

Governor's Council on Women and Girls  
Subcommittee on Economic Opportunity & Workforce Equity  
August 25, 2021 @ 3pm  
Virtual Meeting

**Minutes**

- I. Greetings & Opening Remarks
  - a. Lt. Governor Susan Bysiewicz notes the following:
    - i. Celebration of Black Women's Equal Pay Day on Tuesday August 3<sup>rd</sup>
    - ii. Visits to businesses in honor of black owned business month and federal grant opportunity to support minority manufacturing businesses
    - iii. Women in Corrections Leadership Summit held earlier in the month
    - iv. State police graduation tomorrow and upcoming women in law enforcement panel discussion
  - b. Lt. Governor asks that people use the chat function for announcements
- II. Status of Subcommittee Work
  - a. Lt. Governor introduces Asst. State Comptroller Tara Downes to present Phase II of the Executive Branch workforce equity report, acknowledging UCONN's Dr. Mohamad Alkadry, and others who worked on the report
  - b. T. Downes & M. Alkadry present (see Attachment 1); and during presentation:
    - i. M. Alkadry notes that not all agencies are experiencing the same patterns
    - ii. Lt. Governor notes that generally in state police we have 9% women and she plans to continue encouraging women to apply
    - iii. M. Alkadry notes that while the EEOC categories are wide, looking at each agency allows us to better pinpoint issues
    - iv. Lt. Governor agrees, noting that DEEP protective service is 33% women and further noting that all agencies should look for creative ways to recruit a more diverse workforce
    - v. M. Alkadry notes that nationally women and people of color experience lower rates of promotion within the same agency than their white male counterparts and there is a lot that can be done within the agencies' existing workforce to promote people internally
    - vi. M. Alkadry notes that most states offer pathways programs that rotate new college graduates around different agencies of state government and let them graduate into junior management positions
  - c. Lt. Governor thanks T. Downes and M. Alkadry noting that she and Sec. McCaw are reviewing the information with others in the administration.
- III. Presentations from Steering Committee Members
  - a. Lt. Governor introduces Melinda Johnson, Director of Community Engagement and Advocacy, from YWCA Hartford
  - b. M. Johnson acknowledges Cathy Zeiner, also from YWCA Hartford, and presents (see Attachment 2). M. Johnson further notes:
    - i. A detailed process of their method will be circulated

- ii. The hope is that Municipalities:
    - 1. Develop platforms more easily accessible to the general public
    - 2. Adopt policies and procedures that are more welcoming for women and people of color
    - 3. Identify gaps, strategize to amend the gaps, and attract and recruit more individuals to fill positions
  - iii. There is great work on a local level to replicate the work on the state level; they look forward to working with the Council to advance it further
  - c. Lt. Governor notes that the Council is happy to help YWCA connect with business women, acknowledges that Secretary of the State's Office has an option for businesses to check if women-owned, and notes that the administration is looking forward to continuing its diversity efforts
  - d. Lt. Governor notes that she must leave for a series of meetings, but that Cherie Phoenix-Sharpe will continue chairing the meeting.
  - e. C. Phoenix Sharpe notes that in the interest of time Girls With Impact will present in October.
- IV. Announcements
- a. C. Phoenix-Sharpe notes that she does not see any announcements in the chat and reminds everyone to use the chat function if they have an announcement. She also notes the following announcements:
    - i. The Council is looking for 2022 legislation suggestions from subcommittee members and friends of the council and a form for submissions will be circulated.
    - ii. The next full Council meeting is on September 14<sup>th</sup> at 3pm; it will be virtual, and the access link will be posted on the website and circulated
    - iii. The next Subcommittee meeting is scheduled for October 13<sup>th</sup> at 3pm, also expected to be virtual.
- V. Adjournment - C. Phoenix-Sharpe adjourns at approximately 3:50pm.

#### Attendance Report

Lt. Governor Susan Bysiewicz	Co-Chair
Asst. State Comptroller Tara Downes	Co-Chair
Deputy Commissioner Shante Hanks	Co-Chair, DOH
Deputy Commissioner Glen Thames	Co-Chair, DECD
Deputy Commissioner Kim Martone	Co-Chair, OHS
Solicitor General Clare Kindall	Office of AG
Commissioner Michelle Seagull	DCP
Deputy Commissioner Sharonda Carlos	DOC
Astread Ferron-Poole	DSS
Matt Smith	DOB
Tamara Cypress	DOL