



State of Illinois
Illinois State Police

ILLINOIS STATE POLICE



Diversity, Equity, and Inclusion Plan FY2021 – FY2022

TABLE OF CONTENTS

Executive Sponsors and Diversity Advisory Council	3
Message from the Director	4
Introduction	5
Section 1 – Definitions	6
Section 2 – Goals	7
Summary	12

Executive Sponsors



Director
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First Deputy Director
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Diversity Advisory Council



Lieutenant
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Master Sergeant
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Sergeant
John Paprocki



Sergeant
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ILLINOIS STATE POLICE
Office of the Director

JB Pritzker
Governor

Brendan F. Kelly
Director

To All Employees of the Illinois State Police:

I am excited to present the Illinois State Police (ISP) Diversity, Equity, and Inclusion Plan for FY2021-FY2022. This plan is a collaborative product of the ISP's Diversity Advisory Council (DAC) and the leadership team of the Department.

The ISP is committed to having a diverse workforce. The FY2021-FY2022 Diversity, Equity, and Inclusion Plan outlines our goals and strategies for continuing to deliver on our values of Integrity, Service, and Pride by promoting opportunities needed to maximize the effectiveness of the Department.

As we move forward, we must hold ourselves accountable for achieving our goals and work together to ensure even greater success for the Illinois State Police. The public we serve is counting on it.

Respectfully,

A handwritten signature in black ink that reads "B F Kelly".

Brendan F. Kelly
Director

INTRODUCTION

The Illinois State Police (ISP) remains committed to recognizing the need for diversity, equity, and inclusion within the Department. In 2004, the ISP created the Diversity Advisory Council (DAC) to address topics related to cultural diversity and racial/gender biases. The purpose of the DAC is to increase awareness and sensitivity regarding diversity in the ISP and promote understanding and appreciation to assist with recruitment efforts.

Since its inception, the DAC has continued to work towards creating and maintaining a culture that addresses inequities and seeks ways for improving processes. In March of 2020, the DAC began to develop Unconscious Bias Training for individuals participating on promotional interview panels. This training is an example of ISP recognizing that the evaluation process for sworn employees needed to be improved. The training will be a requirement of evaluators starting in calendar year 2021.

The ISP has also recognized that certain work units do not seem to draw diverse talent. For example, the Special Weapons and Tactics Team (S.W.A.T.) surveyed employees to determine what barriers may be limiting employees from applying to work in S.W.A.T. The feedback has been reviewed to determine how to address the gaps and develop a long-term strategy.

In January of 2020, the education requirement for sworn personnel changed from a bachelor's degree to 60 credit hours or an associate's degree. With the education requirement change, the recruitment team continues to review underutilization information on a quarterly basis to enhance their efforts. In addition, the ISP's senior command appointed by Director Kelly are a diverse group of individuals committed to improving the processes related to recruitment and promotional opportunities.

The ISP is proud of its accomplishments and recognizes the contributions of all employees who have made progress towards the pursuit of diversity, equity, and inclusion. As the evolution of policing continues, the ISP will look for ways to increase its commitment to ensure all are treated with fairness and equity. Director Brendan F. Kelly and First Deputy Director Matthew Davis will serve as Executive Sponsors partnering with not only the DAC but all employees of the ISP to ensure forward progress.

SECTION 1 – DEFINITIONS

To the Illinois State Police, Diversity, Equity, and Inclusion (DEI) needs to be a part of both our short term and long-term strategic plans for accountability and success. The DAC utilized the definitions provided by the Morten Group, LLC to guide development of this plan.

Diversity: Psychological, physical, and social differences that occur among any and all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, mental or physical ability, and learning style.

Equity: The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups. The principle of equity acknowledges that there are historically underserved and underrepresented populations, and that fairness regarding these unbalanced conditions is needed to assist equality in the provision of effective opportunities to all groups.

Inclusion: The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words/actions/thoughts of all people.

SECTION 2 – GOALS

The Illinois State Police (ISP) FY2021-FY2022 Diversity, Equity, and Inclusion (DEI) Plan consists of five goals. The five goals contain a variety of initiatives that impact different processes throughout the ISP while maintaining ties to the Department’s values of Integrity, Service and Pride.

Goal 1: The Illinois State Police will create and implement diversity, equity, and inclusion training for all ISP employees.

The ISP requires several trainings for both sworn and code employees. In reviewing the current trainings offered, continued understanding and appreciation for diversity seems to be lacking. To bridge the gap between initial cultural diversity training, procedural justice training, and biased based policing training, the ISP will create and implement annual training on diversity, equity, and inclusion.

Objectives	Strategies	Timeline	Accountability	Metrics
Develop annual training to reinforce the values of DEI and the importance it has on Department operations.	1.1: Provide training (potential from external group) on cultural diversity and implicit/unconscious bias on an annual basis.	January ‘21 – June ‘22	DAT, DAC and OOD	1.1: 100% of employees will participate in annual DEI training.
	1.2: Develop/determine training outline and resources.			1.2: 75% of employees will provide feedback indicating their understanding of the values of the plan and associated resources.
	1.3: Create survey to capture feedback and identify areas of improvement for DEI.			1.3: 75% of employees will complete the DEI survey.

