

**ANNUAL REPORT TO THE
GOVERNOR
and
CONNECTICUT GENERAL
ASSEMBLY**

Report on Affirmative Action in
Connecticut State Agencies

Calendar Year 2007

Commission on Human Rights and Opportunities

List of Tables

- Table 1** Gender/Race of Total Connecticut Workforce and Connecticut State Government Employees as of December 31, 2007
- Table 2** State Employees by Agency Sorted by Race/Gender as of December 31, 2007
- Table 3** State Employees by Agency Sorted by Race/Gender/Occupational Category as of December 31, 2007
- Table 4** State Employees by Agency Sorted by Age as of December 31, 2007
- Table 5** State Employees by Agency Sorted by Age/Occupational Category as of December 31, 2007
- Table 6** Filing Status of Affirmative Action Plans Calendar Year 2007

Introduction

The Commission on Human Rights and Opportunities (CHRO) is responsible for the enforcement of the state's affirmative action statutes, CONN. GEN. STAT. §§ 46a-68 to 46a-68k, inclusive. Under CONN. GEN. STAT. § 46a-68, state agencies, departments, boards and commissions within the executive branch must develop and implement a plan that commits the agency to a program of affirmative action in all aspects of personnel and administration. Each agency must submit its plan to the CHRO to be reviewed for compliance with the Affirmative Action by State Government regulations, Sections 46a-68-31 to 46a-68-74 of the Regulations of Connecticut State Agencies. Under CONN. GEN. STAT. § 46a-68(f), the CHRO thereafter submits a report to apprise the Governor and the General Assembly of the collective efforts of state agencies to achieve a workforce fully representative of the people of Connecticut as well as to indicate the status of individual agency affirmative action plan reviews by the CHRO.

This report includes race, gender, occupational category and age data for all full-time employees of the Connecticut state government for all agencies, departments, boards and commissions obligated under the provisions of CONN. GEN. STAT. § 46a-68 to file affirmative action plans. These entities are identified in Appendix A of the regulations. Data represented in this report is solicited from all such entities annually.

Statistical Analysis of Employment of Males and Females by Race Within the Total Connecticut Workforce and Within State Government Employment -- 2007

Table 1 Gender/Race Connecticut Workforce* and Connecticut State Government Employees**										
	White	%	Black	%	Hispanic	%	Other	%	All	%
Male (Total Workforce)	744,504	42.4	62,231	3.5	70,774	4.0	40,519	2.3	918,028	52.2
Male (State Government)	18,319	37.9	3,100	6.4	1,817	3.8	757	1.6	23,993	49.7
Female (Total Workforce)	664,879	37.8	76,358	4.3	63,532	3.6	33,575	1.9	838,344	47.8
Female (State Government)	17,192	35.6	4,339	9.0	1,993	4.1	757	1.6	24,281	50.3
Total (Total Workforce)	1,409,383	80.2	138,589	7.9	134,306	7.6	74,094	4.2	1,757,139	100
Total (State Government)	35,511	73.6	7,439	15.4	3,810	7.9	1,514	3.1	48,274	100

*Source: *Connecticut Occupational Statistics 2000* prepared by the Connecticut Labor Department, February 2005 -- http://www.ctdol.state.ct.us/lmi/pubs/eo2000_vol1_westernct.pdf

**CHRO Survey of State Agencies

NOTE: Data regarding the number and percentage of employees by race and gender is compared to the total public and private workforce for the state of Connecticut. The 2000 census is used as a constant for annual comparisons.

Race and Gender Distribution --Total Connecticut Workforce and Within State Government Employment

For purposes of establishing a comparative standard, the CHRO gathered information from the 2000 Census. As noted above, *Connecticut Occupational Statistics* provided information regarding the workforce of the state of Connecticut, both its totality and its breakdown by race and gender. The CHRO has not adjusted this data relative to the number of unemployed, the number of part-time employees who may be included in the total or the incremental increase in the workforce since 2000. Further, it should be understood that all references in this report to the state workforce are only to those entities listed in Appendix A of the regulations and all figures only reflect that portion of their workforce for which the regulations require data to be collected and reported.

