

Highlights from the 2022-2023 Affirmative Action Plan

The DCF Office of Diversity and Equity (ODE) has submitted the 2022-2023 DCF Affirmative Action Plan (AAP) in accordance with CT Regulations and in partnership with the CHRO Reviewer. The AAP is the Agency’s opportunity to holistically review the employment processes that transpired during the previous year. Additionally, it allows the agency to identify areas within these employment processes that may impede the fair and equal participation of protected group members.

Below, you will find key highlights from the submitted 2022-2023 Plan:

(a) Agency Workforce

The agency workforce as a whole is not at parity with relevant labor markets. As such, the agency has established goals to address any race/sex group that is underutilized in the workforce. See subsection (d) of this document.

(b) Hiring and Promotional Summary (March 1, 2022 – February 28, 2023)

Titles	Hires	Promotions	Percent White	Percent of Color	Percent Male	Percent Female
Program Director	0	11	45.5%	54.5%	27.3%	72.7%
EEO 1 – All Remaining Titles	7	3	70.0%	30.0%	30.0%	70.0%
Program Supervisor	1	23	33.3%	66.7%	25.0%	75.0%
Children Services Consultant	0	5	20.0%	80.0%	0.0%	100.0%
Clinical Social Worker Associate	15	2	64.7%	35.3%	17.6%	82.4%
Head Nurse	4	1	60.0%	40.0%	0%	100%
Social Work Supervisor	2	38	32.5%	67.5%	12.5%	87.5%
Social Worker/Trainee	141	2	33.6%	66.4%	19.6%	80.4%
State School Teacher	4	0	50.0%	50.0%	25.0%	75.0%
EEO 2 – All Remaining Titles	47	14	55.7%	44.3%	26.2%	73.8%
Region 1 – Paraprofessional – All Titles	0	0	0.0%	0.0%	0.0%	0.0%
Region 1 – Clerical – All Remaining Titles	3	1	25.0%	75.0%	25.0%	75.00%
Region 1 - Office Assistant	8	0	50.0%	50.0%	12.5%	87.5%
Region 2 – Technicians	1	4	40.0%	60.0%	60.0%	40.0%
Region 2 – Paraprofessional – Children Svcs Workers	23	0	17.4%	82.6%	30.4%	69.5%
Region 2 – Paraprofessional – All Remaining Titles	0	0	0%	0%	0%	0%
Region 2 – Clerical – All Titles	6	0	50.0%	50.0%	0%	100%
Region 2 – Skilled Craft – All Titles	0	1	0.0%	100.0%	100.0%	0.0%
Region 2 – Service Maintenance	5	1	66.7%	33.3%	66.7%	33.3%
Region 2 - Drivers/Equipment Operator	27	0	25.9%	74.1%	37.0%	63.0%
Region 3 – Paraprofessional	0	0	0.0%	0.0%	0.0%	0.0%

Titles	Hires	Promotions	Percent White	Percent of Color	Percent Male	Percent Female
Region 3 – Clerical	2	0	100.0%	0.0%	0.0%	100.0%
Region 4 – Technicians	0	3	0.0%	100.0%	66.7%	33.3%
Region 4 – Protective Service	2	0	100%	0.0%	50.0%	50.0%
Region 4 – Paraprofessional – Children Svcs Workers	7	0	14.3%	85.7%	42.9%	57.1%
Region 4 – Paraprofessional – Social Work Case Aide	0	0	0.0%	0.0%	0.0%	0.0%
Region 4 – Paraprofessional – All Remaining Titles	2	0	100.0%	0.0%	0.0%	100.0%
Region 4 – Clerical – Office Assistant	10	0	70.0%	30.0%	30.0%	70.0%
Region 4 – Clerical	5	2	28.6%	71.4%	28.6%	71.4%
Region 4 – Skilled Craft	4	0	25.0%	75.0%	100.0%	0.0%
Region 4 – Service Maintenance	1	1	100.0%	0.0%	100.0%	0.0%
Region 5 – Paraprofessional	0	0	0.0%	0.0%	0.0%	0.0%
Region 5 – Clerical	11	0	54.5%	45.5%	0.0%	100.0%
Total	338	112	41.4%	58.6%	24.0%	75.8%

(c) 2022/2023 Affirmative Action Goal Achievement:

Goals Established	Hires/Promotions	Opportunities	Goals Met	Goal Achievement
542	450	450	169	38.0%

The agency's overall goal achievement is 38.0% when you compare goals met to actual opportunities to achieve the goals. An analysis of each recruitment and associated goal candidate was conducted in the Goals Analysis section of the AA plan (see Appendix B).

The agency substantially met the previously established programmatic goals (see Appendix C attached).

The following program goals were established to address employment practices which may adversely impact protected groups as identified in Section 46-68-87(a) (1)-(11), Identification of Problem Areas.

- 1) In an effort to address the problem area identified in **(6) Training**, the Department has established a goal to streamline its process for capturing and monitoring mandated diversity and sexual harassment prevention trainings for employees and supervisors. Historically, this has been a challenge due to the size of the Department.

