

State of Vermont
Vermont Commission on Women
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Vermont Commission on Women

Meeting agenda

Friday, November 17, 2023 | 10:00 a.m. – 1:00 p.m.

North Country Career Center, room #380

209 Veterans Ave, Newport VT

Or join virtually on Zoom:

<https://us06web.zoom.us/j/83266931100?pwd=f3960MLFgpZl8t1dCyqxodP701Pcdl.1>

Meeting ID: 832 6693 1100

Passcode: 206828

Meeting facilitators: Esther Charlestin and Sarah Mell

Time	Item	Who	Outcomes
9:45	<i>Arrival and greetings – no coffee or tea at this one, but please feel free to bring your own, and if you can get one from a local Newport business, all the better</i>		
10:00	1. Meeting called to order	Esther & Sarah	Open meeting
	2. Approve agenda and review Group Agreements (see below)		VOTE
	3. Approve minutes of October 20, 2023		VOTE
	4. Welcome and introductions	Esther & Sarah	
10:30	5. Committee discussions	Esther & Sarah	Discussion
	<ul style="list-style-type: none"> • Health Equity • Housing & Caregiving • Workplace Equity & Security 		
11:00	6. Operationalizing racial equity	Esther & Sarah	Planning
11:30	7. Staff/commissioner/advisor updates	Staff	Share information
11:45	BREAK		
12:00	9. Public forum	Esther & Sarah	Information sharing
1:00	Closing		

VERMONT COMMISSION ON WOMEN GROUP AGREEMENTS

Adopted September 9, 2022 – 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