



Lamont-Bysiewicz Transition Policy Committee Reporting Template

Committee Name: Women

Co-Chairs: Marilyn Moore and Karen Jarmoc

When women and girls succeed, our state succeeds. Connecticut's shifting demographic composition demands a substantive commitment to addressing the challenges facing girls and women and the occasion to grasp opportunities. These challenges are necessarily intersectional and stretch across the markers of race, class, gender identity, sovereignty, urbanicity, and citizenship. Our recommendations promote gender equity as an investment that will reap substantial economic benefits by making our state more attractive to businesses, more affordable for families, and more sustainable in the future.

1. How do you propose to prioritize the policy goals in this area, and on what timeframe? We offer the following tactical policy goals which reflect the most pressing challenges and opportunities for girls and women organized around (1) Leadership (2) Economy (3) Safety (4) Health and, (5) Education.

Women and Leadership:

- Commissioner and Executive Branch appointments should be comprised of 50% women, with particular attention to women of color, to reflect the state's population.
- Establish a Connecticut Council on Women and Girls to provide a coordinated state response to issues that distinctively impact the lives of women and girls.
- The executive branch shall address the leadership gender gap in Connecticut's private sector by championing the Paradigm for Parity Pledge and amend CT CEP to include child care reimbursement as a campaign expense.

Women and the Economy:

- Raise Connecticut's minimum wage to \$15 per hour by 2023. Protect against further erosion of tipped wages.
- Establish a Paid Family and Medical Leave insurance (PFML) program which is publicly run, universal, and includes job protection for all workers. Expands the definition of "family" to "chosen family."
- The CT labor commissioner should expand overtime pay by revising the department's overtime pay regulations, to set a salary threshold of at least \$55,234 by 2022 – the equivalent of the 2016 Obama overtime salary threshold.
- The Executive Branch shall direct CT Innovations (CI) to explicitly invest in women-owned businesses and require any company receiving funds from CI to have women directors to match current national standard of 20% with a goal of 40% by 2022.
- Strengthen Connecticut's stance on pay equity.
- Sustainably and dependably fund Care 4 Kids and direct Connecticut's Office of Early Childhood to make timely payments to vendors.

Women and Safety:

- Connecticut should eliminate the statute of limitations (SOL) for felony sex crimes.
- Update CT's sexual harassment laws for public and private entities to also address violence targeting LGBTQ+.
- Institutionalize workplace policy for domestic and sexual violence and stalking within state agencies.
- Align the state and federal definitions of trafficking and require nail salon licensure.

Women and Health:

- Connecticut should reinstate statutory language identifying health care as a human right, committing the state to the policy solutions necessary to address health disparities.
- Address maternal mortality and health by expanding Medicaid coverage to include birth attendants and Certified Nurse Midwives (CNM).

Women and Education:

- Offer tuition free Community College with option for Bachelor's degrees at State Universities and/or on-site child care at Community Colleges. 58% of community college students are women; a bachelor's degree doubles women's salaries (vs. GED).
- The DOE shall instruct school districts to review and implement measures to correct disparities in school discipline, including training on implicit bias and restorative justice with annual reporting.
- Set a goal that 50% of STEAM graduates will be women by 2030. Identify public/private strategies to promote STEAM and women's college success and career preparation in all fields by convening key stakeholders and CT's Women and Girls Funds in spring 2019.

- 2. Which goals are achievable in the first 100 days of the Administration?** All of these measures can be either initiated or completed in the First 100 days of a Lamont-Bysiewicz Administration.
- 3. Which goals will require legislation to move forward? Which items can be advanced through the actions of the Administration alone? What is the fiscal impact of these legislative or executive actions?** Legislation to introduce PFML, minimum wage and pay equity can be submitted on day one along with healthcare as a human right, SOL and tuition free community college, for example. Other priorities may be accomplished with chief gubernatorial leadership to include Paradigm for Parity, CT Council for Women and Girls and workplace policy. Fiscal impacts vary – many are cost neutral - and are highlighted in appendices on key policy priorities. Costs range from approximately \$14-\$20 M recoupable start-up to PFML, \$4.5M in FY '20 and \$9.7M in FY '21 re: minimum wage and, \$48 M minimally for free college tuition. Medicaid reimbursement to address maternal health is unclear but should be balanced against the cost of prenatal-natal complications.
- 4. Are there specific challenges you can identify with regard to achieving the Lamont Administration's goals, and how would you suggest to address those?** There is no identified challenge in regard to measures which can be advanced through Executive Order. Some legislative initiatives involve a cost to the state and/or public/private employers and may receive resistance through the legislative process. The Lamont-Bysiewicz Administration should lead on these policies with a clear message that CT's workplace should support the 21st century family.
- 5. How will implementation of policy in this area create jobs and spur economic growth?** When more women have access to work and livable wages, economies grow. A foundation which supports women's leadership and growth in the workforce, to involve access to college completion, spurs CT's competitive edge and makes the state more attractive in comparison to its counterparts.
- 6. Are there opportunities for cost savings for CT state government in the context of implementing this policy?** With multiple examples, we know that workers without PFML are more likely to file for bankruptcy, experience food insecurity and rely on state assistance. Health care policies with an investment in prevention save the state dollars and the human toll of morbidity and mortality. Women's executive leadership and business ownership broaden the state's tax base and makes CT competitive.
- 7. What examples of success from other states, countries, or the private sector in this policy area should the Administration study?** Connecticut needs to catch-up. Twenty-six states have no statute of limitations

for cases of rape. VT, NH, ME, MA and RI reimburse at 100% parity for CNM's. CA, NJ, RI and NY were first to pass PFML with MA and WA following suit. NY mandates workplace policy on domestic and sexual violence and stalking in the private/public sector with ME, NH, DE and SC requiring state agencies through executive order. NYC minimum wage will raise to \$15/hour by the end of 2018 and downstate areas by 2021; MA and CA by 2023 and Washington D.C. by 2020.

- 8. Are there any other issues/considerations you would like to highlight with regard to this policy area?**
Given the importance and complexity associated with these measures, we have attached additional detail for key measures. Explicit guidance on all initiatives, are available per your request.