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Wisconsin Indianhead Technical College
Affirmative Action/Equal Opportunity Five-Year Plan
2019-2024

John Will
College President

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Table of Contents

Introduction	3
Section I.....	4
Equal Opportunity Statement.....	4
WITC Goals for Affirmative Action/Equal Opportunity.....	4
Affirmative Action/Equal Opportunity Policy Statements.....	4
Section II.....	8
Affirmative Action/Equal Opportunity Dissemination Activities	8
Section III.....	9
Self-Evaluation	9
Section IV	9
District Workforce Analysis.....	9
Section V	9
Employment Program Affirmative Action Initiatives.....	9
Section VI	12
Student Program Affirmative Action Initiatives.....	12
Appendix A	16
Reports on Employee Population	16
Appendix B	24
System Reports on Student Population	24

Introduction

The Five-Year Affirmative Action Plan (2019-2024) (Plan) affirms the continued commitment of the Wisconsin Indianhead Technical College (WITC) (College) to actively implement all appropriate federal and state equal opportunity and affirmative action laws, executive orders, plans, rules and regulations. This Plan was developed in accordance with the guidelines as established by the Wisconsin Technical College System Board.

WITC is committed to Equal Opportunity for all its employees and students in all programs and educational activities including, but not limited to: outreach, recruitment, certification, selection, transfer, referrals, promotions, testing, placement, training, compensation, support services, benefits, layoffs, terminations and committee appointments. Discrimination against persons because of their sex, sexual preference, race, religion, color, national origin or ancestry, age, disability, political affiliation or beliefs, arrest or conviction records or refusal to consent to sexual harassment is strictly prohibited.

To achieve equal employment and educational opportunities, the College recognizes the need to take appropriate Affirmative Action steps, when necessary, with respect to persons of color, women, the disabled and other protected groups, by setting policies and procedures to obtain equality. WITC will continue to make all reasonable accommodations as requested and required.

While the responsibility for overall development and implementation of the College's Affirmative Action program rests with the President, all staff are responsible for the application of Affirmative Action and Equal Opportunity policies. This includes initiating and supporting programs and practices designed to develop understanding, acceptance, commitment and compliance within the framework of this Plan.

WITC looks forward to the positive outcomes that will result from the provisions of this Plan which reflect the convictions and values of the College.



John Will
President

Section I

Equal Opportunity Statement

Wisconsin Indianhead Technical College (WITC) does not discriminate on the basis of race, color, ancestry, religion, sex, service in the uniformed services, veteran status, national origin, age, disability, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions or status in any group protected by state or local law in employment, admissions or its programs or activities. WITC offers degrees, diplomas, apprenticeships and certificates in the Emergency Management Services, General Education/ABE, Business, Family & Consumer Services, Allied Health and Trade and Technical divisions. Admissions criteria vary by program and are available by calling our Admissions Office at 800-243-9482.

The following person has been designated to oversee Title IX of the Education Amendments of 1972 and Section 504 of the Rehabilitation Act of 1973 and to handle inquiries regarding the College's nondiscrimination policies: Amanda Gohde, Affirmative Action/ Equal Opportunity Officer/ Title IX Coordinator/Director, Human Resources, Administrative Office, 505 Pine Ridge Drive, Shell Lake WI 54871, 715-468-2815 ext. 2240, TTY 711, amanda.gohde@witc.edu.

WITC Goals for Affirmative Action/Equal Opportunity

1. Emphasize an educational and work environment that reflects, appreciates and celebrates a diverse society.
2. Ensure a climate for the success of employees and students by appreciating the uniqueness he/she brings to the College.
3. Balance individual occupational program enrollment percentages for students by race, sex and disability percentages with the general population.
4. Assure non-discrimination in career planning, counseling and placement services for students.
5. Analyze and address employment of staff at the College to match availability percentages for race, sex and disability categories in the general population of the District.
6. Create additional outreach to individuals with military service and veteran status.
7. Program specific goals will be met to respond to identified protected/underserved populations that exist within the WITC District to address student and employee recruitment and retention.

Affirmative Action/Equal Opportunity Policy Statements

Non-Discrimination/Non-Harassment Compliance:

Wisconsin Indianhead Technical College (WITC) (College) does not discriminate on the basis of race, color, ancestry, religion, sex, service in the uniformed services, veteran status, national origin, age, disability, sexual orientation, marital or family status, pregnancy, pregnancy-related conditions or status in any group protected by federal, state or local law in employment, admissions or its programs, services or activities in compliance with Title VI and VII of the Civil Rights Act of 1964 (Title VI, VII), Title IX of the Education Amendments of 1972 (Title IX) and Section 504 and Section 508 of the Rehabilitation Act of 1973 and Title II of The Americans with Disabilities Act of 1990, as amended (Section 504/Title II) and The Americans with Disabilities Act Amendments Act of 2008 (Amendments Act), Clery Act, as amended,

Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act, and the Higher Education Act of 1965, §485(f) (20 U.S.C. 1092 (f)).

Equal Opportunity Employment includes, but it not limited to, the following areas: recruitment, selection, hiring, training, promotion, transfer, layoff, retention, return from layoff, compensation and fringe benefits, terminations, certification, testing and committee/team appointments.

The Policy of Non-Discrimination/Non-Harassment Compliance is a key to the overall commitment of the College to equal employment and equal educational opportunity and directs the College in making decisions relating to the College facilities, employment of personnel, selection of educational materials, equipment, curriculum and regulations affecting students and placement of qualified minorities at all levels of employment when deficiencies exist through affirmative action and providing reasonable accommodations for students and employees with disabilities.

The following position has been designated to oversee compliance with federal and state statutory and regulatory requirements related to equal employment and equal educational opportunities including Title IX, Title VI, Title VII, Section 504, Section 508, Title II, Clery Act, as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act, the guidance supplied by Department of Education, Office of Civil Rights and to handle inquiries, investigations and resolve complaints regarding the College's equal opportunity and non-discrimination/non-harassment policies for students, employees and student/employee applicants: Director, Human Resources, Administrative Office, 505 Pine Ridge Drive, Shell Lake WI 54871, 715-468-2815 ext. 2240. Employees and students may also report complaints to law enforcement as appropriate.

