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# VIEW

Vermont Information Exchange for Women

## Newsletter



October 30, 2018

## News & Resources

**Last Call: VCW's Listening Project Survey Closes TOMORROW, Wednesday, October 31<sup>st</sup>**

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**The Vermont Commission on Women (VCW) invites you to join us  
at the New England Women’s Policy Conference**

Friday, November 16th 2018, at the John F. Kennedy Presidential Library and  
Museum, on the UMass Boston campus.

This topical and energetic day-long regional conference, features **keynote speaker  
Tarana Burke, founder of the #MeToo movement**, and includes ample  
opportunity for cross-sector dialogue, learning, and collaboration. The conference  
attracts 450+ leaders of ALL ages – women and men – from diverse communities  
and organizations in the six New England states who share the goal of creating  
sustainable economic and social change for women and their families.

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Workshop tracks include: ***Policy Solutions for Low-Wage Workers; Sexual Harassment in the Workplace; Achieving Equal Pay - State Legislative Lessons and Wins***. VCW's own Cary Brown and Lisa Senecal are featured workshop panelists, along with Vermonters Kesha Ram, Representative Sarah Copeland-Hanzas, and Melissa Battah.

**Politically ambitious** High school and college age women can register for a **special workshop track**, facilitated by the non-partisan organization, [IGNITE!](#) They'll receive both policy and political training, encouraging the next generation of women leaders. Tickets for this special track are only \$25 - those registering will place VCW in sponsor information.

Following the conference, all are invited to join the reception to honor "Women Who Dared to Run" at the Edward M. Kennedy Institute, celebrating all women who ran for office in 2018.

Reduced rate tickets available for \$50 for attendees who are students, unemployed, or whose annual income is less than \$60,000.

Please click [here](#) for detailed conference information and [here](#) to register.

## **Vermont Works for Women awarded \$351,846 by the U.S. Department of Labor, Women's Bureau**

Last week, the Women in Apprenticeship and Nontraditional Occupations (WANTO) grant program awarded Vermont Works for Women \$351,846 to support women's entry into fields where women are chronically underrepresented but which offer excellent employment opportunities and a path to economic independence. VWW is proud to partner with the local International Brotherhood of Electrical Workers, the local Professional Plumbers, and Pipefitters Union, the Center for Technology at Essex, and employers to provide training, networking, mentoring and job placement support for women interested in pursuing construction-related fields. Stay tuned for more information!

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## **Congratulations, Bor Yang, Hired as Executive Director of the Vermont Human Rights Commission**

The Vermont Human Rights Commission has appointed one of its administrative law examiners as its new executive director. Bor Yang will be the first person of color to serve as the commission's executive director when she takes over the position Nov. 13. Yang currently works for the commission investigating discrimination claims in housing, public accommodations, and state employment. She succeeds Karen Richards, who served as executive director since 2013. [Learn more.](#)

## **Vermont Youth Concerned About Alcohol and Drug Use, Sexism, and LGBTQ issues in their Schools and Communities**

They identify stress as the biggest concern at home. The [Vermont Network Against Domestic and Sexual Violence](#) Youth Advocacy Task Force just released these and other results of their online survey of Vermont youth, ages 11-24. Click to view the survey [report here](#) and [executive summary here](#) both entitled *Wanted: More Askable Adults, A Survey of Vermont's Youth*. Survey topics: issues that most concerned them in their schools/communities and homes; what they thought would help; and, in what ways they would consider being involved in solutions.

## **Vermont Men Received Higher Salary Increase Than Women in 2017 According to AAUW**

The American Association of University Women (AAUW) shared some updated VT pay gap numbers. Quoting a Vermont branch AAUW member: "Both men and women received higher median salaries in 2017 than in 2016, but men received a considerably higher increase than women (both in dollars and in % increase of their 2016 median salary). Note that the median salary for men increased by 2.27% of their considerably higher salary in 2016 and the median salary for women increased by only 2.08% of their considerably lower salary in 2016. It is a bit like giving women a lower percentage raise on their already lower salary." Learn more by reading the Fall 2018 Edition of *The Simple Truth about the Gender Pay Gap* [here](#).

