

Governor's Council on Women and Girls Leadership Subcommittee

MEETING MINUTES

Wednesday, November 6, 2019 – 3:00 – 4:00 p.m.

Legislative Office Building
300 Capitol Ave. | Room 1A | Hartford, CT

1. Call to Order and Introductions

Commissioner Katie Dykes provided an update that Secretary McCaw was double booked, and will attend as soon as possible. Thank you Amy Tibor for materials. Linda Savitsky has moved on from the Treasury's office. Thank you Linda and no new designee was named.

2. Membership

3. Subcommittee Mission

“The purpose of this Subcommittee is to promote women leadership in both the public and private sector, 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.”

A survey was circulated to leadership and steering committee members inviting them to express interest in participating in one of three subcommittees of this committee:

We received 16 responses in total.

- Women and Girls Day at the Capitol (6 responses)
- Corporate Governance (30% Coalition) (5 responses)
- Aspiring Leaders Program (5 responses)

4. Legislative Proposals Update

Reminded members to submit legislative proposals/concepts to the chairs no later than before the next full council meeting of November 13, 2019. A reminder email was also sent. Several proposals have been received by Council Leadership and are under review. (From Education & STEAM committee) Several members had questions and/or comments:

Nora Dunkin: Unclear in email if the submissions are from the identified partners – AARP has a proposal – Age discrimination in the workplace legislation. Woman of color face it at a rate higher than others.

Secretary McCaw advised that this is the process standpoint to focused on this mission and opportunities. The Council is a vehicle to recognize these proposals. This doesn't preclude them from being raised in other ways (venues). Council is gathering ideas to present to the full council.

Claire Kindall: Understanding that the Governor has offered to add to their legislative package. Looking for those kind of proposals for good ideas.

Monica MAC rep: We need to find parity of management positions vs the Union positions. Salaries are compressed or inverted. MP pay plans need to be revisited. How to reach parity with bargaining unit employees.

Secretary McCaw advised that the original intent is to have legislation proposals from all subcommittees then brought to the full council. We will then have the standard review process at the Office of Policy and Management, where we scrub proposals before they become public. Everyone still has time to submit. If you want council to back it submit through here.

5. Discussion and Updates:

i. Women and Girls Day at the Capitol

There is an opportunity to jointly plan the CT Women and Girls Day at the Capitol with the Health and Safety Fair and Career Fair under two other relevant committees. The Committee recommended that the approach to a Women and Girls Day be broadened to incorporate regional effort in addition to an event at the Capitol (a regional and network approach would allow the vision of the subcommittee and board to have a broader impact statewide).

Megan Krom provided a brief update on the activities of the Women and Girls Day event at the Capitol:

- The planning committee has met once and will meet again tomorrow.
- March 6th has been secured for the event
- The planning committee is exploring program ideas with only one of them being an all-ages youth panel moderated by the Lieutenant Governor
- The planning committee has partnered with the Connecticut Commission on Women, Children, and Seniors (CWCS) to organize the event. The CWCS organized last year's event at the Capitol.

ii. Corporate Governance (ex., 30% Coalition Goal)

Secretary of State's office provided an update on the Northeast Diversity Initiative. Goal to increase number of women on boards. Northeast companies and states that have 238 billion dollars in assets. Engaging with companies on the Rooney rule and trying to increase diversity of woman on Boards. Toolkit will be given in the future. Requested the assistance of Secretary McCaw to send out an email reminder for Agencies to fill out the Survey so they can finalize the data

collection and do the analysis of State Boards and Commissions. Advised that they will share the findings.

MAC Representative: Reviewed the listing and there are some Boards/ Commissions that are no longer active.

iii. Aspiring Leaders Program

Cheryl Cepelak (Department of Corrections) and Cheryl Malerba (Department of Transportation) provided a brief update as to what is being done around the possibility of expanding of the Program that develops management strength skills across government. They are taking a lot of suggestions into account from last meeting, a few of the items are: Staffing and budget expansion, launching survey of past leadership members and following up on partnerships.

Cheryl Cepelak and Cheryl Malerba lead the Aspiring Leaders' program. **Monica(Mac Rep)** is a graduate. Willing to engage in ideas. Both Cheryl's announced that they might retire soon and want more people involved. They want speakers, the current program offers an hour of speaker time. Half day or full day into competency. Woman have a different approach to leadership. Would like private or public speakers on a pro bono basis because the program has a very small budget. Would like Commissioners to join in and ultimately the goal is to have more woman and diversity.

They also advised that they need more instructors and we need to focus on succession planning. They are requesting support on that and suggested that maybe the Lieutenant Governor's office can maybe send out a survey to past graduates about mentors needed, suggested curriculum enhancements

They have previously done surveys to see program worked. The graduates were asked to self-identify, who has made it to another place

This program is about skill building, focus' on how to coach and work with men. It is meant to be a network and team throughout your entire career. Management wants to add to the curriculum to include something on fiscal management and marketing.

There is greater demand for program, and it needs to be formalized. DAS own talent management and promotion. Employee development must be a major issue. Program maybe online, woman aspiring leaders. More diverse programming. Toolbox that DAS could host – templates for agencies- word documents – mid level leads a team or project. Managing and training.

Onboarding of managers needs to be centralized. The program was great but need more accessible information - orientated managers.

6. Boards and Commissions Racial and Gender Report

Shannon Wegele who will provide a brief update on the preliminary outcome of the survey to compile racial and gender data of all State boards and commissions. Secretary of State also advised that they are doing research on woman holding office at municipal levels by doing an examination of woman candidates in the state along with gains/losses in government. Looking at different data

points and level of offices. Will have policy guidelines in future. Data collection is assumed. Usually it's not the board member answering but someone in the office.

7. Upcoming Agenda Topics
8. Upcoming Meetings & 2020 Meeting Schedule
 - i. Upcoming Meetings of the Full Council**
 - Wednesday, November 13, 2019 at 11 a.m.
 - Tuesday, January 14, 2020 at 11 a.m.
 - ii. Upcoming Meetings of the Leadership Subcommittee**
 - Next Meeting: January 8, 2020 at 10 a.m.
 - 2020 Schedule of Meetings
9. Public Comment Period
10. Adjourn