The total workforce of the state of Connecticut in 2000 according to *Connecticut Occupational Statistics* is 1,757,139. Agencies required to file affirmative action plans with the CHRO employed, as of December 31, 2007, 48,274 full-time employees. This represents about 2.7% of the total Connecticut workforce.

Proportionally, state government personnel are 49.7% male and 50.3% female, compared with 52.2% of males and 47.8% of females in the total Connecticut workforce.

Whites account for 1,409,383 or 80.2% of the total workforce. White males comprise 52.8% of the total white workforce, while white females equal 47.2% of that pool. Comparatively, whites make up 73.6% of state employees while accounting for 80.2% of the total workforce. White males comprise 76.4% of male state employees while they make up 81.0% of the total male workforce. White females are 70.8% of the female state employees compared with 79.3% of the total female workforce.

Blacks account for 138,589 or 7.9% of the total workforce. Black males comprise 45.0% of the total black workforce, while black females equal 55.0% of that pool. Comparatively, blacks make up 15.4% of state employees while accounting for 7.9% of the total workforce. Black males comprise 12.9% of male state employees while they make up 6.8% of the total male workforce. Black females are 17.9% of the female state employees compared with 9.1% of the total female workforce.

Hispanics account for 134,306 or 7.6% of the total workforce. Hispanic males comprise 52.7% of the total Hispanic workforce, while Hispanic females equal 47.3% of that pool. Comparatively, Hispanics make up 7.9% of state employees while accounting for 7.6% of the total workforce. Hispanic males comprise 7.6% of male state employees while

they make up 7.7% of the total male workforce. Hispanic females are 8.2% of the female state employees compared with 7.6% of the total female workforce.

Statistical Analysis of State Government Employment

The total number of Connecticut state employees accounted for by race and gender and occupational category is displayed in Table 2.

The total number of state employees was 48,274 as of December 31, 2007 compared with 47,354, as of December 31, 2006. This is an increase of 920 employees (1.9%) in total state employees from the year before.

With respect to employment within occupational job categories, there is normally only incremental shift in percentages of employees by Race/Sex in occupational categories from year to year. Designated occupational categories are:

- Officials/Administrators
- Professionals
- Technicians
- Protective Service Workers
- Paraprofessionals
- Office/Clerical
- Skilled Craft Workers, and
- Service/Maintenance.

The most significant shift in the demographics of state employees is that females now account for more than 50% of the state government workforce with an edge of 288 positions. Females comprise 50.3% of state employees while males account for 49.7% or a difference of 0.60%.

Tables 4 and 5 show the age distribution of state employees both by agency and by occupational category. Please note that agencies which have a due date instead of a Commission action (i.e. approved, disapproved, conditionally approved or approved by default) are only required to file biennially.

Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2007

Agency	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
Asnuntuck Community-Technical College	25	3	0	1	41	3	1	3	77
Attorney General	124	12	11	2	141	23	17	7	337
Board for Regional Community-Technical Colleges	33	5	0	1	41	6	1	8	95
Board for State Academic Awards	24	3	0	1	43	2	0	0	73
Board of Education and Services for the Blind	33	4	4	0	62	6	3	2	114
Board of Trustees for State University System	33	4	1	0	26	7	3	1	75
Capital Community-Technical College	40	13	14	0	62	22	10	4	165
Central Connecticut State University	375	37	39	32	363	40	33	18	937
Commission on Culture and Tourism	12	3	1	0	21	2	2	1	42
Commission on Human Rights and Opportunities	22	5	4	1	30	22	5	2	91
Commission on the Deaf and Hearing Impaired	2	1	0	0	4	0	1	0	8
Connecticut Agricultural Experiment Station	53	3	1	2	40	1	0	3	103
Connecticut Siting Council	4	0	0	0	3	0	1	0	8
Department of Administrative Services	120	19	13	3	151	33	13	5	357
Department of Agriculture	32	1	1	0	26	2	0	0	62
Department of Banking	38	8	2	2	49	12	5	4	120
Department of Children and Families	603	328	160	31	1261	650	417	44	3494
Department of Consumer Protection	70	6	3	2	52	20	8	3	164
Department of Correction	3482	953	567	42	1082	480	156	20	6782
Department of Developmental Services	868	265	59	17	1810	591	124	29	3763
Department of Economic and Community Development	51	8	1	2	48	13	8	4	135
Department of Education	801	65	51	11	851	106	63	16	1964
Department of Emergency Management and Homeland Security	25	1	1	1	21	3	1	0	53
Department of Environmental Protection	563	20	22	17	269	37	20	6	954
Department of Higher Education	8	5	0	0	27	6	3	1	50
Department of Information Technology	145	12	4	9	94	14	3	3	284
Department of Insurance	61	8	3	2	51	13	6	2	146
Department of Motor Vehicles	278	29	28	7	336	85	50	5	818
Department of Public Health	187	30	16	9	405	119	56	18	840
Department of Public Safety	1220	83	68	16	328	38	21	6	1780
Department of Public Utility Control	50	4	1	3	43	11	6	1	119
Department of Public Works	102	4	4	5	42	17	3	2	179
Department of Revenue Services	263	54	10	14	249	91	25	14	720
Department of Social Services	448	103	56	18	820	382	179	26	2032
Department of Transportation	2143	216	171	81	535	79	37	24	3286
Department of Veterans Affairs	72	26	12	1	90	29	11	13	254

Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2007

Division of Criminal Justice	276	11	7	3	199	18	14	5	533
Division of Special Revenue	59	9	3	0	48	11	3	2	135
DMHAS - Office of the Commissioner	853	272	137	42	1325	491	208	84	3412
Eastern Connecticut State University	212	24	26	16	220	22	28	13	561
Freedom of Information Commission	4	2	0	0	10	3	0	0	19
Gateway Community-Technical College	71	7	9	6	85	18	7	8	211
Governor's Office	74	4	2	0	45	6	3	0	134
Housatonic Community-Technical College	0	0	0	0	0	0	0	0	0
Labor Department	277	43	17	11	292	90	56	21	807
Manchester Community-Technical College	74	23	14	8	124	31	7	5	286
Middlesex Community-Technical College	36	5	2	5	54	6	3	7	118
Military Department	54	7	8	0	22	1	5	2	99
Naugatuck Valley Community-Technical College	96	8	9	1	119	16	8	2	259
Northwestern Community-Technical College	30	5	0	1	67	0	1	1	105
Norwalk Community-Technical College	72	12	3	2	109	37	8	5	248
Office of Advocacy for Persons with Disabilities	10	1	1	2	20	6	6	1	47
Office of Child Advocate	0	0	0	0	6	0	1	0	7
Office of Consumer Counsel	7	1	0	0	5	1	1	0	15
Office of Health Care Access	4	1	0	2	8	2	2	0	19
Office of Policy and Management	51	2	3	3	63	18	3	1	144
Office of State Ethics	7	0	0	0	3	1	2	0	13
Office of the Medical Examiner	17	3	3	0	17	4	5	1	50
Police Officer Standards and Training Council	15	0	0	0	6	1	1	0	23
Quinebaug Valley Community-Technical College	30	1	4	0	43	0	2	3	83
Secretary of the State	20	3	2	5	22	19	7	1	79
Soldiers', Sailors' and Marine Fund	6	1	0	1	2	0	2	0	12
Southern Connecticut State University	390	65	22	20	384	96	26	20	1023
State Comptroller	91	14	4	2	98	31	14	5	259
State Elections Enforcement Commission	13	1	1	4	14	4	2	2	41
State Library	25	3	2	1	49	4	1	0	85
State Treasurer	28	12	2	5	50	32	8	1	138
Teachers' Retirement Board	5	2	0	1	15	2	0	2	27
Three Rivers Community-Technical College	54	4	0	4	85	14	4	8	173
Tunxis Community-Technical College	59	3	3	2	114	6	4	2	193

