
**Presentation to the
Leadership
Subcommittee**

Jennifer Openshaw

Presented by



JPMORGAN CHASE & CO.

next generation leaders

girls with impact™

SPECIAL REPORT

**A Post-COVID
Economic Recovery
for Connecticut's
Women**



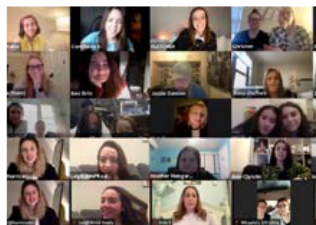
Commissioned by

girls with impact™

women with impact

Innovative business & workforce training designed with
Harvard Business School leaders... based in CT

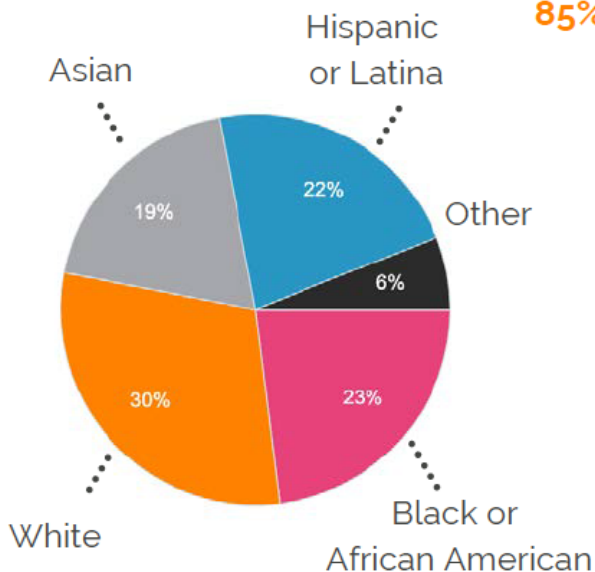
Business & Leadership Academy



10-week mini MBA
Live online or self-paced

Create a business plan
Build professional skills
Develop a network for life
Gain resume material

Powerful diversity: 70% of color



Powerful impact:

- 85%** Leadership confidence
- 91%** Work ready
- 74%** Tech skills
- 75%** Managing cash
- 63%** Setting goals

Girls With Impact: Live, online business training

Young women 16-25

Connecticut's Teen CEOs Getting Career-Ready, Changing their Futures



Kristen St. Louis, 17
CEO, MirrorMe Diversity.
"I learned how to bring
my idea to life."



Raina Jain, 18
CEO, QueenBee, now
in Whole Foods.
"My confidence went
through the roof."



Jody Bell, 21
CEO, In Case of Deportation
Full \$60K scholarship,
honors seat in business.
"It changed my future."

OUR DISCUSSION QUESTIONS

Our statewide survey and working committee focused on the following three questions:

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- What should be the **goals** for a post-Covid economic recovery for CT's women?
 - What **foundation** do women need for professional and economic resiliency?
 - What kind of **training** is needed to create paths to those goals?

Participants

Charlene Russell-Tucker

Commissioner, Dept. of Education

Heather Ziegler

Managing Partner, Deloitte – Stamford

Beth Bye

Commissioner, Connecticut Office of Early Childhood (OEC)

Nuchette Black-Burke

Office of Family & Community Partnerships, Hartford Public Schools

Angela Powers

COO, Community Foundation for Greater New Haven

Sabrina Tucker

CEO, Girls for Technology

Monette Ferguson

Vice-Chair, Alliance for Community Empowerment

Nana Amos

President, American Association of University Women

Maddie Granato

Policy Director, Connecticut Women's Education & Legal Fund

Odette Morin

Head of Sales & Operations, Business Development, Conning

Jacob Schreiber

CEO, The Jewish Community Foundation of Greater Hartford

Lisa Dresdner

President, Naugatuck Valley Community College



Participants

Mike Hayden

Head, Northwest Regional Workforce

Jennifer Putetti

Deputy Treasurer, State of Connecticut

Jessica Graziano

EVP, CFO, United Rentals, Inc.

