While the challenges of the Covid-19 pandemic and the social upheaval of the summer 2020 protests brought conversations about race to the national forefront, the College of Criminal Justice strengthened its existing commitment to diversity with several strategic initiatives in executive leadership, faculty hires, curriculum and programs. (See Message from the Dean Here)

May 2021, Bearkat alumna NuNicka Epps transitioned from the SHSU Office of Institutional Diversity and Inclusion to accept the Director of Diversity, Equity, and Inclusion position for the college. In this capacity, she will provide executive leadership and support for the development of the College of Criminal Justice diversity infrastructure.

As part of the diversity initialization process, NuNicka introduced an operational DEI Action Plan for the college. The DEI Action Plan inclusive of strategic goals is available for download here.

Online Resources Available NOW!
As we journey through the myriad of changes that come with embracing diversity, it is important to have access to support resources. Test drive the new College of Criminal Justice Diversity Web Portal for all of your diversity needs! Be sure to bookmark the Resource page and check back often for new additions. To share or request additional resources contact NuNicka Epps at nepps@shsu.edu.
New DEI Initiatives

The College of Criminal Justice will continuously improve practices to be inclusive of the diverse communities served with innovative initiatives to address our greatest challenges in meaningful ways. Outlined below are new initiatives that will debut August 2021. Click Here FMI.

Inclusive Representation Matters

In order for diversity initiatives to reach their objectives, efforts must communicate the organizational values with clarity and authenticity. Efforts must also resonate with and reflect the audiences they represent. The College of Criminal Justice understands this and is intentional about the way new DEI campaigns are executed because visuals have the ability to shape the perception of administrative efforts. Therefore, a curated gallery of visuals will be added to the halls of the building to reinforce and carry the inclusive intent of the college to foster a sense of belonging for all faculty, staff, students, alumni and stakeholders.

Bearkat Pride on Display in CJ

If it’s been a while since you’ve been on the SHSU campus, you’ll want to check out the new branding marks in the Beto Criminal Justice Center. The building now includes new decals to promote the Bearkat pride that has always existed in the corridors of the building.

Additional inclusive and collegial projects are underway and should be complete before the close of the fall semester. Go Kats!

Official SHSU Logos were added to the Beto Criminal Justice Center entrances to promote school spirit and belonging as part of the DEI Diversity Action Plan June 2021.

The Beto Criminal Justice Center Atrium was enhanced to promote school spirit and belonging as part of the DEI Diversity Action Plan June 2021.

The Change and Action Network (CAN) initiative will provide opportunities for members of the criminal justice community to connect, collaborate, and share unique perspectives in a safe and productive environment.

This initiative will provide peer-to-peer engagement in “Forward Forums” for the development and exchange of ideas that promote problem solving strategies for diversity issues in the College of Criminal Justice.
DIVERSITY WORKSHOPS & EVENTS
OPEN TO FACULTY, STAFF, AND STUDENTS

DIVERSITY
Accepting a variety of people from different backgrounds.

EQUITY
Fair and impartial to all regardless of identity or group affiliation.

INCLUSION
Giving a voice, power, and authority to a variety of people.

DEI TRAINING Workshops

Diversity & Inclusion Foundations
8/25 | 3:30PM

Managing Hot Moments & Hot Topics in Real Time
8/30 | 10:00 AM

Recognizing Bias & Behavioral Impact
9/24 | 10:00 AM

DIVERSITY THINK TANK SESSIONS
Let’s Talk Diversi-TEA
Join the Director of Diversity, Equity, & Inclusion for a monthly “Tea Time” gathering to work collaboratively on diversity goals and strategic initiatives. If you want to have a hands-on role in the creation and implementation of inclusive policy, strategy, leadership, and infrastructure with the help of a diversity practitioner, then you should consider joining the Diversity Think Tank. Sessions are the first Friday of each month from 10AM-12PM and are open to faculty, staff, and students with advance RSVP.

FORWARD FORUMS
Trending Topics in DEI
Make plans to attend quarterly diversity forums to discuss trending topics and DEI initiative updates in the College of Criminal Justice. Forums are open to members of the campus community and serve as a platform to discuss, share, and learn about contemporary issues related to diversity, equity, and inclusion. The goal of the Forward Forum is to communicate progress on DEI initiatives, share relevant research and best practices in diversity, and to empower constituents to contribute to the comprehensive diversity vision. Forum Dates will be published in September of each academic year.

Class, department, and organizational trainings available upon request. For more information or to RSVP contact Nu Epps 936.294.3579, or nepps@shsu.edu.
GOT DIVERSITY FEEDBACK?

REPORT AN INCIDENT

We are Here to Hear from You!
Click here to provide feedback on Diversity and Inclusion efforts for programs, classrooms, or departments. The data gathered through this feedback form will inform planning, programming, and/or other specific campus actions where appropriate.

SUBMIT IDEAS

Click here to exchange ideas and propose DEI strategies for the College of Criminal Justice to evaluate. Submitters may be contacted by the Director of Diversity, Equity, and Inclusion for follow up consulting.

COLLABORATE

If you want to contribute to the newsletter or have an upcoming program, event, class, or project and want to explore ways to incorporate diversity, contact NuNicka Epps at nepps@shsu.edu.