



VIEW

Vermont Information Exchange for Women

Newsletter



March 27th, 2018

News & Resources

Equal Pay Day is Tuesday, April 10th

Since 1996, Equal Pay Day has symbolized how far into the year American women must work, on average, to earn as much as American men earned the previous year, due to the gender wage gap. Fifty-five years after President Kennedy signed the Equal Pay Act, the wage gap for women working full time has narrowed from 41 cents in 1963, to 20 cents now, a dramatic improvement, but at this same rate of closure, it will be 2119 before the gap disappears. Vermont women fair slightly better than the national average, ranking 5th, with a 14-cent wage gap. The gap is notably worse for women of color in our state.

Vermont Commission on Women (VCW), the League of Women Voters of Vermont, and Business and Professional Women Vermont (BPW) invite you to join this annual gathering of advocates at the State House the morning of Equal Pay Day, Tuesday, April 10th to help bring attention to the gender wage gap. Upon opening of the day's legislative session, projected to be 10:30 a.m., a resolution designating it Equal Pay Day in Vermont will be read in the House, sponsored Representative Mollie Burke and other policymakers, and observed by advocates for equal pay

dressed in red, symbolizing women being “in the red” due to the gender wage gap. At noon, Governor Scott will sign an Equal Pay Day proclamation in his ceremonial office. This brief event will include several speakers, including Marilyn Grunewald of BPW, and VCW’s Cary Brown. Care about the wage gap? Interested in joining us? We’d love to have you! Please RSVP at VCW.info@vermont.gov.

Join Change The Story VT and Business and Professional Women of Vermont for coffee in the State House cafeteria earlier in the morning.

VCW Presents Free Salary Negotiation Workshops in April and May in Newport, Rutland, and St. Johnsbury!

Thursday, April 19 from noon – 1:30 p.m., Community College of Vermont, Rutland

Tuesday, April 24 from 8:00 – 9:30 a.m., NVRH, St. Johnsbury

Saturday, May 26 from 10:00 a.m. – 11:30 a.m., Goodrich Memorial Library, Newport

Choosing not to negotiate is leaving some serious money on the table. Over 50% of women say they are apprehensive about negotiating and only 30% of women consistently negotiate salaries. For many of us, even the thought of negotiating makes us nervous. How much do I ask for? When is the best time to do it? What if I don’t feel like I deserve more? Let’s answer these questions and more! This workshop is designed to teach you how to negotiate with confidence. We’ll make sure you avoid the traps many of us fall into and leave plenty of time for practice. The workshops held in Rutland and St. Johnsbury are sponsored by the New England Women’s Policy Initiative; all three will be facilitated by Lindsey Lathrop, Career Coach at FromWithin Coaching.

Let’s Grow Kids & Vermont Commission on Women Release White Paper: *Women, Work, and Child Care*

Ensuring Vermont has enough high-quality, affordable child care is essential to supporting gender equality in the workplace, according to a new report co-

authored by Let's Grow Kids (LGK) and the Vermont Commission on Women (VCW). The report outlines policy recommendations—including increasing investments in Vermont's Child Care Financial Assistance Program and passing paid family leave—as key strategies to supporting working women and their families.

"In the US, women, more than men, fill the role of primary caregivers for young children. While some women intentionally make the choice to leave the workforce or scale back work arrangements to care for children, research has found that many women don't have a choice in the matter, instead making these arrangements due to child care challenges—particularly the inability to find or afford quality child care. When a community offers a comprehensive early care and learning system that includes access to paid family and medical leave as well as child care options that are high-quality, affordable and easily accessible, parents and guardians—especially women—are able to make balanced decisions about what works best for their families." [Read the entire white paper here.](#)

VCW Publishes *Sexual Harassment in the Workplace: Bystander Intervention*

People struggle to determine what the best or most helpful course of action would be if they witness sexual harassment in the workplace. If you find yourself in a bystander situation, [here](#) are some ways you can help.

Castleton University to Celebrate Women's History Month

Cary Brown, Executive Director of the Vermont Commission on Women, and Tiffany Bluemle, Director of Change the Story host a panel discussion on pay inequity as a local and global issue on Thursday, March 29. [Learn more.](#)

The Vermont Commission on Women Supports Raising the Minimum Wage

VCW's official position reads "Given that women in Vermont are currently in a more precarious financial situation than men, and given that raising the minimum wage any amount would have a positive impact on many women, and given that raising

women's earning would have an additional positive impact on Vermont and its economy, the Vermont Commission on Women supports efforts to increase the minimum wage as one strategy for promoting a livable income for Vermonters."

