

The DEI Pulse

Note from the Campus Diversity Officer

Welcoming our Inaugural Director of Civil Rights and Affirmative Action

It is my pleasure to share that we have hired Nicholas B. Taylor as our inaugural Director of Civil Rights and Affirmative Action. Nicholas comes to us as a practitioner-scholar focused on DEIA+, affirmative action laws, and transformative institutional change. Nicholas will head the Affirmative Action Office for both Northwest Technical College and Bemidji State University.

Our dedication to hiring the Director of Civil Rights and Affirmative Action is directly associated with the Equity 2030 goal as well as our Diversity, Equity, and Inclusion Strategic Plans for both institutions. We recognize that to close the educational equity gaps we must build intentional systems and cultural change, coordinate, innovate, and build capacity, and remain steadfast in our leadership and empowerment. Nicholas will be joining the Division of Diversity, Equity, and Inclusion team.

We are excited and feel very fortunate to have Nicholas with us. Our capacity to engage in this critical work is building. Nicholas is excited to meet and greet students, staff, and faculty. Feel free to schedule time with him (nicholas.taylor@bemidjistate.edu).



Registration for Trainings , click the hand

Asian American & Pacific Islander 2022

It is imperative to engage our campus community with experiential learning opportunities, to understand, support, and advocate for the Asian, Asian American and Pacific Islander (AAPI) communities. Our dedication to elevating social and racial justice must be steadfast especially in the face of Anti-Asian hate. It takes everyone to enhance awareness, eliminate bias, provide support, and promote love and hope

To recognize and celebrate Asian American and Pacific Islander History & Heritage, the Center for Diversity, Equity, and Inclusion is bringing the Tunnel of Oppression to Bemidji State. Our purpose is to inspire and challenge our community to critically think about and engage issues related to the oppression that the AAPI community has been and continue to experience

Tunnel of Oppression - Asian American and Pacific Islander History & Heritage

Date: April 11th - 14th, 2022

Time: 9:00 a.m. - 3:00 p.m.

Location: Crying Wolf | Hobson Memorial
Union | Bemidji State University

Affirmative Action Fridays

What is Affirmative Action, and how do we evaluate our hiring goals? Come join for a relaxed chat on the work we do in the Center for Civil Rights – Affirmative Action Office to recruit and retain a diverse workforce!

Event: Affirmative Action Fridays

Date: Every Friday

Time: 12:00 PM – 1:00 PM

Where: Join Zoom Meeting

<https://minnstate.zoom.us/j/2028737040>

Meeting ID: 202 873 7040

One tap mobile

+13017158592,,2028737040# US (Washington DC)

+13126266799,,2028737040# US (Chicago)

Critical Read

[Vice President Kamala Harris Swears In
President's Advisory Commission on Asian
Americans, Native Hawaiians and Pacific
Islanders](#)

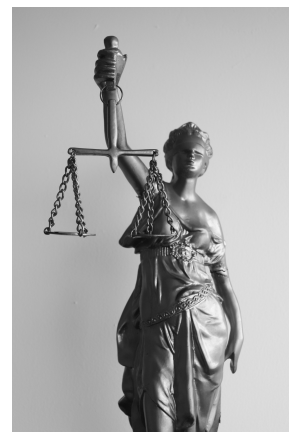
Asian American and Pacific Islander Faculty and Staff

To our AAPI employees, please remember that we offer an Employees of Color, Employee Resource Group (ERG). This is a place to build community among fellow BIPOC staff and faculty, as we navigate existing in spaces on and off campus.

Employees of Color ERG

Contact Dr. Li Zhou (Li.Zhou@bemidjistate.edu) for more information.

Additionally, you may find support in our other intersecting Employee Resource Groups below.



LGBTQIA2S+ Employee Resource Group

Sarah Cronin

sarah.cronin@bemidjistate.edu

Veteran Employee Resource Group

Nicholas Taylor

Nicholas.Taylor@bemidjistate.edu

Employees with Disabilities Employee Resource Group

Jenna Trisko

Jenna.Trisko@bemidjistate.edu

Parents of Young Children (BSU)

Ashleigh Haugen

Ashleigh.Haugen@bemidjistate.edu

Parents of Young Children (NTC)

Patty Hartshorn

patty.hartshorn@ntcmn.edu

2022-2024 Affirmative Action Plan

The 2022-2024 Affirmative Action Plan development process will soon begin in April, with new updates and training for employees in the Minnesota State system who oversee this important document. Once this is completed and important documents are released, the Director of Civil Rights & Affirmative Action, Nicholas Taylor, will begin the process of soliciting the campus-wide commitment and goals toward equal employment opportunity that we will pursue for the next two years. We will continue to build upon our efforts, review pertinent data, and develop a sound and transparent strategy. Please don't hesitate to reach out to Nicholas Taylor with any personal needs or concerns regarding your personal, professional success at Bemidji State University and Northwest Technical College or creating a more inclusive workplace.

Together we can! Together we will!

Division of Diversity, Equity, and Inclusion

Office Phone: (218) 755-4121

Website links, click a hand



Open Office Hours



Division of Diversity Website



Self Care

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**Northwest
Technical College**

DIVISION OF DIVERSITY, EQUITY & INCLUSION