

Section K

Element No. 11

PROGRAM GOALS

Sec. 46a-68-88

Program Goals

Under Section 46a-68-88(a) and (b) of the Affirmative Action Regulations of Connecticut State Agencies, the University has identified, under Section 46a-68-43, any employment practice or policy that has adversely affected protected race and sex group members, the physically disabled or older persons.

In the 2018 Affirmative Action reporting period, the University will implement and/or execute the following newly listed *program goal* to report on for the next reporting period:

- (1) The Office of Diversity and Equity (“ODE”) will develop and implement, by or before December 31, 2018, employee/faculty mentorship tools and resources, to assist managers and supervisors with tracking career counseling efforts toward upward mobility.

During the 2017 Affirmative Action reporting period, the University implemented and/or executed the following **three (3) below listed program goals**:

- (1) On January 30, 2018, the University’s Office of Diversity and Equity (“ODE”) developed and implemented a re-designed webpage that features:
 - a. Electronic exhibits of the current Affirmative Action Plan and prior Plan years;
 - b. A Diversity webpage and calendar to educate the University community on cultural competence and multicultural competencies to promote change and development in faculty pedagogy, curriculum development and cultural awareness.
 - c. A Training webpage and link to a training registration for various ODE trainings (see topics below are listed in program goal #3).
 - d. A committee webpage that will highlight designated groups that will be active in the 2017-18 academic year.
 - e. A discrimination complaint area that will highlight the importance of Title IX information and resources, CaRT and logging formal and anonymous complaints of discrimination on the webpage that links to the Chief Diversity Officer and Title IX complaints will be linked to the Chief Diversity Officer and CaRT (Response team).

This new webpage now offers all users with greater accessibility to diversity information and available resources.

- (2) On January 30, 2018, the University’s Office of Diversity and Equity (“ODE”) developed and implemented a re-designed webpage that features a formalized university search webpage and various (automated) search materials to further educate search committee participants and the University community on university searches.
- (3) On January 30, 2018, the University’s Office of Diversity and Equity (“ODE”) developed and implemented a series of formalized University trainings in the following topics:
 - a. Cultural Diversity: Understanding Cultural Competence in the Workplace (Employee and Student trainings);
 - b. Working with Diverse Student Populations: Understanding Diverse Groups on Campus (Employee training).
 - c. Title IX (Employee training) in-person training (Employee training);
 - d. Know the Signs of Sexual Misconduct (Employee and Student trainings) (Title IX);
 - e. Bringing in the Bystander: Intervention Training (Student training) (Title IX); and
 - f. Got Tech-knowledge-y: Social Media & Sexual Misconduct (Student training) (Title IX).

During the 2017 Affirmative Action reporting period, the University was unable to implement and/or execute **one (1) below listed program goal** and will continue to work toward completion for the next reporting period:

- (1) The Office of Diversity and Equity (“ODE”) will develop and implement, by or before December 31, 2018, a new exit survey form, as a reference tool for any exit interview conference(s). The Chief Diversity Officer will utilize this tool to better assess and identify any issues of discrimination and/or disparate treatment within the university.
- (b) The University have established the noted programs goals as meaningful, measurable and reasonably attainable, and consistent with Section 46a-68-92 of the Affirmative Action Regulations of Connecticut State Agencies, to ensure that:
 - (1) the University actively promotes equal opportunity and ensuring that all workplaces are free of discrimination;
 - (2) the University promotes opportunities for all qualified applicants including underutilized groups;
 - (3) the University utilizes a fair and nondiscriminatory recruitment and selection process; and
 - (4) the University promotes career development opportunities to all interested and qualified employees, including minorities and women.
- (c) The University has and will continue to extend a level of cooperation to other Universities and/or agencies to implement a program goal. The University acknowledges this mandate and maintains records of any requests and/or contact with other Universities and/or agencies whose cooperation is requested and to report on the outcome of such request. During the reporting period, the University did not have any such contact and/or requests.
- (d) During the reporting period, the University did not identify any employment policy or practice that adversely affects any minority group candidates, including physically disabled persons or older persons.

The University will continue to examine its hiring process to determine if there are any mitigating factors which would contribute to any imbalance on the hiring process and scrutinize said process to determine if any factors impede the full and fair participation of underrepresented group members. The Chief Diversity Officer meets with all search committees and hiring managers to ensure that the interview process is conducted in a non-discriminatory manner as well as to ensure that the integrity of the interview process is maintained and that all applicants are treated with fairness and equity throughout the employment process.

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(ATTACHMENTS AND DOCUMENTATION)

Subject: Updated Office of Diversity and Equity webpage
Date: Wednesday, January 31, 2018 at 6:54:45 PM Eastern Standard Time
From: Jesenia Minier-Delgado <minierdelgadoj@wcsu.edu>
To: users-aca <users-aca@wcsu.edu>, users-adm <users-adm@wcsu.edu>, users-stu <users-stu@wcsu.edu>
Attachments: image001.png

From the Office of Diversity & Equity

To all Students, Faculty, and Staff,

Welcome back to the Spring 2018 semester.

The Office of Diversity and Equity presents an updated webpage (please [click here](#) for immediate access) that provides readily accessible guidance and information to the Western community. The revised webpage has been designed as a resource tool to assist our students, alumni, faculty, administrative staff and the general public in obtaining current information regarding specific areas related to Diversity and Inclusion.

Some of the items available are:

1. Revised ADA University Statement and resources on reasonable accommodation for medical circumstances
2. The University's Affirmative Action Plan
3. Cultural Diversity Programming and Training(s)
4. Information on Discrimination Complaints
5. Policies and Procedures
6. Information on Committees and Working Groups
7. Diversity Resources and Information
8. Search Procedures
9. What is Title IX and CaRRT?
10. Information on the Campus Response and Resource Team (CaRRT)
11. Workplace Transgender Guidance

Inclusive of these new updates is the newly created [2018 University Diversity Calendar](#) for Western (found in the section named Diversity Resources and Information). I highly encourage everyone to review this calendar as it provides educational information about religious and non-religious holidays and observed days throughout the year. This calendar provides us all with an opportunity to learn more about various cultural and religious events, and allows faculty to build on academic curriculum and learning.

The Office of Diversity and Equity webpage will continue to change and expand with more information to follow. I ask that you periodically check the webpage to remain current on all posted resources and information. As the University's Chief Diversity Officer, ADA Compliance/Title IX Coordinator, Mrs. Jesenia Minier-Delgado is always available to provide guided assistance. If you have any questions, please do not hesitate to contact the Office of Diversity and Equity at (203) 837-8444.

Thank you.

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