Rich Jacob

Vice President for Federal and State Relations, Yale University

LaQuenta Jacobs

Head of D&I, XPO Logistics

Diane Ariza, Ph.D.

Vice President for Diversity, Equity and Inclusion, Southern Connecticut State University

Sara Quist

Director, Community Engagement, Cigna

Shannon Marimon

Executive Director, ReadyCT

Adrienne Cochran

CEO, YWCA - Hartford

Tracey Madden-Hennessey

Executive Director, YWCA - New Britain

Robyn Shepherd

Head, Corporate Engagement, Bridgewater

Sarah Lubarsky

CEO, CT Women's Hall of Fame



JPMORGAN CHASE & CO.

XPO Logistics



NRWIB



eliminating racism
empowering women
ywca



Yale University



ReadyCT
EDUCATION - THE ENGINE OF OPPORTUNITY



Covid's impact in Connecticut

Women have been the 'shock absorbers' of society's crises

68%

Say ability to
return to work
impaired

33%

Experienced decrease
in income

68%

Their or their family's
education impaired

Women make up:

78%

of the healthcare
workforce

67%

of the education
workforce

56%

of the food service
industry

Women of color... have especially born the brunt

54%

Women of lower incomes were more likely to be furloughed or lose job

50%

Reported decrease in monthly income

~ 33%

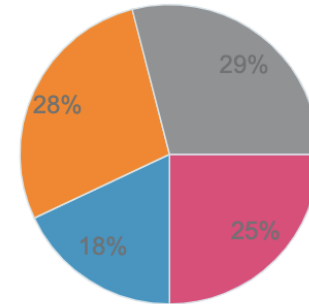
Women of color (Latin, Black, Asian) unable to pay tuition

1. What should be the goals for a post-Covid economic recovery for CT's women?

Aside from policy reform including child-care...

1. Training & retraining in high growth
2. Job placement
3. Business start-up

What should be the goals for a post-Covid economic recovery for CT's women?



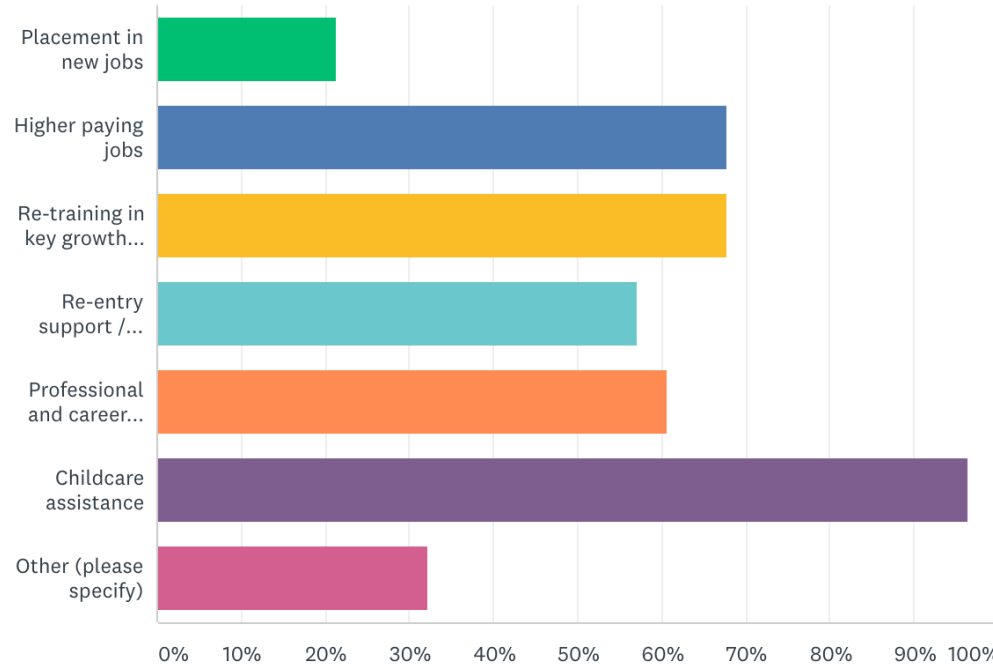
- Job placement 25%
- Business start-up training and funding 18%
- Training/re-training in high growth areas 28%
- Policy reform (ex: expanded childcare assistance) 29%

