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VIEW

Vermont Information Exchange for Women

Newsletter



May 30th, 2018

News & Resources

Legislative Update

Stay tuned for our annual legislative update. We'll release it after the end of the legislature's special session. In the meantime, here are a few key updates:

Salary History Ban Now Law

VCW is excited to report that H.294, a bill that prohibits employers from inquiring about the salary history of a prospective employee passed and was signed into law by Governor Scott. VCW provided testimony and published an [information sheet](#) on this important issue.

Sexual Harassment Now Law

We're also thrilled to report that H.707, a bill that improves prevention and response to sexual harassment in the workplace passed and was signed into law by Governor Scott. VCW contributed to this bill throughout the process, assisting with research, drafting, gathering the stories of women, and providing testimony to legislators. Special thanks to Commissioner Lisa Senecal for her tireless work on this legislation.

Paid Family Leave & Increasing the Minimum Wage Vetoed

The legislature worked hard to pass legislation creating a paid family leave insurance program with broad tri-partisan support and a bill that would increase the minimum wage to \$15 per hour by 2024, but Governor Phil Scott vetoed both of these important pieces of legislation this month.

VCW has publicly supported both initiatives, provided testimony to the legislature about the impact these bills would have on women in our state, and VCW conducted a [Paid Family and Medical Leave Feasibility Study](#) in 2016 thanks to a federal grant from the U.S. Department of Labor's Women's Bureau.

VCW Listening Project Survey

If you haven't already, please take 10 minutes to complete our listening project survey. We want to hear from you about the most important issues facing women in Vermont. We are doing this survey to learn about what is working well, and what is not working well. Anything you share with us will help us understand how we can best help women in Vermont. Your answers to this survey are completely anonymous and confidential. Nobody will know what answers you gave, so you can feel free to tell us whatever you want. We want to hear from everyone; not only women. [Take the survey here](#), and please share it widely. Many thanks for helping to inform our future work.



Got STEM or Trades Experience? Lead a Women Can Do Workshop!

Vermont Works for Women is seeking enthusiastic professionals to lead workshops at their 20th anniversary of Women Can Do - a one-day STEM and trades career exploration event for high school girls on October 11, 2018. Successful workshops introduce students to non-traditional careers for women through fun, engaging, youth-centered activities. Proposals will be evaluated based on their relevance to the conference's goals and resource needs. Deadline for submitting proposals is July 15th, accepted applicants will be notified by August 1st. [Submit your proposal here.](#)

Vermont State Police Fair and Impartial Policing Community Feedback Survey

The Vermont State Police, as part of its ongoing commitment to serve all Vermonters, especially marginalized communities, is asking for feedback and opinions from the public as part of the agency's Fair and Impartial Policing Initiative. The state police's Fair and Impartial Policing Committee has developed a survey in collaboration with community partners and invites the public to go online and participate. The 13-question survey should take less than five minutes to complete and is available by visiting www.surveymonkey.com/r/VSPcommunity.

Women's Leadership Circle of Vermont Accepting Applications for Upper Valley Cohort

The [Women's Leadership Circles of Vermont](#) were developed to support accomplished women in leadership positions across sectors. Participants have the initiative and vision to push themselves toward greater personal and professional achievement and to grow in their roles as influential change-makers. They build participant groups of powerful women who possess the awareness, experience, and professionalism to create a safe place where frank discussions can happen. Each Circle is comprised of 10–12 women in a specific geographical location who meet formally over six months, during which time they establish the foundation for an ongoing network of support. WLC provides support to meet the challenges of leadership with clarity and confidence. [Email Lisa](#) to start the application process.

Vermont Birth to Five (VB5) grants \$455,500 to Vermont Child Care Programs

Vermont Birth to Five (VB5), a statewide initiative of the Permanent Fund for Vermont's Children working to expand the has awarded grants to 23 Vermont child care programs across the state resulting in the creation of 389 new child care spaces! Vermont child care providers will be able to open their doors to hundreds more Vermont children thanks to \$455,500 in grants and coaching from VB5, a statewide initiative of the Permanent Fund for Vermont's Children working to expand the capacity and quality of Vermont child care programs. Read more about it [here](#).