To insure compliance with the intent of state laws and regulations and the guidance supplied by the Office of Civil Rights, procedures for resolving complaints/grievances have been adopted by the College.

Complaints of alleged acts of unlawful discrimination which are in violation of the non-discrimination/non-harassment policy under which the College operates shall be filed directly with the Director, Human Resources who has been designated the Equal Opportunity/Affirmative Action Officer and Title IX Coordinator for the College. All complaints or reports of alleged acts or charges will be handled under developed procedures that will include, but not be limited to, taking immediate action to eliminate the acts or actions in violation of the Policy, preventing its recurrence, addressing its effects, publishing a notice of non-discrimination, adopting and publishing complaint procedures and ensuring College employees are trained to respond to issues/complaints promptly and equitably.

Individuals who engage in unlawful discriminatory practices are subject to disciplinary action up to and including termination of employment or expulsion.

For more information on types of unlawful discrimination/harassment/sexual harassment/sexual misconduct/sexual violence examples, rights and responsibilities, and the complaint/grievance procedures, please contact the College's Director, Human Resources/Equal Opportunity/Affirmative Action Officer and Title IX Coordinator.

Affirmative Action:

Wisconsin Indianhead Technical College is committed to:

1. Designing efforts to reach and maintain employment levels for minorities, persons with disabilities and women which are reflective of the WITC District population.
2. Planning activities to recruit and place minorities, persons with disabilities and women in the areas where these group members are presently underutilized, Recruitment efforts and resources will be reviewed and updated to improve, to strengthen, and to broaden our recruitment efforts with under-represented populations.
3. Providing students with all educational and support services in a non-discriminatory manner with special emphasis in recruitment and retention on an educational climate conducive and supportive of cultural, ethnic diversity and persons with disabilities.
4. Supporting employees and applicants for employment with programs developed to address the recruitment, employment, training, promotion and retention needs of minorities and persons with disabilities. In response to an employee's request or an applicant's request for reasonable accommodations will be provided for disabled individuals and for religious practices.

Diversity and Inclusion:

Wisconsin Indianhead Technical College (College) is committed to fostering, cultivating, and preserving a culture of diversity and inclusion. College employees are its most valuable asset and the collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that College employees possess and invest in his/her work represent our culture and achievement.

Diversity is respected and embraced at the College. Diversity includes being open to new and different ideas. It also implies respect for and appreciation of all staff, students and members of the community. Diversity is embraced as a means of enriching relationships and enhancing collaboration.

All employees of the College have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other College sponsored and participative events.

The College seeks a level of enrollment and graduation which proportionately represents minority populations in the district and the College is committed to pursuing the recruitment of minority employees and providing opportunities for all employees to become more knowledgeable about diversity and inclusion in ideas, programs, efforts and populations.

Unlawful Discrimination/Harassment/Sexual Harassment/Sexual Misconduct/Sexual Violence Complaints:

Wisconsin Indianhead Technical College (WITC) (College) prohibits and will not tolerate unlawful discrimination, harassment or sexual harassment/sexual misconduct/sexual violence including domestic violence, dating violence, and/or stalking by or against any student, employee, student/employee applicant, vendor/customer, anyone associated with WITC or other members of the public.

To Make a Claim of Unlawful Discrimination, Harassment, or Sexual Harassment/Sexual Misconduct/Sexual Violence: Any student, employee, or student/employee applicant who believes that he/she has been unlawfully discriminated against or harassed or sexually harassed or a victim of sexual

misconduct/sexual violence including domestic violence, dating violence, and/or stalking in violation of College policy is urged to report the incident.

The following position has been designated to oversee compliance with federal and state statutory and regulatory requirements related to equal employment and equal educational opportunities including Title VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, as amended, Section 504 and Section 508 of the Rehabilitation Act of 1973, Title II of The Americans with Disabilities Act of 1990, as amended, and The Americans with Disabilities Act Amendments Act of 2008, Clery Act, as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women Reauthorization Act, Higher Education Act of 1965, §485(f) (20 U.S.C. 1092 (f)) and the guidance supplied by Department of Education, Office of Civil Rights and to handle inquiries, investigations and resolve complaints regarding the College's equal opportunity and non-discrimination/non-harassment policies for students, employees and student/employee applicants: Director, Human Resources, Administrative Office, 505 Pine Ridge Drive, Shell Lake, WI 54871, (715) 468-2815, ext. 2240. Employees and students may also report complaints to any member of the College Leadership Team or to law enforcement as appropriate. If any member of the College Leadership Team is alleged to have engaged in unlawful discrimination/harassment/retaliation, the complaint must be filed directly with the President. If the President is alleged to have engaged in unlawful discrimination/harassment/retaliation, the complaint must be filed directly with the Board Chair. All allegations/complaints will be investigated promptly according to

College procedures and both the complainant and accused will be afforded equitable rights during the investigative process.

All complaints or reports of alleged acts or charges of unlawful discrimination/harassment/sexual harassment/sexual misconduct/sexual violence including domestic violence, dating violence, and/or stalking reported to the College will be handled under developed procedures that will include, but not be limited to, taking immediate action to eliminate the unlawful action, preventing its recurrence, addressing its effects, publishing a notice of non-discrimination/non-harassment/non-retaliation, adopting and publishing complaint procedures and ensuring College employees are trained to respond to issues/complaints promptly and equitably. Prompt and remedial action will be taken, if necessary, to ensure appropriate behavior in the academic/work environment.

Conduct or actions that arise out of a personal or social relationship that are not intended to have an unlawful discriminatory effect may or may not be viewed as a violation of this policy. WITC will determine whether such conduct constitutes a violation of this policy based on a review of the facts and circumstances of each situation.

For more information on types of unlawful discrimination/harassment/sexual harassment/sexual misconduct/sexual violence examples, rights, responsibilities and the complaint procedure, please contact the College's Director, Human Resources/Equal Opportunity/Affirmative Action Officer and Title IX Coordinator.

Sexual Violence Elimination Commitment:

Wisconsin Indianhead Technical College (College) is committed to providing a safe learning and working environment in compliance with federal law, specifically Title IX, Jeanne Clery Act (the Clery Act), as amended, Sexual Violence Elimination Act (SaVE Act) as authorized by Violence Against Women

Reauthorization Act. In keeping with this commitment, the College has adopted policies and procedures to prevent and respond to incidents of sexual misconduct, sexual assault, domestic violence, dating violence, and stalking. These policies, procedures and guidelines apply to all members of the College community, students, employees and visitors as well as contractors and vendors.

