MEMORANDUM

Department of Children and Families
Office of Diversity and Equity
505 Hudson Street, Hartford, CT 06106

Highlights from the 2025-2026 Affirmative Action Plan

The DCF Office of Diversity and Equity (ODE) has submitted the 2025-2026 DCF Affirmative Action Plan (AAP) in accordance with CT Regulations and in partnership with the Commission on Human Rights and Opportunities (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 2025-2026 Plan:

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.

(a) Hiring and Promotional Summary (March 1, 2025 – February 28, 2026)

Titles	Hires	Promotions	Percent White	Percent of Color	Percent Male	Percent Female
Officials and Administrators - Program Director	1	2	33.3%	66.7%	33.3%	66.7%
Officials and Administrators – All Remaining Titles	3	2	20.0%	80.0%		100%
Professionals - Advanced Clinical Social Worker	6	0	83.3%	16.7%		100%
Professionals - Children Services Consultant	0	6	33.3%	66.7%		100%
Professionals - Fiscal/Administrative Officer	0	0				
Professionals - Head Nurse	5	3	25.0%	75.0%	12.5%	87.5%
Professionals - Program Supervisor	1	5	16.7%	83.3%	33.3%	66.7%
Professionals - Pupil Services Specialist	1	2	33.3%	66.7%		100%
Professionals - Social Work Supervisor	0	9	22.2%	77.8%		100%
Professionals - Social Worker/Trainee	144	5	29.5%	70.5%	11.4%	88.6%
Professionals - State School Teacher	3	0	33.3%	66.7%		100%

Titles	Hires	Promotions	Percent White	Percent of Color	Percent Male	Percent Female
Professionals - Residuals	19	7	57.7%	42.3%	11.5%	88.5%
Region 1 Paraprofessionals	0	0				
Region 1 Office Clericals - Office Assistant	1	0		100%		100%
Region 1 Office Clericals – Residual	0	0				
Region 2 Technicians - Lead Children Services Worker	0	2		100%		100%
Region 2 Technicians - Residual	3	0		100%		100%
Region 2 Paraprofessionals - Children Services Worker	22	0	27.3%	72.7%	36.4%	63.6%
Region 2 Paraprofessionals - Residual	1	0		100%	100%	
Region 2 Office Clericals - Office Assistant	4	0		100%		100%
Region 2 Office Clericals - Residual	0	4	100%		25.0%	75.0%
Region 2 Skilled Craft Workers	1	0	100%		100%	
Region 2 Service Maintenance - Drivers/Equip Op	7	0	71.4%	28.6%	42.9%	57.1%
Region 2 Service Maintenance - Residual	0	0				
Region 3 Paraprofessionals	0	0				
Region 3 Office Clericals	6	0	66.7%	33.3%		100%
Region 4 Technicians	0	2		100%	50.0%	50.0%
Region 4 Protective Service	0	0				
Region 4 Paraprofessionals - Children Services Worker	12	0	8.3%	91.7%	41.7%	58.3%
Region 4 Paraprofessionals - Social Work Case Aide	0	0				
Region 4 Paraprofessionals – Residual	3	0	33.3%	66.7%	33.3%	66.7%
Region 4 Office Clericals - Office Assistant	8	0	12.5%	87.5%	12.5%	87.5%
Region 4 Office Clericals - Residual	1	2		100%		100%
Region 4 Skilled Craft Workers	0	0				
Region 4 Service Maintenance	0	0				
Region 5 Paraprofessionals	2	0	100%			100%
Region 5 Office Clericals	4	0	50.0%	50.0%		100%
Total	**258**	**51**	**32.0%**	**68.0%**	**14.9%**	**85.1%**

(b) 2025/2026 Affirmative Action Goal Achievement

Goals Established	Hires/Promotions	Goals Met	Goal Achievement
576	309	92	29.8%

The agency's overall goal achievement is 29.8% based on the actual hires and promotions. An analysis of each recruitment and associated goal candidate(s) has been conducted in the Goals Analysis section of the AA plan.

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 will re-establish a program goal to create specific training modules to deepen understanding of protected classes and to continue our pursuit of fostering a culture of empathy and inclusivity within our organization.

   Timetable for completion: February 28, 2026

   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.

2) The Department has established a program goal in effort to address the problem area identified in (**5) Orientation**. The Department, will implement continuous education intended to enhance the knowledge and understanding of all staff on the division's role as it relates to the Department goals in creating a safe and sound culture based on values rooted in respect, collaboration and partnership.

