

### **Have you worked during a pregnancy in Vermont?**

Vermont Commission on Women (VCW) seeks stories from women who needed **work accommodations while pregnant**, things like: extra bathroom breaks; access to a water bottle; a stool to sit on (for jobs like cashier); temporary relief from heavy lifting duties; or time away from work for prenatal appointments. We're particularly interested in stories from women who requested but were not afforded those accommodations. These stories will inform discussions about a new **Pregnancy Accommodation Bill, H. 808** - **link here to read**, which may be brought up for consideration in the Vermont House **\*\*next week\*\***. The bill imposes an affirmative duty to provide reasonable accommodations. Please share your story by **\*\*next Wednesday, 2/10/16\*\***, by emailing VCW's Lilly Talbert at **Lilly.Talbert@vermont.gov** or by calling 802-828-2841.

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**Vermont Tech** announced yesterday that it has **set new annual female enrollment growth targets** in civil and environmental engineering technology, computer information technology, computer software engineering, construction management, and mechanical engineering technology. This three year initiative is in collaboration with the wonderful **Vermont Works for Women (VWW)**. Read more about it on VWW's **Facebook page**. **Change The Story VT (CTS)** will support this effort as well. Check out NEW research from CTS: **2016 Status Report: Women, Work and Wages in Vermont**.

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On December 21, 2015, the **Vermont Women in Higher Education** awarded its annual **scholarship to Associate Chaplain Naila Baloch at Middlebury College's** Scott Center for Spiritual and Religious Life. The scholarship, named after Lyndon State College's former president, Carol A. Moore, recognizes women working in Vermont higher education who aspire to advance their careers. Read the entire press release **here**.

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**Work4Kids** – a new pilot project aimed at helping parents pay child support by finding employment is now available in 10 of Vermont's counties. Partners include the Office of Child Support, the Department of Disabilities, Aging and Independent Living and the Vermont Judiciary.

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Read the **Vermont Human Rights Commission's** new monthly newsletter **here**, on topics such as discrimination in housing, public accommodations and employment, VHRC initiatives, enforcement outcomes, current events, trainings, and legislative initiatives. This newsletter features an excellent piece regarding **unconscious bias**, **check it out!**

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**Survey: High School Students' Perceptions of STEM Careers**  
**National Girls Collaborative Project** is collaborating with the **Educational Research Center of America**, **Destination Imagination**, and **National Alliance for Partnerships in Equity** on research focused on high school students' perceptions of STEM careers. High school educators may receive a package of student surveys and instructions related to this research effort. Students complete surveys so their perceptions and experiences are included. To receive the surveys, e-mail your name, high school name, and mailing address to **info@studentresearch.org** with the subject line: STEM Career Survey.

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**Women's e-news** is baptizing their [new website](#) with a series called **21 Leaders for the 21<sup>st</sup> Century**, which is a celebration of the **20 women and one man who have made it their mission to change the rules that constrict the lives of women and girls**, here in the United States and across the globe who will be honored at their May gala. Read more about it, and subscribe to their newsletter [here](#).

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**Vermont's Early Learning Challenge Monthly Update Vol 13: January, 2016 is [available online](#).**

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**Vermont National Guard released its FY2015 Sexual Assault and Sexual Harassment Legislative Report. Members reported eight sexual assaults in 2015.** Half of the reports arise from incidents occurring in prior years. One report accuses a National Guard member. In 2014, three sexual assaults were reported, and six were reported in 2013. Read the full report [here](#).

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**CLASP just released three new fact sheets for businesses about the federal Healthy Families Act (S.497, H.R.932) regarding Paid Time Off:**  
**[The Healthy Families Act: Fact Sheet for Businesses;](#)**  
**[The Healthy Families Act: A Detailed Review for Businesses;](#) and**  
**[The Business Benefits of Paid Sick Time: Healthy Employees Lead to Health Ledgers](#)**

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Center for Law and Social Policy (CLASP) focused on recent **permanent increases to the Earned Income Tax Credit** in the federal budget. Read more about their position on their website, [here](#).

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**Let's Grow Kids recognized four Early Childhood Superheroes in January.** Superheroes are described as Vermonters who have gone above and beyond in helping young children reach their full potential. The January 2016 Superheroes are all women! Read more about them, and find the nomination form [here](#).

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**Let's Grow Kid's rolled out new training workshops** for parents, child care professionals, educators, business people and community members, all of which are Northern Lights Accredited, **and free professional development hours are available.** Learn more at: <http://letsgrowkids.org/get-trained>

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**The 2014 U.S. Department of Labor, Women's Bureau has released reports analyzing results from their 2014 Paid Leave Grant Program,** evaluating costs and feasibility of paid family leave in the District of Columbia, Massachusetts, Montana, and Rhode Island. Read them at the DOL's website [here](#).

