



# ANNUAL REPORT

Strategic Plan for Diversity, Equity, and Inclusion  
2019 – 2024

**Northwest Technical College**

Fiscal Year 2022

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## Report Description

The annual report for the strategic plan for diversity, equity, and inclusion of Northwest Technical College is published by the Office of Diversity, Equity, and Inclusion during the month of June. Enclosed in the annual report is the strategic plan, a review of the previous year's status, the current year's status, and the action steps for incoming fiscal year. The annual report may contain statistics, tables, and graphs to provide a holistic review of the strategic plan. The annual report will be available electronically on Northwest Technical College's website. Request for the annual report may be made to the Campus Diversity Officer at [OfficeDEI@bemidjistate.edu](mailto:OfficeDEI@bemidjistate.edu).

## The Strategic Plan

The strategic plan has four parts: mission statement, vision statement, strategic priorities, and goals. The mission statement acknowledges and frames the authority of the plan while the vision statement acknowledges the aspirations of the institution by way of the plan. The current plan has three (3) priorities and seventeen (17) goals. Goals are related to priorities, and some goals are time sensitive. The strategic plan is intended to be comprehensive. To address matters of diversity, equity, and inclusion, all stakeholders and functions of the institution must be included. Each plan must build on the previous plan to ensure institutional direction and progression related to diversity, equity, and inclusion.

### Mission Statement

To promote a safe and welcoming environment for all who learn, work at, and visit our campus, and to provide opportunities to develop the knowledge and skills necessary to thrive in our increasingly diverse region, state, nation, and world.

### Vision Statement

At Northwest Technical College, we embrace diversity and construct safe, welcoming, and inclusive physical and online spaces for all who learn, work at, and visit the campus. We seek to increase the diversity of the student body and employees so that it resembles the variation found regionally. We promote opportunities for students and employees to develop culturally responsive skills and knowledge, especially as it pertains to the Ojibwe. We create and sustain institutional and collaborative structures that are responsive to identified student and employee needs.

### Strategic Priorities and Goals

**Table 1. Strategic Priorities and Goals**

Priorities	Goals
<i>P 1.</i> Provide opportunities for online and on campus students and employees to develop as culturally responsive individuals.	<ol style="list-style-type: none"><li>a. Provide 2 face-to-face diversity events (recorded where possible) for employees and 2 face-to-face events for students every academic year.</li><li>b. Provide workshops and/or one-on-one sessions with faculty and staff to help them develop culturally responsive curriculum and/or processes on an ongoing basis.</li><li>c. Identify and begin addressing stated diversity and inclusion development needs of faculty by January 20, 2020.</li></ol>

	<ul style="list-style-type: none"> <li>d. Host informal discussions with students, staff, and faculty on diversity and inclusion topics three times per semester during the academic year.</li> <li>e. Develop and share a resource base for faculty to draw on for speakers and curriculum by December 31, 2021, and update quarterly.</li> </ul>
<p><i>P 2. Promote the value of a demographically diverse and inclusive student body, faculty, and staff.</i></p>	<ul style="list-style-type: none"> <li>a. Implement a formal campus climate assessment strategy by April 1, 2021, including but not limited to periodic surveys of students and employees, review of recruitment materials and processes, policies and processes, and curriculum and delivery with an eye to creating a welcoming environment for people of color, people with accessibility concerns, and people who identify as LGBTQ+.</li> <li>b. Seek to become recognized as a Beyond Yellow Ribbon Campus by June 30, 2023.</li> <li>c. Modify the Affirmative Action website and content to highlight the value of diversity and inclusion efforts and report on progress toward meeting diversity and inclusion goals annually.</li> <li>d. Identify and acknowledge student achievement on the NTC website by May 1, 2020.</li> <li>e. Seek to create an Office of Equity and Inclusion that houses Affirmative Action, Title IX and Civil Rights concerns, and the Center for Diversity, Equity, and Inclusion by June 30, 2020.</li> <li>f. Work with Admissions, and Communications and Marketing to develop recruiting materials to attract both men and women to academic programs that are highly sex- segregated.</li> </ul>
<p><i>P 3. Promote opportunities for students and employees to increase their knowledge and understanding of Indigenous People’s past and present experiences and ways of knowing.</i></p>	<ul style="list-style-type: none"> <li>a. Provide information to students on available childcare providers and specific information related to sick, part-time, and occasional childcare updated each semester and made available on an ongoing basis beginning July 1, 2020.</li> <li>b. Explore the need for, and if necessary, develop a childcare provision network for students to access throughout the academic year beginning fall 2020.</li> <li>c. Hire a dedicated Campus Diversity Officer, Title IX Coordinator by June 30, 2020, charged with supporting and enhancing diversity, equity, and inclusion efforts across campus.</li> <li>d. Develop and maintain an ongoing ride-share program for students by spring 2020.</li> <li>e. Seek stable funding for ongoing and growing diversity and inclusion staffing, facilities, and activity needs by October 15, 2020.</li> <li>f. Create a Center for Diversity, Equity, and Inclusion by February 28, 2020.</li> </ul>

