



**2022 Annual Report**  
**GOVERNOR'S COUNCIL**  
**ON WOMEN & GIRLS**

Full Council and  
Subcommittee Summary  
Year 2022

**Governor’s Council on Women & Girls  
2022 Annual Summary Report**

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**Purpose of Report:**

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 2022 concerned the impacts on women in the workforce, more opportunities for work and development for women, priority in health support/aid for women (specifically maternal and reproductive health), acknowledgement of the lack of diversity in companies and agencies, and a focus on the talents of women leaders in the state.

Subcommittees 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 2022, the Full Council met on January 11, April 12, July 12, and October 11 (total of four meetings). Those meetings consisted of special presentations, as well as a collection of reports from the subcommittees and what they had accomplished since prior meetings. For detailed information beyond the summaries below, please view the actual meeting minutes.

**A. *January 11, 2022* ([minutes](#))**

To kick off the meeting, legislative proposals for the 2022 session were reviewed. An overview of the Governor's Workforce Council (GWC) was provided and consisted of GWC's plan to focus on regional sector partnerships, work with State Department of Education and education institutions, reduction of barriers to employment, need for a robust committee, and work with the Department of Labor (for detailed information, please view Attachment 1).

Special presentations were given by (i) the Health & Safety Subcommittee regarding Medicaid reimbursement for Certified Nurse Midwives and Doulas (see Attachment 2 and Attachment 3), (ii) on the FASFA Challenge Initiative, which provides many students the chance to learn about new sources of funding that they don't know are available (see Attachment 4), and (iii) by Million Women Mentors discussing their goals to encourage girls and women to be involved in STEM education and careers (see Attachment 5).

As the meeting wrapped up, announcements made for Hispanic Heritage celebration women leaders panel, Women's Business Development Council commencement of a new round of funding in the Equity Match Grant program, and the launch of the third annual Lt. Governor's Computing Challenge: Coding for Good. There were no Subcommittee updates or reports.

**B. *April 12, 2022* ([minutes](#))**

Acknowledgements made about Justice Ketanji Brown on the United States Supreme Court as the first black woman to serve on the Court, recognition of more Connecticut employers that signed the Paradigm for Parity Pledge, and the Legislature's Judiciary Committee vote in favor of the Governor's 22 nominations to the Superior Court.

Council Leadership reported on changes in the Council's Subcommittee leadership, which can be viewed in the meeting minutes. Subcommittees proceeded to report:

- ❖ Economic Opportunity & Workforce Equity – DECD presented on resources available to small businesses and the business one stop portal (see Attachment 1); OWS presented on CareerConneCT (see Attachment 2 of March Subcommittee minutes); DCF presented on the executive fellow leadership development program (see December 2021 Subcommittee

meeting minutes); HAYVN presented (see February Subcommittee meeting minutes); and WBDC presented (see March Subcommittee meeting minutes). Updates provided on the Financial Literacy Portal, and additional remarks shared on CoveredCT.

- ❖ Education & STEAM – Subcommittee and Information HUB updates were given in a presentation (see Attachment 2).
- ❖ Health & Safety – updates were given in a presentation (see Attachment 3). Noted that healthcare workforce shortages are felt most in the nursing sector; acknowledgement that issues of reduced women in the workforce and mental health of families travel across agencies; large employers have come up with strategies to increase the nursing workforce (agencies named in meeting minutes).
- ❖ Leadership – updates were provided through a presentation (see Attachment 4); further description of Aspiring Leaders program and Linked-In Learning's robust online platform for workforce training. A brief description of Voice4Change was provided.

### **C. July 12, 2022 ([minutes](#))**

Reports from Council leadership consisted of updates on positions and new appointees to certain positions. Subcommittee reported:

- ❖ Economic Opportunity & Workforce Equity – reorganizing goals, reviewing programs, and measuring results was discussed; information on the Connecticut Essential Workers COVID-19 Assistance Fund was shared (see Attachment 1); noted information on the Child Tax Rebate (see Attachment 2a and Attachment 2b); and there was brief discussion on the investment in Workforce Development.
- ❖ Education & STEAM – a presentation provided on updates (see Attachment 3).
- ❖ Health & Safety – AAPI Heritage Month leadership forum was congratulated; noted investments on school-based health centers; reviewed mental health agenda and potential establishment of nurseries in corrections facilities; updates on age for COVID vaccine approval.
- ❖ Leadership – updates regarding DAS diversity and equity study, along with sharing of final report; DAS recruitment efforts and the Voice4Change student's proposal program; a new dashboard to computer science access; and take aways from AAPI and LGBTQ Leadership Panel.

