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VIEW

Vermont Information Exchange for Women

Newsletter



January 29, 2020

News & Resources

Equal Pay Compact Signers Lead the Way for Equal Pay!

VCW invites Vermont businesses to join the list of 180 employers who've signed on to the VT Equal Pay Compact. This is VCW's program that provides an easy way for employers to show their support for closing the gender wage gap, removing barriers to women's advancement, and improving economic security for women and their families. By signing on to this voluntary online pledge, employers agree to implement tangible action steps to improve gender equity in their workplace. VCW offers a [suggested strategies document](#) for inspiration, but it's up to each employer to determine what will work best for their business. [A simple form](#) is all that is required for a business to sign on, and if they do so now, they'll be invited to a special event, coming up on March 19th at Vermont Technical College in Randolph Center. This is a dynamic workshop titled: "[Lead the Way for Equal Pay: Tools and Strategies to Change The Story on Pay Equity](#)" with VCW's partnership initiative [Change The Story](#). Participants will gain knowledge and resources and have an opportunity to network with other employers committed to improving economic security of women. If you own or operate a Vermont business, you're cordially invited to

sign on to the Equal Pay Compact and attend this event. [Sign on to the Compact here.](#)

January is Stalking Awareness Month

Stalking occurs when someone repeatedly harasses or threatens someone else, causing fear or safety concerns. According to the National Intimate Partner and Sexual Violence Survey (NISVS), about 1 in 6 women and 1 in 17 men have experienced stalking in their lifetimes. These behaviors can come in the form of threatening phone calls, text messages, spying, or showing up at the victim's home or workplace, and leaving unwanted gifts or cards. Most often, stalking occurs by someone they know or with whom they had an intimate relationship.

Learn more about stalking awareness month from **The Mend podcast by Vermont Center for Crime Victim Service**, [Episode 12 – Stalking Awareness Month](#)

Vermont Network Against Domestic and Sexual Violence Releases 2019 Data Snapshot

Member organizations served 8,760 people in 2019, including 1,276 children and youth, and 6,619 female identified adults, and 2,065 youth and 4,852 adults were reached through outreach and education. [Read the VT Network's 2019 Data Snapshot.](#)

Report of The Executive Director of Racial Equity

Vermont's new Executive Director of Racial Equity, Xusana Davis, Esq., submitted her [first report to the legislature](#) this month. She wrote, "The fact is, Vermont cannot survive the economic, legal, and demographic tolls of inequity—this cannot be overstated... It is of critical importance that Vermonters of dominant groups recognize that equity—in this case, racial equity—benefits the whole, and that continuing to ignore or actively resist efforts to undo structural inequity will lead to the continued shrinking of Vermont's local and tourist economies, the hollowing of its school systems and underperformance of students from marginalized groups, the weakening of its state workforce, and the exodus of its young people who are leaving in search of greater diversity and social cohesion."

NAACP Study Group Looks at Concept of Anti-Racist | Rutland Herald

There is a difference between being not racist and being anti-racist, according to members of the Rutland Area NAACP, and a four-session study group that meets for the first time Monday will look at what that means and how it can affect the daily lives of Rutland County residents. The study group has filled up quickly with people from across the Rutland County area. Information about participating can be found on the website, naacprutland.org.

Jogbra developers say invention promotes women's empowerment | WCAX

The Jogbra was the 1977 brainchild of Lisa Lindahl, Hinda Miller, and Polly Smith. The [three Vermont women recently inducted into the National Inventors Hall of Fame](#) say their invention is supporting more than just women's health, it has promoted female empowerment. "Every woman, no matter what their age, size or shape is entitled to the benefits of exercise and fitness," said Miller.

New Donor Milk Center Opens in Vermont

The newly created [Vermont Donor Milk Center, Inc.](#) is a nonprofit organization that provides pasteurized donor human breast milk to babies in need across Vermont and northern New York. Newborns and infants receive life-saving nutrition and food security for a healthy start in life from our milk dispensing site and donation drop-off location right here in the Green Mountains.

Providing Unpaid Household and Care Work in the United States: Uncovering Inequality | Institute for Women's Policy Research

Many studies have examined the gender gap in unpaid household and care work and its causes, yet few consider how women's experiences with this work might differ across demographic groups and how the size of the gender gap in household and unpaid care work might change when the full range of household and care work activities, including elder care and "secondary" as well as "primary" child care, is considered. [This briefing paper](#) draws on relevant literature and analysis of data from the 2018 American Time Use Survey to examine the relationship between unpaid work and gender economic inequalities in the

United States.

