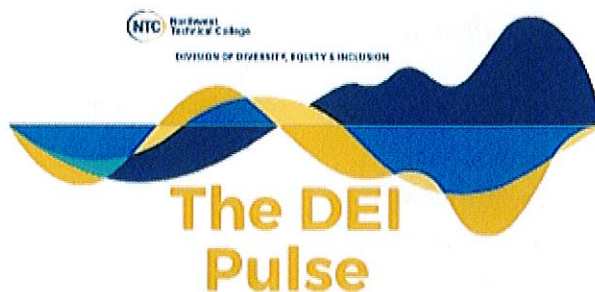




Northwest  
Technical College

## DIVISION OF DIVERSITY, EQUITY & INCLUSION



### BUILDING CAPACITY FOR DIVERSITY, EQUITY, INCLUSION AND ANTIRACISM+

During the latter half of fiscal year 2021, priorities were set that centered diversity, equity, inclusion and antiracism *plus* capacity building for both Northwest Technical College (NTC) and Bemidji State University (BSU). This efforts was championed by Steven D. Parker who now serves as the third Campus Diversity Officer for both institutions. One of the priorities focused on advancing the practical ability of affirmative action and complaint processes. This priority impacts students, staff and faculty. Both functional areas had been identified by stakeholders as seminal areas that

October 24th of this year, marks the day that our community welcomed the inaugural Director of Civil Rights and Restorative Justice, Emelie Rivera. Emelie is an exceptional addition to the NTC and BSU communities. Through our shares services model, Emelie will co-direct the [Center for Civil Rights](#) and direct the [Investigation Office](#) for both institutions. Emelie joins a team of DEIA+ experts within the Division of Diversity, Equity and Inclusion.

We welcome you to stop by the Center for Civil Rights in Deputy Hall (211) or the Office of Diversity, Equity and

[Civil Rights and Affirmative Action](#) was hired.

advancing institutional missions and visions, we hope to elevate the work that Emelie and her team will engage us all in.

## ELIMINATING EQUITY GAPS IN THE CLASS WHILE ADVANCING WORKFORCE

To eliminate equity gaps in our classrooms we must simultaneously advance the competency and skills of our workforce. System wide, institutions are charging forward to establishing inclusive spaces for all. This effort is anything but simple.

As a starting point, Minnesota State university and colleges recognize how imperative dis-aggregated data is. Data helps us better understand the racial and social disparities that exist among our students. Led by the [Office of Equity and Inclusion](#), the Equity Scorecard project has been released to the colleges and university of Minnesota State. [Equity Scorecard](#) is a tool for institutions to investigate the evident disparities that exist at their institution and beyond.

At our institution, we are moving ahead with evaluating the disparities that exist in our student body as well as the workforce.

The Equity Scorecard will be a seminal tool for our work centering students, while the Affirmative Action Office will be a co-champion in addressing disparities in our workforce. As we advance the competency and skills of our workforce to meet the needs of our students and the workforce, we look to many modalities.

For starters, the [Network for Educational Development](#) (NED) is a System level platform where professional development opportunities exist for staff and faculty. NED has developmental opportunities that centers diversity, equity, inclusion, and antiracism *plus*. Led by the Office of Diversity, Equity and inclusion on both campuses, BSU's and NTC's workforces have professional development opportunities to advance their competency and skills. Between the System's efforts and each individual campus' efforts, we can eliminate equity gaps by 2030; however, it will take a unified power to achieve our moonshot goal.

## THE ROLE OF HIRING AUTHORITIES IN AFFIRMATIVE ACTION

Hiring authorities, also known as senior managers in the affirmative action plan, are responsible for

- Inform and evaluate managers and supervisors on their equal

commitment to affirmative action and equal opportunity. Hiring authorities are empowered by the president of Northwest Technical College and Bemidji State University to take action to make hiring decisions within their area(s) of authority. It is their responsibility to be familiar with our federal and state expectations in providing equal employment opportunity. Taking affirmative action in the hiring process to meet or exceed goals is also their responsibility. Our workforce is a key component to fulfilling our diversity, equity, inclusion and antiracism *plus* goals.

The duties of hiring authorities include, but are not limited to:

- Identify problem areas and eliminate barriers that prevent equal employment opportunity within the college or university.
- Communicate the equal employment opportunity policy and the affirmative action plan to all employees.
- Assist the Affirmative Action office in periodic audits of hiring and promotion patterns to remove obstacles to attaining affirmative action goals and objectives.
- Hold regular discussions with supervisors and employees to ensure equal employment opportunity policies are being followed.

job performance criteria.

