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VIEW

Vermont Information Exchange for Women

Newsletter



November 19th, 2020

News & Resources

VCW invites you to share your COVID-19 story!



share
your
story

COVID-19



COVID-19 is disproportionately impacting women and people of color in Vermont. Are you woman-identified or Indigenous, Black, or a person of color with a story to share? We want to hear from you!

We are embarking on a new project, [collecting short videos of Vermonters talking about the ways the pandemic has impacted their lives](#). We'll edit and compile those into one video we'll share with policymakers in January, with the goal of helping to create solutions.

Have you or a family member contracted COVID-19? How has that impacted your life? Have you or a family member lost a job? Do you have children who've been doing virtual learning? What has that meant for your job? Are you facing housing or food insecurity? Do you own a small business that has been impacted? What would help you and your family? What should policy makers be working on in this biennium to help mitigate the impacts of the pandemic and better prepare us for future crises?

**The Time is Now: Gender Justice, Antiracism, and Systemic Change |
New England Women's Policy Conference**



The New England Women's Policy Conference, "[The Time is Now: Gender Justice, Antiracism, and Systemic Change](#)" will be held virtually the mornings of December 2-4. This biennial conference is organized by the New England Women's Policy Initiative, and hosted by UMass Boston's Center for Women in Politics and Public Policy, the Vermont Commission on Women, and women's commissions, women's funds, and other partners

throughout New England.

Conference participants will utilize an intersectional lens, taking into account inequities related to race, gender, ethnicity, class, immigrant status, and other social identities, to address the economic security, health, and wellbeing of women, their families, and their communities. Workshop themes include Low-Wage and Essential Workers; Health and Healthcare; Policing Women of Color and LGBTQ Communities; and Childcare and Education.

Vermont will be well represented among presenters, including activist Noel Riby-Williams of Montpelier, Kiah Morris of Rights and Democracy, VT Senator-elect Kesha Ram, and Aly Richards of Let's Grow Kids. The keynote speaker is Representative Ayanna Pressley, the first Black woman elected to Congress from Massachusetts (and previously, to the Boston City Council). The conference offers a great opportunity for young people interested in exploring public policy, as a separate [IGNITE program](#) track features the sessions "Amplifying Young Women's Voices" and "Young and Running", with the goal of building a pipeline of next-generation leaders poised to flex their political power.

Join us in this engaging collaboration to imagine together how we can transform inequitable systems in New England and beyond. [Learn more and register.](#) Please share the [Conference's Facebook event page.](#)

Janet Mock, Redefining Realness | Vermont Works for Women

As part of Transgender Awareness Week, [VWW celebrates Janet Mock](#) and how through her writing and advocacy, she pushes us all toward greater acceptance of ourselves -

and love for each other - showing us how to be unapologetic and real.

BIPOC Business Needs Survey | Vermont Partnership for Fairness & Diversity

The Vermont Partnership for Fairness and Diversity has [launched a survey to gauge interest in the creation of an entity to serve needs of BIPOC \(Black, Indigenous, People of Color\) business owners in Vermont](#). Do you believe such an organization is necessary and to what ends? Do you need access to capital, new markets, contracting opportunities, or advocacy on regulatory reform among other needs? Or do you just need a space for mutual support and the exchange of promising business practices?

Take Part in a National Survey Measuring Impacts of COVID-19 on Women and Families | UMass

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 would be most helpful.

Get 12 Months of Birth Control | PPNNE

Did you know that Vermont patients with eligible insurance plans can pick up a 12-month supply of their pills, patch, or ring in one trip to their pharmacy or health center? During COVID-19, that's more important to know than ever!

The 12-month supply is one of many benefits resulting from [2016's Vermont Access to Birth Control law](#) - one of the most comprehensive birth control access laws in the country!

Open Enrollment Open Until December 15th | Vermont Health Connect

Now during the COVID-19 pandemic, it is more important than ever to explore what coverage you qualify for, and now through December 15th, Vermonters can sign up for, or make changes to existing [Vermont Health Connect](#) insurance plans. Health insurance can:

- Reduce the risk of large medical bills;
- Help cover medications, visits to providers, and hospital care; and
- Help Vermonters stay healthy by paying for yearly check-ups, screenings and immunizations, and other preventive health care.

[There are tons of ways to apply, and help is available for you to do so.](#)

Seeking Donations of Yarn for Incarcerated Women at CRCF | Vermont Works for Women

Women incarcerated at the Chittenden Regional Correctional Facility would like to crochet hats and other warm winter wear for Vermont seniors this holiday season. The final handmade creations will be given to HANDS for distribution (Helping and Nurturing Diverse Seniors). If you are able to donate acrylic worsted weight yarn, in all colors, in it's original packaging, please [email VWW Program Manager Heather Newcomb](#) to coordinate.

