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# VIEW

Vermont Information Exchange for Women

## Newsletter



January 30, 2018

## News & Resources

### Legislation Introduced Aimed at Preventing Sexual Harassment in the Workplace

Last Thursday, Rep. Sarah Copeland Hanzas introduced a bill, H.707, aimed at preventing sexual harassment in the workplace through a variety of methods. VCW was honored to work with Rep. Copeland Hanzas during the development of this bill to ensure it meets the needs of Vermonters. [Read the text of the bill and track its progress.](#)

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Let's be clear: sexual harassment is an economic issue: every time a woman cuts back her hours, or takes time off from work, or is driven out of her job entirely, a family suffers financially, but also our entire economy suffers.

CARY BROWN, VCW

## **Vermont Women's Fund Hosts an Evening with Jodi Kantor, the Weinstein Story-breaking NY Times Investigative Journalist**

New York Times investigative journalist Jodi Kantor broke the Harvey Weinstein story in October of last year – a story that sparked a national conversation about sexual harassment and misconduct that continues to reverberate today. Jodi was the guest speaker of the Vermont Women's Fund in 2016, and she returns to Vermont to recount her remarkable journalistic experience and discuss the implications for women in and outside of the workplace. Q&A to follow. The event will take place on Tuesday, February 6<sup>th</sup> at 5:30 p.m. at the UVM Davis Center in Burlington. Tickets are almost sold out! [\\$20 general admission | \\$10 students](#). Proceeds support the [Vermont Women's Fund](#).

## **Vermont Works for Women is Soliciting Stories – Deadline Tomorrow, January 31<sup>st</sup>!**

Vermont Works for Women is in the process of collecting stories from our community to share live and in film during their [30th anniversary event on April 7](#)

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[at the Main Street Landing Film House](#). Story Criteria: Your story is true with a beginning, middle and end; on theme “Transformation: Every Woman has a Story”; and fits within the time limit of 5-6 minutes. VWW will select five storytellers and they will learn how to structure, edit, and perform their story with master storyteller and Regional Moth Producer, Susanne Schmidt. Please submit your story by tomorrow, January 31.

## **February is Teen Dating Violence Awareness Month**

February is [Teen Dating Violence Awareness Month](#) (TDVAM), a national effort to raise awareness about abuse in teen and 20-something relationships and promote programs that prevent it. Across studies, 15-40% of youth report perpetrating some form of violence towards a dating partner. Perpetrating dating violence in adolescence increases the risk of perpetrating violence toward a partner in adulthood.

## **Building Bright Futures releases new reports, *How are Vermont's Young Children and Families 2017 Report* and *Substance Use & Opiate Task Force Report & Recommendations***

The [How Are Vermont's Young Children and Families? 2017 Report](#) provides a factual depiction of the state of young child and family well-being in Vermont, 2017, as well as progress on selected indicators and outcomes for the early care, health, and education system.

The [Substance Use & Opiate Task Force Report & 2017 Recommendations](#) highlights the importance of an integrated and coordinated system that is inclusive of families and children, as well as the connection between substance use and adverse childhood experiences (ACEs).

## **Mercy Connections Executive Director Dolly Flemming to Retire**

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Dolly Fleming, the nonprofit's Executive Director for the last seven years, will be retiring July 1. Having spent 45 years in human services work, Fleming is looking forward to a slightly slower and different pace with new opportunities. "I cherish Mercy Connections and it has been a remarkable honor to serve the organization in this leadership role," she said. "I am confident that Mercy Connections will continue to have deep and sustained impact in the greater Burlington community." Ms. Flemming served previously on the Vermont Commission on Women and in many other leadership roles to improve the lives of women and girls in our state.