- Comply with statewide and college or university anti-discrimination and anti-harassment policies.

The Affirmative Action Office works closely with Human Resources (HR) to ensure that hiring processes are followed, that search advisory committee members are properly trained prior to participation in a search, and that applicants receive equitable treatment and consideration from application to hire. Hiring authorities also play an important role in this partnership, by holding search chairs and committee members accountable during a search. Being conscious of potential biases that may appear along the way is another way that hiring authorities may serve as a catalyst for change. The Affirmative Action Office continues to strive to provide up-to-date data on workforce demographics and affirmative action goals prior to hiring decisions being made. We assist hiring authorities in making the most informed decisions possible. This work will continue to evolve as we move toward adopting [Workday](#) as our platform for managing human resources services. As all stake holders engage in addressing equity gaps and disparities within the classroom and workforce, it is essential that we engage the [Affirmative Action Office](#).

## 2022-2024 AFFIRMATIVE ACTION PLAN

The 2022-2024 Affirmative Action Plan development process has now reached the *System Office* review phase. Based on any feedback we receive prior to approval, we will make final adjustments to develop a sound and transparent strategy. Minnesota State

The term affirmative action began in 1961 under President Kennedy and Executive Order 10925 and has developed over time and legal interpretation to ensure equal employment opportunity. At Northwest Technical College and Bemidji State

For this affirmative action planning cycle, the System Office implemented a new and more effective process of providing data and developing a narrative for the next two years. This new process helped to expedite the review phases and minimize errors, while maintaining compliance with federal and state requirements.

compliance, recruitment, retention, and education within our workforce.

Past affirmative action plans and the final draft of our current 2022-2024 plan will be published on the Affirmative Action Office webpage of [Northwest Technical College](#) and [Bemidji State University](#).

## NATIVE AMERICAN HERITAGE AND HISTORY EXPERIENCE 2022

In celebrating Native American histories and heritages, we center our attentions on our region for 2022: [Leech Lake Band of Ojibwe](#), [Red Lake Band of Chippewa](#), and [White Earth Ojibwe](#). The northwestern region of Minnesota is home to unimaginable culture and peoples, the history of genocide, erasure, and dehumanization is evident, yet it does not define the people and their excellence.

As a champion for American Indian voices, Red Fox James, a Blackfoot Indian, traveled from state to state on his horse to seek approval for "American Indian Day" a celebration in honor of Native American people. In 1990, November was dedicated as National Native American Heritage Month. ([Senate.gov](#)).

Together, let's celebrate all these contributions and understand the harm and oppression that they are still facing on their stolen land. Native American people are in more risk of experiencing violence, murder and/or going missing. Join us in solidarity as we acknowledge the fight our Native American siblings face every day!

"We will be known forever by the tracks we leave." - Dakota Tribe

Check out our next event [here!](#)

**HAPPY VETERAN'S DAY**

**TIME FOR SELF CARE**

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## NEED TO KNOW RESOURCES

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## JOIN AN EMPLOYEE RESOURCE GROUP

Please click the button below for the group you are interested in joining, or reach out to [affirmativeaction@bemidjistate.edu](mailto:affirmativeaction@bemidjistate.edu) with any additional questions:

[2SLGBTQIA+](#)[Employees of Color](#)[Employees with Disabilities](#)[Employees with Young Children](#)[CONTACT US](#)



Important Contacts here:

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)!

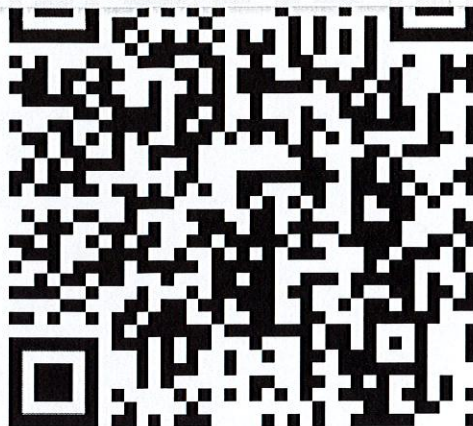
Web Link: <https://www.bemidjistate.edu/services/health-counseling/counseling/>



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

Web Link: <https://www.bemidjistate.edu/offices/diversity-equity-inclusion/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**

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