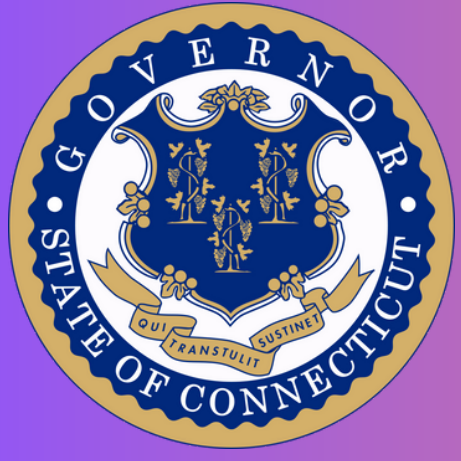


2021 Annual Report

GOVERNOR'S COUNCIL ON WOMEN & GIRLS



Full Council and
Subcommittee Summary
Year 2021



**Governor’s Council on Women & Girls
2021 Annual Summary Report**

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Purpose of Report:

This report is designed to discuss and summarize the meetings conducted by the Governor’s Council on Women and Girls (“CoWaG”) or (“Council”). This report will highlight topics discussed in full council and subcommittee meetings. The meetings aim to aid and bring light to issues women face in the state of Connecticut, with the CoWaG finding solutions for said issues.

The main topics discussed in 2021 concerned (i) impacts of the pandemic on women and minority owned businesses, (ii) providing women more opportunities for work and development, (iii) prioritizing health support/aid for women, and (iv) acknowledging the lack of diversity in companies and agencies.

Subcommittees were:

- ❖ Economic Opportunity & Workforce Equity subcommittee
 - The purpose of this subcommittee is to identify financial barriers that disproportionately hinder women and girls, including (but not limited to) pay and work environment disparities that inhibit fair performance evaluation and advancement in the workplace.
- ❖ Education & STEAM subcommittee
 - The purpose of this subcommittee is to encourage educational advancement for women and girls, particularly in the areas of science, technology, engineering, the arts, and math.
- ❖ Health & Safety subcommittee
 - The purpose of this subcommittee is to identify health and safety issues that particularly impact women and girls and develop initiatives that support healthy lifestyles and offer physical, mental, and emotional protection for women and girls affected by such matters.
- ❖ Leadership subcommittee
 - The purpose of this subcommittee is to promote women leadership in both the public and private sectors, particularly government elected and appointed officials, corporate boards and executive management, educational institutions, non-profit organizations, and the media with the ultimate goal of achieving gender parity such that gender in workforce leadership proportionately represents the Connecticut population.

Summary of Full Council Meeting:

In 2021, the Full Council met on January 13, March 9, May 11, July 13, September 14, and November 16 (total six meetings). Those meetings consisted of special presentations, as well as a collection of reports from the subcommittees and what they had accomplished since prior meetings. For detailed information beyond the summaries below, please view the actual meeting minutes.

A. January 13, 2021 ([minutes](#))

Council Leadership reported on legislation from the previous year and advised of a new Governor's bill. Also acknowledged administrative actions to support diversity on Boards and Commissions.

Subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity – a link to the inaugural launch of the leadership academy and its application was posted on the subcommittee's website; Financial Literacy working group provided updates.
- ❖ Education & STEAM – Lt. Governor's computing challenge provided updates; it was acknowledged that the Arts working group is hosting a Women and Girls in Arts series on Facebook; Internship and Information Hub Group meeting was announced.
- ❖ Health & Safety – a presentation was provided (please view Attachment 1 of minutes)
- ❖ Leadership – progress towards securing a vendor for diversity, equity and inclusion workshops and training was made; a reminder was provided regarding a leadership panel series for Black History month; follow ups on Affirmative Action data and methodology were provided.

Other updates – information about a woman and girls study from CT Collective for Women and Girls was shared; launch of Million Women Mentors (MWM) CT Chapter and MWM CT Day was announced; participation on Connecticut Against Gun Violence community food drive.

B. March 9, 2021 ([minutes](#))

Council Leadership reported on three governor's bills and two committee bills endorsed by the Council. Acknowledged additional bills and notes regarding what the council is doing.

Subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity – updates on the Housing and Community Development Leadership Institute, and the first cohort. Specific details can be reviewed in the meeting minutes.

