



THE STATUS OF WOMEN AND GIRLS IN VERMONT



January 2009

The Vermont Commission on Women (VCW) proudly presents this sixth edition of our report on the status of women and girls in Vermont. The report is submitted January 15th each year to the Governor, Speaker of the House, and Senate President Pro Tempore pursuant to 3 VSA § 22 (h) 6, the authorizing statute for the Vermont Commission on Women.

We are fortunate to partner with many organizations, both within our state and nationally, that work on women's issues. The Commission has learned much through coalition building, and that work has led to many successful initiatives. We'd like to thank the organizations that contributed to this report.

We hope this report fuels dialogue, encourages positive change, inspires partnerships, and assists efforts to improve the lives of women and girls in Vermont.

If you have need for any information about women in Vermont, or if you have ideas about what you'd like to see in subsequent reports, we sincerely welcome your feedback. Our offices are located at 126 State Street, Montpelier. You can also reach us by visiting www.women.state.vt.us or by calling 802-828-2851 or 800-881-1561.



*Wendy Love
Executive Director*

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LEADERSHIP AND PUBLIC LIFE



"It's encouraging that the numbers of women serving in leadership positions has increased over the years, yet, like the wage gap, the pace of improvement is slow. The Vermont Commission on Women (VCW) strives to encourage Vermont women to take an active role in their communities and government."

Marcia Merrill

Chair, Vermont Commission on Women

WOMEN RUNNING FOR THE STATE LEGISLATURE 1990-2008

Vermont Senate Races - 1990-2008					
Number of Women - Who Ran, Who Won					
Year	# Who Ran	# Who Won	Total Candidates	% Women Running	% Women That Ran Who Won
1990	9	4	64	14%	44%
1992	13	10	65	20%	77%
1994	20	10	68	29%	50%
1996	15	10	68	22%	67%
1998	16	10	68	23%	63%
2000	11	9	75	15%	81%
2002	16	9	72	22%	56%
2004	19	13	60	31%	68%
2006	13	10	56	23%	77%
2008	18	10	59	31%	56%

Vermont House Races - 1990-2008					
Number of Women - Who Ran, Who Won					
Year	# Who Ran	# Who Won	Total Candidates	% Women Running	% Women That Ran Who Won
1990	61	38	210	29%	62%
1992	70	43	265	26%	61%
1994	66	36	255	26%	55%
1996	82	46	269	30%	56%
1998	68	42	264	26%	62%
2000	80	38	267	30%	47%
2002	72	48	269	27%	67%
2004	83	50	257	32%	60%
2006	85	57	245	35%	67%
2008	93	57	260	36%	61%

Source: VCW Analysis Of Election Data, Vermont Secretary Of State's Office

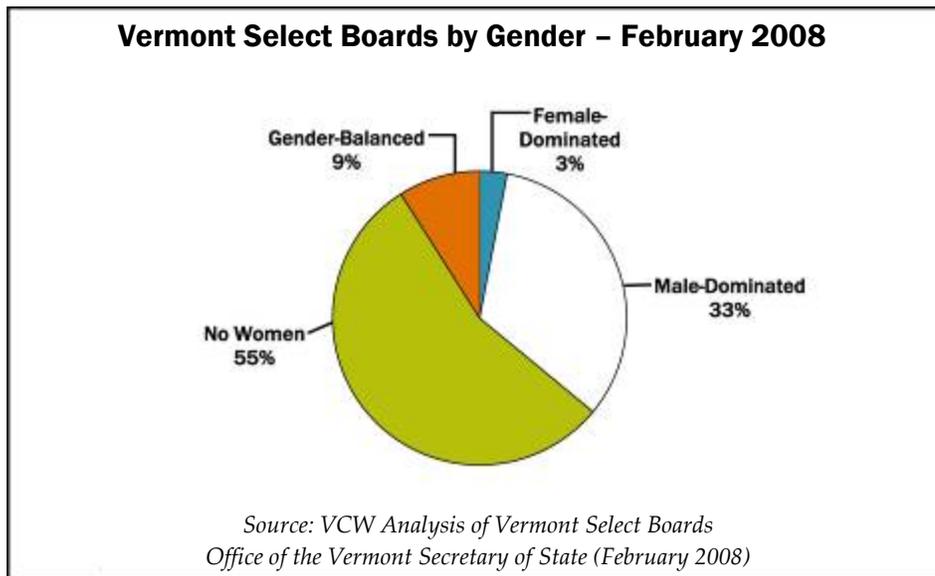
WOMEN SERVING IN THE VERMONT LEGISLATURE

Women in the Vermont Legislature 1921-2008										
	Senate #	House #	Senate % Women	House % Women			Senate #	House #	Senate % Women	House % Women
1921	0	1	0.0%	0.4%		1966	2	16	6.7%	10.7%
1923	1	4	3.3%	1.6%		1967	2	20	6.7%	13.3%
1925	0	11	0.0%	4.5%		1969	3	21	10.0%	14.0%
1927	0	8	0.0%	3.3%		1971	3	18	10.0%	12.0%
1929	1	8	3.3%	3.3%		1973	3	14	10.0%	9.3%
1931	1	14	3.3%	5.7%		1975	1	20	3.3%	13.3%
1933	2	8	6.7%	3.3%		1977	2	23	6.7%	15.3%
1935	1	14	3.3%	5.7%		1979	3	32	10.0%	21.3%
1937	1	15	3.3%	6.1%		1981	4	32	13.3%	21.3%
1939	1	12	3.3%	4.9%		1983	4	27	13.3%	18.0%
1941	0	17	0.0%	6.9%		1985	4	38	13.3%	25.3%
1943	0	31	0.0%	12.6%		1987	3	42	10.0%	28.0%
1945	1	45	3.3%	18.3%		1989	6	51	20.0%	34.0%
1947	3	35	10.0%	14.2%		1991	7	50	23.3%	33.3%
1949	1	24	3.3%	9.8%		1993	11	53	36.7%	35.3%
1951	2	36	6.7%	14.6%		1995	12	43	40.0%	28.7%
1953	2	54	6.7%	22.0%		1997	12	48	40.0%	32.0%
1955	2	46	6.7%	18.7%		1999	10	48	33.3%	32.0%
1957	2	49	6.7%	19.9%		2001	9	44	30.0%	29.3%
1959	4	42	13.3%	17.1%		2003	9	46	30.0%	30.7%
1961	5	44	16.7%	17.9%		2005	10	50	33.3%	33.3%
1963	3	43	10.0%	17.5%		2007	10	57	33.3%	38.0%
1965	1	44	3.3%	17.9%		2009	10	57	33.3%	38.0%
From 1921 to 1965 there were 246 House members						From 1966 onward there were 150 House members				
Source: Donald G. Milne, Clerk of the Vermont House										

In her book, *Pearls Politics & Power: How Women Can Win and Lead*, Governor Madeleine Kunin lists a number of reasons why women are reluctant to run for public office: lack of confidence, enduring public criticism, raising money, taking the risk of losing, and giving up their privacy. However, in Vermont, when women decide to run for the legislature they are much more likely than men to win.