The College will not tolerate sexual assault, domestic violence, dating violence, or stalking, as defined in related procedures, in any form. Such acts of violence are prohibited by College policy, as well as state and federal laws. Individuals who the College determines more likely than not have engaged in these types of behaviors are subject to penalties up to and including dismissal or separation from the College, regardless of whether they are also facing criminal or civil charges in a court of law.

Section II

Affirmative Action/Equal Opportunity Dissemination Activities

Wisconsin Indianhead Technical College (WITC) (College) is committed to equal employment and educational opportunity as well as affirmative action in its dealings with staff, applicants, students and the public. Efforts are made to communicate this affirmative action and equal opportunity information as follows:

1. Five-Year Plan will be reviewed and approved by the College Leadership Team and Board.
2. Annual Updates, including progress reports will be reviewed by the College Leadership Team and Board.
3. Electronic copies of the Five-Year Plan and Annual Updates will be distributed to all staff at all campus locations immediately after Board approval via email communication and a post to the intranet.
4. Electronic copies of the Five-Year Plan and Annual Updates will be provided to Wisconsin Technical College System Affirmative Action Officer and other technical college system affirmative action officers, when requested.
5. New employees will receive the Five-Year Plan as part of the new staff orientation process in Maestro. This will allow new staff the opportunity to learn WITC's Affirmative Action/Equal Opportunity Policy, grievance procedure and to further understand the College's commitment to a culture of diversity, equity and inclusion.
6. The Student Handbook, Catalog and other student directed publications have the grievance procedure included.
7. All recruitment materials, brochures, applications and admission forms and other College created forms will include Equal Opportunity Employer/Educator Statement. Notification of intent to accommodate disabilities in the employment process and the relay service information are included in all recruitment materials.
8. Annual, public notices will be published in official district newspapers at the beginning of the fall semester. Annual notice is published in three languages to represent our district population.
9. Special articles of achievements in equal opportunity or affirmative action will be published in College or student publications/College website.
10. All staff will receive training regarding the affirmative action/equal opportunity policy, the College's commitment to diversity, equity and inclusion and grievance procedure.

Section III Self-Evaluation

Self-evaluation consists of two parts, Federal and State Regulation Compliance contained in this section and Employment Compliance contained in Section IV. The Self-Evaluation document is maintained at WITC by the Director, Human Resources and is available upon request.

Section IV District Workforce Analysis

Wisconsin Indianhead Technical College (WITC) has conducted an analysis and has established goals/initiatives for employment and educational service program areas which are underutilized for minorities, females or disabled employees and students. The analysis was conducted using data from the client reporting system, staff accounting system and internal College data.

Section V Employment Program Affirmative Action Initiatives

The goals below respond to identified protected/underserved populations that exist within the WITC district.

Program 1: Implement targeted employee recruitment plans based on protected class.

Employee Recruitment Goal 1: Build relationships with tribes within the district

According to the FY2019 Affirmative Action Compliance Report, our percentage of Native American employees (1.16%) does not align with district population, and this is currently the largest discrepancy in the race/ethnicity category.

Action Item	Responsibility	Timeline
Step 1: Identify tribal liaisons – part of current role (student and/or employee goal)	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY20
Step 2: Liaisons to establish a connection with each tribe	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY20
Step 3: Determine events or methods for best communication to tribal communities (job boards/newsletter)	Diversity, Equity and Inclusion Team – TBD	FY21
Step 4: Take action on opportunities i.e. post jobs	Human Resources Department	FY21
Step 5: Determine methods for follow up and data collection of success	Diversity, Equity and Inclusion Team – TBD	FY22
Step 6: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team – TBD	FY23

Employee Recruitment Goal 2: Expand employee recruitment efforts to target the non-alignment of race/ethnicity of College employees to the comparison of district population.

According to the FY2019 Affirmative Action Compliance Report, our percentage of Race/Ethnic employees (2.05%) does not align with district population.

Action Item	Responsibility	Timeline
Step 1: Identify an internal or community liaison to provide perspective/understanding of key issues or opportunities.	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY20
Step 2: Plan next steps	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY20
Step 3: Execute determined steps	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY21
Step 4: Review metrics and data	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY22
Step 5: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team – TBD	FY23

Employee Recruitment Goal 3: Feature diversity as an asset to the culture of WITC’s workforce to prospective employees.

Action Item	Responsibility	Timeline
Step 1: Determine an additional marketing source for job postings	Diversity, Equity and Inclusion Team – TBD	FY20
Step 2: Ensure that the Affirmative Action Plan is available to prospective employees (communicate)	Diversity, Equity and Inclusion Team – TBD	FY20
Step 3: Feature images of diversity in marketing materials	Diversity, Equity and Inclusion Team – TBD	FY21
Step 4: Create “commitment to diversity” statement to include in all job postings/advertisements (emphasize access to accommodations).	Diversity, Equity and Inclusion Team – TBD	FY21
Step 5: Encourage diversity on hiring committees	Diversity, Equity and Inclusion Team – TBD	FY21
Step 6: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team – TBD	FY23

Employee Recruitment Goal 4: Expand efforts to recruit Military connected employees.

Action Item	Responsibility	Timeline
Step 1: Develop a method for self-disclosure of military-connected status and tracking metrics	Diversity, Equity and Inclusion Team – TBD	FY20
Step 2: Develop training for interview teams to be able to understand how military skills translate to employment skills for College positions	Diversity, Equity and Inclusion Team – TBD	FY20
Step 3: Provide training to interview teams to be able to understand transferable skills to better understand how the applicant meets the qualifications	Diversity, Equity and Inclusion Team – TBD Professional Development Team	FY21
Step 4: Human Resources develops relations/connection with the County Veteran Services Officers	Human Resources	FY21
Step 5: Highlight Veterans who are already employees with the College and what they do; potential resource; post on website	Diversity, Equity and Inclusion Team – TBD	FY21
Step 6: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team – TBD	FY23

Program 2: Implement targeted employee retention plans based on protected class.

Employee Retention Goal 1: Centralize diversity efforts and increase internal awareness of and continue diversity efforts that are already happening.

