

Governor's Council on Women and Girls
Leadership Subcommittee

Meeting Minutes

December 9, 2020 – 10:00 a.m. – 11:00 a.m.

Microsoft Teams Teleconference Meeting

1. Call to Order

Secretary McCaw, Office of Policy and Management (OPM) called the meeting to order at 10:03 a.m.

She began the meeting by reviewing the mission statement and then went on to confirm attendance for the teleconference meeting.

2. Update from Work Group # 4: Affirmative Action Review & Effective Recruitment Strategies by Christine Shaw, Assistant Treasurer and Attorney Claire Coleman, OPM Undersecretary of Legal Affairs

Attorney Claire Coleman began by stating that the work group had met once since the last subcommittee meeting – co-chairs, the OPM data team, and representatives from DOL had a follow up meeting with CHRO. The group refined recommendations in respect to the data that is needed. Lily Hoffman and Scott Gaul recommended that the 2000 census data that is currently being used is updated to use the EEO tabulations. Attorney Coleman said that their group is recommending the quarterly unemployment insurance data and the EEO's must pull and compare to the Federal EEO tables so that the workforce data is no longer utilized.

The Workgroup had their initial call with CHRO and asked for some follow up information for data and tables that they will circle back with to get agreement for moving forward. Lastly, Attorney Coleman mentioned that their working group will meet Friday (December 11th). The group does not want to weaken the affirmative action process but want to streamline it.

Christine Shaw commended Claire and the OPM team who have really focused on the analytics. Ms. Shaw continued by stating that she wanted to focus on what was changeable and what we could do in the short term, particularly related to the data set. People have been very receptive and cooperative in terms of bigger policy issues in the affirmative action framework, but they're protected. They're very helpful but we would be remiss not to point out that there are bigger issues beyond the scope of this modest working group. We need bigger conversations about how agencies work on achieving these goals. There would be some policy leaders in the state who would want to get involved.

Attorney Coleman responded that the group will touch on some of those as they talk about the process improvement aspect on Friday and there is an opportunity to incorporate some of that in their data and conversations.

Secretary McCaw commended the group and was happy to hear that more accurate data will be used. She thinks that it is a good movement in the right direction and the fact that the group has established a relationship is positive. Lastly, Ms. McCaw said that we need to get our workforce ready for the next wave of women coming into the workforce. We need to determine how to have these discussions, and we need to identify what the next steps are in a broader sense. She suggested that maybe a study that can be done by CHRO.

3. Update from Workgroup #3: Employee Development and Training – Cultural Competency by Deputy Commissioner Nick Hermes, DAS

Deputy Hermes began his report stating that Deputy Commissioner Hill-Lilly was unable to attend the meeting due to a scheduling conflict. Mr. Hermes said that over the past month or so, the group has made significant strides so that there would be a consistent vendor state-wide. There will be a meeting Friday to determine next steps because there is a need for a selection committee and criteria for the groups.

There has been excitement from the committee has been great and this is something to offer state agencies and leadership as a tool to use.

The subscription for Linked-in Learning went live. They are working on a communication plan that the Secretary will see in the next couple of weeks. A small group of HR representatives is working on this so that they can understand the system and learn how to use it which is important because there are multiple capabilities here. There is a multitude of leadership trainings that are available. Secretary McCaw noted that we need a solution to reach more employees and provide more content for them as well – variety, content and depth in areas that will provide employees with more training opportunities.

This will serve as a system that will have mandatory and supplemental trainings. An HR employee and Nick Hermes are working with Charter Oak and a few other sources to see where the mandatory trainings used to be located. They are now establishing it in the new system and all of the efforts point in the direction of more resources for development of our workforce. There is specific leadership training for women that is provided by LinkedIn learning, which they are excited to market.

Christine Shaw questioned evaluating resources in regards to the RFP and what resources from agencies are you pulling from? The meeting Friday will largely to discuss that and make determinations. The committee itself represents a cross-section of our state in many ways – agency size, agency mission, etc. as well as varying levels of members from agency heads to employees. There are some with deep expertise in the areas and some new to the subject. They feel optimistic that our committee will be discussing this with a good representation of our agency. Melissa McCaw supported that the committee should be established so that there is notable diversity and representative from across agencies.

