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# VIEW

Vermont Information Exchange for Women

## Newsletter



August 22nd, 2017

## News & Resources

### **Health care advocate: Vermont women are paying hundreds of dollars for mammogram screenings that should be covered in full**

Thousands of Vermonters follow their doctors' advice and get an annual mammogram screening. About 10% the time, they will get called back for additional views. Being told that you have to come back for more views can be stressful, but most of the time, it should not lead to additional cost for Vermonters. In 2013, the Vermont Legislature passed a law requiring that mammography, including call-back screening is to be covered without copayments or deductible charges. Yet women are paying hundreds of dollars for screenings that should be covered in full. If you have been called back for an additional mammography screen and were charged, the health care advocate wants to hear from you. Contact the Office of the Health Care Advocate at 1-800-917-7787, [hca@vtlegalaid.org](mailto:hca@vtlegalaid.org), or <https://vtlawhelp.org/health>.

### **Making It Work In Windham: An economy that works for all families**

In November of 2016, The Making It Work in Windham Summit brought together business groups, employers, early childhood advocates, state agencies, and regional organizations. In addition to igniting a conversation linking family success with workforce and economic

success, the summit explored the science, research and stories of early childhood development and how it translates into academic, career, and life success. The intention of the Making It Work initiative is to increase the number of employers implementing family-friendly workplace policies and enhancing the ones employers are already using. The big vision is to ensure the regional economy works for all families. [This Building Bright Futures blog post](#) reviews what came out of the summit and the opportunities ahead.

## Women's Economic Opportunities Conference - 9/16

Looking to broaden your perspective on what's possible for your personal and professional life? Want to strengthen your skills and broaden your network? REGISTER NOW (it's FREE!) for [Senator Leahy's 21st Annual Women's Economic Opportunity Conference](#) on Saturday, Sept. 16 at [Vermont Technical College in Randolph, VT](#). Mary Alice McKenzie is the keynote speaker. Learn how to negotiate your salary, create a social media plan, start your own business or navigate the gig economy, make the most of your money, and invest in women. That's to name a few! You won't want to miss the ["Moth-inspired" storytelling event](#) with stories by: Prudence Pease, Judy Pransky, Lisa Ryan, Melody Walker Brook and VCW Commissioner Colin Ryan! [Check out the workshop descriptions.](#)



PRUDENCE  
PEASE

STORIES!



LISA  
RYAN



JUDY  
PRANSKY



COLIN  
RYAN



MELODY  
WALKER  
BROOK

HOSTED BY:





## New International Association of Police Chiefs (IACP) Resource for Responding to Sexual Violence in LGBTQ+ Communities

According to the CDC, individuals who self-identify as lesbian, gay, and bisexual have an equal or higher prevalence of experiencing intimate partner violence, sexual violence, and stalking as compared to self-identified heterosexuals, with bisexual women being disproportionately impacted. Furthermore, transgender people experience much higher rates of general violent victimization than most other populations with 47% of respondents to the 2015 U.S. Transgender Survey reporting they had been sexually assaulted at some point in their lifetimes. The International Association of Chiefs of Police (IACP) recently released [Responding to Sexual Violence in LGBTQ+ Communities: Law Enforcement Strategies and Considerations](#) (PDF) to help strengthen law enforcement's understanding of and response to sexual violence in LGBTQ+ communities. The foundational information presented in this document is of particular importance to building trust and relationships with LGBTQ+ communities through agency mission, procedures, policy, and training.

## Alimony Story Request

In 2017, the Vermont General Assembly passed Act 60, An act relating to creating the Spousal Support and Maintenance Task Force. The Task Force is charged with reviewing and making legislative recommendations to Vermont's alimony laws. As a member of the Task Force, the Vermont Commission on Women will provide research and information, including presenting voices and stories of Vermont women on this issue. We're looking for women (nationally 97% of alimony recipients) who are willing to share their stories about receiving or paying alimony in their Vermont divorce. Maybe:

- they put their spouse through medical school or law school.
- they were a full-time homemaker and parent, providing considerable flexibility to a working spouse by facilitating early mornings and late evenings, last-minute meetings, and business travel, and thereby contributing to the earning power and career advancement of their spouse.
- as the parent, time away from their careers resulted in lost income, opportunity, and career advancement.
- they were still serving as primary to a child of the marriage.
- they were victims of domestic violence and face diminished earning capacity as a result of missed career or educational opportunities, or are dealing with physical or emotional health ramifications as a result of domestic violence that inhibit the ability

to work and support themselves.

