

State of Vermont**Vermont Commission on Women**

126 State Street

Montpelier, Vermont 05633-6801

women.vermont.gov[phone]
[toll free]

802-828-2851

800-881-1561

Vermont Commission on Women**Meeting Minutes****Wednesday, December 9th, 2020 | 9:30 a.m. – 12:30 p.m.****Remote Meeting via video and teleconferencing****Commissioners present:**

Lisa Senecal (Chair), Ed Adrian, Kellie Campbell, Lisa Carlson, Mary Daly, Charlotte Dennett, Erica Hare, Emilie Kornheiser, Sarah Mell, Ashley Messier, Marybeth Christie Redmond, Heidi Tringe, Lisa Ryan

Commissioners absent:

Nancy Brooks, Kim Nolan

Advisors present:

Meredith Roberts of ANA Vermont
Amanda Hoffman of Girls on the Run Vermont
Sarah Kenney & Jen Horwitz of Let's Grow Kids
Katarina Lisaius of the Office of Senator Sanders
Amy Brady of Voices for Vermont's Children
Karen Tronsgard-Scott of the Vermont Network Against Domestic and Sexual Violence
Kaitie Armstrong of Vermont Women in Law Enforcement
Alison Lamagna & Rhoni Basden of Vermont Works for Women
Kim Swartz, Vermont Department of Health
Amy Brady, Voices for Vermont's Children
Matt Levin of Vermont Early Childhood Advocacy Alliance
Thea Wurzburg of US Congressman Peter Welch
Lisa Townson, Chair of Vermont Women in Higher Education
Lyn Blackwell, League of Women Voters of Vermont

Guests: Aly Johnson-Kurts of Change The Story Vermont, Jenna Koloski and Nick Kramer, Vermont Council on Rural Development

Staff: Cary Brown, Hannah Lane, Lilly Talbert

Presiding: Lisa Senecal

Recording: Hannah Lane

1. Welcome/Introductions

Meeting called to order at 9:35 a.m.

2. Approve Minutes of October & November 2020**Approval of October 2020 Minutes**

**MOTION made by Mary, seconded by Kellie:
To approve the October 2020 minutes as submitted.**

Roll Call:

Erica – Yes
Mary – Yes
Ed – Yes
Sarah – Yes
Ashley - Yes
Lisa C – Yes
Kellie – Yes
Heidi – Yes

Motion passed.

**Approval of November 2020 Minutes
MOTION made by Mary, seconded by Erica:
To approve the November 2020 minutes as submitted.**

Roll Call:

Erica – Yes
Mary – Yes
Ed – Abstain
Sarah – Yes
Ashley - Abstain
Lisa C – Yes
Kellie – Yes
Heidi – Yes

Motion passed.

3. Advisory Council legislative and policy priorities discussion

What are some things that VCW has done in the past that have been helpful?

- Provide Supportive testimony
- Gathering stories from Vermonters to present
- Provide legislative updates
- Share your information
- Identifying areas of necessary research
- Share data for others to use
- Provide a focused lens on gender in policy development
- Projecting the future impact of COVID on women
- Identifying recurring themes in shared work, using that to set shared priorities of advisory council & VCW, help build collective momentum around those priorities
- Assessment of the gaps, where are the gaps in policy, system, access to services, using a social, gender, and racial lens

- The role of the commission in being an amazing network to make connections. Our work needs to be broader and more intersectional, and to do that work we need more voices, and this group is an amazing network to support resources, ideas, and encourages connections in a timely way.

What are your priorities in the coming year that align with ours, including what we can do to support your work?

Lisa Townson, VWHE

- Diversity, Equity, & Inclusion
- During COVID, women are being affected in a different, more impactful way
 - o Example: women aren't publishing as much as they were before, reduced opportunities for promotion.
- Access, especially for non-traditional students
- Sarah M: "Not to mention that as Universities/Colleges slim down their budgets in response not just to COVID, but also in general as enrollments decrease nation-wide, the impact of those budget cuts on women will be significant, as women hold a majority of staff roles at most institutions, particularly lower-paying staff positions"

Rhoni Basden & Allison Lamagna of Vermont Works for Women

- VWW has a lot of testimonials and stories – showing gaps; gaps are notable in childcare, family and med leave and in policies and practices to support working women; gaps in support for young women going into work. Working with New Americans – the need is great – translation services are a barrier – expensive. Hard to market to this population about VWW's services.