Check all that apply

2. What foundation do women need for professional and economic resiliency?

Aside from child-care (96%)...

- #2 (67%)
 - Higher paying jobs
 - Retraining in growth
- #3: Professional skills to pivot (60%)
- #4: Re-entry support/returnships (57%)



Check all that apply

2. What foundation do women need for professional and economic resiliency?

“Placements and higher paying jobs are outcomes, as opposed to factors that enable success.”

“A two or four-year college degree.”

“Enhanced well-being benefits/assistance.”

“On balance, all of the choices are crucial to success and resiliency given specific needs (childcare/re-training/re-entry).”

“Transportation options; access to (and knowledge of) technology.”

3. What kind of training is need to create paths to those goals?

“Free community college education with the expansion of **free college tuition** for four-year.”

-Karen Jarmoc, The Hartford

“Remove pandemic gap year bias, implement diverse slates for candidates, **scale return to work programs and reskill women through training and development** programs.”

-Laquenta Jacobs, XPO Logistics, Inc.

“**Targeted approach given specific paths** by work type - for example, programs for professional growth and development would be different than training into new industries or trade work.”

-Jessica Graziano, United Rentals

“**Analysis of job trends in CT** and target training; also training for employers to prevent gender/race discrimination in hiring; what types of jobs without a college degree can provide sustainable salary.”

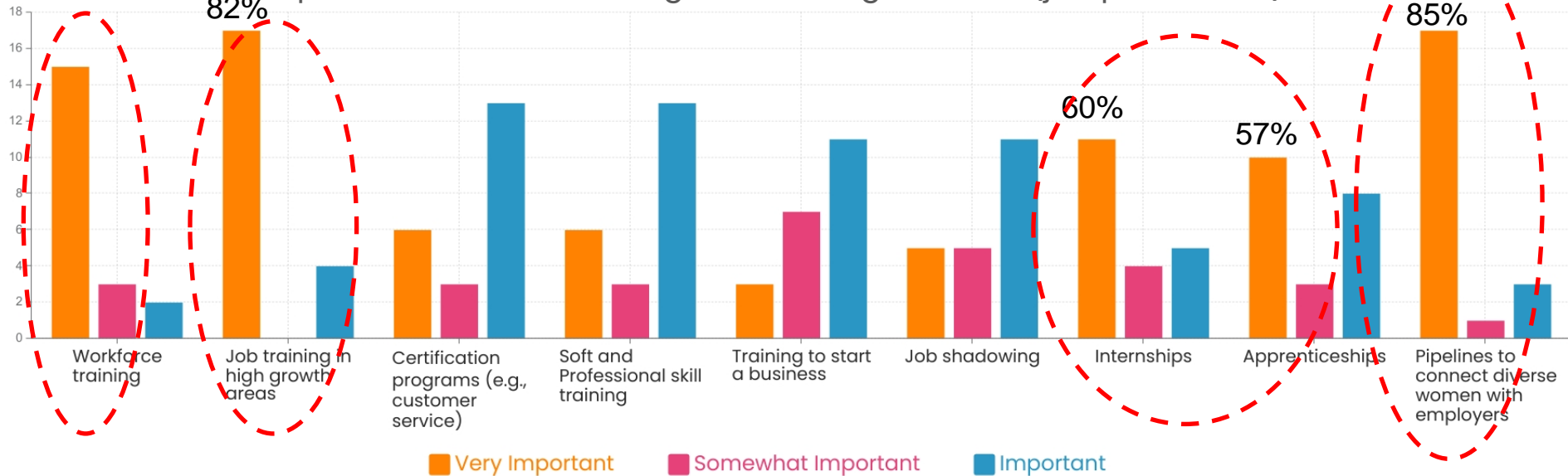
“The **training needs to have some flexibility to accommodate different schedules and childcare**; it should be relatively short-term (e.g., not a 2-year program); it should include stackable certificates/certification that have meaning and relevance in the job market.”

