

Governor's Council on Women and Girls

Subcommittee on Leadership

MEETING MINUTES

Wednesday, March 22nd, 2023 | 3:00 p.m.

Microsoft Teams Virtual Meeting

I. Call to Order/Greetings and Opening Remarks

Lieutenant Governor Susan Bysiewicz called the meeting to order at 3:00 p.m.

II. DAS Presentation – LinkedIn Training and Aspiring Leaders Program (Margaret “Peg” Hackett, DAS Statewide Learning & Development Office)

Peg Hackett is from the Department of Administrative Services Learning and Development Team. This team is relatively new that supports the executive branch agencies' growth and development through a variety of roles, specific training, onboarding, and training.

She shares a breakdown of the Aspiring Leaders Program, explaining how it lasts for five months, with a cohort of twenty participants and meetings once or twice a month. The participants are people in a variety of leadership roles, and they will be exploring what is known as the CEO leadership skill set.

March to May -The core focus will be the self, the participant as an individual and as a leader and figure out what they offer and their innate talents. Participants will take the Meyers Briggs Type Indicator assessment to kick off the program.

June – The core focus is for participants is process improvement, project management, and results-based accountability. This step's goal is to help drive results from the agency.

July - The core focus is the outcomes for the state of Connecticut as a whole. Participants are encouraged to act in the most conscientious and effective way. The Office of Labor Relations can present helpful guidelines for this final step of the program.

Peg Hackett shares that program includes guest speakers, a group project, and LinkedIn Learning. The participants are nominated by their commissioner, and each commissioner has two nominations which they can put forward. This is the first year the program will run since 2019 due to the pandemic.

She moves on to discuss LinkedIn learning. LinkedIn Learning is a platform that gives unlimited access to modern and responsive courseware and learning paths to address technical skills and mandatory state training. The focus on LinkedIn Learning is soft skills and training courses. There are 16,000 courses in the library, and an average of 60 new courses are released weekly. There is a custom content feature for mandatory and role-specific training as well. Executive Branch Agencies can create and deploy our own content for the state of Connecticut on this platform.

Peg Hackett then answers questions from Christine Jean-Louis:

Christine Jean-Louis asks as if we are developing our own content, do we own that content or does LinkedIn own it and can distribute it to others as well? Peg Hackett responds that LinkedIn cannot distribute this content, it is only available for us.

Peg Hackett explains that LinkedIn Learning can be utilized to develop content for hiring managers, training on workplace diversity and inclusion, domestic violence prevention and legal protection trainings. She then concludes her presentation and opens the floor for questions.

Christine Jean-Louis asks about when nominations get submitted for Aspiring Leaders Program, and how the agency identifies individuals to place in the program.

Peg Hackett explains how the Department of Administrative Services recently took over this program, and they have tried to keep as many things intact from the old program as possible. The nomination process opens in December for the 2024 program. Commissioner Gillman sends an email to the Commissioners letting them know that nominations are open, and this initiates the program.

Christine Jean-Louis asks if Peg Hackett has noticed any statistics on gender, race, or ethnicity on who's participating in the program. She answers that they are going to compile this data and try to get a diverse representation of participants in each cohort.

Lieutenant Governor Susan Bysiewicz shares that there are hundreds of job openings for state positions, and she encourages people to tell their family and friends to apply for these positions.

III. Update from Leadership Committee Work Groups

Lieutenant Governor Susan Bysiewicz initiates a discussion of the February 16th panel on domestic violence, where a thoughtful discussion occurred about the ways legislators and community leaders can help.

At this panel, women leaders presented on the progress of Public Act 9-12. Young women presented on the positive effect that having Black and Latino studies in the school curriculum has had.

Lieutenant Governor Susan Bysiewicz shares that on March 8th, to celebrate International Women's Day, we held a panel on maternal health that focused on initiatives to create more equitable health outcomes and to eliminate some of the maternal and infant health disparities.

There are a few more panels scheduled over the next week. On March 24th, there will be a panel on women leaders in agriculture. There will also be a panel soon on women teaching computer science in schools to inspire more teachers to engage their students in computer science education. She shares that we are also working on a panel focused on women firefighters.

IV. Public Comment Period

Dorinda Borer shares that the Women's Bipartisan Caucus will be coming out with their priority list and planning a press conference for April 4th or 5th.

Lieutenant Governor Susan Bysiewicz responds that she recently had an excellent press conference with a bipartisan group of legislators on the bill to end child marriage.

Lori Ferdinand asks if there was potentially any interest in joining an environmental leader's forum.

Lieutenant Governor Susan Bysiewicz says that she loves that idea and proposes possibly getting college students involved who are working in state parks, as lifeguards, etc. She suggests holding a further discussion of the idea offline with Christine Jean-Louis to coordinate details.

Nan Birdwhistell asks what we are doing to have maximum exposure of these panels and maximum distributions of people to watch these. She shares that she has an idea for a women in construction panel.

Christine Jean-Louis responds that they plan on holding a panel on women in construction and suggests that they touch base to plan specific ideas and building that panel out.

Nan Birdwhistell reiterates her question about how to get people to attend these panels.

Christine-Jean Louis responds that she has tried to advertise the panels on social media on every platform possible, and sometimes the turnout still is not great.

Nan Birdwhistell suggests exploring the idea of sharing the panels with high school and college students in a methodical way.

Lieutenant Governor Susan Bysiewicz shares that people can also watch the panels after they have been held, as they are recorded and posted to the Facebook page.

Nan Birdwhistell suggests creating a directory that guidance counselors can look at, which links the panel discussions, or something of that nature.

Lieutenant Governor Susan Bysiewicz agrees and tells Christine to plan to work with the State Department of Education to help better disseminate the information in the future.

V. Final Reminders and Announcements

Lieutenant Governor Susan Bysiewicz reminds everyone that full council meetings are scheduled for 3:00 p.m. on Tuesdays, and the subcommittee will meet on Wednesdays at 3:00 p.m.

Lieutenant Governor Susan Bysiewicz shares a final announcement that on Wednesday, March 29th from 8:30 to 9:30 at the LB in room 1D, we will have a corporate panel on paradigm for parity. She encourages everyone to join that panel event.

VI. Adjournment

The meeting was adjourned at 3:38 p.m.