Kellie – top 2: reentry services for incarcerated women have gaps and need more funding; 17-26 age range and accessible pathways to financial security. The big question is how to better engage this population - esp. girls and non-binary youth. The state college system is in major flux – Kellie keeps beating the access drum – and reminding folks to also support those that don't enroll in college. Free state college courses filled out in 2 days – perhaps because offered of the wrap-around services – that speaks to barriers!

Charlotte – Changes in technology. We need to be thinking about how to prepare for huge changes in our lives.

Sarah – "I wonder if VWW could speak to the particular challenges that you're seeing for new American and immigrant women and GNC folks in terms of accessing supports/programs through you folks. Knowing you're embedded here in Winooski, I'm curious about the ways y'all are connecting with the folks in the neighborhood, so to speak. So this might be something that the Commission could really help to highlight and signal boost - the need for better translation access across the state and in particular sectors."

Rhoni – We just got a grant to provide regular translation services, the number of new American women who are calling for employment support, and translation services are a barrier to providing these services. Better supporting translation access services.

Lilly – VCW intern Molly formerly worked for a VISTA in the New American community in Burlington, and interviewed organization working with that community, asking what sorts of supports these folks need and has just put together a two-page report that we will share with you today. Social isolation was a big problem for this population, as well as housing, transportation, which are issues that are compounded by language barriers and COVID.

Kellie – “I want to emphasize the access lens - specific for the Vermont State Colleges, access is a #1 focus for us, previously, but even more now. As we look at access, leaders in higher education need to broaden the lens: understand that the systemic barriers to accessing education are not one-size-fits-all and as we heard in our listening story, based on where you are in the state, those barriers can vary. We in higher ed are saying demographics are shrinking, and they are, but we also have a large % of Vermonters that do not go on to post-secondary education for many intersectional reasons. We need to better partner with others around the state to broaden how to tackle the issues and truly, truly expand access for those that want it. This work, here, is critical in those conversations. SO thank you all.”

Jen Horwitz & Sarah Kenney of Let’s Grow Kids

- Before the pandemic:
 - o 3/5 VT’s youngest children don’t have access to the child care they need
 - o Child care is the primary reason 74% of professional women voluntarily leave the workforce
 - o Childhood educators median annual wage is only \$24,230
- Launching a three-year campaign, to set goals and to trigger a revenue source that will fund the priorities:
 - o Make child care more affordable for all VT families who need it
 - o Fairly compensate and advance Vermont’s early childhood education workforce
 - Want to set into statute a compensation scale
 - o Expand access to high-quality child care throughout the state
 - Building capacity
 - o Strengthen governance and administration
 - o Finalize a long-term funding plan for our state’s early care and education system
 - Proposing in the year 2021 a feasibility study of a payroll tax to fund the level of transformation, to be implemented in 2023.

Sarah: Is compensation for K-12 educators set in statute? In other words, do we have a model for how to advocate for this for early childhood educators that we can model, or is this a novel concept (in terms of statute)? *that we can follow, rather

It would be an agreement between providers. A system in which educations & programs are paid based on the cost of their services, and the state is providing that, with most families receiving CCFAP funds.

Other states & municipalities have done this, and it has worked very well. NYC implemented a similar model, as has DC.

Emilie – The numbers about how many women leaving the workforce because of childcare aren’t highlighted in most of our conversations because we focus so much on unemployment numbers, which doesn’t capture them. How many folks are out of work?

Lisa S. – Solving this problem is not just about finding a pot of money but is also about expanding the population and our economy.

Ashley – “Has there been an assessment on the impact this would have on families?”

Sarah K – “Ashley, yes! Jen can talk more about the modeling we've done, but the benefits to lower- and middle-income families with kids in care are dramatic.”

Alison – “VWW is happy to lend our voice and support to LGK initiatives as they completely align with what our participants need and are experiencing, and with our top priorities. Please let us know when we can help/collaborate!”

Charlotte – make this an issue at town meeting day, we need a culture change.

Sarah – We could use all of the help you can offer. Especially around data, speaking publically about our support for this initiative, talking to communities and legislators about this. We have a lot of support, but this will get complicated.

