

State of Connecticut Equity Study Public Information Meeting



Meeting Agenda

Today's Goal: **Introduce** Connecticut residents to the Equity Study and **preview** opportunities for continued engagement and input

- Opening Remarks: Commission on Human Rights and Opportunities (CHRO)
- Introductions: Faulkner Consulting Group (FCG)
- Background: State and Federal Context
- Study Goals
- Study Process and Timeline
- Opportunities for Public Engagement
- Q&A

Opening Remarks

Executive Director – Tanya A. Hughes

Deputy Director – Cheryl Sharp

Agency Mission: The mission of the Connecticut Commission on Human Rights and Opportunities (CHRO) is to eliminate discrimination through civil and human rights law enforcement and to establish equal opportunity and justice for all persons within the state through advocacy and education.



Introductions - Faulkner Consulting Group

Analyze
Innovate
Collaborate



- At FCG, we work with states to design and develop innovative programs that leverage national best practices and build on the unique strengths and capacities of our clients. Our work is focused in three specific areas: **Policy**, **Operations**, and **Analytics**
- **Our most successful projects combine these areas:** policy decisions based on underlying data analysis, programs developed with an eye toward operational implementation, and using data to define priorities for operational improvements.
- Both FCG and McClain Consulting Associates have **extensive experience implementing initiatives to improve equity** in state agencies and programs

**Equity Study
Leads:**



Angela Sherwin
Co-Project Lead
Managing Director, FCG
She/Her



Wanda McClain
Co-Project Lead
President, MCA
She/Her

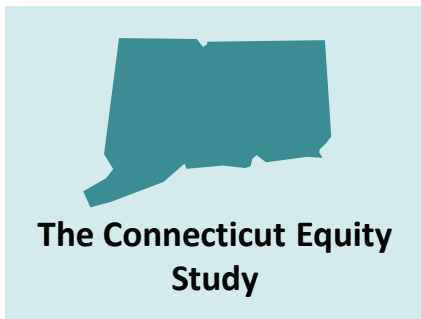
Federal and State Context for the Equity Study

The Connecticut General Assembly crafted the Equity Study, in part, to align state efforts with federal efforts to pursue a comprehensive approach to advancing equity within federal agencies.



January 2021

- Executive Order 13985 marks the federal government’s creation of a **comprehensive** approach to advancing equity
- Required United States executive branch agencies and departments to recognize and work to address inequities in their policies and programs
- **Key Outcomes:**
 - **Agency Equity Action Plans**
 - **Equitable Data Working Group**
 - **Review Of Equity Assessment Best Practices**



June 2021

- Connecticut passed legislation to undertake an Equity Study of executive branch policies and programs
- Commissioned the study to be overseen by the CT Commission on Human Rights and Opportunities (CHRO), in partnership with the Department of Administration (DOA) and the Office of Policy and Management (OPM)
- The Equity Study will inform new state policies, practices, and programs that improve the equity of opportunities and outcomes for Connecticut residents

Equity Study Goals

The Connecticut Equity Study is a multi-phased project that aims to evaluate Connecticut programs and policies for access and outcomes disparities and provide recommendations to remedy those disparities.

How will the Equity Study help Connecticut?

Key Goals

- 1. Evaluate key programs and policies to understand whether underserved communities face systemic barriers to accessing benefits and opportunities via**
 - Landscape analysis of equity in state services & programs + expected and actual outcomes for CT residents
 - Review of demographics and outcomes to ID patterns of discrimination, inequality, or outcome disparities for key programs
- 2. Make recommendations to improve those disparities**

Key Outcomes

- 1. Contributions to Connecticut's goal of improving data practices across the state**
- 2. A review of trends and state progress in addressing known areas of disparity**
- 3. Evaluation of the root causes that drive disparities in access and outcomes**
- 4. A suggested implementation approach for the recommendations to remedy existing disparities in access and outcomes**

Note: The Equity Study excludes review of contracting and procurement practices, as those will be evaluated in the Disparity Study

Key Definitions

Underserved communities:

Populations sharing a particular characteristic, as well as geographic communities, that have been systematically denied a full opportunity to participate in aspects of economic, social and civic life, such as Black, Latino, and Indigenous and Native American persons; Asian Americans and Pacific Islander and other persons of color; members of religious minorities; lesbian, gay, bisexual, transgender and queer persons; persons with disabilities; persons who live in rural areas; and persons otherwise adversely affected by persistent poverty or inequality

Process and Timeline

The Connecticut Equity Study will be conducted over 11 months and divided into phases including data collection and analysis, recommendation synthesis, and production of a final report and implementation.

