

**Governor's Council on Women and Girls
Leadership Subcommittee**

AGENDA & MEETING NOTICE

Wednesday, June 23, 2021 – 3:00pm-4:00pm
Teams Teleconference Meeting

1. Call to Order and Subcommittee Mission

“The purpose of this subcommittee is to promote women leadership in both the public and private sector, 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.”

2. Legislative Update: SB 883 and SB 56 Updates by Danielle Palladino, Policy Development Coordinator, OPM

3. New Focus – Steering Committee: Paradigm for Parity by Christine Shaw, Assistant Treasurer, OTT and Melissa McCaw, Secretary, OPM

4. Update from Leadership Work Groups #1-4: General Updates by Shannon Wegele, Chief of Staff, SOTS, Nick Hermes, Deputy Commissioner, DAS, Jodi Hill-Lilly, Deputy Commissioner, DCF, Melissa McCaw, Secretary, OPM, Christine Shaw, Assistant Treasurer, OTT, and Claire Coleman, Attorney, Undersecretary of Legal Affairs, OPM

5. Public Comment Period

6. Adjourn

Paradigm for Parity Information

“Together We Can Fix the Corporate Leadership Gender Gap”

<https://www.paradigm4parity.com/about#who-we-are>

Action Plan:

“The Paradigm for Parity 5-Point Action Plan is designed to help companies accelerate the pace of achieving gender parity. Based on extensive research and best practices, this is the first set of specific actions that, when concurrently implemented, will catalyze change and enable companies to more effectively increase the number of women of all races, cultures and backgrounds in leadership positions.”

Five Steps:

1. Minimize or Eliminate Unconscious Bias
2. Significantly Increase the Number of Women in Senior Operating Roles
3. Measure Targets at Every Level and Communicate Progress and Results Regularly
4. Base Career Progress on Business Results and Performances, Not on Presence
5. Identify Women of Potential and Give Them Sponsors, as well as Mentors