-Lisa Dresdner, Naugatuck Valley Community College

“Policy reform is the key - universal pre-k, paid family & medical leave, raising wages, secure retirement, affordable healthcare.”

Younger women: How do we help women 18-24 in job placement?

Question: The goal with young women - ages 18-24 - is to help them get placed into their first jobs. On a scale from 1 - 5, please rate the importance of the following in achieving that end (job placement)?

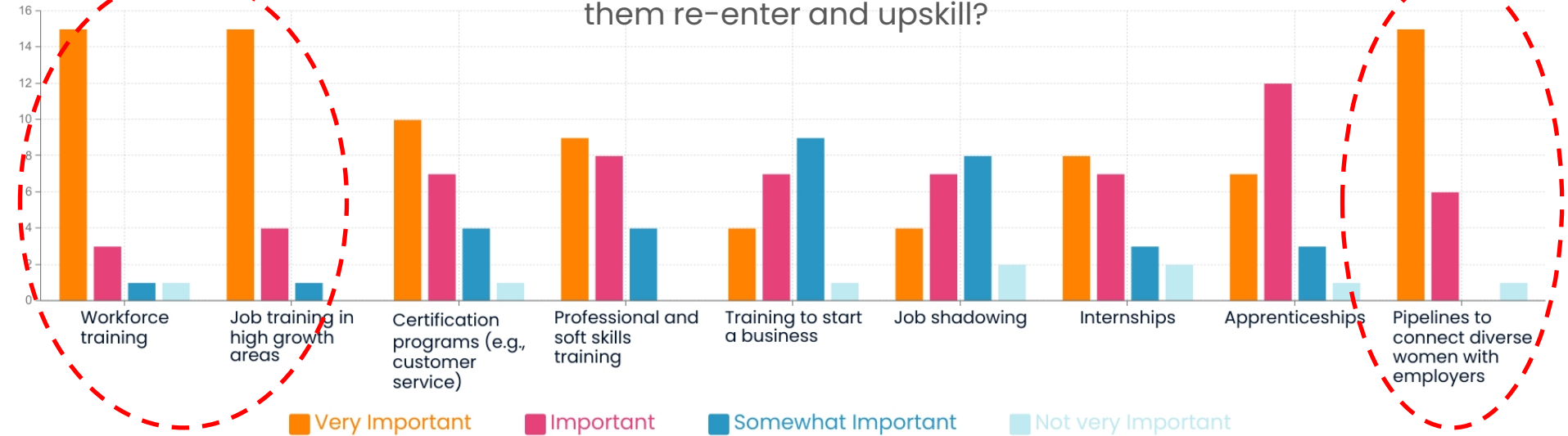


Later-stage women – How do we help them re-enter and upskill?

Question:

