

**Proposed Substitute
Bill No. 5136**

LCO No. 2512

**AN ACT CONCERNING THE DEVELOPMENT AND IMPLEMENTATION
OF A STATE-WIDE STRATEGIC PLAN TO ENSURE RACIAL AND
ETHNIC DIVERSITY AT PUBLIC INSTITUTIONS OF HIGHER
EDUCATION.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 10a-11 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective July 1, 2018*):

3 (a) The [Office of Higher Education] Board of Regents for Higher
4 Education and the Board of Trustees for The University of Connecticut
5 shall [, in consultation with the institutions of the state system of
6 higher education and the constituent unit boards of trustees,] jointly
7 develop a state-wide strategic plan, consistent with the affirmative
8 action plan submitted to the Commission on Human Rights and
9 Opportunities in accordance with section 46a-68, to ensure that
10 students, faculty, administrators and staff at each institution are
11 representative of the racial and ethnic diversity of the total population
12 of the state. [For each institution, there shall be an approved] Each
13 public institution of higher education shall implement the state-wide
14 strategic plan, which shall include goals, programs and timetables for
15 achieving those goals, and a procedure to monitor annually the results
16 of these programs and a procedure to take corrective action if
17 necessary. The [Office of Higher Education] Board of Regents for

18 Higher Education and the Board of Trustees for The University of
19 Connecticut shall also develop policies to guide equal employment
20 opportunity officers and programs [in all constituent units and at each
21 institution of public higher education] at each public institution of
22 higher education that each board governs.

23 (b) The [Office of Higher Education] Board of Regents for Higher
24 Education and the Board of Trustees for The University of Connecticut
25 shall report annually, in accordance with the provisions of section 11-
26 4a, to the Governor and [General Assembly] the joint standing
27 committee of the General Assembly having cognizance of matters
28 relating to higher education and employment advancement on the
29 activities undertaken by [the office] each board in accordance with
30 subsection (a) of this section. The report shall include institutional
31 goals and plans for attaining such goals, as well as changes in
32 enrollment and employment at [the state's institutions of public higher
33 education] each public institution of higher education that each board
34 governs. If it is determined that an institution has failed to achieve the
35 goals set out pursuant to this section, such institution shall develop a
36 plan of corrective procedures to ensure that such goals are achieved,
37 subject to the approval of the [Office of Higher Education. The Office
38 of Higher Education] board by which such institution is governed. The
39 Board of Regents for Higher Education and the Board of Trustees for
40 The University of Connecticut may establish a minority advancement
41 program to reward and support efforts by [institutions within the state
42 system of higher education] the public institutions of higher education
43 that each board governs towards meeting the goals established in the
44 strategic plan developed pursuant to subsection (a) of this section.

This act shall take effect as follows and shall amend the following sections:

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| Section 1 | <i>July 1, 2018</i> | 10a-11 |
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