



General Assembly

Amendment

February Session, 2024

LCO No. 3728



Offered by:

SEN. KUSHNER, 24th Dist.

REP. SANCHEZ E., 24th Dist.

To: Subst. Senate Bill No. 414

File No. 355

Cal. No. 240

"AN ACT CONCERNING EQUITY IN STATE EMPLOYMENT."

1 Strike everything after the enacting clause and substitute the
2 following in lieu thereof:

3 "Section 1. (NEW) (*Effective October 1, 2024*) (a) For the purposes of
4 this section and sections 2 to 4, inclusive, of this act:

5 (1) "Officer" means the Chief Equity Officer appointed under
6 subsection (b) of this section;

7 (2) "State agency" means any agency in the Executive Department
8 with a department head, as defined in section 4-5 of the general statutes;

9 (3) "Equity" means the consistent and systematic fair, just and
10 impartial treatment of all individuals, including individuals who belong
11 to underserved communities that have been denied such treatment,
12 such as Black, Latino, Indigenous and Native American persons, Asian
13 Americans and Pacific Islanders and other persons of color, members of

14 religious minorities, women, lesbian, gay, bisexual, transgender and
15 queer persons, persons with disabilities, persons who live in rural areas
16 and persons otherwise adversely affected by persistent poverty or
17 inequality;

18 (4) "Implicit bias" means an attitude or internalized stereotype that
19 affects a person's perceptions, actions and decisions in an unconscious
20 manner and often contributes to unequal treatment of a person based on
21 such person's race, ethnicity, gender identity, sexual orientation, age,
22 disability or other characteristics; and

23 (5) "Underserved community" means populations sharing a
24 particular characteristic and geographical communities that have been
25 systemically denied a full opportunity to participate in aspects of
26 economic, social and civic life, such as Black, Latino, Indigenous and
27 Native American persons, Asian Americans and Pacific Islanders and
28 other persons of color, members of religious minorities, women, lesbian,
29 gay, bisexual, transgender and queer persons, persons with disabilities,
30 persons who live in rural areas and persons otherwise adversely
31 affected by persistent poverty or inequality.

32 (b) There is established the position of Chief Equity Officer, which
33 shall be within the Office of the Governor. The Governor shall appoint
34 an individual as Chief Equity Officer, with the approval of the General
35 Assembly, subject to the confirmation process described in section 4-7
36 of the general statutes, and in accordance with the provisions of section
37 4-1a of the general statutes. The officer may request additional resources
38 and staff to fulfill the officer's responsibilities under this section and
39 sections 2 to 4, inclusive, of this act, subject to the approval of the
40 Governor.

41 (c) The officer shall be responsible for:

42 (1) Leading and coordinating the state's equity initiatives;

43 (2) Serving as the primary contact and subject matter expert for state
44 agencies regarding the development, implementation and assessment

45 of state programs;

46 (3) Overseeing the development and publication of each state
47 agency's equity plan pursuant to section 2 of this act;

48 (4) Evaluating the policies, operations, training and hiring practices
49 of state agencies;

50 (5) Identifying state hiring and workforce trends disaggregated by
51 race, ethnicity and gender identity or expression;

52 (6) Evaluating the outcomes of services provided by state agencies;

53 (7) Collecting and using relevant data provided by state agencies,
54 including, but not limited to, disparate outcomes of services provided
55 by state agencies or disparate outcomes in the operations and policies of
56 state agencies;

57 (8) Assisting the employees of state agencies in creating training
58 programs required pursuant to sections 3 and 4 of this act and
59 participating in the presentation of such training programs;

60 (9) Supporting state agencies in creating and sustaining inclusive
61 cultures and behaviors;

62 (10) Maintaining knowledge of equity-related issues, operations and
63 strategies;

64 (11) Monitoring the state's community engagement with
65 underserved communities;

66 (12) Ensuring that state agency communications with residents are
67 culturally and linguistically appropriate and accessible;

68 (13) Ensuring that current or proposed state agency policies or
69 regulations, as defined in section 4-166 of the general statutes, do not
70 adversely impact underserved communities; and

71 (14) Performing any other duties assigned by the Governor.

