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VIEW

Vermont Information Exchange for Women

Newsletter



October 29th, 2020

News & Resources

Today is Latina (un)Equal Pay Day!

Today marks the day into this year that Latinas need to work to earn the same wages that non-Hispanic, white men made last year. Nationally, Latinas make just 55 cents on the dollar compared to non-Hispanic, white men, on average. That's 45% less than white men and 30% less than white women. The wage gap for Latina mothers is even wider with the average Latina mom earning just 45 cents on the dollar compared to white fathers. Learn more from the [Labor Council for Latin American Advancement](#) and from [Lean In](#).

Election day is Tuesday, November 3rd. Make a plan to deliver your ballot or vote in person – the vote by mail deadline has passed!

Haven't mailed in your ballot yet? Don't! The Vermont Secretary of State recommends that after Saturday, October 24th Vermonters **return ballots in person to your town clerk, or by using an official drop box before election day, or by bringing your ballot to your polling place on Tuesday, November**

3rd. If you can't bring your ballot with you on election day, you will still be able to vote. The most important thing isn't how you vote, it's that you make a plan to and cast your ballot! For more information about voting this year, visit:

- Vermont Secretary of State [Election Division](#) & [My Voter Page](#) (find your polling place, check if your ballot has been received, and more)
- Disability Rights Vermont's [2020 Voter Guide for People with Disabilities](#)
- League of Women Voters of [Vermont's Voting in Vermont Guide](#)
- VTDigger's [2020 Election Guide](#)
- VPIRG's [Vote Safe Vermont](#)
- VPR's [Cartoon Guide to Voting Vermont's General Election](#)

New Mediation Program available for free to landlords and tenants | Vermont Legal Aid and the Vermont Landlords Association

Through December 20, 2020, Vermont landlords and tenants can use free online mediation services to work through and solve disagreements. This program is available virtually through an online platform such as Zoom and provides free professional mediators. [Find details and the application form online.](#)

COVID Housing and Utility Assistance Programs Still Available

[Mortgage Assistance Program](#) applications are due November 6th

[Rental Housing Stabilization Program](#) applications are due December 11th

[Utility Arrearage Assistance Program](#) applications remain open

[Temporary Broadband Subsidy Program](#) applications are due November 30th

Expanded Emergency Economic Recovery Grant Program & Small Business Recovery Technical Assistance Program | ACCD

[Expanded Emergency Economic Recovery Grant Program](#) - Additional business recovery grants are available to Vermont businesses with 2019 revenues of at least \$22,000, and have a remaining un-met need, using the [ACCD's calculator](#). The application is open through Monday, November 9th.

[Small Business Recovery Technical Assistance Program](#) - Vermont businesses that have been negatively impacted by the COVID-19 pandemic can now seek free technical business assistance to help in their recovery. The Small Business Recovery Technical Assistance Program provides businesses with access to experts in several areas including business operations, financial management, and grant writing; digital strategies; architecture and physical space design; reconfiguring manufacturing equipment and processes and incorporating safety measures; technology and software consulting; and legal, marketing, and other professional services.

Free Classes and training for Vermonters whose employment has been impacted by COVID-19 | VT State Colleges & Department of Labor

Vermonters whose employment has been impacted by COVID-19 can access more than 100 free classes and training opportunities this fall through the Vermont State Colleges System (VSCS), thanks to a \$2.3 million allocation of Coronavirus Relief Funds (CRF) from the Vermont Legislature. Funding provides tuition, supplies, and support services to Vermonters who have been laid off, furloughed, had hours cut, or been employed in an industry that has been severely affected by the COVID-19 pandemic. [Eligible Vermonters can enroll in a wide variety of classes and training](#) at the Community College of Vermont, Castleton University, Northern Vermont University, and Vermont Technical College. Classes and training are available in high-demand fields such as early childhood education, healthcare, business, and manufacturing.