Colorado has the largest percentage of women in the legislature at 39%; New Hampshire is in second place with 37.3% and Vermont is a close third with 37.2%.

WOMEN SERVING ON VERMONT SELECT BOARDS



In 2008 there were 283 select boards with a total of 1,010 members. However, only 19% were women. Overall, 88% of select boards had no women members or were male-dominated.

WOMEN SERVING ON VERMONT BOARDS AND COMMISSIONS 2007

Board Membership

- Total number of Vermont boards & commissions: 207
- Male dominated: 102 (49%)
- Gender balanced: 75 (36%)
- Female dominated: 30 (14%)

Boards That Pay a Per Diem

- Total number of boards & commissions with per diems: 116 (56%)
- Male dominated with per diems: 54 (47%)
- Gender balanced with per diems: 48 (41%)
- Female dominated with per diems: 13 (11%)

Source: VCW Analysis of Vermont Boards and Commission, Office of the Vermont Secretary of State



Since 2005 there have been seven additional commissions created and the number of boards that offer a per diem has increased from 104 to 115. Boards that have a majority of women members are the least likely to offer a per diem. In 2005, 16% of the “per diem” boards had a majority of women members; that percentage dropped to 11% in 2007.

ECONOMIC SECURITY AND EQUITY



"VCW works to ensure that women will be protected against wage discrimination, encourages employers to provide flexibility and leave time, and supports women entrepreneurs in their efforts to develop new and creative businesses. Economic security for women means economic strength and stability for their families."

Mary Claire Carroll
Chair, VCW's Economic Security and Equity Committee

THE GENDER WAGE GAP IN VERMONT

Women's Earnings as a Percent of Men's		
Year	Vermont	U.S.
1998	76.5%	76.3%
1999	82.2%	76.5%
2000	83.7%	77.0%
2001	81.7%	76.4%
2002	79.8%	77.9%
2003	82.4%	79.5%
2004	85.0%	80.4%
2005	83.1%	81.0%
2006	81.3%	80.8%
2007	81.5%	80.2%

Source: Bureau of Labor Statistics, September 2008

Calculated using annual average median weekly earnings of full-time wage and salaried workers.



The wage gap is real in Vermont. In 2006 the median wage for a man was \$16.08/hour while the median wage for a woman was \$13.82/hour resulting in almost \$5,000 less a year for the typical Vermont family to take care of basic needs. Vermont's wage gap is smaller than some other states because Vermont has fewer manufacturing jobs and fewer minority women who historically have been paid only 50-60% of what men make.

According to the *Institute for Women's Policy Research*, the wage gap is even larger if one looks at the ratio of women's to men's median annual earnings, as opposed to the median weekly earnings reported above, because women tend to work fewer hours per year. However, the wage gap has remained essentially unchanged for the past nine years. In addition, women's and men's real (inflation-adjusted) annual earnings have fallen for the third consecutive year.

FAMILIES IN VERMONT

By Household

- Total households: 253,808
- Total family households: 162,721 (64% of total households)
- Family households with children under 18 years: 74,020 (45.4% of family households)
 - Married couple family households: 51,220 (69.2% of family households with own children under 18)
 - Male householder, no wife present: 5,424 (7.3% of family households with own children under 18)
 - Female householder, no husband present, with own children under 18 years: 17,376 (23.5% of family households with own children under 18)

By Workforce Participation

- Families with children under 6: 38,799
 - % with all parents in workforce: 67.9%
- Families with children 6-17 years: 89,110
 - % with all parents in workforce: 77.6%

Source: U.S. Census Bureau, 2006 American Community Survey Estimates

DIVORCE

Legal Representation in Divorce 2007-2008				
Representation	Families with Children		Families without Children	
	# Cases	% Cases	# Cases	% Cases
Attorney	382	25%	283	19%
Mixed	293	19%	275	18%
Pro Se	787	52%	889	59%
Unknown	51	3%	51	3%
TOTAL	1513		1498	
Attorney: defendant and/or plaintiff was/were represented by attorney(s) before the case was closed and represented at time of closing				
Mixed: defendant and/or plaintiff was/were represented by attorney(s) before the case was closed or entered a pro se appearance before the case was closed.				
Pro Se: defendant and/or plaintiff entered a pro se appearance before the case was closed; no attorney appearances noted.				
Unknown: no pro se or attorney appearance by/for defendant or plaintiff were noted.				
Source: Court Administrator's Office, Vermont Supreme Court				



Although divorcing couples with children are slightly more likely to have an attorney representing at least one party in the divorce, the majority of Vermonters represent themselves (pro se) regardless of whether there are children involved. Divorce is a factor in approximately 36% of VCW's information and referral calls. Many women can't afford private counsel. It's difficult to get free legal representation in a divorce in Vermont unless there is domestic violence involved, or the individual speaks English as a second language.

STATE GOVERNMENT EMPLOYMENT

Annual Salary by Job Type and Gender (FT employees only), December 2008						
Annual Salary	Classified			Exempt		
	Women	Men	% Women	Women	Men	% Women
<\$25,000	64	53	54.7%	0	0	
\$25,000-\$35,000	610	643	48.6%	31	6	83.7%
\$35,000-\$45,000	1,202	1,027	53.9%	45	20	69.2%
\$45,000-\$55,000	979	969	50.2%	61	28	68.5%
\$55,000-\$65,000	484	619	43.8%	33	29	53.2%
\$65,000-\$75,000	189	334	36.1%	36	61	37.1%
>\$75,000	81	233	25.7%	63	138	31.3%
TOTAL	3,609	3,878	48.2%	269	282	48.8%

Source: Department of Human Resources, Human Capital Management System (HCM)

Data includes all full-time Executive Branch employees (classified and exempt) for fiscal year 2008. Annual salary is base rate and does not include benefits or overtime.