Equity Study Begins

Equity Study Concludes

Dec 2022

Oct 2023

Phase 1	Phase 2	Phase 3	Phase 4	Phase 5
Initial Planning & Work Plan Finalization	Initial Community Engagement & Data Collection	Data Analysis	Preliminary Recs & Implementation Plans	Final Report
<p>Objective: Complete initial Equity Study planning</p> <p>How: Working with the CT Commission on Human Rights and Opportunities to establish key objectives and expectations for the Equity Study</p>	<p>Objective: Collect data from public sources in order to understand Connecticut’s starting point</p> <p>Data collection will include –</p> <ul style="list-style-type: none"> Publicly available data Public survey Focus groups Agency interviews Agency data 	<p>Objective: Analyze data collected in Phase 2</p>	<p>Objective: Create initial prioritized recommendations based on findings from Phase 3 data analysis & an implementation plan</p>	<p>Objective: Conduct a listening tour in Connecticut and incorporate feedback into a final report and implementation plan</p>
<i>Community Engagement</i>	<i>CBO and Connecticut Resident Focus Groups</i>			<i>Listening Tour</i>
	<i>Public Survey Open</i>			

Participating Agencies

The legislation that mandated the Equity Study identified twenty-three executive branch agencies as participants in the study.

1. Connecticut State Colleges and Universities
2. Dept. of Administrative Services
3. Dept. of Agriculture
4. Dept. of Banking
5. Dept. of Children and Families
6. Dept. of Consumer Protection
7. Dept. of Correction
8. Dept. of Developmental Services
9. Dept. of Economic and Community Dev
10. Dept. of Education
11. Dept. of Emergency Services & Public Protection
12. Dept. of Energy & Environmental Protection
13. Dept of Labor
14. Dept. of Mental Health and Addiction Services
15. Dept. of Motor Vehicles
16. Dept. of Public Health
17. Dept. of Revenue Services
18. Dept. of Social Services
19. Dept. of Transportation
20. Dept. of Veterans Affairs
21. Insurance Dept.
22. Office of Policy and Management
23. Technical Education and Career System

Opportunities for Public Engagement

Connecticut Residents are encouraged to participate at all points throughout the Equity Study via several opportunities.



CBO Focus Groups & Connecticut Resident Focus Groups

Focus groups will be a key part of the Equity Study data collection process. Focus groups will ask community organizations and residents about their experiences with Connecticut agency programs and policies.



Public Survey

A public survey will be open throughout the duration of the Equity Study. All Connecticut Residents are encouraged to provide any relevant insight, personal experience, feedback, or recommendations at any point through the public survey while the Equity Study is underway.



Listening Tour

Feedback on the initial report and implementation plan will be collected through a series of public meetings that Connecticut residents are encouraged to attend. Collected feedback will be incorporated into the final report delivered to the State of Connecticut.

6. Please explain your answer above. For example, if you feel it has not been easy, what has stood in the way when you tried to sign up for programs or use services?

7. Are you aware of any equity programs or policies in state agencies? Is there anything that agencies are currently doing that makes you feel more supported? Please explain.

8. What specific actions should state agencies take to help meet the needs of residents from all backgrounds and communities? Please describe.

Source: SurveyMonkey

Frequently Asked Questions

Q: Where can I find more information about the Equity Study?

A: The CHRO website (<https://portal.ct.gov/CHRO>)

Q: How can I provide input for the Equity Study?

A: There is a public survey, and all Connecticut residents are encouraged to provide insight, personal experience, feedback, and recommendations at any time while the study is underway.

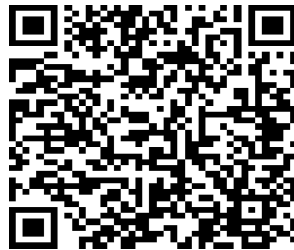
<https://www.surveymonkey.com/r/VBRST2C>



Q: How can I reach the Equity Study with additional questions or questions not covered above?

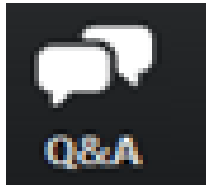
A: You can submit questions to FCG and sign up to be kept up to date on the Equity Study through this link.

<https://www.surveymonkey.com/r/XQR8W7G>



Have a question?

1. Open the Q&A window and ask your question to the presenters. We will either reply to you via text or answer the question live.



2. Raise your hand and we will call on you and unmute your microphone.

