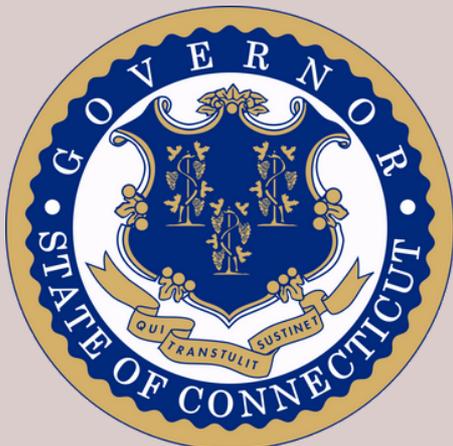


2019 Annual Report

GOVERNOR'S COUNCIL ON WOMEN & GIRLS



Full Council and
Subcommittee Summary
Year 2019

**Governor’s Council on Women & Girls
2019 Annual Summary Report**

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Purpose of Report:

Upon taking office in January 2019, one of Governor Lamont's first actions was to form the Governor's Council on Women and Girls – a group tasked with providing a coordinated state response to issues that impact the lives of women, girls, their families, and the State of Connecticut. The Council comprises of state agencies and takes guidance from a steering committee consisting of non-state agencies in order to achieve optimal collaboration in centralizing the overall goals of the Council.

This report is designed to discuss and summarize the meetings conducted by the Governor's Council on Women and Girls ("CoWaG") or ("Council"). This report will highlight topics discussed in full council and subcommittee meetings. The meetings aim to aid and bring light to issues women face in the state of Connecticut, with the CoWaG finding solutions for said issues.

The main topics discussed in 2019, revolve around the misrepresentation of women, providing women more opportunities for work and development, and prioritizing health support/aid for women.

Subcommittees created were:

- ❖ Economic Opportunity & Workforce Equity subcommittee
 - The purpose of this subcommittee is to identify financial barriers that disproportionately hinder women and girls, including (but not limited to) pay and work environment disparities that inhibit fair performance evaluation and advancement in the workplace.
- ❖ Education & STEAM subcommittee
 - The purpose of this subcommittee is to encourage educational advancement for women and girls, particularly in the areas of science, technology, engineering, the arts and math.
- ❖ Health & Safety subcommittee
 - The purpose of this subcommittee is to identify health and safety issues that particularly impact women and girls and develop initiatives that support healthy lifestyles and offer physical, mental and emotional protection for women and girls affected by such matters.
- ❖ Leadership subcommittee
 - The purpose of this subcommittee is 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.

Summary of Full Council Meeting:

In 2019, the Full Council met on March 8, May 6, July 10, September 10, and November 13 (total five meetings). Those meetings consisted of special presentations, as well as a collection of reports from the subcommittees on what they had accomplished since prior meetings. For detailed information beyond the summaries below, please view the actual meeting minutes.

A. March 8, 2019 ([minutes](#))

During its inaugural meeting on March 8, the Council focused on introductions.

B. May 6, 2019 ([minutes](#))

On May 6, the Council's subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity: exploration on ways to support women owned businesses certified as DEB's and a financial literacy initiative; focus on State's workforce analysis; and agency partnerships (Dept. of Housing, Dept. of Banking, and Dept. of Revenue Services) on financial literacy initiative.
- ❖ Education and STEAM: statewide internship program with a focus on opportunities that translate into future jobs; and financial literacy (see above notes)
- ❖ Health & Safety: focus on health & safety across the lifespan with a lens of equity, prevention and mental health/addiction supports; and data/policy development.
- ❖ Leadership: more visibility on recruitment and leadership opportunities; Aspiring Leaders Program to support management training within the State; inventory of women leaders across state agencies, boards, commission and in the private sector; Women & Girls Day at the Capitol to highlight women leaders; 30% Coalition by Office of the Treasurer to encourage companies to create more diverse boards of directors; and exploration of partnership in private sectors and ways to engage fortune 500 companies

C. July 10, 2019 ([minutes](#))

On July 10, the Council discussed cohosting with United States of Women and CT Collective for Women and Girls (CWEALF) a statewide "Galvanize" program. The United State of Women's goal is to create a world where all marginalized genders and women can thrive through education, community, work, etc. The CT Collective for Women and Girls bring participating organizations together to help highlight and amplify their work in the advancement of women and girls (along with those part of the LGBTQ+ community) in the state of Connecticut. By working with the organizations and programs, it provides a stronger foundation and expands the overall goal that is meant to be achieved through the council. During the meeting, the subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity: subgroups within the committee have been formed to focus on financial literacy initiative and the basic finance education for girls and for business entrepreneurs; the status of the State workforce equity report was discussed.
- ❖ Education and STEAM: focus on statewide internship programs; a survey will be conducted to learn of the status of internship programs; toolkit to help expand internship opportunities and address deficiencies will be created.
- ❖ Health & Safety: focus on creating safe environments for women, along with focus on prevention, equity, mental health, and addiction support; will allow young generations voices to be heard.
- ❖ Leadership: focus on support for Aspiring Leaders Program and providing leadership opportunities for women and girls; two research reports statuses discussing gender and racial representation on state boards and commissions, the other will focus on women candidates in Connecticut.