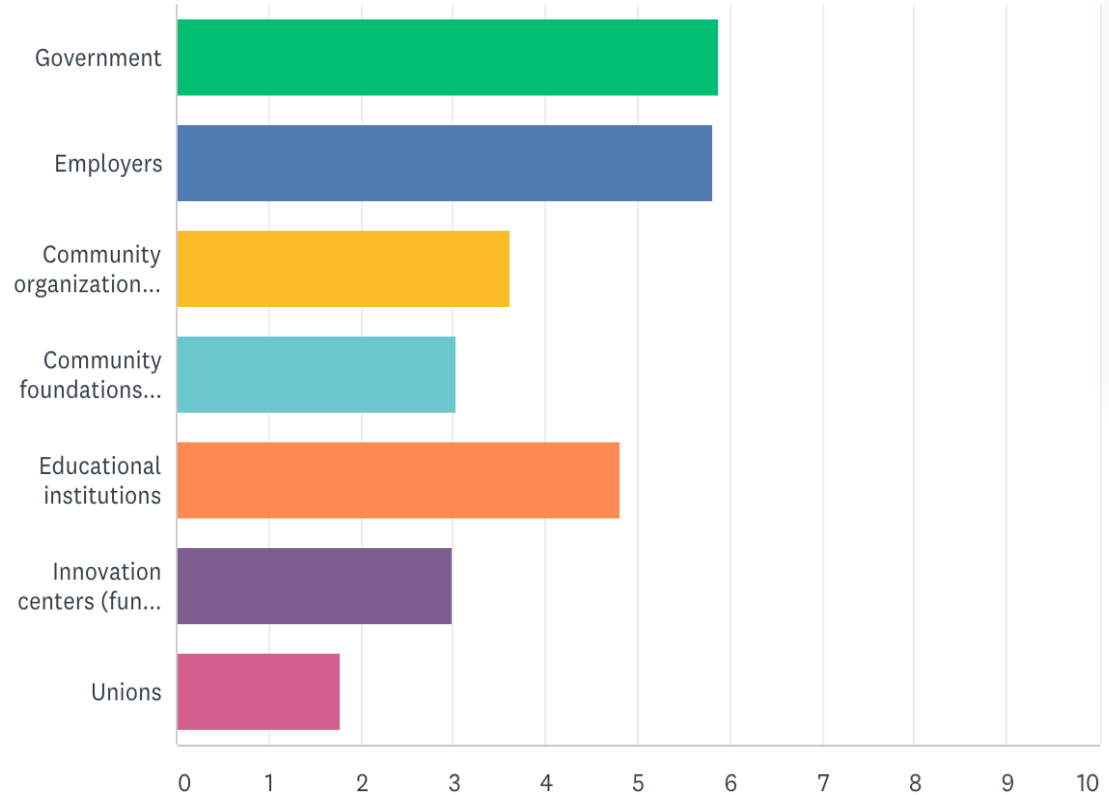
Many women already in the workforce have lost low-wage jobs.

Which of the following do you think would be most instrumental in helping them re-enter and upskill?



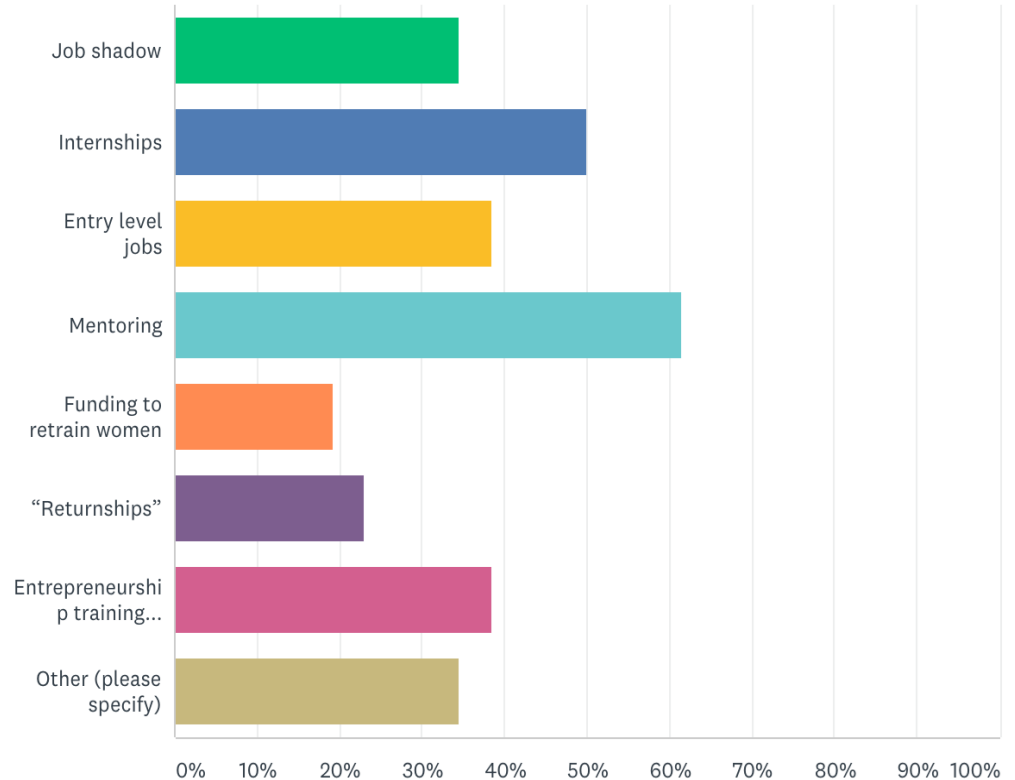
Who's responsible for helping to solve the crisis?

