

Governor's Council on Women and Girls
Subcommittee on Economic Opportunity & Workforce Equity
Wednesday, December 9, 2020 @ 3pm
Virtual Meeting

Minutes

- I. Greetings & Opening Remarks from Lt. Governor Bysiewicz
 - a. Thanks Council members and Steering Committee members for their work on the Subcommittee this year, highlighting the following: financial literacy website; leadership academy for underrepresented fields; Comptroller's Office equity reports; and connecting employees and women-owned businesses to financial resources.
 - b. Notes legislation proposed from this subcommittee and endorsed by full Council: childcare incubator pilot program; removing barriers for licensed group and family childcare facilities; and addressing issues around labor equity for domestic workers.
 - c. Acknowledges Subcommittee Co-Chairs from Comptroller's Office, DOH, OHS and DECD.
 - d. Notes that attendees can use chat function if they want to be acknowledged for announcements.
 - e. Introduces Connecticut Paid Family and Medical Leave Insurance Authority CEO, Andrea Barton-Reeves for a PFML update.
 - f. A. Barton-Reeves reports the following:
 - i. Contributions to paid leave trust fund begin in January 2021 (employers will withhold .5% of wages for fund). There has been, and will continue to be, education (media and webinars) about the contributions.
 - ii. In 2021 the Authority will also start to build claims administration process – benefits start in 2022.
 - iii. Authority is resisting calls for paid leave to be postponed, further noting that most lower wage jobs in the state are held by women and without benefit of access to paid leave care they are more likely to drop out of workforce and not have opportunity to return (particularly after child birth or caring for a family member).
 - iv. Authority has also been educating small businesses.

- g. Lt. Governor notes that she and Governor will not delay paid leave
 - h. *(See attachment 1 – PowerPoint slides **not** shared during meeting due to technical difficulties).*
- II. Status of Subcommittee Work
- a. Lt. Governor introduces T. Downes from Comptroller’s Office
 - b. T. Downes reports out:
 - i. Per initial equity report, CT is doing better than most states for women to advance in State government but there are areas for improvement.
 - ii. Second report is intended to assess new hires to evaluate where the State may be 10yrs from now.
 - iii. Report will be shared with Council when it is ready.
 - c. Lt. Governor encourages women to get involved in fields where women are underrepresented (state troopers, correction officers, STEM fields) and acknowledges opportunities such as Lt. Governor’s computing challenge and Million Women Mentors.
 - d. Lt. Governor introduces S. Hanks from the Department of Housing to report on the Leadership Institute.
 - e. S. Hanks presents (see Attachment 2). She further notes that they are working to shorten the name of the institute.
 - f. Lt. Governor notes that Financial Literacy workgroup is now under the joint leadership of Kathleen Titsworth from the Department of Banking and Catherine Blinder from Department of Consumer Protection and introduces C. Blinder for update (technical difficulties prevent reporting at this time during the meeting).
 - g. Lt. Governor acknowledges that DECD Deputy Commissioner G. Thames had a conflict and shares the following on her behalf:
 - i. CT CARES Small Business Grant Program: Over 18,000 applications submitted and are under review for eligibility requirements with DRS. Program goal is to fund a one-time grant of \$5,000 to apx 10,000 small businesses; half are allocated to those in economically challenged towns & cities.
 - ii. Small Business Impact Study: Three surveys have been conducted since the onset of COVID-19, the most recent running from September 15th thru October 15th and generating approximately 3,525 total responses, 80% of which were from women-owned businesses. The final and complete results are

anticipated to be publicized soon and Ms. Thames will share them with the Council. Preliminary results include:

1. 50% of respondents decreased the number of hours worked by employees
2. 79% of businesses surveyed claimed that their revenue is down compared to this time last year
3. 55% of businesses anticipate decreasing staffing if the current economic situation continues
4. 53 % of businesses stated they would not survive the next 12 months if the current economic situation continues

h. Lt. Governor acknowledges C. Blinder who offers update on Financial Literacy:

- i. C. Blinder thanks L. R. Anderson and K. Titsworth for work on website and requests that people send releases, events and other information for website to her and K. Titsworth.
- ii. C. Blinder notes that they are looking to refresh subcommittee work and hoping to bring in other state agencies, private partners, public organizations and non-profits.

III. Announcements

a. Lt. Governor notes that she does not see any announcements in chat function and reviews the 2021 meeting schedule:

- i. Full council meeting on January 13th at 3pm; full council will continue to meet every other month
- ii. Subcommittee meetings scheduled for 3pm as follows:
 1. February 10
 2. April 14
 3. June 10
 4. August 11
 5. October 13
 6. December 9

IV. Adjournment

a. Lt. Governor offers thanks and holiday greetings and adjourns at 3:29pm.

Attendance Report

Name	Agency
Lt. Governor Susan Bysiewicz	Chair
Tara Downes	Comptroller's Office
Shanté Hanks	Department of Housing
Michelle Seagull	Office of Consumer Protection
Kathleen Titsworth	Department of Banking
Debra Goss	Department of Transportation
Clare Kindall	Office of State Attorney General
Amy Porter	Department of Aging and Disability Services
Kim Martone	Office of Health Strategy
Rory Page	Department of Labor
Sen. Marilyn Moore	Senate Democrats
Andrea Barton Reeves	PFML Insurance Authority (Guest)
Catherine Blinder (presenting)	Office of Consumer Protection