D. September 10, 2019 ([minutes](#))

On September 10, Galvanize CT was discussed and described as a one-day, all-day program focused to empower women and girls. This Summit will be used to not only celebrate strong women in history, but also encourage information and engagement from young women in society. Galvanize CT will have six training tracks compared to other states who typically have four. These training tracks will include a youth leadership track and Goodwin’s advanced manufacturing track in addition to leadership, running for office, community organizing and entrepreneurship. During the meeting, the subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity: The workforce equity report (analysis of executive agencies) was completed and released to the public on both CoWaG and the Comptroller’s Website; the website of financial literacy resources was created; DOH is working with DECD on resources for women entrepreneurs; DECD is evaluating the sufficiency of existing State incentive tools for job creation to adequate capital; DECD is working with CERC
- ❖ Education and STEAM: working on a public/private internship program; working to expand and focus on the “A” in STEAM by providing greater opportunities and considering access to said opportunities; providing coding programs to engage young girls.
- ❖ Health & Safety: Discussed a presentation that was at their subcommittee meeting in August presented by students from Middlebrook school discussing “Menstrual Equity;” discussed the focus and priorities of mental health and substance abuse support, systematic racism in healthcare, access to reproductive health resources, sexual violence prevention and support, and early emotional health support for young girls.
- ❖ Leadership: focused on three primary issues – Expansion of Aspiring Leaders Program, Women and Girls Day at the Capitol and 30% Coalition

E. November 13, 2019 ([minutes](#))

On November 13, there were further discussions on Galvanize CT (see notes above). In addition, the subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity: reported they had well-attended subcommittee meetings and reviewed legislative proposals; one subcommittee initiative is financial literacy to support economic empowerment for women; continuation of the Comptroller's office workforce equity report; financial literacy group have identified all state agencies that provide financial information; reported the Secretary of the State's office worked with DECD to implement an optional survey to collect information.
- ❖ Education and STEAM: subcommittee divided into four segments (Information Hub, Internship Development, Coding Challenge, and Arts); reviewing two pieces of legislation (re science data tracking in schools and re expansion of the UPASS).
- ❖ Health & Safety: address the need for emotional and social learning in schools; amending reimbursement rate to support parity for Nurse midwives (consulting with DPH and DSS); adding doula support to help address health equity issues for women (consulting with DPH); period supply project (previously discussed by students from Middlebrook School).
- ❖ Leadership: discussion about three major initiatives – Aspiring Leaders Program (desire to expand the frequency and content of the existing employee development program, although limited), Women and Girls day at the Capitol (celebrate, inspire, and connect with women and girls in the state; idea floating around other subcommittees), and Corporate Governance (the launch of the Northeast Investors' Diversity Initiative was announced); survey to measure gender and racial diversity on State Boards and Commissions has been distributed and only half have responded.

Corporate Leadership Circle (“CLC”) was also discussed at this meeting, along with continued conversations regarding some of the State’s largest employers about educational pipeline programs for employment, internships, affordable and development childcare, and women representation in corporate leadership. The impact of the CLC is affective and further proved its effectiveness when four companies decided to join the Paradigm for Parity (“P4P”) movement; these companies were: Boehringer Ingelheim, CVS, Stanley Black and Decker and The Hartford. This is an addition to the already signatory Circle members: UTC, Frontier, Synchrony and KeyBank.

Summary of Economic Opportunity & Workforce Equity Subcommittee Meetings:

The purpose of this subcommittee is to identify financial barriers that disproportionately hinder women and girls, including (but not limited to) pay and work environment disparities that inhibit fair performance evaluation and advancement in the workplace.

This portion of the report summary summarizes the meeting minutes of the Economic Opportunity and Workforce Equity Subcommittee. In 2019, the Subcommittee met on April 12, June 13, August 29, October 17, and December 10 (total five meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

A. April 12, 2019 ([minutes](#))

The subcommittee explored ways to help women owned businesses and a financial literacy initiative, such as raising minimum wage to fifteen dollars by the year 2023, CT Innovations investments in women owned businesses, pay equity, funding Care for Kids, and paid family medical leave.

There was an interest in advocating for diverse representation on corporate boards and support for women owned businesses, internship opportunities/programs, daycare for females in the work force, the mention of Women's Business Development Council and the need for more outreach and placing more women in apprenticeships and internship programs to gain more experiences and opportunities for young girls, basic needs met for women and the mentioning of DOL's Jobs First Employment Program ("JFES"), working with healthcare leaders to help support women, and having changes in policies in licenses to businesses for more women in underrepresented trades.

It was also mentioned the growing of industries and the creation of opportunities within them. The idea of recruiting women into the industry as scientists and analysts was discussed, bringing in the idea of high school students contributing as well. To finalize their discussion, they mentioned an agency internship program for law students and a gender equity report within the program.

B. June 13, 2019 ([minutes](#))

The subcommittee recapped bills passed in 2019. They discussed Paid Family Medical Leave and providing employees with eligibility for up to 12 weeks of paid family medical leave; along with any serious health condition that may occur during pregnancy that results in incapacitation, the employee will be eligible for up to 14 weeks medical leave. They discussed raising minimum wage, as mentioned in the Full Council meeting, is scheduled to increase \$1 each year until 2023. A Task Force was developed by the OEC's Two Gen Initiative to help look for ways to lift Connecticut families out of poverty and provide support for parents. It should be noted that some

bills were not passed that emphasized importance to women and girls and will be reintroduced in the 2020 sessions.

