

Affirmative Action Worksheet Data Summary 2009

| Affirmative Action Area | Strategy | Report | | Plan |
|--|---|--|--|---|
| | | Was this strategy applied during the past year? | If yes, was this strategy implemented by: | Does this school or PPOE program plan to apply this strategy in the next school year? |
| 1. Affirmative Action Designated Staff | A. Employ an affirmative action coordinator (i.e. Minority Affairs Coordinator, Multicultural Director) | Yes <u>23</u> No <u>1</u> No Response <u>0</u> | The School <u>19</u> PPOE Program <u>0</u> Both <u>4</u> No Response <u>1</u> | Yes <u>23</u> No <u>0</u> No Response <u>1</u> |
| | B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.) | Yes <u>20</u> No <u>4</u> No Response <u>0</u> | The School <u>18</u> PPOE Program <u>0</u> Both <u>2</u> No Response <u>4</u> | Yes <u>21</u> No <u>2</u> No Response <u>1</u> |
| 2. Faculty | A. Recruit diverse faculty | Yes <u>23</u> No <u>1</u> No Response <u>0</u> | The School <u>7</u> PPOE Program <u>0</u> Both <u>16</u> No Response <u>1</u> | Yes <u>21</u> No <u>0</u> No Response <u>3</u> |
| | B. Provide diversity training for faculty | Yes <u>23</u> No <u>1</u> No Response <u>0</u> | The School <u>18</u> PPOE Program <u>0</u> Both <u>4</u> No Response <u>2</u> | Yes <u>23</u> No <u>0</u> No Response <u>1</u> |
| 3. Outreach | A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO) | Yes <u>23</u> No <u>1</u> No Response <u>0</u> | The School <u>5</u> PPOE Program <u>5</u> Both <u>12</u> No Response <u>2</u> | Yes <u>21</u> No <u>1</u> No Response <u>2</u> |
| | B. Recruit at high schools in Minnesota | Yes <u>24</u> No <u>0</u> No Response <u>0</u> | The School <u>11</u> PPOE Program <u>1</u> Both <u>11</u> | Yes <u>21</u> No <u>1</u> No Response <u>2</u> |

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| | | | No Response | <u>1</u> | |
| | C. Recruit students at high schools and fairs outside of Minnesota | Yes <u>19</u> No <u>5</u> No Response <u>0</u> | The School PPOE Program Both No Response | <u>13</u> <u>0</u> <u>5</u> <u>6</u> | Yes <u>16</u> No <u>5</u> No Response <u>3</u> |
| 4. Developing Partnerships | A. Form a partnership with one or more MN law enforcement agencies | Yes <u>19</u> No <u>5</u> No Response <u>0</u> | The School PPOE Program Both No Response | <u>1</u> <u>8</u> <u>10</u> <u>5</u> | Yes <u>20</u> No <u>2</u> No Response <u>2</u> |
| | B. Form partnerships with colleges and universities that have a high population of minority students and/or women | Yes <u>18</u> No <u>6</u> No Response <u>0</u> | The School PPOE Program Both No Response | <u>4</u> <u>0</u> <u>13</u> <u>7</u> | Yes <u>16</u> No <u>6</u> No Response <u>2</u> |
| | C. Form partnerships with law enforcement groups from outside of Minnesota | Yes <u>13</u> No <u>11</u> No Response <u>0</u> | The School PPOE Program Both No Response | <u>2</u> <u>4</u> <u>7</u> <u>11</u> | Yes <u>13</u> No <u>8</u> No Response <u>3</u> |
| 5. Diversity Events | Provide celebrations, speakers, or other events that promote diversity | Yes <u>23</u> No <u>1</u> No Response <u>0</u> | The School PPOE Program Both No Response | <u>11</u> <u>0</u> <u>12</u> <u>1</u> | Yes <u>22</u> No <u>0</u> No Response <u>2</u> |
| 6. Mentorship Programs | Support minority students and women through mentorship programs | Yes <u>20</u> No <u>4</u> No Response <u>0</u> | The School PPOE Program Both No Response | <u>11</u> <u>0</u> <u>9</u> <u>4</u> | Yes <u>19</u> No <u>3</u> No Response <u>2</u> |
| 7. Distribution of information | A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women. | Yes <u>23</u> No <u>1</u> No Response <u>0</u> | The School PPOE Program Both No Response | <u>10</u> <u>1</u> <u>12</u> <u>1</u> | Yes <u>23</u> No <u>0</u> No Response <u>1</u> |
| | B. Ensure recruitment ads and publications show a diverse student population | Yes <u>24</u> No <u>0</u> | The School PPOE Program | <u>9</u> <u>0</u> | Yes <u>22</u> No <u>0</u> |