- ❖ Education & STEAM – presentation provided with the subcommittee status and their work (see Attachment 1); also updates on computing challenge submissions.
- ❖ Health & Safety – presented on its February meeting; acknowledgment of human trafficking awareness month (January); acknowledged organization PROUD and details regarding what they do.
- ❖ Leadership – shared information regarding the Women’s History Month panel series; provided status of the four work groups within the subcommittee (Diversity on state Boards and Commissions, Women in Leadership, Employee Development & Training Opportunities / Cultural Competency, Affirmative Action Reports, Hiring Goals and Recruitment Strategies).

C. May 11, 2021 ([minutes](#))

Council Leadership reported on the Early Childhood education private sector initiative (see Attachment 1) and acknowledgement that the state has plans for childcare infrastructure.

Subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity – shared that June was Financial Literacy Month and a panel was hosted; resources to support and promote financial literacy were provided by the Financial Literacy Institute.
- ❖ Education & STEAM – updates were provided through presentation (see Attachment 2); follow up information regarding student participants will be provided at a later date.
- ❖ Health & Safety – a presentation was provided with updates (see Attachment 3).
- ❖ Leadership – updates from the four work groups were provided (Diversity on state Boards and Commissions, Women in Leadership, Employee Development & Training Opportunities / Cultural Competency, Affirmative Action Reports, Hiring Goals and Recruitment Strategies); new sources of diverse candidates and how to share opportunities to serve on boards and commissions are being identified; two panels for Women’s History month were acknowledged (Women in Media and Women leading through Covid); employee development and training opportunities is being evaluated; realistic agency workforce goals consistent with the composition of the State are being made.

Legislative updates were also provided which consisted of updates on bills and their descriptions (for more detail, see meeting minutes)

D. July 13, 2021 ([minutes](#))

Council Leadership reported the final 2021 legislative synopsis and updates regarding the private sector early childcare initiative. Goals and descriptions can be found in the meeting minutes.

Subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity – provided updates and specific details on the second phase of the Comptroller’s Office Equity Report; updates on the Housing and Community Development Leadership Institute and three presentations were conducted (Women’s Mentoring Network, Women’s Business Development Council, and CT Paid Family and Medical Leave Insurance Authority).
- ❖ Education & STEAM – updates regarding the Computing Challenge and their recognition event; updates on the Information HUB group and building website; updates from Arts group; updates from the Internship group; the Steering Committee members presented at the subcommittee meeting (presentations are available on the Subcommittee website)
- ❖ Health & Safety – updates provided (see Attachment 1), including reference of continuous work with the legislative MAPOC committee.
- ❖ Leadership – mention of the Secretary of the State's office 2020 report regarding the status of diversity on state boards and commissions; Women in Leadership mention two panels in the works (Women in Law Enforcement and Women Leaders in Information Technology); further updates can be seen in Attachment 2.

E. September 14, 2021 ([minutes](#))

Council Leadership is seeking legislative proposals for the 2022 session. It was also noted that there was a joint convening of the Council, the Corporate Leadership Circle and the Governors Workforce Council about early childhood education (for more details see meeting minutes)

Subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity – noted that certain state employees are eligible to retire July 2022; report of key finding within the state’s workforce (including Hispanic employee underrepresentation, black and Hispanic employees earning less, etc.) and recommendations inspired by federal executive order (see Comptroller's Office presentation attached to minutes in website); DECD embarked on an economic action plan with four key pillars; the third round of the Equity Match Grant Program was announced. For detailed information, please see the meeting minutes.
- ❖ Education & STEAM – information regarding work groups were provided; noted continuous preparation for internship toolkit; encouragement for members to join the Arts group; Information HUB discussed; next stages for Computing Challenge are being planned.
- ❖ Health & Safety – presentation with the subcommittee’s updates (see Attachment 2); the ripple effect of gun violence was highlighted; CCADV and the universal home visiting program was acknowledged.
- ❖ Leadership – updates for the subcommittee provided through a presentation (see Attachment 1); YWCA and its work was briefly acknowledged.

F. November 16, 2021 ([minutes](#))

Council Leadership reported on suggestions for potential Council legislation in the upcoming session. Highlights throughout the calendar year was provided.