Table 2 State Employees by Agency sorted by Race/Gender as of December 31, 2007

University of Connecticut	1685	101	107	119	1735	94	93	99	4033
University of Connecticut - Health Center	933	82	74	141	1928	247	142	145	3692
Western Connecticut State University	255	26	21	16	227	20	18	15	598
Workers' Compensation Commission	16	1	3	1	62	22	6	1	112
Totals	18319	3100	1817	757	17192	4339	1993	757	48274
Percentage of Total	37.9%	6.4%	3.8%	1.6%	35.6%	9.0%	4.1%	1.6%	

Table 3 State Employees by Agency sorted by Race/Gender as of December 31, 2007

Occupational Categories	Male Employees				Female Employees				Total
	White	Black	Hispanic	Other	White	Black	Hispanic	Other	
Official/Administrators	1069	100	42	22	964	137	51	16	2401
Percentage of Category	44.5%	4.2%	1.7%	0.9%	40.1%	5.7%	2.1%	0.7%	
Professionals	8898	968	563	577	9827	1839	943	568	24183
Percentage of Category	36.8%	4.0%	2.3%	2.4%	40.6%	7.6%	3.9%	2.3%	
Technicians	469	108	35	15	771	187	55	18	1658
Percentage of Category	28.3%	6.5%	2.1%	0.9%	46.5%	11.3%	3.3%	1.1%	
Protective Service Workers	4014	935	612	54	515	317	107	9	6563
Percentage of Category	61.2%	14.2%	9.3%	0.8%	7.8%	4.8%	1.6%	0.1%	
Paraprofessionals	732	434	133	25	1475	818	235	56	3908
Percentage of Category	18.7%	11.1%	3.4%	0.6%	37.7%	20.9%	6.0%	1.4%	
Office/Clerical	266	103	67	10	3171	927	494	69	5107
Percentage of Category	5.2%	2.0%	1.3%	0.2%	62.1%	18.2%	9.7%	1.4%	
Skilled Craft Workers	778	72	45	6	65	28	9	4	1007
Percentage of Category	77.3%	7.1%	4.5%	0.6%	6.5%	2.8%	0.9%	0.4%	
Service /Maintenance	2093	380	320	48	404	86	99	17	3447
Percentage of Category	60.7%	11.0%	9.3%	1.4%	11.7%	2.5%	2.9%	0.5%	
Totals	18319	3100	1817	757	17192	4339	1993	757	48274
Percentage of Category	37.9%	6.4%	3.8%	1.6%	35.6%	9.0%	4.1%	1.6%	