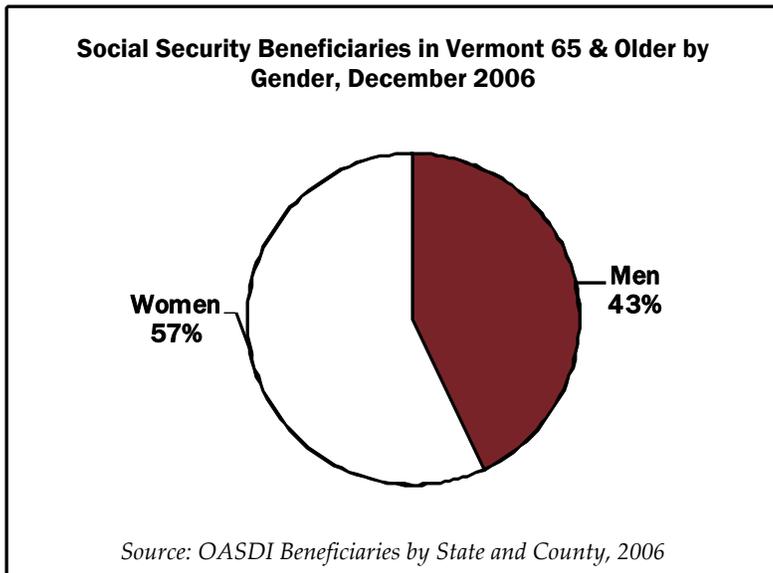


As many women can attest, the glass ceiling is real—women are now well represented in middle management but not leadership positions. This is true even in Vermont state government where there has been a concerted effort to base pay on comparable skill levels, education and responsibilities. Even so, this year only 27% of those making over \$75,000 a year are women, while 48% of the state workforce is female.

According to the Vermont State Department of Human Resources, the gap in the average pay between men and women has substantially decreased since 2004.

Factors that contribute to the continuing gap are a differential in the average length of service (on average, the length of service is longer for men) and the fact that some highly paid professions, such as engineering and law enforcement, are dominated by males.

SOCIAL SECURITY BY GENDER FOR RECIPIENTS OVER AGE 65



Social Security matters to women: women live longer than men, spend more time in retirement and are widowed more frequently. Fewer women participate in employer provided retirement plans. Fewer women receive pensions. Poverty rates are higher for women age 65+ than for men.

Social Security payments to women age 65+ are, on average, lower than payments to men age 65+ because their earnings are lower and they spend less time in the workforce. In December of 2006, 34,692 men received an average monthly benefit of \$1179.75 while 45,364 women received an average monthly benefit of \$886.91. The difference adds up to over \$3,500 per year.

PROFILE OF PAID SICK LEAVE IN VERMONT PRIVATE SECTOR FIRMS

Paid Sick Leave by Company Employee Size 2007				
# Employees	Offer No Paid Sick Leave	Offer Paid Sick Leave	Offer Consolidated Leave*	Ave. # Days Offered**
1-9	65%	31%	4%	6.4
10-19	49%	43%	8%	6.2
20-49	39%	48%	13%	6.9
50-249	38%	49%	13%	6.9
250+	18%	47%	35%	9.3
AVERAGE	57%	36%	7%	6.6
* Consolidated leave combines vacation leave, sick leave and possibly other time off into a single pool.				
** Excludes firms which offer consolidated leave in lieu of sick leave				
Source: Vermont 2007 Fringe Benefit Study, Vermont Department of Labor				

Over 57% of Vermont’s private employers offer no paid sick days or consolidated leave to their approximately 106,000 employees. Paid sick leave includes time off for an illness, medical visits or to care for a sick family member. Low-wage workers and women are the most acutely affected by a lack of paid sick days. Working women increasingly find themselves in the position of being the dominant caregivers, thus are more likely to lose income when they or a family member become sick.



National studies indicate that half of working mothers miss work when a child comes down with a common illness—with two-thirds of low-income mothers and one-third of middle and upper income mothers reporting lost pay to care for a sick child. The above figures do not reflect that many mothers cannot afford to lose a day’s wages and come to work sick, or send a sick child to child care or school.

In a recent Vermont poll conducted for *Voices for Vermont Children*, 88% of respondents felt that companies should offer paid sick leave, and 77% felt that there should be legislation mandating a minimum number of paid sick days.

VERMONT WOMEN IN FARMING (2002)

- Farms in Vermont: 6,571 (farm: produces and sells \$1,000 or more of agricultural products per year)
- Women Operators: 3482 (operator: major decision-maker)
- Woman as Principal Operator: 967 (principal operator: in general control of farming operations)
- NOFAVT Certified Organic Farms in Vermont: 543
- Organic Farms with Primary Women Operators: 40
- Majority of Farming Women Report Farming as their Primary Occupation: 1,658 of all farming women, and 52% of principal operators
- Majority Reported Being At The Farm 10 Years Or More: 2,264 of all farming women, 62% of principal operators
- Average Age of Farming Women: 50.3

Source: 2002 Census of Agriculture, U.S. Department of Agriculture (USDA); Women's Agricultural Network (WAgN); NOFAVT (Northeast Organic Farming Association of Vermont)



The Department of Agriculture reports that there are 80 percent more women farming in the U.S. than there were 20 years ago. According to the Women's Agricultural Network, while Vermont's women-operated farms are generally smaller, they are more likely to embrace new markets and market strategies, like selling directly to consumers or producing organic products.



HEALTH, SAFETY AND CIVIL RIGHTS



“The Vermont Commission on Women is working for a world where women are free from violence, where body image is not the defining worth of a teenage girl, where wellness reigns and cancer is rare and where women will make good choices in their lives. We believe that we will help create this world one step at a time.”

Carol Buchdahl

Chair, Health, Safety, and Civil Rights Committee

WHAT VERMONT TEEN GIRLS SAY ABOUT HEALTH AND WELLNESS

The Vermont Commission on Women and the Girl Scout Council of Vermont collaborated on their 3rd statewide research study of Vermont girls in grades 6 through 12. The online survey focused this year on diet, nutrition and exercise.

