



## VCW VIEW Newsletter, May 5th



Read Susan Ritz's fabulous piece about Change The Story VT, [Changing the Economic Story for Vermont Women in the](#)

**April/May edition of Vermont Woman.** (Change The Story Leaders photo credit: Susan Ritz/Vermont Woman)

Have you read **Change The Story VT's** newest report yet? *Where Vermont Women Work...and Why It Matters* focuses on occupational segregation, and its impact on women's wages, and the way in which it compromises Vermont's ability to make the most of home-grown talent. [Read and download the report here.](#)

If you missed it yesterday, [listen to VPR's Vermont Edition episode \*The Work and Wages of Vermont's Women online\*](#) to hear VCW Executive Director Cary Brown and VT Women's Fund director Meg Smith discuss Change The Story's findings further.

Listen to Change The Story VT's Tiffany Bluemle and Vermont Works for Women's Marybeth Redmond on [WDEV's The Vermont Conversation here.](#)

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**Senator Leahy's 20th Annual Women's Economic Opportunity Conference**  
Saturday, June 4th from 8:00 a.m. – 3:00 p.m. at Vermont Tech, Randolph

Registration for the this year's conference is now open! You'll hear from **Senator Leahy** and keynote speaker **Attorney General Loretta Lynch**. It's features tons fabulous workshops, including workshops presented VCW's Cary Brown and Change The Story's Lindsey Lathrop-Ryan. **Workshops are filling up quickly! If you want to attend Lindsey's workshop, register today, space is almost gone! FREE child care slots are also almost filled.** The whole day, including lunch and day care are **FREE!** [Registration ends May 27th.](#)

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**Watch this 3 minute video featuring [Muslim Girls Making Change](#), four VT high school sophomores, **Balkisa Abdikadir, Hawa Adam, Lena Ginawi, and Kiran Waqar**. They will be first team in over a decade to represent Vermont in Brave New Voices International Youth Poetry Festival. They are **calling on the community to support them by packing their upcoming Burlington performances and by helping to raise the funds necessary for their trip.** [Learn more about them, their upcoming performances, and donate here.](#)**

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**Watch this [5 minute video](#) about the Women's Leadership Circle program run by VCW Commissioner **Kerry Secret!** WLC is coming to Windham County in **September, 2016**. Learn more about the program [here](#).**

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**May is National Foster Care Month!** On Tuesday, foster, kinship and adoptive families from around the state gathered at the State capitol to witness Governor Shumlin sign a proclamation declaring May as Foster Care Month in Vermont. Governor Shumlin reported that there are more than 1000 foster families in Vermont. Read more about it and about how you can become a foster parent [here](#).

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**Tomorrow, Friday May 6th is Child Care Provider Appreciation Day!** Let's Grow Kids has a **free e-card** you can send to your provider.

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**Senator Sanders Announced Vermont will receive \$3 million from the National Housing Trust Fund for affordable housing in Vermont!** Read more about it [here](#).

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**Advisory Council member Mercy Connections welcomes two new staff members!** Mercy Connections is pleased to welcome **Ashley Michelle Fowler, Communications & Development Associate, and Darrell Morris, Administration and Hospitality Manager.**

Ashley Michelle most recently worked at the University of Vermont Career Center as a Career Counselor, and continues to serve as Chair of the Board of Directors for Vermont Community Access Media (VCAM). She has two degrees from the University of Vermont, a Bachelor of Science in Public Communication and a Master of Education in Interdisciplinary Studies in Education



and currently lives in Winooski, Vt. Regarding her role at Mercy Connections, Ashley Michelle shares: "The opportunity to combine my professional background in communications with commitments to mercy, compassion, social justice, and radical hospitality is an honor."



Darrell, a resident of South Burlington, Vt., previously worked as Education and Public Relations Specialist at Women Helping Battered Women. A graduate of Smith College with a Bachelor of Arts in Education, she says: "Inclusion, equity, diversity, empowerment and compassion are not only core values at Mercy Connections, but also integral parts of the daily mission. As Administration and Hospitality Manager, I strive to embody these values with what Mercy Connections calls 'radical hospitality'. I am proud to support the vital programs offered here."



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**The Vermont Women's Fund Announces \$121,000 in Grants!** **The Vermont Women's Fund**, a component fund of the Vermont Community Foundation, awarded \$121,000 through its competitive grant round this spring to 15 organizations working to improve the lives of young women and girls in Vermont. The grants support programs across the state that provide young women and girls ages 12-25 with opportunities to gain financial literacy, job-training skills, mentorship, and experiences that expand their vision for the future. [Read the press release here.](#)

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**Vermont Works for Women is recruiting for its next dynamic Executive Director** who will have overall strategic and operational responsibility for leading an amazing staff and programs in the execution of VWW's mission! The right candidate will have nonprofit leadership and supervisory experience, and a high degree of fluency in workforce development, women or girls' programming, and nonprofit revenue development. For a complete job description, please go to: <http://vtworksforwomen.org/jobs-at-vww/>. **Deadline to apply is May 15.** VWW is an Equal Opportunity Employer; applicants from diverse backgrounds are encouraged to apply.