Table 4 State Employees by Agency sorted by Age as of December 31, 2007

Agency	Total	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Asnuntuck Community-Technical College	77	0	0	2	6	5	11	5	9	11	19	9	0
Attorney General	337	0	2	10	21	28	54	65	66	61	27	1	2
Board for Regional Community-Technical Colleges	98	0	0	4	9	11	18	17	16	17	4	2	0
Board of Education and Services for the Blind	73	0	0	11	3	12	7	9	11	10	7	1	2
Board of Trustees for State University System	114	1	2	4	7	8	21	19	23	21	8	0	0
Capital Community-Technical College	75	0	0	1	3	9	14	19	15	8	4	2	0
Central Connecticut State University	165	0	0	4	8	17	23	25	31	36	13	5	3
Charter Oak State College	937	0	6	39	63	101	129	155	182	135	91	25	11
Commission on Human Rights and Opportunities	42	0	0	0	2	4	5	10	5	6	6	3	1
Commission on the Deaf and Hearing Impaired	91	0	0	0	11	10	16	14	19	12	6	2	1
Connecticut Agricultural Experiment Station	8	0	0	1	0	0	3	0	2	2	0	0	0
Department of Administrative Services	103	0	4	6	7	13	12	16	20	17	5	2	1
Department of Agriculture	8	0	0	1	2	2	1	1	0	1	0	0	0
Department of Banking	356	0	3	10	23	32	60	67	84	47	23	7	0
Department of Children and Families	62	0	0	2	3	6	8	14	14	9	5	1	0
Department of Consumer Protection	120	0	4	7	6	14	27	20	18	17	6	1	0
Department of Correction	3494	0	20	294	565	689	504	446	432	350	144	38	12
Department of Developmental Services	164	0	0	2	6	16	25	30	35	35	14	1	0
Department of Economic and Community Development	6772	0	79	416	675	1275	1581	1175	757	419	295	83	17
Department of Education	3763	2	21	45	160	356	703	834	897	515	184	36	10
Department of Environmental Protection	135	0	2	3	8	6	22	23	28	22	17	4	0
Department of Higher Education	1964	0	19	95	116	192	301	344	444	302	132	19	0
Department of Information Technology	59	0	0	2	1	4	12	11	11	10	5	2	1
Department of Insurance	954	0	10	37	63	104	163	220	200	106	41	6	4
Department of Motor Vehicles	50	0	0	2	5	4	8	7	8	9	5	2	0
Department of Public Health	284	0	0	5	9	20	44	71	68	41	23	3	0
Department of Public Safety	146	0	3	2	7	6	23	38	26	22	15	4	0
Department of Public Utility Control	3412	0	17	79	220	362	478	664	756	545	218	60	13
Department of Public Works	818	15	27	43	86	130	157	155	123	60	16	5	1
Department of Revenue Services	840	0	7	41	66	94	125	143	162	131	53	18	0
Department of Social Services	1782	0	49	137	230	423	414	215	173	98	39	4	0
Department of Transportation	119	0	1	3	5	12	25	21	18	21	10	2	1
Department of Veterans Affairs	179	1	0	0	5	9	17	31	36	47	24	5	4
Division of Criminal Justice	720	0	13	31	20	55	162	166	124	93	43	12	1
Division of Special Revenue	2032	0	16	96	133	164	270	377	442	366	132	32	4
DMHAS - Capitol Region Mental Health Center	3286	2	73	128	188	453	648	684	645	321	115	21	8
DMHAS - Cedarcrest Hospital	254	0	1	9	19	42	63	63	29	22	6	0	0
DMHAS - Connecticut Mental Health System	533	0	6	19	29	59	86	97	100	83	46	6	2

