

Governor's Council on Women and Girls

Leadership Subcommittee

**Meeting Minutes**

**August 18, 2021**

**3:00 p.m. – 4:00 p.m.**

Microsoft Teams Teleconference Meeting

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**Attendance:** Daniella Angulo, Nan Birdwhistell, Sharonda Carlos, Terry Fitzgerald, Raina Giddings, Samia Hussein, Melinda Johnson, Clare Kindall, Katherine Loomis, Andrew Mais, Melissa McCaw, Jennifer Putetti, Michelle Querijero, Lena Rodriguez, Cheryl Sharp, Christine Shaw, Karen Taylor, Carol Williams.

**1. *Call to Order***

Christine Shaw, Assistant Treasurer for Corporate Governance & Sustainable Investment, called the meeting to order at 3:05 p.m.

**2. *YWCA Hartford Region's Fifty 50 Campaign***

Melinda Johnson, Director of Community Engagement and Advocacy with the YWCA Hartford Region, and Terry Fitzgerald, Advocacy & Outreach Coordinator, provided an overview of the Fifty 50 Campaign, an effort to increase the gender and racial composition of municipal boards and commissions in Connecticut. She described efforts to secure early commitments from the towns of Bloomfield, Hartford, and West Hartford to identify local boards and commissions that impact housing, education and public health (i.e., quality of life issues). Thereafter, they hope to work with the towns on how they conduct outreach to potential candidates for board service. The YWCA also hopes to partner with the Council on Women & Girls and other members of its steering committee to identify organizations that could assist in sharing opportunities for board service with interested candidates.

There were comments, questions and suggestions for collaboration with Subcommittee members from OPM Secretary McCaw

(collaboration with the Governor’s office and state efforts to promote opportunities for women to serve on state boards and commissions); Attorney Clare Kindall of the Attorney General’s Office (suggesting that the YWCA consider adding an element to the campaign that involves “ask the women;” Lena Rodriguez of CRT (offering to connect the YWCA with CRT’s Women’s Empowerment Center); and Raina Giddings of the MetroHartford Alliance (describing their work to create awareness of the need for greater board diversity in the public, private and non-profit sectors).

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

Ms. Shaw reported that after coordination with the Commission on Human Rights and Opportunities, there was consensus concerning a new source of demographic data that agencies could use in developing their hiring targets and affirmative action plans. She also noted that the work group had gone as far as they could, short of legislative action, to improve the process that agencies follow for preparing these goals. The next step for this and other working groups is to plan their work through the end of the calendar year, with an eye toward identifying early in the fall any ideas for proposed legislation that could be advanced by the full COWAG.

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

OPM Secretary McCaw reported that the boards and commissions database is in the process of being reviewed for timely reporting in supporting DAS. In addition, the workgroup will be focused on the following leadership panels over the next few months: Women in Law Enforcement, Hispanic Heritage Month, Women in Government, Women in Private Sector, Women in Information Technology, Tenured Professors of Color, and Women in the Insurance Industry. She reminded members that legislative ideas needed to be submitted prior to the next meeting of the Leadership Subcommittee on October 20<sup>th</sup>.

***5. Public Comment***

There were no comments from the public.

***6. Adjourn Meeting***

The meeting adjourned at 3:58 p.m.