



**KATHY HOCHUL**  
Governor

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Superintendent

### **NYSP Diversity Statement:**

The New York State Police has a long and proud history of serving the citizens of New York since 1917. Our vision - to serve, protect and defend the people of New York, while preserving the rights and dignity of all, has remained constant from our inception.

Diversity and inclusion throughout our workforce are paramount to the operational needs and practices of the NYSP. We embrace and honor this responsibility, and we strive to ensure that our employees treat every person with respect, dignity, and fairness, without regard to race, religion, ethnicity, gender identity, sexual orientation, age, disability, or socio-economic status.

### **NYSP Definitions:**

**Diversity** refers to a group of individuals with unique characteristics whose combined contributions support the NYSP in meeting and exceeding our organizational goals.

**Inclusion** is a process that cultivates an environment that values collaboration, flexibility, and equity. Inclusive behaviors leverage diversity throughout our organization to encourage all individuals to contribute to their full potential.

### **Goals:**

- Increase the number of diverse recruit applicants by *recruiting talent*.
- Increase the quality of Commissioned Officers through *officer development*.
- *Retain talent* by ensuring equitable promotion opportunities and retention of members beyond 20 years.