

BELONGING, EQUITY, DIVERSITY & INCLUSION PLAN (BEDI)



Replacing Stigma and Stereotypes With Humanizing Language (Person-First)

01

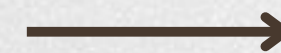
Criminal, Convict or Inmate



Person or individual convicted of a crime.
Person involved in the criminal justice system.
Person currently incarcerated.

02

Juvenile Delinquent



Young person involved in the justice system.

03

Sex Offender



Person convicted of a sex offense.

Belonging, Equity, Diversity and Inclusion

The Criminal Justice System is rooted in white supremacy, systemic racism, implicit bias and exclusion. As a nonprofit dedicated to criminal justice reform, we aim to serve all **participants and employees** equitably through our actions, thoughts and words.

- CPA is most advanced in this domain: **Diversity**.
- CPA has room to grow in these domains: **Belonging, Equity and Inclusion**.

Overall Goals:

- To move from an organization that is culturally diverse to one that actively and continuously identifies and removes unconscious racist and bias practices that may be embedded in our policies and infrastructure.
- Ensure an inclusive and equitable workplace, where all staff feel they belong.
- Commitment to transparency.
- Ensure the humanity and dignity of people interacting with the system.
- Our work is led by a task force that includes board members, our executive leadership team, program managers and staff who act as BEDI Ambassadors from each of our programs.

BEDI Strategic Plan Implementation Teams

I. Building Individual and Institutional Awareness of BEDI	II. Improving Organizational Infrastructure (HR)	III. Strengthening External Work & Building Partnerships
<p>1: Increase awareness of BEDI for board, leadership and staff.</p> <p>2: Increase CPA's visibility and ensure all stakeholders know about our BEDI focus.</p>	<p>1: Demonstrate how CPA values diversity by increasing diversity in leadership positions.</p> <p>2: Ensure CPA provides fair treatment, opportunity, and advancement for all.</p> <p>3: Build an inclusive community.</p>	<p>1: Increase participants' knowledge of their rights on priority topics, empowering them to provide feedback.</p> <p>2: Ensure equity for CPA participants through their feedback and policy language.</p>

Role of the BEDI Ambassador

- Acts as a champion for CPA's BEDI work within one's respective program.
- Brings the voice and feedback of staff in their program forward to the BEDI Committee.
- Assists with BEDI strategic planning and implementation.
- Helps identify resources to assist the agency and support this mission-critical work.

Current BEDI Ambassadors

Alternatives in the Community (AIC's):

- Hartford - Khadijah Lovejoy
- Manchester - Troy Russell
- Waterbury - Chris Patterson

Community Court:

- KC Rivera
- Darnell Gibbs

Reentry Welcome Centers

- Hartford - Amy Arroyo & Emely DeJesus
- Waterbury - Chez Chamberlin, Tracie Bernardi-Guzman & Antonia Hopkins-Esprit

Transitional Housing

- Hartford - Khadijah Lovejoy
- Waterbury - Kirby Hart & Joanne Rivera

WRP

- Jenna Arcari

Youth Residential Programs (REGIONS):

- Hartford - Shaia Kennedy & Steve Cedor
- Hamden - Chanel Early, Cosrick McDonald & Lamont Lane

IF YOU ARE INTERESTED IN BECOMING A BEDI AMBASSADOR, PLEASE CONNECT WITH YOUR PROGRAM MANAGER FOR MORE INFORMATION.