

Governor's Council on Women and Girls
September 10, 2019 @ 11am
Legislative Office Building, Hearing Room 1E

Minutes

- I. Lt Governor Susan Bysiewicz called the meeting to order at 11am, welcomed those in attendance (see Attachment 1 - Council attendance sheet) and introduced new Commissioner of the Dept. of Education, Miguel Cardona, who also gave greetings.

- II. Lt. Governor gave a report from the Council Chair
 - a. Galvanize CT is 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. The program will be held on Saturday December 7th at Goodwin College. Kitty Tyrol, on behalf of the CT Collective for Women and Girls, provided additional commentary:
 - i. Galvanize CT is a 1 day summit with panels, speakers and training tracks for women (including in high school). It will include an engagement fair and centennial women's suffrage exhibit from CT Women's Hall of Fame
 - ii. Looking for community partners; if people know of organizations to partner with Galvanize, have recommendations for a speaker, or want to host a table at the engagement fair, contact Kitty Tyrol, Brittany Yancy, or one of the committee members
 - b. Lt. Governor thanked Ms. Tyrol and advised Agency leaders to contact Cherie Phoenix-Sharpe if they want to set up an information booth at Glavanize
 - c. Corporate Leadership Circle – Lt. Governor acknowledged that she and the Governor invited Fortune 500 companies headquartered in the State, as well as some other companies, to join a Corporate Leadership Circle to support the Council and explained that the Circle will be introduced later in the meeting.

- III. Subcommittee Reports
 - a. Economic Opportunity & Workforce Equity report by Co-Chairs Lt. Governor Bysiewicz (who also provided updates from Co-Chair, Office of Health Strategy Executive Director Victoria Veltri); Assistant State Comptroller Michelle Gilman; Department of Housing Deputy Commissioner Shante Hanks (as designee for Commissioner Mosquera-Bruno, who was also present); and DECD Commissioner David Lehman (in place of his designee Deputy Commissioner Glendowlyn Thames)
 - i. Lt. Governor explained that the Subcommittee met on August 29th, acknowledged that the workforce equity report was completed with

recommendations for the Council that she will review with Secretary McCaw and introduced Assistant Comptroller Gilman.

- ii. Assistant Comptroller Gilman explained that the Workforce analysis of executive agencies was completed in July, was released to the public and is available on the websites for the Governor's Council on Women and Girls and the Comptroller's Office. There is potential to look at family and medical leave and other facets of the workforce in the future.
 - iii. Lt. Governor noted that Exec. Dir. Veltri has been spearheading a working group on financial literacy resources and asked that agencies submit to E.D. Veltri links to any financial literacy resources on their websites so that the sub-group can facilitate the creation of one centralized link page.
 - iv. Lt. Governor acknowledged that Deputy DECD Commissioner Glendowlyn Thames gave a presentation in the Subcommittee meeting about existing DECD resources for women owned companies. Lt. Governor then introduced Deputy Commissioner Hanks.
 - v. Deputy Commissioner Hanks reported that DOH is working with DECD on resources available to women entrepreneurs. DOH is working to develop a curriculum for women interested in fields such as development, construction, architecture and building trades and to provide resources and training in real estate law and accounting. DOH is planning to partner with groups such as the Nat'l Assoc. of Women in Construction and plan to work on an engagement fair.
 - vi. Lt. Governor thanked Deputy Commissioner Hanks and introduced Commissioner Lehman to discuss DECD's Economic Dev. Strategic Plan.
 - vii. Commissioner Lehman explained that DECD is evaluating the sufficiency of existing State incentive tools for job creation and supports for women and minority owned businesses, including access to adequate capital. Re the strategic plan, DECD has met with lots of businesses, municipalities, and other stakeholders and is bringing on an outside consultant to focus on a broad statewide plan for businesses, job creation and cities including developing an adequate workforce. Also working with CERC.
- b. Education & STEAM - Lt. Governor introduced Co-Chairs Office of Higher Education Exec. Dir. Tim Larson and DMV Commissioner Bongsi Magubane who provided update:
- i. Subcommittee met on August 6th, they are still working on a public / private internship program and after input from Steering Committee members they also plan to explore: 1) How to put the "A" back in STEAM and get more focus on the arts as well as STEM fields; 2) Creating a central source of information about STEAM programs, opportunities and events with consideration of other factors like access to information, transportation, childcare, mentoring and networking and 3) a statewide

coding challenge and overall sustainable coding programs. It was noted that young girls tend to lose interest around the 6th grade and the need to address how to keep them interested beyond that level.

