



NEW
YORK
STATE

Division of Criminal
Justice Services
Diversity, Equity,
Inclusion and Accessibility

**DIVERSITY, EQUITY, INCLUSION
& ACCESSIBILITY**

**STRATEGIC PLAN
HIGHLIGHTS**

2022-2026

**Read the Division of Criminal Justice Services'
Strategic Plan CY 2022 - 2026 in its entirety.**



EXTERNAL GOALS AND OBJECTIVES

Provide excellent programs and services to customers, clients, stakeholders, and the public through intentional decisions and actions grounded in social and racial equity and fairness. We strive to eliminate racial and ethnic disparities in the criminal and juvenile justice systems by using a racial equity-centered approach to achieve better outcomes, reduce crime and gun violence, and improve community safety.

INTERNAL GOALS AND OBJECTIVES:

The DEIA Strategic Plan incorporates the following statewide goals and objectives:

1 Develop Strategic Leaders

- **Equip** managers with tools, training, and resources to enhance DEIA, mitigate bias, respect differences, build empathy, foster allyship, manage conflict, and develop innovative solutions.
- **Incorporate** specialized assignments and training into strategic planning to prepare candidates for future roles.
- **Diversify** mentoring opportunities across the agency.

2 Recruit and Retain Talent

- **Partner** with schools and organizations to promote civil service exams, explain the merit-based hiring system, and help candidates prepare.
- **Attract** diverse applicants through targeted messaging on the agency website and social media.
- **Establish** a formal recruitment policy with clear criteria for selecting special assignment candidates.
- **Mentor** employees from underrepresented groups to strengthen engagement, career development, and retention.

3 Foster Inclusive Culture

- **Celebrate** diverse cultures through events like Black History Month, Women's History Month, LGBTQ+ Pride, and Hispanic Heritage Month, among others identified by the Council.
- **Strengthen** community engagement by participating in and sponsoring events like Martin Luther King Jr Annual Food Drive and Children's Book Drive.
- **Identify** new opportunities for community support initiatives.
- **Highlight** stories of diverse employees who contribute to DCJS and the broader criminal justice system.
- **Review** employee and community engagement policies to ensure they reflect good DEIA practice.
- **Create** and launch initiatives to recognize staff for their individual and team contributions supporting DEIA.
- **Assess** employee interest in establishing resource or affinity groups aimed at building community and changing culture.

4 Deliver Effective Programs and Services

- **Expand** mentoring opportunities to support professional growth across all staff.
- **Continue** Employee Assistance Program (EAP) offerings, telecommuting options, and compressed work schedules to support employee wellness and work-life balance.
- **Provide** training and educational resources to help staff navigate difficult conversations related to race, inequity, and injustice.