



VCW Newsletter, March 25th



Thanks to all who attended the standing room only women's history month event last night at the Green Mountain Club! The pairing of **Reidun Nuquist's** archival photos and stories brought to life the lives of women who hiked, built and now maintain the Long Trail. Very special thanks **Ver-**

mont Historical Society, our history month event collaborative partner for many years, and to **Vermont Public Radio**, offering a corresponding themed commentary series for history month for many years as well. Links to this week's commentaries:

Reidun Nuquist: Women of The Green Mt. Club for Women's History Month

Cara Clifford Nelson: Catherine Robbins Clifford for Women's History Month

Jeanie McIntyre: Sylvia Appleton for Women's History Month

Cyndy Bittinger: Caroline Crane Marsh for Women's History Month

Kathryn Stearns: Mary Lincoln Beckwith for Women's History Month

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The Sex, Race & Empowerment in the 21st Century Conference is scheduled for Friday, April 15th. This day-long conference will be hosted by **Vermont Law School's Women's Law Group, Law Students for Reproductive Justice and the Vermont Commission on Women.** Vermont Law School is committed to addressing social injustice and using the law to create systemic change in our communities and the world. Sex, Race & Empowerment in the 21st Century offers an opportunity for participants to understand the impact of violence and the importance of providing legal and advocacy services to all survivors; and the importance of ensuring women's access to affordable and safe reproductive healthcare. Presenters include students and professors from VLS, the Vermont Network Against Domestic and Sexual Violence, The Pride Center of Vermont, Planned Parenthood of Northern New England, the Vermont Commission on Women and many others! The conference check-in with morning refreshments begins at 8:30 am. Keynote, Ms. Loretta Ross, will begin the day at 9:00 am and the conference will close at 4:30 pm. **Please register now** as space is limited.

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AFL-CIO released a new report, *Our Voices: A Snapshot of Working Women* last week. The report was based on their *National Survey of Working Women*, which captured the priorities of 23,215 politically engaged working women. Key findings included that almost **60% report that they earn over half of the income for their entire household.** Over a third reported working over 40 hours a week and 23% reported having to work mandatory overtime. **One in five worked two jobs.** A quarter said their schedules were unpredictable and almost one in five said they sometimes had too few hours. **Women of every age and demographic group reported that equal pay for the work they do would be the change that would most improve their lives.** One-quarter (25%) of respondents spent more than 30 hours a week on caregiving activities, and 44% cared for one or more children. **Half (50%) of respondents spent less than four hours a week on themselves and their "own interests."**

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The Permanent Fund is Accepting Nominations for Early Educator of the Year Award until May 1st. Learn more or nominate someone [here](#).

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Mercy Connections is hiring a part-time *Vermont Women's Mentoring Program Mentee Coordinator*, as well as a part-time *Women's Small Business Program Start-Up Finance Instructor*.

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Check out **Vermont Public Radio's** article, **5 Things To Know About Vermont's New Paid Sick Leave Law** for an informative overview.

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The U.S. Department of Labor featured **this DOL blog** post about Vermont's paid sick leave legislation in it's March, 2016 newsletter!

In response to President Obama's **Executive Order 13706**, **The U.S. Department of Labor has proposed a new rule** to require federal contractors to allow their employees to earn paid sick days would work – and they are **accepting public comments** on that proposed rule **until Monday, March 28th at 11:59 p.m. EST.**

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New Mapping Medicare Disparities Tool released by Centers for Medicare & Medicaid Services! On March 17th, the Centers for Medicare & Medicaid Services Office of Minority Health released a new **interactive map** to increase understanding of geographic disparities in chronic disease among Medicare beneficiaries. The tool identifies disparities in health outcomes, utilization, and spending by race and ethnicity, gender, and geographic location. Learn more by reading the press release **here**.

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Walmart enacts some fair scheduling policies in response to worker and activist demands!

Read more about the issue of Fair Scheduling at the CLASP **National Repository of Resources on Job Scheduling Policy** and in this National Women's Law Center report, **Set Up To Fail: When Low-Wage Work Jeopardizes Parents' and Children's Success**.

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Webinar on Disparate Access: Head Start and CCDBG Data by Race and Ethnicity

On March 10, CLASP held a webinar discussing findings and questions from the report [Disparate Access: Head Start and CCDBG Data by Race and Ethnicity](#). Watch the archive [here](#).

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Webinar: Targeting Your Market Dollar for Small and Medium Farms and Food Businesses

The series is presented by the Women in Agriculture Learning Network, in collaboration with the University of Vermont Women's Agricultural Network and New Farmer Project. UVM Extension's Mary Peabody to draft a basic marketing plan designed to get you the results you need. You'll learn about the latest thinking in target marketing and customer demographics and how tracking your market results will provide clues to future investments. Co-presenter James Barnes, associate professor at Mississippi State University, discusses some of his research findings on using paid advertising on social media and the Bricks to Clicks program he has developed to help farmers use social media for marketing their products. Watch the recording [here](#).