Subcommittees reported:

- ❖ Economic Opportunity & Workforce Equity – recap and highlights from the last subcommittee meeting; Equity report presentation on state workforce was mentioned and discussions regarding the report are in continuation; Paid Family and Medical Leave Insurance Authority presented (see Attachment 2); updates on HCDL were provided (see meeting minutes for further details).
- ❖ Education & STEAM – Updates were provided through a presentation (see Attachment 1).
- ❖ Health & Safety – updates were provided through a presentation (see Attachment 4).
- ❖ Leadership – updates were provided through a presentation (see Attachment 3).

Summary of Economic Opportunity & Workforce Equity Subcommittee Meetings:

The purpose of this subcommittee is to identify financial barriers that disproportionately hinder women and girls, including (but not limited to) pay and work environment disparities that inhibit fair performance evaluation and advancement in the workplace.

This portion of the report summary summarizes the meeting minutes of the Economic Opportunity and Workforce Equity Subcommittee. In 2021, the Subcommittee met on February 10, April 14, June 17, August 25, October 13, and December 9 (total six meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

A. February 10, 2021 ([minutes](#))

In the beginning of the meeting, it was acknowledged that two of the three legislative proposals from the subcommittee have been filed with legislative committees. There is continuous advocacy for the childcare incubator pilot program. It was also noted that four of the items from the Council's legislative agenda are in Governor's Bills. Updates from the subcommittee consisted of Housing and Community Development Leadership Institute, which shared there were 15 applicants in the last two weeks. Reports were made from DECD regarding supporting small businesses and keeping the economy moving. DECD was able to spend \$15 million to support workforce development and reskilling or upscaling dislocated workers due to the pandemic. There has been anticipation on federal \$1.9 trillion rescue package. There was some reiteration of funding programs, and how the equity match program partnership with WBDC was created to make sure women owned businesses are connected to resources. WBDC encourages women business owners to apply for grants, and they provided some descriptions on equity match programs. There were updates on phase 2 of the Comptroller's Office Equity Report and updates regarding DOB initiative, which was reported out through presentation (see Attachment 1). Towards the end of the meeting there were some announcements regarding leadership panels. For more information, please view the meeting minutes.

B. April 14, 2021 ([minutes](#))

Status reports given of subcommittee work. The reports included the Housing and Community Development Leadership Institute, Financial Literacy, Women in the Trades, and Comptroller's Office Equity report. Members of the HCDLI found the modules very informative. The creation of a Toolkit was underway, with July being the deadline, and there was a press conference that announced that the 30-page interactive guide resource for young women and all underserved communities; prince tech students are supposed to create videos to hook into some of the intern toolkit information in the guide. For more information, please view the meeting minutes.

C. June 7, 2021 ([minutes](#))

During the greetings and opening marks, it was noted that strong advocacy during session and the bi-partisan budget is reflective of the priorities for equity government, efficiency, financial responsibility, and building to save economy. Regarding status of subcommittee work, it was acknowledged that HCDLI is accepting applications for next cohort. Department of Banking reported that the financial literacy group is focusing on updating the portal with additional resources. It was also noted that they are looking to focus on older adults, families, and the underserved population. There were reports made by initiatives in support of entrepreneurs and small businesses prioritizing, women, and minority owned businesses. The meeting then shifted to presentations from Steering Committee Members, which consisted of a presentation by Women's Mentoring Network (see Attachment 1), and a presentation by Women's Business Development Council regarding their three areas of services and involvement in supporting childcare providers with technical assistance and funding. CT Paid Family and Medical Leave Insurance Authority also presented with updates and information (see Attachment 2). More detailed information can be found in the meeting minutes.

D. August 25, 2021 ([minutes](#))

During the opening remarks, there was acknowledgement of the celebration of Black Women's Equal Pay Day and Women in Corrections Leadership Summit. Phase 2 of the executive branch workforce equity report was presented (see Attachment 1). During the presentation, it was noted not all agencies are experiencing the same patterns. The EEOC is looking at each agency to allow it to better pinpoint issues and to find creative ways to recruit a more diverse workplace. Report supports that women and people of color are experiencing lower rates of promotion compared to their white male counterparts. Most states offer pathways programs that rotate new college graduates around different agencies of state government to improve diversity. Presentations from steering committee member YWCA Hartford (see Attachment 2). The presentation shared detailed process of their method, hopes for Municipalities, and work on a local level to replicate the State's. For a more detailed description, please view the meeting minutes.

