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# VIEW

Vermont Information Exchange for Women

## Newsletter



April 10, 2019

## News & Resources

### **Bluemle & Brown: Gender equality rankings don't tell the whole story**

VCW's Cary Brown with our partner initiative Change The Story's Tiffany Bluemle in today's VT Digger editorial. It takes a closer look at Bloomberg News ranking VT best state for gender equality based on five categories, including pay ratio by gender, female labor force participation, college degree attainment, health care coverage and women in poverty. What is progress? Who is getting left behind? Can we set the bar higher? [Read it here.](#)

### **Equal Pay Day**

Tuesday April 2<sup>nd</sup> was **Equal Pay Day**, symbolizing how far into the new year the average American woman would have to work to earn what the average American man did in the previous year due to the gender wage gap. Upon opening of the day's legislative session in the House, a resolution designating it Equal Pay Day in Vermont was put forth by lead sponsor

**Brattleboro Representative Mollie Burke** and other policymakers, observed by advocates dressed in red, symbolizing women being “in the red” due to the gender wage gap. Read the House concurrent resolution [here](#).

Later in the day, **Governor Scott**, at an Equal Pay Day legislative lunch event sponsored by the Commission's Education and Research Foundation, signed a **proclamation recognizing April 2, 2019 as Equal Pay Day in Vermont**, highlighting the gender pay gap between men and women’s earnings and the importance of promoting women’s equality in the workforce. “Closing the wage gap will undoubtedly have many positive outcomes for Vermont. It could reduce Vermont’s poverty rate, generate millions in our state’s economy and help attract more working families to Vermont,” said Governor Scott. “More importantly, it would help put us one step closer to providing equality for all because that’s the right thing to do.” View the proclamation [here](#).

## **Vermont tops ranking for gender equality, but experts say more work needed**

For the third time, Vermont has topped Bloomberg’s list ranking states on gender equality. Bloomberg [ranked](#) each state based on five categories, including pay ratio by gender, female labor force participation, college degree attainment, health coverage and women in poverty.

Cary Brown, the executive director of the Vermont Commission on Women, applauded the state’s number one ranking. “We’ve ranked pretty highly in the past, so it’s not a big surprise,” she said. “We’ve got a lot of great things going on for women in the state, and that really reflects years of investments (from) the state government and the legislature, as well as private businesses and advocacy groups, trying to address some of the deficits that women have faced.” However, Brown believes more progress can be made. [Read more.](#)

## **Vermont Works for Women Employment & Career Services Survey**

Vermont Works for Women is expanding its employment support services for women and want input! If you are a woman living in Vermont, please let VWW know how they can better meet your needs by completing this short survey:

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<https://www.surveymonkey.com/r/VO5VZKJ>

## **Change The Story's Business Peer Exchange**

The Business Peer Exchange (BPE) is a year-long skill-building program that engages Vermont businesses and their leaders in shifting workplace culture towards gender equity and inclusivity. BPE members receive virtual training and best practices, 10 monthly in-person exchange sessions, support in creating a tailored Gender Equity Plan for their organization using tested Gender Equality Principles, 90 minutes of included on-site consulting to support gender equity planning, and much more. Spots are filling fast for the next series, which begins April 17! [Learn about BPE and sign up!](#)

## **April is Sexual Assault Awareness Month**

In the United States, April is Sexual Assault Awareness Month (SAAM). The goal of SAAM is to raise public awareness about sexual violence and educate communities on how to prevent it. This year SAAM is celebrating its 18th anniversary with the theme I Ask. [Learn more.](#)

## **Diaper Bank in Chittenden County Opens**

The Junior League of Champlain Valley established Vermont's first diaper bank, distributing diapers to area food shelves from its South Burlington headquarters in Fall 2018. The Diaper Bank project will expand in partnership with the Chittenden Emergency Food Shelf and town food shelf programs in Williston, Richmond, Milton and Hinesburg, distributing 100,000 diapers annually. "Diaper need" impacts one in three U.S. families. [Learn more.](#)

