



Minnesota Board
of Peace Officer
Standards and Training

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**Report to the Legislature
Affirmative Action Report 2011**

Submitted November 29, 2011

According to Minnesota Session Laws, 1997, Chapter 239, Article 1(amended in 2001, Chapter 135-S.F. No. 1043), "by July 1... the [POST] board shall report to the chairs of the senate and house divisions having jurisdiction over criminal justice funding on information provided to the board on recruitment information and enrollment statistics from MnSCU institutions that provide the Professional Peace Officer Education." In addition to this law the twenty-four post-secondary institutions in Minnesota that deliver Professional Peace Officer Education (PPOE), including sixteen MnSCU institutions, are required by *Minnesota Rules*, Chapter 6700.0300, Subpart 6, Section C to annually file an affirmative action plan. This affirmative action plan is to include specific goals and objectives which describe measurable statements of performance for the recruitment and retention of minority students and women in the certified school's PPOE program. This report is in response to both of the law and the Rule.

In the year October 1, 2010 through October 1, 2011, all of the schools with POST Board certified programs of professional peace officer education reported on the affirmative action strategies they employed and on those they intend to employ over the next year. A summary of the information is attached. Because the actual plans vary greatly in length and format, it is not cost efficient to copy the contents for distribution. To request copies of the material, please contact Margaret Strand at 651.201.7782 or peggy.strand@state.mn.us.

Affirmative Action Worksheet – Final Data Summary 2011

Affirmative Action Area	Strategy	Report		Plan
		Was this strategy applied during the past year?	If yes, was this strategy applied at the level of:	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>21</u> No <u>3</u> No Response <u>0</u>	The School <u>17</u> PPOE Program <u>0</u> Both <u>4</u> No Response <u>3</u>	Yes <u>20</u> No <u>3</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>21</u> No <u>2</u> No Response <u>1</u>	The School <u>18</u> PPOE Program <u>0</u> Both <u>3</u> No Response <u>3</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>5</u> PPOE Program <u>1</u> Both <u>17</u> No Response <u>1</u>	Yes <u>22</u> No <u>1</u> No Response <u>1</u>
	B. Provide diversity training for faculty	Yes <u>24</u> No <u>0</u> No Response <u>0</u>	The School <u>13</u> PPOE Program <u>0</u> Both <u>11</u> No Response <u>0</u>	Yes <u>22</u> No <u>0</u> No Response <u>2</u>
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes <u>18</u> No <u>6</u> No Response <u>0</u>	The School <u>5</u> PPOE Program <u>4</u> Both <u>10</u> No Response <u>5</u>	Yes <u>17</u> No <u>4</u> No Response <u>3</u>
	B. Recruit at high schools in Minnesota	Yes <u>23</u> No <u>1</u> No Response <u>0</u>	The School <u>11</u> PPOE Program <u>1</u> Both <u>11</u> No Response <u>1</u>	Yes <u>19</u> No <u>3</u> No Response <u>2</u>

*According to *Minnesota Rules*, 6700.0300, subpart 6, section C, "Minority student means a Black, Hispanic, Asian or Pacific Islander, American Indian, or Alaskan native person."

	C. Recruit students at high schools and fairs outside of Minnesota	Yes <u>20</u> No <u>4</u> No Response <u>0</u>	The School <u>13</u> PPOE Program <u>1</u> Both <u>6</u> No Response <u>4</u>	Yes <u>19</u> No <u>4</u> No Response <u>1</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 <u>1</u> PPOE Program <u>12</u> Both <u>6</u> No Response <u>5</u>	Yes <u>18</u> No <u>4</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>17</u> No <u>7</u> No Response <u>0</u>	The School <u>6</u> PPOE Program <u>0</u> Both <u>11</u> No Response <u>7</u>	Yes <u>16</u> No <u>5</u> No Response <u>3</u>
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes <u>14</u> No <u>8</u> No Response <u>0</u>	The School <u>1</u> PPOE Program <u>10</u> Both <u>3</u> No Response <u>10</u>	Yes <u>13</u> No <u>9</u> No Response <u>2</u>
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes <u>23</u> No <u>0</u> No Response <u>1</u>	The School <u>16</u> PPOE Program <u>0</u> Both <u>8</u> No Response <u>0</u>	Yes <u>23</u> No <u>0</u> No Response <u>1</u>
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes <u>24</u> No <u>0</u> No Response <u>0</u>	The School <u>15</u> PPOE Program <u>1</u> Both <u>8</u> No Response <u>0</u>	Yes <u>23</u> No <u>0</u> No Response <u>1</u>
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	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>12</u> No Response <u>0</u>	Yes <u>23</u> No <u>0</u> No Response <u>1</u>
	B. Use recruitment ads and publications that show a diverse student population	Yes <u>24</u> No <u>0</u>	The School <u>16</u> PPOE Program <u>0</u>	Yes <u>23</u> No <u>0</u>

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		No Response <u>0</u>	Both <u>8</u> No Response <u>0</u>	No Response <u>1</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>24</u> No <u>0</u> No Response <u>0</u>	The School <u>11</u> PPOE Program <u>0</u> Both <u>13</u> No Response <u>0</u>	Yes <u>23</u> No <u>0</u> No Response <u>1</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>2</u> PPOE Program <u>13</u> Both <u>8</u> No Response <u>1</u>	Yes <u>22</u> No <u>0</u> No Response <u>2</u>
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes <u>24</u> No <u>0</u> No Response <u>0</u>	The School <u>2</u> PPOE Program <u>13</u> Both <u>8</u> No Response <u>1</u>	Yes <u>22</u> No <u>0</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>22</u> No <u>2</u> No Response <u>0</u>	The School <u>9</u> PPOE Program <u>4</u> Both <u>9</u> No Response <u>2</u>	Yes <u>21</u> No <u>2</u> No Response <u>1</u>
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes <u>22</u> No <u>0</u> No Response <u>0</u>	The School <u>15</u> PPOE Program <u>0</u> Both <u>9</u> No Response <u>0</u>	Yes <u>23</u> No <u>0</u> No Response <u>1</u>
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes <u>13</u> No <u>11</u> No Response <u>0</u>	The School <u>8</u> PPOE Program <u>0</u> Both <u>7</u> No Response <u>9</u>	Yes <u>14</u> No <u>7</u> No Response <u>3</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>14</u> No Response <u>0</u>	The School <u>4</u> PPOE Program <u>1</u> Both <u>7</u> No Response <u>12</u>	Yes <u>10</u> No <u>10</u> No Response <u>4</u>

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10. Diversity Tracking Efforts	A. Collect voluntary information about gender and ethnicity in an attempt to track progress towards parity in higher education for minority students and women	Yes <u>24</u> No <u>0</u> No Response <u>0</u>	The School <u>10</u> PPOE Program <u>2</u> Both <u>12</u> No Response <u>0</u>	Yes <u>22</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>9</u> PPOE Program <u>2</u> Both <u>6</u> No Response <u>7</u>	Yes <u>16</u> No <u>5</u> No Response <u>3</u>
11. Other Efforts	Attach a description of any other affirmative action efforts made in the past year or planned for next year.	Yes <u>9</u> No <u>15</u> No Response <u>0</u>		

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