



VIEW

Vermont Information Exchange for Women Newsletter



May 28th, 2021

News & Resources

Leaders for Equity and Equal Pay (LEEP) Toolkit Launch | Change The Story VT

At noon on Tuesday, June 8th, BYO lunch, open up your laptop and take part in the launch of brand new, game-changing pay equity tools! Join Change The Story VT, a partnership initiative of Vermont Works for Women, Vermont Commission on Women, and the Vermont Women's Fund, for the launch of our new Leaders for Equity and Equal Pay (LEEP) Toolkit during the lunch hour.

The Toolkit is a free DIY resource empowering small and mid-size businesses and organizations (under 400 employees) to conduct their own ongoing gender and racial pay

equity reviews. To encourage all Vermont employers to be Leaders for Equity and Equal Pay, the Toolkit launches on all Change The Story Vermont partner websites to download for free on June 8th. At our launch event, you'll be introduced to the innovative Equity Management Tool and companion Playbook, you'll learn from state and national pay equity experts, and you'll be inspired by the stories of Vermont employers who have implemented workplace pay equity practices. Moderated by Kerin Durfee, a commissioner with Vermont Commission on Women and the new Director of the City of Burlington's Human Resources Department, a roundtable discussion includes:

- Mara Neufeld Rivera, Head of People & Culture at Chroma Technology Corporation
- Lisa Yaeger, Chief Equity, People & Culture Officer at Vermont Foodbank
- Duane Peterson, Co-President and Founder of SunCommon
- Krysta Sadowski, Equity & Talent Strategy Consultant
- Frank Sadowski, Sadowski Consulting Services

Our featured speaker is former Massachusetts Lt. Governor, author and economist, Evelyn Murphy. Dr. Murphy is founder and president of the national grassroots activist organization The WAGE Project and the co-chair of the Boston Women's Workforce Council, both leading organizations dedicated to eliminating the gender and racial wage gap.

Register now as an individual or team!

Women Lead in Vaccination Rates

To date, [76.8% of Vermont women have received at least one does of the COVID-19 vaccines](#), compared to 71.3% of men. Vermont men have been steadily closing the gender gap in vaccination rates. Interested in more data about women and COVID? Check out our [COVID-19 Crisis and Vermont Women dashboard](#).

Looking to walk in to a vaccine clinic without an appointment? You can! Check out the latest opportunities on the Health Department's website: healthvermont.gov/MyVaccine and follow the Health Department's [social media feeds @healthvermont](#) to stay up to date.

LUNAFEST at the Sunset Drive-In on Thursday, June 10 | Vermont Works for Women

Vermont Works for Women is hosting LUNAFEST, a traveling film festival of award-winning short films by and about women, at the Sunset Drive-In Theatre in Colchester on Thursday, June 10! [Tickets are available now](#) (\$25 an individual, \$40 for 2+ persons) and if you purchase at least a week in advance, you receive \$5 off.

Legislative Updates

Last week marked the end of the 2021 Vermont legislative session. Many of VCW's Advisory Council members track and champion legislation. Read their session updates:

- [Vermont Early Childhood Advocacy Alliance](#)
- [Vermont Network Against Domestic & Sexual Violence](#)

And stay tuned for VCW's legislative update, coming soon.

What's changed in Vermont since George Floyd's murder? | The Deeper Dig

Noel Riby-Williams, who organized a march of more than 5,000 people in Montpelier last year, said Vermont's low proportion of people of color has made reforming local police departments more difficult. "I definitely think we should ask ourselves why people of color don't live here, and why they come and might not stay," Riby-Williams said. "Because if Vermont is as welcoming and friendly as most people say, you should be able to foster more communities of color and make them feel welcomed." [On this podcast, David Phair, Noel Riby-Williams and Maroni Minter reflect on the impact of last year's protests.](#)

(Un)fractured: Covering Race And Racial Injustice In Our Communities | VPR

May 25 marked the one-year anniversary of the murder of George Floyd. Floyd's death amplified calls for change, including how newsrooms cover protests and race. In this conversation – the first of several – [VPR discusses how local media cover race and racial injustice, and what change community members would like to see moving forward with Mia Schultz, Steffen Gillom, & Meaghan Meachem.](#)

ACLU, NAACP call Bennington's police oversight approach 'deeply flawed' | VTDigger

"Also, earlier this month, a Vermont Human Rights Commission report concluded that the Bennington Police Department discriminated against Kiah Morris on the basis of her race.

