

Vermont Commission on Women

Meeting Minutes

Wednesday, January 8, 2020 | 9:30 a.m. – 12:30 p.m.

Center for Achievement in Public Service (CAPS), Schulmaier Hall, 32 College Street, Montpelier

Commissioners present:

Lisa Senecal (Chair), Ed Adrian, Nancy Brooks, Kellie Campbell, Lisa Carlson, Mary Daly, Charlotte Dennett (by phone), Erica Hare, Marcia Merrill, Kim Nolan, Lisa Ryan, Kerry Secrest

Commissioners absent:

Emilie Kornheiser, Marybeth Christie Redmond, Heidi Tringe

Advisors present:

Meredith Roberts of ANA-Vermont
Lucy Leriche of Planned Parenthood of Northern New England
Thea Wurzburg of U.S. Congressman Welch's Office
Katarina Lisaius of U.S. Senator Sanders' Office
Alison Lamagna of Vermont Works for Women

Guests: Anne Corbin from CAPS

Staff: Anna Brouillette, Cary Brown, Hannah Lane, Lilly Talbert

Presiding: Lisa Senecal

Recording: Hannah Lane

1. Welcome/Introductions

Called to order 9:36

Lisa welcomed everyone and asked them to introduce themselves.

2. Approval of December 2019 Meeting Minutes

Approval of December 2019 Minutes

MOTION made by **Kerry**, seconded by **Kim**:

To approve the December 2019 minutes as submitted.

MOTION APPROVED. Adopted as presented.

3. VCW group norms and mission alignment – facilitated discussion

Anne Corbin, HR Training & Engagement Specialist, VT Department of Human Resources facilitated a discussion aimed at getting to know each other better and mission alignment.

4. Workplaces for All campaign

Lilly gave a tour of our new Workplaces For All website and showed a video PSA. This campaign is a result of Act 183 in 2018, revising Vermont's law protecting workers from sexual harassment. We created the campaign in consultation with Vermont Attorney General's Office and Human Rights Commission.

5. Equal Pay Compact

Kerry has offered to work on an Equal Pay Compact event this spring.

Cary started by talking about the Equal Pay Compact. This was an initiative started in 2015, inspired by the Boston Women's Workforce Council's 100% Talent, to support equal pay and share data so their progress can be tracked. Ours is a light version; employers sign on to say they support equal pay and will work towards achieving equal pay at their company and/or the community at large, and to tell us some specific strategy. We don't go back to employers currently to follow-up. Ideally, we would have more communication with employers, getting them in contact with each other, and providing more support. We've been able to do a little bit of that. Kerry did an event in Brattleboro that was successful. We contracted with Kelly Walsh when we had some carry-forward money a few years ago and did some recruitment; she was very successful. We'd love Commissioners to recruit employers in their area.

The event will be held Tuesday, March 17th in the morning, probably 9:30 - 12 in Central Vermont or White River Junction area. Change The Story will come in and do a presentation which will include new data, strategies they might use, and create an opportunity for networking. Employers can get information about equal pay audits, and other programs and resources available to them.

Commissioners can let employers know about the Compact, the event, and get folks to come out. This is before Equal Pay Day, and the hope is they may go back and do something at their businesses.

Brainstorm, where are there companies you already have connections to?

VCW staff will share information to help with recruitment, including current compact signer data alphabetically, geographically, and by size. They will also share materials to help with talking points and information about equal pay, and regular updates as to who has signed on. Additionally, they will create a Facebook event that can be used to share information on social media.

6. Staff Updates

The Paid Family Leave Coalition took a stand in opposition to the current bill, and the House voted to send the bill to conference committee to work out the significant differences between the bills each chamber passed last year.

A few other pieces of legislation of note include a proposal to repeal the law against prostitution, and the Human Rights Commission wants to make new changes to the sexual harassment laws.

Tomorrow, Lisa and Cary will be on the Dave Gram radio show on WDEV at 9 am.

August 22nd will be the big 2020 event with a parade and suffrage fest. One week before, there will be a 5k.

7. Announcements

Karen Tronsgard-Scott posted that she's looking for women's clothing for women being released from CRCF early. Lisa will pass along details.

Katarina – Sen. Sanders was added as a sponsor to the bill to remove the deadline for ERA, to a bill creating a decriminalizing sex work study, he signed on to a letter opposing the announcement that Health and Human Services would not be enforcing federal non-discrimination rules, as well as an amicus brief challenging a case in Louisiana regarding abortion access.

Lisa Ryan announced a Department of Corrections update, Chief Baker, former Rutland City chief of police, has been named interim commissioner of the Department of Corrections, and she is glad to see this.

Meeting Adjourned at 12:30 p.m.