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**Farmers Night: Free Concert Series Presented by the Vermont Legislature**  
Wednesdays until April 13<sup>th</sup> at 7:30 p.m. in the House Chamber, Vermont State House, Montpelier

Each week, visit the State House for a free performance. Find out who's performing each week [here](#).

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**Volunteer Income Tax Assistant Program by Capstone Community Action**

From February 8 – April 12<sup>th</sup>

Capstone Community Action is providing free tax preparation assistance for people with annual incomes up to \$54,000 at locations in Barre, Bradford, Corinth, Montpelier, Morrisville, Northfield, Randolph, South Royalton, and Waitsfield. For more information, including a schedule by location and a list of documents to bring with you, visit their [website](#), call their tax line at (802) 477-5148, or send them an [email](#).

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**Unedited Voices of the Upper Valley**, a project of WISE WAEV, is **publishing a booklet of pieces by community members about their experiences with domestic and sexual violence, and they want to hear from you!** Some pieces (only with author permission) will be shared at an event at the Lebanon Opera House on Thursday, April 7. Get a submission form by e-mailing by e-mailing [voices@wiseoftheuppervalley.org](mailto:voices@wiseoftheuppervalley.org) visiting their [website](#), or coming to WISE at 38 Bank Street, Lebanon, NH 03766. Please share your submissions by Monday evening, February 15. Upon request they can also help writers get started or help edit or refine pieces. More information, contact by above email or call 603.448.5922 ext.102.

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#### **V-Day Campaign /Vagina Monologues performances**

Proceeds from events benefit area domestic and sexual violence service providers

So far Vermont events in Hyde Park, at Dartmouth College, at Champlain College, and at Vermont Law School...

**V-Day** is a global activist movement to end violence against women and girls. V-Day is a catalyst that promotes creative events to increase awareness, raise money, and revitalize the spirit of existing anti-violence organizations. V-Day generates broader attention for the fight to stop violence against women and girls, including rape, battery, incest, female genital mutilation (FGM), and sex slavery. Through V-Day campaigns, local volunteers and college students produce annual benefit performances of The Vagina Monologues, A Memory, A Monologue, A Rant, and a Prayer - A groundbreaking collection of monologues by world-renowned authors and playwrights, edited by Eve Ensler and Mollie Doyle. These diverse voices rise up in a collective roar to break open, expose, and examine the insidiousness of violence at all levels: brutality, neglect, a punch, even a put-down. V-Day campaign commemorations can also include documentary film screenings (What I Want My Words To Do To You), Spotlight Teach-Ins and workshops, to raise awareness and funds for anti-violence groups within their own communities. Find out more, [here](#).

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#### **2016 ProjectCSGIRLS Competition for Middle School Girls**

Registration Deadline: February 15<sup>th</sup>, Submit Projects by: April 15<sup>th</sup>

The competition is open to all middle school girls in 6th, 7th, or 8th grade during the 2015-2016 school year residing in the United States. Both individuals and teams of up to three girls may compete. The Challenge is to Build something using computer science and technology to help solve a social problem under one of three themes: global health, a safer world, and intelligent technology. Semifinalists will receive an awards package. Finalists will receive a paid trip to our national gala in DC, awesome awards, and swag. National winners will be announced at the gala. Visit the [ProjectCSGIRLS website](#) for more information and to register.

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**Local+Social Enterprise Workshop with Claire Wheeler**

Friday, February 19 from 9:00 AM to 4:00 PM, in Brattleboro, VT

Driven by the need for radical social change, the emergence of social enterprise has brought about new legal structures, creative partnerships and potent policies that blur the lines between these sectors and change how change can happen. As more social enterprises arise locally and globally, what do we gain and what do we risk? Does the disruptive nature of social enterprise indicate systemic evolution, creative destruction, or simply a new method for doing business? Explore the role of social enterprise by unpacking the structures and tools that local enterprises use to accomplish social missions. An all-star panel of six Marlboro alumnae local social enterprise practitioners will share their perspectives and experiences with participants. Learn more and register [here](#). This event costs \$40 to the general public.

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**NASA Summer Internships for High School Students**

Application deadline: March 2<sup>nd</sup>

NASA wants to increase the number of students with disabilities pursuing STEM careers by recruiting more students with disabilities into their internship programs. All student interns get paid. Applicants must be U.S. citizens, with a minimum GPA of 3.0 for college and 3.0 for high school. High school students must be at least 16 years old at the time the internship begins. Internships are available at all NASA centers nationwide. Deadline for [submitting summer internship applications](#) is March 2, 2016.

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**Funding Opportunity: National Girls Initiative, U.S. OJJDP**

Application Deadline, March 8, 2016

U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention, is seeking grant applications for their National Girls Initiative. This program provides training, technical assistance, and resources to state, tribal, community, and private organizations that serve at-risk and justice system-involved girls. The selected applicant will serve as OJJDP's principal technical assistance provider addressing girls and their involvement with the juvenile justice system. Details are available in the [Program Announcement](#).

