



State of Connecticut
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES

450 Columbus Boulevard, Suite 2, Hartford, CT 06103

Promoting Equality and Justice for all People

CHRO's Diversity, Equity, and Inclusion Committee Mission Statement

The Commission on Human Rights and Opportunities' Diversity, Equity, and Inclusion (DEI) Committee is dedicated to fostering justice and an inclusive agency culture that is supportive to Commission staff. No single aspect of diversity can be viewed in a vacuum. The DEI Committee will work to ensure that the Commission on Human Rights and Opportunities affirms the intersectional identities of its staff, embraces their differences, hears their voices, and acknowledges their contributions. In pursuit of this mission, the DEI Committee will continually assess the Commission's policies, practices, and workplace environment and endeavor to secure a workplace free from any barriers based on protected identities. Additionally, the DEI Committee will partner with internal and external stakeholders and administration to effectuate the shared goals of diversity, equity, inclusion, belonging, and justice in both our workplace and in our services for the public.

In implementing this mission, we are guided by the following principles:

- All employees deserve a safe and inclusive workplace.
- Cultural competency and humility are necessary for all staff to contribute to an inclusive workplace and to provide equitable services to the public.
- We must maintain a commitment to growth and openness to new ideas.
- Each employee's personal history and experiences are unique and rooted in their individual intersectional identities.
- Implicit biases affect everyone and require consistent training, introspection, and practice to address.
- Mentorship is essential for fostering an inclusive and equitable workplace.
- Information and communication must be easily accessible by everyone.
- Surveying our climate of inclusion and belonging allows the Commission to measure changes and identify areas for targeted interventions and future development.