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## **VT Department of Health to Begin Work on State Health Improvement Plan**

The plan includes strategies for improving health and equity related to five priority areas: chronic disease, mental health, optimal child development, oral health, and substance use disorder. The [2018 State Health Assessment](#) is their five-year update on what we know about the health status of Vermonters.

## **Planning 2020's 100<sup>th</sup> Anniversary of the 19<sup>th</sup> Amendment Celebrations**

The League of Women Voters of Vermont will gather the planning group for 2020's 100th anniversary of the passage of the 19th Amendment, Tuesday, November 13<sup>th</sup>, again in Room 219, at [Center for Achievement in Public Service](#), 32 College Street, Montpelier, 10 – noon, with Skype conference call service. RSVP to [lilly.talbert@vermont.gov](mailto:lilly.talbert@vermont.gov).

## **Watch the Change The Story Vermont video premièred at our St. Albans Listening Project event, [here](#)**

## **Mercy Connections Offers Upcoming Training Programs**

[Vermont Women's Mentoring Program training, beginning January 23, 2019](#)

Mercy Connections partners with the Vermont Department of Corrections to provide trained female volunteer mentors to incarcerated or formerly-incarcerated women making the transition to sustainable lives in Northwest Vermont/Chittenden County. They provide this 5-week training program and ongoing support, inclusive of mentor support group meetings, education on issues which affect the re-entry process, and healthy social events. Pairs of women are carefully matched for a successful experience. Women interested in the training do not need to have prior knowledge of the criminal justice system or mentoring experience in order to participate.

[Start-Up: Comprehensive Business Planning, beginning January 24, 2019](#)

Learn the language of business. This 15-week, action-oriented class is tailored to your individual business, using the business plan as a framework. Taught by an

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entrepreneur instructor team and featuring a host of special guest experts in three content areas: financials, marketing, and business management.

### [Vermont Community Leadership Training, beginning January 29, 2019](#)

Want to make a difference in your community? This 15-week program will provide you with leadership skills to help with this. This one-of-a-kind leadership and civic experience combines exciting community-based projects with leadership and self-awareness activities for all abilities. Participants will gain confidence and find their voice about the issues affecting them and their families.

## **Mercy Connections Board of Directors Welcomes New Members**

Dawn Ellinwood, Chair of the Mercy Connections board, announced three new board members: Amit Lodha, Subha Luck, and Leandre Waldo. Subha Luck has worked at Rhino Foods in Burlington for 27 years as the National Sales Manager and is responsible for the Ice Cream Inclusion Sales for North America. Amit Lodha moved to Vermont in 2005 from Denver. He currently serves as Director of Manufacturing at BioTek Instruments in Winooski. As the Director of Client Services at Champlain College, Leandre Waldo ensures that strong academic and institutional client relationships are built and fostered and is responsible for the direction of the College's undergraduate marketing strategy. [Read more.](#)

## **70 Vermont Prisoners to Sleep in Gym for a Year Due to Facility Renovations**

Inmates at the Newport prison are sleeping in the facility's gymnasium because of a lack of living units as construction at the state's largest prison is estimated to continue for a year. At a Justice Oversight Committee in Montpelier on Friday, Department of Corrections officials told legislators that they currently have 58 inmates displaced from their living quarters and only have room for 50 beds in the gymnasium — per fire code regulations — but do not want to send more inmates out of state during the construction at the Northern State Correctional Facility. [Read more.](#)

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## **Congratulations to State Representative Linda Sullivan: 2018 Elected Women of Excellence Award Recipient**

State Rep. Linda Joy Sullivan, who represents the Bennington-Rutland district in the state Legislature, has won a 2018 Elected Women of Excellence Award from the National Foundation of Women Legislators, the organization has announced. This award was created to identify women who have worked tirelessly, often breaking down barriers and overcoming obstacles that once seemed insurmountable, to serve their communities. These pacesetters have engendered an environment where women can now serve in public office and fight for the issues they are passionate about. [Learn more.](#)

## **The Permanent Fund for Vermont's Children's Early Educator of the Year Award Goes to Melanie Zinn**

Congratulations to Melanie Zinn, director of Horizon Early Learning Program in Brattleboro, VT, which she founded in 2012, then serving 6 children. Melanie expanded her program in 2015 to serve 12 children and then re-established as a center in 2017 with the capacity to serve 24 children. Horizon Early Learning Program features multi-age classrooms and a low child-to-caregiver ratio, which allows the program to accommodate children with special needs. As the winner, Melanie received a \$5,000 award and all expenses paid to the VTAEYC conference, in addition to one national conference. In addition, her program receives \$2,500. [Learn more.](#)