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**Vermont Community Foundation Small and Inspiring Grant Program**

Application Deadlines: 5:00 p.m. on March 8<sup>th</sup>, July 26<sup>th</sup>, and October 11<sup>th</sup>

The Vermont Community Foundation, in partnership with some of its fundholders, [awarded a total of \\$93,148 in Small and Inspiring grants to 41 organizations](#) for local projects in communities across the state during the fall of 2015. One of a number of competitive grant rounds at the Community Foundation, the Small and Inspiring grants program **funds work that helps connect people to their neighbors, their land, and their history** in ways that strengthen community. There are three remaining rounds in 2016. Nonprofits interested in applying for a Small and Inspiring grant are encouraged to visit [www.vermontcf.org/SmallandInspiring](http://www.vermontcf.org/SmallandInspiring) for more information.

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**Registration is open for Vermont Early Childhood Alliance's 22nd Annual Early Childhood Day** at the Legislative Day on Wednesday, March 9, 2016. Rhian Allvin will give the keynote address and hear the gubernatorial candidates talk about early childhood. [Click here](#) for the day's agenda, co-sponsors and registration information.

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**Green Mountain Girls: Women of the Long Trail**

Thursday, March 24, 2016 at 7:00 pm

Green Mountain Club Headquarters, Route 100, Waterbury, Vermont

**The Vermont Historical Society, Vermont Commission on Women, and the Green Mountain Club** present Reidun Nuquist and **Green Mountain Girls: Women of the Long Trail**. Kathleen Norris, Catherine Robbins, and Hilda M. Kurth, aka "The Three Musketeers," were the first women to hike the Long Trail from Canada to Massachusetts in 1927. They became a national sensation. But they are only the most famous, numerous other women have followed in their footsteps, not just as hikers, but as trail workers and leaders of the Green Mountain Club. Join us as we celebrate Women's History Month and the pioneering roles by many women in Vermont. This event is free thanks to our co-sponsors Cabot Creamery Cooperative, Denis, Ricker & Brown and Vermont Mutual Insurance Group. Historian Reidun Nuquist, writes frequently on the history of the Long Trail. A Montpelier resident, she was a librarian at the Vermont Historical Society and the University of Vermont's Bailey/Howe Library. FREE event!

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The Agency of Commerce and Community Development (ACCD) and the Vermont Department of Labor (VDOL) are co-sponsoring **the Governor's Award for Business Excellence in Supporting Mature Workers**. In partnership with the Governor's Commission on Successful Aging, the award recognizes Vermont employers who demonstrate exceptional commitment to employment practices that benefit and support the inclusion and retention of mature workers.

Criteria for the award include:

1. Recruitment and retention policies
2. Work schedule flexibility and accommodations
3. Training and skill development opportunities
4. Retirement and retirement planning

Applications are available on the following websites: [www.accd.vermont.gov](http://www.accd.vermont.gov); [www.labor.vermont.gov](http://www.labor.vermont.gov); [www.dail.vermont.gov](http://www.dail.vermont.gov); [www.a4td.org](http://www.a4td.org). Completed applications are due no later than March 31 and can be e-mailed to: [greg.voorheis@vermont.gov](mailto:greg.voorheis@vermont.gov). Awards will be presented at an official ceremony in June 2016.

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**Rosie's Girls STEM Leadership Overnight Camps & follow-on Mentorship Program for Vermont girls entering 9<sup>th</sup> and 10<sup>th</sup> grades**

Monday, June 20 – Friday, June 24<sup>th</sup> or Monday, July 11 - Friday, July 15<sup>th</sup> at Vermont Tech, Randolph

Modeled after **Rosie's Girls Day Camps** by Vermont Works for Women, Vermont Tech's summer camps create positive, safe, supportive, girl-centered environments, with teamwork, healthy body image and tons of fun woven in! A place where girls can enhance their leadership skills as well as get their hands dirty, express themselves creatively, explore what the world has to offer them, what they have to offer

the world and take positive risks! It's a great place for girls who have previously participated in Rosie's Girls Day Camps now entering 9th or 10th grades or who have never participated and want to try something new. Potential program offerings may include an introduction to: Computer Info Tech; Civil/Environmental & Architectural Engineering Tech; Construction Management; Agribusiness; Welding; Fire Science; Entrepreneurship; Mechanical & Manufacturing Engineering Tech/Renewable Energy; plus loads of activities, creative arts, and more!! Total tuition is \$375; some limited financial aid may be available. More information is available [here](#), and the application can be downloaded [here](#).

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Vermont Commission on Women (VCW)

**VIEW Message – Vermont Information Exchange for Women**

126 State Street, Montpelier, Vermont 05633-6801

800-881-1561

[Website](#) | [Facebook](#) | [Twitter](#) | [NEW: VT Equal Pay Compact](#)

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. | Missed a VIEW? Find recent VIEW messages [on our website](#) | To unsubscribe: reply and add the word "unsubscribe" in the subject heading.