Nominations Open for 2018 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—and who seize the responsibility for making that vision a reality by using data and measurement, monitoring a plan of action, and making adjustments along the way. The \$15,000 award may be spent however the selected individual chooses. Previous award recipients are Holly Morehouse (2017), Michael Monte (2016), and Ellen Kahler (2015). Nominations will be accepted through the Vermont Community Foundation's website **until Tuesday, June 26**. Learn more and submit a nomination [here](#).

Milk Money co-founder announces the launch of the Initiative for Local Capital

Janice Shade, co-founder of Milk Money, has launched a new nonprofit organization to support investor education and financial literacy. The [Initiative for Local Capital](#) (or Local Cap, for short) grew out of the Invest Local education series created and delivered by Milk Money during 2015-2017. Local Cap will deepen and expand these educational programs and tools to help increase the financial literacy and confidence of those wishing to invest their money where their hearts and homes are.

Women Hold Two-Thirds of U.S.' \$1.4-Trillion Student Debt

A new update to the American Association of University Women (AAUW) report, [Deeper in Debt: Women and Student Loans](#), finds that women hold almost two-thirds (\$890 billion) of the country's \$1.4-trillion student debt while men hold \$490 billion. The student loan gender gap has nearly doubled in the past four years, and women now graduate with an average of \$2,700 more debt than men when earning a bachelor's degree. The analysis shows how the burdens become compounded by other financial factors – where women take two years longer than

men to repay their student loans, in part because of the [gender pay gap](#). Women with college degrees who work full time make, on average, 26 percent less than their male peers, which leaves women with less income to devote to debt repayment. Read the updated report [here](#).

YWP: How to Lose your Name by Narges Anzali

Weybridge resident Narges Anzali writes about the loss of her personal and cultural identities, so intrinsically are they tied to her own regularly mispronounced name. Her resolve to correct others may have weakened long ago – but the emotions these daily mistakes stir up in her never quite did. Anzali teaches us all that even when our intentions aren't inherently "bad," we are always capable of hurting others with our insensitivity. [Read Anzali's piece here](#).

Then Again: Turn-of-the-century Vermont artist had talent, but not fame

"Women artists were still rare creatures in America. Most American women who aspired to be artists studied in Europe, particularly in Paris. Rachael [Robinson] had the misfortune of being born half a generation too early. Trailblazing artist Georgia O'Keefe was born nine years after Rachael and managed to gain acceptance in the art world at a time when women still couldn't attend most of the nation's leading colleges and universities. So Rachael's professional work remained strictly commercial. Her ventures into fine art were mainly painting portraits of family members and friends." [Read more from VTDigger](#).

Before Your Time: Knitters, Weavers and 'Women's Work'

"Vermont today has no shortage of knitters, crocheters, rug hookers, silkers, sewers and felters. Some are avid hobbyists, and some make a living from their craft. But all are part of a long history of fiber arts in Vermont. Household production across New England spiked in the late 18th century. In Vermont, a state-sponsored silk production initiative brought women into a new trade. In the years since, innovative artisans like Elizabeth Fisk and Patty Yoder have reinvented

traditional crafts — and in the process, redefined what's sometimes been dismissed as 'women's work...'" [Click here for more.](#)

Employment Opportunities

Umbrella NEK is hiring

Umbrella NEK, a Vermont Network Against Domestic and Sexual Violence member program serving the Northeast Kingdom, is hiring a Legal Advocate, After-Hours Advocate, Prevention Advocate, and a Development and Communication Associate. Learn more and apply [here.](#)

Mercy Connections Seeks Women's Small Business Program Director

Help empower women with information and resources to make informed decisions about business ownership. The Women's Small Business Program Director is a dynamic, passionate and organized leader responsible for coordination of all aspects of the business program delivery including outreach and enrollment, recruitment, reporting, instruction and program evaluation. The position is 32-40 hours/week and includes some evening and weekend hours. EOE. Please send resume and cover letter **by June 15**. Full position description can be found [here.](#)

Vermont Principals' Association Seeks Assistant Executive Director

The position coordinates the Professional Learning and Support Committee and Hall of Fame Committee, develops sponsor and vendor relationship, oversees the Mentor-Coaching program, and oversees other programs and activities as assigned. Successful candidates will demonstrate school leadership experience, experience running large and small professional learning events, have strong organizational skills, and the ability and willingness to work collaboratively. Interested candidates should send a letter of interest, three letters of recommendation, five other individual reference names and a current resume to

[Jay Nichols](#).