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**Umbrella is hiring** a part-time **Assistant Chef/Instructor** for the Cornucopia program in Newport, as well as a full-time **Children's Integrated Services Specialized Child Care Coordinator** in St. Johnsbury.

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WBON featured **this Harvard Business School study showing the benefits of having a working mother** in their May newsletter. The study analyzed survey results from both men and women in 24 countries, and found that women raised by a working mother are more likely to have jobs themselves and to have supervisory responsibilities and higher pay at those jobs. The analysis also found that men raised by working mothers are more likely to contribute to home life.

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**A Department for Children and Families Report** based on data from the The Vermont Early Childhood & Afterschool Workforce Surveys of providers **revealed differences between public and private sector**

**early education.** Public school programs had the most qualified and best-paid instructors, and family home based care had the least-educated and lowest-paid workers.

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**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 honorees include: **Dr. Matthew Rushford** of Burlington, co-founder of Rushford Family Chiropractic, **Vicki Rich, RN**, of Hyde Park, a private practice lactation consultant and birth doula, **Sue Barnaby** of Tunbridge, an early childhood interventionist in the Windsor-Orange School District, and **Carol Barbierrri** of Arlington, director of Happy Days Playschool.

Congratulations and thanks for your great work supporting children in our state! [Learn more about these Superheros here.](#)

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**KidSafe Collaborative and the Vermont Department for Children and Families (DCF) have produced an innovative, interactive online training program titled *Protecting Vermont's Children: Reporting Abuse and Neglect*, to help Vermonters learn to recognize and report suspected child abuse, neglect and risk of harm.** According to KidSafe's Executive Director, Sally Borden, **"the new training will be available at no cost to the thousands of 'mandated reporters' across the state who are required by Vermont law to report suspected maltreatment (teachers, health care workers, social workers, camp counselors, and many more) and the general public — because everyone can help keep kids and teens safe from harm."** Available through [www.mandatedreporters.vt.gov](http://www.mandatedreporters.vt.gov), the training includes real-life video scenarios, interviews with experts, sample signs and symptoms, practice quizzes and an opportunity to receive a Certificate of Completion. It addresses safety concerns and the challenging questions posed by mandated reporters, including: "How should I talk with a child who is telling me about something that may be sexual abuse?" "What about kids exposed to substance abuse?" "Will the parent find out it was me [making the report to DCF]?" "How does DCF decide whether to intervene?"

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**U.K. government enforcing wage transparency among organizations with at least 250 employees to help decrease the pay gap.** Read more about it from Women's Enews [here](#).

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The **Institute for Women's Policy Research** released an **analysis** finding that **6.5 million women work in occupations that have full-time median earning below the federal poverty threshold for a family of four, compared to 1.7 million men.** They also found that **the widest gender gap is in finance, where men are paid nearly twice as much as women** in the same occupation. Read coverage of the findings in **Vox**, "The gender wage gap isn't about women's choices. It's about how we value their work."

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#### **World Fair Trade Day Celebration**

Saturday, May 7th from 10:00 a.m. – 2:00 p.m. at City Hall Park, Burlington

Support and celebrate Fair Trade with kids activities, bike-powered smoothies, Fair Trade chocolate, and a special performance by Jeh Kulu! What is Fair Trade you ask? Fair Trade is: An alternative trading partnership based on the principles of economic and social justice including transparency and respect; A way

for consumers to support better labor rights and environmental advocacy through everyday shopping; Better prices, working conditions, and wages for small producers; and Empowering women and other marginalized workers.

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### **Pride Center of Vermont's 18th Annual LGBTQA Community Celebration**

Friday, May 13th from 6:00 p.m – 9:00 p.m. at ECHO Lake Aquarium and Science Center

This evening is a time to soak in the awesomeness of the LGBTQA Vermont community. Delicious food is catered by SugarSnap and Leunig's Bistro and Lounge and waiting for participants at tasting stations. The outdoor patio tables are set up for to see and be seen, or just hang out and enjoy the sun. And of course, the silent auction will delight as much as the Live Auction will have participants on the edge of their seats. This evening recognizes the contributions of those who have gone that extra mile in making certain that Vermonters continue on our ever unfolding journey toward freedom and equality. [Purchase tickets for \\$35 here.](#)

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### **RESULTS Burlington: Global Poverty Advocacy Workshop**

Saturday, May 14th from 2:00 pm – 4:00 pm at the Peace and Justice Center, Burlington

The last 20 years have seen significant progress in the fight against global poverty. The number of children dying from preventable causes across the world has been cut by more than half, millions more kids in low income countries are going to school, and we're on the path to ending AIDS. But we know there is still more work to do, especially as women and girls continue to be left behind. This year, 5.9 million kids will die of a preventable cause before their 5th birthday, 289,000 women will die from a preventable pregnancy related cause, young women will experience HIV infection rates twice as high as young men, and millions of girls will miss out on their chance to go to school. For the first time in history, we are faced with the fact that we have all of the resources needed to end these problems, ensuring that all kids are healthy, in school, and have the opportunity to reach their full potential. The question isn't "Can we do this" but "Will we do what is needed to make this possibility a reality."