Clemmons Family Farm Launches Multicultural Online Curriculum | Seven Days

“[Näri Penson and Kia'Rae Hanron] recently joined a team of 18 educators and artists to develop a new K-12 remote learning platform called [Windows to a Multicultural World](#) under the leadership of farm president Dr. Lydia Clemmons. The program will include livestreamed and prerecorded lesson plans, curated resources, and arts programming such as songwriting and painting, all intended to amplify African American and African diaspora history and culture.” – [Cat Cutillo for Seven](#)

[Days](#)

COVID 19 Vermont Family Impact Survey | Vermont Early Childhood Advocacy Alliance, Let's Grow Kids, Voices for Vermont's Children, Building Bright Futures, and Hunger Free Vermont

In June 2020, the Vermont Early Childhood Advocacy Alliance, Let's Grow Kids, Voices for Vermont's Children, Building Bright Futures, and Hunger Free Vermont partnered to survey 775 Vermont families to gather information on their experiences and challenges related to COVID-19. The survey results show the pandemic has brought many challenges for families in Vermont. From closures of child care programs, to social isolation from services and networks, and financial difficulties, survey respondents expressed significant concerns and struggles, and we know many continue to face hardships. [Read the full results online.](#)

Survey looks at impacts of COVID-19 on women and families | UMass Amherst School of Public Policy

You are invited to participate in a national [research study on Socioeconomic Impacts of COVID-19 on US Households](#), conducted by a research team of the University of Massachusetts Department of Economics and School of Public Policy. This online survey includes questions on professional life, economic stability, physical and mental well-being, as well as childcare and children's education. This survey is anonymous. You are free to skip any questions that you choose, and you may leave the survey at any point.

Harvard researcher discusses why COVID-19 is devastating communities of color | NPR

"COVID-19 does not care about the color of your skin. And right now, unfortunately, because of the structural discrimination, years of systemic inequities, right now we are seeing that certain communities are being exposed at higher rates than others and that disease will eventually spread to other communities. It will not stop with

the Black and Hispanic community.” - [Dr. Jose Figueroa on NPR’s Weekend Edition](#)

Silent No More: The Hidden Voices Behind Reproductive Justice by Ana Cimino Burke

We’re featuring guest blogger + former VCW volunteer Ana C Burke’s piece, [Silent No More: The Hidden Voices Behind Reproductive Justice](#). "For now, I hope these short pieces highlight the profound feelings and experiences attached to infertility. Jane* feels lucky to have a strong support network of friends and families who ground their love in compassionate community care. But we discussed how we need more community spaces that normalize fertility treatment where people feel connected and supported; no longer hidden behind the pain and silent suffering."

Schubart: New prison? Or invest in citizens, and avoid \$50,000 a year per inmate? | VTDigger Commentary

Director of Women’s Justice & Freedom Initiative and new VCW Commissioner, Ashley Messier, is a focus of this [VTDigger piece by Bill Schubart on reforming our prison system in Vermont](#). "In 2020, there’s solid evidence that incarceration doesn’t enhance community ‘safety.’ In fact, trauma inflicted during incarceration adds to the trauma already carried by those in the system. When some 90% of the women in CRCF are victims of abuse, trauma, trafficking, and substance-use disorder, a better solution would be to address the root causes of their behaviors, not locking them in cages and hoping for successful outcomes. We should be investing in our communities to respond to harm with structures and services that meet the needs of those neighbors, friends, and families who live here."

All female board a rarity in Vermont | Rutland Herald

In addition to the opportunity to influence operations of town government, local/town elected offices are often political stepping stones to higher office. [This Keith Whitcomb piece in today’s Rutland Herald profiles Pittsfield’s all-women select board, and features our director Cary Brown](#) on why more boards aren’t gender balanced.

"It's hard to pin down any one reason for the gender disparity on select boards. Brown said some of it may have to do with how society still views women's roles in child care and leadership. Women in government, she said, hasn't yet been completely normalized. 'But in general the kinds of things that keep women from serving are conflicts with family responsibilities and things like being able to have child care so you can go to select board meetings at night on a regular basis,' said Brown."

