



VIEW

Vermont Information Exchange for Women Newsletter



June 18th, 2021

News & Resources

Juneteenth In The North Country: Celebrating Freedom, Promoting Healing | North Country Public Radio

“Juneteenth is a holiday that dates back to 1865, when the last enslaved people were set free in this country. There’s a national debate underway over how racism and slavery should be remembered. But Black activists in Vermont and northern New York say the celebration has been re-energized in recent years and hope Juneteenth spurs a better understanding of Black history in America.” - [Emily Russell for North Country Public Radio](#)

More Black women are being elected to office. Few feel safe once they get there | PBS Newshour

“Ultimately, it all became too much. Morris announced her immediate resignation in a 2018 Facebook post, about three months before the end of her second term. ‘It is mentally exhausting to live in constant fear, feeling like you’re in a state of constant fight or flight and not knowing who to trust,’ [Morris told the PBS NewsHour](#). Morris’ experience is one shared by many Black women in politics. Black women have long faced challenges running for office for a variety of reasons, from a lack of access to fundraising or capital to a lack of internal support from their political parties, said Stefanie Brown James, co-founder of The Collective PAC, which advocates for Black Democratic candidates.”

Leaders for Equity and Equal Pay (LEEP) Toolkit

Vermont Commission on Women joins our Change The Story VT (CTS) initiative partners in thanking everyone who attended and contributed to our recent [Leaders for Equity and Equal Pay Toolkit](#) launch.



Leaders for Equity and Equal Pay DIY TOOLKIT LAUNCH

For employers to conduct gender and racial pay equity reviews



**WATCH THE EVENT RECORDING &
DOWNLOAD THE FREE TOOLKIT TODAY!**

changethestoryvt.org/payequity

The Toolkit is a new and powerful resource providing leaders of small to midsize organizations (< 400 employees) with the information and methodology needed to conduct in-house, ongoing gender and racial pay equity reviews. It includes:

- a Pay Equity Playbook providing a wealth of information about compensation philosophy, identifying and fixing discrepancies, and building organizational equity into the future
- an Excel-based Equity Management Tool (EMT) to enter pay data and produce compa ratio charts that will uncover pay inequities
- an EMT User Guide with step-by-step instructions for building great charts
- worksheets, rubrics and templates to facilitate comprehensive equity reviews

In her launch event address, Ph.D. economist and national pay equity expert [Evelyn Murphy](#) said the Toolkit could “position Vermont as the national leader on eliminating gender and racial wage gaps”. Why? Gender and racial pay equity assessments are rapidly becoming standard practice for large companies in the U.S., but there hasn’t been much work done to standardize methods and make them easily accessible or affordable for smaller companies (and well over 90% of the companies in VT are small). Enter the toolkit! Best of all, **IT’S FREE** because CTS initiative partners would like all Vermont employers to become leaders for equity and equal pay.

The Toolkit link, the event launch video, and FAQs can be found on all partner websites, and at changethestoryvt.org/payequity

June is National Pride Month

Learn about the [history of Pride from Matt Baume via them.](#), and save the date for Pride Vermont, happening [August 28 – September 5.](#)

June is National Reunification Month

Celebrated in June each year, National Reunification Month recognizes the people and efforts around the country that help families to stay together. [Learn more and find resources from the American Bar Association.](#)

Monthly Child Tax Credit payments for many families beginning July 15 | IRS

Important changes to the Child Tax Credit will help many families get advance payments of the credit starting this summer. The IRS will pay half the total credit amount in advance monthly payments beginning July 15. Individuals can claim the other half when filing their 2021 income tax return. The IRS will use your 2019 or 2020 tax return to start payments for most eligible families automatically. [Non-filers can use a new sign-up tool to receive the payments.](#)

Vermont Reads program to spotlight challenges of state’s LGBTQ youth | VTDigger

“The Vermont Humanities Council has selected “We Contain Multitudes” as its Vermont Reads title for 2021. ‘LGBTQ youth still are having a lot of problems, especially in rural communities,’ said Christopher Kaufman Ilstrup, executive director of the Vermont Humanities Council. ‘Lots of adults are seeing kids they care about struggling to manage issues around sexual orientation and gender identity.’ That’s why the council plans to spotlight the situation through its Vermont Reads program, which aims to figuratively and literally put the state on the same page by encouraging community, school and library groups to study the same book.” - [Kevin O'Connor for VTDigger](#)

'No Place To Go': As State Of Emergency Ends, So Does Stable Housing For Some Vermonters | VPR

“Sue Minter said those concerns stand even after Scott announced post-emergency transition plans that include \$2,500 grants for people whose emergency housing vouchers will expire on June 30. While older Vermonters, people with children and people with disabilities will be allowed to remain in emergency motel housing for at least another three months, more than 700 people will have to depart their state-funded hotel rooms effective July 1.” – [Peter Hirschfield for VPR](#)

Rice High Students Say School Mishandled Complaints of Sexual Violence | Seven Days

