

Governor's Council on Women and Girls  
Full Council Meeting (Virtual)  
September 15, 2020 @ 2pm

Minutes

- A. Greetings and Opening Remarks
  - a. Lt. Governor Bysiewicz thanks commissioners, agencies, and constitutional officers for their hard work and introduces Sec. McCaw for legislative update.
- B. Report from the Council Leadership
  - a. Council Vice Chair Sec. McCaw notes that the 2021 legislative session is approaching, advises that the Council will re-submit all seven CoWaG sponsored legislative proposals (from 2020) and summarizes same. Sec. McCaw notes that any new proposals should be submitted to Cherie Phoenix-Sharpe and Adam Joseph by October 15th to be reviewed by Lt Gov. Bysiewicz and Sec. McCaw.
- C. Subcommittee Updates
  - a. Leadership
    - i. Lt. Governor Introduces Subcommittee Co-Chair Sec. McCaw
    - ii. Sec. McCaw notes that the Leadership Subcommittee has broken into sub-working groups: 1.) Women in Leadership 2.) Cultural Competency & Employee Development and Training 3.) Affirmative Action Review & Effective Recruitment Strategies and 4.) Continuing to Diversify Representation on State Boards and Commissions.
    - iii. Sec. McCaw shares that Women in Leadership subgroup will host women in leadership panel discussions, one tentatively on October 13th at 1 pm for Hispanic Heritage month, and acknowledges anticipated panelists.
    - iv. Lt. Governor notes that on September 17th from 1pm – 3pm there will be a Hispanic Female Leadership Panel highlighting elected Latina leaders around the state, requests names for consideration for a panel with Latina entrepreneurs and business leaders and notes the intent to do similar panel discussions in February for Black History Month.
    - v. Sec. McCaw shares that the Cultural Competency & Employee Development & Training sub-working group has created a draft diversity, equity and inclusion (DEI) framework for agencies to use as a guide in fulfilling DEI goals and that the team assembled a glossary of standard terms to help facilitate consistent DEI conversations within the workforce.
    - vi. Sec. McCaw further notes preparations underway through the Kaleidoscope Group for a statewide contract to develop DEI programs consistently throughout state agencies and that work is underway to provide state agencies with a subscription to LinkedIn Learning and other learning and development systems for training.
    - vii. Sec. McCaw introduces Shannon Wegele to update on workgroup for Diversifying Representation on State Boards and Commissions.

- viii. S. Wegele shares that the working group met a couple of times, has an index of actionable items and is proposing legislation that they hope to complete soon. She further notes that they divided ideas based on what requires legislation; what doesn't require legislation but should be policy or advocated for; what can be done to prevent non-diverse commissions and how to promote a cultivated pipeline; and addressing accountability issues (data collection and setting aspirational goals).
  - ix. Sec. McCaw notes that the State is preparing for the eligible retirement of over 8,000 state employees as we approach June 2022 and how training and development goals and recruitment strategy tie in and then introduces OPM Undersecretary of Legal Affairs, Attorney Claire Coleman, who co-leads the Affirmative Action Review and Effective Recruitment Strategies sub-working group for an update.
  - x. C. Coleman shares that the group is looking at the State's Affirmative Action Plan framework and is consulting with CHRO, DOL and others to evaluate the data being used to assess opportunities for diversifying the workforce; the methodology set forth through regulations and how to more efficiently strengthen affirmative action; and opportunities to more proactively diversify the workforce within legal constraints.
- b. Economic Opportunity and Workforce Equity
- i. Lt. Governor introduces Tara Downes who reports that she continues to work with UCONN on the next phase of the equity workforce analysis focusing on new hires and how having dependents affects women vs men. T. Downes notes that work should be complete by the end of the calendar year and welcomes thoughts on any other angles to consider.
  - ii. Lt. Governor notes that she has been touring, with members of the legislature, businesses that are women- and minority- owned that have received HEDCO and / or Bridge Loan program funding and found that the programs were extremely successful and appreciated by women-owned businesses across the State. She thanked WBDC for partnering with the State. She further notes that she and Commissioner Bye are working on creating adequate and affordable childcare programs and had a roundtable discussion with Rep. DeLauro and Senator Blumenthal who each proposed pending federal legislation.
  - iii. Lt. Governor introduces Glendowlyn Thames and G. Thames shares that the voluntary surveys through SOTS for business demographics had apx 41,000 responses (out of apx. 154,000 surveys sent when a new business is formed and during annual audit filings) with apx 19,500 being women-owned and apx 9,500 being minority-owned. Information allows them to contact small businesses (including veteran-, women- and minority-owned), with targeted resources and to learn from them what challenges they face, which may inform future policy decisions and investments.

