



College of Criminal Justice  
Diversity Initialization Plan – Fall 2021

# COCJ Action Planning for Diversity, Equity and Inclusion (APDEI)

Action Planning for Diversity, Equity, and Inclusion (APDEI) is a road map to lead operational planning and development of a diversity strategic plan for the College of Criminal Justice.



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# Action Planning Framework

- **Part 1: Where are we now? (Analysis)** Review the College of Criminal Justice's current strategic position and clarify the DEI mission, vision, and values.
- **Part 2: Where are we going? (Tactics and Measures)** Establish the College of Criminal Justice vision for diversity, equity, & inclusion.
- **Part 3: How will we get there? (Resources)** Review institutional strategic objectives, goals, data points, action items, timelines, resources, and establish goals and key performance indicators related to diversity, equity, and inclusion.



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COCJ  
Diversity  
Action Plan  
Goals

GOAL #1 (I: Inclusion): Create an inclusive and welcoming environment for all.

- **School, College, Research or Administration Strategy 1 –** Create a more welcoming, respectful and inclusive climate for all.



# COCJ Diversity Action Plan Goals

GOAL #2 (D: Diversity): Increase the representation of diverse students, faculty, staff and community partners at all levels of the university.

- **School, College, Research or Administration Strategy 1-** Incorporate active recruitment strategies, implicit bias training and other promising practices to recruit diverse staff, faculty, administrators, undergraduate and graduate students from traditionally under-represented communities.



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# COCJ Diversity Action Plan Goals

GOAL #3 (A: Achievement): Facilitate access to achievement, success and recognition for under-represented students, faculty, staff and alumni.

- **School, College, Research and Administration Strategy 1-** Close any existing gaps in achievement between majority and under-represented students, faculty and staff in graduation rates, tenure and promotion, professional opportunities, leadership opportunities and recognition.



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# COCJ Diversity Action Plan Goals

GOAL #4 (L: Leadership): Leadership will prioritize and incorporate diversity, equity and inclusion in plans and actions.

- **School, College, Research or Administrative Strategy** - Develop and promote programs that mentor and prepare members of under-represented groups for leadership opportunities (i.e. department heads, directorships, deanships, vice presidencies, etc.) in the COCJ.



# Role of the Director of DEI

- The Director of Diversity, Equity, & Inclusion will provide coordination and work with units within the COCJ/CJC to develop individualized goals and appropriate metrics, as well as to analyze resources, assess timelines, measure success and advise leaders on relevant DEI matters.
- The Director of Diversity, Equity, & Inclusion will house all submitted Diversity Action Plans and consolidate a quarterly report to inform the COCJ/CJC Community of progress of planning.
- The Director of Diversity, Equity, & Inclusion will provide best practice resources and also facilitate training workshops to support engagement in DEI efforts within the COCJ.
- The Director of Diversity, Equity, & Inclusion will provide consultation to unit leaders and teams and guide in action planning and problem solving.



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# Action Plan Development: Using the IDEAL Framework (Inclusion, Diversity/Equity, Achievement, Leadership)

1

**STRUCTURE:** The DEI Director will identify tactics, measures, resources, and a completion timeline. For each tactic, the agency leaders will specify the target group (students, faculty, staff, administrators, alumni, etc.)

2

**EVALUATION TOOLS AND METRICS:** The DEI Director will identify appropriate evaluation tools per identified tactic. Both qualitative and quantitative metrics will be examined.

3

**REPORTING:** Each agency will have an established diversity Action Plan submitted to the Director for Equity, and Inclusion. Plans will be posted consolidated to one report and distributed annually.



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