Body Image

- 95% felt appearance was somewhat to very important
- 39% were concerned about being overweight
- 40% reported thinking negatively about their body one to three times a week
- 60% compare their bodies to celebrities

Habits and Behaviors



- 1 in 20 reported considering suicide every day
- 1 in 8 struggles with feeling sad and hopeless every day
- 1 in 33 binge and purge to lose weight
- 21% skip breakfast
- 67% of respondents spend 1-3 hours on the phone, computer, playing video games, text messaging or watching TV
- 60% indicated they had ridden in a car with a driver who was talking or text messaging on a cell phone

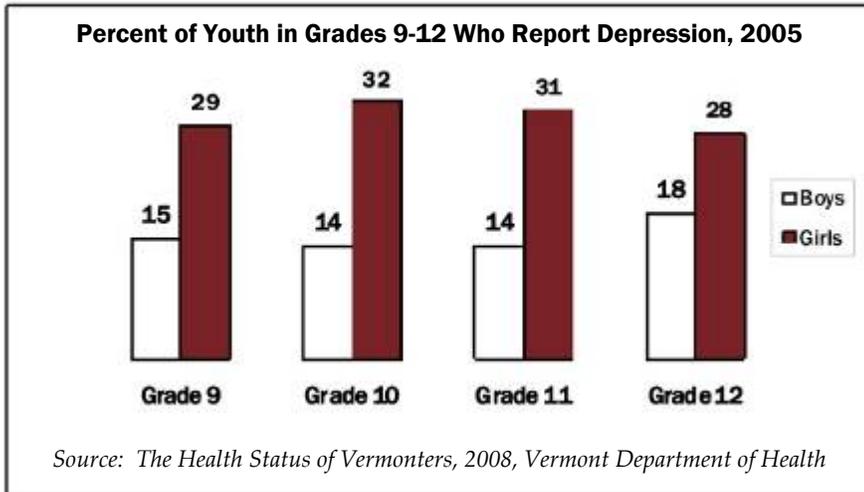
Influence of Mothers

- Over half listed their mothers as the person they go to for information about health and healthy living and as the person they pattern health decisions after
- Girls with mothers who perceive themselves fit were more likely to report a positive self-image
- Girls with a positive self image were praised for positive behavior and complimented more by parents.



Source: *Statewide Survey of Vermont Girls, VCW and Girl Scout Council of Vermont, 2008*

YOUTH DEPRESSION AND AGE/GENDER



Over twice as many girls as boys in grades 9-12 reported depression in 2005. According to the Vermont Department of Health's *Health Status of Vermonters 2008*, "Without prevention early screening and intervention, their problems will become more acute and severe, they will take longer to heal, and they will require more intensive and expensive treatments."

TEENS AND BODY IMAGE



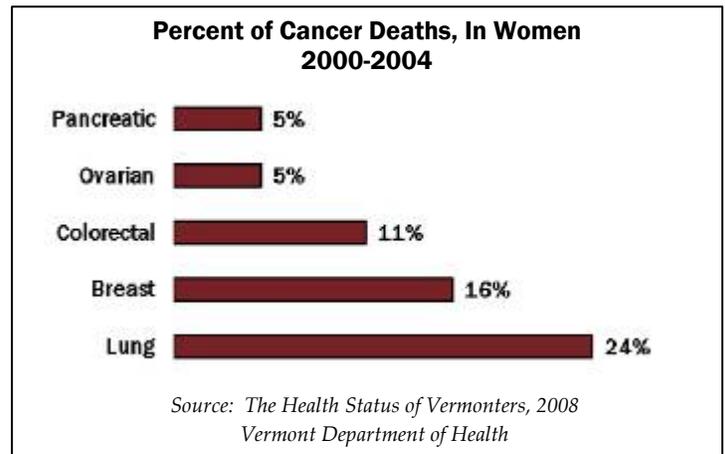
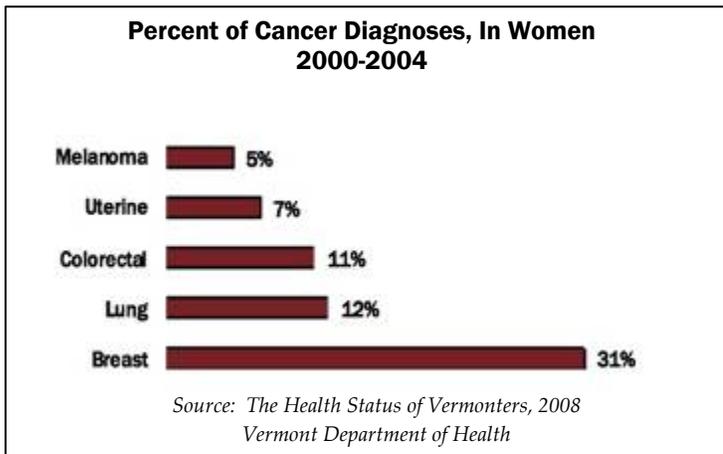
Even though approximately the same percentage of boys and girls think that they are about the right weight, almost twice as many girls are trying to lose weight. Underweight boys are more likely to want to gain weight while almost no underweight girl tries to gain weight. These results are not surprising since society "values" thin girls and boys who bulk up.

What Are Students' Perceptions Of Their Weight? 2007		
	Girls	Boys
Overweight	34%	25%
About the right weight	56%	60%
Underweight	9%	15%

What Are Students Trying To Do About Their Weight? 2007		
	Girls	Boys
Lose Weight	58%	29%
Stay the Same	19%	20%
Gain Weight	3%	22%
Nothing	20%	30%

