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# VIEW

Vermont Information Exchange for Women

## Newsletter



December 28th, 2017

## News & Resources

### Happy New Year!

As you contemplate 2018, consider making a commitment to doing something to advance women's progress. If you need some inspiration, you can read [the commitments Vermonters made to Change The Story VT](#) at this year's Women's Economic Opportunities Conference, hosted by Sen. Leahy. What will YOU do in 2018?

### VCW Welcomes New Commissioner, Mary Daly, appointed by Governor Scott

Governor Phil Scott has appointed Mary Daly of Peacham to serve on the Vermont Commission on Women (VCW), the state's non-partisan commission working to advance rights and opportunities for women and girls.

"Mary has a long history of public service, and has demonstrated a deep commitment to her community. She's worked to make a difference in the lives of

Vermonters, and shown leadership in protecting the vulnerable – a priority for my administration,” said Gov. Scott. “This commitment and experience will be valuable to the Commission and the critical role it plays for women and Vermont. I thank Mary for her willingness to serve once again.”

Born in St. Johnsbury and raised on a dairy farm in Peacham, Ms. Daly is a graduate of Peacham Academy and the Mary Hitchcock Memorial Hospital School of Nursing.

Ms. Daly began her career as Staff Nurse at Mary Hitchcock Memorial Hospital, moving on to similar roles at several Colorado medical centers. She then served in leadership roles, including Neuro Trauma Unit Supervisor, Assistant Director of Nurses, and Emergency Room Head Nurse in medical facilities in New Mexico and Colorado. As a Certified Disability Management Specialist, Certified Rehabilitation Registered Nurse, and Registered Nurse, she took on medical case management roles, including Rehabilitation Case Manager and Traumatic Brain Injury Coordinator for the Visiting Nurse Alliance of Vermont and New Hampshire. She was Executive Director of the High Horses Therapeutic Riding Program in Sharon, which provides individualized lessons addressing the physical, emotional, social and cognitive challenges of seniors, veterans, teens, adults and children with varying abilities. Ms. Daly retired from Alice Peck Day Memorial Hospital as Occupational Health Nurse in 2013.

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Ms. Daly is a past Chair of the Orange County Republican Committee. Having just moved back to Peacham, she now serves as Secretary of the Caledonia County Republican Committee. In addition, Ms. Daly volunteers for the national Office of Emergency Management's Medical Reserve Corps, where individuals with medical and public health backgrounds strengthen public health, improve emergency response capabilities, and build community resiliency.

Ms. Daly's public service has included membership on the Governor's Commission on Healthy Aging; the Fairlee town Selectboard and Board of Civil Authority; the Upper Valley River Sub-committee of the Connecticut River Joint Commission (representing Fairlee); the Board of Directors of the Fairlee Public Library; and as a Justice of the Peace. [Read about our other Commissioners here.](#)

## **VCW Executive Director Cary Brown Talks Sexual Harassment, Shaming, and Change with Seven Days**

"For a lot of people, they think of sexual harassment as being really overt. [The] stuff that we hear about Harvey Weinstein, it's not necessarily typical. Most women are not experiencing that on a day-to-day basis. The kinds of things they're experiencing at work are more subtle and harder to put your finger on sometimes. And yet, they can still contribute to this ongoing feeling of *I'm not welcome here. I'm not valued here.*" [Read the entire interview here.](#)

## **End Violence Against Women International Launches Start by Believing Website**

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The [new homepage](#) allows visitors to choose their path and enter Start by Believing or Seek Then Speak, an avenue for survivors to learn about and access immediate services, reporting options, and resources. The [Start by Believing](#) site contains information and resources to launch your own campaign, including graphics, brochures, posters, and presentations. [Seek Then Speak](#) is a resource center for victims of sexual assault. The site is designed to help someone who has been sexually assaulted make sense of what has happened to them, explore the options they have, and help determine what actions they might want to take.