Table 4 State Employees by Agency sorted by Age as of December 31, 2007													Page 2	
DMHAS - Connecticut Valley Hospital	561	0	14	18	38	61	88	101	81	81	56	20	3	
DMHAS - Office of the Commissioner	19	0	0	0	1	1	5	2	6	2	2	0	0	
DMHAS - Southwest Conn. Mental Health	211	0	0	3	12	13	16	34	39	36	33	24	1	
DMHAS - Western Conn. Mental Health Network	134	0	9	2	9	9	16	16	25	29	12	7	0	
Eastern Connecticut State University	807	0	2	23	34	55	141	149	146	164	76	11	6	
Gateway Community-Technical College	286	0	3	9	13	26	40	45	55	53	33	6	3	
Governor's Office	118	0	1	3	7	9	16	20	12	28	14	6	2	
Housatonic Community-Technical College	99	0	2	5	5	11	14	24	21	8	4	5	0	
Labor Department	259	0	0	6	15	15	37	37	62	45	34	7	1	
Manchester Community-Technical College	105	0	0	1	4	11	8	20	21	26	10	3	1	
Middlesex Community-Technical College	248	0	1	3	15	31	39	54	51	30	17	7	0	
Military Department	47	0	0	0	1	6	9	8	13	9	1	0	0	
Naugatuck Valley Community-Technical College	15	0	0	0	1	2	3	0	1	4	3	1	0	
Northwestern Community-Technical College	19	0	0	0	1	4	4	3	3	2	2	0	0	
Norwalk Community-Technical College	144	0	0	5	9	6	16	28	32	30	13	5	0	
Office of Advocacy for Persons with Disabilities	13	0	0	2	3	1	2	2	2	0	1	0	0	
Office of Consumer Counsel	7	0	0	0	0	3	1	2	1	0	0	0	0	
Office of Health Care Access	50	0	0	0	5	4	5	7	13	11	3	1	1	
Office of Policy and Management	23	0	0	0	0	0	4	1	3	8	3	4	0	
Office of the Medical Examiner	83	0	0	2	2	7	12	16	25	11	8	0	0	
Police Officer Standards and Training Council	79	0	1	3	9	12	14	18	11	7	2	1	1	
Quinebaug Valley Community-Technical College	12	0	0	0	1	0	1	4	2	2	1	1	0	
Secretary of the State	1023	0	10	37	76	107	126	146	143	179	122	48	29	
Soldiers', Sailors' and Marine Fund	259	0	3	11	15	24	45	52	52	38	16	2	1	
Southern Connecticut State University	41	0	0	4	2	18	5	3	4	4	1	0	0	
State Comptroller	85	0	0	0	0	6	12	13	19	21	13	1	0	
State Library	138	0	1	4	7	12	18	31	27	23	11	4	0	
State Treasurer	27	0	0	1	1	3	2	4	7	5	3	1	0	
Teachers' Retirement Board	173	0	1	2	11	5	21	42	39	27	16	9	0	
Three Rivers Community-Technical College	193	0	2	6	7	21	22	33	39	32	21	6	4	
Tunxis Community-Technical College	4033	1	35	193	285	440	556	641	743	598	374	119	48	
University of Connecticut	3692	2	116	270	355	446	582	614	611	433	199	45	19	
University of Connecticut - Health Center	598	0	0	23	33	56	69	95	102	88	81	35	16	
Western Connecticut State University	112	0	1	0	4	10	17	18	25	17	15	4	1	
Workers' Compensation Commission	48274	24	587	2229	3774	6188	8222	8577	8504	6107	3013	812	237	
Total		0.0%	1.2%	4.6%	7.8%	12.8%	17.0%	17.8%	17.6%	12.7%	6.2%	1.7%	0.5%	
Percentage of Total	77	0	0	2	6	5	11	5	9	11	19	9	0	

Table 5 State Employees by Agency sorted by Age as of December 31, 2007

Category or class	Total	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Officials/Administrators	2401	0	1	5	40	155	316	426	610	532	236	64	16
Percentage of Category		0.0%	0.0%	0.2%	1.7%	6.5%	13.2%	17.7%	25.4%	22.2%	9.8%	2.7%	0.7%
Professionals	24183	2	239	1139	1929	2917	3700	4119	4322	3449	1683	529	155
Percentage of Category		0.0%	1.0%	4.7%	8.0%	12.1%	15.3%	17.0%	17.9%	14.3%	7.0%	2.2%	0.6%
Technicians	1658	0	18	69	141	208	291	317	339	203	56	13	3
Percentage of Category		0.0%	1.1%	4.2%	8.5%	12.5%	17.6%	19.1%	20.4%	12.2%	3.4%	0.8%	0.2%
Protective Service Workers	6563	0	126	522	823	1406	1528	998	631	325	176	23	5
Percentage of Category		0.0%	1.9%	8.0%	12.5%	21.4%	23.3%	15.2%	9.6%	5.0%	2.7%	0.4%	0.1%
Paraprofessionals	3908	4	37	122	277	496	702	803	750	469	206	31	11
Percentage of Category		0.1%	0.9%	3.1%	7.1%	12.7%	18.0%	20.5%	19.2%	12.0%	5.3%	0.8%	0.3%
Office/Clerical	5107	16	104	243	351	555	866	952	885	617	392	96	30
Percentage of Category		0.3%	2.0%	4.8%	6.9%	10.9%	17.0%	18.6%	17.3%	12.1%	7.7%	1.9%	0.6%
Skilled Craft Workers	1007	0	8	20	39	89	192	225	231	103	78	13	9
Percentage of Category		0.0%	0.8%	2.0%	3.9%	8.8%	19.1%	22.3%	22.9%	10.2%	7.7%	1.3%	0.9%
Service/Maintenance	3447	2	54	109	174	362	627	737	736	409	186	43	8
Percentage of Category		0.1%	1.6%	3.2%	5.0%	10.5%	18.2%	21.4%	21.4%	11.9%	5.4%	1.2%	0.2%
Totals	48274	24	587	2229	3774	6188	8222	8577	8504	6107	3013	812	237
Percentage of Total		0.0%	1.2%	4.6%	7.8%	12.8%	17.0%	17.8%	17.6%	12.7%	6.2%	1.7%	0.5%

State Agency Affirmative Action Plans

The status of affirmative action plan filings for the year 2007 is presented in Table 6.

