



**EDUCATION & HUMAN DEVELOPMENT COMMITTEE**  
**Meeting Minutes**  
**Wednesday, February 5, 2020 | 9:00 a.m. – 10:00 a.m.**  
**Teleconference**

**Commissioners present:**

Kellie Campbell (Chair)  
Nancy Brooks

**Commissioners absent:**

Marcia Merrill

**Advisors present:**

Jen Horowitz, Policy and Research Director, Let's Grow Kids  
Charlie Gliserman, Public Engagement Director, Vermont Early Childhood Advocacy Alliance  
Katie Ballard, Policy Intern, Voices for Vermont's Children

**Staff present:**

Hannah Lane  
Cary Brown

**Presiding:**

Kellie Campbell

**Recording:** Hannah Lane

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**Meeting called to order 9:00 a.m.**

- 1. Introductions**
- 2. Review of collaboration document that considers agenda priorities, advisory organizations, current committee priorities as outlined on website.**

Repository for:  
Potential future agenda items

Listening Project draft needs review and recommendations. Committees could look at the draft and respond as a Committee, which could include questions to expand upon. Agenda item for meeting next month.

Equal Pay Compact Event, March 19<sup>th</sup>

Goal is to engage existing signers and find new ones. How do we continue to support the Compact project?

Equal Pay Day, March 31<sup>st</sup>

Charlie – generally the model has been working well for health and safety committee, of pulling folks in for specific agenda items.

Language around the Committee priorities on our website.

VCW monitors legislation and public policies, provides research and information, and collaborates on measures that support the following outcomes:

- Schools are free of gender bias, harassment and bullying.
- Women and girls have equal access and encouragement to pursue education and careers in science, technology, engineering and math.
- Women have equal access to workforce training and development throughout their lives.

Does this cover everything it should? Early childhood?

### **3. Discuss the new Change The Story report, [Women Work and Wages](#).**

What jumped out at people?

- Surprise about lack of educational gap as a driver of the wage gap.
- How much child care impacts the wage gap, both for families and for early educators, who are paid very low wages, and child care is the worse paid college degree in the country.
- We might want to also refer to Let's Grow Kids' Stalled at the Start and Access reports, as we as the co-report between VCW and Let's Grow Kids about women, child care, and the wage gap.
- Disability wage gap is much worse for women than men.
- Echoing comments about early childhood educators.
- Recommendations of increasing presence in STEM & trades is so important.

Should we create a repository of other research for Equal Pay Compact signers? Making these reports available, so people can see the wide array of research available.

Apprenticeship data. Cary, Meg, Rhoni, Tiff met with Governor yesterday, talked about apprenticeships. Talked about 36% are women, but most are in child care, and not in plumbing and electrical. Gov. Scott seemed interested in this as an opportunity for improvement. We will be following up on this.

Women drop out of non-traditional careers like the trades; what can we do to support women and help them stay in these higher paying fields?

### **4. Discuss Title IX challenges facing VTC and others.**

There is a man from Missouri making routine Title IX challenges across the country, when he finds programs for girls or women. He found Rosie's Girls at VTC, and filed a challenge. VTC is exploring adding an alternative camp for boys, and an alternative Women Can Do event for

boys, focused on non-traditional careers for boys like education & nursing in an effort to still offer these programs.

The concern is that these programs don't take away from the opportunities available to boys and men, and that changing programs that don't violate Title IX waters down the law.

What's VCW's role?

Could we gather more advice from a lawyer, and put together tools for other organizations that face these challenges in the future?

Charlie – Folks in the community really care that Rosie's Girls admits gender non-conforming students.

Jen – The National Women's Law Center might be a good resource.

**Meeting Adjourned at 9:56 a.m.**