## **Meg Smith, Director of the Vermont Women's Fund: Helping Women Help Themselves**

Meg Smith speaks with Shelburne News about her career, the work of the Vermont Women's Fund (VWF), and Change The Story VT, an initiative of VWF, VCW and Vermont Works for Women, to fast-track women's economic security to benefit women, their families, and the Vermont economy. [Read it here.](#)

## **Governor's Institutes of Vermont Accepting Applications for Winter Weekends**

GIV Winter Weekends are for VT high school students, and happen February 9<sup>th</sup> - 11<sup>th</sup> and 23<sup>rd</sup> - 25<sup>th</sup>. 2018 topics offered include Social Entrepreneurship, Global Education & Youth Voice, Disaster Health & Epidemiology, Design/Build Engineering, Creative Writing Workshop, AstroPhotography, Debate & National Issues, Directing Theatre, World Musicology, and Intermediate Robotics. Tuition is \$295, need-based sliding scale tuition and payment plans available. [Learn more and apply before January 15<sup>th</sup>.](#)

## **Spousal Support and Maintenance Task Force Recommendations**

At the end of this year's legislative session, Vermont Commission on Women (VCW) was placed on a new 8-member [Spousal Support and Maintenance Task Force](#) created for the purpose of reviewing and making legislative recommendations to Vermont's alimony laws. In addition to research and information, VCW collected and presented the stories of Vermont women on this

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issue at the task force's public hearing. We extend our thanks to those who shared their experience. The Taskforce recently issued legislative recommendations including: extending the current guidelines to July 2021, and adding retirement as a factor for consideration in alimony awards. Taskforce work sunsets March 2018. [Read the full recommendation letter.](#)

## **Mercy Connections Women's Small Business Program Graduates Class of Entrepreneurs**

On December 10, thirteen women graduated from Mercy Connections Women's Small Business Program's (WSBP) class *Start Up: Comprehensive Business Planning*. More than 1,500 women have graduated from *Start Up* and approximately 150 businesses owned by our alumni are active in the community. *Start Up: Comprehensive Business Planning* is a 15-week; action-oriented class tailored to students' individual business, using the business plan as a framework. The class is taught by an entrepreneur instructor team and a host of guest experts in three content areas: financials, marketing, and business management. ***The next cycle begins January 25 and registration is now open.*** To learn more, contact [Carmen Tall](#), Director of the Women's Small Business Program.

## **AOE and AHS Release Recommendations on Universal PreK**

The 2017 Legislature mandated that the Agency of Education (AOE) and the Agency of Human Services (AHS) submit recommendations regarding Act 166 to ensure equity, quality, and affordability in prekindergarten services while reducing duplication and complexity. Review the [report submitted to the House and Senate Committees on Education, House Committee on Human Services, and Senate Committee on Health and Welfare.](#)

[Outright Vermont](#) is moving in early-January, to the former Champlain Senior Center in the McClure Multi-Generational Center!

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## **Vermont Business Magazine's 5<sup>th</sup> Annual Made in Vermont Marketplace Vendor Registration**

The Made in Vermont Marketplace is an opportunity for Vermont companies to showcase their Made in Vermont products to an audience of thousands of prospective customers in one weekend. From now until January 15th, 2018, vendors will get a discount off the price of their reservation, along with first choice on their space. [Learn more.](#)

## **Mercy Connections Welcomes New Board Members**

John Bossange, Chair of the Mercy Connections board, announces five new board members: Sarah George (Chittenden County State's Attorney), Erik Hoekstra (Managing Partner, Redstone), Loretta Johnson Flash (Senior Advisor and Chief of Staff, Human Resources, Diversity and Multicultural Affairs, UVM), Heidi St. Peter (Assistant Director of Academic Support, Saint Michael's College), and Mary Sullivan (Representative, Vermont State Legislature). [Learn more.](#)

## **Decline in Retail Jobs Felt Entirely by Women**

New analysis from the [Institute for Women's Policy Research](#) shows that in the last year, American women lost 129,000 retail jobs, while men gained 106,000 positions. Most of the losses came from general merchandising stores (including department stores) where women lost 160,300 jobs, while conversely, men gained 87,800 jobs. [Read more.](#)

## **Elayne Clift: A Salute to STEM Women**

"Who knows about 18th century mathematician Gabrielle-Emilie Le Tonnelier de Breteuil, or 19th century Augusta Ada King-Noel, a British mathematician whose work on a proposed mechanical general-purpose computer revealed that the forerunner to today's computers had applications beyond calculation? Ever heard of Mary Anderson or Emily Roebling? Anderson invented the windshield wiper in 1903 and Roebling was the first woman field engineer to work on the Brooklyn Bridge..." [Read more in the VT Digger.](#)

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INNTOPIA

Many thanks  
for signing the

VT EQUAL  
PAY  
COMPACT

and your commitment to ending  
the wage gap!

