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VIEW

Vermont Information Exchange for Women

Newsletter



January 3, 2019

News & Resources

VCW Welcomes Three New Commissioners, Appointed by Governor Scott

Governor Phil Scott has appointed Ed Adrian of Burlington, Lisa Carlson of Danville, and Heidi Tringe of Montpelier to serve on the Vermont Commission on Women (VCW).



Mr. Adrian practices law in Burlington at Monaghan Safar Ducham PLLC, helping municipal clients and licensed professionals grapple with legal issues throughout the state. He previously served as the Chief Prosecuting Attorney at the Vermont Office of Professional Regulation in Montpelier and as a Deputy State's Attorney in Franklin County. In 2007 Mr. Adrian was elected to the Burlington City Council and served until 2012. From 2013 until 2018 he chaired Burlington's Fletcher Free Library Commission. When not practicing law, Mr. Adrian provides public policy and personal commentary on VPR; writes on Vermont legal and ethics issues at the "Freedom and Ethics" blog; and also delves into Vermont politics and policy at his "Sugaring Off" blog. He looks forward to bringing the knowledge and insight gleaned from these experiences to assist the VCW in any way needed.



A native Vermonter, Ms. Carlson joined the Air Force in 1978. During her 22 years of service, she worked as a paralegal, a law office manager, and her at her final job as the Senior Paralegal Manager for Air Force Special Operations Command. She retired in 2000 as a Master Sergeant. After retirement she worked as a substitute teacher and a para educator at both Walden and Danville Schools. In 2012, Ms. Carlson, along with her husband Tracy, started Carlson Plumbing and Heating and she is currently the Office Manager/Administrator for the business. In 1993, she earned an Associate of Applied Science Degree in Paralegal Studies from the Community College of the Air Force. Ms. Carlson currently serves as a volunteer and the Secretary of VT S.U.P.P.O.R.T.S, a non-profit organization that annually sends care packages to military members stationed in remote areas during the holidays. She is also a member of the Advisory Council for the NEK Council on Aging.



Ms. Tringe grew up in Montpelier and moved home in 2005 with her husband to raise their two children. She served on the senior staff of Governor Jim Douglas, and in a number of roles for the late U.S. Senator Jim Jeffords in his Washington, DC office and on his 2000 campaign. Ms. Tringe was also Communications Director for the U.S. House of Representatives Committee on Science, and Legislative Affairs Director for the White House Office of Science and Technology Policy. She is currently a Partner at MMR, LLC in Montpelier, and serves on the Board of Prevent Child Abuse Vermont; the Advisory Committee for the Con Hogan Award for Creative, Entrepreneurial, Community Leadership; and is co-founder of the start-up women's networking and leadership effort, ElevateHer Vermont.

"I'm pleased to appoint Ed Adrian, Lisa Carlson and Heidi Tringe to the Vermont Commission on Women and appreciate their enthusiasm for serving," said Governor Scott. "Each of them will bring a unique and valuable perspective to the important work of the Commission, and will work tirelessly with the other members to advance rights and opportunities for women and girls in Vermont."

Join the League of Women Voters as the Countdown to 2020 Centennial Begins

August 26, 2020 marks the 100th anniversary of the passage of the 19th Amendment granting women their constitutional right to vote. In Vermont, an organizing group led by the League of Women Voters convened in September 2018 to talk about plans for the commemoration of this historic milestone, recognizing that, although 1920 established women's right to vote at the federal level, many women, especially women of color and women with disabilities continued to be denied access.. The coalition of 30-plus individuals and organizations developed mission, goals, sub-committees, and is in the process of selecting a name. Partnering organizations include the

Vermont Commission on Women, American Association of University Women, Vermont State Archives & Records Administration, Vermont Historical Society, and many others.

We invite you to join this effort -- your ideas, expertise, and skills will help us build priorities and formulate strategy. Our next meeting is Wednesday, January 16 at the Vermont History Center Community Room in Barre from 6-8pm with a conference call option. There are many opportunities for you to get involved in the celebration of the 100-year anniversary of woman's suffrage, one of which is serving on our sub-committees – *Events, History/Research, Outreach, and Funding*. Interested? call Sue Racanelli, (802) 225-6032 or email lwvofvt@gmail.com.

