

**State of Vermont**  
**Vermont Commission on Women**  
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**Vermont Commission on Women Meeting Minutes**  
**Friday, January 14, 2022 | 8:30 a.m. – 10:30 a.m.**  
**Remote meeting via video conference**

**Commissioners present:**

Kellie Campbell (Co-chair), Lisa Senecal (Co-chair), Ed Adrian, Delaney Courcelle, Sarah Mell, Ashley Messier, Kim Nolan, Lisa Ryan, Heidi Tringe

**Advisors present:**

Meredith Roberts, ANA Vermont  
Katie Salina, Let's Grow Kids  
Jessica Barquist, Vermont Network Against Domestic & Sexual Violence  
Alison Lamagna, Vermont Works for Women  
Katie Armstrong, Vermont Women in Law Enforcement

**Commissioners absent:**

Kiah Morris (Co-chair), Nancy Brooks, Lisa Carlson, Kerin Durfee, Wendy Knight,

**Guests:** Caroline Pratt, VCW Intern, Al Johnson-Kurts, Change The Story VT

**Staff:** Cary Brown, Ellie Lane, Lilly Talbert

**Presiding:** Kellie Campbell, Kiah Morris, Lisa Senecal

**Recording:** Ellie Lane

**1. Welcome and Introductions**

Meeting called to order at 8:30 a.m.

**2. Approval minutes of December 10, 2021**

Minutes approved.

**3. Announcements**

Lisa S moved to Craftsbury Common, left Stowe.

Sarah gave a shoutout to Kellie for the new portal she helped design for CCV!

Ashley shared that she'll be [kicking off the Dismas House's speaker series on Friday, February 4<sup>th</sup>](#).

Al is leading a media training this afternoon at 3 pm, Commissioners and Advisors are invited.

Heidi shared [an Accountability in Anti-Racism](#) program, it's a six-week online dialogue, and that begins February 3<sup>rd</sup>.

VWW just launched their [new business roundtable, GEAR](#), the first session is March 16.

Al accepted a position after Change The Story as Campaign Manager for Fund Vermont's Future housed at Public Assets and will start full-time on February 28.

Lilly shared that Cary was on NECN last night as part of the story [Vermont Could Send Its First Woman to Congress; 3 Vying for the Job](#).

#### 4. Staff/Legislative Updates

Cary shared that we have four legislative interns all together, Caroline Platt, who is here with us, as well as Callahan Beck, Muhammad Ammar, and Alaura Rich. Three are UVM students, and one is a student at Bennington College, and they will be helping to work to monitor legislation.

Cary provided an update about H. 320 & H.329, related to workplace discrimination, as well as a data collection bill that would require more reporting to the Department of Labor.

Another bill, H.615, would require employers to post a salary range in job postings, among other things.

Cary is working on finishing the Women in Leadership & Public Life Report, if any Commissioners want to assist with that in this final stage, that would be great.

Building Bright Futures recently release the 2021 State of Vermont's Children, and that featured some information about the workforce. They talked with us in the creation of that report, Kellie made that connection, and our former Data Management Coordinator, Anna, worked on that. Cary is trying to talk more about why the work that women tend to do is paid less than the work men tend to do, and changing that as a strategy to close the wage gap, because we need that work to be done.

BBF is interested in continuing these meetings, and Kellie will continue to meet with them. Anyone is welcome to join, and she'll share the next meeting in the chat. Feb 1st at 11 is the next meeting with BBF. If Commissioners are interested in joining that or next let her know.

Lilly shared that soon, she could use a website review team.

Ellie shared that she'll be sending out an email after the meeting detailing the new DocuSign capability for electronically submitting reimbursement claims.

Meredith shared "We did a press release our Congressmen supported <https://anvermont.nursingnetwork.com/nursing-news/187529-letter-to-president-biden-from-rep-welch-and-other-congressmen-supporting-health-care-workers-on-osha-covid-health-care-standard>"

#### 5. Committee work

- Economic Equity & Security

Cary shared that the last time the Economic Equity & Security met, they reviewed a draft brief on the minimum wage that Ellie has been working on, and hopefully that will be ready soon for everyone to see. Cary also said that she sees the value of having a policy on marriage, that supports her in being able to respond to bills, or questions as they come up.

Cary has had a lot more conversations about child marriage and impacts on marginalized communities and asked for thoughts and any harms or inequities that we might not be seeing that could come of prohibiting marriage for those under 18. Everyone she talked to thought this would be a good idea, no one thought we shouldn't prevent these marriages.

The Commissioners present were supportive of the policy.

- Women in the Criminal Legal System

Ashley shared a bit about what the Criminal Legal System committee has been doing. Ashley shared that the folks in the facility don't have access to high-quality surgical masks. We've been meeting more often, for now, to figure out, what, where, and who we want to start conversations with. We decided at our last meeting to start in the community, with formerly incarcerated folks, their families, their kids, communities, etc. The group will figure out a way to utilize VCW's podcast to share folks' experiences. Lisa R and Ashley are working to communicate with the new DOC Commissioner, and working on a plan to go into the facility when it's COVID safe. We're working towards getting to a place where we can start having those conversations.

- Discussion of racial justice work

Cary is wondering about taking a group pulse about what we should be doing next, where to go. The following points were raised:

- "I would recommend that next time we start this conversation earlier in the meeting, especially if Kim wanted to speak on this, we should have had it in the beginning of the agenda so she could participate."
- suggestion that Commissioners participate in the new Accountability in Anti-Racism group.
- Suggestion that we hire a consultant to come in and do this work.
- at VWW, they assigned episodes of the Seeing White podcast and had discussion questions and have included that in onboarding with new members.
- this ties back into attendance and also our values. If these are our values, then we need to prioritize showing up and doing this work. And we also need to make sure that we have these conversations in a way that don't perpetuate and repeat harm for our members who are black and brown, like an option for an alternative space.
- wondered about creating a racial equity rubric to apply to VCW policies and decisions.

## **6. VCW principles/values**

Cary shared a draft of consolidated VCW values based on our past group work. The group shared thoughts and will continue work on the draft at the next meeting.

**Meeting Adjourned at 10:31 a.m.**