

# Biography

## **Name**

Doris Jean Sumner

## **Military Rank**

Chief Warrant Officer Four (Retired)

## **Service Component**

Vermont Army National Guard

## **Employment [Current]**

Founder/CEO Empowering Gender Opportunities, LLC



## **Last Career Position**

Vermont State Equal Employment & Diversity Manager for the Vermont National Guard

## **Military Awards**

2019 Legion of Merit.

Two-Army Accommodation Medals, One-Army Achievement Medal, Eight-Army Commendation Medals,

Two-National Defense Service Medals, Two-Armed Forces Reserve Medals, Three-Noncommissioned Officer

Professional Development Ribbons, One-Army Service Ribbon.

Dozens of letters of appreciation and military coins recognizing outstanding service.

## **Civilian Recognitions**

State Individual Excellence in Diversity Award Army, 2017

Vermont National Guard received Excellence in Diversity Award, 2015

Women of the Year, The Federal Women's Council of Vermont, 2012

Federally Employed Women Military Award, 2012

State Equal Employment Manager of the Year presented by National Guard Bureau Equal Opportunity Office,  
2011

## **Personal and Professional Summary**

After graduating High School, I completed three years active duty as an enlisted soldier in the Army from 1981-1984. I was a truck driver stationed at Aberdeen Proving Ground, Maryland. I joined the Vermont National Guard (VTNG) in July 1986 and transitioned into the Human Resource occupational series. I was hired into the VTNG Federal Technician Program in January 1987, working for the VTNG Human Resource Office.

I was a dual employee, working as a Federal Technician and a member of the VTNG Military. Militarily, I was primarily assigned to the Joint Force Headquarters for most of my 33 years with the Vermont Army National Guard. I was attached out on temporary assignments to the 86 Infantry Brigade Combat Team Headquarters and the Recruiting and Retention Recruit Sustainment Program.

I converted from the enlisted rank to the Warrant Officer Corps at age thirty-eight in 2001. My full-time professional career was in the Human Resource Office in several different positions. I retired from the Federal Technician Program and the Military Service (VTARNG) in March 2019.

In my last duty assignment and technician position, I served the Vermont Adjutant General as the full time State Equal Employment & Diversity Manager from 2005 to 2019.

The positions I managed allowed me the opportunity to impact strategically as well as individually. Our State was recognized for having an outstanding equal opportunity and diversity program receiving several, excellence in diversity awards from the National Guard Bureau.

I managed the diversity committee through quarterly meetings, bi-annual newsletters, 33 Diversity Boards throughout our State Armories and many outreach and observance venues, trainings and focus groups. I provided high level briefings to the State and National leaders of the Guard as well as to the Vermont Legislative body.

In 2010, I formed the VTNG Military Women's Program. This sub-committee of the Federal Employed Women's Program, focused on barriers for women in the National Guard. Our committee took many actions over my tenure to coincide with the cultural transformation of the changing roles for women in the military.

I developed an annual Gender Brief that is provided to the Senior Leaders of the VTNG and forward under a State Statute to the Vermont Legislature. The presentation measures gender diversity in seven different variations, such as grade, occupation, command experience, retention rates and occupations as well as the cultural nuances of gender diversity and the challenges of preventing sexual harassment and assault.

I was the Chairperson of the Equal Employment Management Advisory Council (EEMAC). The council was the conduit between each State Equal Employment Manager (SEEM) and the National Guard Bureau Equal Opportunity Directorate. I was often asked to be a workshop facilitator, guest speaker or panel member focusing on gender diversity.

In May of 2018, I joined a National Guard Panel for the Defense Advisory Council of Women in the Service (DACOWITS). In June 2018, and served on a panel for the Chief of the National Guard Bureau Joint Diversity Executive Council (JDEC) and was asked by the JDEC Chair to brief the Regional Chairs of State JDEC's. My presentation was nationally recognized by the Chief of the National Guard Bureau.

In 2011, I was the project manager for the largest State National Guard Women's Workshop. Over 350 women attended to create recommendations aimed at efforts to retain and increase the pipeline for women to be competitive for higher levels of command and streamline integration efforts into the combat units.

In 2013 I was appointed as a Focus Leader for Vermont's State Cultural Transformation Task Force focused specifically on the prevention of Sexual Violence and the Cultural challenges for women in Non-Traditional Roles, such as the Combat Arms occupations.

In 2016, I was the Administrative Officer in charge of the Leadership Inclusion Workshop for the Vermont National Guard with over 300 attendees. I coordinated a block of instruction focused on women in leadership utilizing Sheryl Sandberg's [leanin.org](http://leanin.org) resources and personal experiences from guard members.

I launched my own diversity consulting company, Empowering Gender Opportunities, LLC in July 2018. I am in the process of writing this book on the gender gap status that has prolonged maximum efficiency for our military. The privileged I had to be the State Equal Employment & Diversity Manager for thirteen years, gave me a plethora of stories from women who fought, tolerated and excused sexism in order to be part of what is good and right about the Military.

My husband is also a member of the Vermont National Guard. We have two grown children and three beautiful grandkids. In my personal life, I have been very active in recovery programs focusing on women with co-dependency issues. I have facilitated woman book studies on these topics for over 20 years and mentor many women both professionally, personally and spiritually.