



VIEW

Vermont Information Exchange for Women

Newsletter



June 27th, 2018

News & Resources

VCW Releases Duo of Videos Explaining New VT Law Protecting Pregnant Workers

Pregnant workers in Vermont have new legal protections in the workplace this year. As of January 1, 2018, employees experiencing healthy, uncomplicated pregnancies and needing reasonable workplace accommodations, such as rest breaks, a stool to lean or sit on, more frequent bathroom breaks, not lifting over a certain weight, flexible scheduling, or time off for medical appointments, are protected when making those requests. Unless they impose an undue hardship, employers must grant them. Vermont joins twenty-two other states and the District of Columbia in passing similar legislation.

Several state government agencies came together to launch a public communications campaign to help employees and employers know their rights and responsibilities under this new law. The Vermont Commission on Women worked with the Vermont Department of Health, the Civil Rights Unit of the Office of the Vermont Attorney General, and the Vermont Human Rights Commission to create two short and informative videos. This new video duo just premiered on YouTube:



Employers are encouraged to watch and to share these videos with human resources staff. They are easily found using search terms like “Vermont” and “pregnant.” Vermont workers can watch and learn about asking for what they need to stay healthy on the job.

“This law provides great benefit to working women. Three-quarters of all women entering the workforce will be pregnant and working at the same time at some

point in their lives. Women in Vermont earn only 84% of what men in Vermont earn, and while the reasons for this wage gap are multiple and varied, one critical reason is that women are much more likely to take time off work, to work part-time, or to leave the workforce altogether when their family responsibilities or their pregnancy clash with their work responsibilities,” said Vermont Commission on Women’s executive director, Cary Brown in her testimony for this legislation. “Many women feel that they have no choice when they leave work because of these clashes, and say that they would work more if they could resolve them. Simple workplace accommodations can make the difference between a woman’s ability to stay at work or not.”

Openings for Commissioners on the Vermont Commission on Women, Beginning July 1st

The Vermont Commission on Women has openings for members with terms starting July 1, 2018. We are looking for people who are passionate and enthusiastic about reducing discrimination and increasing opportunities for women and girls in Vermont to join our work. VCW is made up of 16 commissioners who are appointed by differing appointing authorities. This year, those appointing are the Governor, the Speaker of the House, and the Senate Committee on Committees. Our work is strengthened by diversity; all interested people of any political affiliation are encouraged to apply, including LGBTQ people, young people, minorities, people with disabilities, and men.

For more detailed information, and instructions on applying, visit http://women.vermont.gov/who_we_are/commissioners or contact VCW Executive Director Cary Brown at cary.brown@vermont.gov or (802) 828-2840.

Listening Project Seeks Public Input to Guide the Work of the Vermont Commission on Women

The Vermont Commission on Women (VCW) has launched a short survey called the Listening Project, designed to help us focus our future work on issues that matter to Vermonters. The survey asks what needs aren’t being met for Vermont women, what most affects their abilities to provide for themselves or their families, and what can be done to help. This project is just the starting point to launch future efforts. Information gathered will determine where our efforts will be best focused, and will be unveiled directly to Vermont policymakers in January. The Commission

wants to hear from all Vermonters, not just women. To access the survey go to www.surveymonkey.com/r/vcw2018listeningproject

Registration Opening Soon for Senator Leahy's 22nd Annual Women's Economic Opportunity Conference

The annual daylong conference, sponsored by VCW, and many others, will be held Oct. 13 at Vermont Technical College in Randolph Center. The Senator will partner with Change The Story again this year. Registration and lunch are offered free of charge. For more information, visit Senator Leahy's [WEOC](#) web page.

Change The Story VT Presents *Women Lead* Interviews on the Local 22 & Local 44

CTS partners each week with ABC 22 and FOX 44 to present segments in which news anchor Lauren Maloney interviews women in a variety of leadership positions in Vermont. The first three *Women Lead* segments, brought to you by CTS partner YWCA's Women's Weekend, featured Girls on the Run leader, Nancy Heydinger, UVM diversity champ Wanda Heading-Grant and Relay for Life volunteer Bonnie Berry. Check out the segments on the stations' [Women Lead page](#) and tune in on Tuesday nights to see who appears next.

If you missed them, watch the previously aired segments:

- [Bonny Berry, Relay for Life volunteer](#)
- [Wanda Heading-Grant of UVM](#)
- [Nancy Heydinger of Girls on the Run Vermont](#)

Become a Change The Story Ambassador!