GET SMART.  
SIGN ON.  
END THE GAP.

VERMONT  
EQUAL PAY  
COMPACT

VERMONT  
VERMONT COMMISSION ON WOMEN  
www.women.vermont.gov

Vermont  
ADHD  
Coaching

Has your business signed on to the [Vermont Equal Pay Compact](#)?

The Compact is a **voluntary online pledge** that enables Vermont employers to learn about and indicate their commitment to closing the wage gap.

We offer a [list of strategies](#) to consider and resources to inform employers.

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## Employment Opportunities

**WISE of the Upper Valley is Hiring an Educator and a Housing & Shelter Coordinator!**

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Both positions are full-time. Successful candidates will have a bachelor's degree, experience in the field of domestic or sexual violence survivor advocacy or prevention, excellent knowledge of issues of domestic and sexual violence, will be computer literate, and have reliable transportation. [Learn more.](#)

## Funding Opportunities

### **Funds Available for Organizations and Programs that Support Viable Career Pathways for Vermont Women and Girls**

Funding is now available from Vermont Community Foundation's Vermont Women's Fund for new or existing projects, programs, and efforts that support viable career pathways and career prospects for Vermont women and girls. The Fund seeks proposals that make pathways to viable careers more visible, accessible, and affordable for young women and girls, and/or proposals that invest in the economic security and career prospects of low-income employed women workers. Proposals may request funding for program support, for awareness-generating activities, or to complete needed research as identified by Change The Story VT. In some cases, multi-year funding will be considered. Nonprofits may apply online through February 8, 2018. [Learn more.](#)

### **Funds Available from the U.S. Office on Violence Against Women**

#### **Grants to Provide Legal Assistance for Victims**

Funds for civil and criminal legal assistance for victims of sexual assault, domestic violence, dating violence, and stalking. Grants can be used to provide victims with access to appropriately trained legal representation for legal issues survivors encounter, such as child custody issues, campus administrative or protection/stay away orders, immigration, administrative agency proceedings, and assistance related to human trafficking. Register by January 5th, apply by February 1st. [Download the solicitation.](#)

#### **Grants for Training & Services to End Violence Against Women with Disabilities**

This solicitation supports activities that focus on individuals with disabilities and

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Deaf individuals who are survivors of sexual assault, domestic violence, dating violence, and stalking. Grants funds may be used to establish and strengthen multidisciplinary collaborative relationships, increase an organization's capacity to provide services, and identify needs and develop plans to meet those needs and build a strong foundation. Register by January 5th, apply by January 26th.

[Download the solicitation.](#)

### **Grants to Provide Services to Victims in Rural Communities**

Funds are now available for activities that enhance the safety of rural victims of sexual assault, domestic violence, dating violence, and stalking. Funds may be used to support projects uniquely designed to address and prevent these crimes in rural areas. Innovative solutions and collaboration are encouraged, especially collaboration between criminal justice agencies, victim services providers, social services agencies, health professionals, and other community organizations. [Download the solicitation.](#)

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## **Upcoming Events**

### **Human Trafficking Training Conference for Vermont's Mental Health Services Providers**

[\*Monday, January 8 from 8:00 a.m. – 4:00 p.m., Champlain College, Burlington\*](#)

This training is for mental health providers from all disciplines and will provide participants with the fundamental treatment needs of clients who have experienced human trafficking and commercial sexual exploitation. Training content will include information about substance use disorders and other co-occurring issues. Participants will receive instruction in the risk factors and red flags, language recommendations, identification screening and assessments, immediate best practice response, current trends and systemic recommendations. Participants will review the specialized treatment needs of the trafficking/sexual exploitation survivor with and without substance use disorders, and best practice treatment delivery and interventions. Benefits of a multidisciplinary team approach will be highlighted. Participants will consider the

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current trends statewide and nationwide to provide a network of support and supervision, both for themselves and their patients/clients. This training costs \$30, and includes lunch.

