

Governor's Council on Women and Girls
Full Council Meeting
July 13, 2021 @ 3pm

Minutes

- I. Lt. Governor calls meeting to order at apx. 3pm and offers greetings and opening remarks:
 - a. Recognizes that this council meeting marks the second anniversary of the Steering Committee announcement and thanks the Steering Committee for their outstanding work in advancing the agenda of the council throughout the state.
 - b. Further notes that the door remains open for suggestions on organizational work that aligns with the Council
- II. Report from Council Leadership
 - a. Lt. Governor introduces Sec. McCaw for final 2021 legislative synopsis; Sec. McCaw notes the following:
 - i. SB 883, An Act Concerning the Recommendations of the Governor's Council on Women and Girls, passed in both the House and Senate, is Public Act 21-49, and was signed by the Governor on June 16th
 - ii. SB 56, An Act Deterring Age Discrimination in Employment Applications, passed in both the House and Senate, is Public Act 21-69, and was signed by the Governor on June 24th
 - iii. HB 6449 An Act Expanding Economic Opportunities in Occupations Licensed by The Department of Public Health, now also includes the language from a legislative proposals with similar goals for occupations licensed by the Department of Consumer Protection, passed in both the House and Senate, is Public Act 21-152, and was signed by the Governor on July 12th
 - iv. HB 6558 An Act Concerning Issues Relating to the Provision Early Childhood Education and Services in Connecticut, passed in both the House and Senate, is Public Act 21-171, and was signed by the Governor on July 12th
 - v. Expansion of U-Pass - Section 293 of SB 1202 contained language expanding the program. SB 1202 passed in both the House and Senate and was signed by the Governor on June 23rd
 - vi. Support for Domestic Workers – provisions pertaining to wage education and enforcement were included in SB 1202 and funding passed in both House and Senate as part of the Budget HB 6689, Special Act 21-15, which was signed by the Governor on June 23rd
 - vii. Encourages council members to start thinking about legislative proposals for 2022
 - b. Lt. Governor shares an update regarding the private sector early childcare initiative noting the following:

- i. A virtual joint convening of the Council on Women and Girls Corporate Leadership Circle and Governor's Workforce Council is scheduled for next week Wednesday, July 21st
- ii. The convening will include presentations from LEGO Systems Inc. and General Dynamics, Electric Boat, two of the initiative leaders.
- iii. The convening will also include a video presentation from Tom Weber, the Executive Director for the Massachusetts Business Coalition for Early Childhood Education, who will share how private sector companies in our neighboring state have gone about addressing the challenges there.
- iv. The goal is to inform the companies in attendance about how their involvement with early childhood education is a benefit for our state residents and economy, how it supports their current and future workforce, and how it supports the overall success of their businesses

III. Subcommittee Updates

a. Economic Opportunity & Workforce Equity

- i. Lt. Governor introduces Tara Downes; T. Downes offers an update on second phase of the Comptroller's Office Equity Report:
 - 1. Shares that there is a draft report and that she is finalizing it with her colleague at UCONN, Dr. Mohamad Alkadry
 - 2. Notes that the report provides an update on the full exec branch population but focuses specifically on new hires, over the last five years, in an attempt to get a reflection of the trajectory (e.g., closing or perpetuating gaps; status of gender and racial balance) and further notes that there were more than 5,000 new hires
 - 3. Shares preliminary findings noting that Connecticut is on track to maintain gender and racial balance in some categories but is also on track to maintain some imbalances in others and that trends among new hires are virtually in lockstep with the full population
 - 4. Further shares that the report includes a new component on gender and racial compensation disparities by education level noting that while all salaries grow across gender and race, so do disparities with higher degrees, particularly for a Master's Degree with women and minority men on average earn less than white males with the same degree
 - 5. Notes that agencies may consider this when contemplating revised recruitment and compensation policies, reminding that timing is key with opportunities in 2022 to address disparities

- ii. Lt. Governor moves to Education & STEAM Subcommittee due to potential availability conflict with Co-Chair Commissioner Magubane

b. Education & STEAM

- i. Lt. Governor introduces Co-Chair Commissioner Magubane; Commissioner Magubane provides subcommittee update:

