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# VIEW

Vermont Information Exchange for Women

## Newsletter



January 8th, 2020 - Happy New Year!

## News & Resources

### 100<sup>th</sup> Anniversary of 19<sup>th</sup> Amendment



**This year marks the 100th anniversary of the 19th amendment**, which prohibited the federal government and any state from denying citizens their right to vote on account of sex. VSCA is working to inform Vermonters of the history and outcomes of women's suffrage, and engage them in the ongoing quest for equal rights and citizenship. As part of their mission, VSCA helps promote all [centennial-themed events](#) across the state. Learn more about VSCA, connect with vtsuffrage2020:

[Website](#) | [Facebook](#) | [Instagram](#)

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## Vermont Commission on Women Announces New State Government Resource to Help Vermonters Address Sexual Harassment and Workplace Discrimination



Cary Brown, Executive Director of the Vermont Commission on Women, announced new resources available today from the Workplaces For All public education program, [workplacesforall.vermont.gov](http://workplacesforall.vermont.gov), to make workers, employers, and all Vermonters aware of laws that apply to them, their legal rights, methods of reporting, where to find information, strategies for prevention, and ways to address sexual harassment and discrimination in the workplace.

Resources available at this new website include:

- *Sexual Harassment at Work: Protection, Prevention, And Vermont Law*, an article with real-life incidents and an overview of Vermont's sexual harassment law
  - An extensive video library featuring stories, information, and trainings
  - A new guidebook, *Addressing Sexual Harassment in the Workplace*
  - Infographics, fact sheets, and Frequently Asked Questions about workplace discrimination and sexual harassment
  - *7 Myths about Workplace Discrimination (Debunked)*, a practical article for Vermont's many small business owners and employers
  - For workers, where to get help if you're experiencing harassment or discrimination at work — and how to support co-workers
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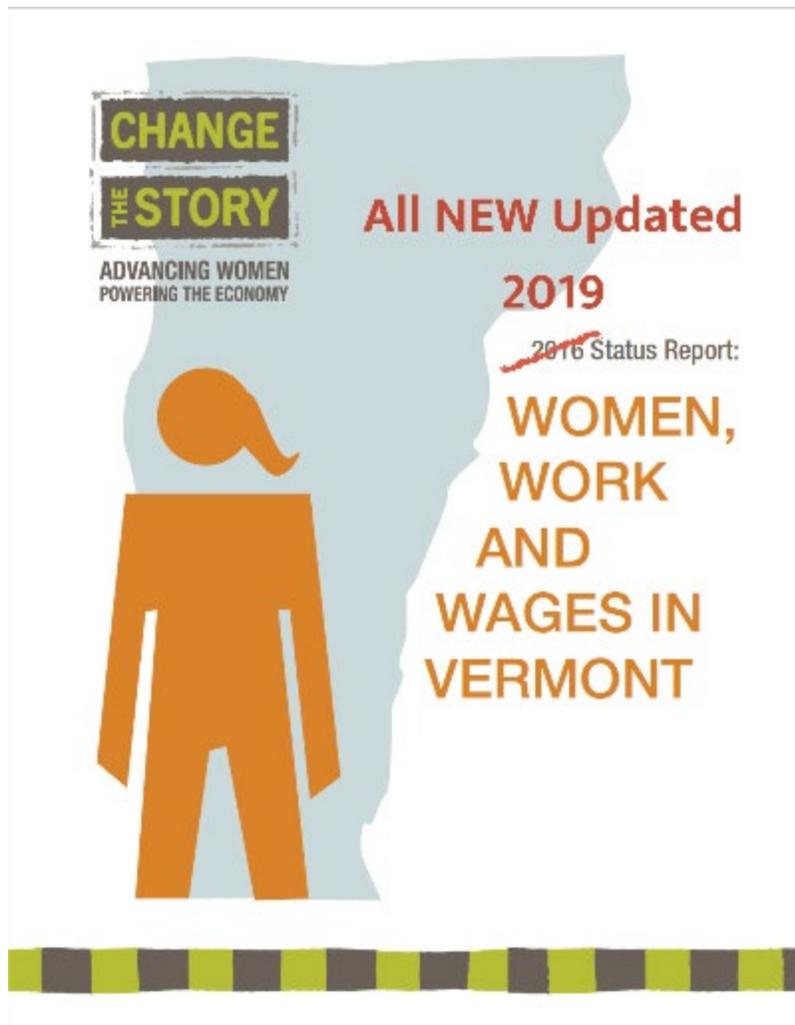
- For employers, guidance and best practices for prevention and response, a state directory of workplace trainers, and in-depth explanations of different types of discrimination and many resources for more information

