UNDERSTANDING THE ROLE OF THE DIRECTOR
FOR DIVERSITY, EQUITY, AND INCLUSION

What is the purpose of the DEI Director position?
The purpose of the COCJ/CJC Director of Diversity, Equity, and Inclusion position is to assess impact, develop strategies, and enhance organizational initiatives related to current and emerging trends in diversity to include age, gender, religion, sexual orientation, race, ethnicity, class, disability, status, and nationality.

What are the primary responsibilities of the DEI Director?
The Director of Diversity, Equity, and Inclusion’s primary responsibilities are to develop strategies to evaluate the impact of diversity initiatives, design metrics to benchmark organizational progress in diversity, equity, and inclusion, and make recommendations for enhancement or improvement in alignment with the mission of the College of Criminal Justice and Criminal Justice Center. The Director also maintains strategic partnerships and works to build the the COCJ/CJC brand and reputation for diversity.

Specific Functions
OVERSIGHT OF DIVERSITY WORKGROUPS
COCJ Diversity Committee, Ad hoc Committees Related to DEI
The Director of Diversity, Equity, and Inclusion oversees and provides best practice guidance to the College of Criminal Justice Diversity Committee and workgroups focused on providing quality programs, inclusive academic offerings, and equitable pedagogical support to faculty, staff, students, and stakeholders from underrepresented groups.

INCIDENT REVIEW & RESPONSE
Reports of Bias or Inequity in Practice
The Director of Diversity, Equity, and Inclusion works with involved parties to evaluate DEI-related incidents and make strategic and proactive recommendations for positive outcomes. NOTE: Incidents may be referred to Human Resources, or other offices as appropriate.

Specific Initiatives
TRAINING & SKILL DEVELOPMENT
Educational Workshops, Presentations, Events, & Programs
The Director of Diversity, Equity, & Inclusion facilitates opportunities for skill development training, collaborates with administrators to enhance recruitment, hiring, promotion, and retention of diverse faculty, staff, and students, and provides support programs for members of the campus community with diverse experiences and backgrounds.

STRATEGIC PLANNING & SUPPORT RESOURCES
DEI Support Resources & Change Management Consulting
The Director of Diversity, Equity, & Inclusion collaborates with members of the College of Criminal Justice community to develop, implement, and measure diversity, equity, and inclusion efforts. The Director provides best practice resources and recommends strategic, innovative actions to embed diversity, equity, and inclusion in operational frameworks and approaches.

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