- ii. Subcommittee will split into four subgroups to work on the proposed initiatives.
 - iii. Next meeting is on October 2nd
- c. Health & Safety - Lt. Governor introduced Co-Chairs present, Dept. of Mental Health & Addition Services Commissioner Miriam Delphin-Rittmon and Office of Early Childhood Commissioner Beth Bye (Deputy DCF Commissioner Jodi Hill-Lilly was present for Co-Chair Commissioner Dorantes), who provided update:
- i. Subcommittee met on August 21st and meeting began with a “Menstrual Equity” presentation by students from Middlebrook School (Wilton) advocating for better access to feminine hygiene products
 - ii. People in attendance at meeting then broke out into groups to help focus and set priorities; the following were raised most frequently: Mental health and substance abuse support; systematic racism in healthcare (training doctors to understand implicit and explicit bias); access to reproductive health resources (suggestion that Council look at ways it can fill in where the federal law is weakening); sexual violence (including trafficking) prevention and support; and early emotional health support for young girls (how to address challenges)
 - iii. Others mentioned frequently: transition services for incarcerated women, maternal health support, parent education, access to feminine hygiene products, nutrition, caregiver support and health screenings
 - iv. A program calculated which words were most frequently mentioned (see Attachment 2): Data - suggests that they want to make sure decisions are supported by data; and Education– educating the public.
- d. Leadership – Lt. Governor introduced Co-Chairs, OPM Secretary Melissa McCaw, Jennifer Putetti from the Office of the Treasurer (on behalf of Deputy Treasurer Linda Savitsky) and DEEP Commissioner Katie Dykes, who provided the update:
- i. Subcommittee met on Monday August 12th and focused on three primary initiatives: Expansion of Aspiring Leaders Program, Women and Girls Day at the Capitol and 30% Coalition
 - ii. Re Expansion of Aspiring Leaders Program there are goals to increase frequency and ensure agency participation and support. Suggestion to survey participants 2-3 years after completion of the program to assess long term success. Program recommendations will be provided to DAS Commissioner including incorporation of a women’s panel and consideration of a gender equity lens in training
 - iii. Re CT women and girls’ day, this will potentially align with suffrage celebrations in early part of the year and Leadership has reached out to

other subcommittees re possibly including a Health fair and Career fair. Steering Committee provided great input to think more broadly and consider partnering with communities and organizations to participate with smaller regional events and make it a full statewide day

- iv. Re 30% Coalition, Treasurer oversees pension plans with assets of nearly \$36 billion and votes shares (owned by pension plans) in public companies on a number of governance issues that affect profitability. It was noted that companies in the top quarter percent of gender diversity are 21% more likely to experience above average profitability than companies in the bottom quarter percent and CT has been actively calling for greater diversity on corporate boards for over 20 years (with more than 40 resolutions filed). The 30% coalition was formed in 2011 and has 90 investor members who, collectively, have management assets of over \$3.2 trillion. They have had a successful engagement with companies to put more women on boards. CT had an active 2019 proxy season co-filing resolutions with other companies. In addition to women representation they are now also looking at how companies handle pay equity and sexual harassment because these are also directly tied to how profitable a company performs.

IV. Lt. Governor discussed importance of getting more women on corporate boards and then introduced Corporate Leadership Circle with Secretary McCaw. Lt. Governor noted that she and Governor met with senior executives of the Circle at the Governor's Residence in August about ways they can support Council priorities. Participating companies were announced and representatives in attendance stood at the front of the room to be recognized (see Attachment 3); break for picture).

V. Lt. Governor reviewed next steps

- a. Council Members and Steering Committee Members may submit legislative proposals to Subcommittee Co-Chairs and may use a form prepared by Secretary McCaw's office.
- b. Review legislative proposals at Subcommittee Meetings in October and also plan for 2020 meeting schedule (Co-Chairs should get 2020 meeting schedule to Cherie Phoenix-Sharpe by 11/6)
- c. Next Full Council Meeting is Wednesday, November 13th at 11:00am
- d. Suffrage celebration kickoff on Thursday @ 10am
- e. Commissioner Saadi announced Women Veterans only health fair on Saturday 10/5 at 9am at the Middletown Elks Club.

VI. Adjourned at noon.