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VIEW

Vermont Information Exchange for Women

Newsletter



March 3, 2020

News & Resources

VOTE! Today is Town Meeting Day!

Exercise your hard-fought right to vote today. Polls are open until 7:00 p.m. Information about same-day voter registration, your polling location, and more at <https://sos.vermont.gov/elections/voters/>.

Disability Rights Vermont will have a voter hotline open from 10am-7pm with attorneys available to answer voting questions. Call 1-800-834-7890 for assistance.

March 31st is (Un)Equal Pay Day!

March 31, 2020 is Equal Pay Day for all women in the United States, symbolizing the fact that the average American woman in the United States must work 15 months to earn what the average American man earned in one year, due to the gender wage gap. In other words, this is the date the average American woman

has finally caught up with her male counterpart's 2019 earnings. The gender wage gap is more pronounced for women of color, and women with disabilities, with additional Equal Pay Days for Asian Pacific American women, Black women, Native women, and Latina women falling throughout the year, into November.

We invite all who care about (un)equal pay for women to stand with us at the Vermont State House on Equal Pay Day, Tuesday March 31, 2020. At approximately **10 a.m. in House chambers**, the Burlington High School girls soccer team will receive legislative recognition for its advocacy of women's pay equality in this year's Equal Pay Day resolution. Show up in your [#EqualPay](#) shirts, or dress in red to symbolize women being "in the red" on this day. At **11 a.m., Equal Pay advocates will gather in Governor Phil Scott's office** for a proclamation signing ceremony, followed by remarks by soccer team members, VCW Director Cary Brown, and our partnership initiative Change The Story VT. [Learn more, and let us know if you'll join us!](#)

March is Women's History Month!

Check out the [Upcoming Events](#) section of this newsletter and [VCW's Statewide Events Calendar](#) to learn about events celebrating Women's History month around the state.

Sue Racanelli: League of Women Voters is 100 Years Strong

"A century ago, women were on the verge of getting the vote as Carrie Chapman Catt and Alice Paul campaigned separately for ratification of the 19th Amendment. In 1920, six months prior to passage of the amendment, Carrie Chapman Catt founded the League of Women Voters as a mighty political experiment to instruct women on political issues. Although Vermont had not ratified the 19th Amendment and would not do so until February 1921, suffragists organized a chapter, 'so that Vermont women may be prepared to use to their best advantage the ballot so recently won.'" [Read the entirety of Sue's commentary.](#)

Then Again: Vermont Missed Being the Deciding Vote on Women's Suffrage — or Did It? | VTDigger

“A hundred years ago this month, the League of Women Voters was founded to educate women voters about the electoral process, even though there were no women voters at the time, at least not in national elections. But it seemed only a matter of time, a rather short time, before that would change. Thirty-one states had already ratified the 19th Amendment to the Constitution. Once five more state legislatures approved the amendment, women would gain the right to vote.” [Read more.](#)

Whose History? Statehouse Art Collection Draws Scrutiny For Lack Of Diversity | VPR

Some Vermont lawmakers have begun to take a closer look at the art that hangs on the walls of the Statehouse. What they’ve noticed, they said, is a troubling theme: Virtually all of the building’s framed portraits are of old white men. The Vermont Statehouse is where lawmakers conduct the people’s business, but it’s also one of the most visited museums in Vermont. Addison County Sen. Ruth Hardy said the art there ought to reflect the diversity of the state.

“We call it the ‘People’s House,’ but when you walk in here, it looks like the old white guys’ house,” Hardy said. “So I really want to make sure that we create a Statehouse where people of all ages, all races and genders, feel welcome, and see themselves, literally see themselves or people who look like them, on the walls.” [Read more.](#)

VCW's Cary Brown testified on the bill, telling lawmakers, “There is an adage commonly used in social equity work: “You can’t be what you can’t see.” We understand this to point out the challenge of imagining yourself in any setting – be it a job, a career field, a sports team, a musical group, a club or a board room or even a conversation – when there is nobody there now who you can identify with. We know that when young women visit automotive training programs at their career centers and see only men, or when they pass a construction site and see only men, or when they look at the CEOs of the most successful companies and see almost all men, that it’s that much harder for them to think of those fields as ones they might go into themselves.” [Read her entire testimony here.](#)