Each state agency covered by the affirmative action statutes must submit an affirmative action plan to CHRO for review and action. Under CONN. GEN. STAT. § 46a-68(d), the CHRO may approve, disapprove or conditionally approve a plan based on a review of the plan's content. To be approved, the affirmative action plan must contain all elements required by the regulations. Additionally, Section 46a-54-60 of the regulations mandates that a plan can be approved only if the "agency has substantially addressed deficiencies noted by the commission in prior plan reviews" and that one of three additional standards is met: (1) "the work force, considered as a whole and by occupational category, is in parity with the relevant labor market area"; (2) "the agency has met all or substantially all of its hiring, promotion and program goals"; or (3) "the agency has demonstrated every good faith effort to achieve such goals and despite these efforts has been unable to do so".

A plan that has been formally "approved" is designated as an approved plan and holds that status until the next filing period. Similarly, an agency's plan that has been either "conditionally approved" or "disapproved" remains as such, although the agency is typically required to demonstrate corrective action before the next filing date occurs. Under CONN. GEN. STAT. § 46a-68(d), the CHRO has 90 days following the filing of a plan to make a determination. Should CHRO not act on the plan during that time period, a filed plan is deemed "approved by default."

During calendar year 2007, seventy-six (76) state agencies were required to submit affirmative action plans for review and action by CHRO. The required filing date for each agency is established by regulation.

During calendar year 2007:

- Seventy-six (76) plans were received
- Sixty-four (64) plans were approved
- Seven (7) plans were disapproved
- No plans were approved by default
- Four (4) plans received conditional approval
- Six (6) plans were filed late

Table 6 Filing Status of Affirmative Action Plans Calendar Year 2007

Agency	Filing Status		Commission Action	
Administrative Services, Dept. of	(A)	Timely	Approved	01/13/07
Agricultural Experiment Station, CT	(A)	Timely	Approved	01/11/07
Agriculture, Department of	(A)	Timely	Disapproved	12/27/07
Asnuntuck Community College	(A)	Timely	Approved	08/09/07
Attorney General, Office of the	(A)	Timely	Approved	10/11/07
Banking, Department of	(A)	Timely	Approved	01/11/07
Board of Education and Services for the Blind	(A)	Timely	Approved	01/11/07
Board of Trustees/Community-Technical Colleges	(A)	Timely	Approved	05/10/07
Capital Community College	(A)	3 days late	Approved	06/14/07
Capitol Region Mental Health Center (DMHAS)	(A)	Timely	Approved	07/12/07
Cedarcrest Hospital (DMHAS)	(A)	Timely	Disapproved	03/08/07
Central CT State University	(A)	Timely	Approved	09/10/07
Charter Oak State College (Board for State Academic Awards)	(A)	Timely	Approved	05/10/07
Chief Medical Examiner, Office of the	(SA)	Timely	Approved	07/12/07
Children & Families, Department of	(A)	Timely	Approved	12/27/07
Comptroller, Office of the State	(A)	Timely	Approved	02/08/07
Connecticut Mental Health Center (DMHAS)	(A)	Timely	Approved	03/08/07
Connecticut State University System	(A)	Timely	Approved	09/10/07
Connecticut Valley Hospital (DMHAS)	(A)	17 days late	Approved	04/12/07
Consumer Counsel, Office of	(B)		Due 1/30/08	
Consumer Protection, Department of	(A)	Timely	Approved	05/10/07
Correction, Department of	(A)	20 days late	Approved	03/08/07
Criminal Justice, Division of	(A)	Timely	Disapproved	12/27/07
Deaf and Hearing Impaired, Commission on the	(B)		Due 3/15/08	
Eastern CT State University	(A)	Timely	Approved	10/11/07
Economic and Community Development, Department of	(A)	Timely	Approved	09/10/07
Education, Department of	(A)	Timely	Approved	09/10/07
Environmental Protection, Department of	(SA)	Timely	Approved	11/08/07
Gateway Community College	(A)	Timely	Approved	05/10/07
Governor, Office of the	(A)	Timely	Disapproved	02/08/07
Health Care Access, Office of	(B)	Timely	Approved	11/08/07
Higher Education, Department of	(B)	Timely	Approved	11/08/07
Housatonic Community College	(A)	Timely	Approved	08/09/07
Human Rights & Opportunities, Commission on	(A)	Timely	Disapproved	05/10/07
Information Technology, Dept. of	(A)	Timely	Approved	05/10/07
Insurance Department	(A)	Timely	Approved	01/11/07
Labor, Department of	(A)	Timely	Cond. Approved	08/09/07
Library, Connecticut State	(A)	Timely	Disapproved	05/10/07
Manchester Community College	(A)	Timely	Approved	04/12/07
Mental Health & Addiction Services, Department of (C.O.)	(A)	Timely	Approved	03/08/07
Mental Retardation, Department of (C.O.)	(A)	Timely	Approved	11/08/07
Middlesex Community College	(A)	Timely	Approved	07/12/07
Military Department	(A)	Timely	Approved	12/27/07
Motor Vehicles, Department of	(A)	Timely	Approved	03/08/07
Naugatuck Valley Community College	(A)	Timely	Approved	07/12/07

