

Governor's Council on Women and Girls
Leadership Subcommittee

Meeting Minutes

December 15th – 3:00 p.m. – 4:00 p.m.

Microsoft Teams Teleconference Meeting

1. Call to Order

Jennifer Puttetti called the meeting to order at 3:03 p.m.

2. “Post Economic Recovery for CT Women” Girls with Impact Presentation
By Jennifer Openshaw, Chief Executive Officer, Girls with Impact

This program is commissioned by girls with impact and it is an innovation business and workforce training designed by Harvard Business School leaders that are based in Connecticut. It is a 10-week mini MBA program that is either live and online, or self-paced. The program helps women create a business plan, build professional skills, develop a network for life, and gain resume material.

A statewide survey and working committee focused on the following questions:

1. What should be the goals for a post-Covid economic recovery for CT's women?
 - a. Aside from policy reform including child-care (29%), the goals should be training and retraining in high growth (28%), job placement (25%), and business start-up (18%).
2. What foundation do women need for professional and economic resiliency?
 - a. Aside from child-care (96%), higher paying jobs and retraining in growth (67%), professional skills to pivot (60%), and re-entry support/returnships (57%).
3. What kind of training is needed to create paths to those goals?
 - a. Targeted approach given specific paths by work type – for example, programs for professional growth and development would be different than training into new industries or trade work.

- b. Analysis of job trends in Connecticut and target training; also training for employers to prevent gender/race discrimination in hiring; what types of jobs without a college degree can provide sustainable salary.
- c. The training needs to have some flexibility to accommodate different schedules and childcare.

Based on Covid's impact in Connecticut, women have been the "shock absorbers" of society's crises. 68% of women say that their ability to return to work has been impaired, 33% experienced a decrease in income, while 68% said that their or their family's education had been impaired. To note, women of color have especially faced a heavier negative impact from the pandemic. 54% of women of lower incomes were more likely to be furloughed or lost their jobs, 50% reported decreases in monthly income, and around 33% women of color were unable to pay tuition.

An important question that was asked was how do we help younger women (18-24) in job placement? The goals that stood out the most were pipelines to connect diverse women with employers (85%), job training in high growth areas (82%), internships (60%), and apprenticeships (57%).

Many later-stage women already in the workforce have lost low-wage jobs, and they were asked what they thought would be the most instrumental in helping them re-enter and upskill. When polled, the top responses were pipelines to connect diverse women with employers, workforce training, and job training in high growth areas.

Which entities are most critical in driving women's economic recovery/creating new paths:

1. Government
2. Employers
3. Community organizations
4. Community foundations
5. Educational institutions
6. Innovation centers
7. Unions

Ways that your organization could play a role with recovery for women:

1. Job shadow
2. Internships

3. Entry level jobs
4. Mentoring
5. Funding to retrain women
6. “Returnships”
7. Entrepreneurship training

Significant barriers that are impacting women’s professional and economic success:

1. Burden of unpaid family care
2. Access to venture capital
3. Biases against women
4. Access to flexible training or re-entry programs
5. Knowing about high-growth industries
6. Using professional networks to secure jobs/internships
7. Affordable workforce training

Recommendations for racial equity for workplace success and retention:

1. Remove Bias in Hiring Process
 - a. Recruiters should be looking through a lens of equity and diversity at all appropriate levels.
 - b. Leverage networks of diverse employees to recruit new hires.
 - c. Require diversity in candidate slates; hold leaders directly accountable for lack of diversity in teams.
 - d. Include people of color in the vetting process and/or hiring committees.
 - e. Consider new alternatives to source diverse candidates.
2. Retain and Build Talen Diversity
 - a. Develop cultural trust between employers and employees through mandatory D&I trainings.
 - b. Showcase new hires and their career paths.
 - c. Utilize affinity and employee resource groups to build and maintain camaraderie and inclusivity.
 - d. Institute talent mentors who help integrate diverse employees into company culture/ practices.
 - e. Integrate true “purpose” into the corporate culture.
3. Support the Upward Mobility of Women of Color
 - a. Inform managers at all levels of commitment, accountability, and training requirements.

- b. Examine compensation and promotion data to create fair policies and that ensure the inclusion of women who would otherwise be excluded given traditional networks.
- c. Increase face time between diverse employees and executive management through leadership and sponsorship programs.