## **Pride Center of VT LGBTQ+ Women's Programming Survey**

The Pride Center of Vermont wants to hear from LGBTQ+ women about their programming ideas. Take the survey [here.](#)

## **New Vermont License/IDs Will Allow Third Gender Option, "Other"**

A third gender option will soon be offered on driver's licenses and ID cards in order to serve Vermonters better. When the Vermont Department of Motor Vehicles

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(DMV) begins to roll out new credentials this summer, nonbinary Vermonters or those who do not identify as either male or female will have the option to select “other” for their gender. [Learn more.](#)

## **Vermont Leadership Institute Applications Open**

The Snelling Center for Government is currently accepting applications for the Vermont Leadership Institute. As Vermont’s premier civic leadership development program, the Vermont Leadership Institute has been offering intensive programs for leaders in Vermont’s private, public and non-profit sectors since 1995. The VLI Class of 2020 will meet for a total of 8 overnight sessions with nineteen seminar days, beginning in September 2019 and ending in June 2020. [Learn more and apply.](#)

## **Save the Date of May 29<sup>th</sup> for Everyday Champions with Planned Parenthood of Northern New England**

On Wednesday, May 29 at 5:30 p.m., join Planned Parenthood Federation of America President Dr. Leana Wen, Planned Parenthood of Northern New England (PPNNE) President & CEO Meagan Gallagher, and Board Members Melinda Moulton, Kesha Ram, Felicia Kornbluh, Tabitha Pohl-Moore, and Steven Sinding for **Everyday Champions: Rise Up for Sexual and Reproductive Health Care**, an evening in support of PPNNE.

## **Introducing Women Business Owners Network’s WBON+**

WBON+ is a new small group program combining the value of collective knowledge & experience with the support of community and the power of accountability. Led by trained facilitators, WBON+ groups provide a structured framework in which participants can build strong relationships, share challenges and provide encouragement to their peers. [Learn more.](#)

## **Let’s Grow Kids Accepting Nominations for the Fifth annual Early Educator of the Year Award**

Let's Grow Kids is now accepting nominations for the fifth annual Early Educator of the Year Award for outstanding home-, center- or school-based child care professionals who have demonstrated a commitment to quality early childhood

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education. The winner of the award will receive \$5,000! [Nominate someone you know, or yourself by May 1.](#) To be eligible for this year's award, a nominee must be a center-, home- or school-based childcare professional who has been an early childhood educator for 3 or more years and whose place of employment has at least 4 stars in Vermont's Step Ahead Recognition System (STARS) or is NAEYC or NAFCC accredited.

## **Nominations Open for 2019 Con Hogan Community Leadership Award**

Nominations are now being accepted for the \$15,000 Con Hogan Award for Creative, Entrepreneurial Community Leadership. Initiated in 2015, the annual award is a tribute to Con Hogan's life's work and commitment to public service. The goal of the award is to encourage and reward leaders who share Con's vision of a better Vermont—one that places the highest value on the public good—who seize the responsibility for making that vision real, and who mentor emerging leaders. The \$15,000 award may be spent however the selected individual chooses. Nominations will be accepted through the Vermont Community Foundation's website until **5:00 p.m. on Thursday, June 27, 2019**. The award will be presented at a public event on October 2, 2019, in Montpelier. For more information or to submit a nomination visit [vermontcf.org/conhoganaward](http://vermontcf.org/conhoganaward).

## **Nominations Accepted to VT Agricultural Hall of Fame**

The Vermont Agricultural Hall of Fame is now accepting nominations for the 2019 inductees. All nominations must be submitted by May 15<sup>th</sup>. Nominations will be accepted in three categories: Emerging Leader, Ag Innovator, and Lifetime Achievement. Learn more and nominate a Vermonter [here](#).

