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

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

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

## IN POLITICS

### Vermont State Legislature since 1921

![Graph showing Women’s representation in Vermont State Legislature]

### Compared Nationally

<table>
<thead>
<tr>
<th>Year</th>
<th>% Women Running</th>
<th>% Men Running</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>62%</td>
<td>72%</td>
</tr>
<tr>
<td>2010</td>
<td>47%</td>
<td>60%</td>
</tr>
<tr>
<td>2000</td>
<td>62%</td>
<td>76%</td>
</tr>
</tbody>
</table>

**BEST**

- #1 Colorado: 42%
- #2 Vermont: 41%
- #3 Arizona: 34.4%

**WORST**

- #1 Louisiana: 12.5%
- #2 Oklahoma: 12.8%
- #3 South Carolina: 13.5%

**All States Total**: 24.1%


## IN MILITARY

### County Sheriffs

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
<th>% Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vermont</td>
<td>14</td>
<td>0</td>
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### Municipal Police Department Chiefs

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
<th>% Women</th>
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<tbody>
<tr>
<td>Vermont</td>
<td>59</td>
<td>3</td>
<td>5%</td>
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### State Police Troop Commanders

<table>
<thead>
<tr>
<th></th>
<th>Men</th>
<th>Women</th>
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<tr>
<td>Vermont</td>
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### State Police Station Commanders

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<th>Men</th>
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<td>Vermont</td>
<td>12</td>
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<td>0</td>
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Source: Vermont Criminal Justice Training Council

## IN MEDICINE

<table>
<thead>
<tr>
<th>Physician Type</th>
<th>Men</th>
<th>Women</th>
<th>% Women</th>
</tr>
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<tbody>
<tr>
<td>Male Primary Care Physicians</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female Primary Care Physicians</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male Specialty Care Physicians</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female Specialty Care Physicians</td>
<td></td>
<td></td>
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</table>

Source: Vermont Department of Health, Physician Surveys

## IN LAW ENFORCEMENT

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Source: Vermont Criminal Justice Training Council

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Vermont Commission on Women | January 2015
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

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

IN LAW

WOMEN ADMITTED TO VERMONT BAR

IN HIGHER EDUCATION

COLLEGE OR UNIVERSITY PRESIDENTS

Sources: Individual political party websites; town and city websites

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

Source: Vermont Business Magazine’s Book of Lists 2014/2015 and Vermont Business Magazine


Source: VCW analysis of 26 VT college/university campuses