It's going to take more than a village to narrow the wage gap. It's going to take representation all across our fair state. Are you interested in being an ambassador for Change The Story VT? CTS is holding the first in a series of sessions (with food!) where they will give volunteers the information they need to help us spread our messages far and wide and gather stories from all kinds of Vermonters at community events in cities and towns throughout the state on *Wednesday, July 25 at 5:30 p.m. (casual dinner provided), Generator, 40 Sears Lane, Burlington.*

Answer this [survey](#) to reserve your spot at the party!

Change The Story Vermont's Business Peer Exchange Comes to Central VT!

CTS is launching a brand new [Business Peer Exchange](#) in central Vermont and is looking for employers who want to learn more about gender equity, understand how their organization can benefit from a diverse talent pool and exchange ideas with peers. Central Vermont BPE members will meet monthly starting in the fall. For details and more information, contact facilitators [Alex MacLean](#) and [Liz Sortino](#).

Applications Accepted for Climate Economy Entrepreneur Program

Accel-VT has opened the 2018 application process for its fall climate economy entrepreneur program. Accel-VT is a business accelerator providing startup support, mentorship and access to capital for companies with a mission to grow the economy while protecting the environment. Selected applicants will work with climate economy leaders, industry experts, potential partners and investment professionals to test assumptions, expose and remediate business vulnerabilities, prepare for significant investment and provide a platform for growth. The program connects participants to a robust network of established businesses and access to growth capital. [Learn more an apply](#).

LGBTQIA Barriers to Healthcare Survey

The Pride Center of Vermont is collaborating with the Vermont Department of Health and their Ladies' First program to make cancer screenings more accessible for LGBTQIA community members. The Pride Center is looking to understand the current rate at which community member are being screened for cervical and breast cancer, and to identify barriers in accessing preventative care. The survey is designed for LGBTQIA community who have breasts and/or cervixes. All community members are encouraged to fill out the survey regardless of identity. [Take the survey here](#).

Study: Affordable housing 'out of reach' for many Vermonters

A new study from the National Low Income Housing Coalition reports that Vermont has a housing wage of \$22.40 — the 13th highest in the country. Vermont also has the fifth largest gap between the average hourly wage renters make, \$12.85, and housing wage. The study calculates an annual “housing wage” for each state based on how much a full-time worker would have to make per hour to afford a two-bedroom home at fair market value without spending more than 30 percent of their income on housing. [Read more.](#)

Vermont Rising Star Nominations Open July 1

Vermont Business Magazine has recognized the top 40 talented and enthusiastic leaders in Vermont businesses and non-profit communities under 40 years old for more than seven years. Nominations for 2018's Rising Stars open July 1st. Learn more and nominate someone you know [here.](#)

Special thanks to Recent [Vermont Equal Pay Compact](#) Signers:

[Dynapower Company, LLC](#)

[Jastatt Consulting, LLC](#)

[Logic Supply, Inc.](#)

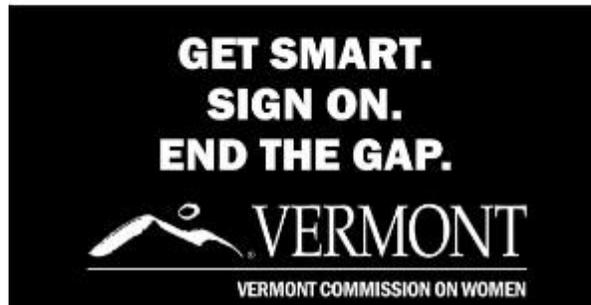
[Meraki Pharmacy](#)

Has your business signed on to the [Vermont Equal Pay Compact](#)?

The Compact is a **voluntary online pledge** that enables Vermont employers to learn about and indicate their commitment to closing the wage gap.

We offer a [list of strategies](#) to consider and resources to inform employers.

VERMONT EQUAL PAY COMPACT



Employment Opportunities

Public Assets Institute Seeks Policy Analyst

A non-partisan nonprofit with offices in Montpelier, Public Assets Institute is Vermont's premier independent research organization on state budget, tax, and economic issues and the source for timely and in-depth state fiscal and policy analysis. Founded in 2003, the organization is seeking to expand its analytical capacity. The Policy Analyst will produce timely, comprehensible, and reliable research on a range of Vermont tax, budget, and economic policy issues, especially those affecting low- and moderate-income families and individuals, and including health care finance, education finance, and family economic security. The Policy Analyst will also help to ensure that this research reaches a wide range of audiences. Applications are accepted on an ongoing basis. [Learn more and apply.](#)

Vermont Works for Women Seeks Work-Readiness Coordinator/Instructor

Implement Step In to Work, VWW's successful work-readiness, career exploration and job-placement program for women, in Franklin County. Provide classroom-based curriculum, work with local partners to identify and recruit participants, and engage with local employers to identify employment and training opportunities that meet participant needs. We are looking for a creative individual who is passionate

about supporting women to recognize their potential and succeed in the workplace, and who has a sense of humor and flexibility to work in a growing organization with equally passionate colleagues. [Learn more and apply.](#)

