



Governor's Council on Women and Girls

Leadership Subcommittee

UPDATE FOR THE FULL COUNCIL

APRIL 12, 2022

Our charge:

To promote women leadership in both the public and private sectors, particularly government elected and appointed officials, corporate boards and executive management, educational institutions, non-profit organizations and the media with the ultimate goal of achieving gender parity such that gender in workforce leadership proportionately represents the Connecticut population.

CO-CHAIRS:

LT. GOVERNOR SUSAN BYSIEWICZ

STATE DEPARTMENT OF EDUCATION COMMISSIONER CHARLENE RUSSELL-TUCKER

DEPARTMENT OF ADMINISTRATIVE SERVICES COMMISSIONER MICHELLE GILMAN

DIRECTOR OF LEGISLATIVE AFFAIRS, JENNIFER PUTETTI, OFFICE OF THE STATE TREASURER

Employee Training & Development

Presentation by Michelle Gilman, Commissioner, DAS

Aspiring Leaders Program:

- Spring-Summer 2022: Discovery and study of best practices for content and modality
- Fall-Winter 2022: Program Planning and Development
- Winter-Spring 2023: Execution of full re-build of custom program for state

LinkedIn Learning:

Most executive agencies have onboarded the platform

Lead(s) are Peg Hackett and Camille Ybanez with DAS

Affirmative Action Planning Update

Presented by DAS/OPM

To more accurately reflect demographics of the Connecticut labor market, beginning April 1 the CHRO is implementing the following data source updates:

- *Update 1: Agencies will now reference the most current EEO tabulations provided by the U.S. Census Bureau, which is based on 2014-2018 ACS data.*
- *Update 2: New census EEO tables include occupational unemployment information. This allows the EEOs to reference a single data source (Removing required reliance on CT DOL's quarterly unemployment information)*
- *Update 3: Ethnicity (Hispanic or Non-Hispanic) will be recorded independently of race to match the updated EEO tables. Additionally, a 2 or more races category will be recorded and will better reflect the growing number of biracial individuals.*

The US Census Bureau and the Connecticut Data Collaborative will provide technical assistance to Agencies as they implement the new updates, beginning with a meeting on May 25th.

Women in Leadership Panels

Presented by Lt. Governor Susan Bysiewicz

Women Leading in IT

Monday December 6, 2021 at 3pm

Co-Moderator: **State Leader Carolyn Alessi**
Million Women Mentors Connecticut Chapter

Panelists:

- Christina Tillbrook, Senior UX Consultant at Tallan
- Fiona Conliffe, Domain Architect at Eversource Energy
- Winnie Yu, Ed.D. Computer Science Professor at Southern Connecticut State University

Latinas in Leadership

Friday January 28, 2022 at 2pm

Co-Moderator: **Commissioner Seila Mosquera-Bruno,**
State Department of Housing

Panelists:

- Carmen Colon, Vice President of Bridgeport YMCA's
- Maggie Castinado, Senior Assistant Public Defender & VP of Connecticut Bar Association (President Track)
- Valeria E. Lopez, CEO & Founder of OnBeat Consulting
- Angelica Durrell, Founder & CEO of INTEMPO
- Gabriela Garcia-Perez, Founder & Director of the Community Integration Mentoring Program, UNH 2024 Graduation Class Vice President

Women in Leadership Panels

Presented by Lt. Governor Susan Bysiewicz

**Preserving Our History; Preparing for Our Future: A
Conversation with Black Women Leaders in Education**

Monday February 28, 2022 at 2pm

***Co-Moderator:* Commissioner Charlene Russell-Tucker
State Department of Education**

Panelists:

- Eboni S. Nelson, Dean and Professor of Law, UCONN Law School
- Dr. Tracy Y. Espy, President, Mitchell College
- Cheryl De Vonish, CEO Norwalk Community College
- Rochelle D. Smith, MS, Associate Dean of Diversity and Inclusion and Associate Chief Diversity officer, Yale School of Medicine

**Asian American and Native Hawaiian /Pacific
Islander Heritage Month**

Friday May 13, 2022 at 1pm

***Co-Moderator:* Commissioner Manisha Juthani
State Department of Public Health**

Panelists (*to date*):

- Indra Nooyi, Former CEO & Chairman of PEPSICO
- Sapna Raghavan, Miss CT 2021
- Dr. Katie Wang, Assistant Professor, Yale School of Public Health

Upcoming Panels: Women in the Law, Women in Manufacturing

VOICE CHANGE

A Connecticut State Department of Education Program

Voice4Change is a **statewide civic engagement initiative** investing more than \$1 million in high school students to reimagine Connecticut's schools.

Students submitted 200+ proposals to the CSDE outlining how they would spend \$20,000 in their school.

