

VIEW

Vermont Information Exchange for Women Newsletter



May 11th, 2021

News & Resources

May is Asian American Pacific Islander Heritage Month

Learn more at asianpacificheritage.gov.

Governor Phil Scott Proclaims May 9-15 as Inclusion Week in Vermont

“These proclamations are part of the State’s broader efforts to make equity a foundational element of everything we do,” said Xusana Davis, the State’s executive director of racial equity. “They espouse our values, and our values underlie our policy, budgetary, and operational work. We look forward to making an impact with these declarations, and even more so, we look forward to living them out through our work across the state.” [Read the full press release.](#)

Leaders for Equity and Equal Pay (LEEP) Toolkit Launch | Change The Story VT

At **noon on Tuesday, June 8th**, BYO lunch, open up your laptop and take part in the launch of brand new, game-changing pay equity tools! Join Change The Story VT, a

partnership initiative of Vermont Works for Women, Vermont Commission on Women, and the Vermont Women's Fund, for the launch of their new Leaders for Equity and Equal Pay (LEEP) Toolkit. It's a free DIY resource empowering Vermont's small to mid-size employers with the tools they need to conduct gender and racial pay equity reviews. You'll be introduced to the innovative new Equity Management Tool and companion Playbook, learn from a national pay equity expert, and be inspired by Vermont employers who have implemented workplace pay equity practices.

Hear from Vermont employers, compensation experts and LEEP Toolkit developers in a roundtable discussion featuring:

- Mara Neufeld Rivera, Head of People & Culture at Chroma Technology Corporation
- Lisa Yaeger, Chief Equity, People & Culture Officer at Vermont Foodbank
- Duane Peterson, Co-President and Founder of SunCommon
- Krysta Sadowski, Equity & Talent Strategy Consultant
- Frank Sadowski, Sadowski Consulting Services

Moderated by Kerin Durfee, Commissioner with Vermont Commission on Women and the new Director of Burlington's Human Resources Department

Take away a deeper knowledge of gender and racial pay equity from special guest Evelyn Murphy, Ph.D. economist, founder and president of the nationwide, grassroots activist organization The WAGE Project, Inc., and author of *Getting Even: Why Women Don't Get Paid Like Men and What To Do About It*. Dr. Murphy was the first woman to hold constitutional office in Massachusetts when she was elected Lt. Governor in the mid-80s, having served previously as the state's Secretary of Environmental Affairs, and as Secretary of Economic Affairs. She currently serves as co-chair of the Boston Women's Workforce Council, a public-private partnership dedicated to eliminating the gender/racial wage gap in the greater Boston area.

[Register Today!](#)

Vermont COVID-19 Housing Assistance Programs have reopened

For Homeowners - The Vermont Housing Finance Agency (VHFA) is accepting applications from Vermont homeowners who are behind on their mortgage payments due to the COVID-19 pandemic. Funded through the Federal CARES Act, the [Vermont COVID Emergency Mortgage Assistance Program](#) provides grants for up to 12 months of past-due mortgage and property tax payments for eligible Vermont homeowners. Homeowners living in Vermont as their primary residence with a mortgage originated no later than March 2020, have missed at least one payment since that date due to a COVID-19 hardship, and meet certain income requirements are eligible.

For Renters – The Vermont State Housing Authority is accepting applications for the [Vermont Emergency Rental Assistance Program](#). For eligible households, the program offers rental and utility assistance to help Vermonters avoid eviction or loss of utility service. Vermonters who are obligated to pay rent for their residence; with a household member who has qualified for unemployment benefits, a reduction in household income, or incurred significant costs related to COVID-19; and who meet income requirements are eligible.

Advance Vermont has launched MyFutureVT.org, the state’s first free career online hub

[MyFutureVT](#) showcases Vermont’s high-pay, high-demand jobs, the in-state education and training programs needed to secure these jobs, and a collection of resources and direct services that help Vermonters pursue their career and education journey. The site is geared toward career and education seekers, as well as the “navigators” who support them— school and career counselors, employers, and family members.

Business Owner Survey | Center for Women & Enterprise VT

The CWE Vermont team is working to understand the full impact of coronavirus on Vermont business owners over the past year. They are [collecting survey data about how COVID-19 has impacted business owners, employees, and businesses](#). This survey will guide conversations with State and Federal resources when discussing supports Vermonters need and what gaps need to be addressed. All responses will be completely confidential and anonymous.