Source: *Vermont Department of Health, 2007 Youth Risk Behavior Survey*

WOMEN, CANCER AND SMOKING



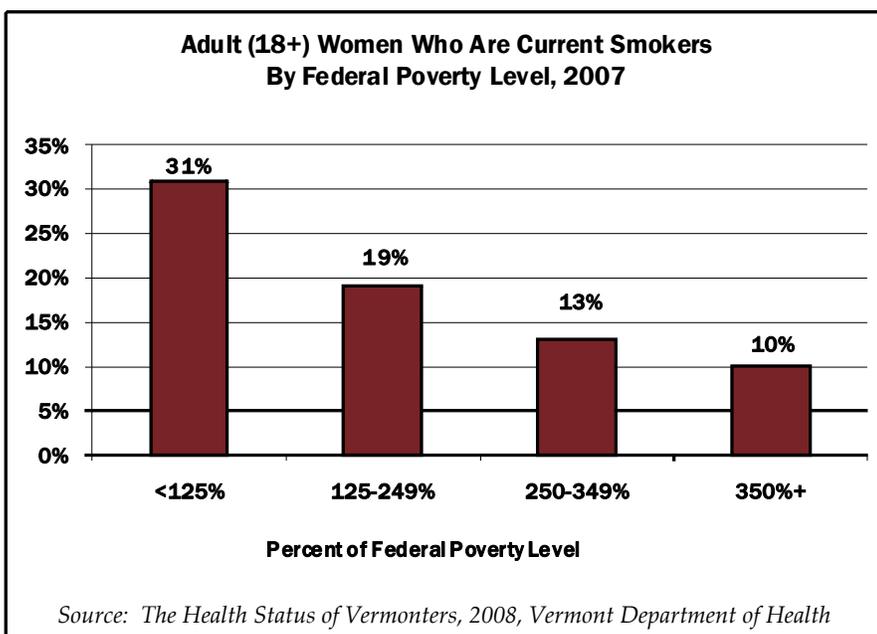
Although breast cancer is the most prevalent cancer in women, lung cancer is the leading cause of cancer deaths among women.

New Lung Cancer Cases by Gender/Age
Per 100,000 (2000-2004)

	Age 25-44	Age 45-64	Age 65 +
Women	8.8	69.9	257.6
Men	5.1	95.1	501.9

Source: *The Health Status of Vermonters, 2008*, Vermont Department of Health

Lung cancer used to be more prevalent in men. However, in the 25-44 age group, the rate of new lung cancer diagnoses for women exceeds that of men.



For women, smoking is related to economic status—the higher the economic status, the less likely a woman is to smoke. Despite the fact that smoking during pregnancy increases the probability of a low birth weight baby, approximately 19-20% of pregnant Vermont women smoke. When this is broken out by age, 42% of women younger than 20 smoked during pregnancy, compared with 9% of women over 30 who gave birth. In addition, smoking is linked to heart disease, by far the leading cause of death for women.

DOMESTIC AND SEXUAL VIOLENCE BY THE NUMBERS

- 7% of Vermont students reported being hit, slapped, or physically hurt by a boyfriend or girlfriend
- 11% of Vermont students reported that they were touched against their wishes or were forced to touch someone else sexually. Girls were over 3 times more likely to report this.

Source: Vermont Department of Health, 2007 Youth Risk Behavior Survey



- 64% of all Vermont homicides in '07 were domestic violence related
 - 50% of all Vermont homicides during the 13 years from 1994-2007 were domestic violence related
 - 95% of 2006 violent crimes involved intimate partners, family members or acquaintances
 - 1,272 persons were under the supervision of Corrections in June '07 for domestic violence related offenses
-
- From 2006-2007 there was a 27% increase in bed occupancy in domestic violence shelters and crisis centers
 - 15,259 hotline calls were made in '07
 - 8,184 children were exposed to domestic violence in their homes

Source: 2008 Domestic Violence Fatality Review Commission Report, State of Vermont

EDUCATION AND HUMAN DEVELOPMENT



“More Vermont women attain a higher level of education than men, but their achievements do not assure them comparable wages or freedom from poverty. VCW supports educational opportunities and training initiatives that help women reach their full potential.”

Eileen Boland

Chair, Education and Human Development Committee

EDUCATION, EARNINGS, AND POVERTY

Highest Educational Attainment by Gender, Age 25+		
	Women	Men
Less than 9th grade	3.2%	3.9%
9th to 12th grade, no diploma	5.6%	7.7%
High school graduate (includes equivalency)	30.6%	34.3%
Some college, no degree	17.8%	14.9%
Associate's degree	9.3%	7.8%
Bachelor's degree	20.9%	18.3%
Graduate or professional degree	12.5%	13.1%

Source: Vermont Population, 2006 American Community Survey, U.S. Census Bureau



Educational Attainment Level Over Time		
	Women	Men
Population 65 years and older		
High school graduate or higher	78.1%	75.8%
Bachelor's degree or higher	19.0%	30.4%
Population 45-64 years		
High school graduate or higher	93.9%	90.9%
Bachelor's degree or higher	38.8%	34.1%
Population 35-44 years		
High school graduate or higher	96.1%	90.5%
Bachelor's degree or higher	35.5%	28.3%
Population 25-34 years		
High school graduate or higher	95.1%	92.0%
Bachelor's degree or higher	36.2%	29.2%
Population 18-24 years		
High school graduate or higher	78.3%	81.9%
Bachelor's degree or higher	11.6%	5.3%

Source: Vermont Population, 2006 American Community Survey, U.S. Census Bureau

Earnings by Highest Educational Attainment by Gender, 2006				
	Women	Men	Difference	Women's Wages as a % of Men's
Less than high school graduate	\$13,034	\$22,373	\$9,339	58.2%
High school graduate (includes equivalency)	\$20,586	\$31,584	\$10,998	65.1%
Some college or associate's degree	\$25,728	\$35,627	\$9,899	72.2%
Bachelor's degree	\$31,770	\$46,933	\$15,163	67.6%
Graduate or professional degree	\$37,528	\$56,989	\$19,461	65.8%

Source: 2006 American Community Survey, Vermont, U.S. Census Bureau

Living Below the Poverty Level and Educational Attainment by Gender, 2006

	Women	Men
Less than high school graduate	30.1%	17.0%
High school graduate (includes equivalency)	10.6%	6.0%
Some college or associate's degree	9.1%	4.0%
Bachelor's degree	4.3%	4.2%
Graduate or professional degree	4.0%	1.9%

PTF: Pre Technical Foundation classes are shorter usually semester long classes for 9th/10th graders to get a "taste of the skill"

Source: Vermont Population, Ages 25 + 2006 American Community Survey, U.S. Census Bureau



More women have a bachelor's degree or higher than men in Vermont for every age group under 65. Having a college degree pays off in future earnings for both men and women. However a woman with a college degree only earns a few hundred dollars more than a man with a high school diploma; a woman with a graduate or professional degree earns less than a man with a bachelor's degree. Education does not erase or mitigate the wage gap.

Poverty is highly correlated with educational attainment. However, at almost every level of educational attainment, women are almost twice as likely to live in poverty.