## **Let's Grow Kids Invests \$1.7 Million to Create 1,300 High-Quality Child Care Spaces**

Let's Grow Kids (LGK) has announced the second round of its Make Way for Kids projects. Make Way for Kids—launched in 2018 with the support of donors in Vermont and nationwide—provides grants and technical assistance to child care programs to help increase the availability and quality of early care and learning programs for Vermont's children. In 2018 and 2019 combined, LGK is investing

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\$1.7M to create 1,300 high-quality child care spaces for Vermont's children through the Make Way for Kids program. [Read more.](#)

## **April is Month of the Young Child in Windham County**

Young children and their caregivers in April with free family-friendly activities throughout Windham County, Vermont! Download a printable brochure [here](#) or find an event on [Facebook](#).

## **Mid-Session Legislative Updates**

Looking to catch up on the legislative session so far? Find mid-session legislative updates from:

- [Vermont Early Childhood Advocacy Alliance](#)
- [Vermont Main Street Alliance](#)

News Articles:

- [Senate OKs Abortion-Rights Constitutional Amendment](#)
- [Statewide Paid Family Leave Program Wins House Approval](#)
- [Vermont House passes bill guaranteeing abortion access](#)
- [Welch hears advocates' concerns about violence against women](#)

## **Kittredge: Mistrust of Women | VPR Commentary**

"The current debate in the Statehouse affirming a woman's right to abortion in Vermont surprised me because, frankly, I thought we'd settled this decades ago. The resulting legislation neither enhances nor restricts current reproductive rights and access to related services, but rather codifies them. Through this fresh exploration I actually learned a lot, and one thing in particular stood out for me. What I found inescapable in the discussion was the subjugation of women. There seems to be an underlying assumption that women aren't capable of making deeply important decisions on their own; that society must step in and direct women who, for whatever reason, are deemed unable to follow a morally acceptable path." [Read more or listen.](#)

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## **Marilyn Blackwell: Lenore McNeer for Women's History Month | VPR Commentary**

“In the ‘70s no one worked harder than social activist Lenore McNeer to ensure that Vermont ratified the federal ERA - the federal amendment to guarantee equality based on sex. McNeer had moved to Vermont in 1951 with a graduate degree in Social Work. Then, in 1970, she became chair of the *Governor’s Commission on the Status of Women*, and after Congress approved the ERA, she worked with the *Vermont Women’s Political Caucus* to educate the public, lobby politicians, and find experts to testify on Vermont law. As a result, the coalition forestalled delays and opposition that arose from several key senators. After Vermont promptly ratified the amendment, McNeer thanked legislators for ‘moving the nation one more step forward in providing human rights for all.’” Read more or listen [here](#).

## **Holtzman & Pasanen: Gender Differences in Farmer Perspectives on Viability and Impacts of Regulations**

The study found that women farmers had much less confidence in their ability to make a living than their male counterparts, Niles says, despite the fact that that men and women had no statistically significant differences in whether they identified as full-time farmers or not (men 69% fulltime, women 67% fulltime). Across the US, farms with a woman principal operator tend to be smaller — in both acres and gross sales — than those operated by men. [Read more.](#)

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## **Amber Helps Pave The Way For Women In Solar**

When Amber Lessard was first hired at SunCommon, she was the only woman on the installation team. Now two years later, she's leading a commercial installation team and helping more women see that there's space for them in careers installing solar. SunCommon and Vermont Works for Women are working together to promote gender equity to pave the way for more women in the solar industry. Learn more about the wonderful work VWW is doing and how we can do even more together at <https://suncommon.com/empowering-women/>

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## **Employment Opportunities**

### **Vermont Early Childhood Advocacy Alliance is Hiring!**

VECAA seeks a new Deputy Director for Advocacy and Public Outreach Coordinator. [Read the job descriptions here](#) and apply by April 15.

### **EarthWalk Vermont Seeks an Executive Director!**

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EarthWalk Vermont is a non-profit community and nature-based education organization with a mission to inspire and empower children, families, and communities to reconnect with and care for one another and the Earth. [Learn more.](#)

## **The ACLU-VT is hiring!**

The ACLU-VT seeks a [Campaign Director](#) to manage their Smart Justice campaign and other advocacy initiatives, and a part-time [Budget & Finance Manager](#).