Vermont Senator Bernie Sanders Calls for Innovate Ideas for “Earmarks”

Do You Have a Project Idea That Will Help Vermont? Perhaps an affordable housing, infrastructure, education, or community engagement project? The Senator will nominate several Vermont projects for funding through the congressional appropriations process. If you would like your project to be considered for federal funding, [fill out this appropriations request form](#). The deadline for submissions is Friday, May 14, 2021.

LUNAFEST Tickets Available | Vermont Works for Women

Vermont Works for Women is hosting [LUNAFEST](#), a traveling film festival of award-winning short films by and about women, at the Sunset Drive-In Theatre in Colchester on Thursday, June 3! [Tickets](#) are available now (\$25 an individual, \$40 for 2+ persons) and if you purchase at least a week in advance, you will receive \$5 off. Make a night of it: support economic equity for Vermont women and girls and come to LUNAFEST!

Women in the workforce hits lowest level since 1987: COVID's impact and what can be done | Burlington Free Press

“COVID-19 set back women by a generation worth of progress toward equal representation in the workforce. Vermont women lost 57% of the jobs and filed 65% of unemployment claims during the pandemic. While some lost employment, many moms voluntarily left to take care of children during interrupted and remote schooling. In some instances, women gave up full time careers to take a part-time job that allows more flexibility for child care.” – [April Barton for the Burlington Free Press](#)

Vermont Racial Justice Alliance Releases New Data Dashboards

Available at <https://www.vtracialjusticealliance.org/data-dashboards/>, the Alliance offers data dashboards on topics including traffic stops, use of force, arraignments, behavioral risk surveys, COVID-19, testing, infection, and death, and vaccination rates, unemployment data, poverty, educational attainment, owner- vs. renter-occupied housing.

Tabitha Moore On What Should Come After Chauvin Conviction: 'Massive Structural Change' | VPR

Former Rutland Area NAACP president Tabitha Moore has long spoken out against racial injustice. In April, [Moore joined VPR's community conversation about the verdict in the trial of Derek Chauvin](#), the former Minneapolis police officer convicted of murdering George Floyd.

Spring Legislative Update | Voices for Vermont's Children

Read [Voices for Vermont's Children's spring legislative update](#) to get caught up on their work.

Hear from Jewelz & Other Southern Vermont Women | Vermont Women's Fund

Watch the recording of [This Way Up](#), the Vermont Women's Fund's first event focusing on the economic potential of women's entrepreneurship. Moderator Jane Lindholm from Vermont Public Radio led the discussion and Q&A with southern Vermont business owners: Jewelz Johnson, Jamaican Jewelz Food Truck & Catering; Nancy Koziol, couch + cork; Julie Lineberger, Wheel Pad; and Lisa Lorimer, MamaSezz Food.

Cis Women's, Queer, and Trans Incarceration | Women's Justice & Freedom Initiative

WJFI has created a mini-educational series in the hopes that increased education around incarceration and abolition will help prompt a transformation in Vermont systems, and ultimately, the nation. [This episode is taking a deeper look into the differences between cis-women, queer, and trans incarceration.](#)

Vermonters on the Edge of the Benefits Cliff | VPR's Brave Little State

Federal disability insurance is forcing some Vermonters with disabilities to make an impossible choice — between keeping their benefits and working full time. Why aren't there better options? "Why is this the way it is?" Mathew LeFluer asked about the federal benefits. "Why is the system not transparent the way it is? And they have the tools and technology to fix it, but why aren't they fixing it?" To answer LeFluer's questions, [Brave Little State takes a dive off the edge of a complicated financial cliff.](#)

Vermont Gov. Phil Scott signs bill banning LGBTQ 'panic' defense | NBC5

Vermont's governor [signed legislation last Wednesday](#) that bans the use of a victim's actual or perceived gender identity as a defense in court to justify violent actions.

Bureau of Labor Statistics Releases New Data on Women and Families

The Bureau of Labor Statistics (BLS) recently released the 2020 edition of "Women in the labor force: a databook."

The [databook contains a comprehensive summary of women's involvement in the labor market and earnings in 2019](#), including breakdowns by key characteristics, such as demographics, occupation and industry, hours of work, union membership, veteran status, disability, and presence and age of children. It also includes trend data going as far back as 1948 for certain indicators.

