

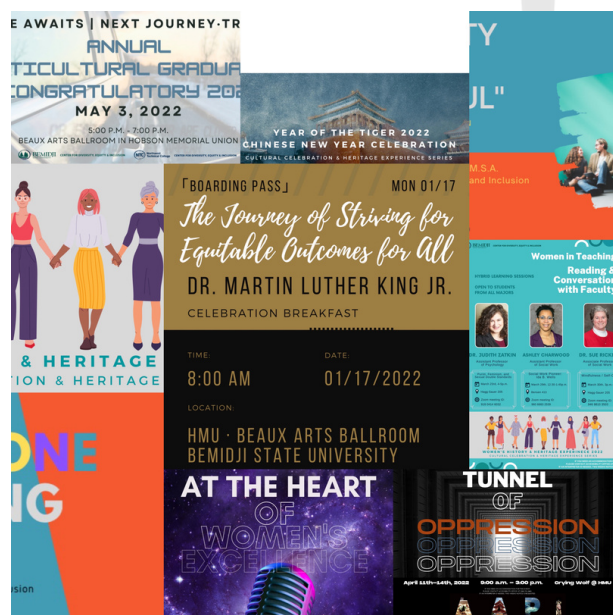
The DEI Pulse

Office of Diversity, Equity, and Inclusion

Welcome Back!

We are excited for your return to campus! This summer we have worked diligently to advance the diversity, equity, inclusion, antiracism plus (DEIA+) work on campus and in our community. We have expanded our staffing capacity to include pre-professional and professional staff, we have transformed some of our spaces on campus to ensure better inclusivity, we have begun new DEIA+ initiatives, and we have established firm plans to assess our climate centering your experience on campus. Students may now apply on [Handshake](#) to our pre-professional staff opportunities. We are excited to offer such opportunities for students to gain real life experience in diversity, equity, inclusion, antiracism plus work. Our office spaces on campus are still a work in progress, but that does not mean that they must be exclusive. We have updated our spaces to ensure that you feel welcomed. Be sure to stop by any of the departments to chat with staff.

We know that our campus climate matters to the success of our students, staff and faculty. We are slated to undergo climate assessment in spring 2023. This assessment will include all stakeholders. It is crucial that we all understand where we are and where we aspire to go as we continue to live out our mission. More to come on our climate assessment in the coming months.



Pre-Professional Employment Opportunities

Students, we have developed work opportunities for you within the Division of Diversity, Equity and Inclusion. Our positions are termed pre-professional. Why? When you join our team, you can expect to receive transformative supervision from your site supervisor, strategic professional development, engaging work that centers DEIA+, and more. We welcome students to apply for the 9 positions that we have open. Our positions require students that are ready to learn, have an interest in DEIA+, and who are looking to be change-agents in their discipline post-graduation.

For more information check out [Handshake!](#)

Center for Civil Rights

Affirmative Action: A Process of Development

The Center for Civil Rights – Affirmative Action Office invites you to learn more about our process of development for affirmative action plans (AAPs). How do we develop what we call utilization goals, otherwise known as affirmative action goals? Contrary to some public suggestions, we do not practice a quota system of giving preferential treatment to individuals of specific identities. Instead, our mission is to provide opportunities and take affirmative steps to create equal opportunity within the various aspects of our hiring processes at Northwest Technical College and Bemidji State University. Read on to learn more about how we utilize data to develop our affirmative action plans, and how we reach the final draft that drives our hiring practices.

For the colleges and universities within the Minnesota State system, affirmative action planning begins at the System Office. Data on the current workforce within an institution, and the external availability of potential applicants within the regional job market, are gathered together utilizing internal data sources, as well as the American Community Survey (2014-2018) compiled by the U.S. Department of Labor, Bureau of Labor Statistics for this 2022-2024 planning cycle. Utilizing this data, we are able to compile a Progress Report detailing our progress toward previous utilization goals, a Separation Analysis detailing the various ways in which employees leave our institutions, determine internal and external availability for various job categories, and use data to inform goal setting for the current plan cycle.

Our progress report informs of which previous corrective actions we have taken have been successful, and where we may need additional effort put in to recruit our System Office-determined protected groups of females, racial/ethnic minorities, individuals with disabilities, and veterans. Within the separation analysis, we may also see trends of an overrepresentation of specific protected groups within categories such as dismissal, resignation, or termination, which will need to be addressed by identifying specific trends within the institution. This may be identified through exit interviews, identifying specific units of concern, or additional steps to address campus climate concerns.

After identifying areas of concern and setting data-driven utilization goals for the institutions, we look to identify what corrective actions we will develop to pursue our utilization goals. For Northwest Technical College and Bemidji State University, this is informed by our Affirmative Action Program. Using a four-pronged model which addresses recruitment, retention, education, and compliance, we value a holistic look at the employee experience, from application to separation. Beginning this fiscal year, the Center for Civil Rights – Affirmative Action Office will be implementing internal assessment tools regarding the various aspects of our program, in order to be responsive to the concerns of our campus communities. Keep up-to-date on new programming, events, and opportunities to engage with affirmative action on our [webpage](#).

2022-2024 Affirmative Action Plan

The 2022-2024 Affirmative Action Plan development process will soon begin the peer review phase of implementation. 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, or creating a more inclusive workplace. Past affirmative action plans, and the final draft of our current 2022-2024 plan, will be posted on the relevant webpage [here](#).

Employee Resource Groups

Please stay tuned to campus listservs for updates on current contact info and meeting times for Northwest Technical College and Bemidji State University employee resource groups. After we verify any updates to leadership of these groups and scheduling, this information will begin to regularly be promoted through email, and on the Center for Civil Rights – Affirmative Action Office's page [here](#).



Center for Diversity, Equity and Inclusion



Latina/o/x, Chicana/o/x, Hispanic History and Heritage Experience 2022

Latina/o/x, Chicana/o/x, Hispanic history and heritage are important pieces to the way we live today. Through hardship, hatred, and dehumanization, the Latina/o/x, Chicana/o/x, Hispanic peoples have persevered. This year we celebrate the history, heritage and current Latina/o/x, Chicana/o/x, Hispanic peoples all year with special attention to September 15th – October 15th.

Check out our events [here](#)!

Our New Expert and You!



We are excited to welcome Ashley Gomez as our interim Director of Diversity, Equity and Inclusion. Ashley comes to us with great experience from the State University of New York (SUNY) system. She has experience working with students, student-athletes, professional athletes and more— all in the name of diversity, equity, inclusion, antiracism plus. Ashley will be implementing DEIA+ centered events to advance the opportunity for student success. She will also serve as Black Student Union’s advisor and engage in expert thought-partnership with institutional functional areas as we advance our DEIA+ work.

Want to know more about Interim Director, Ashley Gomez? Click [here](#)!

Together we can! Together we will!

Division of Diversity, Equity, and Inclusion

Office of Diversity, Equity, and Inclusion

905 Grant Ave. SE #311

Bemidji, MN 56601

OfficeDEI@bemidjistate.edu

Office Phone: (218) 755-4121

Campus Resources



Campus Resources

Issues with discrimination or sexual violence?

Visit the Center for Civil Rights: [Investigation Office.](#)

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**Northwest
Technical College**

DIVISION OF DIVERSITY, EQUITY & INCLUSION