“Several current and former students stood outside Rice Memorial High School on Wednesday to protest the school’s response to sexual misconduct. Leading the rare public display at the private Catholic school were young women, including a rising senior, a recent graduate and a 2020 graduate, who each said they’d been sexually assaulted or harassed by fellow students on and off campus in recent years. They said administrators mishandled and downplayed their reports and, in at least one case, assigned a student to the same classroom as the young man she had reported as assaulting her. ‘Jesus would not turn his back on a victim in the way the administration has,’ they wrote in a letter to school officials. Administrators dispute the students’ claims.” – [Derek Brouwer for Seven Days](#)

Fed up with how schools handle sexual misconduct, students go public | VTDigger

“‘I left U32 confused, and in denial of the harassment I and many of my friends endured,’ one former student wrote June 3 in a public Instagram post that garnered more than 800 likes. ‘Sexual harassment and assault is so normalized throughout society, especially at U32.’ U-32 Middle and High School, in East Montpelier, also serves Calais, Middlesex, Berlin and Worcester. ‘After years of telling myself ‘It wasn’t a big deal,’ ‘I’m fine,’ ‘No one cares,’ I finally admitted to myself, and my family, and the U32 administration that what had happened to me was not okay,’ another former U-32 student wrote on the social media platform the same week. – [Lola Duffort for VTDigger](#)

(Un)fractured: Experiencing Intersectionality in Vermont |VPR

Intersectionality: how our individual identities -- like race, gender and sexuality -- intersect and inform the way we experience the world around us. [In this conversation, VPR looks at intersectionality through the lens of history, as well as the lived experiences of some Black, Indigenous and people of color living in Vermont](#), with guests Kathryn Dungy, chair and associate professor of history at Saint Michael's College, Terrance Sanders, Mariana Dalcum, and Phayvanh Luekhamhan.

Vermont Group Has Distributed 1 Million Diapers for Families in Need | SevenDays

Hundreds of boxes of diapers lined the walls of a warehouse on Williston Road in South Burlington, stacked nearly to the ceiling. Tuesday morning, a crowd of around 40 — including Rep. Peter Welch (D-Vt.) — gathered there to mark a milestone: The [Junior League of Champlain Valley](#), a women's volunteer organization that launched a diaper bank three years ago, has distributed 1 million diapers to Vermont families in need. — [Alison Novak for Seven Days](#)

As restrictions ease, parents of special needs children ask: What about us? | VTDigger

“Addison’s experience is not universal. For countless families, managing the needs of medically complex children while juggling work and school has been more difficult, not less. Nevertheless, the pandemic created — and made ubiquitous — once unimaginable accommodations, mostly because virtually everybody needed them. But now, as vaccination rates steadily climb and the rest of Vermonters rejoice in their new-found freedom, many families with young, high-risk children are feeling left behind. And they’re wondering what will happen to the flexibility, support and remote-access options that workplaces and schools readily provided at the height of the pandemic.” [Lola Duffort for VTDigger](#)

Minnesota offers conditional release so that incarcerated mothers can be with their newborns | The 19th

“On May 10, Minnesota passed the Healthy Start Act, signed by Democratic Gov. Tim Walz. ‘The first-in-the-nation Healthy Start Act does what’s right for mothers and their children by keeping them healthy, and keeping them together,’ Walz said in a press release on May 14. ‘This historic bill was made possible by the tireless, bipartisan work of the Department of Corrections, legislative leaders, advocates, and mothers who shared their stories and fought for the wellbeing of their kids.’

Raelene Baker, Minnesota Prison Doula Project’s program director said the priority is to consider an individual’s experience and support a person’s right to stay with their baby outside of prison and in their own community, so there is no interruption in the child’s first year of life. And while Minnesota is the first state to pass a conditional release bill, she hopes others will eventually follow suit.” — [Jean Lee for The 19th](#)

Building the tools for a successful transition | Aspen Dobbins, Champlain College via Underground Workshop

“Today Heather Newcomb is the Women’s Program Manager for Vermont Works for Women (VWW), where she has worked for seven years. The primary focus of her work is preparing incarcerated women and gender non-conforming individuals for a

successful transition back to the community when they are released from prison... Newcomb attributes prisoner recidivism to the unhealthy conditions and lack of services available in prison. She provides career services through VWW to female and gender nonconforming prisoners at Chittenden Regional Correctional Facility (CRCF).” - [Aspen Dobbins, Champlain College via Underground Workshop at VTDigger](#)

Faith group pushes for faster reforms at state’s prison for women | VTDigger

“A group of faith leaders from around Vermont says reforms at the state’s only women’s prison are not moving fast enough in the wake of a report in late 2020 that found a “disturbing degree” of abuse there. That report by an independent law firm hired by the state followed articles published in Seven Days that detailed allegations of sexual misconduct and harassment at the Chittenden Regional Correctional Facility in South Burlington and drug use by staff. The faith leaders, collectively called Vermont Interfaith Action, met Wednesday night via video with James Baker, interim corrections commissioner, and several state lawmakers. They outlined changes they would like implemented swiftly to change the prison’s culture to one focused on wellness.” - [Alan Keays via VTDigger](#)

Vermont Hopes to Restart Prison Visits Starting July 1 | US News

The Vermont Department of Corrections is hoping to begin [resuming in-person visits at the state’s prisons on July 1](#). Corrections Commissioner Jim Baker says family visits to incarcerated individuals will be the next focus of the department.