**Status of Plan**

Annually, the Office of Diversity, Equity, and Inclusion reports the status of the strategic plan for diversity, equity, and inclusion. This section provides an overview of the previous year’s status as

well as the current year’s status. The current year’s status consists of three parts, a review of each priority, a review of each goal, and a general explanation of progress and challenges per priority. Each priority is ranked complete, in progress, or incomplete. *Complete* means that each goal of the priority has evidence of completion. *In progress* means that one or more of the goals of the priority has evidence of completion. *Incomplete* means that no goal of the priority has evidence of completion. Likewise, each goal is ranked strong evidence, moderate evidence, weak evidence, no evidence. *Strong evidence* means that the goal has strong evidence of completion. *Moderate evidence* means that the goal has moderate evidence of completion. *Weak evidence* means that the goal has weak evidence of completion. *No evidence* means that the goal has no evidence of completion.

2020 – 2021

In academic year 2020-2021, Northwest Technical College’s completion percentage was 5.2 % (1 out of 19 goals) of the strategic plan for diversity, equity, and inclusion. Eighteen goals were ranked as no evidence, and one goal was ranked strong evidence. The significant goal accomplished in respect to the strategic plan during this academic year was the hire of the Campus Diversity Office (Priority 3: Goal 3).

**Table 2. Completion Ranking**

Priority	Rank (Complete, In Progress, Incomplete)	Goal	Rank (Strong, Moderate, Weak, No)
1	Incomplete	1	No
		2	No
		3	No
		4	No
		5	No
		6	No
2	Incomplete	1	No
		2	No
		3	No
		4	No
		5	No
		6	No
3	In progress	1	No
		2	No
		3	Strong*
		4	No
		5	No
		6	No
		7	No

\* Means that the goal is complete.

## Current Year

In academic year 2021-2022, Northwest Technical College's completion percentage was 41.2 % (7 out of 17 goals) of the strategic plan for diversity, equity, and inclusion. Four of the goals were ranked strong, two goals were ranked moderate, one goal was ranked weak, and two goals were removed due to being unsustainable as determined by administration ([Priority 1: Goal 1](#); [Priority 3: Goal 5](#)). Some of the significant accomplishments were the establishment of the division of diversity, equity, and inclusion office space on NTC's campus ([Priority 1: Goal 3](#)), the hire of the director of civil rights and affirmative action ([Priority 1: Goal 4](#)), and the firm relationship rooted in consultation between the Office of Marketing and Communication, the Office of Admissions and the Division of Diversity, Equity, and Inclusion ([Priority 2: Goal 6](#)).

## Action Steps

The implementation and success of the strategic plan for diversity, equity, and inclusion is dependent on the strength and dedication of the institution as a unified front. All stakeholders have a crucial part in the transformative process of dismantling racism, addressing injustices, and building a safe and inclusive community for everyone. In fiscal year 2023, the DEI committee and taskforces will champion the lead of progressing the institution forward by leveraging the strategic plan. Key action steps to be taken are below.

The Campus Diversity Officer will establish annual priorities that center the strategic plan's priorities and goals.

The diversity, equity, and inclusion committee will enact their authority through their charge to ensure the progression of the strategic plan.

The Center for Diversity, Equity, and Inclusion will hire pre-professional employees to assist with the strategic plan.

The Campus Diversity Officer will consult President Elect, Dr. John Hoffman for future advancement of the strategic plan for diversity, equity, and inclusion.

## Conclusion

All students, faculty, staff, and community members have a place in the world, in the region, and at Northwest Technical College. The strategic plan for diversity, equity, and inclusion is a tool for NTC and all of its stakeholders to engage the fight against racism and to infuse diversity, equity, and inclusion into the very walls of the institution. As a regional technical college, it is our every hope to prepare our students to be catalysts for change.

## Appendix

### **Terms**

DEI – Diversity, Equity, and Inclusion.

FY – Fiscal Year.