Still a Man's Labor Market: The Slowly Narrowing Gender Wage Gap from the Institute for Women's Policy Research

The way the earnings gap between women and men is typically measured uses a snapshot of women and men who worked full-time, year-round in a given year. An examination of the different labor force experiences of women and men across 15-year time periods, as is done in this report, shows that only 28 percent of women and 59 percent of men worked persistently full-time, year-round between 2001 and 2015. This commonly used annual figure, however, understates the problem, especially for women workers, since it leaves so many of them out of the picture. The authors' 2004 report, which pioneered the analysis of the earnings gap over 15-year periods, found an earnings gap of 62 percent for all women compared with all men (of prime working age) in the period studied, meaning that women made just 38 percent of what men made (Rose and Hartmann 2004). [Read the full report.](#)

Lady Justices: Four Vermont Judges Talk Law, Fairness and Being Female

Seven Days spoke with Associate Vermont Supreme Court Justices Marilyn Skoglund and Beth Robinson, U.S. District Court of Vermont Judge Christina Reiss, and Vermont Superior Court Judge Helen Toor. Some came to the state intentionally, others by accident. Some methodically built their legal careers step-by-step. One never attended law school. Although they downplayed the difficulties of being women in power, all faced tough situations related to gender when they started as attorneys. At the time, judges were almost exclusively male. They spoke about juggling their sick children and court appearances, fairness, and their love of legal logic. "Yes, we are in a better place than back then," [Samantha] Lednický conceded. "But ... we are nowhere near where

we need to be." [Read more.](#)

On the Outside of Incarceration: The Need for the ERA

For women of color, the financial load that comes with supporting a loved one in prison is often amplified by the reality that there is no Equal Rights Amendment in the US Constitution. The ERA would help ensure that women, of all races, would have the right to employment earnings equal to white, non-Hispanic men (the highest income earners in the US). According to the 2017 census, black women were paid only 63 cents for every dollar paid to white, non-Hispanic men. And even in states with large populations of Black women in the workforce, rampant wage disparities persist, with potentially devastating consequences for Black women and families. [Read more from Women's eNews.](#)

Girls Rock Vermont Announces New Camp February 25 – March 1

A week long [day camp](#) in Burlington for girls ages 8-18 regardless of musical experience or economic background where campers will receive instrument instruction (electric ukulele, guitar, bass, drums or keyboards), form a band, write an original song, participate in workshops designed to build self-esteem and encourage self-expression (topics may include 'zine writing, body image, stage presence, songwriting, bullying), and perform their songs in a public showcase. [Register here.](#)

Congratulations to Local Girl Scout recipients of Gold Awards

Sixteen young women in New Hampshire and Vermont have earned their Gold Award this year, honored Nov. 11 by Girl Scouts of the Green and White Mountains at the Young Women of Distinction Ceremony. Also honored were the 72 Girl Scouts who earned their Silver Award, and other Girl Scouts who embody the GIRL philosophy, go-getters, innovators, risk-takers, and leaders. Gold Award projects tackled issues such as teen depression, raising SAT scores, improving school spirit, gender inequality, mental health, opioid addiction, and keeping lakes healthy.

Public Comment Period Still Open on Proposed Title IX Regulations

The U.S. Department of Education released a proposal on changing schools' responses to sexual harassment and assault. It defines sexual harassment and assault, determines the conditions that

mandate a school to look into accusations, and explains how schools should conduct such investigations. To view the Department's one page summary of the proposed Title IX rule, [click here](#). To take a deeper dive and review the proposed rule's section-by-section summary, click [here](#). This proposed rule will be open for public comment until January 28th. Read the entire proposed rule and [submit a public comment here](#).