Getting Women Back to Work:

1. Provide structured training programs that address the different paths women may take (college, career, business start-up).
2. Create a re-skilling entry portal providing candidates access to resources for job training in high-growth industries, internships, mentoring, and other experiential training.
3. Engage small/medium businesses for internships/apprenticeships as they represent 2/3 of net new private sector jobs.
4. Raise awareness about accessible, wrap-around services through community colleges, other existing assistance programs.
5. Engage corporations to commit to internships/apprenticeships for women – especially women of color.
6. Supplement training with professional and career skill development for employment resiliency.

Supporting Women in the Workplace:

1. Implement diverse slates of job candidates.
2. Remove gender/race discrimination by, for example, using bias-free candidate selection tools.
3. Leverage current employees to transfer skills to the next generation through mentoring and job shadowing.
4. Call on CT's employers to invest a percent of their social impact dollars in skills training.
5. Create meaningful partnerships with organizations like Girls with Impact, colleges, and community organizations that can deliver ready and diverse talent for internships.

Increasing the Number of Women Owned Businesses in Connecticut:

1. Continue to advance CT's dynamic business start-up efforts to increase business success and viability.

2. Harness innovation labs as internships for aspiring entrepreneurs, especially for those of color.
3. Launch new efforts to increase women's access to venture capital.
4. Increase women's knowledge about government contracting.

How do we advance Connecticut's Women?

- Girls with Impact and Women with Impact Propose a Connecticut State Initiative: The "CT Post-COVID Economic Recovery Plan for Women" to get impacted women back to work in 2022-2023 would commit funds for a comprehensive and holistic effort to move women into higher paying jobs and catalyze their financial stability.
- This plan centers on four key elements:
 - o Foundational business training
 - o Specific industry training in higher skilled/higher-paying jobs
 - o Experiential learning to transition women successfully into these roles
 - o One-to-one coaching for support, reinforcement, and development

Proposed Framework: New pathways for real outcomes

Foundational business training: College, career, or small business

1. Land: College acceptance → College coach → Guided college and planning and admissions
2. Land: Job or apprenticeship placement → Business coach → Experiential learning → Certification training high growth → Partner: Large employers
3. Land: New business/business filing → Venture coach → Experiential learning → Startup \$5K → Partners: Chambers, VCs, Innovation labs

Actions to get women "Back to Work"

1. Report Released – Dec 1st
2. Briefing legislators
3. Legislation to fund Post-Covid Recovery - \$3m to train 10K

3. Update from Leadership Committee Work Groups

By Jennifer Putetti

Work Group # 1: Addressing Racial/Gender Disparity on Boards and Commissions

No update currently.

Work Group #2: Women in Leadership

Panel Update from Cherie Phoenix-Sharpe:

We do not have any panels currently scheduled. We still hope to do one in January but that would be with Commissioner Mosquera-Bruno serving as a Co-Moderator.

We would also like to plan one for Black History Month in February, as well as plan something for International Women's Day on March 8th.

We will also work on planning one after session towards the end of May as we'd like to commemorate Asian American and Pacific Islander Heritage Month.

Work Group #3: Employee Development and Training

Aspiring Leaders has no new update at this time.

Work Group #4: Affirmative Action Plans/Methodology and Recruitment Strategy

Update from Claire Coleman provided before departure from OPM:

- data upgrade done, process improvements ongoing
 - Pending Secretary Approval: Proposal for process-improvement consultant for CHRO.
 - Scott Gaul can coordinate (and delegate to other staff as needed) the work with CT Data Collaborative to lead the automation/digitization process, depending on whether the consultant moves forward, and that timing.
 - Danielle Palladino will coordinate with Cherie Phoenix-Sharpe and Eleanor Michael to continue to work on the broader policy/legal

issues of any statutory/regulatory changes to state affirmative action planning.

- Disparity Study and Equity Study – The RFPs are done and Manisha Srivastava and Claudio Gualtieri are on the evaluation team for the Equity Study, and will likely stay involved in the process of the study.

4. Other Updates

Jen Putetti commented that we would love to hear from steering committee members about presentations to understand what's happening and going on around the state. We welcome any recommendations or if you know of some great programs and initiatives, we would love to reach out and have new presentations to provide to the group.

5. Public Comment Period

No comment made.

6. Adjourn

Meeting adjourned 3:38 p.m.