### **D. October 11, 2022 ([minutes](#))**

Meeting consisted of reports from Council Leadership, two presentations, and Subcommittee reports and updates. Council Leadership reported DCJ's membership with the Council (joining the Health & Safety and Leadership Subcommittees), and issued legislative proposals reminders and updates.

Presentation on Period Poverty by Dignity Grows. Discussed goals of addressing period poverty and hygiene equity and mission to empower women, girls, and all menstruators by removing obstacles and providing security and comfort of having personal and menstrual hygiene essentials every month (for more details, see Attachment 1 and review meeting minutes). Next presentation was an introduction to Roca's work. Roca is an organization headquartered in Massachusetts with a new location in Hartford. Roca works with young women/mothers who are victims of trauma and urban violence. Roca's goal is to be a relentless force in disrupting incarceration, poverty, and racism to address trauma, find hope, and drive change (for details, see Attachment 2).

- ❖ Economic Opportunity & Workforce Equity – discussed OWS's Women Return to Work Economic Development Plan (see Attachment 3), along with next steps and plans of action.
- ❖ Education & STEAM –announcement for the 2023 Computing Challenge; the team is looking at a long-term sustainability plan (see Attachment 4)
- ❖ Health & Safety –Subcommittee will broadly focus on reproductive and maternal health; discussed abortion access and birth deserts.
- ❖ Leadership – reported on the Office of the Treasurers work about the Thirty Percent Plan, The Northeast Investor's Diversity Initiative, and that a NASDAQ Rule went into effect. The subcommittee is focusing on the talents of women leaders in the state.

**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 2022, the Subcommittee met on February 8, March 15, May 17, June 14 (cancelled), August 9 (cancelled), September 13, November 15 (cancelled), and December 8 (total five meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

**A. February 8, 2022 ([minutes](#))**

The Financial Literacy subgroup is preparing a survey for the Council to collect resources on any financial literacy training programs and speakers. It was further noted that they are also working on preparing an excel document with national and statewide resources that offer financial literacy training. OHS explained CoveredCT and provided insight on the program. OHS, DSS, Access Health and the Insurance Department have worked on a proposed waiver application and the public hearings dates were shared. More information and discussions were shared regarding healthcare coverage, which can be viewed in the Subcommittee meeting minutes. Updates on resources available for women-owned businesses was provided by DECD. A presentation was given on RFPs and several programs. It was noted that an RFP was awarded to National Development Council (NDC) and a contract is being negotiated and prepared (for more information on this presentation, see Attachment 1 and the meeting minutes). Steering Committee member HAYVN presented (see Attachment 2). Towards the end of the meeting, there was a brief discussion of a Black History Month Women's Leadership Panel.

**B. March 15, 2022 ([minutes](#))**

Acknowledgement of Women's History Month, with notes of International Women's Day Paradigm for Parity pledge announcement, Million Women Mentors Connecticut Chapter Stand Up for STEM Awards, and Women in Leadership panel. Presentation was provided on the Toolkit for Success, and there were notes regarding the third cohort for the HCDLI training in CDBG. Another presentation was shared by the OWS's CareerConneCT (see Attachment 2). The Financial Literacy group noted DCP's robust internship program. Work group currently have over 50 resources that will be accessible through the portal and shared survey results regarding information about existing state agency financial literacy efforts. It was also noted that DCP produced a guide for women interested in entering in the skilled trades. Steering Committee presentation by Women's Business Development Council, which can be seen in Attachment 3.



***C. May 17, 2022 (minutes not included)***

Meeting consisted of introductions of new Co-Chairs and a presentation on Post-COVID Economic Recovery for Connecticut's Women.

***D. June 14, 2022 (cancelled)***

No meeting minutes.

***E. August 9, 2022 (cancelled)***

No meeting minutes.