Aging in Vermont 2020 Edition | Community of Vermont Elders

The inaugural edition of the [Aging in Vermont Resource Guide & Directory](#) is here! This book was designed to provide older Vermonters and their families with a list of local resources and explain why and how to access them. It can be challenging to know where to begin and where to find the help that you may need along the way. Vermont has a passionate and dedicated support community that can help provide options and answers.

Kiah Morris on VTDigger's Vermont Conversation with David Goodman

"This was a beautiful moment for women, it was a beautiful moment for women of color, who have been the backbone of this country since its founding and have bore many, many of the modes of oppression, all at the same time, while still pushing forward, and carrying our election; delivering wins, organizing and supporting and healing our communities in ways that we can be activated and be a part of this process." – [Kiah Morris on the Vermont Conversation](#)

The quiet powerhouse fighting racism in one of America's whitest states | Christian Science Monitor

"Ms. Davis officially started work in the summer of 2019 in this Cabinet-level post, after leaving a job as a top official in the New York City health department. One of her main duties in Vermont: to conduct a comprehensive review of state government to identify systemic racism and address those inequities.

Vermont, a state that is 94% white, is facing its own struggles with racism, from the intense racial harassment of lawmaker Kiah Morris, which led her to resign in 2018, to vandalism of Black Lives Matter murals painted on streets this year. More recently, Tabitha Moore, president of the Rutland Area NAACP, is moving out of her home due to continued racial harassment directed at her and her teenage daughter." – [Gareth Henderson for the Christian Science Monitor](#)

Beyond Gloria Steinem: What to Know About the Women of Color Who Were Instrumental to the Women's Liberation Movement | Time

"The Glorias features several of the leaders who not only shaped Steinem's activism, but also left a lasting impact on feminism and real-world policies through their work in creating an intersectional movement. Steinem, who is played by four actors including Julianne Moore, shares the screen with Dorothy Pittman Hughes (Janelle Monáe), Dolores Huerta (Monica Sanchez), Flo Kennedy (Toussaint), Wilma Mankiller (Kimberly Guerrero) and a brief tribute to Shirley Chisholm." – [Annabel Gutterman for Time](#)

How to Promote Racial Equity in the Workplace | Harvard Business Review

“Effective interventions involve many stages, which I’ve incorporated into a model I call PRESS. The stages, which organizations must move through sequentially, are: (1) Problem awareness, (2) Root-cause analysis, (3) Empathy, or level of concern about the problem and the people it afflicts, (4) Strategies for addressing the problem, and (5) Sacrifice, or willingness to invest the time, energy, and resources necessary for strategy implementation. Organizations going through these stages move from understanding the underlying condition, to developing genuine concern, to focusing on correction.” - [Robert Livingston via Harvard Business Review](#)

Vermont’s Rainbow Wave | Pride Center of Vermont

In all, [Vermont welcomes 6 new LGBTQ members to the House of Representatives](#), doubling LGBTQ representation! Prior to Election Day, Vermont boasted six LGBTQ House Reps: Brian Cina (P/D-Burlington), Diana Gonzalez (P/D-Winooski), Kathleen James (D-Manchester Center), John Killacky (D-South Burlington), Emilie Kornheiser (D/P-Brattleboro), and Bill Lippert (D-Hinesburg). Gonzalez chose not to seek reelection. Joining them in office beginning next year are Tiff Bluemle (D-Burlington), Kate Donnally (D-Hyde Park), Paul Martin (R-Franklin), Emma Mulvaney-Stanak (P/D-Burlington), Taylor Small (P/D-Winooski), and Heather Surprenant (P/D-Barnard).

A record number of women expected to serve in U.S. Congress | CBS News

“A record number of women are set to serve in the U.S. Congress next year, with at least 129 women set to join the United States House and Senate. This breaks a record first set in 2019, when 127 women served in the U.S. Congress, according to data compiled by the Center for American Women and Politics (CAWP), a unit of the Eagleton Institute of Politics at Rutgers University.” - [Caitlin O’Kane for CBS News](#)

Victim Resource Guide now online & interactive | U.S. Attorney Christina Nolan

Victims and their supporters can now access a directory of assistance-related resources at vtvictimresources.com. This guide provides a central listing of the valuable resources and services available to assist victims of crime in Vermont. Previously available in

booklet form and [posted on the U.S. Attorney's Office website](#), this comprehensive guide is now in an interactive online format, allowing users to search and filter fields, providing victims faster access to a more comprehensive list of services.

Please contact [Aimee Stearns, Victim/Witness Coordinator – U.S. Attorney's Office for the District of Vermont](#), to add a service or resource, or update the information listed in the guide.

