

Governor's Council on Women and Girls
January 14th, 2020 @ 11am
Legislative Office Building, Hearing Room 1E

Minutes

- I. Greetings
 - a. Lt. Governor Susan Bysiewicz greeted the body at apx 11am (see Council attendance sign in sheet attached).
- II. Report from the Council Chair
 - a. Galvanize CT
 - i. Lt. Governor thanks those who attended Galvanize CT noting excellent turnout and fantastic programming and acknowledging partners, CT Collective for Women and Girls and the United State of Women. Lt. Governor introduces Brittney Yancy, United State of Women Ambassador, for a recap of the program.
 - ii. Brittney Yancy thanks Lt. Governor and the Council for their support and notes that the event was a success with over 250 attendees. She also thanks the host committee, individual and community organization participants and sponsors and notes that it was a collaborative effort. Yancy also notes the diversity of attendees and the following highlights:
 - a. Remarkable youth led Panel
 - b. Launching of a women and girls interactive data platform
 - c. Panel moderated by Patti Russo and continued availability of discounted one day training for Galvanize participants
 - iii. Yancy advises that she will have more details later about the national conference in Dallas in 2020 and then shares a short video featuring clips from the day (see video attached)
 - iv. Lt. Governor notes that the Galvanize event included a formal recruitment for the Million Women Mentors Program, a national initiative to get more girls involved in STEM fields. Lt. Governor explained that there is a State MWM webpage and that, as State Honorary Chair, she will host an introductory webinar on Friday at 3:00pm and people are welcome to join.
 - b. Census 2020
 - i. The Lt. Governor notes that on March 15th postcards will be sent to residents asking them to complete the census online, for those that don't complete it online or via the 800 number they will receive a paper census form in April and if that is not completed a census enumerator will visit their house in May or June.

- ii. LG further notes that the US Census Bureau is looking for 21,000 people in CT for part time employment as census enumerators, which pays \$25/hr in New Haven and Fairfield Counties and \$23.50/hr elsewhere. Anyone interested can apply on the federal government's census website and she and Congresswoman DeLauro will host a job fair later in the month in New Haven.
 - iii. Lt. Governor further notes that the Commissioners have unique roles to play, that the legislators have been partners and that there will be a hard to count summit on January 25th 9:00am-12:00pm at Gateway Community College in New Haven sponsored by a host of organizations. The event will focus on the best practices and strategies to count people, particularly in hard to count areas. She further notes that this is an important effort for federal funding.
- c. Corporate Leadership Circle
- i. The Lt. Governor notes that most of the CLC members who have signed on to Paradigm for Parity (a corporate pledge for 50% parity in leadership by 2030) are present. Lt. Governor further notes that at the formation of the CLC four of its members were already signatories, that five new corporations have since signed on and that there will be a large press event during Women and Girls' Day at the Capitol on March 6th. She then identifies, one by one, the initial four followed by the five new signatories and asks representatives present to stand to be recognized.
 - a. Frontier Communications, KeyBank/KeyCorp, Synchrony Financial, United Technologies, CVS Health / Aetna, The Hartford, Stanley Black & Decker, Boehringer Ingelheim (BI), and Eversource Energy.
 - b. Lt. Governor recognizes reps from Paradigm for Parity.
- d. Lt. Governor explains that the Council has legislative updates and initiatives and introduces Sec. McCaw.
- i. Sec. McCaw notes that there are 7 legislative items / administrative priorities that the Council is planning to endorse this session and into upcoming fiscal year and thanks Council Steering Committee for proposals and Council for making recommendations to Council leadership
 - ii. From the Economic Opportunity & Workforce Equity Subcommittee the Council is recommending support for: **1)** legislation submitted by the YWCA Hartford to allow for a childcare business incubator model pilot project in specific communities; **2)** from AFSCME Council 4 legislation designed to establish employment protections for domestic workers; and **3)** from All Our

