Diversity, Equity, and Inclusion (DEI) AT NWTC

PURPOSE
Division of DEI has a functional responsibility to ensure institutional alignment by providing leadership, guidance, and resources around fostering a culture of equity and inclusion.

The function of the College’s Diversity Team is to serve as the key voice of the DEI Division to advocate for an equitable culture, and support the overall work towards meeting the College’s Strategic Directions.

STRATEGIC DIRECTIONS
• Decrease the gap between the percentage of students of color and the percentage of the college workforce of color, at all levels
• Reduce Graduation Rate achievement gap among racial groups
• Reduce Successful Gateway Course Completion Rate achievement gap among racial groups
• Increase percentage of students of color enrolled in and completing programs that have a median starting wage greater than the overall college median
• 100% of programs will demonstrate multiculturalism of curriculum

INSTITUTIONAL CLIMATE
Supports and monitors strategic college wide indicators and standards.

WORKFORCE
Focuses on the recruitment and retention of a diverse workforce.

EDUCATION
Develops, facilitates, and evaluates educational opportunities for students, employees, and the community.

STUDENT SUCCESS
Enhances and evaluates services and programs focused on the recruitment and retention of a diverse student body.

EQUITY

STUDENT SUCCESS

EDUCATION

INSTITUTIONAL CLIMATE

WORKFORCE
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**INSTITUTIONAL CLIMATE**
- Supports and monitors strategic college-wide indicators and standards.

**EDUCATION**
- Develops, facilitates, and evaluates educational opportunities for students, employees, and the community.

**EMPLOYEE**
- A Place at the Table Series
- Cultural Programming & Food for Thought Series
- Racial Inclusion for Student Equity Leadership Series
- Not Anymore Training
- Diversity Electives
- A Place at the Table Series
- Cultural Programming & Food for Thought Series
- Living, Teaching, Serving and Managing Inclusively Committee
- College Book Read
- Not Anymore Training
- Transformational Learning
- Diversity Electives
- A Place at the Table Series
- Cultural Programming & Food for Thought Series
- iRespect! Certificate Program
- Not Anymore Training

**STUDENT SUCCESS**
- Enhances and evaluates services and programs focused on the recruitment and retention of a diverse student body.

**DREAM**
- NWTC’s purpose through participating in Achieving the Dream is to develop and implement an evidence-based model that provides insight and best practices to all college teams regarding the success or lack thereof of our students and leads to increased student success.

As a member of Achieving the Dream, NWTC is identifying strategies to improve student success, close equity gaps, increase retention, persistence, and completion rates.

**WORKFORCE**
- Focuses on the recruitment and retention of a diverse workforce.

- Equity Scorecard
- Discrimination and Harassment
- Affirmative Action and Equal Opportunity Five Year Plan
- Community: Boards, Partnerships, and Committees
- Center for Equity & Growth/Corporate Training
- Chief Officer for Diversity, Equity, and Inclusion (Position)
- Diversity, Equity, and Inclusion Career Coach (Position)
- NCWTS’ Diversity, Equity, and Inclusion Committee
- Title IX Committee
- WTCS’ Diversity, Equity, and Inclusion Committee
- Equity in Hiring Team (Chartered)
- Employee Involvement Groups (EIGs)
- Personal Assessment of College Environment – Employee Survey
- Student Today, Employee Tomorrow
- Multicultural Internship Program
- Faculty Fellowship
- Bias in Interviewing
- Students of Color and High Wage Programs Workgroup
- NEXT one Up Program
- Strategic Retention Team
- 100% Multiculturalism in Programs/ME Workgroup
- Student Climate Survey
- Turbocharge