

Governor's Council on Women and Girls
Subcommittee on Economic Opportunity & Workforce Equity
December 9, 2021 @ 3pm
Virtual Meeting

Minutes

- I. Lt. Governor offers greetings and opening remarks:
 - a. Acknowledges last subcommittee meeting of 2021 and thanks co-chairs:
 - i. Assistant Comptroller Tara Downes for spearheading executive branch equity analysis and continuing conversations;
 - ii. Department of Housing Deputy Commissioner Shante Hanks for leading the Housing and Community Development Leadership Institute which is now in its third cohort; and
 - iii. The Office of Health Strategy for administrative support.
 - b. Acknowledges financial literacy work group (led by DOB's Kathleen Titsworth and DCP's Catherine Blinder) for keeping the website up to date and brainstorming on ways to proactively promote financial literacy.
 - c. Notes subcommittee changes:
 - i. Former subcommittee co-chair Glendowlyn Thames is no longer with State service, but DECD will remain a member of this subcommittee with updates anticipated in February
 - ii. Office of Workforce Strategy, new agency created during this past legislative session, will join the council and this subcommittee in 2022 and will participate in January full council meeting.
 - d. Acknowledges Computer Science Education week and kick off on Monday with a panel of women leading in the field of information technology.
 - e. Encourages all steering committee members to reach out on ways the Council can support recruitment of women and girls into underrepresented fields.
 - f. Reminds everyone to post any announcements in the chat function.
- II. Comptroller's Office Equity Analysis Discussion
 - a. Lt. Governor notes focus today on existing and upcoming work relevant to three of the recommendations:
 - i. Statewide Partnerships
 - ii. Paid Internships and Fellowships; and
 - iii. Professional Development
 - b. Lt. Governor notes intention to continue discussions based on where we are now and figure out the best way to progress through an equitable lens.
 - c. Statewide Partnerships
 - i. Lt. Governor introduces Heather Tweeddale from the DAS; H. Tweeddale presents (see Attachment 1) and further:
 1. H. Tweeddale notes that DAS has centralized functions for about 30 state agencies and the goal of the Talent Solutions Division is

to grow professional excellence in recruitment and provide the most qualified and diverse applicant pool for state employment

2. H. Tweeddale notes partnership with New Haven Works (NHW) where DAS staff connects with applicants and if job doesn't fit recruiters try to find a better fit.
 3. Lt. Governor asks how many people from NHW have been hired
 4. H. Tweeddale explains that we don't have that data right now but we are implementing a dashboard in the Spring and will be able to track this information then
 5. Lt. Governor asks about unpaid internships and H. Tweeddale acknowledges that they can be good experience.
 6. Lt. Governor notes that programs may help fill vacancies
 7. H. Tweeddale notes that they partner with DOL, have reached out to technical high schools and have had veterans' outreach
- d. Paid Internships and Fellowships
- i. Lt. Governor introduces Lynn Raicik from the Connecticut Center for Advanced Technology to review Internship Toolkit from Education & STEAM Subcommittee; L. Raicik presents:
 1. Notes that she plans to connect with H. Tweeddale on internships
 2. Further notes that a lot of work and research, both in and out of state, has been done in the past year for best practices
 3. Shares components of toolkit, which is intended to be easy to read and understand and offer resources at employer fingertips:
 - a. Explains benefits for employer and intern
 - b. How to connect with Connecticut STEAM talent
 - c. How to design a program including templates & checklists
 - d. How to describe opportunities, where to recruit and what interviews should contain
 - e. How to evaluate and grow the program
 4. Shares plan to have final draft by mid-January for further review and notes that they have already received input from employers at different levels in state agencies and in the private sector.
- e. Professional Development
- i. Lt. Governor introduces Nick Hermes to share ongoing professional development work of the Leadership Subcommittee; N. Hermes presents:
 1. Linked-In Learning Initiative
 - a. HR centralization enabled purchase of over 30,000 licenses
 - b. Actively engaging with agencies to get these to employees and vast majority are provisioned at no cost to them
 - c. Actively trying to educate workforce on array of professional and personal development tools available
 2. Plans to Reboot Aspiring Leaders
 - a. DAS hired two new leaders spearheading this effort
 - b. Anticipated to go live later in calendar year 2022

- c. Expected to adjust from on-site to hybrid model
 - ii. Lt. Governor introduces DCF Deputy Commissioner Jodi Hill-Lilly to share about DCF and OEC leadership development; J. Hill-Lilly presents (see Attachment 2) and further notes:
 - 1. Executive Fellowship Program pilot intended to prepare up and coming leaders for executive level positions
 - 2. Admired Leadership offers virtual behavioral coaching
 - 3. New program intending to build on some existing programs and to date it has been well received by the participants. They welcome feedback and involvement from others.
 - iii. Lt. Governor notes that some of the conversations from the equity analysis have been about the importance of agency specific and agency level leadership and thanks DCF and OEC for stepping up and encouraging other agencies to think about how they can have professional development for their employees.
- f. Lt. Governor thanks all presenters and notes that she hopes this will help with continue discussions on how we can be intentional about creating a more equitable and inclusive workforce in state government.

III. Announcements

- a. Lt. Governor acknowledges note in chat from DOH Deputy Commissioner Hanks: The Housing and Community Development Leadership Institute is accepting applications through January 2022 for Cohort 3. <https://www.hcdli.org/>
- b. Lt. Governor notes quarterly full council meetings in 2022 and that subcommittees will meet on the months in between, and shares the schedule:
 - i. Full Council Meetings - January 11th, April 12th; July 12th; and October 11th all scheduled for 3pm.
 - ii. Subcommittee meetings, also all at 3pm: February 8th; March 15th; May 17th; June 14th; August 9th; September 13th; November 15th; and December 8th
- c. Lt. Governor notes that meeting schedule is available on the website
- d. Lt. Governor notes that Alexandra Daum is representing DECD

IV. Lt. Governor adjourns at apx. 3:57pm

Attendance Report

Lt. Governor Susan Bysiewicz	Co-Chair
OHS Deputy Commissioner Kim Martone	Co-Chair
DOH Deputy Commissioner Shante Hanks	Co-Chair
Assistant State Comptroller Tara Downes	Co-Chair
Nicholas Hermes & Heather Tweeddale	DAS
Deputy Commissioner Alexandra Daum	DECD
Kathleen Titsworth	DOB