Q: Which entities are most critical in driving women's economic recovery/creating new paths? Rank



How you'd play a role?

Q: Would your organization be willing to play a role with a recovery for women? If so, how? Choose all that apply

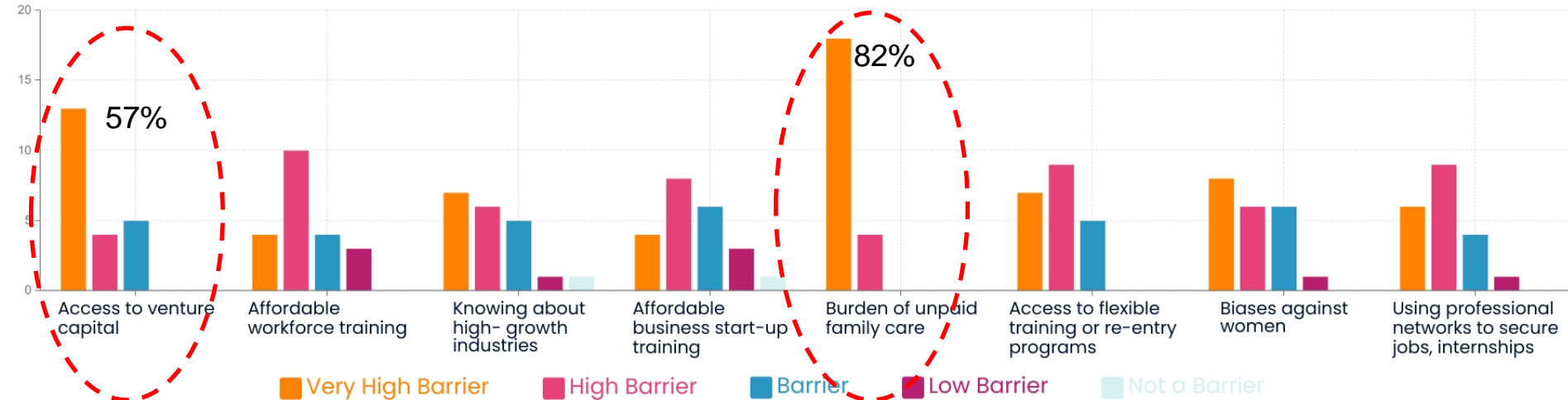


How significant are the barriers?

Question:

Many barriers continue to exist impacting women's professional and economic success.

Of the following, how much of a barrier do you think they are to women's success?



Recommendations

Forging Equity:

Recommendations for Racial Equity for Workplace Success and Retention

#1 Remove Bias in Hiring Processes

- Recruiters should be looking through a lens of equity and diversity at all appropriate levels (ethnicity, experience, etc.)
- Leverage networks of diverse employees to recruit new hires.
- Require diversity in candidate slates; hold leaders directly accountable (through pay/bonus) for lack of diversity on teams.
- Include people of color in the vetting process and/or hiring committees.
- Consider new alternatives to source diverse candidates -- e.g., avoid the same recruiters with the same networks.