Discussed plans to put together a Corporate Leadership Circle of fortune 500 companies headquartered in CT. Discussed the priorities of the Subcommittee and the recommendation of the Steering committee. The discussion shifted to OSC's ongoing workforce analysis, further explaining the next steps to distribute a comprehensive workforce report for all agencies involved.

The Financial Literacy Program was then further elaborated, with the goal to develop ways to review women and girls' basic financial competencies along with small business taxes and other corporate financial obligations. SDE, DRS and DoB stated their interest of wanting to be involved in the work. The inclusion of the Office of Healthcare Strategy was vocalized, along with the Health Disparities Institute at UConn and the Community Colleges with financial literacy courses.

In the discussion about finding ways to help disadvantaged businesses understand and gain access to resources that are available to them, it was acknowledged that the DAS Supplier Diversity Program has the MBE/Certification Program would be a helpful resource for the program certified small and minority businesses, including women owned businesses. Additionally, it was noted that UConn had a small program known as Small Business Development Center which can be used as an alternative, along with CT DOT's Disadvantage Business Enterprise Program. Businesses communicate with the Office of Secretary of the State every year for annual reports, providing a great opportunity to ask if the businesses are women, minority, people with disabilities, or veteran owned businesses. This provides an opportunity to keep track of these types of businesses and connect with them to provide useful and helpful resources. This will also be helpful for DAS.

At the end of their discussion, discussed the existing resources, how they have been passed onto the public, and whether they have been using the resources provided to them.

C. August 29, 2019 ([minutes](#))

The subcommittee was updated of the OSC's Workforce Equity Report. The report was released on July 24th and consist of a review of executive agencies in the state government for race, ethnicity, gender, and compensation disparities. With this report, their hope is to discuss and address the inequities. The discussion of whether the report should be done annually is still up for discussion as well as what kind of follow ups and deeper reviews can be done that may be helpful for their overall goal. With this update, the Lt. Governor addressed that she plans on having a discussion with the Governor and OPM regarding how they may address the inequities.

DECD began discussing the Business Development Resources. It was made aware that the DECD has been working on how it intersects with the work of the Council, other opportunities under development, and potential new opportunities.

As for the Financial Literacy Initiative, the working group met and were asked to submit sites that have financial literacy resources. With all these resources being provided, it is suggested to plan a central website with links to all helpful resources to be provided and discussed with Council leadership. Other ideas arose, like potentially working with CWEALF for an education outreach website app, and joint calendar among agencies for events (educational and outreach) so agencies can more efficiently and effectively work together.

Towards the end of the discussion, it was requested that people send to the working groups any events and conferences they are aware of. The Council leadership are looking for legislative policy considerations from each subcommittee, which is being reviewed by Council Leadership and the Governor's Office. For final remarks, it was announced that the Governor and Lt. Governor had a meeting with corporate leaders regarding how they can support the priorities of the Council. Legislative ideas are submitted to Subcommittee Co-Chairs. It was also made aware of the staging and testing process for adding an optional survey for self-identification of type of business ownership (whether it be women owned, minority owned, etc.). Finally, it was announced that the Suffrage Kickoff event would take place on Thursday, September 12th.

D. October 17, 2019 ([minutes](#))

Lt. Governor met with Governor and Comptroller's Office on the Workforce Equity report to get more insight about what was recommended. It should also be noted that she further anticipates meeting with state Agency commissioners to review their results and continue communication through the Council for updates on progress.

DECD updated regarding Business Development resources by stating that when businesses are registering with the Secretary of the State's office, there is an option to identify whether the business is women, veteran, disability, or minority owned (which was brought up in previous meetings within the Subcommittee). This addition will help the State collect better data and develop resources based on said data. It was confirmed and stated that the question will also be included in the Annual report filings.

During the Financial Literacy portion of the discussion, DCP stated that a website to compile all existing State financial literacy resources are still underway. They're planning to categorize resources based on type, including relevant press releases, calendar events (for State speaking engagements), and other community events to keep people informed of what is being done.

As discussed in the previous meeting, proposals for the Legislative Considerations were received (Two from YWCA Hartford; one jointly from AFSCME Council 4, AFT Connecticut, and CSEA SEIU Local 2001; two from AFSCME Council 4, CT AFL-CIO; and one from Jackie Lightfield of Norwalk 2.0). Representatives from these organizations were invited to summarize their proposals. Subcommittee discussed previous bill proposals that came up in the last legislative

session. It was noted that YWCA representative was not present and the AFSCME Council 4, CT AFL-CIO discussed the domestic worker bill (which seeks to give greater protection to domestic workers). Their joint proposal with CSEA/SEIU discussed greater protection for paraeducators and the CT Voices for Children's (in partnership with All Our Kin) proposes housing and zoning legislation to address the restrictions on childcare business. CT Voices for Children further explained that the new legislation is expected to address the issue of unlicensed childcare businesses. Norwalk 2.0's proposal explains their work with City of Norwalk on the equity in broadband access issue. Their proposal allows municipalities to have a policy that encourages the identification of areas where they can put fiber in the ground and attach it to the town road aid grant.