The Vermont Network Against Domestic and Sexual Violence has drafted a public comment for submission, to which Vermonters may sign on. The deadline to do so is January 14th. [Read the Network's comment or sign on here.](#)

Public Assets Institute Releases State of Working Vermont 2018

"This year again, because the fruits of economic growth have not shown up in the pockets of a lot of Vermonters, the indicators point to mixed results. More Vermonters were working, yet at the end of 2017 their numbers were still below the all-time high of 344,135, reached in 2006. Poverty fell a bit last year, but for young Vermonters, Vermonters of color, and single parents the rates remained high. Fewer families were relying on the Reach Up program for assistance in 2017, but still nearly 70,000 Vermonters lived in poverty, and over 75,000 depended on 3SquaresVT to get enough to eat. In the large majority of families with children, all parents in the household worked, but affordable, high-quality child care was out of reach for many of them." [Read the full report here.](#)

Proposed federal rule change could eliminate nutrition-assistance benefits for some Vermonters

The U.S. Department of Agriculture on Thursday announced it will tighten work requirements for adults without disabilities or dependents who receive benefits under the Supplemental Nutrition Assistance Program – known in Vermont as 3SquaresVT. It's not yet clear how severe the repercussions will be in Vermont. [Read more.](#)

Chloe Learey: Child care is a concern for all of us

"What is the impact of losing child care capacity in Vermont? It means economic growth will slow down. It means our state will continue to grow its aging demographic. It means that our workforce will shrink. It means that there will be less money spent. It means that people will not seek further education and training in their careers. It means that growing Vermont will become a

pipe dream if this critical piece of infrastructure crumbles.” [Read more.](#)

Sarah Squirrell Appointed as Commissioner of the Vermont Department of Mental Health

For the last two and half years, Squirrell has served as Executive Director for Building Bright Futures, a statewide non-profit organization that serves to monitor the state’s early care, health and education systems. Prior to serving as the Executive Director of Building Bright Futures, Squirrell worked for nearly a decade as the Director of School Based Mental Health Services for Laraway Youth and Family Services in Johnson, Vt. [Read more.](#)

Girls on the Run Seeks Spring Coaches

Spring may seem far away with this cold weather but it's closer than you think! Register to coach a Girls on the Run elementary or Heart & Sole middle school team today! This program is not possible without volunteer coach mentors (all 750 of them!) and GOTR can't wait to welcome everyone back for their 20th anniversary season this Spring. Girls on the Run is a physical activity-based, positive youth development program that inspires girls in 3rd through 8th grade to be joyful, healthy and confident. The ten-week program incorporates running to teach critical life skills, encourage personal development and foster team building and community service. Volunteer coaches utilize a curriculum to engage teams of girls in fun, interactive lessons. Teams meet twice a week for 90 minutes and the program culminates with all teams participating in a 5k event. Coach trainings will happen around the state in January and February. [Learn more and sign up.](#)

Vermont Businesses for Social Responsibility Call for Spring Conference Workshop Proposals

What lessons are you willing to share to help create organizations that value people, profit and planet? Help provide businesses with an opportunity for learning, engagement and inspiration by submitting a workshop proposal for VBSR’s 29th Annual Spring Conference on May 15th. **Workshop proposals are due by 5:00 p.m., January 21st.** Some topics or themes of particular interest for this year’s conference are Social Equity, Inclusion & Diversity, Marijuana Policies for the Workplace, Apprenticeships/Internships/Externships/Internships/Returnships, Implications of Artificial Intelligence in the Workplace, and B-Impact Assessment – Improving

your Score. [Learn more.](#)

Girl Develop It Burlington Directors Step Down

After multiple reports of racism and discrimination within the highest levels of Girl, Develop It!, which Girl Develop It Burlington Chapter Leaders believe were inadequately addressed by the national leadership, Burlington Chapter Leaders of GDI have decided to support the protest, and step down, effective immediately. The Burlington Chapter of GDI is on indefinite hold until the leadership can find a way to genuinely include women of color in its decision-making process.

