

PROGRAM GOALS

(Section 46a-68-88)

September 2023

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

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)

UConn Health established program goals that are meaningful, measurable, and reasonably attainable and 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, UConn Health keeps a record of each instance of contact with the agency whose cooperation is requested and the outcome of the request.

Subsection (d)

UConn Health did not identify any employment policy or practice that adversely affects any protected candidates including individuals with disabilities or older persons.

UConn Health 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 provide enhanced informational materials for managers and supervisors, focused on responding to employee concerns relating to University and UConn Health non-discrimination policies and related processes. This comprehensive approach will allow channels of communication to be open and strengthen relationships within the University. To make this approach as accessible as possible, OIE will redesign the current web-based contact form used by the University community to report concerns relating to University and UConn Health non-discrimination policies and related processes, request informational materials and programs, or submit accessibility-related inquiries.

Responsible Unit: Office of Institutional Equity
Target Date: May 31, 2024

Goal #2

To better serve the UConn Health community, the Office of Diversity and Inclusion will utilize ChimeData to improve internal data analysis. ChimeData offers data collection and reporting services to acute care hospital members. The provided data will help UConn Health analyze how its inpatient and outpatient services compare against other hospitals. Demographic data from local and national hospitals will be compared to the entire workforce by unit level and will include all the departments. The data will also assist UConn Health in tracking how its workforce demographics mirror patients. The dashboard will provide administration and management with the ability to evaluate data down to unit levels within UConn Health, allowing for tracking progress on strategic goals. Regularly updated data will allow UConn Health to develop, implement and deploy interventions earlier.

Responsible Unit: Office for Diversity and Inclusion
Target Date: May 31, 2024

Goal #3

The Office of Diversity and Inclusion will deliver implicit bias and microaggression training to all academic and non-academic units. This training will provide more in-depth content to supplement the current OIE anti-discrimination training offered. The focus of this training will be continuously evolving to address the changing landscape relative to anti-harassment and anti-discrimination related issues.

**Responsible Unit: Office of Institutional Equity and
Office for Diversity and Inclusion**
Target Date: May 31, 2024