Table 6 Filing Status of Affirmative Action Plans Calendar Year 2007

Agency	Filing Status		Commission Action	
Northwestern CT Community College	(A)	Timely	Approved	08/09/07
Norwalk Community College	(A)	Timely	Approved	08/09/07
Police Officer Standards and Training Council	(A)	Timely	Approved	10/11/07
Policy and Management, Office of	(A)	Timely	Approved	01/11/07
Protection & Advocacy for Persons with Disabilities, Office of	(A)	Timely	Disapproved	05/10/07
Public Health, Department of	(A)	Timely	Approved	10/11/07
Public Safety, Department of	(A)	Timely	Approved	12/27/07
Public Utility Control, Department of	(A)	Timely	Approved	03/08/07
Public Works, Department of	(A)	Timely	Cond. Approved	05/10/07
Quinebaug Valley Community College	(A)	Timely	Approved	07/12/07
Revenue Services, Department of	(A)	Timely	Approved	04/12/07
Secretary of the State, Office of the	(A)	Timely	Approved	10/11/07
Social Services, Department of	(A)	Timely	Cond. Approved	06/14/07
Soldiers', Sailors' and Marines' Fund	(B)		Due 7/30/08	
Southern CT State University	(A)	Timely	Approved	11/08/07
Southwest Connecticut Mental Health Center (DMHAS)	(SA)	Timely	Approved	04/12/07
Special Revenue, Division of	(A)	Timely	Approved	09/10/07
Special Revenue, Division of	(A)	Timely	Approved	04/12/07
Teachers' Retirement Board	(A)	Timely	Cond. Approved	08/09/07
Three Rivers Community College	(A)	Timely	Approved	07/12/07
Transportation, Department of	(A)	Timely	Approved	08/09/07
Treasurer, Office of the State	(A)	Timely	Approved	07/12/07
Tunxis Community College	(A)	Timely	Approved	02/08/07
University of Connecticut	(A)	Timely	Approved	01/11/07
University of CT Health Center	(A)	Timely	Approved	05/10/07
Veterans' Affairs, Department of	(A)	Timely	Approved	09/10/07
Western CT Mental Health Network (DMHAS)	(A)	Timely	Approved	10/11/07
Abbreviations:				
(A) Annual Filing				
(SA) Semiannual Filing				
(B) Biennial Filing				