Lund Transitional Housing Program to Close in June | WCAX

The Lund Family Center will be closing Independence Place, the 20-year-old housing program in Burlington helping families battling addiction. Lund first announced the possible closure last year after the state of Vermont didn't renew its quarter-of-a-million contract for the transitional housing. Lund says they tried to find other funding but will now close at the end of June. [Read more.](#)

City of Burlington Hires Tyeastia Green, Racial Equity Director

Burlington Mayor Miro Weinberger announced Thursday that Tyeastia Green would be appointed. Green currently works for the city of Bloomington, Minnesota, on racial equity and inclusion, a role she has held since 2015. In Burlington, her job will focus on racial equity, inclusion and belonging. During her time in Bloomington, Green helped establish the city's Racial Equity Toolkit, a document that ensures city decisions consider racial equity. Green also developed a "Start Seeing Color" campaign, and holds a graduate degree in public affairs-antiracism/racial social justice and public policy from the University of Minnesota. [Read more.](#)

Haynes & DiNicola: Child Care Shortage Impacts Rural Communities and Businesses

"Without access to high-quality child care, our businesses cannot successfully attract or retain the workforce they need to grow. Our local hospital, town officials, school district administrators, Vermont Technical College and a wide variety of business managers in our region agree this has reached a critical stage. According to a new report from Let's Grow Kids, 76% of infants in Orange County who are likely to need care, lack access to regulated child care programs. Worse yet, parents who are fortunate to find child care often cannot afford it. For example, Vermont families with two young children are required to spend up to 30% of their household income on child care alone.

An unfortunate fact is there are thousands of qualified and willing Vermonters who can't join or return to the workforce because they are unable to find or cannot afford suitable child care. That condition further compounds the well-known difficulty everyone is experiencing recruiting new workers for all business,

organizations and public jobs.” [Read more.](#)

#ReadyToRun for Office | M.M. LaFleur

M.M. LaFleur is offering [complimentary clothing loans](#) to women running for public office on the federal, state, or local level. Running for office? Complete [this survey](#) to apply.

Census 2020 – It’s critical Vermont Women and Their Families Are Counted

Census surveys begin arriving in mailboxes March 12th. The [Annie E. Casey Foundation explains why](#) it’s important that you and your family are counted, and why you should encourage others to complete the Census:

1. The census determines where resources go — and don’t go.
2. The census impacts political pull.
3. The census helps communities plan for the future.
4. The census is the statistical foundation of Casey’s KIDS COUNT efforts.
5. The census informs other research efforts [including the research of our initiative with Vermont Works for Women and the Vermont Women’s Fund, Change The Story VT].

Karen Tronsgard-Scott: Domestic Violence Victims Need Protection of H.610 | VTDigger

“The risk of lethality for victims of domestic violence is highest right after they leave an abusive partner. For many victims, seeking a protection order from a court, although important, can be a very dangerous step. It’s a step that requires courage. The court order must create real and reliable safety for victims.

H.610 provides that safety by ensuring that when a victim seeks an order of protection the court will consider the risk that firearms play if in the possession of an abuser. The courts already have the ability to order abusers to temporarily relinquish their firearms while the order is in effect – H. 610 will create a more consistent and safer response for victims.” [Read more.](#)

Lea Hegge of Alteristic on The Mend Episode 15, VT Center for Crime Victim Services' Podcast

[WATCH](#) or [LISTEN](#) to the full episode featuring Anna Nasset and Lea Hegge.

Calling All Women Who Care About Vermont's Forests to Take the Women & Woodlands Survey!

