

JOINT COMMITTEE ON CONDUCT
APRIL 2023
LEGISLATIVE EQUITY OFFICER, BOR YANG

Bor Yang received her Bachelor of Arts Degree in 2000, Majoring in Psychology and Criminal Justice, at the University of Wisconsin-Madison. She went on to receive her Juris Doctor Degree in 2003 from the University of Minnesota School of Law.

Bor Yang was admitted to the Bar of the State of Minnesota in October 2003 and remains an inactive member of that Bar. She was admitted to the Bar of the State of Vermont in 2018.

Bor Yang has carried out a legal career dedicated to public service for 20 years. This has included serving as a legal services intern for the Minnesota Family Legacy Project, as a law clerk for a County Attorney's office, and as a law clerk for a County District Court. She served as a staff attorney for Central Minnesota Legal Services for three years and as a neutral mediator in a legal office from 2007-2015, during which time she also served on the faculty of a Community College Paralegal Program.

Ms. Yang was a staff attorney investigator for the Vermont Human Rights Commission from November 2015 to November 2018.

From November 2018 to the present, Ms. Yang has served as Executive Director and Legal Counsel for the Vermont Human Rights Commission, headquartered in Montpelier, Vermont. In this role, she enforces the Vermont Fair Employment Practices Act; the Vermont Fair Housing and Public Accommodations Act; the retaliation provisions under the Workers' Compensation Laws, the Flexible Working Arrangement Laws of Vermont; and the anti-harassment provisions of Vermont Education Laws.

As Executive Director and Legal Counsel for the Vermont Human Rights Commission, Bor Yang develops and implements operations and strategic plans; administers the program policies and procedures of the Commission; recruits and manages staff attorneys, assistants, and policy directors; and develops the Commission's education and outreach programs on civil rights, implicit bias, standby intervention, workplace harassment, and other subjects.

At the request of Vermont Legislative Assembly leadership, Ms. Yang has delivered numerous trainings on implicit bias, micro aggressions, bystander intervention, enhancing accessibility and equity in committee hearings, and how to conduct fair and impartial internal investigations. She has consulted on the Vermont General Assembly's Sexual Harassment Policy and Investigation Protocols.

Ms. Yang resides in Woodstock, Vermont.