



Vermont Commission on Women
Workplace Equity & Security Committee Meeting
Tuesday, February 14, 2023
12:00 p.m. – 1:00 p.m. via teleconference

MEETING MINUTES

Commissioners present: Kellie Campbell, Kim Nolan, Heidi Tringe

Advisors present: Alison Lamagna

Staff present: Ellie Lane

Recording: Ellie Lane

Called to order at 12:03 pm.

Kellie shared a plan for working on the Equal Pay Compact. Kellie proposed Commissioners and staff divide up new EPC contacts to connect with. Kim asked about a template. Kellie would be willing to work with someone to draft templates.

This would be followed by a 3 – 5 question survey that could go out to all Equal Pay Compact signers, and provide a high-level summary of who signers are and what they have done. Heidi suggested that we ask what they might have done, with a list of things they can check off.

The committee liked the plan. Ellie will update the list tomorrow with the final updated contacts. Kellie and Ellie will work together on pulling together talking points and a draft email. We will check in by email early Monday morning about our progress. Ellie will serve as the point of contact for the distribution of this work and for feedback.

Kellie also proposed a four-week campaign series beginning Equal Pay Day – Tuesday, March 14th. This could include a quick video made by VCW Commissioners, and sharing the existing podcasts and content. Kellie proposed that perhaps promoting current Equal Pay Compact signers. Promoting advisory council, embedding quotes and sharing their work. Maybe include a wrap-up video.

Heidi would like it if we added an event or a press conference at the State House highlighting Equal Pay Compact signers. Ellie will follow up with Cary about hosting a press conference at the State House on Equal Pay Day. VWW as core partners on this effort, also think about including VWF. People could wear their Equal Pay t-shirts at the press conference.

Creating a one-pager about Equal Pay Day and why does it matter – and what is the Equal Pay Compact and why does it matter? Ellie would like to think about whether we need a one-pager on Equal Pay Day or Equal Pay broadly or the factors contributing to the wage gap? Ellie will do a first pass on a one-pager about the Vermont Equal Pay Compact and why it matters.

Alison thinks it's important to highlight what action can be done about it. Employers especially want actionable and hands-on steps. Pay transparency, pay audits, pay scale transparency, would be great to highlight.

Kim suggested basic framing of three short episodes:

- What?
- So what?
- Now what?

Cary to moderate?

Ellie will dig out other recent content we might share and organize that, will look for feedback about what is the most powerful.

Ellie will ask Cary about an EPC op-ed.

Women's Caucus involvement? Other legislators?

Partners:

VWW – occupational segregation

LGK – Low wage workers – Ellie can suggest a contact for Kellie to reach out to, Sarah Kenney

VCW – pay transparency, audits, etc.

ANA VT – nursing?

Who else?

Meeting adjourned at 12:37 pm.

The next Workplace Equity & Security Committee meeting will take place on Tuesday, February 21 at 9:00 am.