   Timetable for completion: February 28, 2026

   Person(s) responsible: The Office of Multicultural Affairs and the Office of Diversity and Equity.

Hires and Promotions Data Analysis

March 1, 2025 - February 28, 2026 Hires Report			
	Total	**White**	**Employees of Color**
Statewide Data Total	**258**	**87**	**171**
%		**33.7%**	**66.3%**
EEO 1 - Officials - (all)	4	1	3
%		25.0%	75.0%
EEO 2 - Professionals (all)	179	63	116
%		35.2%	64.8%
Regional Data Total	**75**	**23**	**52**
%		**30.7%**	**69.3%**
EEO 3 - Technicians (all)	3	0	3
%			100%
EEO 4 - Protective Services (all)	0	0	0
%			
EEO 5 - Paraprofessionals (all)	40	10	30
%		25.0%	75.0%
EEO 6- Office Clericals (all)	24	7	17

%		29.2%	70.8%
EEO 7 - Skilled Craft Workers (all)	1	1	0
%		100%	
EEO 8 - Service Maintenance (all)	7	5	2
%		71.4%	28.6%

March 1, 2025 - February 28, 2026 Promotions Report			
	Total	**White**	**Employees of Color**
Statewide Data Total	**41**	**11**	**30**
%		**26.8%**	**73.2%**
EEO 1 - Officials - (all)	4	1	3
%		25.0%	75.0%
EEO 2 - Professionals (all)	37	10	27
%		27.0%	73.0%
Regional Data Total	**10**	**1**	**9**
%		**10.0%**	**90.0%**
EEO 3 - Technicians (all)	4	0	4
%			100%
EEO 4 - Protective Services (all)	0	0	0
%			
EEO 5 - Paraprofessionals (all)	0	0	0
%			
EEO 6- Office Clericals (all)	6	1	5
%		16.7%	83.3%
EEO 7 - Skilled Craft Workers (all)	0	0	0
%			
EEO 8 - Service Maintenance (all)	0	0	0
%			

(c) CPS FT Workforce as of 2/28/2026

	Total			**White**		**Black**		**Hispanic**		**AAIANHNPI**		**TWO OR MORE**	
DCF-Workforce 02/28/26	Total	M	F	M	F	M	F	M	F	M	F	M	F
Program Director1	32	11	21	4	10	3	4	3	7	1	0	0	0
	100%	34.4	65.6	12.5	31.3	9.4	12.5	9.4	21.9	3.1	0.0	0.0	0.0
Program Director 2	5	2	3	0	1	1	1	1	1	0	0	0	0
	100%	40.0	60.0	0.0	20.0	20.0	20.0	20.0	20.0	0.0	0.0	0.0	0.0
	6	1	5	1	2	0	2	0	1	0	0	0	0

Program Director 3	100%	16.7	83.3	16.7	33.3	0.0	33.3	0.0	16.7	0.0	0.0	0.0	0.0
Program Supervisor	101	27	74	14	35	6	22	4	14	3	3	0	0
	100%	26.7	73.3	13.9	34.7	5.9	21.8	4.0	13.9	3.0	3.0	0.0	0.0
Social Work Supervisor	337	76	261	42	132	23	75	11	49	0	5	0	0
	100%	22.6	77.4	12.5	39.2	6.8	22.3	3.3	14.5	0.0	1.5	0.0	0.0
Children Services Consultant	50	11	39	6	19	4	12	1	8	0	0	0	0
	100%	22.0	78.0	12.0	38.0	8.0	24.0	2.0	16.0	0.0	0.0	0.0	0.0
Social Worker/ Trainee	1221	234	987	109	353	78	410	40	187	5	21	2	16
	100%	19.2	80.8	8.9	28.9	6.4	33.6	3.3	15.3	0.4	1.7	0.2	1.3
Social Work Case Aide	66	26	40	6	9	12	17	8	14	0	0	0	0
	100%	39.4	60.6	9.1	13.6	18.2	25.8	12.1	21.2	0.0	0.0	0.0	0.0
Total CPS Workforce	**1818**	**388**	**1430**	**182**	**561**	**127**	**543**	**68**	**281**	**9**	**29**	**2**	**16**
	100%	**21.3**	**78.7**	**10.0**	**30.9**	**7.0**	**29.9**	**3.7**	**15.5**	**0.5**	**1.6**	**0.1**	**0.9**