Vermont Humanities Council Seeks Executive Director

VHC seeks a dynamic, creative, and engaging leader to help it collaboratively achieve its mission of engaging all Vermonters in the world of ideas, fostering a culture of thoughtfulness, and inspiring a lifelong love of reading and learning. As the most visible champion for the humanities in the state, the Vermont Humanities Council's Executive Director is a passionate advocate for the humanities in public and private life, is committed to engaging Vermonters of all backgrounds and ages in the Council's work and embraces opportunities for innovation that will further the Council's mission. Applicants can review the full job description and [learn how to apply here](#) by **June 20**.

Funding Opportunities

Mobius Seeks Applicants for Vermont Mentoring Grants

These annual grants are designed to support new and existing mentoring programs in Vermont that match adult volunteers as mentors for youth mentees (ages 5-22) in long-term, one-to-one, quality-based mentoring relationships. Potential applicants should contact Mobius at grants@mobiusmentors.org by June 1 to express an intent to apply. This year's grants are designed to provide continuing support for established programs that demonstrate they meet best practices, assist in the planning and implementation of new programs. Applications are due by August 3. Click [here](#) for more information about the grant guidelines and how to apply.

Upcoming Events

Intro to Web Concepts with Girl Develop It Burlington

[TODAY, Wednesday, May 30 from 7:00 – 9:00 p.m., Champlain College, Burlington](#)

Want to learn how to code but not sure where to start? Tired of techies throwing around acronyms that make your head spin? If you are a complete beginner to coding and/or want to learn how to communicate better with your technical team/friends, this workshop is for you. In this class, participants will walk through the fundamentals of web development in layman's terms. While participants won't be writing code, they'll go over various components of the web and how they work together. The class costs \$30.

Change the Story and VCW Commissioners Buchdahl & Kornheiser at Strolling of the Heifers Slow Living Expo

Saturday, June 2 from 9:00 a.m. – 4:00 p.m., Brattleboro Common and Retreat Lawn

Change The Story will be at the annual Strolling of the Heifers Slow Living Expo. They'll be talking to Strollers about women and the Vermont economy, and capturing stories on film. VCW Commissioners Carol Buchdahl and Emilie Kornheiser will join them and distribute the VCW Listening Project survey. We are interested in hearing about the economic challenges and opportunities in your life. Stroll by and visit!

Girls on the Run Vermont Northern 5k Walk/Run

Saturday, June 2nd at 10:00 a.m., Champlain Valley Exposition, Essex Jct.

These 5ks are a community celebration of Girl Power and the successful completion of their ten-week Girls on the Run/Heart & Sole empowerment program. By the day of the 5k, the girls' enthusiasm is so unbridled that they are running around before the race! Support them by volunteering at or running in their event!

Society of Women Engineers Year End Celebration Potluck

Sunday, June 3 from 4:00 – 6:30 p.m., Lakewood Estate Beach Club, Burlington

The Society of Women Engineer's last event before the summer break, this potluck will feature networking, food, and a family-friendly STEM activity. Families and significant others are welcome. Bring a dish to share, a lawn chair, and warm

layers.

Senator Sanders' Energy Resource Fair and Town Meeting

[Saturday, June 9 from 10:00 a.m. – 2:00 p.m., Vermont Technical College, Randolph](#)

Whether you want to fight climate change or simply want to save money on your energy bills, this Resource Fair will provide practical information on reducing your energy consumption. And, hear from a panel of national and local experts, and visit dozens of Vermont exhibits and workshops.