- they had agreed to be the full-time homemaker, and now have no work experience and alimony payments prevent them from sliding into poverty.
- there wasn't sufficient property available to provide a just and equitable division.
- their health or physical or mental disability reduces their ability to work and support themselves, or maybe they are caring for a child of the marriage with a serious physical or mental disability that requires extra care and supervision.
- they pay alimony to an ex-spouse who fits the descriptions above.

Got a story to share about receiving or paying alimony in your Vermont divorce? [Share it with us.](#)

## Stories Collected on Family and Medical Leave

The Family and Medical Leave Insurance (FAMLI) Coalition has collected over 130 personal stories from Vermonters who have been impacted by the issue in order to continue advocacy in 2018. If you are willing to share your experience - especially if you live in Bennington, Caledonia, or Orleans counties - [click here](#) to answer a few questions. This survey is confidential and none of the information will be shared without permission. You can also share a Facebook post on the story collection effort from [here](#). For more information, contact Ashley Moore at [ashley@mainstreetalliance.org](mailto:ashley@mainstreetalliance.org).

## Minimum Wage Meetings Scheduled

The Senate has identified increasing Vermont's minimum wage as a top priority for the 2018 Legislative Session and is expected to move a bill in the early weeks of the next Legislative Session. Main Street Alliance of Vermont (MSA-VT) wants to hear from small business owners about what a minimum wage increase will mean to their business. Your perspective will help to shape their recommendations to the Senate regarding the minimum wage proposal.

RSVP for one or both of the following conversations on Friday, September 1st:

- Session 1 | 9:00 am - 11:30 am *Making the minimum wage proposal work for small businesses*
- Session 2 | 1:00 pm - 3:30 pm *What makes sense for the tipped minimum wage*

*Meetings will be held at the MSA-VT office in Burlington. Video conferencing will be available. To RSVP or for more information, contact Ashley Moore at [ashley@mainstreetalliance.org](mailto:ashley@mainstreetalliance.org).*

## Save the Date for the Vermont Women in Higher Education Fall Conference: October 25<sup>th</sup> at Champlain College

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## Commissioner Interview

Commissioner Eileen Boland of Wheelock is currently the human resources director for St. Johnsbury Academy. She was Vermont's Commissioner of Human Resources (formerly Personnel) from 1997-2000 where she was a member of the Governor's Affirmative Action Council. Read her [full bio here](#).

### Why is the VCW Important?

*Until women and girls have full representation in legislatures and are treated equally under the law, there will always be a need for entities such as VCW. They are needed to shape policy and legislation, research issues, and promote awareness of women's contributions and needs. For instance, I would not have imagined that in 2017 we would see 13 men think that they have the exclusive privilege to craft health plan legislation for the entire nation without a single woman in the room.*



### How did you become a commissioner and what has the experience been like?

*I was approached by Governor Douglas to consider applying for a vacant position. I was flattered to be asked, but also wondered what I might have to contribute when the group I was joining seemed so accomplished and well acquainted with the issues. The Commission has been very astute and careful to consider issues and positions only when we have consulted groups and individuals close to and knowledgeable about them. I appreciate the diversity of backgrounds and viewpoints on the commission (but we could be even more diverse) and the passion and care with which they approach the issues. I really look forward to our monthly meetings and especially the collaboration with the Change the Story initiative.*

### What do you wish you had known when you were younger?

*I went to an all-girl high school and started at an all-women's college. With this background you might imagine that I would have been an ardent feminist, but these experiences narrowed my view of what women could accomplish and what I might expect of myself. My first encounter, and this is dating myself, with women's issues was after transferring to a co-ed college and becoming involved in efforts to pass the equal rights amendment. I was still involved with the issue after college and relocating to Vermont.*

### What advice would you give to young girls in VT today?

*Do not limit your vision for your future to the real or imagined expectations that others may have of you. Look to women who you admire and talk to them about their life journeys and what advice they might have to offer. Look to mentors and positive people in their school, work, and personal lives. Don't imagine that all the struggles for women have been won—they need*

*constant care and vigilance. Support other girls and women. Speak up when you see an injustice. Stay engaged in your community—give back where you can.*

## **What does women's empowerment look like to you?**

*That women and girls are recognized for their potential and accomplishments. That they have an equal opportunity and receive equal encouragement in their education, paid work, and social life. That if they start families they have supportive spouses/partners—women who are tied to childcare and housework are often excluded or exclude themselves from opportunities to learn and grow.*

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## **Upcoming Events**

### **Women's Equality Day Proclamation**

[Tuesday, August 22 from 10:00 – 11:00 a.m., Vermont State House, Montpelier](#)

On August 26th, 1920, the certification of the 19th Amendment to the U.S. Constitution gave American women the right to vote. The annual celebration of Women's Equality Day commemorates the passage of this historic date. On August 22nd, 2017, Governor Phil Scott will formally proclaim "Women's Equality Day" in the Governor's Ceremonial Office in the Vermont State House.