CAREER AND TECHNICAL EDUCATION BY GENDER

Traditional Women's Career Path Programs 2008

	Enrollment	Girls	Boys	% Girls
Intro to Cosmetology	24	24	0	100%
Cosmetology	168	165	3	98%
PTF Arts, A/V Tech. & Comm.	47	44	3	94%
Human Services	309	289	20	94%
Dental Assistant	33	30	3	91%
Allied Health Services	280	243	37	87%
Bus-Adm. Information Support	66	51	15	77%
PTF Information Technology	65	48	17	74%
TOTAL	992	894	98	90%

PTF: Pre Technical Foundation classes are shorter usually semester long classes for 9th/10th graders to get a "taste of the skill"

Source: Vermont Department of Education, 2008 Secondary Programs (daytime)

Traditional Men's Career Path Programs 2008

	Enrollment	Girls	Boys	% Girls
Horticulture	53	20	33	38%
Multimedia Design	79	29	50	37%
Animation & Web Design	42	15	27	36%
PTF Business & Marketing	141	50	91	35%
Emergency & Fire Mgmt.	48	16	32	33%
Video Production	103	33	70	32%
PTF Information Technology	161	45	116	28%
PTF Ag, Food & Nat. Res.	264	60	204	23%
Environmental Sci. & Tech.	40	9	31	23%
Pre-Tech Exploratory	238	51	187	21%
PTF Sci., Tech., Eng. & Math	258	46	212	18%
Drafting & Design	172	24	148	14%
Engineering Technician	46	6	40	13%
Computer Network Mgmt.	24	3	21	13%
Diesel/Truck Mechanic	26	3	23	12%
Precision Machining Technology	60	6	54	10%
PTF Arch. & Construction	142	13	129	9%
Computer Installation & Repair	123	11	112	9%
Automotive Technology	380	31	349	8%
PTF Manufacturing	63	5	58	8%
Welding/Metal Fabrication	43	3	40	7%
Construction Trades	326	22	304	7%
Forestry/Natural Resources	184	12	172	7%
Heating, Ventilation & AC	33	2	31	6%
PTF Transportation	70	4	66	6%
Auto Body Repair	87	4	83	5%
Electrical Engineering Tech.	65	2	63	3%
Agricultural Mechanics	79	2	77	3%
Industrial Mechanics	40	1	39	3%
Heavy Equipment	42	1	41	2%
Elec./Electronics Occupations	55	1	54	2%
TOTAL	3487	530	2925	15%

PTF: Pre Technical Foundation classes are shorter usually semester long classes for 9th/10th graders to get a "taste of the skill"

Source: Vermont Department of Education, 2008 Secondary Programs (daytime)

Gender-balanced Programs 2008

	Enrollment	Girls	Boys	% Girls
Law Enforcement	78	31	47	40%
Entrepreneurship	25	10	15	40%
Design Visual Communication	83	39	44	47%
Bus-Financial Support Occ.	168	80	88	48%
Culinary Arts	302	146	156	48%
Performing Arts	56	30	26	54%
Marketing	107	60	47	56%
Graphic Arts	63	36	27	57%
PTF Animals	33	19	14	58%
PTF Hospitality	96	58	38	60%
TOTAL	1011	509	502	50%

Source: Vermont Department of Education, 2008 Secondary Programs (daytime)

COLLEGE MAJOR PLANS

College Major Plans by Gender–2007

Major/Program	All College Bound Seniors	Girls	Boys
Business	12.6%	11.6%	13.9%
Health Professions	10.6%	16.0%	3.9%
Engineering	8.1%	1.4%	16.5%
Visual and Performing Arts	7.2%	8.1%	6.1%
Education	5.7%	8.8%	1.7%
Biological and Biomedical Sciences	5.3%	5.8%	4.7%
Psychology	4.3%	6.1%	2.0%
Social Science	3.9%	3.9%	3.9%
Communication	2.8%	3.2%	2.3%
Undecided	14.2%	15.7%	12.3%

Source: Vermont Student Assistance Corporation, Senior Survey Class of 2007



Even though jobs can no longer be advertised as “male-only” or “female-only,” the labor market is still gender-segregated. The majority of students at career and technical centers still tend to go into traditional male or female occupations, although there are some programs that are gender-balanced or are moving in that direction, with girls going into male-dominated programs rather than vice versa.

Vermont Student Assistance Corporation’s senior survey for the class of 2007 found that health professions and education are still the overwhelming choice of major for young women, while engineering is still almost an exclusively male major. Interestingly, a number of other programs are more gender-balanced.

VT COMMISSION ON WOMEN'S INFORMATION & REFERRAL PROGRAM

One of the more rewarding and challenging tasks at VCW is answering information and referral inquiries. Callers (and increasingly those using e-mail) tend to come to us when they don't know where to start or have exhausted all other known avenues of help. In many cases they have multiple issues that they want to address.

Using our comprehensive 160-page women's resource directory (also available on our website) staff is able to direct clients to the most local and most appropriate resource(s) for assistance. If requested, staff calls agencies or organizations on the individual's behalf, closing the communication loop or resolving a situation. If needed, staff conducts additional research.

The volume of calls more than doubled in the month of September 2008 from the same period in 2007.

Top 10 Requests By Topic (2008)

- VCW Publications Request (see below for list)
- Sexual Harassment
- Health and Health Insurance
- Employment
- Economic Development
- Housing
- Lawyer
- Organizations
- Violence
- Families

VCW Publications:

- The Legal Rights of Women in Vermont
- Getting Appointed to Vermont State Boards and Commissions
- Sexual Harassment in the Workplace-A Guide for Employers and Employees
- The Vermont Guide to Parental and Family Leave
- Equal Pay: Your Rights and Obligations as a Vermont Employee or Employer
- Women and Managed Care--a set of comprehensive educational materials for consumers
- Starting a Small Business in Vermont
- Sexual Harassment Trainers in Vermont List
- Information and Referral List for Educational Scholarships, Loans and Grants
- Fact Sheet: Vermont Supports Working Nursing Moms
- Salary, Benefits, and Flexible Workplace Issue Trainers Listing

All available at our website: www.women.state.vt.us, or by calling 1-800-881-1561

VCW COMMISSIONERS

Marcia Merrill of Jericho, Chair of the Vermont Commission on Women

Commissioner Merrill is a partner in Montgomery and Merrill, P.C., a women-owned public accounting firm in Burlington. She is responsible for Audits and Accounting, working primarily with small businesses, start-up businesses, and not-for-profit organizations. In conjunction with her work, she provides pro bono accounting services for several non-profit organizations and mentors college students considering careers in accounting.

