

Governor's Council on Women and Girls
Leadership Subcommittee
Monday, August 12, 2019

MEETING MINUTES

Attendance

Secretary Melissa McCaw, Deputy Treasurer Linda Savitsky, Commissioner Katie Dykes, Maria Martinez, Anna Doroghazi, Sharon Alleman, Pam Bartol, Christine Shaw, Megan Torrey, Catherine Bradshaw, Kate Farrar, Kitty Tyrol, Samia Hussein, Carol Williams, Shane Brown, Carol Reimers, Claire Howard, Marta Collins, Ann Gowdey, Nancy Brennan, Claire Kindall, Michelle Querijers, Megan Krom, Sarah Cook, Carroll Brown, Giuliana Mudano, Commissioner Andrew Mais, Jennifer Putetti, Tricia Hyacinth and Aigne Goldsby.

Aspiring Leaders

Commissioner Katie Dykes provided an overview of the Aspiring Leader program to subcommittee and steering committee members with the goal of expanding the number of participants and frequency to twice per year. The subcommittee identified the following outstanding questions:

- What is the program cost?
- What does the recruiting pipeline look like?
- Who are the speakers used?
- What are the components of the program?
- What is the diversity of leadership and participants?

Recommendations for improvement:

- Champion to follow each participant (i.e. coaching)
- Consider women mentors
- Survey participants post program completion / survey all alumna on how to enhance program
- Attendees by agency heads / Incentives for participation by agency
- Incorporate components that specifically address women leadership
- Offer a women's panel
- Monthly networking opportunity
- Online curriculum
- Evaluate the advertising component
- Train with a gender equity lens
- Track data and distribute
- Consider identifying outcomes
- Consider establishing a competency model for managers to be discussed with Commissioner Geballe.

Detailed information on the program is to be distributed by committee tri-chairs.

Boards and Commissions / 30% Coalition Goal

An update was provided by Jennifer Putetti from the Office of the Treasurer on behalf of Deputy Treasurer Linda Savitsky. Gender and racial diversity are priorities for recruitment to the various Boards and Commissions. A future report is forthcoming that will provide data on the diversity of boards and commissions. It was also identified that the state needs a central repository for the resumes of recommended candidates.

Christine Shaw, Assistant Treasurer for Policy, from the Office of the Treasurer, reported on OTT's involvement in the Thirty Percent Coalition, a coalition of investors working to increase gender diversity in corporate boardrooms as well as the OTT policy of seeking additional disclosures of gender and racial diversity in their procurement process for certain services. This policy builds accountability in achieving diversity goals with those who conduct business with the State of CT.

Other suggestions included consideration on how to better publicize board vacancies and improved engagement with the public or relevant associations.

Connecticut Women and Girls Day

Secretary McCaw reported that there is an opportunity to jointly plan the Connecticut Women and Girls Day at the Capitol with the Health and Safety Fair and Career Fair under two other relevant committees. A separate meeting is to be convened with these chairs to establishing a planning committee. Meghan Krom from the Office of Policy and Management is lead along with Secretary McCaw. The subcommittee recommends that the approach to a Connecticut Women and Girls Day be broadened to incorporate a regional effort in addition to an event at the Capitol. In order to make deeper and more meaningful impact in the community, the subcommittee discussed leveraging the existing consortium of organizational partners in each respective region to conduct Women and Girls Day sessions with an aligned agenda, including speakers, training and activities. A regional and network approach would allow the vision of the subcommittee and board to have broader impact statewide.

Other Business

Tri-chairs will distribute via email a participation sign-up list to allow subcommittee members the opportunity to join one of the three initiatives underway in the subcommittee.