### **Start Up: Comprehensive Business Planning**

[August 24 – December 10 on Thursdays from 5:30-9:00 p.m., and every other Sunday 12:00-6:00 p.m., Mercy Connections, Burlington](#)

Learn the language of business with Mercy Connections Women's Small Business Program. This 15-week, the action-oriented class is tailored to participants' individual businesses, using the business plan as a framework. Taught by a seasoned entrepreneur instructor team and a host of guest experts in three content areas: financials, marketing, and business management.

### **Dinner & Discussion with Debby Irving at Camp Hochelaga**

[Friday, August 25 from 5:30 – 9:00 p.m., Camp Hochelaga, South Hero](#)

The YWCA VT hosts this Dinner & discussion with Debby Irving, author of [Waking Up White](#), where she tells the story of how she went from well-meaning to well-doing. Debby Irving grappled with racial injustice without understanding racism as a systemic issue or her own whiteness as an obstacle to it. Debby devotes herself to exploring the impact white skin can have on perception and how individuals can help themselves and others change misconceptions and attitudes. The evening will consist of mingling and light appetizers, followed by dinner and discussion, and will conclude at 8:30 for an optional

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book signing with Debby. Vegetarian/vegan options will be provided. Tickets cost \$50 - \$60.

## **Women's Retreat Weekend at Camp Hochelaga**

*[Friday, August 25 – Sunday, August 27, Camp Hochelaga, South Hero](#)*

The retreat begins Friday late afternoon with unprogrammed REST, camp scavenger hunt, and casual check-in. The official kick off begins with dinner and keynote speaker; we are excited to bring racial justice educator and author Debby Irving to YWCA VT Camp Hochelaga. Saturday a variety of workshops will be offered (jewelry making, creative writing, cooking, dance, painting, etc...), FUN officials will be on sight to facilitate land/waterfront activities (archery, SUP, kayaking, human foosball, 3-lane slip and slide, noodle hockey, etc...), self-care & management opportunities (massage, restorative yoga, natural home remedies, reiki, car wash and detail service, etc...) sit back and relax as satisfying food selections that will make your mouth water are prepared for you, unprogrammed REST and evening programs (campfires, glow and dark swim, epic talent show, wine tasting, etc...). The retreat will conclude late Sunday afternoon with brunch, final workshop offerings, unprogrammed REST and check out. The weekend costs \$275.

## **My Sister's Keeper Conference**

*[Thursday, August 31 from 8:30 a.m. – 3:30 p.m., Stoweflake Resort](#)*

Black Lives Matter VT presents "My Sister's Keeper Challenge" Conference. Help unite women in Vermont against racism! Online Registration is \$55: includes admission, lunch, childcare, and takeaways.

## **Bikes & Bites**

*[Thursday, August 31 at 6:00 p.m., Veterans Memorial Park's Picnic Pavilion, Burlington](#)*

The Society of Women Engineers (SWE) North Country kicks off their year with food and great company at the South Burlington Bikes & Bites! No bikes necessary. There will be food trucks, music, and lots of fun.

## **Welding for Women**

*[Saturday & Sunday, September 9 – 10 from 9:00 a.m. – 4:00 p.m., Vermont Tech, Randolph](#)*

It's not just a guy's world - the ironworkers' union just announced an eight-month maternity leave for women workers! Head to VTC for a two-day, introductory, hands-on welding course for women only. With an emphasis on safety, they'll explore MIG, Stick, and Oxy-fuel welding as well as the ancillary hand and power tools necessary for this craft. No prior experience required. Natural fiber clothing and leather boots are a must. All other safety equipment provided.

## **2017 Youth Professional Summit of Vermont**

*[Saturday, September 9 from 8:30 a.m. – 4:30 p.m., Paramount Theatre, Rutland](#)*

The Young Professionals Summit of Vermont is an annual, one-day event for Vermonters to network, share ideas, and confront issues faced by the state's young workforce. Equal parts professional development and community action, the summit aims to empower young people to create positive change by connecting them with business leaders, policymakers, and, most importantly, each other. Anyone with an interest in contributing to the future of Vermont is encouraged to participate. Opening remarks to be given by Gov. Phil Scott and Michael Schirling, Secretary of the Agency of Commerce and Community Development. The keynote address will be given by Mary Powell, President and CEO, Green Mountain Power. Registration costs \$20 and includes lunch.