Timetable for completion: February 28, 2024

Person(s) responsible: DAS HR Business Partners, designated Academy staff and representatives of the ODE are responsible for ensuring the implementation of this goal.

- 2) In an effort to address the problem area identified in **(6) Training**, the Department has established a program goal to address the gap in training as it relates to the understanding of cultural differences specific to the LGBTQ+ workforce/community.

Timetable for completion: February 28, 2024

Person(s) responsible: The Office of Multicultural Affairs, designated Academy staff and representatives of the ODE are responsible for ensuring the implementation of this goal.

- 3) In an effort to address the problem area identified in **(7) Counseling**, communication will be created and sent to all managerial staff and HR Business Partners outlining what career counseling is and providing guidance on how to conduct, track and report career counseling sessions held with employees.

Timetable for completion: February 28, 2024

Person(s) responsible: HR Business Partners, Academy for Workforce Development and ODE will be responsible for ensuring the implementation of this goal.

- 4) In an effort to address the problem area identified in **(3) Recruitment Practices**, as it relates to the appropriate guidance in the selection and justification of candidates, the Office of Diversity and Equity in collaboration with Human Resources will roll out during the current reporting period a "Guide to Completing an Applicant Flow," and an "Interview Panel Member Guide".

Timetable for completion: February 28, 2024

Person(s) responsible: DAS HR Business Partners and representative of the ODE are responsible for ensuring the implementation of this goal.

Hires and Promotions Data Analysis

March 1, 2022 - February 28, 2023 HIRES REPORT			
	Total	Caucasian	Employees of Color
Statewide Data	221	95	126
%		43%	57%
EEO 1 - Officials	7	4	3
%		57.1%	42.9%
EEO 2 - Professionals	214	91	123
%		42.5%	57.5%
EEO 2 - Social Workers	141	48	93
%		34%	66%
Sub-Professional	59	22	37
%		37.3%	62.7%
EEO 6 - Clerical (all)	45	23	22
%		51.1%	48.9%
EEO 5 - ParaProfs. (all)	32	7	25
%		21.9%	78.1%
EEO 8 Service Maintenance	33	11	22
%		33.3%	66.7%

March 1, 2022 - February 28, 2023 PROMOTIONS REPORT			
	Total	Caucasian	Employees of Color
Statewide Data	99	37	62
%		37.4%	62.6%
EEO 1 - Officials	14	8	6
%		57.1%	42.9%
Program Director	11	5	6
%		45.5%	54.5%
Program Supervisor	23	7	16
%		30.4%	69.6%
EEO 2 - Professionals	69	23	46
%		33.3%	66.7%
EEO2 - Social Workers	2		2
%			100%
EEO 2 - SW Supervisor	38	12	26
%		31.6%	68.4%
Sub-Professional	13	5	8
%		38.5%	61.5%

(d) CPS FT Workforce as of 2/28/2023

	Total			White		Black		Hispanic		AAIANHNPI		TWO MO	OR RE
	Total	M	F	M	F	M	F	M	F	M	F	M	F
DCF - Workforce 02/28/23													
Program Director	44	12	32	6	17	3	8	3	6	0	1	0	0
	100.00 %	27.3%	72.7%	13.6%	38.6%	6.8%	18.2%	6.8%	13.6%	0.00 %	2.3%	0.00%	0.00%
				52.3%		47.7%							
Program Supervisor	98	29	69	15	33	4	19	6	15	4	2	0	0
	100.00 %	29.6%	70.4%	15.3%	33.7%	4.1%	19.4%	16.3 %	15.3%	4.1%	2.0%	0.00%	0.00%
				49.0%		51.0%							
Social Work Supervisor	334	75	259	40	133	26	73	9	48	0	5	0	0
	100.00 %	22.5%	77.5%	12.0%	39.8%	7.8%	21.9%	2.7%	14.4%	0.0%	1.5%	0.00%	0.00%
				51.8%		48.2%							
Children Services Consultant	40	10	30	5	14	4	8	1	7	0	1	0	0
	100.00 %	25.0%	75.0%	12.5%	35.0%	10.0%	20.0%	2.5%	17.5%	0.0%	2.5%	0.00%	0.00%
				47.5%		52.5%							
Social Wkr/Train ee	1208	242	966	116	394	78	359	42	191	4	15	2	7
	100.00 %	20.0%	80.0%	9.6%	32.6%	6.5%	29.7%	3.5%	15.8%	0.3%	1.2%	0.2%	0.6%
				42.2%		57.8%							
Social Worker Case Aide	26	11	15	2	4	6	4	3	7	0	0	0	0
	100%	42.3%	57.7%	7.7%	15.4%	23.1%	15.4%	11.5 %	26.9%	0.0%	0.0%	0.00%	0.00%
				23.1%		76.9%							
Total CPS Workforce	1750	379	1371	184	595	121	471	64	274	8	24	2	7
	100%	20.5%	74.1%	11.1%	34.0%	6.9%	26.9%	4.2%	15.7%	0.5%	1.4%	0.1%	0.4%
				44.5%		55.5%							