What do you know about Vermont's woodlands? How do you care for them? Women Owning Woodlands is looking for feedback from women who love Vermont's woodlands or own Vermont's woodlands to help us as they build a women's network to reach out and share about our forests. To take the survey, follow the link below. The survey will take less than 15 minutes.

http://middlebury.qualtrics.com/jfe/form/SV_23NmIA9IMaRI33

Askable Adult Campaign Launches | VT Network Against Domestic & Sexual Violence

An askable adult is one who is approachable and easy for children and youth to talk to about anything that is on their mind. Askable adults are committed to having strong, effective, and affirming relationships with youth using positive communication to develop trust and connectedness. Youth want to talk to adults about their everyday lives and school and family struggles. They are eager to connect about drugs and alcohol; sexuality and gender; relationships, love and sex; abuse and divorce; college, jobs, money, cars and life skills. [Learn more about the campaign](#), and how you can be an "askable adult" for the youth in your life.

Spring Registration Open | Girls on the Run Vermont

Girls on the Run Vermont's spring program registration is now open for VT's northern region. Girls on the Run is a physical activity-based, positive youth development program that inspires girls in 3rd through 8th grade to be joyful, healthy and confident. The volunteer-led program brings together groups of girls for a ten-week program that encourages personal development, team building and

connection to the community. [Learn more and register here.](#)

Registration Open for Summer Camps for Girls in Vermont

- [Brown Ledge](#) - a camp that exists to develop community, self-discipline, responsibility and achievement in girls and young women, through self-directed participation in varied activities in a high quality summer program
- [Community Sailing Center](#) – Burlington based summer day camps designed to teach kids ages 6 through 17 the safety, skill, and joy involved in the life-long sport of sailing, including girl-centered programs *Rosie's Girls Sail*, *All Girls Sailors and Scientists*, *Yogirls and Sailing*, and *Girls Rock the Boat*
- [GBYMCA's Camp IGNiTE](#) – Burlington based day camp inspiring girls age 8-14 Nature, Technology, and Environment.
- [Girl Scouts of the White and Green Mountains](#) – variety of day and overnight summer camp programs for girls entering kindergarten through 12th grade
- [Girls Rock Vermont](#) – Burlington based weeklong day camp for girls and gender non-conforming youth ages 6 – 18, regardless of experience.
- [Girls. Empowered. Motivated. Strengthened. \(GEMS\)](#) – one-week intensive leadership camp for middle school girls, offered in Randolph and Montpelier
- [The Governor's Institutes of Vermont](#) - week-long, fun, accelerated learning residencies on college campuses for Vermont teenagers and high schoolers.
- [Vermont Tech](#) – weeklong day camps for Vermont high school students, including STEM Leadership Camp for Girls and Coder Camp for Girls
- [Vermont Works for Women's Rosie's Girls](#) - for girls and gender non-conforming youth entering grades 6-8 happen all summer across the state
- [YMCA's Camp Hochelaga](#) – traditional summer camp experience for girls age 6-17 in South Hero on Lake Champlain

Vermont to Raise Minimum Wage After Vermont House Overrides Minimum Wage Veto | WCAX

The Vermont House has voted to override Republican Gov. Phil Scott's veto of a minimum wage bill, paving the way for the state's hourly wage to increase to \$12.55 by 2022. The House voted Tuesday morning by a narrow 100 to 49 margin, achieving the two-thirds majority needed by one vote. The bill -- now law -- calls

for raising the minimum wage from \$10.96 to \$11.75 next year and \$12.55 by 2022. The Senate voted 24-6 in favor of the veto override earlier this month. [Read more.](#)

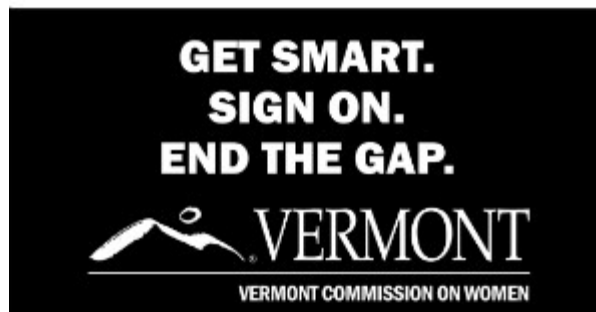
Special Thanks to our Recent [VT Equal Pay Compact](#) Signers:

- [Building Green](#)
- Carlson Plumbing and Heating
- [Champlain Housing Trust](#)
- [Dosa Kitchen](#)
- [Downstreet Housing & Community Development](#)
- [Fuse](#)
- [Gravel & Shea, PC](#)
- [Green Mountain Power](#)
- [TRORC](#)
- [Vermont Community Newspaper Group:](#)
 - [News & Citizen](#)
 - [Shelburne News](#)
 - [Stowe Reporter](#)
 - [The Citizen](#)
 - [The Other Paper](#)
 - [Waterbury Record](#)
- [Vermont Foodbank](#)
- [Vermont Housing Finance Agency](#)

The Compact is a **voluntary online pledge** that enables Vermont employers to learn about and indicate their commitment to closing the wage gap.

