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**
   Following a period of testing, the Office of Equity Inclusion (OEI), Human Resources (HR), and Information Technology (IT) staff will launch a new secure hiring and search process online platform for the University. Once the adjustments are made OEI, HR, and IT will develop training on the entire updated hiring and search process. The Equity and Inclusion Associates will also update the content for search charge meetings, including developing a new PowerPoint slide deck, search charge memos, and training materials. When the new hiring and search process goes live, the new Hiring Manual will be made available on the Human Resource's webpage and a link will be included in the new search charge memo.

   Completion Date: July 31, 2025

   Responsible Persons: Dr. Michael Russo, Interim Vice President for Equity and Well-being & Director of Counseling and Student Development, Christopher Wethje, Chief Human Resource Officer, Equity and Inclusion Associates, Human Resources Associates, and IT Staff.

2. **Professional Development**

   Provide professional development opportunities to the campus community to continue the development of an inclusive campus culture and environment. Programs will allow participants to engage with topics that include Unconscious vs Conscious Bias, Cultural Competence, Cycle of Socialization, and Inclusivity vs Exclusivity. The programs will include strategies for addressing tough and controversial subjects in the classroom and on campus. These programs will help navigate challenges to help create an environment that encourages thoughtful engagement and critical thinking. The Interim Vice President for Equity and Well-being will collaborate with the Interim Director of Inclusion, and staff from the Center for Community Engagement & Social Research to provide these professional development opportunities for faculty and staff.

   Completion Date: July 31, 2025

   Responsible Persons: Dr. Michael Russo, Interim Vice President for Equity and Well-being & Director of Counseling and Student Development and Dr. Beth Merenstein, Associate Vice President for Community Engagement and Experiential Learning, Executive Director of the Center for Community Engagement and Social Research and Interim Director of 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.