature; Advocating for increased public investments in high-quality, affordable child care; Encouraging community members to sign the Petition (Our goal is 1,000 signatures in 1 day!); Inviting them to attend the Rally for Kids; and drinking hot chocolate! [Learn more or sign up to volunteer at your local polling place.](#)

Farming Labor Project Seeks Input from Women Farmers

Please take a few minutes today to complete an [online survey](#) about your experiences and challenges managing farm labor. UVM faculty are part of a multi-disciplinary, multi-state research and extension team that is examining relationships between household needs, farm structure, and market forces to better understand how farmers can anticipate the amount and type of labor needed to attain their goals. The team will use your input to help develop educational programs and decision tools to help farmers improve farm labor decision-making and management. The team is especially seeking information from women farmers so that gendered aspects of labor management are addressed. Questions? Please contact Project Director [Mary Peabody](#).

Vermont Department of Transportation Offers Job Training Programs for Women

The VTrans is currently offering job training programs for women:

- [On the Job Training Program](#) in the construction trades
 - [Highway Construction Training Subsidies](#)
 - [Up to \\$1500](#) to earn a CDL-A, CDL-B, upgrade or add on a new endorsement
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Who's on the Commission?

Commissioner Gretchen Bailey of Burlington is an attorney and has recently retired as the Casework Coordinator in Senator Bernie Sanders' Burlington Office. She worked in constituent advocacy since 1997 with primary interests in both economic and social justice. She is the 2014 recipient of the Greater Boston Federal Executive Board's Congressman John Joseph Moakley Award for Exemplary Public Service. Prior to her work with the Senator, 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 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.



Employment Opportunities

Vermont Works for Women is hiring!

Burlington based Vermont Works for Women is hiring to fill four positions: Marketing and Communications Coordinator, Development Coordinator, Dirt Divas Instructor, and Rosie's Girls Instructor. [Learn more and apply here.](#)

The Program for Girls Empowered, Motivated, Strengthened (GEMS) seeks a part-time, seasonal Program Coordinator

The position includes program administration, work with community partners, engagement with middle school girls, and fundraising. GEMS is a Randolph-based nonprofit that works with middle school girls to build confidence, develop leadership skills, and empower young women to become change-makers within their communities. GEMS runs a week-long summer leadership program and is looking to expand to other communities and grow the program to include mentoring and year-round work with participants. Send resume and cover letter to gems.vermont@gmail.com by Feb. 11.

Funding Opportunities

Vermont Arts Endowment Fund Grants from the Vermont Community Foundation

The Vermont Arts Endowment Fund awards grants up to \$5,000 to support the creation and presentation of new work by Vermont artists and arts organizations. Individual artists are eligible to apply. Applications deadline is Tuesday, April 4. [Learn more.](#)

Upcoming Events

Immigration Rights Information Session

Thursday February 2 from 6:00 p.m. - 7:30 p.m., Old North End Community Center, Burlington

The ACLU and the South Royalton Legal Clinic are hosting an information session about the practical effects of the executive order on non-citizens. There are plans to have Somali and Arabic translators. Sponsored by Vermont Legal Aid and the Burlington Parks and Recreation Department. For more information contact: Barbara Prine at 863-5620 x254.

Trans Town Hall

Tuesday, February 7 at 6:30 p.m., Pride Center Vermont

Jennifer Levi, GLAD Transgender Rights Project Director, will be leading a [Trans Town Hall](#). This is a wonderful opportunity to ask one of the country's foremost experts in transgender issues anything that's concerning you. Jennifer will come with information about what to expect from the new administration and issues around health care rights. Arrive a little early for pizza.

Self-Employment Tax Workshop

Thursday, February 9 from 9:30 a.m. – 11:30 a.m. at CWE Vermont, Burlington

At this [free workshop hosted by the Center for Women and Enterprise \(CWE\) and CVOEO](#), Grant Peterson, IRS Senior Stakeholder Relationship Tax Consultant will discuss issues around federal taxes for the newly self-employed, self-employment tax and tax deductions, recordkeeping and business expenses, standard mileage rate and travel expenses, and how the Earned Income Tax Credit can offset taxes for the self-employed. Bring your questions.

