

Governor's Council on Women and Girls

Leadership Subcommittee

**Meeting Minutes**

**June 23, 2021**

**3:00 p.m. – 4:00 p.m.**

Microsoft Teams Teleconference Meeting

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**Attendance:** Jeri D. Beckford, Sharonda Carlos, Claire Coleman, Raina Giddings, Jodi Hill-Lilly, Clare Kindall, Katherine Loomis, Sarah Lubarsky, Diana Mahoney, Danielle Palladino, Michelle Querijero, Kathryn Rock-Burns, Christine Shaw.

**1. Call to Order**

Christine Shaw, Assistant Treasurer for Corporate Governance & Sustainable Investment, called the meeting to order at 3:03 p.m.

**2. Legislative Update**

Danielle Palladino, Policy Development Coordinator with the Office of Policy & Management, provided an update on the legislative initiatives supported by COWAG:

- Senate Bill 56, *An Act Concerning the Recommendations of the Governor's Council on Women and Girls*, an act introduced by Governor Lamont, would make childcare expenses eligible for reimbursement under Connecticut's public campaign financing program (CEP). The bill also included a proposal from the COWAG Leadership Subcommittee to promote both gender and racial diversity on state boards. The bill was passed by both the House and Senate and is awaiting the Governor's signature.
- Senate Bill 56, *An Act Deterring Age Discrimination in Employment Applications*, codifies best practices for existing federal and state laws that prohibit age discrimination. Specifically, the bill prohibits employers from requesting job applicants to provide the following information during an initial interview: age, date of birth or graduation from an educational institution, and/or school attendance dates. After the initial application process, the employer can ask for these materials

for verification purposes. The bill was passed by both the House and Senate and is awaiting the Governor's signature.

Ms. Palladino will circulate a summary to the groups regarding the details on each bill.

**3. *New Focus – Steering Committee: Paradigm for Parity by Christine Shaw, Assistant Treasurer, OTT and Melissa McCaw, Secretary, OPM***

Christine Shaw, Assistant Treasurer for Corporate Governance & Sustainable Investment, described the Lt. Governor's work with Paradigm for Parity and highlighted its 5-Point Action Plan for accelerating the pace of achieving gender parity on boards of publicly traded companies. Based on extensive research and best practices, this is the first set of specific actions that, when concurrently implemented, will catalyze change and enable companies to more effectively increase the number of women of all races, cultures and backgrounds in leadership positions.

Ms. Shaw described the opportunity for COWAG's steering committee to work with the Paradigm for Parity and the Leadership Subcommittee to set objectives for its ongoing work to support the leadership development of women throughout and beyond state government. These strategic discussions are ongoing.

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

OPM Undersecretary for Legal Affairs, Attorney Claire Coleman, reported that the work group has a team of data experts working with new census data that has been released. The work group has been implementing the Core CT and Starz reporting systems to prepare updates on new data and streamlining the goals of affirmative action and reporting processes. This new data will help to improve the agency use of data to develop specific hiring goals.

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

DCF Deputy Commissioner Jodi Hill-Lilly reported that the work group has completed the RFP process for a vendor to conduct diversity and equity workshops with state agencies. A final selection is expected by the end of the summer.

**6. *Public Comment***

None.

**7. *Adjourn Meeting***

The meeting adjourned at 3:29 p.m.