STRATEGIC PLAN FOR EQUITY, INCLUSION AND DIVERSITY

2019-2024
December 17, 2019
WHERE HAVE WE BEEN?
We have much to celebrate!

- Many achievements under the 2016-2019 Diversity Work Plan
  - Let’s note a few.
Goal 1:

- Goal 1: Improving access for underrepresented students and students with varying levels of academic preparation
  - BHS Career Academies
  - Increased visits to area high schools and Tribal and Community Colleges
Goal 2

- Increase the retention and completion of underrepresented students and students with varying levels of academic preparation
  - *Increased use of Starfish*
  - *Courses that use Open Education Resources*
Goal 3

- Increase recruitment and retention of underrepresented faculty, staff, and administrators
  - Incorporated Unconscious Bias module for Search Advisory Committee trainings
  - More needs to be done....
Goal 4

- Foster a **supportive campus environment/climate** for people from diverse backgrounds and perspectives
  - Incorporation of Keynectup.com as a way to provide information to students when they need it
  - Hiring an Assistant Director of the AIRC and a Coordinator for student diversity initiatives/events
  - Creation of a Diversity Certificate and Employee Resource Groups
  - Incorporation of Native American customs and rituals into college events
  - Successful completion of the Office for Civil Rights Audit
WHERE ARE WE GOING?
2019-2024 Plan Creation - Process

- Reviewed key materials
  - *Current plan and accomplishments*
  - *Strategic Plan for NTC*
  - *Affirmative Action Plan*
  - *CCSSE results*
  - *Demographic trends and forecasts*

- Held a planning session with D&I Committee to determine planning process and timeline and prepare for Community Visioning and Planning Session
The year went quickly...

<table>
<thead>
<tr>
<th>Month</th>
<th>Activity</th>
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<tbody>
<tr>
<td>January 2019</td>
<td>Developed key constituent surveys – employees and students.</td>
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<tr>
<td>February 2019</td>
<td>Implemented surveys – 56 students, 28 employees responded</td>
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<td>March 2019</td>
<td>Held Community Visioning and Planning Session to obtain information for D&amp;I Committee work</td>
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<tr>
<td>April 2019 – November 2019</td>
<td>Draft creation and draft review</td>
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<td>December 2019</td>
<td>Presentation to NTC community and implementation!</td>
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Definitions that frame our work

- **Diversity** – Refers to the range of human differences (i.e., race, ethnicity, gender, gender identity, sex, sexual orientation, age, social class, physical ability or attributes, religious or other ethical values systems, national origin, political beliefs)

- **Equity** – Parity in outcomes; The proportional representation of historically marginalized groups in outcomes. Institutional structures may need to be changed in order to accomplish equity.
  - *This is different from equality. Equality suggests we treat everyone the same. Equity suggests we may need to treat categories of people differently.*

- **Inclusion** – Refers to involvement and empowerment and recognizing the inherent worth and dignity of all people.
Content of the 2019-2014 Plan

- Mission
- Vision
- 3 Strategic Priorities with Goals
Mission

To promote a safe and welcoming environment for all who learn, work at and visit our campus, and to provide opportunities to develop the knowledge and skills necessary to thrive in our increasingly diverse region, state, nation and world.
Vision

At Northwest Technical College, we **embrace** diversity and **construct** safe, welcoming, and inclusive physical and online spaces for all who learn, work at and visit our campus. We **seek** to increase the diversity of the student body and employees so that it resembles the variation found regionally. We **promote** opportunities for students and employees to develop culturally responsive skills and knowledge, especially as it pertains to the Ojibwe. We **create and sustain** institutional and collaborative structures that are responsive to identified student and employee needs.
Strategic Priority 1

- Priority 1: Provide opportunities for online and on campus students and employees to develop as culturally responsive individuals.

  - 1. Create monthly podcasts or webinars on various diversity- and Title IX-related topics each academic year and make them accessible to on campus and online students and employees.