Upcoming Events

Zero Weeks Film Screening, Hosted by Lt. Gov. Zuckerman

[Thursday, June 28 from 6:30 – 9:00 p.m., Main Street Museum, White River Junction](#)

Lt. Governor Zuckerman is hosting a monthly movie series. June's movie is Zero Weeks, a documentary exploring America's desperate need for modern paid family leave policies. With the help of a variety of experts, we follow the historical arc of family and medical leave and how our nation arrived where it is now: lagging behind every other country in the world except for Papua New Guinea. In a panel discussion following the movie, Lt. Governor Zuckerman will engage legislators, advocates, and individuals who worked on this issue and ask them to share their thoughts and future plans for paid family leave in Vermont. Free and open to the public.

LGBTQ Women's BBQ

[Saturday, June 30 from 12:00 – 2:00 p.m., Leddy Beach Park, Burlington](#)

LGBTQ Women of Vermont are getting together at Leddy Park for a BYOP (Bring Your Own Protein) BBQ. Sides, buns, and condiments will be provided. If the day is rainy, they'll meet at the Pride Center of Vermont for a women's potluck instead.

Celebrate America's Birthday with the League of Women Voters

[Tuesday, July 3 at 5:00 p.m., Elm St., Montpelier](#)

Look for a bright red truck with a giant ballot box aboard, designed to remind people of the long fight for women to get the vote and how important it is to make your voice heard. Dress in your suffragist best – in a white shirt (with sleeves) and long white or black skirt. Men will wear white shirts, black pants, bow-tie, and

straw boater hats. The League of Women Voters is a nonpartisan political organization encouraging informed and active participation in government.

March with Let's Grow Kids in the Montpelier 4th of July Parade

Tuesday, July 3 from 3:00 - 8:00 p.m., Montpelier

This year, Let's Grow Kids volunteers will be marching in the parade to show their support for increasing the accessibility of high-quality affordable child care for all Vermont children. Contact [Maroni](#) for more information and to sign up.

The Female Heart: What it Continues to Teach Us

Wednesday, July 11 from 5:30 p.m. – 7:30 p.m., Taconic Hotel, Manchester

Cardiology research continues to yield powerful revelations all in efforts to improve outcomes for all patients with heart disease. Among these discoveries are the surprising differences between men and women with heart disease. In this talk, Dr. Bina Ahmed—assistant professor at the Geisel School of Medicine, an interventional cardiologist at Dartmouth-Hitchcock Medical Center, and an expert in sex-based differences in heart disease and cardiovascular outcomes—will give an update on some unique features of heart disease that are specific to women. Free, but registration is required.

Militarism and Masculinity

Thursday, July 12 from 5:30 – 7:30 p.m., Peace and Justice Center, Burlington

WILPF member Cheryl Diersch will facilitate a dialogue and reflection on the current state of field of work towards the full realization of the Women Peace & Security Agenda, exploring strategies for combating militarism, to the movement building of peacemakers – women, men and people of diverse gender identities, as well as programmatic and advocacy efforts to promote peace and non- violence, including through the engagement of men and boys in promoting non-violent models of manhood. Interlinkages between militarism and masculinities will be explored.

Women of Cannabiz: Cannabis as Medicine

[Tuesday, July 17 from 10:00 a.m. – 5:00 p.m., The Wonderful Place, Morrisville](#)

This versatile plant is used across a range of medicinal and therapeutic applications. Learn more about the endocannabinoid system and different applications for cannabinoids and compounds for a variety of conditions. Kick off the day with a presentation on the endocannabinoid system, cannabinoids and compounds. Break for a specially prepared lunch at 12:30, created by local professional chef Jillian Austin. Participants are encouraged to explore the property, take a walk, bask in sunshine, get to know people, or anything else they feel like doing! Return for an in-depth afternoon session on various medical conditions, bioavailability, methods of cannabis treatment and how cannabinoids and compounds can treat those conditions. The day will wrap up with a mini-networking hour. Registration costs \$100.

Business Lady: Conversation + Inspiration

[Tuesday, July 17 from 5:00 - 7:00 p.m., Common Deer, Burlington](#)

Stop in for some light networking, inspiration, and tasty free snacks! At 6, meet the powerhouse women behind [Ursa Major of Vermont](#) and [Red House VT](#) with a short Q & A session. Plus, learn about their soon-to-launch women's peer mentoring program!

Nonprofit Summer Camp

[Thursday, July 19 from 9:00 a.m. – 4:30 p.m., Vermont Technical College, Randolph Center](#)

The Marlboro College Center for New Leadership presents this day of skill-building, connecting with your colleagues and innovating sector leaders, and eating s'mores, including nine great workshops to choose from in three tracks: personal leadership, management tools, and diversity/inclusion. Registration costs \$80, lunch, snacks, and s'mores included.