RESULTS Burlington is a group of passionate, committed community members who are stepping up to this challenge. They meet twice a month, get updates on pressing global issues, learn powerful advocacy skills, and most important, take action together to make a difference. They invite you to join this powerful citizen's movement from Burlington. The event will include an update on current global poverty issues as well as a training on citizen advocacy skills. No advocacy background necessary. RESULTS will train participants to become a powerful force against poverty. [Please RSVP here.](#)

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### **Girls on the Run VT Spring 5k Walk/Runs**

Anyone who has been to a Girls on the Run 5k knows that it is unlike any other running event. It is a celebration of and for the girls who are completing a ten week season of the Girls on the Run program. By the day of the 5k, their enthusiasm is so unbridled that they are running around before the race! Positive energy abounds as the girls dance to warm-up music, get their hair "happied" and "tattoos" on their faces, and gather with their teammates to hold hands as they head to the starting line. Our 5k is a non-competitive

event (with each girl proudly wearing a "1" on her bib) that will bring a smile to your face. Girls on the Run is looking for volunteers and sponsors as well as participants!

**Saturday, May 21st: Southern 5k Walk/Run**, Brattleboro Union High School

**Saturday, May 28th: Central 5k Walk/run**, Vermont State Fairgrounds, Rutland

**Saturday, June 4th: Northern 5k Walk/run**, Champlain Valley Exposition, Essex Junction

[Learn more or register online](#) now for \$25 or less. Girls on the Run is a valued member of VCW's Advisory Council of organizations that serve women and girls in Vermont.

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#### **Bi-State's 30th Anniversary, 2016 Primary Care Conference**

Tuesday, May 24th from 8:30 a.m. – 4:30 p.m. at Lake Morey Resort, Fairlee

This educational annual conference and Awards Ceremony Luncheon features keynote speaker, Trissa Torres, MD, MSPH, FACPM, SVP, from the Institute for Healthcare Improvement. She'll address the **transformation to a value-based payment system**; how this activity informs State Health Care Reform across all payers; raise awareness of the tools available to evaluate new ideas and substantiate best practices; and gain knowledge of the multiple and serial steps that should be taken to assist providers and their communities. The event includes **three professional education workshops** taught by experts in the field: *Assessing and Addressing the Social Determinants of Health using PRAPARE*, *Aligning the Revenue Cycle for Payment Reform: Moving from Volume to Value*, and *Governing the Patient Centered Medical Home*. [Learn more and register through May 13 as space allows.](#)

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#### **Fundraising and Beyond: Creating a Successful, Sustainable Organization**

Friday, June 3rd, all day, at The Left Bank, North Bennington

Co-hosted by Andry Robinson, Christine Graham and The Left Bank in North Bennington. More and more, your donors, funders, and peers are asking tough questions. What are the hallmarks of a successful organization? What benchmarks do you use to measure success — and how do you measure up? How can you look beyond the next grant cycle (or funding crisis) and design a sustainable nonprofit that can raise money, adapt, and thrive in a changing world? In this workshop, we will develop answers that address your specific needs and circumstances.

**Andy Robinson** ([www.andyrobinsononline.com](http://www.andyrobinsononline.com)) provides training and consulting for nonprofits in fundraising, board development, marketing, earned income, planning, leadership development, facilitation, and train-the-trainer programs. [Check out a video preview of the workshop here.](#) [Learn more and register here.](#)

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#### **2016 Vermont Suicide Prevention Symposium**

Wednesday, June 29th from 8:00 a.m. – 4:15 p.m. at the UVM Davis Center, Burlington

This cross-agency statewide event brings together professionals, suicide attempt and loss survivors, and

concerned citizens across all day sectors for a day of learning from national experts on critical topics and skills in suicide prevention. The day is deigned to support statewide suicide prevention efforts and local communities in implementing the recommendations of the National Strategy for Suicide Prevention Platform using data-driven and evidence-based practices. The keynote speakers will be Megan Chesin, PhD, and DeQuincy Lezine, PhD. Early registration is \$95, regular registration is \$125. Light breakfast and lunch included. Learn more and register [here](#).

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Over 70 employers have signed on to VCW's [Vermont Equal Pay Compact](#). How about yours? We recently updated our Strategies list – which is really at the heart of what this is about – educating employers about options they have to help close the wage gap. Link to that document [here](#).

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