E. October 13, 2021 ([minutes](#))

Acknowledgements of Hispanic Heritage Month, Deaf Awareness Month, and National Disability Employment Awareness Month. The status of the Subcommittee's work was then discussed, with a description of ideas for legislative proposals. Brief discussion of the Financial Literacy group being spearheaded by the Department of Banking in partnership with the Department of Consumer Protection. A presentation was given from the Steering Committee Member Girls With Impact (see Attachment 1), discussing alternative ways to keep everyone safe and social distancing. For more details, please review the meeting minutes.

F. December 9, 2021 ([minutes](#))

Discussed financial literacy group's work on keeping the website up to date and brainstorming ways to proactively promote financial literacy. Noted subcommittee changes, along with the acknowledgement of Computer Science Education week. The remainder of the meeting consisted of a discussion on Comptroller's Office Equity Analysis. Focused on three main points: Statewide Partnerships, Paid Internships and Fellowships, and Professional Development. Information regarding Statewide Partnerships were provided through a presentation (see Attachment 1). Presentation discussed benefits of unpaid internships and DAS' centralizing functions for state agencies with the goal of the Talent Solutions Division to grow professional excellence in recruitment and provide the most qualified and diverse applicant pool for state employment. For Paid Internships and Fellowships, there was a review on the Internship Toolkit from Education & STEAM Subcommittee. Plans, benefits, and resources were also discussed. On the section for Professional Development, discussed the ongoing professional development work of the Leadership Subcommittee consisting of the Linked-In Learning Initiative and the Plans to Reboot Aspiring Leaders. There was also a presentation on DCF and OEC leadership development (see Attachment 2), discussing topics such as Executive Leadership Program, Admired Leadership, and a new program intended to build on existing programs.

Summary of Education & STEAM Subcommittee Meetings:

The purpose of this subcommittee is to encourage educational advancement for women and girls, particularly in the areas of science, technology, engineering, the arts, and math.

This portion of the report summary summarizes the meeting minutes of the Education and STEAM Subcommittee. In 2020, the Subcommittee met on February 17, April 7, June 30, August 17, October 27, and December 8 (total six meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

A. February 17, 2021 ([minutes](#))

The subcommittee meeting consisted of updates and reports on the work groups (Internship, arts, Coding Challenge/Tech Champions, and Information HUB). The Internship work group reported out on progress and have established some focus groups to review the comprehensive guide. They established a google share drive to maintain information and are currently facilitating meetings to develop reports. Once they have reviewed the information and reports from interns, employers, and state agencies, they will regroup to agree on contents for the toolkit and produce a timeline to report to the subcommittee. The Arts work group discussed goals to normalize careers in the arts and reinforcing individuals with interests in arts. The group has been working on Celebrating Women and Girls in the Arts during the month of March and have created separate social media pages to highlight artists. They have also marketed idea to educators k-12 and have begun boosting posts hoping to interact with more people. The Coding Challenge/Tech Champions work group reviewed their goals and provided detailed takeaways and lessons learned during the 2020 Lt. Governor's COVID-19 Computing Challenge. They also acknowledged Coding for Good and their partners that have contributed financial support. The Information HUB work group gave a brief review of the primary goals of the team, how they have evolved and been scaled down to make the project far more manageable. By the end of the meeting, the work groups broke out to discuss next steps, which can be reviewed in the subcommittee meeting minutes.

B. April 7, 2021 ([minutes](#))

Discussed March Women in Arts series updates, and Subcommittee reports. A review was given discussing the successfulness of the Women in Arts series event. They accepted art works (in all forms) from women and girls throughout the state of CT. There key take away from the event was there being a real interest for a venue such as this one. It also highlighted the number of individuals interested in the arts. The Computing Challenge provided updates consisting of their monthly webinars and available resources to create a code computing solution. There has been good and positive feedback. Group recognizes the lack of community partner submissions and plans to work on this in the future. The Arts group is partnering with the Creative Futures Campaign and

acknowledged Fox61 highlighting different artists. The Creative Futures Campaign encourages students to take a lesson and submit it to their gallery. More information of the contests and dates were provided (see subcommittee meeting minutes). The Information Hub provided updates on progress to bring onboard an intern to gather information. They are currently analyzing platforms. The Internship work group reported their current intern is taking material from the previous year and turning it into Canva. They discussed plan to work with Trinity Health to pilot the internship toolkit. There was also a brief update on Million Women Mentors Connecticut Chapter, which is working on a project with UCONN digital Team to create a video vignette highlighting Women in STEM. There were breakout notes provided from the work groups, which can be seen in the subcommittee meeting minutes.