## **Hibakusha Stories: Testimonies of Atomic Bomb Survivors and Today's Nuclear Weapons**

From September 18-20th, members of Women's International League for Peace and Freedom (WILPF) Burlington VT completed 3 days of educational peace programming at 4 high schools and 2 universities, reaching over 3000 students and teachers directly. CCTV taped the program held at the University of Vermont on September 19<sup>th</sup>, [\*Hibakusha Stories: Testimonies of Atomic Bomb Survivors and Today's Nuclear Weapons\*](#). Many attendees have been moved to action.

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## **The ERA Would Keep Immigrant Women Safe and Secure**

“The ERA is designed to guarantee equal legal rights between women and men regarding health care, job opportunities, and equal pay, among others. Specifically, the [newly proposed ERA](#), states that the *Equality of rights shall not be denied or abridged by the United States or by any State on account of sex (including pregnancy, gender, sexual orientation, or gender identity), and/or race (including ethnicity, national origin, or color), and/or like grounds of subordination (such as disability or faith). Neither the United States nor any State shall give force by law to disadvantages suffered by those whose equality rights are denied or abridged.* By including the words ‘national origin,’ the ERA would help ensure that immigrant women would be entitled to safe and fair treatment, regardless of which country they were born in.” – [Kayla Seals Allers via Women’s eNews](#).

## **Vermont League of Cities and Towns Urges State to Strike Slavery Language from Constitution**

The Vermont [Constitution](#) is often held up as the first in the country to ban slavery. But it actually leaves a caveat: no one, it states, can be enslaved “after arriving to the age of twenty-one years” or unless “bound by law for the payment of debts, damages, fines, costs, or the like.” The Vermont League of Cities and Towns is seeking to change that, with members unanimously passing a resolution this week calling for a constitutional amendment to revise the language to state simply that “Slavery and involuntary servitude in all forms are prohibited.” [Read more.](#)

## **California Becomes First State to Require Women on Corporate Boards**

Gov. Jerry Brown signed a bill in September making California the first state to require corporate boards of directors to include women. The new law requires publicly traded corporations headquartered in California to include at least one woman on their boards of directors by the end of 2019 as part of an effort to close the gender gap in business. By the end of July 2021, a minimum of two women must sit on boards with five members, and there must be at least three women on boards with six or more members. Companies that fail to comply face fines of

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\$100,000 for a first violation and \$300,000 for a second or subsequent violation.

[Read more.](#)

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## Employment Opportunities

### SafeArt, Inc. seeks Executive Director

SafeArt is a small nonprofit in Chelsea, VT, engaging expressive arts to foster creativity as a tool to support mental health and overall well-being for children and adults. SafeArt offers classroom residencies to K-12 schools, direct client support through private sessions for children and adults, and healing arts groups for women. They also facilitate trauma-informed workshops and trainings for educators, health care professionals, and other practitioners in the field. All of their programming is inclusive and trauma-informed and is focused mostly on Central Vermont and the Upper Valley.

They seek a passionate, experienced executive leader, with a strong track record in strategic planning, fundraising, financial and budget management, and management of staff, supporters, and community

## Funding Opportunities

### Vermont Farm & Forestry Viability Program Capital Improvement Grants

The Vermont Farm & Forest Viability Program has funds available for farmers to complete capital improvement projects. Eligible farmers can apply for Water Quality Grants or Dairy Improvement Grants, both of which provide grants of \$5,000 to \$40,000. Matching funds are required for both programs and may include federal or state grants as well as cash or loans. The next application deadline is Wednesday, November 7. Learn more about [Water Quality grants](#) and [Dairy Improvement grants](#).

