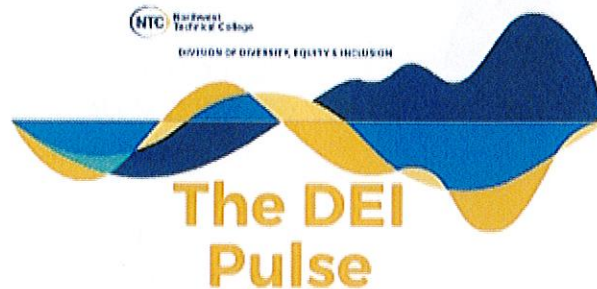




**Northwest  
Technical College**

**DIVISION OF DIVERSITY, EQUITY & INCLUSION**



**Office of Diversity, Equity, and Inclusion**

### **Parenting and Pregnancy Student Support**

Students who are pregnant or parenting have rights under Title IX of the Educational Amendment of 1972. Under this law, pregnant and parenting students may request supportive measures to help navigate curricular and co-curricular activities. If you are a student and you are pregnant or parenting, please contact the [Investigation Office](#) for support.

[Request Support Here!](#)

Did you know



2. You are allowed to return to the same status you were in when you were excused.
3. You may take medical leave.



### **D2L Brightspace has DEIA+ Resources**

Our eLearning support professionals have developed a diversity, equity, inclusion, anti-racism *plus* resource. This resource is available for students, faculty and staff via D2L. Simply log in to your MyBSU or MyNTC account and click on D2L Brightspace. From there, you will find *DEIA in TEACHING and LEARNING (Resource Center)* under My Courses. This resource was created to aid scholars and students in their journey towards a more socially and racially just world.

Center for Civil Rights





## Affirmative Action Office

### Vector Solutions Learning Management System

We invite you to learn more about our plan and process for digital employee diversity, equity, inclusion, antiracism *plus* (DEIA+) search committee and unconscious bias training. We also have customized training options. Starting in October 2022, Northwest Technical College and Bemidji State University will innovate how we provide necessary DEIA+ training to our workforce through partnership with Vector Solutions and their Learning Management System. The first steps of implementing this resource will be to provide an innovative solution to go live with Vector Solutions. This will include search committee and bias training for employees who are involved in our hiring processes, setting the groundwork for DEIA+ training assessment praxis, and publishing this resource within MyNTC and MyBSU.

The Vector Learning Management System (LMS) is a modern learning management system that centers specific industry needs and functions. This training system combines unique features and functionalities to streamline assigning, tracking and reporting on course completions. Vector LMS will ensure our workforce obtains critical job knowledge, remains compliant and stays safe. The diversity and inclusion courses will assist to increase inclusive languages, attitudes, and behaviors. The online courses for faculty, staff, and students teach skills for everyday situations, like:

- Using up-to-date and respectful identity terminology.

- Responding to microaggressions.

- Questioning stereotypes.



If you have any questions related to Vector Solutions, DEIA+ employee training, or how this resource fits into our affirmative action plan, please reach out to [affirmativeaction@bemidjistate.edu](mailto:affirmativeaction@bemidjistate.edu).

### 2022-2024 Affirmative Action Plan

The 2022-2024 Affirmative Action Plan development process will soon begin the System Office review phase of implementation. We 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. Minnesota State review has a deadline of December 31, 2022. If you have any questions about our process, reach out to [affirmativeaction@bemidjistate.edu](mailto:affirmativeaction@bemidjistate.edu).

Past affirmative action plans and the final draft of our current 2022-2024 plan will be posted on the [Affirmative Action Office](#) webpage.



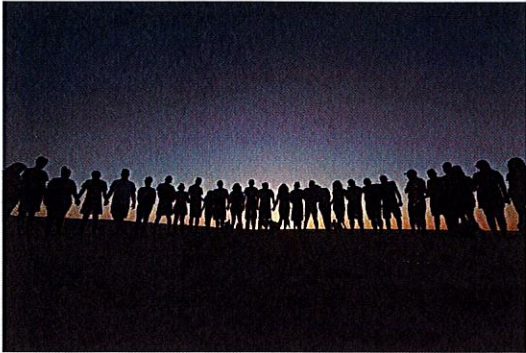
### Investigation Office

#### Reporting Discrimination and Sexual Harassment

The Investigation Office of the Center for Civil Rights has partnered with D2L experts to provide a HelpLink to the *Center for Civil Rights Reporting Forms*. The link is available to all faculty, staff and students after signing in on the lower righthand side of

the Investigation Office at [TitleIX@bemidjistate.edu](mailto:TitleIX@bemidjistate.edu).

