

Governor's Council on Women and Girls
Subcommittee on Economic Opportunity & Workforce Equity
February 11, 2020 @ 11am
Legislative Office Building, Hearing Room 1B

Minutes

- I. Greetings & Introductions
 - a. Lt. Governor offers greetings and asks that everyone introduce themselves.
 - b. Lt. Governor distributes flyers for Women and Girls' Day at the Capitol, provides brief description of programming and identifies co-hosts for the Day: Council on Women and Girls; Commission on Women, Children, Seniors, Equity & Opportunity and Women's Suffrage Commission.

- II. Legislative Update
 - a. Lt. Governor explains that Sec. McCaw identified items that the Council intends to endorse at the full council meeting in January, notes that three of them came through this subcommittee, thanks those who submitted proposals and thanks Subcommittee Co-Chairs for reviewing them. Lt. Governor describes legislation:
 - i. Submission by the YWCA Hartford to allow for a childcare business incubator model pilot project in specific communities. Substitute Bill No. 930 from last session (Education Committee)
 - ii. Submission by AFSCME Council 4 designed to establish employment protections for domestic workers. Substitute House Bill No. 6931 / File # 887 from last session (Labor and Public Employee Committee).
 - iii. Submission by All Our Kin that expands licensed family and group childcare homes. HB 6291 from last session (Housing Committee).
 - iv. Submission from Girls Who Code to Education & STEAM to track computer science education data – will be pursued administratively, in lieu of legislation, with the State Department of Education.
 - v. Department of Transportation agency bill to expand the UPASS program as recommended by Education & STEAM Subcommittee Co-Chairs.
 - vi. Submission by AARP to Leadership Subcommittee to minimize age discrimination during the hiring process by prohibiting employers from requesting job applicants' age and related information during the initial application process. Lt. Governor further notes that Department of Administrative Services has already eliminated such data requests on State employment applications and the legislation is supported by CBIA.
 - vii. Council leadership proposal for childcare costs to be eligible expenses in publicly financed campaigns. Governor's bill this session - S.B. No. 14.

- b. Lt. Governor notes that there will be a press conference with the Governor on February 19th at 11am to announce the Council legislative agenda.
- c. Lt. Governor notes that there were some very thoughtful proposals recommended through the Health & Safety Subcommittee:
 - i. Proposal re pay equity for Midwives and Doulas – Lt. Governor notes that DSS Commissioner is reviewing a value-based reimbursement system and will see if there are any relevant administrative steps that may be taken.
 - ii. Proposal for Social and Emotional Learning in schools – Lt. Governor notes that there is a Social and Emotional Learning Collaborative that is exploring relevant policies and the Council will wait to hear from them.
- d. Lt. Governor again thanks everyone who participated in the legislative recommendation process and notes that Representative Borer was present at the full council meeting and stated that she will take the ideas to the Bipartisan Women’s Caucus for review.

III. Women and Girls’ Day at the Capitol Update

- a. Lt. Governor offered more detail on Women and Girls’ Day at the Capitol noting:
 - i. The entire first floor of the Capitol is reserved for Health & Safety and Career fairs.
 - ii. Press conference on the first floor of the capitol at 11:15 to celebrate Corporate Leadership Circle companies that have signed on to the Paradigm for Parity pledge.
 - iii. Morning programming for 11th and 12th grade girls by Girls With Impact and the CT Women’s Hall of Fame which will be in the Hall of the House.
 - iv. Luncheon leadership panel scheduled for Old Judiciary - please email WAG2020@ct.gov to reserve a spot for the lunch.

IV. Breakout Discussions / Next Steps

- a. Lt. Governor explains that attendees will breakout into groups
 - i. Workforce Equity to be led Michelle Gilman
 - ii. Economic Development and Resources to be led by Glendowlyn Thames.
 - iii. Financial Literacy to be led by K. Martone. K. Martone explains that it will be led by L.R. Anderson and L. Morris who have been developing website.
- b. Attendees break out for apx. 30 minutes and then team leads report out:
 - i. G. Thames – group discussed existing economic resources and opportunities to bring awareness. In the last few weeks DECD evaluated how the website captures resources particularly available to women owned businesses and configured the website with particular clicks to direct people specifically to women (and other) owned business resources. DECD is looking at whether what is currently listed on the website is relevant / active and if anything needs to be added. Another

consideration is to be more inviting with the information through a series of webinars and videos to capture existing programs and resources in the form of 20 minute personable clips. They also discussed SOTS platform for a one stop business resource (led by DAS) integrating small business services from different agencies for a streamlined process.

- ii. C. Phoenix-Sharpe asks S. Wegele to address the State Boards and Commissions report from SOTS which came up in M. Gilman group discussion. S. Wegele explains that there is a statute requiring all State Boards and Commissions to report membership profiles to SOTS. The information is then benchmarked against the census demographic profile to see if membership matches the state population profile. Project is awaiting final review and approval and should be released soon.
- iii. M. Gilman – group discussed i) ongoing reporting with respect to state workforce representation and salary, in follow up to workforce equity report that was released last year; ii) moving ahead with a new hires study and comparing it to existing workforce; and iii) impact of family and medical leave on workforce with respect to salary and promotion. Plan to start looking at data in March and report out in July and they will continue to work with UCONN. Also discussed other segments of workforce and if reporting mechanisms can be put in place with non-profits that receive state funding and municipalities – plans to follow up in group discussion. Talked about federal EEOC goals, whether they should be changed and how this can assist with local CHRO goals. Discussed collaborative efforts to support the Council’s legislative agenda and other items they may want to support.
- iv. C. Phoenix-Sharpe noted an additional item being considered by Council leadership for endorsement - SB 13 is a Governor’s Bill regarding occupational licensing with a section that specifically assists military spouses with transitioning their licensing. C. Phoenix-Sharpe asked for input from Subcommittee and Steering committee on this proposal.
- v. L. R. Anderson – sample financial literacy website is online and will be circulated to the subcommittee for review. Website includes links to state information and partners. They are hoping to have one email that web admins can use to work collaboratively in keeping the website up to date. Next steps are to formalize closer collaboration on financial literacy education events and speaking programs and there is a plan to advertise these on website as well.

V. C. Phoenix-Sharpe asks if there are any questions or comments.

VI. Adjournment at apx. 12:10pm