[Read their statement here.](#)

The flying fraternity: Female Guard members claim barrage of harassment

“The flying fraternity: Female Guard members claim barrage of harassment” is the fifth in a Vermont Digger series of stories about allegations that male officials have mistreated women, have abused alcohol and have been given preferential treatment by superiors. “VTDigger spoke to more than 10 female former Guard members who described a toxic culture for women at the Vermont National Guard. The officials say women were routinely objectified, mistreated and passed up for promotions. These women also said that men typically faced no serious repercussions for their sexually crude or abusive behavior.” [Read more.](#)

Employment Opportunities

Vermont Works for Women is Hiring in Winooski!

Vermont Works for Women is hiring both a Technical Advisor on Women in Apprenticeships and Non-Traditional Jobs, as well as a Senior Program Manager on Women in Apprenticeships and Non-Traditional

Occupations. [Learn more.](#)

Safeline, VT is Hiring in Chelsea!

Safeline, Inc. is hiring a full-time Advocate to provide direct service advocacy for survivors of domestic violence, sexual assault, and stalking in Orange County. Safeline is dedicated to ending physical, emotional and sexual violence against women and children through direct service, education, advocacy and social change. The successful applicant will have an understanding of domestic and sexual violence, the unique needs of victims, and a passion to end violence. Job Responsibilities: Provide direct support and advocacy services for survivors of physical, sexual and emotional violence and their children through crisis calls and in-person meetings. Provide court advocacy and assistance filing out protection orders. Support victims and their families at the Orange County Special Investigations Unit. Community outreach to underserved populations to increase their accessibility and utilization of Safeline services. Manage data collections and grant reporting using Osnium (a database software for grant reporting). Competitive salary and benefits offered. This is a grant-funded position. Interested applicants

should send a cover letter and resume to Linda Ingold, Executive Director, Safeline, P.O. Box 368, Chelsea, VT 05038. Position will remain open until filled. Safeline is an equal opportunity employer. [Learn more.](#)

Vermont Businesses for Social Responsibility is Hiring in Burlington!

VBSR seeks a part time [Local First Vermont Sales Associate](#) as well as a full time [Office Manager/Bookkeeper](#). [Learn more.](#)

Funding Opportunities

Funding Available for Organizations and Programs that Support Viable Career Pathways for Vermont Women and Girls

Funding is now available from the Vermont Women's Fund at the Vermont Community Foundation for growth-stage efforts and programs that support viable career pathways and career prospects for Vermont women and girls. The Fund was established in 1994 as an enduring resource to support women and girls in the state. The Fund remains the largest philanthropic resource dedicated exclusively to this mission. A council of women from around Vermont advises the Fund and participates in its grantmaking and leadership work, including the work of its innovative partnership with the Vermont Commission on Women and Vermont Works for Women: *Change The Story*—an initiative seeking to fast-track women's economic security in Vermont. To achieve a deep and strategic impact, the will continue to focus grantmaking on an area highlighted by the research of *Change The Story*: women and girls on the

pathway to viable careers. The 2019 competitive grant program will award grants of up to \$10,000 to support growth-stage efforts and programs seeking funding to pilot a model, demonstrate effectiveness, or expand program delivery. Nonprofits may apply online at any time; applications will be accepted through February 7, 2019 at 5:00 p.m. Visit vermontcf.org/VWFGGrantmaking to learn more.

Upcoming Events

Komen New England Snowshoe Vermont

[Sunday, January 6 at 7:30 a.m., Stratton Mountain Resort](#)

This is an opportunity to take part in a beautiful 3K snowshoe run or 3K or 5K snowshoe walk held on the Nordic Trails at the Sun Bowl at Stratton Mountain Resort while fundraising to support our Bold Goal of reducing breast cancer mortality in the U.S. by 50% by 2026. Enjoy the crisp winter air while making an impact in the fight against breast cancer. Although fundraising is not required, it is strongly encouraged! Funds raised will support local organizations who are providing breast health services in Vermont and New Hampshire! No snowshoes? No problem! Demo snowshoes will be available.

