

Governor's Council on Women and Girls Full Council Meeting

MEETING MINUTES

In-Person: LOB, 300 Capitol Ave, Room 1E, Hartford, CT

Tuesday, April 8, 2025 @ 3:00pm

Available for viewing [HERE](#)

I. Welcome and Opening Remarks

The Council meeting begins with a reflection on Women's History Month, and the progress made in Connecticut. Jodi Hill-Lily, Commissioner of the Department of Children and Families expresses pride in the state's efforts to support women and gender equality. Lt. Governor welcomed all agencies commissioners, directors, and designees present.

II. Report from Council Leadership

The Lt. Governor spoke about a presentation earlier that morning on the Governor's Early Childhood Education Proposal.

III. Presentation: 'The Potential Impact of Artificial Intelligence on Women in the Workforce', Melvette C. Hill, Executive Director, Commission on Women, Children, Seniors, Equity and Opportunity

The Commission on Women, Children, Seniors, Equity and Opportunity is a nonpartisan agency focused on informing policy makers about constituent needs for women, children and their families, seniors, African American, Asian and Pacific Islander, Latino and Puerto Rican populations in CT.

In her presentation, Melvette discussed the impact of AI on women in the workforce, particularly in Connecticut. She highlighted that women and people of color, especially black and Hispanic workers, are projected to be disproportionately affected by job displacement due to AI automation.

Looking at the impact of AI on the workforce, around 30% of hours worked today could be automated by 2030. Industries like education, healthcare, and public administration, have high female representation, which is important to maintain. However, there is a decline in jobs in sectors like leisure and hospitality, manufacturing, trade, transportation, and utilities, construction, and mining.

There is also a risk of algorithmic discrimination, when an AI system could result in different treatments towards groups based on the biased information fed into the system. However, the business, legal, education, STEM, transportation, and healthcare industries would have more AI opportunities, so women should look to move towards these fields.

Melvette concluded by mentioning the need for solutions and recommendations to address these challenges including raising awareness for the women affected, legislative advocacy, building on current STEM pipelines to add AI and Quantum careers for women, and develop strategies to upskill and reskill women to transition into leadership roles or different career paths.

IV. Presentation: *Housing & Community Development Leadership Institute (HCDLI)*, Dept. of Housing & Local Initiatives Support Corporation (LISC)

Dr. Shante Hanks, Deputy Commissioner of the State of CT Department of Housing (DOH), introduced the Housing and Community Development Leadership Institute (HCDLI) and celebrated its 5th anniversary. She explained that the institute was created to address the lack of diversity in the housing and community development field and has partnered with Local Initiatives Support Corporation (LISC) to enhance its reach and management. Dr. Hanks also noted the lack of diversity of individuals within the field of housing and community development, specifically with developers, architects, construction professionals, and tradespeople.

Kasey LaFlam and Franches Garay gave an overview of LISC and why it has partnered with HCDLI. LISC has provided expertise in community development, highlighting their investments in Connecticut since 1984. The Housing and Community Development Leadership Institute (HCDLI) has been a pilot program for the past five years, focusing on recruiting the next generation of leaders in the affordable housing and community development sector, with a priority on recruiting women and people of color.

The HCDLI has set three main goals: creating pathways for individuals entering the sector, identifying professional development opportunities, and supporting networking and collaboration. The program has been structured in different formats, starting as a 14-month virtual cohort and evolved into a primarily in-person program, 2 nights a week for 8 weeks in Hartford.

The HCDLI has had over 60 individuals participate in curated learning cohorts, with 80% being women and 75% identifying as people of color. The program has also connected nearly 20 individuals with certificate trainings and provided six individuals with paid internships, resulting in four receiving job offers. The HCDLI is now considering how to improve for the future, including making other organizations aware of the potential of HCDLI and exploring partnerships with the Connecticut State College and University System to potentially transition the program into a formal credential or associate's degree.

V. Subcommittee Reports

No subcommittee reports were offered at this meeting.

VI. Announcements

a. Upcoming Full Council Meetings

- i.** Tuesday, July 1st, 2025 3:00pm in LOB, 300 Capitol Ave, Room 1E, Hartford, CT
- ii.** Tuesday, October 14th, 2025 3:00pm in LOB, 300 Capitol Ave, Room 1E, Hartford, CT

b. Upcoming Subcommittee Meetings

- i.** Economic Opportunity and Workforce Equity Meeting: May 14th, 2025 3:00pm on Microsoft Teams
- ii.** Leadership Meeting: June 17th, 2025 3:00pm on Zoom
- iii.** Health and Safety Meeting: June 30th, 2025 10:00am on Zoom
- iv.** Education and STEAM Meeting: May 19th, 2025 3:00pm on Teams

VII. Adjournment

The Lt. Governor adjourned meeting.