

BELONGING, EQUITY, DIVERSITY & INCLUSION (BEDI)





BEDI Strategic Plan

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>

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**.

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

01

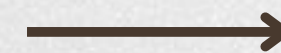
Criminal, Convict or Inmate



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

02

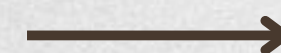
Juvenile Delinquent



Young person involved in the justice system.

03

Sex Offender



Person convicted of a sex offense.