An Evening with Dar Williams

[Saturday, June 9 at 7:30 p.m., Chandler Center for the Arts, Randolph](#)

Dar Williams has been called “one of America’s very best singer-songwriters” by The New Yorker. Known as much for her staunch progressive ideals as her raw acoustic energy, Williams has been captivating audiences with her sheer elegance and honesty in her folk-pop songwriting since the ‘90s. During the course of her two-decade-long career, she’s shared stages and recording studios with distinguished musical peers such as Joan Baez, Patty Griffin, Ani DiFranco, Shawn Colvin, Richard Thompson, Jill Sobule, and Loudon Wainwright III. Along the way she’s released 10 albums and authored four books, including her latest, *What I Found in a Thousand Towns: A Traveling Musician’s Guide to Rebuilding America’s Communities*. Tickets cost \$28 - \$38.

Power Forward! Services Accelerator

[Mondays and Thursdays June 11 – July 26 from 11:00 a.m. – 2:00 p.m., Center for Women & Enterprise, Burlington](#)

In this FREE 13-session accelerator program offered by CWE Vermont, participants will find help to define and implement their business's growth strategy. Led by serial entrepreneur Cristine Hammer, founder of Hammer Consulting & Copywriting, the Power Forward: Strategic Planning for Growth program will give participants access to the experts they need to bolster knowledge & network while

working with business owner peers. Space is limited, and applications are due June 7th.

Loving Day Lawn Concert

[Tuesday, June 12 from noon – 1:00 p.m., University of Vermont, Davis Center Outdoor Stage, Burlington](#)

This edition of Live on the Lawn celebrates Loving Day, an annual celebration that acknowledges the anniversary of the Supreme Court decision on Loving v. Virginia, which legalized interracial marriage and endeavors to fight prejudice and build multicultural community. Loving Day Vermont organizes annual gatherings that bring together interracial, multiracial, and multicultural couples, individuals and families from across the state, along with others who want to celebrate the right to love whoever we love. All are welcome to attend!

VT Womenpreneurs Spring Showcase

[Wednesday, June 13 from 6:00 – 9:00 p.m., Study Hall, Burlington](#)

The Vermont Womenpreneurs Showcase is a curated exhibition, featuring 20 women-owned businesses from a mix of industries, services, and products. Meet the women creating, consulting, and operating their small businesses in the Green Mountain State. Get inspired to build your business in Vermont. The event will feature a cash bar, appetizers and sweets, swag bags, discounts, and time for networking. Tickets cost \$10.

First Amendment Series: The Right to petition the Government for a redress of grievances

[Thursday, June 14 at 7:00 p.m., Kellogg-Hubbard Library, Montpelier](#)

A discussion with attorneys Paul Gillies and John Franco, Professor Peter Teachout, and moderator Cary Brown, Executive Director, Vermont Commission on Women. Franco was Dean Corren's attorney in his fight against the Attorney General's claim that Corren violated Vermont's campaign finance law. Gillies represented a group of South Burlington residents who sued the school district in civil court, arguing that the school mascot "Rebel" name change should have been

left to the voters of the city rather than the school board. Teachout is Professor of Constitutional Law at Vermont Law School. Cosponsored by the League of Women Voters and Kellogg-Hubbard Library.

Reclamation / reklə'māSH(ə)n/ Exhibit

[Opening Reception: Friday, June 15 from 5:00 – 7:00 p.m., Helen Day Art Center, Stowe](#)

Exhibit Runs June 15 – September 8

Curated by Diane Feissel (Artist and Co-founder of the Women Painting Women Blog), Rachel Moore (Director of the Helen Day Art Center), and August Burns (Artist), the exhibition will feature portraits of women by nationally-acclaimed female figurative painters, with work reflecting the artists' personal perspectives and experiences. *Reclamation* builds on the Women Painting Women movement. Started in 2009 by three artists who recognized how few women artists were being shown in galleries while paintings of women by men abounded, they decided to provide a space for women's art and to explore how women depict women as subjects of their art. The project caught fire and has grown to include more than a dozen gallery and museum exhibitions in the U.S. and abroad. The national conversation, sparked by the #MeToo movement, has the potential to change all segments of society, including the art world. *Reclamation* /,reklə'māSH(ə)n/ promises to help move that conversation forward.