## **New Strengthening Working Families Initiative Classes at Vermont Tech**

Being a working parent is hard. SWFI is breaking down barriers for working families to succeed in training and employment by providing **no-cost training and support services** to eligible parents seeking a livable wage job with benefits in the manufacturing sector. New classes are beginning in St. Albans, Middlebury, and Williston. [Learn more.](#)

## **Latest Human Rights Commission Newsletter Focused on Sexual Harassment**

The latest newsletter from the Vermont Human Rights Commission addresses sexual harassment in the workplace, providing information on reporting, definitions and more. [Read it here.](#)

## **Self-Confessed: *The Inappropriately Intimate Comics of Alison Bechdel* Exhibition Opens Today at the Fleming Museum of Art**

Renowned cartoonist and graphic novelist Alison Bechdel (b. 1960) writes and draws stories exploring universal concerns—from the building of community to the complexity of family relationships—through the minute observation and recording of

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her own life. From her long-running comic strip *Dykes to Watch Out For* to her family memoirs in *Are You My Mother?* and in *Fun Home*, which became a Broadway musical, Alison Bechdel has explored in graphic detail the overlap between the personal and the political, the domestic and the global. Bechdel is the recipient of a MacArthur Fellowship and the third Cartoonist Laureate of Vermont, a position unique to the state. Read more about [Self-Confessed](#). Ms. Bechdel will present a free talk about *Self-Confessed* on [Wednesday, February 21 at 7:00 p.m. at the UVM Davis Center in Burlington.](#)

## **Congratulations, Mary Powell, One of 2018's 30 World-Changing Women in Conscious Business!**

Conscious Capitalism Media (CCM), a global company focused on celebrating inspiring, cutting edge stories about business as a force for good, has named Green Mountain Power president and CEO Mary Powell to its 2018 list of 30 World-Changing Women in Conscious Business. In her write-up about Powell, CCM's editorial director, Rachel Zurer, relayed how since Powell took the helm at [Green Mountain Power \(GMP\)](#) in 2008, she has continued to break barriers and shake up assumptions about what a utility can be. [Read more.](#)

## **Vermont is Participating in GirlsGoCyberStart**

GirlsGoCyberStart is a forward-thinking skills program designed to supply specialist cybersecurity education to high school girls across the U.S. Using a suite of online challenges, tools, and games that aim to inspire the next generation of cybersecurity professionals while identifying the best and most talented young girls in America. No prior experience with IT or security is needed. Registration is open until February 16. The game will be played February 20-25. [Learn more and register for GirlsGoCyberStart.](#) Contact: [Jessica Stolz.](#)

## **2017 Census of Agriculture: Get Counted!**

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There are only a few weeks left to respond to the USDA Census of Agriculture survey, and the Women's Agricultural Network is encouraging all farmers to participate. "For the Census to provide a true picture of the role and importance of women in US agriculture, it's critical that women farmers and ranchers are represented," said Mary Peabody, Director of the Women's Agricultural Network. [The census response deadline is February 5, 2018.](#) "Filling out [the census survey] is the single most important thing you can do to help women achieve parity in agriculture," says Audra Mulkern, of the Female Farming Project. "We can close the gender gap by closing the data gap."

## **Vermont Early Childhood Advocacy Alliance Updates Name & Offers Advocacy Calls**

[VECAA](#) announced that in an effort to highlight the organization's primary focus, it has added the word "Advocacy" to its name. Join one or both of the following calls to learn about the issues in the Alliance's 2018 Legislative Agenda. Representatives from lead organizations will present legislative proposals, describe where issues stand, and identify ways advocates can get involved. [RSVP here](#) to join one or both of the remaining calls on Monday, January 29 regarding TEACH and the State Budget and Monday, February 4 regarding Reach Up and Parent Child Center Network funding.

