



## Business Peer Exchange Overview 2019 - 2020

The Chittenden County Business Peer Exchange (BPE) is a year-long skill building program that engages Vermont businesses and their leaders in shifting workplace culture towards gender equity and inclusivity.

- **Our goal: to create equitable workplaces in Vermont.**
- **Our strategy: to create, coach and support a cohort of “gender equity ambassadors” in diverse workplaces across Vermont.**

Business Peer Exchange is for you if:

- + You're curious about how gender equity influences your workplace culture and financial bottom line.
- + You've tried to incorporate gender equity practices on your own, but haven't been successful in hitting your company targets.
- + Your organization is more reactive than proactive, leaving you scrambling instead creating intentional change.

### Here's a look at what you will get with Business Peer Exchange:

- 1) A year-long series of virtual trainings** and best practices to support individual and organizational learning. Curated content includes themes like:
  - Introducing Change The Story and making the most of Business Peer Exchange
  - Why a gender diverse workforce improves EVERYTHING, including the pipeline, employee engagement and the bottom line
  - Addressing implicit bias in the workplace
  - Equity vs. Equality: language matters
  - Understanding and responding to complex, multifaceted and layered identities in the workplace and fostering a culture of inclusion
  - Engaging men as leaders and allies in gender equity; ensuring shared responsibility in meeting diversity goals
  - Affirmative recruitment: building your talent pipeline and better job descriptions
  - Compensation planning and wage scans
  - Interviewing and evaluation best practices
  - Inclusive messaging: what's on your website? On your walls?
  - Family-friendly workplaces

Because this content can be accessed virtually, it can be shared broadly throughout your organization, amplifying your workplace learning and employee engagement.

**2) 10 monthly in-person exchange sessions** aligned with the month's theme and designed to deepen learning, work on your project(s) with your team, exchange ideas, share resources and create accountability with peers and colleagues.

- Each organization is welcome to bring up to 3 people. We ask these people remain consistent throughout the year.

**3) Support in creating a Gender Equity Plan for your organization** using tested Gender Equality Principles (Building a 21st Century Workplace) tailored to your organization's context and needs.

**4) Personalized guidance from the facilitators to outline a project (or projects!) and goals** as they relate to your Gender Equity Plan.

- Examples of projects: create a gender equity speaker/conversation series, increase the number of women in a certain role, host listening sessions with women at your workplace, create opportunities for men to engage in gender equity conversations, tackle a compensation audit and/or revisit your compensation policy, create a program to engage young women, develop benefits that support a family-friendly workforce, write inclusive job descriptions, train your marketing/social media team on gender bias in marketing, write an inclusivity statement that addresses multiple intersecting identities, increase diversity of applicant pool, engage board and leadership, develop responses to everyday sexism, change internal messaging to be inclusive of all genders.

**5) Individualized recommendations on how to establish an internal "BPE team"** to work collaboratively on your project/goals and expand BPE content and experience in your organization. *Having this team is a requirement for participation.*

**6) 90 minutes of included on-site consulting** will support gender equity planning, project and goal-setting, BPE team creation or other needs identified by your team.

**7) Two larger BPE meetings with presentations by content experts and networking opportunities.** You may invite up to 8 people (including your BPE team). These meetings are designed to amplify team influence and organizational learning.

**8) Visibility of your efforts and achievements** through Change The Story's network.

- Exposure on social media channels, spotlights in CTS e-news and opportunities for mentions in print media and published content.

### **2019-2020 In-Person Meeting Dates**

(All Wednesdays from 8:30-10:30 am - locations TBD)

April 17	June 19	Aug. 21	Oct. 16	Jan. 15, 2020
May 22	July 24	Sept. 18	Nov. 13	Feb. 19, 2020