- Kin legislation that expands licensed family and group childcare homes.
- iii. From the Education & STEAM Subcommittee the Council is recommending support for **4)** a concept from Girls Who Code to track computer science data throughout the state but this will be pursued through administrative means and **5)** legislation through the Department of Transportation to expand the UPASS program.
 - iv. From the Leadership Subcommittee support for **6)** legislation designed to minimize age discrimination during the hiring process by prohibiting employers from requesting job applicants' age, date of birth, educational institution graduation date or school attendance start and end dates during the initial application process. Sec. McCaw notes research statistics submitted by AARP re the impact of age discrimination on women and, particularly, women of color. She further applauds Department of Administrative Services for eliminating such date requests on State employment applications. Lt. Governor notes that this legislation is also supported by CT Business and Industry Association.
 - v. Sec. McCaw notes that proposals were sent through the Health & Safety Subcommittee re pay equity for Midwives and Doulas and the issues presented may be addressed through a Value Based system that the DSS is looking into, which she asks Commissioner Gifford to discuss.
 - vi. Commissioner Gifford thanks Health & Safety Subcommittee and Council for elevating issues and acknowledges that it has been on her radar and that we have work to do in improving birth outcomes. She notes that there has traditionally been a fee for service approach but we are now potentially looking at outcomes to help inform consideration of a value based approach that may include equalizing payment for doulas and midwifery care.
 - vii. Sec. McCaw thanks Commissioner Gifford and explains that the Council is supporting **7)** legislation that would allow childcare costs to be eligible expenses under publicly financed campaigns. Lt. Governor notes that while some candidates for elected office can expense childcare costs, those who are using the State's public financing campaign funds cannot and the Council will support a legislative change to fix this inequity.
 - viii. Sec. McCaw acknowledges that there was also legislation submitted for Social and Emotional learning in schools and explains that that there is a Social and Emotional Learning Collaborative that is exploring relevant policies. She also acknowledges other

proposals that there were submitted and that Council leadership will look into further. Sec. McCaw thanks everyone who participated in the legislative recommendation process, especially Subcommittee Co-Chairs.

- ix. Lt. Governor acknowledges Representative Borer who explains that she is a member of the Bipartisan Women's Caucus that evaluates legislation to see what they can support bipartisan and that they will look at the legislation that the Council is supporting.

III. Subcommittee Reports

- i. Economic Opportunity & Workforce Equity
 - a. Exec. Dir. Veltri thanks Lt. Governor for her support of the Office of Health Strategy and asks Laura Morris to provide an update re Financial Literacy. Morris thanks the financial literacy working group and explains that they have researched the state agencies for financial literacy resources and are in the middle of developing a website to house and link all the resources. She further notes that they determined they need categories and subcategories to organize the information, that Lora Rae Anderson is going to do a mock-up of the page for internal and focus group review and that they also discussed having a shared/joint calendar re financial literacy events.
 - b. Tara Downs from Comptroller's Office notes that there is a subgroup looking at next steps from the Comptroller's Office equity report, that they agreed to branch out and review how they may be able to build upon that work at the municipal and non-profit level and that as a State they will also start to look at new hires to see if any inequities are being addressed.
- ii. Education & STEAM
 - a. Exec. Director Larson mentions the four teams of the Subcommittee: 1) Lt. Governor Coding Challenge; 2) Information Hub; 3) Internship Development; and 4) Strengthening Arts Infrastructure. He further explains that he and Commissioner Magubane have developed a structure and that they are looking for agency partners to get involved with each of the groups to be most successful.
- iii. Health & Safety
 - a. Commissioner Dorantes acknowledged that the Subcommittee meeting was impacted by inclement weather but that the Tri-Chairs have been moving the work forward. She notes that they participated in the Galvanize CT and have been active in the Women and Girls' Day planning committee and that they

have also participated in various forums, meetings and panels, lifting up the focus of the Subcommittee and getting feedback on related issues that impact the Subcommittee.

iv. Leadership

- a. Christine Shaw of the State Treasurer's Office discussed work that Treasurer Wooden has done including with the new Northeast Investors Diversity Initiative, dovetailing off of the work of the 30% Coalition, to make sure the companies we invest in understand the value of diversity. She further notes that they have identified 20 companies headquartered in the Northeast and Treasurer Wooden is joined by a number of treasurers and institutional funds including Rhode Island, the Massachusetts and Maine State Treasurer and the New York City Comptroller. She hopes to later report on their progress.
- b. Sec. McCaw acknowledges that Erin Choquette from DAS has been tasked with exploring how we may incorporate similar concepts into State RFPs, even if on a voluntary basis. Sec. McCaw then introduces Millie Melendez to report on Women and Girls' Day at the Capitol.
- c. Melendez reports that invitations will be sent to schools for student participation and that there is an exciting agenda planned for the day. She further notes that partners throughout the State have been very supportive in planning and that the day will include a luncheon panel, booths from community partners, a career fair and a voting experience in the House Chamber. She also states that the theme for the day is Celebrate, Connect and Inspire.
- d. Shannon Wegele from SOTS explains that the research report on gender and racial diversity on State boards and commissions will be released soon and that the report on women candidates in CT in the last 50 years will be released on the 29th with a panel discussion that she invites people to attend.

IV. Comments from Attorney General's Office

- a. Nicole Lake of the Attorney General's Office notes how the office continues to push back on federal initiatives that are negatively targeting women and looking to legislatively clarify that the Attorney General has standing to bring large scale civil rights cases where violations exist.

V. Sec. McCaw notes, on behalf of Shannon Wegele, that there are women's suffrage celebration events that can be found on the website (votesforwomenct.com) and to participate in activities text vote100 to 474747

VI. Lt. Governor Adjourns at apx. 12:05pm