1. Coding Challenge – Recognition event held on June 14th, 430 submissions, males had slightly higher participation, planning team has identified areas of improvement
 2. Information HUB - UCONN Public Policy Intern has been selected and will begin to work on building Info Hub website and collecting content from team members
 3. Arts – Big push for women in art schools and Subcommittee is currently working with FOX 61 on a program to share what is going on in CT around the Arts
 4. Internship – In the process of finalizing kit for agencies
 5. The following Steering Committee members presented at meeting and their presentations are available on the Subcommittee website: EdAdvance; Girls Reality Empowerment Circle; Arts for Learning; and CT Center for Advanced Technology
- c. Lt. Governor returns to Economic Opportunity & Workforce Equity Update
- i. Lt. Governor introduces Co-Chair Deputy Commissioner Shante Hanks; S. Hanks offers update re the Housing and Community Development Leadership Institute:
 1. Shares website: <https://www.hcdli.org>, acknowledging partners and announcing for the first time that LISC is a new partner
 2. Thanks Lt. Governor because the Council on Women and Girls was the impetus for the program which has become more robust than initially expected
 3. Further notes resources on website with curriculum, application, and opportunities for jobs, internships, and sponsorships
 4. Also notes that they are working on second cohort and that the first cohort is now in internships
 - ii. Lt. Governor notes the following about Steering Committee presentations during the June 17th Subcommittee meeting and thanks presenters:
 1. Lana Gifas on behalf of Women’s Mentoring Network shared that WMN helps women find employment and education opportunities offering services both one-on-one and as workshops with a focus on workforce development, financial literacy, and closing the digital divide. She also shared about their food pantry and youth services to support the whole family.
 2. Brenda Thicket on behalf of Women’s Business Development Council shares that WBDC supports women entrepreneurs and small business owners in three areas of service: education and training to help women start and grow their businesses; one-on-one business advising to help small businesses develop and overcome challenges; and the opportunity fund which is a funding resource for small businesses.
 3. Andrea Barton-Reeves on behalf CT Paid Family and Medical Leave Insurance Authority shared statistics on businesses

registered, contributions collected and number of employers intending to stand up their own plan and information about continuing outreach efforts including website services, social media, and informational videos

d. Health & Safety

- i. Lt. Governor introduces Co-Chair DCF Commissioner Dorantes; V. Dorantes provides subcommittee update (see Attachment 1) and further notes the following:
 1. Regrets on behalf of Co-Chair Beth Bye who could not join today
 2. C. Phoenix-Sharpe has already prompted them to start considering legislative recommendations
 3. The last meeting offered an opportunity to revisit some of the priorities discussed before COVID
 4. The Subcommittee continues to work with the legislative MAPOC committee on some common overlapping issues and Rep. Gilchrest has been a wonderful supporter
 5. In chat function, thanks Rep. Borer for her subcommittee support and connection with the women's legislative caucus

e. Leadership

- i. Lt. Governor introduces C. Shaw; C. Shaw provides subcommittee updates (see Attachment 2) also mentioning:
 1. The Secretary of the State's office 2020 report regarding the status of diversity on state boards and commissions
 2. Thanks to the Lt. Governor for her support with Council legislation
 3. The Leadership Subcommittee met at end of June to discuss progress on their initiatives
- ii. During portion of presentation re Women in leadership, Lt. Governor notes that two additional panels are in the works:
 1. Women in Law Enforcement; and
 2. Women Leaders in Information Technology
- iii. C. Shaw notes that Subcommittee is working with C. Phoenix-Sharpe to identify opportunities for new impact and commends all Subcommittee report outs

IV. Announcements

- a. C. Phoenix-Sharpe notes that Lt. Governor had to exit early and announces the following Subcommittee meeting schedule for August:
 - i. Economic Opportunity & Workforce Equity is August 11th at 3 pm
 - ii. Education & STEAM is August 17th at 1 pm
 - iii. Health & Safety is August 2nd at 10am
 - iv. Leadership is August 18th at 3pm
- b. C. Phoenix-Sharpe invites announcements into the chat function
- c. C. Phoenix-Sharpe further announces that the next full council meeting is scheduled for September 14th at 3pm

V. C. Phoenix-Sharpe adjourns meeting at apx. 4:00pm

Attendance Report

Lt. Governor Susan Bysiewicz	Chair
OPM Sec. Melissa McCaw	Vice Chair
Assistant Treasurer Christine Shaw	Office of State Treasurer
Tara Downes	Office of State Comptroller
Commissioner Sibongile Magubane	DMV
Commissioner Vanessa Dorantes	DCF
Deputy Commissioner Shanté T. Hanks	DOH
Deputy Commissioner Glendowlyn Thames	DECD
Deputy Commissioner Kim Martone	OHS
Commissioner Michelle Seagull	DCP
Commissioner Jorge Perez	DOB
Commissioner Jordan Scheff	DDS
Commissioner Deidre Gifford	DSS/DPH
Commissioner Amy Porter	DADS
Commissioner Thomas Saadi	DVA
Acting Commissioner Charlene Russell-Tucker	SDE
Acting Commissioner Nancy Navarretta	DMHAS
Deputy Commissioner Sharonda Carlos	DOC
Noele Kidney	OHE
Margaret Hackett & Nicholas Hermes	DAS
Clare Kindall	Office of Attorney General
Brian Foley	DESPP
Lady Mendoza	ID
Natalie Braswell	DEEP
Kayleigh Royston	DOAg
Sen. Marilyn Moore	Senate Democrats
Rep. Dorinda Borer	House Democrats