C. June 30, 2021 ([minutes](#))

Subcommittee work group reported and Steering Committee Members presented. First, the Computing Challenge work group discussed the challenge itself (concept challenge, prototype challenge, and development challenge) and identified preliminary areas that need to be improved in the coming years. The Information HUB work group interviewed intern candidates and have selected a UCONN public policy intern. The Arts work group discussed their work with FOX61, and that next steps is to focus on mentorships and bring arts out into the community. The Internship work group rolled out toolkit and focused its development (for more detail, please look at the Subcommittee meeting minutes). The Steering Committee Member Presentations consisted of presentations from ED Advance, Girls' Reality Empowerment Circle - Live Girl (3 attachments), Arts for Learning CT, and Connecticut Center for Advanced Technology. For specific details on these presentations, please review the subcommittee meeting minutes and the attachments provided with them.

D. August 17, 2021 ([minutes](#))

Subcommittee workgroup reports were provided: the Information HUB group reported its intern will begin soon. The Internship work group continue review of the toolkit. The Arts work group is in the process of working with the governor's prevention partnership to add an arts component to their STEM Mentorship guide. There were no updates from the Computing Challenge. The remainder of the meeting consisted of Steering Committee member presentations. The University of St. Joseph discusses focus on students who want to go into healthcare, social services, and education professions. Interest expressed of the Internship Toolkit being very beneficial to have the college students career ready. Little Scientists described its hands-on, minds-on inquiring based approach to learning, and its work with educators and scientists from three colleges on science programs and lessons for student's Pre-K through grade 8. CT Voices noted initiatives on tax reform programming, early care to families, housing, and juvenile justice. Untapped Potential discussed advancing businesses and reigniting careers of women in STEM. Jackson Laboratories noted role as non-profit biomedical research institution that provides education programs for

students and teacher internship programs. GIRLS INC of Western CT have a Full STEAM Academy and leadership Programming, and Girls Who Code provide club programs for girls and have seen great progress in the increase of women graduating from college with computer programming degrees.

E. October 27, 2021 ([minutes](#))

Work group reports and Million Women Mentor updates. Computing Challenge noted plans to widen participation and recruitment. Their goal is to center around social emotional learning and are looking for a new fiscal partner. Opportunity HUB continue to manage progress and have been working closely with infrastructure leads, including the Connecticut Digital Service and DAS. The intern has been reaching out to project managers and hosting project status meetings with stakeholders. The Arts work group reported loss of members because of time demands and have received some suggestions for new members. There were no updates from the Internship work group, but they are continuing to fine tune the toolkit. Million Women Mentor announced three new working groups (Mentoring Up – aligned with Paradigm for Parity, Mentors and Role Models within STEM, and PreK-12 STEM Pipeline). There were no Steering Committee member presentations at this meeting.

F. December 8, 2021 ([minutes](#))

Updates were provided from the Coding Challenge group, Opportunity HUB, Internship Committee, Arts group, Million Women Mentors, and presentations from the Steering Committee. The Computing Challenge announced plans to reach underrepresented communities. In their outreach efforts, they plan to utilize social media. The Opportunity HUB group reported it is working on logos for the hub and connecting with important organizations, with their goal of creating an interactive Google Map. The Internship Committee reported they have a final draft of the “Employer Internship Toolkit.” The toolkit is STEAM focused and is ready to begin a pilot program where employers use the toolkit to manage their interns. The Arts group reorganized and are working with the Department of Education to promote the arts through FOX 61. Million Women Mentors gave a presentation on upcoming events, such as Stand Up for STEAM Recognition, Mentoring Down Workgroup, and Mentoring Up Advisory Group. The Steering Committee also had a presentation regarding “Random Hacks of Kindness Junior”, which is to empower students to use technology to face the challenges in their communities. More details can be found in the Subcommittee meeting minutes.

Summary of Health & Safety Subcommittee Meetings:

The purpose of this subcommittee is to identify health and safety issues that particularly impact women and girls and develop initiatives that support healthy lifestyles and offer physical, mental, and emotional protection for women and girls affected by such matters.

