

Governor's Council on Women and Girls:
Subcommittee on Economic Opportunity and Workforce Equity
Meeting Minutes
May 14, 2024 | 3:00 PM
Microsoft TEAMS Virtual Meeting

I. Call to Order

Tracy Opoku called the meeting to order at 3:00 pm.

II. Introductions

III. OPM Compensation Equity Report Presentation (Tara Downes + Mohamad Alkadry)

A retirement tsunami occurred following the pandemic. Goal of report is to give state agencies opportunity to look at new hires (within 3 years) to overall state workforce and then these are compared to the statewide census population. New hire data will tell if we are on the right path for equality in the workforce. Core-CT is where the data is extracted from and it focuses on the largest agencies with 100 or more employees.

Most executive agencies did not input ethnicity and race in the Core-CT database, however, gender was reported.

Hispanic males, females and black males are underrepresented within officials and administrators and professionals. Among administrative support minority females are more overrepresented. However, these jobs pay significantly less.

In protected services, minority males are overrepresented. Minority males are overrepresented in corrections, but this does not carry to representation to state police.

In pay equity in the executive branch, the patterns of new hires are on par with longer-term employees. Hispanic females are paid the least as compared to white males.

In protective service pay equity, white females are only on par with white males while all other groups fall short.

In the judicial branch, pay equity new hires of Hispanic males make more than their white counterparts. Pay equity is more pronounced as significantly less for Hispanics as compared to other state employees.

In legislative management pay equity, new hires of black males make the most money while longer term black males make the least. Only 30% of state employees were measured in this report. The PowerPoint was a summary of the full report.

Recommendations:

1. Have DAS look at pool data for job applications.
2. More race and ethnicity data must be input into Core-CT.
3. A statewide DEI role should be made.

Ideas by committee members:

- Require that agencies update their data into Core-CT as they already have the data.

IV. Brainstorm on Future Agenda Topic Discussions and Legislative Suggestions

None.

V. Subcommittee Updates (if any)

No updates.

VI. Announcements

No announcements.

VII. Adjournment

Tracy Opoku adjourned the meeting at 3:52 pm.