***F. September 13, 2022 ([minutes](#))***

The Housing & Community Development Leadership Institute (HCDLI) reported that their curriculum allows participants to have the opportunity to meet individuals in that field and learn about common tools and funding resources to use and promote economic development. Applications for the next cohort are being accepted and HCDLI is currently addressing ways of tracking the progress/success of the program. OWS provided status on legislation to assist women returning to workforce. It was reestablished that women have been disproportionately impacted by COVID-19 and further data and statistics were shared. Childcare, vulnerable jobs, landscape barriers, and industry and government efforts were all examined in relation to women unemployment rates and impact. They are working on collaborating with key stakeholders to design and implement inclusive return to work programs, with landscape analysis, augment existing programs, and next steps to implement and assist programs in their return-to-work efforts. They are also working on identifying gaps in programming and pushing for additional legislative items to address these gaps. The idea is for Connecticut to take lessons from the national scales and developing and emerging programs from other states to have a better understanding of what an ideal program looks like. Updates on Pandemic Pay Status were provided (see Attachment), noting that the COVID-19 Relief Fund provides financial relief for essential workers who got the COVID-19 virus and were unable to work, got sick, or passed away. In contrast, the Premium Pay program provides payments to essential workers that were on the job during the pandemic. There was also a brief announcement of YWCA Hartford Region's free, hybrid intensive training program towards the end of the meeting.

***G. November 15, 2022 (cancelled)***

No meeting minutes.

*H. December 8, 2022 ([minutes](#))*

A presentation given on (i) Connecticut Savings Program (see Attachment 1) and (ii) Health Equity Study-State Employee Health Plan (see Attachment 2). The Connecticut Savings Program reported that in Connecticut, an abundance amount of private sector workers do not have access to an employer-sponsored retirement savings plan. It was shared that MyCTSavings program was created to help Connecticut residents save up for retirement. An overview of how the program functions through three main steps was provided and can be viewed in the meeting minutes. The Health Equity Study-State Employee Health presentation provided data focused on the State Employee Health Plan Medical and prescription drug claims from 2017 to 2020. The goals of the study are to focus on inequities that may impact the health and wellness of the plans' members and identify ways to improve outcomes. The study found significant findings on factors of race/ethnicity and gender, including disparities regarding preventive cancer screenings and emergent care visits. In emergent care visits, it was found that women were more actively utilizing emergent care compared to men, and several opportunities were shared for intervention that could help reduce these disparities, see meeting minutes for more information. The Financial Literacy workgroup shared that a webinar was held on credit unions and how they serve underserved communities. Workgroup's next meeting will focus on the access that older women have to financial services.

**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 2022, the Subcommittee met on February 15, March 15 (later cancelled), May 17 (later cancelled), June 28, August 16 (later cancelled), September 20, November 15, and December 13 (total five meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

**A. February 15, 2022 ([minutes](#))**

Computing Challenge work group reported that the Lt. Governor's Computing Challenge has been doing well. There is active work being done on securing additional funding, with mentions of the financial commitment from certain organizations. They have partnered with the Worth Institute of Entrepreneurship and Innovation out of UCONN to assist students who are participating in the concept challenge, and mentor opportunities are being finalized. The work group is trying to create a stronger social media presence. The Information HUB work group reported that the Bureau of Information Technology Solutions has been engaged and the development of the website is going well. They are hoping to include a lot of different resources for teenagers and use the hub to link them together in a digital atmosphere. Their goal is that outside organizations and groups can submit postings for opportunities and activities. The ARTS work group reported that Supervisor of Fine Arts for Waterbury Public Schools partnered with Shakespearean Production, the Waterbury YMCA, and the Tech Museum Boys and Girls Club of Greater Waterbury to develop an after-school program allowing students to shadow technical, creative, and administrative positions at the Palace Theatre. The Internship work group reported no official updates but did note that Internship Toolkit is being reviewed. Million Women Mentors provided information regarding the following events: STEM Career Showcase breakout panel session, CT Science Center showcasing several industry partners, and MWM STEM Mentorship Awards. More details can be viewed in the meeting minutes.

**B. March 15, 2022 (cancelled)**

No meeting minutes.

**C. May 17, 2022 (cancelled)**

No meeting minutes.

