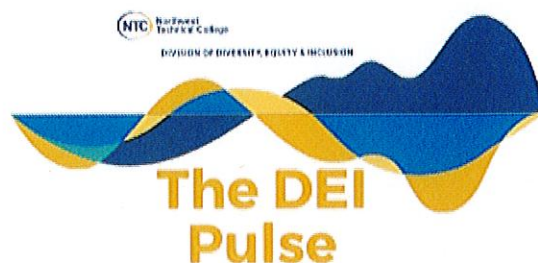




Northwest  
Technical College

## DIVISION OF DIVERSITY, EQUITY & INCLUSION



### CENTER FOR CIVIL RIGHTS - AFFIRMATIVE ACTION OFFICE

#### Statement of Commitment

At the heart of every affirmative action plan is the Statement of Commitment, which leads our work and provides an introduction to this document. It reflects on our discrimination policy in the workplace, our commitment to implementing an affirmative action program, and that we will actively take steps to remedy disparities. The president of our institutions is a signatory of this specific part of the affirmative action plan, and the following reflects this language and spirit of this commitment.

This statement reaffirms Bemidji State University and Northwest Technical College are committed to Minnesota's statewide affirmative action efforts and providing equal employment opportunity to all employees and applicants in accordance with equal opportunity and affirmative action laws.

- No individual shall be discriminated against in the terms and conditions of employment, personnel practices, or
- We are committed to the implementation of the affirmative action policies, programs, and procedures included in this plan to ensure that employment practices are free from discrimination. Employment practices include, but are not limited to the following: hiring, promotion, demotion, transfer, recruitment or recruitment advertising, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to employees and applicants with disabilities.
- We will continue to actively promote a program of affirmative action, wherever females, racial/ethnic minorities, and individuals with disabilities are underrepresented in the workforce, and work to retain all qualified, talented employees, including protected group employees and veterans.

harassment, on the basis of race, sex (including pregnancy), color, creed, religion, age, national origin, sexual orientation, gender expression, gender identity, disability, marital status, familial status, status with regard to public assistance, or membership or activity in a local human rights commission.

- The prohibition of discrimination on the basis of sex precludes sexual harassment, gender-based harassment, and harassment based on pregnancy.

managers, and supervisors, in promoting equal opportunity and achieving affirmative action objectives contained herein. In addition, we will expect all employees to perform their job duties in a manner that promotes equal opportunity for all.

It is our policy to provide an employment environment free of any form of discriminatory harassment as prohibited by federal, state, and local human rights laws. We strongly encourage suggestions as to how we may improve. We strive to provide equal employment opportunities and the best possible service to all Minnesotans. Please contact the affirmative action office with any concerns you may have regarding discrimination in the workplace or search advisory committee process.

## CENTER FOR DIVERSITY, EQUITY AND INCLUSION

### Women's Heritage and History Experience 2023

As the unsung and often unnoticed, women continue to show up in empowering and motivational ways. In Santa Rosa, California, a group of game changers gather in coordinating Women's History Week, later being picked up by the Education Task Force of the Sonoma County Commission in 1978 (1). As the movement continues to grow nationally and others participated in the education of women's history during that week in 1980, President Carter declared the week of March 8th, 1980, as National Women's History Week, which aligned with International Women's Day (2). Six years later, 14 states had taken the initiative to proclaim March as Women's History Month with congress following a year later, 1987 (2). As we learn about how Women's History became to be, it is important to acknowledge those leaders that have paved the way for where we are now.

This year, we celebrate the 50th Anniversary of Title IX, a federal civil rights act that states that no person in the United States can be excluded or denied based on sex under any educational program or activity receiving federal funding. Since 1972, this law has given the opportunity for women to continuously strive in education, sports and so much more. However, there is still work to do to ensure that equality is held everywhere. We are seeing women in professional leagues all over the world demanding pay equality, resource equality, and just equality across the board. As this fight continues, empower, motivate and inspire to be a part of this much-needed change.

The theme for Women's Heritage and History Experience 2023 is "[Celebrating Women Who Tell Our Stories](#)." Let's continue to share powerful stories to uplift the generations to come.

Check out our upcoming events [here](#)!

## CENTER FOR CIVIL RIGHTS - INVESTIGATIONS OFFICE

### Patsy Mink: Intersecting the Women's Movement and Law

Gwendolyn Mink, a feminist policy scholar and daughter of Patsy Mink stated, "I just hope that today's generation of young girls will

When the Higher Education Act came up for an extension in 1972, Patsy Mink co-authored and sponsored a critical addition, modeled after Title VI. "no person in the United States shall, on the basis of sex, be excluded from



have over the past 50 years." (1) Patsy Mink, a Japanese American from Hawaii, was elected to the United States House of Representatives in 1944. She was the first woman of Asian ancestry, and the first non-white woman to ever be elected to Congress.

Recognizing the intersections of oppression and drawing from her own experiences, her fight for education equity included and centered on disabled students, low-income students, and students of color. Her focus on educational equity was based on her belief that education was "the best route to equality and social justice."

Shortly before her election, Title VI of the Civil Rights Acts of 1964 became law. Discrimination based on sex in private employment and public accommodations was prohibited, but protections were not extended to federally funded institutions, such as colleges and universities. Efforts of women's rights advocates fighting discrimination based on sex continued. Congressional hearings on sex discrimination and employment resulted in suggestions to implement a measure, similar to what became Title IX.

