

# Vermont Equal Pay Compact



The [Vermont Equal Pay Compact \(EPC\)](#) is a project of the Vermont Commission on Women, launched in 2015 together with Governor Peter Shumlin. The EPC is a voluntary online pledge that enables Vermont employers to indicate their commitment to closing the wage gap. By signing on, employers agree to implement tangible action steps to improve gender equity in their workplace. The EPC provides useful strategies, tools, and resources to increase equity within organizations.

## **Why is the Vermont Equal Pay Compact important?**

With our Change The Story Vermont partners, Vermont Works for Women & the Vermont Women's Fund, we have identified three primary drivers of pay inequity. They include:

- Women continue to share a disproportional responsibility for caregiving and as a result, are more likely to work part-time, choose more flexible positions and career paths with lower wages, and need more time out of the labor force.
- Occupational segregation. A significant number of workers continue to be clustered in fields that are either predominantly male or female. Earnings in traditionally female fields are lower, not because they require fewer skills, but because they are undervalued.
- Gender norms, bias, and discrimination, including experiencing sexual harassment and intimate partner violence.

Employers have an incredible opportunity to support all of their employees in reaching their full potential by implementing policies that support employees balance their work and personal commitments, challenge cultural gender norms and expectations, and prevent and respond effectively to workplace discrimination and harassment.

## **What resources are available to Vermont employers who want to cultivate equitable and inclusive workplaces?**

Through the Vermont Equal Pay Compact, we offer resources and supports including:

- A document listing more than 50 actionable strategies Vermont employers can implement to increase equity in the workplace.
- The Leaders in Equity & Equal Pay (LEEP) Toolkit. It's a FREE, DIY audit for pay equity, examine pay in your organization, developed together with our Change The Story Vermont partners.
- Special events and recorded webinars.

**Join the Vermont Equal Pay Compact today!**

Learn more at [women.vermont.gov](https://women.vermont.gov)