***D. June 28, 2022 ([minutes](#))***

Computing Challenge group noted that submissions were lower this year compared to previous years; however, they saw a significant uptick in the Black/African American population, and the Hispanic and Latino students. Work group is discussing sustainability of the challenge, including funding and project management. The Information/Opportunity HUB work group held an event at Sunset Ridge School (in East Hartford) to launch the new STEAM Portal. They are currently figuring out how the site will be maintained, up to date, and expanded to include the Internship Toolkit, Million Women Mentors CT link, and resources for female professionals in STEM fields. The Internship Toolkit work group reported that the toolkit is in its final draft form and the Information HUB is where it will be housed. It was then reported the details of the toolkit, as well as its contents and how it's being supervised. The ARTS work group attended a social event held at the South End Hartford Boys' and Girls' Club. They interacted with students and engaged girls with people in the art field. Million Women Mentors announced an in-person event at the State Capitol. The Subcommittee's discussed whether in-person events are a great way to expose young women and girls to STEAM fields.

***E. August 16, 2022 (cancelled)***

No meeting minutes.

***F. September 20, 2022 ([minutes](#))***

Computing Challenge group reported on the creation of a long-term sustainability plan, and that seed funding from businesses/industries to assist in sustainability efforts was secured. They will continue to utilize LaunchPad and work with Infosys Foundation USA. The Information HUB work group reported the framework has been built and now working to update content. The Internship Toolkit work group reported plans to do a demonstration in the next Subcommittee meeting and noted the toolkit was used as a draft when onboarding interns over the summer. CCAT received a grant from Manufacturing Innovation Fund to develop cohorts around STEM internships in the state. Million Women Mentor reported their first in-person meeting since 2020 and mentioned Standup for STEM award. They also plan on doing a CEO panel and MWM Summit. The Subcommittee plans on doing a network gathering that connects all the initiatives of the subcommittee together to encourage and highlight the importance of mentorship, internships, and STEAM events (more information can be found in the meeting minutes).

***G. November 15, 2022 ([minutes](#))***

Computing Challenge group updated on details of the launch event. Through the partnership with Infosys Foundation, challenge will provide activities and professional learning to assist teachers with the coding challenge. Further information regarding updates on the event, partnerships, and

sponsorships can be found in the meeting minutes. The Internship Toolkit group provided a demonstration to the subcommittee and explained its purpose. Thus far, grammatical errors have been corrected and pictures have been added to the toolkit. The work group provided a list of sections included in the toolkit (see meeting minutes). Subcommittee brainstormed about a STEAM Social Event where professionals would talk with younger women and girls who want to learn more about the STEM field. There was suggestion of quarterly events focused on a different letter of STEAM. It was noted, however, there is no current funding to work with these ideas. It was also noted there was difficulty with attaining interactive features on the Information HUB. More information and planning about specific events will be brought up in future meetings.

#### *H. December 13, 2022 ([minutes](#))*

Subcommittee brainstormed networking events for the 2023 year, with the goal of encouraging conversations between women currently working in STEAM fields and young women and girls. Subcommittee discussed ideas of creating or adding a current STEAM Fest event, requesting a table at the Invention Convention, having CT corporations engage with local schools to discuss their STEAM positions, corporations inviting groups of girls into the facilities to see what they do, and engaging kids in the various departments for Bring Your Kids to Work Day with small group Q&A. Internship programs have found difficulty in attracting diverse candidates to apply for their internships or full-time positions. The Subcommittee provided ideas to expand the diverse efforts by creating a yearly schedule of info sessions that represent diverse candidates, assign women and staff of color to attend and work the tables at career fairs, and have better marketing materials to reflect the type of jobs available. More information can be found in the meeting minutes.

**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 2022, the Subcommittee met on February 7, March 7, May 2, June 6, August 1 (later cancelled), September 6, November 7, and December 5 (total seven meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