The Fix: Cut in State Funding Threatens Housing for Mothers in Crisis | WCAX

“The state of Vermont is not renewing a contract with the Lund Family Center that funds its transitional housing program for women battling addiction. Vermont Department for Children and Families Deputy Director Sean Brown says it's not cutting funding for people who need drug treatment, they're just repurposing it. They want a program that's more cost-effective and can serve a lot more people. Lund says its lease on the seven-unit Burlington building it uses for Independence Place runs out in February and they're not giving up. That's because they don't have a clear plan for what its transitional program will look like in the future.”

[Learn more.](#)

As Centers Prepare To Close, A Look At The Realities Of Vermont Child Care | VPR

Yesterday, on Vermont Edition, Jane Lindholm facilitated a [conversation about the closure of child care providers](#), Loveworks, and its impact on Loveworks staff and families. They also learn from Let's Grow Kids about what new data tells us about the realities of child care in Vermont.

Mercy Connections to honor Leslie McCrorey Wells at May luncheon

Mercy Connections announces Leslie McCrorey Wells, co-owner of Pizzeria Verità, Trattoria Delia and Sotto Enoteca, as the 2020 recipient of the Catherine McAuley Award. Each year, Mercy Connections' Board of Directors selects a person for this high honor who exemplifies compassionate service, leadership and commitment to building a just community. This prestigious award will be presented to McCrorey Wells at [Mercy Connections' Annual May Luncheon](#) on May 5, 2020 at the DoubleTree by Hilton in South Burlington.

Lucy Leriche: Reproductive Rights Under Attack | VTDigger

“Prop 5 reached its first milestone by passing in the 2019-2020 legislative session, and will also be influenced by the election of the next Vermont Legislature. The Legislature elected in 2020 will decide if Vermonters will have the opportunity to enshrine reproductive rights in

our Constitution. It's imperative we elect legislators in 2020 who are committed to protecting these rights. If Prop 5 passes again in the 2021-2022 Legislature, guarantees for reproductive rights in Vermont will then be decided by us, the voters, on Election Day in November 2022. Vermont will become the *first state in the country to explicitly protect reproductive freedom in its constitution* if Prop 5 passes. Vermont has established itself as the shining example for all other states by acknowledging that every person is capable of – and must be trusted to – make their own health care decisions.” [Read more.](#)

Legislative Updates

VT House Passes Minimum Wage Increase | VTDigger

The Vermont House passed a bill Friday that would [raise the state's minimum wage from \\$10.96 to \\$12.55 by 2022.](#) However, eight Democrats opposed the measure, and could prevent the legislation from becoming law if it's vetoed in the coming weeks. The legislation, S.23, which passed in a 93-54 vote, reflects a compromise made with the Senate, where Democrats had made raising the wage to \$15 per hour a priority. It is expected to pass the Senate next week, before it is sent to the governor's desk.

VT Passes Paid Leave Bill | VPR

The Vermont Legislature has given [final approval to legislation that would create a statewide paid family leave program](#), but its passage into law remains uncertain. Republican Gov. Phil Scott says he opposes the mandatory payroll tax required to fund the paid leave program, and he indicated in his budget address earlier this week that he plans to veto the measure. While Senate lawmakers appear to have the two-thirds supermajority needed to override that veto, House lawmakers fell shy of a veto-proof threshold when they held their final vote on the bill. Based on the vote count Thursday, Democratic leaders will need to turn at least eight votes for the paid leave legislation if they hope to override the governor.

Bill Would Prohibit Gun Possession by Accused Domestic Abusers |

VTDigger

The legislation, [H.610, would prevent alleged domestic abusers from purchasing or keeping guns if a court has issued a relief from abuse order against them.](#) Those orders are issued by courts against those suspected of domestic abuse, and can include requirements that prevent abusers from going near or contacting victims. But relief from abuse orders, which are issued through family courts, do not require alleged abusers to relinquish their weapons. “The problem is that many survivors of domestic violence are scared to seek those orders, and scared to engage law enforcement, especially because there are firearms, and they know that the firearms are there, or could be accessed,” [Rep. Maxine Grad] said. “This

changes that by decreasing the ability to have access to firearms.”

Five Reports of Sexual Misconduct at VT National Guard Last Fiscal Year | VTDigger

Five cases of sexual misconduct were [reported by the Vermont National Guard last year](#), according to a new report issued to the Vermont Legislature.