Five Awake Film Screening and Speakers Panel

[Wednesday, January 9 from 5:30 – 7:30 p.m., Main Street Landing Film House, Burlington](#)

The Greater Burlington Women's Forum, in conjunction with GunSense Vermont and Steps to End Domestic Violence, present *Women Preventing Gun-Related Domestic Violence, an evening of film and discussion*. This event will include an evening screening of documentary, *Five Awake*, and a

speaker panel featuring: Donna Dees, the documentary film-maker, Clai Lasher-Sommers, Executive Director of GunSense Vermont, and Kelly Dougherty, Executive Director of Steps to End Domestic Violence. Open to the public, suggested donation is \$10 at the door.

“Powers of The Presidency” Discussion from League of Women Voters

[Wednesday, January 9 at 7:00 p.m., Kellogg-Hubbard Library, Montpelier](#)

What are the limits to presidential authority? Checks and balances? A panel of scholars will delve deep into the U.S. Constitution to answer these and other questions as they deliberate *Powers of the Presidency*, a subject of much discussion since the election.

- Matthew Dickinson, Professor of Political Science, Middlebury College, teaches courses on American politics, the presidency, and the politics of Congress.
- Lisa Holmes, Associate Professor of Political Science, UVM, specializes in judicial politics, constitutional law, gender and law, and American politics.
- Peter Teachout, Professor of Constitutional Law, Vermont Law School, is recognized for his expertise regarding constitutional law and history of Vermont and the United States.
- Marilyn Blackwell of the League of Women Voters will serve as Moderator. She is a writer and historian who worked at Vermont Historical Society and taught history at UVM, Norwich University, and Community College of Vermont.

The program is open to the public and there is no cost to attend. This event is part of the *Constitutional Crisis? Speaker Series* hosted by the League of Women Voters and Kellogg-Hubbard Library.

Reversing Roe Screening & Panel Discussion

[Monday, January 14 from 6:00 p.m. – 8:00 p.m., Main Street Landing Film House, Burlington](#)

Planned Parenthood Vermont Action Fund hosts a special screening of the Netflix documentary [Reversing Roe](#), which presents an illuminating look at the state of abortion and women's rights in America. Following the screening is a discussion about the film and what's at stake for abortion rights in Vermont. This screening of *Reversing Roe* is made possible by the generosity of Main Street Landing. The event is FREE; registration is required.

Women United Networking & Educational Evening in Franklin County

[Wednesday, January 16 from 5:30 – 7:30 p.m., 14th Star Brewery, St. Albans, VT](#)

An evening of networking and conversation with experts highlighting the power of community and relationships to support working women in Vermont. Experts will discuss the everyday challenges affecting the workforce in Vermont related to childcare, substance abuse, transportation, and housing. This interactive conversation will allow the audience to engage and reflect on the challenges and opportunities our community faces to best support our workforce. Tickets cost \$25.

Reproductive Rights Day of Action at the State House

[Tuesday, January 22 from 9:30 a.m. – 4:30 p.m., State House, Montpelier](#)

Planned Parenthood Vermont Action Fund commemorates the 46th anniversary of *Roe v. Wade*, the landmark 1973 Supreme Court decision establishing a woman's legal right to an abortion, with this a day of action at the Vermont State House.

Start Up: Comprehensive Business Planning

[Thursdays from 5:30 – 9:00 p.m. and every other Sunday from 12:00 p.m. – 6:00 p.m., January 24 – May 2, Mercy Connections, Burlington](#)

Learn the language of business. This 15-week, action-oriented class is tailored to your individual business, using the business plan as a framework. Taught by an entrepreneur instructor team and a host of guest experts in three content areas: financials, marketing, and business management.

Vermont Women's Mentoring Program Training

[Wednesdays, January 23 – February 20 from 5:30 – 7:30 p.m., Mercy Connections, Burlington](#)

Mercy Connections partners with the Vermont Department of Corrections to provide trained female volunteer mentors to incarcerated or formerly incarcerated women making the transition to sustainable lives in Northwest Vermont/Chittenden County. Mercy Connections provides a 5-week training program, ongoing support, including mentor support group meetings, education on issues which affect the re-entry process, and healthy social events. Pairs of women are carefully matched for a successful experience. Women interested in the training do not need to have prior knowledge of the criminal justice system or mentoring experience to participate.