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# **Upcoming Events**

## **Dismantling Rape Culture Conference**

*[Thursday, April 11 from 8:00 a.m. – 4:00 p.m., UVM Davis Center, Burlington](#)*

The Dismantling Rape Culture Conference (DRCC) strives to educate on and intervene in rape culture, which exists "when prevalent attitudes, norms, practices, and media condone, normalize, excuse, and encourage sexual [and all forms] of violence." DRCC 2019 features a keynote address by Rev. angel Kyodo williams, Sensei, author, activist, and master trainer. Rev. angel notes, "Love and Justice are not two. Without inner change, there can be no outer change. Without collective change, no change matters." Attendance is free.

## **Cece McDonald: A Conversation & Workshop**

*[Thursday, April 11 at 6:15 p.m., Dartmouth College, Hanover, NH](#)*

Cece McDonald is a transgender activist and revered icon of the LGBTQ community. She captured international recognition in 2011 after surviving a white supremacist and transphobic attack, later receiving a second-degree manslaughter conviction and serving 19 months in prison simply for defending herself.

Experiencing the inhumane treatment of prisoners firsthand, Cece began speaking

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out against the criminal justice system. As one of the founders of the Black Excellence Collective and Black Excellence Tour, created with best friend Joshua Allen, she fosters important conversations around mass incarceration, sexuality, and violence. With energy and conviction, she highlights the hope she now fights for – that all LGBTQ people can live their lives free of hate and prejudice and confidently pursue their dreams without fear.

## **Greater Burlington Multicultural Resource Center Diversity Conference**

[Friday, April 12 from 8:00 a.m. – 3:00 p.m., Hilton Hotel, Burlington](#)

The 2019 Diversity Conference will explore the challenges and possibilities that are faced in the workplace today and will also seek to explore the leadership roles that are exercised as individuals try to empower themselves and their communities of color. Featuring a keynote speech from Jim St. Germain, author of *A Stone of Hope*, a panel presentation on diversity in the workplace, a presentation on Opioids from a Diverse Perspective, and more. The conference registration fee varies from \$15 to \$75.

## **Financing Strategies: Learn from the Experts**

[Friday, April 12 from 11:00 a.m. – 1:00 p.m., Center for Women in Enterprise, Burlington](#)

A FREE panel discussion focused on strategies for raising funds as well as what investors and lenders look for when making financing decisions.

## ***Life Lines: Re-Writing Lives from Inside Out* Book Launch**

[Friday, April 12 at 5:30, Main Street Landing Film House, Burlington](#)

A final collection of writings from Vermont's incarcerated women who participated in *writinginsideVT* over the past decade. Hear their stories in their own voices and to participate in a discussion about issues raised with special guest, and VCW Commissioner, Rep. Marybeth Redmond.

## **Women in Data Science Burlington Conference**

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[Saturday, April 13 from 5:00 – 8:00 p.m., Generator Makerspace](#)

An evening of fascinating talks by women in the fields of data science, machine learning, and creative computing by Lisa Soros, Maureen McElaney and Kristen McClure. Featuring a panel discussion about creating inclusive spaces in STEM fields to include Dr. Linda Schadler, Dean of the University of Vermont College of Engineering and Mathematical Sciences. \$25 ticket includes pizza, drinks, and knowledge!

## **Trailblazers Info Session – Women in the Construction Trades**

[Tuesday, April 16 at 5:00 p.m., Hartford Area Career and Technology Center, HACTC, White River Junction](#)

Vermont Works for Women's Trailblazers FREE job training program is putting women on a path to high-paying jobs in construction, electrical, plumbing, and pipefitting. Trailblazers provides a safe, non-judgmental environment for women to build skills, gain confidence and explore fields that tend to be male-dominated, but where research shows time and again women have equal abilities to thrive and succeed. At this info session, they'll cover everything you need to know about this program (benefits, certifications, applications, etc.). Open to women and gender non-conforming individuals (16+). No experience is necessary!

## **JumpStart Your Job Search Workshop!**

[Tuesday, April 16 from 6:00 – 7:30 p.m., Swanton Recreation](#)

This free Vermont Works for Women Workshop aims to broaden thinking about female employment options and dispel myths so participants can achieve more – whether it's less stress, greater fulfillment, a more flexible schedule, or more money!