Walters: Will 2020 be the Year of the Woman in Vermont politics? | VTDigger

“By this time next year, Vermont could have a female governor, lieutenant governor, House Speaker and Senate President Pro Tem. That would represent a dramatic step forward for women in politics, and help position candidates to break the final barrier: Electing the first woman ever to Vermont’s congressional delegation.” [Read more.](#)

New Women’s Health Center at Gifford slated to open in September | Gifford Medical Center

The [Women’s Health Center project](#) will move Gifford’s OB-GYN and Midwifery clinic, currently located outside the main medical center building, to the south end of the medical center next to the Visitors Entrance and adjacent to the Birthing Center. Once housed within the medical center, OB-GYN team members and patients will be closer to other Gifford services and providers, easing patient access and improving upon continuity of care. The center will be 5,700 square feet – 1,240 square feet larger than the current OB-GYN and Midwifery space – and include a new designated Procedure Room, Ultrasound Room, Phlebotomy Room and Lab in addition to provider offices and midwife on-call space.



Chair's Corner

Lisa Senecal
of Stowe



Women Don't Make a "Choice" to Earn Less Than Men | Stowe Reporter

"This isn't some intentional victimization of women. In fact, I don't see women as victims at all. I'm constantly blown away by the strength, resilience, talent and skills of women who I encounter. I don't think most employers make decisions based on the goal of holding women back.

But I do believe that there are cultural and structural hurdles that women need to clear to succeed that are far less frequently encountered by men. Then again, in a secondary-harm sense, those hurdles do have a negative impact upon men as part of families and members of the larger economy. So-called women's issues are not just women's issues." [Read more from Lisa.](#)

Lisa Senecal & Cary Brown Talk Sexual Harassment on WDEV's the Dave Gram Show

[Listen to VCW Chair & Executive Director discuss:](#)

- VCW's new sexual harassment & workplace discrimination public education campaign, [Workplaces For All](#);
 - [Change The Story VT](#)'s latest report, Women, Work, and Wages; and
 - The legislative proposal to decriminalize prostitution.
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January Change The Story Commentary Series in VT Digger
provided by the Vermont Commission on Women

Cary Brown: #MeToo at Work

"With polls estimating that over a third of women nationwide experience sexual harassment at work, this is an economic issue Vermont can't afford to ignore. Every time someone cuts back their hours, loses time at work, or is driven out of their job, they suffer financially – and so does our entire economy. Employers suffer from increased absences, reduced productivity, higher employee turnover, and sometimes legal or settlement costs. The economic impact on women, in particular, is significant."

[Read the entirety of Cary's commentary here.](#)

Upcoming Events

Special Event for Women's Suffrage Centennial: 19th 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

Jane: Abortion and the Underground (play) | Middlebury College

Wednesday, January 29 and Thursday, January 30 at 7:00 p.m., Middlebury College

Hidden in Plain Sight – The Truth About Systemic Racism | Vermont Racial Justice Alliance

Wednesday, January 29, time to be confirmed, St Albans Free Library

Wednesday, February 5, time to be confirmed, West Hartford Public Library

Wednesday, March 4 at 6:00 p.m., Fletcher Free Library, Burlington

Wednesday, March 18 at 6:00 p.m., Bennington Free Library

Thursday, April 2 at 6:00 p.m., Rutland Free Library

Wednesday, April 15 at 7:00 p.m., St Johnsbury Athenaeum

Thursday, April 30 at 6:00 p.m., Ilsley Public Library, Middlebury

Race and the Law: Re-imagining Criminal Justice in the 21st Century | Vermont Law School's Black Law Students Association

Friday, January 31 from 9:00 a.m. – 5:00 p.m., Vermont Law School, South Royalton

Iron Jawed Angels - One Woman, One Vote: Women's Suffrage in Film | AAUW Bennington

Saturday, February 1 at 2:00 p.m., Oldcastle Theatre, Bennington

Self Defense for Women | The Safety Team

Tuesday, February 4 at 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

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

Tuesday, February 4 at 7:00 p.m., Castleton University

Women in the State House Exhibit Opening | Governor Scott & the Vermont General Assembly

[Wednesday, February 5 from 4:00 – 6:00 p.m., Vermont State House](#)

Women, Sport, and Social Change | Greater Burlington Women's Forum

[Thursday, February 6 at 6:00 p.m., Petra Cliffs Climbing Center, Burlington](#)

