

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 of Equity and Inclusion and Human Resources will implement recommendations from a consulting firm to make changes to the CCSU's hiring process. The Office of Equity and Inclusion and Human Resources Staff will bring the hiring manual up to date to include the current process and procedures. The hiring manual updates will include: steps and procedures in the search process, new search forms, additional diverse recruitment resources, interviewing tips and techniques, and a thorough applicant review process. Once updated, the resource will be placed online for all faculty and staff to utilize as a resource. Campus-wide training will be conducted.

Completion Date: July 31, 2024

Responsible Person: Dr. Craig Wright, Vice President for Equity and Inclusion, Christopher Wethje, Chief Human Resource Officer, Equity and Inclusion Associates and Human Resources Associates

2. **Professional Development**

Provide a development opportunity to the leadership team and campus community to continue the creation of an inclusive campus culture. This program will allow participants to engage with topics to include how to engage in difficult conversations and embrace diverse people, ideas, and perspectives to transform the campus culture to one in which all members draw strength from collective diversity and every individual can achieve their full potential. The Vice President for Equity and Inclusion will collaborate with the Provost and Vice President for Academic Affairs, and staff from the Center for Community Engagement & Social Research.

Completion Date: July 31, 2024

Responsible Person: Dr. Craig Wright, Vice President for 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.