## **Women's Afternoon Tea Dance: For Women and Their Friends**

*[Saturday, September 9 from 2:00 – 6:00 p.m., Red Square, Burlington](#)*

Hosted by the Pride Center of Vermont, there will be an amazing outdoor dance floor with DJ Rob Douglas playing some awesome tunes. A fantastic opportunity to have fun and connect with other women from the community. This event is free and 21+.

## **Pride Parade & Festival**

*[Sunday, September 10 from 10:00 a.m. – 5:00 p.m., Battery Park, Burlington](#)*

The Pride Parade began as an anniversary celebration of the Stonewall Riots but has evolved over time to encompass the many LGBT heroes, struggles, and victories since. It begins at the south end of Church St. and ends at Battery Park where the festival is held! Registration for the parade costs \$25.

The Pride Festival is one big party for the entire community – LGBT and ally – of all ages, races, and backgrounds. Tents are set up for children, youth, activities (including an ecumenical religious service), and vendors. Food is available, as well as entertainment, games, and the best people-watching in Burlington.

## **Fall Doe Camp**

*[Friday, September 15 at 8:30 a.m. – Sunday, September 17 at 2:00 p.m., Jackson's Lodge, Canaan](#)*

Vermont Outdoors Woman is sponsoring an outdoor education retreat for adventurous women. Fall Doe Camp will offer three days of classes to be held in the woods, in the lodge, on the lake, and on the sandy beach as foliage season begins in the Northeast Kingdom of VT. Campers can choose from a list of classes that include: Archery, Birding, Firearms Marksmanship & Safety (Muzzleloader, Handgun, Rifle and Clay Shooting), Outdoor Cooking, Survival Skills, Log Rolling, Fly Fishing, Boat Fishing, Deer Hunting, Ax

Skills, Camping, ID Ferns, Trees & Wild Edibles, Wildlife Photography, Panning for Gold, Advanced Shotgun, Basket Weaving, Dowsing, Building a Harmonious Labyrinth, Coping With Critters While Camping (bears, raccoons, black flies, ticks, etc.), Chainsaw Skills & Safety, Land & Water Mobility Skills, Fitness and more. Early morning (before breakfast) options include yoga, birding or a morning run and swim. Cost is \$390 per person and includes food and lodging, discounts available.

## **Senator Leahy's 21st Annual Women's Economic Opportunity Conference (WEOC)**

[Saturday, September 16 from 8:00 a.m. – 3:00 p.m., Vermont Technical College, Randolph](#)

This free conference will continue the long tradition of bringing women together for a day of personal and professional growth, with exciting new offerings that this year's partnership with Change The Story VT will provide. Given the similar goals of WEOC and Change The Story, this is a natural alliance to promote opportunities that will help advance economic goals and strategic thinking. Mary Alice McKenzie will be this year's keynote speaker. Mary Alice has served for a decade as the director of the Boys & Girls Club of Burlington, where she has worked tirelessly to help young women and men aim high and achieve their goals. A lawyer in her past life, Mary Alice's work with the Boys & Girls Club has literally changed lives with initiatives such as the Early Promise program. Her highly anticipated keynote promises to be inspiring and enlightening. The registration deadline is September 8.

## **Jazz Jam for Mercy Connections**

[Saturday, September 23 from 7:00 – 10:00 p.m., Champlain College, Burlington](#)

Guests will dance to the sounds of exceptional local jazz musicians, including: Jodi Albright, Paul Asbell, Audrey Bernstein, Jane Boxall, Joe Capps, Lara Cwass, Kathleen Dolan, Houston Illo, Glendon Ingalls, Jenni Johnson & the Junketeers, Emily Ryan, Jeff Salisbury, Mark Van Gulden, Ray Vega, George Voland, and Gus Ziesing.

In addition to the musical entertainment, there will be light hors d'oeuvres, a cash bar, and a silent auction. This signature fundraising event is made possible through generous sponsors including Leadership level sponsor, Comcast. Tickets cost \$55.

## **Trauma-Informed Sexual Assault Investigation and Adjudication Institute**

[Tuesday, October 17 – Friday, October 20, Courtyard Boston Downtown](#)

The NCCPS Institute provides college and university administrators involved in investigating and adjudicating sexual misconduct cases information and resources necessary to conduct fair and balanced investigations that consider the potential impact of trauma and are in line with evolving practices. The curriculum design allows for individuals

and teams to learn collaboratively. Campus officials and partners who may make up a team include Title IX coordinators, administrative investigators, hearing and appeals board members, student conduct and student affairs professionals, residential life staff, human resources personnel, deans of students, advocates, legal counsel, campus safety and law enforcement personnel, prosecutors, and other community partners.

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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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