This portion of the report summary summarizes the meeting minutes of the Health and Safety Subcommittee. In 2020, the Subcommittee met on February 1, April 19, June 7, August 30, October 4, and December 6 (total six meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

A. February 1, 2021 ([minutes](#))

Presentations given by The Village for Families and Children and CT League Nursing. The Village for Families and Children presented on Human Trafficking in the state of CT, support from their program, and a training curriculum on human trafficking. Provided statistics and data regarding the topic, along with several organizations in Connecticut that provide victim and survivor services. Also addressed myths surrounding human trafficking and better ways to educate, advocate, protect, and support. CT League Nursing presented about increasing nursing representation in CT. They discussed nursing education and the tools they provide. Noted statistics surrounding the limited availability in nursing school slots and the number of programs provided. General updates surrounding the subcommittees work consisted of reports from the MAPOC and doulas concerning reduction of maternal poor health outcomes and disparities. The Diaper bank is still working with some members to address the issue of diapers as a basic health need, and update shared on the PROUD (Parents Recovering from Opioid Use Disorder) Grant SAMHSA award to DMHAS.

B. April 19, 2021 ([minutes](#))

Presentation from the Permanent Commission on the Status of Women (PCSW) regarding the Economic Impact of COVID-19 on CT's Women, along with updates on American rescue plan (OEC), and subcommittee updates. PCSW conducted a statewide data collection initiative to assess the economic impacts of COVID-19 on Connecticut women. During the presentation, they provided statistics and found areas of economic impact focused on work and pay, housing and other living security, health care and health, personal safety, and education. PCSW provided recommendations for health and safety, which can be viewed in the meeting minutes. The American rescue plan funds with OEC is being used as access to free and affordable childcare for families and workforce development and for middle-class families. There was discussion regarding support for families that qualify for care for kids, and Smart Start Expansion adding 900 public preschool spaces for families to provide free and very low-cost education and care.

Subcommittee updates included information being passed on regarding vaccine allocation and materials people can access and share, and there was also discussion regarding the the Recovery Act and lifting half of America's children out of poverty. For detailed information, please view the meeting minutes.

C. June 7, 2021 ([minutes](#))

Presentations provided by Maternal Child Health Outcomes in Connecticut and DSS re doulas. DSS updated on the maternity bundle as it relates to doulas and the department's support for paying doulas as part of prenatal care. The stakeholders involved in this plan were named in the meeting and emphasis on the strong need to re-double efforts on equity and birth outcomes while also addressing the underlying issues that resolve disparate health outcomes for women and babies of color. Important focus given for wraparound services, however, there is a need for care coordination, doulas, substance abuse disorder and mental health treatment, and breast-feeding support. Recommendations provided from the Maternal Mortality Review Committee, which can be viewed in the meeting minutes. An overview given of community health workers in Connecticut, explaining who they are, what they do, and how they do it. Discussed Breast-feeding Heritage and Pride Peer Counseling Program, which provides health promotion by conducting clinically integrated prenatal visits, post-partum hospital rounds, and post partnership with prenatal and post-partum clinical teams. Discussed purpose of the doula, which is to help women have a safe, memorable, and empowering birthing experience. Shared the measurable family outcomes that has been captured through data. Additional information shared on monitoring children's injuries and trends during the COVID-19 pandemic. Subcommittee updates consisted of an announcement that DPH has mobile vaccine access.

D. August 30, 2021 (*minutes not provided*)

The contents of this meeting consisted of a presentation from CT Against Gun Violence, CT Coalition Against Domestic Violence, updates from ARPA – Universal Home Visiting and Community Health Workers, and Legislative Ideas. No meeting minutes available.

E. October 4, 2021 ([minutes](#))

Discussed Breast Cancer Awareness Month and Domestic Violence Month. Presentation regarding legislative advocacy noted legislative advances of agencies, bills, and proposals in general for health and human services for the administration. There is active work being done on passing good policies and stopping bad policies, and working on causes and practices that can promote women and girls. There was emphasis on legislators being easily swayed to adopt a policy if there are a lot of people addressing it. Acknowledgment of many young girls and young women stepping up in a leadership capacity to represent schools, civic organizations, or municipalities. Questions and discussions held on the existing programs, such as Diaper Program, state employees training on

IPV in the workplace and putting forward Domestic Violence Child/Family Advocates (more information in meeting minutes). Brief discussion on last meeting's presentation from Connecticut on Gun Violence and idea of establishing an office of gun violence prevention. Breast Health, Breast Cancer Risk Factors and Symptoms, Breast Cancer Screening, and Resources were provided towards the end of the meeting, along with links to websites providing more information.