**A. February 3, 2022 ([minutes](#))**

Meeting focused on Black History Month and awareness around Heart Health. DPH presented on the Wise Woman Program, which is a Centers for Disease Control and Prevention (CDC)-sponsored program designed to help 40 to 64-year-old women reduce their risk for heart disease and promote a heart-healthy lifestyle. The presentation consisted of Cardiovascular statistics and its contexts, breakdown on data by ethnicity and race, and risk factors. The program enables qualifying women to receive free, clinical screenings and counseling about the risk factors. DPH also provided a list of services they provide to the participants, as well as a list of barriers they faced throughout and a list of their plans of expansion (lists are shown in meeting minutes). Questions were asked about data regarding people diagnosed with mental health and prescribed psychiatric medication's that can impact obesity, income qualifications, references from community healthcare providers, and DPH partnerships with federal qualified health centers. The discussion then transferred to Heath Equity Solutions, where they plan on promoting policies, programs and practices that result in equitable health care access, delivery, and outcomes for all people in the state. Discussion continued on race, ethnicity, and socioeconomical status, its definitions, and its impacts (details in meeting minutes). Questions and further discussion on victimization in black, brown and LGBTQ communities (specifically women), recognition of the needs of an individual and the community, what needs to be recognized to go to the underserved communities, how COVID has an impact, reduce barriers for participation, and utilizing the website. Upcoming events and other announcements were discussed at the end of the subcommittee meeting, involving an event on black health and wellness, Mothers of Victim Equality (MOVE), "Intersectionality and the Gender Continuum" by DMHAS's LGBT collaborative, acknowledgment of Teen Dating Violence month, Department of Veterans Affairs special Black History Month Celebration, and a link was provided on SCSU's events on campus.

***B. March 7, 2022 ([minutes](#))***

DOL presented on jobs in CT using November data of CT Employment Change and CT Labor Force Participation rates. Ukraine crisis was brought up and discussed relating to the increase in gas prices and its negative impacts going forward. Acknowledgment that women labor force participation rates begun declining during the pandemic and still struggle to increase. Overall labor force participation rates were down in 2021 compared to 2019, but a larger drop was seen in women. DOL found that men are more likely to use unemployment insurance systems compared to women, and there are more men employed in the labor force than women. Questions arose regarding if their findings accounted for part time labor, information on diversity populations, and whether there were open-ended questions. OEC started a Parent Cabinet modeled after DCF to connect parent ambassadors at the community level. Personal experiences were shared, along with key impacts, such as affordable childcare and balance between personal and professional success. Discussion on circulating funding, employers providing flexible scheduling or remote work, and education. Issues were raised regarding social workers and mental health workers, and the competition of salaries. There was also the acknowledgement of losing people in the childhood field because of poverty wages and the lack of nurses. Ideas shared around encouraging individuals to pursue healthcare and introducing high school students to these fields. All issues, which are also interconnected, are being looked upon. Lack of professional standards, people leaving provider agency for state jobs, shortage of nursing facilities, target salary increase, and more were discussed in the meeting minutes. For closing remarks, acknowledgment of people in health and human services feeling as if they are underpaid and underappreciated.

***C. May 2, 2022 ([agenda – meeting minutes unavailable](#))***

Although meeting minutes were unavailable, the agenda for this meeting consisted of acknowledging Children’s Mental Health Awareness Week. There were discussions on Mental Health and Opioid Problem in Women and Girls, Legislative Changes to Address Behavioral Health, School Based Health Centers and Behavioral Health.

***D. June 6, 2022 ([minutes](#))***

Discussed Prison Breastfeeding and Formula Availability Updates, including benefits for both infants and mothers, project challenges and complications. Noted responses at Federal and State levels, provided future emergency plans, discussed prioritization of hypoallergenic formula and formula for medically fragile children, and the addition of more brands to the WIC approved list.

***E. August 1, 2022 ([cancelled](#))***

No meeting minutes.

***F. September 6, 2022 ([minutes](#))***

Meeting focused on reproductive access and rights. Planned Parenthood of Southern New England discussed that CT was leader in country on reproductive rights. It noted end to federal right to abortion, impact on millions of women, providers unable to give care that their patients need, and barriers in CT. More details found in minutes. Second presentation from Reproductive Rights Caucus, which discussed the codification of Roe v Wade into state law and legal revisions, protections of medical privacy, updated extraction statute, endometriosis, protections in fertility care, K-12 required sexual health, reproductive rights curriculum in schools, contraception protections, and more. Office of Health and Strategy led the final presentation on Certificate of Need Program and L&D Hospital Services that have been requesting to terminate L&D services. The reasonings for termination of L&D services were provided in the meeting minutes. Civil Penalty Proceedings were reviewed, and statistics were shared on the number of hospitals nationwide that have stopped providing L&D services. For detailed information, please refer to the meeting minutes.