Commissioner Merrill was a Vermont delegate to the White House Conference on Small Business and completed Lake Champlain Regional Chamber of Commerce's training institute, Leadership Champlain. She is past state president of the Vermont Federation of Business and Professional Women (BPW), past member of

the national board of directors for the BPW/USA, and attended the BPW/USA National Leadership Institutes from 1998 to 2002. Commissioner Merrill chaired the board of a day care and has served as a board member of a food co-op, the Vermont Council for Rural Development, and the Champlain Initiative, a long-range community action organization. Commissioner Merrill has two sons, both of whom are married to smart, talented working women. Her professional memberships include the American Institute of Certified Public Accountants and the Vermont Society of Certified Public Accountants. Commissioner Merrill holds a BA, Summa Cum Laude, from William Smith College and an MBA from Rochester Institute of Technology.

Laine Dunham Akiyama of Manchester

Commissioner Akiyama is Deputy Director and Creative Director of Hildene, The Lincoln Family Home in Manchester. She has a degree in Illustration from Art Center College of Design in California and has worked for twenty-five years as a producer and designer in the themed entertainment industry, including for Walt

Disney Imagineering, Sony Development, and MCA Universal. Commissioner Akiyama is a 2007 graduate of the Snelling Center for Government's Vermont Leadership Institute, is on the board of The Shires Regional Marketing Program, and is a charter member of the National Museum of Women in the Arts.

Cary Brown of Montpelier

Commissioner Brown is currently the Internship Coordinator at Norwich University. Prior to that position, she served as the Interim Executive Director of Turtle Island Children's Center, Director of Girls Programs at Northern New England Tradeswomen (now Vermont Works for Women), and Director of the Women in Technology Project at Vermont

Technical College. Commissioner Brown is a graduate of Haverford College and has an elementary education teaching certificate. She lives in Montpelier with her husband and two children.

Gretchen Bailey of Burlington

Commissioner Bailey is an attorney and currently the Casework Coordinator in Senator Bernie Sanders' Burlington Office. She has worked in constituent advocacy since 1997, and her primary interests are economic and social justice. She spent several years as a staff attorney at Vermont Legal Aid, Inc. and as an assistant city attorney for the City of Burlington. She served as vice chair of the Vermont Coalition for the Equal Rights Amendment, and as chair of the Women's Division of the Vermont Bar

Eileen Boland of Wheelock

Commissioner Boland's interest in women's issues began with her involvement in Vermont's efforts to pass the Equal Rights Amendment in the early 1980s. She has remained concerned with women's issues throughout her work with senior management teams in education and state government. Commissioner Boland is currently human resource director for St. Johnsbury Academy. She was Commissioner of the State Department of Human Resources (formerly Personnel) from 1997-2000 where she was a member of the Governor's Affirmative Action

Retta Dunlap of Woodbury

Commissioner Dunlap is executive director of Vermonters for Better Education (VBE), which advocates for education reform in Vermont. She is the editor of the Vermont Education Report (VER), an email publication of VBE. She is also executive director of Vermont Home Education Network (VHEN), an organization that works to enhance home education in Vermont. In addition to homeschooling her own children, she coordinated activities for a local homeschool group for 12 years. For the past seven years, she

Association. She was a founder of and has been a board member of the Burlington Community Land Trust (now the Champlain Housing Trust). She has served as a board member of the Committee On Temporary Shelter (COTS), and was a long time member of the Burlington Women's Council. She received a BS from Lincoln Memorial University, a MS in Foreign Service from Georgetown University and a Juris Doctor from Georgetown University Law Center.

Council. Numerous community and civic involvements include serving as trustee and Secretary for the St. Johnsbury Athenaeum, as chair of Caledonia County Democrats, and as Justice of the Peace for her hometown of Wheelock where she lives with her husband and two children. She is current chair of VCW's Education and Human Development Committee. She holds a BFA in photo illustration from the Rochester Institute of Technology and an MA in Education Administration and Supervision from Johnson State College.

has worked at the legislature monitoring issues pertaining to education and parental rights. Commissioner Dunlap's efforts in the area of women's issues have focused on providing women with the ability to care for their families. She has educated women about their rights through one-on-one aid, workshops, and message boards. She has four children and lives in Woodbury with her husband and four basset hounds.

Carol Buchdahl of Saxtons River

Commissioner Buchdahl, RN, M.A. is Manager of Leadership Development and Organizational Learning for the Technology Extension Division (TED) of Vermont Technical College. Her work with TED involves facilitating and consulting for businesses throughout New England.

Commissioner Buchdahl served in the Vermont Legislature from 1997-1999 as a Representative

Anne McClaughry of Kirby

Commissioner McClaughry is the mother of two women and grandmother of three girls. She has been active in support of girls and women through her work on the Girl Scout Council of Vermont board of directors and Bennington County Project Against Violent Encounters. She also serves on several other boards and commissions reflecting her interest in strong

Mary Claire Carroll of Richmond

Commissioner Carroll is a professional photographer doing business as Carroll Photos.

She is a partner in Vitzthum & Carroll, L.L.P., an advocacy firm devoted to the political empowerment of non-profits working to enhance the quality of life of Vermonters. Commissioner Carroll is a long-time member of Burlington Business and Professional Women (BPW), a

Victoria Young of Proctor

Commissioner Young has retired from a career in management of non-profit organizations and is the immediate past chair of VCW. Currently she serves as chair of the Rutland Regional Health Services/Rutland Regional Medical Center Board of Directors. In addition, she serves on the boards of Vermont Public Radio and the Sunset

from Georgia, and was Clerk of the House Commerce Committee. She presently serves as secretary for the national board of the Health Care Education Association. She is the current chair of VCW's Health, Safety and Civil Rights Committee. Commissioner Buchdahl and her husband David spend as much of their spare time as they can with their five grandchildren.

communities, historic preservation, conservation, and education. She is married to John McClaughry and is a principal of the Ethan Allen Institute. She served as Vice Chairman of the Vermont Republican Party for 14 years. She holds a BS in Education and has worked as a teacher and journalist.

national networking organization advocating for working women. Through BPW she developed an interest in economic issues, particularly closing the wage gap between men and women. She is current Chair of the Vermont Works for Women board, as well as VCW's Economic Security and Equity Committee. She has one son and lives in Richmond with her husband, Jim.