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

[Saturday, February 8 at 12:00 p.m., Woodstock Town Hall Theatre](#)

Full Moon Skin at Sugarbush | SheJumps

[Saturday, February 8 from 5:00 – 9:00 p.m., Sugarbush Resort, Warren](#)

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

[Sunday, February 9 from 1:15 – 3:15 p.m., Unitarian Church of Montpelier](#)

From the Parlor to Polling Place: Stories and Songs from the Suffragists | Vermont Humanities Council

[Tuesday, February 11 at 7:00 p.m., Chelsea Town Hall](#)

[Saturday, February 29 at 2:00 p.m., Bennington Performing Arts Center](#)

[Sunday, March 1 at 2:00 p.m., Greensboro United Church of Christ](#)

[Friday, March 6 at 7:00 p.m., Tunbridge Public Library](#)

[Saturday, April 4 at 2:00 p.m., Tinmouth Community Church, Wallingford](#)

[Wednesday, May 13 at 7:00 p.m., Shelburne Town Hall](#)

Basics of Starting a Business | SEVCA

[Wednesday, February 12 from 2:00 – 4:00 p.m., SEVCA, Brattleboro](#)

[Thursday, February 13 from 10:00 a.m. – 12:00 p.m., SEVCA, Westminster](#)

[Wednesday, March 11 from 2:00 – 4:00 p.m., SEVCA, Brattleboro](#)

[Thursday, March 12 from 10:00 a.m. – 12:00 p.m., SEVCA, Westminster](#)

Racial Bias in Criminal Justice in Vermont | League of Women Voters of Vermont

[Wednesday, February 12 at 7:00 p.m., Kellogg-Hubbard Library, Montpelier](#)

Block By Block: Building Stability of Women & Families | United Way WOMEN UNITED®

[Thursday, February 13 from 8:30 – 10:00 a.m., St. Albans Museum](#)

Centennial Gala | League of Women Voters of Vermont

[Friday, February 14 from 6:00 - 9:00 p.m., Capitol Plaza Hotel, Montpelier](#)

Racial Justice Legislative Series | VT Racial Justice Alliance

Reparations in Vermont: Is that a Thing?

[Thursday, February 13 from 5:30 – 7:30 p.m., Vermont State House, Montpelier](#)

Use Of Force: How Much is Enough and How do We Know It?

[Thursday, February 27 from 5:30 – 7:30 p.m., Vermont State House, Montpelier](#)

Who's Watching the Police?

[Thursday, March 19 from 5:30 – 7:30 p.m., Vermont State House, Montpelier](#)

Slavery: Bound By Law For Payment

[Thursday, March 26 from 5:30 – 7:30 p.m., Vermont State House, Montpelier](#)

1920-2020: A Celebration of the 100th Anniversary of Women's Suffrage, and a Consideration of What Women Still Need for Full Representation | UVM Gender, Sexuality, and Women's Studies Program

[Wednesday, February 19 from 5:15 - 7:15 p.m., University of Vermont, Burlington](#)

Girl Engineering Day | American Precision Museum

[Saturday, February 22 from 10:00 a.m. – 5:00 p.m., American Precision Museum, Windsor](#)

Lunafest Burlington – Film Festival | Vermont Works for Women

[Friday, March 6 from 5:30 – 9:00 p.m., Main Street Landing Film House, Burlington](#)

Early Childhood Day at the Legislature | Vermont Early Childhood Advocacy Alliance

[Wednesday, March 11 from 8:00 a.m. – 5:00 p.m., Capitol Plaza Hotel & Vermont State House, Montpelier](#)

Stepping Forward Together 2020: Creating Solutions that Promote Health Equity | Vermont Care Partners

Friday, March 13 from 7:30 a.m. – 4:30 p.m., UVM Davis Center, Burlington

Lead the Way on Equal Pay | Tools and Strategies to Change the Story on Pay Equity | Vermont Commission on Women

Thursday, March 19 from 9:15 a.m. - 12:00 p.m., Vermont Tech's Langevin House, Randolph Center

Save the Date: Equal Pay Day | Vermont Commission on Women

Tuesday, March 31st, Vermont State House, Montpelier

Save the Date! One Event: Many Perspectives, The Centennial of Women's Suffrage | Ethan Allen Homestead, League of Women Voters of Vermont, Vermont Commission on Women

Saturday, May 16 from 2:00 – 5:30 p.m., Ethan Allen Homestead, Burlington



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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