## Center for Diversity, Equity, and Inclusion



### **2SLGBTQIAP+ Heritage and History Experience 2022**

After being empowered by other movements 2sLGBTQIAP+ influencers accomplished the observance in 1994 in the United States. The celebration of the 2SLGBTQIAP+ Liberation Movement has traveled everywhere but the community still faces challenges. Through all the hardship the 2SLGBTQIAP+ still powers through. This year we celebrate those who led the battle and those who continue to fight for their voice, equity and inclusivity in society.

There is still so much more to be accomplished. Although 2SLGBTQIAP+ Heritage and History Experience is from October 1<sup>st</sup> – October 31<sup>st</sup>, PRIDE is every day!

Check out our events [here!](#)

Celebrating 50 years of Title IX





### **Celebrating 50 Years of Title IX: Lynn Dorn '72, a Pioneer for Women's Athletics at Bemidji State**

*As Bemidji State University celebrates 50 years since the passing of [Title IX of the Education Amendments of 1972](#), the landmark case that protects people from discrimination based on sex in education programs and activities that receive federal financial assistance, we're sitting down with current and former BSU athletes, coaches, staff and others to hear what the law means to them.*

The following is an excerpt from a feature story on Lynn Dorn '72, a Bemidji State alumna from Thief River Falls, Minn. who was a member of several early Beaver women's athletics teams before Title IX became a law. She served 38 years as women's athletics director at North Dakota State University, retiring in 2015. Dorn was inducted into the BSU Athletic Hall of Fame in 1994 and the NDSU Athletic Hall of Fame in September 2022.

The complete article on Dorn will be available soon in the next issue of the BSU Magazine and at [bsualumni.org](http://bsualumni.org)

*The state of athletics at Bemidji State was notably different from Dorn's high school experience. She participated in every sport offered to women on campus including basketball, golf, field hockey, tennis and volleyball. For the first time, she was part of teams that took on legitimate competition in the MinnKota Conference, one of the first women's intercollegiate athletics conferences in the nation. Even though they traveled to games in clunking vans, had no scholarship funding and dealt with a limited equipment budget, Dorn and her teammates made the best of the situation.*

*"We had a sisterhood that maintained itself through the joy of competing," Dorn said.*

*Progress toward equality was jumpstarted with the passing of Title IX of the Education Amendments of 1972 (referred to often as simply "Title IX"), which made discrimination based on sex illegal in any education program or activity receiving federal financial assistance. On paper, it was a huge step for equality in women's athletics. On college campuses and within athletic departments,*



*“Resistance came from politicians, educators and athletic departments,” Dorn said. “Some women (in athletics roles) lost their positions through pressure to resign, job reclassification and even termination.”*

*50 years later, Title IX is widely accepted thanks to the actions of countless athletes, coaches, administrators and advocates for equality.*

*Dorn graduated in 1972 from Bemidji State with her physical education degree and soon after landed at North Dakota State University, spurring a 38-year career as women’s athletic director. From the start, she and NDSU senior administration did not look at Title IX so much as a mandate to be followed, but commonsense guidance in how to treat student-athletes fairly and with respect, regardless of gender.*

## Time for Self Care



## Need to Know Resources

Issues with discrimination or sexual violence? Visit the Center for Civil Rights: [Investigation Office](#).

[Open Office Hours](#)



Important Contacts

Web Link: <https://www.aerogami.us/user/NTCTIX>

We recognize that mental health is just as important as physical health. Check out Therapy Assistance Online (TAO)!

Web Link: <https://www.bemidjistate.edu/services/health-counseling/counseling/>

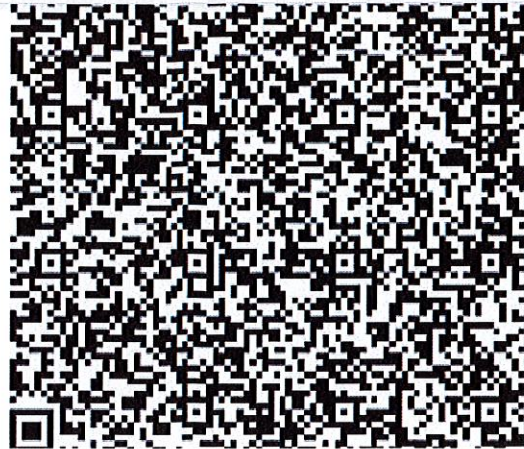


Issues with discrimination or sexual violence? Visit the Center for Civil Rights: [Investigation Office.](#)





Web Link: <https://bsualumni.org/support-diversity-initiatives-at-bemidji-state-university/>



Together We Can! Together we will!

**Division of Diversity, Equity, and Inclusion**

Office of Diversity, Equity and Inclusion

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