Marybeth – Women’s caucus can be an important ally and should be engaged from the beginning. Elections for the new chairs are happening, but right now, Mollie Burke, Lynn Batchelor, and Jean O’Sullivan, and some leadership will likely carry over.

Amy Brady, Voices for Vermont’s Children

The primary goal is to ensure families are well. We will continue to prioritize economic security work.

- Reach up
- Supporting partners, housing, food security, etc.
- Establishing an office of Child, Youth, and Family Advocate
 - o The child protection system needs attention. Understanding and recognizing that foster care was developed when women and children were property and child abuse wasn’t a concern.
 - We have concerns about children of color being embedded in a white system, white foster parents, social workers, judges
 - Women who can’t breastfeed because of COVID
 - Kids who aren’t seen right now because of COVID
- All of these things we talked about in the beginning would be helpful.

Sarah M. – “Impact of foster care system on LGBTQIA+ youth is profound”

Emilie – “THREE CHEERS for the Office of the Child, Youth, and Family Advocate. I’m lucky to have a local community group in Brattleboro that offers peer support and advocacy for families impacted by the child protection system.”

Marybeth – Attended the discussion sessions, and commends Voices to build energy for this, and the point that she mentioned that looking at our system relative to the inequities around children of color in the foster care system, and this is a critical moment to be making the case for this office. The closing of Woodside and the privatization of juvenile justice initiatives is another reason we have to have this

office. It's ever more important to have independent eyes on the youth in this system. We are the only state in New England without this office. The time is now.

Thank you all! A few people have asked for links to the series that the Root hosted with us. I can send summaries of the sessions that went to break out rooms. Here is a link to the recording of the link to our racial equity conversation: https://www.youtube.com/watch?v=Hs6jfh2EKUg&feature=emb_logo, here is a link to the session on data:

https://www.youtube.com/watch?v=G34nc6v908w&feature=emb_logo.

Mary – Doesn't understand the compulsion to have children and then expect other people to take care of them for a significant part of the day, to impart their beliefs on the children, I would have to be comfortable with the fact that I was the one establishing those things for my children.

Meredith Roberts – AMA

- American Nursing Association- VTSupporting school nurses and child health
- Improving nurse staffing levels in facilities and unsafe mandatory overtime practices
- Nursing education
- Addressing workplace violence
- Maternal Mortality
- Expansion of Telehealth services
- Mental health and substance use disorders
- Scope of practice
- Workforce supply
- Continue increasing ethnic, racial, and socioeconomic diversity within the workforce
- Population health
- Veterans' health care
- Home Health, Hospice, and Long-term Care
- Provider parity and nondiscrimination by health plans
- Public health challenges
- Removing unnecessary barriers to increase access to care

I want to talk about the importance of sharing stories, hearing from women who are going home to infants young children, and the impact on nurses, school nurses trying to do contact tracing, how to support the public health initiatives, their scope of practice has tremendously changed, how to handle finding a COVID+ child. People are seeing their co-workers get sick. There is great fear. Are there enough nurses getting educated? Mental health services are so needed. The burnout risk is getting worse and worse.

What can be done?

Helping to share stories, letting people know what's going on. Nurses don't always feel free to talk about their experiences because there can be ramifications for doing so, fear of losing their jobs.

Lisa S. "I'm so concerned about the trauma that medical personnel, nurses in particular are experiencing during this pandemic. This doesn't just go away when the pandemic is finally out of control. And knowing how hard it was to recruit people into the field, how much harder is it going to be after seeing

what nurses are experiencing. Finally UNDER control, I mean. There will need to be additional mental healthcare available for nurses and how are we going to make that accessible with the mental health provider shortage that we already have?”

Kellie – this is connected to child care, education access, etc. It’s so intersectional and is a real challenge. Curious about telehealth from an equity perspective – has there been research about people who don’t have access to that care?

Katarina Lisaius – Office of Senator Sanders

Senator Sanders’s priorities right now are focused on COVID relief, as the pandemic has only exacerbated the existing problems and inequities. He’s pushing for policies with a COVID lens,

- access to healthcare
- protecting our workers
- liveable wage
- helping families access resources they need
- affordable education, ensuring that State colleges continue to exist, and we need to retain teaching staff, student loan debt relief.