Karen Tronsgard-Scott: What we know about domestic violence homicides | VTDigger Commentary

[The director of the Vermont Network Against Domestic and Sexual Violence dispels myths and lays out important information.](#) "Domestic violence homicides are not caused by mental health crises. While mental health challenges impact the lives of many Vermonters, domestic violence homicides are almost never impulsive acts. Instead, domestic violence homicides follow a pattern of identifiable and often escalating behavior."

Vermont Suffragists Reenactment Society: March to the Polls | Vermont Suffrage Centennial Alliance

VCW Commissioner Sarah Mell stars in this [10-minute teaser, The Vermont Suffragist Reenactment Society: March to the Polls](#) with performances of great moments in suffragist history and inspiration to cast your ballot interspersed with lots of pandemic-inspired humor. This quick bite Zoom play is just a preview of the full length live and interactive show that will tour the state in Fall 2021. The play was commissioned by Vermont Suffrage Centennial Alliance, written by Mary Beth McNulty and directed by Laura Roald of by Complications Company.

Despite the pandemic, Vermont has lost few child care providers | VTDigger

"Topline numbers suggest Vermont's child care sector has emerged largely intact from the height of the coronavirus crisis. But providers and advocates warn the industry remains on rocky footing as families hesitate to return and staffing

shortages remain endemic. 'We've made this incredible investment to hold on to our child care through this crisis. And we may now start losing it,' said Aly Richards, CEO of Let's Grow Kids, an early education advocacy organization." – [Lola Duffort for VTDigger.](#)

Vermont Conversation: Vermont's growing hunger crisis | VTDigger

Hunger is growing in Vermont. The rate of Vermonters experiencing food insecurity has gone from 1 in 10 before the pandemic to 1 in 4 today. John Sayles, CEO of Vermont Foodbank, Anore Horton, executive director of Hunger Free Vermont, and Jean Hamilton, program coordinator for Everyone Eats, [discuss the changing face of the hunger crisis and how it is being addressed.](#)

The Unequal Price of Periods: Menstrual Equity in the United States | ACLU & Period Equity

"Among the policies that have kept menstruation at the margins: Tampons and pads are rarely designated as allowable budgetary expenses for publicly funded schools, shelters, or crisis and emergency centers. They are not provided in a consistent or fully accessible way in correction and detention facilities. Menstrual products are not covered by public health and nutritional benefits programs, nor made uniformly available in schools or workplaces. And in 33 states, menstrual products are not exempt from sales taxes." [The report assesses every U.S. state for public policies related to menstrual equity; Vermont has not enacted any.](#)

The Best and Worst States to Be a Woman | Georgetown Institute for Women, Peace and Security

[The Georgetown index](#) provides the most comprehensive measurement of women's rights and opportunities in America. Their research reveals vast differences across the country, with Massachusetts scoring almost four times better than Louisiana. There are clear regional patterns – as well as important variations within regions.

The index ranks Vermont the fourth best state for women.

Women Aren't "Opting Out" of the Work Force. They're Being Forced Out | Ms. Magazine

"As female-identifying people shoulder the brunt of Zoom school, and are mandated to be back in the home because of shutdowns, job losses, child care concerns, or other combinations of coronavirus impacts, the term "opt-out" has resurfaced. Yet, this language aligns women's participation in the labor force too closely with some versions of choice feminism. It also fails to address that outside of the home, it's still mostly women's jobs that are seen as the most expendable." – [Wendy Fox for Ms. Magazine](#)

CIRCLE and Washington County State's Attorney Rory Thibeault discussed domestic violence on the Dave Gram Show on WBEV

On October 14th, Diane Kinney, co-Director of Circle, and Washington County State's Attorney Rory Thibeault talked about [domestic violence on the Dave Gram Show on WDEV](#).