Vermont Conversation: Who’s afraid of critical race theory?

Author and Professor Emily Bernard spoke to David Goodman about Critical Race Theory on The Vermont Conversation. “This is about racism. It is not complicated, critical race theory is not coming to get you.” [Listen in.](#)

Which Queens Matter? How Colorblind Casting Centers White Stories | Ms. Magazine

“Outside of African cinema, there is not one Hollywood film or TV show featuring these African queens compared to dozens of British films and television dramas about Anne Boleyn and her daughter Elizabeth I.

When it comes to racial diversity, which queens matter? And why should we feel ‘progress’ has been made because a dark-skinned Black actor portrayed the mother of a future queen who facilitated England’s entry into the transatlantic slave trade that had devastating consequences on the African continent?” – [Janell Hobson via Ms. Magazine](#)

Continuing Education & Workforce Development | Vermont Tech

Vermont Tech is offering numerous career training opportunities this summer, [including opportunities that are affordable and grant funded](#), such as Butchering Basics, offered in Waitsfield, SolidWorks & CNC Machining Certification in Springfield, Industrial Maintenance Apprenticeship Program & Advanced Manufacturing Apprenticeship both in Williston, and more.

State colleges offering more than \$16M in free tuition for Vermonters | WCAX

More than \$16 million in free tuition is being allocated to the Vermont State Colleges System. A system that is rebounding from a tough financial year due to the pandemic. The new money, approved by the state Legislature and signed by the governor, is being allocated from the American Rescue Plan Act. Along with one year of free tuition in those critical occupation programs, like early childhood education, it also gives up to \$5,000 to Vermonters transferring home from out-of-state schools.” - [Adam Sullivan for WCAX](#)

Employment Opportunities

The Root Social Justice Center seeks Development Director, Communications Coordinator, Bookkeeper, and Grant writer

The Root Social Justice Center in Brattleboro is hiring for multiple positions, including Development Director, Communications Coordinator, part-time Bookkeeper, and part-time Grant writer. [Learn more and apply by June 27th.](#)

Peace & Justice Center seek Finance Manager and Assistant Store Manager

The Peace & Justice Center in Burlington is hiring for multiple positions, including a part-time Finance Manager, and Assistant Store Manager. [Learn more and apply.](#)

Events

Juneteenth Black Artist Showcase | Clemmons Family Farm

TONIGHT, Friday, June 18, 6:00 – 8:00 p.m., Clemmons Family Farm, Charlotte

Juneteenth | Burlington

Saturday, June 19, various times & locations

Juneteenth Celebration | Clemmons Family Farm

Saturday, June 19, 10:30 a.m. – 2:00 p.m., Clemmons Family Farm, Charlotte

Juneteenth Celebration | Essex

Saturday, June 19, 11:00 a.m. – 1:00 p.m., Brownell Library, Essex Jct.

Juneteenth! A Celebration at the Bethel Bandshell

Saturday, June 19, noon, Bethel Bandshell

Juneteenth | Hartford

Saturday, June 19, 3:30 – 6:30 p.m., Lyman Point Park, White River Junction

Contextualizing Juneteenth with Xusana Davis, Zoraya Hightower, Tabitha Moore, and Kiah Morris

Saturday, June 19, 4:00 p.m., Roosevelt Park, Burlington

Juneteenth; Living Liberation | Montpelier

Saturday, June 19, 5:00 - 8:00 p.m., Vermont State House, Montpelier

Juneteenth | Winooski

Saturday, June 19th, Rotary Park, 5:00 - 8:00 p.m., Winooski

Landlord Summit | Housing Coalition of Southeastern Vermont

Thursday, June 24, 8:00 – 9:30 a.m.

Making Strides Against Breast Cancer of Southern Vermont

Saturday, June 26, 5:00 – 9:00 p.m., Vermont State Fairgrounds, Rutland

Working With Disability: Building a Truly Inclusive Vermont Labor Force | VBSR

Wednesday, June 30, 1:00 – 2:30 p.m.

The People's Law School: Employment Law 101 | Attorney General's Office et al.

Wednesday, June 30, 6:00 – 7:30 p.m.

I Am My Ancestor's Wildest Dreams: Voices of Color Through Storytelling | Flynn Center

Thursdays, July 8-22, 6:00 – 7:30 p.m.

[Submit your event to our statewide events calendar](#)



Copyright (C) 2021 Vermont Commission on Women. All rights reserved.

You are receiving this e-mail because you opted in to receive our VIEW Newsletters.

Vermont Commission on Women
126 State Street
Montpelier, VT 05633

[Add us to your address book](#)
[Update Preferences](#) | [Unsubscribe](#)