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| | | No Response <u>0</u> | Both <u>14</u> No Response <u>1</u> | No Response <u>2</u> |
| 8. On-Campus Support | Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events | Yes <u>23</u> No <u>0</u> No Response <u>1</u> | The School <u>13</u> PPOE Program <u>0</u> Both <u>7</u> No Response <u>4</u> | Yes <u>18</u> No <u>3</u> No Response <u>3</u> |
| 9. Courses, Curriculum and Resources | A. Review the curriculum to include diversity education in all parts of the law enforcement education | Yes <u>24</u> No <u>0</u> No Response <u>0</u> | The School <u>0</u> PPOE Program <u>7</u> Both <u>13</u> No Response <u>4</u> | Yes <u>19</u> No <u>2</u> No Response <u>3</u> |
| | B. Include the historical and contemporary issues of minorities and women in policing in courses | Yes <u>23</u> No <u>0</u> No Response <u>1</u> | The School <u>3</u> PPOE Program <u>4</u> Both <u>11</u> No Response <u>6</u> | Yes <u>17</u> No <u>5</u> No Response <u>2</u> |
| | C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety | Yes <u>23</u> No <u>1</u> No Response <u>0</u> | The School <u>2</u> PPOE Program <u>6</u> Both <u>7</u> No Response <u>9</u> | Yes <u>15</u> No <u>6</u> No Response <u>3</u> |
| | D. Offer developmental courses and academic support services to help minority students and women transition into college | Yes <u>24</u> No <u>0</u> No Response <u>0</u> | The School <u>12</u> PPOE Program <u>1</u> Both <u>10</u> No Response <u>1</u> | Yes <u>22</u> No <u>0</u> No Response <u>2</u> |
| | E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment | Yes <u>14</u> No <u>10</u> No Response <u>0</u> | The School <u>11</u> PPOE Program <u>0</u> Both <u>7</u> No Response <u>6</u> | Yes <u>17</u> No <u>5</u> No Response <u>2</u> |
| | F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women | Yes <u>10</u> No <u>13</u> No Response <u>1</u> | The School <u>8</u> PPOE Program <u>1</u> Both <u>10</u> No Response <u>5</u> | Yes <u>19</u> No <u>3</u> No Response <u>2</u> |
| 10. Diversity | A. Collect voluntary information about gender | Yes <u>24</u> | The School <u>9</u> | Yes <u>22</u> |

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| Tracking Efforts | and ethnicity in an attempt to track progress towards parity in higher education for minority students and women | No <u>0</u> No Response <u>0</u> | PPOE Program <u>1</u> Both <u>12</u> No Response <u>2</u> | No <u>0</u> No Response <u>2</u> |
| | B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals | Yes <u>15</u> No <u>9</u> No Response <u>0</u> | The School <u>8</u> PPOE Program <u>2</u> Both <u>5</u> No Response <u>9</u> | Yes <u>17</u> No <u>3</u> No Response <u>4</u> |
| 11. Other Efforts | Please attach a description of any other affirmative action efforts. | Yes _____ No _____ No Response _____ | The School _____ PPOE Program _____ Both _____ No Response _____ | Yes _____ No _____ No Response _____ |

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