

## Building better workplaces

Vermont Businesses for Social Responsibility <info@vbsr.org>

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Vermont Businesses  
for Social Responsibility



### **Building Employee First Workplaces: Personnel Policies & Handbooks, March 19th in Burlington**

Join us, for the first workshop in our Measure What Matters series [“Building Employee First Workplaces: Personnel Policies & Handbooks”](#) on [Thursday, March 19th](#) at City Market’s South End Community Room at their Flynn Ave location in Burlington, VT.

This workshop will take a deep dive into the ins and outs of creating, improving, and implementing personnel policies and an employee handbook that put social responsibility at the forefront. Attendees will learn from business and human resource leaders who will present a breadth of theory and real world examples, equipping attendees with ready-to-use tools for improving their personnel

policies and employee handbooks. Workshops are available for members and non-members alike.

**Register to Attend!**

## **VBSR Announces Roxanne Vought as New Executive Director**

Roxanne brings over 20 years of experience in Vermont's private, public, and non-profit sectors, including business development, education, human resources management, workforce development, and non-profit management. Formerly the Deputy Director of Advance Vermont, a statewide initiative to increase the civic and economic vitality of Vermont through educational attainment, Roxanne has also led education and workforce development initiatives for VBSR, managed human resources and public-private partnerships for a Vermont-based startup, and developed non-degree programming for University of Vermont Continuing and Distance Education.

"We are very excited to have Roxanne join us as VBSR's next Executive Director," said Frank Sadowski, Chair of the VBSR Board of Directors, "She will continue building the organization so that we can do even more for our members and our state."

*"Vermont's economy faces challenges, but we also have tremendous opportunity. VBSR is poised to leverage its rich history of business innovation and policy leadership together with strong network of growing social enterprises to help Vermonters achieve long-term economic prosperity. I look forward to working with VBSR's members, board, staff, and partners to make Vermont the best place to do business and do good." - Roxanne*





## **Nominate yourself, or someone else, for a VBSR Award! Deadline March 10, 2020**

When a person or organization shows exceptionally strong leadership or innovation in triple bottom line practices and policies, [we feel it's worth recognizing the achievement](#), both to celebrate their accomplishments and to help others learn from their example. With this in mind, VBSR offers awards in four categories: the VBSR Terry Ehrich Award for Lifetime Achievement, the Innovation & Inspiration Award, and the Young Changemaker Award.

[Learn more & nominate here!](#)



## **The Road to Transformative Action: Transportation Climate Initiative before Rainy Day Funds**

[Excerpt from an opinion editorial by Jenn Wood, on VBSR's Public Policy Blog:](#)

"Part of my work includes serving on the Board of Vermont Businesses for Social Responsibility (VBSR), a statewide, nonprofit business association whose mission centers on People, Planet, and Prosperity. After years taking action on climate in the energy efficiency and renewable energy sectors, I recently delved into the world of transportation, which makes up the majority of Vermont's greenhouse gas emissions. Both energy expenditures as well as energy burden – or one's annual spending on energy as a percentage of income – for transportation, are higher in Vermont relative to money spent on thermal or electricity costs. Vermont is a rural state and people who live in rural communities have to drive farther to commute to work and school, for recreation, and for all of the regular daily tasks that are part of a full and vibrant life. Our long commutes mean higher household expenses and increased carbon emissions.

Rural public transportation can work, but there is no denying that it is a complex system in need of coordinated, systematic solutions – including providing viable clean transportation choices, affordably, to rural Vermonters. One opportunity for this comes from the Transportation Climate Initiative (TCI) – a chance to collaborate with up to 12 other northeastern and Mid-Atlantic States on a region-wide approach to make transportation cleaner and more accessible. TCI is a cap and *invest* system. Each participating state is afforded the flexibility to choose how to use the TCI revenues. In Vermont, we could support not only what we usually think about as transit, but innovative solutions to meet the mobility needs of ALL Vermonters, especially those in rural areas. This could include increased route frequency, more nimble services like on-call microtransit, smart growth planning, electrification, microgrids, and even rebates to help people get into cleaner, safer vehicles."





## Mamava joins VBSR Champion Members

Mamava's freestanding lactation pods are an innovative design solution—driven by empathy and understanding—that solve a unique problem facing breastfeeding parents: finding a clean, private space to express milk when you're away from home. Their mission is to celebrate and support *all* breastfeeding parents by ensuring they have access to lactation spaces; they also have a free mobile app that helps moms find pods and other dedicated spaces nearby and educational resources they need to meet their breastfeeding goals.

Mamava is a Vermont based business with a firm belief in supporting the local economy with quality jobs. Their business model is driven by a collaborative framework that empowers employees to be co-creators of the company's culture, mission, and success (all employees are shareholders). Mamava's headquarters is based in Burlington and their revolutionary pods are manufactured in Springfield, Vermont. [Read the full announcement at vbsr.org](https://vbsr.org).



## We're launching the VBSR Connection Network!

We hope you'll be as thrilled as we are about this new member benefit and program - [VBSR Connections Network](#). VBSR's Connections Network is your opportunity to expand your organization's socially responsible practices and generate greater public impact through focused discussion and peer-to-peer learning. You and others in your organization can participate in one, two or all three cohorts:

- People & Culture Professionals

- Small Business, Big Impact
- Emerging Industries

Each will meet 6 to 8 times a year for member-driven dialogue and education on the topics most valuable to you and others in the group. You'll be able to share the successes and challenges unique to your professional cohort. This program is for free and for members only.

**Sign up here!**



Amplify your voice in the Vermont Socially Responsible Business community by sponsoring our twice monthly newsletters. Place your message here to reach over 4,000 of VBSR's members, partners and friends.

To learn more, [email Toby!](#)

## Members Championing Change

### *Villanti Printers*

Since opening their doors in 1959 Villanti been committed to doing business the right way: producing vibrant, high quality print and mail, sustainably. In addition to producing dynamic, impactful work for clients, Villanti believes that ensuring the health of the planet and cultivating a high-quality team and workplace is simply the best way to do business.

Villanti's belief in working sustainably and reducing their footprint has led to constant workplace innovation and improvement in our environmental practices. They were the first [FSC®](#) (Forest Stewardship Council®) certified

printer in Vermont and are the only one in the state who is Green-e-Certified. This means a commitment to responsible forestry practices, waste reduction, recycling and mitigating climate change. In 2019, they installed a 600+ panel solar array.

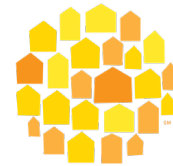


Villanti's valuing of the triple-bottom-line also shows in the high-quality workplace of the company. They believe in paying a liveable wage and giving good benefits. They cultivate an inviting environment where every door is open. As a family-owned business, their workplace practices reflect these values. Each year Villanti designates print projects to local organizations that share their values, because they believe in the importance of supporting our local community.

*"We have been a VBSR Champion member for more than a decade, and we firmly believe our practices create a positive impact on workplace, community & environment. We're proud to partner and align ourselves with other organizations that share our values." -Kat Villanti*

## Thank You to our Champion Members





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Join Us



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