

1 H.401

2 Representative O’Sullivan of Burlington moves that the bill be amended by
3 striking out all after the enacting clause and inserting in lieu thereof the
4 following:

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

6 § 428. CHIEF DIVERSITY OFFICER

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

9 (2) The Chief Diversity Officer shall be attached to the Governor’s
10 office for administrative purposes and shall report directly to the Governor.

11 (3) The Chief Diversity Officer shall serve at the pleasure of the
12 Governor.

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

14 (1) assist and advise the Governor and Adjutant and Inspector General
15 in relation to increasing diversity and creating an inclusive culture within the
16 Vermont National Guard;

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

19 (3) administer the Vermont National Guard’s Joint Diversity Executive
20 Council;

1 (4) work closely with the Office of the Adjutant General to develop and
2 execute strategies that advance the Vermont National Guard’s initiatives
3 related to diversity, gender equity, and inclusivity;

4 (5) provide executive-level oversight and leadership to the Office of the
5 Adjutant General to coordinate and synchronize efforts to increase diversity,
6 gender equity, and inclusivity in the Vermont National Guard’s recruiting,
7 retention, and wellness programs, as well as its equal employment opportunity
8 initiatives and sexual harassment and assault prevention and response program;
9 and

10 (6) annually review and approve the report on sexual assault and
11 harassment involving members of the Vermont National Guard required
12 pursuant to 20 V.S.A. § 427 and the report on recruitment, retention, and
13 promotion of women in the Vermont National Guard required pursuant to
14 20 V.S.A. § 428 for submission to the General Assembly.

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

16 § 429. RECRUITMENT, RETENTION, AND PROMOTION OF WOMEN;
17 REPORT

18 (a)(1) Notwithstanding 2 V.S.A. § 20(d), the Adjutant and Inspector
19 General shall make a report to the General Assembly on or before January 15,
20 2020 and annually thereafter regarding the Vermont National Guard’s efforts
21 to recruit and retain women and to increase the number of women serving as

1 senior noncommissioned officers, warrant officers, and senior commissioned
2 officers.

3 (2) The Adjutant and Inspector General shall submit the report to the
4 Chief Diversity Officer of the Military Department for review and approval
5 prior to submitting it to the General Assembly.

6 (b) The report shall contain:

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

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

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

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

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

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

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

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

16 Sec. 3. 20 V.S.A. § 427 is amended to read:

17 § 427. SEXUAL ASSAULT AND HARASSMENT; REPORT

18 (a)(1) Notwithstanding 2 V.S.A. § 20(d), the Adjutant and Inspector
19 General shall annually, on or before January 15, make a report to the General
20 Assembly on January 15, 2014 and annually thereafter regarding complaints of

1 sexual assault and harassment involving members of the Vermont National
2 Guard.

3 (2) The Adjutant and Inspector General shall submit the report to the
4 Chief Diversity Officer of the Military Department for review and approval
5 prior to submitting it to the General Assembly.

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7 **Sec. 4.** EFFECTIVE DATE

8 This act shall take effect on July 1, 2020.