This was one of the first times the women's movement organized in partnership and collaboration with congressional leaders. Women and advocates were given a seat at the table by Patsy Mink. Small groups of mostly women came together to make radical change in law, opening opportunities for others.

education program or activity receiving Federal financial assistance."

These 37 words became law, changing the landscape in the fight for sexual equality. Today, women earn 60 percent of undergraduate and master's degrees, compared to eight percent in 1972. Over 3,000,000 women and girls now participate in high school and college athletic programs, compared to the 300,000 in 1972. Title IX is a tool for survivors of rape, sexual assault, and sexual harassment, and provides protections for pregnant and parenting persons.

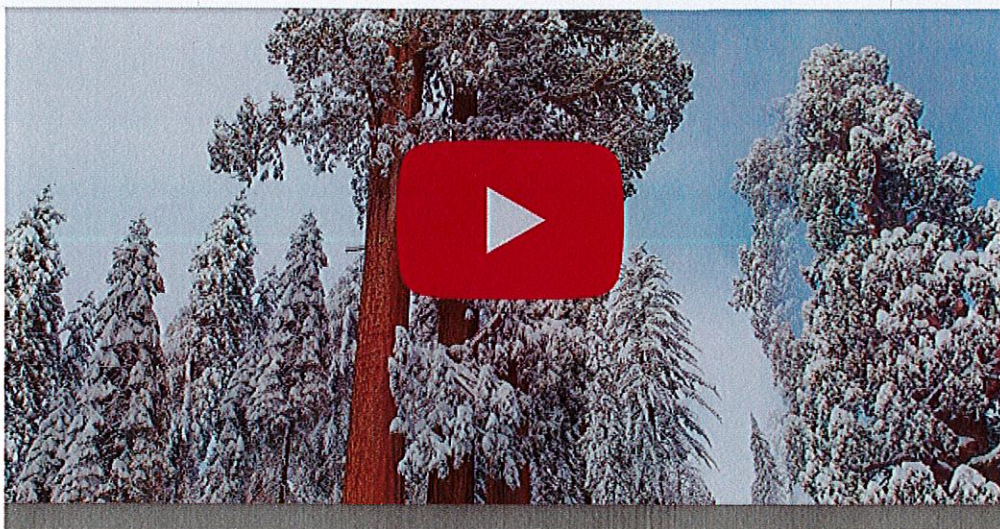
Known for its impact on athletics, Title IX was successfully used to advance women's sports. In the early 1990's the Supreme Court ruled that Title IX's prohibition on discrimination applied to sports and sexual harassment.

Title IX is, and always will be, an equity law like other equity laws. Title IX should be utilized to its fullest potential and not limited to narrow applications of the past. Today's Title IX is applicable in cases concerning gender identity and sexual orientation. It is an essential tool as we encounter discrimination and harassment of our LGBTQ+ community members.

"What you endure is who you are," Patsy Mink once declared. "I can't change the past. But I can certainly help somebody else in the future, so they don't have to go through what I did." We need to ensure this legacy continues.

(1) Rios, C. (2021, August 26). *What Patsy Mink made possible: Title IX at 50*. National Women's History Museum. <https://www.womenshistory.org/articles/what-patsy-mink-made-possible-title-ix-50>

## TIME FOR SELF CARE

[Subscribe](#)[Past Issues](#)[Translate ▼](#)[RSS](#) 

---

## 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:

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

## CONTACT US

[Division of Diversity, Equity and Inclusion](#)





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!

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

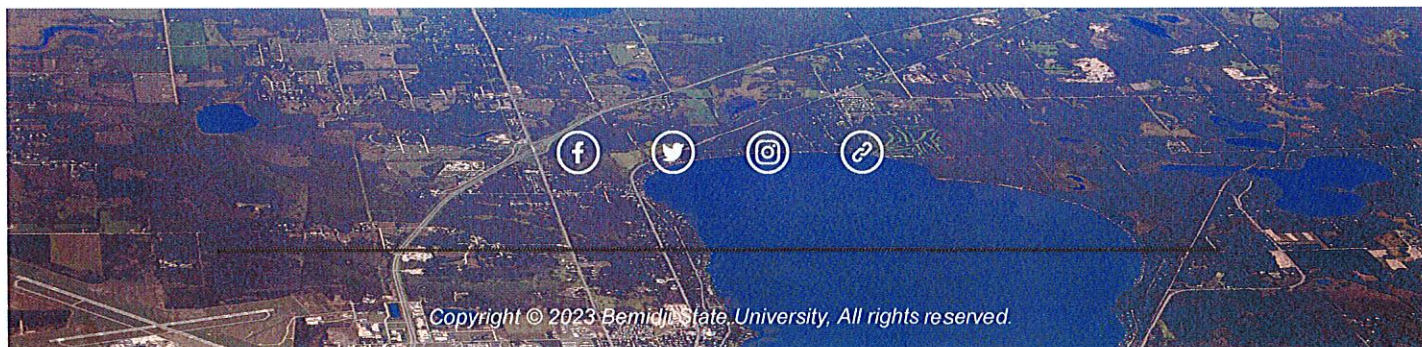
Office of Diversity, Equity and Inclusion

905 Grant Ave. SE

Bemidji, MN 56601

Office Phone: (218) 755-4121


Edition: March 2023



[Subscribe](#)

[Past Issues](#)

[Translate](#) ▼

[RSS](#) 

Want to change how you receive these emails?  
[You can update your preferences or unsubscribe from this list.](#)



mailchimp