Action Item	Responsibility	Timeline
Step 1: Build and maintain inventory of current diversity activities at each location and communicate to Diversity, Equity and Inclusion Team	Diversity, Equity and Inclusion Team – TBD	FY20
Step 2: Add diversity piece to Points of Pride email	Diversity, Equity and Inclusion Team – TBD Marketing President’s Office	FY20
Step 3: DEI Team creates a diversity newsletter and communicates efforts to all WITC staff semi-annually (include items like: nursing mothers rooms, ergonomics/accommodations and AA Plan)	Diversity, Equity and Inclusion Team – TBD Marketing	FY20
Step 4: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team – TBD	FY23

Employee Retention Goal 2: Expand education amongst employees that fosters a culture of diversity, equity and inclusion.

Action Item	Responsibility	Timeline
Step 1: Build a presence of the Collegewide Diversity, Equity and Inclusion Team at each location	Diversity, Equity and Inclusion Team – TBD	FY20
Step 2: Develop expanded diversity training expectations across all employee groups (acknowledge current efforts, implement unconscious bias training, implement awareness/sensitivity training surrounding LGBTQ)	Diversity, Equity and Inclusion Team – TBD Professional Development Team	FY20
Step 3: Implement a diversity lunch and learn series at all sites for students and staff (overall diversity, socioeconomic, mental health, Safe Zone, Challenging Stereotypes)	Diversity, Equity and Inclusion Team – TBD Professional Development Team	FY21
Step 4: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team – TBD	FY23

Section VI

Student Program Affirmative Action Initiatives

The goals below respond to identified protected/underserved populations that exist within the WITC district.

Program 1: Implement targeted student recruitment plans based on protected class.

Student Recruitment Goal 1: Highlight current recruitment best practices and successes with underrepresented groups.

Action Item	Responsibility	Timeline
Step 1: Inventory of current recruitment trends; opportunities for admissions advisors/counselors/recruiters to share best practices	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY20
Step 2: Education opportunity to increase efforts to recruit targeted populations.	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY20
Step 3: Assess statistics post-open enrollment rollout; has retention for these groups improved? More diverse student population?	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY21
Step 4: Make intentional efforts to increase diversity to specific programs. (Chamber panel	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY21

discussion featuring students/graduates/community members in nontraditional careers) (Continue to build partnerships to serve students with special needs, i.e. Hospitality)		
Step 5: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team – TBD	FY23

Student Recruitment Goal 2: Increase and promote overall diversity.

Action Item	Responsibility	Timeline
Step 1: Include diversity in the Points of Pride email; students to see their likeness within the College	Diversity, Equity and Inclusion Team – TBD Marketing President’s Office	FY20
Step 2: Communicate the Affirmative Action Plan to students	Diversity, Equity and Inclusion Team – TBD Student Affairs Marketing	FY20
Step 3: Create an emphasis of diversity, equity and inclusion on the website	Diversity, Equity and Inclusion Team – TBD Marketing	FY21
Step 4: Seek out opportunities to attract international students	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY21
Step 5: Explore scholarship opportunities for students in marginalized groups.	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY22
Step 6: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team – TBD	FY23

Student Recruitment Goal 3: Expand efforts to recruit Military connected students

Action Item	Responsibility	Timeline
Step 1: Determine a space for military connected students to connect and find resources	Diversity, Equity and Inclusion Team – TBD	FY20
Step 2: Assess and reflect, data drives next 5-Year Plan goal	Diversity, Equity and Inclusion Team – TBD	FY23

Program 2: Implement targeted student retention plans based on protected class.

Student Retention Goal 1: Respond to the disproportional graduation rates of students in protected minority classes.

Action Item	Responsibility	Timeline
Step 1: Research current policies, procedures and practices to identify success barriers.	Diversity, Equity and Inclusion Team – TBD Academic Affairs Student Affairs	FY20
Step 2: Recommend that campuses become more involved in carrying out the AA Plan through RLT – Develop Campus Plans/Scorecards	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY20
Step 3: Build relationships with Tribes in the district through tribal liaison.	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY21
Step 4: Foster relationships with and promote outreach efforts to Somali population within the district.	Diversity, Equity and Inclusion Team – TBD Regional Leadership Teams	FY21
Step 5: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team – TBD	FY23

Student Retention Goal 2: Increase awareness of and continue diversity efforts that are already happening.

Action Item	Responsibility	Timeline
Step 1: Ensure all locations have similar services and those services and efforts are communicated (include items like: nursing mothers rooms, ergonomics/accommodations)	Diversity, Equity and Inclusion Team – TBD Student Affairs Regional Leadership Team	FY20
Step 2: Communicate the AA Plan to students; communicate efforts being made to expand diversity, equity and inclusion.	Diversity, Equity and Inclusion Team – TBD Student Affairs	FY20
Step 3: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team – TBD	FY23

Student Retention Goal 3: Implement best practices across the College that foster of culture of diversity, equity and inclusion.

Action Item	Responsibility	Timeline
Step 1: Build a presence of the Collegewide Diversity, Equity and Inclusion Team at each location – expand diversity week to all campuses.	Diversity, Equity and Inclusion Team – TBD	FY20
Step 2: Implement a diversity lunch	Diversity, Equity and Inclusion Team – TBD	FY21

and learn series at all sites for students and staff (overall diversity, socioeconomic, mental health, Safe Zone, Challenging Stereotypes)	Student Affairs	
Step 3: Assess and reflect, data drives next 5-Year Plan goal.	Diversity, Equity and Inclusion Team – TBD	FY23



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 12/31/2018

Fiscal Year: 2018-19
 District: Wisconsin Indianhead Technical College

Factors For Consideration	Total		Female		Disability		Race/Ethnic		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown Race	
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	104	60.58%	2	1.92%	1	0.96%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	13,301	45.72%	549	4.13%	697	5.24%	261	1.96%	100	0.75%	68	0.51%	140	1.05%	0	0.00%	128	0.96%	N/A	N/A
% Difference (3)		14.86%		-2.20%		-4.28%		-1.00%		-0.75%		-0.51%		-1.05%		0.00%		-0.96%		
Quotient (4)		1.33		0.47		0.18		0.49		0.00		0.00		0.00		0.00		0.00		
Female Difference (5)		15.45																		
Racial Difference (6)		4.45																		

