

Final Affirmative Action Worksheet - Data Summary 2015

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 28 No 1 No Response 0	The School 24 PPOE Program 0 Both 3 No Response 2	Yes 26 No 2 No Response 1
	B. Have an affirmative action committee, (i.e. Diversity Taskforce, Racial Tolerance and Discrimination Committee, Community Relations Committee, etc.)	Yes 28 No 1 No Response 0	The School 24 PPOE Program 0 Both 3 No Response 2	Yes 26 No 1 No Response 2
2. Faculty	A. Recruit diverse faculty	Yes 29 No 0 No Response 0	The School 11 PPOE Program 0 Both 18 No Response 0	Yes 29 No 0 No Response 0
	B. Provide diversity training for faculty	Yes 28 No 1 No Response 0	The School 18 PPOE Program 1 Both 9 No Response 1	Yes 27 No 1 No Response 1
3. Outreach	A. Participate in recruitment fairs in MN (i.e. Law Enforcement Opportunities, LEO)	Yes 28 No 1 No Response 0	The School 8 PPOE Program 0 Both 20 No Response 1	Yes 28 No 1 No Response 0
	B. Recruit at high schools in Minnesota	Yes 28 No 1 No Response 0	The School 11 PPOE Program 0 Both 17 No Response 1	Yes 27 No 1 No Response 1

*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 24 No 5 No Response 0	The School 15 PPOE Program 1 Both 7 No Response 6	Yes 22 No 3 No Response 4
4. Developing Partnerships	A. Form a partnership with one or more MN law enforcement agencies	Yes 22 No 7 No Response 0	The School 2 PPOE Program 10 Both 10 No Response 7	Yes 24 No 5 No Response 0
	B. Form partnerships with colleges and universities that have a high population of minority students and/or women	Yes 26 No 3 No Response 0	The School 7 PPOE Program 2 Both 17 No Response 3	Yes 25 No 3 No Response 1
	C. Form partnerships with law enforcement groups from outside of Minnesota	Yes 17 No 12 No Response 0	The School 1 PPOE Program 9 Both 7 No Response 12	Yes 18 No 10 No Response 1
5. Diversity Events	Provide celebrations, speakers, or other events that promote diversity	Yes 29 No 0 No Response 0	The School 11 PPOE Program 1 Both 17 No Response 0	Yes 29 No 0 No Response 0
6. Mentorship Programs	Support minority students and women through mentorship programs	Yes 28 No 1 No Response 0	The School 14 PPOE Program 1 Both 13 No Response 1	Yes 27 No 0 No Response 2
7. Distribution of information	A. Distribute information on the school, mentorship programs and/or scholarship opportunities to minority students and women.	Yes 29 No 0 No Response 0	The School 10 PPOE Program 3 Both 16 No Response 0	Yes 29 No 0 No Response 0
	B. Use recruitment ads and publications that show a diverse student population	Yes 29 No 0	The School 13 PPOE Program 1	Yes 29 No 0

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		No Response 0	Both 15 No Response 0	No Response 0
8. On-Campus Support	Provide a supportive campus environment for minority students and women through special services, clubs, and/or orientation events	Yes 29 No 0 No Response 0	The School 11 PPOE Program 1 Both 17 No Response 0	Yes 29 No 0 No Response 0
9. Courses, Curriculum and Resources	A. Review the curriculum to include diversity education in all parts of the law enforcement education	Yes 28 No 1 No Response 0	The School 3 PPOE Program 14 Both 11 No Response 1	Yes 28 No 1 No Response 0
	B. Include the historical and contemporary issues of minorities and women in policing in courses	Yes 29 No 0 No Response 0	The School 2 PPOE Program 17 Both 10 No Response 0	Yes 29 No 0 No Response 0
	C. Expand library resources to give special attention to the acquisition of materials that represent diverse perspectives on criminal justice and public safety	Yes 27 No 2 No Response 0	The School 11 PPOE Program 3 Both 12 No Response 3	Yes 27 No 1 No Response 1
	D. Offer developmental courses and academic support services to help minority students and women transition into college	Yes 29 No 0 No Response 0	The School 15 PPOE Program 1 Both 13 No Response 0	Yes 29 No 0 No Response 0
	E. Offer post-secondary educational opportunity courses in high schools with high minority enrollment	Yes 20 No 8 No Response 1	The School 10 PPOE Program 1 Both 9 No Response 9	Yes 20 No 6 No Response 3
	F. Offer law enforcement related post-secondary educational opportunity courses in high schools with high enrollments of minority students and/or women	Yes 13 No 15 No Response 1	The School 4 PPOE Program 1 Both 8 No Response 16	Yes 12 No 14 No Response 3

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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 28 No 1 No Response 0	The School 16 PPOE Program 0 Both 12 No Response 1	Yes 28 No 1 No Response 0
	B. Interview graduates to track student perceptions regarding the achievement of affirmative action goals	Yes 16 No 12 No Response 1	The School 8 PPOE Program 3 Both 5 No Response 13	Yes 15 No 12 No Response 2
11. Other Efforts	Additional information attached? Yes 8 No 21			

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