Change the Story VT Releases “Conversation Cards”

This new item from our Change The Story initiative with Vermont Works for Women and the Vermont Women's Fund serves as a conversation guide kit, with the goal of initiating discussion in a safe space about pervasive attitudes, beliefs, and practices that limit women's aspiration and achievement. We invite Vermonters to request a copy and to review, participate with friends, co-workers, or family members, and provide feedback on this project! [Learn more or request a copy here.](#)

Registration open for 2nd Annual Persist 5k Walk/Run on Mother's Day

The Persist 5K Run/Walk is an event for everyone to champion the rights of women and raise money for the most vulnerable among us. This is a chance to experience solidarity and support Vermont women in need. Proceeds from the race benefit the Vermont Women's Fund. Registration costs \$10 – 45. [Learn more and register.](#)

Vermont Now Only State That Has Never Sent a Woman to Congress

Mississippi Gov. Phil Bryant appointed Cindy Hyde-Smith to fill a vacancy in the U.S. Senate on Wednesday. When she takes office on April 1, Vermont will become the only state in the union to have never sent a woman to Congress. [Read more.](#)

VPR's Women's History Month Commentary Series on Women in Fiber Arts in Vermont Coming Soon, Tune In!

YWCA Vermont Celebrates 100 Years of Empowering Women and Girls in 2019

Save the date! On June 15th, 2019, YWCA will celebrate 100 years of empowering women and girls in Vermont at Vermont Camp Hochelaga! YWCA Vermont offers summer camp programs for girls ages 6-17 that center on empowerment, self-confidence, and skill building. Additionally, they offer [Women's Weekend Retreat in August](#); a full weekend of elevated camping with purpose, where adult women are encouraged to build new skills, network, practice self-care, and more. Learn more about all that YWCA Vermont and Camp Hochelaga have to offer to girls and women at <https://www.ywcavt.org>.

Congratulations Mamava Founders Sascha Mayer and Christine Dodson on being named Vermont's 2018 Small Business Person(s) of the Year

Sascha Mayer and Christine Dodson of Mamava are being recognized by the US Small Business Administration for employment growth, financial success, expansion and community involvement. Mamava designs and manufactures free-standing lactation suites for nursing mothers

Upcoming Events

A *Fantastic Woman* Screening & Fundraiser

[Saturday, March 31 from 4:45 - 8:00 p.m., Savoy Theatre, Montpelier](#)

A special event featuring the Academy Award-winning film from Chile *A Fantastic Woman* to benefit The Pride Center's Trans and Gender-Nonconforming Community Project (TGNCCP). The evening will include a reception in the downstairs theater followed by the feature film presentation at 5:45 and at 8:00. Admission prices

are \$7.50 - \$9.75.

Kathline Carr Reading *Miraculum Monstrum*

Tuesday, April 3 at 7:00 p.m., Bear Pond Books, Montpelier

Miraculum Monstrum is an epic hybrid narrative about Tristia Vogel, a female artist who experiences a radical physical transformation, beginning with the excrescence of apparent wings. Though she is possibly an anomalous mutation resulting from worldwide ecological upheaval, the bird/woman is co-opted by a religious cult that claims to have prophesied her experience; she is thus written as the central figure of their scriptural text. Free and open to the public. A PoemCity 2018 event.

***Unedited Voices* | a WISE UV Event**

Wednesday, April 4 at 7:30 p.m., Lebanon Opera House, Lebanon, NH

Unedited Voices is a bi-annual theatrical presentation with Upper Valley community members sharing real experiences of domestic and sexual violence through reading, dance and song. Directed by Broadway professional Kathe Mull and featuring local music and dance groups. All community members are welcome to this free event, donations are accepted.

Ella: The Jazz Genius

Wednesday, April 4 at 7:00 p.m., Norwich Congregational Church

Jazz legend Ella Fitzgerald has been described as a reluctant celebrity, private in words, and yet her music speaks volumes about herself, her friendships, even her politics. Drawing on archival material, family interviews, and recordings, Northeastern University professor Judith Tick presents a fuller portrait of both the woman and the artist who transformed American popular song.

Minimum Wage Public Hearing

Thursday, April 5 from 5:00 - 7:00 p.m., Vermont State House, Montpelier

In Room 11 of the Statehouse, the House General Committee will hold a public hearing on whether to raise the minimum wage to \$15 an hour in Vermont. This is

a great opportunity to share your story with Vermont's lawmakers.

STEM Recognition Night

Thursday, April 5 from 6:00 – 8:00 p.m., The St. Albans Museum

This annual STEM Challenge Initiative Recognition night will feature a STEM Women in Science Panel Discussion, including Grace Branon, Alayna Westcom, and Dr. Stacy Strouse, some of Northern Vermont's successful young women with careers in science and technology. The Mary S. Babcock Teacher of the Year Award will also be presented.