Home, a community care home in Rutland. With retirement, she enjoys spending more time with her family, including four grandchildren. Commissioner Young received a BA from the University of California at Berkeley and undertook graduate studies at Stanford University and St. Michael's College

Ruth Finn of Barre

Commissioner Finn retired as Barre Town Clerk-Treasurer in 2000. She volunteers for many state and community organizations, and is currently vice chair of the Barre Town Republican Committee, treasurer for the Washington County Republican Committee, parliamentarian for the VT Society Daughters of the American Revolution (DAR), volunteer at the Vermont Historical Library, member of the Barre Town Zoning Re-Write Committee, and serves as a regional advisory council member of the UVM

Linda Martin Fogg of St. Johnsbury

Commissioner Fogg is Director of St. Johnsbury Works, the downtown development organization for St. Johnsbury. She had previously worked as a plant manager for Procter & Gamble in the United States, Asia and Europe. Since moving to Vermont, she has worked in marketing, promoting, and fundraising for Catamount Arts, Stevens School, and Boxcar & Caboose Bookshop. She has also done consulting work with manufacturing businesses in the areas of

Cathy Frey of Barre Town

Commissioner Frey is Dean of the School of Mathematics and Sciences at Norwich University. As Dean, she is the highest-ranking woman in academic administration at Norwich. She was the first female Dean of the School of Mathematics and Sciences, the first female full professor in mathematics, and the first female tenured in the Mathematics department. She holds a Bachelor of Science and a Master of Science in Mathematics from the University of Vermont. She has completed seven exams

Extension Service. In the past, she served as president of the Vermont Town Clerk-Treasurer Association, president of the Vermont Government Finance Officers Association, president of American Association of University Women's Barre Branch, and as State Regent and VP General of the DAR. She was also a member of the New England Municipal Clerks Association, and served on the Historical Records Advisory Board.

quality control, customer service, and human resources. Commissioner Fogg brings to VCW an interest in helping women develop their potential and learn the skills they need to be economically independent. She has a special interest in developing leadership skills in women. She has a BS in Chemical Engineering and Biology from the University of Texas and is a native Texan. She enjoys spending time with her family, traveling, gardening and reading.

towards Associateship in the Society of Actuaries. She is the 2008 recipient of the Vermont Women in Higher Education's Jackie Gribbon's Leadership Award. This award is presented to a woman who has demonstrated leadership ability, served as a model and mentor, developed innovative programs, and contributed significantly to the institution and profession. Commissioner Frey lives in Barre Town with her husband Scott and two children.

Karen Henry of Brattleboro

Commissioner Henry graduated from St. Johnsbury Academy and the University of Vermont with a BA in History. She then attended graduate school at UVM, where she received an MAT. Commissioner Henry worked in a substance abuse prevention program in Burlington, and currently teaches history at Brattleboro Union High School where she also

coaches soccer and softball. She was recently appointed to the board of directors for the United Way of Windham County and will be the Co-Chair of Brattleboro Memorial Hospital's largest annual community fundraising event. A native of St. Johnsbury, she now resides with her two daughters and husband in Brattleboro.

Marion Milne of Washington

Commissioner Milne has lived in the town of Washington since 1960 and started Milne Travel in Barre in 1975. She has been active in her community for over 40 years. She's served as representative to the Vermont House from 1994 to 2000, where she was ranking member of the Ways and Means Committee; first woman president of Central Vermont Chamber of Commerce, where she was recently named a life member for her fundraising efforts since 1980; member of the Vermont Judicial Nominating Board from 1996 to 2002; member of the Professional Responsibility Board (a state board appointed by the Supreme Court); and was

BPW's Woman of the Year in 1980. She currently serves as a library trustee (for over twenty years); President of COVE - Community of Vermont Elders; a member of the Governor's Commission on Healthy Aging; a director of Washington Electric Co-op; a board member of Vermont Public Assets; a member of the U.S. Board of Vermont/U.S. Civil Rights Board; and is an incorporator of the Northfield Savings Bank. She was co-chair of the Women's Caucus in the Vermont Legislature and recipient of their Legislator of the Year award in 2000. She is married to House Clerk Donald Milne.

Sharon Baade of Waterbury

Commissioner Baade's passion for and expertise in issues affecting women and girls are a result of working in Girl Scouting for 32 years in Iowa, Michigan, New York, and Vermont. She is the current CEO of the Girl Scout Council of Vermont, the largest organization for girls in the state, serving 7,500 Vermont girls and women. Girl Scout programs are centered on developing girls' leadership skills in public policy and

governance, financial literacy, and community activism. She started Vermont's Girl Scouts Beyond Bars program at the Southeast Women's Correctional Facility to maintain bonds between incarcerated mothers and their daughters. She has volunteered with the United Way, the YWCA, the Boys and Girls Clubs, and the American Red Cross. She holds a BS from Iowa State University and undertook graduate studies at Central Michigan University.

VCW ADVISORY COUNCIL MEMBERS

American Association of University Women

advancing equity for women and girls through advocacy, education, and research

American Civil Liberties Union of Vermont

working in the courts, legislatures, and communities to defend individual rights and personal freedoms guaranteed by the Constitution and the Bill of Rights

Central Vermont Women's International League for Peace and Freedom

working to achieve through peaceful means world disarmament, full rights for women, racial and economic justice, and an end to all forms of violence

League of Women Voters

encouraging informed and active participation in government

Vermont Works for Women

helping women and girls explore, pursue and excel in nontraditional careers that pay a livable wage

Older Women's League

striving to improve the status and quality of life for midlife and older women

Girl Scout Council of Vermont

helping Vermont girls become confident, self-reliant, courageous and committed young women

UVM President's Commission on the Status of Women

ensuring an environment of equity for all women at UVM

UVM Extension System and The Women's Agricultural Network (WAgN)

working to increase the number of women owning and operating profitable farms and ag-related businesses, as well as their profile in leadership positions throughout the agricultural sectors of business, government, and community

Vermont Department of Health's Office of Women's Health

focusing on women's health and preventative services

Vermont Federation of Business and Professional Women

promoting full participation, equity and economic self-sufficiency for working women through advocacy, education, and information

Vermont Network Against Domestic and Sexual Violence

eradicating domestic and sexual violence through advocacy, empowerment, and social change

Vermont State Nurses Association

the voice of Vermont registered nurses since 1914

Voices for Vermont's Children

promoting public policy that enhances the lives of children and youth in Vermont

Vermont Women's Business Center

providing women with the training, assistance, and support necessary to start and expand successful businesses; promoting economic independence and healthy communities