- iv. G.Thames further shares that the CT One Stop Business launched at the beginning of August – seamless process for businesses to access, through a portal, information to start and manage a business as well recovery and reopen center resources.
  - v. G. Thames acknowledged Kelli Vallieres, the new Executive Director of the DECD Workforce Development Unit, operationally charged with addressing workforce development in a comprehensive and systematic way, including building talent pipelines and maintaining competitiveness.
  - vi. G. Thames further notes receipt of \$15 million in CARES Act funding and deployment of dollars to assist workers who were relocated
  - vii. Lt. Gov. introduces DOH Commissioner Seila Mosquera-Bruno who shares that the Leadership Academy team has been recruiting members for an advisory board, communicating with Gateway Community College and Hispanic Federation re partnerships and communicating with organizations to ensure intern placement. She also notes that the team hopes to start receiving intern applications by the end of the year.
- c. Education & STEAM
- i. Lt. Governor introduces Executive Director Tim Larson
  - ii. Director Larson offers remarks on behalf of Commissioner Magubane, that the internship committee continues to work towards their goals of developing an internship toolkit and that the Arts team members are focusing on ways Arts can be used to prepare students for careers.
  - iii. Director Larson shares that the Coding Challenge Tech Team had a great start this year and has drafted a budget for a Coding Challenge next year with goals of expanding participation and the scope of the challenge and that the team plans to partner with Girl Scouts to create special content attracting females and broaden participation from underrepresented groups. He also notes that the next step is to secure sponsors for costs.
  - iv. Director Larson further shares that the information hub group is reviewing existing models and plans to create a hub that can be accessed by a variety of stakeholders for all things computer science and noted that they are considering hiring interns to model the hub.
  - v. The Lt. Governor notes that the Girls Scouts of CT and YWCA of Hartford will partner in the Coding Challenge and the plan to reach out to Boys and Girls Club as well and that Infosys will provide volunteers and some technical assistance for the challenge.
- d. Health & Safety
- i. Lt. Governor introduces Health and Safety Subcommittee.
  - ii. Commissioner Dorantes shares that the subcommittee discussed potential legislative proposals and reminded people that when submitting ideas to be specific about the impact on women and whether the intent is to alleviate something from a disproportionate standpoint.
  - iii. Commissioner Dorantes further notes their discussion on reopen efforts, particularly with school reopening, and issues pertaining to single

mothers; childcare capacity; women owned businesses; domestic violence; equity considerations; and community services and supports (e.g. access to formula).

- iv. Commissioner Dorantes shares that the subcommittee discussed creating a one stop shop of resources from Subcommittee agencies in a directory connected to Council website.
- v. Commissioner Dorantes shared a presentation about the MAPOC subcommittee overlap and potential areas of collaboration. (See Attachment 1) and Subcommittee Co-Chair Commissioner Delphin-Rittmon noted positive discussion with the MAPOC re overlap.

D. Presentation from Paid Family and Medical Leave Insurance Authority

- a. Lt. Governor introduces Paid Family and Medical Leave Insurance Authority CEO Andrea Barton Reeves for an update
- b. Andrea Barton Reeves shares a presentation on the Paid Family and Medical Leave Insurance Authority. (See Attachment 2)
- c. Lt. Governor thanks Andrea Barton Reeves for her presentation.

E. Announcements

- a. Lt. Governor and Sec. McCaw announce Latina Leadership forums on September 17 from 1-3 pm and October 13 at 1 pm. Lt Governor asks that CoWaG members and partners distribute the information on these forums and requests people to contact her or Sec. McCaw with ideas on women in business that should be highlighted.

F. Adjournment

- a. Lt. Governor thanks attendees and adjourns at approximately 3 pm.

Virtual Meeting Attendance Report

Susan Bysiewicz	Lt. Governor
Melissa McCaw	OPM
Michelle Seagull	DCP
Bob Ross	Military Affairs
Shannon Wegele	SOTS
Beth Bye	OEC
Andrew Mais	ID
Jordan Scheff	DDS
Brian Foley	DESPP
Christine Shaw	OTT
Jorge Perez	DOB
Tammy Marzik	DVA
Amy Porter	DADS
Miriam Delphin-Rittmon	DMHAS
Tim Larson	OHE

Seila Mosquera-Bruno	DOH
Vannessa Dorantes	DCF
Miguel Cardona	SDE
Tara Downes	Comptroller's Office
Clare Kindall	Attorney General's Office
Glendowlyn Thames	DECD
Laura Morris	OHS
Erin Choquette	DAS
Angel Quiros	DOC