IWPR's New Working Moms and the Economy Survey Finds U.S. Moms Want Policy Solutions for Care, Leave, and Jobs

"Mothers worry they may never see pay equity and that motherhood can be considered a barrier to advancement. Over half (53 percent) of mothers of kids younger than 18 don't think they will achieve equal pay in their lifetimes. Close to four in ten mothers (38.8 percent) report having been passed over for a promotion, and 39.1 percent report being asked if they had children when they were interviewed for their last job, despite the fact that asking these questions can be considered evidence of intent to discriminate.

Mothers are looking to policies for solutions. The vast majority of women and mothers support pay equity policies like adding salary ranges to job postings (83 percent of mothers), mandating companies report pay data to the government (78 percent of mothers), and banning companies from asking about salary history (64 percent of mothers). Women and mothers also support paid leave, including 70 percent of women with children and 69 percent of women without children.” – [Institute for Women’s Policy Research](#)

Lindsay DesLauriers: Child care is critical to Vermont’s workforce | VTDigger Commentary

“While child care is just a small part of what we do at Bolton Valley, our commitment to it is very strong. Our primary motivation for this commitment is our employees. We know that, for some of our staff, it’s our child care program that makes it possible for them to work. For others, having their children near them is what makes them want to work at Bolton. And without our employees, we wouldn’t have a business to operate.” – [Lindsay DesLauriers via VTDigger](#)

UVM student’s Instagram post sparks reckoning over sexual assaults on campus | WCAX

“An Instagram post by a University of Vermont student about sexual assault has triggered an outpouring of similar allegations from others students, and a call for change. [The] post that’s sparking outrage across campus came from a student named Athena. It outlines what they say happened after they reported a sexual assault on campus and how the administration handled the allegation. So far, the post has received more than 3,000 likes and nearly 100 comments.

After seeing Athena’s post, Finkelstein and fellow senior Maya Grealley created the Instagram page ‘UVM Empowering Survivors,’ establishing a safe space where those who’ve experienced sexual assault on campus can find community and solidarity.” – [Cristina Guessferd for WCAX](#)

Vermont Conversation: Syd Ovitt, a sexual assault survivor who sparked a movement | The Vermont Conversation

“Syd Ovitt’s life changed forever in November 2017. The student from Pittsfield, Mass., was a freshman at the University of Vermont. She was excited about her new classes and meeting new people. But in her first semester, Ovitt says, she was sexually assaulted by a fellow student. When she reported the attack to UVM officials, a monthslong ordeal followed. Her alleged perpetrator was found not guilty. Ovitt’s mental health deteriorated and her grades plummeted. Then Ovitt got angry. She spoke publicly and often about her experience at UVM, and her story was picked in news reports. She launched a national campaign called Explain the Asterisk to require students convicted of sexual assault to have that reason noted on their transcript. She has lobbied numerous members of Congress to support the initiative. [Syd Ovitt, now a senior who](#)

[will graduate from UVM later this month, shared her story with the Vermont Conversation.](#)”

New Episodes of the Mend Podcast | Vermont Center for Crime Victim Services

Episode 8 - Anthony Jackson-Miller, Victim Support Specialist from the Burlington Community Justice Center/ Parallel Justice Center - Anthony may work at the Burlington Police Department headquarters in Burlington, but he doesn't report to BPD. Instead he works directly for the city and its community. His job is to support the citizens of Burlington by helping crime victims get justice, but he struggles with making sure the community is aware of his services. [WATCH](#) Season 2, Episode 8 or [LISTEN TO](#) Season 2, Episode 8 NOW!

Episode 9 - Survivorship and Community Response. (Part I of II) -Anna talks with Sue Russell, Survivor/Advocate Amy Farr, Advocate for Office of Attorney General of Vermont and Anne Seymour, National Advocate. [WATCH](#) Season 2, Episode 9 or [LISTEN TO](#) Season 2, Episode 9 NOW!

Episode 10 - Survivorship and Community Response. (Part II of II) - In this follow up to Part I Anna wraps up her conversation with Sue Russell, Amy Farr, and Anne Seymour. [WATCH](#) Season 2, Episode 10 or [LISTEN TO](#) Season 2, Episode 10 NOW!