** DISABILITY ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE **

** RACE/ETHNIC ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE **

** AMERICAN INDIAN ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC ADMINISTRATIVE POPULATION MAY BE OUT OF COMPLIANCE **

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 12/31/2018

Fiscal Year: 2018-19
 District: Wisconsin Indianhead Technical College

Factors For Consideration	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown Race		
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Employees (1)	122	89	72.95%	0	0.00%	3	2.46%	1	0.82%	1	0.82%	1	0.82%	0	0.00%	0	0.00%	0	0.00%	1	0.82%
Work Force (2)	718	391	54.46%	47	6.55%	73	10.17%	21	2.92%	35	4.87%	0	0.00%	0	0.00%	0	0.00%	17	2.37%	N/A	N/A
% Difference (3)			18.49%		-6.55%		-7.71%		-2.11%		-4.05%		0.82%		0.00%		0.00%		-2.37%		
Quotient (4)			1.34		0.00		0.24		0.28		0.17		0.00		0.00		0.00		0.00		
Female Difference (5)			22.56																		
Racial Difference (6)			9.40																		

** DISABILITY FACULTY POPULATION MAY BE OUT OF COMPLIANCE **

** RACE/ETHNIC FACULTY POPULATION MAY BE OUT OF COMPLIANCE **

** AMERICAN INDIAN FACULTY POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN AMERICAN FACULTY POPULATION MAY BE OUT OF COMPLIANCE **

** MULTI RACIAL FACULTY POPULATION MAY BE OUT OF COMPLIANCE **

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 12/31/2018

Fiscal Year: 2018-19
 District: Wisconsin Indianhead Technical College

Factors For Consideration	PROFESSIONAL NONFACULTY																					
	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown Race		
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	17	76.47%	13	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	3,812	71.51%	2,728	4.20%	160	6.72%	153	4.01%	3	0.08%	29	0.76%	62	1.63%	0	0.00%	9	0.24%	N/A	N/A	0	0.00%
% Difference (3)		4.96%		-4.20%		-6.72%		-4.01%		-0.08%		-0.76%		-1.63%		0.00%		-0.24%				
Quotient (4)		1.07		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00				0.00
Female Difference (5)		0.84																				
Racial Difference (6)		1.14																				

** DISABILITY PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **

** RACE/ETHNIC PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **

** AMERICAN INDIAN PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC PROFESSIONAL NONFACULTY POPULATION MAY BE OUT OF COMPLIANCE **

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 12/31/2018

Fiscal Year: 2018-19
 District: Wisconsin Indianhead Technical College

Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	43	43	100.00%	0	0.00%	1	2.33%	0	0.00%	0	0.00%	0	0.00%	1	2.33%	0	0.00%	0	0.00%	1	2.33%
Work Force (2)	9,917	9,227	93.04%	576	5.81%	571	5.76%	218	2.20%	27	0.27%	80	0.81%	172	1.73%	0	0.00%	73	0.74%	N/A	N/A
% Difference (3)			6.96%		-5.81%		-3.43%		-2.20%		-0.27%		-0.81%		0.59%		0.00%		-0.74%		
Quotient (4)			1.07		0.00		0.40		0.00		0.00		0.00		1.34		0.00		0.00		
Female Difference (5)			2.99																		
Racial Difference (6)			1.48																		

** DISABILITY CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **

** RACE/ETHNIC CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **

** AMERICAN INDIAN CLERICAL/SECRETARIAL POPULATION MAY BE OUT OF COMPLIANCE **

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 12/31/2018

Fiscal Year: 2018-19
 District: Wisconsin Indianhead Technical College

Factors For Consideration	TECHNICAL/PARAPROFESSIONAL																						
	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown Race			
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Employees (1)	103	81	78.64%	0	0.00%	3	2.91%	0	0.00%	0	0.00%	0	0.00%	3	2.91%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	2,064	866	42.93%	93	4.51%	62	3.00%	0	0.00%	44	2.13%	0	0.00%	9	0.44%	0	0.00%	9	0.44%	N/A	N/A	N/A	N/A
% Difference (3)			35.71%		-4.51%		-0.09%		0.00%		-2.13%		0.00%		2.48%		0.00%		-0.44%				
Quotient (4)			1.83		0.00		0.97		0.00		0.00		0.00		6.68		0.00		0.00				
Female Difference (5)			36.79																				
Racial Difference (6)			0.09																				

** DISABILITY TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN AMERICAN TECHNICAL/PARAPROFESSIONAL POPULATION MAY BE OUT OF COMPLIANCE **

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 12/31/2018

Fiscal Year: 2018-19
 District: Wisconsin Indianhead Technical College

Factors For Consideration	SKILLED CRAFTS																						
	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown Race			
	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	
Employees (1)	29	1	3.45%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	2,833	1,401	49.45%	301	10.62%	307	10.84%	63	2.22%	29	1.02%	0	0.00%	138	4.87%	0	0.00%	78	2.75%	N/A	N/A		
% Difference (3)			-46.00%		-10.62%		-10.84%		-2.22%		-1.02%		0.00%		-4.87%		0.00%		-2.75%				
Quotient (4)			0.07		0.00		0.00		0.00		0.00		0.00		0.00		0.00		0.00				
Female Difference (5)	13.34																						
Racial Difference (6)	3.14																						

** FEMALE SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **

** DISABILITY SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **

** RACE/ETHNIC SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **

** AMERICAN INDIAN SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN AMERICAN SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **

** MULTI RACIAL SKILLED CRAFTS POPULATION MAY BE OUT OF COMPLIANCE **

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



AFFIRMATIVE ACTION COMPLIANCE REPORT

Date Completed: 12/31/2018

Fiscal Year: 2018-19
 District: Wisconsin Indianhead Technical College

Factors For Consideration	Total	Female		Disability		Race/Ethnic		American		Asian		Black		Hispanic		Pacific		Multi Racial		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Employees (1)	20	2	10.00%	0	0.00%	1	5.00%	1	5.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Work Force (2)	14,165	7,432	52.47%	1,470	10.38%	1,002	7.07%	307	2.17%	112	0.79%	30	0.21%	338	2.39%	0	0.00%	214	1.51%	N/A	N/A
% Difference (3)			-42.47%		-10.38%		-2.07%		2.83%		-0.79%		-0.21%		-2.39%		0.00%		-1.51%		
Quotient (4)			0.19		0.00		0.71		2.31		0.00		0.00		0.00		0.00		0.00		0.00
Female Difference (5)	8.49																				
Racial Difference (6)	0.41																				