## **Vermont Human Rights Commission 30<sup>th</sup> Anniversary Celebration**

[Thursday, April 18 from 4:00 p.m. – 6:00 p.m., Vermont State House, Montpelier](#)

Join the Commissioners and Staff of the Human Rights Commission alongside Governor Scott as they reflect on the last 30 years and look to the future of civil

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rights in Vermont. Hors d'oeuvres will be served. Cash bar available. This gathering is open to members of the general public.

## **VT Women's Mentoring Program Training at Mercy Connections**

[Wednesdays, April 24 – May 22, 5:30 – 7:30 p.m., Mercy Connections, Burlington](#)

Mercy Connections partners with the Vermont Department of Corrections to match trained female volunteer mentors with incarcerated or criminal justice-involved women making the transition to sustainable lives in Northwest Vermont/Chittenden County. Mentors come from all walks of life. They support, coach and function as a new and healthy relationship to women transitioning from the criminal justice system to community. Pairs of women are carefully matched for a mutually successful experience, meet one-on-one and participate together in group meetings, healthy social events, and continuing education. Friendships are made and lives are transformed through this program.

## **Film Screenings of DOWNSTREAM: The Effects of Parental Incarceration**

[Friday, April 26 at 6:30 p.m., Main Street Landing, Burlington](#)

[Monday, April 29 at 6:30 p.m., U-32 Middle & High School, Montpelier](#)

[Tuesday, May 7 at 6:30 p.m., Essex Cinemas](#)

[Thursday, May 23 at 6:30 p.m., Briggs Opera House, White River Junction](#)

*DOWNSTREAM* is a one-hour documentary film featuring the compelling stories of those left behind when a parent goes to prison. Vermont children and caregivers share their experiences, revealing the complex and emotional terrain they navigate in the wake of a parent's incarceration. *DOWNSTREAM* is produced by Brad Salon, of Bear Notch Productions, in association with Resilience Beyond Incarceration, a program of the Lamoille Restorative Center. A panel discussion will follow the film. Screenings are free and open to the public; advanced registration is required.

## **Call to Poets and Writers: New Voicing Art Poetry Reading**

[Saturday, April 27 from 2:00 – 3:00 p.m., Nomad Coffee South End Station, Burlington](#)

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All poets and writers of all ages (especially young children and teens) and experience (including none!): "Voicing Art" is a new art-inspired inclusive community poetry reading series hosted by The Poetry Project at Nomad Coffee South End Station. They host a reading with each new art exhibit at FLYNNDOG Gallery at South End Station. Poets and writers are invited to write and submit a 1-page original poem or prose piece inspired by the exhibit. Submission deadline is April 11.

## **Bowl-A-Thon for Vermont Access to Reproductive Freedom**

[Saturday, April 27 from 5:00 – 8:00 p.m., Spare Time, Colchester](#)

An annual opportunity to put together a team, raise funds to support access to abortion, and lace up those bowling shoes.

## **Steps to Grow Your Business with the Center for Women and Enterprise**

[Thursday, April 29 from 2:00 - 4:00 p.m., Center for Women and Enterprise, Burlington](#)

For entrepreneurs who have recently launched a business and want to take it to the next level, this FREE workshop will cover some basic strategies to grow a revenue base and formalize a company. Learn to identify where your business is today in its growth cycle, the 10 quickest, most effective ways to grow your business, to understand the difference between business planning and strategic planning, and to take an inventory of your company's strengths, weaknesses, opportunities, and threats.

## **Connect, Collaborate & Thrive | 2019 Women Business Owners Network Spring Conference**

[Tuesday, April 30 from 8:00 a.m. – 6:00 p.m., Hampton Inn, Colchester](#)

Laugh and learn from a mix of speakers, workshops, and industry experts ready for questions. Participants leave inspired, supported, and prepared to take the next steps in their business journey. Leslee MacKenzie of Coldwell Banker Hickok & Boardman Realty kicks things off with the conference keynote: Creating Value &

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Results Through Collaboration. Registration costs \$55 - \$180.

