

1 H.401

2 Introduced by Representatives O’Sullivan of Burlington, Christie of Hartford,
3 Jerome of Brandon, Kornheiser of Brattleboro, Ralph of
4 Hartland, Till of Jericho, and Troiano of Stannard

5 Referred to Committee on

6 Date:

7 Subject: Internal security and public safety; National Guard; diversity; gender
8 equity

9 Statement of purpose of bill as introduced: This bill proposes to create the
10 position of Chief Diversity Officer within the Vermont National Guard and to
11 require the Adjutant and Inspector General to submit an annual report on
12 gender equity in the Vermont National Guard and the Guard’s efforts and
13 programs to recruit, retain, and promote women to be senior noncommissioned
14 officers, warrant officers, and senior commissioned officers.

15 An act relating to the Vermont National Guard

16 It is hereby enacted by the General Assembly of the State of Vermont:

17 Sec. 1. 20 V.S.A. § 428 is added to read:

18 § 428. CHIEF DIVERSITY OFFICER

19 (a)(1) The Governor shall appoint a Chief Diversity Officer of the Military
20 Department with the advice and consent of the Senate.

1 (2) The Chief Diversity Officer shall serve at the pleasure of the
2 Governor.

3 (b) The Chief Diversity Officer shall have the following duties:

4 (1) assist and advise the Adjutant and Inspector General in relation to
5 increasing diversity and creating an inclusive culture within the Vermont
6 National Guard;

7 (2) provide executive-level leadership in relation to efforts to increase
8 diversity, gender equity, and inclusion within the Vermont National Guard;

9 (3) administer the Vermont National Guard's Joint Diversity Executive
10 Council;

11 (4) work closely with senior leaders, councils, special emphasis staff,
12 community members, and other stakeholders to develop and execute strategies
13 that advance the Vermont National Guard's initiatives related to diversity,
14 gender equity, and inclusivity;

15 (5) coordinate and collaborate with other wellness program leaders,
16 including the equal employment opportunity managers and sexual harassment
17 and assault prevention program managers; and

18 (6) coordinate and synchronize efforts to increase diversity, gender
19 equity, and inclusivity in the Vermont National Guard's recruiting, retention,
20 and wellness programs, as well as its equal employment opportunity initiatives
21 and sexual harassment and assault prevention and response program.

1 Sec. 2. 20 V.S.A. § 429 is added to read:

2 § 429. RECRUITMENT, RETENTION, AND PROMOTION OF WOMEN;

3 REPORT

4 (a) Notwithstanding 2 V.S.A. § 20(d), the Adjutant and Inspector General
5 shall make a report to the General Assembly on or before January 15, 2020 and
6 annually thereafter regarding the Vermont National Guard's efforts to recruit
7 and retain women and to increase the number of women serving as senior
8 noncommissioned officers, warrant officers, and senior commissioned officers.

9 (b) The report shall contain:

10 (1) the numbers, by rank, of men and women serving in the Vermont
11 National Guard as senior noncommissioned officers, E-7 and above; as warrant
12 officers, W-1 to W-5; and as senior commissioned officers, O-4 and above;

13 (2) the change during the previous five years in the numbers of men and
14 women serving in the Vermont National Guard as senior noncommissioned
15 officers, E-7 and above; as warrant officers, W-1 to W-5; and as senior
16 commissioned officers, O-4 and above;

17 (3) the numbers of men and women recruited to serve in the Vermont
18 National Guard during the past calendar year;

19 (4) the numbers of men and women recruited or promoted to serve in the
20 Vermont National Guard as senior noncommissioned officers, E-7 and above,
21 during the past calendar year;

1 (5) the numbers of men and women recruited or promoted to serve in the
2 Vermont National Guard as warrant officers, W-1 to W-5, during the past
3 calendar year;

4 (6) the numbers of men and women recruited or promoted to serve in the
5 Vermont National Guard as senior commissioned officers, O-4 and above,
6 during the past calendar year;

7 (7) a summary of the current policies, initiatives, and programs to
8 increase the number of women recruited and retained by the Vermont National
9 Guard, any changes made by the Guard since the prior report, and any
10 recommendations for legislative action to increase further the number of
11 women recruited and retained by the Vermont National Guard; and

12 (8) a summary of the current policies, initiatives, and programs to
13 increase the number of women serving in the Vermont National Guard as
14 senior noncommissioned officers, warrant officers, and senior commissioned
15 officers; any changes made by the Guard since the prior report; and any
16 recommendations for legislative action to increase further the number of
17 women serving in the Vermont National Guard as senior noncommissioned
18 officers, warrant officers, and senior commissioned officers.

19 Sec. 2. EFFECTIVE DATE

20 This act shall take effect on July 1, 2019.