According to the report, the police department violated not only her rights, but also the rights of her family. Morris, who was living in Bennington, was the only Black woman in the Vermont Legislature. She announced in 2018 that she would not seek re-election, in part because of racial harassment and the lack of appropriate police response.” – [Alan Keays for VTDigger](#)

New BIPOC health equity group to tackle Covid-19 and larger health disparities | VTDigger

“The leaders behind Vermont’s effort to vaccinate Black, Indigenous and people of color are launching a new organization to centralize the state’s effort to lessen vaccine disparities. On [VermontHealthEquity.org](#), users can find dates for clinics and sign up for events about vaccine safety and progress in the state. But the organization also has larger plans.” - [Grace Elletson for VTDigger](#)

As kids wait for mental health care, their parents cry for help | VTDigger

“But the number of kids reporting mental health challenges has surged during the coronavirus pandemic, stretching the resources available at every nexus of the mental health system. The designated agencies have a combined 780 staffing vacancies, said Dillon Burns, mental health services director at Vermont Care Partners. More than 100 of those are at the Howard Center in Burlington, which in turn leads to longer waits, said Chief Client Services Officer Catherine Simonson. The agency has a waitlist of about 60 youth waiting to see a counselor.” – [Katie Jickling for VTDigger](#)

‘Water, Water Everywhere and Not a Drop to Drink’: How Water Pollution Affects Our Health—From Disrupted Hormones to Lead Poisoning | Rickey Gard Diamond via Ms. Magazine

Vermont feminist, activist, writer and founder of [An Economy of Our Own](#) Rickey Gard Diamond’s latest column at *Ms. Magazine*, [Water, Water, Everywhere and Not A Drop to Drink](#). “The title is dire, but this celebrates the water-protector work of Erin Brockovitch, Shana Swan, Theodora Colburn, Sarah Ganim, and the women of WILPF. Don’t know who they are, except for Erin, of Hollywood movie fame? Exactly! Spread the word.”

Accounts of sexism in the craft beer industry shake up Vermont’s breweries | VTDigger

“For the past week, a reckoning around sexism has gripped the craft beer industry. It began with a question, posed May 11 by Massachusetts brewer Brienne Allan on her Instagram to fellow women in the business. ‘What sexist comments have you experienced?’ she asked.” - [Katya Schwenk for VTDigger](#)

Draft Vermont Proposition Released | Vermont Council on Rural Development

The Vermont Proposition is a starting point for discussion on the work ahead to build the best possible future for the people and communities of Vermont. This [draft Proposition](#) has been built by the Vermont Council on Rural Development based on interviews with hundreds of individuals, written proposition contributions from more than a thousand people, inputs from local, regional, and statewide COVID recovery convenings, ideas from partners, policy councils, and the tens of thousands of Vermonters over the years to set and advance action to improve life in our state. It's presented as a starting point for dialogue, to gather ideas, feedback, corrections and improvement. [What are your Propositions for the Future of Vermont?](#)

Title IX Public Hearing | U.S. Department of Education's Office for Civil Rights

From June 7 – 11, the U.S. Department of Education's Office for Civil Rights (OCR) will host a [virtual public hearing to gather information for the purpose of improving enforcement of Title IX of the Education Amendments of 1972](#). At the hearing, members of the public may comment on steps the Department can take to ensure that schools are providing students with educational environments free from discrimination in the form of sexual harassment, which encompasses sexual assault and other forms of sexual violence. Members of the public may also comment on how the Department can continue to ensure that schools have grievance procedures that provide for the fair, prompt, and equitable resolution of reports of sexual harassment and other sex discrimination, cognizant of the sensitive issues that are often involved.

Blue Cross reports higher childbirth complication rates for Black and Hispanic women | Vermont Business Magazine

Data shows the rates of childbirth complications have been increasing for women of color. In the last two years, the rate of Hispanic women with severe childbirth complications increased 19 percent. [The recently released data](#) shows that black women are 193% more likely to experience pulmonary edema/acute heart failure, compared to white women.

"There is an urgent maternal health crisis in our country," said Kim Keck, president and CEO of BCBSA. "It is unconscionable that women of color face a greater risk of childbirth complications compared to white women. We must confront health disparities across the board to change the trajectory."

WBON's Marie Eddy on Town Meeting TV | Town Meeting TV

[WBON Board Member Marie Eddy represented in an interview on Town Meeting TV with Host Dennis McMahon](#). In the interview she touches on the various backgrounds of our

members, what WBON offers its members and our 2021 Spring Conference. Marie Eddy is the Founder and CEO of Eddy Career Services.