Survival Weekend for Women

[Saturday, January 26 – Sunday, January 27, Monkton](#)

Classes will be in Monkton, VT and taught by Jessie Krebs, a former U.S. Air Force SERE (Survival, Evasion, Resistance, and Escape). In addition to being the founder & head instructor of SERE Training School's SERE-oriented survival training programs for both civilians and outdoor professionals, Jessie is h a technical consultant and on-screen survival expert for a number of international survival shows, including Science Channel's Hacking The Wild, Fox's Kicking & Screaming, and National Geographic's Mygrations, where Jessie became one of only a handful of modern human beings ever to complete a primitive crossing of hundreds of miles of Tanzanian Serengeti on foot. Jessie will offer four classes including Survive and Thrive, All About Water, Emergency Shelters, and Map and Compass Basics. \$50 per class.

Vermont Pride Benefit: M or F?

[Saturday, January 26 from 7:30 – 9:00 p.m., Chandler Center for the Arts, Randolph](#)

Youth theater artists from throughout central Vermont present a stage adaptation of *M or F?*, the 2005 novel for young adults written by Lisa Papademetriou and Chris Tebbetts. Adapted by Gene Heinrich and directed by Cher Laston, *M or F?* examines questions of gender identity, dating, and social relationships among adolescents in a high school setting. Tickets cost \$15 – 24.

Live Interview of Stephanie Land, the author of *Maid: Hard Work, Low Pay, and a Mother's Will to Survive*

[Saturday, January 26 at 6:00 p.m., Northshire Bookstore, Manchester](#)

Northshire Bookstore and Vermont Works for Women bring Stephanie Land, the author of *Maid: Hard Work, Low Pay, and a Mother's Will to Survive* to Manchester where she will be interviewed live by Jennifer Oldham, the executive director of VT Works for Women. This event is free and open to the public! Stephanie Land worked for years as a maid, pulling long hours while struggling as a single mom to keep a roof over her daughter's head. In *Maid*, she reveals the dark truth of what it takes to survive and thrive in today's inequitable society.

Vermont Community Leadership Training

[Tuesdays January 29 – May 7 from 12:30 – 3:30 p.m., Mercy Connections, Burlington](#)

Want to make a difference in your community? This 15-week program will provide you with leadership skills to help with this. This one-of-a-kind leadership and civic experience combines exciting community-based projects with leadership and self-awareness activities for all abilities. Participants will gain confidence and find their voice about the issues affecting them and their families.

Winter Doe Camp

[Friday, February 1 – Sunday, February 3, Hulbert Outdoor Center, Fairlee](#)

Don't miss this opportunity to have a fun winter weekend and receive affordable outdoor education in a stress-free, supportive environment. A Friday afternoon through Sunday weekend retreat held in February or March each year at the Hulbert Outdoor Center in Fairlee, Vermont. Total cost for the weekend is \$390.

Governors' Institutes Winter Weekends

[Friday – Sunday, February 8-10](#) & [Friday – Sunday, February 22-24](#), *Goddard College, Plainfield*

Governor's Institute Winter Weekends are short, intensive residential weekends where students in grades 9-12 dive deep into learning with peers from all over Vermont. In 2019, students can choose between Disaster Health and Epidemiology, Songwriting Boot Camp, Microcontrollers - Coding with Arduinos, Social Media, Digital Journalism & Ethics, Biological Illustration, Chaos Art, Directing Theatre, Global Education & Youth Voice, Neuroscience, and Youth Leadership & Social Issues. The Governor's Institutes guarantees financial accessibility to all with sliding scale tuition that goes as low as \$10. Find out more about course descriptions, dates and tuition selection at <http://www.giv.org/winter>.



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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