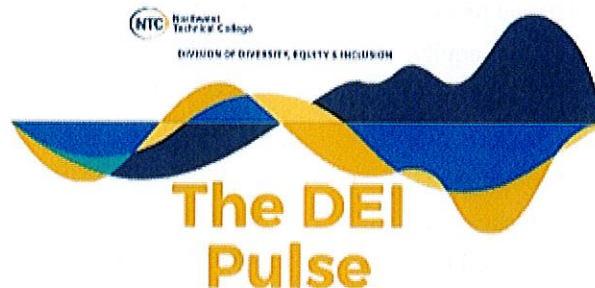




Northwest  
Technical College

## DIVISION OF DIVERSITY, EQUITY & INCLUSION



### CAMPUS CLIMATE ASSESSMENT SLATED FOR SPRING 2023

Northwest Technical College is dedicated to creating an inclusive environment that is rooted in equity inside and outside of the classroom. The climate of our campus is imperative to the success of our students and workforce. Within the Diversity, Equity and Inclusion [Strategic Plan](#), we have established a goal that centers campus climate assessment as the institution recognizes the importance of this work.

In partnership with Minnesota State System Office and our [sibling institutions](#), we have determined to engage in a three-year cycle for climate assessment. Our first assessment will occur spring 2023 via survey produced by the Higher Education Data Sharing Consortium (HEDS).

We also believe that it will inform the policies and practices of campus that center diversity, equity and inclusion. The survey will provide a substantive and sustainable metric for us to evaluate our campus as we advance in our DEIA+ work.

To ensure that our campus embraces this opportunity, we will be involving many stakeholders in preparation for the survey. Led by the Office of Diversity, Equity and Inclusion, a four-step plan including electronic notification, small group thought-partnership, preparation education, and dissemination is underway.

All community members are encouraged to visit the [Minnesota State](#)

minutes and it is anonymous. There are approximately 20 questions. The [Office of Equity and Inclusion](#) of Minnesota State and our Office of Diversity, Equity and Inclusion believes that the survey data will provide a better understanding of campus climate supports for diversity and equity.

As we take this journey together, we want to know your feedback and questions. Please take a moment and provide your insight through our 5-minute questionnaire.

[Click here to take the questionnaire!](#)

## DEIA+ DIGITAL TRAINING: WHEN, WHERE AND HOW

Learn more about our plan and process for digital employee diversity, equity, inclusion, antiracism *plus* (DEIA+) search committee and unconscious bias training. Starting in October 2022, Northwest Technical College and Bemidji State University innovated how we provide necessary DEIA+ training to our workforce through partnership with Vector Solutions and their Learning Management System (LMS). The next step in implementing this strategy will be to begin updating how we offer search committee and unconscious bias training in our hiring, in collaboration with the Human Resources Office and hiring managers. This resource is currently live within the MyBSU and MyNTC portals, listed as DEIA+ Training as its own tile. The entire catalog of Vector Solutions LMS training is currently available to explore, but our current focus for this academic year will be implementing the new, required search committee and unconscious bias training. In the coming academic years, we will expand our customized DEIA+ digital trainings through this platform.

Vector 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 language, 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.
- Reducing unconscious bias in decision making.

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).

## WINTER CELEBRATIONS

We are entering a time when people

Christmas

include Winter Solstice, Kwanzaa, Hanukkah, Christmas and Three King Day.

### **Winter Solstice**

Winter Solstice also known as Yule has been celebrated for many years in multiple cultures around the world. It is the start of the solar year; this celebration commemorates the light and rebirth of the sun by decorating in greenery. Cultures honor this celebration by coming together and hosting a series of rituals, feasts and many other activities. This year the Winter Solstice is celebrated from December 21 - January 1.

### **Kwanzaa**

The Watts Riots was sparked by police brutality in Los Angeles in 1965, causing a lot of harm to African American communities. Kwanzaa was a way to unify the community after the Watts Riots by building cultural awareness and cultural liberation during a time of suffering. This is a time for families to come together to eat, celebrate and honor African and African American culture. Kwanzaa means 'first fruits'. Kwanzaa runs for a week between December 26 and January 1.

### **Hanukkah**

Hanukkah commemorates the re-dedication of the Temple of Jerusalem. Brightly observed in American, Hanukkah was inspired by the dedication of celebration around the church. The festival is full of food, gifts, religion and family. The food offered is mostly fried to emphasize the miracle of oil in the Temple's lamps burning for 8 nights. Hanukkah means dedication. Hanukkah falls under different dates, this year it will be from December 18 to December 26.

Throughout the years, Christmas started to adopt customs such as gift giving, decoration, symbols and more. However, this is a time for family and friends to share space and time with one another. Christmas is celebrated December 25.

### **Three King Day**

This holiday is to celebrate the day three wise men first saw baby Jesus and brought him gifts. Observed 12 days after Christmas, Three Kings Day is celebrated differently in different parts of the world. Three Kings Day is mostly celebrated with Latinx and Hispanic communities, all showing up in different ways. Some receive their gifts the day of or others leave a box of hay under their beds the night before in exchange of receiving a good gift or they hide goodies in food. With many ways to engage in this celebration, they also gather with loved ones and share a meal. Three Kings Day is also known as Epiphany. Three Kings Day is celebrated on January 6, 2023.

No matter what makes us different, we all gather around during a season full of diversity and joyfulness, intentionally with loved ones to reflect, embrace and celebrate our heritage.

Happy Winter Celebrations from all of us!

