



# Governor's Council on Women and Girls

## Leadership Subcommittee

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UPDATE FOR THE FULL COUNCIL

NOVEMBER 16, 2021

# *Our charge:*

*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.*

## CO-CHAIRS:

SECRETARY MELISSA MCCAWE, OFFICE OF POLICY & MANAGEMENT

DIRECTOR OF LEGISLATIVE AFFAIRS, JENNIFER PUTETTI, OFFICE OF THE STATE TREASURER

CHIEF OF PLANNING, LEGAL & REGULATORY AFFAIRS, NATALIE BRASWELL, DEPARTMENT OF ENERGY &  
ENVIRONMENTAL PROTECTION

# OSC Equity Phase II Presentation

Presentation by Tara Downes, Assistant State Comptroller and Mohamad Alkadry, Professor and Department Head, Department of Public Policy, University of Connecticut

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- Tara Downes and Dr. Mohamad Alkadry presented data in anticipation of the retirement surge in 2022. As there are 8,145 employees eligible for retirement, this is a historic opportunity to address gender, race, and ethnic disparities in representation and pay equity in state government.
- “The Future of Pay Equity and Representation in Connecticut’s Executive Branch”:  
<https://portal.ct.gov/-/media/Office-of-the-Governor/Working-Groups/Council-on-Women-and-Girls/20210825-Attachment-1.pdf>
- Recommendations to address disparities:
  - Establish Agency-by-Agency strategic plans on diversity, equity, and inclusion (DEI). The plan would direct each agency to analyze their own data to inform their own individualized strategic diversity plans.
  - Create a more modernized reporting system – or digital dashboard – to allow for better data tracking and analysis.
  - Establish a Strategic Statewide Partnership to facilitate recruitment for state employment opportunities of individuals who are members of underserved and underrepresented communities. These partnerships should include historically Black and Hispanic-serving institutions, including colleges, universities, and community organizations. Through this Partnership, create paid internships and post-graduation fellowships to enhance the diversity of the workforce, especially in occupations and agencies that experience persistent problems with representation.
  - Professional development opportunities should be designed to help advance woman and staff of color to occupations and position levels that could use better representation.

# Aspiring Leaders Update

Presented by Jennifer Putetti, Director of Legislative Affairs, Office of the State Treasurer  
Updated materials provided by Nicholas Hermes, Deputy Commissioner, Department of  
Administrative Services

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- As of 10/18/21, DAS' Learning & Development team has successfully onboarded a Director (Margaret "Peg" Hackett") and Assistant Director (Camille Ybanez)
- Since April, 2021, DAS Learning & Development has worked with DAS' IT team and agencies to roll-out LinkedIn Learning to approximately 80% of agencies in-scope to HR Centralization (i.e., ~24k employees). The goal is a full roll-out to agencies in-scope to HR Centralization by the end of the calendar year.
- In parallel with the final pieces of the LinkedIn Learning roll-out, Peg and Camille will be highlighting and marketing supervisory, managerial, and leadership learning paths in LinkedIn Learning for employees and agencies to leverage.
- For regular updates and information, there is a Learning & Development link on DAS' website.
- Work to begin on a more formal leadership cohort (aka Aspiring Leaders) later this FY. Estimated high level timeline is:
  - Spring-Summer 2022: Discovery and study of best practices for content and modality
  - Fall-Winter 2022: Program Planning
  - Winter-Spring 2023: Execution

# Connecticut Affirmative Action Planning Update

Presented by Claire Coleman, Undersecretary for Legal Affairs, Office of Policy and Management

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The following data source updates announced by CHRO on Oct. 14th are intended to more accurately reflect demographics of the Connecticut labor market:

- *Update 1: Agencies will now reference the most current EEO tabulations provided by the U.S. Census Bureau, which is based on 2014-2018 ACS data.*
- *Update 2: New census EEO tables include occupational unemployment information. This allows the EEOs to reference a single data source (Removing required reliance on CT DOL's quarterly unemployment information)*
- *Update 3: Ethnicity (Hispanic or Non-Hispanic) will be recorded independently of race to match the updated EEO tables. Additionally, a 2 or more races category will be recorded and will better reflect the growing number of biracial individuals.*

# Connecticut Affirmative Action Planning Update (Cont.)

Presented by Claire Coleman, Undersecretary for Legal Affairs, Office of Policy and Management

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## Ongoing Work on Improving Data and Processes:

- 1. Update CORE-CT Data:** Team is working to evaluate and correct any errors in CORE-CT demographic data.
- 2. Automation of CORE-CT Data:** Team is working to evaluate if workforce and promotable pool aggregation by sex-race characteristics in each relevant labor market area by occupational category can be done through scripts in CORE by agency.
- 3. Automation of Availability and Utilization Analysis:** Team is exploring opportunities for the Connecticut Data Collaborative to assist EEO Staff with the availability and utilization analyses and deploy some tools (e.g. spreadsheet to automate analysis) to make less time consuming.
- 4. Digitization:** Team is evaluating opportunities for electronic submission and access to Affirmative Action Plans
- 5. Evaluation:** Assess impacts of updated data and process on Affirmative Action planning, and any needed regulation or statutory updates.

# Women in Leadership Update

Presented by Jennifer Putetti, Director of Legislative Affairs, Office of the State Treasurer

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- Governor Lamont communication on 10/6 to all Boards and Commissions highlighting the critical importance of ensuring that members of boards, commissions, committees and councils are qualified and reflect the gender and racial diversity of the state.
  
- Women Leadership Panels were hosted:
  - Women Leading in Law Enforcement: September 21<sup>st</sup>
    - Melissa Gaud, Special Agent, FBI
    - Nora Dannehy, General Counsel, OTG and former Acting U.S. Attorney for Connecticut
    - Magdalena Silver, Deputy Chief of Police, UConn
    - Sonia Watson, Deputy Chief of Police, City of Hartford
    - Moon Joungsuk, Sergeant, DESPP, State of Connecticut
  
  - Deaf Women Awareness Panel: September 29<sup>th</sup>
    - Doreen Simons, American Sign Language Professor, UConn
    - Jeanne Magnon, Retired Nursing Home Worker/Supervisor
    - Nancy Zurek, Retired High School Educator, American School for the Deaf
    - Luisa Gasco-Soboleski, President for Connecticut Association for the Deaf, Retired Principal for American School of the Deaf
  
- Plans for next panels include Leadership Panel for Women Tribal Leaders at the end of this month, Women in IT Leadership Panel in December, and a Hispanic Heritage Women in Leadership Panel in January.

# Next Meeting of the Leadership Subcommittee

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December 15, 2021 at 3:00 p.m.