### Sustainable Agriculture Research & Education Grant

These grants are for commercial producers who have an innovative idea they want to test using a field trial,

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engagement to fulfill the mission of SafeArt. The ideal candidate will also bring a background in and dedication to mental health for all aspects of the role and organizational spirit. [Apply by November 16th.](#)

on-farm demonstration, marketing initiative, or other technique. A technical advisor--often an extension agent, crop consultant, or other service professional--must also be involved. Projects should seek results other farmers can use, and all projects must have potential to add to knowledge about effective sustainable practices. [Apply by November 27th.](#)

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## Upcoming Events

### **Vermont Women's Fund Annual Celebration with Reshma Saujani of Girls Who Code**

[\*TONIGHT, Tuesday, October 30 from 5:30 – 7:30 p.m., UVM Davis Center, Burlington\*](#)

The Women's Fund hosts its annual celebration this year on **Tuesday, October 30** at UVM's Davis Center in Burlington from 5:30-7:30 p.m. Kick off the evening with a cocktail reception with plenty of time to see friends and colleagues, as well as meet policymakers, business leaders, and community members from around the state. This year, the guest speaker is Reshma Saujani, the national founder of [Girls Who Code](#), an organization dedicated to closing the gender gap in technology. Girls Who Code created a template for after-school clubs and specialized summer courses for girls in grades 6 through 12. There are currently over 90,000 girls involved in all 50 states. Tickets cost \$50 or \$10 for students.

### **Vermont Crime Victim Listening Forums**

[\*TONIGHT, Tuesday, Oct. 30 from 6:00-7:30 p.m., Ilsley Public Library, Middlebury\*](#)

[\*Wednesday, Nov. 7, 6:00-7:30 p.m., Grand Isle County Courthouse, North Hero\*](#)

The Center for Crime Victim Services hosts a second series of forums around Vermont to

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provide an opportunity for all victims and survivors of crime, including business owners and family members, to share their experiences in the criminal justice system. Their goal is to ensure Vermont's system is fair, accountable, and responsive to victim needs. Local stakeholders and service providers will be on hand to listen and provide support.

## **Translating Identity Conference**

[Saturday, November 3 from 8:00 a.m. – 6:00 p.m., UVM Davis Center, Burlington](#)

The Translating Identity Conference (TIC) explores a wide array of topics in discourses regarding gender and transgender identities, expressions, communities, and intersections. The largest conference of its kind in New England, TIC is a FREE conference that seeks to reach not only the University of Vermont & Burlington community but the nation as a whole. A one-day event, TIC has numerous sessions to choose from at any time, ranging from healthcare to law to education, that are directed towards people at all levels of inclusion in the trans and allied communities. This conference is designed to be a safe space for everyone to come, learn, and enjoy themselves!

## **Understanding Opiate Addiction**

[Wednesdays, November 7, 14, & 28 from 6:00 – 8:15 p.m., Central Vermont Career Center, Barre](#)

In this three-week class presented by the Central Vermont Career Center and the Vermont Department of Health, learn and share about the opiate crisis, signs of opiate addiction, the effect of opiate addiction on people and their families, what our community can do, and WHAT YOU CAN DO TO HELP. Registration costs \$30 and includes supper. Scholarships available.

## **Pipeline Politics: The Shocking Truth about Endless Wars in the Middle East**

[Thursday, November 8 at 5:30 p.m., Peace and Justice Center, Burlington](#)

Charlotte Dennett of the Women's International League for Peace and Freedom (WILPF Burlington VT) presents *Pipeline Politics: The Shocking Truth about Endless Wars in the Middle East*. Billions of dollars in arms sales have been allocated to repressive regimes

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in the Middle East to “fight ISIS,” when the reality is the armaments—and our troops – are being sent to safeguard pipeline routes. Using maps to illustrate this point, the workshop aims to raise “pipeline consciousness” about the wars in the Middle East and then makes the links to the struggles in the U.S. against the Dakota Access Pipeline and Tar Sands Keystone XL. The goal is to drive home the need for alternative sources of energy as a moral crusade, calling for an end to horrific human suffering, displacement, and deaths in the millions.

## **Dressing the Part: What Women’s Clothing Revealed in the Victorian Age When Women Were Supposed to Keep Silent**

[Wednesday, November 14 at 6:00 p.m., Fleming Museum, Burlington](#)

Join Martin Thaler, costume designer and costume historian, on a journey back through time as he unravels the mystery of the question, “Why would they wear that?!” What was beneath the cumbersome, confining, yet beautiful dress of the Victorian woman? At a time when a woman’s role in society largely reflected the status of her husband, fashion was the great communicator of the day. This talk takes you into the dressing room of a Victorian woman, where you’ll learn the importance of each layer of clothing—from corsets to crinolines—as contemporary college students are transformed into upper-class Victorian ladies.