72 Sec. 2. (NEW) (*Effective October 1, 2024*) (a) Not later than October 1,
73 2026, the officer shall develop criteria and guidance for the creation of
74 equity plans by each state agency. Each state agency shall develop and
75 publish such equity plans in a manner and at a frequency prescribed by
76 the officer. Such equity plans shall identify specific diversity, equity and
77 inclusion goals for the state agency and establish accountability
78 mechanisms for achieving such goals. All state agencies shall ensure
79 effective implementation of such equity plans by prioritizing and
80 incorporating the strategies of the state agency's equity plan when
81 setting equity goals for the state agency. The officer shall establish a
82 centralized Internet web site for the posting of each state agency's equity
83 plan.

84 (b) Each such equity plan shall:

85 (1) For each plan other than the initial plan, identify the progress
86 made by the state agency on the actions, performance, measures and
87 milestones highlighted in the preceding state agency equity plan;

88 (2) Identify potential barriers that underserved communities may
89 face in accessing and benefiting from the benefits, services and
90 programs provided by the state agency;

91 (3) Evaluate certain key policies and programs of the state agency to
92 assess whether underserved communities and their members face
93 systemic barriers in accessing benefits and opportunities available
94 pursuant to such policies and programs;

95 (4) Identify how the state agency intends to engage with underserved
96 communities in order to advance equity in the state agency's policies,
97 services and programs, including, but not limited to, accessible and
98 appropriate outreach to such underserved communities and individuals
99 in underserved communities and the incorporation of perspectives of
100 underserved communities in the state agency's policies, services and
101 programs; and

102 (5) Evaluate whether new policies, regulations or guidance

103 documents may be necessary to address potential barriers to benefits,
104 services and programs provided by the state agency.

105 Sec. 3. (NEW) (*Effective October 1, 2024*) (a) The officer shall coordinate
106 the development of a diversity, equity and inclusion training program
107 that shall be used by state agencies in completing the diversity, equity
108 and inclusion training required under this section. Such program shall
109 include, but need not be limited to, training on how to recognize and
110 mitigate unconscious implicit biases, how to reduce miscommunication
111 and misinformation regarding different identities and backgrounds,
112 and how to cultivate inclusive community and cross-community
113 interactions both within the state agency and with the wider
114 community, including when interacting with a member of an
115 underserved community.

116 (b) Each state agency shall require diversity, equity and inclusion
117 training and education for all supervisory and nonsupervisory
118 employees hired on or after July 1, 2025, not later than six months after
119 such employees' assumption of a position within the state agency, while
120 prioritizing providing such training for supervisory employees.

121 Sec. 4. (NEW) (*Effective October 1, 2024*) (a) The officer shall develop
122 annual training and materials on diversity, equity and inclusion topics
123 for all supervisory and nonsupervisory employees in state agencies,
124 including supervisory-specific trainings and materials. Such training
125 and materials shall include, but need not be limited to, topics related to
126 cultural sensitivity, sexual orientation and gender identity, anti-racism,
127 anti-sexism and disability awareness.

128 (b) Each state agency shall require a minimum of four hours of annual
129 diversity, equity and inclusion training (1) for all existing supervisory
130 and nonsupervisory employees, not later than July 1, 2025, and annually
131 thereafter, while prioritizing providing such training for supervisory
132 employees, and (2) for any supervisory or nonsupervisory employee
133 hired on or after July 1, 2025, not later than six months after such
134 employee's assumption of a position within the state agency, and

135 annually thereafter, while prioritizing providing such training for
136 supervisory employees."

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2024</i>	New section
Sec. 2	<i>October 1, 2024</i>	New section
Sec. 3	<i>October 1, 2024</i>	New section
Sec. 4	<i>October 1, 2024</i>	New section