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[AAUW calls for signatures to a petition to extend the deadline for states to ratify the ERA, and to support pay transparency.](#) _

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River Arts features [Into the Eyes of Animals](#), a collection by 11 year old Abrie Howe

Until Monday, May 2, 2016 at [River Arts Gallery](#), 74 Pleasant Street, Morrisville

Abrie Howe is an 11-year-old girl who lives in Stowe with her family and is in 5th Grade at Stowe Elementary School. *Into the Eyes of Animals* is a collection of her sketches and acrylic paintings of snow leopards, elephants, tigers, lions, and owls, to name a few. Her art captures her keen ability to bring to life the true essence of the animal's spirit by bringing your attention to the animal's eyes. Abrie's distinct love of sketching animals started at a young age. Read Abrie's interview about this exhibit in the Stowe Reporter [here](#). Abrie participated in Vermont's first kid-driven Global March for Elephants and Rhinos, spoke at school-wide assembly at Stowe Elementary School, and designed a stencil for a t-shirt painting event with Davis Studio. Learn more about Abrie's march, t-shirt painting event and more here: [saving the elephants](#). Read more about Abrie's involvement as a student champion in National Geographic [here](#). Listen to Abrie's speech at City Hall, Burlington [here](#).

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Find VPR report, *Candidates for Governor Pitch Ideas On Early Childhood Education*, about their statements on March 9th at the 22nd annual Early Childhood Day at the Legislature [here](#).

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The Early Learning Challenge released an [update](#) of their work in 2015 including lots of data about the impact of grant initiatives, including increased participation in the STARS program. They also report that The State Board of Education approved newly revised birth to grade three Vermont Early Learning Standards. The complete revised VELS document can be found online at <http://education.vermont.gov/early-education/early-learning-standards>.

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Final Proposed Vermont Child Care Regulations Released. Over the past two years, the Child Development Division (CDD) has engaged parents, providers, regulators and community members in a process to provide clarification and incorporate new information to update definitions, staff qualifications, effective program operation and changes in both program and regulatory practice. [Click here](#) to view the proposed regulations that CDD has filed with the Legislative Committee on Administrative Rules (LCAR).

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Let's Grow Kids is offering a Speaker Bureau Training Series

Friday, March 25th – Wednesday, April 27th at locations across the state

Participants of this day-long training will learn the structure of a persuasive public narrative, become familiar with campaign messaging, draft a personal story and practice delivering the story in preparation for taking their presentation on the road. Participants are eligible for Northern Lights Credit! Participants will learn: How storytelling can be used as a tool for change and the components of a powerful personal narrative How to deliver a persuasive personal narrative connected to Vermont early childhood messages How to become an active member of the Let's Grow Kids Speakers Bureau. Learn more [here](#).

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An Indigenous People's History

Monday, March 28, from 7:00 p.m. – 8:00 p.m. at the UVM Fleming Museum, Burlington

Roxanne Dunbar-Ortiz is a longtime feminist, native rights, antiwar and antiracist activist. She is a teacher and author of five books. Her most recent book, published in 2015 by Beacon Press is *An Indigenous People's History of the United States*. Winner of the 2015 American Book Award and the 2015 PEN Oakland-Josephine Miles Award for Excellence in Literature, it is the first published history of the United States told from the perspective of the indigenous people of North America. Call 802-656-0750 for more information.

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#HerDreamDeferred – A Week on the Status of Black Women & Girls

Monday, March 28 – Friday, April 1. Daily webinars at 2:00 p.m. except Tuesday's at 12:00 p.m.

In honor of Women's History Month and the second year of the UN's International Decade for People of African Descent, please join AAPF, the Center for Intersectionality and Social Policy Studies, The Transformative Justice Coalition, the Institute for Women's Policy Research, Fairness and Accuracy in Reporting, the American Association of University Women, and other leading racial and gender justice organizations for a week-long series of online activities focused on elevating the crises facing Black women and girls.

- **Monday, March 28 Webinar – #BlackGirlsMatter: Countering Criminalization In and Outside of School**
- **Tuesday, March 29 Radio Interview – Igniting Change with Barbara Arwine: #StandingUpForMom: Resisting the War on Black Single Mothers**
- **Wednesday, March 30 Webinar: Race and Gender Below the Mason-Dixon: The Status of Women of Color in the South** ***Featuring IWPR President Heidi Hartmann, Ph.D., and Postdoctoral Fellow Chandra Childers, Ph.D., for discussion of IWPR's first-ever [Status of Women in the South](#) report.***
- **Thursday, March 31 Webinar: The Unspeakable Truth: The Reality of Sexual Assault at HBCUs**

- **Friday, April 1 Webinar: Neglected at Home After Serving Abroad: The Story of Black Women Veterans**

RSVP [here](#) for the week's activities. For more information or questions, please contact: info@aapf.org.

