

## Office of Diversity and Equity

### Affirmative Action and Employment Goals

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**Policy** The Department of Children and Families' Office of Diversity and Equity shall produce, on an annual basis and in cooperation with the Connecticut Commission on Human Rights and Opportunities, an Affirmative Action Plan that commits DCF to a program of affirmative action in all aspects of personnel and administration.

**Legal reference:** Conn. Gen. Stat. [§46a-68](#).

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**Commissioner's Responsibility Regarding the Affirmative Action Plan** The ultimate responsibility for promoting and enforcing affirmative action rests with the Commissioner who shall account for the success or failure of the plan.

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**Location of the Affirmative Action Plan** The Office of Diversity and Equity shall post DCF's Affirmative Action Plan on the DCF internet and intranet websites. A hard copy of the Plan shall also be available to employees and to the public to review in the office of the Director of Diversity and Equity..

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**Comments on the Affirmative Action Plan** Employee and public comments regarding the Affirmative Action Plan are welcome at any time. Comments may be submitted to the Director of Diversity and Equity through email or through regular mail at the Department of Children and Families, 505 Hudson Street, Hartford, Connecticut 06106. Comments may also be made by calling the Office of Diversity and Equity at (860) 550-6303.

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**Employment Goals** The Office of Diversity and Equity shall prepare employment goals on an annual basis by using labor market and census data in comparison with DCF's workforce.

Goals shall be provided to all employees on an annual basis via the DCF Intranet and updated on a regular basis.

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**Programmatic Goals** The Office of Diversity and Equity shall establish programmatic goals to address identified obstacles to equal employment opportunities and to develop program initiatives to provide equal access to DCF programs.

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**Analysis of Goals** The implementation of annual employment and programmatic goals shall be monitored and analyzed throughout the year, as well as formally analyzed on an annual basis. The analysis shall compare all goals previously set in the Affirmative Action Plan with the goals which were attained during the given reporting year.

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