## **Vermont Womenpreneurs Fall Showcase**

[Wednesday, November 14 at 6:00 p.m., Study Hall, Burlington](#)

The Vermont Womenpreneurs Showcase is a curated exhibition, featuring 15 women-owned businesses from a mix of industries, services, and products. Meet the women creating, consulting, and operating their small businesses in the Green Mountain State. Get inspired to build, make connections, and collaborate with other women-owned businesses. Tickets cost \$15.

## **Choosing Equity: Advancing Policies that Help All Kids Thrive**

[Thursday, November 15 from 8:00 a.m. – 4:00 p.m., Topnotch Resort, Stowe](#)

Voices for Vermont’s Children presents this conference packed with information and resources to lay the groundwork for powerful policy advocacy on behalf of children.

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They'll share current research about policies that improve children's lives, and why it's critical to keep the whole child in mind while pushing for comprehensive solutions. After lunch hone skills with workshops on communications, building political power, and other legislative advocacy tools. The keynote speaker is [Dr. Mona Hanna-Attisha](#). Dr. Mona is a pediatrician, medical educator, activist, and author of *What the Eyes Don't See*. She was named one of Time Magazine's Most Influential People in 2016 for her role in exposing the Flint, Michigan water crisis and her public health advocacy in response to the crisis. Registration costs \$50.

## **Jumpstart Your Job Search**

[Thursday, November 15, 5:30-6:30, Barlow Street Community Center, St. Albans](#)

Let's broaden our thinking about female career options and dispel some myths so you can achieve more – whether that be less stress, greater fulfillment, a more flexible schedule, or more money! In this workshop, Vermont Works for Women helps determine participant's employment priorities; find tools they need to find a job that meets those priorities, and take the first step to get them there. This class is FREE; please register in advance.

## **Intro to Command Line with Girl Develop It Burlington**

[Thursday, November 15 from 6:00 – 9:00 p.m., Champlain College, Burlington](#)

What is that quintessential yet mysterious screen of green-on-black text you always see hackers staring at in the movies? How can you use its secrets to make computers do your bidding? In this introductory course, cover the basics of using a terminal to control \*nix operating systems. In addition, learn how to use it to manipulate such things as the filesystem, the built-in help commands, file contents, program I/O, and remote systems. The course will be mostly interactive, and participants will be asked to run commands on their own computers. Class costs \$35, scholarship opportunities available.

## **29<sup>th</sup> Annual Women's Festival of Crafts**

[Saturday & Sunday, November 24 & 25 from 10:00 a.m. – 4:00 p.m., Burlington City Hall](#)

"Buy Locally" for the holiday season! Shop at over 50 artisans' booths to find just the

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right handmade jewelry, artwork, pottery, greeting cards, clothing, recycled and upcycled art, housewares, herbal products, and so much more.

## **Leading Change for Children: Let's Grow Kids' 3rd Annual Advocacy Conference**

[Tuesday, December 4 from 9:00 a.m. – 5:00 p.m., Capitol Plaza Hotel & Conference Center, Montpelier](#)

You're invited to this free annual advocacy conference! This years' highlights include time to focus on the finish line, LTG 2019 policy agenda, advocacy skills development workshop, State House orientation and regional action planning, and social hour from 4 – 5 PM at Capitol Plaza.

## **Mercy Marketplace**

[Saturday, December 8 from 11:00 a.m. – 3:00 p.m., Main Street Landing, Burlington](#)

Mercy Connections' participant vendors will be selling homemade crafts, food, original artwork, music, books, jewelry and more! All income from sales goes directly to participants. Mercy Marketplace is an entrepreneurial initiative of Mercy Connections Education & Transition and Women's Small Business Programs. Mercy Connections is an educational values-driven non-profit organization living the legacy of the Sisters of Mercy with an enduring concern for women. By compassionately nurturing self-sufficiency through education, mentoring and community, people are empowered to make significant life changes.



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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