

Vermont Commission on Women  
Economic Equity & Security Committee Meeting  
November 4, 2019  
9:00 am

Present via Skype: Cary, Emilie, Heidi and Kim (notes to be shared with Erica)

## Welcome

### Review Purpose & History:

Discuss purpose of committee

- Small think tank that can tackle questions in a deeper way than the whole commission can – then bring back to the whole commission after processing/thinking
- Make sure policies are updated and w
- Research on issues, when relevant (to supplement what staff does)
- Identify questions or concerns. Things that may not be and need to be on radar.

Discuss history of the committee

- Advisors – strategy to bring in again
- The listening project was led by this committee, quiet since then
- Had on our plate to updating policies. Emilie says we rewrote them.
  - *Need to be finalized.*
  - *Cary will dig out document and our committee can review.*

Discuss members on committee (commission and outside support) – plan going forward

### Expectations & Goals:

What is expected of the committee?

- Tools for engagement and efficiency
  - Video call is preferred
  - Google docs
  - Co-develop agenda in advance
    - “Warning” of meeting is required
- Capacity for engagement for each of us
  - 1 per month call/meeting – all of us
  - 1 per month – kim lisa and cary
  - Time per project as they arise

What is OUR vision for the committee?

What are our goals?

- *Next meeting – discuss potential issues and projects (including list attached on page 3)*

### Family Medical Leave

Policy – Cary will share a link to the Bill and a chart about the movement of the bill.

Status

- Part of coalition. Bill came out of senate at last minute in a dramatically different form than when started – changes in key ways that coalition can no longer support bill. Statement to come.
- *Cary wants to discuss our response – does the commission participate in the opposition or not?*
- *Cary wants to bring to full commission to discuss, but timing may not allow. Committee will review a draft on shared leave portion and give Cary feedback if she needs (timing to determine)*

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- Objections include:
  - Not included is medical leave (no longer family and medical leave – only family... removes a majority of those who would benefit. Care of family, but not care of self)
  - Starts from assumption that it would be privately administered
  - Required shared leave in some circumstances – capped at 16 weeks, instead of 12 weeks each (for 2). No other program in country has – questions about legality being explored. May perpetuate women taking more maternity leave than men... distribute responsibilities of family care.

**Communication:**

Discuss decision making process, if relevant – majority vote as like the commission  
Discuss communication channels, if relevant – case by case basis.

- Minutes to be posted on website

**Convening:**

Monthly skype call / video with committee

Cary will set up skype contact info

Monthly call with Lisa & Cary with Kim for commissioner meeting prep (share info in advance)

2<sup>nd</sup> Friday each month at 8:00 am as proposed committee time (specific dates below)

- Cary, Emilie, Kim – yes
- Heidi – will make when schedule allows
- *Erica – find out*

Dates selected: 2<sup>nd</sup> Friday at 8am

- December 2019: Friday December 13<sup>th</sup> at 8am
- January 2020: Friday January 10<sup>th</sup> at 8am
- February: Friday February 14<sup>th</sup> at 8am
- March: Friday march 13<sup>th</sup> at 8am (Kim may be traveling)
- April: Friday April 10<sup>th</sup> at 8am
- May: Friday May 8<sup>th</sup> at 8am
- June: Friday June 12<sup>th</sup> at 8am
  - Review actions of the year
  - Look ahead to goals of following year (beginning September 2020)
- No meetings in July or August 2020
- Reconvene as Commission in September and discuss committee/meeting times/ etc. then.

**Extra Information:**

Outcomes document from Cary 11/04/19 below

Things commissioners are interested in (not official, just brainstorming items):

## **ECONOMIC EQUITY & SECURITY**

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**VCW believes that women of all ages must have equal access to the benefits and privileges of economic security and prosperity.**

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

- Women and men earn equal pay for equal work.
- Women earn a livable wage.
- Vermont workplaces are free of gender bias and harassment.
- Women entrepreneurs have support in starting or expanding businesses.
- Vermonters have support to balance work and family life.
- Vermonters will have adequate public assistance - social benefits.

In September 2019, VCW commissioners identified areas of interest to them, listed below. The ones in **bold** may fall under this committee's purview.

- 1. Reducing use of term "Women's Issues", and increasing buy-in that we all benefit**
2. Increase discussion of lack of options for low-wage workers experiencing harassment
- 3. Mandatory (required to be taken) maternity and paternity leave**
- 4. Requirement that all salary information is public including private employers**
- 5. Listening Project – data**
  - a. **Not what we think – what do we hear?**
- 6. Easy wins (little things like "Men Working" sign, changing tables in men's rooms)**
7. ERA x2
8. Title IX Discrimination against incarcerated women. Education, job training, access.
- 9. Paid Family Leave**
- 10. Raise the minimum wage**
- 11. Women's economic power, specifically low wage workers**
12. Child protection reform and transparency
13. Child Care
14. Communication around legal protections – breastfeeding protections, sexual harassment protections, etc.
15. Obesity – poor nutrition
16. Continued investment in childcare
17. Massive culture change within women's correctional facility needed
18. Children's health – school lunch programs, nutrition taught in schools (P-12)
- 19. Universal basic income**
- 20. Promote our resources -> social media, website, send a rep to conferences, advisory organizations**