E. December 10, 2019 ([minutes](#))

Michael McCann and Courtney Kunzelman of Prudential conducted a Powerpoint presentation. After the presentation, the Subcommittee broke into subgroups to discuss ways they can support the overall goals for the Council and Subcommittee, with consideration from the presentation. The Subgroups within the Subcommittee were Workforce Equity (led by OSC), Financial Literacy (led by OHS), Economic Development & Resources (led by DECD), and Engagement Fair/Women and Girls Day at the Capitol (led by DPH). Women and Girls Day at the Capitol was also announced as scheduled for Friday, March 6th.

Summary of Education & STEAM Subcommittee Meetings:

The purpose of this subcommittee is to encourage educational advancement for women and girls, particularly in the areas of science, technology, engineering, the arts and math.

This portion of the report summary summarizes the meeting minutes of the Education and STEAM Subcommittee. In 2019, the Subcommittee met on April 16, May 22, August 6, October 2, and December 4 (total five meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

A. April 16, 2019 ([minutes](#))

The beginning portion of the meeting discussed and acknowledged the responsibilities and expectations of the Subcommittee. Each agency should take inventory of their organization to have an overview of what is being done and what needs to be done so goals can be met for the Council.

Discussed the career pathways and internships within state agencies to help encourage youth career exploration. Department of Transportation has an internship program that is funded by the federal government. The idea of a “toolkit” was then proposed based on a successful internship program would be helpful and easier to market through social media, websites, etc., which would establish internships/apprenticeships in a meaningful way. Discussed Career and Job Fairs for Internships within the State. Agencies plan on pooling together resources for teens and adults (aged 16-24) to access valuable opportunities for career training in the public sector. Two goals that stem from this is (i) an increase in participation by young women and (ii) retention of educated and talented youth in Connecticut. Co-chairman Larson pointed to Office of Higher Education’s ARC program and the issue of transportation for some students was further discussed.

Discussion on how subcommittee can participate in the development of a Statewide Internship Program that can support Education and STEAM. Questions regarding how the internships should be built, reasonable compensation, work requirements, and business partnerships arose. It was also acknowledged that DAS will be sending out a survey regarding internship programs (or lack of) to 27 agencies. Lastly, discussed developing a regional art contest for artwork along interstate 91 to improve travelers’ experience and encourage them to swing by the city.

B. May 22, 2019 ([minutes](#))

During the start of the meeting, the progress of the internship survey was discussed. DAS received 37 responses, while 19 agencies had not responded at the time. It was suggested by DOT to contact the agencies who did not respond, to do so. Once replies are accounted for, having someone from DAS to help with the compilation and analyzation of the data received can be achieved. With this,

they would create an “internship development/hiring kit” for agencies to use and follow. It was made known that the following agencies currently have opportunities open for high school students: CHRO, DOT, Secretary of State, Pardons and Paroles, Library, DOE, and Elections Enforcement. Many of the interns (according to several agencies) come from UConn or Chalkboard. It is suggested that defining “internships” around duties, experience, pay, etc. may be beneficial in attracting more interns and to maximize candidates.

The Subcommittee focuses on students aged 18-24. Discussion of unpaid internships and other forms of compensation (such as credit). Noted the need to include Business and Community Partnerships in feedback of the toolkit to ensure all viewpoints were heard.

During public comments, Stephanie Rosario expressed her concern over the fact that girls in the inner cities have fewer opportunities to those who live in the suburbs; while Ira Revels asked the committee to provide opportunities for those who are unable to attend college to still develop pathways to employment. Both Sabrina Tucker-Barrett (Girls for Technology) and Elizabeth Durgin (CT Tech Council) provide opportunities for students who show interest in technology. They suggested helping with the recruitment of interested interns.

C. August 6, 2019 ([minutes](#))

Discussed the progress of topics from previous meetings. The clarification of rules and guidelines of the “internship toolkit” was discussed to avoid miscommunication during use. It was made clear to agencies that anyone coming into the internship program would not be eligible for insurance or other benefits. The goal of the internships is to be either paid or credit bearing. A few organizations discussed concerns of hiring interns because of union issues; thus, the subcommittee placed its focus to steering students and getting them interested in STEM fields.

It was suggested that the Subcommittee work with members of the Steering Committee on statewide initiatives (such as, Coding Challenge). Lt. Governor looking for some bipartisan legislation to come out of the council. DOT finished their national summer transportation institute (hosted by CSCU) which consisted of about 12 high schoolers and only half were girls. DECD provided many internship opportunities (many of which begin in the summer) and DAS offered to help with their state-wide HR unit and are willing to share documentation and account management system to market internship opportunities for students. DCF provides a robust internship program that includes providing training for interns; OPM has 8 internships, but not many interns in IT and Criminal Justice; SDE suggested marketing all and any existing internship programs to educators and families.

Internships provided in university and colleges (public) consist of the following: UCONN Law School (pipeline programs to high schools to reach out to under-represented populations with goals of going into law), Manchester CC (provides both credit and non-credit certificate programs), and

Naugatuck CC (hires student workers through FASFA and PAL). As for independent universities and colleges, they are looking for good internship placements and are willing to work on their frameworks. By communicating and marketing, the internship programs are set to be successful and beneficial to the community. Goodwin College made it known to the Subcommittee that they have a mobile lab (Hartford Foundation for Giving helped fund) that exposes students to STEM fields. Their placement rates were deemed very good, and they provide high schoolers the opportunity to gain college credits if they begin taking classes. They even asked all employers to pay the same rate of \$12/hour for apprenticeship/internship. It was made clear to the Subcommittee that there is not enough quality education provided to students for the arts; therefore, arts integration is very important and providing a toolkit can be helpful. As for non-profit organizations, some groups offered support research, educational tracking programs and/or sharing existing internship programs. All groups would like students to have authentic STEAM experiences.