#2 Retain and Build Talent Diversity

- Develop cultural trust between employers and employees through mandatory D&I trainings.
- Showcase new hires and their career paths (e.g., in videos).
- Utilize affinity and employee resource groups (ERGs) to build and maintain camaraderie and inclusivity.
- Institute talent mentors who help integrate diverse employees into company culture/practices.
- Integrate true "purpose" into the corporate culture -- for example, partnerships that engage employees (mentoring, skills transfer, speaking) while increasing the pipeline of diverse talent.

#3 Support the Upward Mobility of Women of Color

- Inform managers at all levels of commitment, accountability and training requirements.
- Examine compensation and promotion data to create fair policies and that ensure the inclusion of women who would otherwise be excluded given traditional networks.
- Increase face time between diverse employees and executive management through leadership and sponsorship programs.



"Once hired, it is critical that there be institutional support systems for these women of color in order to retain their employment."

— **Lutonya Russell-Humes, Director, Fund for Women & Girls Fairfield County's Community Foundation.**

Getting Women Back to Work

- **Provide structured training programs** that address the different paths women may take (college, career, business start-up).
- **Create a re-skilling entry portal** providing candidates access to resources for job training in high-growth industries, internships, mentoring, and other experiential learning..
- **Engage small/medium businesses** for internships/apprenticeships as they represent 2/3 of net new private sector jobs.
- **Raise awareness about accessible, wrap-around services** (e.g., childcare, financial counseling) through community colleges, other existing assistance programs.
- **Engage corporations** to commit to internships/apprenticeships for women -- especially women of color.
- **Supplement training** with professional and career skill development for employment resiliency.



Supporting Women in the Workplace



- Implement **diverse slates** of job candidates.
- **Remove gender/race discrimination** by, for example, using bias-free candidate selection tools.
- **Leverage current employees** to transfer skills to the next generation through mentoring and job shadowing.
- **Call on CT's employers** to invest a percent of their social impact dollars in skills training -- in particular, for under-represented groups -- to create a talent pipeline and keep CT's economy competitive.
- **Create meaningful partnerships** with organizations like **Girls With Impact**, colleges, and community organizations that can deliver ready and diverse talent for internships.

Increasing the Number of Women-Owned Businesses in Connecticut:

- **Continue to advance CT's dynamic business start-up efforts** to increase business success and viability.
- **Harness innovation labs** as internships for aspiring entrepreneurs, especially for those of color.
- **Launch new efforts** to increase women's access to venture capital -- still at a meager 2% of the total \$150B awarded in 2020. For example, new guidelines for those doing business with the state.
- **Increase women's knowledge** about government contracting



How do we advance Connecticut's Women?

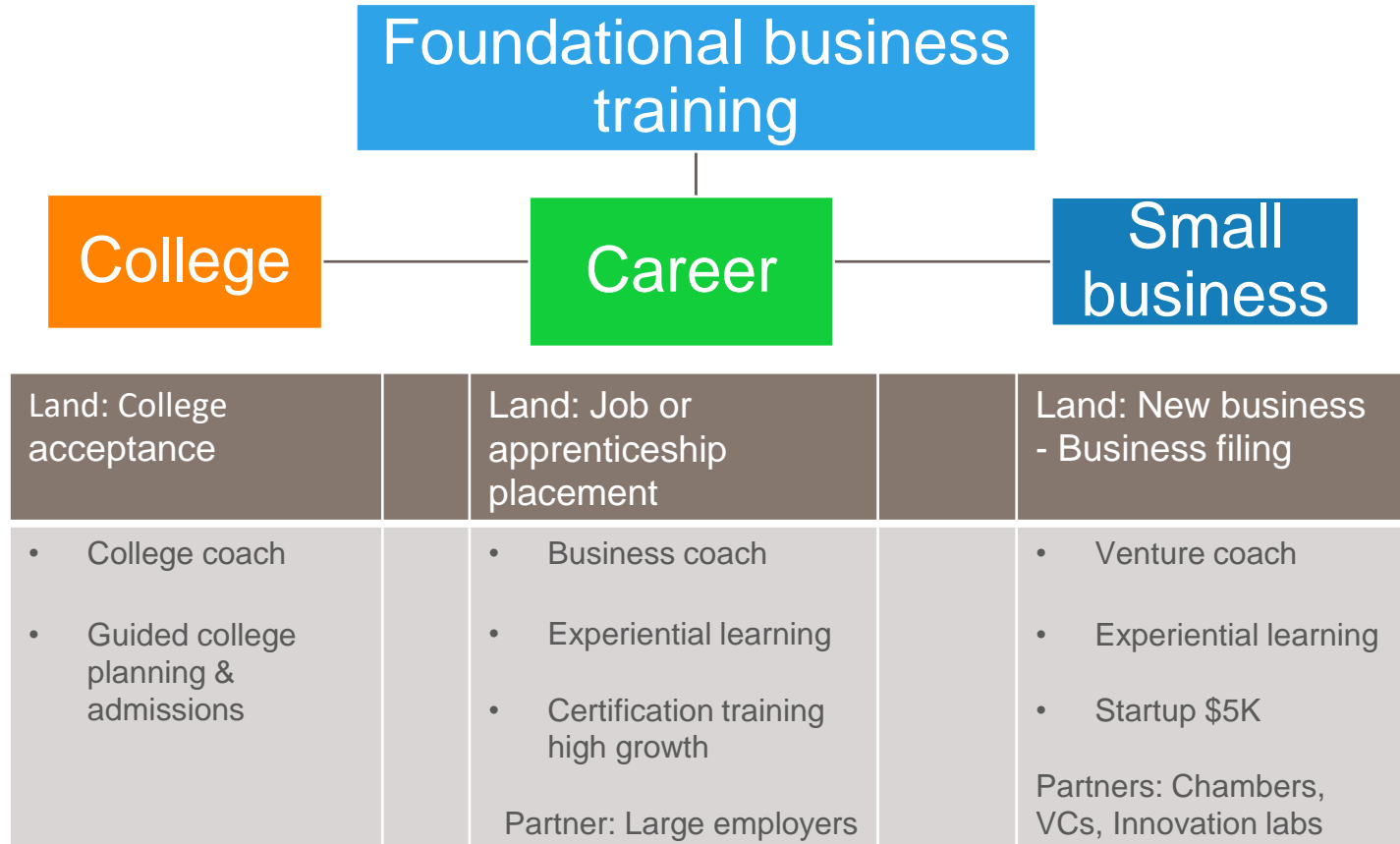
Girls With Impact & Women With Impact Propose a Connecticut State Initiative:

The "**CT Post-COVID Economic Recovery Plan for Women**" to get impacted women back to work in 2022-2023 would commit funds for a comprehensive and holistic effort to move women into higher paying jobs and catalyze their financial stability.

This plan centers on four key elements:

- **Foundational business training**
- **Specific industry training** in higher skilled/higher-paying jobs
- **Experiential learning** to transition women successfully into these roles
- **One-to-one coaching** for support, reinforcement, and development

Proposed framework: New pathways for real outcomes



Actions to get women “Back to Work”

1. Report Released – Dec 1st
2. Briefing legislators
3. Legislation to fund Post-Covid Recovery - \$3MM train 10K

**Post-COVID Economic Recovery
for Women in Connecticut**

girlswithimpact

JPMORGAN CHASE & CO.

Fairfield County's
Community
Foundation
The Fund for Women & Girls
TOGETHER WE THRIVE



Final comments & questions