## **Robyn Freedner-Maguire: Investing in child care**

"If we want to make Vermont the top choice of young workers looking for the best place to work and raise their families, increasing access to high-quality, affordable childcare is the smartest, most strategic investment we can make...When it comes to bolstering Vermont's workforce and addressing affordability, investing in early care and learning is a proven, long-term solution. Unlike any other field or industry, child care is unique in that, without it, Vermont businesses and their employees cannot work. When you invest in the child care system, you're investing in

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Vermont's economy." [Read more.](#)

## **Cheers to Vermont Women Heading to the 2018 Winter Olympics in PyeongChang, South Korea**

**Cross-Country Skiing:** Sophie Caldwell, Jessie Diggins, Kaitlynn Miller, Ida Sargent, Liz Stephen, Caitlin Patterson

**Freestyle Skiing:** Caroline Claire, Devin Logan

**Snowboarding:** Kelly Clark, Lindsey Jacobellis

**Biathlon:** Emily Dreissigacker, Susan Dunklee

**Women's Hockey:** Amanda Pelkey

**Alpine Skiing:** Mikaela Shiffrin, Laurence St. Germain (for Canada)

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## **Employment Opportunities**

### **Building Bright Futures is Hiring a Regional Coordinator for the Southeast Vermont early childhood council!**

The Regional Coordinator position is part-time, home-based position with a competitive salary and flexible work schedule. Candidates should be available for regular meetings and events during the workday and occasional evenings and weekends.

The Regional Coordinator is responsible for supporting regional council operations in Windham county, coordinating the implementation of the region's action plan, and serving as a liaison between the region and BBF's statewide network. The ideal candidate will have a proven ability to

## **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

foster coordination and cooperation among diverse partners, excellent facilitation skills, and the ability to manage multiple priorities in an organized and results-oriented way. [Learn more and apply by 2/1.](#)

## **The State of Vermont, Department of Environmental Conservation is hiring an IT Systems Developer I**

The Vermont Agency of Digital Services is hiring a full-time, limited-service, Montpelier-based IT Systems Developer I. Would you enjoy making it easier for the citizens of Vermont to do business with the Agency of Natural Resources? The Vermont Agency of Digital Services ANR IT Team is seeking an IT Systems Developer I. The IT Systems Developer I will primarily be responsible for creating online external facing dynamic forms integrated with database applications, supporting the Agency's SharePoint Online content management system, and managing ANR's grants management system. This position will be working closely with Agency staff as well as IT staff to create detailed program and functional specifications and the subsequent development, testing, and deployment of enterprise applications. Preferred candidates will have experience in .Net/SQL development, SharePoint, and exhibit excellent communication skills towards effectively understanding and documenting business and system requirements. Job opening ID 622698, [learn more and apply by 2/6.](#)

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.](#)

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*thanking*

another Vermont employer committed  
to ending the gender wage gap:



CHAMPLAIN  
COLLEGE

Vermont Equal Pay Compact Signer #151



**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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# Upcoming Events

## **The Shining Night Benefit Concert for Steps to End Domestic Violence**

*Saturday, February 3 from 7:30 – 9:30 p.m., College Street Congregational Church, Burlington*

*Solaris Vocal Ensemble* will perform at this free event. Attendees will be encouraged to make a donation to Steps to End Domestic Violence.

## **Vermont History Through Song**

*Sunday, February 4 from 1:30 – 3:30 p.m., Norwich Historical Society*

Singer and researcher Linda Radtke, joined by pianist Arthur Zorn, brings Vermont history to life with engaging commentary about the songs found in the Vermont Historical Society's collection of sheet music. Dressed in period costume and using the music Vermonters published and sang in their communities, Ms. Radtke guides listeners through our state's history, from the earliest published song, "Green Mountain Farmer" (1798), through 1850 temperance ballads and Civil War era songs, to songs about Vermonters Calvin Coolidge, Thomas Dewey, and Jim Fisk.

## **The Legacy of Rachel Carson**

*Wednesday, February 7 at 7:00 p.m., Brooks Memorial Library, Brattleboro*

*Silent Spring* not only launched the environmental movement but also laid out the fundamental problems with our relationship to nature. Dartmouth professor Nancy Jay Crumbine celebrates scientist and poet Rachel Carson's clarity, courage, and brilliance.

