

State of Vermont
Vermont Commission on Women
 126 State Street
 Montpelier, Vermont 05633-6801
women.vermont.gov

[phone] 802-828-2851
 [toll free] 800-881-1561

Vermont Commission on Women
Meeting agenda

Friday, February 16, 2024 | 9:30 a.m. – 12:30 p.m.

This meeting is ONLINE ONLY

Please join via Zoom:

<https://us06web.zoom.us/j/82978769331?pwd=nldmberGtzu2a4dejUngoZ8irauza6.1>

Meeting ID: 829 7876 9331

Passcode: 543561

By phone: 312-626-6799

Meeting facilitators: Esther Charlestin and Sarah Mell

| Time | Item | Who | Outcomes |
|-------|--|-------------------------------------|-----------------------|
| 9:30 | 1. Meeting called to order | Esther & Sarah | Open meeting |
| | 2. Approve agenda | | VOTE |
| | 3. Review Group Agreements (attached) | | |
| | 4. Approve minutes of January 19, 2024 | | VOTE |
| 10:00 | 5. Child care update <ul style="list-style-type: none"> • Building Bright Futures & Let’s Grow Kids | Esther & Sarah | Share information |
| 10:30 | 6. Committee updates <ul style="list-style-type: none"> • Workplace Equity & Security <ul style="list-style-type: none"> ○ Equal Pay Compact planning ○ Equal Pay Visibility campaign • Health Equity <ul style="list-style-type: none"> ○ Freestanding birth centers • Housing & Caregiving | Esther & Sarah and Committee Chairs | Planning |
| 11:15 | BREAK | | |
| 11:30 | 7. Women Can Do survey results & youth engagement | Karen | Discussion & planning |
| 12:00 | 8. Staff, commissioner, advisor updates | Staff | Share information |
| 12:30 | Closing | | |

VERMONT COMMISSION ON WOMEN GROUP AGREEMENTS

Adopted September 9, 2022

Re-affirmed October 20, 2023

In meetings of the Vermont Commission on Women, we agree that we will:

- ❖ Treat all who are in the meeting with respect and dignity
- ❖ Listen openly to each other with curiosity and interest
- ❖ Take space, make space, hold space – this means:
 - Share as much of our authentic selves as we are comfortable with
 - Step back to allow others to speak, so that no one is dominating the conversation
 - Create opportunities for the voices that have minority opinions
- ❖ When we disagree, we do so with respect for each other's perspectives
- ❖ Be aware of our own body language and use it to communicate respect
- ❖ Acknowledge and take into consideration those perspectives that are not represented by people in the room
- ❖ Take responsibility for the impact of our words and actions on each other
- ❖ Bring self-awareness of our own state of mind, emotions, and influences
- ❖ Remember that we come to the space with differing understandings of how we communicate
- ❖ Understand we all make mistakes
- ❖ Be patient with ourselves and others
- ❖ Share the job of holding each other accountable to these agreements