4. Update from Workgroup #2: Women in Leadership by Secretary Melissa McCaw, OPM

Secretary McCaw reported that the Women Leadership panel discussion for Latina Hispanic Heritage month went well and had good participation. One piece of feedback given by the Secretary was that she wanted to see more participation from younger population for future events. Ms. McCaw is

working on pulling together a panel for Black History month. She will be convening the workgroup in order to begin planning but is open to recommendations for panelists.

5. Update from Work Group #1: Diversify Representation on Boards and Commissions by Shannon Wegele, Chief of Staff, SOTS

Shannon Wegele began the report stating that their group had meeting earlier this week. They looked at other opportunities to diversify our boards and commissions as well as how to prioritize for outreach and recruitment.

Ms. Wegele said that there are three areas where major improvements could be made within Boards and Commissions so that there is greater diversity:

1. there should be no board and commission that is all white, all male or both. Those board/commissions should be targeted, even if there are no open seats. Initial contact should be made to either add positions or to look at changes to the boards.
2. Evaluate where current vacancies exist. Ms. Wegele's team has data that was collected in Fall 2019, and while the data is not ideal, it is the best they have right now. The workgroup is looking to see where these positions lie and what outreach can be done to find potential applicants.
3. Mentioned that any new board and commission needs to be formulated at their launch to have diversity so that it is propelled forward.

Ms. Wegele asked the Subcommittee to all work on generating a list of organizations that could have some proactive outreach to diversify. Affinity groups within organizations that can have and propel diversity. She asked that all members look to see if they have any contacts at these organizations.

Christine Shaw mentioned that she was happy to give names of organizations that have many women and women of color, they have so much to offer.

6. Legislative Proposals

Melissa McCaw stated that this has been under review with the Office of Policy and Management, the Lieutenant Governor's office and the Office of the Governor. They need to evaluate what needs to be achieved legislatively versus administratively. Legislation wants to have DAS establish and maintain boards and commissions to show open positions and that the proper attention is given to the system. The system is grossly lacking at present. They need to establish the system so members can apply, and identify what credentials are needed, etc. Now, they list the boards but not what is open or vacant. It would be ideal to see all boards, members, and what is available.

With respect to the goal that they were considering placing in statute of achieving parity with gender and racial diversity, the consensus was that putting a goal date is not necessary in the proposed bill. Also, it is important to continue to support the appointing authority and should consider suggestions for minority organizations and recommendations representative of protected classes.

The team was not comfortable with the language that if diversity was lacking then another appointment would be given by the Governor and did not think this was needed now. The boards need to track and report their diversity. Instead of the appointing authority having the responsibility, the Governor would have the authority to publicly announce that the board failed to report. The report would be released each year.

The public needs to know what opportunities there are and a system is needed to first build the networks. Ideally, quarterly an email would be sent to show what boards are available so that the recommendations can be made.

Monika Nugent posed the question if this will be a dedicated position or if this will be a dual role in the Office of the Governor, as this was a dual position when she had the role. Secretary McCaw reported that Mary Glassman is now the sole person handling this.

Christine Shaw mentioned the work that the treasury does to advance board diversity, inferring that there has been a lot of movement in 2020 that has declarations of intent to dramatically increase representation for women and racial diversity. NASDAQ announced that they will require at least one woman, at least one person of color, or someone who is LGBTQ+ on their board. It would be beneficial if there was a pre-screening process (i.e.

Rooney's Rule) and then monitoring or tracking of the category for various boards.

Secretary McCaw stated that a conversation must happen within leadership so that this is propelled. There is some art and nuance to how members are selected for boards and commissions. Processes are one thing, but that commitment is not there and that is what needs to change. We have affirmative action working within our agencies and a leadership aspect with statement of purpose or statement of intent and we need to have this conversation begin.

Shannon Wegele encouraged the group to revisit setting a goal. This has been done in the past and it is important for this as it pushed for accountability.

Melissa McCaw pointed out that we don't want to have diversity just to have it, but rather we need the most competent board while also striking the balance with diversity. It's the leaders of the state that need to echo this to their teams.

Christine Shaw stated that we need to strike a balance between process and outcome. The Rooney Rule shows that diversity needs to present at the start and then the best applicant is chosen from there.

7. Public Comment

No comment made.

8. Adjourn Meeting

Meeting adjourned at 10:44 a.m.