

VERMONT COMMISSION ON WOMEN
WORKPLACE EQUITY COMMITTEE MEETING
Thursday, January 18, 2024 4:30 – 5:30 Online only

MINUTES

Present: Kellie Campbell, Brenda Churchill, Cary Brown
Recording: Cary Brown

1. Choose a chair for the committee
 - Brenda Churchill and Kellie Campbell will be co-chairs of the committee.
2. Review focus charges for all committees:
 - Advocacy
 - Public engagement
 - Amplification of voices
3. Discuss possible areas of focus for the committee
 - The group reviewed the committee’s work last year, and discussed whether and how to continue any of it:
 - i. **Updating the Equal Pay Compact** – last year some commissioners assisted with updating contact information for the Equal Pay Compact signers, but there was not a tremendous amount of progress made. Overall the level of engagement with the Equal Pay Compact is not what we would like it to be, and the committee would like to take a step back and look at whether the goals of the Equal Pay Compact are still in line with what the Commission wants to do, and if so, how to restructure the project so that it better meets those goals. The committee will discuss this at a future meeting and also ask the full commission to discuss it at an upcoming business meeting.
 - ii. **The LEEP Toolkit** – last year the committee discussed helping to spread the word about the LEEP Toolkit, learning more about how it is or is not being used by employers, and providing support to employers to use it. The hope was that this work could start with Equal Pay Compact signers, but the work on the Equal Pay Compact did not progress to that point. This will remain a topic for the committee to discuss.
 - iii. **Equal Pay Campaign** – last year the committee coordinated and implemented a four-week public education campaign around the concept of equal pay, timed roughly with “all-women” Equal Pay Day. The committee agreed that it was a good use of committee and Commission time, and would like to pursue this again this year. The next meeting will focus on planning for this project.
4. Legislative updates
 - No updates shared
5. Set future meeting times
 - Monday, January 29, 2024 at 4:00
 - Wednesday, February 7 at 12:00