

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

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, ensure equal rights for all the various groups that make up the University community, and educate our students toward appreciation for diversity, the University will:

1. Recruitment & Equitable Search Process

a. Classified Search Process

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

Completion Date: July 2019

Responsible Person(s): Chief Diversity Officer and Chief Human Resources Officer

2. Promotion of Equal Opportunity and Harassment-free Workplace

a. Training

- ODE will establish a training focused specifically on implicit bias in the workplace and offer it as part of the Diversity Training on an annual basis. All employees will be invited to attend, but supervisors, administrators, and department chairs will be especially targeted.

- ODE will provide sexual harassment training to all members of the CCSU Police Department.
- ODE will provide new, comprehensive online Title IX (sexual misconduct, sexual harassment) training for employees, graduate students, and undergraduate students.

Completion Date: July 2019

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

3. Foster a Safe and Inclusive Work Climate

a. 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 whose mission is to review campus processes and procedures related to complaints of sexual misconduct, examine programmatic initiatives, and identify recommendations. A report will be provided to the university community in December 2018. Diversity and Equity will review these recommendations and use them to improve complaint procedures and training.

Completion Date: May 2019

Responsible Person(s): Chief Diversity Officer; Associate in Diversity and Equity; Chief Human Resources Officer.

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.