

January 2015

We've spent the last year celebrating VCW's 50th anniversary. We are very proud to be one of the oldest continuously operating commissions in the nation, our work spanning five decades of progress for women and girls in Vermont.

Our society has experienced a profound transformation in the roles and expectations of women. While substantial gains have been made, our work to reduce discrimination and increase opportunities for women is far from finished. In fact, this report addresses two recommendations from our very first report in 1964: "appoint women to local and State boards and commissions," and "encourage women to participate in political life as voters and office holders." As you can see from the numbers – great gains, but no parity yet!

We know that there is great momentum, good will and desire to finish this work in our state: to close the gender wage gap, to improve lives of low-income women, to make work-life balance possible in response to the realities of working families, and to ensure women's full participation on all fronts.

We look forward to working with you to make more progress in 2015 for women and girls in Vermont.



Cary Brown, VCW Executive Director

ABOUT VCW

The Vermont Commission on Women (VCW) is an independent non-partisan state commission dedicated to advancing rights and opportunities for women in Vermont. Launched in 1964 in response to a nationwide call to action from President Kennedy, VCW is made up of sixteen volunteer commissioners and an advisory council who guide VCW's public education, coalition building, and advocacy efforts. VCW:

- ⇒ Acts as advisor and information source for legislative and executive branches and other policy makers on issues affecting women
- ⇒ Serves as an educational resource by conducting research, producing publications and coordinating conferences and workshops
- ⇒ Brings together diverse groups and engages in partnerships to consider issues of interest to women and take action
- ⇒ Provides the most local and most appropriate information and referrals to the public on matters related to women and families

COMMISSIONERS

Chair: Marcia Merrill of *Jericho*
Gretchen Bailey of *South Burlington*
Lynn Batchelor of *Derby Line*
Eileen Boland of *Wheelock*
Carol Buchdahl of *Saxtons River*
Charlotte Dennett of *Cambridge*
Laine Dunham of *Manchester*
Ruth Finn of *Barre*
Jennie Gartner of *Rutland*
Shambulia Gadsden Sams of *Brattleboro*
Susie Hudson of *Montpelier*
Dr. Felicia Kornbluh of *Williston*
Nancy E. LaVarnway of *Northfield*
Danielle Martel of *St. Albans*
Melinda Moulton of *Huntington*
Kerry Secrest of *Brattleboro*

STAFF

Cary Brown, *Executive Director*
Claire Greene, *Executive Staff Assistant*
Lilly Talbert, *Communications/Program Coordinator*

CONTACT INFORMATION

126 State Street, Montpelier, Vermont 05633-6801
802-828-2851 | 800-881-1561
women.vermont.gov | Twitter: @VTWomen

ADVISORY COUNCIL MEMBERS

American Association of University Women
Building Bright Futures
Central Vermont Women's International
League for Peace and Freedom
Division of Maternal and Child Health,
Vermont Department of Health
Girl Scouts of the Green and White Mountains
Girls on the Run Vermont
League of Women Voters of Vermont
Mercy Connections
Office of Senator Patrick Leahy
Office of Senator Bernard Sanders
Office of Representative Peter Welch
Planned Parenthood of Northern New England
Vermont Works for Women
Vermont Federation of Business and
Professional Women
Vermont Low Income Advocacy Council
Vermont Network Against Domestic and
Sexual Violence
Vermont State Nurses Association
Vermont Women in Higher Education
Vermont Women's Business Center
Vermont Women's Fund
Voices for Vermont's Children
Women Business Owners Network
Women's Agricultural Network (WAgN)
Women's and Gender Studies Program,
Castleton College

WOMEN IN LEADERSHIP & PUBLIC LIFE 2015



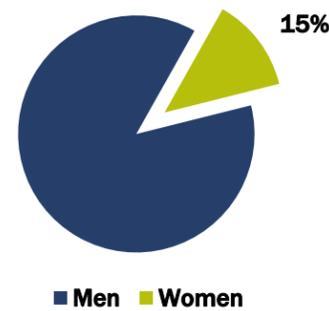
IN LAW ENFORCEMENT

	Men	Women	% Women
COUNTY SHERIFFS	14	0	0
MUNICIPAL POLICE DEPARTMENT CHIEFS	59	3	5%
STATE POLICE TROOP COMMANDERS	4	0	0
STATE POLICE STATION COMMANDERS	12	0	0