F. December 6, 2021 ([minutes](#))

Discussed cradle to career activities, including Norwalk ACTS, Bridgeport Prospers, Waterbury Bridge to Success, and Stamford Cradle to Career. Information regarding these organizations can be found (in detail) in the meeting minutes. A presentation was provided by Mothers of Victim Equality (MOVE) regarding Domestic Violence, who have been working on bridging the gap with the Black and Brown communities with domestic violence and different judicial branches. They discussed their goals and referenced a few programs piloted within. SAVE program was mentioned as trying to get implemented in the court system for victims, where they can be isolated from the chaotic environment in the court room, which can expose them to the banter of the perpetrator or their family. They are also looking for monetary support for sheltering rescue centers in the city of West Haven. Subcommittee reports consisted of COVID-19 updates and rising rates expected in the winter months. There is a push to get more people vaccinated in the state and acknowledgment of the omicron variant. Also a push for the education regarding COVID-19, its variants, vaccinations, and other health measures.

Summary of Leadership Subcommittee Meetings:

The purpose of this subcommittee is to promote women leadership in both the public and private sectors, particularly government elected and appointed officials, corporate boards and executive management, educational institutions, non-profit organizations and the media with the ultimate goal of achieving gender parity such that gender in workforce leadership proportionately represents the Connecticut population.

This portion of the report summary summarizes the meeting minutes of the Leadership Subcommittee. In 2020, the Subcommittee met on January 28, February 18 (cancelled), April 21, June 23, August 18, October 20, November 17 (cancelled), and December 15 (total 6 meetings). For detailed information beyond the summaries below, please view the actual meeting minutes.

A. January 28, 2021 ([minutes](#))

Updates from the four work groups (Diversify Representation on Boards and Commissions, Women in Leadership, Employee Development and Training – Cultural Competency, and Affirmative Action Review & Effective Recruitment Strategies). The first work group reported they are working to identify new sources of candidates to diversify boards and commissions, and they are expanding the recruitment by reaching out to different community networks. The second work group reported that the Lieutenant Governor’s office is currently working on the Black History Month leadership panel and urges members to promote the event through their networks. The third work group reported its goal to create a standard of practice related to culture, race and implicit biases across state services, and to support agencies as a tailor. There was an agreement to explore the potential alignment upon the work of Boston Consulting Group, and it was stated that the consultant will consider race and gender impacts on agencies associated with the anticipated wave of retirement. The fourth and final group reported that the group has moved into implementation phase of working collaboratively with the CHRO to update the census data and is working with the analytics staff of OPM on the implementation.

B. February 18, 2021 (cancelled)

No meeting minutes.

C. April 21, 2021 ([minutes](#))

Updates from the four work groups (Diversify Representation on Boards and Commissions, Women in Leadership, Employee Development and Training – Cultural Competency, and Affirmative Action Review & Effective Recruitment Strategies). The first work group discussed efforts to diversify the States Boards and Commissions by working to identify new sources of candidates. They also discussed a bill being proposed for the 2021 legislative session that will

provide for a reporting mechanism to the Secretary of State. The second work group reported they had developed a leadership panel series for Black History Month, Women's History Month in March, and recognition of Women's Suffrage in March. For each panel, there will be several featured participants and individuals (which can be found in the meeting minutes). The third work group summarized goals to create standards of practice related to culture, race, and implicit biases across state service. There was also a description of the group's efforts to support agencies as they tailor the standards to the unique needs of their workforce. There was also an update regarding LinkedIn learning and DAS successfully testing the account and data processes. The fourth work group reported that they were tasked with examining the processes that state agencies follow to comply with affirmative action, planning and hiring goals. Similarly, to the last meeting, they have been working with the analytics team of OPM to identify sources of employment data to accurately capture the demographic breakdown of specific employment classifications. Another aspect of their mandate includes consideration of the Comptroller's Equity Report.

