

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**

The Office for Equity and Inclusion and Human Resources Staff will bring the hiring manual up to date to include the current process and procedures and provide examples of appropriate justifications that are detailed, searching and complete for every applicant in the search pool. The hiring manual updates will include: steps and procedures in the search process, completing forms correctly, recognizing and minimizing implicit bias throughout the entire search process, provide recruitment resources, interviewing tips and techniques, and thorough applicant review process. Once updated, the resource will be placed online for all faculty and staff to utilize as a resource.

Completion Date: July 31, 2023

Responsible Person: Dr. Craig Wright, Vice President of Equity and Inclusion, Equity and Inclusion Associates and Human Resources Associate

2. **Professional Development**

Provide training to assist management in building a transformative diverse leadership team and campus community. Recognizing that diversity is a critical component of academic excellence, the Vice President of Equity and Inclusion will collaborate with the Provost and VP of Academic Affairs to orchestrate a symposium for management staff, Deans, and Department Chairs. This symposium will allow participants to engage in a professional development opportunity with topics to include cognitive diversity, future diversity initiatives and have a hands-on approach to reviewing their own discourse that distracts them from progress in diversity administration.

Completion Date: July 31, 2023

Responsible Person: Dr. Craig Wright, Vice President of Equity and Inclusion, and the Provost and VP of Academic Affairs

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.