We offer a [list of strategies](#) to consider and resources to inform employers.

VERMONT EQUAL PAY COMPACT



Employment Opportunities

Mercy Connections of Burlington Seeks Part-Time Data & Research Specialist

Support resource development functions including gift processing, data management, analysis and reports, grant tracking and research, and special events as needed. Ideal candidate has strong attention to detail, excellent analytical and organizational skills and robust communication skills both written and verbal. The position is 20 hours/week. [Learn more.](#)

Peace & Justice Center of Burlington Seeks Executive Director

The Executive Director must be an articulate a critical thinker and problem solver. The ED must be capable of strengthening the long-term vision for the work of the organization, creating innovative strategies, facilitating teamwork, and uniting diverse constituencies around common solutions. Team leadership, fund-raising, and communication are core responsibilities. The ED should have a strong understanding of economic and racial justice issues, particularly institutional racism, white privilege, classism, in addition to knowledge of issues related to

peace, human rights, and globalization. The ED should also have the ability to confront the many forms of oppression that exist in our society and the world. [Learn more.](#)

VBSR of Burlington Seeks Communications Manager

The Communications Manager is responsible for defining VBSR's value proposition and communications structure and strategies, and for promoting, enhancing and protecting VBSR's value proposition and brand reputation to ensure that the organization's external communications are effective and coordinated. Integrating the value proposition into all communications, the Communications Manager brings VBSR's value proposition to priority audiences, and supports VBSR's strategic plan and engagement. This is an exempt, full-time, permanent position, reporting to the Executive Director. [Learn more.](#)



February Change The Story Commentary Series in VT Digger

provided by Vermont Works for Women

Rhoni Basden: Gender Pay Gap Starts with Allowances

"The most important thing we can do for our next generation of Vermonters and

ourselves, is to be mindful that these biases exist and they that do directly impact the economic independence of individuals and groups within our communities, as evidenced by the Change the Story report. It's time to commit to strategies to shift the patterns in need of changing, right down to that first weekly allowance."

[Read the entirety of Rhoni's commentary here.](#)

Upcoming Events

Centennial of Women's Suffrage Celebration | Guilford Historical Society

[Tuesday, March 3 from 9:00 a.m. – 2:00 p.m., Guildford Central School](#)

Women and Girls: Gender Equity in Computer Science Education Webinar | CS for ALL

[Wednesday, March 4 from 2:00 – 3:30 p.m., Online](#)

Creating Trauma-Informed Communities | SafeArt

[Wednesday, March 4 from 5:30 – 7:30 p.m., BALE Common Ground, South](#)

[Royalton](#)

[Thursday, March 12 from 6:00 – 8:00 p.m., Open Door, White River Junction](#)

Votes for Women | Norwich University

[Wednesday, March 4 at noon, Norwich University's Sullivan Museum and History Center](#)

Hidden in Plain Sight – The Truth About Systemic Racism | Racial Justice Alliance

[Wednesday, March 4 from 6:00 – 8:00 p.m., Fletcher Free Library](#)

[Wednesday, March 18 from 6:00 – 8:00 p.m., Bennington Free Library](#)

Thursday, April 2 from 6:00 – 8:00 p.m., Rutland Free Library

Social Media Power Hour | Vermont Womenpreneurs

Friday, March 6 from 11:00 a.m. – 12:00 p.m., Study Hall, Burlington

Lunafest 2020 | Vermont Works for Women

Friday, March 6 from 5:30 – 9:00 p.m., Main Street Landing, Burlington

Thursday, March 26 from 6:00 - 9:00 p.m., The Savoy, Montpelier

Pretty Strong: A Climbing Film About & by Women, for Everyone | Petra Cliffs Climbing Center

