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**.

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 sets the following goals for the coming reporting period:

1. **Completion of Recruitment and Equitable Search Process**

    While the OEI has made significant progress on this goal there is still more work to be done. The OEI will complete changes to the search charge presentation and materials and will extend the current 1.5 hours session by a half an hour to improve the quality of dialogue and discussion with each search committee. We will also return to in person presenting as soon as possible. Lastly the OEI is exploring the idea and creation of search process advocate (SPA) role for each search committee. The SPA role, which is quickly becoming a best practice, serves as an ambassador to the process, and ensures that the best practice hiring processes are being followed and supports the hiring team in interrupting unconscious bias. This role could be an essential in supporting the University's efforts to improve hiring and goal completion.

    Completion Date: July 31, 2022

    Responsible Person: Dr. Stacey Miller, Vice President of Equity and Inclusion

2. **Professional Development**

    The University's Center for Teaching and Innovation has launched a series of professional development opportunities targeting toward improving the intercultural competency of its staff. OEI will support these efforts by not only ensuring that new faculty and staff receive their mandated compliance training, but also by developing supplemental programming specific to issues of diversity, equity, and inclusion. We plan to officially launch a comprehensive training plan in the next reporting period.

    Completion Date: July 31, 2022

    Responsible Person: Dr. Stacey Miller and the Center for Teaching and Innovation

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.