Roots & Wings: Voices for Vermont's Children's Annual Celebration

[Thursday, June 21 from 5:00 – 9:00 p.m., Community Sailing Center, Burlington](#)

Celebrating Carlen Finn's leadership of Voices for Vermont's Children with music, food, and friends. Tickets cost \$55.

The Outright Gayla

[Thursday, June 21 from 6:00 p.m. – 11:00 p.m., UVM Alumni House, Burlington](#)

The Gayla is a sparkling evening filled with food, fun, drinks, and a celebration of how Vermonters are helping queer and trans youth in Vermont. The Gayla

features a silent auction, giving opportunities, a cash bar, hors-d'oeuvres by Catering By Dale, and more. Know someone who's actively making it better for queer and trans youth? [Nominate them for an Outright Award today!](#) Award recipients will be honored at the Gayla. Youth tickets are free, adult tickets cost \$25.

Climb Out of Darkness with Good Beginnings of Central Vermont

[Saturday, June 23 from 9:00 a.m. – 1:00 p.m., Vermont State House, Montpelier](#)

This annual, worldwide event is coordinated by Postpartum Support International and is the largest awareness-raising event devoted to perinatal mental health. Good Beginnings is organizing a Climb Out of the Darkness to help shine a light on the fact that postpartum mood and anxiety disorders are the most common complication of childbirth – and often go undiagnosed. The Climb will also raise funds to support Good Beginnings' unique and critical work supporting Central Vermont families during the perinatal period and throughout the transition to parenthood. The Climb has two locations – feel free to choose the one that feels right to you.

- For a stroller-friendly 1.1 mile walk from the State House along the bike path, meet on the State House Lawn at 10 am.
- For a scenic hike in the Green Mountains, meet at the Sunset Ridge trailhead in Underhill at 9 am.

International Restorative Justice Conference | Global Unity and Healing: Building Communities with a Restorative Approach

[Thursday, June 28 – Saturday, June 30, UVM Davis Center, Burlington](#)

This conference will bring together researchers, policy-makers, and practitioners to share the difference a restorative approach makes and consider its potential to reveal and address the complex and relational nature of some of our greatest problems and challenges. Come be a part of this important learning opportunity including a rich blend of hands-on learning through workshops, panels, presentations and keynote addresses focused on environmental justice, addressing

harm and conflict, and building safe, healthy and inclusive communities. Register by June 21st; late registration costs \$468.

Nonprofit Summer Camp

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

Nonprofit Summer Camp is an exciting and accessible way to receive the training you need in an amount of time you can work with. Join the Center for New Leadership at Marlboro Grad School for a day of skill-building, connecting with colleagues and innovating sector leaders, and eating s'mores. This year, they've got nine workshops to choose from in three tracks: personal leadership, management tools, and diversity/inclusion. Registration costs \$80.

Save the Date for The Vermont Women's Fund's Annual Event

Tuesday, October 30, Burlington

The Women's Fund hosts their annual celebration this year on Tuesday, October 30 at UVM's Davis Center in Burlington from 5:30-7:30 p.m. The evening will kick off with a cocktail reception with plenty of time to see friends and colleagues, as well as to meet policymakers, business leaders, and community members from around the state. This year's guest speaker is Reshma Saujani, the national founder of Girls Who Code, an organization dedicated to closing the gender gap in technology. Girls Who Code created a template for after-school clubs and specialized summer courses for girls in 6th-12th grades. Sponsorship opportunities available; please [contact Meg](#) about how you can support this event.

Save the Date for the New England Women's Policy Conference

Friday, November 16, Boston

Save the date of November 16th for the 3rd Biennial New England Women's Policy Conference at the University of Massachusetts in Boston featuring day-long workshops, networking opportunities, & coalition building. The conference is hosted by the New England Women's Policy Initiative. [Learn more about NEWPI and the conference](#), check out the [Facebook event page](#), and stay tuned for more details.



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](#).**

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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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