Hundreds rally at the Montpelier Statehouse for the 'Womxn and Femme March' | VTDigger

"Hundreds from across Vermont gathered Saturday at the steps of the Montpelier Statehouse for the "Womxn and Femme March," a rally for racial and gender justice led intentionally by Black, Indigenous, and other people of color. ...Steffen Gillom [said] in his introductions to the event, activists must 'start to reorganize how we look at marches.' For Gillom, president of the Windham County Chapter of the NAACP and one of the event's leaders, that meant one that centered the voices of people of color, particularly women and femmes, which he defined as those who were, like himself, 'connected to femininity.'" - [Katya Schwek for VTDigger](#)

Black women are running for office in historic numbers. But they aren't getting the financial support they need, records show. | The Lily

"Data shows that the 113 active Black women candidates running on all tickets raised nearly \$81 million in the first three quarters compared to the nearly \$811 million pulled in by their 379 active White women counterparts across party lines, according to data provided by the Center for Responsive Politics. More than \$1.5 billion was raised by over 1,000 White men from all parties in the same timeframe."

- [Lateshia Beachum for The Lily](#)

Disabilities and the Workforce: A Community Too Long Overlooked | Women's eNews

"Since October is National Disability Employment Awareness Month, this is a perfect time to shed light on barriers people with disabilities face when it comes to employment practices and, in particular, accessible employment. Twenty five percent of Americans have a disability, and experience twice the unemployment rate than those without disabilities. For disabled women and for disabled women of color, the rates of unemployment are even more staggering. Too often, the stigma associated with disabled employees is that they cannot be as productive as nondisabled employees." – [Cheyenne Leonard for Women's eNews](#)

Vermont Afterschool Joins the Million Girls Moonshot Initiative

The STEM Next Opportunity Fund recently announced a multi-year grant to Vermont Afterschool as part of the Million Girls Moonshot. The effort is designed to engage one million school-age girls in the United States in STEM (science, technology, engineering, and math) learning opportunities over the next five years. The first year Vermont grant, awarded in 2020, is for \$55,000. [Vermont Afterschool plans to use the funds to launch the new "Linking Engineering to Life" project as part of the Million Girls Moonshot initiative in an effort to help afterschool and out-of-school time programs in the state provide STEM education.](#) Linking Engineering to Life will be led by afterschool programs either virtually or in-person with the goal of engaging middle school girls and non-binary youth in engineering projects; creating a network

of afterschool professionals focused on equity and access to STEM; and broadening career horizons for youth involved.

Montpelier Poet's Debut "Birth of a Daughter" by Samantha Kolber

Samantha Kolber is an award-winning poet who edits the poetry series at Rootstock Publishing. She lives in Montpelier, and "Birth of a Daughter," a poetry chapbook [small book] published by independent publisher Kelsay Books in Utah, is Kolber's debut.

Women of Winter | American Public Works Association (APWA) Profiles Vermonter Chantel Cline

Chantel Cline, St. Albans area Vermont Agency of Transportation (AOT) Journeyman Transportation Maintenance Worker was just profiled in the national newsletter of the American Public Works Association. She's quoted in this article: "Working in an all-male industry has its challenges but there's nothing that can't be overcome.... women can overcome and do the same job." Her winter duties include plowing, greasing, and making repairs to the dump assigned trucks, putting on tire chains, and replacing plow and wing blades. [Here's the story link.](#) The AOT now has three female garage supervisors and has added women maintenance workers and technicians in every district around the state. They're currently hiring: watch [this slideshow](#) about those opportunities.

Employment Opportunities

VTTrans (AOT) is hiring!

VTTrans is actively recruiting for both entry level and experienced maintenance workers for temporary

Funding Opportunities

Scholarships for Aspiring Early Educators | Let's Grow Kids

and permanent positions across Vermont. It's a great opportunity for people to serve their communities and gain terrific training and certifications (CDLs, safety training, etc.), as well as all extra compensation during snow season. Find an [Overview of AOT Maintenance Worker Positions Under Recruitment](#), and find specific positions and apply at: <https://careers.vermont.gov/>

Public Health Equity Manager | City of Burlington

The Public Health Equity Manager will coordinate and lead public health functions in the City of Burlington, which will include: Examining expanding and centralizing the City's public health capacity; Leading and supporting the work of the City and partners who have declared racism a public health emergency and assisting to craft a plan for the City's racial health equity work; and Continuing to support the City's work to fight the opioid epidemic and other drug abuses in the community. [Read the full job description here.](#)