## **Vermont Suffrage Centennial Alliance Monthly Meeting**

*Tuesday, April 30 from 2:00 - 4:00 p.m., Montpelier*

Join in this statewide Alliance with a mission to commemorate and celebrate the 100th anniversary of women's suffrage and to acknowledge its incomplete legacy. Contact lead organizer, League of Women Voters of Vermont's Sue Racanelli, at 802.225.6032 or by email: [lwvofvt@gmail.com](mailto:lwvofvt@gmail.com).

## **Healing the Past for a Healthy Future – Vermont Foodbank Hunger Action Conference**

*Friday, May 3 from 7:30 a.m. – 4:00 p.m., Killington Grand Resort*

Explore what it takes to become a network of healing organizations. Traumatic experiences from people's pasts can have long term impact on their lives. Learn about trauma-informed systems and practices to promote health and wellness. Workshops will cover topics such as poverty and hunger, food systems, health, best practices, and more! Keynote speaker Dr. Ken Epstein provides facilitation, coaching and consultation to organizations and entities implementing culture change using a trauma-informed and equity lens. Registration costs \$20 - \$75.

## **Vermont Womenpreneurs Content Marketing Power Hour**

*Friday, May 3 from 11:00 a.m. – noon, Study Hall, Burlington*

Get productive and ahead scheduling social media content for your business with the support of womenpreneurs in the community.

## **Della Mae**

*Friday, May 3, 7:30 – 9:30 p.m., Chandler Center for the Arts, Randolph*

Grammy-nominated Della Mae has established a reputation as a charismatic, hard-touring live act, building a large and enthusiastic fan base while racking up massive amounts of critical acclaim. Sensitive yet assertive, these versatile instrumentalists and vocalists draw from a bottomless well of roots influences to create vibrantly

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original music that explores timeless lyrical truths. Their unmistakably contemporary relevance places them alongside such tradition- and socially-conscious young acts as the Avett Brothers, Punch Brothers, the Lumineers, and Shovels & Rope. And of special note to regional music fans: guitarist/vocalist Celia Woodsmith is a Vermont native and former member of the celebrated roots duo Avi & Celia.

## **Vermont Womenpreneurs Retreat: Reconnect, Renew, Refresh**

[Saturday, May 6 from 8:00 a.m. – 5:00 p.m., Rock Point Center, Burlington](#)

This retreat designed for both new and seasoned business owners is designed to give participants the space they need to focus, to learn new skills from women business owners, and to get fresh perspective from others. Female founders Mieko Ozeki and Julia Atherton will guide participants through an experience reconnecting with who they are and what makes their business unique. \$260 registration includes breakfast, lunch, and a ticket to the [May 22<sup>nd</sup> Vermont Womenpreneurs Spring Showcase.](#)

## **Umbrella's Spring Gala**

[Friday, May 10 from 6:00 – 10:00 p.m., St. Johnsbury Welcome Center](#)

Umbrella will celebrate their impact in the community by holding first of what will be an annual fundraiser. Tickets are \$40 per person in advance and \$50 at the door. The event will feature great food and some exciting and unique silent auction and raffle items.

## **Persist5K | Fundraiser for the Vermont Women's Fund**

[Sunday, May 12, 7:30 a.m. – 12:00 p.m., Community Sailing Center, Burlington](#)

Start off Mother's Day this May 12 with the third annual Persist5K Run/Walk along Burlington's Bike Path! Persist5K is an all-inclusive race celebrating all women and the people who love them. Its aim is to have fun AND keep moving gender equity on a fast-track in Vermont by donating the proceeds to the Vermont Women's Fund. Register before April 19 and win a chance to win a Quad Pack from Sugarbush.

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## Bennington Branch of AAUW Presents: VCW's Cary Brown

[Monday, May 13 from 7:00 - 8:30 p.m., Bennington Free Library](#)

VCW's Cary Brown travels to Bennington to be the American Association of University Women's featured speaker. Among the topics: a "one year later" celebration of the passage of the salary history ban law, an equal pay measure AAUW membership successfully advocated for.

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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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