

PROGRAM GOALS

(Section 46a-68-88)

March 2021

This section was in compliance in the previous filing and there were no proposals or recommendations.

Subsection (a)

When an employment policy or practice having an adverse impact upon protected race and sex group members, individuals with disabilities or older persons has been identified, program goals will be developed and implemented.

Subsection (b)

Program goals are meaningful, measurable and reasonably attainable and shall be consistent with section 46a-68-92 of the Regulations of Connecticut State Agencies to ensure:

1. the promotion of equal opportunity and to achieve a workplace free of discrimination;
2. opportunities for all qualified applicants including underutilized groups;
3. the utilization of a fair and nondiscriminatory recruitment and selection process; and
4. that career development opportunities are available to all interested and qualified employees, including minorities and women.

Subsection (c)

Where the cooperation of another agency is essential to the implementation of a program goal, the University keeps a record of each instance of contact with the agency whose cooperation is requested and the outcome of the request.

Subsection (d)

The University of Connecticut has elected to set program goals for employment practices that were not identified as having an adverse impact pursuant to section 46a-68-87 of the Regulations of Connecticut State Agencies. Goals for the *Plan* year are designed to encourage creativity, and the use of best practices in recruitment and retention activities.

Goal #1

The Office of Institutional Equity (OIE) will reconstruct the online version of the mandatory search committee-training workshop to include additional modules and updated information on inherent bias, search procedures and best practices. With the launch of a new applicant tracking system for searches and updated research on inherent bias and recruitment strategies, there is a need for University employees serving on a search committee to receive updated training. In

collaboration with Human Resources, OIE will begin to identify previously trained search committee members in Summer 2021 and provide updated online training.

Responsible Units: Office of Institutional Equity

Target Date: November 31, 2021

Goal #2

The Office of Institutional Equity (OIE), in collaboration with the Office for Diversity and Inclusion (ODI), will update and enhance the University's mandatory Diversity Awareness training. The training will include a focus on concrete ways to engage in the workforce respectfully. This collaboration will involve enriching the current content of resources, policies, and conduct expectations. The Diversity Awareness training will also include additional information on topics of intersectionality, implicit bias, and other critical diversity topics.

Responsible Units: Office of Institutional Equity

Target Date: November 31, 2021