D. October 2, 2019 ([minutes](#))

As discussed in the previous Subcommittee meeting, the group would split into four subgroups: Internship Development, Arts, STEAM Information HUB, and Lt. Governor's Coding Challenge/Tech Champions for Girls. Members encouraged to sign up for at least one subgroup, with the goal of the subgroup meetings to brainstorm and determine suggested legislative policies relating to their specific subject area. A representative from each subgroup, provided a recap of the discussion of their designated group:

- ❖ Internship Development (Erin Choquette - DAS): discussed improving internship programs in the state and focusing on college students rather than students under 18 years of age because of complications for employers; planning to provide objectives and criteria; plan on working with DECD and DOL on developing a website; BI-INTERNSHIP was mentioned to provide students with more real world experiences; the issue of paid and non-paid internships was addressed; the expansion of UPASS was discussed to provide students with better transportation access; externships was also brought up as a solution; involving mentorships and mentors was the last thing suggested (connecting with women coalitions or partnering with Million Women Mentors).
- ❖ STEAM Information HUB (Melissa Hickey – CSDE): the group began by suggesting the creation of a STEAM TEAM consisting of two arms (formalized, planned activities and social media-type) to be accessible to all stakeholders; information and curriculum sharing through a communication portal was also discussed (turning a local board webmaster post into a centralized repository); they also suggest the creation of a survey to poll schools on STEM/coding programs - girl specific (however, would need “Communications Specialist” to accomplish).
- ❖ Lt. Governor's Coding Challenge/Tech Champions (Carolyn Alessi – Trinity Health): they discussed a survey being sent out to distinguish what coding programs/events are currently

available (CAPS, CODE.org and Girls Who Code might have additional data); target group focuses on girls from grades 3-12 with tiered levels of challenges (teachers should be involved to reach students); again, the issues of transportation was brought up, along with parental support and access to technology outside of school; real-world career opportunities related to coding and tech fields should be shown to parents and students, and all coding events should be put on a central calendar; they also discussed coding curriculum opportunities to be inventoried for students, staff, and families.

- ❖ Arts (Amanda Aronson – Aronson Consulting): a significant question/barrier that was a huge topic in their discussion was funding; the discussion of support being in place for individuals interested in being artists was addressed; they plan on viewing what supports are currently in place for art education; members also identified alternative carriers for individuals in the Arts (other than traditional roles).

For closing remarks, the subgroups asked to submit any legislative proposals.

E. December 4, 2019 ([minutes](#))

At the start of the meeting, Co-chairs, Director Larson, and Commissioner Magubane, announced Commissioner Magubane leading the Arts and Internship group, and Director Larson leading the Information hub and Technology and Coding group. It was also announced that the Women and Girls' Day at the Capitol would take place on March 6. The goal is to have a dedicated day to expose underrepresented careers through a career fair, a health and safety fair, and a question-and-answer forum to women and girls in the State of Connecticut.

Discussing Internship and Arts, Commissioner Magubane highlighted that she hopes to incorporate the "A" in STEAM more. They plan on creating a central source of information about STEAM Programs, events, and opportunities, considering access to information, transportation, childcare, mentoring and networking. The Subcommittee found that young girls lose interest around 6th grade and are finding ways to keep them engaged and interested. It was also addressed that the model designed for college students should include: the definition of the internship, a meaningful experience (for the student), a form of compensation for the interns, hours mandated by the program, and experiences from both private and public sectors (potential private sector partners were identified in the beginning). The group discussed plans of action and next steps for Internship and Arts group, which consisted of:

- ❖ plans to define, legislate, budget, and implement a program that will be shared by all agencies.
- ❖ create change at the structural level.
- ❖ provide oversight to ensure women and girls are exposed to all letters in STEAM; and provide a glide path to STEAM careers.
- ❖ propose policies to address disparities with access.
- ❖ demystify and educate at the grassroots level.

- ❖ collect internship models from both private and state agencies.
- ❖ create a matrix and identify the best practices.
- ❖ continue recruiting potential private sector partners and identify members leading the charge in working with private partners; and
- ❖ increase arts education in schools.

The Coding Challenge and Information HUB Group discussed researching other coding challenges to find ways of making it appealing to participants. It was also mentioned that a survey will be conducted to measure the success of other coding challenges. The group plans to do the following:

- ❖ establish Public Relations and Marketing
- ❖ develop framework of challenge
- ❖ determine rewards and incentives, and corporate partnerships.
- ❖ design a survey that will encompass participation, content, process, success rate, demographics.
- ❖ design a structure pathway to be distributed to streamline the process and keep everyone on track (C. Alessi volunteered); and
- ❖ determine where the information Hub will be housed.

No other announcements or closing remarks were made.

Summary of Health & Safety Subcommittee Meetings:

The purpose of this subcommittee is to identify health and safety issues that particularly impact women and girls and develop initiatives that support healthy lifestyles and offer physical, mental and emotional protection for women and girls affected by such matters.

