

Governor's Council on Women and Girls

Leadership Subcommittee

Meeting Minutes

January 28, 2021

3:00 p.m. – 4:00 p.m.

Microsoft Teams Teleconference Meeting

1. Call to Order

Christine Shaw, Assistant Treasurer for Corporate Governance & Sustainable Investment, called the meeting to order at 3:02 p.m.

2. Update from Work Group # 1: Diversify Representation on Boards and Commissions

Shannon Wegele, Chief of Staff for the Secretary of the State, reported that the work group is working to identify new sources of candidates in an effort to diversify boards and commissions. They are expanding their recruitment of new appointees by reaching out to different community networks. They have been building a list of organizations and people to contact.

Ms. Wegele invited suggestions for new sources of candidates, and indicated that she expects the source list is to be completed in the upcoming weeks.

3. Update from Workgroup #2: Women in Leadership

Ms. Shaw reported on behalf of OPM Secretary McCaw, chair of the work group, who could not attend given her work with the State budget. Ms. Shaw reported that the Lieutenant Governor's office is currently working on the Black History Month leadership panel, and expects to share a final date and other details with the full Council on Women and Girls. She urged members to promote the event through their networks, and to consider attending the virtual event that will pay tribute to history makers in our State.

4. *Update from Workgroup #3: Employee Development and Training – Cultural Competency*

DCF Deputy Commissioner Jodi Hill-Lilly reported that the group’s goals are to create standards of practice related to culture, race and implicit bias across state service, and to support agencies as they tailor these standards to the unique needs of their workforce. The group has drafted a request for proposals for assistance with these goals, and have selected an evaluation team. The RFP is to be released in February, with vendor selection to occur between March and April, 2021.

Ms. Shaw questioned whether the RFP can build upon the work of Boston Consulting Group, given their work to identify areas of state service that may be impacted by pending retirements, and the work group’s role in identifying training opportunities. Ms. Hill-Lilly agreed to explore the potential for alignment.

OPM Undersecretary for Legal Affairs, Attorney Claire Coleman, stated that the consultant will consider race and gender impacts on agencies associated with the anticipated wave of retirements. OPM is evaluating how to share that data with agencies. Ms. Coleman questioned if the Boston Consulting Group would be able to produce the scope of work that Deputy Commissioner Hill-Lilly would be in need of.

5. *Update from Work Group # 4: Affirmative Action Review & Effective Recruitment Strategies*

Ms. Coleman reported that the work group has moved into the implementation phase of working collaboratively with the CHRO to update the census data. Their group is working with the analytics staff of OPM on the implementation and will continue to keep the group informed of progress.

Ms. Shaw commented that it would be helpful to hear feedback from the state’s affirmative action officers about the new data and the impact on their developing of hiring goals.

6. *Public Comment*

No comments from the public were offered.

7. *Adjourn Meeting*

Meeting adjourned at 3:24 p.m.