Source: Vermont Criminal Justice Training Council

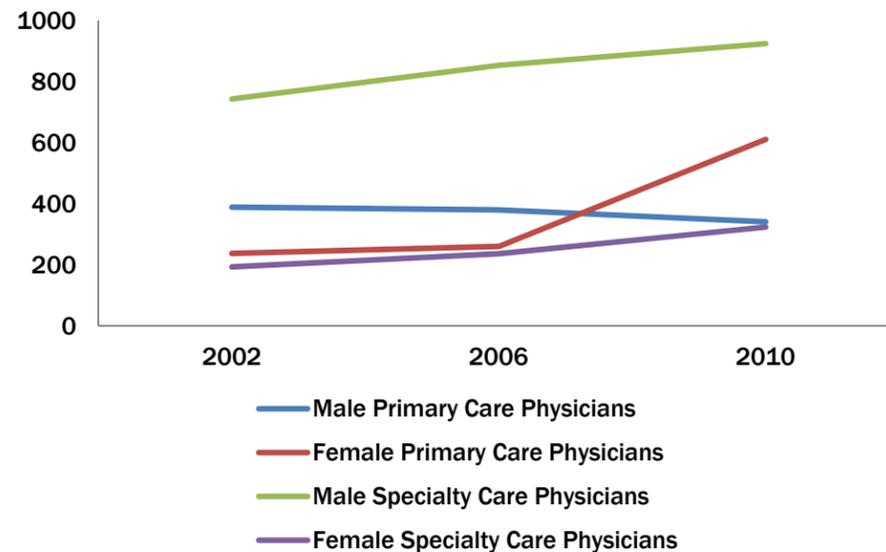
IN MILITARY

VERMONT NATIONAL GUARD



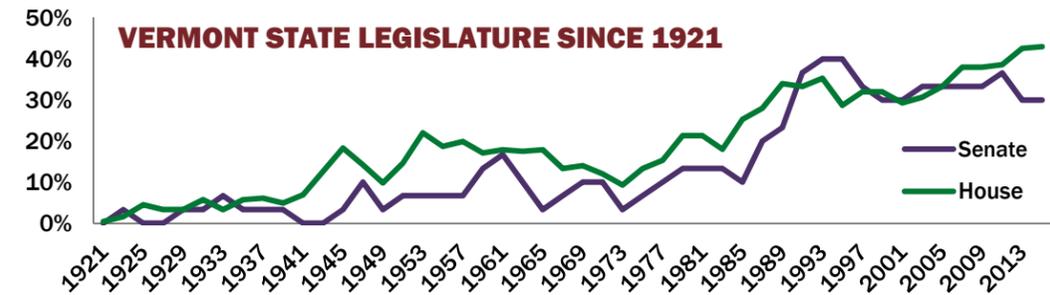
Source: Vermont National Guard State Public Affairs Office

IN MEDICINE



Source: Vermont Department of Health, Physician Surveys

IN POLITICS



1921 marked the year that the first woman, Edna Beard of Orange, was elected to the Vermont House of Representatives. Subsequently (in 1923) she became the first woman elected to the Vermont Senate. Currently 9 women serve in the Vermont Senate (30% of the total) and 65 in the House (43% of the total).

Source: Don Milne, Clerk of the Vermont House

COMPARED NATIONALLY

WOMEN SERVING IN STATE LEGISLATURES 2015	
State	% Women Legislators
BEST	
#1 Colorado	42%
#2 Vermont	41.1%
#3 Arizona	34.4%
WORST	
#1 Louisiana	12.5%
#2 Oklahoma	12.8%
#3 South Carolina	13.5%
All States Total	24.1%

Source: National Conference of State Legislatures, report: "Women Serving in the 50 States, 2015", 11/24/14

IN THE SENATE

Year	% Women Running Who Won	% Men Running Who Won
1990	44%	47%
2000	81%	33%
2010	58%	38%
2014	53%	54%

IN THE HOUSE

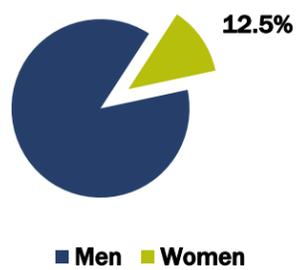
Year	% Women Running Who Won	% Men Running Who Won
1990	62%	76%
2000	47%	60%
2010	62%	59%
2014	72%	60%