This portion of the report summary summarizes the meeting minutes of the Health and Safety Subcommittee. In 2019, the Subcommittee met on April 22, June 17, August 21, October 7, and December 3 (which was later cancelled) (total four meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

A. April 22, 2019

Subcommittee evaluated goals and reviewed the history of child protection, disparity issues, and the need for more quality childcare in the State of Connecticut. Chairs discussed the importance of race and gender and how it will be the framework moving forward within the subcommittee. Discussed Yale's study where preschool teachers were asked to observe preschoolers and push a button anytime they believed a behavioral issue was about to occur. The results showed there was implicit bias towards the black, male children in which they were watched closer than white or Hispanic children (DCF has held racial summits to address these issues).

The discussion drifted to the "Early Childhood Consultation Partnership (ECCP)" by Kristina Stevens (DCF), in which they have reduced the rate of suspension and/or expulsion for children 0-5 years old due to mental or behavioral issues/concerns. It was noted by Commissioner Bye that there was an insignificant amount of predominantly white professionals in the ECCP, and that there should be more diversity within the group. An open discussion regarding the Child Specific Service Intervention ensued: there is currently a waitlist due to funding issues, 76% of referrals are from schools, ECCP is nationally recognized, the number of suspensions and expulsions have decreased for children receiving ECCP services, only 18-20% of referrals have DCF involvement, and CSSI is consistently the highest utilized ECCP intervention. There was a question regarding how to identify the children still awaiting services and it was made clear that they are using SAMHSA grant funds to work with elementary schools and look for other services that could be available until ECCP services are available.

Christina Stevens presented CAPTA, which is a federal legislation first enacted in 1974. DMHAS/OEC/DSS have been collaborating partners on the implementation along with other community stakeholders including women in recovery. State legislation was developed so birthing hospitals notify protective services of any infant born with substance abuse/addiction and DCF's new newborn notification portal launched in 3/15/2019 where hospitals are required to submit information based on specifics of the case (since then, 180 CAPTA notifications were received:

73 were for marijuana, 13 were for methadone, 28 did not identify substance and 15 were for polysubstance use). The actions that are being taken regarding CAPTA, are to continue monitoring data generated by the portal to identify barriers, opportunities, and trends.

Office of Early Childhood presented about “Nurturing Families Network,” in which they conduct home visits and screenings, in various settings to determine risk. If parents are deemed to be at low risk, phone support is offered for up to six months. Four topics regarding the program:

- ❖ PAT - helps with early identification of development, delays, school readiness, and helps increase knowledge to improve parenting.
- ❖ Child first - is a DPH partnership working with high-risk families for up to 8 to 10 months and providing parent/child psych nurturing. There are 8 locations, with each location providing 2 clinicians.
- ❖ Mind Over Mood – postpartum depression program providing in-home therapy for up to six weeks.
- ❖ Child Abuse Prevention/Shaken Baby Syndrome – OEC first demonstrated how the syndrome occurs and led discussion. In the past 20 years, there have been no new RFPs released until now for new contracts and new services.

Discussion on the inclusion of individuals in the LGBTQ community to ensure non-discrimination. It was also brought to light the current barriers related to Husky Health, where the National Transgender Discrimination Survey numbers were then quoted. To finalize the meeting, additional considerations were developed, such as intimate partner violence, women’s REACH program, increasing connections among multiple agencies and programs, addressing lifespan issues (senior care and supporting caregivers of adult children with disabilities).

B. June 17, 2019

Started with quick overview of the previous meeting. A proposed framework was led and agreed throughout the group. A visual depiction of the scope of the subcommittee’s focus was shared across the lifespan and domain approach, which included where public policy sits along the continuum. It was agreed that DVA be represented in the Subcommittee’s work and that the Office of Innovation for Healthcare join at the next meeting.

Discussion of DCF Prevention work as a model. Many points were presented to the group for discussion from the lens of impact on women specifically, and the following actions are the result of that discussion:

- ❖ Explore inviting the Insurance Department to gain clarity on what benefits exist for Women’s health issues.

- ❖ Consider inviting Board of Education to next meeting as well as eight graders who wrote a letter to their legislators around access to women's hygiene products (which will be discussed in upcoming meetings).
- ❖ Explore the need for more in-depth presentation on behavioral health services available for women.
- ❖ Look at the policies of each agency, scope of work, etc. around Health & Safety for overlaps and gaps.

Discussion continued on substance and opioid use screenings in collaboration across state agencies, and DMHAS provided a brief overview of services provided within the continuum of care it provides (OP and IOP programs, residential programs for pregnant and parenting women, and the Women's REACH Program). There will be a continuation to evaluate the role that policy development and evaluation will have for this subcommittee.

Discussed the idea of sponsoring a Health Fair with two key themes: celebration and acceleration of the work done in CT and cross agency collaboration. The goal of the fair is to provide a full snapshot of all services available in the State. Announcement of a Health Fair taking place in Fall 2019 but was later postponed to Spring 2020 for proper impact. Discussion on developing a catalog/guide of services. For example, Breast Health Care involves issues surrounding ultrasound, screenings, exemptions from state prevention law/insurance coverage, the screenings after cancer treatment not being considered preventative (but diagnostic), and practice should be changed to cover all screening. The catalog was favored by the group.