Early Childhood Educator's Summer Institute

[Monday, July 23 – Thursday, July 26 from 8:30 a.m. – 4:30 p.m., Castleton University](#)

The Institute consists of sixteen sessions for those who wish to attend the institute only, and sixteen hybrid courses for those who wish to extend their learning. The courses are designed to deepen practice, meet child care professional development requirements, and contribute to early childhood or elementary educator licensing competencies and/or renewal of educator licenses and endorsements. These 3-credit courses are a component of the Vermont Early Childhood Educator's Institute at Castleton University, developed by the Vermont Higher-Education- Early Childhood Consortium. All courses are aligned with the Vermont Early Learning Standards (VELS) and the Vermont Guiding Principles for Full Participation of Each and Every Child. Tuition costs \$175 - \$550 and includes breakfast and lunch. Financial assistance is available.

Yogirls and Sailing

Monday - Friday, July 23 - 27 from 9:00 a.m. - 4:00 p.m., Community Sailing Center, Burlington

Through yoga and sailing, campers age 8-10 will connect to both the land and the lake environments as they practice balance, gain strength and become more flexible in the outdoors. Campers will start their day with yoga both on land and on SUPs and learn the basics of sailing in dinghies in the afternoon. Registration costs \$360.

Creating Gender-Affirming School Environments: What Leaders Need to Know & Do

Wednesday, July 25 from 8:30 a.m. - 3:30 p.m., Trader Dukes Hotel, South Burlington

Education administrators and others in leadership or supervisory roles have a unique and critical role in ensuring the development and maintenance of safe and inclusive environments for all students. Vermont's Youth Risk Behavior Survey data continues to paint a clear and alarming picture of the disproportionate rate at which transgender and gender-expansive youth are among our most vulnerable. This day-long workshop will explore the who, what, where, when, why, and most importantly how of creating affirming environments for all Vermont's children and youth across a spectrum of gender. Listen to youth narratives, work through case studies, and examine current policies, laws and best practices in K-12

settings. Participants leave with a roadmap for how to bring staff, students, and families alongside as they foster a climate and culture that remains current with an ever-changing gender landscape. Presented by Mara Iverson from [Outright Vermont](#). Registration costs \$190.

Women in Wind Keelboat Basics

[Monday - Friday, July 30 - August 3 from 5:00 - 8:00 p.m., Community Sailing Center, Burlington](#)

If you have never experienced big boat sailing or enjoy the more relaxed side of the sport, then keelboats are the right boat for you. Unlike the dinghy course, you will be in a boat with several adults and an instructor, all learning how to sail together. Everyone will have an opportunity to trim sails, steer the boat, and approach a mooring. This 15-hour keelboat class gives you more time to observe your peers at work and take in the sights and sounds of Lake Champlain. Registration costs \$330 and includes a class textbook, *Learn Sailing Right*.

A TEDx style event – Reclamation /ˌrɛkləˈmɑːʃ(ə)n/ TALKS

[Saturday, August 4 at 7:00 p.m., Spruce Peak Performing Arts, Stowe](#)

Reclamation /ˌrɛkləˈmɑːʃ(ə)n/ TALKS builds on the national conversation about the #MeToo movement, and is presented in partnership and inspired by the exhibition Reclamation /ˌrɛkləˈmɑːʃ(ə)n/, at the Helen Day Art Center in Summer 2018. This exhibition features nationally acclaimed, contemporary figurative women artists painting women. In the TALKS, speakers will explore their perspective on the topic of Women and Power, how gender bias impacts women's lives, with the art world as one arena.

Women's Weekend 2018 at Camp Hochelaga

[Thursday - Sunday, August 23 - 26, Camp Hochelaga, South Hero](#)

Any time women come together with collective intention, magic happens. So much magic happens at Women's Weekend at Camp Hochelaga. Healthy meals and conversations abound at the dining table, small group workshops, larger all group programming and traditional camp activities all fill the time during the weekend. Featuring *Screwnomics* author Ricky Gard Diamond as keynote speaker. \$110 -

\$480.

Start Up: Comprehensive Business Planning with the Mercy Connections Women's Small Business Program

[August 30th - December 7th on Thursdays 5:30 - 9:00 p.m., and every other Sunday 12:00 - 6:00 p.m., Mercy Connections, Burlington](#)

Learn the language of business. This 15-week, action-oriented class is tailored to your individual business, using the business plan as a framework. Taught by an entrepreneur instructor team and a host of guest experts in three content areas: financials, marketing, and business management. Register today.



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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