In addition to the website, the Workplaces For All public education program includes radio and television public service announcements, social media and search engine advertising, and printed informational materials. These materials and resources have a fresh look, featuring new photography of Vermont workplaces.

The Workplaces For All campaign is a result of legislation which allocated funds to the **Vermont Commission on Women (VCW)**, in consultation with the **Vermont Attorney General's office** and the **Vermont Human Rights Commission**, to inform and assist workers, employers, and members of the public in preventing and addressing sexual harassment and workplace discrimination.

## **Change The Story VT Launched an Updated “Women, Work, and Wages” Report**

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"The richness and diversity of the data all in one place, and the unrelenting spotlight it shines on the socioeconomic disparities, cultural realities, and overlooked opportunities to make Vermont a better place for everyone - it takes your breath away." - Jen Oldham of Vermont Works for Women on Change The Story's new report, available on their website at [www.changethestoryvt.org](http://www.changethestoryvt.org).

## **Vermont Women's Fund Helps Girls' Soccer Team Open #EqualPay Donor Advised Fund | Philanthropy Women**

Members of the Burlington High School girls' varsity soccer team have collaborated with the Vermont Women's Fund to open the first youth-led donor-advised fund at the Vermont Community Foundation. The young players' new #EqualPay Fund will increase access for girls to soccer programs and accelerate progress to close the wage gap in

Vermont—where, on average, women earn 84 cents to every dollar earned by men.

Initially, the project started as a local fundraiser selling #EqualPay jerseys to support the Greater Burlington Girls Soccer League (GBGSL). The soccer players wanted to emulate their heroes on the U.S. Women's National Team and amplify their #EqualPay message. The young players sought out logistical and strategic support from Change The Story VT, an initiative fueled by the **Vermont Women's Fund, Vermont Commission on Women, and Vermont Works for Women** that is committed to fast-tracking women's economic security to benefit women, their families, and the Vermont economy. Change The Story helped source and produce the special-label jerseys similar to the USWNT uniforms and advised the team on fundraising strategy. [Read more.](#)

## **Governor's Institute of Vermont Winter Weekends Application**

### **Deadline**

Held at Goddard College in February, these 48-hour learning extravaganzas give girls grades 9-12 the chance to dive into an intellectual passion or explore something new. This year, topics include: Neuroscience; Writing & Film; Microcontrollers; Dancemaking; and Entrepreneurial Leadership. Tuition is sliding scale and can be as low as \$10, making it affordable for every Vermont family! [Applications are due January 10<sup>th</sup>.](#)

## **HRC Calls for Revision to Sexual Harassment Laws in New Report**

In its annual, year end report, the Vermont Human Rights Commission called on the legislature to change the "severe and pervasive" standard of proof for sexual harassment, arguing that this high standard has "become a nearly insurmountable barrier to prevailing in a court of law". Furthermore, the HRC recommends that the State of Vermont should better define "unwelcomed" in the context of sexual harassment. They say that current laws don't consider power dynamics between parties and the pressure faced by a person whose housing, employments, or benefits is conditioned on their decision. Read more beginning on page six of the [HRC's annual report.](#)

## **Sex Work Decriminalization Bill Introduced | VTDigger**

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The bill would repeal current sex work statutes prohibiting the act. Human trafficking and the sale of sex that is coerced in any form would still be illegal under the legislation, but it would decriminalize the sale of sex between two consenting adults. Rep. Selene Colburn, P-Burlington, said she introduced the bill primarily to protect sex workers from the risks inherent in the profession. Research has shown that where sex work is criminalized, sex workers experience far higher rates of sexual and physical violence from their clients and abuse from law enforcement. [Read more.](#)