If you or someone you know have their sights set on becoming an early childhood educator, Let's Grow Kids' VSAC Assisted Scholarship for Vermonters can help! The deadline to submit scholarship applications for the fall of 2021 college enrollment is February 11. Be sure to download the flyer for more information and share it with others! And then visit [VSAC's website to apply.](#)

Springfield and Upper Valley residents invited to participate in Future Is Digital Challenge

Springfield and Upper Valley residents are invited to participate in the [Future Is Digital Challenge](#), an initiative dedicated to tech upskilling and ensuring residents in small towns and communities across the country are equipped to participate in the 21st-century digital economy. The challenge is free, features three program tracks: digital marketing, business analytics, and front-end web development, each program track has a corresponding foundational course and a Nanodegree Program, and after completing one of Udacity's foundational courses and passing an assessment, participants qualify to receive one of 300 Udacity Nanodegree Program scholarships (valued between \$1200-\$1600). The

best part? There is no experience required—this challenge is for everyone. It doesn't matter if you're a student, a stay-at-home parent, or looking to change careers. This program is presented in partnership with Springfield's [Black River Innovation Campus](#).

Upcoming Events

The Embedded Racism of Public School Discipline | VT Law School

[TONIGHT, Thursday, October 29th from 6:00 – 7:30 p.m.](#)

Could You Use Some Help Right Now? With Pat Heffernan of Marketing Partners | WBON

[Monday, November 2nd, noon – 1:30 p.m.](#)

10-Week Biz Planning For Food & Ag | Center for Women & Enterprise VT

[Mondays beginning November 2nd from 5:30 – 8:30 p.m.](#)

Democracies, Libraries, and Free Information | VT Humanities Council

[Wednesday, November 4th, 7:00 p.m.](#)

**Emma Willard: Early Female Education & Campaign for Suffrage |
VT Humanities Council**

[Wednesday, November 4th from 7:00 – 8:00 p.m.](#)

Make Money Move: A Candid Conversation About Money | BYP

[Tuesday, November 10th from 5:30 – 7:00 p.m.](#)

**Racism in America Forum Series 2020-2021 Focus on Vermont |
Vermont Racial Justice Alliance, Mount Mansfield Community
Television, and Good Shephard Lutheran Church**

[Future Forecast for America Following 2020 Elections, Tuesday, November 10th, 7:00
p.m.](#)

[Growing Up Black in Rural Vermont, Tuesday, December 1st, 7:00 p.m.](#)

**Democracy 20/20 Discussion with Suzanne Brown | VT Humanities
Council**

[Wednesday, November 11th, 7:00 -8:00 p.m.](#)

[Sunday, November 15th, 4:00 – 5:00 p.m.](#)

**How the U.S. Police Got Militarized: A Global Story with
Middlebury visiting professor Amit Prakash | League of Women
Voters of Vermont**

[Wednesday, November 11th, 7:00 p.m.](#)

“A Woman, Ain’t I?” | AAUW Bennington & VT Humanities Council

[Saturday, November 14th at 2:00 p.m.](#)

Steps to Start Your Business | CWEVT

Monday, November 16th, 9:00 – 10:30 a.m.

Race Conversations | Waterbury Public Library

Tuesday, November 17th from 6:30 – 7:30 p.m.

Steps to Grow Your Business | CWEVT

Wednesday, November 18th from 9:00 – 11:00 a.m.

Legal Considerations for New Business Owners | CWEVT

Thursday, November 19th from 9:00 – 11:00 a.m.

Sex, Politics & Cocktails Virtual Celebration | Planned Parenthood of Northern New England Action Fund

Thursday, November 19th from 6:00 - 7:00 p.m.

Business Plan Basics | CWEVT

Saturday, November 21st from 10:00 a.m. – noon

A History of the Concept of Race | Vermont Humanities Council

Sunday, November 29th at 7:00 p.m.



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](#).



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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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