Senator has plenty of legislative priorities, using our COVID-19 dashboard statistics. Happy to give legislative updates more regularly, have a terrific casework team that can help any Vermont with a federal program or agency, and a great media team. We can collaborate together to make videos, to share Vermont stories and perspectives, and to communicate about issues we want the Senator to know about. The Senator has signed onto a companion bill to extend the CRF deadline as well. Thank you

Marybeth - Broadband expansion in VT is a high priority in the Legislature across party. It is an economic development strategy for remote work; equity in education for children in rural districts; healthcare equity, etc.

Broadband is one of the key levers, IMHO, to solve our demographic challenges.

Lisa S. “Marybeth, I couldn’t agree more.”

Erica “FYI- Broadband issues are right here in Washington county as well (like at my house in Berlin!)”

Marybeth “We have similar issues, Erica, in rural Chittenden County!”

Meredith “The PTSD/trauma is an area of research we need to address. Our VT president is helping to collect stories. We already know that nurses have a higher suicide rate than the normal population. ANA is researching this further.”

Erica “Just a plug to say that covid related trauma includes those who are outside the traditional medical realm (doctors, nurses), but support professionals in the disability space, who work with folks in congregant care settings for \$12 an hour.”

Karen Tronsgard-Scott, “Congressman Welch has introduced a bill that would extend the deadline for spending for CARES Act funds. It has not been possible to spend so much money in just a few months and unfortunately, funding which supports important services will be going back to the federal government or reallocated in the state budget. I hope we can get this spending deadline changed.”

Kellie “Very glad to hear that Marybeth. It is so systemic. The # of students who disengaged with their education (while for many many reasons), access to their education through stable internet was a huge theme.”

Marybeth “Yes! We need more time to spend CRF \$s!”

Thea Wurzburg - Congressman Peter Welch

Reemphasized that the Congressman’s priorities are COVID related, and wants Congress to pass another COVID stimulus, important programs expiring at the end of this month, the number of people in Vermont facing food insecurity is heartbreaking, and many of those people are women. Broadband continues to be a priority. Also happy to connect about Federal legislation, and also does casework.

Aly Johnson-Kurts, Change The Story

- Supporting VCW priorities
- COVID-19, including working on recruitment for a national survey being run by UMASS
- Racial Equity, ensuring intersectionality is at the core of our work

Kellie – how do we reach folks who struggle with access to the internet?

Aly – This survey is all digital. Connecting with CAPS agencies, activating relationships with community organizations. We are trying to reach a goal of 500 survey completions to be able to do the analysis we hope to be able to do.

Katarina “The Senator has signed onto a companion bill to extend the CRF deadline as well. Thank you.”

Lilly shared the survey invitation and link: 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. Survey results will include analysis of each State’s responses, including Vermont’s! Your experiences may help policymakers understand what supports during this time are most helpful.

https://umassamherst.co1.qualtrics.com/jfe/form/SV_cGC8QJ2tezs25PT

Matt Levin – Vermont Early Childhood Advocacy Alliance

- BBF funding
- Children’s Integrated Services (CIS) funding
- Family and Medical Leave Insurance Program (FaMLI)

- Farm to School/Early Education funding
- Housing funding
- Parent-Child Centers (PCC) Funding
- Reach Up funding
- Special Accommodations Grants
- Transform Early Childhood Education (CCFAP, Prof. Dev't., IT)
- Universal School Meals
- Vermonters Feeding Vermonters

Strategic engagement from the Commission – on each of these issues, there is a lead organization. They would love to work with us, and the best thing we could do would be to reach out to those lead organizations and ask them how we could help.

Charlotte – What is the situation with evictions? There has been no stimulus since May.

Emilie – We passed a stay on evictions that last until 30 days after the state of emergency is lifted and will be ongoing for a few more months. In the meantime, VT has given federal relief money to rental and mortgage relief programs. That money has not been exhausted. Motel housing for homeless folks is about to expire but also invested money into renovating and creating new housing, which meets about 1/8th of the need.

Katarina – The federal eviction moratorium expires at the end of December. Hopefully, an extension will be included, but we don't know that yet.

Kaitlyn Armstrong – VT Women in Law Enforcement

We are more of a networking and mentorship program at the moment, but happy to help.

