

Governor's Council on Women and Girls
Full Council Meeting
Tuesday September 14, 2021 @ 3pm

Virtual Meeting: https://us02web.zoom.us/webinar/register/WN_Kbwzb55qQwaz_bj-mbnOxQ

Minutes

- I. Greetings and Opening Remarks
 - a. Lt. Governor notes that she and the Governor are proud to lead an equal opportunity and family friendly state, further noting that some other states seem to be going in a different direction, and they appreciate council members and community partners that align with these interests.
 - b. Lt. Governor further notes that announcements should be posted in the chat function and will be acknowledged towards the end of the meeting.
- II. Report from Council Leadership
 - a. Lt. Governor reminds council members that leadership is seeking legislative proposals for the 2022 session and notes that all suggestions should be submitted to subcommittee co-chairs for initial review and that subcommittee co-chairs should forward what they want council leadership to consider.
 - b. Lt. Governor also notes that there was a joint convening for the Council on Women and Girls Corporate Leadership Circle and Governor's Workforce Council on Wednesday, July 21st about early childhood education:
 - i. Commissioner Bye shared about what we're doing in the State;
 - ii. LEGO Systems Inc. and General Dynamics, Electric Boat shared about some of their contributions in this area and why they have benefited from being more actively involved in this area; and
 - iii. Tom Weber, Executive Director for the Massachusetts Business Coalition for Early Childhood Education, shared private sector efforts in Massachusetts.
 - c. Lt. Governor further notes that follow up surveys were sent to companies that participated in the joint convening and responses are under review.
- III. Subcommittee Updates
 - a. Leadership
 - i. Lt. Governor notes that the Subcommittee is Tri-Chaired by Sec. McCaw; the Office of the Treasurer; and DEEP and introduces Sec. McCaw.
 - ii. Sec. McCaw presents (*see Attachment 1*).
 1. Sec. McCaw further acknowledges that Assistant Treasurer Christine Shaw previously represented the Treasurer's Office well.
 - iii. Lt. Governor notes that it's great that YWCA is taking State work to the local level and that hopefully town committees are paying attention to this initiative.
 - b. Education & STEAM

- i. Lt. Governor notes that the Subcommittee is co-chaired by DMV Commissioner Magubane and the Office of Higher Education Exec. Dir. Larson and introduces Dir. Larson.
 - ii. Dir. Larson acknowledges Commissioner Magubane, Janice Floyd and Noele Kidney and offers updates on Subcommittee's four initiatives:
 - 1. Internship – subgroup continues to prepare toolkit
 - 2. Arts – a number of steering committee members have had to step back, and anyone interested in joining and/or proposing someone should reach out to Janice Floyd
 - 3. Information HUB – UCONN School of Public Policy Graduate intern, Jonathan Richter, is serving as project manager and researching models for the HUB and STEM opportunities to populate the site. Email Jonathan.Richter@ct.gov if you have STEM resources, camps, classes or other programming that you want to propose for inclusion on the site (*in chat function N. Kidney provides email J. Richter and asks to be cc'd at Noele.kidney@ct.gov*)
 - 4. Coding Challenge – 2021 challenge finished in June and group is in planning stages for next challenge coming up
 - iii. Dir. Larson notes that the next Subcommittee meeting is 10/13
- c. Economic Opportunity & Workforce Equity
- i. Lt. Governor notes that she co-chairs with Comptroller's Office, Department of Housing, DECD, and the Office of Health Strategy.
 - ii. She further notes that during the last subcommittee meeting Assistant State Comptroller Tara Downes and Dr. Mohamad Alkadry from UCONN shared Phase II of the Executive Branch workforce equity analysis and introduces T. Downes to share summary.
 - iii. T. Downes shares:
 - 1. Full report is attached to subcommittee minutes on website
 - 2. 8145 state employees eligible to retire July 2022, opportunity to address disparity in representation and pay equity
 - 3. Key findings include:
 - a. Women and black employees continue to have good representation at highest levels of government but looking at EEO categories, women and minorities continue to be underrepresented in some categories and overrepresented in others
 - b. Hispanic employees are underrepresented in highest levels
 - c. T. Downes notes that comparisons are to State census data
 - d. Black and Hispanic employees typically earn less than White and Asian employees