## **Law Enforcement Veterans Tapped to Lead Corrections Department, Investigation | Seven Days**

Secretary of Human Services Mike Smith on Friday named former Vermont State Police director Jim Baker to serve as commissioner of the state Department of Corrections on an interim basis. Smith also hired Tristram Coffin, a former U.S. attorney for Vermont, to lead an investigation into alleged wrongdoing in the department. [Read more.](#)

## **Good Beginnings of Central Vermont Released New "Welcome to the 4<sup>th</sup> Trimester" Guide**

This booklet, created with the input of many parents about what they most wanted to know in the first months of their parenting adventure, and is now digitized. [Read it here.](#)

## **Building Bright Futures Universal Pre-K Survey**

Building Bright Futures (BBF) Regional Councils and partners hosted a series of forums in November and December 2019 focused on Act 166, which provides access to publicly-funded universal prekindergarten education (UPK) for Vermont students. Within available, prequalified public schools or private provider programs, UPK offers 10 hours per week of publicly funded pre-kindergarten education for 35 weeks a year. The forums convened stakeholders invested in improving UPK in Vermont. Forums were designed to complement the Pre-K report prepared by the Education Development Center (EDC) and Childcare Demand Study and to deepen understanding of the landscape of Vermont's UPK administration, implementation, partnerships and systems. The forums provided opportunities to gather input to highlight best practices, share approaches that are working in different regions and also outline persistent barriers to successful UPK

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administration and implementation. Now they want to hear from everyone who has experience with Act 166 and was unable to attend UPK forums. ALL VOICES ARE IMPORTANT AND ENCOURAGED. Data collected through this survey will be analyzed alongside forum data collected in person, by region and statewide. [Take the Survey.](#)

## **Then Again: Farmwives Found Political Voice Through Temperance Movement | VTDigger**

Naomi Douglas was by all appearances an unremarkable Vermont farmwife. Like many women of the era, her life revolved almost exclusively around her farm and family. The boundaries of her life might as well have been the boundaries of her hometown of Shoreham. That changed in the spring of 1885, when a member of the Woman's Christian Temperance Union paid a visit. The woman asked Douglas if she would speak at a gathering of county temperance leaders. Douglas agreed reluctantly, doubting, as she wrote in her diary, that she had the "ability to do it in a proper manner." [Read more.](#)

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## **Special thanks to Recent [Vermont Equal Pay Compact](#) Signer, [Glavel, Inc!](#)**

**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.

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# VERMONT EQUAL PAY COMPACT



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## Employment Opportunities

### Vermont Works for Women Seeks Communications and Marketing Specialist, Winooski

The Communications and Marketing Specialist is responsible for ensuring that VWW communicates effectively with its many constituencies and for providing oversight for communications systems and activities. They will develop and deliver marketing and communications language, tools, and strategies that support the organization's mission, programs, and fundraising efforts – and also ensure that VWW maintains its brand identity and that all programs are aligned with the organization's brand. The Specialist will also participate in and support development initiatives. Strong writing is required; experience preferred in media relations, design, website maintenance, and development of marketing collateral. [Learn more and apply.](#)

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## Upcoming Events

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**Circles: An Empower Support Group for All Survivors | Umbrella  
NEK**

*Thursdays from 10:00 – 11:30 a.m., Umbrella, Saint Johnsbury*

**Demystifying Money: Your Money Story and Its Connection to  
Your Business | WBON**

*Wednesday, January 15 from 11:30 a.m. - 1:00 p.m., Mascoma Bank,  
Burlington*

**Practice Session: Interrupting Hate & Addressing Unintended  
Bias | Central Vermont Showing Up for Racial Justice**

*Wednesday, January 15 from 6:00 – 8:00 a.m., Unitarian Church of  
Montpelier*

*Sunday, February 9 from 1:15 – 3:15 p.m., Unitarian Church of  
Montpelier*

**Vermont's Lucy Terry Prince: Black Mother of the Republic |  
Vermont Historical Society**

*Thursday, January 16 at noon, Vermont History Museum, Montpelier*

**From the Parlor to Polling Place: Stories and Songs from the  
Suffragists**

*Sunday, January 19 at 4:30 p.m., Pond Village Church, Brookfield*

*Sunday, January 25 at 1:30 p.m., Winooski Senior Center*

**Film Festival: One Woman, One Vote: Women's Suffrage in Film |  
American Association of University Women Bennington and  
Bennington Performing Arts Center**