Women Left Their Jobs To Be Caregivers. A Business Coalition Wants Companies To Help | NPR

“The coronavirus pandemic has been especially tough on women, who are still bearing the brunt of the demands of child care and housework. About 400,000 more women than men have left the workforce since the start of the pandemic. The percentage of women in the paid labor force has not recovered from the steep drop in the spring of 2020. Many had to leave their jobs last year to take care of their children when schools closed. [A new business coalition wants companies to take the lead in creating better options for child care and elder care, as well as push the federal government to create a minimum standard of federally funded family and medical leave.](#) The group also advocates better working conditions for people who work as caregivers. The Care Economy Business Council was created by the Time's Up advocacy group, which advocates for gender equality in the workplace.”

\$331,000 in 2021 annual grants announced | Vermont Women's Fund

The Vermont Women's Fund [awarded \\$331,000 in grants to 29 nonprofit organizations](#) that further the Fund's mission to support the advancement, self-sufficiency, and economic and social equality of Vermont's women and girls. A component fund of the Vermont Community Foundation, the Women's Fund began fulfilling its philanthropic mission in 1994 and is our partner in the Change The Story VT initiative, along with Vermont Works for Women.

Rosie's Girls Camp | Vermont Works for Women

[VWW is excited to offer Rosie's Girls summer camp in six communities this summer!](#)

Each camp will meet in person for one week of half-day programming and follow state Covid-19 safety guidelines. All campers will receive an individual kit full of projects to complete together at camp, in addition to empowering activities and games. Projects will focus on a variety of STEAM (Science, Technology, Engineering, Arts and Math) concepts using materials comprised of wood, metal, and natural resources.

Welch drums up support for anti-Asian hate crime bill | VTDigger

“Congressman Peter Welch, D-Vt., is urging his colleagues in the House to pass a bill that aims to combat hate crimes against Asian Americans...Mieko Ozeki, co-founder of women's business advocacy group Vermont Womenpreneurs, and her family have been on edge since the pandemic began and stories of discrimination toward Asian Americans began to emerge, she said during the press conference. Because Covid-19 originated in Wuhan, China, some have cast discriminatory blame on Asian Americans for the pandemic. Reports of Asian Americans being screamed at, spat on and racially profiled have increased over the past year. Former President Donald Trump referred to Covid-19

as the ‘Chinese virus,’ a phrase that many have criticized for attributing the pandemic to a nationality. ‘My mother, the first thing when this virus came out, she called me and she goes, ‘Be prepared,’ Ozeki said. ‘It’s in our heads. We have a history. We might be wrangled. We might be taken out, excluded, whatever it may be.’” – [Grace Elleston for VTDigger](#)

Appointments to Cannabis Advisory Committee | Speaker of the House, Jill Krowinski

Act 164 of 2020 created the framework for the regulation of cannabis for adults in Vermont. As part of that legislation, a Cannabis Advisory Committee is created, and the Speaker of the House is authorized to make two appointments to the committee. The committee is intended to assist the Cannabis Control Board, an independent entity charged with implementing and administering laws enabling adult-use cannabis and providing expertise and knowledge relevant to the Board’s mission. The Speaker is authorized to appoint two individuals with the following background:

- (1) one member with an expertise in systemic social justice and equity issues
- (2) one member with an expertise in women and minority-owned business ownership

This is a part time commitment, and members who are not otherwise compensated by their employer for attendance at meetings are be entitled to a \$50.00 per diem compensation and reimbursement of expenses as permitted under 32 V.S.A. § 1010 for not more than six meetings annually. Interested persons may contact Speaker Jill Krowinski’s staff at ckennedy@leg.state.vt.us.

Former Commissioner Elayne Clift: Remembering women in war — what they endured, and achieved | VTDigger Commentary

[“Women have been warriors throughout history.](#) During the Civil War, they assumed male aliases, wore men’s uniforms, and charged into battle on both sides. Harriet Tubman was a spy then and the first woman to lead a battalion into battle.”

Former Commissioner Deborah Bucknam: Republicans are intelligent and passionate about Vermont | VTDigger Commentary

[“Republicans believe our fellow Vermonters are adults, and we trust Vermonters to make the right decisions for themselves and their families.”](#)

Former Commissioner Emilie Kornheiser: Taxation that helps our neighbors and our communities

“Ideally, our work is not only to fill the cracks; we aim to repair them.” We are using our investments to close the wealth gap and investing in social infrastructure by strengthening systems and services that increase health and well-being; investing in workforce training and higher education; and sustaining a child care system that’s accessible, affordable and meets working families’ needs. We are growing our stock of affordable housing and expanding broadband.”