***G. November 7, 2022 ([minutes](#))***

Contents of this meeting contained two presentations. The first presentation discussed maternal health, including work with pregnant women of color. Shared No-Cost Program for services due to grants. Doulas are trained as community health workers who work with not only pregnant women but their families as well. Program also links women to breastfeeding and parent classes, training on SIDS, focus on nutrition and movement throughout pregnancies, available resources, assist with issues with hospital bills, and address breastfeeding. Details are in meeting minutes. The second presentation concerned the Wise Woman Program, which was CDC grant-funded. The program takes a whole-body approach that looks at the whole woman rather than fragmented parts, including screening for cardiovascular risk factors. Discussed all the services provided to women who are uninsured and underinsured, which can be viewed in the meeting minutes.

***H. December 5, 2022 ([minutes](#))***

Meeting focused on teens and their mental health/challenges. The first presentation discussed a program funded at the federal level, which pairs up pregnant or parenting teens in the state of CT. Program has provided funding to six districts that have the highest teen pregnancy and dropout rates. Discussed statistics and data throughout their program and their approaches. Details can be viewed in meeting minutes. The second presentation concerned sex-trafficking, along with the differences between adult and children trafficking, statistics and data, and the impacts of COVID. Saw difficulty of boys coming forward as victims and discussed challenges they have faced, such as children of color and the Asian population. Acknowledgment of teen pregnancy being tied to trafficking. See meeting minutes for more detail.



**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 2022, the Subcommittee met on February 16 (later cancelled), March 16 (later cancelled), May 18, June 15, August 11 (later cancelled), September 21, November 16 (later cancelled), and December 15 (total four meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

***A. February 16, 2022 (cancelled)***

No meeting minutes.

***B. March 16, 2022 (cancelled)***

No meeting minutes.

***C. May 18, 2022 (minutes not provided)***

As noted in the agenda, DAS provided updates on Disparity Study and Equity Study and on Diversity, Hiring, and Affirmative Action. CSDE updated on Intergenerational Leadership Development as part of the Voice4Change Initiative.

***D. June 15, 2022 (minutes not provided)***

As noted in the agenda, subcommittee discussed Women in Leadership Panels, updates from subcommittee workgroups, and brainstorming future meeting topics.

***E. August 11, 2022 (cancelled)***

No meeting minutes.

***F. September 21, 2022 ([minutes](#))***

After a reminder of the subcommittee's mission and updates on women in leadership panels, OTT presented on Corporate Leadership Developments (see Attachment 1). OTT discussed Thirty

Percent Coalition, where the organization has expanded its mission statement to include senior leadership. Also noted the Northeast Investor's Diversity Initiative (NIDI) and the 2022 Proxy Season, which saw a substantial increase in "social" proposals. Details are in meeting minutes. There was a question surrounding diversification in leadership roles and updates from Million Women mentors, Day of the Girl Rally at the Capitol, and International Day of the Girl.

***G. November 16, 2022 (cancelled)***

No meeting minutes.

***H. December 15, 2022 (minutes)***

OTT provided an overview on the Connecticut Inclusive Investment Initiative (Ci3), (see Attachment 1), which consisted of background information on what OTT does as it relates to the investment of the Connecticut retirement plans and trust funds. It was noted that the state treasurer is responsible for managing the invested assets for approximately 300,000 state and municipal employees, teachers, retirees, and survivorships. Origins of the Connecticut Horizon Fund (CHF) program were shared consisting of information and description of what they do. It was made known that the program was initially launched by hiring four fund-of-fund managers in the public market asset classes, which overtime expanded to other asset classes. The four managers have grown to seventeen managers who either manage other smaller managers or have received a direct investment from the state (more information in meeting minutes). Explanation regarding the differences between an emerging manager and a diverse manager were provided, along with the overall objective of the Ci3 Initiative. Updates from the Leadership Subcommittee work groups consisted of an overview of past Women in Leadership panels and panels for the upcoming 2023 year. DAS provided updates on steps being taken to establish appropriate benchmarks strategies for employees as well as working to identify patterns of discrimination and prioritize equity. Updates on the Corporate Leadership Circle were provided, and important dates were shared, which can be viewed in the meeting minutes.