

Northwest Technical College
Strategic Plan for Diversity, Equity, and Inclusion
2019- 2024

Mission Statement

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 Statement

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 the 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. Provide opportunities for online and on campus students and employees to develop as culturally responsive individuals.

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

Goal 2: 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.

Goal 3: Identify and begin addressing stated diversity and inclusion development needs of faculty by January 20, 2020.

Goal 4: Host informal discussions with students, staff, and faculty on diversity and inclusion topics three times per semester during the academic year.

Goal 5: Develop and share a resource base for faculty to draw on for speakers and curriculum by December 31, 2021 and update quarterly.

Strategic Priority 2. Promote the value of a demographically diverse and inclusive student body, faculty, and staff.

Goal 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+.

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

Goal 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.

Goal 4: Identify and acknowledge student achievement on the NTC website by May 1, 2020.

Goal 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.

Goal 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.

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

Goal 2: Explore the need for, and if necessary, develop a childcare provision network for students to access throughout the academic year beginning fall 2020.

Goal 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.

Goal 4: Develop and maintain an ongoing ride-share program for students by spring 2020.

Goal 5: Seek stable funding for ongoing and growing diversity and inclusion staffing, facility, and activity needs by October 15, 2020.

Goal 6: Create a Center for Diversity, Equity, and Inclusion by February 28, 2020.