

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 will:

1. Recruitment & Equitable Search Process

Classified Search Process

The University sets a one-year goal to develop and institute a training program for all search committees to educate them on the search process, the collaborative relationships between different departments within the university, and the process for developing measurable interview questions that guide the committee in unbiased decisions in the search process.

Completion Date: July 2021

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

2. Promotion of Equal Opportunity and Harassment-Free Workplace

Training

OEI will develop and facilitate a program of instruction and conversation on the concept of "*Racial InJustice*". Included will be instruction and panel discussions on racial unrest in our university community and nationally. The program will be developed and facilitated by a joint task-force of faculty, staff and students.

Completion Date: July 2021

Responsible Person(s): Senior Equity & Inclusion Officer joined by other members of the CCSU community.

3. Foster a Safe and Inclusive Work Climate

Employee Survey for Persons with Disabilities

OEI will survey all staff and faculty to help support employees with disabilities in order to ensure that the University is providing necessary accommodations to ensure an inclusive work climate for all members of the CCSU community.

Completion Date: July 2021

Responsible Person(s): Senior Equity & Inclusion Officer; Director of Employee and Labor Relations; and the Director of Disability Services.

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.