- e. Employees with advanced degrees generally earn more but women and minorities typically earn less than white males with same degree
 - 4. Recommendations, inspired by federal executive order, include:
 - a. Each agency establish individualized diversity, equity, and inclusion strategic plans
 - b. State partnerships with colleges and universities and community organizations
 - iv. Lt. Governor notes that Comptroller's Office presentation and more on YWCA Hartford's 50/50 campaign are attached to minutes on website.
 - v. Lt. Governor introduces DECD Deputy Commissioner Thames
 - vi. G. Thames shares:
 - 1. DECD embarked on an economic action plan pre-pandemic to drive inclusive growth with women and minority communities at the center. Four key pillars of the economic action plan passed in legislative session:
 - a. Workforce Development - \$110 million to help dislocated workers get back into the workforce, with women at the core, including training and wrap around services like childcare and transportation
 - b. Communities - \$125 million targeted to small business support for capital infrastructure and technical assistance with focus and prioritization for women and minority businesses. RFP is out for partnership to help broaden bases and touch as many small businesses, particularly those that have been historically underrepresented. 90%+ of CT businesses classify as small businesses and employ over 50% of our employees
 - c. Investing in Innovation – in field development and place-based opportunities; partner with municipalities and private developers to reinvest in communities
 - d. Business Environment - being proactive about our diversity and having a state that is friendly to women, children, and families
 - 2. Three business impact surveys conducted throughout the pandemic and another one is on the way
 - vii. Lt. Governor notes that she and Women's Business Development Council announced the third round of the Equity Match Grant Program and that businesses have until 9/28 to apply.
- d. Health & Safety
 - i. Lt. Governor notes that subcommittee is co-chaired by DCF Commissioner Vanessa Dorantes and OEC Commissioner Beth Bye and introduces B. Bye.
 - ii. B. Bye presents (*see Attachment 2*); during presentation V. Dorantes:

1. Notes that the ripple effect of gun violence was highlighted, particularly on women who have lost sons and are raising grandchildren, and the extra burdens during the pandemic.
2. Acknowledges CCADV as a continued subcommittee partner
3. Notes that the universal home visiting program is further destigmatizing asking for help particularly for new moms

IV. Announcements

- a. Lt. Governor announces Subcommittee Meeting schedule:
 - i. Economic Opportunity & Workforce Equity is on October 13th at 3pm;
 - ii. Education & STEAM is on October 13th at 1pm;
 - iii. Health and Safety is on October 4th at 10am; and
 - iv. Leadership is October 20th at 3pm.
- b. Lt. Governor announces next full Council meeting scheduled for 11/9 at 3pm
- c. Lt. Governor acknowledges Carolyn Alessi's request for Million Women Mentors to help with IT panel.
- d. Shannon Wegele announces that it is the 101st anniversary of CT's ratification of the 19th amendment and that it is also primary day. She further notes a series of historic markers honoring suffragists; that the first was installed today in Cromwell for Emily Pierson; and the next is scheduled for January 8 in Bridgeport to honor Elsie Vervane. She also recognizes Joanie DiMartino, state designated leader for National Collaborative for Women's History who is leading the project.
- e. Jennifer Openshaw announces event Friday to discuss a post-covid economic recovery for women and offers her contact Jen@GirlsWithImpact.org for more information.
- f. Brittany Yancy echoes S. Wegele re leadership of J. DiMartino and further notes that's she and J. DiMartino are working on a marker for an African American woman, Mary Seymour. B. Yancy also notes International Day of the Girl on 10/9 and a rally hosted by USOW and LiveGirl Inc from 10am – 2pm in Stamford at Mill River Park. She further invites people to visit the website (day of the girl) and email her Brittney.ambassador@unitedstateofwomen.org to become a sponsor or vend at the event
- g. Lt. Governor notes that information about the Equity Match Grant Program is posted in chat: <https://ctwbdc.org/equity-match-grant-program/>
- h. Jenny Steadman notes that Aurora is sponsoring the second data literacy training in partnership with CT Data Collaborative, sharing expertise about how to use data on women and girls platform to improve programs, secure funding, and for donor appeals. She further notes that registration link is in chat: [Data Storytelling: Women & Girls Tickets, Tue, Oct 5, 2021 at 9:00 AM | Eventbrite](#)
- i. Lucy Nolan announces ALL IN campaign to get OUT Sexual violence in CT <https://ctallin.org/> – multilevel campaign with billboards, social media, web based advertising and radio to let people know ways we can end sexual violence

V. Adjournment

- a. Lt. Governor adjourns at approximately 3:55pm.

Attendance Report

Lt. Governor Susan Bysiewicz	Chair
OPM Sec. Melissa McCaw	Vice Chair
Commissioner Beth Bye	Office of Early Childhood
Commissioner Vanessa Dorantes	Department of Children and Families
Executive Director Tim Larson	Office of Higher Education
Assistant Comptroller Tara Downes	Office of the State Comptroller
Deputy Commissioner Glendowlyn Thames	Department of Economic and Community Development
Deputy Commissioner Shante Hanks	Department of Housing
Deputy Commissioner Kim Martone	Office of Health Strategy
Jennifer Putetti	Office of the State Treasurer
Natalie Braswell	Department of Energy & Environmental Protection
Janice Floyd	Department of Motor Vehicles
Commissioner Charlene Russell-Tucker	State Department of Education
Commissioner Jordan Scheff	Department of Developmental Services
Commissioner Michelle Seagull	Department of Consumer Protection
Commissioner Amy Porter	Department of Aging and Disability Services
Commissioner Jorge Perez	Department of Banking
Acting Commissioner Nancy Navarretta	Department of Mental Health and Addiction Services
Deputy Commissioner Sharonda Carlos	Department of Corrections
Brian Foley	Department of Emergency Services and Public Protection
Astread Ferron-Poole	Department of Social Services
Shannon Wegele	Office of the Secretary of the State
Lady Mendoza	Insurance Department
Tamara Cypress	Department of Labor
Senator Marilyn Moore	Senate Democrats