Lisa Senecal
of Stowe



‘Education’ bills sweeping country want us to ignore facts | Stowe Reporter’s Opinion Columns

“Sometimes, you can learn a great deal about a society by looking for what isn’t included in its history books. The missing topics or groups are likely closely related to topics avoided at social gatherings that you would prefer not devolved into food fights.”

[Read More](#)

Employment & Training Opportunities

Trailblazers | Vermont Works for Women

Trailblazers, a trades training program for women and gender non-conforming individuals interested in learning skills and/or pursuing careers, welcomes participants in a new class this summer. Beginning on July 6, participants will meet two nights a week and Saturdays for seven weeks at the Carpenters Local 349/352 training facility in South Burlington. Female-identifying instructors will guide participants through the basics of construction, electrical, solar, and HVAC through classroom and hands-on lessons. In addition, participants will connect with mentors and employers, practice self-advocacy, learn how to market their skills, and earn certifications from NCCER (the National Center for Construction Education & Research) and OSHA.

Those wanting to start careers in the trades will have the option of a 3-week onsite work experience with a local employer — an exciting addition to the successful Trailblazers program! Employers hosting these onsite experiences include Lewis Creek Builders, Wooden Hammer Cabinetry, Seth Gifford Construction, Energy Co-Op of Vermont, and Vermod Homes. Interested in participating? [VWW is accepting applications on a rolling basis until Tuesday, June 15.](#)

Common Good Vermont Seeks Part-time Program Associate

Common Good Vermont (CGVT) is looking for a new Program Associate to join our growing team. The new position works with CGVT's Director to help steer CGVT as a go to resource for Vermont nonprofits to share resources, gain skills, and build partnerships. The Program Associate is responsible for supporting the CGVT Director with administrative support, programming events, and communications coordination. The successful candidate is an outgoing and effective communicator with strong writing skills, experienced with training events, and is detail and action oriented. Familiarity with Vermont's nonprofit community is preferred. [Learn more & apply.](#)

Events

Minari film screening | Montpelier High School Racial Justice Alliance

[TONIGHT, Friday, May 28, 7:30 p.m., Vermont State House Lawn, Montpelier](#)

Love Us Alive: Community Gathering in Grief and Healing | SUSU Community Farm

[Saturday, May 29, 1:00 – 2:00 p.m., Retreat Farm, Brattleboro](#)

Voices of Black Women in Vermont, featuring VCW Commissioner Lisa Ryan | Rutland Area NAACP

[Sunday, May 30, 2:00 – 4:00 p.m.](#)

Healthy Relationships Project – Training of Facilitators | PCAVT

[Wednesday & Thursday, June 2 – 3, 10:00 a.m. – 12:00 p.m.](#)

Child Care and Development Fund State Plan Public Hearing

Wednesday, June 2, 5:30 p.m.

A People's Law School: Consumer Protection 101

Wednesday, June 2, 6:00 – 7:30 p.m.

Bird Trivia With Jane And The Bird Diva | Vermont Public Radio

Thursday, June 3, 7:00 p.m.

Creating in the Company of Wild Irises | Clemmons Family Farm

Saturday, June 5 from 9:00 – 11:00 a.m., Clemmons Family Farm, Charlotte

Sunday, June 6 from 2:00 – 4:00 p.m., Clemmons Family Farm, Charlotte

Title IX Public Hearing | U.S. Department of Education's Office for Civil Rights

Monday, June 7 – Friday, June 11

Conversation on Racial Equity & Justice | Alliance for a Better Vermont

Monday, June 7, 5:30 – 6:30 p.m.

Leaders for Equity and Equal Pay (LEEP) Toolkit Launch | Change The Story VT

Tuesday, June 8, 12:00 – 1:00 p.m.

LunaFest | Vermont Works for Women

Thursday, June 10, 8:00 p.m., Sunset Drive-In, Colchester

The People's Law School: Understanding State Government

Wednesday, June 16, 6:00 – 7:30 p.m.

Contextualizing Juneteenth | Rutland Area NAACP

Saturday, June 19, 4:00 p.m., Roosevelt Park, Burlington

Juneteenth; Living Liberation | Noel Riby-Williams and Jess Laporte

Saturday, June 19, 5:00 – 8:00 p.m., Vermont State House

Submit your event to our statewide events calendar



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