DIVERSITY STATEMENT

It is an integral part of Northland Community and Technical College’s mission to acknowledge, understand, value and celebrate the diverse heritage, cultures and individuals within our learning environment and community.

GOAL 1

Description:

To recruit and retain a more diverse student population, increasing access to higher education for all students.

Recruiting Strategy 1:

Participate in career and college fairs which target diverse populations including:

- National College Fair (NCF) Minneapolis
- NCF-Chicago
- NCF- Milwaukee

Completion Date: Person/ s Responsible:

October
October
October
<table>
<thead>
<tr>
<th>Event</th>
<th>Month</th>
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</thead>
<tbody>
<tr>
<td>Minnesota Indian Education Association (MIEA)</td>
<td>October</td>
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<tr>
<td>Johnson O’Malley Conference (JOM)</td>
<td>October</td>
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<tr>
<td>White Earth Career Fair</td>
<td>November</td>
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<tr>
<td>Red Lake Career Fair</td>
<td>January</td>
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<tr>
<td>Leech Lake Career Fair</td>
<td>February</td>
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<td>Wahpeton Sisseton Career Fair</td>
<td>February</td>
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<tr>
<td>American Indian Higher Education Consortium (AIHEC)</td>
<td>March</td>
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<td>Dakota Oyate Challenge Career Fair</td>
<td>April</td>
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<tr>
<td>Minnesota Association for Counselors of Color (MnACC)</td>
<td>November/March</td>
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<tr>
<td>Minnesota Education Fairs (MEF)</td>
<td>Fall/Spring</td>
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**Recruiting Strategy 2:**

Participate in high school visits in areas that have significant populations of diverse students including high schools on the Red Lake, White Earth, Fon du Lac, Turtle Mountain, Spirit Lake, and Minneapolis Metro area. Maintain a list of schools visited.

**Recruiting Strategy 3:**

Contact school counselors and other “center of influence” individuals via email, mail, or phone and develop relationships which foster referrals of diverse students to include Minnesota High School counselors and Tribal representatives. Maintain a list of contact.

College Academic Recruiters

Multicultural Services
**Recruiting Strategy 4:**

Coordinate target campus visits for students and their guardians, from diverse backgrounds including Circle of Life, Waubun, Mahnomen and Red Lake High Schools. (Visitation days determined by school preference). Maintain a list of dates and contacts.  

Ongoing  
Multicultural Services

**Recruiting Strategy 5:**

Targeted seminars on college admissions and success in the high schools. Maintain list of dates and locations.  

Upon Request  
College Academic Recruiters

**Recruiting Strategy 6:**

Collaborate with NCTC Foundation to develop a college level Multicultural scholarship.  

- Establish relationship and feasibility with Foundation  
  August 2008  
  Multicultural Services
- Establish criteria and procedures  
  November 2008  
  Multicultural Services
- Solicit applicants  
  December 2008  
  Multicultural Services
- Develop applicant selection procedure  
  January 2009  
  Multicultural Services

**Recruiting Strategy 7:**

Create a descriptive and accurate brochure of Multicultural Services at NCTC, and include these as part of prospective and new diverse student mailings.  

March 2009  
Multicultural Services
Retention Strategy 1:

Provide no-cost learning and tutoring services for all students through the Learning Center.

Retention Strategy 2:

Expand English Language Learner (ELL) tutoring and services by adding additional instructor and tutor hours.

Retention Strategy 3:

Provide intrusive advising through success coordinators to track individual progress.

Retention Strategy 4:

Utilize an early alert system to track students at academic risk.

Retention Strategy 5:

Implement Annual Student Success Week providing students with information on study skills, library resources, stress management, and scholarships, to increase student’s readiness for the academic experience.
Retention Strategy 6:

To meet the goals and objectives of the Access and Opportunity Grant.

June 2009       Dean of Student Development

GOAL 2

Description:

To recruit and retain qualified employees from diverse backgrounds.

Recruitment Strategy 1:

Advertise job vacancies to include publications that target potential applicants from protected group and through agencies that serve diverse populations.

Ongoing       Human Resources

Recruitment Strategy 2:

Ensure that search committees are as diverse as possible by expanding search members to employees, students and community members as appropriate.

Ongoing       Human Resources
Recruitment Strategy 3:

*Include the link to the college’s diversity plan on position openings.*

January 2009 Human Resources

Recruitment Strategy 4:

*Allow for expense reimbursement for long distance expenses incurred by potential candidates.*

Ongoing Human Resources

Recruitment Strategy 5:

*Provide search committee members with information about position responsibilities and qualifications, underutilization data regarding vacancies, and hiring goals contained in the Affirmative Action Plan.*

May 2009 Human Resources

Retention Strategy 1:

*Implement employee recognition programs as funding allows: Employee service awards*

A. Recognition of Achievement Awards
B. Recognition of Awards for Excellence

Ongoing Human Resources
Retention Strategy 2:

Ensure accurate position descriptions and expectations for successful performance are identified through the performance management system.

Retention Strategy 3:

Provide for an inviting atmosphere for employees through professional development opportunities and through the work of the safety committee to ensure a positive and safe working environment.

Retention Strategy 4:

Schedule and conduct events and programming which honors diversity of various populations and cultures as itemized in Goal 3.

Retention Strategy 5:

Conduct new employee orientation to provide individuals with an increased understanding of the college environment.
Retention Strategy 6:

To develop, encourage and strengthen peer mentoring for employees’ college wide.

As Approved Cabinet

GOAL 3

Description:  

To increase employee and student awareness of NCTC’s diversity mission and commitment to diversity

Strategy 1:

Complete Campus Climate survey to increase understanding of experiences and needs of diverse students on campus and provide direction for diversity efforts.

April 2009 Multicultural Services
Strategy 2:

Develop and maintain data tracking system to track minority student drop and withdrawals.

April 2009  Multicultural Services

Strategy 3:

Display posters and maps which convey NCTC philosophy on diversity and multiculturalism.

Ongoing  Multicultural Services.

Strategy 4:

Host Multicultural Presidential Meet and Greet allowing students the opportunity to meet with the President and other academic personnel.

September  Multicultural Services.

Strategy 5:

Include information about NCTC’s diversity role and initiatives at new employee orientation.

Ongoing  Multicultural Services.

Strategy 6:

Make the diversity plan available online.

March 2009  Multicultural Services
Strategy 7:

Hold timely diversity events and programming which honors groups from various populations and cultures, including:

- Hispanic Heritage Month          Oct 15-Nov 15
- Native American Heritage Month    November
- Black History Month               February
- Women’s History Month             March
- Dia del Nino (Children’s Day Celebration) April

Goal 4

Description: To enhance diversity efforts within the academic curriculum.

Strategy 1:

Develop an academic committee to review diversity in the curriculum.

Completion Date: March 2009  Person/ s Responsible: Multicultural Services