Additional conversations following meeting with on ECCP about developing policy, additional funding support, and workforce development. The collaboration between OEC and DCF was highlighted to help quickly remedy some of the waitlist issues (due to funding) to prevent interruption of services by addressing the challenges that were expressed by the ECCP contractors. Towards the end of the meeting, the group brainstormed, and identified some voices that could add to the conversation: Disabilities, Trans Women, HIV/STI – education, CHA, CT Alliance to end sexual violence, Planned Parenthood, 211, FQHCs, Community Action Agencies, AARP, Oakhill, March of Dimes, Physicians, CT Hospital Association, Older Adult/ Aging Women's Issues. These identified voices and ideas will be further discussed at a later date.

C. August 21, 2019

Presentation by students from Middlebrook school advocating for "menstrual equity". Presenters stated that this is not only a national, but international issue. It was made clear that many women struggle every month to pay for period products and many low-income parents are particularly affected by this challenge. Because of the struggle, some girls and women must rely on dirty/unsanitary rags or the reuse of products, causing women to expose themselves to infections. The young girls went on to discuss the statistics and further struggles regarding the topic, such as

school attendance, stigma, teaching healthy habits during menses, and bringing forward legislative solutions. The presentation started the discussion of a Period Supply Project, where high school students plan to connect with legislators to address the issue. Further action regarding the topic is also expected to ensue such as conducting additional research to consider public health lens, pursue potential bi-partisan legislation, and explore possibility of curriculum being a part of health education courses currently offered in schools. Breakout Groups were initiated, with the following topics identified:

<p>Group 1</p> <ul style="list-style-type: none"> ❖ Health equity and disparity in care ❖ Mental health and SU support. ❖ Feminine hygiene needs ❖ Caregiver supports- Early childcare to elder care. ❖ Transitional services- incarceration re-entry 	<p>Group 4</p> <ul style="list-style-type: none"> ❖ Women and girls shaming- MH, SU, lack of resources, screening tools. ❖ Access to reproductive services, where have services been reduced? ❖ IPV- fear of deportation ❖ Mental Health and SU treatment- access, equity- ❖ Screening Tools needed- IPV. ❖ 2 gen resources for all women- nutrition, early childhood supports
<p>Group 2</p> <ul style="list-style-type: none"> ❖ Sexual violence as umbrella concept- internet, bathroom, IPV, trafficking ❖ Racism- bias and implicit bias – track health disparities ❖ Stress through trauma-bullying- access to care- trauma informed care ❖ Access to feminine hygiene – diapers, prenatal care 	<p>Group 5</p> <ul style="list-style-type: none"> ❖ Trauma –help them feel they are not re-traumatized. ❖ Discrimination in healthcare- racism, disabilities, elders, HIV. ❖ Screening and prevention – IPV, trafficking, caregiver burnout how to safely document’. ❖ Health equity- LGBTQ ❖ Basic Needs – housing, contraception counseling,
<p>Group 3</p> <ul style="list-style-type: none"> ❖ Maternal health – access – mortality ❖ Mental health- access and equity issues- LGBTQ, women of color women in recovery ❖ Bias in healthcare- health education starting very early up to medical education. ❖ Safety- for all women ❖ Responding to federal changes that impact women’s health and safety in CT 	<p>Group 6</p> <ul style="list-style-type: none"> ❖ Safe childcare- home and center based, training, licensure, oversight. ❖ Trauma informed education- First Responders, EBP, toxicology screening, implementation oversight – sexual safety. ❖ Teen health education revamping- mandatory, cyber tech training, vaping. ❖ Parent Education – category- then how do we get them to the experience

D. October 7, 2019

Presentation was given by Connecticut Against Gun Violence on Social and Emotional Health. Discussed three bills that were passed last legislative session addressing gun violence prevention:

(1) Ethan's law (strengthens requirements on the safe storage of firearms in the home); (2) HB 7223 (requires safe storage of a pistol or revolver in a motor vehicle); and (3) HB 7219 (banning guns without serial numbers and regulates those which are sold in a form requiring the purchaser to finish assembly or that are homemade or 3-D printed.) It was then addressed that many individuals and stakeholder groups worked closely with the Lt. Governor on bills regarding opioid addiction treatment. Data was represented to the Subcommittee, showing the positive impact of children being taught life skills at an early age – prevention rather than intervention (reduce substance abuse by 75%; alcohol use by 60%; violence by 50% and smoking by 87%). The thought process of how children and every community can access this type of programming was discussed.

A bill was proposed to the group concerning life skills, education, curriculums to institute emotional, social, and learning programs in schools and communities. Discussion on funding for the initiative and how the cost is higher for not providing social emotional skills in the long run. Kathy Flaherty (from CLRP) pointed out that there is a law in place (CGS 10-16b) that addresses the subject. This discussion will be ongoing for the Subcommittee, and they will focus on finding funding to implement existing legislation statewide.

Review over the legislative proposals submitted was further discussed concerning effective interventions, maternal depression, maternal health and the reduction of perinatal health disparities, increasing access to two categories of professions with one addressing pay parity for certified midwives in CT and the other addressing increasing and improving access to doula care for improved outcomes, funding and providing mental health recovery coach services in all Emergency Rooms in CT, Telehealth services and access and a proposal on addressing menstrual supplies. Proposals will be discussed with the Lt. Governor' Office about the changes in federal law for access to choices. Discussed that the child sexual abuse legislation that removes the statutes of limitations is an issue that has not been able to pass and should be addressed.