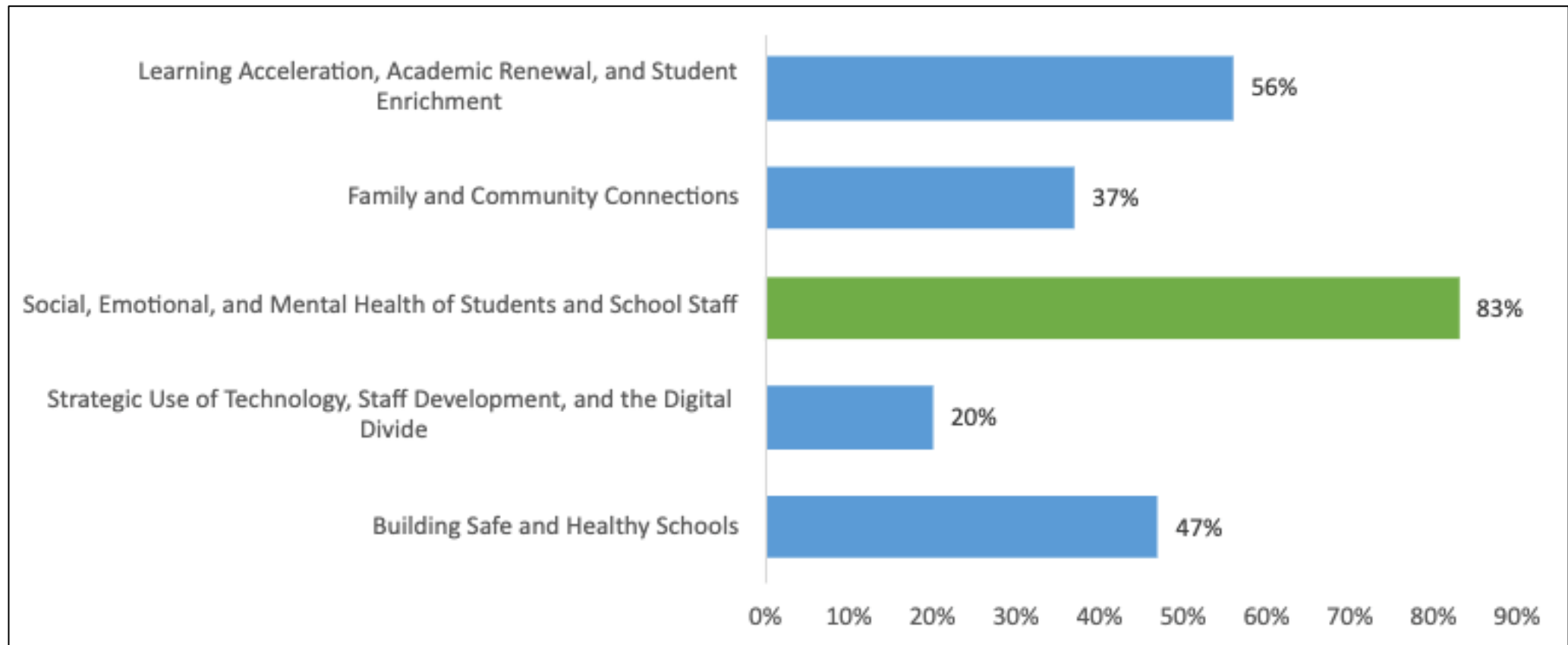
Proposals deemed eligible to receive federal COVID relief funds were voted on by nearly 17,000 students across 54 Connecticut high schools.

Winners were announced last Friday!

VOICE 4 CHANGE

A Connecticut State Department of Education Program

Victorious proposals addressed the following priority areas set by CSDE, and students could pick more than one!



VOICE CHANGE

A Connecticut State Department of Education Program

Examples of winning proposals:

District	School	Proposal Title	Description
Westport	Staples High School	Make Me Free	This proposal will provide free feminine hygiene products in the restrooms for students who need them.
Monroe	Masuk High School	The Wingman Program	This proposal will provide training through the Wingman Youth Leadership program to improve school climate and peer-to-peer interactions through enrichment.
Common Ground Charter	Common Ground High School	Vocational Certification Program	This proposal will expand the postsecondary vocational career pathways programming by funding certification tests and additional materials.
Torrington	Torrington High School	Schoolwide Community Service Day and Picnic	This proposal will support a community service day in the local community that culminates in a schoolwide picnic.
Waterbury	Wilby High School	Collaboratively Recalibrating Our Social-Emotional Compass	This proposal will promote social-emotional well-being through bringing in speakers to foster discussion, creating a peer mentorship program, and incorporating material in the curriculum.