

Vermont Commission on Women

Meeting agenda

Friday, October 18, 2024 | 9:00 a.m. – 11:45 a.m.

ONLINE ONLY

Zoom meeting: <https://us06web.zoom.us/j/83083672778?pwd=epxAAjwqxxbdPKpvBsU5UEbtiNseoa.1>

Meeting ID: 830 8367 2778 Passcode: 184061

By telephone: 646-876-9923

Meeting facilitator: Esther Charlestin

Time	Item	Who	Outcomes
9:00	1. Meeting called to order	Esther	Open meeting
	2. Approve agenda	Esther	VOTE
	3. Approve minutes of September 20, 2024	Esther	VOTE
	4. Welcome and introductions		Welcome all
9:05	5. Committee meetings in breakout rooms <ul style="list-style-type: none"> • Workplace Equity • Reproductive Justice & Women’s Health • Women in the Criminal Justice System 		
10:00	BREAK		
10:15	6. Committee reports <ul style="list-style-type: none"> • Workplace Equity • Reproductive Justice & Women’s Health • Women in the Criminal Justice System 	Esther	Information & discussion
10:35	7. VCW Advisory Council <ul style="list-style-type: none"> • Consideration of potential new members • Legislative agenda meeting with advisors 	Esther	VOTE Adjust Advisory Council membership
10:55	8. DEI work <ul style="list-style-type: none"> • Internal education • Operationalizing DEI into VCW policies and processes 	Esther	Discussion and planning
11:15	9. Legislative welcoming event <ul style="list-style-type: none"> • January 2025 	Cary	Discussion and planning
11:30	10. Updates	ALL	Share information

VERMONT COMMISSION ON WOMEN GROUP AGREEMENTS

Adopted September 9, 2022 – affirmed October 20, 2023

In meetings of the Vermont Commission on Women, we agree that we will:

- ❖ Treat all who are in the meeting with respect and dignity
- ❖ Listen openly to each other with curiosity and interest
- ❖ Take space, make space, hold space – this means:
 - Share as much of our authentic selves as we are comfortable with
 - Step back to allow others to speak, so that no one is dominating the conversation
 - Create opportunities for the voices that have minority opinions
- ❖ When we disagree, we do so with respect for each other's perspectives
- ❖ Be aware of our own body language and use it to communicate respect
- ❖ Acknowledge and take into consideration those perspectives that are not represented by people in the room
- ❖ Take responsibility for the impact of our words and actions on each other
- ❖ Bring self-awareness of our own state of mind, emotions, and influences
- ❖ Remember that we come to the space with differing understandings of how we communicate
- ❖ Understand we all make mistakes
- ❖ Be patient with ourselves and others
- ❖ Share the job of holding each other accountable to these agreements