For the finality of the meeting, upcoming events were discussed:

- ❖ Galvanize CT (December 7th) - an all-day program focused on the empowerment of women and girls and is co-hosted by the Council on Women and Girls, the United State of Women and the CT Collective for Women and Girls; held at Goodwin College.
- ❖ Resilience film (March 9th) - will be shown at the LOB for International Women's Day and the event is open to the public.
- ❖ Wear Purple Day (October 24th) - October is Domestic Violence Awareness month and members were encouraged to contact CCADV for more information as well as wear purple to show support.

E. December 3, 2019

Unfortunately, due to the weather, the December 3rd meeting was cancelled.

Summary of Leadership Subcommittee Meetings:

The purpose of this subcommittee is 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.

This portion of the report summary summarizes the meeting minutes of the Leadership Subcommittee. In 2019, the Subcommittee met on April 23, June 25, August 12, and November 6 (total four meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

A. April 23, 2019

Discussion on what each agency is currently doing to promote the Council's mission. Office of the Secretary of the State will conduct a study on gender and racial representation on appointments made to State Boards and Commissions. Another study will be conducted for women running for statewide offices to see if there are any patterns and a reviewing of the number of women leaders currently in our state offices. Discussed that civics is not at the top of student education, which led to a group discussion regarding the mindset of voters. Suggestion that subcommittee should work with the Education & STEAM Subcommittee to ensure civics is being learned in schools.

Reaching out to young girls that partake in YMCA, Girl Scouts, and Girls Inc. would help identify what programs are being offered, and the types of recognition badges earned. This is a great way for the state government to get involved in encouraging girls to continue pursuing careers in the state government. Suggestion to invite women leaders to speak to groups of women and girls to create opportunities for them to hear what it would be like to lead, encourage, and provide recognition and visibility for young girls. Recording inventory of existing programs through the state was mentioned and thought of a nationwide momentum on the initiatives of women leaders to create a bridge for mentorship. The discussion regarding a survey of women leadership (International Women's Forum, or IWF) was discussed, along with appointee positions made by the Governor and Commissioners. Discussed creating a database with a list of all appointments, recruitments and recommendations, and a website encouraging people to submit their resumes for those interested in serving on the State Board and Commissions.

Mentioned internship opportunities at State Agencies, and Department of Administrative Services has information on internship programs. Acknowledgement that Education & STEAM Subcommittee saw the DOT as an agency with a successful internship program (further discussed in the Education & STEAM Subcommittee section of the report). "Women and Girls Day" was

mentioned, with suggestion that women and girls can shadow women in leadership roles to be exposed to the position and what it entails. Discussion that 2020 will mark the centennial anniversary of Women's Suffrage and a celebration for this event was discussed. Also mentioned 2022 will be a huge retirement year, and encouraging women to become state employees and create a career pathway opportunity will be crucial. The discussion drifted to working mothers and the tradeoff of being a mother in a leadership role and having to take maternity leave.

To wrap up the meeting, agencies will send initiatives to co-chairs, consider community college reps to come and speak about programs, and invite reps from organizations with similar goals to speak to the Subcommittee about the practices/goals of their organizations.

B. June 25, 2019

Discussed the Aspiring Leaders Program, such as implementation and success. Discussed gender representation in middle management and access to training. Discussion on Galvanize Summit for November/December 2019. Discussed inventory on Boards and Commissions and the gender and racial makeup. Discussed the AAUW and the nationwide leadership conferences available to college students to push for female leadership.

C. August 12, 2019

Discussed expansion of Aspiring Leaders Program, Women and Girls Day at the Capitol and 30% Coalition. It was discussed how reaching out to women and girls can make their goals a lot more successful. An overview of the Aspiring Leaders Program was provided to the group and the goal of expanding the number of participants and frequency to twice a year (instead of once a year). Updates regarding Boards and Commissions/ 30% Coalition Goal was provided, which illustrated a future report is forthcoming that will provide data on diversity of boards and commissions. A survey that will be conducted to measure gender and racial diversity had been distributed and only half of the entities have responded. A coalition of investors are working to increase gender diversity in corporate boardrooms.

Discussion of encouraging companies to create more diverse boards of directors. Regarding the Women and Girls Day, there is an opportunity to jointly plan the event with the Health and Safety Fair and Career Fair.

D. November 6, 2019

Discussed gathering ideas to present to the full council. Overview of past topics. Consider parity of management positions vs the Union positions. There is discussion and updates regarding Aspiring Leaders Program, Women and Girls Day at the Capitol, and 30% Coalition Goal.

For Aspiring Leaders Program, things that are being considered are staffing and budget expansion, launching survey of past leadership members, and following up on partnerships. They would like private or public speakers on a pro bono basis, because of low budget, and the focus on succession planning was emphasized. A suggestion of having the Lieutenant Governor's office send out a survey to past graduates about mentors needed and suggested curriculum enhancements was requested. There is greater demand for the program, and its formalization is needed.

As for Women and Girls Day, rediscussed the opportunity to jointly plan the CT Women and Girls Day at the Capitol with the Health and Safety Fair and Career Fair. Updates regarding the activities that will take place at the event were discussed, along with exploring program ideas and the partnership with Connecticut Commission on Women, Children, and Seniors (CCWCS). Updates regarding Corporate Governance (i.e., 30% Coalition Goal) and the goal of the Northeast Diversity Initiative, which is to increase number of women on boards.

Discussion about the Board and Commissions Racial and Gender report and the preliminary outcome of the survey to compile racial and gender data of all State boards and commissions. Discussed research on woman holding office at municipal levels.