



Change The Story VT Business Peer Exchange



The power of gender diversity. Research has shown that diversity in the workplace – and on leadership teams - positively impacts employee engagement, recruitment and retention, and the bottom line for a business.

It started with a question... “What is it we’re doing (or not doing) to support women’s advancement in our workplaces?” Beth Sachs, co-founder of VEIC, challenged herself and 11 other employers in Vermont with this question, and partnered with Change The Story VT (CTS) to launch the first Business Peer Exchange (BPE) in 2016.

With leadership and facilitation from CTS and **Vermont Works for Women**, representatives from 15-20 organizations come together monthly to:

- Discuss ways in which gender plays out at their worksites;
- Explore the latest research and best practices in cultivating and supporting equity;
- Exchange experiences, knowledge and tools to recruit, retain, and promote women; AND
- Develop immediate and long-term strategies to advance their own equity goals.

BPE is currently in its third year and has engaged with over 200 employees and more than 30 employers. Membership has included senior level representatives from a variety of sectors: manufacturing and construction, government, higher education, retailers, legal services and associations (full list of participants and more information at changethestoryvt.org/bpe).

What's Next? Change The Story will be launching a fourth Chittenden County BPE cohort in early 2019 and is supporting new regional Business Peer Exchanges around Vermont. We are looking for employers in Central VT and Franklin County who want to learn more about creating an equitable work culture, understand how their organization can benefit from a diverse talent pool, and exchange ideas with peers.

BPE Benefits & Commitment:

- Monthly 2-hour facilitated cohort meetings—for you and a colleague or two;
- Larger networking events for you, your leadership team and colleagues;
- Investment in participation with an annual fee (grant-funded in Franklin County for 2019).

For information contact:

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Change The Story VT is an initiative fueled by the Vermont Women’s Fund, Vermont Commission on Women and Vermont Works for Women that is committed to fast-tracking women’s economic security to benefit women, their families and the Vermont economy.

