**Governor’s Cabinet on Nonprofit Health and Human Services**

**Work Group on Jobs**

**october, 30th, 2013**

**Goal 3:**

**PROJECT THE WORKFORCE OF THE NONPROFIT HEALTH AND HUMAN SERVICES SECTOR TO REFLECT THE INCLUSION AND DIVERSITY OF THE POPULATION SERVED**

**Policy Statement:**

As a provider of services to primarily a disenfranchised sector of the community, Connecticut’s nonprofit workforce, both management and line staff, should reflect the diversity of the clients they serve, particularly those that are underrepresented and have special and emerging needs. Nonprofit community based providers should ensure that both management and line staff reflect the diversity necessary for a client focused and centered delivery of services.

**Background:**

The workgroup acknowledges that affirmative action steps should be taken to employ staff from underrepresented populations to meet its participant and client focused goals.

**Challenge**:

There is no consistency in policies, recruitment efficiency, commitment, focus on hiring and retaining a pool of candidates and employees who reflect the broadest diversity in the health and human services nonprofit sector

**Recommendation:**

1. Nonprofit staff should reflect, be sensitive to and competent in serving underrepresented populations, and nonprofit health and human services community based providers should actively commit to hiring management and line staff that reflects the underrepresented populations to whom they provide services (e.g. veterans, persons with disabilities, people in recovery and the formerly incarcerated).

1. State agencies who contract with Nonprofit Human Services Agencies and Nonprofit Human Service Agencies should consider contract language and policies that explicitly support recommendation number 1 above.