D. June 23, 2021 ([minutes](#))

A legislative update was provided at the start of the meeting, consisting of Senate Bill 883, concerning the recommendations of the Governor's Council on Women and Girls, and Senate Bill 56, discussing age discrimination in employment applications. The discussion shifted to focus on the Steering Committee member Paradigm for Parity (P4P). P4P highlighted that its 5-Point Action Plan accelerates the pace of achieving gender parity on boards of publicly traded companies. Strategic discussions are ongoing. Updates from Affirmative Action Review & Effective Recruitment Strategies (fourth work group) and Employee Development and Training - Cultural Competency (third work group) were provided. The fourth work group reported that they have a team of data experts working with new census data that has been released, and they are implementing the Core CT and Starz reporting systems to prepare updates on new data and streamlining the goals of affirmative action and reporting processes. The third work group reported that they have completed the RFP process for a vendor to conduct diversity and equity workshops with state agencies. There were no updates provided from the first and second work groups.

E. August 18, 2021 ([minutes](#))

Presentation of YWCA Hartford Region's Fifty 50 Campaign overview and the description of their efforts, which is to increase the gender and racial composition of municipal boards and commissions in Connecticut. They hope to conduct outreach to potential candidates for board service and hope to partner with the Council and other Steering Committee members to identify organizations that could assist in sharing opportunities for board service with interested candidates. Updates from the fourth (Affirmative Action Review & Effective Recruitment Strategies) and second (Women in Leadership) work group were provided. The fourth work group reported that there was consensus concerning a new source of demographic data that the agencies could use in developing their hiring target and affirmative action plans. It was also noted that the work has gone

far to improve the process that agencies follow for preparing these goals. Next step is to plan their work through the end of the calendar year. The second work group reported that the boards and commissions database is in the process of being reviewed for timely reporting. They also will be focusing on several leadership panels over the next few months (these panels can be viewed in the subcommittee meeting minutes).

F. October 20, 2021 ([minutes](#))

A presentation of OSC Equity Phase II consisted of data in anticipation of the retirement surge in 2022 and a list of disparities were addressed. Updates from Leadership work groups were provided for the remainder of the subcommittee meeting. The Aspiring Leaders work group reported that DAS learning and development has worked with DAS' IT team and agencies to roll-out LinkedIn Learning. It was also shared that for regular updates and information, there is a Learning & Development link on DAS' website. The Connecticut Affirmative Action Planning work group announced that agencies will now reference the most current EEO tabulations provided by the US Census Bureau. New census EEO tables include occupational and unemployment information, and ethnicity will be recorded independently of race to match the updated EEO tables. They also provided ongoing work to improve data and processes, including updating CORE-CT Data, Automation of CORE-CT Data, Digitization, Evaluation, and Automation of Availability and Utilization Analysis. The Women in Leadership work group updated that the Governor communicated to all boards and commissions the critical importance of ensuring that members are qualified and reflect the gender and racial diversity of the state. There was also discussion regarding two Women in Leadership panels (Women Leading in Law Enforcement and Deaf Women Awareness Panel) and a brief recognition of upcoming panels.

G. November 17, 2021 (cancelled)

No meeting minutes.

H. December 15, 2021 ([minutes](#))

Presentation provided by Girls with Impact discussing post economic recovery for CT women. The program is an innovation business and workforce training tool designed by Harvard business school leaders that are based in Connecticut. The program helps women create a business plan, build professional skills, develop a network for life, and gain résumé material. Girls with Impact provided questions and answers from a statewide survey and provided data and statistics to back up their claims on how COVID impacted women economically. They provided a list of entities that are critical in driving women's economic recovery and creating new paths and ways organizations can play a role with recovery for women. Also discussed the significant barriers that impact women's professional and economic success and recommendations for racial equity for workplace success and retention. Noted need to support women in the workplace and women getting back to work and how to advance Connecticut's Women, increase the number of Women-

Owned Businesses in Connecticut, and offered a proposed framework. For detailed information regarding these topics discussed during the presentation, view Attachment 1. The remainder of the meeting consisted of updates from Leadership Subcommittee work groups. The Women in Leadership work group discussed hopes of having a panel in January and would like to plan a panel for Black History Month and International Women's Day. It also would like to commemorate Asian American and Pacific Islander Heritage Month. The Affirmative Action Plans work group reported that their data upgrade has been completed and process improvements are still ongoing. There was discussion regarding coordinating the work with CT Data Collaborative to lead the automation and digitization process. The proposal for process-improvement consultant for CHRO is still pending Secretary approval.