When Schools Closed, Americans Turned to Their Usual Backup Plan: Mothers | NYTimes

"Mothers are the fallback plan in the United States in part because of [persistent beliefs](#) that they are ultimately responsible for homemaking and child rearing, and because of the lack of policies to help parents manage the load.

'Other countries have social safety nets; the U.S. has women,' Jessica Calarco, a sociologist at Indiana University." - [.Claire Cain Miller for NY Times](#)

Men Are Being Fired for Being Caregivers. Here's Why that Hurts Women Too | ACLU

"Objections to van Soeren becoming a father weren't limited to cruel remarks. Shortly after van Soeren returned from two weeks of paternity leave, he was fired. Van Soeren thought that was wrong — and illegal. He sued his former employer, but a federal court dismissed van Soeren's case last month, reasoning that his firing wasn't unlawful discrimination because van Soeren himself had not been pregnant.

The late Supreme Court Justice Ruth Bader Ginsburg would have disagreed. She was well known for her legal strategy arguing cases on behalf of men to demonstrate how sex discrimination harms us all. Ginsburg wanted everyone to have equal opportunity to work and participate in family life according to their own needs and wants, regardless of their gender. She also knew that in order for women to enjoy full equity outside the home, society would have to empower men to share the responsibilities within it. That meant breaking free from traditional gender roles and discriminatory laws that dictated that caregiving was a woman's job — and never a man's." – [Ria Tabacco Mar & Dana](#)

[Sussman via ACLU](#)

Amid surge in cases, schools are asked to do contact-tracing work | VTDigger

Health Department-trained investigators will still be responsible for interviewing anyone who tests positive for the virus, according to state guidance released Friday about the change and will decide who is deemed a close contact. But it will now be the school's responsibility to call individual staff members and student families to tell them they need to quarantine and for how long. [Lola Duffort for VTDigger](#)

Leaders concerned about Covid's impact on indigenous communities | VTDigger

"Across the country, the Covid-19 pandemic has had a disproportionate impact on Native American tribes, as well as people of color more generally. In Vermont, African American Vermonters have the highest rate of infection of any demographic, 10 times higher than that of white Vermonters, according to the Vermont Department of Health. But unlike the national trend, reported cases of those who self-identify as Native American in Vermont remain low.

Tribal leaders, however, say the virus has still significantly impacted their community, citing elders and artists who are at particular risk. Now, tribes are organizing grassroots support for those in their communities who are most impacted by the pandemic, as well as conducting their own research on how the coronavirus is affecting their members." - [Amanda Gokee for VTDigger](#)

Protecting Your Birth: A Guide For Black Mothers | NYTimes

How racism can impact your pre- and postnatal care — and advice for speaking to your Ob-Gyn about it. [The data](#) is heartbreakingly clear: Black women in America have more than a three times higher risk of death related to pregnancy and childbirth than their white peers. This is regardless of factors like higher education and financial means, and for women over 30, the risk is as much as five times higher. The NYTimes partnered to create an [education guide that would offer pregnant Black women agency](#) when planning

their care (which, in most cases, would be with white care providers). - [Erica Chidi and Erica P. Cahill, M.D. for the NYTimes](#)

Congratulations to Sam Roach-Gerber and Lisa Dion for being this year's ATHENA Awards recipients

The Central Vermont Chamber of Commerce presented Sam Roach-Gerber of Vermont Works for Women and Lisa Dion of the University of Vermont with ATHENA awards this year. Watch the [virtual ceremony](#).

Third Annual State and Regional Council Virtual Assembly | Building Bright Futures

[Building Bright Futures convenes this annual event](#). They monitor the state's early care, health and education systems and advises the Administration and Legislature on early childhood policy

Special thanks to Recent Vermont Equal Pay Compact Signers [Mountain View Property Services](#)

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.

EQUAL PAY COMPACT SIGNER #194

THANK YOU!



Employment Opportunities

Client Experience Coordinator | Center for Women & Enterprise

Work directly with the CWE Program Manager North, CWE Project Manager for COVID Business Recovery, CWE Senior Director, and a large network of instructors and counselors to coordinate a quality client experience.

Funding Opportunities

We Care 2 | VSECU

Now through November 25, VSECU is accepting applications from Vermont-based nonprofit organizations that make a positive and direct impact on issues of food, shelter, heat, financial education, or the environment for their annual We Care 2, a member-directed giving program distributing \$50,000 to nonprofit organizations. Programs or

Be the first voice of CWE Vermont, conducting intake and referring clients to best-fit CWE programs and resources. Conduct administrative tasks and implement systems and procedures that will stabilize this rapidly growing office, all with an eye for making the experience of new and returning clients that much more meaningful & enjoyable. Take the reins of the CWEVT social media, e-newsletter, and other outreach tools to truly engage new and existing clients. Interested? Find the full job description and application instructions at the [CWEVT website](#).