Lucy Leriche – Planned Parenthood of Northern New England

Our main policy propriety is Prop 5, the constitutional amendment to guarantee everyone's reproductive liberty, sterilization, contraception, abortion. We will be starting a Prop 5 coalition led by Charlie Gliserman. We are interested in partnering with other groups and caucuses and keen to support many of these policy initiatives.

Marilyn Blackwell – League of Women Voters of Vermont

- Working on the gaps in voting access, like making the mail-in ballot a permanent feature, and implementing a fix and cure process.
- Improving work with youth, including a grant-funded youth voter project. Pandemic has interrupted some of this work.
- A new social media focus to address the problem of getting young people to register.
- Prop 5
- Universal Health Care
- Climate Change, in support of developing a cap and vest program, TCI initiative
- Suffrage Centennial continues into 2021, including a play and a parade

Karen Tronsgard Scott – Vermont Network Against Domestic & Sexual Violence

We can build a Vermont where everyone has the opportunity to thrive. For Vermonters experiencing or using violence in their intimate relationships. We are the leading voice in the movement to end gender-based violence.

- Supporting changes about how Vermont deals with women at risk for incarceration, hoping to work with other organizations to create a continuum of responses that interrupts the number of women who are incarcerated and then build a robust support system for women during reentry. Has partnered with Mercy Connections, WJFI, and VWW, and others to expand programming. These are the most marginalized women in our state and we can do better.
- Decriminalizing survival – too many people are forced to break laws in order to survive, including decriminalizing sex work.
- Justice reinvestment work, working with law enforcement partners, engaged in real efforts to fundamentally shift how law enforcement works. We've been public about our concerns about how law enforcement and the criminal legal system work with survivors of and those who use violence in intimate violence.
- Alternative pathways for survivors, restorative justice.
- December 16th, launching Uplift Vermont, a multi-year campaign to get communities engaged in ending gender-based violence. There will be a whole lot of media buzz about this. Feel that it is time to change the narrative of gender-based violence in Vermont, so we can change the outcome. We can prevent violence, but it will take all of us. Will be releasing a report on the economic impact of gender-based violence in Vermont as well as stories.
- Paid Family Leave
- Prop 5
- Use and implementation of universal basic income.

VCW Can:

- Engage in the new campaign
- Attend WJFI's community forum
- We deeply appreciate VCW, and share so many approaches and world views, and value this relationship.

4. The Vermont Proposition: Recovery, Resilience, Renewal for Vermont - Jenna Koloski and Nick Kramer, Vermont Council on Rural Development

A neutral facilitator of public process, created through a federal farm bill in the 1990s. Facilitate conversations about the future of Vermont and Vermont communities. Vermont Proposition is a natural outgrowth of their work in local communities, doing this at the state level. The challenge that we hear is distilling everything they hear into commonality and unity, especially in these divided times. This document is designed to distill 10 policy priorities for Vermont over the next few years, and this has come out of forums they've held around the state. This is the first draft, and it's not perfect. They are looking for help to refine this and ensure they've heard Vermont's perspectives.

The idea here is that these are titles, and will be expanded with details.

The Proposition for the Future of Vermont

PART 1: Vermont must ensure universal broadband and cellular access, while using digital tools to promote community, civility and democracy, and to advance local commerce and economic opportunity

PART 2: Vermonters must oppose racism, renew and expand our collective identity, and welcome new Vermonters

PART 3: Vermont must advance creative economic solutions to climate change

PART 4: Vermont must reduce economic disparity, advance economic opportunity and rebuild the middle class

PART 5: Vermont must re-localize energy, agriculture, and business investment for a resilient economy

PART 6: Vermont must ensure all children have access to affordable, quality child care and education

PART 7: Vermont must strengthen business vitality by advancing entrepreneurship, investment, workforce and rural innovation

PART 8: Vermont must reform regional coordination and governance and advance efficiency and foresight in state planning

- Looking at the way that services support and decisions are made in Vermont. We don't have a state planning office and doesn't set long-term strategic plans, and looking at the long-term, collective planning.

PART 9: Vermont must protect our lands and waters and advance the economy of the working landscape

PART 10: Together, Vermonters must renew civic engagement and strengthen trust, civility, democratic decision-making, and empower young Vermonters

Questions for Discussion:

1. Are there proposition statements for Vermont's future that are missing? What should be added?
2. Do you have suggestions for ways to improve or strengthen the proposition statements?
3. Are there proposition statements listed in the draft that should not be included as part of a Proposition for the Future of Vermont?