Friday, March 6 at 6:00 p.m., Petra Cliffs Climbing Center, Burlington

From the Parlor to Polling Place: Stories and Songs from the Suffragists | Vermont Humanities Council

Friday, March 6 at 7:00 p.m., Tunbridge Public Library

Saturday, April 4 at 2:00 p.m., Tinmouth Community Church, Wallingford

Welcome Party – New Rural LGBTQ Space | Out in the Open

Friday, March 7 from 3:00 – 6:00 p.m., Out in the Open, Brattleboro

Winter Meetup for Randolph Area Middle School Girls | GEMS

Sunday, March 8 from 1:00 – 3:00 p.m., White River Craft Center, Randolph

The Passing Project | SafeArt

Film Screening, Sunday, March 8 at 5:00 p.m., The Savoy, Montpelier

Passing Stories workshop, Sunday, March 15 from 1:00 – 4:00 p.m., Garage
Cultural Center, Montpelier

Fair Housing Training | VT Human Rights Commission

Monday, March 9 at 9:00 a.m., Vermont Human Rights Commission, Montpelier

Women Self Defense Training | The Safety Team

Tuesday, March 10 from 6:00 – 8:30 p.m., Saint Albans

Early Childhood Day at the Legislature | Vermont Early Childhood Advocacy Alliance (VECAA)

Wednesday, March 11 from 8:00 a.m. – 5:00 p.m., Capital Plaza & The State House, Montpelier

Morning Biz Buzz | Vermont Womenpreneurs

Wednesday, March 11 from 8:30 – 9:45 a.m., Scout & Company, Burlington

Rally for Kids | Let's Grow Kids

Wednesday, March 11 at 1:00 p.m., Vermont State House, Montpelier

Basics of Starting a Business | SEVCA

Wednesday, March 11 from 2:00 – 4:00 p.m., SEVCA, Brattleboro

Thursday, March 12 from 10:00 a.m. – 12:00 p.m., SEVCA, Westminster

Legislative Update feat. VCW Director, Cary Brown | ElevateHer

Wednesday, March 11 from 5:00 – 7:00 p.m., Vermont State House

Community Empowerment Workshop - Sexism & Misogyny | Circle

Wednesday, March 11 from 6:00 – 8:00 p.m., Downstreet Housing & Community Development, Barre

Stepping Forward Together 2020: Creating Solutions that Promote Health Equity | Vermont Care Partners

Friday, March 13 from 7:30 a.m. – 4:30 p.m., University of Vermont, Davis Center, Burlington

Grit & Grace: Women at Work | VT Women's Fund & Brattleboro Art Museum

Exhibit Opening: Saturday, March 14 from 3:00 – 5:00 p.m., Brattleboro Museum of Art

Artist Talk: Saturday, March 14 at 7:30 p.m., Next Stage Arts Project, Putney

Bird Friendly Maple | Women Who Bird

Sunday, March 15 from 9:00 – 11:00 a.m., Green Mountain Audubon Center, Huntington

Women in Leadership | Leadership Champlain

Wednesday, March 18 from 5:30 – 7:30 p.m., Flynn Center for the Performing Arts, Burlington

Child Care Business Administration: Legal & Financial Management | VTHEC

Thursday, March 19 from 8:30 a.m. – 3:30 p.m., Delta Hotel by Marriott, South Burlington

Building Employee First Workplaces: Personnel Policies & Handbooks | VBSR

Thursday, March 19 at 9:00 a.m., City Market, Burlington

Lead the Way on Equal Pay: Tools and Strategies to Change the Story on Pay Equity | Vermont Commission on Women

Thursday, March 19 from 9:15 a.m. – noon, Langevin House, Vermont Tech, Randolph Center

Women's Suffrage in Vermont with Lyn Blackwell & Rachel Onuf | Vermont Suffrage Centennial Alliance