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**Vermont Tech's Office of Continuing Education & Workforce Development presents:
Women In Leadership: Grasp Your Leadership Edge**

Wednesdays, March 30th, April 13th, April 27th and May 11th from 8:30 a.m. – 12:30 p.m.
at Castleton University Downtown, 67 Merchants Row, Rutland

Are you a woman in a leadership/management position who is frustrated with the status quo? Great leaders have great attitudes, mindsets, beliefs and ways of being. Change your mindset and start really thinking and behaving like the leader you aspire to be. Develop the seven critical traits that will catapult your success. This four workshop series will teach you how to cultivate the attitudes and behaviors that lay the foundation for your elegant leadership. This training is being generously supported through a Vermont Community Foundation grant awarded to Castleton University, The Rutland Young Professionals, and the Rutland Regional Workforce Investment Board to support women who are aspiring to be leadership positions. Cost: \$75.00 – scholarships available. Light refreshments served. [Register here](#).

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Equal Pay Day is Tuesday, April 12th! at 10:00 a.m. the VT House of Representatives is called to order and resolution will be read at 11:00 a.m. the Governor will sign the Equal Pay Day proclamation in his ceremonial office. The **Vermont Commission on Women will join Business and Professional Women, the League of Women Voters, members of the Women's Caucus of the legislature**, and other policy leaders at the Vermont State House for Equal Pay Day the morning of Tuesday, April 12th. Women's organizations observe **Equal Pay Day each April, symbolizing how far into the new year the average American woman would have to work to earn what the average American man did in the previous year**, due to the gender wage gap. Median annual income for women working full-time in Vermont is \$37,000, \$7,000 less than the median annual salary earned by men. This translated to a 16% wage gap in Vermont. Learn more about the wage gap, read [Change The Story's latest report, Women Work and Wages!](#)

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CAMS-care Suicide Prevention Training in Vermont REGISTRATION DEADLINE IS APRIL 1ST! Tuesday, April 12th from 8:30 – 4:30 and Wednesday April 13th from 8:30 – 12:00 p.m. in Burlington

The CAMS Framework Collaborative Assessment & Management of Suicide Training Opportunity Coming to Vermont! Sponsored by the Vermont Department of Mental Health and provided through the Center for Health & Learning. This suite of trainings is for clinicians who see clients at risk for suicide in an outpatient setting, over the course of weeks or months. Learn more and register [here](#). Fee is \$479 for all three training components.

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3rd Annual Poverty and Opportunity Forum: Ideas, Innovation, and Inspiration

Thursday, April 14th at 8:00 a.m. at Lake Morey Resort, 1 Clubhouse Road, Fairlee

The **Vermont Office of Economic Opportunity, The Department for Children and Families, and the Agency of Human Services** host the 3rd Annual Poverty and Opportunity Forum. Join with community partners across Vermont to explore innovative and evidence-informed approaches to addressing poverty and expanding economic opportunity in Vermont. Plus, cross sector workshops for everyone in your organization and networking with local, state and national experts. Click [here](#) for the workshop descriptions. The keynote, Using A Greater Understanding of Scarcity to Combat Poverty, will be delivered by Mathew Darling, Vice President at [ideas42](#). Learn more and register [here](#).

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Zero Suicide Practice Institute Two-Day Training for Organizational Leadership

Tuesday, April 26th and Thursday, May 19th from 9:00 a.m. – 4:00 p.m.

at the Robert Miller Community Center, Burlington

This two-day training is designed to engage leadership teams who want to understand Zero Suicide at a deep practical level, and who want to promote and support Zero Suicide implementation in state and community systems. The aim is to improve care and outcomes for individuals at risk of suicide in health and mental health care systems and to commit to the safety and support of clinical staff, who do the demanding work of treating and supporting suicidal patients. Target Audience includes State agency leadership teams and all health and mental health organizations serving people in Chittenden, Franklin and Grand Isle Counties. The event costs \$199.00,

and includes both days of professional development, breakfast, and training materials. [Register for the training here.](#)

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Blue Ribbon Commission on High-Quality Affordable Child Care Meeting

Thursday, April 28th from 10:00 a.m. – 12:30 p.m., at the Pavilion Office Building, Montpelier

The April meeting is open to the public and will focus on will focus on affordability of high-quality care and education, and determining what such a system should look like by reviewing multiple models. In its March meeting, the Blue Ribbon Commission on Financing High Quality, Affordable Child Care (BRC) agreed on an operational definition of high-quality early care and education, and discussed the cost drivers within that definition as well as the components of quality affected by economies of scale. [Learn more here.](#)

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Titles I, II and III of the American’s with Disabilities Act Training – Registration Deadline April 15!

Wednesday, May 11th from 9:00 a.m. – 4:00 p.m. at the Capitol Plaza, Montpelier

The Vermont Human Rights Commission presents this free ADA training. The presenter will be Kathy Gips, Director of Training, New England ADA Center. This will be an all-day training for advocates, municipal employees, attorneys, etc. and will offer CLE credits for attorneys. For more information or to register, call (802) 828-1625 or email human.rights@vermont.gov.

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