

Governor's Council on Women and Girls

Leadership Subcommittee

**Meeting Minutes**

**April 21, 2021**

**3:00 p.m. – 4:00 p.m.**

Microsoft Teams Teleconference Meeting

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***1. Call to Order***

Christine Shaw, Assistant Treasurer for Corporate Governance & Sustainable Investment, called the meeting to order at 3:02 p.m.

***2. Update from Work Group # 1: Diversify Representation on Boards and Commissions***

Monika Nugent, Management Advisory Council Representative, discussed the group's effort to diversify the state's boards and commissions by working to identify new sources of candidates. A bill proposed for the 2021 legislative session would provide for a reporting mechanism, whereby boards and commissions would report their board composition (inclusive of race and gender) to the Secretary of the State. Ms. Nugent stated that the bill remains under discussion and has not gone through the legislative process.

An update is needed from the work group as to status of the initiative for the next council meeting.

***3. Update from Workgroup #2: Women in Leadership***

Ms. Shaw reported on behalf of OPM Secretary Melissa McCaw, chair of the work group. Ms. Shaw reported that this working group, in conjunction with the Lieutenant Governor's office, had developed a leadership panel series for Black History Month, Women's History Month in March and a recognition of Women's Suffrage in March. These panels were inspiring and robust with representation from those who have had experience inside and outside of government.

In February for Black History Month, *Black Women in Connecticut Government* were represented. This panel featured Suzette DeBeatham-Brown, Mayor of Bloomfield; U.S. Congresswoman Jahana Hayes; former Connecticut State Treasurer Denise Nappier; State Senator Marilyn Moore; and New Haven Mayor Toni Harp.

In March, the committee celebrated Women's History Month by sponsoring a panel featuring *Women in Media*. Participants included Jodi Latina of News Channel 8; Samaia Hernandez of WTNH; Ayah Galal of WFSB; and Ali Warshavsky of News 12. This panel focused on the diversity of women and their perspectives in media.

Lastly in March, in recognition of Women's Suffrage, another panel was held featuring *Women Who are Leading Through Covid*. Participants included Kimberly Richard, a nurse executive; Kayla Bennett, a nursing professional; Robin Lamont, Executive Director for End Hunger in Connecticut; and Barbara Chesley, Interim Executive Director for the Boys and Girls Clubs of New Haven.

#### ***4. Update from Workgroup #3: Employee Development and Training – Cultural Competency***

Nicholas Hermes, DAS' Deputy Commissioner, summarized the working group's goals to create standards of practice related to culture, race, and implicit bias across state service. He also described the group's efforts to support agencies as they tailor these standards to the unique needs of their workforce. In addition, the group has gone through the RFP posting process, and a selection committee is in the process of reviewing responses. He added that he expects the vendor selection process to be completed by the end of summer of 2021.

Mr. Hermes also provided an update regarding LinkedIn Learning. DAS has successfully tested the account and data processes, and the initial rollout to agencies will begin soon. The goal is to set up agency employees to have access to LinkedIn Learning free of charge.

***5. Update from Work Group # 4: Affirmative Action Review & Effective Recruitment Strategies***

Ms. Shaw reported that the work group is tasked with examining the processes that State agencies follow to comply with affirmative action planning and hiring goals. The group has been working with the analytics team of OPM to identify sources of employment data to accurately capture the demographic breakdown of specific employment classifications. This new data will help to improve the agency use of data to develop specific hiring goals.

Another aspect of the working group's mandate includes consideration of the Comptroller's Equity Report, as the State prepares for an expected surge in retirements. This will be more fully discussed by the working group at a future meeting.

***6. Public Comment***

Monika Nugent, Management Advisory Council Representative, introduced herself to the committee. She expressed her support of the working groups and their efforts.

Diana Mahoney, CEO of the Girl Scouts of Connecticut, introduced herself as a new member to the committee. Ms. Mahoney expressed her willingness to help the working groups in any areas needed.

Christine Shaw stated the next subcommittee meeting will be held on Wednesday, May 19, 2021 at 3:00 p.m.

***7. Adjourn Meeting***

The meeting adjourned at 3:35 p.m.