Elayne Clift: Why women whistleblowers matter | VTDigger Commentary

“All whistleblowers are brave people who care deeply about the injustices they witness, experience or learn about. All of them are routinely subjected to humiliation, retaliation and job loss that can impact their careers in devastating ways. But women whistleblowers often suffer in ways men don't simply because they are female. They are less likely to be believed and more likely to have their reputations permanently damaged. They are called crazy and tagged as troublemakers. They are treated like pariahs by power brokers outside their own organizations because of the truths they tell. All of that speaks to the courage they display when they risk revealing abuse, corruption and illegality. It also speaks to why they deserve our respect and gratitude, because in many instances they may literally be saving our lives.” – Elayne Clift via VTDigger

Iris Hsiang: Equity and justice are key issues for the Vermont Climate Council | VTDigger Commentary

“It is always the most disadvantaged people who are and will be hurt most. The climate crisis, like all our global challenges, compounds and exacerbates the inequalities in our societies. I fight for the climate because I care about people. All harm, past and present, is connected. Our shared history of colonialism, slavery and rapid industrialization caused this crisis, which today disproportionately hurts those who are least responsible

for it, including American descendants of slaves and people of the global majority.” - [Iris Hsiang via VTDigger](#)

Vermont State Police announces retirement of Maj Ingrid Jonas | VT Business Magazine

“Her list of superlatives is considerable: She was the first commander of the Office of Fair & Impartial Policing and Community Affairs when it was established in 2016. She was the first woman in the Vermont State Police to lead the Internal Investigations Unit. And she was the first woman in the agency to attain the ranks of captain and major.

Maj. Jonas never intended to achieve those firsts, she said, and she gives credit to the women who broke down barriers serving in law enforcement and the Vermont State Police before she left a career as a victim advocate and joined VSP in 1998.

‘There were always women mentors who I looked up to,’ Maj. Jonas said, reflecting on the first female state troopers who did great casework, achieved rank and led within the department. ‘Although we were few and far between, I kept noticing women making these achievements. What we were able to accomplish represented a broader perspective on what policing looks like, who can be at the table, who can be in leadership roles. It did represent a more inclusive approach to helping communities become safer.’” – [Denise Sortor for Vermont Business Magazine](#)

Nominations Open for 2021 Con Hogan Community Leadership Award | Vermont Community Foundation

Nominations are now being accepted for the \$15,000 Con Hogan Award for Creative, Entrepreneurial, Community Leadership. Launched 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 individual will have demonstrated the following characteristics: focus on results, using data and measurement to mobilize action, working with people across diverse perspectives, taking risks in pursuit of the vision, and persisting through setbacks. The awardee must be a Vermont resident who has not yet received the award. [Nominations will be accepted until](#) until 5:00 p.m. on Thursday, June 24, 2021. The award will be presented at a public event, either virtual or in Montpelier, at 4:30 p.m. on October 6.

NCWIT's Women and IT: By the Numbers

The National Center for Women & Information Technology (NCWIT) presents the most compelling statistics on women's participation in computing (updated March 25, 2021) on [Women and Information Technology: By the Numbers.](#)

The women’s recession isn’t over — especially for moms | The 19th

“It is quite clear that the difference in the market behavior of women in the first place is closely related to combining careers and families — the difficulty of having accessibility to doing both is really what generates the motherhood penalty,’ said Matthias Doepke, an economist at Northwestern University who co-authored the study. ‘Anything that addresses that more fundamental problem is going to be helpful for women in general, but for those, in particular, who were affected by this crisis.’

Another study, from researchers at the University of Utah, Ball State University and the University at Buffalo, found that when moms took on all or almost all of the child care during the pandemic, they had a 50 percent chance of leaving the workforce or reducing their hours. When the child care was split more evenly between different-sex parents, the probability decreased to 15 percent.

Now, even as jobs trickle back, net job growth is still twice as large for men as for women, according to an analysis by the Institute for Women’s Policy Research (IWPR). As of March, women still needed to regain 4.6 million more net jobs to get back to the levels of employment they saw before the start of the pandemic. Men need to regain 3.8 million.” – [Chabeli Carrazana for the 19th](#)

Vermont Army National Guard first in nation authorized to recruit women to all units | Vermont National Guard

[“Women may now join any combat arms unit in the Vermont Army National Guard,](#) following authorization by National Guard Bureau issued. The Vermont Army National Guard is the first in the nation to open all combat arms units within its organization to the recruitment of women.

‘This is a momentous achievement for the Vermont Army National Guard,’ said Brig. Gen. James Pabis, assistant adjutant general-Army, Vermont Army National Guard. ‘From the state staff to unit leaders, earning the ability to recruit women into all of our units required laser focus over several years.’”