** FEMALE SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **

** DISABILITY SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **

** RACE/ETHNIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **

** HISPANIC SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **

** MULTI RACIAL SERVICE/MAINTENANCE POPULATION MAY BE OUT OF COMPLIANCE **

- (1) Full-Time Staff Count Or Employee Count
- (2) District 16-64 Work Force value from 5-year ACS
- (3) =(Staff Count Or Employee Count % - District Work Force %)
- (4) =(Staff Count Or Employee Count % / District Work Force %)
- (5) =(Total District Employees * Female Percent of District Work Force - Female Count of District Employees)
- (6) =(Total District Employees * Race/Ethnic Percent of District Work Force - Race/Ethnic Count of District Employees)



Client Reporting System
 CL1660A Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

ALL PROGRAMS																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	5,465	134	2.45 %	51	0.93 %	56	1.02 %	49	0.90 %	4,955	90.67 %	8	0.15 %	116	2.12 %	96	1.76 %
District POP (2)	153,846	2,842	1.86 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			0.60 %		0.27 %		0.65 %		-0.81 %		-3.44 %		0.05 %		0.92 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1,480	31	2.09 %	18	1.22 %	13	0.88 %	18	1.22 %	1,339	90.47 %	0	0.00 %	32	2.16 %	29	1.96 %
Total Enrollment (1)	5,465	134	2.45 %	51	0.93 %	56	1.02 %	49	0.90 %	4,955	90.67 %	8	0.15 %	116	2.12 %	96	1.76 %
% Difference (5)			-0.36 %		0.28 %		-0.15 %		0.32 %		-0.19 %		-0.15 %		0.04 %		0.20 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
 CUI60A Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Agriculture

ENROLLEE COMPARISON

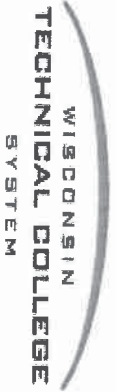
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	163	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	159	97.55 %	0	0.00 %	2	1.23 %	2	1.23 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			-1.85 %		-0.66 %		-0.38 %		-1.71 %		3.43 %		-0.09 %		0.02 %		

** NATIVE AMERICAN / ALASKAN NATIVE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **
 ** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	31	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	29	93.55 %	0	0.00 %	2	6.45 %	0	0.00 %
Total Enrollment (1)	163	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	159	97.55 %	0	0.00 %	2	1.23 %	2	1.23 %
% Difference (5)			0.00 %		0.00 %		0.00 %		0.00 %		-4.00 %		0.00 %		5.22 %		-1.23 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
CLI660A Compliance Indicator I - Program Areas

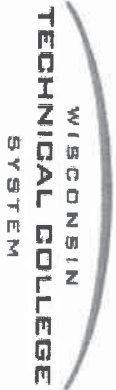
Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Business																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander	Multi Race		Unknown Race		
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		Count	Percent	Count	Percent	
Total Enrollment (1)	1,447	38	2.63 %	21	1.45 %	17	1.17 %	17	1.17 %	1,297	89.63 %	2	0.14 %	41	2.83 %	14	0.97 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			0.78 %		0.79 %		0.80 %		-0.53 %		-4.48 %		0.05 %		1.63 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander	Multi Race		Unknown Race		
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent		Count	Percent	Count	Percent	
Total Graduates (4)	255	5	1.96 %	5	1.96 %	3	1.18 %	2	0.78 %	231	90.59 %	0	0.00 %	9	3.53 %	0	0.00 %
Total Enrollment (1)	1,447	38	2.63 %	21	1.45 %	17	1.17 %	17	1.17 %	1,297	89.63 %	2	0.14 %	41	2.83 %	14	0.97 %
% Difference (5)			-0.67 %		0.51 %		0.00 %		-0.39 %		0.95 %		-0.14 %		0.70 %		-0.97 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
CLI660A Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Family & Consumer Ed

ENROLLEE COMPARISON

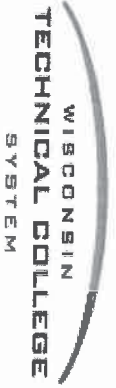
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	336	9	2.68 %	2	0.60 %	7	2.08 %	3	0.89 %	304	90.48 %	1	0.30 %	7	2.08 %	3	0.89 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			0.83 %		-0.07 %		1.71 %		-0.82 %		-3.64 %		0.21 %		0.88 %		

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	98	3	3.06 %	1	1.02 %	0	0.00 %	3	3.06 %	87	88.78 %	0	0.00 %	2	2.04 %	2	2.04 %
Total Enrollment (1)	336	9	2.68 %	2	0.60 %	7	2.08 %	3	0.89 %	304	90.48 %	1	0.30 %	7	2.08 %	3	0.89 %
% Difference (5)			0.38 %		0.43 %		-2.08 %		2.17 %		-1.70 %		-0.30 %		-0.04 %		1.15 %

** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
 CL160A Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

General Ed																	
ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	394	5	1.27 %	7	1.78 %	6	1.52 %	3	0.76 %	350	88.83 %	0	0.00 %	6	1.52 %	17	4.31 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			-0.58 %		-1.12 %		-1.15 %		-0.95 %		-5.28 %		-0.09 %		0.32 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	0	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	394	5	1.27 %	7	1.78 %	6	1.52 %	3	0.76 %	350	88.83 %	0	0.00 %	6	1.52 %	17	4.31 %
% Difference (5)			-1.27 %		-1.78 %		-1.52 %		-0.76 %		-88.83 %		0.00 %		-1.52 %		-4.31 %

** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **

** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE **

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
CLI660A Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Health

ENROLLEE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,951	55	2.82 %	13	0.67 %	17	0.87 %	14	0.72 %	1,776	91.03 %	4	0.21 %	43	2.20 %	29	1.49 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			0.97 %		0.01 %		0.50 %		-0.99 %		-3.08 %		0.11 %		1.00 %		