State Budget Public Hearings

Monday, February 13 at 6:00 p.m., various locations listed below

Thursday, February 16 at 6:00 p.m., State House, Montpelier

Public hearings on the Governor's proposed state budget will be held around the state to give Vermonters the opportunity to provide feedback to House and Senate Committees. The 2/13 hearings will be held at the following locations:

- Windham Antique Center, 5 The Square, Bellows Falls
- Johnson State College (Bentley 207), Johnson
- Rutland Public Schools' Longfellow School Building, Rutland City
- St. Albans City Elementary School Library, St. Albans City
- St. Johnsbury School Cafeteria, St. Johnsbury
- Community College of Vermont (Janice Couture Room), Winooski

If you can't attend in person, submit written testimony to Theresa Utton-Jerman at tutton@leg.state.vt.us or Rebecca Buck at rbuck@leg.state.vt.us.

The Vagina Monologues Performances

Thursday, February 16 – Thursday February 23, various locations

The award-winning play is based on Eve Ensler's interviews with more than 200 women. The Vagina Monologues has given voice to experiences and feelings not previously exposed in public. This year, performances include:

- [Champlain College in the Morgan Room, benefiting Planned Parenthood](#)
 - Friday, February 17 at 7:15 p.m.
 - [Dartmouth College in the Hopkins Center for the Arts, benefiting WISE](#)
 - Thursday, February 16 at 7:00 p.m.
 - [Keene State College in the Mabel Brown Room, benefiting the Monadnock Center for Violence Prevention](#)
 - Thursday, February 23 at 7:00 p.m.
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- [Middlebury College in the Hepburn Zoo, benefiting WomenSafe](#)
 - Thursday, February 16 at 7:30 p.m.
 - Friday, February 17 at 7:30 p.m.
 - Saturday, February 18 at 7:30 p.m.
- [Vermont Law School in the Chase Center, Benefiting Safeline](#)
 - Friday, February 17 at 7:00 p.m.

QuickBooks Intensive 4-Week Course

Thursdays, February 16 - March 9 from 9:30 a.m. – 11:30 a.m., CWE, Burlington

In this [4-week intensive series](#), participants will learn the basics of navigating the QuickBooks program and have the opportunity to practice using it in real-time. Both beginners and those business owners looking for a refresher course will find this class helpful. Cost is \$195.

Greater Burlington Women’s Forum Lunch: Women, Technology and Innovation: Reality and Trends

Thursday, February 17 from 12:00 p.m. - 1:15 p.m., Contois Auditorium, Burlington

This panel will explore women in the technology and innovation space including what local leaders have to say about their work, their challenges and visions for the future of women in this increasingly important sector. Panelists include: Beth Anderson, Sarah Jerger, and Sue Fritz. Bring a lunch. [Register to reserve a seat for this free event.](#)

Disrupting Violence Discussion and Practice Group

Thursdays, February 23, March 23, and April 27 from 6:00 p.m. – 7:30 p.m., Peace and Justice Center, Burlington

[Each discussion and practice group](#) will include different content to help

participants disrupt violence and engage in conflict nonviolently. There will likely be suggested readings and continued practice offered on the night-of but it will all be optional. People of different backgrounds and skill sets encouraged to attend.

Save the Date for VCW's Annual Women's History Month Event

Wednesday, March 15 at 7:00 p.m., Goddard College, Plainfield

In our annual partnership with the Vermont Historical Society (VHS) to honor Women's History Month (March), we'll present this free evening roundtable discussion, "Women of the Counterculture Movement in 1970's Vermont". Many of the features that are today considered quintessentially Vermont – politics, local food movements, offbeat culture – have origins in this period. Plan to join us that evening, and in the meantime, check out [VHS' multi-year research project on this influential decade in Vermont.](#)



We choose events for VIEW from our [statewide events calendar](#) for women and girls. **If you'd like your event featured in the VIEW**, make sure you [add it](#).

Looking for more? You'll find many more events for women & girls in Vermont on the calendar.



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The Vermont Commission on Women (VCW) is a non-partisan state agency advancing rights and opportunities for women and girls. Sixteen volunteer commissioners, along with representatives from organizations concerned with women's issues, guide VCW's public education, coalition building, and advocacy efforts. For more information, please visit us at <http://women.vermont.gov>.

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