  - 2. Provide 2 face-to-face diversity events (recorded where possible) for employees and 2 face-to-face events for students every academic year.
Strategic Priority 1

- Priority 1: Provide opportunities for online and on-campus students and employees to develop as culturally responsive individuals.

  - 3. Provide workshops and/or one-on-one sessions with faculty and staff to help them develop culturally responsive curriculum and/or processes on an ongoing basis.

  - 4. Identify and begin addressing stated diversity and inclusion development needs of faculty by January 20, 2020.
Strategic Priority 1

- Priority 1: Provide opportunities for online and on campus students and employees to develop as culturally responsive individuals.

- 5. Host informal discussions with students, staff and faculty on diversity and inclusion topics three times per semester during the academic year.

- 6. Develop and share a resource base for faculty to draw on for speakers and curriculum by December 31, 2021.
Strategic Priority 2

- Promote the value of a demographically diverse and inclusive student body, faculty and staff.

  1. Implement a formal campus climate assessment strategy by April 1, 2021 including but not limited to periodic surveys of students and employees, review of recruitment materials and processes, policies and processes, and curriculum and delivery with an eye to creating a welcoming environment for people of color, people with accessibility concerns, and people who identify as LGBTQ+.

  2. Seek to become recognized as a Beyond Yellow Ribbon Campus by June 30, 2023.
Strategic Priority 2

Promote the value of a demographically diverse and inclusive student body, faculty and staff.

- 3. Modify the Affirmative Action website and content to highlight the value of diversity and inclusion efforts and report on progress toward meeting diversity and inclusion goals annually.

- 4. Identify and acknowledge student achievement on the NTC website by May 1, 2020.
Strategic Priority 2

- Promote the value of a demographically diverse and inclusive student body, faculty and staff.

  - 5. Seek to create an Office of Equity and Inclusion that houses Affirmative Action, Title IX and Civil Rights concerns, and the Center for Diversity, Equity and Inclusion by June 30, 2020.

  - 6. Work with Admissions and Communications and Marketing to develop recruiting materials to attract both men and women to academic programs that are highly sex-segregated.
Strategic Priority 3

- Create supportive and collaborative institutional structures to address essential student needs such as transportation, food, childcare, housing, and belonging.

  - 1. *Provide information to students on available children providers and specific information related to sick, part-time and occasional childcare updated each semester and made available on an on-going basis beginning July 1, 2020.*

  - 2. *Explore the need for, and if necessary, develop a childcare provision network for students to access throughout the academic year beginning fall 2020.*
Strategic Priority 3

- Create supportive and collaborative institutional structures to address essential student needs such as transportation, food, childcare, housing, and belonging.

  - 3. Hire a dedicated Campus Diversity Officer/Title IX Coordinator by June 30, 2020 charged with supporting and enhancing diversity, equity, and inclusion efforts across campus.

  - 4. Develop and maintain an ongoing ride-share program for students by spring 2020.
Strategic Priority 3

- Create supportive and collaborative institutional structures to address essential student needs such as transportation, food, childcare, housing, and belonging.
  - 5. Collaborate with Student Senate to host a fun night once per semester beginning spring 2020.
  - 6. Seek stable funding for ongoing and growing diversity and inclusion staffing, facility, and activity needs by October 15, 2020.
Thank you!!

- Students: Ester Olson
- Faculty: Dawn Dahl, Sandy Johanning, Gus Vettleson
- Staff: Lisa Hanson, Solar Hong, Ann Humphrey, Doreen Kuhrke
- Administrators: Michelle Frenzel, Jesse Grant, Travis Greene
And thanks to all of you...

- The Diversity and Inclusion Committee recognizes...
  - the equity and inclusion efforts offices and departments are engaging in as a part of their own work.
  - the efforts of all employees as they help implement diversity goals written into the Strategic Plan and the Affirmative Action Plan.

- It takes all of us, doing this work every day, to eliminate the equity gap by 2030!!