



*State of New Jersey*

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ATTORNEY GENERAL ADMINISTRATIVE EXECUTIVE DIRECTIVE NO. 2022-09

**TO:** All Division Directors, Department of Law and Public Safety

**FROM:** Matthew J. Platkin, Acting Attorney General

**DATE:** August 5, 2022

**SUBJECT:** Directive Codifying the Office of Diversity, Equity, and Inclusion

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The Department of Law and Public Safety (the “Department”) is committed to an organizational culture and operational construct that values and facilitates diversity, equity, and inclusion (“DEI”).

New Jersey is one of the most diverse states in the nation. With regard to the race and ethnicity of our residents, New Jersey ranks among the top 10 states with the highest diversity index, as measured by the 2020 U.S. Census. The State also reflects great diversity across socioeconomic factors such as household income and educational attainment, as well as cultural or religious aspects such as the languages spoken or faiths observed. Our economy is similarly diverse, comprised of farms, small businesses, manufacturing, science and technology industries, and providers of myriad services. New Jerseyans live in all types of households and family situations, and reflect the full spectrum of the political beliefs and affiliations. Across the board, the richness of our diversity is one of New Jersey’s greatest assets.

In order to better serve the people of New Jersey, our Department must be intentional and proactive in fostering diversity, equity, and inclusion. Decades of research findings establish that diverse and inclusive organizations are more successful, more innovative, and more likely to attract and retain top talent. Our Department’s workforce should reflect the great diversity of New Jersey. Moreover, as a responsible economic actor and consumer of goods and services, our Department has an obligation to consider the commitment to diversity evidenced by organizations with whom we do business, thereby necessitating a focus on supplier diversity. Further, our attention to working with and understanding the needs and concerns of



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diverse communities have never been more crucial to our effectiveness and the ability of our Department to carry out its mission.

In 2013, the Department established a Diversity Council as a significant step towards strengthening our diversity efforts. In 2016, adopting a recommendation from the Diversity Council and consistent with best practices, the Department created a full-time senior level role, now known as the Chief Diversity, Equity, and Inclusion Officer (“CDEIO”), a position established as part of the Attorney General’s Executive Leadership Team and held by an Assistant Attorney General with direct accountability to the Office of the Attorney General. Since then, additional resources have been allocated and assigned within the Office of the Attorney General under the leadership of the CDEIO in support of the Department’s DEI initiatives. The Department also has expanded the Diversity Council, and it has called upon our divisions, offices or commissions (“Divisions”) to formalize and submit Division-specific DEI plans, crafted in consultation with the CDEIO. The Department has created additional supporting organizational units for diversity, such as a Diversity and Inclusion Unit within the Employee Relations and Community Outreach Section of the Division of State Police. With the guidance of the CDEIO, the Division of State Police has also created an Equity in Policing and Inclusion Committee (EPIC) to further broaden and support DEI in that Division.

This Attorney General Executive Directive formalizes the creation of the Office of Diversity, Equity, and Inclusion, ensuring its long-term place within the Department and creating a clear and defined approach and organizational structure and authority for the Department’s DEI initiatives.

Pursuant to the authority granted to me under the New Jersey Constitution and the Law and Public Safety Act of 1948, N.J.S.A. 52:17B-1, et seq., which provides for general responsibility of the Department’s operations and the supervision of the organization of the Department, I have determined that the organization described herein is necessary for the efficient and effective operation of the Department’s functions and hereby direct all Department personnel to implement and comply with the following directives.