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## **Relationships, Resources, and Resiliency: Stories of Working Women in Vermont**

[Thursday, February 8 from 5:30 – 7:30 p.m., Main Street Landing Film House, Burlington](#)

Women United, a diverse network of women within the community of United Way of Northwest Vermont, presents an evening of networking with a panel discussion illuminating the value female workers bring to our economy and how to best support their success. Featuring panelists Eileen Whalen, President & COO of UVM Medical Center, Stephanie Sequino, Professor of Economics, UVM, and Lisa Falcone, Director of Working Bridges, United Way of Northwest Vermont, and moderated by Wanda Heading Grant, VP of Human Resources, Diversity and Multicultural Affairs, UVM. Tickets cost \$25.

## **Afghani Women and the War on Terror**

[Thursday, February 8 at 6:00 p.m., Stratton Mountain School](#)

This slide presentation by Sanjukta Ghosh focuses on how media constructions of Afghani women were used to mobilize war against an already beleaguered nation. Using images from mainstream as well as alternative media such as the feminist press, it shows that the rhetoric of the media and their neat cultural icons was reminiscent of that used by Victorian feminists. In making this analogy, the presentation brings into focus how Muslim women's images have been used throughout history to further social and political ends.

## **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-

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times, and 10 minutes between each game. Gather a team and sign up to compete.

## **Women's Self-Defense Workshops with the Safety Team**

[Level I - Tuesday, February 13 from 6:00 – 8:15 p.m., Robert Miller Community Center, Burlington](#)

This beginner workshop focuses on recognizing pre-assault behavior, learning ways to deter or avoid an attack before it becomes physical, understanding how predators think and what they look for in their victims, enhancing decision-making around lifestyle choices that minimize vulnerability yet maintain personal freedoms, and finding the inner-strength to fight back. Costs \$37 – 47.

[Level II – Tuesday, February 20 from 6:00 p.m. to 8:15 p.m., Robert Miller Community Center, Burlington](#)

This intermediate workshop takes Level 1 another step further, allowing for a brief review, practice of acquired strikes, and instruction of additional basic self-defense techniques that deal with a variety of situations and potential attacks. The focus is on “hands-on” self-defense skills, techniques and strategies. Level I is a prerequisite for this workshop. \$37 – \$47

## **Girls Tech!**

[Thursday, February 15 from 9:10 a.m. – 12:45 p.m., Burlington Technical Center](#)

Vermont Works for Women presents *Girls Tech!*, a one-day career exploration opportunity for middle school girls and non-binary youth. *Girls Tech!* exposes students to non-traditional careers like auto body repair, aviation and aerospace technology, digital media, programming and computer science, and welding and metal fabrication, in order to help them make more informed decisions about high school course selection and career pathways. Industry professionals from various fields will motivate and inspire students to think about possible career paths

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through safe experiential learning activities. Help students explore the world of possibilities by registering them for *Girls Tech!* today.

## **The Far Traveler: Voyages of a Viking Woman**

[Tuesday, February 20 at 3:30 p.m., The Residence at Otter Creek, Middlebury](#)

According to the medieval Icelandic sagas, a Viking woman came to the New World 500 years before Columbus. Gudrid the Far-Traveler, sister-in-law of the explorer Leif Eiriksson, tried to set up a colony on the shores of the Gulf of St Lawrence around the year 1000. While this story was long thought to be a myth, author Nancy Marie Brown tells how more and more of Gudrid's story is being proved true by recent archaeological digs in Newfoundland, Greenland, and Iceland.

## **How to Obtain Bank Financing**

[Wednesday, February 21 from 11:00 a.m. – 1:00 p.m., Center for Women & Enterprise, Burlington](#)

Join a banking expert for this free session that will help you understand how loan financing can be a way to start or grow your business, find out more about lenders' primary considerations when reviewing a loan request, master key loan lingo of the financing world and discover a range of loan types, and their respective terms and conditions, and feel confident and secure in your financing decisions.

