



David Lehman
Commissioner

AFFIRMATIVE ACTION PLAN SUMMARY OF OBJECTIVES

2022

The Department of Economic and Community Development has completed its Affirmative Action Plan for the reporting period of March 1, 2020 through February 28, 2022. This effort provides vital data metrics for an agency whose mission it is to take a comprehensive approach to economic development that incorporates community development, transportation, education and arts and culture. The Plan continues to be relied upon as a tool to assist in the effort and realization of Equal Employment Opportunities for all individuals without consideration of the following: race; color; religious creed; age; sex; pregnancy; sexual orientation; workplace hazards to reproductive systems, gender identity or expression; marital status; national origin; ancestry; intellectual disability; genetic information; learning disability; physical disability (including, but not limited to, blindness); mental disability (past/present history thereof); military or veteran status; or criminal record in state employment, unless the provisions of §46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling; unless there is a bona fide occupational qualification excluding persons in one of the above protected groups. Equal Employment Opportunity is the purpose and goal of Affirmative Action under §46a-68-75 through 46a-68-114 of the Regulations of Connecticut State Agencies.

Included in the plan are an analysis of the DECD workforce by race and sex within each occupational category and a comparison of the workforce to the availability of these individuals in the relevant labor market area. Where a disparity exists, numerical goals and timetables have been established to assist in achieving parity. The plan further reviews the department's previous year's plan with regard to progress in goals.

The Department of Economic and Community Development continues to review its employment processes on an ongoing basis to assure all processes and procedures are administered in accordance with equal employment opportunity and affirmative action guidelines. Emphasis will be placed on expanding professional networking channels and social media outlets to reach out to protected class applicants to better represent the community in which it serves and operates.

All employees are invited to review the Plan and submit comments about the Plan to our Equal Employment Specialist 1/Leadership Associate, Caesar Valentin. Mr. Valentin is located at 450 Columbus Boulevard, Suite 1501, Hartford, CT 06103. His phone number is (860)-713-5032. A copy of the Affirmative Action Plan Policy Statement as well as other relevant policy statements that are contained in the plan will be forwarded to all DECD employees and will be posted on the department's internal and external websites.

The Department of Economic and Community Development will make every good faith effort to achieve the objectives, goals, and timetables as set forth in the Affirmative Action Plan and will hold all DECD employees accountable for their responsibility in helping achieve its objectives.