Executive Director | NEK Collaborative

The Executive Director (ED), in partnership with the NEK Collaborative Board, works to achieve the organization's mission through the strategic convening of community members, non-profit leaders, economic and community development professionals, and political leadership. The ED manages the finances, staff, and initiatives needed to enact NEKC's mission. The ED ensures the NEKC's sustainability by raising the budget and supporting the Board of Directors. The ED increases NEKC's visibility by serving as the external face of the organization and developing

organizations specifically focused on COVID-19 relief efforts will be given priority consideration. Nonprofit organizations that positively impact Vermonters' access to food, shelter, heat, financial education, or a healthy environment are invited apply for We Care 2 funding through November 25 at vsecu.com/wecare2.

EMBRACE Micro Business Grants | Micro Business Development Program

Owners of "micro businesses" are being encouraged to apply for grants of up to \$5,000 from a new round of funding to the Economic Micro Business Recovery Assistance for the COVID-19 Epidemic (EMBRACE) program.

A micro business is one that has five or fewer employees including the owner. The owner's income must be 80% or less of the Vermont medium in order to qualify. The business must have been negatively financially impacted by the COVID pandemic between March 1 and Nov. 1, 2020.

[Grants are being awarded on a first-come first-served basis and applications will be accepted until Dec. 18](#), or until the funds are allocated.

The grant money must be spent by

partnerships. The position requires a passion for our work, significant capacity for marketing and fundraising, a strategic vision, and the ability to support the day-to-day operations of a lean and nimble organization. Find the full job description and application instructions at the [NEK Collaborative's website](#).

Public Engagement Director | Vermont Early Childhood Advocacy Alliance

The role of the Public Engagement Director is to support advocacy activities that advance the mission of the Vermont Early Childhood Advocacy Alliance by coordinating the Alliance's community organizing, education, and engagement activities; providing direct advocacy support during the legislative session; and supporting membership engagement. Find the full job description and application instructions at the Alliance [website](#). Applications are due tomorrow, November 20.

Youth Advocate | Umbrella

The Youth Advocate is charged with providing advocacy services for children who have been affected by intimate partner domestic violence and child sexual abuse, and coordinates the delivery of support groups for

Dec. 30.

Northern Vermont Recovery Loan Fund | Vermont Community Loan Fund

The Northern Vermont Recovery Loan Fund provides flexible financing and business advisory services to help alleviate the sudden and severe economic disruption caused by COVID-19. Thanks to grant support from the US Economic Development Administration this is no-cost/low-cost debt financing, along with business advisory services and other supports. [More information is available on the VCLF website](#).

children and other direct services. Find the full job description and application instructions at the [Umbrella website](#). Applications are due tomorrow, November 20.

Upcoming Events

Sex, Politics & Cocktails Virtual Celebration | Planned Parenthood of Northern New England Action Fund

[Thursday, November 19, 6:00 - 7:00 p.m.](#)

Happy Cafe with Dawn Holtz | Kellogg-Hubbard Library

[Thursday, November 19, 6:30 - 7:30 p.m.](#)

Transgender Day of Remembrance & Resilience - Resilience & Healing space | Pride Center of Vermont

[Friday, November 20, 5:30 - 7:30](#)

Business Plan Basics | CWEVT

[Saturday, November 21, from 10:00 a.m. - noon](#)

A History of the Concept of Race | Vermont Humanities Council

[Sunday, November 29, at 7:00 p.m.](#)

Growing Up Black in Rural Vermont | Racism in America Series

[Tuesday, December 1 at 7:00 p.m.](#)

New England Women’s Policy Conference: “The Time is Now: Gender Justice, Antiracism, and Systemic Change” | NEWPI

[Wednesday, December 2 – Friday, December 4, 9:00 a.m. - 12:00 p.m.](#)

Unpacking Whiteness | Peace & Justice Center

[Wednesday, December 2, 5:30 - 6:45 p.m.](#)

After “Migrant Mother:” The Promise and Peril of the First Green New Deal | VT Humanities

[Wednesday, December 2, 7:00 p.m.](#)

Food Insecurity and Social Needs Among Employees—How employers can help | VT Health Department

[Thursday, December 3, 9:00 – 10:00 a.m.](#)

Steps to Start a Business | CWEVT

[Wednesday, December 9, 3:00 – 5:00 p.m.](#)

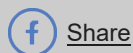
Book Discussion: Fun Home by Alison Bechdel | Vermont Humanities Council

[Thursday, December 10 at 6:30 p.m.](#)



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](#).



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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