# PROGRAM GOALS 46a-68-88

The University has established program goals pursuant to analyses conducted in **Section 46a-68-87, Identification of Problem Areas** in order to remove any disparity or adverse impact on the race/sex group members in the respective occupational categories.

The University's programs will be meaningful, measurable, reasonable, attainable, and consistent with Section 46a-68-92—Good Faith Efforts.

While the University did not identify any significant employment policy or practice that adversely affects any minority group candidates, including physically disabled or older persons, it did identify areas that need to be further explored in the recruitment of service maintenance and skilled craft. If disparities occur, the University will initiate a goal to remove such impact.

## Recruitment and Equitable Search Process

In the Professional Non-faculty category, ODE will consult with hiring managers to determine when an affirmative action search should be utilized to fill a vacancy. This is not an official goal; however, it will be a standing practice for all SUOAF bargaining positions.

In the Service Maintenance, the University will expand and identify new advertising and recruitment sources. Additionally, the custodian and skilled craft are also areas that need improvement in their diversification of applicants.

The University has considered alternatives in addition to those already outlined above to eliminate any problem areas identified in the Identification of Problem Areas section.

## Other Program Goals for 2018-2019-

### Action Plan, a supplement to the Strategic Plan

CCSU commits to ensuring that every member of our community feels safe and secure, and to communicate a policy of "zero tolerance" for acts of violence, bias and discrimination. We are bold and progressive in our approach, addressing these actions in innovative ways while holding ourselves responsible for achieving a diverse, equitable, and inclusive environment where we are all accountable. Our collective efforts will ensure a richly diverse campus with a healthier, more vibrant climate that is safe, inclusive, and welcoming.

### Fostering an Inclusive and Safe Campus Culture that Values and Encourages Individuals to Participate in a Free and Respectful Exchange of Ideas

**Accountability:**
We will hold each other accountable for following our policies and procedures while behaving morally and ethically.

**Diversity:**
Ensuring that the population of the CCSU community reflects the diversity and social conditions of the surrounding communities and the State of Connecticut.

**Equity:**
The fair and unbiased treatment of all people.

**Inclusion:**
Providing an enriching and equitable learning environment to every individual.

**Safety:**
Ensuring a welcoming and secure environment, wherein every member of the CCSU community is physically protected and comfortable expressing individual thoughts and ideas.

### Five goals, each with specific objectives for achievement.

1. Welcome and engage a diverse community of students, full- and part-time faculty and Staff.
2. Integrate diversity into the curriculum, pedagogical methods, professional development and co-curricular activities that contribute to cultural competency.
3. Use data to inform and develop accountability measures in support of a diverse 21$^{st}$ century university.
4. Identify best practices that align with federal and state policies.
5. Enhance recognition of full- and part-time faculty and staff for their value and service to the institution.

## Continued Program Goals 2019-2020

The University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled or older persons. The University will, however, continue to take a critical look at its employment processes and if disparities occur, the University will initiate a goal to remove such impact and improve the processes. In order to foster a campus climate of inclusion and diversity, to ensure equal rights for all the various groups that make up the University community and to educate our students toward appreciation for diversity, the University will:

1. **Recruitment & Equitable Search Process**

   **Classified Search Process**

   HR and OEI will identify other recruitment sources for classified positions especially for skilled crafts, custodians, and service maintenance.

   **Completion Date:** July 2020

   **Responsible Person(s):** Senior Equity & Inclusion Officer and Chief Human Resources Officer

2. **Promotion of Equal Opportunity and Harassment-free Workplace**

   **Training**

   - OEI will establish a training focused specifically on implicit bias in the workplace and offer it, as part of Diversity Training, on an annual basis. All employees will be invited to attend, but supervisors, administrators and department chairs will be especially targeted.
   - OEI will provide sexual harassment training to all members of the CCSU Police Department.
   - OEI will provide new, comprehensive online Title IX (sexual misconduct, sexual harassment) training for employees, graduate students and undergraduate students.

   **Completion Date:** July 2020

   **Responsible Person(s):** Senior Equity & Inclusion Officer; Associate in Equity and Inclusion, Chief Human Resources Officer; Provost; Victim Advocate; Vice President of Student Affairs.

3. **Foster a Safe and Inclusive Work Climate**

   **Utilize recommendations from the CCSU Task Force on Sexual Misconduct, Bullying and Campus Climate to improve Diversity and Equity procedures and training**

   The President of CCSU established a Task Force in 2018 with the targeted agenda to review campus processes and procedures related to complaints of sexual misconduct, examine programmatic initiatives and identify recommendations.  The task force was created, and a report was issued to the campus in December 2018.  Equity and Inclusion will continue to review and to improve complaints and training.

   **Completion Date:** July 2020

   **Responsible Person(s):** Interim Vice President of Equity & Inclusion; Senior Equity & Inclusion Officer; Chief Human Resources Officer; Associate in Equity and Inclusion.

## Cooperation with Other Agencies

When the cooperation of another agency is essential to the implementation of a program goal, CCSU will maintain a record of each instance of contact with the agency and the outcome of the request.