Thursday, March 19 at noon, University of Vermont, Burlington

Who's Watching the Police? - Legislative Series | VT Racial Justice Alliance

Thursday, March 19 from 5:30 – 7:30 p.m., Vermont State House, Montpelier

**10th Annual Ed Everts Social Justice Activist Award Celebration |
Peace & Justice Center**

*Thursday, March 19 from 6:00 – 9:00 p.m., ECHO, Leahy Center for Lake
Champlain, Burlington*

**Managing for Today & Tomorrow (for women farmers) | Annie's
Project**

Friday, March 20 – Sunday, March 22, Lake Morey Resort, Fairlee

Northeast Queer and Trans People of Color Conference 2020

*Friday, March 20 at 5:00 p.m. – Saturday, March 21 at 5:00 p.m., University of
Vermont, Davis Center, Burlington*

29th Annual Women's Film Festival | Women's Freedom Center

Friday, March 20 – Sunday, March 29, New England Youth Theatre, Brattleboro

**Girl's Inc.: Action for Safety | Dartmouth-Hitchcock Women's
Health Resource Center**

*Saturday, March 21 from 9:00 a.m. – 12:30 p.m., Dartmouth-Hitchcock Women's
Health Resource Center, Lebanon, NH*

"A Woman, Ain't I?" - Sojourner Truth | AAUW Bennington

Saturday, March 21 from 2:00 – 4:30 p.m., Oldcastle Theatre, Bennington

**Women & The Supreme Court: A Conversation with Dahlia
Lithwick**

Sunday, March 22 from 4:00 – 6:00 p.m., Ohavi Zedek Synagogue, Burlington

**From Equity Awareness to Equity Action: Ridding Schools of
Racism – From Equity Optics to Equity Action | VHEC**

Tuesday, March 24 from 8:30 a.m. – 3:00 p.m., DoubleTree Hilton, South Burlington

Making Savings Fun! | Greater Burlington Women's Forum

Thursday, March 26 from 12:00 – 1:30 p.m., Contois Auditorium, Burlington

Using the Arts to Explore New Motherhood

Thursday, March 26 from 1:00 – 2:00 p.m., Dartmouth Hitchcock Women's Health Resource Center, Lebanon, NH

Spring Conference, feat. Keynote Xusana Davis | Women in Higher Education

Thursday, March 26 – Friday, March 27, Stoweflake Resort, Stowe

Slavery: Bound By Law For Payment | Vermont Racial Justice Alliance

Thursday, March 26 from 5:30 – 7:30 p.m., Vermont State House

Voices of Women | Spruce Peak Chamber Music Society

Saturday, March 28 at 7:00 p.m., Spruce Peak Performing Arts, Stowe

Vermont Women and the Civil War | Vermont Humanities Council

Sunday, March 29 at 3:00 p.m., Bradford Academy

Equal Pay Day | Vermont Commission on Women, League of Women Voters of Vermont, Business and Professional Women of Vermont, and Change The Story VT

House Resolution Reading: Tuesday, March 31st after floor opening, expected at 10:00 a.m., Vermont House Chamber, Vermont State House, Montpelier

Proclamation Signing with Gov. Scott, Tuesday, March 31st, 11:00 a.m., Governor's Ceremonial Office, Vermont State House, Montpelier

Practice Session: Interrupting Hate & Addressing Unintended Bias | Central Vermont Showing Up for Racial Justice

[Tuesday, March 31 from 6:00 – 8:00 p.m., Unitarian Church of Montpelier](#)

Visualizing Votes for Women | Vermont Humanities Council

[Wednesday, April 1 at 7:00 p.m., Ilsley Public Library, Middlebury](#)

11th Annual Shake Off | Vermont Access to Reproductive Freedom

[Friday, April 3 from 7:00 – 11:59 p.m., Main Street Landing Black Box, Burlington](#)

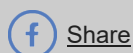
Save the Date for the Annual Benefit Celebration of the Vermont Women's Fund with U.S. Women's Soccer World Cup Champion and 2-time Gold Medalist, Briana Scurry!

[Thursday, May 7 from 5:30 – 7:30 p.m., UVM Davis Center, Burlington](#)



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.



Share



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Forward

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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