Request references via [centerdei@bemidjistate.edu](mailto:centerdei@bemidjistate.edu)

As the fall semester comes to an end, the Center of Diversity, Equity and inclusion is excited to continue advancing our student's experiences that center diversity, equity, inclusion, antiracism *plus*. We will have events that will foster creativity, engage critical thinking and build community throughout campus.

#### What to look out for:

- Dr. Martin Luther King Jr. Celebration (January)
- Black History Heritage and Experience Spoken Word & Open Mic (February)

- Student Diversity Panel (February)
- Multicultural Trivia (March)
- Paint & Sip: Mental Health Awareness (April)
- and so much more!

To stay tuned for events to come, BSU student, NTC students, and the public can keep an eye out on [Beaver Link!](#) To find our upcoming events scroll down and click on 'view more events'. Interested in what's been done in the past? You can click on 'show past events' and see all that the Center for Diversity, Equity and Inclusion has done.

## THE MEANING OF RESTORATIVE JUSTICE

What is the path to justice and how do we evaluate when and if justice has occurred? The answer is as individual as we are. Historically, and particularly within institutions, justice relies upon punishment.

Restorative justice is different in that it guides us to work to heal those who have been harmed, those that have caused harm, and communities impacted by the harm. For many, their vision of restorative justice is that things can be made better, and healing can be found, improving individual and community well-being.

The broad goal of restorative justice is to transform punitive system responses by using different forms of community-based responses. Principles include involving and including stakeholders, recognizing the dignity and worth of all, repairing harm, and transforming

Repairing harm and acknowledging accountability can help heal the effects of trauma, educate, repair, empower, and provide a meaningful justice experience for those harmed.

Education systems have a role to provide support, education, resources, guidance, and oversight that empowers each campus community.

Northwest Technical College and Bemidji State University are distinct communities and each will have ways to respond effectively to harm within their spaces. Responses, although distinct, should be safe, equitable, inclusive, clear, produce changes, promote healing, and including monitoring.

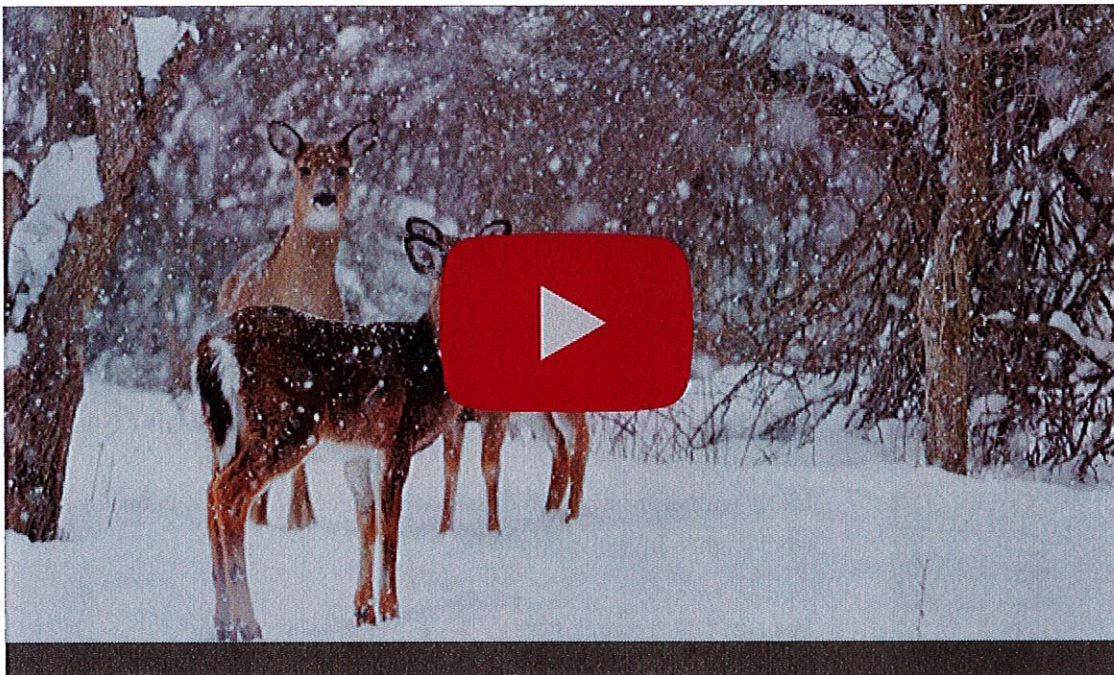
As humans, we are all interconnected and interdependent. Harm to one is harm to all. Mutual responsibility between the individual and community

accountability, collaboration, and inclusion, among many others, are relevant to the process.

Restorative interventions, which are voluntary, have been shown to have positive impact on outcomes such as re-offense reduction, satisfaction of those harmed and community satisfaction, among others. Attention focuses on the harm done, making amends, establishing genuine accountability for the one(s) who caused harm, and reparative actions.

learning, reward improvements and honor experiences represent a notable change from punitive responses. Shifting from a punitive to restorative response challenges educational systems to adjust their justice lens. As the lens adjusts, we will be able to see more clearly a path to prevention of future harm.

### TIME FOR SELF CARE



---

### NEED TO KNOW RESOURCES

---

### 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:

Employees of Color

Employees with Disabilities

Employees with Young Children

CONTACT US

**Division of Diversity, Equity and Inclusion**



Important Emergency Contacts

Scan the code or [click here](#).

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

Scan the code or [click here](#).



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

Scan the code or [click here](#).

Donate to Diversity, Equity and Inclusion Today.  
Scan the code or [click here](#).



Together We Can! Together we will!

Office of Diversity, Equity and Inclusion

905 Grant Ave. SE

Bemidji, MN 56601

Office Phone: (218) 755-4121

Edition: December 2022