Charlotte – Friend with a small business had a hard time getting stimulus money.

This is a moment of transformation to address the challenges that we existing but have become more visible during the pandemic.

Relocalize means different things in different categories, localizing our food system, where are we supporting working lands, investing in small businesses, capture business investment locally. Looking at ways we can capture the investment and keep it in Vermont, supporting Vermont businesses. Localizing energy generation and maintenance.

Erica – Large scale farming shouldn't be a part of the goal in the future in Vermont.

Kellie – Value in expanding the language around education. Afterschool, early childhood education, etc. Concerns about access to an equitable education. Broadband access is required for civic, community engagement.

Marybeth – Would love to see these pulled together in a more intersectional way. Distill this down to the transformation propositions, like broadband.

Amy “Thanks for sharing this! I see a deep need for transparency within our government. I am also interested in shared power and creating opportunities to make the budget process more accessible. I appreciate you naming racism. Is there a reason why other groups who have been oppressed are not named in a separate point?”

Sarah “I’m also curious about the impact of #9 on migrant workers the language of most of these is “Vermont must”, but #2 is “VermonTERS must” - I’m noting this because it is imperative that Vermont address racism from its systemic roots and not simply rely on an understanding of the reality of racism as an individual issue to resolve.”

Emilie – Questions about part 4. Why do we want to rebuild the middle class? Why do we want that for Vermont? What is our economy even for? Can we build this out in a more class-conscious way?

Building equity, building home-ownership opportunity, how to capture the idea of creating stability?

More inclusive language about Vermont working for everyone, regardless of their income.

Charlotte - It’s vital to connect with working-class people, who have been systemically ignored.

Jenna – part of the challenge is reaching to working-class people to hear from them what should be included/what they need. We’d love thoughts about how to bring more voices into the conversation?

Sarah “Vermont must reduce economic disparity, advance economic opportunity TO MOVE VERMONTERS OUT OF CYCLICAL POVERTY AND TOWARD ECONOMIC SECURITY think we might be back to our conversation about a universal basic income.”

Karen “Thanks, Emilie - the language (for me) points to an assumption that capitalism is the best economic system and the meritocracy is the norm. These are assumptions that reinforce white supremacy culture What would it mean to make a statement that says something along the lines of ...build an economy that builds off a set of values including mutuality, equity, interconnection, etc. etc.”

Kellie – Emphasise data and stories.

Matt – How would this be paid for? A number of conversations are happening about reaccessing how we get revenue and how much revenue we need. Who should pay? Who shouldn’t?

Marybeth – Empowering young people is critical, much more robust engagement with young people, especially addressing the demographic challenges about what they see as the future of Vermont and where they want to live. How do we embed them in the fundamental consideration?

Hollymorehouse has a new statewide council, you should engage that group.

There is a survey form that allows folks to weigh in on this, please email or fill out the survey. Share with your network and others, we want to hear from everyone we can. www.futureofvermont.org

5. Announcements

Ashley Messier – Women’s Justice & Freedom Initiative

Taking a look at CRCF a year after the sexual misconduct reporting by Seven Days. What’s happened in the last year, how COVID has affected folks and going into the legislative session, what are the priorities for the facility and that will affect women who are incarcerated, and how we prevent women from being incarcerated. How do we move forward in a way where all Vermonters thrive? We should be investing in local communities and respond to the root causes of incarceration in hyper-local ways.

Incarcerated at CRCF several years ago. The facility is in horrific disrepair. Sewage backups into the living quarters, leeches coming up through the shower drains, structural problems with the facility, not built ADA compliant, gender-responsive, etc., built-in 1970’s. The conversation that needs to happen is what do we do after the facility closes – what’s next?

Kellie – Education & Human Development Committee, meeting next week. We’ve been working on our issues language on the website, and reviewing that as a group, and will be bringing that back to the Commission for broader impact, and will be seeking input on our Committee priorities and where Commissioners would like for us to be focusing our efforts.

Charlotte – Today is my last meeting, I’m going to miss you all, I think you’re doing wonderful work. I’m now the guest editor for an online news site. If you have a story about women, submit it to editor@towardfreedom.com.

Meeting Adjourned at 12:23 p.m.