## **1. Office of Diversity, Equity, and Inclusion**

- A. *Establishment.*** There is established in the Department, the Office of Diversity, Equity, and Inclusion (“Office” or “ODEI”), responsible for the overarching strategy, oversight, and implementation of DEI initiatives within and across the Department.
- B. *Leadership of the Office.*** The Office shall operate under the supervision of a Chief Diversity, Equity, and Inclusion Officer (“CDEIO”) who shall be selected by, and operate under the authority of the Attorney General. The CDEIO shall have such appropriate professional and educational background as to enable them to serve effectively as a senior leader within the Department, and sufficient experience in leading DEI initiatives in a workplace as well as expertise in DEI best practices, to enable them to direct and supervise the work of the Office and its organizational units. The CDEIO shall devote their full-time to the duties of the Office. The CDEIO shall be a member of the Department’s executive staff and shall have direct access to the Office of the Attorney General. The CEDIO will serve as the senior advisor to the Office of the Attorney General in the area of DEI; lead the creation and execution of the Department’s strategic DEI plan; oversee, guide and collaborate in the DEI planning process for each of the Divisions; and will



direct the activities of and have supervisory responsibility for the personnel assigned to the Office.

- C. *Organization of the Office.*** With the approval of the Attorney General or designee, the CDEIO, in consultation with the Office of the Attorney General, may organize the work of the Office into any organizational units as may be necessary for the efficient and effective operation of the Office. The Attorney General shall assign to the Office such employees of the Department as may be necessary to assist the CDEIO in carrying out the responsibilities of the Office. The Office shall be responsible for developing and delivering Departmental DEI programs and initiatives, including without limitation, planning and executing initiatives and programs to support cross-cultural education and understanding and employee engagement; overseeing and supporting the Diversity Council and the employee resource groups (ERGs) of the Department; developing and delivering DEI training tailored to Departmental functions and requirements; analyzing and reporting on data relevant to DEI, and identifying and advising on improvements to operational processes and systems within the Department to align with DEI best practices with the goal of facilitating a more diverse, equitable and inclusive organization. The CDEIO may delegate to employees assigned to the Office and within its organizational units such powers as the CDEIO deems appropriate, to be exercised subject to the supervision and control of the CDEIO.
- D. *Coordination and collaboration with LPS Divisions.*** In order to carry out the Department's mission of fostering and facilitating DEI across all LPS Divisions, and to ensure a unified, coordinated, and consistent approach that applies best practices to that mission within LPS, the CDEIO or their designee, in coordination with OAG, is authorized to oversee the LPS Divisions as a subject matter expert on DEI and to provide guidance and advice in formulating and carrying out the Divisions' respective DEI plans and initiatives. Such oversight is limited to DEI and shall not otherwise extend to other areas of policy, personnel, or operation.
- E. *Access to Department Resources.*** The Office shall be authorized to call upon the expertise and assistance of every Division, agency, office, bureau, and unit within the Department in order to carry out its mission. Such entities are hereby required, to the extent not inconsistent with law, to cooperate with the Office and to provide such assistance as the Office may require to accomplish the purposes of this Directive.

## 2. Other Provisions

- A. *Non-enforceability by third parties.*** This Directive is issued pursuant to the Attorney General's authority to supervise operations of the Department. This Directive imposes limitations that may be more restrictive than the limitations imposed under the United States and New Jersey Constitutions, and federal and state statutes and regulations. Nothing in this Directive shall be construed in any way to create any substantive right that may be enforced by any third party.

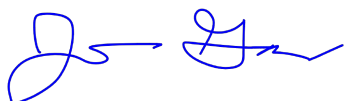


- B. **Severability.** The provisions of this Directive shall be severable. If any phrase, clause, sentence, or provision of this Directive is declared by a court of competent jurisdiction to be invalid, the validity of the remainder of the document shall not be affected.
- C. **Questions.** Any questions concerning the interpretation or implementation of this Directive shall be addressed to the CDEIO or their designee.
- D. **Effective date.** This Directive shall take effect immediately and remain in force and effect unless and until it is repealed, amended, or superseded by Order of the Attorney General.



Matthew J. Platkin  
Acting Attorney General

ATTEST:



Jonathan S. Garelick  
Chief of Staff  
Assistant Attorney General

Dated: August 5, 2022

