

Northland Community and Technical College  
Diversity, Equity, and Inclusion Plan  
2023-2027



In alignment with the Equity 2030 mission, which aims to close educational disparities across race, ethnicity, socioeconomic status, and geographic location by the year 2030, Northland Community and Technical College is committed to implementing a comprehensive action plan. This plan seeks to establish intentional systems and foster a culture of inclusivity, encourage innovation and capacity building, maintain steadfast leadership focus on equity, and facilitate collaboration with partners and stakeholders across the state.

### Action Item 1:

Develop a team of equity-focused data coaches to help faculty and staff understand and use their disaggregated data to raise awareness around existing equity gaps and build targeted interventions to improve program sustainability outcomes.

**Goal:** Cultivate a Caring Campus climate to address existing equity gaps.

**Strategies:**

- Work with the Institute for Evidence-Based Change “IEBC” to become a Caring Campus.
- Organize professional development opportunities for faculty and staff to adopt an equity lens.
- Identify a dedicated team of equity-focused data coaches.
- Implement an equity rubric to assess policies, programs, budget processes, and disaggregated data.
- Using the Equity by Design Equity Scorecard, identify equity gaps in academic success, student engagement, and workforce and talent diversity.

**Success Measures/Outcomes:**

- Increased retention of students from marginalized populations.
- Implemented plan with targeted interventions to narrow existing equity gaps.
- Embracement of culturally relevant titles, policies, and procedures.

### Action Item 2:

Cultivate Pathways for Student Achievement

**Goal:** Utilize a holistic framework that promotes student advancement.

**Strategies:**

- Review/create programs to ensure diverse, coherent, career-aligned pathways.

- Establish community bonds through partnerships with industry, educational organizations, and underserved populations.
- Review course curricula to incorporate inclusive perspectives and diverse approaches as well as consideration for student cost and service delivery.
- Develop a holistic, inclusive advising and student support framework, and learning environment.
- Provide cultural competency training for faculty and staff.

#### Success Measures/Outcomes:

- Establishment of guided learning pathway framework to support individual student success.
- Creation of an inclusive culture where all can reach their full potential.
- Expansion of community partnerships and programming.
- Dedication of space and resources for holistic, inclusive student advisement and support, and culturally sensitive learning environment.

### Action Item 3:

#### Create an Equity Resource Repository and Network

**Goal:** Integration of equity work across the campus in collaboration with partner institutions and organizations.

#### Strategies:

- Develop equity leads and toolbox of resources to support the campus community.
- Complete Equity by Design onboarding with equity focused data coaches.
- Encourage and promote faculty and staff professional development through the Network for Educational Development (NED) and other equity focused opportunities.

#### Success Measures/Outcomes:

- Identification of campus equity leads.
- Establishment of an Equity Toolbox of Resources.
- Completion of the NED Deans Equity 101 Workshop by all applicable employees.

This comprehensive plan underscores Northland Community and Technical College's commitment to addressing equity gaps and promoting an inclusive campus environment as outlined in our [Strategic Plan 2022-2027](#). Regular monitoring and assessment of progress will be essential to ensure successful implementation of these initiatives.