Source: Office of the Vermont Secretary of State, Elections Division

MAJOR POLITICAL PARTY COMMITTEE LEADERSHIP IN VERMONT (2013-2014)



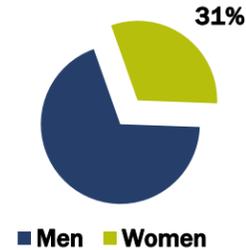
VERMONT MAYORS



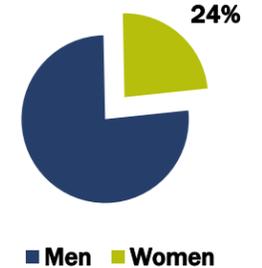
Sources: Individual political party websites; town and city websites

IN LAW

TOP 10 LAW FIRMS RANKED BY FULLTIME EMPLOYEES



BUSINESS LAWYERS IN TOP 5 FIRMS



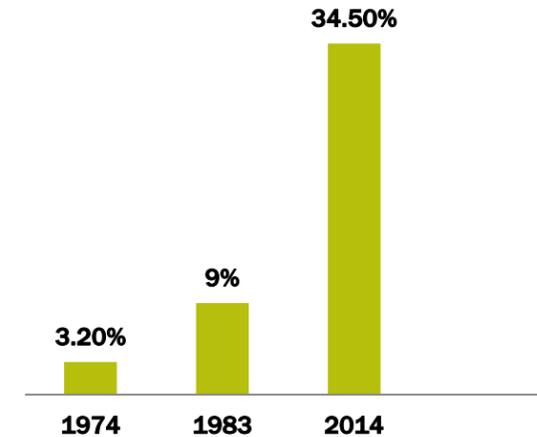
Sources: Vermont Business Magazine's 2014/15 Book of Lists

SERVING ON VERMONT BOARDS AND COMMISSIONS

Total number of Vermont boards & commissions: 178
 Male dominated membership: 90 (51%)
 Female dominated membership: 31 (17%)
 Gender balanced membership: 57 (32%)
 Male dominated boards & commissions are more likely to offer members a per diem.
 Total number of boards & commissions with per diems (daily allowance for expenses): 64 (36%)
 Male dominated with per diems: 36 (56%)
 Female dominated with per diems: 8 (13%)
 Gender balanced with per diems: 20 (31%)

Source: VCW Analysis of Vermont Boards and Commissions, Office of the Secretary of the State, October 2013, Vermont Civil Government Guide

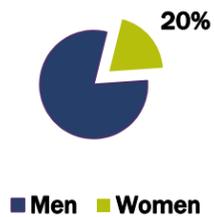
WOMEN ADMITTED TO VERMONT BAR



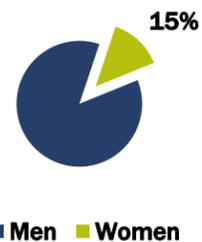
Sources: Vermont Bar Association, September 2014, '74 and '83 numbers from VCW's 1985 report: "Profile: Vermont Women in Leadership in the Eighties"

IN BUSINESS

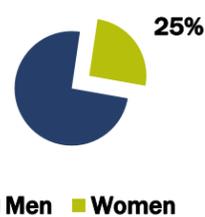
LEADERSHIP OF TOP 10 LARGEST EMPLOYERS RANKED BY 1000+ EMPLOYEES



LEADERSHIP OF TOP 99 LARGEST EMPLOYERS RANKED BY 200 + EMPLOYEES



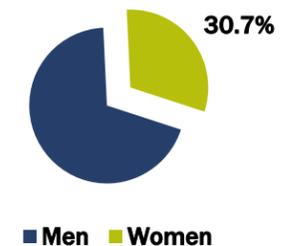
LEADERSHIP OF TOP NON PROFIT BUSINESSES RANKED BY INCOME



Sources: Vermont Business Magazine's Book of Lists 2014/2015 and Vermont Business Magazine

IN HIGHER EDUCATION

COLLEGE OR UNIVERSITY PRESIDENTS



Source: VCW analysis of 26 VT college/university campuses