



State of Connecticut

African-American Affairs Commission

State Capitol

210 Capitol Avenue – Room 509

Hartford, CT 06106

860-240-8555

Dear Senator Bartolomeo, Representative Willis, Senator Flexer, Representative Lopes, Senator Witkos and Representative Betts and other members of the Higher Education and Employee Advancement Committee.

My name is Subira Gordon and I am the legislative analyst for the African American Affairs Commission. The mission of the African-American Affairs Commission (AAAC) is to improve and promote the economic development, education, health and political well-being of the African-American community in the State of Connecticut. I am here to testify in favor of SB 101 an act establishing a pilot program to increase diversity in the workforce of state contractors. The bill requires a pilot program requiring contractors awarded a public works contract at Southern Connecticut State University to comply with the following workforce diversity standards: not less than twenty-five per cent of the individuals working in such class of work shall be from a minority group, and not less than six and nine-tenths per cent of the individuals working in such class of work shall be female.

The commission is in favor of any effort to increase diversity in the workforce whether at the state contract level, municipal contract level or general workplace diversity. This pilot program will be beneficial to the minority contractor program as raising levels even through a pilot program will help to strengthen the program across the board.

Currently there is no tracking system for the minority contractor program in that state so as a part of this legislation the Commission would like to see a reporting component only triggered if the general contractor is not able to meet the specified goals in a specific area of expertise. Due to lack of funding CHRO is not able to do random site visits in order to audit the state program so there is a lack of oversight for the program in general.

The city of New Haven has a strong minority contractor program so it would be fitting to expand this program to projects being built in the city even if it is not being done with city funds. The AAAC believes that any effort to expand diversity in the workforce is a great way to help decrease unemployment rates for minorities in the state.

Our Mission

To improve and promote the economic development, education, health and political well-being of the African-American community in the State of Connecticut

Thank you in advance

Sincerely,

Subira Gordon
Legislative Analyst
African American Affairs Commission