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	725	16	2.21 %	9	1.24 %	7	0.97 %	6	0.83 %	655	90.34 %	0	0.00 %	13	1.79 %	19	2.62 %
Total Enrollment (1)	1,951	55	2.82 %	13	0.67 %	17	0.87 %	14	0.72 %	1,776	91.03 %	4	0.21 %	43	2.20 %	29	1.49 %
% Difference (5)			-0.61 %		0.58 %		0.09 %		0.11 %		-0.69 %		-0.21 %		-0.41 %		1.13 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
CL1660A Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

		Industrial															
		ENROLLEE COMPARISON															
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	692	18	2.60 %	4	0.58 %	3	0.43 %	6	0.87 %	640	92.49 %	0	0.00 %	8	1.16 %	13	1.88 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			0.75 %		-0.08 %		0.06 %		-0.84 %		-1.63 %		-0.09 %		-0.05 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	264	7	2.65 %	2	0.76 %	2	0.76 %	4	1.52 %	237	89.77 %	0	0.00 %	5	1.89 %	7	2.65 %
Total Enrollment (1)	692	18	2.60 %	4	0.58 %	3	0.43 %	6	0.87 %	640	92.49 %	0	0.00 %	8	1.16 %	13	1.88 %
% Difference (5)			0.05 %		0.18 %		0.32 %		0.65 %		-2.71 %		0.00 %		0.74 %		0.77 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
 CL1660A Compliance Indicator 1 - Program Areas

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Marketing

ENROLLEE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	163	2	1.23 %	2	1.23 %	1	0.61 %	1	0.61 %	146	89.57 %	0	0.00 %	0	0.00 %	11	6.75 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			-0.62 %		0.57 %		0.24 %		-1.10 %		-4.54 %		-0.09 %		-1.20 %		

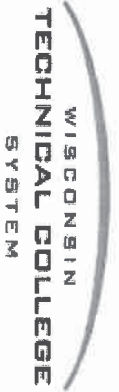
** HISPANIC STUDENT POPULATION MAY BE OUT OF COMPLIANCE **
 ** MULTI RACE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	14	0	0.00 %	0	0.00 %	0	0.00 %	0	0.00 %	14	100.00 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	163	2	1.23 %	2	1.23 %	1	0.61 %	1	0.61 %	146	89.57 %	0	0.00 %	0	0.00 %	11	6.75 %
% Difference (5)			-1.23 %		-1.23 %		-0.61 %		-0.61 %		10.43 %		0.00 %		0.00 %		-6.75 %

** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **
 ** ASIAN GRADS POPULATION MAY BE OUT OF COMPLIANCE **

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
CL1660A Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:02:59 AM

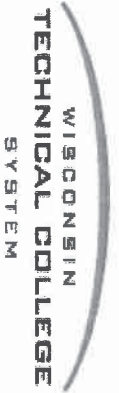
Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

ENROLLEE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	249	7	2.81 %	1	0.40 %	3	1.20 %	4	1.61 %	220	88.35 %	1	0.40 %	8	3.21 %	5	2.01 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			0.96 %		-0.26 %		0.83 %		-0.10 %		-5.76 %		0.31 %		2.01 %		
GRADUATE COMPARISON																	
Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	65	0	0.00 %	0	0.00 %	0	0.00 %	2	3.08 %	63	96.92 %	0	0.00 %	0	0.00 %	0	0.00 %
Total Enrollment (1)	249	7	2.81 %	1	0.40 %	3	1.20 %	4	1.61 %	220	88.35 %	1	0.40 %	8	3.21 %	5	2.01 %
% Difference (5)			-2.81 %		-0.40 %		-1.20 %		1.47 %		8.57 %		-0.40 %		-3.21 %		-2.01 %

** NATIVE AMERICAN / ALASKAN NATIVE GRADS POPULATION MAY BE OUT OF COMPLIANCE **
 ** BLACK GRADS POPULATION MAY BE OUT OF COMPLIANCE **
 ** MULTI RACE GRADS POPULATION MAY BE OUT OF COMPLIANCE **

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
 CLI660A Compliance Indicator I - Program Areas

Run On: 8/27/2018 9:02:59 AM

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Technical And TV

ENROLLEE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	70	0	0.00 %	1	1.43 %	2	2.86 %	1	1.43 %	63	90.00 %	0	0.00 %	1	1.43 %	2	2.86 %
District POP (2)	153,846	2,842	1.85 %	1,016	0.66 %	577	0.38 %	2,630	1.71 %	144,787	94.11 %	141	0.09 %	1,853	1.20 %		
% Difference (3)			-1.85 %		0.77 %		2.48 %		-0.28 %		-4.11 %		-0.09 %		0.22 %		

** NATIVE AMERICAN / ALASKAN NATIVE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **

GRADUATE COMPARISON

Factors For Consideration	Total Population	Native American Alaskan Native		Asian		Black		Hispanic		White		Native Hawaiian Pacific Islander		Multi Race		Unknown Race	
		Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	28	0	0.00 %	1	3.57 %	1	3.57 %	1	3.57 %	23	82.14 %	0	0.00 %	1	3.57 %	1	3.57 %
Total Enrollment (1)	70	0	0.00 %	1	1.43 %	2	2.86 %	1	1.43 %	63	90.00 %	0	0.00 %	1	1.43 %	2	2.86 %
% Difference (5)			0.00 %		2.14 %		0.71 %		2.14 %		-7.86 %		0.00 %		2.14 %		0.71 %

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

ALL PROGRAMS							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	5,465	3,380	61.85 %	399	7.30 %	414	7.58%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			14.27 %		0.73 %		1.69%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	1,480	963	65.07 %	113	7.64 %	112	7.57%
Total Enrollment (1)	5,465	3,380	61.85 %	399	7.30 %	414	7.58%
% Difference (5)			3.22 %		0.33 %		-0.01%

(1) : Student Program Or Course Enrollment Count

(2) : District Population (18-64 years old) Value from 5-year ACS

(3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

(4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
District: Wisconsin Indianhead Technical College

Agriculture							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	163	35	21.47 %	6	3.68 %	2	1.23%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			-26.10 %		-2.89 %		-4.66%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	31	6	19.35 %	3	9.68 %	2	6.45%
Total Enrollment (1)	163	35	21.47 %	6	3.68 %	2	1.23%
% Difference (5)			-2.12 %		6.00 %		5.22%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