Employment Opportunities

Advocate at Voices Against Violence at CVOEO

Voices Against Violence works towards the elimination of domestic and sexual violence and stalking through direct service, education and systems change.

They're looking for a highly motivated and responsible individual with the ability to relate to a wide variety of people in a non-judgmental, positive and competent manner and who believes in this mission to provide support and advocacy services to victims and their children. A Bachelor's degree in a Human Service field (Social Work, Counseling...) or a combination of education and experience from which comparable knowledge and skills have been acquired is required. [Read the full job description & apply.](#)

Advocate Staff Position | Safeline, Inc.

Safeline, Inc. is seeking a full-time Advocate to provide direct service advocacy for survivors of domestic violence, sexual assault, and stalking in Orange County and northern Windsor County.

Safeline is dedicated to ending physical, emotional and sexual violence against women and children through direct service, education, advocacy and social change. The successful applicant will have an understanding of domestic and sexual violence, the unique needs of victims, and a passion to end violence.

Job Responsibilities: Provide direct support and advocacy services for survivors of physical, sexual and emotional violence and their children through crisis calls and in-person meetings. Provide court advocacy and assistance filling out protection orders. Support victims and families at the Orange County Special Investigations Unit. Community outreach to underserved populations to increase their accessibility and utilization of Safeline services. Manage data collections and grant reporting using Osnum (a database software for grant reporting).

Qualifications: Bachelor's degree in related field or equivalent experience from which comparable knowledge and skills have been acquired is required. Previous work in a crisis oriented environment preferred. Awareness of various communities' needs and oral and written communication skills necessary. Flexibility and willingness to take on responsibility and new tasks needed. The successful applicant must have the ability to remain calm under pressure and relate to a variety of people in a non-judgmental, confidential, and competent manner. Computer skills required. Prior experience with data entry and grant reporting preferred. Must possess excellent interpersonal skills. This position is included in a rotating hotline coverage schedule potentially with some weekend hours. Travel to the sheriff's office, court, hospital and meetings and trainings are necessary. Reliable transportation is required.

Competitive salary and benefits offered. This is a grant-funded position. Interested applicants should send a cover letter and résumé to Linda Ingold, Executive Director, Safeline, P.O. Box 368, Chelsea, VT 05038. Position will remain open until filled.

Financial Management: A Holistic Approach | Burlington Young Professionals

Wednesday, May 12, 12:00 p.m. – 1:00 p.m.

Residential Rental Agreements | The People’s Law School

Wednesday, May 12, 6:00 – 7:30 p.m.

Television Cop Shows, Police Brutality, and Black Lives Matter | Vermont Humanities Council

Wednesday, May 12, 7:00 p.m.

Branding—The Art of Your Brand | CWE VT

Thursdays, May 13 & 20, 10:00 a.m. – 12:00 p.m.

White Supremacy Characteristics | Showing Up for Racial Justice

Thursday, May 13, 8:00 p.m.

Virtual Spring Gala | Umbrella NEK

Friday, May 14, 6:00 – 7:30 p.m.

Action for Safety | Girls Inc. & Dartmouth Hitchcock

Saturday, May 15, 9:00 a.m. – 12:00 p.m.

Business Plan Basics | CWE VT

Tuesday, May 18, 5:00 – 7:00 p.m.

Understanding Benefits & Eligibility—SNAP, Medicaid, General Assistance | The People’s Law School

Wednesday, May 19, 6:00 – 7:00 p.m.

31st Annual Conference: Businesses for a Better World with Keynote Speaker, Dr. Ellonda Williams | VBSR

Thursday, May 20, 7:30 a.m. – 4:00 p.m.

Mind the Gap! Pay Equity Tools for Vermont’s Small to Mid-Size Employers | Change The Story @ VBSR’s Annual Conference

Thursday, May 20, 12:45 – 2:00 p.m.

Summit on the Future of Vermont | Vermont Proposition

Wednesday & Thursday, May 26 & 27, 1:00 - 5:00 p.m.

An Evening with Angie Thomas, *The Hate U Give* author| Vermont Humanities Council

Wednesday, May 26, 7:00 p.m.

LUNAFEST | Vermont Works for Women

Thursday, June 3, 8:00 p.m., Colchester Drive-In

Leaders for Equity and Equal Pay (LEEP) Toolkit Launch | Change The Story VT

Tuesday, June 8, 12:00 - 1:00 p.m.

Submit your event to our statewide events calendar



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