## ***How Are Vermont's Young Children & Families? Press Conference***

*Wednesday, January 10 from 10:45 - 11:45 a.m., Vermont State House, Cedar Creek Room*

Building Bright Futures (BBF) will be hosting a press conference on January 10th, 2018 at the Vermont State House in Montpelier to announce key findings from the 2017 *How Are Vermont's Young Children & Families?* report. The press conference will include a brief presentation on the report findings, as well as remarks by Governor Scott, Sarah Squirrell, Executive Director of Building Bright Futures, Kim Coe, National Center on Substance Abuse and Child Welfare, and Senate Majority Leader Becca Balint.

## **Yours, Mine, and Ours – Money with Your Honey**

*Wednesdays, January 10 – 31, from 6:00 – 7:30 p.m., Capstone, Barre*

January is a great time to start a new habit—a new spending habit! Are you and your partner on the same page about personal finances? When it comes to bills, spending, saving and debt, are you both in agreement? Whether you are new to financial co-habitation, or you've been spending time (and money!) together for years, you can take this free 4-week class with OR without your partner!

## **Free Speech Panel Discussion with the LWVVT**

*Thursday, January 11, from 7:00 - 8:30 p.m., Kellow-Hubbard Library, Montpelier*

The third in a series on the First Amendment, the panel of Lia Ernst, staff attorney with ACLU Vermont, Michael Donoghue, Executive Director of Vermont Press Association, and Professor Peter Teachout of Vermont Law School will explore issues under free speech including protected and unprotected speech, emerging threats, and 21st century challenges. David Moats, Pulitzer Prize journalist with the Rutland Herald will moderate the event. A Q&A session will follow. A collaboration

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between the League of Women Voters of Central Vermont and Kellogg-Hubbard Library, this event will be held in the Hayes Room.

## **10<sup>th</sup> Annual Ladies Nordic Ski Expo**

*Saturday, January 13 from 8:30 a.m. – 5:40 p.m., Rickert Nordic Center, Ripton*

Organized by the [Catamount Trail Association](#), the Ladies Nordic Ski Expo offers an opportunity to receive instruction in the traditional skinny-ski track disciplines of both classic and skate skiing as well as backcountry and telemark techniques. Participants pick and choose the type or types of instruction they want to receive during this daylong event. Instructors for the event include some of the world's top master skiers. Registration costs \$75 – 115 and includes lunch.

## **Shine Your Light! 3rd Annual Event**

*Saturday, January 13 from 6:30 – 9:30 p.m., Bradford Academy*

An evening of story, strength, courage and lightness hosted by Dwayna M. Covey, coach, speaker, author, and humorist; in collaboration with a circle of awesome women inspiring others to Shine their Lights! The stars of the evening will share stories through words, photography, dance, poetry, and music and laughter. Come in, sit, relax and watch the stage shine. This event is by donation with all proceeds going to [Safeline VT](#) - striving to end sexual violence against women and children and supporting individuals and families to shine their lights.

## **Branding Your Small Business**

*Wednesday, January 17 from 9:30 – 11:30 a.m., Center for Women & Enterprise, Burlington*

A lot of people think “branding” is only for Audi, Apple and American Express. The truth is companies of all sizes need to develop a brand. Branding goes beyond a mere color palette and logo—it's reputation and is essential to keeping customers. However, many small business owners struggle in developing a strong, solid brand. In this workshop, gain a better understanding of the importance of good branding, and learn tips for building a successful brand. Registration costs \$20.

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## **Book Discussion | Breeding Better Vermonters: The Eugenics Project in the Green Mountain State**

[Thursday, January 18 from 10:30 p.m. – 12:30 p.m., Rochester Public Library](#)

Part of the Vermont Humanities Council Series Outsiders: Those Who Fell Outside the Cultural Norm. *Breeding Better Vermonters* examines social, ethnic, and religious tensions and reveals how population studies, theories of human heredity, and a rhetoric of altruism became subtle, yet powerful tools of social control and exclusion in a state whose motto was “freedom and unity.”

## **The Art of Negotiating Webinar Series with the Women’s Agricultural Network**

[Thursdays, January 18 & 25 from 2:00 – 3:00 p.m., online](#)

Negotiation is an essential business strategy. Whether negotiating a land rental contract, an employee’s salary or a delivery schedule, negotiation is part of every business owner’s toolkit. But women frequently feel unprepared and unskilled in this form of communication. Join Women’s Agricultural Network Director Mary Peabody for a two-part virtual series on negotiation. Learn what negotiation really is (and what it is not). This interactive workshop will address negotiation from the perspective of women farmers and ranchers and the issues most relevant to them. Participants should plan to attend both sessions, registration costs \$35.