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*Not For Ourselves Alone, Sunday, January 18 at 2:00 p.m., Oldcastle Theatre, Bennington*

*Suffragettes in the Silent Cinema, Sunday, January 25 at 2:00 p.m., Oldcastle Theatre, Bennington*

*Iron Jawed Angels, Sunday, February 1 at 2:00 p.m., Oldcastle Theatre, Bennington*

**Mister Chris & Friends in Concert | Let's Grow Kids**

*Sunday, January 19 at noon, Paramount Theatre, Rutland*

*Saturday, February 8 at noon, Woodstock Town Hall Theatre*

**Implicit Bias: Criminal Justice Speaker Series | League of Women Voters VT**

*Wednesday, January 22 from 6:30-8:30 p.m., Kellogg-Hubbard Library, Montpelier*

**Financial Planning Reboot | ElevateHer**

*Thursday, January 23 at 5:00 p.m., Capitol Plaza Hotel and Conference Center*

**Vermont Women and the Civil War | Vermont Humanities Council**

*Thursday, January 23 at 7:00 p.m., Chelsea Town Hall*

**Free Expungement Clinic | Vermont Legal Aid, Lamoille Restorative Center, Lamoille County State's Attorney**

*Friday, January 24 from 10:00 a.m. - 2:00 p.m., Lamoille Restorative Center, Hyde Park*

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**Out at the Orchestra, Vermont Symphony Orchestra Pride Night |  
Pride Center of Vermont & Vermont Symphony Orchestra**

Saturday, January 25, at 7:30 p.m., Flynn Theatre, Burlington

Sunday, January 26 at 3:00 p.m., Paramount Theatre, Rutland

**Self Defense for Women | The Safety Team**

Tuesday, January 28 from 6:00 – 8:30 p.m., Robert Miller Community  
Center, Burlington

Tuesday, February 4 from 6:00 – 8:30 p.m., Robert Miller Community  
Center, Burlington

Tuesday, February 11 from 6:00 – 8:30 p.m., Robert Miller Community  
Center, Burlington

**VT Women's Mentoring Program: Mentor Training | Mercy  
Connections**

Wednesdays, January 29 – February 19 from 5:30-7:30 p.m., Mercy  
Connections, Burlington

Wednesday, February 26 from 5:30-8:00 p.m., Chittenden Regional  
Correctional Facility, South Burlington

**“A Woman, Ain’t I?” | Vermont Humanities Council**

Tuesday, February 4 at 7:00 p.m., Castleton University Campus  
Center, Room 1787

**19<sup>th</sup> Amendment Dialogue & Concert, Farmers’ Night Series |  
Vermont Humanities Council & Friends of the State House**

Wednesday, February 5 at 7:30 p.m., Vermont State House,  
Montpelier

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# SAVE THE DATE



## 26<sup>TH</sup> ANNUAL EARLY CHILDHOOD DAY AT THE LEGISLATURE

WEDNESDAY, MARCH 11, 2020  
VERMONT STATE HOUSE &  
CAPITOL PLAZA HOTEL, MONTPELIER

### INVEST IN EARLY CHILDHOOD FOR A BETTER FUTURE

Join the Vermont Early Childhood Advocacy Alliance, Let's Grow Kids, Building Bright Futures, early childhood professionals, parents, employers, and policymakers to:

- Meet with legislators about early childhood issues
- Take action at the State House
- Attend workshops, lunch, rally, and tours
- Network and exchange information

REGISTRATION OPENS IN JANUARY  
SCHOLARSHIPS AND PROFESSIONAL DEVELOPMENT AVAILABLE  
[WWW.VECAA.ORG](http://WWW.VECAA.ORG)

#### SPONSORED BY



Save the Date: WBON Spring Conference

Monday, May 18 at 1:00 p.m. - Tuesday, May 19 at 5:00 p.m.,  
Killington Grand Resort

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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.



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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