Bearing Witness – Creative Arts Workshop for Caregivers

Saturday, April 7 from 9:00 a.m. – noon, SafeArt, Chelsea

Where do caregivers put the powerful stories of those they care for? How do they process the deeply intimate information about the lives of others while maintaining a healthy perspective on their work and in their own lives? This three-hour workshop, presented by Tracy Penfield and Carrie Caouette-De Lallo, will offer opportunity for caregivers in any field (educators, medical personnel, social workers, personal companions, hospice workers, etc.) to explore a variety of creative tools for managing those stories. Participants will focus on the creative process with a mix of materials as a way to maintain personal wellness. All skill levels are welcome as the focus is not on the finished product, rather, the process of creating as a way to frame our experiences. Registration is required, the sliding scale fee is \$15 – \$50. No one will be turned away for lack of funds.

The Law and Systemic Change: A Workshop for Lawyers and Activists

Saturday, April 7 from 10:00 a.m. – 4:30 p.m., Main Street Landing, Burlington

This workshop will train activists and lawyers to deploy and defend organizing strategies in support of progressive change. The program incorporates a discussion of ongoing efforts to organize for social and economic justice, as well as concrete training on the law as both a limit and a tool for social change. Recommended donation is \$100 for lawyers, \$25 for others. No one turned away for lack of

funds. Registration requested. Sponsored by the Vermont Chapter of the National Lawyers Guild, VT Poor People's Campaign, ACLU of Vermont, and Rights and Democracy VT.

Relationships, Resources and Resiliency: Stories of Working Women in Vermont

Wednesday, April 11 from 5:30 -7:30 p.m., 134th Star Brewing Co, St. Albans

Women United, a diverse network of women within the community of United Way of Northwest Vermont presents an evening of networking with a panel discussion illuminating the value female workers bring to our economy and how to best support their success. Panelists will include Jill Berry Bowen, CEO of Northwestern Medical Center, Lisa Falcone, Director of Working Bridges, UWNWVT, and Kathy Lavoie, Executive Director of Franklin Grand Isle Workforce Investment Board. The panel will be moderated by Molly Lambert, Principal of Lambert Mediation and Consulting. Appetizers will be provided and there will be a cash bar. Tickets cost \$25.

UVM Dismantling Rape Culture Conference

Thursday, April 12 from 8:00 a.m. – 4:30 p.m., UVM Women's Center, Burlington

The Dismantling Rape Culture Conference (DRCC) strives to educate on and intervene in rape culture, which exists "when prevalent attitudes, norms, practices, and media condone, normalize, excuse, and encourage sexual [and all forms] of violence." This conference is about looking at the intersectional ways in which rape culture exists and about coming together to envision how we can change, shift, alter, and heal from its insidious presence in our lives.

Social Justice Symposium

Saturday, April 14 from 9:00 a.m. – 3:30 p.m., Burlington High School

The symposium will allow community members to find ways to get involved in the good work happening in the community. This is a public event open to all; youth, adults, and seniors are all encouraged to attend. The goal of this symposium is three-fold; to provide individuals with ways to get involved in grassroots work for

social change, allow group members to find out what other like-minded groups are doing and meaningfully collaborate, and to allow groups to build relationships with community members and recruit new volunteers.

G.I.R.L Expo

Saturday, April 28 from 10:00 a.m. – 4:00 p.m., Champlain Valley Exposition, Essex Jct.

The Girl Scouts of the Green and White Mountains present G.I.R.L. Expo! Experience "everything exciting for girls" at the area's only girl-centered expo! Engaging and hands on activities, interactive exhibitors, fun workshops, live stage shows, raffles and more for girls age 5 to 18! Online registration available, tickets cost \$3 – 5.

Life in a Jar: The Irena Sendler Project

Monday, April 30 at 6:00 p.m., Maclure Library, Pittsford

Dr. Jack Mayer tells the story of Irena Sendler, a holocaust hero who rescued 2,500 children from the Warsaw ghetto. Sendler's story remained unknown after the war—until three Kansas teens uncovered a reference to her heroism 60 years later. They helped transform her story into a National History Day play called *Life in a Jar*, finally bringing recognition to Sendler's heroism and helping to open dialogue about the Holocaust in Poland. The "girls from Kansas" continue to champion Sendler's legacy—courage, tolerance, and respect for all—and are living examples of the power individuals have to change the world.

Screwnomics Book Launch with Rickey Diamond and VCW's Cary Brown

Tuesday, May 1 at 7:00 p.m., Bear Pond Books, Montpelier

Montpelier author and activist Rickey Gard Diamond launches her new book *Screwnomics: How Our Economy Works Against Women and Real Ways to Make Lasting Change* (She Writes Press) at this celebration and discussion on the state of women's economics with Vermont Commission on Women Director Cary Brown. Founding editor of *Vermont Woman*, teacher and novelist, Diamond's new

work is described as, "accessible and inspiring, *Screwnomics* offers female readers hope for a better, more inclusive future—and the tools to make that hope a reality."



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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