Business							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,447	811	56.05 %	99	6.84 %	136	9.40%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			8.47 %		0.27 %		3.51%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	255	167	65.49 %	24	9.41 %	24	9.41%
Total Enrollment (1)	1,447	811	56.05 %	99	6.84 %	136	9.40%
% Difference (5)			9.44 %		2.57 %		0.01%

(1) : Student Program Or Course Enrollment Count

(2) : District Population (18-64 years old) Value from 5-year ACS

(3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

(4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Family & Consumer Ed							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	336	318	94.64 %	37	11.01 %	29	8.63%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			47.07 %		4.44 %		2.74%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	98	95	96.94 %	13	13.27 %	9	9.18%
Total Enrollment (1)	336	318	94.64 %	37	11.01 %	29	8.63%
% Difference (5)			2.30 %		2.25 %		0.55%

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

General Ed							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	394	260	65.99 %	18	4.57 %	27	6.85%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			18.42 %		-2.01 %		0.96%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	0	0	0.00 %	0	0.00 %	0	0.00%
Total Enrollment (1)	394	260	65.99 %	18	4.57 %	27	6.85%
% Difference (5)			-65.99 %		-4.57 %		-6.85%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

(1) : Student Program Or Course Enrollment Count

(2) : District Population (18-64 years old) Value from 5-year ACS

(3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

(4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

Health							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	1,951	1,665	85.34 %	157	8.05 %	146	7.48%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			37.77 %		1.47 %		1.59%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	725	630	86.90 %	42	5.79 %	51	7.03%
Total Enrollment (1)	1,951	1,665	85.34 %	157	8.05 %	146	7.48%
% Difference (5)			1.56 %		-2.25 %		-0.45%
** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

(1) : Student Program Or Course Enrollment Count

(2) : District Population (18-64 years old) Value from 5-year ACS

(3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

(4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Industrial							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	692	58	8.38 %	42	6.07 %	39	5.64%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			-39.19 %		-0.50 %		-0.25%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	264	19	7.20 %	21	7.95 %	20	7.58%
Total Enrollment (1)	692	58	8.38 %	42	6.07 %	39	5.64%
% Difference (5)			-1.18 %		1.89 %		1.94%
** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

Marketing							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	163	93	57.06 %	4	2.45 %	6	3.68%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			9.48 %		-4.12 %		-2.21%
** DISABLED STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
** MINORITY STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	14	9	64.29 %	1	7.14 %	0	0.00%
Total Enrollment (1)	163	93	57.06 %	4	2.45 %	6	3.68%
% Difference (5)			7.23 %		4.69 %		-3.68%
** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **							

(1) : Student Program Or Course Enrollment Count

(2) : District Population (18-64 years old) Value from 5-year ACS

(3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

(4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

Service							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	249	132	53.01 %	29	11.65 %	24	9.64%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			5.44 %		5.07 %		3.75%
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	65	33	50.77 %	5	7.69 %	2	3.08%
Total Enrollment (1)	249	132	53.01 %	29	11.65 %	24	9.64%
% Difference (5)			-2.24 %		-3.95 %		-6.56%
<p align="center">** FEMALE GRAD POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** DISABLED GRAD POPULATION MAY BE OUT OF COMPLIANCE **</p> <p align="center">** MINORITY GRAD POPULATION MAY BE OUT OF COMPLIANCE **</p>							

(1) : Student Program Or Course Enrollment Count

(2) : District Population (18-64 years old) Value from 5-year ACS

(3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)

(4) : Student Graduate

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

Technical And TV							
ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	70	8	11.43 %	7	10.00 %	5	7.14%
District POP (2)	153,846	73,191	47.57 %	10,114	6.57 %	9,059	5.89%
% Difference (3)			-36.15 %		3.43 %		1.25%
** FEMALE STUDENT POPULATION MAY BE OUT OF COMPLIANCE **							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Disabled		Minority	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (4)	28	4	14.29 %	4	14.29 %	4	14.29%
Total Enrollment (1)	70	8	11.43 %	7	10.00 %	5	7.14%
% Difference (5)			2.86 %		4.29 %		7.14%

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : Student Graduate



Client Reporting System
 CLI670 Compliance Indicator II - Sex

Run On: 8/27/2018 9:04:41

Fiscal Year: 2018
 District: Wisconsin Indianhead Technical College

ENROLLEE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Enrollment (1)	5,465	3,380	61.85 %	2,059	37.68 %	26	0.48 %
District POP (2)	153,846	73,191	47.57 %	80,655	52.43 %	0	0.00 %
% Difference (3)			14.27 %		-14.75 %		
Quotient (4)			1.30		0.72		
Difference = 792.44							
GRADUATE COMPARISON							
Factors For Consideration	Total Population	Female		Male		Unknown Sex	
		Count	Percent	Count	Percent	Count	Percent
Total Graduates (5)	1,480	963	65.07 %	508	34.32 %	9	0.61 %
Total Enrollment (1)	5,465	3,380	61.85 %	2,059	37.68 %	26	0.48 %
% Difference (6)			3.22 %		-3.35 %		
Quotient (7)			1.05		0.91		
Difference = 48.87							

(1) : Student Program Or Course Enrollment Count
 (2) : District Population (18-64 years old) Value from 5-year ACS
 (3) : (Student Program Or Course Enrollment Count% - District Population Value from Census Records%)
 (4) : (Student Program

Warning - The Selected Fiscal Year Is Not Final

Fiscal Year: 2018

District: Wisconsin Indianhead Technical College

ENROLLEE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Enrollment (1)	5,465	399	7.30 %
Working Age Population (2)	153,846	10,114	6.57 %
% Difference (3)			0.73 %
Quotient (4)			1.11
Difference = 39.73			
GRADUATE COMPARISON			
Factors For Consideration	Total Population	Disabled	
		Count	Percent
Total Graduates (5)	1,480	113	7.64 %
Total Enrollment (1)	5,465	399	7.30 %
% Difference (6)			0.33 %
Quotient (7)			1.05
Difference = 4.95			

(1) : Student Program Or Course Enrollment Count

(2) : District Population (18-64 years old) Value from 5-year ACS

(3) : (Student Program Or Course Enrollment Count% - Workage Population Value from Census Records%)

(4) : (Student Program O