## **A Vermont Writer from the Dominican Republic: Julia Alvarez**

[Saturday, January 20 at 4:00 p.m., Morristown Centennial Library](#)

Author Julia Alvarez will read from her fiction work. Followed by a conversation with the audience. Hosted by the Morristown Centennial Library and the Vermont Humanities Council.

## **Complex Developmental Trauma Disorder (CDTD) for the School Professional**

[Friday, January 26 from 8:30 am – 4:30 p.m., Dartmouth-Hitchcock Medical Center, Lebanon, NH](#)

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This course will offer educators a clinical framework of understanding traumatic impact that can guide intervention to support improved functioning in the classroom, participation in academic tasks and professional satisfaction. Non-verbal Interventions that target self-regulation and executive function skill building from early childhood through high school will be examined and practiced through experiential methods including using art media and movement. Participants will be encouraged and supported in identifying and attending to their own self-care and wellness as this contributes to the successful development of their professional skills and satisfaction. Registration costs \$145.

## **New England Women's XC Ski Day**

*Sunday, January 28 from 7:00 a.m. – 3:30 p.m., Woodstock Inn Nordic Center*

Experience cross-country ski clinics for every level of skier-from first-timers to seasoned masters! In addition to top-notch instruction, there will be yoga, wax demonstrations, a prize drawing and a fabulous lunch. Clothing and equipment retailers will be on hand with items to try and buy. Entry fee is \$50, a portion of which will be donated to WISE, a non-profit organization dedicated to supporting people and communities impacted by domestic violence, sexual violence and stalking serving the Upper Valley.

## **Financing Strategies: Learn From the Experts**

*Tuesday, January 30 from 11:00a.m. – 1:00 p.m., Center for Women & Enterprise, Burlington*

CWE offers this free panel discussion focusing on strategies for raising funds as well as what lenders and investors look for when making financing decisions. The panel may include, but not be limited to, the following experts: a micro-credit lender; a banker; a crowd-funding expert, an angel investor, and an entrepreneur with experience raising funds.

## **Vermont Go Red for Women Luncheon**

*Thursday, February 1 from 9:00 a.m. – 2:00 p.m., Sheraton Hotel, Burlington*

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The annual Go Red For Women® Luncheon will empower women with knowledge and tools to reduce their risks for heart disease and stroke—and protect their health. This special event, filled with fun and educational opportunities, is a great day to share with friends. The event features educational breakout sessions, a silent auction, exhibits, an inspirational speaker, a special appeal, and a heart-healthy lunch.

## **Memphremagog Women's Pond Hockey Tournament**

[Saturday and Sunday, February 10 & 11, The Eastside Restaurant and Pub, Newport](#)

As many as 30 teams of six players will compete in this Women's Pond Hockey Tournament organized by Kingdom Games, with 15-minute halves, 5-minute half-times, and 10 minutes between each game. Gather a team and sign up to compete.

## **Winter Doe Camp**

[Friday, March 2 at 10:00 a.m. – Sunday, March 4 at 2:00 p.m., Hulbert Outdoor Center, Fairlee](#)

Vermont Outdoors Woman's Annual Winter Doe Camp, a women's weekend retreat for outdoor skill development, adventure, education and just plain fun. Spend the weekend learning winter outdoor skills while staying near the shores of Lake Morey! Delicious, hearty and well-balanced meals are served buffet style in Hulbert's sunny dining hall. Beginning with an optional dog sledding class on Friday morning, campers can select their own classes in 4 sessions starting on Friday afternoon and ending at noon on Sunday. Thanks to an incredible lineup of volunteer outdoor educators, nearly 40 educational classes are offered. Activities include: winter camping, basket weaving, handgun, muzzleloader and rifle classes, ice fishing, Nordic skating, snowshoeing, survival skills, archery, forest management, ax skills, campfire cooking, wildlife photography, deer and spring turkey hunting, tracking, backpacking and more. Weekend registration costs \$390.

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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.



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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