## **Mastering the Elevator Pitch**

[Wednesday, February 28 from 5:30 – 7:30 p.m., Center for Women & Enterprise, Burlington](#)

In this interactive session, discuss practical tips and techniques that will enable you to create more interesting and impactful presentations, so you can sell your ideas, get your project funded, ace the interview, and win business. Learn storytelling techniques to engage your audience and unmask the secrets of master presenters

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like Steve Jobs. Be prepared to practice your pitch out loud! In this session you will learn how to analyze and engage your audience, explore ways to use impactful stories to sell your ideas, create your 5-10 minute presentation, learn how to anticipate and handle questions, and master your elevator pitch. \$25

## **Winter Doe Camp**

[Friday, March 2 – Sunday, March 4, 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. \$390

## **Survival Weekend for Women**

[Saturday and Sunday, March 10 – 11, 9:00 a.m. – 6:00 p.m., Monkton](#)

Four classes will be taught by Instructor Jessie Krebs, a former U.S. Air Force SERE (Survival, Evasion, Resistance, and Escape) specialist. In addition to being the Founder & Head Instructor of SERE Training School's SERE-oriented survival training programs for both civilians and outdoor professionals, Jessie is highly sought-after as a technical consultant and on-screen survival expert for a number of international survival shows including Science Channel's Hacking The Wild, Fox's Kicking & Screaming, and National Geographic's Myigrations. These Vermont Outdoors Woman classes will include: Survive and Thrive, Get Knotted: Knots for

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Life and Survival, Advanced Navigation, and The Craft of Fire. Each class is \$50.

## **The Epic Story of Central Asian Amazon Women Warriors: Qyrq Qyz**

*Saturday, March 10, 7:00 pm, Spruce Peak Performing Arts, Stowe*

Before Margaret Mead, Eleanor Roosevelt, Jane Goodall, Sarah Bernhardt, Rosa Parks, Carry Nation, Clara Barton, Amelia Earhart, Nightingale, Gertrude Stein, and Susan B. Anthony, came: QYRQ QYZ. In the wind-scoured steppe of Central Asia, nomadic Turkic clans rise to defend themselves against invaders from the east. Leading the defense is Gulayim, a teenage girl who gathers around her a group of forty young female warriors – Amazons of the steppe. Vanquishing the invaders, the forty girls secure their clans' freedom and build a society founded on justice and compassion. QYRQ QYZ is about woman power in Muslim cultures, and Islamic and female stereotypes. Enduring for centuries in a male-dominated epic tradition, this powerful matriarchal narrative comes to life in an avant-garde multimedia concert. Projected images transport the audience to the wind-scoured steppes of Central Asia. Seven virtuosic young female bards from that region sing, recite, and play traditional instruments to share an ancient oral epic of female courage and empowerment. Tickets cost \$20, kids are free.

## **Early Childhood Day at the Legislature**

*Wednesday, March 14, Vermont State House & Capitol Plaza Hotel, Montpelier*

The Vermont Early Childhood Advocacy Alliance, Let's Grow Kids, and Building Bright Futures invite you to join the 24th Annual Early Childhood Day at the Legislature on March 14th at the Vermont State House and Capitol Plaza Hotel in Montpelier. ECDL is a day of advocacy, education, and networking that brings together early childhood professionals, parents, employers, and policymakers to discuss early childhood policy proposals. The day will include advocacy seminars and issue workshops, a Rally for Kids with speeches by advocates and legislators,

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and a luncheon where advocates and legislators can speak directly to key issues.  
\$35 - \$50

## **Women on Fire: Carrying the Torch | Vermont Women in Higher Education Annual Spring Conference**

[Thursday, March 22 – Friday, March 23, Killington Grand Resort](#)

At this VWHE conference celebrating their 40th anniversary, enjoy networking, empowering speakers, and a wide selection of professional workshops. Additional activities include Wellness Workshops & Self Care opportunities, a raffle, and more. Joanne Jastatt, executive coach and career strategists will present *Burnout: How to Identify it and Ways to Prevent It*, and Dr. Carrie Williams Howe of the Vermont Higher Education Council will moderate a panel discussion, *The Evolution of Women's Leadership in Higher Education* with panelists Dr. Barbara Murphy of Johnson State College, Dr. Laurie Quinn of Champlain College, and Dr. Sandra Affenito of Norwich University. \$50 - \$160

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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.

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Forward

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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