Goal 2: The Illinois State Police will develop recruitment goals and objectives with an increased focus on diversity.

The ISP creates an annual recruitment plan as well as an annual recruitment analysis. In reviewing these annual reports, variables were identified which will enhance future recruitment efforts. The ISP will ensure that recruiting materials will reflect our efforts to achieve and sustain a diverse workforce.

Objectives	Strategies	Timeline	Accountability	Metrics
Develop a strategic recruitment plan to integrate DEI principles and values to increase diversity in the workforce and ensure ISP officers reflect the communities served.	2.1: Provide recruitment events/PFIT seminars that target historically minority universities, community colleges, and high schools as well as associated sporting programs.	January 21 – June '22	DAC, OOD, Employees of ISP	DAT, All of
	2.2: Provide recruitment events that target military installations.			2.1: 30% of employment applications to Illinois State Police will be submitted by minorities. 35% of minority applicants will be certified to the Director for Cadet Classes. 80% of minority applicants will graduate Cadet Class.
	2.3: Provide training on requirements and standards for employment with ISP.			2.2: 50% of qualified veterans will be hired by ISP. 2.3: 100% of employees will complete recruitment training.

Goal 3: The Illinois State Police will strengthen internal controls to review Department administrative procedures to ensure equitable treatment.

The ISP is committed to a discrimination - free workplace. The ISP will maintain this commitment by reviewing policies and procedures to ensure all employees are treated equally.

Objectives	Strategies	Timeline	Accountability	Metrics
Develop a DEI impact analysis tools for administrative processes to ensure equitable outcomes.	3.1: Develop framework to assess outcomes of use of force committee, pursuit review board, crash review board, staffing of directives, and discipline for code and sworn employees.	January '21 - June '22	DAC, OOD	3.1: Review 30% of outcomes (Including items such as pursuit review board findings, crash review board findings, directive reviews etc.)
	3.2: Develop DEI dashboard to ensure findings are accessible for ISP employees and the public to reinforce accountability and transparency.			3.2: Report 100% of recommendations for changing current policies and procedures.
	3.3: Identify additional training opportunities.			3.3: 100% of recommendations are evaluated for incorporation into future training.

Goal 4: The Illinois State Police will address interview panel disparities to ensure the interview process for new hires and promotions is fair and impartial.

The ISP will create interview panel processes and criteria for all internal sworn position selections and sworn promotional interviews. These requirements will emphasize the importance of diversity efforts by expanding the range of interviewers.

Objectives	Strategies	Timeline	Accountability	Metrics
Develop criteria to be used in selecting interview panel members for both sworn and code interviews.	4.1: Provide criteria for interview panels including number in panel, work unit assignment, and diversity of panels members.	January '21 - June '22	DAC, OOD	4.1: 100% of panels will follow criteria.
	4.2: Develop new and ongoing interviewer training for both code and sworn interviewers to include the new promotional reform objectives.			4.2: 100% of interviewers will complete interviewer training.
	4.3: Capture demographic data for panels members.			4.3: 100% of interviewer panel will be collected.
	4.4: Create professional and structured mechanism to interview applicants for sworn positions.			4.4: 100% of interviews will be conducted according to the new mechanism.

Goal 5: The Illinois State Police will improve the organization and accessibility of critical public safety information to ensure all populations are served.

The ISP will ensure data is accessible to employees and members of the public.

Objectives	Strategies	Timeline	Accountability	Metrics
Develop framework to provide access to ISP information.	5.1: Provide translation services on website and intranet site.	January '21 - June '22	DAC, OOD	5.1: 100% of website and intranet site will be translatable to languages other than English.
	5.2: Provide translation services at public meetings.			5.2: 80% of public meetings will include translation services.
	5.3: Deploy technology which supports telecommunications for the deaf and hard of hearing.			5.3: Ensure 100% of ISP communications permit full and unlimited access to individuals who are deaf and hard of hearing.

SUMMARY

The Diversity Advisory Council (DAC) is excited to partner with Director Kelly, First Deputy Director Matthew Davis, the Deputy Directors, and all employees of the Illinois State Police in holding ourselves and others accountable for their actions. We are committed to creating an inclusive Department and focusing on the values of diversity, equity, and inclusion.

The next steps will be for us to build out the fundamental elements for the five goals and initiate the processes to execute. We will focus on the goals but also recognize there are other items that we will need to review in the future to improve the culture of the ISP. These items include the following:

- Identify ways for employee and guests to feel welcome and included in ISP facilities.
- Identify industry specific resources on diversity, equity and inclusion and share throughout the Department.
- Review and determine long term infrastructure and role of the DAC.
- Review additional human resource processes including opportunities for Temporary Duty Assignments.

The DAC is excited to execute the ISP FY2021-FY2022 Diversity, Equity, and Inclusion Plan knowing it will lead to greater innovation and improved processes which will ultimately lead to a stronger ISP.

The Illinois State Police will report on the progress of the goals outlined in this plan on a quarterly and yearly basis consistent with the reporting format in the Illinois State Police Strategic Plan FY2020 – FY2022.