

VERMONT COMMISSION ON WOMEN
Budget request FY2016
STRATEGIC OVERVIEW

Department mission statement: include purpose and goals, and population served.

The Vermont Commission on Women provides information and counsel and collaborates with state and community partners to address discrimination and other matters of concern to women in Vermont. The Commission is composed of 16 commissioners, appointed by multiple appointing authorities, and drawn from throughout the state from diverse backgrounds. An Advisory Council, representing a range of partnership organizations, provides information and assists the Commission. Staff includes an Executive Director, an Executive Staff Assistant, and a Communications & Program Coordinator.

Statutory direction:

Conduct studies of matters concerning women, and in furtherance of that responsibility may:

- (1) review Vermont statutes with regard to sex discrimination and other matters affecting the status of women;
- (2) educate and inform business, education, state and local governments and the general public about the nature and scope of sex discrimination and other matters affecting the status of women in Vermont;
- (3) serve as a liaison and clearinghouse between government, private interest groups and the general public concerned with services for women, and, in this regard, may publish a periodic newsletter to provide information to these constituencies;
- (4) promote consideration of qualified women for all levels of government positions.

List indicators chosen to measure results, impacts and outcomes.

Through our strategic planning process we have identified outcomes that we support. These give us the basis for a start on the Results Based Accountability process – while we are not a direct service agency, and do not provide programming that assumes the ability to achieve these results, we work in collaboration and conjunction with many partners to support these results. They help move Vermont towards several of the population-level quality of life outcomes identified in the “outcomes bill.”

Some examples of outcomes we support that relate to population-level quality of life outcomes are:

1. Vermont has a prosperous economy.

VCW PRIORITY ISSUE: ECONOMIC EQUITY & SECURITY

VCW monitors legislation and public policies, provides research and information, and collaborates on measures that support the following outcomes:

- Women and men earn equal pay for equal work.
- Women earn a livable wage.
- Vermont workplaces are free of gender bias and harassment.
- Women entrepreneurs have support in starting or expanding businesses.
- Vermonters have support to balance work and family life.
- Vermonters will have adequate public assistance - social benefits.

2. Vermonters are healthy.

VCW PRIORITY ISSUE: HEALTH & SAFETY

VCW monitors legislation and public policies, provides research and information, and promotes measures that support the following outcomes:

- Women and children live free of all forms of violence
- Women have access to quality affordable health care.
- Women and girls have access to information about health and safety.

4. Vermont's communities are safe and supportive.

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VCW PRIORITY ISSUE: LEADERSHIP & PUBLIC LIFE

VCW monitors legislation and public policies, provides research and information, and collaborates on measures that support the following outcomes:

- Women are equally represented in Vermont's legislature and elected office.
- Women are active participants, voters, and influential leaders in their communities and in the state.
- Policymakers understand the impact of laws and policy on women and girls.
- Women and men are equally represented in appointed office and in the private sector.

VCW PRIORITY ISSUE: CIVIL & LEGAL RIGHTS

VCW monitors legislation and public policies, provides research and information, and collaborates on measures that support the following outcomes:

- Women will understand their rights under Vermont law.
- Women will have equal access to justice.

5. Vermont's families are safe, nurturing, stable, and supported.

VCW PRIORITY ISSUE: HEALTH & SAFETY

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6. Vermont's children and young people achieve their potential.

VCW PRIORITY ISSUE: EDUCATION & HUMAN DEVELOPMENT

VCW monitors legislation and public policies, provides research and information, and collaborates on measures that support the following outcomes:

- Schools are free of gender bias, harassment and bullying.
- Women and girls have equal access and encouragement to pursue education and careers in science, technology, engineering and math.
- Women have equal access to workforce training and development throughout their lives.

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Include quantified data on the extent to which those results, impact and outcomes are being achieved.

Since we do not provide direct service, we have had to think creatively about evaluating our work. We track the numbers of people we serve as best we can, and we ask for feedback and evaluation of our work where we can.

Approximate numbers served:

Information & Referral 16,178

Includes 316 direct responses to inquiries for help and information
Includes 6623 unique visitors to our website (27,369 page views; the most visited pages, not including "home" or "about us", were "News and Events," "Help and Information," "Our Work," "Recent Happenings." and "Legal Rights of Women Handbook.")

Public Education

18,548

Includes 6623 unique visitors to our website

Does not include radio, television, and newspaper appearances – real numbers much higher because of this

Public Policy

1191

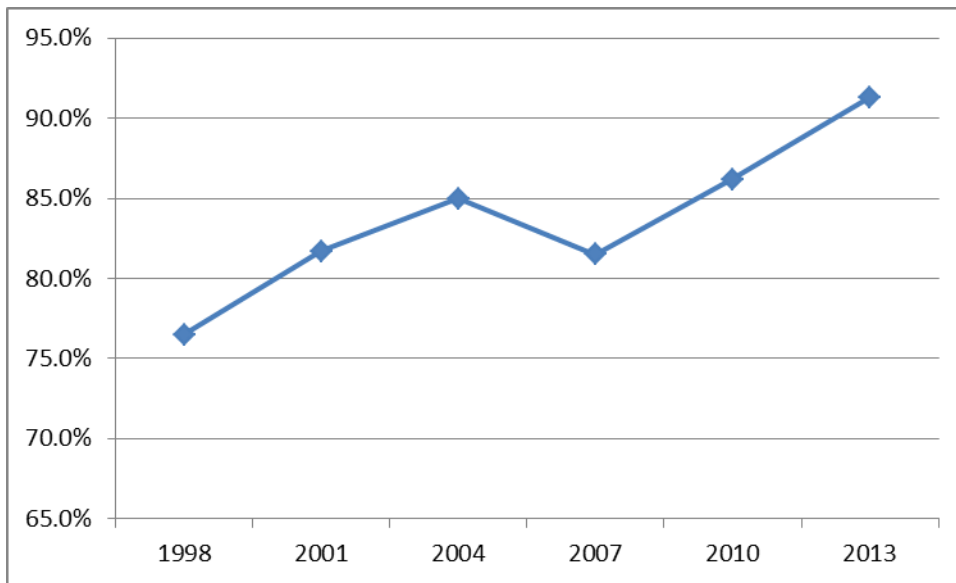
Does not include estimates of farther-reaching impacts of public policy work, e.g. the entire State of Vermont employment force, served by our work on the Governor’s Workforce Equity and Diversity Council – real numbers much higher because of this

As we transition into utilizing Results Based Accountability to assess our work, we have begun to identify some impacts of our work. Through our unique role as partner, convener and facilitator of women’s organizations throughout the state, we are able to maximize the impact of our and others’ efforts, with the result that Vermont is moving towards many of these goals.

For example:

WAGE GAP

This chart shows Vermont women’s earnings as a percentage of men’s since 1998:



WOMEN IN THE VERMONT LEGISLATURE

This chart shows the increase in the numbers of women serving in the Vermont legislature:

