



Governor's Council on Women and Girls

Leadership Subcommittee

UPDATE FOR THE FULL COUNCIL

JULY 13, 2021

Our charge:

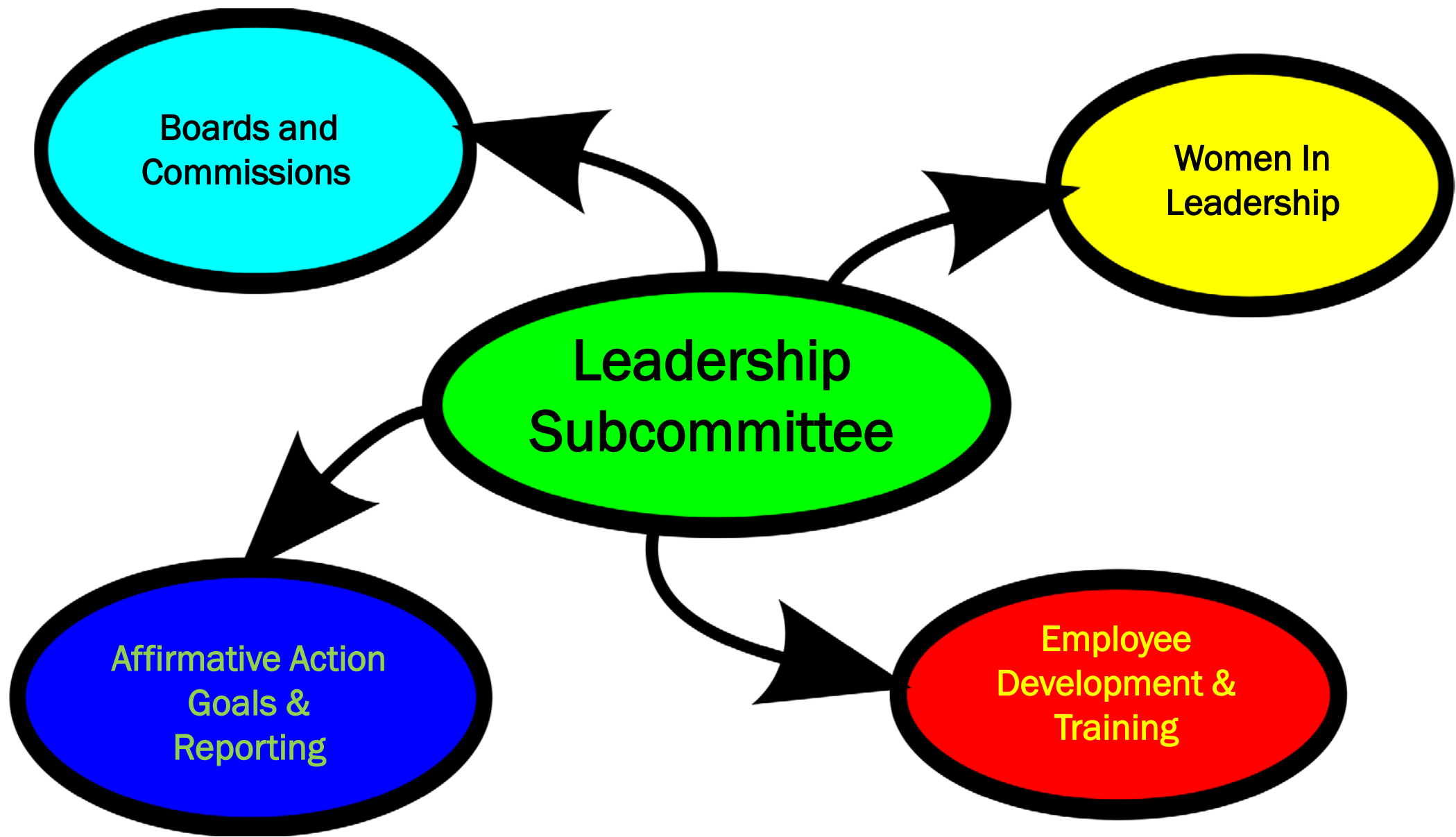
To promote women leadership in both the public and private sectors, particularly government elected and appointed officials, corporate boards and executive management, educational institutions, non-profit organizations and the media with the ultimate goal of achieving gender parity such that gender in workforce leadership proportionately represents the Connecticut population.

CO-CHAIRS:

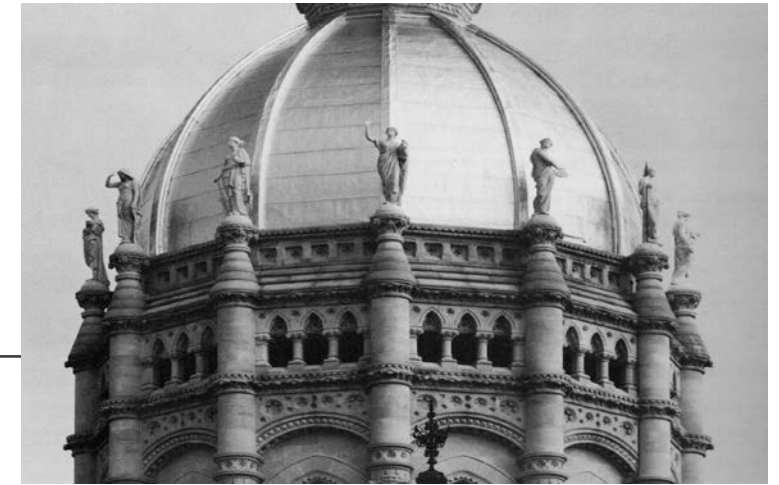
SECRETARY MELISSA MCCAWE, OFFICE OF POLICY & MANAGEMENT

ASSISTANT TREASURER CHRISTINE SHAW, OFFICE OF THE STATE TREASURER

COMMISSIONER KATIE DYKES, DEPARTMENT OF ENERGY & ENVIRONMENTAL PROTECTION



Legislative Priorities



Public Act 21-49, An Act Concerning the

Recommendations of the Governor's Council on Women and Girls

- Childcare expenses eligible for reimbursement under Connecticut's public campaign financing program.
- Promotes both gender and racial diversity on state boards and commissions by requiring:
 - DAS to maintain a database of candidates for service
 - Appointing authorities to ensure that the membership of boards and commissions is diverse
 - Secretary of State to publish a report on racial and gender composition of boards and commissions.
- Signed into law by Governor Lamont on June 16, 2021

Employee Development & Training



Working group's goals:

- Create standards of practice related to culture, race, and implicit bias across state service.
- Support agencies as they tailor these standards to the unique needs of their workforce.
 - In Spring of 2021, group issued an RFP for a vendor to design and implement diversity, equity and inclusion workshops and training for state agencies.
 - Vendor review process completed; final selection expected by end of summer of 2021.
 - This should be especially helpful given the expected wave of retirements, and the opportunity for agencies to build strong and diverse teams.
- NEXT STEPS: Enable agency access to LinkedIn Learning for training opportunities.

Women in Leadership



Working group collaborates with the Lieutenant Governor's Office on developing and promoting leadership panel series throughout the year

Black Women in Connecticut Government

Bloomfield Mayor Suzette DeBeatham-Brown; U.S. Congresswoman Jahana Hayes; former Connecticut State Treasurer Denise Nappier; State Senator Marilyn Moore; and New Haven Mayor Toni Harp

Women in Media

Jodi Latina of News Channel 8; Samaia Hernandez of WTNH; Ayah Galal of WFSB; and Ali Warshavsky of News 12

Women Leading Through COVID

Kimberly Richard, nurse executive; Kayla Bennett, nursing professional; Robin Lamont, Executive Director for End Hunger in Connecticut; and Barbara Chesley, Interim Executive Director for the Boys and Girls Clubs of New Haven

Affirmative Action Goals & Reporting

Working group's goals:

- Consider improvements in data collection for agencies' affirmative action reporting
- Evaluate process for establishing hiring goals and promotion of equal opportunity in the workplace

OPM's Data & Analytics Team has collaborated with CHRO in working with new census data

- American Community Surveys (ACS) – more current than US Census data
- Tapping into the Core CT and Starz reporting systems to prepare updates on new data and streamline the affirmative action reporting processes
- New data will help to improve the development of agency-specific hiring goals

NEXT STEPS: Consideration of CREATES report, Comptroller's Workforce Equity Report



Next Meetings of the Leadership Subcommittee

August 18, 2021 at 3 p.m.

October 20, 2021 at 3:00 p.m.

November 17, 2021 at 3:00 p.m.

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